

Fighting Against Forced Labour and Child Labour in Supply Chains Act

hardware, and software, laboratory and scientific equipment and supplies, food services, professional and consultancy services, accommodation for staff travelling, and office supplies.

In the 2023 fiscal year Queen's University sp

Queen's University is a member of the [Workers' Right Consortium](#) (WRC). The WRC provides vital assistance enforcing labour standards put in place to protect workers who make clothing and other merchandise bearing the University's name and logo.

Improper Acts Reporting Policy

Queen's University places the greatest importance on the integrity of its operations and has in place several policies and procedures to address problems that may arise for the university community. Where there are genuine concerns of improper acts within our business or supply chains, employees are encouraged to report under this policy. This policy covers improper acts not addressed under other university policies or procedures. This policy permits university community members to raise concerns about a supply chain or an individual who may be at risk.

The University continues to develop frameworks and processes to address the risk of forced labour and child labour in supply chains. The University will continue to engage with its suppliers on the risk of forced labour or child labour and updates to processes will be reported on annually as part of this annual report.

3. Risk of Forced Labour or Child Labour in the entity's activities and supply chains

The University gathers information on the risk of forced or child labour in its supply chains through the social procurement questions included in its procurement documents. These questions require suppliers to provide Queen's University with information about the organization's pay practices and policies and practices that consider human rights, animal rights, employee wellbeing, community impact, and fair trade. Responses to these questions enable the University to take appropriate steps to manage these risks if and as needed.

To manage the known risk of forced labour and child labour in manufacturing of apparel that bears the Queen's logo, [Standards of Use](#) for Queen's visual identity, name, trademarks, and brands clearly articulate that Queen's University's visual identity should appear only on high-quality products which are produced under legal and fair labour conditions in accordance with [Queen's University | Trademark License Agreement: Schedule C – Code of Conduct](#).

4. Measures taken to remediate any forced labour or child labour

Queen's University has not identified any instances of forced labour or child labour in its activities or supply chains.

5. Measures taken to remediate the loss of income to the most vulnerable families that

