



## **Fighting Against Forced Labour and Child Labour in Supply Chains Act Annual Report (the Act) - Fiscal 2024/25**

Thunder Bay Regional Health Sciences Centre (TBRHSC) is a world-class acute healthcare facility with 425 beds located in Thunder Bay, Ontario. We provide quality care to patients and families, supported and advanced by research, innovation, and education that is responsive to the needs of the population of Northwestern Ontario. The care and services that we offer includes but is not limited to, General Medicine, Cardiology, Coronary Angioplasty, General Surgery, Neurosurgery, Orthopaedic Surgery, Maternal/Child Services, Renal Dialysis, Cancer Centre, and Mental Health Services. As a designated academic health sciences centre, TBRHSC is a host training facility for students from the Northern Ontario School of Medicine (NOSM), as well as many other medical schools.

TBRHSC is an entity governed by its Board of Directors, with assets above \$20 Million. We currently staff 3,660 employees, with seven union groups and a non-union group. The purchasing department centrally manages our supply chain where we purchase a broad range of goods, services and construction, including the importation of goods and services. The goods and services purchased includes but is not limited to, professional services, medical equipment and supplies, facility operation and maintenance services, office supplies, and food products. As a Broader Public Sector (BPS) Organization, our activities strictly follow internal policies and the BPS Procurement Directive as required by the Broader Public Sector Accountability Act, 2010. Purchasing policies are available to all staff through the intranet.

TBRHSC continuously makes improvements to our supply chain functions and are committed to Canada's fight against forced labour and child labour in supply chains. This year we have embedded responsible business conduct into our supply chain activities through the following strategies:

- Updated competitive tender templates to include a mandatory supplier attestation, which warrants that the goods and services that the supplier has proposed to provide are not the result of, and are in no way involved with, forced labour or child labour;
- Updated our Contract template with language related to preventing and reducing the risk of forced labour and child labour being used by suppliers and in their supply chain;
- Added termination language to our standard Contract if a supplier is found to be involved with forced labour and child labour in their supply chain;
- Depending on the monetary value of a procurement and where allowable through our governing trade agreements, we aim to source local and domestic goods and services;
- Regularly work with trusted Group Purchasing Organizations such as Mohawk Medbuy who have attested compliance with the Act;



- Where possible, procure through a Vendor of Record arrangement managed by the Ontario Ministry of Public and Business Service Delivery and Supply Ontario;
- Provide continuous training and orientation on our purchasing policies and procedures for new and existing leaders in our organization.

Over the next year, TBRHSC will further identify and eliminate forced and child labour from our supply chain by taking the following actions:

- Develop tools to incorporate principles of the Act into our supplier performance reviews and evaluation process;
- Continue to enhance training for staff regarding our obligations under the Act, including guidance to support escalation and resolution issues of non-compliance with the Act;
- Work with partner organizations and governing bodies to identify effective tools that can be implemented to protect our supply chain against the use of forced labour and child labour;
- Continue to seek and identify high risk areas and sectors within our supply chain and develop tools to mitigate risk in these areas.

As a healthcare facility, our greatest risk of engaging with a supplier that is involved with forced labour or child labour is during an unanticipated event, which results in a long-term supply chain shortage. The most recent example of this risk occurred during the pandemic. Throughout the pandemic, we increased our due diligence in vetting suppliers and products to ensure they held appropriate business credentials such as FDA/Health Canada approvals. To minimize the risk of supply shortages, TBRHSC looks to secure contracts with Canadian manufacturers and/or those with manufacturing facilities in multiple sites.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest pursuant to paragraph 4(a) of Section 11, that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Name: Rhonda Crocker Ellacott  
Title: President & CEO  
Date: March 20, 2025  
Signature: [Handwritten Signature]

I have the authority to bind Thunder Bay Regional Health Sciences Centre.