



Canadian Construction
Association
Best Practices Services

Insight into corporate reporting responsibility:

Navigating Canada's Forced Labour and Child Labour in Supply Chains Act



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Introduction

The Canadian Construction Association (CCA) and its members are increasingly being asked to demonstrate leadership in ethical business practices—not just on project sites, but across their entire supply chains. Recognizing the global rise in forced and child labour, the federal government introduced new legislation on January 1, 2024, with the enactment of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (formerly Bill S-211). This law requires certain Canadian entities, including many in construction, to report annually on the steps they are taking to identify and address these risks within their operations and supply networks.

This document was developed specifically for the Canadian construction industry to explain why this legislation was introduced, what it means in practice, and how organizations can begin—or strengthen—their efforts to comply. It outlines key reporting obligations, early insights from the first year of disclosures, and practical approaches for assessing and mitigating human rights risks in construction-related supply chains.

With growing public and regulatory scrutiny, transparency and due diligence are no longer optional—they are a fundamental part of doing business. This resource is designed to support CCA members in staying ahead of expectations, safeguarding reputation, and contributing to a more responsible and resilient construction industry.

Origins of the Fighting Against Forced Labour and Child Labour in Supply Chains Act

Global supply chains have become vast, interconnected systems that are essential to economic growth—but with that complexity comes increased risk. As trade and commerce expand, supply chains are often entangled with opaque practices that can conceal serious ethical issues.

One of the most urgent global concerns is the persistence of modern slavery and other human rights violations. According to Walk Free, an international human rights organization, more than 49 million people were living in conditions of modern slavery in 2021—an increase of 10 million since 2016. The organization defines modern slavery as situations of exploitation where individuals are unable to leave due to threats, violence, coercion, deception, or abuse of power.

In Canada, modern slavery is less visible but still present. An estimated 1.8 cases per 1,000 people—or roughly 69,000 individuals—are affected. While Canada ranks relatively low on global vulnerability measures, the existence of any level of modern slavery highlights the ongoing need for vigilance, prevention, and stronger safeguards across all sectors.

The Canadian government is addressing this challenge through new legislation. Formerly Bill S-211, *An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff* (the Supply Chain Act) became a law on January 1, 2024. The Act requires certain entities and government organizations to disclose the actions they are taking to identify and mitigate forced and child labour.

The first report deadline was May 31, 2024. This date is an annual submission date, requiring organizations to disclose each year. A total of 5,795 reports were submitted. Of the total, 145 were from government organizations and 5,650 were from reporting entities. Public Safety Canada continued to accept reports after this deadline and by July 31, 2024, the report total was 6,303.

Organizations were required to report on the actions taken to identify forced and child labour within their supply chains, as well as the mitigation measures implemented in the previous financial year. While there were no requirements to undertake any specific activities, organizations were aware of the potential reputational risk involved as the reports would be publicly accessible.

At the end of September, Public Safety Canada published their [2024 Annual Report to Parliament](#). This publication highlights the current state of play for fighting forced and child labour in supply chains. The report includes data from the initial 5,795 but reports continue to be accepted and published in the online catalogue to encourage transparency.

What do we know?

Of the 5,650 reporting entities (not including the government institutions), 81.95 per cent (4,630) are headquartered in Canada, 13.52 per cent (764) in the United States (U.S.), and 4.53 per cent (256) are headquartered in other countries. The largest representation of reporting entities was manufacturing, wholesale trade, and retail trade at 38.3 per cent, 22.3 per cent and 21.8 per cent respectively. The construction industry represents approximately 10 per cent of the reporting entities.

Part of the report requires entities to discuss what actions they have taken to identify risk of forced and child labour. The data from the entities show:

- 38.2 per cent (2,156) confirmed they had identified parts of their activities and supply chains that carry risk of forced and child labour;
- 39.4 per cent (2,225) had started the process for identifying risks but highlighted there were gaps in their assessments; and
- 22.4 per cent (1,268) had not started their process of identifying risks.

Next year's report to Parliament is anticipated to show a positive shift in these figures as more organizations begin implementing processes to identify and address human rights.

Remediation activities

Identifying risk is only the first step—actively working to prevent it requires a more deliberate and sustained effort. Encouragingly, many entities are already taking action.

The most common action mentioned for preventing forced and child labour was the use of software systems to regularly monitor and audit suppliers, vendors, and partners. Certain entities reported they require suppliers, vendors, and/or partners to complete self-assessment questionnaires. Some had also implemented a code of conduct for these third parties.

It may be argued that a code of conduct by itself is not sufficient to prevent human rights violations. More rigorous assessments should be undertaken to mitigate human rights risks and meet internationally recognized best practices. Further due diligence is required to identify where the risk really is. It requires a combination of tools, assessments, and in-person validation to provide the most accurate picture of human rights risk. Actively preventing forced and child labour requires a significant amount of stakeholder engagement over a long period.

The report to Parliament data incorporates the following data points:

- 2,816 entities state they conduct internal assessments of risk of forced and child labour on their activities and supply chains;
- 2,545 entities implement due diligence policies and processes for identifying and prohibiting the use of forced and child labour in their activities and supply chains';
- 2,174 entities monitor their suppliers; and
- 2,088 entities reported they are developing and implementing policies and procedures to fight against forced and child labour.

Other actions that legal entities are undertaking include employee training. Such training is an important step to educate employees on potential signs of human rights risks and abuses.

44.4 per cent (2,506) of entities indicated they provide training to their employees on forced labour and/or child labour. Of those:

- 39.8 per cent (998) stated the training was mandatory for all employees;
- 22.6 per cent (567) stated the training was mandatory for employees making contracting or purchasing decisions;
- 29.1 per cent (730) stated the training was mandatory for some employees; and
- 8.4 per cent (210) stated the training was voluntary.

The mentioned actions go a long way for identifying and mitigating human rights risks, especially for employees directly engaged with procurement activities. Organizations with strong policies, processes, and education programs will increase the likelihood of preventing forced labour and child labour. Engaging with the supply chain directly is another action to take to further reduce human rights risk.

Preventing forced and child labour should be a collaborative effort across the world. Working together reduces supplier burden and increases the chances of identifying risk and preventing vulnerable individuals, whether an adult or child, from being exploited for someone else's gain.

Human rights due diligence

The federal government's Fall Economic Statement was announced on December 16, 2024, which outlined their plan to implement legislation associated with human rights due diligence. This legislation will be similar to existing global legislation such as Lieferkettengesetz, Germany's transparency act, as well as the European Union's Corporate Sustainability Due Diligence Directive (CSDDD).

Canada's evolving approach to human rights is positioning the nation as a global leader in the commitment to advancing and protecting human rights. With the Supply Chain Act, this newly announced due diligence plan, and the plan to develop a Canadian disclosure standard, Canada is building one of the world's most comprehensive processes for identifying and preventing human rights risks.

The 2024 Fall Economic Statement outlined the following information:

Eradicating forced labour from our supply chains

Forced labour is never acceptable anywhere in the world and we must ensure that our global supply chains remain free from these abuses. That is why in Budget 2024, Canada announced a commitment to eradicate forced labour from Canadian supply chains.

The 2024 Fall Economic Statement announces the government's intent to introduce legislation to create a new supply chain due diligence regime, requiring government entities and businesses to scrutinize their international supply chains for risks to fundamental labour rights and take action to resolve these risks. A new oversight agency will be created to ensure ongoing compliance.

The 2024 Fall Economic Statement announces the government's intent to introduce legislative amendments to strengthen Canada's ban on imports of goods produced with forced labour, including increasing the onus on importers to demonstrate that their supply chains are free of forced labour. To implement these new regimes, the 2024 Fall Economic Statement proposes to provide \$25.1 million over two years, starting in 2025-26, to Global Affairs Canada and the Canada Border Services Agency.

Although a timeline has not yet been associated with the development and implementation of this proposed legislation, it does show the intent of the federal government to take action to fight against modern slavery within Canada and across the global supply chains with which Canadian businesses engage.

Corporate reporting responsibility: What every construction company needs to know

Who is required to comply with the Act

Since it was introduced on January 1, 2024, the new legislation has been applied to government institutions and Canadian entities meeting one or more of the following thresholds:

- Government institutions producing, purchasing or distributing goods in Canada or elsewhere.
- Any entity (corporation, trust, partnership, or other unincorporated organization) that is listed on a stock exchange in Canada, has assets or a place of business in Canada, or does business in Canada, and meets at least two of the following conditions based on the entities most recent financial year:
 - o It has at least \$20 million in assets;
 - o It has generated at least \$40 million in revenue; and/or
 - o It employs an average of at least 250 employees.

What happens if a company fails to comply with the Act?

Entities or government institutions subject to the Act must submit an annual report on or before May 31 each year. Failure to comply, or submitting false or misleading information, may result in financial or legal penalties depending on the nature of the non-compliance. The Act currently advises that consequences may include:

- Fines up to \$250,000
- Prosecution of directors, officers, or other responsible individuals of the entity or government institution
- Prosecution of employees, agents, or others associated with the entity or government institution

Beyond the legislative penalties that may be brought against the entity or government institution, there are also other significant implications when failing to comply including damage to brand reputation and the financial impact of a loss of consumer or shareholder confidence. It can take a very long time to build up positive brand recognition, however, it does not take long to seriously damage it.

What is involved in taking a risk-based approach to supply chain due diligence?

A risk-based approach enables companies to identify the industries, geographical locations, or specific suppliers that present the greatest risk. This insight provides businesses with the opportunity to work more closely with suppliers to improve human rights and environmental processes. Risk-based thinking has been used in many disciplines and is specifically mentioned in the OECD Guidance for Responsible Business Conduct.

The key steps to a risk-based approach to supply chain management are:

- **Identify and prioritize risks:** The first step is to identify potential risks in the supply chain, such as forced labour, child labour, environmental pollution, or animal welfare violations. Companies should prioritize risks based on their severity and likelihood of occurrence.
- **Conduct due diligence:** Once risks are identified, companies should conduct appropriate levels of due diligence on their suppliers to assess their compliance with relevant laws and standards. This may include conducting audits, site visits, or engaging with stakeholders.
- **Mitigate risks:** Companies must take steps to mitigate identified risks in their supply chains. This may involve communicating and collaborating with suppliers to address non-compliance, terminating relationships with non-compliant suppliers, or providing training and capacity building.
- **Monitor and review:** Companies should continuously monitor their supply chains for potential risks and review their risk management processes to ensure they are effective. This may involve regular supplier audits or conducting risk assessments in response to changing circumstances.
- **Reporting:** Companies must report on their due diligence processes and outcomes, including the identification and mitigation of risks. The law requires companies to provide public reports on their compliance with the law.

By taking a risk-based approach, companies can identify and address potential risks in their supply chains, promote responsible business conduct, and ensure compliance with Canadian and international human rights legislation. This approach helps companies to minimize potential harm to the people in their supply chains and promote sustainable business practices.

Insights: Identifying and addressing modern slavery risks in the construction supply chain

When addressing human rights risks, including modern slavery, best practices in due diligence involve a combination of proactive risk identification, transparency, and collaboration. Key elements of these best practices include conducting thorough assessments, ensuring effective worker engagement, and developing clear policies for risk mitigation.

One effective method for identifying and mitigating human rights risks within the supply chain is through worker engagement. For example, Achilles has long utilized its Ethical Site Survey to directly engage with workers in a confidential and safe environment. These surveys can reveal issues like the imposition of recruitment fees or unexplained pay deductions, which are common indicators of modern slavery risks. Addressing these issues can lead to improvements in recruitment practices and greater transparency around wages and payroll.

Management system audits can also help assess whether suppliers' policies align with their on-the-ground practices. This audit process not only identifies discrepancies between stated policies and actual practices, but also provides an opportunity for collaboration between buyers and suppliers. This collaborative approach ensures that ethical standards are upheld not just in theory, but in day-to-day operations.

Another critical best practice is to ensure that workers understand their rights and are aware of the risks they face. For example, a construction site survey found that approximately 65 per cent of respondents had never been educated about the signs of modern slavery or trained on how to report exploitation. This gap in awareness presents a significant opportunity for improvement. By offering more comprehensive training programs and making workers aware of their rights, businesses can reduce the likelihood of exploitation within their supply chains.

In terms of policy, businesses should have clear and enforceable contracts that outline worker rights, wages, and conditions. In industries like construction, particularly when workers are hired on short-term contracts, this lack of formal documentation can increase the risk of exploitation. Best practices in this area include providing workers with access to formal contracts, clear terms of employment, and a thorough understanding of their rights.

One of the challenges in implementing best practices is the complexity of global supply chains. In regions where workers are often employed through multiple layers of subcontractors or temporary agencies, risks can be harder to detect. Site level audits and surveys can help identify risks and uncover issues that may not be visible in higher-level assessments. For instance, when surveying a site with a complex subcontractor network, it was possible to identify workers being paid below the living wage. This data allowed the client to work with the supplier to adjust wages and ensure fair compensation for all workers.

Data collected through surveys and audits can also support broader policy change. Shared insights with governmental and non-governmental organizations can contribute to the development of stronger regulations and policies aimed at reducing modern slavery. This collaboration between private and public sectors can help create a framework for ethical business practices that can be adopted across industries.

While these practices offer an effective approach to mitigating risks, it is important to recognize that challenges persist. Despite ongoing efforts, exploitation risks remain in many industries, and businesses must continue to innovate and collaborate to find solutions. For example, data from Achilles' Ethical Business Program has shown a link between certain employment practices, like recruitment fees and higher risks of forced labour. Ongoing vigilance, constant improvement in due diligence processes, and a commitment to ethical business practices across the supply chain are essential.

In conclusion, a proactive and systematic approach to managing human rights risks in their supply chains is beneficial for construction companies. By regularly conducting audits, site surveys, and engaging directly with workers, companies can identify potential issues early on. Clear contracts, supplier transparency, and training on modern slavery awareness help mitigate risks empower workers to report concerns. Adopting a comprehensive and transparent approach to due diligence strengthens both compliance and the overall integrity of the supply chain.

Findings from the Ethical Business Program

Worker interviews provide primary data insights into the presence of modern slavery risks within the supply chain. The following insights were developed through the analysis of thousands of responses to critical questions asked during worker interviews as part of the Ethical Business Program, conducted between 2021 and 2024. These insights can help organizations understand potential risks within their supply chains, guiding management to focus on areas that need attention and identify the types of individuals most at risk.

Several findings stand out as being particularly concerning. While the number of findings may be statistically low, either individually or combined with other factors, they highlight the potential for greater risks.

The following examples illustrate key areas of concern:

- **Restricted access to personal mobile phones:** Three workers reported being restricted from using their phones.
- **Recruitment fees:** 20 workers reported paying recruitment fees before employment.
- **Payment issues:** 10 workers said they were not paid directly into their own bank accounts.
- **Unexplained post-employment deductions:** 110 workers reported deductions taken after employment that had not been explained, aside from the expected tax deductions.

In many cases, migrant workers, particularly those with limited English proficiency, were involved in these situations. Their immigration status and language barriers may increase the risk that these individuals don't fully understand their employment terms or their rights.



Insight one: Health and safety

Health and safety risks in the construction industry continue to be a significant concern. Ensuring workers are aware of health and safety policies and procedures is critical for mitigating these risks.

The data shows:

- Approximately three per cent of respondents did not receive health and safety briefings in a language they can understand.
- Around 45 per cent of respondents were not provided with new or replacement Personal Protective Equipment (PPE) free of charge.

What companies can do

Companies should ensure that all workers receive comprehensive health and safety training in a language they can understand. This includes providing regular health and safety briefings and ensuring that all workers are equipped with PPE at no cost.

By prioritizing worker safety and promoting an environment where health and safety concerns can be raised without fear of reprisal, companies can significantly reduce health and safety risks on-site.

Insight two: Modern slavery

Modern slavery remains a serious concern across various industries, including construction. Despite legislative actions like Canada's new Supply Chain Act and increased focus on modern slavery, awareness among workers often remains limited.

Data from worker interviews shows that:

- Approximately 65 per cent of respondents reported that they had not received any training or awareness sessions regarding modern slavery in the workforce.

What companies can do

Companies should incorporate modern slavery awareness training into their induction processes, ensuring that workers understand the signs of exploitation and know how to report concerns. Conducting regular training and creating clear communication channels can help workers become more aware of their rights and how to recognize unethical practices.

Insight three: Wages and rights

Wage-related issues are common indicators of potential exploitation, with workers earning below the living wage or facing unexplained deductions. Ensuring fair pay is vital in preventing forced labour and modern slavery.

Insights show that:

- 110 respondents reported that post-employment deductions were made without explanation.
- 63 respondents stated their pay was below the living wage.

What companies can do

To protect workers' rights, companies should ensure that all wages meet or exceed the living wage standards. Employers should also provide transparent pay structures, explain all deductions to workers, and avoid any form of unauthorized deductions. Ensuring workers are paid directly into their bank accounts can also help protect against exploitation.

Insight four: Conditions of employment

Unclear or informal employment terms can lead to exploitation, particularly when workers are unaware of their statutory rights.

Data indicates:

- 33 per cent of respondents reported receiving employment arrangements verbally or via text, rather than through formal documentation.

What companies can do

Employers should provide workers with written contracts that clearly outline employment terms, wages, and rights. These contracts should be in a language workers understand. Companies can also introduce an onboarding process that includes a thorough explanation of workers' rights and expectations to reduce misunderstandings.

Insight summary

The findings from interviews with workers highlight several issues within the construction industry, including unclear employment terms, unauthorized deductions, lack of modern slavery awareness, and health and safety concerns.

While data from 2022 and 2023 indicate some progress, significant challenges remain. Many of these issues are linked to the structure of the supply chain, which often includes temporary and migrant workers who may be at greater risk of exploitation. The risk is exacerbated further when we consider the often transient and unstructured nature of site-related construction activities. It is not uncommon for auditors to speak with individuals who were asked to work via text message the day before arriving on site.

Organizations can use the insights gained from this data to focus their efforts on high-risk areas, such as ensuring all workers receive proper contracts, health and safety training, and modern slavery awareness. Companies should also establish clearer communication channels and collaborate with subcontractors and suppliers to enforce fair practices throughout the supply chain.

The findings also demonstrate the importance of creating a standardized approach to employment conditions and ensuring that all workers are equipped with the knowledge and resources to recognize and report exploitation. By doing so, companies can mitigate risks and contribute to broader efforts to address modern slavery in the construction sector.

Through a proactive, intelligence-led approach, companies can better prioritize high-risk areas, improve worker welfare, and ensure that supply chain partners are adhering to ethical standards.

OECD guidelines for due diligence

The Organisation for Economic Co-operation and Development (OECD) has guidelines for due diligence in the context of responsible business conduct, focusing on areas such as human rights, labour standards, environmental protection, and anti-corruption. These guidelines are known as the “OECD Due Diligence Guidance for Responsible Business Conduct.”

A key element of the OECD Due Diligence Guidance is a six-step process for companies to follow to help identify and mitigate the potential risks associated with their business activities.

The guidance is important because it provides a structured and comprehensive approach to due diligence, that helps companies identify, assess and mitigate risks, foster responsible business conduct, and contribute to a more sustainable and ethical global business environment.

As more and more companies globally find themselves having to comply with supply chain legislation such as the recently approved Corporate Sustainability Due Diligence Directive (CSDDD) or LKSG in Germany, The *Fighting Forced and Child Labour in Supply Chains Act* in Canada, BRSR Core in India and Åpenhetsloven in Norway, the availability and implementation of an internationally recognized framework is becoming increasingly important.

Having an OECD-defined approach to supply chain due diligence offers several advantages and addresses key challenges faced by businesses operating in global supply chains including:

Global standards and consistency

The OECD-defined approach provides a globally recognized and consistent framework for supply chain due diligence which draws on recommendations from other international standards. This common framework facilitates communication and understanding among businesses, governments, and stakeholders worldwide, ensuring a shared understanding of responsible business conduct.

Comprehensive guidance

The OECD guidance covers a broad range of issues, including human rights, labour, environment, and anti-corruption. This comprehensive approach helps companies address multiple dimensions of responsible business conduct, promoting a holistic and systematic evaluation of supply chain risks.

Legal and regulatory compliance

Adhering to the OECD-defined approach helps companies comply with international standards and expectations for responsible business conduct. It assists in navigating the complex landscape of legal and regulatory requirements related to supply chain practices across borders, reducing the risk of legal liabilities. It also supports more efficient reporting – as companies can collect information once and use it to meet a wide range of disclosure and reporting requirements.

Market access and competitiveness

Companies adhering to the OECD guidelines may find it easier to access international markets. Many consumers and business partners prefer to engage with companies that demonstrate a commitment to responsible business conduct, providing a competitive advantage in the global marketplace.

Stakeholder trust and reputation

Following an internationally recognized due diligence framework signals a commitment to responsible and ethical business practices. This, in turn, helps build trust among stakeholders, including consumers, investors, and local communities. Enhancing a company's reputation for ethical conduct can positively impact brand value and competitiveness.

Risk management and resilience

By systematically identifying and addressing risks, companies can enhance their overall risk management strategies. This contributes to the resilience of the supply chain, making businesses better equipped to handle disruptions, whether caused by natural disasters, economic shifts, or other unforeseen events.

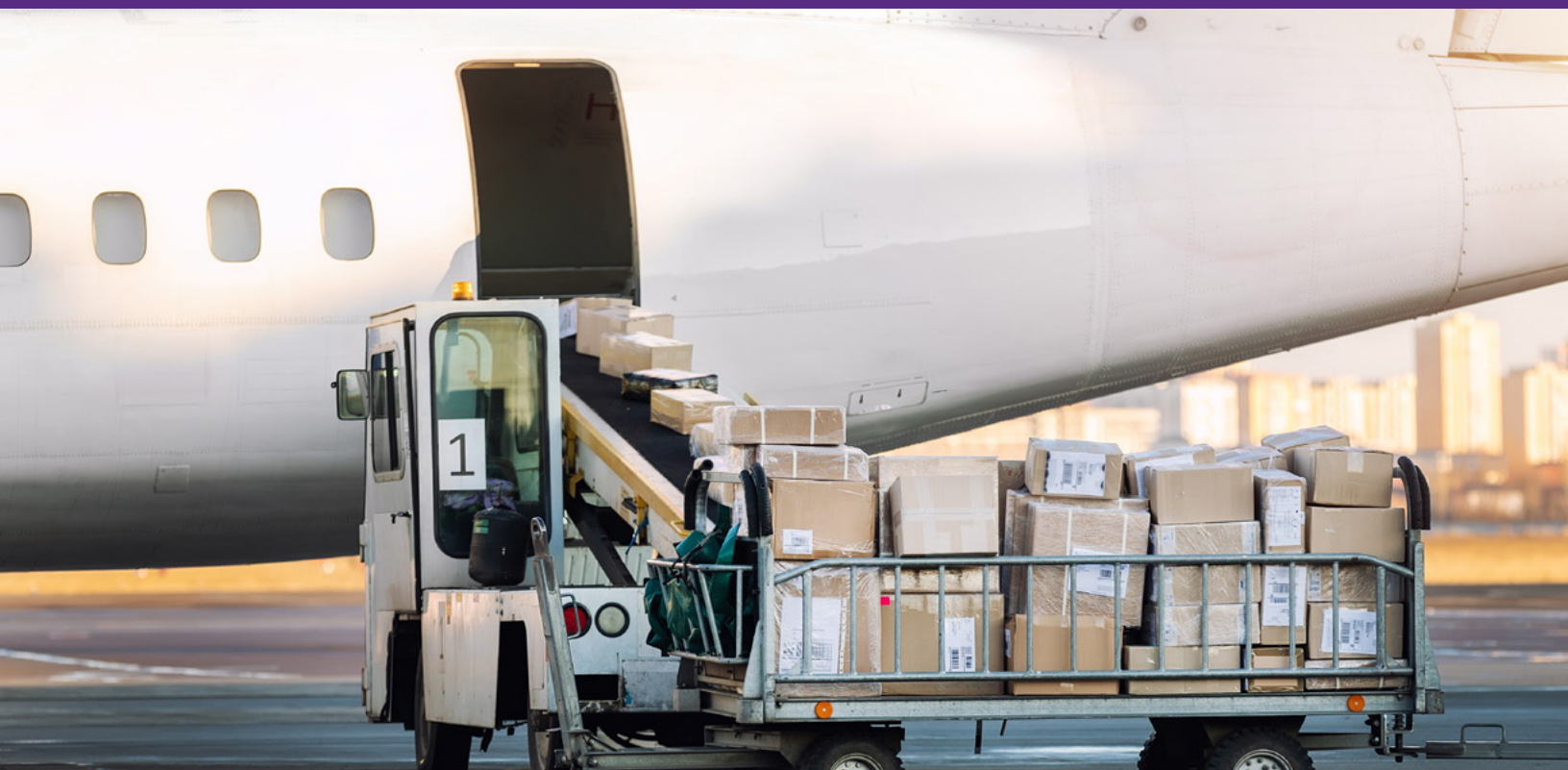
Alignment with sustainable development goals (SDGs)

The OECD-defined approach aligns with broader global initiatives, including the United Nations Sustainable Development Goals (SDGs). Companies that integrate responsible business conduct into their supply chains contribute to societal goals related to sustainability, poverty reduction, and social equity.

Facilitating collaboration

A standardized approach fosters collaboration among businesses, governments, and other stakeholders. Companies can share best practices, collectively address challenges, and work towards common goals, creating a more collaborative and supportive business environment.

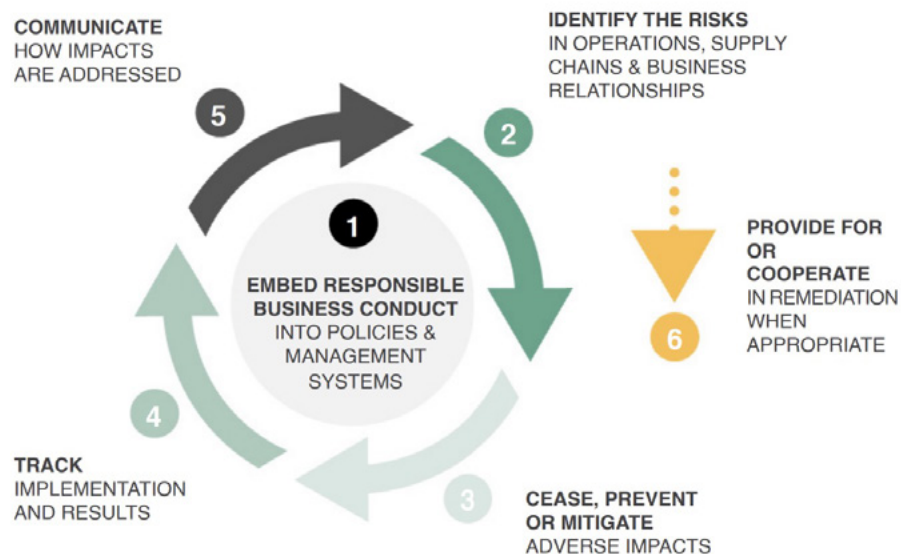
An OECD-defined approach to supply chain due diligence offers a structured, comprehensive, and globally recognized framework. This helps companies identify and address risks, meet stakeholder expectations with greater confidence and share information to improve standards – and in doing so contribute to building a more sustainable, ethical, and resilient global business environment.



Overview of the six stages

The OECD's Due Diligence Guidance advocates a six-step process for companies to follow to identify and manage the potential risks associated with their business activities.

The OECD guidance starts with embedding responsible business conduct into policies and management systems through strong leadership and governance and works through a process that incorporates risk assessment, risk mitigation, performance tracking and improvement, and reporting. It also emphasizes the importance of communication and collaboration with other businesses, governments, civil society organizations, and other stakeholders to address common challenges and promote responsible business conduct on a broader scale.



Further detail on these stages can be found in other [Achilles white papers](#).



Conclusion

The insights presented throughout this white paper shed light on important areas within the construction sector, particularly regarding health and safety, modern slavery awareness, wages, and employment conditions. Data and audit findings reveal that these are areas of concern that have a tangible impact on the well-being of workers, especially in complex supply chains involving migrant labour.

Though challenges remain, particularly with subcontractors and migrant workers, there are actionable steps that the construction industry can take to both prevent issues and meet Canada's recently introduced regulatory requirements. These include enhancing worker protections, improving recruitment processes, and collaborating with industry stakeholders to address potential risks.

By integrating these practices into day-to-day operations, construction companies can not only meet the legal requirements but also build a stronger, safer, more resilient work environment that upholds ethical standards and minimizes exposure to human rights risks. Taking a proactive, informed approach will go a long way in addressing these risks and maintaining a strong reputation in the industry.



About Achilles

Achilles is a global leader in supply chain risk management with over 30 years' experience in providing services to critical sectors including construction, energy, mining, transportation, utilities, maritime, finance, and technology. Achilles operates across 18 locations, with the Canadian headquarters located in Calgary, Alberta.

Achilles provides supply chain risk management to large corporations all over the world, with suppliers in the platform trading in over 140 countries. Achilles operates in hard-to-reach places and undertakes due diligence and data collection on over 100,000 suppliers across the world. Achilles also provides greenhouse gas emissions solutions, supporting organizations with their greenhouse gas measurement, target setting and net zero reduction strategies. Achilles has been delivering these programs for over 15 years and continues to support organizations with meeting the latest science-aligned recommendations as well as meeting the global requirements for mandatory and voluntary sustainability disclosure.

Achilles provides due diligence on suppliers, contractors, and third parties providing services. Gathering data from these partners, validating it, and presenting the information through various dashboards enables organizations to proactively engage with suppliers and build robust, sustainable supply chains. Achilles data gathering covers a range of topics, including human rights, business ethics, cyber security, environment, finance, and other critical factors that fall under the Environment, Social and Governance (ESG) umbrella. This validated data enables organizations to assess supply chain maturity and confidently manage risk.

About the Canadian Construction Association

The Canadian Construction Association (CCA) is a national, non-profit association that represents the interests of the institutional, commercial, industrial, civil and multi-residential construction industry in Canada. Backed by 18,000 member firms drawn from 57 local and provincial integrated partner associations, CCA plays a pivotal role in shaping policies and practices that impact the construction industry.

Canada's construction industry is an economic powerhouse, driving job creation, strengthening supply chains, supporting investment, and feeding the growth of other economic sectors. The sector employs over 1.6 million people in Canada and pumps more than \$162 billion into the economy annually, accounting for 7.5 per cent of Canada's gross domestic product (GDP).

CCA's primary mission is to inspire a progressive, innovative, and sustainable construction industry that consistently acts with integrity. It works diligently to provide resources, education, and support to its members, enabling them to navigate the evolving landscape of the industry.

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