

REPORT:

**Ontario Nurses'
Association: Annual
Report pursuant to the
*Fighting Against Forced
Labour and Child
Labour in Supply
Chains Act***

May 26, 2025

Introduction

This report sets out the Ontario Nurses' Association's ("ONA") actions to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods distributed by the organization in carrying out its activities. This statement relates to actions and activities during the 2024 financial year

As a trade union that supports international labour rights, ONA recognizes that it has a responsibility to take a vigilant approach to slavery and human trafficking. ONA is committed to preventing slavery and human trafficking in its activities, and to ensuring that its supply chains are free from slavery and human trafficking.

1. Organizational structure, activities and supply chains

The Ontario Nurses' Association is a trade union operating solely in Ontario. ONA represents 68 000 nurses and health-care professionals in hospitals, long-term care, public health, the community, clinics and industry. ONA's primary objective is the advancement of the social, economic and general welfare of its members. It is governed by an elected Board of Directors.

As part of its representational activities, ONA negotiates and monitors collective agreements, and provides services in such fields as grievance, arbitration, labour, education, and communication.

In conducting its activities, ONA purchases and either sells or gifts goods to members, including but not limited to clothing, pens, lanyards, pins and other products with its logos. While it is not clear that an organization such as ONA has a legal obligation to report, ONA is voluntarily reporting as a labour organization that shares the stated objectives of the *Fighting against Forced Labour and Child Labour in Supply Chains Act* ("the Act").

ONA has a service agreement with Two Crazy Ladies ("TCL") as a preferred vendor for premium items used in support of ONA member engagement and fostering brand awareness. As part of its initial Request for Proposals, ONA noted that it preferred union-made products of Canadian origin. As a preferred vendor, TCL provides promotional materials to ONA and its members. It is committed to sourcing locally made Canadian goods wherever possible and uses vendors that have incorporated ethical practices including for labour.

2. Policies and due diligence processes in relation to forced labour and child labour

Policies: ONA has the following policies that describe its approach to prevent slavery and human trafficking in its operations:

- Anti-Racism and Anti-Oppression policy: ONA recognizes that systems of racism and oppression are rooted in the legacies of colonization, slavery, white supremacy, sexism and other forms of injustice. ONA is working to create work environments where anti-racism and anti-oppression guiding principles and practices are

integrated into every level of the organization. Under the policy, Human Resources is to assist teams to review and revise their procurement process using an ARAO lens. This policy was enacted in 2023 and actions flowing from it are ongoing.

- Procurement policy: ONA's procurement policy establishes a preference for union-made and locally sourced goods and services. Following the issuance of a Request for Proposal, a vendor or preferred vendor is selected after evaluating criteria, including whether products are union-made.

a. Due diligence processes:

ONA undertakes due diligence when entering into a vendor/preferred vendor relationship. This due diligence and review includes:

- Issuing a Request for Proposal that emphasizes a preference for union-made products of Canadian origin.
- Assessing proposals received in response to a Request for Proposal on objective criteria, including whether the vendor uses union-made products.
- Selecting as a preferred vendor Two Crazy Ladies ("TCL") who are committed to ethically sourcing products and locally sourcing Canadian made products wherever possible.

b. Review of Vendor Practices

- Our preferred Vendor TCL seeks products that are produced or decorated in Canada first and union made where possible.
- Our preferred Vendor acquires the majority of items from Canada, the USA, and Asia. They use PCNA (US), Debco/HPG, Vispak (Montreal) as their main suppliers that work in Asia, the US and Canada. They are reputable organizations and include product, social and trade compliance commitments and/or a compliance portal on their websites.
- For example, PCNA at <https://www.pcna.com/en-ca/pcna-compliance> states "When conducting factory audits, do you also audit for child safety labor laws? Yes, this is a key component in our Code of Conduct that our factories must abide by."

3. The parts of the business and supply chains that carry a risk of forced labour or child labour, and the steps taken to assess and manage that risk

No part of ONA's business carries a risk of forced labour or child labour.

The only risk comes from sourcing promotional materials and giveaway/gifts.

ONA assesses and manages that risk by issuing a Request for Proposal in which a preference is given to vendors who source products from union-made products of Canadian origin and selecting as its preferred vendor a company that is committed to ethical sourcing including for labour.

ONA regularly reviews policies to improve risk management strategies going forward. Our preferred vendor uses suppliers which are committed to product, social and trade compliance standards, which includes monitoring for child labour.

4. Any measures taken to remediate any forced labour or child labour

During the year ended December 31, 2024, the organization did not identify any instances of forced or child labour within the organization or its supply chains.

5. Any measures taken to remediate 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

During the year ended December 31, 2024, the organization did not identify any instances of forced or child labour within the organization or its supply chains.

6. The training provided to employees on forced labour and child labour

ONA secured a legal expert to provide training on the Act, reporting requirements, and the broader issue of forced labour and child labour to our Board of Directors and leaders. ONA will work towards providing broader training to employees on forced labour and child labour.

7. How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains

ONA assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains by ensuring that it selects vendors/preferred vendors who are committed to using union-made and Canadian made products wherever possible. ONA has also confirmed with its preferred vendor, TCL, that they are committed to ethical sourcing of promotional materials. Our preferred vendor uses suppliers which are committed to product, social and trade compliance standards, which includes monitoring for child labour.

APPROVAL

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.

This report has been approved by ONA's Board of Directors pursuant to paragraph 4(a) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*. I have the authority to bind ONA.

Full name: Erin Ariss, RN

Title: President, Ontario Nurse Association

Date May 26, 2025



Erin Ariss, RN

