



# Quinte Health

Creating healthier communities. Together.

## FORCED AND CHILD LABOUR ANNUAL REPORT

### Purpose

This annual report for the 2023 financial reporting year, which occurred between April 1, 2023 and March 31, 2024, has been created by Quinte Health for the sole purpose of meeting its obligations and reporting requirements for entities pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, SC 2023, c 9 (the “Act”).

### Organizational Structure, Activities, and Supply Chains

Quinte Health is a family of four hospitals: Belleville General Hospital, North Hastings Hospital, Prince Edward County Memorial Hospital, and Trenton Memorial Hospital, that are working to “Create Healthier Communities. Together”.

The team of 2,600 staff and physicians provide care through: four emergency departments, operating rooms at three hospitals, a rehabilitation day hospital, ambulatory care clinics, and a range of diagnostic services. There are more than 335 inpatient beds for acute medical patients, intensive care, obstetrics, paediatrics, mental health, complex continuing care, rehabilitation, and surgery. In addition, Quinte Health is proud to operate the Quinte Children’s Treatment Centre, community mental health programs, and to be a member of the Hastings Prince Edward Ontario Health team.

Quinte Health purchases directly from suppliers, distributors and manufacturers that are licensed to sell goods and services in Canada. Quinte Health is a member of a group purchasing organization (GPO) and leverages regional, provincial and national contracts and support to manage and monitor its supply chain and compliance programs.

Quinte Health generally purchases from local suppliers and has some limited purchases from the United States of America. Quinte Health does not manufacture, distribute, or perform retail functions.

### Policies and Due Diligence Processes

Quinte Health maintains general due diligence processes that promote responsible, ethical and legal procurement practices. Quinte Health purchases directly from suppliers, distributors and manufacturers that are licensed to sell goods and services in Canada. Through Quinte Health’s GPO, Quinte Health has been able to leverage regional, provincial and national contracts to manage and monitor its supply chain and compliance programs.

**Belleville General  
Hospital**  
265 Dundas Street E.  
Belleville, ON K8N 5A9  
T: (613) 969-7400

**North Hastings Hospital**  
1H Manor Lane  
P.O. Box 157  
Bancroft, ON K0L 1C0  
T: (613) 332-2825

**Prince Edward County  
Memorial Hospital**  
403 Main Street E.  
Picton, ON K0K 2T0  
T: (613) 476-1008

**Trenton Memorial Hospital**  
242 King Street  
Trenton, ON K8V 5S6  
T: (613) 392-2540

Quinte Health's primary GPO has taken the following steps to mitigate the risk of forced and child labour in our supply chains. The GPO has informed Quinte Health that:

- (a) It has modified its competitive procurement templates to include language wherein suppliers/vendors bidding for hospital business must warrant "that the goods and services that the Proponent is proposing to provide to the Purchaser are not the result of, and in no way involve, forced labour or child labour."
- (b) It has modified standard contract language to include the following representation and warranties: "The goods and any services provided by the supplier under this agreement are not the result of, and in no way involve, forced labour or child labour."
- (c) It is not aware of any instances where forced labour or child labour exists in their current supply chains in the 2023 financial year.
- (d) They will inform Quinte Health if alerted to any instances of forced or child labour that is present in the supply chain.
- (e) The GPO's employees received Environmental, Social, and Governance ("ESG") training in the 2023 financial year

In addition, Quinte Health maintains employee policies that prescribe duties, responsibilities, and expectations of its own workplace/ This includes workplace policies and procedures to operate in compliance with provincial employment standards, human rights, and occupational health and safety legislation.

#### **Steps Taken in Prior Financial Year**

The above due diligence processes and policies were in place in the prior financial year. In addition to these, the leadership of Quinte Health has initiated the process of reviewing and evaluating its internal policies and procedures with respect to the issues of child labour and forced labour. Members of its management staff further attended informational sessions hosted by the Ontario Hospital Association regarding the Act, its applications and reporting requirements.

#### **Forced Labour and Child Labour Risks**

Moving forward, Quinte Health will be working to identify specific risks of forced labour and child labour that may exist in its supply chain. It is aware that there may be higher risks associated with certain regions, goods, and industries. Quinte Health will be reviewing its internal employment and recruitment policies to determine what modifications it may implement to reduce risk related to forced labour and child labour.

Additionally, Quinte Health will continue to work with their GPO to strengthen Quinte Health's employment and procurement policies to establish controls, assessments, and monitoring process to attempt to reduce the risk related to forced labour and child labour. Quinte Health will continue their review of their policies to strengthen their ability to identify and reduce the risk related to forced labour and child labour.

#### **Remediation Measures**

Quinte Health has not identified any forced labour or child labour in its activities or supply chains. As such, it has not undertaken any remediation measures.

**Remediation of Loss of Income**

Quinte Health 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 its activities and supply chains. As such, it has not undertaken any income remediation measures.

**Training Provided to Employees**

Quinte Health provides employee training as part of its onboarding process and thereafter. This includes training with respect to safe, ethical, and legally compliant workplace practices and policies. Quinte Health will be assessing what child and forced labour-specific training may be appropriate in the future.

**Effectiveness Assessment**

Quinte Health currently does not have specific policies and procedures in place to assess its effectiveness in reducing and/or eliminating the risk of child labour and/or forced labour in its supply chain. However, it will be assessing what measures may be appropriate in the future.

Quinte Health anticipates that such measures will include working with their GPO to implement monitoring mechanism related to forced labour and child labour, to potentially implement a broader set of controls in Quinte Health's procurement processes.

**Approval and 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.

**IN WITNESS WHEREOF** the authorized signing officer(s) of Quinte Health have executed this report as of the effective date of the signature set out below.

<b>SIGNED</b>	)	
	)	<b>Quinte Health</b>
	)	
	)	
<u>May 31, 2024</u>	)	<u><i>Stacey Daub</i></u>
<b>Date</b>	)	<b>Per:</b> <small>Stacey Daub (May 31, 2024 14:28 EDT)</small>
	)	<b>Name:</b> Stacey Daub
	)	<b>Title:</b> President, CEO
	)	I have authority to bind Quinte Health.

*William Tottle*  
William Tottle (May 31, 2024 12:18 EDT)