

ANNUAL REPORT ON FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS

PURPOSE

This annual report for the 2023-2024 fiscal year has been created by Mohawk College of Applied Arts and Technology ("**Mohawk College**") 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**").

OUR COMMITMENT

At Mohawk College, our Mission is to prepare highly skilled graduates for success and contribution to community, Canada, and the world. As educators, we see it as our responsibility to instill values that build stronger communities and improve the lives of people no matter where they live. Our college is committed to advancing the principles of equity, diversity, and inclusion, and to creating environments where everyone feels they can contribute and make a difference.

Mohawk College is committed to preventing and reducing the risk that forced labour or child labour is used at any step in the production of goods in Canada or elsewhere, including goods that Mohawk College imports into Canada.

Mohawk College recognizes that modern slavery exists in many forms. We understand that organizations like ours play an important role in the fight against modern slavery, and we are committed to the responsible management of our supply chain and to ensuring we do business with suppliers who share this commitment. The Act is an important step towards combatting modern slavery. We encourage other organizations to assess and address modern slavery risks in their operations and supply chain.

CATEGORIZATION, SECTOR, AND INDUSTRY

Our Operations

Mohawk College is a public college of applied arts and technology and is one of 24 public colleges in Ontario operating in the educational services industry. Mohawk College educates and serves more than 32,500 students annually, awarding certificates, diplomas, and advanced diplomas, three- and four-year degrees, and post-graduate certificates. More than 165,000 students have graduated from Mohawk College since it opened in 1967.

Located in the City of Hamilton on the western shores of Lake Ontario, Mohawk College is focused on meeting the workforce needs of its community and province. With four campuses in Hamilton and a satellite campus in Mississauga providing programs in partnership with triOS College, Mohawk College offers more than 200 programs in areas such as health care, aviation, business, community and social services, engineering, and technology, and is one of the largest trainers of skilled trades and apprentices in Ontario. Mohawk College is a

recognized leader in areas such as climate action and increasing access to postsecondary education. Mohawk College is committed to strengthening its leadership in equity, diversity and inclusion, and to meaningfully advancing Truth and Reconciliation.

Mohawk College imports minimal goods produced outside of Canada. Additionally, Mohawk College sells goods both inside and outside of Canada through its retail campus store. The retail campus store mainly sells learning materials and textbooks (which include both hard copy and digital materials), Mohawk College branded apparel and clothing, giftware, and various course supplies for students. The vast majority of goods sold from the retail campus store are provided to customers within Canada.

STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS

Our Supply Chain

Mohawk College is a publicly-funded Crown agency that administers post-secondary and continuing education programs and apprenticeships. Pursuant to this, Mohawk College is involved in importing on a minimal basis. Mohawk College sources goods which include academic tools and equipment such as lab equipment, instructional supplies (materials, small equipment, and software licences), information technology, building maintenance supplies, construction materials, and office supplies. The vast majority of the goods sourced by Mohawk College are purchased from suppliers in Canada.

Steps Taken by Mohawk College in 2023-2024

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, or of goods imported into Canada, Mohawk College developed and implemented grievance mechanisms, including maintaining a Whistleblowing Policy. The Whistleblowing Policy provides a mechanism for members of the Mohawk College community to confidentially report serious wrongdoings or violations of law. It applies to all students, employees, workers, volunteers, agents, vendors, subcontractors, contractors, or any company providing a product or service to Mohawk, including suppliers.

POLICIES AND DUE DILIGENCE PROCESSES

Mohawk College's Policies and Processes

In 2023-2024, Mohawk College maintained several policies and processes which affirm its commitment to abiding by applicable forced labour and child labour laws, including:

- a) Mohawk College's Request for Proposal ("RFP") process which is used by those who wish to submit work proposals. Pursuant to the RFP process, Mohawk College reserves the right to suspend a supplier from participating in its procurement process for prescribed periods if they engage in illegal or unethical conduct.

- b) Mohawk College's "applicant workflow" program used in its hiring process. This program requires applicants to confirm that they are legally allowed to work in Canada and to provide government issued photo identification. These safeguards help to identify workers and verify that no workers are under Ontario's legal working age.
- c) A requirement for all Facility Service trade contractors at Mohawk College to be licensed to work in Ontario. This helps to reduce the risk of child labour as there are minimum age requirements to obtain a trade license in Ontario.
- d) The college abides by the Broader Public Sector Procurement Directive (Ontario), including its Supply Chain Code of Ethics. The Supply Chain Code of Ethics affirms the College's commitment to work continuously to improve its supply chain policies and procedures, to improve their supply chain knowledge and skill levels, and to share leading practices to ensure an ethical, professional, and accountable supply chain.

FORCED LABOUR AND CHILD LABOUR RISKS

Mohawk College has started the process of identifying risks of forced labour and child labour, including through its review of the ESG Framework developed by the Ontario Colleges Purchasing Managers Association. Mohawk College's Procurement Services and Sustainability Office have begun the process of completing a Sustainable Procurement Program Assessment and has received a Sustainable Procurement Program Framework and supporting resources for its internal consideration. Mohawk College is currently reviewing its Supplier Code of Conduct which includes updates to specifically address child labour and forced labour.

REMEDIATION MEASURES

Mohawk College 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

Mohawk College 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

In 2023-2024, Mohawk College did not provide training to its employees specific to forced labour or child labour. Mohawk College is reviewing additional training opportunities on child labour and forced labour.

ASSESSING EFFECTIVENESS


Mohawk College does not currently 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, as outlined above, the RFP process, applicant workflow program, Facility Service requirements and Broader Public Sector Procurement Directive compliance reduces the risk that child labour and/or forced labour is present in Mohawk College's activities and supply chain.

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 Mohawk College have executed this report as of the effective date of the signatures set out below.

SIGNED

) **MOHAWK COLLEGE OF APPLIED ARTS AND TECHNOLOGY**
)
May 21, 2024) Per: 
Date) Name: Ron McKerlie
) Title: President & Chief Executive Officer
I have authority to bind Mohawk College of Applied Arts and Technology