



May 31, 2024

RCMP External Review Committee Report Against Forced Labour in Canada Supply Chains

PART 1 – Identifying information

The RCMP External Review Committee (ERC) is an independent quasi-judicial statutory tribunal established under the [Royal Canadian Mounted Police Act](#). It is separate and distinct from the RCMP.

The following report provides measures the ERC has taken during the fiscal year 2023-24 (April 1, 2023, to March 31, 2024) to prevent and reduce the risk that forced labour of child labour is used at any step of the production of goods produced, purchased or distributed by the organization.

PART 2 – Report Contents

Information on the government institution's structure, activities and supply chains

The ERC impartially reviews appeals of certain decisions made within internal RCMP labour relations processes and provides findings and recommendations to the Commissioner of the RCMP.

Under its mandate, the ERC reviews a variety of matters that must be referred to it under statute or regulation, including:

- appeals of certain decisions made by RCMP Conduct Authorities and RCMP Conduct Boards;
- appeals of certain decisions made in RCMP processes other than the conduct process; and
- grievances involving assorted issues, commenced under the RCMP's previous statutory scheme.

The ERC provides its findings and recommendations in an appeal or a grievance to the Commissioner of the RCMP. The Commissioner of the RCMP is not bound by the ERC's Findings and Recommendations.

The ERC is the only independent review body available to RCMP members for these matters, other than the Federal Court. A party can apply to the Federal Court after the Commissioner or delegate makes the final decision in a matter.

As a micro organization with less than 50 full-time equivalents, the ERC has an operating budget of \$6.5M, 77% of which is dedicated for personnel. Over the last fiscal year, the ERC has purchased goods for a total of \$111K, representing 2% of its total budget.

The ERC's purchasing needs are mainly common office required goods that are procured through Public Services and Procurement Canada (PSPC) established supply arrangements or standing offers, as well as the Shared Services Canada (SSC) Standing Offers for IT equipment. This represents approximately 91% of the annual value of ERC's purchases that were made through the use of PSPC tools such as Standing Offers and Supply Arrangements and SSC's Standing Offers.

Since November 2021, PSPC implemented anti-forced labour clauses in all goods contracts to ensure that it can terminate contracts where there is credible information that the goods have been produced in



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whole or in part by forced labour or human trafficking. Additionally, since November 20, 2023, all PSPC Standing Offers and Supply Arrangements for goods that have been issued, amended, or refreshed include anti-forced labour clauses.

As such, all of ERC contracts for goods resulting from the use of these tools include clauses relating to forced labour which set out, among other things, human rights and labour rights requirements. These clauses can be found in the [policy notification 150 – Anti-forced labour requirements](#).

Information on the steps taken 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 government institution

The ERC has integrated PSPC's updated General Conditions for goods contracts and PSPC's [Code of Conduct for Procurement](#) in our purchasing activities.

In addition, to prevent and reduce the risk of forced labour or child labour in our procurements, the ERC has used PSPC's tools such as standing offers and supply arrangements, as well as SSC's standing offers.

While PSPC supports government institutions in their daily operations by acting as the central purchasing agent for the Government of Canada, the ERC undertakes activities under its own procurement authority, independently of the aforementioned PSPC tools.

During the previous fiscal year, the ERC purchased goods and services under its own procurement authority in the following areas: office supply for certain items that were not listed under the established standing offers or supply arrangements, and legal publications.

Information on the policies and due diligence processes in relation to forced labour and child labour

Effective April 1, 2023, amendments to the [Treasury Board Directive on the Management of Procurement](#) require contracting authorities from all departments listed in Schedules I, I.1 and II of the [Financial Administration Act](#) (with the exception of the Canada Revenue Agency) and commissions established in accordance with the [Inquiries Act](#) and designated as a department for the purposes of the [Financial Administration Act](#) to incorporate the [Code of Conduct for Procurement](#) ("the Code") into their procurements.

Pursuant to the aforementioned amendments, the ERC has integrated the Code into its procurement process, with a view to safeguarding federal procurement supply chains from forced labour and child labour. Contracts that were awarded included the Code through the General Conditions for goods.

The Code requires that vendors, providing goods and services to the Government of Canada and their sub-contractors, comply with all applicable laws and regulations. In addition, the Code requires vendors and their sub-contractors to comply with Canada's prohibition on the importation of goods produced, in whole or in part, by forced or compulsory labour. This includes forced or compulsory child labour and applies to all goods, regardless of their country of origin.

The prohibition on the importation of goods produced wholly or in part by forced labour came into force under the *Customs Tariff* on July 1, 2020. This amendment implemented a commitment in the Labour



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Chapter of the Canada-United States-Mexico Agreement (CUSMA) and applies to all imports, regardless of origin.

Information on the parts of its activities and supply chains that carry a risk of forced labour or child labour being used and the steps taken to assess and manage that risk

In May 2021, a risk analysis of PSPC's supply chains was completed by Rights Lab, of the University of Nottingham (U.K.), to determine which goods were at the highest risk of exposure to human trafficking, forced labour, and child labour. The analysis, and subsequent report, elaborated key strategies for PSPC to leverage public spending power to raise awareness about forced labour in supply chains.

The ERC has familiarized itself with information on the risk assessment provided by PSPC, and is monitoring related follow-action, including the development of a Policy on Ethical Procurement.

Information on any measures taken to remediate any forced labour or child labour

Not applicable; the ERC has not identified any forced labour or child labour in its activities and supply chains. Through the use of the established standing offers and supply arrangements, the ERC will continue to rely on PSPC's as well as SSC's process and taken measures to remediate any force labour or child labour in the supply chain.

Information on any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in the institution's activities and supply chains

Not applicable; the ERC 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.

Information on the training provided to employees on forced labour and child labour

The ERC is aware that PSPC is currently developing awareness-raising guidance materials (including risk mitigation strategies) for suppliers, targeted towards high-risk sectors. The ERC is monitoring the development of these materials and will leverage these resources upon their publication.

In its mandatory training strategy, the ERC has already identified contract courses relevant to various positions in its organization. This strategy will be revised once the PSPC awareness training is available.

To strengthen the awareness of procurement, the ERC has also included key messaging and reference to the PSPC Code of Conduct for Procurement in its recently revised Code of Conduct.

Information on how the government institution assesses its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains

While the ERC does not currently have policies and procedures in place to assess the effectiveness of ensuring that forced labour and child labour are not being used in its activities and supply chains, it will leverage those determined by PSPC in their established standing offers and supply arrangements.