

# CANADIAN TOURISM COMMISSION – 2025 ANNUAL REPORT UNDER THE FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT

# SUBMISSION INFORMATION

This report is submitted on behalf of the Canadian Tourism Commission (CTC), operating as Destination Canada (DC) and covers activities from January 1, 2024 to December 31, 2024.

*The CTC is a federal Crown Corporation operating primarily in Vancouver, British Columbia, Canada.*



Qikiqtaaluk  
Nunavut

# 1. PURPOSE OF THE REPORT

This report is submitted in compliance with the **Fighting Against Forced Labour and Child Labour in Supply Chains Act**, which came into effect on January 1, 2024. CTC presents this report to document the steps taken during the 2024 fiscal year to identify, prevent, and mitigate risks of forced labour or child labour in its operations and supply chains.

## 2. DEFINITIONS

For the purpose of this report, the following definitions apply:

### **Child Labour:**

Work performed by persons under 18 years old that is illegal under Canadian law, hazardous to their well-being, interferes with education, or constitutes the worst forms of child labour as defined by the **Worst Forms of Child Labour Convention, 1999**.

### **Forced Labour:**

Any work performed under coercion, threat, or deception, including situations where individuals believe their safety or the safety of others would be threatened if they refused to work, as defined by the **Forced Labour Convention, 1930**.

# 3. STRUCTURE, ACTIVITIES, AND SUPPLY CHAIN

CTC is a federal Crown corporation dedicated to promoting Canada as a premier travel destination. CTC, headquartered in British Columbia, operates both domestically and internationally, engaging in partnerships with tourism businesses, government bodies, and marketing agencies.

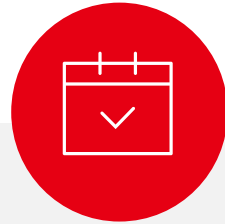
## Supply Chain Overview:

CTC's supply chain consists primarily of:



### Marketing and Advertising Services

Contracts with domestic and international media agencies.



### Events and Conference Hosting

Engagements with vendors supplying event management services, hospitality, catering, and logistics.



### Procurement of Goods

Office supplies, IT hardware, software licenses, and promotional materials.



### Procurement of Services

Professional Services, research firms, consulting agencies, and industry specialists.

## 4. POLICIES AND DUE DILIGENCE PROCESSES

CTC is committed to ethical business practices and adheres to the **Government of Canada's Code of Conduct for Procurement**. Steps taken include:

- Utilizing Public Services and Procurement Canada (PSPC) contracting frameworks that integrate anti-forced labour clauses.
- Establishing vendor requirements that align with ethical sourcing guidelines.
- Requiring all suppliers to adhere to Canada's import ban on goods produced with forced labour, per the Customs Tariff (2020 Amendment).



Stewart-Cassiar Highway

British Columbia

# 5. RISK IDENTIFICATION AND MANAGEMENT

## Risk Assessment Approach

CTC has conducted an initial assessment of its supply chain based on government-identified risk areas and external benchmarks. The following areas were determined to have potential risk exposure:

- **Branded Merchandise & Promotional Materials:** Often sourced internationally, where risks of forced labour in textile production persist.
- **IT Equipment:** Procurement of computers and related hardware, with identified risks in electronics manufacturing.
- **Hospitality & Event Services:** Some international venues and suppliers may not enforce adequate labour protections.
- **Office Supplies**

## Risk Mitigation Measures:

- A Supplier Code of Conduct was established which references compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act.
- Incorporating responsible sourcing provisions in procurement contracts.
- Engaging with vendors to review their labour standards policies and compliance mechanisms.

## 6. MEASURES TO REMEDIATE FORCED LABOUR OR CHILD LABOUR

CTC has not identified any instances of forced labour or child labour in its operations or supply chains during the reporting period. However, the organization is committed to developing a supplier accountability framework that includes:

- Whistleblower policy and mechanism in place
- Corrective action plans for any identified non-compliance.
- A vendor review process to ensure ongoing ethical compliance.



## 7. EMPLOYEE TRAINING

CTC has provided organization-wide training and plans to expand the training to include:

- Integration of training materials on ethical procurement for employees responsible for supplier engagement.
- Utilization Public Services and Procurement Canada's awareness materials on risk mitigation in supply chains.
- Requirement for key personnel to complete Canada School of Public Service (CSPS) procurement ethics training.
- Provision of annual awareness training for all staff in the organization.



## 8. ASSESSING EFFECTIVENESS

CTC is in the process of establishing performance indicators to measure the effectiveness of its efforts. Key assessment areas will include:

- **Internal Procurement Policy Reviews:** Ensuring alignment with evolving federal regulations.
- **Stakeholder Engagements:** Collaborating with industry partners to improve transparency in the tourism sector.





## 9. ATTESTATION

In accordance with **Section 6** of the **Fighting Against Forced Labour and Child Labour in Supply Chains Act**, I attest that I have reviewed the information contained in this report. Based on my knowledge, and having exercised reasonable diligence, I confirm that the information presented is true, accurate, and complete for the purposes of this Act.

**Marsha Walden**  
President and CEO  
Canadian Tourism Commission  
Date: May 6, 2025