

**Canadian dairy  
Commission**

**2022-23 Report on  
Fighting Against  
Forced Labour and  
Child Labour in Supply  
Chains.**

**May 2024**

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## Purpose of the report

Following the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act) that came into force on January 1, 2024, the Canadian Dairy Commission (CDC) is submitting a report to document the steps it has taken during its previous financial year (from August 1, 2022 to July 31, 2023) to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods produced, purchased or distributed by the CDC.

## Definitions

The following definitions apply throughout this report:

**Child labour:** labour or services provided or offered to be provided by persons under the age of 18 years and that

- a. are provided or offered to be provided in Canada under circumstances that are contrary to the laws applicable in Canada;
- b. are provided or offered to be provided under circumstances that are mentally, physically, socially, or morally dangerous to them;
- c. interfere with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely or requiring them to attempt to combine school attendance with excessively long and heavy work; or
- d. constitute the worst forms of child labour as defined in article 3 of the Worst Forms of Child Labour Convention, 1999, adopted at Geneva on June 17, 1999.

**Forced labour:** labour or service provided or offered to be provided by a person under circumstances that:

- a. could be expected to cause the person to believe their safety or the safety of a person known to them would be threatened if they failed to provide or offer to provide the labour or service; or
- b. constitute forced or compulsory labour as defined in article 2 of the Forced Labour Convention, 1930, adopted in Geneva on June 28, 1930.



## Structure, activities and supply chain

The CDC is a federal Crown corporation, governed by a board of three directors, reporting to Canadians and Parliament through the Minister of Agriculture and Agri-Food.

CDC's team of 85 employees, operating from its Ottawa office location, supports Canada's dairy industry by overseeing two key elements of supply management, namely the price of milk at the farm gate, and national milk quotas.

The CDC also provides the dairy industry (producers, processors, and provincial marketing boards), with other key services such as:

- The purchase, storage, and sale of butter and cheese to offset production and consumption seasonality;
- Compliance audits to enforce dairy system rules;
- The administration of some industry decision-making committees;
- Secretariat services and technical expertise, and;
- The administration of programs on behalf of the industry and the Department of Agriculture and Agri-Food Canada.

The environment in which the CDC operates from a supply chain perspective is quite limited although the organization plays a vital role in the Canadian dairy sector's supply management.

CDC's activities which are part of the supply chain can be grouped in the following two categories:

1. Procurement of goods to conduct its operations (IT hardware, software, and licenses, office supplies, equipment, and furnishings), and
2. Procurement and resale of dairy products (butter and cheese) for supply management purposes, and as per Canada's commitment under the World Trade Organization butter tariff rate quota.

## Policies and due diligence processes

Our procurement practices support fair consideration of suppliers, appropriate risk management for the CDC and our stakeholders, and align with the Treasury Board of Canada Secretariat recommendations.



In the coming months and year, the CDC will review its procedures, tools, and policies to ensure a commensurate level of due diligence is in place to mitigate forced labour and child labour risks in its activities and supply chains while taking into account the organization's exposure to such risk.

## Forced labour and child labour risks

CDC has assessed the type of products it procures within its supply chain to identify those that carry a risk of child labour or forced labour and compared them to external resources to evaluate their level of risk.

Although the procurement level for cellphones, laptops and other information technology equipment is quite limited due to the size of CDC's workforce, our analysis brought us to the conclusion that they remain an area of considerable risk from a child labour or forced labour perspective when compared to other spending categories. Nonetheless, the risk remains low for the CDC as the procurement of such equipment is conducted through companies which have implemented responsible purchase policies (supply chain standards, supplier code of conduct, etc.).

The procurement and resale of dairy products (butter and cheese) by the CDC are supply chain activities of minimal risk from a child labour and forced labour perspective. Associated purchases are either domestic or from countries that respect human rights and have policies in place to protect those rights. More specifically, in the last five years, the CDC purchased butter from Australia, Belgium, France, Ireland, New Zealand, the United Kingdom and the United States.

## Measures to remediate any forced labour or child labour

The CDC has not identified any instances of forced labour or child labour in its operations or supply chains and as such has not taken remediation measures.

## Measures to remediate loss of income

Over the reporting period, the CDC has not identified any instances of forced labour or child labour in its activities and supply chains. As such, there was no remediation measures implemented to mitigate the loss of income for vulnerable families.



## Employee training

Training activities on forced labour and child labour risks were not prioritized as part of CDC's employee training curriculum for 2022-23 as the organization was never exposed to an instance where its supply chain activities explicitly contributed to child labour or forced labour. As the CDC reviews its policies and due diligence processes pertaining to forced labour and child labour, the necessary awareness activities will also be explored.

## Assessing effectiveness

The CDC does not 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.

## Attestation

In accordance with the requirements of the Act, and in particular section 6 thereof, I attest that I have reviewed the information contained in the report for the entity or entities 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.

Jennifer Hayes,  
Chairperson of the Canadian Dairy Commission

I have the authority to bind the Canadian Dairy Commission