

Fighting Against Forced Labour and Child Labour in Canadian Supply Chains

University of New Brunswick
Annual Report
May 2026



Introduction

In accordance with Section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act"), the University of New Brunswick (hereinafter referred to as "UNB" or "the University") is required to prepare an annual report on the actions taken during its previous financial year to prevent and reduce the risk that forced labour or child labour is used in any step of the University's supply chain.

The University's report has been prepared based on data for the financial year ending April 30, 2025.

1. Structure, Activities, and Supply Chains

UNB is a corporation incorporated under the *University of New Brunswick Act* (New Brunswick) which is a provincial statute of New Brunswick. This act outlines the governance structure, powers, and functions of the University, as well as its relationship with the provincial government. It establishes UNB as a public institution of higher education and grants it the authority to confer degrees and diplomas. It also outlines the composition and responsibilities of the University's Board of Governors and Senates, which are key governing bodies responsible for overseeing various aspects of the University's operations.

UNB's Business & Activities

UNB is Canada's oldest English-language university, and New Brunswick's only national comprehensive university. Founded in 1785, UNB's multi-campus institution has a focus on teaching, research, innovation, experiential learning and entrepreneurship.

The University's mission is to inspire and educate its people to become problem solvers and leaders in the world, undertake research that addresses societal and scientific challenges, and engage with its partners to build a more just, sustainable and inclusive world.

The University's operating budget for the 2024-25 fiscal year was approximately \$281.4 million.

UNB's Supply Chain

UNB purchases a wide variety of goods and services to support the many activities related to its ongoing operations. These goods and services are purchased in accordance with the University's procurement policies and procedures, public procurement laws, and applicable agreements.

The University purchased goods, for the 2024-25 fiscal year, primarily from the United States (\$1.3 million), United Kingdom (\$121k), Germany (\$113k), Sweden (\$70k), and China (\$63k). The value of the goods imported was approximately \$1.89 million. The University imported goods mainly related to research including chemicals, laboratory supplies and equipment.

UNB's supply chain includes a wide range of products and services spanning across various sectors including but not limited to textbooks, chemicals, clothing, laboratory supplies,

laboratory equipment, IT equipment and other miscellaneous equipment.

2. Policies & Due Diligence Procedures

Procurement contracts require suppliers to adhere to all applicable laws, including federal, provincial, municipal, local, or other laws, rules, statutes, regulations, orders, codes, judgments, decrees, treaties or other requirements having the force of law.

Standard Supplier Terms & Conditions

The University uses a set of standard terms and conditions with all purchase orders to suppliers and includes technical requirements such as providing services or products in accordance with the laws and statutes of New Brunswick including Workers' Compensation and Employment Insurance laws and all other applicable laws, codes, regulations, rules and orders. It addresses warranties and defects, indemnities, limitations on contract re-assignment, and ethical behaviour.

In addition to the above, the standard Terms & Conditions require suppliers to warrant and agree that they do not and will not use forced labour or child labour in any part of their operations and supply chain.

Code of Ethical Conduct for UNB Apparel Suppliers and Subcontractors

Clothing and apparel is considered a high-risk area for most organizations. To help mitigate this risk, the procurement of clothing and other apparel products at UNB is subject to UNB's [Code of Ethical Conduct for UNB Apparel Suppliers and Subcontractors](#) (the "Code"). The Code has been in place since 2007 and stipulates that all apparel bearing the UNB name, mark, or logo is to have no child labour or forced labour involved in its production, and obligates all suppliers and subcontractors to guarantee their supply and production chain also comply with the Code (see sections 4.1.2.4 and 4.1.2.5 regarding the prohibitions on child labour and forced labour respectively).

Procurement Policy

UNB's procurement policy outlines the procurement code of ethics that ensures all authorized personnel, when dealing with suppliers, adhere to an atmosphere of fair, ethical and legal business practices.

3. Forced Labour and Child Labour Risks

In addition to the above general policies, UNB regularly reviews the listing of imported goods obtained from UNB's customs / import broker to identify and determine potential risk areas (e.g. industry, sector, geopolitical, etc.).

UNB continues to look for ways to implement practices and policies to identify and manage risks of forced labour and child labour in its supply chain. In the upcoming year, UNB intends to:

- Finalize UNB's Supplier Code of Conduct that explicitly addresses forced labour and child labour and requires attestation from suppliers that they have their own policies

and procedures to ensure their supply chain is free from forced labour and child labour.

4. Remediation Measures

UNB is not aware of any instances of forced labour or child labour in its activities and supply chains. As a result, UNB has not taken any remedial measures.

5. Remediation of Loss of Income

UNB 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 a result, UNB has not taken any income remedial measures.

6. Training

The University recognizes its responsibility to raise awareness of the issue of forced labour and child labour in our community. Some finance personnel have participated in foundational training through topic specific webinars, and the University has drafted a training plan for staff on forced labour and child labour risks and best practices. The training will be offered to the wider university community beginning in the fall of 2026.

7. Assessing Effectiveness

UNB does not have specific procedures currently in place to assess its effectiveness in reducing and/or eliminating the risk of forced labour or child labour in its supply chain but does acknowledge the importance of having effective tools and processes in place.

In addition to those noted above, next steps include:

- creating awareness in the broader university community of forced labour and child labour;
- mapping UNB's existing supply chains to focus on high-risk categories; and
- collaborate with other universities as well as Interuniversity Services Inc. to align with industry best practices.

8. Attestation

This Report was approved pursuant to subparagraph 11(4)(a) of the *Act* by the Board of Governors of the University of New Brunswick.

In accordance with the requirements of the *Act*, and in particular section 11 thereof I, the undersigned, attest that I have reviewed the information contained in the report for the entity specified below. 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 specified above.

I make the above attestation in my capacity as the Chair of the Board of Governors of the University of New Brunswick for and on behalf of the Board of Governors of the University of New Brunswick.

I have the authority to bind the University of New Brunswick.

THE UNIVERSITY OF NEW BRUNSWICK

Per: 

Janet Hoyt
Chair of the Board
May 26, 2026