



REPORT TO

GOVERNANCE AND POLICY
COMMITTEE

SWEATSHOP FREE PURCHASING POLICY F.P.04 (RESCIND)

Drafted

September 26, 2022

Meeting Date

October 4, 2022

R. Putnam, Chief Financial Officer and Treasurer

J. Charles, Coordinator, Procurement Services

RECOMMENDATION REPORT

Vision: *IN GOD'S IMAGE: Growing in
Knowledge, with Justice and Hope.*

Mission: *Nurturing the faith development and academic
excellence of our Catholic learning community through the
love of God, neighbour, and self.*



MULTI-YEAR STRATEGIC PLAN
2022 - 2025

IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope



Brendan Browne
Director of Education

Adrian Della Mora
Associate Director of Academic
Affairs and Chief Operating Officer

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Associate Director of Corporate
Services and Chief Commercial Officer

Ryan Putnam
Chief Financial Officer and Treasurer

A. EXECUTIVE SUMMARY

This report recommends rescinding the Sweatshop Free Purchasing Policy F.P.04 and the inclusion of a regulation in reference to Fair Labour Practices in Purchasing Policy F.P.01, which governs the procurement of goods and services, to ensure the Board's Catholic values and fundamental commitment to social justice and human rights are maintained.

B. PURPOSE

This report outlines the rationale for the proposed rescindment of F.P.04 (Appendix A) and inclusion of a regulation regarding Fair Labour Practices in F.P.01. (Appendix B)

C. BACKGROUND

The Sweatshop Free Purchasing Policy was first approved in November 2005 and was last reviewed and amended in February 2006.

Circumstances at the time with respect to unfair labour practices in the garment industry resulted in the formation of a Catholic Consortium and the adoption of specific policies and procedures to address the situation.

In recent years the evolution of Fair Labour Practices and Standards under the purview of the International Labour Organization, coupled with the introduction of various Trade Agreements and Public Sector Procurement Directives, has resulted in heightened monitoring and scrutiny.

The existing Sweatshop Free Policy introduces a number of measures, processes and expectations that are beyond the Board's control which inherently exposes the Board to non-compliance and potential liability.

Current procurement procedures involve a combination of attestations, checks and balances during the initial vendor selection process and ongoing monitoring during the life of the contract in such areas as insurance, WSIB, financial covenants, conflict of interest and corporate social responsibility.

Vendor management is operational in nature and is managed and maintained by the Procurement Services Department on behalf of the Board.

Staff recommend the following language referencing Fair Labour Practices be incorporated as a regulation into Purchasing Policy F.P.01, which governs the procurement of goods and services, reflecting the Board's commitment to Catholic values, social justice and human rights:

Consistent with its Catholic values and fundamental commitment to social justice and human rights, the Board shall take all reasonable measures to ensure that goods are acquired from suppliers who produce under just, safe and fair working conditions, in accordance with the Labour Standards of the International Labour Organization (ILO).

Where a supplier is deemed to be non-compliant with the requirements and expectations of the ILO Labour Standards, the Board reserves the right to terminate the contractual relationship, without notice or penalty, at its sole and absolute discretion.

D. METRICS AND ACCOUNTABILITY

Procurement Services will ensure appropriate procedures and best practices are maintained in the various procurement related processes and documents to ascertain vendor compliance at the time of selection and throughout the term of contract.

E. IMPLEMENTATION

The amended Purchasing Policy F.P.01 will be posted on the public website and incorporated into the various procurement processes and documents.

F. STAFF RECOMMENDATION

Staff recommends to the Governance and Policy Committee that the Sweatshop Free Purchasing Policy F.P.04 be rescinded.

That a regulation regarding Fair Labour Practices and the Board's commitment to Catholic values, social justice and human rights, be incorporated into Purchasing Policy F.P.01, as outlined in the report.