

AZERBAIJAN STATE UNIVERSITY OF ECONOMICS (UNEC)

MODERN SLAVERY POLICY

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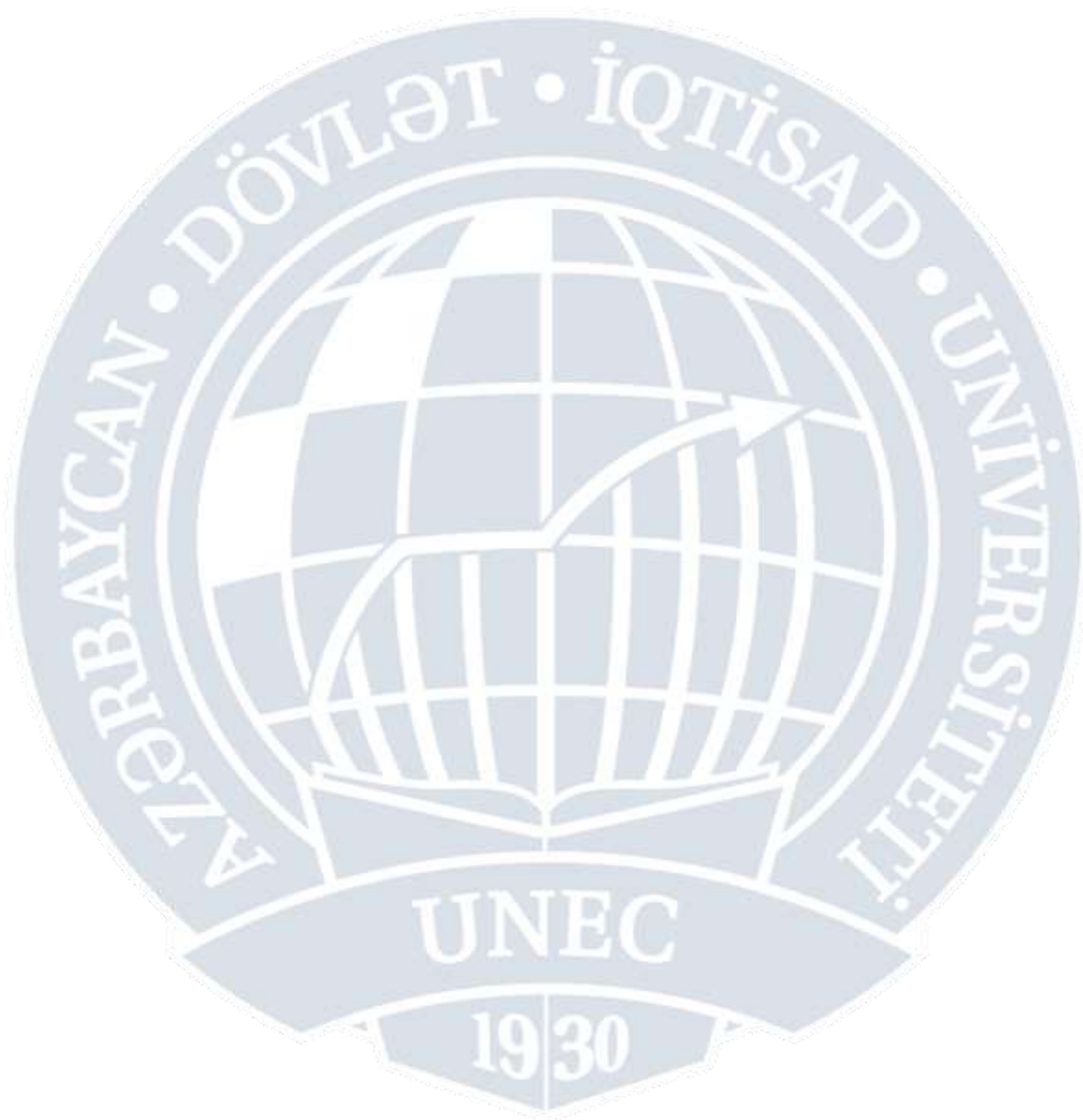
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Section 1. Purpose

1.1 UNEC Commitment

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 Safeguarding Human Rights and Ethical Standards

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

1.3 Alignment with International Frameworks

This Policy aligns with international frameworks including the UN Guiding Principles on Business and Human Rights, ILO Conventions, and relevant national legislation.

Section 2. Scope

This Policy applies to:

2.1 UNEC staff: All permanent, fixed-term, and temporary employees.

2.2 Affiliates and partners: Consultants, contractors, suppliers, honorary appointees, and volunteers.

2.3 Controlled entities: All organizations and businesses operating under UNEC’s management or collaboration.

Section 3. Policy Principles

3.1 Zero Tolerance for Modern Slavery

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.

- UNEC recognizes modern slavery as a severe violation of fundamental human rights and commits to embedding human rights due diligence into all institutional decision-making processes.

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.
- UNEC will conduct periodic geographic, sectoral, and supplier risk mapping to identify high-risk areas and prioritize mitigation measures.
- Risk assessments shall be prioritized based on severity, likelihood, geographic exposure, and supplier risk classification.

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. UNEC reserves the right to suspend or terminate contracts with suppliers found to be in violation of this Policy.

- Suppliers must demonstrate evidence of compliance upon request, including policies, audit results, or certifications related to 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.
- Mandatory training on modern slavery prevention shall be completed annually by all relevant staff and procurement personnel.

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.

- UNEC guarantees that any individual reporting concerns in good faith will be protected from retaliation, discrimination, or disciplinary action.
- Reports may be submitted anonymously where permitted by law through designated reporting mechanisms.

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.

Section 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.
- UNEC shall implement measurable indicators including percentage of suppliers assessed, number of risk cases identified, staff training completion rate, and remediation timelines.
- UNEC will ensure that relevant policy documents, statements, and progress reports are publicly accessible where appropriate.

4.3 Governance Review

- UNEC shall periodically review institutional governance structures related to modern slavery prevention to ensure effectiveness and accountability.

Section 5. Definitions

5.1 Modern Slavery: Practices including human trafficking, forced labor, debt bondage, child labor, and other forms of exploitation that deprive individuals of their freedom.

5.2 Staff: All employees of UNEC, including permanent, fixed-term, and temporary workers.

5.3 Affiliate: Individuals and organizations engaged with UNEC, including consultants, contractors, and volunteers.

5.4 Controlled Entities: Any organization or entity operating under UNEC's management or in partnership with UNEC.

Section 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. UNEC commits to supporting victims of modern slavery through referral mechanisms and partnerships with relevant organizations. UNEC will benchmark its practices against leading international universities and adopt improvements where appropriate.