UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

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

Ethical labor standards in all University operations and partnerships

Approved September 2021 | Revised January 2025 | Next full revision January 2028

1. Purpose and scope

This policy is designed to prevent and combat forced labor, modern slavery, human trafficking and child labor in all operations and partnerships of Uzbekistan State World Languages University (UzSWLU), including those involving its 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 ethical labor standards. It strictly prohibits and actively works against:

Practice	Definition used in this policy
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

- **Legal compliance:** the University complies with all relevant national and international labor and human rights laws.
- **Ethical procurement:** all suppliers and contractors are evaluated to ensure that they adhere to ethical labor practices.
- **Compliance checks:** suppliers and partners are subject to regular audits and reviews of compliance with this policy.
- **Education and awareness:** employees and students are informed about modern slavery and human trafficking, the risks involved and the channels for reporting concerns.

4. Monitoring and reporting

- **Supplier evaluation:** the University evaluates all suppliers and partners for compliance with this policy.
- **Reporting mechanism:** employees, students and partners have secure, confidential and, where needed, anonymous channels for reporting any concern related to forced labor, modern slavery, human trafficking or child labor.
- **Annual reporting:** the University publishes an annual report on the implementation of this policy, setting out the steps taken to prevent violations of labor rights.

5. Accountability

All University departments are responsible for adhering to this policy. University leadership upholds and supports the policy by providing the resources and assistance needed for its implementation.

6. Review

This policy was approved in September 2021 and revised in January 2025. It is reviewed every three years, or earlier if relevant legislation changes; the next full revision is due in January 2028.

7. Related documents

UzSWLU Policy on Equivalent Rights for Outsourced and Contracted Workers (January 2025); UzSWLU Sustainable Purchase and Procurement Policy; Charter of UzSWLU (Article 22); Code of Ethics of UzSWLU (Article 20); Constitution of the

Republic of Uzbekistan (Article 44); Labor Code of the Republic of Uzbekistan; ILO Conventions No. 29, No. 105, No. 138 and No. 182.

8. Conclusion

The University recognizes the importance of protecting human rights and aims to set an example of ethical standards in education and research. It encourages all employees, students and partners to join it in actively opposing any instance of forced labor, modern slavery, human trafficking or child labor.