

Workplace Safety North  
Financial Statements  
For the year ended March 31, 2025

Workplace Safety North  
Financial Statements  
For the year ended March 31, 2025

---

Contents

Independent Auditor's Report	2 - 3
Financial Statements	
Statement of Financial Position	4
Statement of Changes in Net Assets	5
Statement of Operations	6
Statement of Cash Flows	7
Notes to Financial Statements	8 - 17

---

## Independent Auditor's Report

---

To the Members of and Board of Directors of Workplace Safety North

### Opinion

We have audited the financial statements of Workplace Safety North (the organization), which comprise the statement of financial position as at March 31, 2025, the statements of operations, statement of changes in net assets, and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the organization as at March 31, 2025, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

### Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the organization's financial reporting process.



## Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Chartered Professional Accountants, Licensed Public Accountants

North Bay, Ontario  
August 11, 2025

# Workplace Safety North Statement of Financial Position

March 31	2025	2024
<b>Assets</b>		
<b>Current</b>		
Cash and cash equivalents (Note 12)	\$ 2,287,030	\$ 1,778,405
Investments (Note 2)	2,799,147	3,122,372
Accounts receivable	632,584	1,436,427
Program supplies	618,041	130,440
Prepaid expenses	343,213	240,170
	<u>6,680,015</u>	<u>6,707,814</u>
Capital assets (Note 3)	<u>4,745,929</u>	<u>5,395,848</u>
	<u>\$11,425,944</u>	<u>\$ 12,103,662</u>
<b>Liabilities and Net Assets</b>		
<b>Current</b>		
Accounts payable and accrued liabilities (Note 4)	\$ 2,115,152	\$ 2,138,378
Due to Ministry of Labour, Immigration, Training and Skills Development of Ontario (Note 9)	-	133,819
Deferred revenue (Note 5)	<u>531,837</u>	<u>274,535</u>
	<u>2,646,989</u>	<u>2,546,732</u>
Accrued post-retirement liability (Note 6)	5,264,349	5,273,449
Deferred capital funding (Note 7)	<u>3,899,727</u>	<u>4,551,583</u>
	<u>11,811,065</u>	<u>12,371,764</u>
<b>Net Assets</b>		
Invested in Capital assets	825,154	1,107,347
Unrestricted	<u>(1,210,275)</u>	<u>(1,375,449)</u>
	<u>(385,121)</u>	<u>(268,102)</u>
	<u>\$11,425,944</u>	<u>\$ 12,103,662</u>

Commitments (Note 8) Contingencies (Note 15)

On behalf of the Board:

*Eric Hopman*

Director

*Andrew Tempelmann*

Director

The accompanying notes are an integral part of these financial statements.

## Workplace Safety North Statement of Changes in Net Assets

For the year ended March 31			2025	2024
	Invested in - capital assets	Unrestricted	Total	
Balance, beginning of year	\$ 1,107,347	\$ (1,375,449)	\$ (268,102)	\$ 443,255
Excess (deficiency) of revenues over expenses	(240,096)	84,977	(155,119)	(799,057)
Interfund transfers	(42,097)	42,097	-	-
Remeasurement of employee future benefits (Note 6)	-	38,100	38,100	87,700
Balance, end of year	\$ 825,154	\$ (1,210,275)	\$ (385,121)	\$ (268,102)

The accompanying notes are an integral part of these financial statements.

## Workplace Safety North Statement of Operations

For the year ended March 31	2025	2024
Revenues		
Ministry of Labour, Immigration, Training and Skills		
Development of Ontario funding (Note 9)	\$15,716,604	\$ 15,719,059
Recoveries (Note 11)	2,705,899	2,697,509
	<u>18,422,503</u>	<u>18,416,568</u>
Expenses		
Wages and salaries	7,668,578	8,317,812
Benefits and other personnel costs	3,285,829	3,428,464
Travel and vehicle	1,299,528	1,244,866
Equipment and maintenance	1,279,509	1,059,661
Occupancy costs	1,167,978	1,279,259
Information technology	866,325	773,171
Program delivery	560,820	642,032
Awards, competitions and promotion	416,131	493,048
Professional fees and consulting	214,429	189,458
Office and general	167,668	230,884
Conferences and meetings	129,777	139,674
Insurance, bank charges and bad debt	122,458	108,529
Telecommunications	113,687	79,852
Postage and courier	38,509	30,601
Directors' expenses	32,114	84,943
Subscriptions and library	5,740	2,548
Amortization	1,208,542	1,110,823
	<u>18,577,622</u>	<u>19,215,625</u>
Deficiency of revenues over expenses for the year	<u>\$ (155,119)</u>	<u>\$ (799,057)</u>

The accompanying notes are an integral part of these financial statements.

## Workplace Safety North Statement of Cash Flows

For the year ended March 31	2025	2024
Cash provided by (used in)		
Operating activities		
Deficiency of revenues over expenses for the year	\$ (155,119)	\$ (799,057)
Items not involving cash		
Amortization of capital assets	1,208,542	1,110,823
Amortization of deferred capital funding	(968,446)	(836,502)
Post-retirement benefit expense	315,900	317,200
	<u>400,877</u>	<u>(207,536)</u>
Changes in non-cash working capital balances		
Accounts receivable	803,843	(794,478)
Program supplies	(487,601)	1,888
Prepaid expenses	(103,043)	(2,874)
Accounts payable and accrued liabilities	(23,226)	11,539
Due to Ministry of Labour, Immigration, Training and Skills Development of Ontario	(133,819)	133,819
Deferred revenue	257,302	64,704
	<u>714,333</u>	<u>(792,938)</u>
Investing activities		
Purchase of capital assets	(558,623)	(2,526,032)
Proceeds on sale of investments	323,225	-
Purchase of investments	-	(391,610)
	<u>(235,398)</u>	<u>(2,917,642)</u>
Financing activities		
Capital funding received	316,590	2,681,677
Post-retirement benefits expense paid	(286,900)	(340,400)
	<u>29,690</u>	<u>2,341,277</u>
Increase in cash and cash equivalents during the year	508,625	(1,369,303)
Cash and cash equivalents, beginning of year	<u>1,778,405</u>	<u>3,147,708</u>
Cash and cash equivalents, end of year	<u>\$ 2,287,030</u>	<u>\$ 1,778,405</u>

The accompanying notes are an integral part of these financial statements.



---

## Workplace Safety North Notes to Financial Statements

March 31, 2025

---

### 1. Summary of Significant Accounting Policies

Nature and Purpose of Organization	Workplace Safety North (the organization) is a not-for-profit corporation that was registered under Letters Patent on June 3, 2009 as a corporation without share capital. The primary purpose of the organization is to contribute to the continuous improvement of health and safety in all sectors in Northern Ontario as well as the mining and aggregates, pulp and paper and forestry industries province wide, by providing products and services to member companies.
Income Taxes	The organization is incorporated without share capital carrying on not-for-profit activities and as such it is not subject to income taxes.
Basis of Accounting	The financial statements have been prepared using Canadian accounting standards for not-for-profit organizations.
Cash and Cash Equivalents	Management considers all highly liquid investments with maturity of three months or less at acquisition to be cash equivalents.
Financial Instruments	Financial instruments are recorded at fair value when acquired or issued. All bonds and guaranteed investment certificates are recorded at amortized cost. All other financial instruments are reported at cost or amortized cost less impairment, if applicable. Financial assets are tested for impairment when changes in circumstances indicate the asset could be impaired. Transaction costs on the acquisition, sale or issue of financial instruments are expensed for those items remeasured at fair value at each statement of financial position date and charged to the financial instrument for those measured at amortized cost.
Program Supplies	Mine Rescue Program supplies are stated at the lower of cost and net realizable value. Cost is determined using the first-in/first-out method. Inventories of literature and smaller safety equipment is expensed in the year costs are incurred.

---

## Workplace Safety North Notes to Financial Statements

March 31, 2025

---

### 1. Summary of Significant Accounting Policies (continued)

#### Capital Assets

Capital asset purchases are stated at cost less accumulated amortization. Amortization is provided on a straight-line basis over the estimated useful life of the assets as follows:

Computer hardware and software	-	2 - 5 years
Office and Audio equipment	-	5 - 10 years
Emergency response equipment	-	5 - 20 years
Leaseholds	-	remaining term of lease
Vehicles	-	6 - 7 years

#### Employee Future Benefits

The organization offers non-pension post-retirement benefits to employees through non-pension defined benefit plans including the WSIB Employees' Supplementary Pension Plan (effective for fiscal 2021 for the first time). The accrued post-retirement liability is determined using an actuarial valuation prepared for accounting purposes. The total cost of the accrued post-retirement liability for the year is comprised of the current service cost, interest cost, and remeasurements and other items. The current service cost and interest cost are charged to operations for the year, while remeasurements and other items are charged directly to net assets as they occur.

The organization is an employer member of the WSIB Employees' Pension Plan which is a multi-employer, defined benefit pension plans. The Board of Trustees, representing plan members and employers, is responsible for overseeing the management of the pension plans, including investment of the assets and administration of the benefits. The organization has adopted defined contribution plan accounting principles for these Plans because insufficient information is available to apply defined benefit plan accounting principles. The organization records as pension expense the current service cost, amortization of past service costs and interest costs related to the future employer contributions to the Plans for past employee service.

---

## Workplace Safety North Notes to Financial Statements

March 31, 2025

---

### 1. Summary of Significant Accounting Policies (continued)

**Revenue Recognition** The organization follows the deferral method of accounting for contributions. Operating funding received from the Ministry of Labour, Immigration, Training and Skills Development ("MLITSD" or the "Ministry") is recognized in the period to which it relates.

The organization accounts for revenue received from MLITSD to fund capital asset purchases as deferred capital funding. The capital funding is amortized and included in revenue at the same rate the respective asset is being amortized. Other types of funding may also be included in deferred revenue if it relates to future costs/expenses.

The organization recognizes recoveries when they are earned and there is reasonable assurance of collection for training courses, certification and consulting services. Recoveries are recognized when products are shipped to customers for publications and video sales.

**Accounting Estimates** The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, the disclosure of contingent assets and liabilities at the date of financial statements, and the reported amounts of revenues and expenses during the year. The principal estimates used in the preparation of these financial statements are the determination of the allowance for doubtful accounts, the determination of the allowance for inventory obsolescence on program supplies, the estimated useful life of capital assets and the estimates involved in the post-retirement benefit liability. Actual results could differ from management's best estimates as additional information becomes available in the future.

---

## Workplace Safety North Notes to Financial Statements

March 31, 2025

---

### 2. Investments

Investments consists of 25 (2024 - 26) guaranteed investment certificates, plus accrued interest, maturing between May 2025 and February 2029 (2024 - April 2024 and December 2028) earning interest with a rates ranging from 1.14% to 5.30% (2024 - 1.02% to 5.03%).

---

### 3. Capital Assets

	2025		2024	
	Cost	Accumulated Amortization	Cost	Accumulated Amortization
Office equipment	\$ 240,108	\$ 196,937	\$ 240,108	\$ 175,352
Computer hardware and software	203,967	198,869	203,967	188,860
Leasehold improvements	2,427,166	1,909,916	2,427,166	1,607,262
Vehicles	1,612,880	716,086	1,333,880	450,757
Emergency response equipment	9,312,722	6,029,106	9,033,099	5,420,141
	<u>\$13,796,843</u>	<u>\$ 9,050,914</u>	<u>\$ 13,238,220</u>	<u>\$ 7,842,372</u>
Net book value		<u>\$ 4,745,929</u>		<u>\$ 5,395,848</u>

---

### 4. Accounts Payable and Accrued Liabilities

Included in accounts payable and accrued liabilities is \$23,974 (2024 - \$29,177) in government remittances payable.

## Workplace Safety North Notes to Financial Statements

March 31, 2025

### 5. Deferred Revenue

	2025	2024
Deferred recoveries	\$ 181,254	\$ 270,048
Deferred industrial hygiene	350,583	-
Deferred safety group funding	-	4,487
	<u>\$ 531,837</u>	<u>\$ 274,535</u>

### 6. Accrued Post-Retirement Liability

At March 31, this liability consists of the following:

- a. Accumulated attendance credits have been provided for employees with less than 3 years service at January 1, 1991 in the amount of \$6,149 (2024 - \$6,149).
- b. The cost of post-retirement benefits consisting primarily of premiums for prescription drugs coverage to eligible retired employees (see below).
- c. The cost of proving an Employees' Supplementary Pension Plan, which is an unfunded pension plan.

The costs in b. and c. are determined based on an actuarial valuation report prepared specifically for accounting purposes. The most recent actuarial valuation of the accrued post-retirement liability for accounting purposes was completed as of March 31, 2024.

Selected information regarding the accrued post-retirement liability is as follows:

Accrued Post-Retirement Liability:	2025	2024
Accrued post-retirement liability, beginning of year	\$ 5,267,300	\$ 5,378,200
Current service costs	64,100	62,300
Interest on accrued post-retirement obligation	251,800	254,900
	5,583,200	5,695,400
Amounts recognized in statement of changes in net assets	(38,100)	(87,700)
Benefit payments	(286,900)	(340,400)
	<u>\$ 5,258,200</u>	<u>\$ 5,267,300</u>

## Workplace Safety North Notes to Financial Statements

March 31, 2025

### 6. Accrued Post-Retirement Liability (continued)

Total accrued post-retirement liability

	2025	2024
Exit benefits, ESPP and health and dental insurance	\$ 5,258,200	\$ 5,267,300
Accumulated attendance credits	6,149	6,149
	<u>\$ 5,264,349</u>	<u>\$ 5,273,449</u>

Included in benefits and other personnel costs is a net benefit expense as follows:

	2025	2024
Total service cost of the plan for the year	\$ 64,100	\$ 62,300
Interest on average liabilities	251,800	254,900
	<u>\$ 315,900</u>	<u>\$ 317,200</u>

Actual payments net of employee contributions during the year were \$286,900 (2024 - \$340,400).

The main actuarial assumptions employed for the valuations are as follows:

Discount rate used at March 31, 2024	4.65 to 3.20%
Discount rate used at March 31, 2025	4.60 to 4.75%
Prescription drugs	8.00%
Other health	4.00%
Dental cost increase trend Rate	6.00%
Trend Rate Ultimate Year Reached	2045
Total value of plan assets	\$Nil
Inflation and Salary increase rates	2.00%
Pension cost of living adjustments	1.50% per annum
YMPE increases	3.00%

---

## Workplace Safety North Notes to Financial Statements

March 31, 2025

---

### 7. Deferred Capital Funding

	2025	2024
Balance, beginning of year	\$ 4,551,583	\$ 2,706,408
Add: MLITSD capital funding for the year	316,590	2,681,677
Less: Amortization of deferred capital funding	(968,446)	(836,502)
Balance, end of year	<u>\$ 3,899,727</u>	<u>\$ 4,551,583</u>

Included in the above is \$21,048 (2024 - \$263,082) in unspent funding at year end.

---

### 8. Commitments

The organization leases offices and other premises under various lease agreements. These agreements expire at various dates in the future. The minimum annual lease payments, for all locations in aggregate, excluding goods and services tax, for the next three years are as follows:

2026	\$ 618,104
2027	445,019
2028	259,596

The organization guarantees the liability of 33 credit cards issued in the names of the organization's staff up to a maximum \$201,000 (2024 - \$156,000) in total. These credit cards are used for organization purposes. It is the organization's policy to pay the balances of these cards when due.

In fiscal 2021, the organization entered into an agreement expiring March 31, 2034, with a company who will provide tablets that are used in the mines to read the blueprint and maps of the mines. The agreement was signed back on December 17, 2021 and service was to begin on April 14, 2022. There were some technical delays which saw the first actual month of service not being invoiced until March of 2023. Annual payments under the terms of this contract are \$443,324.

---

## Workplace Safety North Notes to Financial Statements

March 31, 2025

---

9. Ministry of Labour, Immigration, Training and Skills Development of Ontario Funding (MLITSD)

	2025	2024
Revenues - MLITSD transfer payments	\$14,748,158	\$ 14,882,557
Amortization of deferred MLITSD capital funding (Note 7)	968,446	836,502
Revenues - Statement of Operations	<u>\$15,716,604</u>	<u>\$ 15,719,059</u>

Starting in the 2024 fiscal year the MLITSD will be recovering annual surplus funds through payment reductions, either in the year when a surplus is forecasted in Q3 with a reduction in Q4 payments or if a year-end financial position results in a surplus, required financial adjustments will be made to the Q2 payment of the following fiscal year. If fiscal year expenditures are higher than the maximum funds received under the Transfer Payment Agreement the organization would have to manage this deficit from other sources of revenue or recoveries and cannot use accumulated surpluses in any subsequent year to cover the deficit. The year end recovery by MLITSD for the fiscal year is estimated to be \$Nil (2024 - \$133,819).

---

10. Pension Plans

The organization's employees participate in a multi-employer pension plan with the Workplace Safety & Insurance Board (WSIB). The plan is a defined benefit plan, which specifies the amount of the retirement benefit to be received by the employees based on the length of service and rates of pay. Included in employee benefits is a pension charge of \$1,381,116 (2024 - \$1,556,238).

Each year an independent actuary determines the funding status of WSIB's pension plan by comparing the actuarial value of invested assets to the estimated present value of all pension benefits that members have earned to date. The most recent actuarial valuation was prepared at December 31, 2023 and disclosed an actuarial deficit of \$429 million (2022 - \$297 million), on plan assets with a fair value of \$4,329 million (2022 - \$3,918 million).



---

## Workplace Safety North Notes to Financial Statements

March 31, 2025

---

### 11. Recoveries

The following table discloses the nature of recoveries recognized during the year. Recoveries are amounts charged to both members and non-members for certain services rendered during the year.

	2025	2024
Consulting and training	\$ 1,720,302	\$ 1,600,258
Certification	283,826	344,024
Annual conferences	189,810	172,663
Sponsorship and other	135,751	292,196
Publications and online training	117,726	104,314
Interest	258,484	184,054
	<u>\$ 2,705,899</u>	<u>\$ 2,697,509</u>

---

### 12. Credit Facility

The organization has a credit facility with its lender in the amount of \$2,400,000, bearing interest at bank prime rate plus 0.50%. The facility is secured by its investments. As at March 31 the organization had utilized \$Nil (2024 - \$Nil) of the operating line.

---

### 13. Economic Dependence

The organization receives a significant amount of its revenue from the Ministry of Labour, Immigration, Training and Skills Development based on annual budget submissions approved by the Ministry. As such the organization is dependent on this revenue source to continue to contribute to the continuous improvement of health and safety in its sectors served.

---

## Workplace Safety North Notes to Financial Statements

March 31, 2025

---

### 14. Financial Instrument Risk

#### Interest Rate Risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The organization is exposed to interest rate risk arising from the possibility that changes in interest rates will affect the value of fixed income denominated investments.

#### Credit Risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The organization is exposed to credit risk arising from its cash and cash equivalents, short-term investments, accounts receivable and long-term investments. The organization maintains cash and cash equivalents in excess of federally insured limits with a single financial institution.

There have been no significant changes from the previous year in the exposure to risk or policies, procedures and methods used to measure the risk.

---

### 15. Contingencies

The organization is involved in certain legal matters and litigation, the outcomes of which are not presently determinable. The losses, if any, from these contingencies will be accounted for in the periods in which the matters are resolved.