



## COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

Cochin University P.O. Kochi – 22

### 8.2.4 Employment policy modern slavery

The university has established a comprehensive policy to combat modern slavery, focusing on ethical standards in employment, research, partnerships, and supply chain management. A key component is ensuring that all campus employees receive at least a real living wage. Rigorous checks are conducted to verify work eligibility, and only vetted agencies that meet strict criteria are used for hiring contractors. This ensures fair labor practices within the university community.

In research and partnerships, the university insists that all contracts reflect its anti-slavery stance. Collaborating partners and research funders must align with the university's ethical commitments, incorporating clauses in agreements to comply with anti-slavery laws. This alignment ensures that the university's values are upheld in all collaborative efforts.

The supply chain is meticulously monitored to prevent any form of slavery, forced labor, or human trafficking. The university has a zero-tolerance policy, with immediate action taken against non-compliance, including possible contract termination. Such measures maintain integrity in procurement processes and uphold ethical standards.

Training and awareness are prioritized to equip staff and students with knowledge about modern slavery risks. Mandatory courses for researchers and briefings for Research Office staff are part of this initiative. Additionally, guidelines for ethical research partnerships incorporate awareness of these risks, particularly for those working internationally.

A clear reporting mechanism encourages the university community to report suspicions of forced labor or trafficking to national hotlines. This proactive approach helps identify and address potential issues effectively.

Grounded in international labor principles, the policy aligns with the International Labor Organization's standards, prohibiting forced labor and discrimination. The university commits to annual reporting through a Research Ethics and Integrity Report, ensuring transparency. Continuous improvement efforts will adapt policies to new legislation and best practices, reinforcing the university's dedication to ethical standards and contributing to global efforts against modern slavery.

### Supporting documents

- Policy for 8.2.4 - CUSAT Policy against Forced Labour, Modern Slavery, Human Trafficking, and Child Labour

[https://iqac.cusat.ac.in/uploads/web/files/Policy\\_Against\\_Forced\\_Labour\\_ModernSlavery\\_Human\\_Trafficking\\_Child\\_Labour.pdf](https://iqac.cusat.ac.in/uploads/web/files/Policy_Against_Forced_Labour_ModernSlavery_Human_Trafficking_Child_Labour.pdf)