

Annual Reporting in compliance with the

Fighting Against Forced Labour and Child Labour in Supply Chain Acts





Board of Governors Approval and Signed Attestation

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Act), and in particular section 11 thereof, I, in the capacity of Chair of the Board of Governors, attest that I have reviewed the information contained in the report on behalf of 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 2026.

I have the authority to bind McGill University,

Full name: Maryse Bertrand

Title: Chair of the Board of Governors

Date: April 24, 2026

Signature:

A handwritten signature in blue ink that reads "Maryse Bertrand".



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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 in Canada or elsewhere of goods imported into Canada by McGill University.

McGill University actively communicates its expectations to its suppliers for socially responsible supply chains. It 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 Supplier 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.

While the University does not have the means to audit the thousands of suppliers providing it with various goods, services and construction works, its Procurement Services does assess the risk of forced labour and child labour in its supply chain and adopts measures to prevent and minimize such risks.

As part of this strategy, McGill’s Procurement Services identifies suppliers in high-risk sectors, whose supply chain may be located (in whole or in part) in areas where forced labour or child labour is more prevalent, or where state sponsored forced labour is documented. The Procurement Services team is also aware of particular risks when goods, services or construction works are provided through the involvement of vulnerable workers. Depending on the level of risk, the University may require that suppliers have their own Supplier Code of Conduct and demonstrate how they monitor compliance throughout their supply chain. Alternatively, and as part of its notices of request for information or as part of its calls for tenders the University may require potential contractors to; 1. identify tier two suppliers and provide their full contact information, to facilitate supply chain mapping; 2. identify potential risks pertaining to the presence of vulnerable workers (migrant workers, temporary foreign workers or asylum seekers with workers permits) in their supply chain; 3. describe the strategies they use to identify and prevent forced labour and child labour throughout their operations and supply chain and disclose any high-risk situations they may have identified; as well as; 4. Provide additional information about their grievance mechanisms or the remedy process they may have in place.

For the moment, the University focuses on the following products: Food, Electronics, Research Equipment, Apparel, and Lab supplies. Other product categories are considered for screening on an ad hoc basis (as

acquisitions are planned) if we can identify that they are produced in “high risk” regions or produced by contractors relying on more vulnerable workers. This has been the case, in 2025-2026 for HVAC equipment, building automation equipment, and audio-visual equipment.

These categories have been prioritized, based on:

- ✓ Our level of spend in these respective categories
- ✓ 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 labour and child labour.
- ✓ Issues arising in the media which have highlighted new risks in relation to the presence of vulnerable workers in particular industries.
- ✓ Research using AI, to identify industries susceptible of supplying goods or services using forced labour or child labour.

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 labour and child labour. For example, we require that IT product suppliers be members of the Responsible Business Alliance (RBA). If they aren’t members of the RBA, they may be ineligible to participate in the tendering process, or may disclose the location of their factories and provide proof of third party audits in their supply chain.
- ✓ The University is a member of the Fair Labor Association (FLA) and the Workers Rights Consortium (WRC), which help 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 value of such acquisitions remains 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 labour and child labour.
- ✓ As part of our public tendering process, we have been 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 labour and child labour. If we enter into contract

with “at-risk” suppliers which do not have such a Supplier Code of Conduct, we sometimes give them up to 6 months to develop one and publish it on their website. We also offer help to our suppliers to develop such documents.

- ✓ We require “at-risk” suppliers to disclose the names and addresses of their main suppliers, we require that they declare if they employ temporary foreign workers or asylum seekers with workers permits, and we require that they describe their strategy to prevent forced labour and child labour in their supply chain.
- ✓ We have developed a Supplier Sustainability Due Diligence Questionnaire which we have shared with other institutions and have embedded clauses in contracts to the effect that suppliers will have to respond to the questionnaire during the term of the contract.
- ✓ We have been assessing our coffee and tea purchases and seeking to maximize alignment with our Fairtrade “Silver” campus certification. 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 helped 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 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. This year, we developed and facilitated a supply chain risk assessment workshop attended by 12 other Canadian Higher Education Institutions.
- ✓ McGill’s Procurement Services has continued its participation in the International Working Group on Ethical Public Procurement (IWGEPP) as a means to share with and learn from European colleagues.

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 40,000 students and just under 10 000 employees (faculty and staff) spread mainly across two campuses. McGill University spends roughly CAD 350 million each year on a wide variety of goods, services, and construction works. The University's supply chain spans the globe and involves some 10 000 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.

A significant portion of the University's acquisitions are now subjected to provincial government decrees forcing the implementation of group purchases with other public bodies falling out of scope of the Supply Chains Act. This has posed a significant challenge to the University in 2025-2026 and has put pressure on our institution's resources. The University has had to raise awareness amongst many other stakeholder groups (Colleges / CEGEPS, Health Care Sector, School Boards, Environment Ministry, Treasury Board) to explain our needs and objectives in relation to reducing human rights risks in our supply chain. Without such interventions, new group contracts could have been inadequate and contained insufficient clauses to help prevent and mitigate forced labour.

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

McGill University's Sustainable Procurement Policy establishes the University's commitment to supporting socially responsible supply chains. The University uses its Supplier Code of Conduct, embedded in its contractual terms and conditions, to convey the importance of respecting Human Rights and ILO Core Conventions.

Following an assessment of the level of risk involved with particular purchases, the University uses a variety of strategies to prevent forced labour or child labour in its supply chain.

- Requiring that contractors have a Supplier Code of Conduct with provisions against forced and child labour and have this published on their website.
- Requiring that contractors disclose (provide the names and addresses of) their main suppliers.
- Requiring that some contractors disclose whether they use temporary foreign workers or asylum seekers with working permits.
- Requiring that contractors describe their strategies and actions aimed at fighting against forced labour and child labour, which may be used as part of a qualitative assessment and influence contract adjudication.
- Requiring contractors to be members of industry initiatives, or ecolabel initiatives, which involve the conduct of audits in their supply chain.

- Sharing its supplier list with organizations such as the Workers Rights Consortium, which monitor the respect of workers' rights in supply chains providing university apparel.
- Mandating, as part of contractual obligations, that suppliers respond to a Supplier Sustainability Due Diligence Questionnaire, which includes questions pertaining to the prevention of forced labour and child labour in supply chains.
- Contacting suppliers and conducting due diligence when issues arise (in the news, for example) and the University suspects there may be instances of forced labour in its supply chain.

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

McGill has identified the following “high-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. More specifically, this year, the University has identified the presence of particular risks in relation to the sourcing of HVAC equipment, building automation equipment, beverages, and audio-visual equipment.

The University used a combination of steps and mechanisms to assess and manage the new risks it identified:

- Online and in person meetings with suppliers
- Requests for additional disclosures, to understand where components come from and what supply-chain risk assessments and audits were carried out by suppliers
- Requirement for some suppliers to provide proofs of third party audits in their supply chain, or joining the Responsible Business Alliance
- Drafting and use of risk advisories in memos or executive summaries presented to contract signatories within the University, as a means to raise awareness

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

McGill University has not yet faced a situation requiring remediation.

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

McGill University has not yet faced a situation requiring remediation or compensation.

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

This past year, McGill University's Procurement Services has contributed to the development of a video pertaining to forced labour and child labour risks in university supply chains, in collaboration with 3 other

Canadian Higher Education Institutions. The content is currently being formatted and should be shared online within the next few months. Similarly, an in-person introductory course on Sustainable Procurement which used to be offered 2 or 3 times per year at McGill is currently being reformatted to be offered online and made mandatory for all people at McGill who can spend University funds. As did our in-person trainings, the content will mention the existence of forced labour and child labour around the world, it will present ILO data about regions where forced labour and/or child labour is most prevalent, and explain how Faculty and Staff can engage in mitigating supply chain risks by favouring local products, Fairtrade products, goods and services provided by social economy businesses, products that meet particular certifications and so on. Faculty members and staff members will be 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.

Also this year, the University's Senior Advisor for Sustainable Procurement developed and facilitated a specific workshop for Procurement Services buyers, to help them understand supply chain risks, how to identify such risks, and what to do (specifically what steps to take) when they discover related issues. They were given related materials to read but actual cases were discussed and advise + coaching was offered.

The University's Office of Sustainability offers an online sustainability course which contains a section pertaining to sustainable procurement and the importance of minimizing the risk of forced labour and child labour in supply chains.

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

For the moment, we can confirm that 100% of the University's suppliers are subject to the University's Supplier Code of Conduct, which clearly expresses the expectation that Human Rights and labour rights be respected throughout its supply chain.

Currently, we are not systematically assessing the effectiveness of our initiatives aiming to prevent forced labour. Nonetheless, we can confirm that some of the goods and consumables we acquire (computers, cell phones, printers, servers, coffee and tea, apparel, wood and paper products) 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.

Now that we have developed a Supplier Sustainability Due Diligence Questionnaire, we have actively started to use parts of its content, at different stages of our procurement cycle, with "high-risk" suppliers. We are currently in the midst of exploring how the gathered information (disclosures, commitments, and so on) can be captured by our new contract management software. Introducing such features in our systems should help us with compiling data and assessing our efforts in relation to fighting forced labour and child labour.