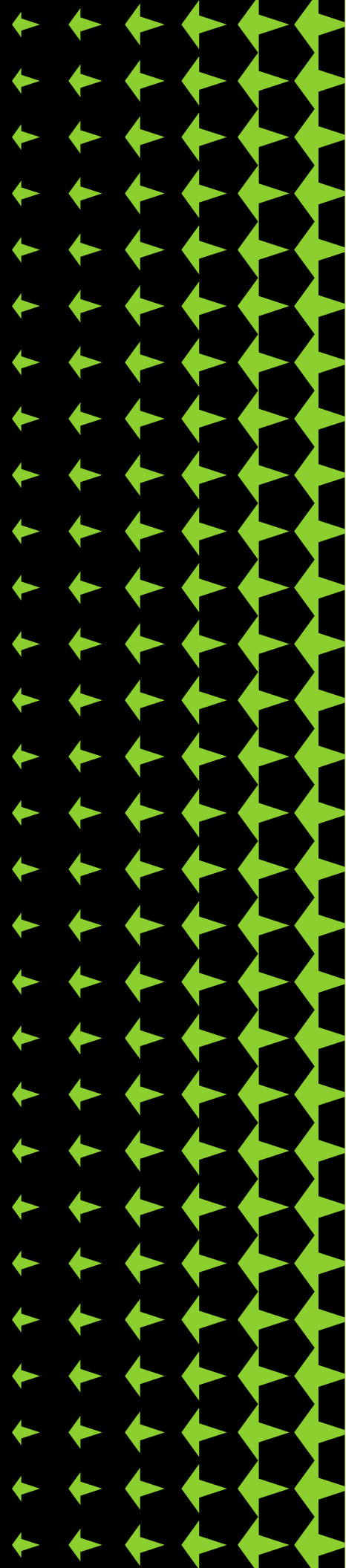




REPORT :

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

May 31, 2024



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 2023 financial year

As part of a trade union, ONA recognises that it has a responsibility to take a robust approach to slavery and human trafficking. ONA is absolutely 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 logos.

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 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.

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 provided 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.

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.

ONA regularly reviews policies and will be incorporating stronger risk management strategies going forward.

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

During the year ended December 31, 2023, 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, 2023, 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 has not provided any training to employees on forced labour and child labour. We have identified this as a gap that will be remedied in the next year.

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 verbally confirmed with its preferred vendor, TCL, that they are committed to ethical sourcing of promotional materials.

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

Title: President, Ontario Nurses' Association

Date May 31, 2024



Erin Ariss