

YMCA of Greater Toronto (YMCA GTA) Bill S-211 Report

This annual report (the "Report") is produced in accordance with section 11 of the Act respecting the fight against forced labour and child labour in supply chains (the "Supply Chains Act" or the "Act") and constitutes the inaugural report of YMCA GTA for the 12-month fiscal year ended March 31, 2024 (the "Reporting Period").

1. Structure, Business Activities and Supply Chains

YMCA GTA was incorporated by a Special Act of the Legislature of Ontario on March 4, 1868. YMCA GTA is a registered charity under the Income Tax Act (Canada) (the "Act") and has its registered office at 90 Eglinton Ave East, Suite 300, Toronto, Ontario, Canada. YMCA GTA ignites the potential in people, helping them grow, lead, and give back to their communities.

YMCA GTA offers health & fitness, employment services, immigration services, youth programs, child care & family development programs, day and summer camps programs operated from more than 450+ sites spread throughout the GTA. The organization has been in operation for over 170 years and over 500,000 people currently benefit directly from YMCA programs. Annual revenues are approximately \$329million and YMCA GTA employs over 5,000 staff along with more than 1,500 volunteers.

As part of its activities, YMCA GTA sells small amounts of supplies to support programs, including swim goggles and program materials. Almost all purchases are made from suppliers in Canada. Occasionally, YMCA GTA purchases fitness equipment or replacement parts directly from suppliers located outside of Canada (almost exclusively the USA).

2. Actions taken during the reporting period to prevent and mitigate the risk of the use of forced labour or child labour.

During the reporting period, we:

- Purchased goods almost exclusively from suppliers with operations in Canada;
- Began the process of identifying suppliers of goods in industries that may be at the highest risk of encountering forced or child labour in the supply chain;
- Confirmed, with the help of a 3rd party broker, that the value of goods purchased from outside of Canada by YMCA GTA is minimal;
- Requested information from top YMCA GTA suppliers in the industries identified as potentially high risk outlining the activities they take to protect against forced or child labour;

3. Policies, Due Diligence, and Controls

During the reporting year, we did not have policies related to forced labour or child labour in our supply chains. This coming year, we intend to include language in our procurement documents that address the potential labour risk when selecting suppliers.

Since 2007, YMCA GTA has had stringent policies in place related to Child and Youth Protection, which are core to our operations and programming.

4. Risk assessment methodology and assessment results.

During the reporting period, we did a self-assessment of our purchasing to identify potentially high-risk industries. We identified Apparel and Textiles (towels) as historically at-risk industries and Fitness Equipment as goods purchased from outside of Canada. Our top suppliers in these areas provided information that outlined their approach to monitoring labour practices in their supply chains. We will continue to assess the potential risk with existing suppliers and intend to include language in our procurement documents that address the issue of forced and child labour when selecting new suppliers.

5. Risks of the use of forced labour and child labour in our business operations and supply chains

To the best of our knowledge, based in initial assessment, we believe the risk of forced labour or child labour in our current operations and supply chains is small, but will continue to expand our review.

6. Corrective actions taken during the reporting period

Our findings did not indicate immediate corrective actions were required during the reporting period.

7. Procedures for implementing corrective actions

We do not currently have procedures for the implementation of corrective measures as they have not been required to date. As we expand our assessment program, corrective actions may be required that could include communication and performance improvement with at-risk suppliers. If improvement efforts are unsuccessful, we would expect to cancel agreements and terminate relationships with suppliers that do not align with good labour practices.

8. Remedial measures to address income losses for vulnerable families caused by any measures taken to eliminate the use of forced labour or child labour in our business operations and supply chains

We currently do not have remedial measures to address income losses for vulnerable families. As a member of a global charity dedicated to the health of all communities and youth, we support any measures that can mitigate the economic impact created by efforts to reduce the use of forced or child labour.

9. Training Provided

At this time, we do not provide training on the use of forced labour and child labour in our supply chains. As we implement changes to our procurement policy and procedures to address the issue, education will be provided to staff involved in procurement activities.

10. Assessing our effectiveness

We have not implemented a program to assess the effectiveness of our efforts to prevent and mitigate the risk of the use of forced labour or child labour in our supply chains. We will monitor the information provided by our top suppliers to assess the improvement in their risk mitigation activities over time.

11. Our consultation and governance process

We consulted with a Customs Broker to quantify our cross-border buying activities and with our top suppliers in at-risk industries. We do not have a governance process in place to prevent and mitigate the risk of forced labour or child labour in our operations and supply chains, other than having the report approved by the YMCA of Greater Toronto's Board of Directors.

12. Approval

The Board of Directors of YMCA GTA approved this report at its meeting on May 30, 2024 pursuant to paragraph 11(4)(a) of the Act.

13. Certification

In accordance with the requirements of the Act, and in particular section 11 thereof, I certify that I have reviewed the information contained in the report for each of the reporting entities listed above. To the best of my knowledge, and after exercising due diligence, I confirm that the information contained in the report is true, accurate and complete in all material respects for the purposes of the Act, for the above reporting year.

I give this certification on behalf of the Board of Directors of YMCA GTA and not on my own behalf.

Dated this 30th day of May, 2024



Lesley Davidson
YMCA of Greater Toronto
I have the authority to bind YMCA of Greater Toronto