



CBC/Radio-Canada Fighting Against Forced Labour and Child Labour In Supply Chains 2025 Report





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This report is made pursuant to the reporting obligations laid out in *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the *Act*), which came into effect on January 1, 2024. CBC/Radio-Canada is committed to identifying, addressing and preventing forced labour and child labour in our supply chains and activities. This report sets out the work undertaken during the financial year ended March 31, 2025, to address forced labour and child labour in our supply chains and activities.

About Us

Who We Are

We are Canada's national public broadcaster and we are guided by the Broadcasting Act.

Our Mission

CBC/Radio-Canada celebrates Canadian culture and supports democratic life through a wide range of content that informs, enlightens and entertains.

Our Vision

Your Stories, Taken to Heart

Our Values

- Integrity
- Creativity
- Relevance
- Inclusiveness

Our legislated mandate is to inform, enlighten and entertain all Canadians. The Broadcasting Act further states that our programming should:

- Be predominantly and distinctively Canadian;
- Reflect Canada and its regions to national and regional audiences, while serving the special needs of those regions;
- Actively contribute to the flow and exchange of cultural expression;
- Be in English and in French, reflecting the different needs and circumstances of each official language community, including the particular needs and circumstances of English and French linguistic minorities;
- Strive to be of equivalent quality in English and in French;
- Contribute to a shared national consciousness and identity;
- Be made available throughout Canada by the most appropriate and efficient means and as resources become available for the purpose; and
- Reflect the multicultural and multiracial nature of Canada



As Canada's national public broadcaster, we are inspired daily by our mission, vision and values to connect all Canadians and to showcase their stories, culture and news to Canada and the world. Our head office is in Ottawa. Our two main networks are based in Toronto (English) and Montreal (French), with community-based locations across the country, including 27 television stations, 88 radio stations and one digital-only station. We have five discretionary television channels and four Canada-wide radio networks, two in each official language. Internationally, we have seven foreign bureaus, and we have the capacity to set up community bureaus in other locations as needed.

Our people

We have over 7,000 employees.¹ Our people are an integral part of our success in reflecting contemporary Canada.

Our supply chain and activities

We broadcast news and entertainment across Canada and globally, on television, on radio and on our digital platforms.

Our programs are produced by us and by the Canadian independent producers we commission. Our supply chain for producing content includes suppliers of equipment, props, set construction materials, vehicles and support services.

We also acquire program licences from third parties for movies, series, documentaries and comedies, where our suppliers are Canadian and foreign studios and other distributors of finished content. We also acquire sports rights and we broadcast sports, including the Olympic Games, from the countries where the games are played.

Considering our activities, our supply chain includes suppliers of facilities, information technology, media technology, professional services, and other goods and services.

¹ Permanent, temporary and contract employees.



Our Approach to Tackling Forced Labour and Child Labour

Governance

We are committed to tackling the risks of forced labour and child labour in our supply chains and activities and we have established a Steering Committee to oversee this matter. Comprising representatives from our legal, procurement and finance departments, the Steering Committee's mandate is to ensure a rigorous governance framework is in place to govern all analysis, actions and decisions concerning the risk of forced labour and child labour.

Policies and due diligence processes

We promote policies that highlight our ethical commitment with our people and vendors. These include our Code of Conduct, Procurement Policy, Terms and Conditions with suppliers and Vendor Code of Conduct.

Code of Conduct

The [Code of Conduct](#) outlines the Values, Ethical Principles and Expected Behaviours for all CBC/Radio-Canada employees, irrespective of our employee status, level of authority or duties. Adherence to this Code is a condition of employment. The Code also applies to the companies that have a contract with CBC/Radio-Canada, including freelancers, independent producers, service providers and consultants. It sets out clear mechanisms to report concerns, breaches or wrongdoings.

Anyone with a complaint or question about Values and Ethics at CBC/Radio-Canada can contact values-ethics@cbc.ca.

Procurement Policy

The [Procurement Policy](#) defines the procurement framework for sourcing, purchasing of goods and services including negotiation and contract award, and contract and vendor management to achieve best value and minimize risks for the Corporation.

Our procurement activities align with the following principles:

- They are transparent, fair, unbiased and non-discriminatory.
- They are competitive and optimize market potential to achieve the best value.
- They align with the Corporation's sustainability and equity, diversity and inclusion objectives.
- They are consistent, cost-effective and efficient.
- They minimize risk by having defined rules, operational requirements and internal controls.
- They are recorded and documented.



Terms and Conditions with Suppliers

Our standard terms and conditions with suppliers include requirements to comply with all applicable laws and industry standards and practices. In general, assignment or transfer of any contractual rights or obligations is subject to prior written consent of CBC/Radio-Canada.

Vendor Code of Conduct

Effective in 2023, CBC/Radio-Canada's [Vendor Code of Conduct](#) establishes the labor and human rights standards expected of all vendors, suppliers, service providers, and consultants involved in our procurement contracts.

CBC/Radio-Canada expects its suppliers uphold the International Labour Organization (ILO) conventions, the UN Guiding Principles on Business and Human Rights, and regional or national legislation governing working conditions.

Anyone with a complaint or question about the Vendor Code of Conduct, can contact codeofconduct.proc@cbc.ca.

Forced labour and child labour risks

[CBC/Radio-Canada's Risk Management Policy](#) utilizes a framework of five likelihood descriptors as part of the risk assessment. The lowest likelihood descriptor, Rare, is described as an event that may occur only in exceptional circumstances or with less than a 10% chance. Following an analysis done by a consultant and based on the risk management policy, we consider the likelihood of CBC/Radio-Canada *causing, contributing or being directly linked to* forced labour and child labour is deemed to be "Rare".

This conclusion is based on:

- Our broadcasting and program production activities, and the concentration of our operations in Canada, where policies, regulations and legislation significantly limit the risks of child labour and forced labour.
- Our tier 1 suppliers' country of origin: Our analysis revealed that the vast majority of the amount spent on goods and services was from organizations in Canada, the United States and developed countries where the reported prevalence of modern slavery is lowest according to a recognized global slavery index.
- The type of products we buy: most of those are unlikely to be associated with forced or child labor.
- The fact that most of our largest suppliers produced a report pursuant to the Act or other modern slavery legislation.



Remediation of forced labour and child labour and remediation of loss of income

CBC/Radio-Canada did not identify any occurrences of forced labour or child labour being used in its supply chain during the period. As such, no remediation measures or actions to address loss of income were required or performed.

Should instances of forced or child labor be identified within the supply chain, CBC/Radio-Canada will implement a remediation plan adhering to industry standards and best practices.

Training

During the reporting period, CBC/Radio-Canada delivered training on forced labour and child labour to the Supply chain management team. As the child and forced labour risk program matures, CBC/Radio-Canada is exploring additional audiences for training in future years.

Assessing effectiveness

CBC/Radio-Canada annually measures and reports the volume of complaints related to the Vendor Code of Conduct. There were no complaints filed for 2024-2025.

Consultant analysis in 2024-2025 deepened CBC/Radio-Canada's supply chain understanding. While the likelihood of child and forced labor is deemed "rare", the analysis pinpointed specific higher-risk areas for products most likely to be associated with the usage of child or forced labor. This will inform our procurement strategy related to these products and, if required, the development and testing of enhanced due diligence or mitigation strategies. The testing phase will allow us to verify strategy effectiveness and refine program metrics as we progress.



Approval and Attestation

The report was approved pursuant to subparagraph 11(4)(b)(ii) of the *Act* by the Board of Directors of CBC/Radio-Canada.

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 or entities 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.

Michael Goldbloom
Chair of the Board
May 9, 2025

Marie-Philippe Bouchard
President and Chief Executive Officer
May 9, 2025

I have authority to bind CBC/Radio-Canada

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