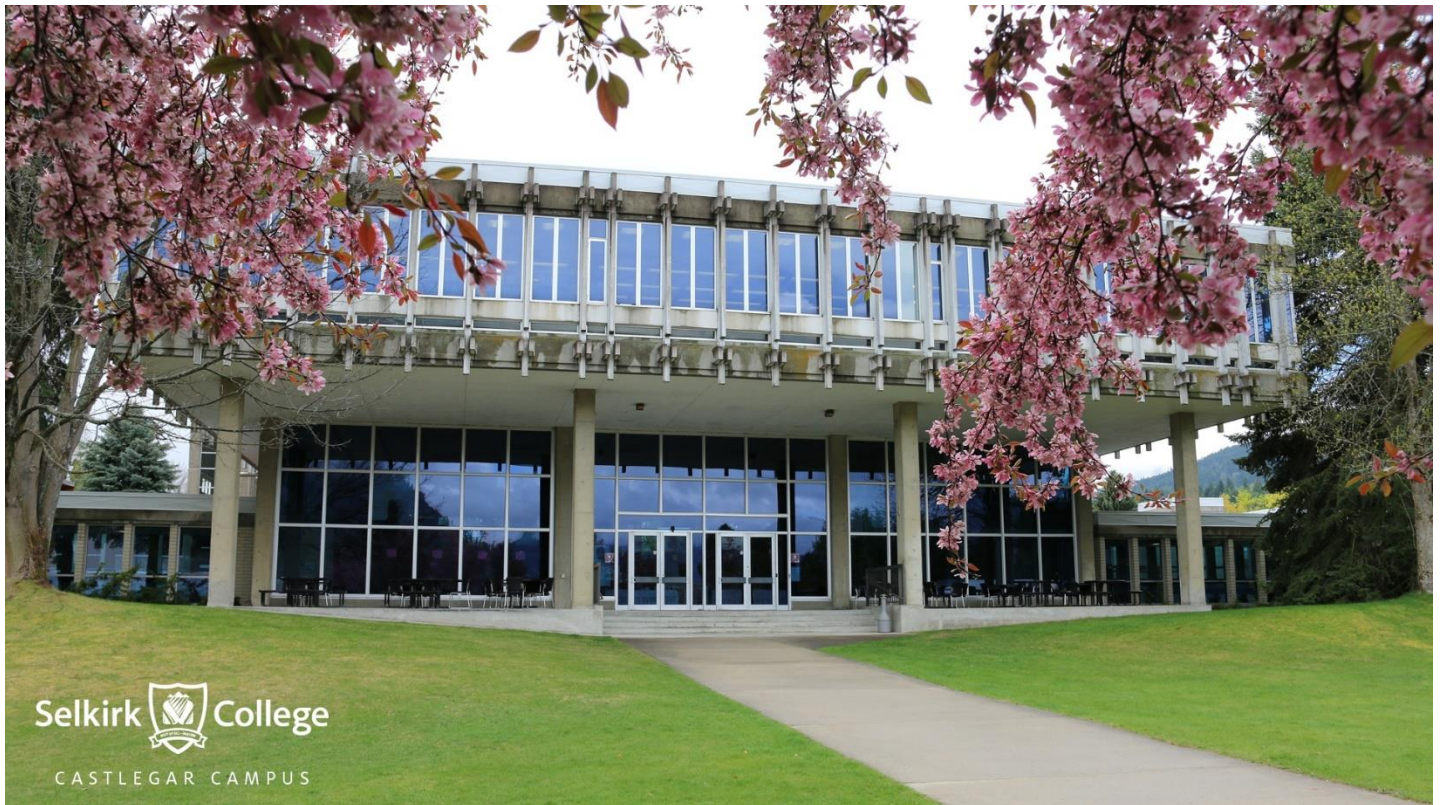


MODERN SLAVERY & HUMAN TRAFFICKING REPORT

FISCAL YEAR 2024-2025



Selkirk  College
CASTLEGAR CAMPUS

Selkirk  College

Selkirk College Modern Slavery and Human Trafficking Report

TERRITORIAL ACKNOWLEDGEMENT

Selkirk College acknowledges the traditional territories of the First Nations of the West Kootenay and Boundary regions: the Sinixt (Lakes), the Syilx (Okanagan), the Ktunaxa, and the Secwépemc (Shuswap) peoples. The mountains, rivers, lakes, and lands of these territories have sustained life and human communities since time immemorial. Learning and education have been part of this land for millennia. Selkirk College is grateful to the keepers of these territories where we live and learn, and the wisdom and beauty that surrounds us.

1. Overview of Selkirk College

Selkirk College is a comprehensive college offering a full range of undergraduate, graduate, continuing studies programs, and applied research. The College employs approximately 600 staff, the majority of whom are located within a 180km radius of its nine campus locations in the West Kootenay – Boundary region of British Columbia. The primary focus of our business is student education, and that service is delivered through our faculty and instructors. That service is supported by the other college departments, and together, the wages paid make up approximately 72% of the annual budget. As a supporting service we offer ancillary services through Bookstores and Cafeterias. For the services the College imports, sells and distributes books for educational purposes, and produces and sells food service items to its staff and students while on campus. The College imports a small number of supplies for the facilities maintenance of a post-secondary institution. The College also has a research department that imports, produces, sells and distributes goods related to its research activities.

2. Reporting

Relating to the financial year April 1, 2024 through March 31, 2025, Selkirk College is submitting this new report in accordance with Bill S-211, Fighting Against Forced Labour and Child Labour in Supply Chains Act as a qualifying entity with the following criteria:

- having assets of at least \$20 million for at least one of its two most recent financial years;
- having generated at least \$40 million in revenue for at least one of its two most recent financial years; and
- employing an average of at least 250 employees for at least one of its two most recent financial years.

3. Practices, Policies and Training

Recruitment

Selkirk College has robust hiring practices and maintains internal controls to ensure that all employees are recruited voluntarily and have mechanisms available to them for grievances.

Activities

The College produces, sells and distributes limited quantities of goods via its Technology Access Centre related to its research activities. Distribution may be both within and outside Canada, and some goods used in these processes are imported from outside Canada.

Policies

Selkirk College does not currently have any policies, due diligence or remediation measures in place related to forced labour and/or child labour, and has not yet started the process of identifying risks of forced labour or child labour being used in parts of its activities, supply chains, sectors or industries.

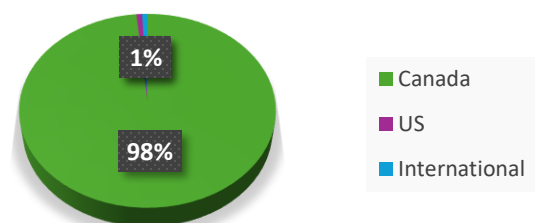
The College's Employee Code of Conduct applies to all employees, directors and leadership in their employment relationship with Selkirk College and highlights their responsibility to respect and promote human rights and equality. Additionally, the College's existing policies on Human Rights, Harassment & Discrimination, and Ethical Conduct of Research Involving Humans all speak to the requirement for the ethical treatment of all people.

Procurement

Selkirk College abides by the guiding principles of public sector procurement to ensure its purchase are made in an open, clear, fair and transparent manner. The College has commenced exploration on a Supplier Code of Conduct. As a member of BCNET, the College is able to leverage active product and service agreements and participate in community groups that advocate for the development of services and best practices in procurement.

The College has a centralized procurement department, ensuring procurement laws and standards are upheld throughout the procurement cycle, whilst also providing appropriate guidance and training to employees on these standards. The chart shows the values of purchases made from within Canada, from the US and from other countries in the 2024-2025 fiscal year.

Fiscal Year 24 - 25



Training

At this time the College does not provide training to employees on forced labour and/or child labour.

4. Commitment to Sustainability, EDI and Indigenization

Sustainability

The College has a strong commitment to Sustainability, Equity, Diversity and Inclusion, and Indigenization. Selkirk College was the first post-secondary institution in Canada to sign the Sustainable Development Goals Accord, the university and colleges' collective response to the United Nations Sustainable Development Goals (SDGs). One of the primary aims of the SDGs is to alleviate human suffering, as part of the goals relating to the "people" key areas.

<https://selkirk.ca/sites/default/files/documents/selkirk-college-sustainability-plan-2023.pdf>

<https://selkirk.ca/about-selkirk/sustainability/sustainable-development-goals>

Equity, Diversity & Inclusion

Selkirk College strives to create an environment that celebrates diversity and where all feel a sense of belonging, requiring a deep commitment to addressing the impacts of colonialism, racism and injustice and the challenges they continue to present, both in our College community and beyond.

https://selkirk.ca/sites/default/files/documents/2023_PLAN_SC_EDI_Online.pdf

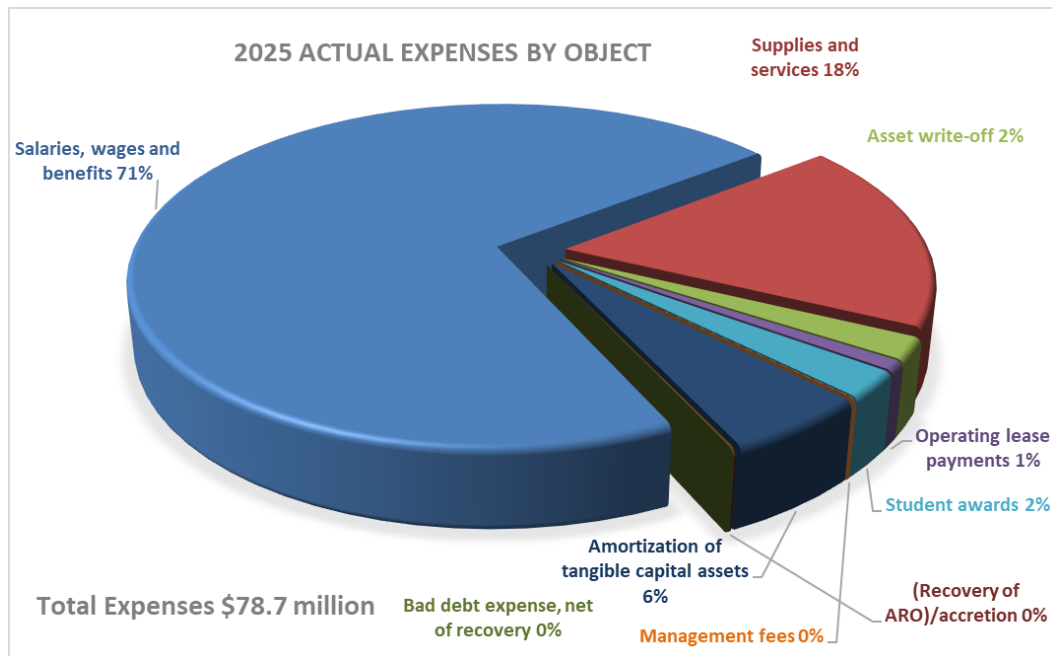
Employees are required to take annual training on creating and maintaining a respectful workplace.

Indigenization and Reconciliation

Selkirk College is committed to reconciliation with Indigenous Peoples. Reconciliation, the intentional process of establishing and maintaining respectful and right relationships with Indigenous governments, organizations, families and learners, involves repairing damaged trust in education systems through respect and reciprocity. We are committed to the Indigenization and decolonization of education. Supporting traditional First Nations, Métis and Inuit approaches to learning, resolving conflict, repairing harm and restoring relationships will inform the reconciliation process.

<https://selkirk.ca/about-selkirk/leadership-governance/plans-reporting/indigenization-plan>

5. Financial Information



6. Attestation

Attestation pursuant to section 11 of the Canadian Act

In accordance with the requirements of the Canadian Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities subject to the Canadian Act. 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.

Signed by

Amed Naqvi, Vice Chair of the Board of Governors
Selkirk College
May 27, 2025