

# Annual Report

## 2025



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# Chair's Report



*“2025 began with economic and tariff-related turbulence, as well as government initiatives to reduce spending. Even in this context, 2025 was a pivotal year for CALA, achieving new levels of accreditation, customer satisfaction, new directions within the accreditation team, as well as a new learning platform for CALA training.”*

I am pleased that the CALA Board of Directors worked closely with an active and involved CEO, and a competent staff team that has resulted in consistent market growth for CALA these past few years. As part of this positive collaboration, the Board also introduced an innovative survey mechanism for feedback on leadership directly from staff members to the governance, to help ensure that staff engagement and CALA performance remains strong.

CALA Connects 2025 in Montreal strengthened CALA's commitment to the availability of its information and services in both of Canada's official languages. Connects 2025 also highlighted new challenges related to artificial intelligence (AI) policies and technologies for the conformity assessment community. I am pleased that the Board of Directors and CALA's leadership team were able to explore the topic further and begin identifying pilot projects and policy initiatives related to AI for the future.

I'm proud of the achievements by each component of CALA in 2025: the Board, CALA staff, our network of very competent volunteer assessors, and our very valuable members, and I look forward to continued success in 2026 for my last year of service on the CALA Board of Directors.

*Sylvie Boisvenue*

# President | CEO Message

*“2025 solidified CALA’s position as the #1 Accreditor of Canadian testing laboratories. This achievement was complemented by important new dual accreditation arrangements with ANAB<sup>1</sup> and cooperation with other accreditation colleagues in the North American Accreditation Forum, as well as CALA’s support of a new Global Accreditation organization (Global ACI<sup>2</sup>) that merges ILAC<sup>3</sup> and the IAF<sup>4</sup>.”*



Even with a challenging year for Canada’s economy, CALA showed great resilience and continued growth in 2025. CALA is now the #1 Accreditor of Canadian testing laboratories! I wish to express my thanks to an amazing staff team, our valued and highly competent Assessors, and the guidance and direction of our CALA Board of Directors for this important milestone.

This was also the year that CALA established an important new cooperation arrangement with the leading US-based accreditor ANAB. The arrangement provides an efficient pathway for CALA-accredited labs to also achieve ANAB accreditation, providing access to new customers and markets. On the international front, CALA has been engaged in important efforts to merge ILAC and the IAF into a new global accreditation organization - Global ACI - starting in January 2026.

2025 also included the evaluation and roll out of a new CALA learning management platform BrightSpace, by the Canadian-based D2L, providing enhanced opportunities for learning and training offerings to laboratories.

Ultimately, I wish to express my appreciation to CALA’s valued customers for placing their confidence in CALA for their accreditation and training needs, and I look forward to an exciting 2026!

A handwritten signature in black ink that reads "Kevin McKinley". The signature is written in a cursive, flowing style.

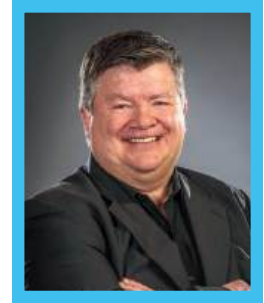
# Board of Directors



**Sylvie Boisvenue**  
Chair



**Jennifer Blaney**  
Vice Chair



**Daniel Blanchard**  
Treasurer



**Maria Marcos-Mendoza**  
Secretary



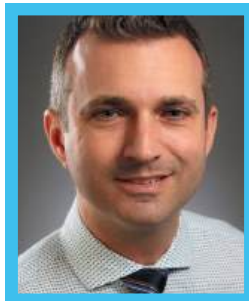
**Dr. Houssain El Aribi**  
Director



**Brad Woodward**  
Director



**Chris Bates**  
Director



**Jeremy E. Melanson**  
Director



**David Gurdibaniuk**  
Director

# About the Company

CALA is an internationally recognized leader in providing high quality accreditation of laboratories. CALA is signatory to the new Global Accreditation Cooperation Incorporated Mutual Recognition Arrangement (MRA), formed by the merger of International Laboratory Accreditation Cooperation (ILAC) and International Accreditation Forum (IAF).

CALA's commitment is to ensure that accredited laboratories have the necessary technical and management capability to produce accurate and reliable results by providing accreditation and training services. CALA promotes the use of internationally recognized standards and use of laboratory accreditation as a tool to enhance the credibility of laboratory results, to support fair trade and to protect public health and safety. To support our laboratories technical and leadership skills, the Training program delivers training in both English and French.

All CALA services are designed and delivered to inspire excellence in laboratories; to promote a better understanding of laboratory test results by laboratory clients and to earn the confidence of Regulators.

# Our Mission

*Canadian leader in providing internationally recognized, high quality, customer-focused accreditation services that empower people and organizations, to make better decisions.*

# Our Vision

*To ensure trust and confidence for a healthy, safe, and sustainable world.*

# Our Values

<b>INTEGRITY</b>	<b>COMPETITIVE COLLABORATION</b>
Ethical principles and values. Accountability in the conduct of our work. Committed to transparency and impartiality.	Competing and working with Accreditation colleagues globally.
<b>COMPETENCE</b>	<b>LEADERSHIP</b>
Credibility and expertise in our services. Commitment to precision, quality, and standards.	Providing our clients a significant competitive advantage.

# 2025 Highlights

CALA is proud to recognize the following laboratories that achieved ISO/IEC 17025 accreditation in 2025.

- Hitek Analytics Inc.
- OSHTECH Incorporated
- AGAT Laboratories (Ottawa)
- First Phase Consulting
- Testmark Laboratories Ltd. (Thompson)
- CMH MET Labs
- BioScision Diagnostics Inc.
- Global Support and Development Laboratory
- World Vision Regional Water Quality Laboratory
- Nova Scotia Department of Agriculture - Laboratory Services



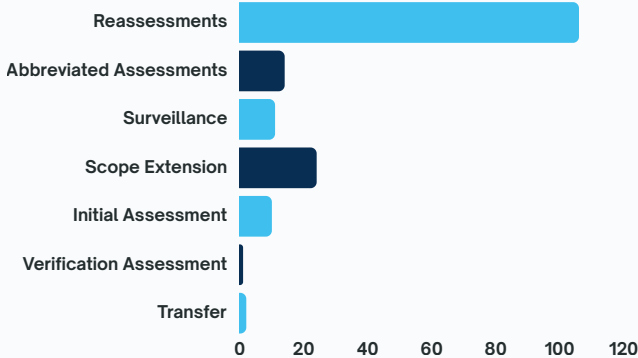
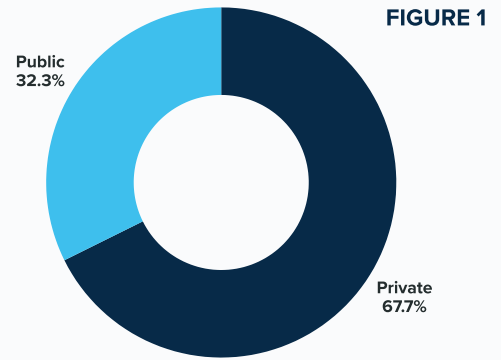


# Accreditation Program

## CALA Accredited Laboratories

There are **232 CALA - ACCREDITED LABORATORIES** in the government and private sector (see **Figure 1**).

CALA is recognized for its efficient accreditation process. The average time from the site visit to the final approval is 73 days, underscoring our commitment and dedication to a reliable and timely process.



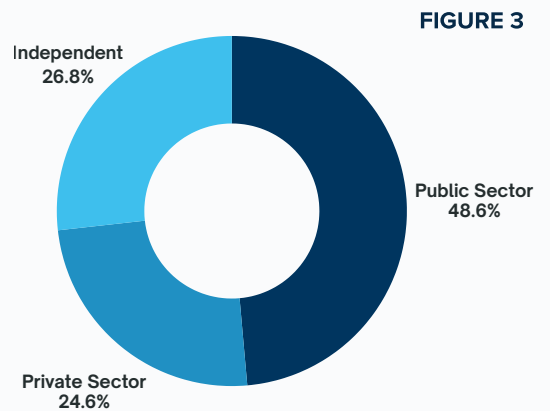
## Laboratory Assessments

In 2025, CALA conducted a total of **168 assessments**. These ranged from reassessments (conducted every two years), abbreviated assessments, surveillance visits, scope extensions,, initial assessments, verification assessments, and transfers of accreditation (see **Figure 2**).

## CALA Assessors

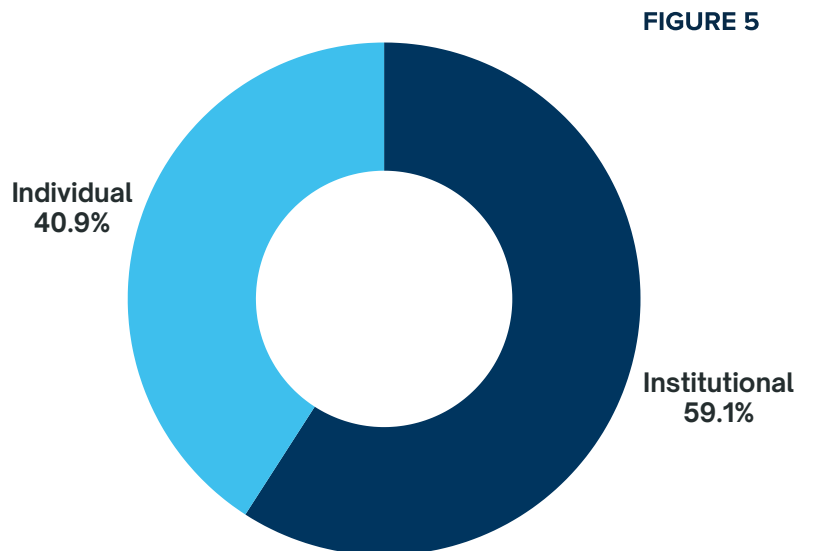
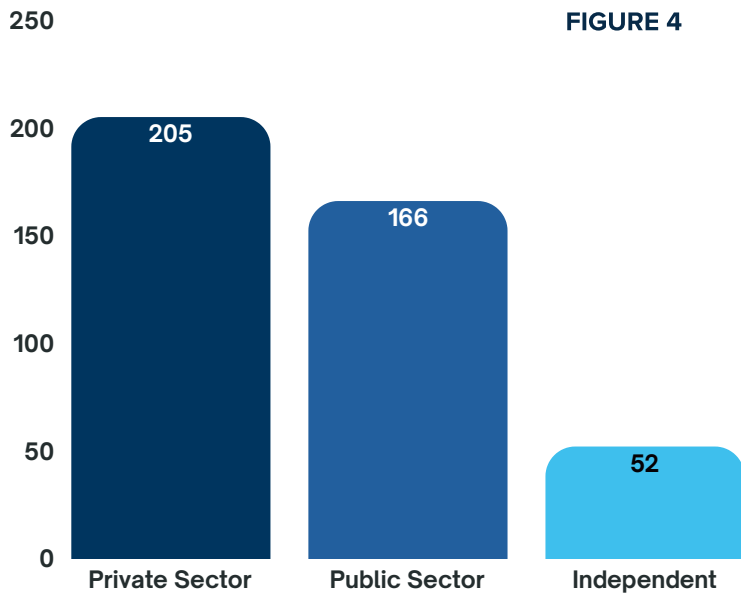
CALA's dedicated group of volunteer assessors are at the heart of our organization. Experts in their field, are called upon to assess laboratories throughout the year against the requirements of the ISO/IEC 17025 standard.

In 2025, CALA had **142 assessors** made up of private and public sector employees or those who are independent of any organization (see **Figure 3**).



# Membership

CALA MEMBERS represent a diverse group of companies from both the private and public sectors. In 2025 CALA had **423 members**, comprising both institutional and individual memberships. Members have voting rights at annual and special member meetings that can affect CALA programs. Members who desire to participate in the governance of CALA also have the opportunity to either nominate or be nominated for a position on CALA’s Board of Directors and provide a voice for the members of CALA (see **Figures 4 and 5**).



# Training

CALA provides comprehensive training in a wide range of laboratory and leadership skills. We offer flexible options to meet your laboratory’s needs, including public courses and customized on-site training.

Beyond our extensive course catalogue, our Training Program collaborates with individual laboratories to identify specific needs and deliver tailored, facilitated training that upholds the integrity and credibility of both the ISO/IEC 17025 standard and CALA. In 2025, we delivered courses in both virtual and in-person formats.

To maintain our commitment to world-class training, CALA launched a new Learning Management System and storefront on January 1, 2026.

## COURSES OFFERED

- Understanding ISO/IEC 17025 / Comprendre La Norme ISO/CEI 17025
- Understanding ISO/IEC 17025 for Cannabis Laboratories
- Overview of ISO/IEC 17025:2017
- Cause Analysis / Analyse Des Causes
- Nonconformities and Cause Analysis in ISO/IEC 17025
- Managing Risk in the Laboratory
- Internal Auditor Course for ISO/IEC 17025 / Auditeur Interne Pour ISO/CEI 17025
- CALA Lead Auditor for ISO/IEC 17025
- Advanced Auditing Workshop for ISO/IEC 17025
- How to effectively audit a microbiology laboratory (Workshop)
- Laboratory Train the Trainer
- Basic Measurement Uncertainty
- Method Validation
- Fundamentals of Control Charts
- Use and Management of Control Charts
- Ethics and the Success of your Laboratory (Workshop)
- Quality Personnel Workshop
- Getting Things Done (for CALA Members Only)



**DELIVERY FORMAT**  
Onsite | Classroom | Webinars | Online

**LANGUAGES**  
English and French

## Webinars and Self-Paced Courses

CALA has an extensive library of webinars and self-paced courses covering topics related to ISO/IEC 17025, laboratories, and leadership topics. A new laboratory related webinar and a new leadership self-paced course or webinar is available every month.

CALA also offers the CALA subscription which gives laboratories ongoing access for all their staff to all CALA webinars and self-paced leadership courses.

On average, laboratories with the CALA subscription (formerly the Premium Webinar Subscription) access 11 webinars or self-paced courses per month.

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## New Assessors Training



In October 2025, CALA held a new assessor training program in Ottawa, ON, and we are delighted to welcome our new assessors to the team.

# CALA Connects 2025

CALA Connects 2025 took place at the Delta Hotel in Montreal, QC, on May 7th and 8th. The event featured a public conference alongside a dedicated assessor training session for our Eastern volunteer assessors, Advisory Panel, and Accreditation Council. The public conference provided valuable opportunities to discover, explore, and learn from the expertise of our assessors and industry leaders. During the event, we also celebrated significant volunteer milestones within the accreditation program.



# International Activities

## Mutual Recognition Arrangements

CALA is signatory to two (2) international Mutual Recognition Arrangements (MRAs). The Asia Pacific Accreditation Cooperation (APAC; formerly the Asia Pacific Laboratory Accreditation Cooperation or APLAC), and the International Laboratory Accreditation Cooperation (ILAC) now known as the Global Accreditation Cooperation Incorporated (Global ACI) as of January 1<sup>st</sup>, 2026. As a signatory to these arrangements, the acceptance of Canadian laboratory test results nationally and around the world is promoted.

Increasingly both regulations and customers require accreditation by an accreditation body that is signatory to ILAC now Global ACI. Therefore, maintaining CALA's signatory status is critical for CALA customers. There are requirements and expectations that CALA will contribute to the operation of both APAC and ILAC now Global ACI. These requirements include active involvement in international meetings, sitting on committees, reviewing documents, and voting. In 2025, CALA staff participated in the following meetings:

- APAC Evaluator Training
- APAC General Assembly
- IAF - ILAC Joint Annual Meeting

A key activity that is critical to the MRA process is the evaluation of accreditation bodies to ISO/IEC 17011 – Conformity Assessment – General requirements for accreditation bodies accrediting conformity assessment bodies. At the end of 2025 CALA had one (1) Lead Evaluator on staff. Additionally, CALA's Training Manager acts as the Convenor of the APAC Capacity Building and Evaluator Training Working Group.



# Auditor's Report

To the Members of THE CANADIAN ASSOCIATION FOR LABORATORY ACCREDITATION INC.

## **Opinion**

The summary financial statements, which comprise the summary statement of financial position as of December 31, 2025, and the summary statements of operations and of cash flows for the year then ended, and related notes, are derived from the audited financial statements of Canadian Association for Laboratory Accreditation Inc. (the Entity) for the year ended December 31, 2025.

In our opinion, the accompanying summary financial statements are a fair summary of the financial statements, in accordance with the criteria disclosed in Note 1 to the summary financial statements.

## **Summary Financial Statements**

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the Entity's audited financial statements and the auditor's report thereon.

## **The Audited Financial Statements and Our Report Thereon**

We expressed an unmodified audit opinion on the audited financial statements in our report dated March 12, 2026.

## **Management's Responsibility for the Summary Financial Statements**

Management is responsible for the preparation of the summary financial statements in accordance with the criteria disclosed in Note 1 to the summary financial statements.

## **Auditor's Responsibility**

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, Engagements to Report on Summary Financial Statements.

Chartered Professional Accountants Licensed Public Accountants  
Ottawa, Ontario  
March 12, 2026

Welch LLP<sup>®</sup>

# Financial Statements

## Summarized Statement of Financial Position

Year ended December 31, 2025

	2025	2024
<b>ASSETS</b>		
Current Assets	\$ 1,534,604	\$ 1,401,216
Long-Term Investments	2,181,977	2,040,717
Tangible Capital and Intangible Assets	496,305	604,837
	\$ 4,212,886	\$ 4,046,770
<b>LIABILITIES AND NET ASSETS</b>		
Current Liabilities	\$ 508,998	\$ 438,927
Unrestricted Net Assets	3,703,888	3,607,843
	\$ 4,212,886	\$ 4,046,770

## Summarized Statement of Operations and Change in Net Assets

	2025	2024
<b>Revenues</b>		
Conference	\$ 18,005	\$ 23,496
Evaluations	2,161,010	2,084,597
Memberships	154,650	162,890
Miscellaneous	108,129	111,785
Training	414,033	469,093
Other Revenue	181,368	280,798
	2,855,827	2,851,861
<b>Expenditures</b>		
Evaluations	523,661	568,981
Operational	2,253,386	2,102,458
Training	164,103	140,844
	2,941,150	2,812,283
<b>Other Revenue</b>	181,368	280,798
<b>Excess of revenue over expenses</b>	96,045	320,376
<b>Net assets, beginning of year</b>	3,607,843	3,287,467
<b>Net assets, end of year</b>	\$ 3,703,888	\$ 3,607,843

# Financial Statements

## Summarized Statement of Cash Flow

Year ended December 31, 2025

	2025	2024
<b>CASH FLOWS PROVIDED BY (USED IN)</b>		
Operating activities	\$ 233,933	\$ 103,326
Investing activities	(39,946)	(707,610)
<b>NET INCREASE IN CASH</b>	<b>193,987</b>	<b>(604,284)</b>
<b>CASH, BEGINNING OF YEAR</b>	<b>479,440</b>	<b>1,083,724</b>
<b>CASH, END OF YEAR</b>	<b>\$ 673,427</b>	<b>\$ 479,440</b>

## Notes to Summarize Financial Statements

Year ended December 31, 2025

### Note 1

The information selected by management for presentation in the Summarized Annual Financial Statements has been identified as being the most pertinent and useful financial data for inclusion in the CALA annual report. The summarized financial statements do not reflect the substantial value of services contributed by volunteers.

The complete annual audited financial statements are prepared in conformity with Canadian accounting standards for not-for-profit organizations. A copy of the complete audited financial statements is kept on file at the Canadian Association for Laboratory Accreditation Inc. and can be provided upon request.



# CALA

**CANADIAN ASSOCIATION FOR  
LABORATORY ACCREDITATION INC.**

**102-2934 Baseline Road  
Ottawa, Ontario K2H 1B2**

