



## **Annual Report: *Fighting Against Forced Labour and Child Labour in Supply Chains Act***

**Reporting Period:** April 1, 2024 to March 31, 2025

### **Introduction**

This report has been prepared in accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (“the Act”) for fiscal year April 01, 2024 to March 31, 2025.

This Report was developed following consultation with Ross Memorial Hospital (RMH) personnel and personnel from Mohawk Medbuy Corporation (MMC), and outlines actions taken by RMH during the fiscal year to prevent and reduce the risk of forced and/or child labour within its operations and supply chains.

### **Structure/Activities**

RMH is a 187-bed community hospital with a proud history extending back over 120 years, serving more than 80,000 local residents and 35,000 seasonal visitors. The hospital is one of the largest employers in the region, with more than 950 staff members, 140 credentialed physicians, and roughly 125 community volunteers.

RMH offers a wide variety of acute and continuing care services, including a 24/7/365 emergency department, obstetrics, orthopaedics and ophthalmology, outpatient dialysis, a schedule 1 mental health program, Level 3 Intensive Care Unit, restorative seniors care, rehabilitation and palliative care, a progressive health promotion program for chronic disease management, and a full range of diagnostic imaging, including MRI.

Additional information about RMH, including its annual reports and audited financial statements is available at [www.rmh.org](http://www.rmh.org).

### **Supply Chains**

RMH’s supply chain activities include purchasing a broad range of goods and services from international, national, regional and local suppliers.

RMH engages with HealthPro, a Group Purchasing Organization (GPO), and Mohawk Medbuy Corporation (MMC), a Shared Services Organization (SSO), for a majority of its supply chain activities. Both organizations are subject to their own reporting under the Act. RMH relies on letters of attestation and their annual reports outlining compliance with the Act.

### **Policies and/or Due Diligence Processes**

RMH will work toward:

- Embedding responsible business conduct into policies and management systems

- Identifying and assessing potential and actual adverse impacts in operations, supply chains and business relationships
- Ceasing, preventing or mitigating potential and actual adverse impacts

### **Risks in Activities / Supply Chain**

RMH did not identify any instances of forced labour and/or child labour in its operations of supply chains during the reporting period.

RMH will move forward in partnership with its SSO and GPO to minimize the risk of forced and/or child labour in its supply chains.

Known risks include:

- Volatility in Global Supply Chains – Supply chain volatility during the COVID-19 pandemic has led to many vendor amalgamations resulting in reduced availability
- Existing Contracts – Vendor and supplier contracts that were in existence prior to the Act coming into effect

### **Remediation Measures**

Not applicable. RMH did not identify any instances of forced labour and/or child labour in its operations or supply chains during the reporting period.

### **Remediation Measures - Loss of Income**

Not applicable. RMH did not identify any instances of forced labour and/or child labour in its operations or supply chains during the reporting period.

### **Employee Training**

RMH will ensure continued awareness of materials related to the Act is shared with the following groups/staff:

- Board of Directors
- Senior Leadership Team
- Leadership with oversight for Supply Chain and Procurement, Finance, Human Resources, and Quality and Risk Management.

### **Assessing Effectiveness**

RMH will work with its SSO and GPO to measure the effectiveness of their actions to address forced labour and child labour, including by tracking relevant performance indicators.

There is no additional information at this time as RMH is still in the process of reviewing activities and supply chains.



ROSS MEMORIAL  
HOSPITAL  
Kawartha Lakes

## ATTESTATION FORM

**Prepared in accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”)**

**From:** **Christine Norris**  
Chair, Ross Memorial Hospital Board of Directors

**Kelly Isfan**  
President & CEO, Ross Memorial Hospital

**Date:** **June 5, 2025**

**Period:** April 1, 2024 to March 31, 2025 (the “Applicable Period”)

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On behalf of Ross Memorial Hospital (the “Hospital”), I attest to:

- The completion of the Annual Report required of the Hospital pursuant to section 11 of the Act;
- The review and approval of the information contained in the Annual Report by the Hospital’s Resources and Audit Committee and the Hospital’s Board of Directors;
- The Hospital’s compliance with the Act during the Applicable Period as outlined in the Annual Report.

In making this attestation, I have exercised the care and diligence that would reasonably be expected of a Board Chair and President & CEO in these circumstances, making due inquiries of Hospital staff that have knowledge of these matters.

Christine Norris  
Board Chair, Ross Memorial Hospital

I have authority to bind the Corporation

Kelly Isfan  
President & CEO

I have authority to bind the Corporation