



## POLICY AGAINST FORCED LABOR, MODERN SLAVERY, HUMAN TRAFFICKING, AND CHILD LABOR

**Date policy approved:** September 2021

**Date for review of policy:** August 2023

### 1. Purpose and Scope

This policy is designed to prevent and combat forced labor, modern slavery, human trafficking, and child labor in all university operations and partnerships, including those involving our suppliers and contractors. It applies to all employees, students, suppliers, and business partners associated with the university.

### 2. University Commitments

The university is committed to upholding human rights and adhering to ethical labor standards. We strictly prohibit and actively work against:

- **Forced Labor:** Any form of labor exploitation carried out under threat or coercion.
- **Modern Slavery:** Any situation in which individuals are controlled or exploited for labor or services.
- **Human Trafficking:** The recruitment, transportation, or receipt of individuals for the purpose of exploitation.
- **Child Labor:** Employment of individuals under the minimum age in work that violates their rights to education, development, and wellbeing.

### 3. Principles and Approach

To fulfill our commitment, we adhere to the following principles:

- **Legal Compliance:** The university complies with all relevant national and international labor and human rights laws.
- **Ethical Procurement:** We evaluate all suppliers and contractors to ensure they adhere to ethical labor practices.
- **Compliance Checks:** We conduct regular audits and reviews of our suppliers and partners to ensure compliance with this policy.
- **Education and Awareness:** We educate and inform employees and students about issues related to modern slavery and human trafficking, increasing awareness of risks and reporting channels.

### 4. Monitoring and Reporting Procedures

- **Supplier Evaluation:** The university evaluates all suppliers and partners for compliance with this policy.
- **Reporting Mechanism:** We provide employees, students, and partners with secure, confidential, and, if needed, anonymous channels for reporting any concerns related to forced labor, modern slavery, human trafficking, or child labor.
- **Annual Reporting:** The university will publish an annual report on the implementation of this policy, detailing steps taken to prevent violations of labor rights.

## **5. Accountability**

All university departments are responsible for adhering to this policy. Leadership commits to upholding and supporting the policy by providing the necessary resources and assistance for its implementation.

## **6. Conclusion**

The university recognizes the importance of protecting human rights and aims to set an example of ethical standards in education and research. We encourage all employees, students, and partners to join us in actively opposing any instances of forced labor, modern slavery, human trafficking, and child labor.