



GS1 Canada

2025

ANNUAL REPORT





GS1 Canada

Annual Report

Introduction

This annual report is made by GS1 Canada in accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) for the financial year ending December 31, 2025.

STRUCTURE

GS1 Canada is a federally incorporated not-for-profit organization under the Canada Not-for-profit Corporations Act, serving as the Canadian member of the global GS1 network. It operates under a governance framework led by a Board of Governors, supported by industry-specific advisory boards.

The organization employs approximately 300 individuals across offices in Toronto and Montreal and does not have any subsidiaries or controlled entities.



STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

ACTIVITIES

GS1 Canada's business focuses on the provision of standards, data services, and a software-as-a-service platform. There is no traditional manufacturing of products or goods. GS1 Canada's mandate is to develop, administer, and promote the adoption of global supply chain standards and digital solutions that businesses across Canada use.

GS1 Canada serves organizations operating nationally and internationally through their connection to the broader GS1 global network.

GS1 Canada's services include:

- Licensing unique supply chain identifiers, including Global Trade Item Numbers (GTINs) and Global Location Numbers (GLNs);
- Facilitating standards development with industry partners; and
- Providing online software solutions for capturing, sharing, and validating product data, including image capture and data validation services.

GS1 Canada provides these services to approximately 35,000 businesses across multiple sectors, including healthcare, pharmacy, grocery, and foodservice.

SUPPLY CHAINS

GS1 Canada does not produce goods. Its activities are service-based, including standards development, licensing, data exchange, and professional services. GS1 Canada engages with vendors located within Canada and abroad to support its service delivery. Its supply chain primarily consists of:

- Software development and IT service providers;
- Professional service providers and consultants; and
- Incidental procurement of office equipment and supplies for internal operational use.

To the extent GS1 Canada may from time to time import any goods, any such importation is infrequent, low-volume, and not central to GS1 Canada's core business. Accordingly, any such activities would constitute very minor dealings within the meaning of the guidance issued under the Act.

Given that GS1 Canada's activities are service-based, GS1 Canada's exposure to forced labour and child labour risks associated with goods production or importation is minimal.

POLICIES AND DUE DILIGENCE



POLICIES

GS1 Canada has implemented a range of internal policies that establish a foundation of ethical conduct and compliance that may contribute to mitigating the risks of forced labour and child labour. All GS1 Canada employees, contract employees, and consultants are expected to abide by these policies.

These include:

- **Employee Code of Conduct:** Requires all employees, contract employees, and consultants to act ethically, objectively, and with integrity and to comply with all applicable laws and regulations.
- **Workplace Health and Safety Policy:** Promotes safe working environments.
- **Workplace Violence and Harassment Policy:** Establishes zero tolerance for harassment, abusive conduct, or violence from any person, including employers, consultants, and contractors, and includes formal reporting and investigation mechanisms.
- **Conflicts of Interest:** Requires all employees to avoid any situation that could result in a conflict of interest, or the perception of one.
- **Privacy Policy:** GS1 Canada has both an internal privacy policy and a public [privacy policy](#) governing responsible handling of sensitive personal information.
- **Anti-Competition Policy:** Preserves and promotes competition and deters anti-competitive conduct. This Policy applies to all involved in GS1 Canada activities.

POLICIES AND DUE DILIGENCE

GS1 Canada’s contracts with vendors, suppliers, and other business partners require compliance with applicable laws. GS1 Canada has a structured selection process for both employees and third-party personnel:

- For employees, GS1 Canada conducts background checks and verifies qualifications prior to hiring.
- For third-party staff augmentation, each candidate is identified by name and proposed individually to GS1 Canada.
- GS1 Canada reviews each candidate’s resume and conducts interviews directly (in person or by video) prior to onboarding/hiring.

GS1 Canada endeavours to review potential areas of risk in relation to its business. GS1 Canada is working to develop a procurement policy that would further mitigate the risks of forced labour.

ASSESSMENT

GS1 Canada’s business is service-based. Accordingly, GS1 Canada does not consider its business or supply chains to carry a significant risk of forced labour or child labour.

While GS1 Canada does not produce or import goods, GS1 Canada recognizes that potential risks may exist in relation to its service providers, including international service providers, particularly in jurisdictions where labour protections may vary.

GS1 Canada currently manages these potential risks through:

- Contractual obligations requiring compliance with applicable laws;
- Direct engagement with individuals providing services (e.g., interviews and review processes); and
- Oversight of vendor relationships through internal business functions.

REMEDIATION

GS1 Canada has not identified any instances of forced labour or child labour in its supply chain and therefore the remediation measures or remediation for loss of income sections are not applicable.

TRAINING

Employees are required to comply with and are informed of broader organizational policies and expectations relating to ethical conduct, legal compliance, workplace behaviour, and integrity. These policies support awareness of responsible business conduct. GS1 Canada is reviewing the need for internal training specifically related to forced labour and child labour compliance requirements.

ASSESSING EFFECTIVENESS

GS1 Canada undertakes steps to periodically review internal policies and business practices for compliance with applicable laws.

APPROVAL AND ATTESTATION

This report was approved by the Board of Governors of GS1 Canada pursuant to Section 11(4)(a) of the Act.

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 the entity listed above. 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.

DATED the 29 day of May, 2026.



Name: Curtis Frank

Title: Chair, GS1 Canada Board of Governors

I have authority to bind GS1 Canada

