



**ACC** & **AND**

4715 Hwy 101 E  
Timmins, Ontario  
Canada P0N 1H0  
P: 7052353211 F: 7052357117

**AND** \_\_\_\_\_

**B** \_\_\_\_\_

This annual report for the 2022 financial reporting year has been created by Northern College of Applied Arts  
Technology ( " )

- b) Upholding an Occupational Health, Safety & Environmental Policy Statement, which among other things affirms Northern College's commitment to provide a safe and healthy work environment for its students, staff, faculty, contractors, and visitors, and 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 and public sector. Suppliers within this network are required to comply 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 able 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 the Supply Chain Code of Ethics. The Supply Chain Code of Ethics requires suppliers to continuously improve their supply policies and procedures, to improve their supply chain knowledge and skills, 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 in the 2022 financial reporting year, Northern College and its leadership started the process of reviewing and evaluating its policies and procedures with respect to the issues of child labour and forced labour to better understand its responsibilities under the Act.

~~ABC~~      ~~ABC~~      ~~ABC~~

---

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.

~~ABC~~

---

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.

~~ABC~~      ~~ABC~~

---

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.

~~REDACTED~~ \_\_\_\_\_

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-related training may be appropriate.

~~REDACTED~~ \_\_\_\_\_

Northern College does not currently have specific policies and procedures in place to assess its effectiveness reducing and/or eliminating the risk of child labour and/or forced labour in its supply chain.

~~REDACTED~~ \_\_\_\_\_