

# CANADIAN TOURISM COMMISSION 2026 ANNUAL REPORT UNDER THE FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT

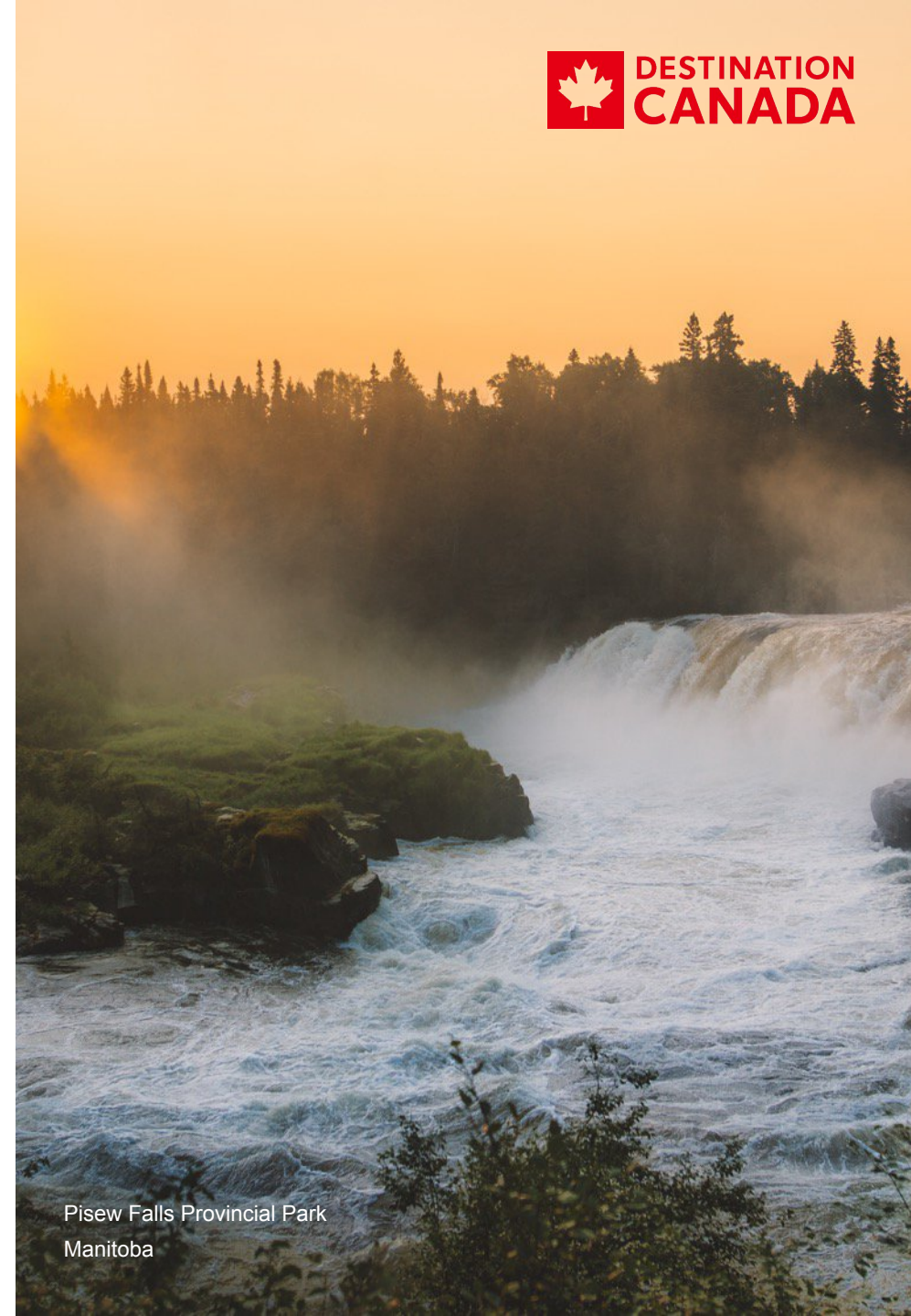


# SUBMISSION INFORMATION

This report is submitted on behalf of the Canadian Tourism Commission (CTC), operating as Destination Canada (DC), in accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”).

CTC is a federal Crown corporation operating primarily in Vancouver, British Columbia, with operations in Canada and international markets.

This report outlines the steps taken between January 1, 2025 to December 31, 2025 to prevent and reduce the risk that forced labour or child labour is used in CTC’s activities and supply chains.



Pisew Falls Provincial Park  
Manitoba

# 1. PURPOSE AND LEGISLATIVE CONTEXT

The Act requires certain government institutions and entities to report annually on measures taken to prevent and reduce the risk of forced labour and child labour in their operations and supply chains.

As a federal Crown corporation and government institution for the purposes of the Act, CTC is committed to upholding human rights standards, supporting responsible business conduct, and aligning with the Government of Canada's broader commitments to ethical procurement and responsible supply chains.

## 2. STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

### Organizational Structure

CTC is governed by a Board of Directors and led by the President and Chief Executive Officer. Procurement and contracting activities are administered through internal procurement functions and, where applicable, federal procurement instruments and standing offers administered by Public Services and Procurement Canada (PSPC).

### Activities

CTC's mandate is to market Canada as a premier four-season tourism destination in domestic and international markets. Activities include marketing campaigns, partnerships, research, industry engagement, and hosting events.



Sea-to-Sky Highway  
British Columbia

# SUPPLY CHAINS

CTC does not manufacture goods. Its supply chains primarily involve the procurement of goods and services in support of marketing and corporate operations. These include:



## Marketing and Advertising Services

Contracts with domestic and international media agencies.



## Events and Conference Hosting

Engagements with vendors supplying event management services, hospitality, catering, and logistics.



## Procurement of Goods

Office supplies, IT hardware, software licenses, and promotional materials.



## Procurement of Services

Professional Services, research firms, consulting agencies, and industry specialists.

While much of CTC's procurement is service-based and low risk, certain categories (e.g., promotional merchandise, electronics) may involve upstream international manufacturing supply chains where forced labour and child labour risks are known to exist.

### 3. POLICIES AND GOVERNANCE

CTC's approach is guided by federal procurement policies and internal governance frameworks.

Relevant instruments include:

- Government of Canada Code of Conduct for Procurement
- Treasury Board policies on procurement and materiel management
- PSPC contractual clauses addressing ethical sourcing and human rights compliance
- Canada's prohibition on the importation of goods produced wholly or in part by forced labour under the Customs Tariff

# 3. POLICIES AND GOVERNANCE

During 2025, CTC updated its Supplier Code of Conduct to explicitly reference:

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- 1 Compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act**

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  - 2 Respect for internationally recognized human rights standards**

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  - 3 Prohibition of forced labour and child labour**

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  - 4 Requirements for suppliers to apply similar standards within their own supply chains**

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The updated Code applies to new contracts and will be integrated into renewal processes.

Governance oversight for compliance with the Act resides with senior management, with reporting provided to executive leadership and, where appropriate, the Board of Directors.

## 4. DUE DILIGENCE PROCESSES

CTC has taken the following steps to strengthen due diligence:

- Leveraging PSPC procurement tools and standing offers that incorporate anti-forced labour provisions.
- Including contractual clauses requiring supplier compliance with applicable labour laws and ethical sourcing standards through the supplier code of conduct.
- Updating its Partnering Agreements' Terms and Conditions to include representations related to forced and child labour compliance.
- Conducting preliminary supply chain mapping to identify higher-risk categories of goods.
- Engaging suppliers, where appropriate, to review their labour standards policies and internal compliance mechanisms.

CTC recognizes that due diligence is an ongoing process and continues to refine its approach in alignment with evolving federal guidance. It aims to further conduct supply chain mapping and review.



New London Lighthouse  
Prince Edward Island

# 5. RISK IDENTIFICATION AND MANAGEMENT

## Risk Identification

CTC has conducted an initial assessment of its supply chain based on government-identified risk areas and external benchmarks.

The following procurement categories were identified as potentially higher risk:

- Branded merchandise and promotional materials, particularly textiles and apparel.
- IT equipment and electronics, due to known global manufacturing risks.
- Certain hospitality and event services delivered in international jurisdictions.
- Office supplies sourced through global distribution networks.

## Risk Mitigation Measures:

To address these risks, CTC has:

- Updated its Supplier Code of Conduct.
- Incorporated responsible sourcing provisions into procurement templates.
- Committed to further refining supply chain visibility for goods involving international manufacturing.

## 6. REMEDIATION MEASURES

CTC has not identified any instances of forced labour or child labour in its operations or supply chains during the reporting period.

Nevertheless, CTC has established and/or reinforced mechanisms to respond to potential findings, including:

- A formal whistleblower mechanism available to employees and stakeholders.
- Corrective action plans for any identified non-compliance.
- A vendor review process to ensure ongoing ethical compliance.
- Commitment to work with suppliers on corrective action plans where appropriate.

Where adverse impacts are identified, CTC will consider appropriate remediation steps in alignment with federal guidance, including measures to mitigate potential loss of income to vulnerable workers, where relevant and feasible.

# 7. TRAINING AND AWARENESS

During 2025, CTC provided and/or facilitated:

Procurement-focused training opportunities for procurement personnel.

Awareness training opportunities targeted towards staff engaged in supplier selection and contract management.

Integration of ethical procurement expectations into onboarding materials.

Encouragement and, where applicable, requirement for relevant personnel to complete Canada School of Public Service (CSPS) training on procurement ethics and responsible supply chains.

CTC plans to expand training coverage in 2026 to further embed awareness across business units.



## 8. ASSESSING EFFECTIVENESS

CTC is in the process of formalizing performance indicators to evaluate the effectiveness of its actions under the Act. Areas under development include:

- Tracking number of contracts incorporating updated forced labour and child labour clauses.
- Monitoring completion rates of relevant employee training.
- Periodic review of procurement categories identified as higher risk.
- Internal policy reviews to ensure continued alignment with evolving federal requirements.

As CTC's supply chain mapping matures, additional metrics may be introduced to strengthen monitoring and accountability.



## 9. APPROVAL AND ATTESTATION

In accordance with Section 6 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, I attest that I have reviewed the information contained in this report. Based on my knowledge, and having exercised reasonable diligence, I confirm that the information presented is true, accurate, and complete for the purposes of this Act.

**Marsha Walden**  
President and CEO  
Canadian Tourism Commission  
Date: April 13, 2026