



Fighting Against Forced Labour & Child Labour in Supply Chains Act

for the fiscal year ended December 31, 2024

City of Regina

Regina, Saskatchewan



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Our Organization

Vision

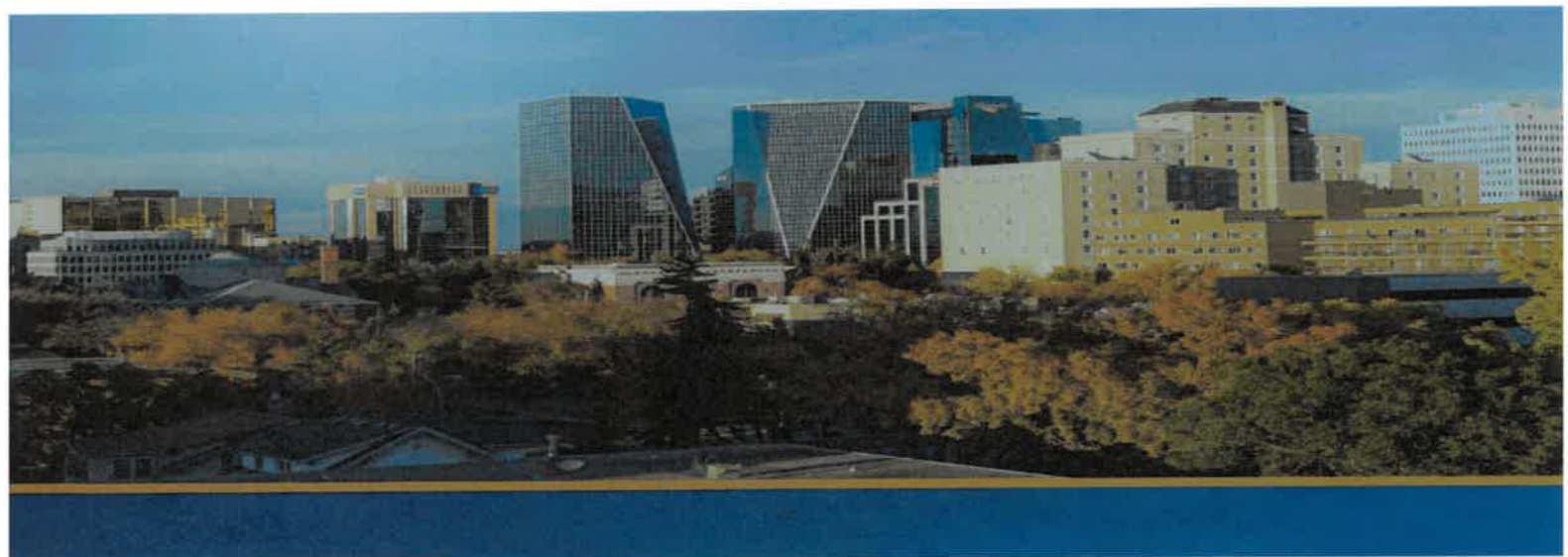
Our vision is to be Canada's most vibrant, inclusive, attractive, sustainable community, where people live in harmony and thrive in opportunity.

Our vision statement provides strategic focus for the future of our community. The key elements of the vision are:

- **Vibrant:** Young people and creative spirits are inspiring dynamic neighbourhoods and an exciting downtown, all of which feature first-rate facilities for health, wellness and artistic expression.
- **Inclusive:** Our community welcomes people. We live the values of respect and trust and celebrate the strength that comes from our diversity.
- **Attractive:** Residents and visitors choose Regina because it's clean, green, lively, friendly, affordable and fun!
- **Sustainable:** People forge a balance between the economic, social, environmental and cultural dimensions of their decisions by serving as stewards of the resources we share and by demonstrating leadership.
- **Harmony:** Empathy and understanding come from, and lead to, being safe in our homes and neighbourhoods; building strong social networks throughout the community creates synergy and sense of belonging.
- **Opportunity:** The entrepreneurial spirit powers Regina as a centre of success where research, innovation and excellence abound.

Mission

We are dedicated to building a strong community by providing reliable, sustainable services.



Path of Reconciliation

Our journey began by acknowledging that we are on the traditional lands of the Treaty 4 Territory, a Treaty signed with 35 First Nations across Southern Saskatchewan and parts of Alberta and Manitoba, and the original lands of the Cree, Salteaux, Dakota, Nakota, Lakota, and the homeland of the Métis.

The City of Regina (City) owes its strength and vibrancy to these lands and the diverse Indigenous Peoples whose ancestors' footsteps have marked this territory as well as those from around the world who continue to be welcomed here and call Regina home.

To recognize the land is an expression of respect and gratitude to those whose territory we reside on, and a way of honouring the Indigenous people who have lived here for thousands of years. It is important that we understand our history that has brought us to reside on the land, and to seek to understand our place within history.



2024 Report on Forced Labour and Child Labour in Supply Chains

Pursuant to *The Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S-211) (Act) which came into effect on January 1, 2024. The Act is part of Canada’s international and domestic commitments to address forced labour and child labour in global and domestic supply chains.

Introduction

The Act requires certain government institutions and private-sector entities to report on the measures taken to prevent and reduce the risk that forced labour or child labour is used by them or in their supply chains.

The purpose of this Act is to implement Canada’s international commitment to contribute to the fight against forced labour and child labour through the imposition of reporting obligations on:

- Government institutions producing, purchasing, or distributing goods in Canada or elsewhere.
- Entities producing goods in Canada or elsewhere or in importing goods produced outside Canada.

As the City is considered an entity under the Act and it imports goods from outside of Canada under its own name, it is required to report under the Act. The City is reporting for the calendar period January 1, 2024 to December 31, 2024. This report was to be submitted to the Minister of Public Safety Canada by May 31, 2025, however, City Administration only became aware of this reporting requirement as an entity under the Act mid-February of 2025, and this is the City’s inaugural report.

The City is responsible for fair, equitable and transparent procurement practices to source goods and services in support of the organization while being in compliance with governing laws and any related trade treaties and agreements. The City has moved to strategy of a best value approach when procuring goods and services to deliver services to the residents of Regina in the categories of construction, consulting, goods and services and technology.

Components of the Report

For the purposes of this report, below is the identifying information about The City:

Reporting entity’s legal name	The City of Regina
Financial Reporting Year	2024
Identification of a revised report	Initial
Business number(s), if applicable	Registered as a municipality with the government of Saskatchewan, as classified under <i>The Cities Act</i>
Identification of a joint report	None
Identification of reporting obligations in other jurisdictions	None
Entity Categorization according to the Act	Corporation (Legal Status and Capacity Part II Sec 4(1))
Sector/Industry	Municipal Government
Location	Regina, Saskatchewan, Canada

Details regarding The City's internal and external governance framework are available in the details of each component listed below:

A. Structure, Activities and Supply Chains

The City is a municipal government incorporated under *The Cities Act (Saskatchewan)*. The City operates under an elected City Council comprised of the Mayor and 10 City Councilors to represent each of the City's wards to ensure equitable representation. The current mayor and council were elected on November 13, 2024 and sworn into office on November 18, 2024. Their term of office ends in November 2028.

The City Administration is administered by a City Council appointed City Manager who oversees all civic departments and who is responsible for the day-to-day operations of the municipal government. The City Manager reports directly to City Council, which serves as the governing authority responsible for strategic oversight, policy direction, and municipal service delivery in accordance with *The Cities Act*. Pursuant to *The Cities Act, Bylaw no. 2003-69 The Regina Administration Bylaw*, provides the City Manager of the City, with all powers, duties and functions of that position given by *The Cities Act*, City Council, or other enactments. Schedule D of *Bylaw no. 2003-69 The Regina Administration Bylaw* specifically provides details around the City's Purchasing Policy. The governing Purchasing Policy is further supplemented by the Indigenous Procurement Policy and the Sustainability Protocol. It is important to note that the City Clerk is the only authority that has the discretion to authorize agreements and append the corporate seal on behalf of the City.

The Executive Leadership Team is the most senior team of administrative officials and is comprised of five Deputy City Managers and the City Solicitor in addition to the City Manager and City Clerk. The Executive Leadership Team makes decisions and recommendations to City Council based on alignment with the organization's mission.

The City supports an inclusive, safe and respectful workplace. In 2024, the City employed approximately 3,000 staff, including permanent, term, and casual positions, and delivered a wide range of services to citizens including water, waste, transportation, community programs, and various infrastructure projects.

The City's supply chain consists of over 710 suppliers with procurement expenditures totaling approximately \$230 million in 2024. Although the majority of suppliers are based in Canada, only 1.8 per cent of the City's total procurement was sourced from the United States, primarily for goods and services such as software, consulting, and equipment parts. While the City did not have any procurements from vendors outside of North America in 2024, it does regularly include sourcing goods and services both within and outside of Canada. Currently, the City does not track indirect suppliers or the countries from which products are sourced.

B. Policies and Due Diligence Processes

Sustainable procurement is an enhancement to value-based procurement. Sustainable procurement leverages procurement dollars to provide maximum economic value to the citizens of the city by advancing reconciliation, equity, inclusion, diversity and well-being objectives. Sustainable procurement applies additional scoring criteria or attributes to the selection process which rewards suppliers for practices that bring value to the local economy through their inclusive and diversity-enabling business practices.

Late in 2023, the City implemented two new procurement tools that should be read in conjunction with the City's Purchasing Policy:

- A Sustainable Procurement Protocol.
- An Indigenous Procurement Policy.

The City's Sustainable Procurement Protocol supports the City's commitment to ethical sourcing, environmental stewardship, inclusive economic development, social responsibility and Indigenous Procurement. The protocol guides procurement decisions to ensure they reflect the City's values and obligations as a public institution.

As part of this commitment, the City expects all suppliers and their subcontractors to meet minimum ethical standards. These standards include adherence to fair labour practices, equitable employee treatment, appropriate compensation and benefits, safe working conditions, and integrity in business conduct.

This Protocol is strategically aligned to assist in the facilitation of:

- Compliance with the Indigenous Procurement Policy and targeted spend of 20 per cent.
- Advancing the City's objective to achieve net zero emissions and become 100 per cent renewable by 2050.
- Advancing the City's objective to create a healthier and more inclusive community that is diverse, equitable, inclusive and accessible.

The Indigenous Procurement Policy outlines the City's commitment to engaging Indigenous is to stimulate Indigenous entrepreneurship, business and economic development, by providing Indigenous Vendors with more opportunities to participate in the economy. The goal being to assist in building businesses capacity by procuring goods and services from Indigenous businesses in Saskatchewan with a targeted 20 per cent minimum of total City spend.

The City has begun to implement these tools using a phased approach providing vendors time and support to evolve their business practices and supply chains to align with the City's procurement goals.

The City evaluates supplier performance on high-value or high-risk contracts. This includes assessing compliance with social and ethical obligations. Suppliers are evaluated on their commitment to social responsibility, including diversity, inclusion, accessibility and support for community-based initiatives. Unsatisfactory performance may affect future contract eligibility or result in suspension or disbarment.

A review of current policies and protocols is being undertaken to more fully address unfair labour practices within and there are plans to incorporate a formal supplier code of conduct as part of this process.

C. Risk Identification and Mitigation

No measures have been taken to map supply chains to date.

The City acknowledges that products imported from higher-risk regions may pose greater exposure to forced labour or child labour. The highest-risk supply categories include apparel, electronics, and construction materials.

While no cases were reported in 2024, the City plans on including labour-related clauses in all public procurement solicitations to mitigate these risks commencing in 2025.

D. Remediation of Forced Labour or Child Labour

To date, the City has not identified any confirmed incidents of forced labour or child labour within its supply chains. Should an incident be identified, the City will work with the supplier to investigate and take corrective actions, including potential contract termination and/or disbarment.

E. Remediation of Income Loss to Vulnerable Families

At this time, the City has not undertaken specific measures to address the loss of income to vulnerable families resulting from efforts to eliminate forced labour or child labour. However, this consideration will be included in future policy development and procurement planning.

F. Training Provided to Employees

No training was provided to employees on forced labour and child labour. The City will be formally training the Procurement and Sustainability team on the *Fighting Against Forced Labour & Child Labour in Supply Chains Act* through a formally recognized program that will ensure that the Procurement staff have the correct tools to providing training on the topic across the organization.

In 2026, the City plans to implement modules on ethical procurement and human rights obligations focused specifically on the risks and indicators of forced labour and child labour into its Full Contract & Procurement Process training program that is directed at City staff that are involved in procurement and supply chain activities.

G. Assessing Effectiveness

No actions have been taken yet to assess the effectiveness of the procurement training program intended to prevent and reduce risks of forced labour and child labour in activities and supply chains.

The City intends to establish performance indicators and conduct regular internal audits of procurement practices beginning in 2026. Effectiveness will be assessed through supplier feedback, compliance reviews, and continuous improvement of procurement procedures.

Attestation

In accordance with Section 11 of the *Fighting Against Forced Labour & Child Labour in Supply Chains Act*, the undersigned attests that the information in this report is accurate, complete, and has been compiled with due diligence for the 2024 reporting year. I have the authority to bind the City of Regina.

Per:



Jim Nicol, City Manager (Acting)
City of Regina

Date: Sept 10 / 2025