

Modern Slavery Report

Introduction:

The Fighting Against Forced Labour and Child Labour in Supply Chains Act (Act) came into force on January 1, 2024. The purpose of the Act is to reduce the use of forced labour and child labour in supply chains by increasing transparency in the supply chains.

The Act stipulates that any government institution producing, purchasing or distributing goods in Canada or elsewhere must, on or before May 31 of each year, submit to the Minister of Public Safety, on its measures taken to reduce forced labour and child labour.

The following report includes these measures that Runnymede Healthcare Centre (Runnymede) has taken for the fiscal year 2024/2025 to March 31, 2025.

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.

We make it possible.

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's Code of Conduct 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 principles 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 directives 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.

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.

We make it possible.

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

- Updated the Supply Chain Code of Ethics and related procurement policies to include the Act.
- Updated Request for Quotation (RFQ), Purchase Order and contract templates to include language related to the Act.
- Implemented vendor attestation form for completion prior to payment
- Maintain and track vendors Bill 211 attestation status and completed forms in Runnymede's database.

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 regard to its activities and supply chains that may carry a risk of forced labour or child labour. Runnymede do acknowledge the importance of proactive risk assessment and is strengthening our governance and policy frameworks and exploring methods to evaluate potential risks related to forced and child labour in supply chains moving forward.

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 remain vigilant in monitoring our supply chain practices and will implement appropriate corrective actions if risks or violations are identified.

Training provided to employees on forced labour and child labour:

Runnymede is assessing the need for additional training programs to ensure staff understand the risks associated with forced labour and child labour. Future initiatives may include workshops example onboarding orientation, supplier engagement sessions, and updated procurement protocols.

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

- Runnymede is working to incorporate vendor attestations and compliance checks to confirm adherence to Bill S-211 in procurement contracts.

Bill S-211 An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act – Runnymede Healthcare Centre (Runnymede) 2024/2025

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 2025.05.16

Signature 

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