

2025 Modern Slavery Act Report

Fighting Against Forced Labour and Child Labour in Supply Chains Act, S.C. 2023

Identifying information

This report is submitted by Saskatchewan Abilities Council Inc. (operating as SaskAbilities), a single entity, as required in the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, also known as the Modern Slavery Act (the “Act”). The period to which this report relates commenced on January 1, 2025, and ended on December 31, 2025. This is not a revised version of a previously submitted report.

SaskAbilities’ vision is to work together to build inclusive communities for people of all abilities. Our mission is to support people experiencing disability with programs and services to enhance their lives. Our values are: (1) We treat people with respect, honesty and compassion; (2) Our programs and services are client-centred, goal-oriented and accountable; and (3) We value teamwork, excellence and innovation.

Policy Statement with respect to human rights

SaskAbilities fully supports the objectives of the Act and opposes the use of all forms of forced/child labour, including in our operations and our supply chains. Respect for human rights is fundamental to our values and to the well-being of the communities in which we operate.

As set out in the United Nations Guiding Principles on Business and Human Rights (“**UNGPs**”), business enterprises have a responsibility to respect internationally recognized human rights. The responsibility to respect human rights requires that business enterprises: (a) Avoid causing or contributing to adverse human rights impacts through their own activities and address such impacts when they occur; and (b) Seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products, or services by their business relationships, even if they have not contributed to those impacts.

During the 2025 reporting period, SaskAbilities continued to monitor and assess for evidence or the potential for our operations to cause, contribute to, or be directly linked to adverse human rights impacts, including forced/child labour. Currently, we are of the view that there is low risk that our operations have caused or contributed to adverse human rights impacts.

SaskAbilities is headquartered in Saskatoon, Saskatchewan.

Steps taken to prevent and reduce risk of forced and child labour

What steps have been taken to prevent and reduce the risk that forced labour and/or child labour is used at any step in the production of goods? – Section 11(1)

SaskAbilities believes respect for human rights is fundamental to our values and to the well-being of the communities in which we operate. We fully support the objectives of the Act and oppose the use of all forms of forced/child labour, including in our operations and our supply chains.

In 2025, SaskAbilities took steps to continue to promote the objectives of the Modern Slavery Act, including:

- Gathered information on new SaskAbilities’ suppliers by:
 - Determining the type of supply provided
 - Determining primary country of origin

- Distributing written supplier code of conduct and affirmation and responding to inquiries
- Educated new employees about the Act and discussed its application during team meetings
- Monitored employee recruitment and workforce:
 - For evidence of forced/child labour
 - By continuing to ask new candidates being considered for employment if they are seeking employment by their own choice as well as being free to make their own decisions
 - By providing guidance to employees conducting interviews on how to respond and actions to take if a candidate indicates they may be a victim of forced/child labour
- Responded to inquiries from companies and organizations requesting SaskAbilities' compliance with their initiatives and codes of conduct in relation to maintaining workplaces that are free of forced/child labour.

Structure, activities, supply chains

Structure of SaskAbilities – Section 11 (3)(a)

SaskAbilities is a registered charity that operates under the authority of *The Non-profit Corporations Act, 2022*, of Saskatchewan. It provides programs and services to individuals experiencing disability in Saskatchewan and serves people of all ages and abilities. Operating as a single entity, SaskAbilities has assets over \$25 million and employs about 500 individuals across Saskatchewan.

Activities involving supply chains – Section 11 (3)(a)

In delivering its mission and realizing its vision, SaskAbilities operates business centres that provide manufacturing in sewing, wood products, metalwork, and commercial/industrial assembly fields. A range of products provide work experience and training for individuals in real-work settings and provide revenue to assist with programming and service delivery. Products include custom crates, stakes, lath, manufacturing coveralls, veterinary linens, ringette equipment and clothing, real estate signs, bulk mail services, and packaging and sorting of high-volume materials. Products are mostly sold within the province of Saskatchewan and within Canada; however, some wood materials are shipped to the United States and Europe.

In addition to business centres, SaskAbilities manufactures and customizes Orthopaedic products and distributes a variety of assistive devices and equipment to individuals throughout the province of Saskatchewan. Products and equipment include prosthetic devices, braces, splints, customized foot products, specialized wheelchair seating, wheelchairs, walkers, tub transfer devices, commodes, safety poles, and customized pediatric wooden equipment. Orthopaedic products, assistive devices, and equipment are sold and/or distributed in Saskatchewan only.

Approximate sales and distribution volume is \$12 million.

Supply chains – Section 11 (3)(a)

SaskAbilities uses supply chains to:

- Provide raw materials for products and materials that are manufactured, sold, and/or distributed by SaskAbilities
- Provide finished goods or nearly-finished goods for customization, sale and/or distribution
- Provide finished goods for re-sale and/or distribution.

Most supply chains are located within Canada; however, some raw materials, finished, or nearly-finished goods are sourced from the United States, China, Taiwan, Mexico, and Europe. Approximate total supply chain volume for SaskAbilities is \$10 million.

Policies and due diligence processes

What policies and due diligence processes are in place related to forced and/or child labour? – Section 11(3)(b)

Procedures are in place to inform suppliers of SaskAbilities' supplier code of conduct, affirmation, and the important role they play in keeping forced/child labour out of operations and supply chains. SaskAbilities will consider updating existing policy or developing new policy in relation to forced/child labour in 2026 as well as reviewing the supplier code of conduct that was developed in 2024.

Activities and supply chains that carry risk of forced and child labour

Has the organization identified activities and supply chains that carry a risk of forced and/or child labour being used? – Section 11 (3)(c)

SaskAbilities has long-standing relationships with many of its suppliers, the majority of which are located in Canada and the United States. SaskAbilities purchases one particular type of supply directly from a supplier in Taiwan and has done so by wire transfer for many years. This supplier and SaskAbilities have reciprocated with their own supplier codes of conduct.

SaskAbilities purchases medical and accessibility-related equipment from larger suppliers in the United States. Some of this equipment is sourced from and/or assembled in Mexico. These larger United States suppliers that SaskAbilities purchases directly from have supplier codes of conduct in place.

Measures to remediate forced or child labour

Has the organization taken any measures to remediate any forced labour or child labour in its activities and supply chains? – Section 11(3)(d)

SaskAbilities has not taken measures to remediate forced/child labour as no forced/child labour has been identified in activities or supply chains.

Measures to remediate loss of income to vulnerable families

Has the organization taken any measures to remediate the loss of income to the most vulnerable families that results from any measures taken to eliminate the use of forced labour or child labour in its activities and supply chains? – Section 11(3)(e)

Having not identified any forced/child labour in its activities and supply chains, SaskAbilities has also not identified any loss of income to vulnerable families resulting from measures taken, as no measures were taken.

Training for employees on forced and child labour

Does the organization currently provide training to employees on forced labour and/or child labour? – Section 11(3)(f)

New employees are informed of the requirements of the Modern Slavery Act. Formal, mandatory training for employees regarding the Act, its application to SaskAbilities, and the important role employees play is underway and will be hosted on SaskAbilities online Learning Academy in 2026.

Assessing effectiveness

Does the organization currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and/or child labour are not being used in its activities and supply chains? – Section 11(3)(g)

SaskAbilities does not currently have policies and procedures in place to assess its effectiveness in ensuring that forced/child labour is not being used in activities and supply chains.

Approval and attestation

Approval of the annual Modern Slavery Act report by the governing body of SaskAbilities’ – Section 11(4)(a).

At the January 28, 2026 meeting of the Board of Directors of SaskAbilities, the following motion was unanimously passed:

That, in accordance with Section 11(4)(a) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, the Board of Directors reviewed and approved SaskAbilities’ Modern Slavery Act report prepared for the period January 1, 2025 to December 31, 2025.

An attestation shall be signed by a member of the governing body of SaskAbilities – Section 11(5)(a)(b).

At the January 28, 2026 meeting of the Board of Directors of SaskAbilities, the following motion was unanimously passed:

That, in accordance with Section 11(5)(a)(b) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, the Board of Directors authorizes the President of the Board to execute and deliver the attestation regarding SaskAbilities’ Modern Slavery Act report prepared for the period January 1, 2025 to December 31, 2025.

Attestation

I attest, on behalf of the Board of Directors of Saskatchewan Abilities Council Inc., that the Board of Directors reviewed the information contained in its Modern Slavery Act report prepared for the period January 1, 2025 to December 31, 2025; that the Board of Directors exercised reasonable diligence in reviewing the report; and that the information contained in the report is true, accurate, and complete. This report is prepared pursuant to the criteria for a single entity and is approved by:



Paul Blackstock
President of the Board of Directors
Saskatchewan Abilities Council Inc.
January 28, 2026