

Mennonite Central Committee (MCC) British Columbia

Modern Slavery Report

For the year ended March 31, 2024

Introduction:

Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (the Act) requires entities meeting certain criteria to submit a report detailing the steps taken to prevent and reduce the risk of forced labour and child labour, both in operations and supply chains, on an annual basis.

An entity with business activities that include producing, selling, or distributing goods in Canada or elsewhere; importing goods into Canada; or controlling an entity engaged in producing, selling, distributing or importing goods is a reporting entity under the Act if it either:

- a. is listed on a stock exchange in Canada; or
- b. has a place of business in Canada, does business in Canada or has assets in Canada and that, based on its consolidated financial statements, meets at least two of the following conditions for at least one of its two most recent financial years:
 - i. it has at least \$20 million in assets,
 - ii. it has generated at least \$40 million in revenue, and
 - iii. it employs an average of at least 250 employees.

Mennonite Central Committee (MCC) British Columbia (MCC BC), BN 107690927, is a reporting entity under the Act, meeting all the criteria listed under (b). This report covers the fiscal year April 1, 2023 to March 31, 2024.

MCC BC's registered address is 201 – 33933 Gladys Avenue, Abbotsford, B.C., V2S 2E8.

Structure, activities and supply chains:

MCC BC was established as a not-for-profit society in 1968 and is incorporated under the Societies Act (British Columbia). It is a registered charity that strives to share God's love and compassion for all through relief, development and peacebuilding. Through local programs, MCC BC works to meet needs of those within its provincial boundaries. MCC BC also supports the broader MCC network's work in over 40 countries around the world by raising funds, mobilizing materials and providing international workers. In addition to charitable programming and fundraising, MCC BC operates social enterprises including nine thrift shops throughout B.C., a fairtrade retail store operating as "Ten Thousand Villages", and a café operating as "Common Place Café".

MCC BC's suppliers used in charitable programming, fundraising, and thrift shop and café operations are primarily based in Canada and subject to provincial employment standards.

Ten Thousand Villages sells fairtrade goods from various countries around the globe, primarily purchased through fairtrade and small business wholesalers in Canada and the United States. Care is taken to ensure that the values and ethical standards of Ten Thousand Villages suppliers are in line with MCC BC's values and ethical standards.

Policies and due diligence processes:

MCC BC has policies in place that help identify and address risks related to forced labour and child labour. These policies include:

- Personal Conduct Policy
- Abuse Prevention Policy
- Workplace Harassment Policy
- Anti-Fraud and Corruption Policy
- Grievance Policy

These policies are included in MCC BC's staff handbook and are provided to staff as part of the onboarding process. As prescribed by policy, criminal record checks are obtained for all staff when hired, and every three years thereafter. For staff working with children or vulnerable adults, an additional level of screening is required.

Agreements with third party partner organizations contain wording consistent with MCC BC standards, practices, and expectations, particularly with regards to safeguarding.

On an annual basis, MCC BC senior management conducts an organization wide risk assessment, including ranking of risks and reporting on the previous year's risks to the Board of Directors.

Forced labour and child labour risks:

MCC BC acknowledges that no activities are immune from the risk of using forced labour and child labour. However, due to the nature of its activities in charitable fundraising and programming, MCC BC has not identified any significant risks of modern slavery with regards to domestic operations and suppliers.

The highest risk area for MCC BC lies within the supply chain of Ten Thousand Villages. Coffee, chocolate, and other agricultural goods supplied for resale at Ten Thousand Villages present a higher risk due to the agriculture industry being more vulnerable to forced and child labour. Other items sold by Ten Thousand Villages are produced internationally, such as textiles, clothing, and household goods. These also represent a higher risk as some regions in which they are produced are not subject to regulations or the enforcement of regulations in line with those in Canada. Ten Thousand Villages' mission is to create opportunities for artisans in developing countries to earn income by bringing their products and stories to North American markets through long-term, fair trading relationships. Ten Thousand Villages sources goods from wholesalers who are aligned with its mission and are committed to ethical practices and appropriate screening of suppliers. The majority of suppliers are members of the Fair Trade Federation. A small number of products sold by Ten Thousand Villages are produced within Canada.

Remediation measures:

MCC BC has not identified any forced labour or child labour in its activities and supply chains and therefore no remediation measures have been taken.

MCC BC has not identified any loss of income to vulnerable families as a result of its efforts to prevent and reduce the risk of forced labour and child labour therefore no measures have been taken in this area.

Training:

MCC BC staff are required to complete safeguarding training which includes training on child protection.

No training specific to forced labour and child labour was provided during the year.

Assessing effectiveness:

MCC BC has a Grievance Policy with a clearly defined procedure for reporting grievances. The Abuse Prevention Policy outlines steps for reporting instances of child abuse. All reported grievances, allegations of abuse, and incident reports are tracked. The tracking of reported instances provides a measure to assess MCC BC’s effectiveness in ensuring that forced labour and child labour are not being used in its operations.

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 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 MCC BC.



Peter Wolfe, Board Chair

May 27, 2024

Date