



Athabasca
University

Canadian Modern Slavery Report

For the period April 1, 2024, to March 31,
2025



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Athabasca University

Proudly situated in Athabasca, AU is honoured to serve as Alberta's and Canada's only open university, providing more than 35,000 students with accessible and flexible online bachelors, masters, and doctoral programs, as well as professional and personal development courses and micro-credentials.

The university provides educational services to students in Canada and throughout the world. Part of this service includes providing textbooks and other course materials, which are purchased from suppliers both within and outside of Canada. These course materials are packaged and provided to students as part of the registration process. All course materials are supplied to students as a course package; the university does not sell individual items to students.

The university also engages in primary research, which occasionally requires specialized equipment that may be sourced from Canadian or international suppliers. As part of its marketing and promotional efforts, the university purchases some branded material such as sweaters, hats, and other items.

As the university is in Athabasca, Alberta, all the university's employees reside in Canada. Although the university provides the flexibility for many of its staff to work remotely, all are required to live in Canada. The university also engages various specialists on a contract-for-service basis to assist with various functions, including but not limited to, course-development, instructional services, specialized information technology services, and other administrative duties.

Fighting against Forced Labour and Child Labour Statement

Canada's [*Fighting Against Forced Labour and Child Labour in Supply Chains Act*](#) (the Act) requires certain entities to submit a report to the Minister of Public Safety. As AU is in Alberta and has more than \$20 million in assets, \$40 million in revenue, and averages more than 250 employees, it has prepared this report to fulfill its obligations under the Act.

Risk Management in our Supply Chains

This report covers the period from April 1, 2024, to March 31, 2025. The university is committed to applying fair business practices to ensure the fair treatment of all its vendors. When selecting its suppliers, the university considers the vendor's reputation, stability, reliability, quality of products and services, and competitive pricing. All procurements for the university are conducted in accordance with the [*Supply Chain Canada Code of Ethics for Professionals in the field of Supply Chain Management*](#), which includes a requirement that the university will be cognizant of the social



rights extended to all people, including the conventions of the International Labour Organization with respect to labour standards.

Our Policies and Due Diligence Regarding Forced and Child Labour

The university's Code of Conduct for Members of the University Community, along with its values, align well with the Act. As the vast majority of the university's business is conducted in Canada (over 88% in fiscal year 2024-2025), the university assesses the risk of forced labour and child labour in its supply chains to be low.

Athabasca University is not aware of any instances of forced or child labour in our supply chain, and therefore, no remedial measures were taken.

Key Performance Indicators

The university has developed reports supporting Key Performance Indicators (KPIs) related to forced and child labour.

Action Plan and Progress

The university's values underpin its commitment to the fight against forced and child labour. Several action items were identified in the previous report. The list below includes progress on previous items as well as new items for the upcoming year.

- Identify all suppliers located outside of Canada.
 - The university developed internal reports to list all suppliers located outside of Canada.
- Perform a risk assessment of all such suppliers to determine the level of risk related to forced and child labour.
 - A risk assessment was conducted on the top 10 international suppliers, all of which were determined to be low risk. When determining risk, the university examined the supplier's location, product category, and existing policies regarding forced and child labour.
- Develop an action plan for addressing any risks identified.
 - No risks were identified in the reporting period.
- Increase awareness of the risks of forced and child labour for decision-makers who influence supplier selection.
 - All staff members within the university's purchasing units were briefed on the Act as well as the managers under the Vice President, Finance and Operations & CFO.
- Update the university's Purchasing Policy to include references to the Act in the updated version.



Approval and Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for Athabasca University. 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 purpose of the Act, for the reporting year beginning April 1, 2024, and ending March 31, 2025.

Signed:

*Original signed by Byron Nelson,
Chair, The Governors of Athabasca University*

Byron Nelson

Chair, the Governors of Athabasca University
I have the authority to bind the corporation.

May 29, 2026

Date