

Bill S-211 An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act – Runnymede Healthcare Centre (Runnymede)

Modern Slavery Report

Introduction:

On May 11, 2023 Bill S-211-Fighting against Forced Labour and Child Labour in Supply Chains Act received Royal Assent to come into force on January 1, 2024. The purpose of the Bill is to reduce the use of forced labour and child labour in supply chains by increasing transparency in the supply chains.

Part of the Act includes a reporting obligation that any government institution producing, purchasing or distributing goods in Canada or elsewhere make a report publically available on or before May 31 of each year on its measures taken to reduce forced labour and child labour. The following report includes these measures that Runnymede Healthcare Centre (Runnymede) has taken to March 31, 2024 for the year 2023/2024.

Our Structure, Operations and Supply Chain:

Runnymede Healthcare Centre is a dynamic and evolving 206-bed rehabilitation and complex continuing care hospital passionately dedicated to serving the community in Toronto's west end. Our purpose is rooted in our mission of placing patients at the centre of their own care and decision-making, driving innovation in rehabilitation and care for medically complex patients and continually raising the bar on quality and safety.

Our interprofessional team delivers comprehensive clinical services to help patients regain their functional abilities and confidently reintegrate into their communities. We care for individuals requiring specialized treatment and daily support that exceeds the capabilities of home or long-term care settings.

Runnymede is a Broader Public Sector (BPS) organization subject to the Broader Public Sector Accountability Act and the Directives designed to improve accountability and transparency, including in the procurement of goods and services.

Runnymede relies on a Purchasing team to make purchases including operational as well as capital, to lease equipment, and to arrange services for each department upon request in order to support hospital operations and patient care.

Runnymede also has a Stores team in charge of inventory management that ensure the availability of essential items at the point of care as well as in the warehouse to minimize downtime and waste.

Runnymede also contracts with two primary strategic procurement and sourcing partners to support hospital operations. The majority of contracts are negotiated by these national Group Purchasing Organizations ('GPOs') and are used by many other hospitals and community-based health care facilities for the procurement of medical supplies, pharmaceutical products, medical devices, and other goods.

Our policies and due diligence processes in relation to forced labour and child labour:

Runnymede is committed to providing a work environment where our core values of Integrity, Compassion, Accountability, Respect, and Excellence are embedded in our culture and consistently guide our actions and interactions. Runnymede does not endorse forced or child labour within our organization or those of our suppliers and/or subcontractors with whom we conduct business.

Runnymede has a Code of Conduct which applies to all board members, executives, employees, medical/professional staff, independent and external contractors, volunteers, placement students, and all other employees of Runnymede. Without exception, this Code applies equally to everyone at all levels within the organization. The Code provides principles, rules, and ethical standards to be used to guide individuals through day-to-day conduct of business. The following principles and policy statements are the guiding characteristics of the code:

- The Hospital complies with all applicable laws, regulations, and practice standards;
- Uphold the values of the Hospital;
- Respect and protect the privacy and confidentiality of all individuals and information subject to relevant legislation and Hospital policies;
- Treat all internal and external members of the community with respect and dignity and without unlawful discrimination;
- Act honestly and responsibly avoiding actual or perceived conflict of interest;
- Promote a safe, secure, and healthy work environment for all; and
- Uphold Runnymede policies and procedures.

The Code also includes a means in which to report failures to comply, as well as report alleged violations via the Concern Report form. All staff are required to acknowledge the Code on an annual basis.

Runnymede also employs a whistleblower policy which outlines the steps for someone to disclose, in good faith, information concerning wrongdoing within Runnymede that may involve ethical, clinical, and administrative concerns.

We make it possible.

In addition, as a BPS compliant organization, Runnymede has also adopted the BPS Supply Chain Code of Ethics as part of our Procurement Policy. The goal of which is to ensure an ethical, professional, and accountable BPS supply chain. The guiding principles of the Code are personal integrity and professionalism, accountability and transparency, and compliance and continuous improvement.

The following steps have been taken by Runnymede during the previous fiscal year for compliance with the Act:

- Attended Webinars to familiarize the organization with the requirements.
- Updated the Supply Chain Code of Ethics and related procurement policies to include the Act.
- Updated contract templates to include language related to the Act.
- Discussed the addition of a vendor attestation to confirm compliance with the Act.

Risk assessment of forced labour or child labour being used and the steps taken to assess and manage that risk:

Runnymede has not undertaken any risk assessment in regards to its activities and supply chains that may carry a risk of forced labour or child labour. As such, there have been no steps taken to assess and manage any risk.

Measures taken to remediate any forced labour or child labour:

Not applicable, we have not identified any information about forced labour or child labour in our activities and supply chains.

Measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains:

Not applicable, we have not identified any measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

Training provided to employees on forced labour and child labour:

Runnymede team works on an approach to implemented any formal training, however the Purchasing Team has been asked to review Bill S-211.

We make it possible.

Assessment of effectiveness in ensuring that forced labour and child labour are not being used in activities and supply chains:

No additional information at this time as we are still in the process of reviewing our activities and supply chains.

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Attestation:

In accordance with the requirements of the Act, and in particular Section 11, I attest that I have reviewed the information contained in the report for the entity listed above. Based on my knowledge, and having exercised reasonable due 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.

Full Name Connie Dejak

Title President & CEO

Date March 19, 2025

Signature 

"I have the authority to bind Runnymede Healthcare Centre."