



SUBJECT	<i>Fighting Against Forced Labour and Child Labour in Supply Chains Act Reporting Requirement 2025</i>
SUBMITTED TO	Board of Governors
MEETING DATE	June 20, 2025
SESSION CLASSIFICATION	Recommended session criteria from Board Meetings Policy: OPEN
REQUEST	For Information Only – No Action Requested
LEAD EXECUTIVE	Frank Laezza, Vice-President Finance & Operations
SUPPORTED BY	Shelly Morrison, Senior Director, Finance Services & Strategic Procurement

EXECUTIVE SUMMARY

On January 1, 2024 Canada’s anti modern slavery legislation, Fighting Against Forced Labour and Child Labour in Supply Chains Act, came into effect. UBC has an obligation to comply with the reporting requirements under the Act and filed its 2025 report and questionnaire responses with the Ministry of Public Safety Canada on May 21, 2025 and published the report prominently on UBC’s finance website. This briefing is provided to update the Board on the submitted report and the plan for preparing the report for May 31, 2026.

The report indicates that in fiscal year 2025 UBC spent \$1.8 billion with 29,243 suppliers across 94 countries with UBC spend of \$0.00 on goods originating for high-risk countries identified in the global slavery index.

Attached in Appendices 1 and 2 respectively are the final report and questionnaire that were submitted to the Ministry of Public Safety Canada.

THE ACT

The Act aims to address the prevalence of forced labour and child labour for goods imported into and distributed in Canada. As outlined on the Public Safety Canada website:

Forced labour can be found in every country and every sector. The [International Labour Organization](#) estimates that there are 27.6 million victims of forced labour worldwide, including 17.3 million in the private economy. Forced labour and child labour risks occur primarily through the global supply chains of businesses. There is a risk that goods imported into and distributed in Canada were produced with forced labour or child labour. Entities and government institutions doing business in Canada have a responsibility to ensure that exploitative practices are addressed and eradicated from their supply chains.

REPORT AND QUESTIONNAIRE

Canada’s modern slavery legislation, Fighting Against Forced Labour and Child Labour in Supply Chains Act requires reporting entities to complete an online questionnaire that includes a series of open and closed-ended questions that address each of the requirements under the Act and submit a signed and attested report. UBC has produced a compliant report under the act. Current data analysis shows that UBCs spend on goods originating in at-risk countries is \$0.00 and submitted responses to all applicable questions in the questionnaire. The questionnaire is a tool to assist entities in demonstrating leadership and responsibility while providing the level of transparency that the UBC Board of Governors, faculty, staff, students, and members of the public are looking for.

The questions within are a roadmap for developing a program to support the management of supply chain risk that is in alignment with the intention of the Act and reporting requirements. The working group will continue to follow this roadmap in developing activities for F26 and future years to improve its capacity to identify, prevent, reduce and address forced labour and child labour risks.

**UBC WORKING GROUP: FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT
ACTIVITY SINCE THE LAST UPDATE**

UBC has taken a Committee approach to prepare the first annual report in response to the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

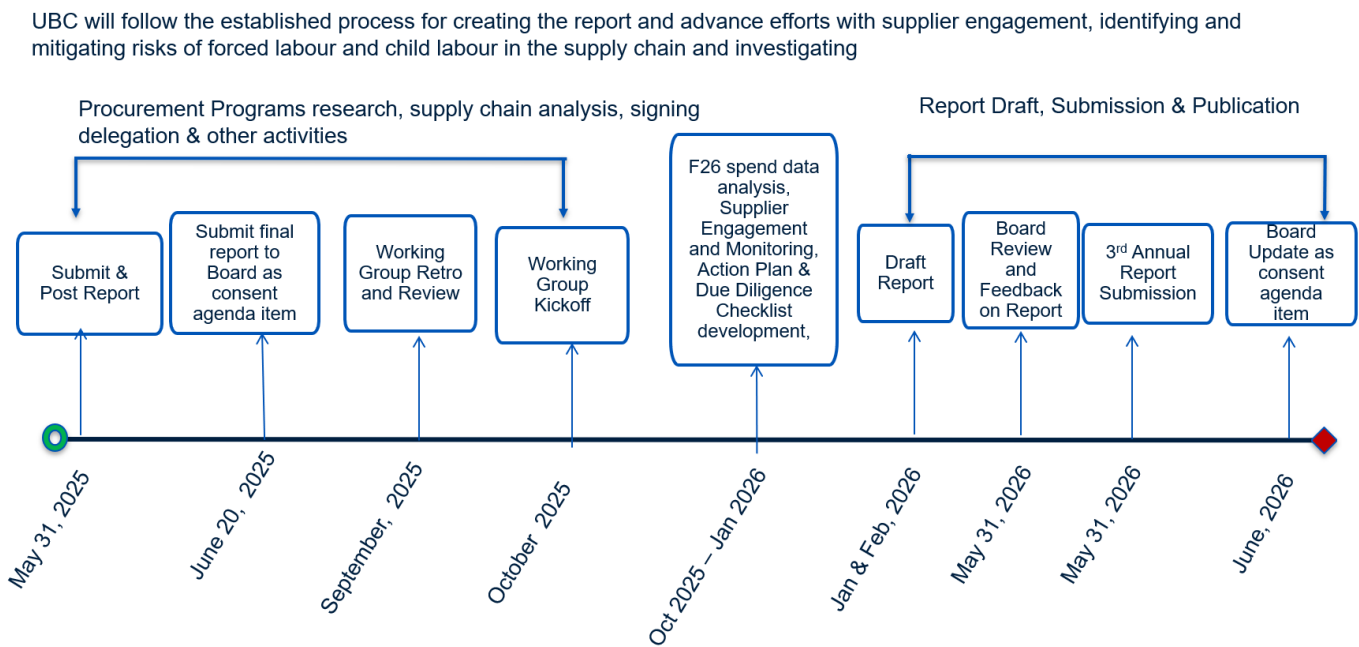
Activities undertaken to finalize the report were:

- Update UBC spending data as of March 31, 2025
- Conduct analysis of UBC spend by category, country, Global Slavery Index (GSI) rating, and suppliers in high risk countries
- Create draft plan for 2026 report preparation and submission
- Completion of the mandatory online questionnaire addressing the Act’s requirements.
- Review of report and questionnaire by the UBC legal counsel, Working group, and Communications.
- Signing and attestation of report by the Chair of the Board of Governors.
- Signed letter from the President of UBC included in the report
- Completed and attested report and questionnaire submitted to the Ministry of Public Safety on May 21, 2025.

NEXT STEPS

- Publish the final report on a prominent place on the UBC finance website
- Prepare for F26 Working group kickoff

F26 TIMELINE



Key focus areas are:

- Develop an action plan for addressing forced labour and/or child labour if it is discovered in UBCs supply chain.
- Address procurement activities that may cause or contribute to the risk of forced labour and/or child labour
- Develop procurement checklists and supplier monitoring process to support staff in conducting due diligence during all phases of the procurement process
- Continue to engage with suppliers to ensure the risks of forced labour and/or child labour in UBCs supply chain remain low.

APPENDICES

1. Supply Chain Act Report 2025
2. Supply Chain Act Questionnaire Responses 2025

Resources

- [Fighting Against Forced Labour and Child Labour in Supply Chains Act, SC 2023, c 9](#)
- [Government Guidelines on Report Preparation](#)
- [Global Slavery Index – Prevalence Data](#)
- [United Nations Guiding Principles on Business and Human Rights](#)



THE UNIVERSITY OF BRITISH COLUMBIA

Fighting Against Forced Labour and Child Labour in Supply Chains Act

Report for year ended March 31, 2025



THE UNIVERSITY OF BRITISH COLUMBIA

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Acknowledgement of Host Nations

We respectfully acknowledge that the University of British Columbia (UBC) Vancouver campus is situated within the traditional, ancestral and unceded territory of the xʷməθkʷəy̓əm (Musqueam).

We respectfully acknowledge the Syilx Okanagan Nation and their peoples, in whose traditional, ancestral, unceded territory, UBC Okanagan is situated.

Message from the President & Vice Chancellor

At the University of British Columbia, we believe that shaping a better world is our ongoing responsibility. Guided by our vision for a just, prosperous and sustainable British Columbia, Canada, and planet, we stand firmly against forced and child labour in all forms. We recognize the urgency of eradicating these injustices from global supply chains and reaffirm our commitment to doing so.

In support of Canada’s international efforts, UBC supports the goals of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

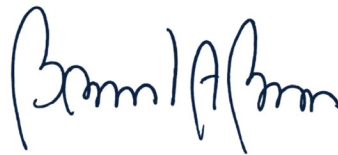
This report highlights the steps we’ve taken between April 1, 2024, and March 31, 2025, to identify and assess risks related to forced and child labour within our supply chains. It also outlines the actions we will pursue in partnership with industry leaders, governments, and non-governmental organizations to confront these challenges head-on.

Looking ahead, our commitment extends beyond compliance. We will continue to raise awareness, strengthen accountability, and implement strategies to mitigate risks across our supply chain. Through ongoing monitoring, evaluation, and collaboration, UBC remains dedicated to upholding ethical standards and advancing social responsibility—for this generation and the next.

Dr. Benoit-Antoine Bacon
President & Vice-
Chancellor

The report covers the following period: April 1, 2024, to March 31, 2025

The report was signed off by:
Dr. Benoit-Antoine Bacon



Attestation Letter: Board of Governors approval

This report has been prepared pursuant to the Fighting Forced Labour and Child Labour in Supply Chains Act, SC 2023, c 9 and outlines UBCs acknowledgement of the Act and the requirements to identify, assess and remediate risks of forced labour and child labour in its supply chains.

The Board (or equivalent management body) approved this report on **May 15, 2025**

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 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.

I have the authority to bind the University of British Columbia



Name: Miranda Lam, K.C.

Title: Chair, UBC Board of Governors

Date: May 15, 2025

University Structure

Overview

The University of British Columbia is a global centre for teaching, learning, consistently ranked among the top public universities in the world with two major campuses located in Vancouver and in Kelowna in the Okanagan Valley. UBC embraces innovation and transforms ideas into action. UBC transforms personal initiative into innovation, and new ideas into impact. Since 1915, UBC has been opening doors of opportunity for people with the curiosity, drive and vision to shape a better world. UBC is committed to relationships with its host nations, Musqueam and Syilx Okanagan. The University has 26 faculties and schools and it is affiliated with several research institutes, centres, organizations, and hospitals. There are 70,898 students in undergraduate and graduate programs that include 2,500 Indigenous students, and 5,762 students are served by the UBCs Extended Learning. All students are supported by 20,799 faculty and staff. The university has more than 400,000 alumni in 145 countries across the globe. UBC Alumni include three Canadian prime ministers, eight Nobel laureates, 306 Royal Society of Canada Fellows and 75 Rhodes scholars, and 65 Olympic medals won by varsity athletes.

The most established and influential global rankings all consistently place UBC in the top five per cent of universities in the world.



6th in Reduced Inequalities

UBC ranks sixth in the world for taking action toward reducing inequalities. This SDG universities' research on social inequalities, their policies on discrimination and their commitment to recruiting staff and students from underrepresented groups.

UBC'S INSTITUTIONAL RANKINGS

	THE 2025	ARWU 2024	QS 2025
World Ranking	41st	47th	38th
Canada Ranking	2nd	2nd	3rd

(THE) Times Higher Education World University Rankings, (ARWU) Shanghai Ranking Academic Ranking of World Universities, (QS) QS World University Rankings

UBC ranked 41st in the 2025 Times Higher Education World University Rankings and second in Canada out of more than 1,600 participating institutions. These rankings measure how well universities help to advance the 17 United Nations Sustainable Development Goals (SDGs) that promote social and economic wellbeing across the planet. Source: [UBC's Institutional Rankings - The University of British Columbia](#)

The University of British Columbia was established in 1915 and is a corporation continued under the University Act, R.S.B.C. 1996, c.468.

Organization Structure

The governance of The University of British Columbia is balanced between the Board of Governors and the Senates and flows through the President's Office to the nine portfolios of the Vice-Presidents. The Board of Governors manages the university's administration, property, and business affairs, and has representation from each of the university's Vancouver and Okanagan campuses. The Senates, balanced with elected and non-elected members, administer the university's academic matters. The Chancellor serves as the titular head of the university, presides over all major ceremonies, and is an ex officio member of the Board of Governors, the Senates, and the Council of Senates. This bicameral governance structure is as per the University Act, R.S.B.C. 1996, c.468.

Operations

The role of the President and Vice-Chancellor is to lead the academic mission and operations of the university, in accordance with the university's strategic framework approved by our governing bodies, the [Board of Governors](#) and the [Senates](#). The President is responsible for leading the Administration, developing, and implementing budgets and strategic plans for the university, reporting to the Board, and for external communications as the spokesperson of the university, including preparing an annual report and is supported by the President's Executive Team.

The VP Finance & Operations (VPFO) portfolio provides strategic leadership and support for UBC's academic vision by providing and delivering financial and operational management excellence. The portfolio divisions are responsible for stewardship of UBC's physical and financial assets and safety and risk management for our university community. The portfolio oversees a \$3.8 billion operating budget, a \$2.8 billion endowment, and manages all core facilities on both UBC Vancouver and UBC Okanagan campuses and manages UBC's commitment to financial accountability and transparency.

The Deputy Vice-Chancellor and Principal is UBC Okanagan's senior administrator and is a core member of UBC's executive leadership team.

The Provost and Vice-President Academic for each campus provides leadership in planning, policy development and management of resources to achieve UBC's academic strategic goals.

The office of the Vice-President Research & Innovation supports UBC research activities and the work of UBC researchers with strategic information, resources and tools.

The Vice-President Students is responsible for shaping the student experience and learning environment for undergraduate and graduate students attending UBC, and actively supports the University's strategic commitments.

The Office of Indigenous Strategic Initiatives (OISI) is part of an innovative, Indigenous-led and Indigenous human rights-based implementation structure and provides guidance to faculties, departments, operational units and student groups across UBC's Vancouver and Okanagan campuses in their alignment with the eight goals and 43 actions of UBC's Indigenous Strategic Plan. It also provides advice to UBC leadership on how best to improve the experiences of Indigenous students, faculty and staff across the university.

The Equity & Inclusion Office advances UBC’s commitment to excellence, diversity, and inclusion and seeks to build a more inclusive UBC for students, faculty, and staff. Through its leadership, vision and collaborative action, the Equity & Inclusion Office will further UBC’s commitment to excellence, equity, and mutual respect.

Supply Chains

UBC is committed to raising awareness, identifying, evaluating, and engaging in activities to develop mitigation strategies related to child labour and forced labour risks in our supply chain. The UBC supply chain is broad and diverse. To date, in compliance with public procurement regulations, in the fiscal year 2025 UBC spent \$1.8 billion with 29,243 suppliers across 94 countries with 2.17 per cent spent outside of Canada and the United States. 2025 spend, excluding Canada and the United States.

F25	Canada & US	Countries (excluding Canada & US)	Total
Spend*	\$1,764,078,288.06	\$39,079,301.17	\$1,803,157,589.23
Suppliers Paid	27,742	1,501	29,243

* All dollar figures in this report are in Canadian dollars

Assessment of Risks of Forced Labour or Child Labour

UBC is using the Global Slavery Index (GSI) to identify the risk level of each country. GSI has rated 180 countries, and UBC has F25 spending in 94 of the countries. Of the countries identified by GSI as high-level risk, UBC has identified F25 spending in two (2), and the identified spending is limited to \$392,725.11 with \$0.00 of spending in these high-risk countries related to the purchase of goods.

Top 10 Countries with prevalence of forced labour		UBC Spend (goods) 2024	UBC Spend (services) 2025	UBC Spend (goods) 2025	GSI Prevalence Rating
1	North Korea	\$0	\$0	\$0	104.6
2	Eritrea	\$0	\$0	\$0	90.3
3	Mauritania	\$0	\$0	\$0	32
4	Saudi Arabia	\$0	\$0	\$0	21.3
5	Türkiye	\$0	\$12,021.01	\$0	15.6
6	Tajikistan	\$0	\$0	\$0	14.0
7	United Arab Emirates	\$0	\$380,704.10	\$0	13.4
8	Kuwait	\$0	\$0	\$0	13.0
9	Russia	\$0	\$0	\$0	13.0
10	Afghanistan	\$0	\$0	\$0	13.0
Total			\$392,725.11		

UBC invited a limited number of suppliers to respond to a supplier self-assessment questionnaire to assist in transparency in the risks of Child Labour and Forced Labour within their supply chains. UBC intends to expand the reach of this supplier self-assessment in the following reporting year.

Policies and Due Diligence

UBC’s Board of Governors develops and approves policies for the University that provide direction on specific topics and issues, along with procedures and standards for compliance. Some of the policies are listed in the table below.

Source: [Board of Governors Policies, Procedures, Rules, and Guidelines | Office of the University Counsel \(ubc.ca\)](#)

Policy/ Process	Principle
Supplier Code of Conduct	<p>UBC applies the SCC criteria as part of its contract award process. It is a contractual requirement and is part of the PO terms and conditions. It is mandatory for all University suppliers and their subcontractors/suppliers to adhere to the SCC and meet the ethical performance standards for suppliers of goods, services, or equipment to the university. Inclusion of Child Labour and Forced Labour clauses from the Canadian Act were added in 2024.</p> <p>Should an incident of non-compliance by a supplier with the SCC be brought to our attention, UBC’s finance team will be responsible for any investigation upon complaints of a credible nature.</p>
Research Policy	<p>Setting out the responsibilities and standards required of UBC Persons involved in research and to articulate the authority, requisite processes, and requirements surrounding various aspects of research activity undertaken by UBC and UBC Persons.</p>
Corporate Strategic Partnerships Guidelines Process	<p>Framework to promote strategic partnership opportunities and assist the Board of Governors, the university administration, and potential partners in devising, reviewing and sustaining strategic partnership opportunities.</p>
UBC Bookstore Sustainability	<p>Sustainable practices and values, such as seeking out locally made products and supporting fair labour (e.g., requiring suppliers to be members of the FLA etc.) and brands with CSR programs.</p>
UBC Vancouver Climate Action Plan 2030	<p>Setting out the targets, actions, and strategies to achieve net zero emissions for buildings and energy supply, as well as a reduction in greenhouse gas emissions. This plan also recognizes climate justice to ensure an equitable approach.</p>

<p>Strategic Equity and Anti-Racism Framework</p>	<p>A community-engaged, data-informed, action-oriented, and accountability-driven planning tool that guides the university’s approach to implementation of equity and anti-racism priorities and evaluation of progress towards the implementation of equity and anti-racism priorities and evaluation of progress towards that goal. The framework is built around four broad institutional domains of change—structural, curricular, compositional and interactional change. Work in these areas follows data-informed decision-making and continuous improvement. Specifically, procurement responds to two key objectives in the framework:</p> <p>Objective 1.8</p> <ul style="list-style-type: none"> <input type="checkbox"/> Enhance integration of EDI principles and practices across physical spaces and operational infrastructure (e.g., Facilities, Information Technology and Financial Services). <input type="checkbox"/> Review procurement processes for information system and learning technologies including those involving AI technologies, with an equity, and especially, gender inclusion lens <p>UBC continues raising awareness, and working on identifying, monitoring, and evaluating risks related to child labour and forced labour along its supply chain.</p>
<p>UBC Wellbeing Strategic Framework and The Okanagan Charter</p>	<p>These documents include two commitments related to human health and human rights.</p> <p>“To embed health into all aspects of campus culture, across the administration, operations and academic mandates; and to, “To lead health promotion action and collaboration locally and globally. Including, “Act on the “right to health” enshrined in the Universal Declaration of Human Rights to ensure health promotion action embodies principles of social justice, equity dignity and respect for diversity while recognizing the interconnectedness between people’s health and health determinants, including social and economic systems and global ecological change.”</p>
<p>UBC Climate Emergency Task Force Report</p>	<p>Highlights the disproportionate impacts of the climate emergency on IBPOC and global south communities, which are often related to the production of goods for consumption in North America.</p>
<p>UBC Finance Sustainable Procurement Guide</p>	<p>The guide supports the adoption of UBC’s Sustainability Plan and reflects a triple-bottom-line approach that balances best value, social equity and environmental protection.</p>

Training

UBC acknowledges the importance of awareness training for procurement staff and their activities in relation to the Fighting Against Forced Labour and Child Labour in Supply Chains Act S.C. 2023, c. 9. UBC has developed a training course that empowers procurement staff to consider the risks of forced and child labour in supply chains and to position UBC staff as leaders in ethical procurement operations. Addressing risks associated with the supply chains of our top suppliers are a focus for the University. Training topics include understanding Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act and the reporting requirements and obligations within, understanding the intersection of countries with high prevalence of forced and child labour with procurement, and encouraging procurement staff to use a critical and equity lens in their procurement practices. Additional training considerations will be undertaken in future years to assist in the identification and evaluation of the risks of forced labour and child labour in supply chains.

Supplier Engagement

UBC continues to follow the roadmap to identify and mitigate the risks for Forced Labour and Child Labour provided within the Public Safety Canada online questionnaire. UBC developed a supplier self-assessment questionnaire to provide further capacity for identifying potential risks of Forced Labour and Child Labour with its suppliers and to guide discussions where risks of forced labour and child labour may be present. This questionnaire is a key tool for focused engagement with existing suppliers. The survey was provided to 20 of our top suppliers by value and is an initial step in deepening UBC's understanding of its supply chain.



Government
of Canada

Gouvernement
du Canada

Thank you for submitting your annual report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

Complete the questionnaire and submit your report

The next reporting deadline for the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act) is May 31, 2025. Reports are submitted to Public Safety Canada through the online questionnaire. Questionnaire responses and annual reports must reference the activities undertaken during the entity's or government institution's previous financial year.

If an entity or government institution is unsure whether they are required to report, refer to [guidance](#) on the application of the Act for entities or government institutions.

Purpose of the questionnaire

To submit their annual report, entities and government institutions must complete this questionnaire. The questionnaire collects information that responds to the Act's reporting requirements and is the mechanism for submitting an annual report to Public Safety Canada.

Questionnaire responses are used internally by Public Safety Canada to track submissions and catalogue reports. Submission information collected through the questionnaire supports the search function in the online repository of annual reports. Public Safety Canada may also use questionnaire responses for analytical purposes.

Entities and government institutions subject to the Act may refer to the list of questions and examples within the questionnaire when developing their annual reports. The reporting exercise, over time, is expected to improve entities' and government institutions' capacity to identify, prevent, reduce and address forced labour and child labour risks.

Completing the online questionnaire

The questionnaire is completed using information from activities undertaken during the entity's or government institution's previous financial year before the May 31 reporting deadline. There is no prescribed level of detail required for the responses. However, entities and government institutions must ensure that their responses to the questionnaire are accurate and that the information is consistent with their annual report.

In the case of a joint report, only the entity submitting the report should complete the questionnaire on behalf of all entities covered by the report. A joint report should only be submitted if the information provided generally applies to all entities covered by the report.

The questionnaire is considered complete if all of the mandatory fields have been filled out and a report has been uploaded at the end of the questionnaire that meets the following requirements of the Act:

- Contains information addressing each of the requirements in [subsections 6\(1\) and 6\(2\)](#), for government institutions, or in [subsections 11\(1\) and 11\(3\)](#), for entities;
- For entities, has received the necessary approvals and includes the signed attestation;
- For government institutions, is submitted in both official languages;
- Is a PDF file that does not exceed 100MB in size.

Public Safety Canada recognizes that the online questionnaire does not allow entities and government institutions to elaborate on all answers within the questionnaire. Entities and government institutions are encouraged to respond to the best of their ability and provide further clarification and detail within the annual report, as necessary.

At the end of the questionnaire, entities and government institutions must upload their annual report in PDF format, and select “submit”. Entities and government institutions will receive a confirmation email following submission, and will have the option to download a copy of their responses to the questionnaire.

Language requirements

Entities must complete the questionnaire and submit the PDF report at the end of the questionnaire in one of the two Canadian official languages. It is recommended, however, that reports be submitted in both English and French, in order to make reports accessible to the broader Canadian public. Entities that opt to submit their report in both Canadian official languages can upload two separate PDF files at the end of the questionnaire. Requests for translated copies of reports may be directed to the responsible entity.

Government institutions may complete the questionnaire in either Canadian official language, but are required to submit the PDF version of their report in both English and French, as per the *Official Languages Act*. At the end of the questionnaire, government institutions must upload their reports in both English and French as separate PDF files before they select “submit.”

Publication requirements

On providing a report to Public Safety Canada, entities must publish their report in a prominent place on their website.

Reports submitted to Public Safety Canada will also be made publicly available in a searchable [online catalogue](#) which is updated on an ongoing basis.

Only the PDF reports and select information submitted through the online questionnaire will be published on the Public Safety Canada website.

Public Safety Canada is not responsible for reports submitted by entities, which may or may not meet federal standards related to accessibility and official languages.

Failure to report

Failure to submit an annual report in accordance with the Act is considered an offence under subsection 19(1).

Knowingly making a false or misleading statement or providing false or misleading information is considered an offence under subsection 19(2).

All offences under subsections 19(1) and 19(2) are punishable on summary conviction and a fine of not more than \$250,000.

Data Management Disclaimer

Questionnaire responses will be stored by Public Safety Canada and will be disposed of in accordance with the Policy on Service and Digital, the *Access to Information Act*, the *Privacy Act* and the *Library and Archives Act*. The report itself will be added to the Public Safety Library's collection and will be subject to the Public Safety Canada Library Collection Development Policy.

Public Safety Canada may proceed with the manipulation or translation of answers to align the bibliographical data of the report to Treasury Board Secretariat (TBS) Standard for Managing Metadata and Public Safety Canada Library cataloguing and description procedures.

In addition to the TBS standards for managing metadata, the library maintains a bilingual cataloguing style that reflects Library and Archives Canada's own policy on the Directive on the Official Language of Description (canada.ca). Specifically, metadata is entered in the language of submission, in order to present a "true and accurate representation of that publication".

In instances where an entity submits two reports: one in French, and one in English, these resources are divided and catalogued separately, with metadata being entered once in French, and once in English, to accurately reflect the contents of each.

If a singular bilingual publication is submitted, then we will enter all metadata twice in the same record, once in French, and once in English. In all scenarios, the goal is to accurately reflect the language contents of the published work within the metadata itself.

Privacy Notice Statement

Personal information is collected by Qualtrics on behalf of Public Safety Canada for the purpose of verifying information contained in reports submitted under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act).

Public Safety Canada requires entities and government institutions required to report under the Act to complete the questionnaire. Please note that information entered in any open text box field could be identifiable depending on the information provided. In order to protect privacy, entities and government institutions must not add personal information of any kind in these open text areas.

Personal information will be managed and administered in accordance with the *Access to Information Act*, the *Privacy Act* and any other applicable laws. Public Safety Canada may use the personal information provided in the questionnaire responses for policy development purposes, but the information may also be used for investigative purposes.

For more information on Public Safety Canada's privacy practices related to online activities, please refer to Public Safety Canada's [Terms and conditions](#).

You have the right to the protection of, access to and correction of your personal information. Find instructions for obtaining information through [Public Safety Canada's Access to Information and Privacy \(ATIP\)](#).

Any questions, comments, concerns or complaints you may have regarding Public Safety Canada's handling of your personal information may be directed to our Access to Information and Privacy Coordinator by emailing atip-aiprp@ps-sp.gc.ca. If you are not satisfied with Public Safety Canada's response to your privacy concern, you have the right to file a complaint with the [Privacy Commissioner of Canada](#) regarding the institution's handling of your personal information.

*I have read and understand the information above.



PART 1

Submission Information

In order to protect privacy, entities and government institutions must not provide personal information of any kind in the open text box fields of this questionnaire.

Public Safety Canada recognizes that some aspects of the online questionnaire may limit an entity or government institution's ability to elaborate on complex information or provide detailed responses. Entities and government institutions are encouraged to respond to the best of their ability and provide further clarification and detail in the annual report, as necessary.

An entity submitting a joint report on behalf of multiple entities (e.g., its subsidiaries) may complete **Part 1: Submission Information** using information that reflects its own circumstances and operations. However, any information provided in **Part 2: Annual Report** should reflect the activities of all entities covered by the joint report. In cases where the information applicable to each entity differs significantly, each entity should submit its own report and complete the online questionnaire separately.

*This report is for :

Note: Government institution has the same meaning as in [section 3 of the Access to Information Act](#).

An entity



A government institution



***State the legal name of the reporting entity or government**

institution:

You must use an alphanumeric naming convention. Do not use special characters (e.g., quotation marks).

Note: If you are an entity submitting a joint report, you will be asked to identify the name of the entities covered in the report later in the questionnaire.

The University of British Columbia

Characters remaining: 965

***Reporting year:**

Select from the drop down menu the applicable reporting deadline for which you are submitting a report):

May 31, 2025 ▼

***Financial year covered by report (Start Date):**

Note: All reports must reference the activities undertaken during the entity or government institution's previous financial year. Reports may be submitted on or before May 31. As such, the submission date of the report will determine which financial year you are reporting on.

Month	April ▼
Day	1 ▼
Year	2024 ▼

***Financial year covered by report (End Date):**

Note: All reports must reference the activities undertaken during the entity or government institution's previous financial year. Reports may be submitted on or before May 31. As such, the submission date of the report will determine which financial year you are reporting on.

Month	March ▼
Day	31 ▼
Year	2025 ▼

***Is this a revised version of a report that was already submitted this reporting year?**

Note: The previous version will be deleted and users will be unable to recover the previously submitted version.

Yes

No

Business number(s) (if applicable, provide the business number of the entity completing this questionnaire):

10816 1779 RR0001

Characters remaining: 982

***Is this a joint report?**

Yes

No

***Is the entity also subject to reporting requirements under supply chain legislation in another jurisdiction?**

Yes

No

***Which of the following categories apply to the entity? Select all that apply.**

Note: If none of these categories apply to your organization, you may not be required to report. Please visit Public Safety Canada's [guidance for entities](#) to confirm your obligations under the Act before proceeding with your submission.

Listed on a stock exchange in Canada

Canadian business presence (select all that apply):

Has a place of business in Canada

Does business in Canada

Has assets in Canada

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

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

***In which of the following sectors or industries does the entity operate? Select all that apply.**

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

Other, please specify:

***In which country is the entity headquartered or principally located?**

***In which province or territory is the entity is headquartered or principally located?**

Part 2

Annual Report

In order to protect privacy, entities must not provide personal information of any kind in the open text box fields of this questionnaire.

Public Safety Canada recognizes that some aspects of the online questionnaire may limit an entity's ability to elaborate on complex information or provide detailed responses. Entities are encouraged to respond to the best of their ability and provide further clarification and detail in the annual report, as necessary.

Information provided in response to **Part 2: Annual Report** should reflect the activities of all entities covered by the report submitted at the end of the questionnaire.

***Which of the following accurately describes the entity's structure?**

Corporation



Trust



Partnership



Other unincorporated organization



***Which of the following accurately describes the entity's activities? Select all that apply.**

Note: If an organization is not involved in any of the following activities, then it may not be required to report under the Supply Chains Act, even if it meets the definition of **entity**. Entities that do not engage in these activities but wish to submit a report in the interest of transparency may do so by selecting 'Other' below and further describing their activities in the PDF report.

Producing goods (includes manufacturing, extracting, growing and processing) in Canada

Producing goods (includes manufacturing, extracting, growing and processing) outside Canada

Importing into Canada goods produced outside Canada

Controlling an entity engaged in producing goods in Canada

Controlling an entity engaged in producing goods outside Canada

Controlling an entity engaged in importing into Canada goods produced outside Canada

Other

***What steps has the entity taken in its 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.**

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 may cause or contribute to 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 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
- 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 to address complaints in the workplace
- Developing and implementing training and awareness materials on forced labour and/or child labour
- Developing and implementing procedures to track effectiveness 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

Please provide additional information describing the steps taken (if applicable) (3,000 character limit).

Please note that information entered could be identifying information. In order to protect privacy, entities must not provide personal information of any kind in the open text box fields of this questionnaire.

UBC continues to use the Global Slavery Index (GSI) to identify the prevalence and risk level of risk of forced or child labour in each country. GSI has rated 180 countries, and UBC has F24 spending in 94 of the countries. Of the top 10 countries identified by GSI as having a high-prevalence risk of forced or child labour, UBC has identified F25 spending in two (2) and the identified spending is limited to \$392,725.11 with \$0.00 of spending in these high-risk counties related to the purchase of goods. UBC continues to follow the roadmap provided within the Public Safety Canada online questionnaire and in 2025 completed 3 additional activities in its journey to identify and mitigate the risks for Forced Labour and Child Labour: engage with suppliers, continue with supply chain analysis, and train procurement staff in understanding the Act and UBCs reporting obligations.

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

Yes

No

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

Embedding responsible business conduct into policies and management systems



Identifying and assessing potential and actual adverse impacts in operations, supply chains and business relationships



Ceasing, preventing or mitigating potential and actual adverse impacts



Tracking implementation and results



Communicating how impacts are addressed



Providing for or cooperating in remediation when appropriate



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

Note : Entities are being asked to **indicate if they have considered the ways in which their activities and supply chains could potentially cause, contribute to, or be linked (directly or indirectly) to actual or potential forced labour or child labour**. Identifying parts of an entity's activities and supply chains that carry a risk does not indicate that forced labour or child labour was or is actually being used.

Yes, we have identified parts of our activities and/or supply chains that carry a risk to the best of our knowledge and will continue to identify emerging risks.

Yes, we have started the process of identifying parts of our activities and / or supply chains that carry risks, but there are still gaps in our assessments.

No, we have not started the process of identifying parts of our activities and / or supply chains that carry risks of forced labour or child labour being used.

***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.**

The sector or industry it operates in

The types of products it produces 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

***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.**

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:

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 organization has taken to assess and manage that risk (if applicable) (3,000 character limit)

Please note that information entered could be identifying information. In order to protect privacy, entities must not provide personal information of any kind in the open text box fields of this questionnaire.

There are no risks currently identified in the direct importation of goods contracted by UBC. UBC continues to use the Global Slavery Index (GSI) to identify the prevalence and risk level of risk of forced or child labour in each country. GSI has rated 180 countries, and UBC has F24 spending in 107 of the countries. Of the top 10 countries identified by GSI as having a high-prevalence risk of forced or child labour, UBC has identified F25 spending in two (2) and the identified spending is limited to \$392,725.11 with \$0.00 of spending in these high-risk countries related to the purchase of goods.

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

Yes

No

Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.

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

Yes

No

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.

***Does the entity currently provide training to employees on forced labour and/or child labour?**

Yes

No

***If yes, is the training mandatory?**

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.

***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?**

Yes

No

***Upload report (Required) (100MB limit):**

Upload your report, including the signed attestation, in PDF format

Supply Chain Act Report 2025 - FINAL_2025-05-20.pdf

0.5 MB

application/pdf

**Upload report in second Canadian official language (Optional)
(100MB limit):**

Upload your report, including the signed attestation, in PDF format

Drop files or click here to upload

* I confirm that the attached report is approved and attested, as required under subsection 11(4) and subsection 11(5) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

***Please identify the name, title and email address of the person authorized to fill out this questionnaire.**

(Note: Public Safety Canada may use the contact information provided should it require additional details regarding the submission. Info will be used as per the privacy note statement.)

Name:

Carolyn Arthur

Title:

Senior Manager, Procurement Programs

Email address:

carolyn.arthur@ubc.ca

***Do you wish to submit your responses to this questionnaire? (If you wish to amend your answers, please click the "Previous" button.)**

Yes



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