

TRIUMF Annual Modern Slavery Report

For the financial year from April 1, 2024, to March 31, 2025

Submitted under the Fighting Against Forced Labour and Child Labour in Supply Chains Act



1. Introduction

TRIUMF is Canada's particle accelerator centre and a national laboratory for nuclear and particle physics, isotopes, and accelerator-based science. As an organization with global research collaborations and procurement operations, TRIUMF is committed to maintaining the highest ethical standards across all aspects of its business, including its procurement practices. In alignment with the Fighting Against Forced Labour and Child Labour in Supply Chains Act, this report outlines the steps TRIUMF has taken in the financial year ending March 31, 2025, to identify, prevent, and mitigate the risk of forced and child labour in its operations and supply chains.

2. Structure, Activities, and Supply Chains

TRIUMF Inc. is owned by a consortium of 21 Canadian member universities, comprising a broad and comprehensive network of academic partners that spans from Victoria to Halifax. TRIUMF is a registered charity, and a not-for-profit corporation incorporated under the laws of Canada.

TRIUMF's supply chain includes a diverse range of goods and services sourced both domestically and internationally, such as scientific equipment, construction services, electronics, IT hardware, laboratory consumables, and professional services. As of March 31, 2025, TRIUMF maintained active procurement relationships with 2,618 suppliers, the majority of whom are based in Canada.

3. Policies and Due Diligence Processes

TRIUMF's procurement activities are governed by internal policies that require responsible sourcing, ethical conduct, and compliance with Canadian law and international human rights principles. Due diligence is embedded throughout the supplier onboarding process. New suppliers must provide a self-declaration confirming that forced labour or child labour is not used within their operations or facilities. Some suppliers voluntarily provide additional documentation, such as anti-slavery policies or public commitments affirming their stance against modern slavery. TRIUMF also conducts internal screening of supplier countries using recognized third-



party tools, such as the Global Slavery Index, to assess country-level risks. Procurement policies and procedures are reviewed annually to ensure they remain current with best practices and regulatory requirements.

4. Risk Assessment and Management

TRIUMF applies a risk-based approach to identifying and managing potential exposure to forced or child labour within its supply chain. During the reporting period, 340 new suppliers were onboarded and subjected to due diligence screening. Those new suppliers are primarily registered in Canada, the United States, and 16 other countries or regions. To assess country-specific risks, TRIUMF referenced the Global Slavery Index to identify jurisdictions with a higher estimated prevalence of modern slavery. Notably, none of the 18 countries or regions where TRIUMF's suppliers are registered appear on the Index's list of the top 50 countries with the highest modern slavery risk. Suppliers located in higher-risk regions receive additional scrutiny to mitigate potential exposure. TRIUMF continuously monitors supplier practices and strengthens internal controls to reduce risks throughout its procurement activities.

5. Measures to Remediate Forced Labour or Child Labour

During the reporting period, no incidents of forced or child labour were identified within TRIUMF's supply chain. Consequently, no direct remediation actions were necessary. Nevertheless, TRIUMF is prepared to act swiftly and transparently should any such cases arise in the future, reflecting its commitment to ethical sourcing and human rights.

6. Measures to Remediate Loss of Income to Vulnerable Families

Given that no forced or child labour cases were detected during the reporting period, TRIUMF has not implemented specific measures to remediate loss of income among vulnerable families. However, TRIUMF recognizes the importance of supporting sustainable transitions and remains committed to engaging with partners to mitigate adverse impacts should such situations occur.



7. Training for Employees

TRIUMF ensures that its Procurement and Supply Chain personnel are equipped with knowledge and guidance regarding ethical sourcing practices and relevant human rights legislation, including Canada's modern slavery reporting obligations. This training is incorporated into new staff onboarding and reinforced through ongoing team briefings, especially for those directly involved in supplier onboarding, due diligence, and compliance monitoring.

8. Assessing Effectiveness

To evaluate the effectiveness of its policies and procedures in preventing forced and child labour, TRIUMF conducts an annual internal review focused on procurement activities. This review assesses supplier onboarding documentation, compliance with self-declaration requirements, country risk assessments, and internal controls. TRIUMF also monitors developments in international regulations and best practices to identify potential gaps and opportunities for improvement. The results of these reviews inform updates to policies, enhanced staff training, and improved supplier engagement strategies, ensuring continuous improvement in TRIUMF's efforts to combat modern slavery risks.

9. Summary

Through mandatory supplier self-declarations, comprehensive country risk assessments using the Global Slavery Index, and ongoing internal oversight, TRIUMF has demonstrated a robust commitment to ethical sourcing and supply chain integrity. While no suppliers were found to operate in high-risk jurisdictions during the reporting period, TRIUMF remains vigilant, proactive, and transparent in its approach. These measures exemplify TRIUMF's dedication to responsible procurement and continuous improvement in safeguarding human rights across its operations and supply chains.



10. Approval and Attestation

This report has been reviewed and approved by Chair of the TRIUMF Board of Governors.

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.

Full Name:

Andrew Angus Livingstone

Title:

Chair, Board of Governors

Date:

MAY 26, 2025

Signature:

I have the authority to bind TRIUMF Inc.

A handwritten signature in black ink, appearing to read "A. Livingstone", is written over the signature line.