

Bill S-211 Annual Report

Fiscal Year April 1, 2023 – March 31, 2024

Orillia Soldiers' Memorial Hospital ("OSMH") is a health care provider who works with community partners together to provide a wide range of health services from emergency care and community-based programming supporting our patients, their families and their caregivers in Ontario, Canada. The following information has been prepared by OSMH in alignment with the annual report requirements as detailed in the "Act". This report outlines the measures taken to prevent and reduce the risk that forced labour or child labour is used by Canadian organizations or by their supply chains.

1. The steps taken by OSMH during the period 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 OSMH or of goods imported into Canada by OSMH are as follows;
 - 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
 - Requiring suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains
 - Ensuring that Group Purchasing Organizations utilized by OSMH have taken steps to reduce risks and enhanced prevention activities regarding forced labour and or Child labour
 - Developing and implementing anti-forced labour and/or -child labour contractual clauses
 - Monitoring suppliers
 - Engaging with supply chain partners on the issue of addressing forced labour and/or child labour

Additional steps that will be taken by OSMH can be described as;

- Performing a full map of supply chains
- Developing and implementing training and awareness materials on forced labour and/or child labour
- Incorporating the requirement for attestations of compliance by organization's suppliers

2. OSMH's structure, activities, and supply chain can best be described as:
 - OSMH works in collaboration with various Group Purchasing Organizations, specializing in healthcare procurement
 - Some medical goods and services are procured through a local Request for Proposal process
 - OSMH purchases only goods and services from suppliers that are authorized and licensed to sell or provide service within Canada.
3. OSMH currently has policies and due diligence processes in place related to forced labour and/or child labour. The following elements have been implemented in support of the due diligence process in relation to forced labour and/or child labour;
 - Embedding responsible business conduct into policies and management systems
 - Identifying and assessing adverse impacts in operations, supply chains and business relationships
 - Tracking implementation and results

This is a new process for OSMH and will be further enhanced in the next year as a specific part of the organizational processes and policies.

4. OSMH has made great progress in beginning the process of identifying risks, but there are still gaps in our assessments. These will be monitored and mitigated throughout the next year.
5. OSMH has not identified any forced labour or child labour related risk to any aspects of its activities and supply chains. As such, there have been no remediation efforts as no activities have been found.
6. OSMH has 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 and therefore, no measures need to be taken to remediate loss of income to this demographic.
7. OSMH provides training to employees on forced labour and/or child labour. This training is mandatory for the team members supporting contractual or purchasing decisions. OSMH will be providing a fulsome information package for further training within the organization.

8. OSMH assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains by;
 - Regularly assessing risks within the supply chain of the Hospital
 - Working with suppliers to measure the effectiveness of their actions to address forced labour and child labour, including by tracking relevant performance indicators
 - Maintaining attestations of supplies in accordance with Bill S-211