



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

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Financial Reporting Year: Year-ended December 31, 2025

# 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. The organization strives to be the primary real estate resource by 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 and the United States. 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 its values and Code of Business Conduct. All employees must act with integrity, fairness, and honesty. TRREB's Code of Business Conduct requires compliance with laws and regulations and that employees exercise sound judgment to ensure that ethical standards are met.

TRREB's Respect in the Workplace Policy sets guidelines to protect the safety and dignity of all employees, ensuring they can 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.

During the reporting period, TRREB developed a compliance framework relating to forced labour and child labour risks within its supply chains. This included the development of a Supplier Code of Conduct, Vendor Due Diligence Policy, Ethical Sourcing & Supply Chain Transparency Policy, Supplier Self-Assessment Questionnaire, and related procurement compliance procedures and reporting processes, which will be presented to the Board of Directors for approval in 2026.

TRREB established a risk-based due diligence approach focused primarily on procurement categories with elevated inherent risk, including internationally sourced merchandise, promotional products, apparel, signage, printed materials, and event-related goods associated with REALTOR® Quest and the REALTOR® Store.

TRREB recognizes the importance of addressing risks of forced labour and child labour within global supply chains and is committed to continuing to refine and strengthen its procurement controls, supplier engagement practices, training initiatives, and annual reporting processes as part of its ongoing governance and compliance efforts.

### 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 associated with certain products sold through the REALTOR® Store that are sourced from jurisdictions where forced or child labour risks are known to be higher.

During the reporting period, TRREB implemented the compliance framework described in Section 2 to support the identification, prevention, and mitigation of forced labour and child labour risks within its supply chains.

TRREB also began implementing a risk-based due diligence approach focused on procurement categories with elevated inherent risk, including internationally sourced merchandise, promotional products, apparel, signage, printed materials, and event-related goods associated with REALTOR® Quest and the REALTOR® Store.

### 4. Remediation Measures

TRREB has not identified any information about forced labour or child labour in its operations and supply chains. Therefore, no remediation measures were required during the reporting period.

### 5. Remediation of Loss of Income

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

## 6. Training

During the reporting period, TRREB worked with its Procurement Coordinator to build awareness of the requirements under the Act. As part of the development of formal training, the Procurement Coordinator assessed procurement practices, identified areas of potential supply chain risk, and contributed to the development of the compliance framework relating to forced labour and child labour.

TRREB also developed policies, procedures, and procurement controls intended to support ongoing awareness, vendor due diligence, and compliance efforts under the Act along with a training framework to be implemented in 2027 across key roles within the organization.

## 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, 2026.

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: Daniel Steinfeld

Title: President

Date: May 28, 2026

I have the authority to bind TRREB.

