

ANNUAL REPORT

PURPOSE

This annual report for the 2023 financial reporting year has been created by Northern College of Applied Arts & Technology (“**Northern College**”) 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

Northern College is committed to preventing and reducing the risk that forced labour or child labour is used at any step in the production of goods in Canada or elsewhere, including goods that Northern College imports into Canada.

STRUCTURE, ACTIVITIES AND SUPPLY CHAIN

Northern College, an Ontario Crown agency, is a public college of applied arts and technology with campuses located in Timmins, Haileybury, Kirkland Lake, and Moosonee.

Northern College operates primarily in the educational services industry, educating more than 2,000 full-time students a year, and more than 6,000 part-time and continuing education students. It offers career-enhancing education with on-site, distance, and hybrid education options. Northern College’s post-secondary programs equip learners with the education and skills required for careers in the fields of Business and Office Administration, Community Services, Engineering Technology and Trades, Health Sciences and Emergency Services, Veterinary Sciences, and Welding Engineering Technology.

Northern College also operates a licensed day care on its Moosonee Campus and a family health team clinic, funded by the Ontario Ministry of Health, on its Timmins campus.

Northern College sources goods produced in Canada and outside of Canada to facilitate the operations of the college and student instruction. Northern College primarily imports goods from the United States of America. These goods include books, clothing, special industry machinery, fitness supplies, electrical supplies, photography equipment, medical equipment, dental equipment, veterinary equipment and supplies, and office furniture and supplies.

Northern College does not produce goods, sell goods, or distribute goods in Canada or outside of Canada.

POLICIES AND DUE DILIGENCE PROCESSES

In the 2023 financial reporting year, Northern College maintained several policies and processes which affirm its commitment to abiding by applicable forced labour and child labour laws, including:

- a) Regular payroll reports that alert Northern College if anyone employed is under the age of 18;

- b) Upholding an Occupational Health, Safety & Environmental Policy Statement, which among other things, affirms Northern College's commitment to providing a safe and healthy workplace and learning environment for its students, staff, faculty, contractors, and visitors; ensuring that its activities are conducted in compliance with applicable legislation; and providing a safe environment that is free from actual, attempted, or threatened violence and harassment; and
- c) Maintaining employee policies that prescribe duties, responsibilities, and expectations of employment. This includes workplace policies and procedures to operate in compliance with provincial employment standards, human rights, and occupational health and safety legislation.

Northern College also leverages the supplier network of a collaborative sourcing partner in the Ontario education and public sector. Suppliers within this network are subject to the sourcing partner's Code of Conduct, which requires supplier compliance with applicable domestic and foreign laws, including with respect to health and safety, labour and employment and human rights, and expressly requires suppliers to be able to demonstrate that their workplaces do not accept child labour; that employees are free to raise workplace concerns without fear of reprisal; and to apply employment standards that meet or exceed legal and regulatory requirements.

Furthermore, Northern College abides by the Broader Public Sector Procurement Directive (Ontario), including its Supply Chain Code of Ethics. The Supply Chain Code of Ethics affirms Northern College's commitment to work continuously to improve its supply chain policies and procedures, to improve their supply chain knowledge and skill levels, and to share leading practices to ensure an ethical, professional, and accountable supply chain.

In addition to the above policies and due diligence processes that were in force throughout the 2023 financial reporting year, Northern College and its leadership started the process of reviewing and evaluating its internal policies and procedures with respect to the issues of child labour and forced labour to better understand its responsibilities under the Act.

FORCED LABOUR AND CHILD LABOUR RISKS

Northern College has started the process of identifying risks of forced labour and child labour that may exist in its supply chain. It is aware that there may be higher risks associated with certain regions, goods, and industries.

REMEDIATION MEASURES

Northern College 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

Northern College 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 income remediation measures.

TRAINING PROVIDED TO EMPLOYEES

In the 2023 financial reporting year, Northern College did not provide training to its employees specific to forced labour or child labour. It is in the process of assessing what forced labour and child labour-related training may be appropriate.

ASSESSING EFFECTIVENESS

Northern College does not currently have specific policies and procedures in place to assesses its effectiveness in reducing and/or eliminating the risk of child labour and/or forced labour in its 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 Northern College of Applied Arts & Technology have executed this report as of the effective date of the signatures set out below.

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NORTHERN COLLEGE OF APPLIED ARTS & TECHNOLOGY

May 28, 2024

Per: _____

Date

Name: Mitch Dumas

Title: President & CEO

I have authority to bind Northern College of Applied Arts & Technology