

# NSCAD UNIVERSITY

## REPORT UNDER THE FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT

for the financial year ended March 31, 2025

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## Introduction

This report has been prepared for the financial year ended March 31, 2025, pursuant to Section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "**Act**"). This report describes the steps that the Nova Scotia College of Art and Design ("**NSCAD**") has taken to prevent and reduce the risk of forced labour and child labour in NSCAD's supply chain.

NSCAD's Board of Directors approved this report as attested below on May 30, 2025.

## Structure, Activities and Supply Chains

### NSCAD's Structure

Nova Scotia College of Art and Design (NSCAD) University is a university and charitable organization incorporated in Nova Scotia under the *Nova Scotia College of Art and Design Act* (Nova Scotia).

One of Canada's oldest independent cultural institutions, NSCAD is regarded as a principal centre for education and research in visual culture in North America. NSCAD fosters close creative relationships among artists, designers, academics and the public, and takes on leadership responsibilities in the regional, national and international art communities.

Under a new strategic plan released in June 2024, NSCAD has developed guiding principles with which to view all pledges, goals, and activities at the university. Included in these guiding principles is the equity lens and sustainability lens. With this vision, the university is dedicated to care, empathy and inclusive practices. Ensuring that ethical awareness and best practices enhance our utilization of resources at the university.

### NSCAD's Business and Activities

NSCAD provides credit and non-credit arts and design education and research. At present, NSCAD operates under three campus locations in Halifax, Nova Scotia.

Fountain Campus  
5163 Duke Street  
Halifax, NS B3J 3J6

Port Campus  
1107 Marginal Road  
Halifax, NS B3H 4P7

Academy Campus  
1649 Brunswick Street  
Halifax, NS B3J 2G3

### NSCAD's Supply Chain

In 2024-25, NSCAD purchased goods primarily from Canadian suppliers for the purposes of supporting studio-based art and design education, research and supporting

administrative operations. In addition, the NSCAD University Arts Supply Store sources goods for resale and branded merchandise. NSCAD imported a minimal amount of goods, mostly from the US for the purchase of art and design materials and supplies.

NSCAD's supply chain includes a wide range of products and services spanning across various sectors including, primarily, studio-based art and design supplies. NSCAD aims to source locally to the greatest extent possible.

## Policies and Due Diligence Procedures

All of NSCAD's procurement contracts require suppliers to adhere to all applicable laws, including all federal, provincial, municipal, local, or other laws, rules, statutes, regulations, orders, codes, judgments, decrees, treaties or other requirements having the force of law.

NSCAD has adopted several policies and processes which affirm its commitment to abiding by applicable forced labour and child labour laws, including:

- **Code of Conduct Policy:** Members of the NSCAD Community will conduct all their activities in compliance with the law, University policies and applicable professional standards.
- **Safe Disclosure Policy:** This policy is designed to enable members of the NSCAD community to disclose in good faith, without fear of retaliation, concerns about activities occurring at the University which the individual believes to be are illegal, dishonest, unethical, fraudulent, not in compliance with NSCAD policy and procedures, or detrimental to the production of a safe work environment. In particular, those activities creating a danger to the life, health or safety of persons or to the environment.
- **Conflict of Interest Policy:** The University holds itself to the highest ethical standards and recognizes that accountability and transparency are essential for its operation.
- **Purchasing Policy:** NSCAD's purchasing policy ensures that purchases follow sustainable purchasing protocols, including prioritizing purchasing from businesses that consistently demonstrate sustainable and socially conscious practices. NSCAD University is classified as a MASH sector entity by the Province of Nova Scotia (Municipalities, Academic institutions, School boards and Hospitals) and is governed by the Nova Scotia Sustainable Procurement Policy.

## Forced Labour and Child Labour Risks

NSCAD has started to review and map its supply chain activities to identify risks of forced labour and child labour. In particular, NSCAD has identified the following areas of supply chain risk of forced labour and child labour.

| <b>SUPPLY CATEGORY</b>           | <b>SUPPLY SUB-CATEGORY</b>   |
|----------------------------------|--|
| Charcoal                         |  |
| Food and Beverage                | coffee, tea  |
| Electronics                      | Computers, laptops, cellphones, TV's, printers   |
| Appliances                       | Refrigerators, microwaves, dishwasher, etc.  |
| Apparel / Garments               | Uniforms, promotional apparel, fashion accessories, silk thread and fabric, textiles   |
| Safety Gear                      | Work boots, hard hats  |
| Promotional Products             | Water bottles, mugs, gifts/trinkets  |
| Office Furniture                 | Desks, chairs, shelves, etc.   |
| Vehicles and Motorized Equipment | Fleet, vehicle components, forklifts, construction machinery, grounds equipment, etc.  |
| Office Supplies (Paper)          | Paper  |
| Building's Internal Furnishings  | Flooring, fixtures, textiles, Construction Materials Bricks, Copper, Glass, Minerals, Polysilicon/Solar Panels, Precursors (sodium carbonate, calcium carbonate), Rubber, Steel/Iron, Stone, Textiles, |
| Precious Metals and Gems         | Gold, silver, gems   |
| Sand and Stones                  |  |

NSCAD has undertaken the following steps to assess and mitigate the risk of forced labour and child labour in its supply chain including:

### Fairmined Standard for Gold and Associated Precious Metals

NSCAD has signed the [Fairmined Standard](#) for Gold and associated precious metals to provide materials for the university jewellery and alumni ring programs. The Fairmined standard includes requirements for artisanal and small-scale mining organizations to conduct responsible mining operations, such as formal and legal mining practices, environmental protection, labor conditions, traceability of Fairmined minerals, and socioeconomic development through the Fairmined Premium. It also outlines market models and requirements for market actors (Fairmined suppliers).

## United Nations Principles for Responsible Investment

NSCAD, through its investment portfolio managed by Leith Wheeler (LW), ensures that its endowment fund investments are held with companies that uphold best practices of environmental, social and governance (ESG) policies. In assessing risk and returns, LW follows an ESG integration approach, a holistic method whereby all factors, including ESG that can materially impact the value of an investment are included. Additionally, LW is a signatory of the UN-backed Principles of Responsible Investing. Protecting and promoting decent work is enshrined in global human rights frameworks and the UN's Sustainable Development Goal 8 - to promote inclusive and sustainable economic growth, employment and decent work for all. The UNPRI uses the International Labour Organization (ILO) definition of what constitutes decent work: Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all.

In future years, NSCAD plans to implement practices and policies to identify and manage risks of forced labour and child labour in its supply chain, including:

- Implementing a supplier code of conduct for all suppliers
- Supply chain mapping to determine risk profile and areas of risk mitigation
- Reviewing and updating template supply agreements to prohibit the use of child labour and forced labour, and to provide for enforcement rights related to same
- Requesting attestations from suppliers with respect to the non-use of forced labour and child labour
- Reviewing opportunities to source domestically where possible

## Remediation Measures

To date, NSCAD has not become aware of any forced labour or child labour in its activities and supply chains. As a result, NSCAD has not taken any remedial measures, and therefore has not taken any remedial measures with respect to loss of income as a result of efforts to reduce forced and child labour.

## Training

In the financial year ending March 31, 2025, NSCAD did not provide training to its employees specific to forced labour or child labour. NSCAD is reviewing additional training opportunities on child labour and forced labour that will be made available to faculty and staff in the current financial year.

## Assessing effectiveness

As discussed above, NSCAD has not become aware of any risks of forced labour or child labour in its supply chains. In order to assess the effectiveness of its efforts, NSCAD will be:

- Engaging in a review of NSCAD's policies and procedures related to forced labour and child labour
- Developing relevant performance indicators to track the effectiveness of NSCAD's response to the legislation
- Working with suppliers to measure the effectiveness of their actions to address forced labour and child labour
- Partnering with an external organization to conduct an independent review or audit of NSCAD's actions

## Attestation

This Report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of the Nova Scotia College of Art and Design.

In accordance with the requirements of the Act, and in particular section 11 thereof I, the undersigned, attest that I have reviewed the information contained in the report for the entity specified below. 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 specified above.

I make the above attestation in my capacity as the Chair of the Board of Directors of the Nova Scotia College of Art and Design for and on behalf of the Board of Directors of the Nova Scotia College of Art and Design.

I have the authority to bind the Nova Scotia College of Art and Design.

### **NOVA SCOTIA COLLEGE OF ART AND DESIGN**

Per:



\_\_\_\_\_  
Name: William Barker

Title: Chair of the Board

Date: May 30, 2025