

## **ANNUAL REPORT ON FORCED LABOUR AND CHILD LABOUR**

For the fiscal year ended March 31, 2025

### **About Emily Carr University of Art + Design**

Located in Vancouver, British Columbia, and situated on the unceded, traditional and ancestral territories of the x<sup>w</sup>məθk<sup>w</sup>əyəm (Musqueam), Skwxwú7mesh (Squamish) and səłilwətaʔt (Tsleil-Waututh) Nations, Emily Carr University of Art + Design (ECU) is a world-renowned learning community and centre for excellence and innovation in art, design and media education. As one of the oldest post-secondary institutions in British Columbia, ECU is unique in the province's post-secondary landscape as the only accredited public university in B.C. dedicated solely to education in these creative fields.

The university merges research, critical theory and studio practice within an inclusive teaching and learning space. ECU offers an interdisciplinary and experiential learning environment that fosters creative exploration and connection to broader communities and professional opportunities. Its strategy, partnerships, resources and facilities are intentionally student-centred to enable dialogue, expression and open connections in support of the next generation of creative and cultural leaders.

The university has over 400 dedicated faculty and staff members and has a mandate to serve the province of B.C. as a whole and we successfully deliver our unique mix of practice-based creative programming to our students. The university's programming includes leading art, design and media degree programs, certificates, continuing education courses, graduate studies and research opportunities, as well as youth programs and pre-university programs.

### **Organization Structure**

As a public university in British Columbia, ECU operates within a legal framework established through the University Act (the Act), and regulatory and policy frameworks set by the Provincial government.

The university is governed by both a Board of Governors and a Senate. Under this bicameral model each body is tasked with different areas of oversight and together provide direction to the university to support implementation of its vision, mission, values and mandate. The university receives direction on mandate and the priorities of government through an annual Mandate Letter addressed to the Board of Governors. The Board is responsible for the

stewardship of the university and is accountable for ensuring that the university operates in accordance with its mandate.

As per the Act, the Board of Governors is composed of the Chancellor, the President + Vice-Chancellor, eight appointed members, two elected faculty members, one elected staff member, and two elected student members. Appointed members are established by Order of the Lieutenant Governor in Council. Faculty, employee, and student board members are elected by their peers. The effective governance of the university relies on all board members fulfilling their roles and responsibilities with the highest standards of conduct.

The Senate is the academic governing body of the university and is responsible for academic matters, including development of academic policy, approval of curriculum and academic conduct concerns. The Senate must also advise the Board, and the Board must seek advice from the Senate on various policy areas of joint concern as outlined in the Act.

### **Supply Chains**

To support its academic programs, ECU imports a small number of products from around the world. This includes specialized supplies and equipment, not available for purchase in Canada, which are required to provide industry-ready programming to its students. In its last fiscal year, ended March 31, 2025, using customs brokers, the university saw less than 50 import transactions valued at approximately \$40,000 CDN, approximately 0.2% of the non-salary expenditures the University recorded during the year.

For the items imported, the countries of origin were: United States (34), China (6), Mexico (2), United Kingdom (2), and one from each of Japan, Italy, and Lithuania. The country of export for all but seven items was the United States (along with China (2), United Kingdom (2), Austria, Czechia and Lithuania).

ECU is committed to implementing a process to proactively identify indirect suppliers (i.e. mapping our supply chains) to ensure that products that are imported by the University have a low risk of forced labour and child labour in their production. This work is ongoing, although for the reporting year ECU has verified that the goods imported by the university over the past 12 months originated in or were exported from countries with a low Prevalence Rating on the [Walk Free Global Slavery Index](#) (GSI). While we acknowledge the potential for forced labour and child labour in the production of goods from any country, we think the likelihood that forced labour and child labour occurred in the production of goods imported by ECU is low.

## **Policies and Due Diligence Processes**

ECU is committed to adhering to all provincial and federal regulations. At this time of reporting, the university is drafting an update to its procurement policy which will incorporate guidelines to reduce the risk of forced labour and child labour in our supply chains. ECU ensures the implementation of university policies and practices that reflect our dedication to ethical standards and social responsibility, which may include, but are not limited to:

- Procurement Practices
- Supplier Code of Conduct
- Sustainability Priorities
- Ethical Behaviour Standards

## **Forced Labour and Child Labour Risks**

ECU has a risk management framework in place and no risks related to forced labour or child labour have been identified. Through the process of preparing this report, ECU has reviewed the items imported during the year, including the countries of origin, and feels that the risk of forced labour or child labour in the production of these goods is low.

## **Remediation Measures**

The university has not identified any instances of forced labour or child labour in its activities or supply chains.

## **Remediation of Loss of Income**

The university has not identified any instances of lost income from remediation efforts taken to reduce the risk of forced labour and child labour in its activities or supply chains.

## **Training**

ECU recognizes the critical role our employees play. Therefore, we are dedicated to building their knowledge around understanding and compliance. Procurement staff who interact with suppliers will receive training to ensure they know how to reduce the risk of forced labour and child labour in our supply chains. Additionally, all employees will have access to resources to support their independent understanding of ECU's procurement procedures.

## **Assessing Effectiveness**

ECU accepts the responsibility to develop and enact policies that mitigate risks. We commit to ongoing monitoring of our supply chain for signs of forced labour and child labour, including thorough due diligence on new and existing vendors if significant changes arise. Staff training

will be provided to ensure awareness of the risks associated with forced labour and child labour. University policy and processes will be examined and updated to address critical risks, as conducting our operations with integrity is vital for earning and retaining the trust of our stakeholders.



## Emily Carr University of Art + Design

### Board 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 identified 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 year ended March 31, 2025.

Don Avison

A handwritten signature in black ink, appearing to read 'Don Avison', written over a horizontal line.

Board Chair

May 31, 2025

“I have the authority to bind Emily Carr University of Art and Design.”