

Report submitted by: **University of Northern British Columbia**

3333 University Way, Prince George, BC V2N 4Z9

Government Institution:	MASH Sector
Business Number:	121627350
Financial Reporting Year:	2025 Annual Report
Report Version:	Original
Original date of submission if revision:	N/A
Scope of change if applicable	N/A
Federal crown Corp	No

Reporting for Government institutions

1. *What steps has the government institution taken in the previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods produced, purchased or distributed by the government institution? Select all that apply. (Required)

Mapping activities	
Mapping supply chains	
Conducting an internal assessment of risks of forced labour and/or child labour in the organization's activities and supply chains	Assessment in Progress to be completed Nov 2026
Contracting an external assessment of risks of forced labour and/or child labour in the organization's activities and supply chains	
Developing and implementing an action plan for addressing forced labour and/or child labour	Action plan in development. Target to be completed by Nov 2026
Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily	
Addressing practices in the organization's activities and supply chains that increase the risk of forced labour and/or child labour	
Carrying out a prioritization exercise to focus due diligence efforts on the most severe risks of forced and child labour	
Requiring suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains	
Developing and implementing child protection policies and processes	
Developing and implementing anti-forced labour and/or -child labour contractual clauses	
Developing and implementing anti-forced labour and/or -child labour standards, codes of conduct and/or compliance checklists	
Auditing suppliers	

Monitoring suppliers	
Enacting measures to provide for, or cooperate in, remediation of forced labour and/or child labour	
Developing and implementing grievance mechanisms	
Developing and implementing training and awareness materials on forced labour and/or child labour	
Developing and implementing procedures to track performance in addressing forced labour and/or child labour	
Engaging with supply chain partners on the issue of addressing forced labour and/or child labour	
Engaging with civil society groups, experts and other stakeholders on the issue of addressing forced labour and/or child labour	
Engaging directly with workers and families potentially affected by forced labour and/or child labour to assess and address risks	
Information not available for this reporting period	
Other, please specify	

2. Please provide additional information describing the steps taken (if applicable) (1,500-character limit)

The University is strengthening its procurement processes to address risks related to forced and child labour. Key actions include:

1. Contractual Requirements:

We are developing standardized terms and conditions for all future tenders, purchase orders, and contract agreements. These will require suppliers to confirm compliance with labour standards and outline expectations for ethical sourcing.

2. Vendor Screening:

Our New Vendor Application form is being updated to include questions regarding suppliers' policies, controls, and due-diligence processes for identifying and mitigating forced and child labour risks.

3. Process Integration:

Once completed, these measures will be incorporated into procurement workflows to ensure consistent application across new supplier engagements.

3. *Which of the following accurately describes the government institution's activities?
Select all that apply. (Required)

Producing goods (including manufacturing, extracting, growing and processing) o in Canada o outside Canada	No No
Purchasing goods o in Canada o outside Canada	Yes Yes
Distributing goods o in Canada o outside Canada	No No

4. Please provide additional information on the government institution's structure, activities and supply chains (1,500-character limit).

The University of Northern British Columbia (UNBC) is a research-intensive public institution serving northern and central British Columbia. UNBC delivers undergraduate and graduate programs across a range of disciplines, supported by five faculties and the Division of Medical Sciences, which hosts the Northern Medical Program in partnership with the University of British Columbia.

UNBC operates multiple campuses and research sites and supports academic programming, research activities, student services, and community-based initiatives. The University also hosts federally funded programs, including the National Collaborating Centre for Indigenous Health and the CIHR Institute of Indigenous Peoples' Health.

UNBC's supply chain includes the procurement of goods, services, and construction required to support teaching, research, operations, maintenance, and capital projects. This includes categories such as laboratory and instructional materials, information technology, facilities and infrastructure components, professional services, and equipment required for major capital developments.

5. Does the government institution currently have policies and due diligence processes in place related to forced labour and/or child labour? (Required)

No, initiative in progress to integrate the appropriate due diligence in complying with Bill S-211

*If yes, which of the following elements of the due diligence process has the government institution implemented in relation to forced labour and/or child labour? Select all that apply. (Required)

- Embedding responsible business conduct into policies and management systems
- Identifying and assessing adverse impacts in operations, supply chains and business relationships
- Ceasing, preventing or mitigating adverse impacts

6. Please provide additional information on the government institution's policies and due diligence processes in relation to forced labour and child labour (if applicable) (1,500-character limit).

Currently in development.

7. Has the government institution identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used? (Required)

No, we have not started the process of identifying risks but we have started to strengthen our Terms & Conditions and contract language to better enable the University to mitigate this risk.

- 7.1 If yes, has the government institution identified forced labour or child labour risks related to any of the following aspects of its activities and supply chains? Select all that apply. (Required)

Not applicable

The sector or industry it operates in	
The types of products it produces, purchases or distributes	
The locations of its activities, operations or factories	
The types of products it sources	
The raw materials or commodities used in its supply chains	
Tier one (direct) suppliers	
Tier two suppliers	
Tier three suppliers	
Suppliers further down the supply chain than tier three	
The use of outsourced, contracted or subcontracted labour	
The use of migrant labour	
The use of forced labour	
The use of child labour	
None of the above	
Other, please specify:	

8. Has the government institution identified forced labour or child labour risks in its activities and supply chains related to any of the following sectors and industries? Select all that apply. (Required)

Agriculture, forestry, fishing and hunting	
Mining, quarrying, and oil and gas extraction	
Utilities	
Construction	
Manufacturing	X
Wholesale trade	
Retail trade	
Transportation and warehousing	
Information and cultural industries	
Finance and insurance	
Real estate and rental and leasing	
Professional, scientific and technical services	
Management of companies and enterprises	
Administrative and support, waste management and remediation services	
Educational services	
Health care and social assistance	
Arts, entertainment and recreation	
Accommodation and food services	
Other services (except public administration)	
Public administration	
None of the above	
Other, please specify:	

9. Please provide additional information on the parts of the government institution's activities and supply chains that carry a risk of forced labour or child labour being used, as well as the steps that the government institution has taken to assess and manage that risk (if applicable) (1,500-character limit).

There is general concern considering where most products are manufactured in the world that there is a risk of both child labour as well as forced labour. As many of our Tier 1 suppliers are distributors of a range of products, it is a more complicated process to confirm the conditions in a factory in China or Bangladesh for example. We have started with items like furniture but need to focus in on research supplies, branding merchandise etc.

We are not generally concerned about the services provided to the university that are typically local trades services or professional consultants.

10. Has the government institution taken any measures to remediate any forced labour or child labour in its activities and supply chains? (Required)
- Yes, we have taken remediation measures and will continue to identify and address any gaps in our response.
 - Yes, we have taken some remediation measures, but there are gaps in our response that still need to be addressed.
 - No, we have not taken any remediation measures.
 - **Not applicable, we have not identified any forced labour or child labour in our activities and supply chains.**

10.1 If yes, which remediation measures has the government institution taken? Select all that apply. (Required)

Not applicable

- Actions to support victims of forced labour or child labour and/or their families, such as workforce reintegration and psychosocial support
- Compensation for victims of forced labour or child labour and/or their families
- Actions to prevent forced labour or child labour and associated harms from reoccurring
- Grievance mechanisms
- Formal apologies
- Other, please specify:

11. Please provide additional information on any measures the government institution has taken to remediate any forced labour or child labour (if applicable) (1,500-character limit).

Not applicable

12. Has the government institution taken any measures to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains? (Required)
- Yes, we have taken substantial remediation measures and will continue to identify and address any gaps in our response.
 - Yes, we have taken some remediation measures, but there are gaps in our response that still need to be addressed.
 - No, we have not taken any remediation measures.
 - **Not applicable, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.**

13. Please provide additional information on any measures the government institution has taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains (if applicable) (1,500-character limit).

Not Applicable

14. Does the government institution currently provide training to employees on forced labour and/or child labour? (Required)

- Yes
- **No**

14.1 If yes, is the training mandatory? (Required) **Not applicable**

- Yes, the training is mandatory for all employees.
- Yes, the training is mandatory for employees making contracting or purchasing decisions.
- Yes, the training is mandatory for some employees.
- No, the training is voluntary.

15. Please provide additional information on the training the government institution provides to employees on forced labour and child labour (if applicable). (1,500-character limit).

Not Applicable at this time.

16. Does the government institution currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains? (Required)

- Yes
- **No**

16.1 If yes, what method does the government institution use to assess its effectiveness? Select all that apply. (Required) **Not Applicable**

- Setting up a regular review or audit of the organization's policies and procedures related to forced labour and child labour
- Tracking relevant performance indicators, such as levels of employee awareness, numbers of cases reported and solved through grievance mechanisms and numbers of contracts with anti-forced labour and -child labour clauses
- Partnering with an external organization to conduct an independent review or audit of the organization's actions
- Working with suppliers to measure the effectiveness of their actions to address forced labour and child labour, including by tracking relevant performance indicators
- Other, please specify:

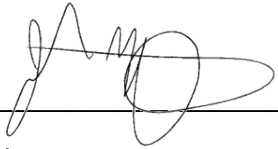
17. Please provide additional information on how the government institution assesses its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains (if applicable). (1,500-character limit).

Not applicable at this time.

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 or entities 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.

I have the authority to bind University of Northern British Columbia



Joel McKay

Date

November 27, 2025

Board Chair, University of Northern British Columbia