

# **Lethbridge Polytechnic**

## **Modern Slavery Disclosure Statement 2025 Financial Year 2024**

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### **Introduction**

According to the *Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act*, Lethbridge Polytechnic, has prepared this statement to detail actions taken to understand potential forced labour, child labour, and human trafficking risks related to its business and supplier network, and to document the steps taken to mitigate any such risk.

### **Company Structure**

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The Lethbridge Polytechnic was established in 1957 as Canada's first public community college. Our mission is "We embrace our responsibility to students, employees and partners who look to us for learning, opportunity and belonging." We emphasize hands-on, industry-responsive learning and prepare learners to shape communities.

Lethbridge Polytechnic is committed to providing students with work-integrated learning and applied research opportunities, supporting career readiness.

The institution is grounded in traditional Blackfoot territory and recognizes and respects the distinct cultures, languages, histories, and contemporary perspectives of Indigenous people and Indigenous-centered education.

Lethbridge Polytechnic is subject to Article 506: 6a of the Canadian Free Trade Agreement CFTA, The New West Partnership Trade Agreement and the Canadian Free Trade Agreement, Bill S-211, follow the Code of Ethics of the Supply Chain Management Association of Canada (SCMA) and the Lethbridge Polytechnic Code of Conduct.

### **Company Statement**

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Lethbridge Polytechnic is dedicated to improving its processes and systems to ensure that forced labour, child labour, and human trafficking do not occur within its operations or its supply chain. Lethbridge Polytechnic has implemented the following approach to assess and mitigate these risks to support this commitment. Lethbridge Polytechnic is committed to maintaining and working to enhance processes and systems to ensure, to the extent practicable, that forced labour, child labour, and human trafficking are not taking place in its business or supplier network. In furtherance of that commitment, Lethbridge Polytechnic employs the below-described approach to assessing and mitigating these risks.

### **Forced Labour, Child Labour and Human Trafficking Risk Areas**

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We assess the risk to the Lethbridge Polytechnic business to be low. Within the Lethbridge Polytechnic supplier network, we believe there is potential risk in the following areas: extraction of metal and minerals used in electronic equipment such as computers, tablets, and telephones, and assembly of the same; and logistics.

### **Due Diligence and Risk Mitigation Program**

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Lethbridge Polytechnic utilizes a variety of means to execute on its anti-forced labour, child labour, and human trafficking efforts. The institution will strive to work with suppliers and partners who share our commitment to ethical practices. Lethbridge Polytechnic has adopted and supports all of the following means within its own business.

## **Awareness**

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Lethbridge Polytechnic's efforts begin with awareness of its anti-forced labour, anti-child labour, and human trafficking stance - awareness among employees, customers, business partners, suppliers, and franchisees:

**Training** - As noted above, Lethbridge Polytechnic procurement staff have received training and will strive to educate and train employees on the company's anti-forced labour, anti-child labour, and human trafficking policy and practices.

## **Risk Assessment and Investigation**

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Lethbridge Polytechnic has assessed potential forced labour, child labour, and human trafficking supplier risk in the following areas: **Assurance**

- **Contracts and Agreements** – Lethbridge Polytechnic has developed standard contract language regarding the prohibition of forced labour, child labour, and human trafficking and is including it in its contracts with suppliers of goods and services based on risk.
- **CBSA Firm report** on all vendors that Lethbridge Polytechnic has imported from for four years and examined the goods and services totals and the possible risk countries of forced child labour.
- **Supplier Code of Conduct** – Lethbridge Polytechnic will create a Supplier Code of Conduct that requires suppliers to disclose their policies regarding the prevention of modern slavery in their supply chains. Tender opportunities will include a questionnaire assessing vendors' policies and practices, with points awarded to companies that demonstrate strong supply chain practices.
- **Reporting Mechanism** – Lethbridge Polytechnic utilizes the Respectful Campus policy and procedures and the Lethbridge Polytechnic Code of Conduct policy and procedures. The polytechnic will investigate all reported concerns and take appropriate action as necessary, ensuring protection for whistleblowers.

## Conclusion

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Lethbridge Polytechnic fully supports the principles outlined in the Fighting Against Forced Labour and Child Labour in Supply Chains Act. We are committed to ensuring that our operations, as well as those of our suppliers, are free from forced labour, child labour, and human trafficking.

To date, we have not found any direct evidence of forced labour, child labour, or human trafficking within our business or supplier network. Moving forward, we will continue to raise awareness about our stance against forced labour, child labour, and human trafficking among our employees, suppliers, business partners, franchisees, and customers. We will also assess our business and supplier network for potential risks, responding decisively to any evidence or indications of forced labour, child labour, or human trafficking that we may encounter.

Adopted on behalf of Lethbridge Polytechnic on 08/2024.

Signed:

*Patrick Balfour*

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Patrick Balfour, CPA, Director of Financial Services  
Board of Governors of Lethbridge Polytechnic.

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