



# 2025 Report on Forced and Child Labour in Supply Chains



# Purpose of the Report

This report describes the steps Vancouver Airport Authority undertook between January 1, 2025 and December 31, 2025 to ensure that forced labour and child labour have no place at YVR; pursuant to Section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

## Section 11(3)(A) Structure, Activities and Supply Chains

Vancouver Airport Authority is a private, non-share capital corporation formed in 1990, operationalized in 1992 under Part II of the *Canada Corporations Act*, and continued in 2013 under the *Canada Not-for-profit Corporations Act*. The Airport Authority operates YVR pursuant to a lease with the Government of Canada. YVR is located on Sea Island, on the traditional and unceded territory of the Musqueam people.

Vancouver Airport Authority is governed by a [Board of Directors](#), which oversees the business conduct and activities of the Executive Team. Nine members of the Board are nominated by certain nominating entities, four Directors are appointed by the Board from the community at large, and the President & CEO of the Airport Authority is also a member of the Board. The nominating entities include, among others, the Chartered Professional Accountants of British Columbia, Law Society of British Columbia, Metro Vancouver, and the City of Richmond.

The Airport Authority has three wholly-owned subsidiaries located on Sea Island, none of which are reporting entities under the *Act*: Vancouver Airport Enterprises Ltd., which provides capital project management and consulting services; Vancouver Airport Enterprises (Templeton) Ltd., which holds an investment in the partnership that developed a retail designer outlet centre on Sea Island; and Vancouver Airport Properties Ltd., which manages the entities holding leasehold interests and operating tenanted buildings on Sea Island. Further information is available in the Airport Authority's consolidated financial statements, published annually on [YVR's website](#). These subsidiaries are all operated by Airport Authority employees and are subject to the same policies, procedures, and practices. Furthermore, all purchasing, compliance, and supply chain activities for these subsidiaries are conducted by the Airport Authority.

In 2025, YVR welcomed a record number of passengers and cargo volumes: 26.9 million passengers and 364,742 tonnes of cargo, and was served by 57 airlines connecting travellers and goods to 129 destinations. YVR proudly holds the unprecedented record for being voted Best Airport in North America 14 times in 16 years (2010–2025). In addition to air services, we are responsible for the construction, operation, and maintenance of YVR's facilities and surrounding areas, including its terminal, airside assets (e.g., runways and taxiways), and groundside roads.

### Organizational Structure

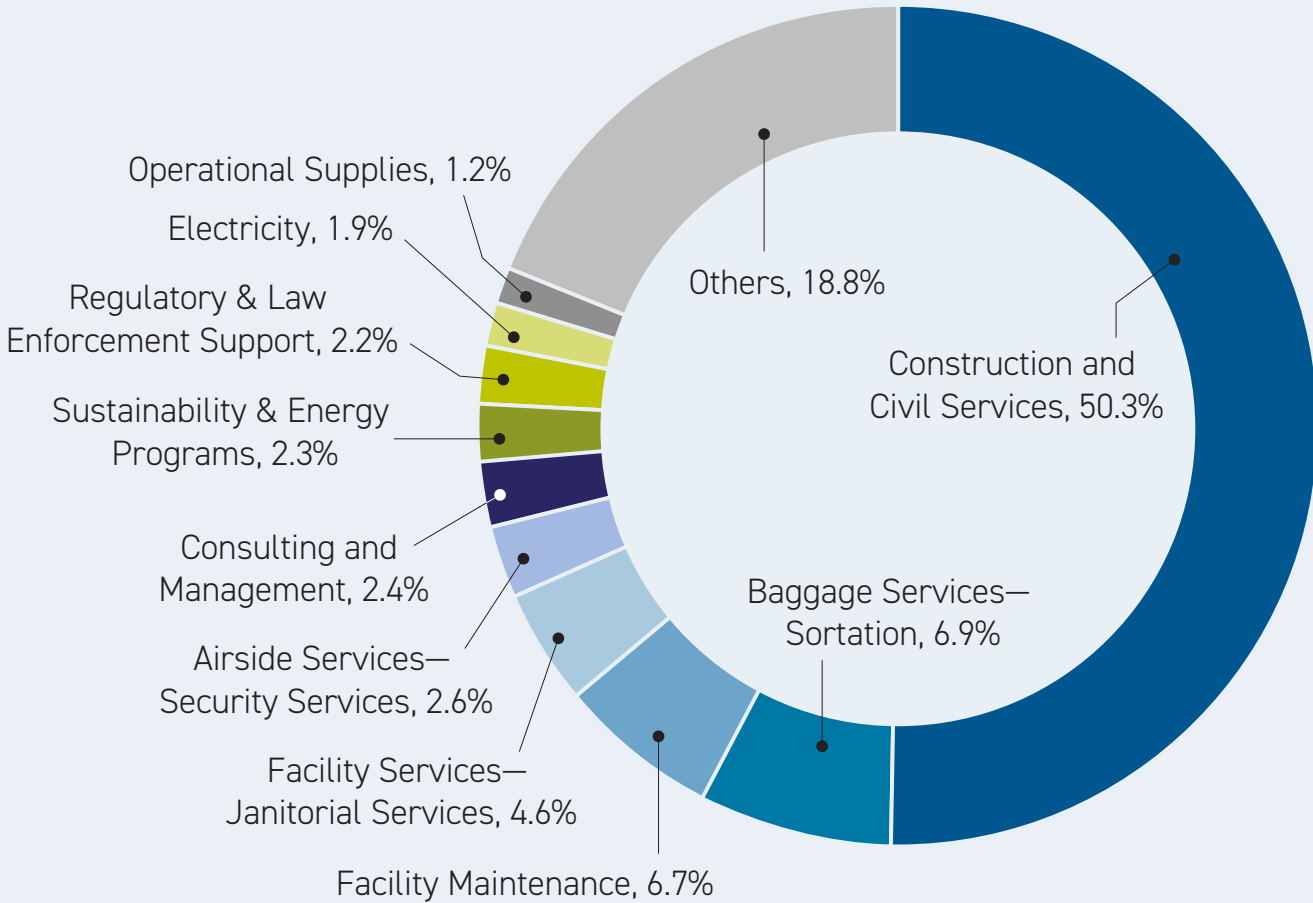
As of December 31, 2025, the Airport Authority had a total of 1,037 employees in Canada. The Airport Authority does not have any employees outside of Canada. Each business unit, consisting of [unionized](#) and non-unionized personnel, generally has a reporting structure consisting of non-managerial staff, Managers, and Directors, leading up to the Executive Team member, and ultimately to the President & CEO.

## Supply Chain

The Airport Authority's financial reporting year was January 1, 2025, to December 31, 2025. In 2025, the Airport Authority spent a total amount of approximately \$417.9 million, with about \$207.5 million for goods and services and \$210.4 million for capital. Further, approximately 95 per cent of the Airport Authority's total spend was with Canadian suppliers, with approximately 77 per cent of that total being suppliers from British Columbia (including 75 per cent from the Metro Vancouver area).

The Airport Authority sources goods and services from over 1,250 suppliers. Figure 1 below sets out the top supplier categories by spend:

Figure 1



# Section 11(1) Steps Taken to Prevent and Reduce Risks and Section 11(3)(B) Policies and Due Diligence Processes

## Codes & Policies

The Airport Authority has zero tolerance for forced or child labour, including related activities such as human trafficking, in any part of our operations or supply chain. The following codes and policies support this commitment:

- [Sustainable Purchasing Policy](#): This policy aims to embed sustainability in purchasing decisions and ensure meaningful consideration of environmental, social, and economic criteria, including the protection of human rights throughout the supply chain. The Airport Authority reinforces these expectations through active engagement with the supplier community, including supplier information sessions.
- [Supplier Code of Conduct](#): Based on the core conventions of the International Labour Office, this code sets out the minimum standards for suppliers and their subcontractors to promote safe and healthy workplaces, basic fair labour practices, and environmental responsibility. This includes ensuring employees are freely choosing employment and meet minimum age requirements.
- Code of Ethics: The Code of Ethics acts as an umbrella policy for key issues like ethics, business judgment, and general conduct. All employees are required to complete annual Code of Ethics and Anti-Corruption Policy training and make a declaration to confirm compliance. The Code of Ethics also provides a channel for employees to report any breaches, including violations of law, and forms a core component of the organization's Enterprise Risk Management program.

## Living Wage

In 2022, the Airport Authority became Canada's first airport operator certified as a [Living Wage Employer](#), supporting an average household's ability to meet basic expenses, as determined by Living Wage BC.

As detailed in our [Living Wage Policy](#), all Airport Authority employees are paid at or above the living wage (including salary and benefits) for the Metro Vancouver region. We also include living wage requirements for relevant direct service providers on site, such as janitorial, building maintenance, landscaping, and traffic management contractors. This represents approximately an additional 1,600 employees across Sea Island. The Airport Authority requires annual contractor attestations of compliance.

## Reconciliation & Indigenous Peoples

Musqueam and YVR have a long-term, formal partnership grounded in the [Musqueam Indian Band-YVR Airport Sustainability & Friendship Agreement](#), a 30-year agreement signed in 2017. The agreement provides a structured framework for a respectful, mutually beneficial relationship as YVR operates on Sea Island within Musqueam's traditional, ancestral, and unceded territory. In practice, this partnership guides how we engage with Musqueam on planning, operations, culture, and community benefits, and how we collaborate to manage impacts and opportunities associated with airport activity. The Airport Authority also provides preference to suppliers who demonstrate the capacity to meaningfully support these benefits by incorporating related evaluation criteria into its procurement process.

## Due Diligence Process

For all new suppliers providing goods and services over \$100,000 (in year 2000 dollars), some or all of the following due diligence is undertaken prior to award or contract execution:

- Confirming compliance with the Airport Authority's policies, including the Supplier Code of Conduct.
- Reviewing credit reports and/or audited financial statements over the last three years.
- Reviewing insurance coverage at contract commencement and throughout the contract term.
- Verifying WorkSafeBC compliance and coverage at contract commencement and throughout the contract term.
- Conducting reference checks.
- Reviewing litigation history and checking court records.
- Checking the corporate registry to ensure the supplier is registered to conduct business in British Columbia.

Unless specific circumstances justify sole or single sourcing, we select suppliers through a competitive procurement process. Supplier evaluations for contract award include scoring in the social, community, environmental, and governance category. Depending on the nature of the good or service, the following criteria may address risks related to forced labour or child labour in the supply chain:

- Commitment and track record on environmental and community initiatives that align with the Airport Authority's objectives.
- Relevant social accreditations or certifications.
- Demonstrated social responsibility and participation in their community.
- Commitment to employee health and well-being.
- Commitment to ongoing employee training and growth.
- Support of local apprenticeship opportunities.
- Provision of new opportunities for, and capacity-building within, the local supplier community.
- Understanding of the Airport Authority's role in the community.
- Consideration of supply chain risks.
- Commitment to compliance with the Supplier Code of Conduct or any other social or community requirements set out by the Airport Authority.
- Demonstrated ethical behaviour and reputation.
- Identification of how negative social impacts will be minimized or positive impacts created.

Typically, the scoring of the social, community, and environmental category will be weighted between 10–20 per cent of the overall evaluation, depending on the type of good or service. The governance category is a go/no-go threshold which the supplier must clear to proceed in the evaluation.

In addition, all Airport Authority contractors and suppliers are required to comply with the Airport Authority's [Supplier Code of Conduct](#) pursuant to the Airport Authority's policies and contracts.

# Section 11(3)(C) Forced Labour and Child Labour Risks

Prior to undertaking a procurement process, the Airport Authority may identify certain goods which are known to carry a higher risk of forced labour or child labour, such as electronics, food items, textiles, coffee, and garments. Although we understand that no country is free of forced labour and child labour risks, we work to reduce these risks by prioritizing Canadian vendors and assessing the sources of goods they provide. We are also in the process of considering appropriate online environmental, social, and governance reporting or rating tools to identify such risks more consistently, and to undertake a risk assessment.

The Airport Authority will continue to identify higher-risk purchases and focus on evaluating social and community factors in the purchasing process, relevant certifications, documented sources, and vendor practices that reduce such risks. We also intend to explore a more formal system of risk assessment to identify high-risk purchases prior to developing our procurement strategy for such purchases.

We are not aware of any incident of forced labour or child labour relating to our supply chain.

# Section 11(3)(D) and (E) Remediation Measures and Remediation of Loss of Income

The Airport Authority is committed to supporting regional organizations that assist vulnerable populations, including those at risk of forced labour and child labour, as well as those who may experience loss of income from any measures taken to eliminate the use of forced labour or child labour, through its community investment program. Organizations supported by the Airport Authority through corporate and employee donations and employee volunteering in 2025 include:

- [Covenant House](#): Provides housing, meals, and support to youth experiencing homelessness in Vancouver.
- [Quest Outreach Society](#): Works to disrupt the cycle of poverty in Vancouver's Lower Mainland region through access to healthy and affordable food that is sourced sustainably.
- [Greater Vancouver Food Bank](#): Provides assistance through direct food distribution as well as food support to 141 community agencies such as housing agencies, women and children's shelters, transition houses, and after-school programs.
- [Dan's Legacy](#): Provides support for youth aged 15–25 who are struggling with abuse or addiction issues.
- [Take a Hike Foundation](#): Supports youth mental health with clinical counselling and outdoor activities.
- [The Ballantyne Project](#): Supports underserved Indigenous youth in remote communities by expanding access to opportunities and providing exposure, life skills, and encouragement to pursue education, employment, entrepreneurship, and personal development beyond their home communities.
- [#NotInMyCity](#): Along with 14 other airports, YVR is a founding partner of the Human Trafficking Prevention Network #NotInMyCity, a Canadian organization dedicated to preventing and ending human trafficking and sexual exploitation.
- [Starworks Packaging and Assembly](#): A social enterprise affiliated with the Developmental Disabilities Association that provides meaningful employment and skills training for adults with disabilities through contract packaging, assembly, and fulfillment services, fostering inclusion, independence, and economic participation.
- [Qmunity](#): Serves as B.C.'s queer, trans, and Two-Spirit resource centre. It provides a safe, inclusive space where 2SLGBTQIA+ people and their allies can connect, access support, and build community. Provides age-specific programming, including youth services.
- [Downtown Eastside Neighbourhood House](#): Offers inclusive, low-barrier programs and supports designed to improve quality of life for residents of one of the city's most under-resourced neighbourhoods.
- [ARC Foundation](#): A registered nonprofit organization based in Vancouver, British Columbia, focused on supporting 2SLGBTQ+ inclusion and safety in K-12 schools through education, resources, and collaboration.
- [BC Children's Hospital Foundation](#): Supports BC Children's Hospital, the province's primary pediatric hospital, along with its research institute and specialty care services.
- [Sea Smart](#): Delivers innovative, science-based educational programs designed to inspire youth and communities to care about and act for healthy oceans.
- [Reign Foundation/Refood](#): Strategic partnership that combines food security and educational outreach efforts—bringing food access and educational empowerment together in community food programming. Refood collects surplus food from grocery stores and other suppliers and redistributes it to food-insecure communities.

The Airport Authority also partnered with community organizations on key initiatives, including:

- [Pacific Autism Family Network](#) (PAFN): YVR and PAFN partnered to create an inclusive and accessible coffee bar, Paper Planes Café, to provide meaningful employment opportunities at the airport for individuals across the neurodiverse community.
- [Canucks Autism Network](#) (CAN): YVR supports various initiatives in collaboration with CAN, including the creation, delivery, and growth of mental health programming for autistic youth and adults, such as introductory wellness programs, peer support groups, and 1:1 services.
- [A Better Life Foundation](#) (ABLF): YVR partners with ABLF to support their daily meal program through their Plenty of Plates initiative. Volunteers prepare and serve a three-course dinner for 80 individuals from the Downtown Eastside community and support over 660 meals the next day.
- [Buckspring Foundation](#): Supports #NotInMyCity, which focuses on raising awareness and mobilizing action to disrupt and prevent sexual exploitation and human trafficking across Canada.
- [Hope Air](#): YVR is proud to support Hope Air in their mission to provide free travel and accommodation for Canadians who must journey far from home to access vital medical care. In 2025, Hope Air facilitated approximately 50,000 travel arrangements, with more than 60 per cent of patient travel occurring within British Columbia. By reducing transportation barriers for people in rural and remote communities, Hope Air helps address health inequities and supports Canadians living in low-income or poverty-affected households.
- [Native Education College](#) (NEC): YVR and NEC collaborate on joint initiatives for Indigenous learners, including scholarship programs and networking opportunities.

## Section 11(3)(F) Training

Since 2023, we have partnered with #NotInMyCity to deliver a 30-minute e-learning course, mandatory for all Airport Authority employees, on the impacts and indicators of human trafficking, including risks related to forced labour and child labour. Developed by #NotInMyCity, a nonprofit dedicated to raising awareness and mobilizing collective action to prevent and end human trafficking and sexual exploitation, the training includes written materials and a quiz. The course is also available to our partners and contractors through their MyLearning accounts, helping strengthen understanding of human trafficking risks across the broader Sea Island airport community.

In 2025, we also participated in the Seeing Yellow campaign, which included a Walk and Talk event along with a series of awareness posts for employees on our intranet. We implemented permanent, airport-wide digital signage and video content to include #NotInMyCity messaging. #NotInMyCity decals have been posted on the mirrors of public washrooms throughout the terminal to increase awareness amongst the travelling public and connect with potential victims.

As a hub that connects British Columbia to the world, YVR continued to collaborate with government agencies operating on site to ensure the safety of all passengers. This included liaising with the Canadian Border Services Agency, Canadian Air Transport Security Authority, US Customs and Border Protection, and Royal Canadian Mounted Police on security topics such as human trafficking in relation to forced labour and child labour.

## Section 11(3)(G) Assessing Effectiveness

The Airport Authority incorporates social, community, and environmental considerations into all competitive Request for Proposals evaluations and requires all contractors to comply with the Supplier Code of Conduct to help reduce the risk of forced labour and child labour in its supply chain. Since 2023, all subject contractors are required to attest to their compliance with the Airport Authority's Living Wage Policy, which further mitigates these risks. The Airport Authority intends to explore potential assessment and/or tools to strengthen its ability to evaluate and monitor the effectiveness of its efforts to prevent and reduce forced and child labour in its operations and supply chains. To date, 85 per cent of Airport Authority employees have completed the #NotInMyCity e-learning training.

# Attestation from Tamara Vrooman, President & CEO

In my capacity as President & CEO, and a Director of the Board of Directors for Vancouver Airport Authority, I attest that this report was approved by the Airport Authority's Board of Directors on April 1, 2026, and that I have reviewed the information contained in the report for the Airport Authority. 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 purposes of the Act, for the reporting year listed above.



**Tamara Vrooman**

President & CEO

Vancouver International Airport

April 1, 2026

I have the authority to bind Vancouver Airport Authority

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# Thank you

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**At YVR, everything we do is guided by our purpose:  
to serve our community and the economy that  
supports it—today and for generations to come.**

Thank you for reading our Report on Forced and Child Labour in Supply Chains.  
If you have any questions or comments regarding this report, please send us  
a message at: [community\\_relations@yvr.ca](mailto:community_relations@yvr.ca).

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