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# MODERN SLAVERY POLICY AZERBAIJAN STATE UNIVERSITY OF ECONOMICS



# UNEC



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## 1. Purpose

### 1.1 This Policy sets out UNEC's commitment to:

- Identifying, assessing, and minimizing risks of modern slavery within its operations, partnerships, and supply chains.
- Ensuring ethical, transparent, and responsible procurement and operational practices.

### 1.2 UNEC is dedicated to safeguarding human rights, promoting ethical standards, and preventing exploitation in all its activities.

## 2. Scope

### 2.1 This Policy applies to:

- **UNEC staff:** All permanent, fixed-term, and temporary employees.
- **Affiliates and partners:** Consultants, contractors, suppliers, honorary appointees, and volunteers.
- **Controlled entities:** All organizations and businesses operating under UNEC's management or collaboration.

## 3. Policy Principles

### 3.1 Zero Tolerance for Modern Slavery

UNEC maintains a zero-tolerance approach to modern slavery, including forced labor, human trafficking, child labor, and exploitation within its operations and partnerships.

### 3.2 Risk Assessment and Due Diligence

- UNEC will conduct regular assessments of its supply chains and operational activities to identify and mitigate risks associated with modern slavery.
- All potential suppliers and partners will undergo a due diligence process to ensure compliance with ethical and human rights standards.

### 3.3 Ethical Procurement and Contracting

- UNEC’s procurement processes will prioritize partnerships with organizations that demonstrate a commitment to preventing modern slavery.
- Suppliers and contractors will be required to adhere to UNEC’s Supplier Code of Conduct, which emphasizes ethical labor practices.

### **3.4 Training and Awareness**

- UNEC will provide regular training and awareness programs for staff and affiliates to recognize, prevent, and address modern slavery risks.
- Educational campaigns will foster a culture of responsibility and vigilance within the university community.

### **3.5 Reporting and Accountability**

- UNEC encourages all employees and affiliates to report any suspected cases of modern slavery or unethical practices through established reporting channels.
- Reports will be handled confidentially, and UNEC will take appropriate action, including investigations and remedial measures.

### **3.6 Continuous Improvement**

- UNEC is committed to regularly reviewing and improving its policies, procedures, and practices to align with global standards and legislative requirements.
- Partnerships and collaborations will be monitored to ensure compliance with this Policy.

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## **4. Implementation and Monitoring**

### **4.1 Oversight and Responsibility**

- UNEC’s Procurement and Compliance Departments will oversee the implementation of this Policy.
- A dedicated Modern Slavery Risk Committee will monitor progress and recommend updates as needed.

### **4.2 Reporting and Transparency**

- UNEC will publish an annual report on its efforts to combat modern slavery, highlighting key actions, outcomes, and areas for improvement.
  - Performance indicators will be developed to assess the effectiveness of UNEC’s modern slavery prevention measures.
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## 5. Definitions

- **Modern Slavery:** Practices including human trafficking, forced labor, debt bondage, child labor, and other forms of exploitation that deprive individuals of their freedom.
- **Staff:** All employees of UNEC, including permanent, fixed-term, and temporary workers.
- **Affiliate:** Individuals and organizations engaged with UNEC, including consultants, contractors, and volunteers.
- **Controlled Entities:** Any organization or entity operating under UNEC's management or in partnership with UNEC.

## 6. Review and Updates

This Policy will be reviewed annually to ensure its continued relevance and effectiveness in combating modern slavery. Amendments will be made as necessary to reflect changes in legislation, global standards, and UNEC's strategic priorities.

