

ANNUAL REPORT

PURPOSE

This annual report for the 2024 financial reporting year has been created by Toronto and Region Conservation Authority. (“**TRCA**”) for the sole purpose of meeting its obligations and reporting requirements for entities pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, SC 2023, c 9 (the “**Act**”).

OUR COMMITMENT

TRCA continues to be committed to preventing and reducing the risk that forced labour or child labour is used at any step in its production of goods in Canada.

STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS

TRCA furthers the conservation, restoration, development, and management of natural resources in its nine watersheds plus their collective Lake Ontario waterfront shorelines. TRCA's jurisdiction includes the City of Toronto and areas in the Regional Municipalities of Durham, Peel and York (including lower tier municipalities), the Township of Adjala Tosorontio and Town of Mono. In accordance with the Conservation Authorities Act, under which TRCA is incorporated, TRCA has delivered programs and services that are provincially mandated, municipally requested, and those that advance its own objectives since 1957.

STEPS TAKEN BY TRCA IN FISCAL YEAR 2024

To prevent and reduce the risk that forced labour or child labour is used at any step of goods being produced in Canada, TRCA maintained related policies and due diligence processes that were in force throughout the 2024 financial reporting year. These policies and processes helped to indirectly mitigate the risk of forced or child labour within its own internal organization and supply chain.

POLICIES AND DUE DILIGENCE PROCESSES

In the 2024 financial reporting year, TRCA maintained several policies and processes which affirm its commitment to abiding by applicable forced labour and child labour laws, including:

- a) TRCA’s Code of Conduct (the “**Code**”), which contains a commitment to social responsibility to deliver its operations in a manner that contributes to the social wellbeing of the community. The Code is binding on all employees, demonstrates TRCA’s high ethical standards, and impresses upon employees the importance of adhering to all applicable legislation.

- b) TRCA’s Procurement Policy (the “**Policy**”), which explicitly states that the TRCA supports Article 32 of the United Nations “Convention on the Rights of the Child” (“**Article 32**”). Article 32 states that children have the right to be protected from economic exploitation and from performing any work that is likely to be

hazardous or to be harmful to a child’s physical or mental health. The Policy explicitly prohibits the procurement of goods manufactured in factories where a child is required to perform the work in contravention of Article 32.

- c) TRCA’s Recruitment Policy uses the Onboarding Checklist and Guide within Ceridian Dayforce (the “**Checklist**”). The Checklist requires a prospective employee to submit their photo ID to Human Resources (“**HR**”), helping to mitigate the risk of an unauthorized employee working at TRCA. Additionally, per the Recruitment Policy, all prospective employees must submit to HR their personal identification that contains the employees birth date, social insurance number information and banking details, therefore helping to mitigate the risk that child labour is used in TRCA’s workforce. The Recruitment Policy also mandates the issuance of employee badges, helping to ensure that only employees that have been properly screened and vetted by HR are allowed on the premises.
- d) TRCA’s standard terms and conditions, that are contained within its standard bid document, gives TRCA the right to disqualify any prospective proponent who have been convicted of crimes or, have engaged in professional misconduct or conduct that adversely reflect on the commercial integrity of the proponent.
- e) TRCA’s main standard form commercial agreements for both suppliers and contractors, which contain clauses that mandate adherence to all applicable laws. This would necessarily include applicable employment/labour standards as well as any federal or international laws prohibiting child and forced labour.

FORCED LABOUR AND CHILD LABOUR RISKS

TRCA has not started the process of identifying risks of forced labour and child labour in its activities and supply chain. It is aware that there may be higher risks associated with certain regions, goods, and industries.

REMEDIATION MEASURES

TRCA has not identified any forced labour or child labour in its activities or supply chains. As such, it has not undertaken any remediation measures.

REMEDIATION OF LOSS OF INCOME

TRCA has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains. As such, it has not undertaken any remediation measures for loss of income.

TRAINING PROVIDED TO EMPLOYEES

In the 2024 financial reporting year, TRCA did not provide training to its employees specific to forced labour or child labour. Moving forward, it will be assessing what related training may be appropriate.

ASSESSING EFFECTIVENESS

TRCA does not currently have specific policies and procedures in place to assess its effectiveness in reducing and/or eliminating the risk of child labour and/or forced labour in its supply chain. However, the policies and procedures that are currently in place indirectly reduce the risk that child labour and/or forced labour is present

in TRCA's activities and supply chain.

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

IN WITNESS WHEREOF the authorized signing officer(s) of Toronto and Region Conservation Authority have executed this report as of the effective date of the signatures set out below.

SIGNED

May 31, 2025

Date

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TORONTO AND REGION CONSERVATION AUTHORITY

Per: 

Name: John MacKenzie
Title: Chief Executive Officer

I have authority to bind Toronto and Region Conservation Authority