



SASKATCHEWAN
CONSTRUCTION SAFETY
ASSOCIATION

2024 ANNUAL REPORT



About The

SCSA

The Saskatchewan Construction Safety Association (SCSA) is a non-profit organization funded by the construction industry to provide cost-effective, quality safety training, programs and advice. Established in 1995, SCSA remains committed to injury prevention.

SCSA serves member companies that are registered with the Saskatchewan Workers' Compensation Board (WCB) for building construction. Companies in residential, commercial and industrial construction or construction trades become automatic members of the association.

Vision

The SCSA is an important voice driving a business culture of physical and mental safety for all and the centre of excellence for construction safety training programs.

Mission

The SCSA promotes safety within the construction environment and leads the development of a safety culture through education, consultancy and building awareness towards safer communities.

Board of Directors

KEITH BIRD, Chairperson, RNF Ventures

DANA PAIDEL, Icon Construction

BRIAN BARBER, Ledcor

BEN MILLER, Big Block Construction

TJ KING, SMART Local 296

RYAN GERANSKY, Geransky Bros Construction

COREY JOHNSON, Flyer Electric

LIJAH BEHNKE, Dynamo

KEVIN ANDERSON, PCL Construction Management

Message from the Chairperson



As we reflect on the past year, our province's construction industry remains vibrant and growing. From the steady pace of projects in our major centres to continued activity in rural Saskatchewan, construction continues to drive economic growth and community development. Major projects such as the new hospitals in Weyburn and Prince Albert, along with expansion in the mining sector, have created significant opportunities and challenges.

Our industry needs more young people to consider careers in the trades. They need to receive the necessary training to work safely from day one. We also see many newcomers arrive in Saskatchewan with English as an additional language and limited experience in our industry. To address these evolving needs, our training courses have become more accessible and flexible, with more online options. The response from members has been positive.

This past year saw strong participation in professional development opportunities offered by the SCSA. I particularly enjoyed attending our AGM in Swift Current, where Greg Johnson, the Tornado Hunter, shared the importance of safety in extreme weather environments. In April, we hosted another successful online conference, which brought together industry leaders to discuss current safety trends and best practices.

We also took time to recognize outstanding safety leadership in our province. The annual SCSA Awards celebrated companies and individuals who set excellent examples for workplace safety. We also acknowledged long-term COR® companies that have maintained their certification for 25 years or more. Congratulations as well to all the newly certified companies that made the commitment to safety and achieved the national standard this year. Your hard work is making a real difference in our industry.

Another success was our Safety Culture Survey, with participation from over 800 construction companies to date. This initiative is providing valuable insights into how safety culture influences performance at both the company and industry levels.

One of the highlights of my year was attending the all-employees conference in May, alongside several of our board members. I am always impressed by the energy, commitment and professionalism of the SCSA team. It reaffirmed my confidence in the work they do every day to support our members and improve safety in construction.

As we look ahead, our association remains committed to supporting members and promoting a strong safety culture in Saskatchewan. None of this would be possible without the dedication of our employees, board members, industry partners and members to making safety a priority. Thank you for your continued efforts, engagement and leadership.

Together, we are building a stronger, safer future for Saskatchewan's construction industry.

Keith Bird
SCSA Chairperson

Message from the President



The construction industry in Saskatchewan saw positive growth in 2024. Driven by strong demand for skilled workers, this growth brought significant challenges. An increasing number of experienced workers are leaving the workforce after lengthy careers and changes in technology. A shortage of skilled labour creates unprecedented recruitment, retention and training challenges across the province.

In the coming years, substantial investments in heavy industry, mining, energy, infrastructure and housing will continue to drive construction activity. The pressure to deliver a reliable, skilled and stable workforce weighs heavily on our membership. In response, our members are increasingly turning to the Saskatchewan Construction Safety Association (SCSA) for support. They rely on us to deliver services in the most modern, efficient and effective manner to ensure the safety of their workforce.

In 2024, the SCSA made significant strides in enhancing its offerings. Expanded on-demand delivery, alongside further modernization of instructor-led online training, provided much-needed flexibility for companies and workers. Flexible training ensures workers with tight schedules receive the safety training they need without compromising timelines.

Additionally, the launch of the SCSA auditing software platform has been a game-changer. It streamlines the audit process, significantly reducing processing times. It also offers clearer, more actionable reports and analysis for our members in the COR®

program. These companies can then reinvest valuable time savings in their core operations.

One of the hallmarks of Saskatchewan's success is its spirit of collaboration. This past year, the SCSA strengthened its relationships with key stakeholders, including industry and business associations, labour organizations, government partners and post-secondary institutions like Saskatchewan Polytechnic and the Saskatchewan Indian Institute of Technology. As new leadership emerges across these organizations, we remain focused on maintaining and deepening these valuable partnerships.

Despite the evolving challenges facing the industry, there is a positive and encouraging trend in safety performance. The Saskatchewan construction industry has seen a remarkable 50 per cent reduction in injury rates over the past decade. In 2024, we witnessed a further decline in injury rates. This achievement is a direct reflection of the ongoing efforts of the SCSA and our members' commitment to a safer work environment.

The results of the SCSA safety culture surveys provided further evidence of our members' dedication. With engagement from hundreds of companies and thousands of workers across the province, these surveys highlighted the progress we've made together. We are not only reducing injuries but also building a stronger culture of safety throughout Saskatchewan.

Looking to the future, the SCSA and the construction industry face significant challenges. Workforce changes and technological advancements continue to shape the way we operate. The SCSA Board of Directors and staff are committed to evolving alongside these changes. We remain responsive to the needs of the industry and will continue to provide exceptional service to our members.

I would like to express my sincere gratitude to all of our partners, dedicated staff and the members of the SCSA Board of Directors for their ongoing support and vision. Together, we will continue to drive progress and ensure that safety remains at the forefront of our industry's success.

Collin Pullar
SCSA President

Operations Report

A MANDATE FOR INJURY PREVENTION

With a 30-year history as the industry's trusted safety partner, the Saskatchewan Construction Safety Association (SCSA) continues to lead the way in injury prevention within the province's construction community. Over the last decade, the SCSA has played a pivotal role in reducing construction-related injuries by nearly 50 per cent.

This remarkable achievement represents annual estimated savings of \$25 million in direct costs and between \$25 millionⁱ and \$51 millionⁱⁱ in indirect costs. These cost savings translate into lower Workers' Compensation Board (WCB) premiums for employers, reduced downtime from workplace incidents and fewer project delays.

The SCSA's affordable and easy-to-access training programs are essential to this success. The value of strong safety practices is reinforced as both workforce well-being and industry efficiency are maintained. The SCSA equips businesses with tools to reduce liability and enhance their safety performance. Members receive nationally recognized certification programs, with training that references CSA standards and other best practices.

To ensure its impact remains strong, the SCSA continues to innovate its training offerings. An expanded suite of online training courses increases accessibility for rural and remote members. These digital tools complement in-person training, providing flexible options to ensure all members can prioritize safety with effective solutions, anywhere in the province.



i. "Estimating the Financial Return on Employers' Investments in the Prevention of Work Injuries in Ontario." Institute for Work & Health, www.iwh.on.ca, accessed 24 Oct. 2024.

ii. Heckendorn, Katya. "Understanding the ROI of Health and Safety." OSG, 21 Oct. 2022, osg.ca

Operations Report

OPERATIONAL PERFORMANCE

The SCSA demonstrated strong progress in 2024, achieving or exceeding many strategic goals:



COR® and SECOR™ Programs: COR® registrations exceeded targets by 30 per cent and SECOR™ certifications exceeded by 20 per cent. This demonstrates strong engagement with cornerstone safety programs. While COR® certifications narrowly missed the goal (27 versus 28), this represents an opportunity to refine internal processes and enhance participant follow-through.



Training Recovery: Training numbers, while still below long-term averages, show encouraging recovery following the pandemic and are nearing 2017 levels. The SCSA issued 3,361 instructor-led certificates, with online training comprising two-thirds of the total. Popular courses like Fall Protection & Prevention Training (672 participants) and Leadership for Safety Excellence (638 participants) remain highly relevant. On-demand training accounted for 811 certificates. SCOT® continues to be an essential course for anyone entering the industry or needing a refresher on construction safety basics. Also delivered on-demand, over 8,000 students received SCOT® certificates.



Advisory Services: Advisory services recorded 6,178 engagements, significantly exceeding the goal of 4,000. This reflects a strong commitment to supporting the industry, though there is potential to enhance the strategic focus of these engagements to drive deeper outcomes. Opportunities for improvement in the future include higher enrollments in the COR/SECOR programs and more safety manual builds with members (34 versus a goal of 40).



Safety Demonstrations: The organization surpassed expectations in safety demonstrations. Advisors delivered 61 fall protection demonstrations (goal of 50) and 91 ladder safety demonstrations (goal of 50) on sites across the province. These efforts illustrate the SCSA's effectiveness in delivering practical safety education.

PROGRAM RETENTION AND PUBLIC PERCEPTION

Retention rates for COR® and SECOR™ programs remained strong, at 90 per cent and 84 per cent, respectively. This shows the enduring value these programs provide to members. In the spring of 2024, the SCSA delivered 25-year recognition to over a dozen member companies that have held and maintained long-term COR® certification. Sharing photos, interviews and articles online through SCSA communications channels provided positive public recognition for these members.

The association's reputation and influence are reflected in public perceptions. Notably, 72 per cent of Saskatchewan residents credit the SCSA for contributing to the significant reduction in construction injuries. Additionally, 82 per cent of survey respondents said they would recommend SCSA services to a friend. Finally, 8 out of 10 Saskatchewan residents believe the construction industry is safe. This underscores public confidence in the SCSA's efforts.

As a hub in the construction community, the SCSA works with numerous associations, industry groups, trade unions and media to build positive attitudes around safety. The SCSA advertises year-round on radio, delivering almost 4,000 messages with Rawlco and Missinipi Broadcasting stations, as well as regional outlets with Harvard, Pattison and Golden West.



"(COR) helps provide peace of mind to all employees that they are working for a company that cares about safety as much as production, which in turn helps us to have a stable workforce with long-term employees, a positive culture and satisfied clients."

—Trevor Drost, Vector Construction

In 2024, the SCSA placed articles in 19 publications. 370,656 messages were sent to 28,000 email subscribers. The SCSA website had 383,000 visits and SCSA social media garnered 332,734 impressions. Digital ads ran in 12 regional SJHL markets as part of a continued sponsorship agreement. Digital advertising on social media, regional websites and search engines also enhanced the SCSA's active online presence.

FINANCIAL HEALTH

The SCSA's financial position continues to improve following the challenges of the pandemic. Expenses have been effectively managed, resulting in a stronger financial outlook. While a small, manageable deficit remains, SCSA finances are on a positive trajectory. Continued diligence will be required to maintain this momentum and ensure long-term financial stability.

NETWORKING AND COMMUNITY BUILDING

The SCSA hosted a successful networking lunch event in Swift Current on March 7, 2024, at the Living Sky Casino. The importance of preparation, ongoing education and workplace safety awareness on Saskatchewan construction sites was emphasized by featured guest speaker, Greg Johnson.

Known as the Tornado Hunter, Johnson is a leading storm chaser and severe weather expert. His presentation for SCSA members used stories, videos and photos from his storm-chasing experiences to draw parallels between managing risks in extreme weather and on construction sites.



"The key message for me is that there's a difference between taking risks and being reckless ... It's not about following a regulation or a rule. It's about being able to get home at the end of the night."

–Greg Johnson, Tornado Hunter

The lunch event followed the SCSA Annual General Meeting, where members received updates on the organization's work and engaged in conversations about safety priorities. Attendees expressed appreciation for the opportunity to connect with peers, learn about the SCSA's efforts and hear Johnson's compelling perspective on safety in extreme conditions.

The SCSA hosted its annual online conference over two mornings in April. This professional development opportunity continues to provide valuable insights for Saskatchewan construction leaders. Conference sessions included panel discussions with industry experts on current issues as well as topics related to psychological safety, legal considerations, behaviour change, safety culture and leadership.

"Construction is the business of continuous learning. So we have to model that, even as leaders in our business."

–Leslie Doka, Wright Construction

Community barbeque events were hosted by the SCSA at its Saskatoon and Regina offices and in regions including Moose Jaw, Moosomin and Prince Albert.

RECOGNIZING SAFETY EXCELLENCE

The annual SCSA Awards recognize companies and individuals who demonstrate outstanding commitment to safety excellence and fostering a positive safety culture. 40 nominees represented nine different cities and towns across the province. Nine finalists and three winners were chosen by a panel of three judges from the SCSA Board of Directors and staff. Final results were tallied by an external third party.

“Safety is not just a focus, it’s a foundation upon which our company is built—safety and service—and it drives everything that we do.”

–Craig Pitcher, CandorBuild Construction

The SCSA proudly celebrated the 2024 award winners:



Corporate Leadership in Safety
CandorBuild Construction Corp.



Safety Leader
Lance Peters, Breck Construction



Safety Practitioner
Chris Paposi, Ram Steel

Winners were evaluated on their safety practices, leadership achievements and contributions to advancing the SCSA’s mission of promoting safety within the construction environment.

“As the longtime safety partner of the Saskatchewan construction industry, we are pleased to highlight the achievements of our members and provide examples of safety leadership for others. These winners prove that safety excellence is possible and that our work together is making a real difference.”

–Collin Pullar, SCSA President

INNOVATION AND LEADERSHIP IN SAFETY ANALYTICS

The SCSA has further distinguished itself as a leader in safety analytics and cultural measurement. Recognized by the Institute for Work and Health, the SCSA has contributed cutting-edge insights into safety culture across the construction industry.

This leadership has earned the SCSA citations in prominent publications such as the Canadian Standards Association (CSA), We Build magazine, OHS Canada, Canadian Occupational Health and Safety magazine and the Journal of Commerce. These accolades highlight the SCSA’s role as a thought leader in using data-driven strategies to improve safety practices and outcomes across the industry.

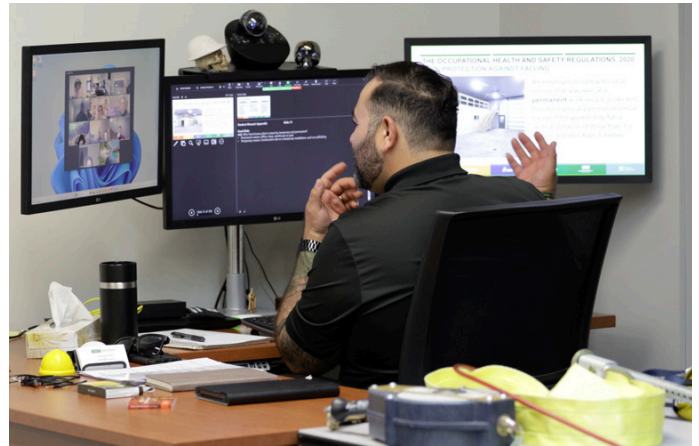
Using insights gathered from three years of Safety Culture Surveys, the SCSA provides tailored feedback and strategic recommendations specific to each company. Personalized safety diagnostics and customized action plans help members align their safety practices with industry benchmarks and achieve long-term improvements. These insights ensure that organizations, whether small contractors or large firms, receive actionable intelligence to strengthen their safety culture and enhance compliance.

“Finding easy-to-measure, effective leading indicators in safety is incredibly challenging, and the Safety Culture Survey provides companies with the ability to foresee and mitigate potential hazards before they result in incidents.”

–MK, EHS Analytics

LOOKING AHEAD

In 2025 and beyond, the SCSA will remain focused on enhancing digital tools, expanding training options and leveraging partnerships to deepen its impact. With a commitment to innovation and continuous improvement, the SCSA aims to further support Saskatchewan’s construction industry in creating safer workplaces and building a stronger safety culture.



CONCLUSION

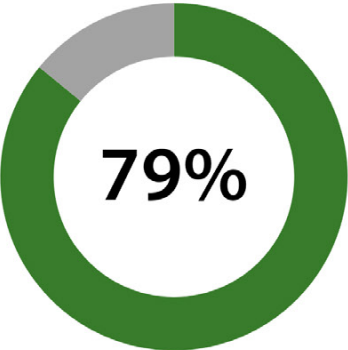
The SCSA’s achievements in 2024 reflect its unwavering commitment to reducing injuries, advancing safety culture and promoting excellence in the construction industry. Key successes in program delivery, training recovery, community engagement and safety innovation demonstrate the organization’s resilience and leadership.

The SCSA will continue to inspire safety leadership and encourage meaningful engagement with members to further its mission. Informed by data-driven insights and with a focus on continuous improvement, the SCSA is building on its legacy as a trusted safety partner for the provincial construction sector.

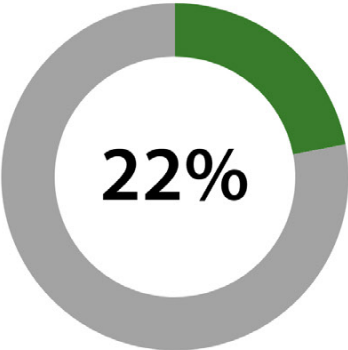
Together with its members, industry partners and dedicated team of employees and board members, the SCSA remains committed to building a safer Saskatchewan.

SCSA People At a Glance

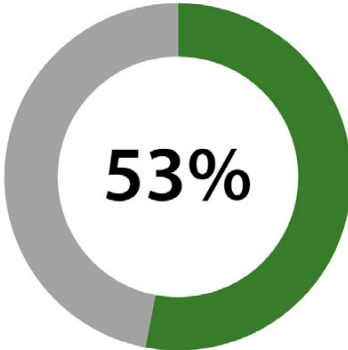
ANNUAL
RETENTION RATE



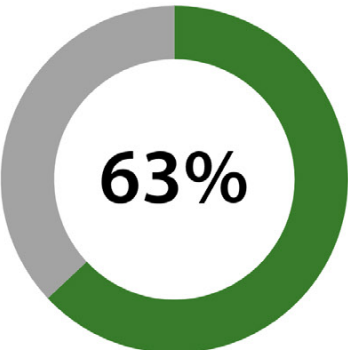
ANNUAL
TURNOVER RATE



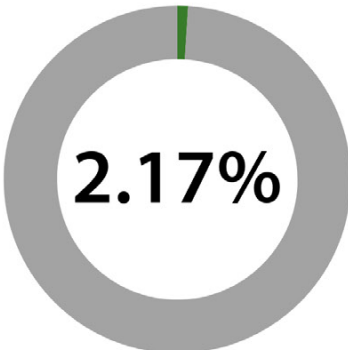
FEMALE PERCENTAGE
EMPLOYEES



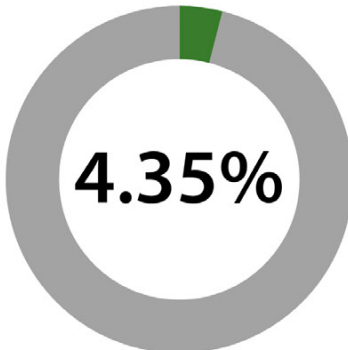
FEMALE PERCENTAGE
EXECUTIVE LEVEL



PROMOTION
RATE



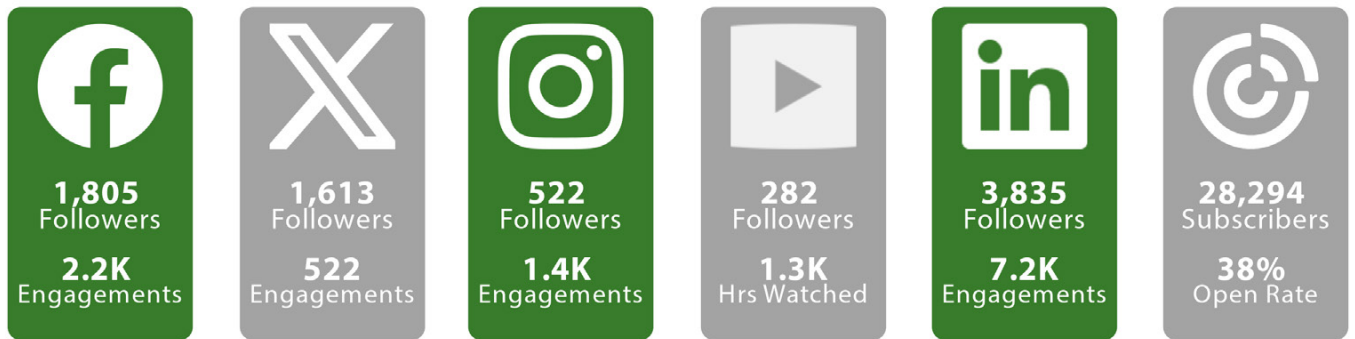
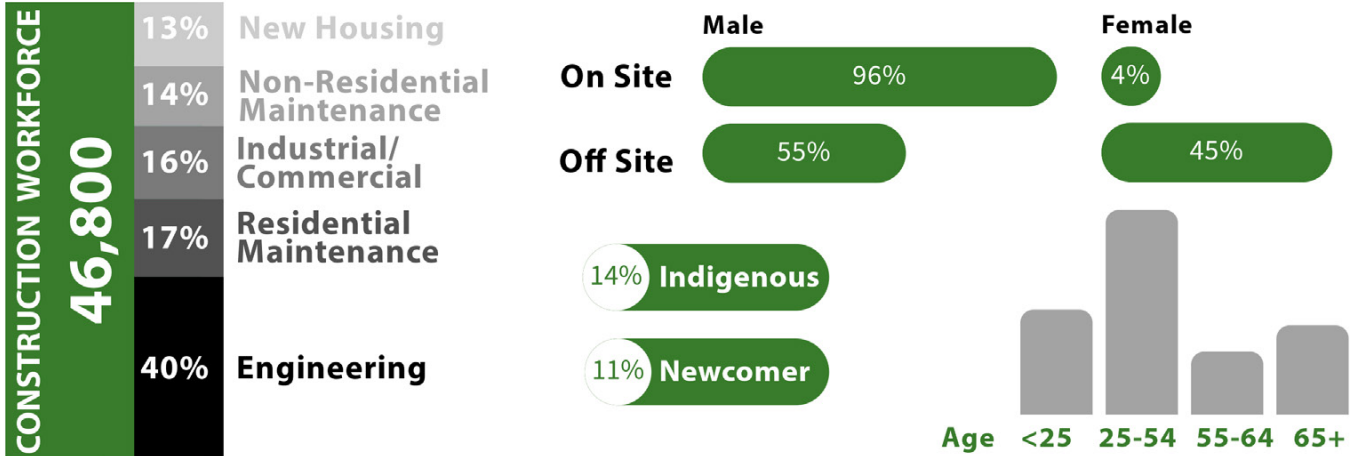
CHURNOVER
RATE



AVERAGE LENGTH OF SERVICE

6.35 YEARS

SCSA Business At a Glance



Training Certificates



Safety Construction Orientation Training



12,221 Total Training Certificates



306 Member Companies



42 Member Companies



63 Registrations
10 Certifications



59 Registrations
42 Certifications

Financial Statements

Financial Statements of

SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION INC.

And Independent Auditor's Report thereon

Year ended December 31, 2024



KPMG LLP

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Fax (306) 757 4703

INDEPENDENT AUDITOR'S REPORT

To the Members of Saskatchewan Construction Safety Association Inc.

Opinion

We have audited the financial statements of Saskatchewan Construction Safety Association Inc. (the Entity), which comprise:

- the balance sheet as at December 31, 2024
- the statement of operations for the year then ended
- the statement of changes in net assets for the year then ended
- the statement of cash flows for the year then ended
- and notes to the financial statements, including a summary of significant accounting policies (Hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Entity as at December 31, 2024, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the ***"Auditor's Responsibilities for the Audit of the Financial Statements"*** section of our auditor's report.

We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

KPMG LLP, an Ontario limited liability partnership and member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. KPMG Canada provides services to KPMG LLP.



In preparing the financial statements, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.
The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.



Page 3

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

KPMG LLP

Chartered Professional Accountants

Regina, Canada

February 27, 2025

SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION INC.

Statement of Financial Position

December 31, 2024, with comparative information for 2023

	2024	2023
Assets		
Current assets:		
Cash	\$ 906,727	\$ 1,229,869
Accounts receivable	37,593	35,175
Short-term investments (note 2)	1,637,983	1,568,370
Prepaid expenses	159,179	214,903
	<u>2,741,482</u>	<u>3,048,317</u>
Property, plant and equipment (note 3)	250,226	295,494
	<u>\$ 2,991,708</u>	<u>\$ 3,343,811</u>

Liabilities and Net Assets

Current liabilities:		
Accounts payable and accrued liabilities (note 4)	\$ 219,898	\$ 319,639
Deferred revenue	10,652	27,886
	<u>230,550</u>	<u>347,525</u>
Net assets:		
Invested in property, plant and equipment	250,226	295,494
Internally restricted (note 5)	1,637,983	1,568,370
Unrestricted	872,949	1,132,422
	<u>2,761,158</u>	<u>2,996,286</u>
Commitments (note 6)		
	<u>\$ 2,991,708</u>	<u>\$ 3,343,811</u>

See accompanying notes to financial statements.

On behalf of the Board:

SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION INC.

Statement of Operations

Year ended December 31, 2024

	2024	2023
Revenue:		
Funding from Saskatchewan Workers' Compensation Board	\$ 4,620,000	\$ 4,400,000
Seminar and course revenue (Schedule 1)	759,361	714,956
Audit revenue	253,347	208,771
Interest and investment income	141,494	145,405
Other	12,539	19,111
Sale of training materials	6,012	8,715
	<u>5,792,753</u>	<u>5,496,958</u>
Expenses:		
Advertising	206,321	222,033
Amortization of property, plant and equipment	85,651	75,354
Bank charges	43,501	34,249
Building maintenance and utilities	224,028	218,080
Computer expenses	191,142	181,771
Human resources	122,700	134,172
Insurance	24,708	24,635
Legal and audit	20,406	21,418
Meetings and seminars	43,875	36,048
Member services	193,692	238,198
Memberships and subscriptions	4,701	4,319
Office equipment rental	5,024	5,289
Office supplies	32,893	37,445
Postage and courier	2,766	3,572
Rent	185,295	185,295
Salaries and benefits	4,370,982	4,251,793
Telephone and fax	26,655	33,831
Travel	243,541	250,085
	<u>6,027,881</u>	<u>5,957,587</u>
Deficiency of revenue over expenses	<u>\$ (235,128)</u>	<u>\$ (460,629)</u>

See accompanying notes to financial statements.

SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION INC.

Statement of Changes in Net Assets

Year ended December 31, 2024

December 31, 2024	Invested in property, plant and equipment	Internally restricted (note 5)	Unrestricted	Total
Balance, beginning of year	\$ 295,494	\$ 1,568,370	\$ 1,132,422	\$ 2,996,286
Deficiency of revenue over expenses	(85,651)	-	(149,477)	(235,128)
Net change in investment in property, plant and equipment	40,383	-	(40,383)	-
Transfer between unrestricted and internally restricted	-	69,613	(69,613)	-
Balance, end of year	\$ 250,226	\$ 1,637,983	\$ 872,949	\$ 2,761,158

December 31, 2023	Invested in property, plant and equipment	Internally restricted (note 5)	Unrestricted	Total
Balance, beginning of year	\$ 270,279	\$ 1,520,616	\$ 1,666,020	\$ 3,456,915
Excess (deficiency) of revenue over expenses	(75,354)	-	(385,275)	(460,629)
Net change in investment in property, plant and equipment	100,569	-	(100,569)	-
Transfer between unrestricted and internally restricted	-	47,754	(47,754)	-
Balance, end of year	\$ 295,494	\$ 1,568,370	\$ 1,132,422	\$ 2,996,286

See accompanying notes to financial statements.

SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION INC.

Statement of Cash Flows

Year ended December 31, 2024, with comparative information for 2023

	2024	2023
Cash provided by (used in):		
Operations:		
Deficiency of revenue over expenses	\$ (235,128)	\$ (460,629)
Item not involving cash:		
Amortization of property, plant and equipment	85,651	75,354
Change in non-cash operating working capital:		
Accounts receivable	(2,418)	2,383
Prepaid expenses	55,724	(87,506)
Accounts payable and accrued liabilities	(99,741)	(21,894)
Deferred revenue	(17,234)	9,036
	<u>(213,146)</u>	<u>(483,256)</u>
Investments:		
Purchase of property, plant and equipment	(43,418)	(101,893)
Proceeds on disposal of property, plant and equipment	3,035	1,324
Increase in short-term investments	(69,613)	(47,754)
	<u>(109,996)</u>	<u>(148,323)</u>
Decrease in cash	(323,142)	(631,579)
Cash, beginning of year	1,229,869	1,861,448
Cash, end of year	<u>\$ 906,727</u>	<u>\$ 1,229,869</u>

See accompanying notes to financial statements.

SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION INC.

Notes to Financial Statements

Year ended December 31, 2024, with comparative information for 2023

Nature of operations:

The Saskatchewan Construction Safety Association Inc. (the "Association") is incorporated under *The Non-Profit Corporations Act of Saskatchewan*. The Association accordingly is exempt from income taxes. The primary purpose of the Association is to develop and co-ordinate safety training programs for construction sector employers and workers in the province of Saskatchewan.

Pursuant to a funding agreement, the Association receives significant funding revenue from the Saskatchewan Workers' Compensation Board (the "WCB") to finance the development and coordination of the safety training programs referred to above. As a result, the Association is dependent upon the continuance of this funding to maintain operations at their current level.

The agreement provides further that all property, plant and equipment or assets acquired for safety program development and training are deemed to be supplied by the WCB and shall remain the property of the WCB. Additionally, the bylaws of the Association provide that on dissolution of the Association, assets will be transferred to the WCB.

1. Significant accounting policies:

These financial statements are prepared in accordance with Canadian accounting standards for not-for-profit organizations. The Association's significant accounting policies are as follows:

(a) Revenue recognition:

The Association follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Contributions related to the purchase of property, plant and equipment are recognized as revenue on the same basis as the related assets are amortized. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Seminar and course revenue is recognized when the training is delivered. Interest revenue is recognized when it is earned. Audit revenue, other revenue, and sales of materials are recognized when the transaction occurs.

SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION INC.

Notes to Financial Statements (continued)

Year ended December 31, 2024, with comparative information for 2023

1. Significant accounting policies (continued):

(b) Financial assets and liabilities:

Financial instruments are recorded at fair value on initial recognition. Subsequently they are recorded at cost or amortized cost, unless management has elected to carry the instruments at fair value. The Association has not elected to carry any such financial instruments at fair value.

Transaction costs incurred on the acquisition of financial instruments measured subsequently at fair value are expensed as incurred. All other financial instruments are adjusted by transaction costs and financing costs, which are amortized using the straight-line method.

Financial assets are assessed for impairment on an annual basis at the end of the fiscal year if there are indicators of impairment. If there is an indicator of impairment, the Association determines if there is a significant adverse change in the expected amount or timing of future cash flows from the financial asset. If there is a significant adverse change in the expected cash flows, the carrying value of the financial asset is reduced to the highest of the present value of the expected cash flows, the amount that could be realized from selling the financial asset or the amount the Association expects to realized by exercising its right to any collateral. If events and circumstances reverse in a future period, an impairment loss will be reversed to the extent of the improvement, not exceeding the initial carrying value.

(c) Property, plant and equipment:

Property, plant and equipment is recorded at cost. Amortization is calculated using the straight-line method over their estimated useful lives as follows:

Asset	Rate
Office and training equipment	5 years
Computer equipment	3 years
Leasehold improvements	Amortized over the life of the lease

SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION INC.

Notes to Financial Statements (continued)

Year ended December 31, 2024, with comparative information for 2023

1. Significant accounting policies (continued):

(d) Use of estimates:

The preparation of the financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amount of revenue and expenses during the reporting period. Significant items subject to such estimates and assumptions include the estimated useful lives of property, plant and equipment. Actual results could differ from these estimates.

(e) New accounting standards adopted:

Effective January 1, 2024, the Association adopted AcG 20, *Customer's Accounting for Cloud Computing Arrangements*. The Association has chosen the simplification approach and recognizes expenditures as expenses when services are received.

2. Short-term investments:

Short-term investments consist of guaranteed investment certificates bearing interest rates ranging from 3.45% to 4.75% (2023 - 4.05% to 4.95%). These guaranteed investment certificates have maturity dates in March - December 2025 (2023 - March - December 2024).

3. Property, plant and equipment:

	Cost	Accumulated amortization	2024 Net book value	2023 Net book value
Office and training equipment \$	753,089	\$ 611,185	\$ 141,904	\$ 165,650
Computer equipment	164,557	129,182	35,375	33,197
Leasehold improvements	1,262,187	1,189,240	72,947	96,647
	<u>\$ 2,179,833</u>	<u>\$ 1,929,607</u>	<u>\$ 250,226</u>	<u>\$ 295,494</u>

4. Accounts payable and accrued liabilities:

Included in accounts payable and accrued liabilities are government remittances payable of \$1,644 (2023 - \$29,863), which includes amounts payable for provincial sales taxes and payroll taxes.

SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION INC.

Notes to Financial Statements (continued)

Year ended December 31, 2024, with comparative information for 2023

5. Internally restricted net assets:

The Board of Directors have restricted specified amounts as follows:

a) Legal and professional reserve:

The intention of the reserve is to defend the association, its employees and its Board of Directors from legal challenges, and related professional services cast or provide bridging before Directors & Officers, Errors & Omissions or Cyber insurance might kick in.

b) Opportunity reserve:

The reserve is pursue opportunities should they arise such as development of a new program or technology which would benefit the membership.

c) Operational reserve:

These funds have been set aside to stabilize the Association's finances by providing a cushion against unforeseen events or losses in other sources of funding. Interest earned or losses in other sources of funding. Interest earned on these amounts were \$69,613 (2023 - \$47,754).

	Internally restricted reserve			Total
	Operating reserve	Legal & professional reserve	Opportunity reserve	
Balance, beginning of the year \$	1,568,370 \$	- \$	- \$	1,568,370
Transfer between internally restricted reserve	(450,000)	150,000	300,000	-
Transfer between unrestricted and internally restricted	69,613	-	-	69,613
Balance, end of the year	\$ 1,187,983	\$ 150,000	\$ 300,000	\$ 1,637,983

SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION INC.

Notes to Financial Statements (continued)

Year ended December 31, 2024, with comparative information for 2023

6. Commitments:

The Association is committed under leases for office space, office equipment and vehicles over the next five years as follows:

2025	\$	223,551
2026		207,748
2027		161,739
2028		106,312
2029		26,578

7. Financial risks:

The Association, through its financial assets and liabilities, has exposures to the following risks from its use of financial instruments:

a) Credit risk:

Credit risk refers to the risk that a counterparty may default on its contractual obligations resulting in a financial loss. The Association is exposed to credit risk with respect to cash, accounts receivable and short-term investments. The carrying amounts of financial assets on the balance sheet represent the Association's maximum credit exposure at the balance sheet date.

The Association's trade receivable amounts disclosed in the statement of financial position are net of allowance for doubtful accounts, estimated by management of the Association based on previous experience and its assessment of the current economic environment. The Association does not have significant exposure to any individual customer and has not incurred any significant bad debts during the year. The credit risk on cash and short-term investments is limited because the counterparties are chartered banks with high credit ratings assigned by national credit-rating agencies. There has been no change to the risk exposure since the prior year.

b) Liquidity risk:

Liquidity risk is the risk that the Association will be unable to fulfill its obligations on a timely basis or at a reasonable cost. The Association manages its liquidity risk by monitoring its operational requirements. The Association prepares budgets to ensure it has sufficient funds to fulfill its obligations.

SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION INC.

Schedule 1 - Seminar and Course Revenue

Year ended December 31, 2024, with comparative information for 2023

	2024	2023
Training programs:		
Computer based training	\$ 435,399	\$ 336,149
Instructor based training	460,712	450,550
	<u>896,111</u>	<u>786,699</u>
Training expenses	136,750	71,743
	<u>\$ 759,361</u>	<u>\$ 714,956</u>



**SASKATCHEWAN
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