



2024 Report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*

Introduction

This report is submitted by the City of Abbotsford (“**Abbotsford**” or the “**City**”) in accordance with Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act for the fiscal year ending December 31, 2024.

The City is committed to transparency and ethical labour practices, recognizing the importance of addressing risks of forced and child labour in supply chains. We strive to uphold human rights and worker safety across our operations and procurement activities.

Organizational Structure, Activities, and Supply Chain

The City of Abbotsford is a municipal government located on the traditional, unceded territories of the Semá:th, Mathxwí, and Leq’á:mel First Nations. We are committed to continuing to improve the quality of life for our residents and to building an inclusive, prosperous, and sustainable community for current and future generations.

We are governed by our City Council, which includes the Mayor and eight Councillors who are elected for four-year terms. The City serves approximately 164,634 residents and has approximately 1,100 full-time employees.

We provide a wide range of services including waste management, water quality, emergency services, infrastructure maintenance, recreation, and airport operations.

While the City does not manufacture or sell goods, we procure various products to support municipal services—such as office supplies, IT equipment, safety gear, and maintenance materials. Most goods are sourced from Canadian distributors with long-standing relationships. In 2024, 94% of our suppliers were Canadian and less than 3% of goods were purchased from outside of Canada.

Actions to Prevent Forced and Child Labour

In 2024, the City took the following steps to mitigate risks of forced and child labour:

- Continued enforcement of ethical conduct and health and safety policies.
- Maintained our Procurement Policy requiring supplier compliance with human rights laws.
- Included contractual obligations for suppliers to adhere to legal and ethical standards.
- Participated in the Canadian Collaboration for Sustainable Procurement (CCSP), aligning with international labour and human rights conventions.

Policies and Due Diligence

The City has adopted policies and processes to embed responsible business principles in our procurement practices through:

- A Code of Ethics that promotes professionalism and respect for human rights.
- A Procurement Policy ensuring open, fair, and value-based purchasing decisions.
- Contractual obligations requiring suppliers to adhere to Canadian labour laws, including those related to employment standards, occupational health and safety, and human rights protections against forced and child labour.
- Governance structures to review supplier compliance and manage procurement programs such as the Hired Equipment Program and Qualified Suppliers Rosters.

As a CCSP member since 2021, Abbotsford benefits from shared resources and guidance on sustainable and ethical procurement, including webinars and best practice reports.

The CCSP has published the Sustainable Procurement Guide to enable government officials and community champions to understand and drive sustainable procurement in their municipalities. One of the pillars of this Guide is to set workplace standards for suppliers and contractors, assessing compliance with the International Labour Organization's conventions against child labour, forced labour, and employment discrimination, and compliance with the United Nations Universal Declaration of Human Rights.

Risk Assessment

To date, no instances of forced or child labour have been identified in our operations or direct supply chain. Our reliance on Canadian suppliers—subject to robust labour laws—minimizes risk. We remain committed to ongoing evaluation and collaboration with suppliers and CCSP to address potential risks in extended supply chains.

Remediation Measures

The City encourages confidential reporting of any wrongdoing. The City Manager and General Manager of Finance and Procurement oversee investigations and responses. As no cases of forced or child labour have been identified, no remediation actions have been necessary.

Employee Training

City employees receive regular training on our Code of Ethics and workplace policies related to safety and human rights. Members of the procurement team have participated in CCSP training focused on ethical, social, and sustainable procurement.

In 2025, the City will begin developing training programs to help employees identify risks and indicators of forced and child labour in supply chains, particularly when importing goods into Canada.

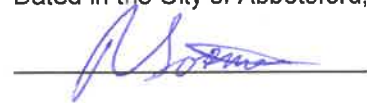
Assessing Effectiveness

The Legal and Legislative Services Department is responsible for identifying, mitigating, and managing risks in our operations and supply chains. Our existing risk management framework supports the evaluation of supply chain risks and the effectiveness of our mitigation strategies. We are committed to continuously improving our policies, processes, and systems to promote ethical procurement practices.

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.

Dated in the City of Abbotsford, British Columbia, this 26 day of May, 2025.



Ross Siemens, Mayor

I have the authority to bind the City of Abbotsford.



Peter Sparanese, City Manager
City of Abbotsford

