

# FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT — ANNUAL REPORT

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Financial Reporting Year: Year-ended December 31, 2023

# Introduction

This report has been prepared in compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act). It outlines the steps taken by the Toronto Regional Real Estate Board (TRREB) during the financial reporting year noted above, to identify, prevent, and reduce the risk that forced labour or child labour is used in the production of goods imported into Canada by the entity.

## 1. Structure, Activities, and Supply Chains

TRREB is a not-for-profit organization with its head office located in Toronto, Ontario. TRREB serves approximately 70,000 Members who are licensed real estate Brokers and Salespersons throughout the Greater Toronto Area and strives to be the primary real estate resource providing, preserving, and advancing the professionalism and success of all its Members through innovation and leadership. TRREB is the collective voice for both its commercial and residential REALTOR® Members and operates under the direction of an elected voluntary Board of Directors.

TRREB has one wholly owned subsidiary, PropTx Innovations Inc. (PropTx), which provides leading technology service solutions to REALTORS® through a range of tools, insights, and applications that improve the transaction experience for them and the clients they serve. PropTx does not meet the threshold tests under the Act and is therefore not required to report.

TRREB's suppliers are predominantly based in Canada. Our supply chain does include the purchase of a small amount of finished goods from vendors located in China. These goods are shipped to Canada and distributed via TRREB's REALTOR® Store, which provides a wide variety of real estate-related products and other aids to REALTORS®.

Procurement responsibilities are currently handled by one staff member.

## 2. Policies and Due Diligence Procedures

TRREB is committed to promoting the highest standards of business and ethical conduct, as outlined in TRREB's values and its Code of Business Conduct. All employees must demonstrate principled, fair, and honest actions. TRREB's Code of Business Conduct requires compliance with laws and regulations and that employees use good judgment to ensure that ethical standards are met.

TRREB's Respect in the Workplace Policy provides a set of guidelines to ensure the safety and dignity of all employees, so that they may work in a safe and respectful environment. This policy applies to all employees, visitors, volunteers, contractors, and suppliers and outlines complaint reporting mechanisms and the investigation process to address grievances and wrongdoings.

TRREB has not implemented formal policies or due diligence processes related to forced labour or child labour. The organization became aware of the new legislative requirements after the initial reporting deadline had passed. Upon becoming aware, TRREB took immediate steps to assess its obligations and compliance requirements under the Act and prepared this report. TRREB recognizes the importance of transparency and accountability in addressing the risks of forced labour and child labour in global supply chains and is committed to meeting all future reporting deadlines and ensuring compliance with the Act moving forward.

### 3. Forced Labour and Child Labour Risks

TRREB's direct suppliers are predominantly located in Canada and the United States, countries with high standards of labour protection. Given that only a small percentage of goods purchased by TRREB are from suppliers located in other countries, the risks that direct suppliers are using forced and child labour are low. However, TRREB is aware of some risk in our sourcing of products for the REALTOR® Store as they are sourced from a country with prevalence of forced or child labour.

We plan to develop a Supplier Code of Conduct and begin informal discussions with suppliers regarding their labour practices to better identify areas of risk in 2025.

### 4. Remediation Measures

TRREB has not identified any information about forced labour or child labour in our operations and supply chains. Therefore, no remediation measures were undertaken.

### 5. Remediation of Loss of Income

TRREB has not identified any information about forced labour or child labour in our operations and supply chains. Therefore, no remediation measures were undertaken.

### 6. Training

No formal training on forced or child labour risks has been provided to our team during the reporting period. However, basic awareness training for our procurement and leadership staff will be introduced in 2025.

### 7. Assessment of Effectiveness

We do not yet have a formal system in place to assess the effectiveness of our efforts; however, as the adoption of the guidance in the Act is ongoing, TRREB will formalize internal policies and practices to assess risk and explore evaluation tools to track progress and improvements over time.

## Attestation

This Report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of TRREB on May 28, 2025.

In accordance with the requirements of the Act, and in particular section 11 thereof, I, in the capacity of President, attest that I have reviewed the information contained in the report on behalf of the Board of Directors of the Toronto Regional Real Estate Board. 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 within this report.

### Toronto Regional Real Estate Board

Per: 

Name: Elechia Barry-Sproule

Title: President

Date: May 28, 2025

I have the authority to bind TRREB.

