

Inclusive Employment policy eliminating Forced Labour and Modern Slavery

Scope and Purpose:

- ❖ Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. The University of Central Punjab has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place.
- ❖ We are also committed to ensuring that: there is transparency in our business and our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations. We expect the same high standards from all our contractors, suppliers and partners. As part of our contracting processes, we will include specific prohibitions against the use of forced, compulsory or trafficked labour or anyone held in slavery or servitude, whether adults or children. We expect our suppliers to confine their suppliers to the same high standards.
- ❖ This policy applies to all persons working for us or on our behalf, including employees at all levels, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

Responsibility for this Policy:

- ❖ The University Executive Team has responsibility for ensuring this policy complies with our legal and ethical obligations and that all those under the University's control comply with it.
- ❖ The Director of Finance & Commercial Development is responsible for implementing this policy, monitoring its use and effectiveness, dealing with any queries and reviewing internal control systems and procedures to ensure they counter modern slavery.
- ❖ The Head of Procurement is responsible for implementing this policy in respect of the University's supply chains, monitoring its use and effectiveness, dealing with any queries about it, and reviewing internal control systems and procedures to ensure they counter modern slavery.
- ❖ The Executive Director of Human Resources is responsible for the University's employment policies.
- ❖ Deans and Directors are responsible for ensuring those reporting to them understand and comply with this policy.