



FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS

NOSM University Annual Report for 2024

Response to Bill S-211
May 31, 2024

In accordance with Section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, 2024, NOSM University is required to, on or before May 31 of each year, report on the steps taken during the previous financial year to prevent and reduce the risk that forced labour or child labour is used by NOSM University or its supply chains. The following report sets forth the efforts made to comply with the requirements of the Act during the reporting period.

Entity Information

NOSM University is classified as an entity under the Act as it meets the size-related thresholds described therein.

Entity details are detailed below:

Legal Name	Northern Ontario School of Medicine University
Financial Reporting Year	May 1, 2023 to April 30, 2024
Identification of a Revised Report	N/A
Business Number	864660352
Identification of a Joint Report	N/A
Reporting Obligations in Other Jurisdictions	N/A
Categorization According to the Act	Entity (University)
Sector/Industry	Educational Services, Public Sector
Location	Sudbury, Ontario, Canada and Thunder Bay, Ontario, Canada

Structure

The Northern Ontario School of Medicine (NOSM), created in 2002, made history by becoming Canada's first independent medical university—now known as NOSM University—on April 1, 2022.

In addition to offering a Committee on Accreditation of Canadian Medical Schools (CACMS) fully accredited MD program, NOSM University offers a Master of Medical Studies, Northern Ontario Dietetic Internship Program (NODIP), Medical Physics Residency Education Program (MPREP), Physician Assistant (PAs), and Postgraduate Residency programs accredited by both the Royal College of Physicians and Surgeons of Canada (RCPSC) and College of Family Physicians of Canada (CFPC).

NOSM University has a mandate to be socially accountable to the cultural diversity of the region it serves including Indigenous and Francophone peoples, remote communities, small rural

towns, large rural communities, and urban centres. Evidence of this mandate can be found in the University's curriculum, administrative structure, research program, student demographics, continuing education program, and more. Key indicators related to the success of our mandate are detailed below:

- As of June 2023, NOSM University has graduated 902 MDs—73 are Indigenous and 179 are Francophone. More than half of these physicians have stayed in Northern Ontario.
- On average, 52.67% of NOSM MD grads select Family Medicine as their first choice for residency, compared with 38.20% for all Canadian applicants.
- As of June 2023, 827 residents have completed training in NOSM University's residency programs.
- To date, NOSM University has graduated 16 classes, comprising 197 Registered Dietitians. Notably, 100% of the 2022 graduates are practicing in Northern Ontario.
- NOSM University currently has 42 Indigenous community partnerships who have signed long-term partnership agreements to host students. The long-term partnership provides a framework for both NOSM University and respective signatory to work in collaboration to ensure a successful placement for both community and students.

NOSM University currently admits 78 students into the UME program and 96 into the PGME programs each year. These numbers have the potential to expand to 108 and 116 respectively by the year 2026.

Currently, the University employs 309 people (faculty, librarians, and staff) as well as approximately 1,800 clinical faculty members.

The 2023-2024 operating budget was \$56,760,000.

NOSM University operates under a bi-cameral governance structure, with two governing bodies. The NOSM University Board of Governors is responsible for governing and managing the affairs of the University; the Senate has, subject to approval of the board with respect to the expenditure of funds, the power to determine and regulate the educational policy of the University.

The Board of Governors has a number of committees with delegated responsibilities. These include the Board Executive Committee, Finance, Audit and Risk Management Committee, Governance Committee as well as several ad hoc committees and task forces.

The Executive Group is the most senior administrative body for operational matters at NOSM University. It is responsible for ensuring all operational, financial, and academic administrative aspects of NOSM University function successfully.

Supply Chain Details

NOSM University is committed to ethical sourcing practices. NOSM University is not involved in the production of goods in Canada. NOSM University has very minor dealings in activities with the potential risk that forced labour or child labour is used at any step of the production of goods in Canada.

NOSM University is committed to taking steps to prevent and reduce the risk of forced labour or child labour, even if the risk is considered minor.

The following measures are under development:

1. Supplier vetting: Attestation from suppliers that they are in compliance with labour laws and ethical standards, including any audits or certifications.
2. Code of conduct: NOSM University will develop a code of conduct for suppliers that includes provisions against forced labour and child labour, and how it is enforced.
3. Training and awareness: Training programs will be implemented to educate staff about identifying and addressing labour rights violations in the supply chain.
4. Collaboration: Collaborations with other universities to combat forced labour and child labour.

Further, NOSM University uses a decentralized purchasing model. We encourage the use of Vendor of Record contracts such as Supply Ontario and Ontario Education Collaborative Marketplace (OECM) to ensure we are following the best procurement practices and mitigating forced and/or child labour. We also encourage collaborative purchasing whenever possible through groups such as Ontario University Professional Procurement Management Association (OUPPMA) and Lakehead Purchasing Consortium (LPC). Using these purchasing processes ensures that we are following all current and relevant government mandates and upholding our compliance when it comes to spending funds within the public sector. Our institution's purchasing activities are focused primarily in the following categories: Research, Information Technology, Facilities, Library Acquisitions, Office and Promotional Supplies and Conference Events.

Policies and Processes

As part of the current comprehensive review of the University mandates and policy management system, we will endeavour to embed responsible business conduct (RBC), including due diligence, principles into the policy framework. This lens will be applied to all new and existing policies as part of the policy development lifecycle.

Beyond this, NOSM University has demonstrated its commitment to addressing adverse impacts on human rights, the environment, as well as employment and industrial relations through various working groups, policies, and collective agreements. The [Code of Respect](#) as well as the Human Rights, Anti-Discrimination & Harassment Employment Equity Hiring, and Recruitment, Selection, and Hiring policies are examples of said commitment.

Training and Education

At this time, NOSM University does not provide training and education to employees with respect to forced labour and child labour. We are currently exploring an online training module to be delivered to employees in Procurement, Finance, Research, Human Resources, and Planning & Risk that will inform and educate on the Act and the implications in their areas of responsibility. Training will be mandatory for new and existing employees in these units and will be renewed on a regular basis.

In the future, NOSM University will explore comprehensive ethics training to be offered to all employees.

Assessment of Supply Chain

The majority of NOSM University's purchases are made within Canada and therefore it places us in a position of minimal risk for procuring goods/services that are associated with forced labour and child labour. Our institution focuses on purchasing goods and services from reputable establishments and encourages all staff and faculty to ensure ethical sustainability is at the forefront of their purchases. Extra measures that we currently have in place include our Investments Policy where we screen our investments to ensure Human Rights & Labour standards are followed. We do not invest in companies whose policies, practices and record on human rights and labour standards fall below the recognized standard as identified by Ethical Investment Research and Information Service.

Additionally, the majority of purchases we make do not apply to forced labour and child labour practices. A recent tender we posted included a technical matrix requiring the preferred vendor to agree to ethical practices. We will continue to keep this critical factor in our future tenders.

Approval and Attestation

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.

I have the authority to bind NOSM University.



Sue LeBeau, Chair
NOSM University Board of Governors