

## Forced Labour in Canadian Supply Chains Canadian Medical Association and CMA Impact Inc. 2023 Reporting Year

The term “CMA Enterprise” is used in this report in reference to the Canadian Medical Association (“CMA”) and its wholly owned subsidiary, CMA Impact Inc. (“CMA Impact”), collectively.

### Purpose

This report was prepared by the CMA Enterprise, approved by the CMA and CMA Impact boards of directors, and attested to by the CMA, in accordance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* ("Act") for the 2023 reporting year.

### About the entities included in this joint report

<b>Reporting entities' legal names</b>	Canadian Medical Association CMA Impact Inc.
<b>Financial reporting year</b>	Jan. 1, 2023, to Dec. 31, 2023
<b>Identification of a revised report</b>	N/A
<b>Business number(s), if applicable</b>	Canadian Medical Association: 121765705RC0001 CMA Impact Inc.: 741067516RC0002
<b>Identification of a joint report, if applicable</b>	Joint report
<b>Identification of reporting obligations in other jurisdictions</b>	N/A
<b>Entity categorization according to the Act</b>	Entities (Part 2 of the Act)
<b>Sector/industry</b>	Health care and social assistance Professional, scientific and technical services
<b>Location</b>	Ottawa, Ontario, Canada Toronto, Ontario, Canada

## Structure, activities and supply chains

### Structure

The CMA is a national, voluntary non-profit association of physicians. The CMA is a corporation created by Special Act of Parliament and is governed by a board of directors consisting of the president, president-elect, immediate past president, chair, a member from each province and territory with at least 40 members, a medical student, a medical resident and a non-physician. The CMA Board of Directors meets regularly to, among other things, provide direction to the senior management team and set the CMA strategic direction.

CMA bylaws outline the rules that govern the association and lay out the composition and duties of the CMA Board of Directors and its committees. Any changes to the bylaws must be approved by two-thirds of CMA members at the CMA's annual general meeting.

### Subsidiaries

CMA Impact is a wholly owned subsidiary of the CMA and is incorporated under the *Canada Business Corporations Act*. The CMA Impact Board of Directors is responsible for overseeing its business and operations in alignment with the CMA's strategy. Using an enterprise model, employees of CMA Impact support the CMA in delivering its strategy, including publishing a medical journal and providing professional development to physicians.

### Activities

The CMA advocates on behalf of its members and the public with a goal of creating a more sustainable, accessible health system and a new culture of medicine that champions equity, diversity and inclusion.

**The CMA's mission:** Empowering and caring for patients.

**The CMA's vision:** A vibrant profession and a healthy population.

The CMA indirectly imports and distributes student backpacks to first-year medical students. It also distributes marketing and promotional items to CMA and CMA Impact employees, members of the CMA and other parties, and it distributes awards to recipients of the CMA Awards program.

CMA Impact produces the *Canadian Medical Association Journal (CMAJ)*, which is a peer-reviewed general medical journal that publishes original research, commentaries, analyses and reviews, clinical practice updates and thought-provoking editorials. *CMAJ* is sold and distributed within and outside of Canada. CMA Impact also provides professional development services for physicians, which also include printed materials. It also procures electronic devices and office supplies for employees of the CMA and CMA Impact.

## Supply chains

The CMA indirectly imports and distributes student backpacks to first-year medical students. The backpacks are imported by a third party, and the backpacks originate from the People's Republic of China. There is a similar supply chain for marketing and promotional items provided to CMA and CMA Impact employees, members of the CMA and other parties.

The CMA also uses a company with an office in Canada to produce medals and plaques for the awards that the CMA distributes to the medical community.

CMA Impact produces *CMAJ*, which is a peer-reviewed general medical journal that publishes original research, commentaries, analyses and reviews, clinical practice updates and thought-provoking editorials. *CMAJ* is sold and distributed within and outside of Canada. CMA Impact sources its paper from the United Kingdom and the United States, and it uses printing services that have offices in Canada.

CMA Impact also procures electronic devices and office supplies for its employees and employees of the CMA, including laptops and telephones, from companies with offices in Canada.

## Policies and due diligence processes

The current version of the CMA Enterprise's Procurement department was established in 2022. It does not currently have policies in place related to due diligence regarding forced and/or child labour. The CMA Enterprise's Procurement department has plans to incorporate increased assessments of the production of goods by its vendors and subcontractors and of the goods imported into Canada by it and its vendors as these relate to forced labour and child labour.

## Forced labour and child labour risks

The CMA Enterprise is in the beginning stages of identifying risks of forced labour and child labour in its activities related to supply chains.

## Remediation measures (general)

The CMA Enterprise has not yet identified risks in its supply chains related to forced or child labour and therefore it has not taken measures to remediate any potential risks.

## Remediation of loss of income

The CMA Enterprise has not yet identified vulnerable families' loss of income related to its activities or supply chains and therefore no measures have been taken in regard to remediating potential loss of income.

## Training

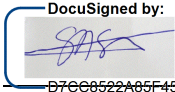
The CMA Enterprise does not currently provide training to employees or other parties on forced and/or child labour.

## Assessing effectiveness

The CMA Enterprise has not taken steps to date in terms of assessing its effectiveness in preventing and reducing risks of forced labour and child labour in its activities and supply chains.

## 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 the 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. I confirm that this report has been approved by the governing body of the Canadian Medical Association, which also controls CMA Impact Inc.

**Full name:** Suzanne Strasberg  
\_\_\_\_\_  
**Title:** Chair, CMA Board of Directors  
\_\_\_\_\_  
**Date:** 5/23/2024  
\_\_\_\_\_  
**Signature:**  \_\_\_\_\_

*I have the authority to bind the Canadian Medical Association.*