Workshopping Your First Report under Bill S-211

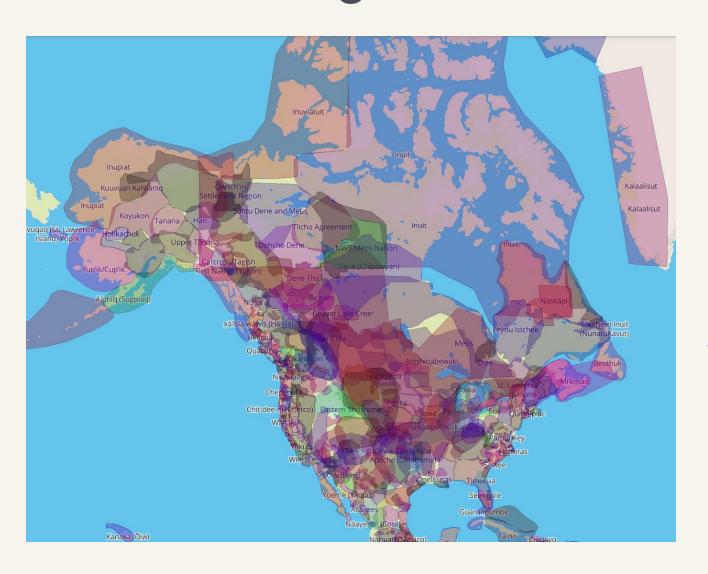
CBSR Members-Only Roundtable





We are guests on this land





LEARN

Learn more about the land we are on and it's history: https://native-land.ca/

REFLECT

 How does the history of that land interact with you? What did you learn while doing your homework?

ACT

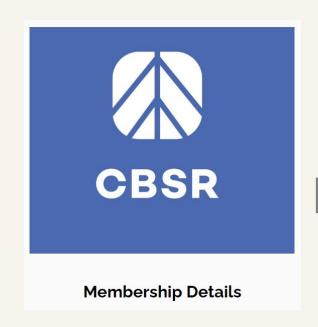
- What actions are you going to do to support the Indigenous communities around you?
- Read about the Truth and Reconciliation Commission of Canada and its 94 Calls to Action.



REMINDER: Find the Program Calendar on our Website



https://cbsr.ca/member-resources/ (Password: Yahoo4CBSR)





Agenda

Time (PT)	Topic
12:00 – 12:05	 Welcome & Introduction Land Acknowledgement Housekeeping
12:05 – 12:20	Background and Best Practice with Melissa Harris • Analysis of poll results
12:20 - 12:40	Member Spotlight: Osler, Hoskin & Harcourt LLP
12:40 – 1:10	 Breakout Discussion What internal support did you use/need for this report? What were the biggest internal/external barriers to creating this report? What have you learned in this first cycle of reporting that will help you in the next round?
1:10 - 1:25	 Group Discussion What opportunities have you identified to go beyond compliance after completing this year's reporting?
1:25 - 1:30	Send off





Virtual House Keeping



Chatham House Rule is in place



Adjust your Zoom display name to show:

Your name, pronouns and company name



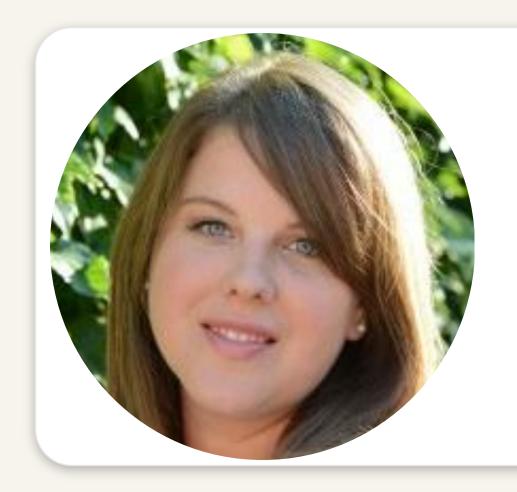
Encouraged to switch on video & actively participate in the chat box and discussions



Tech questions? You can also ask them in the CHAT



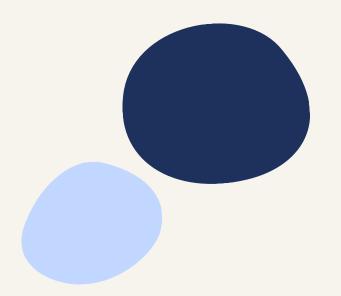
Guest Speaker



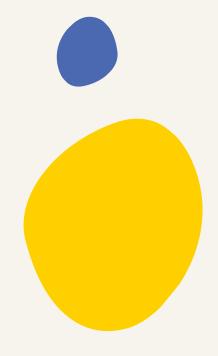
Melissa Harris *Senior Director*







Background & Best Practice

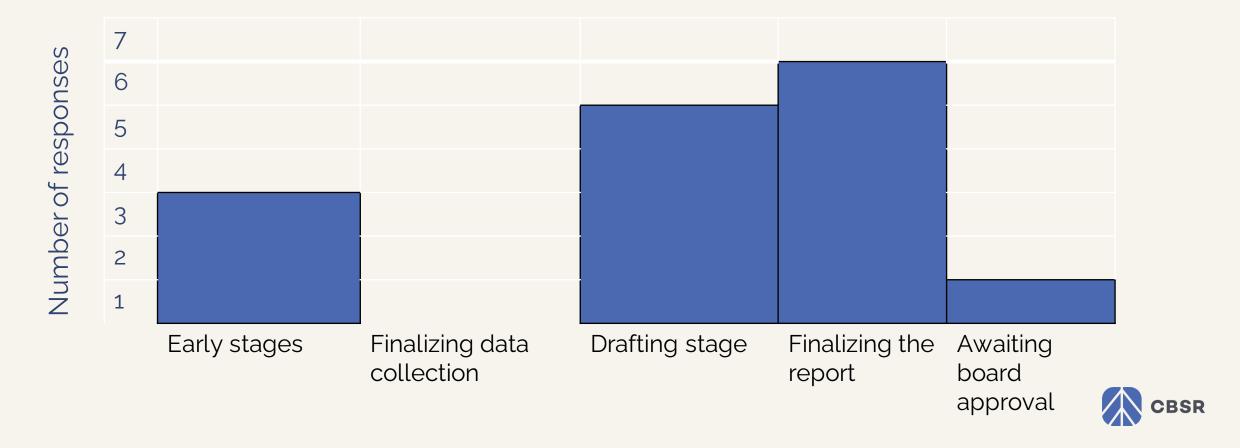






Insights from Registration

How far along is your organization in reporting on bill S-211 for the 2023 period?





Context-setting: the Reality of Modern Slavery

- 49.6 million people estimated to be living in modern slavery worldwide
- 27.6 million of those are in forced labour
 - 17.3 million exploited in the private sector
 - 8% are children
- Data shows increasing prevalence, driven by private sector
- Forced labour exists in all regions of the world and all sectors
- Canada is no exception: almost \$48 billion in goods imported into Canada linked to high risk of forced labour or child labour





Context-setting: Companies are Being Implicated

Lawsuit against Apple, Google, Tesla, and others (re child labour, DRC)

Allegations of Uyghur forced labour in the garment supply chains of Nike Canada Corp. and mining operations of Dynasty Gold Corp. in China

Brazil court fines Cargill in case involving child labor on cocoa farms

By Marcelo Teixeira and Ana Mano

September 26, 2023 4:51 PM PDT · Updated 6 months ago







Congress Spotlights 'Serious' Forced Labor Concerns With Chinese **Shopping Sites**

A congressional investigation into Temu and Shein offered new insight into services that are delivering a deluge of cheap and little-regulated products.

Forced labour from North Korea is tainting the world's seafood supply

China officially denies that these workers are in the country, but a team of researchers identified 15 seafood processing plants that have used more than 1,000 North Korean workers since 2017

IAN URBINA

SPECIAL TO THE GLOBE AND MAIL PUBLISHED MARCH 9, 2024





International Agreements & Canada's Commitments

- International Labour Organization has designated eight fundamental conventions on forced and child labour
 - Canada has ratified all
- UN Sustainable Development Goal Target 8.7: Eradicate forced labour, end child labour in all forms
 - Canada committed to SDGs
- Implications for businesses:
 - Government expects businesses to address and eradicate exploitative practices from their supply chains









Passing of Canada's "Modern Slavery" Act

The Fighting Against Forced Labor and Child Labor in Supply Chains Act

Came into force January 1, 2024, first report due May 31, 2024

Government institutions & entities that produce, sell, distribute, or import goods must report annually on:

- Measures taken to prevent & reduce the risk of forced and child labour
- Policies and due diligence processes, including training
- High risk activities or areas of the supply chain
- Actions taken to remediate impacts
- Process for assessing effectiveness

Reports available in public catalogue & on company webpage





Compliance Checklist

Prior to May 31st:

- ✓ Prepare your report (~10 pages in length)
 - Refer to Guidance on preparing a report
- ✓ Obtain approval and attestation from individuals(s) with the legal authority to bind corporation/entity
 - Follow format for attestation provided in online Guidance
- ✓ Complete online questionnaire
- ✓ Upload report and attestation
- ✓ Publish report on your public webpage

Incorporated entities: Provide the report to shareholders with annual financial statements





Best Practices for Preparing the Report

✓ Use plain language

Remove internal references, acronyms, terms

✓ Report actual actions, not action plans
Include concrete actions taken in the prior
financial year, not just what company intends
to do or aspires to do. Include links to action
plans or other documents

Schedule review with certifying official early

Ensure sufficient time to re-work as necessary

✓ Conduct pre-reviews with other relevant parties first

Public affairs, legal, procurement, others as required

✓ Secure your report

Ensure it is noneditable or readonly ✓ Plan to submit early

Expect IT/systems issues in days leading up to the deadline

Confirm upload to webpage successful

Check that the links work and report is accessible/viewable





Best Practices for Overall Compliance Management

- Has the new regulation been communicated internally?
 - Impacted parties/departments aware of Act and their obligations
- Have clear roles & responsibilities been established, documented?
 - Not just timelines and ownership for reporting, consider indirect processes, policies, and governance, i.e., risk identification, etc.
- Process for compliance assurance
 - How will you verify procedures in place and assess effectiveness?
- Training
 - Employee on-boarding, supplier on-boarding, job hand-over
- How have preventative measures been operationalized?
 - Ex., supply chain mapping & risk assessments: What prompts them to occur? Is it part of procurement screening process? Do risk assessments explicitly include risk of forced and child labour? If risks are identified, are resources in place to develop mitigative measures? Is contract language developed? etc.



Member Spotlight



John Valley
Partner

OSLER



Breakout Discussions

30 minutes

Q1: What internal support did you use and/or need for this report?

Q2: What were the biggest internal and/or external barriers to creating this report?

Q3: What have you learned in this first cycle of reporting that will help you in the next round?



Group Discussion

15 minutes

What opportunities have you identified to go beyond compliance after completing this year's reporting?











Closing Comments

Upcoming Programming:

- Net Zero Working Group #10: Operationalizing Net Zero
 - o April 17, 2024, for all EXCEL and Corporate Members
- The first Peer Coaching meet-up will be on May 1, 2024!

Reminders:

 Let us know if you have other team members to add to our contact list so they can join us at events like this one!





Thank You!