



Military Police
Complaints Commission
of Canada

Commission d'examen des plaintes
concernant la police militaire
du Canada

**MILITARY POLICE COMPLAINTS COMMISSION
OF CANADA**

**Reporting obligations under the *Fighting Against Forced
Labour and Child Labour in Supply Chains Act***

April 1, 2024, to March 31, 2025

Aussi disponible en français sous le titre : *Obligations de faire rapport en vertu de la Loi sur la lutte contre le travail forcé et le travail des enfants dans les chaînes d'approvisionnement.*

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Part 1: Identifying Information

*** Name of government institution**

Military Police Complaints Commission of Canada

*** Financial reporting year**

April 1, 2024, to March 31, 2025

Indicate if this is a report produced by a federal Crown corporation or a subsidiary of a federal Crown corporation.

The Military Police Complaints Commission (MPCC) is not a federal Crown corporation or a subsidiary of a federal Crown corporations. The MPCC which is located in Ottawa, is an administrative tribunal created by the Parliament to provide independent, civilian oversight of the Canadian Forces Military Police.

Part 2: Report Contents

2.1 Information on the government institution's structure, activities and supply chains

*** Which of the following accurately describes the government institution's activities?**

- Purchasing goods
 - in Canada;
 - outside Canada.

The MPCC does not produce nor distribute goods in Canada or outside of Canada.

*** Provide additional information on the government institution's structure, activities and supply chains.**

The MPCC is an independent civilian oversight agency and administrative tribunal operating at arm's length from the Government of Canada. The MPCC reviews and investigates complaints concerning military police conduct and investigates allegations of interference in military police investigations. It reports its findings and makes recommendations to the military police and national defence leadership. As a micro-organisation of 29 employees, it is part of the Defence portfolio for reporting purposes.

Mission

To promote and ensure the highest standards of conduct by the military police, to deter interference in military police investigations and to enhance public confidence in military policing.

Vision

To be an authority on independent civilian oversight of the police by providing an impartial, accessible and efficient complaints process.

Mandate

The MPCC's mandate is set out in Part IV of the *National Defence Act*, which provides the following powers:

- monitoring investigations by the Canadian Forces Provost Marshal of military police conduct complaints;
- reviewing disposition of conduct complaints about military police members, at the request of complainants;
- investigating complaints of interference made by military police members;
- conducting public interest investigations and hearings;
- reporting findings and making recommendations directly to the military police and national defence leadership.

Activities and Supply Chains

As a micro-organization of 29 employees, the MPCC neither produces nor distributes goods. The MPCC does not rely on supply chains.

Our main purchases are of professional services, along with various office supplies and equipment.

At the MPCC, in 2024-2025, approximately 35% of the annual value of our purchases were made through the use of Public Services and Procurement Canada (PSPC) tools such as Standing Offers and Supply Arrangements (SOSA).

Since November 2021, PSPC implemented anti-forced labour clauses in all good contracts to ensure that it can terminate contracts where there is credible information that the goods have been produced in whole or in part by forced labour or human trafficking. Additionally, since November 20, 2023, all PSPC Standing Offers and Supply Arrangements for goods that have been issued, amended, or refreshed include anti-forced labour clauses.

As such, all of our contracts for goods resulting from the use of these tools include clauses relating to forced labour which set out, among other things, human rights and labour rights requirements. These clauses can be found in the [policy notification 150 – Anti-forced labour requirements](#).

In 2024-2025, the MPCC purchased approximately 65% of other goods and services externally from SOSA. These purchases are our professional services with contractors for our file investigations. All other contracts refer to the general condition standard contract clause inventory (SCCI).

In addition to the requirement to go through the SOSA for mandatory commodities, it is important to mention that computer equipment related to Production and Operations environment is mandated by Shared Services Canada (SSC), so proposals are often requested from SSC's supplier list for that commodity.

2.2 Information on the steps taken to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods produced, purchased or distributed by the government institution

*** Indicate steps taken in the previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods produced, purchased or distributed by the government institution. If applicable, please provide additional information describing the steps taken.**

The MPCC's procurement is extremely low risk for forced labour and child labour due to the nature of our procurement. The MPCC is enforcing the socio-economic benefits including green, social, indigenous, local and accessible procurement, which significantly decreases the risk of child and forced labour.

Furthermore, the MPCC has integrated PSPC's updated General Conditions for good contracts and PSPC's [Code of Conduct for Procurement](#) in our purchasing activities.

In addition, to prevent and reduce the risk of forced labour or child labour in our procurement projects, the MPCC has used the following list of PSPC's tools:

- Standing Offers
- Supply Arrangements

While PSPC supports government institutions in their daily operations by acting as the central purchasing agent for the Government of Canada, the MPCC undertakes activities under its own procurement authority, independently of the aforementioned PSPC tools.

During the previous fiscal year, we purchased goods and services under our own procurement authority in the following areas:

- Investigator services;
- Legal services;
- Training and memberships;
- Office Equipment and Licenses;
- Office supplies and other minor items.

The MPCC is engaged in ensuring that forced labour and child labour are not present in our practices.

2.3 Information on the policies and due diligence processes in relation to forced labour and child labour

*** Does the government institution currently have policies and due diligence processes in place related to forced labour and/or child labour?**

In 2024–25, we strengthened our commitment to ethical procurement by formally integrating the *Ethical Procurement and Supply Chains Act* into our Procurement Management Framework (PMF). This integration ensures that procurement practices across the organization align with legislative requirements and ethical standards, particularly concerning child and forced labour.

Additionally, we enhanced our Professional Services contracting process by incorporating specific language into the Statements of Work (SOWs). These additions explicitly reference compliance with the Act and reinforce expectations for suppliers to uphold human rights and responsible sourcing practices throughout their supply chains.

These updates reflect our proactive approach to embedding ethical considerations into procurement governance and operational procedures.

2.4 Information on the parts of its activities and supply chains that carry a risk of forced labour or child labour being used and the steps taken to assess and manage that risk

*** Has the government institution identified the parts of its activities and supply chains that carry a risk of forced labour or child labour being used?**

The Military Police Complaints Commission (MPCC) has conducted a preliminary assessment of its operations and supply chains and has identified that the risk of forced labour or child labour is extremely low. This assessment is based on the nature of the MPCC's mandate and procurement practices. Nonetheless, the MPCC remains committed to ongoing vigilance and will continue to monitor and identify any potential risks as they may arise.

*** Has the government institution identified forced labour or child labour risks in its activities and supply chains related to any of the following sectors and industries?**

The MPCC has not identified any forced labour or child labour risks in its activities.

2.5 Information on any measures taken to remediate any forced labour or child labour

*** Has the government institution taken any measures to remediate any forced labour or child labour in its activities and supply chains?**

Not applicable since the MPCC has not identified any forced labour or child labour in our activities and supply chains.

2.6 Information on any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in the institution's activities and supply chains

*** Has the government institution taken any measures to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced or child labour in its activities and supply chains?**

Not applicable since the MPCC has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

2.7 Information on the training provided to employees on forced labour and child labour

*** Does the government institution currently provide training to employees on forced labour and/or child labour?**

The MPCC has not yet provided specific training on forced labour or child labour. However, functional specialists in Material Management and in Procurement are required to take mandatory training described in the Treasury Board Mandatory Training Inventory as listed below:

- Procurement Fundamentals (COR401)
- The Procurement Process (COR402)
- Overview of Materiel Management (COR418)
- Overview of Real Property Management (COR411)
- Indigenous Considerations in Procurement (COR409)

The MPCC is monitoring any new training offered by the other institutions, such as PSPC, Canada School of Public Services, SSC, or others.

In May 2024, a registration invitation for the webinar on the *Ethical Procurement and Supply Chains Act*, focusing on child and forced labour in the electronics sector, was distributed to all business owners. Additionally, reminders were issued to credit card holders emphasizing the importance of using Public Services and Procurement Canada's (PSPC) Standing Offers (SOs) and Supply Arrangements (SAs) when procuring goods and services.

2.8 Information on how the government institution assesses its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains

*** Does the government institution currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains?**

Not applicable, the MPCC has assessed the nature of its operations and determined that there is minimal to no risk of forced labour or child labour within its activities or supply chains. Given this low-risk profile, the MPCC has not established formal policies or procedures to assess the effectiveness of measures in this area, as such mechanisms are not currently deemed necessary.

Approved by:

Me Tammy Tremblay, MSM, CD, LL.M
Chairperson