



Secretariat

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The following item arises from the Committee on Sustainability and Social Responsibility (CSSR) electronic vote of May 8, 2024. It is presented to the Board of Governors for its consideration.

I. FOR APPROVAL BY THE BOARD OF GOVERNORS

1. Approval of Annual Report under the *Act to Enact the Fighting Against Forced Labour and Child Labour in Supply Chains* [SR23-31]

The *Act on fighting against forced labour and child labour* (the “Act”) came into effect on January 1, 2024. Pursuant to the provisions of the Act, the University is required to produce its initial annual report by May 31, 2024, which must include specific details about the steps taken during the period from May 1, 2023 through April 30, 2024 to prevent and reduce forced labour. Subsequent reports will be filed annually, no later than May 31 of each year and will cover the activities undertaken by the University during the most recently completed fiscal year preceding the filing of the report.

McGill University actively seeks to mitigate the risk of forced labour in its supply chain. McGill University was the first university in Québec to adopt a Supplier Code of Conduct with provisions targeting forced labour, in 2014. McGill’s Fairtrade purchases, acquisition of EPEAT certified electronics, and membership with the Fair Labor Association (and on-going steps to join the Workers Rights Consortium) all contribute to mitigating these risks. In addition to engaging directly in the development of corporate social responsibility standards in key industries, McGill’s Procurement Services’ targets high-risk suppliers, and devises additional requirements in some of its contracts.

In order to comply with the requirements of the Act, the University must undertake the following actions:

- 1) Complete the online questionnaire;
- 2) Obtain approval of the report from the University’s Board of Governors;
- 3) Submit the report to the federal government (Minister of Public Safety and Emergency Preparedness) ; and
- 4) Publish the report “in a prominent place” on the University’s website

A copy of the report and questionnaire are attached as Appendix A and B respectively. The format or structure of the report for future years may be modified based on

recommendations from the Committee on Sustainability and Social Responsibility or as a result of amendments to the Act.

The recommendation presented for approval by the Board of Governors is as follows:

Be it resolved that the Board of Governors, on the recommendation of the Committee on Sustainability and Social Responsibility approve McGill University's annual report under the Act to Enact the Fighting Against Forced Labour and Child Labour in Supply Chains for the fiscal year ended April 30, 2024, as presented in Appendix A, for submission to the federal government.

END
May 2024



Royal Institution for the Advancement of Learning / McGill University

Financial Reporting Year 2024

Annual report in compliance with the

Fighting Against Forced Labour and Child Labour in Supply Chains Act



Board of Governors Approval and Signed Attestation

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 McGill University. Based on my knowledge, and having exercised reasonable diligence, I attest 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 2024.

I have the authority to bind McGill University,

Full name:

Title:

Date:



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Introduction

McGill University is submitting this report as an “entity” under the provisions of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (hereafter “the Act”). The University is an “entity” under the Act because it has a place of business in Canada, it had at least \$20 million in assets for at least one of its two most recent financial years, it has at least 250 employees, and imports goods into Canada. McGill University is subject to Quebec’s *Act respecting contracting by public bodies* and some of its acquisitions are strictly acquired through group purchases, as determined by Government decree.

Reporting under subsection 11(1)

Description of the steps taken by McGill University to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods imported into Canada by McGill University.

McGill University has a Supplier Code of Conduct which is embedded in the terms and conditions of all contracts and purchase orders (for the acquisition of goods, services and construction works). This Code of Conduct requires that the University’s suppliers “Respect the Fundamental Principles and Rights at Work and 11 Fundamental Instruments of the International Labour Organization (ILO)” including the Forced Labour Convention of 1930 (No.29) and the Worst Forms of Child Labour Convention of 1999 (No. 182). The supplier Code of Conduct is available in English and in French on the University’s website.

The University’s Procurement Services unit uses an approach of risk assessment leading to due diligence processes which requires suppliers in high-risk sectors and/or with high-risk activities to demonstrate the existence and use of their own Supplier Code of Conduct, applicable to their supply chains. For the moment, the University focuses on the following areas: Food, Electronics and Research Equipment, Apparel and Lab supplies.

These categories have been prioritized, based on:

- ✓ Our level of spend in these respective categories
- ✓ A review of the risks established (by type of goods) by the U.S. Department of Labor’s ILAB “Sweat and Toil” application.
- ✓ An understanding of the material content and production tied to high-risk extractive industries and conflict minerals, including tin, tantalum, tungsten, and gold (3TGs)
- ✓ Risks associated with production in various jurisdictions, as documented by the Walk Free Global Slavery Index.
- ✓ Reports and information provided by the Business and Human Rights Resource Center, Human Rights Watch, and other similar reputable NGOs.
- ✓ Regular monitoring and consultation of NGO reports and media coverage on issues related to forced labor and child labor.



Other relevant activities aimed at preventing or reducing risks are as follows:

- ✓ The University's Procurement Services unit requires some suppliers to be members of industry initiatives ensuring that their supply chain is audited / screened for forced labor and child labor. For example, we require that IT product suppliers be members of the Responsible Business Appliance (formerly EICC).
- ✓ The University is a member of the Fair Labor Association (FLA), which helps contribute to more responsible supply chains in the apparel industry.
- ✓ We encourage our professional buyers and internal clients to make acquisitions from local suppliers and social economy suppliers where the amounts of such acquisitions remain below trade agreement amount thresholds for public tendering. We consider that for many spend categories, local production and working conditions are less likely to lead to forced labor and child labor.
- ✓ As part of our public tendering process, we started requiring that bidders in "at risk" categories provide a copy of their own Supplier Code of Conduct and ensure that these documents contain provisions against forced labor and child labor.
- ✓ We became a Fairtrade "Silver" campus and have been taking steps to increase the share of Fairtrade certified products in our purchases of coffee, chocolate, sugar and tea in our food courts and events. Forced labour and child labour are prohibited under the Fairtrade standard.
- ✓ McGill University's Procurement Services contribute to the work of standard development organisations in the area of corporate social responsibility as a means to encourage industry compliance. McGill has designated a "purchaser" stakeholder representative in the National Science Foundation (NSF)'s technical committee reviewing standards for corporate social responsibility in the electronics industry (including the development of measures pertaining to the respect of Human Rights and ILO Core Conventions). This participation helps inform the University's strategies for reducing risks in its supply chain while conveying the importance of reducing these risks to partnering industry members.
- ✓ The Procurement Services unit also collaborates with other Higher Education Institutions to develop capacity building regarding sustainable procurement, including Human Rights and environmental due diligence processes, sharing training materials, and holding collaborative workshops.



Reporting under subsection 11(3)

A. Structure, activities, and supply chains

McGill University is a leading research and education institution. It is a non-profit organization located in Montréal, Canada. The University has approximately 45,000 students and just under 10 000 employees (faculty and staff) spread mainly across two campuses. McGill University spends roughly CAD 500 million each year on a wide variety of goods, services and construction works. The University's supply chain spans the globe and involves some 12 000 suppliers (16,500 when counting the different merchants the University purchases from using procurement cards) providing a wide variety of items such as food, construction materials, farm equipment, musical instruments, chemicals, research instruments as well as different professional services in communications, human resources, engineering, and so on. Approximately 5000 people can acquire goods and services on behalf of the institution, for teaching, research or activities related to our operations.

B. Policies and due diligence processes in relation to forced labour and child labour

McGill University uses its Supplier Code of Conduct, embedded in its contractual terms and conditions, to convey the importance of respecting ILO Core Conventions. It has also begun requesting some suppliers to confirm their use of a similar Code of Conduct with provisions against forced labour and child labour. Our Procurement Services unit has gained experience in reaching out to suppliers for deviations from McGill's Supplier Code of Conduct, with no such deviation having yet related to forced labour or child labour. The University's Procurement Services unit is currently working on a project to develop a Human Rights and Environmental Due Diligence (HREDD) Questionnaire in collaboration with other Higher Education institutions across Canada.

C. Parts of our supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk

We have identified the following "at risk" spend categories: Food (chocolate, coffee, tea, sugar, bananas and other fruits), apparel and other McGill -branded merchandise, electronics, vehicles, lab supplies (including personal protective equipment) and research equipment. In addition to the use of our Supplier Code of Conduct, we use certifications (Fairtrade, for example), we join the membership of organizations working in this area (Fair Labor Association – FLA), we require companies to have their own Supplier Code of Conduct as part of contractual obligations, and we are working on the development of a Due Diligence Questionnaire which we will start using this Fall with suppliers in these "at risk" categories.

D. Measures taken to remediate any forced labour or child labour

Not applicable.



E. Measures taken to remediate the loss of income to the most vulnerable families that result from any measure taken to eliminate the use of forced labour or child labour

Not applicable.

F. Training provided to employees on forced labour and child labour

McGill University's Procurement Services unit offers a Sustainable Procurement Course made available to all Faculty members and Staff members. This training workshop is given 2 or 3 times per year. The content mentions the existence of forced labour and child labour around the world, presents ILO data about regions where forced labor and/or child labor is most prevalent, and explains how Faculty and Staff can engage in mitigating supply chain risks by favouring local products, fair trade products, goods and services provided by social economy businesses, products that meet particular certifications and so on. Faculty members and Staff members are also exposed to the University's Supplier Code of Conduct and encouraged to do business with firms whose activities, products and supply chain are most likely to respect the spirit and principles contained therein.

The data presented comes mainly from the following report:

https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---ipec/documents/publication/wcms_854733.pdf

G. How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains

This is not currently being assessed systematically but should be in the next few years. At the moment, we can confirm that some of the goods and consumables we acquire (computers, cell phones, printers, servers, coffee and tea) come from suppliers and supply chains that are subject to third party risk assessments and/or provisions prohibiting forced labour and child labour. It is our intention to increase the share of all imported products covered by such measures.

Fighting Against Forced Labour and Child Labour in Supply Chains Act

Questionnaire

Identifying information

Questions marked with an asterisk (*) are mandatory.

1. *This report is for which of the following?

- Entity

2. *Legal name of reporting entity or government institution

- Royal Institution for the Advancement of Learning, McGill University

3. *Financial reporting year

- 2024

4. *Is this a revised version of a report already submitted this reporting year?

- No

4.1 *If yes, identify the date the original report was submitted. (Required)

4.2 *Describe the changes made to the original report, including by listing the questions or sections that were revised (1,500 character limit). (Required)

5. For entities only: Business number(s) (if applicable):

- Numéro d'entreprise du Québec: 1160453685

6. For entities only: *Is this a joint report?

- No

Fighting Against Forced Labour and Child Labour in Supply Chains Act
Questionnaire

6.1 *If yes, identify the legal name of each entity covered by this report. (Required)

6.2 Identify the business number(s) of each entity covered by this report (if applicable).

7. For entities only: *Is the entity also subject to reporting requirements under supply chain legislation in another jurisdiction? (Required)

- No

7.1 *If yes, indicate the applicable law(s). Select all that apply. (Required)

- The United Kingdom's *Modern Slavery Act 2015*
- Australia's *Modern Slavery Act 2018*
- California's *Transparency in Supply Chains Act*
- Other, please specify:

8. For entities only: *Which of the following categorizations applies to the entity? Select all that apply. (Required)

- Listed on a stock exchange in Canada
- Canadian business presence (select all that apply):
 - Has a place of business in Canada (X)
 - Does business in Canada
 - Has assets in Canada (X)
- Meets size-related thresholds (select all that apply):
 - Has at least \$20 million in assets for at least one of its two most recent financial years (X)

Fighting Against Forced Labour and Child Labour in Supply Chains Act

Questionnaire

- Has generated at least \$40 million in revenue for at least one of its two most recent financial years
- Employs an average of at least 250 employees for at least one of its two most recent financial years (X)

9. For entities only: *Which of the following sectors or industries does the entity operate in? Select all that apply. (Required)

- Agriculture, forestry, fishing and hunting
- Mining, quarrying, and oil and gas extraction
- Utilities
- Construction
- Manufacturing
- Wholesale trade
- Retail trade
- Transportation and warehousing
- Information and cultural industries
- Finance and insurance
- Real estate and rental and leasing
- Professional, scientific and technical services
- Management of companies and enterprises
- Administrative and support, waste management and remediation services
- Educational services (X)
- Health care and social assistance
- Arts, entertainment and recreation
- Accommodation and food services
- Other services (except public administration)
- Public administration

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Questionnaire

- Other, please specify:

10. For entities only: *In which country is the entity headquartered or principally located? (Required)

- Canada

10.1 If in Canada: *In which province or territory is the entity headquartered or principally located? (Required)

- Québec

11. For government institutions only: *Is this a report for a federal Crown corporation or a subsidiary of a federal Crown corporation? (Required)

- Yes
- No

11.1 *If yes, which of the following sectors or industries does the Crown corporation or subsidiary operate in? Select all that apply. (Required)

- Agriculture, forestry, fishing and hunting
- Mining, quarrying, and oil and gas extraction
- Utilities
- Construction
- Manufacturing
- Wholesale trade
- Retail trade
- Transportation and warehousing
- Information and cultural industries
- Finance and insurance

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- Real estate and rental and leasing
- Professional, scientific and technical services
- Management of companies and enterprises
- Administrative and support, waste management and remediation services
- Educational services
- Health care and social assistance
- Arts, entertainment and recreation
- Accommodation and food services
- Other services (except public administration)
- Public administration
- Other, please specify:

11.2 *If yes, in which province or territory is the Crown corporation or subsidiary headquartered or principally located? (Required)

Fighting Against Forced Labour and Child Labour in Supply Chains Act
Questionnaire

Annual Report

Reporting for entities

1. *What steps has the entity taken in the previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity? Select all that apply. (Required)

- Mapping activities
- Mapping supply chains
- Conducting an internal assessment of risks of forced labour and/or child labour in the organization's activities and supply chains
- Contracting an external assessment of risks of forced labour and/or child labour in the organization's activities and supply chains
- Developing and implementing an action plan for addressing forced labour and/or child labour
- Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily
- Addressing practices in the organization's activities and supply chains that increase the risk of forced labour and/or child labour
- **Developing and implementing due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and/or child labour in the organization's activities and supply chains**
- **Carrying out a prioritization exercise to focus due diligence efforts on the most severe risks of forced and child labour**
- **Requiring suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains**
- Developing and implementing child protection policies and processes
- Developing and implementing anti-forced labour and/or -child labour contractual clauses

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Questionnaire

- **Developing and implementing anti-forced labour and/or -child labour standards, codes of conduct and/or compliance checklists**
- Auditing suppliers
- Monitoring suppliers
- Enacting measures to provide for, or cooperate in, remediation of forced labour and/or child labour
- **Developing and implementing grievance mechanisms**
- Developing and implementing training and awareness materials on forced labour and/or child labour
- Developing and implementing procedures to track performance in addressing forced labour and/or child labour
- **Engaging with supply chain partners on the issue of addressing forced labour and/or child labour**
- **Engaging with civil society groups, experts and other stakeholders on the issue of addressing forced labour and/or child labour**
- Engaging directly with workers and families potentially affected by forced labour and/or child labour to assess and address risks
- Information not available for this reporting period
- Other, please specify:

2. Please provide additional information describing the steps taken (if applicable) (1,500 character limit).

In addition to embedding its Supplier Code of Conduct (with provisions setting the expectation that suppliers respect Human Rights, the Rights of Indigenous Peoples, the Fundamental Principles and Rights at Work and 11 Fundamental Instruments of the International Labour Organization) in its contractual terms and conditions, McGill University's Procurement Services has engaged in the following steps.

A. Requiring some suppliers to be members of industry initiatives ensuring that their supply chain is audited / screened for forced labor and child labor. We required that IT product suppliers be members of the Responsible Business Appliance (RBA), for example.

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Questionnaire

B. Encouraging buyers and internal clients to make acquisitions from local supplier and social economy suppliers where such purchases fall under trade agreement value thresholds for public tendering. We consider that local production and working conditions are less likely to lead to forced labor and child labor.

C. Engaging with Fairtrade Canada and taking steps to purchase more Fairtrade certified products, including coffee, chocolate, sugar and tea. Fairtrade certified products should be less likely to have been produced using forced labor or child labor.

D. Engaging with the National Science Foundation (NSF), a standards development organization, and representing “purchasers” as part of stakeholder categories developing corporate social responsibility standards for the electronics industry (including the development of measures pertaining to the respect of Human Rights and ILO Core Conventions).

E. Collaborating with other Higher Education Institutions in developing capacity building regarding sustainable procurement, including human rights and environmental due diligence processes, sharing training materials, and holding collaborative workshops.

3. *Which of the following accurately describes the entity’s structure? (Required)

- Corporation
- Trust
- Partnership
- **Other unincorporated organization**

4. *Which of the following accurately describes the entity’s activities? Select all that apply. (Required)

- Producing goods (including manufacturing, extracting, growing and processing)
 - in Canada
 - outside Canada
- Selling goods
 - in Canada
 - outside Canada

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- Distributing goods
 - in Canada
 - outside Canada
- **Importing into Canada goods produced outside Canada**
- Controlling an entity engaged in producing, selling or distributing goods in Canada or outside Canada, or importing into Canada goods produced outside Canada

5. Please provide additional information on the entity's structure, activities and supply chains (1,500 character limit).

McGill University has approximately 45 000 students, just under 10 000 employees, and spends around half a billion dollars (CAD 0.5B) on goods, services and construction works each year. According to our estimates, 70% of the University's spending goes to suppliers with a place of business in Québec.

McGill University acquires goods and services from approximately 12 000 suppliers (16,500 when counting the different merchants the University purchases from using procurement cards) around the world, for acquisitions such as chemicals, research instruments, farm equipment, food, construction materials, musical instruments, accounting and engineering services, and so on.

Approximately 5000 people at McGill have the possibility of acquiring goods and services on behalf of the University, for teaching, operations or research purposes.

6. *Does the entity currently have policies and due diligence processes in place related to forced labour and/or child labour? (Required)

- **Yes**
- No

6.1 *If yes, which of the following elements of the due diligence process has the entity implemented in relation to forced labour and/or child labour? Select all that apply. (Required)

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- **Embedding responsible business conduct into policies and management systems**
- Identifying and assessing adverse impacts in operations, supply chains and business relationships
- **Ceasing, preventing or mitigating adverse impacts**
- Tracking implementation and results
- Communicating how impacts are addressed
- Providing for or cooperating in remediation when appropriate

7. Please provide additional information on the entity's policies and due diligence processes in relation to forced labour and child labour (if applicable) (1,500 character limit).

McGill University's Supplier Code of Conduct (embedded in all contracts and purchase orders for the acquisition of goods, services and construction works) clearly states the expectation for suppliers to respect human rights and labor rights, including the principles set forth in the Universal Declaration of Human Rights (UDHR), the United Nations Declaration on the Rights of Indigenous Peoples (UDRIP), the Respect of the Fundamental Principles and Rights at Work and 11 Fundamental Instruments of the International Labour Organization.

https://www.mcgill.ca/secretariat/files/secretariat/supplier_code_of_conduct.pdf

Procurement Services Staff have begun their benchmarking of human rights and environmental due diligence processes in higher education institutions (HEI) around the world and will be collaborating with other Canadian HEI in developing a common Human Rights and Environmental Due Diligence (HREDD) questionnaire, which should be ready in Fall 2024.

In the meantime, we have begun asking suppliers in "at risk" industries to confirm that they have a Supplier Code of Conduct, similar to that of McGill, and with provisions against forced labor and child labor. We have also started to assess if/how our key suppliers report on their own due diligence processes, disclose findings and present remediation strategies.

8. *Has the entity identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used? (Required)

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- Yes, we have identified risks to the best of our knowledge and will continue to strive to identify emerging risks.
- **Yes, we have started the process of identifying risks, but there are still gaps in our assessments.**
- No, we have not started the process of identifying risks.

8.1 *If yes, has the entity identified forced labour or child labour risks related to any of the following aspects of its activities and supply chains? Select all that apply. (Required)

- The sector or industry it operates in
- **The types of products it produces, sells, distributes or imports**
- The locations of its activities, operations or factories
- **The types of products it sources**
- **The raw materials or commodities used in its supply chains**
- **Tier one (direct) suppliers**
- **Tier two suppliers**
- Tier three suppliers
- Suppliers further down the supply chain than tier three
- The use of outsourced, contracted or subcontracted labour
- **The use of migrant labour**
- The use of forced labour
- The use of child labour
- None of the above
- Other, please specify

9. *Has the entity identified forced labour or child labour risks in its activities and supply chains related to any of the following sectors and industries? Select all that apply. (Required)

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- **Agriculture, forestry, fishing and hunting**
- **Mining, quarrying, and oil and gas extraction**
- Utilities
- Construction
- **Manufacturing**
- Wholesale trade
- **Retail trade**
- Transportation and warehousing
- Information and cultural industries
- Finance and insurance
- Real estate and rental and leasing
- Professional, scientific and technical services
- Management of companies and enterprises
- Administrative and support, waste management and remediation services
- Educational services
- Health care and social assistance
- Arts, entertainment and recreation
- Accommodation and food services
- Other services (except public administration)
- Public administration
- None of the above
- Other, please specify:

10. Please provide additional information on the parts of the entity's activities and supply chains that carry a risk of forced labour or child labour being used, as well as the steps that the entity has taken to assess and manage that risk (if applicable) (1,500 character limit).

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Questionnaire

A. Identification of major commodity categories which may be associated with increased risks of forced labour as part of their production lifecycle. These include:

- Food (including, but not limited to chocolate, coffee, sugar)
- Electronics and research equipment (including computers, displays, multifunctional devices, mobile phones)
- Apparel (any clothing bearing the University logo)
- Lab supplies (personal protective equipment, laboratory materials and consumables)
- Vehicles

These product categories have been prioritized, for the moment, based on:

- Our level of spend on products in these respective categories
- A review of the risks established (by type of goods) by the U.S. Department of Labor's ILAB "Sweat and Toil" application.
- An understanding of these commodities material contents and production tied to high-risk extractive industries and conflict minerals, including tin, tantalum, tungsten, and gold (3TGs)
- Risks associated with production in various jurisdictions, as documented by the Walk Free Global Slavery Index.
- Reports and information provided by the Business and Human Rights Resource Center.
- Regular monitoring and consultation of NGO reports and media coverage on issues related to forced labor and child labor.

B. Becoming a member of the Fair Labor Association (FLA) which helps contribute to more responsible supply chains in the university apparel industry.

C. Requiring, as part of our public tendering process for acquisitions in "at risk" categories that bidders provide a copy of their own Supplier Code of Conduct and ensure that these documents contain provisions against forced labor and child labor.

11. *Has the entity taken any measures to remediate any forced labour or child labour in its activities and supply chains? (Required)

- Yes, we have taken remediation measures and will continue to identify and address any gaps in our response.

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- Yes, we have taken some remediation measures, but there are gaps in our response that still need to be addressed.
- No, we have not taken any remediation measures.
- **Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.**

11.1 *If yes, which remediation measures has the entity taken? Select all that apply. (Required)

- Actions to support victims of forced labour or child labour and/or their families, such as workforce reintegration and psychosocial support
- Compensation for victims of forced labour or child labour and/or their families
- Actions to prevent forced labour or child labour and associated harms from reoccurring
- Grievance mechanisms
- Formal apologies
- Other, please specify.

12. Please provide additional information on any measures the entity has taken to remediate any forced labour or child labour (if applicable) (1,500 character limit).

- N/A

13. *Has the entity taken any measures to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains? (Required)

- Yes, we have taken substantial remediation measures and will continue to identify and address any gaps in our response.
- Yes, we have taken some remediation measures, but there are gaps in our response that still need to be addressed.

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Questionnaire

- No, we have not taken any remediation measures.
- **Not applicable, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.**

14. Please provide additional information on any measures the entity has taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains (if applicable) (1,500 character limit).

15. *Does the entity currently provide training to employees on forced labour and/or child labour? (Required)

- **Yes**
- No

15.1 *If yes, is the training mandatory? (Required)

- Yes, the training is mandatory for all employees.
- Yes, the training is mandatory for employees making contracting or purchasing decisions.
- Yes, the training is mandatory for some employees.
- **No, the training is voluntary.**

16. Please provide additional information on the training the entity provides to employees on forced labour and child labour (if applicable). (1,500 character limit).

McGill University's Procurement Services offers a Sustainable Procurement Course made available to all Faculty members and Staff members. This training workshop is given 2 or 3 times per year. The content mentions the existence of forced labour and child labour around the world, presents ILO data about regions where forced labor and/or child labor is most

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Questionnaire

prevalent, and explains how Faculty and Staff can engage in mitigating supply chain risks by favouring local products, fair trade products, goods and services provided by social economy businesses, products that meet particular certifications and so on. Faculty members and Staff members are also exposed to the University's Supplier Code of Conduct and encouraged to do business with firms whose activities, products and supply chain are most likely to respect the spirit and principles contained therein.

The data presented comes mainly from the following report:

https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---ipec/documents/publication/wcms_854733.pdf

17. *Does the entity currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains? (Required)

- Yes
- **No**

17.1 *If yes, what method does the entity use to assess its effectiveness? Select all that apply. (Required)

- Setting up a regular review or audit of the organization's policies and procedures related to forced labour and child labour
- Tracking relevant performance indicators, such as levels of employee awareness, numbers of cases reported and solved through grievance mechanisms and numbers of contracts with anti-forced labour and -child labour clauses
- Partnering with an external organization to conduct an independent review or audit of the organization's actions
- Working with suppliers to measure the effectiveness of their actions to address forced labour and child labour, including by tracking relevant performance indicators
- Other, please specify.

Fighting Against Forced Labour and Child Labour in Supply Chains Act

Questionnaire

18. Please provide additional information on how the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains (if applicable). (1,500 character limit).

We do not yet measure the effectiveness of our initiatives in this area but hope to do so in the near future.