



19/06/2023

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

Cochin University of Science and Technology (CUSAT) is committed to protecting and respecting human rights and maintaining a zero-tolerance approach to forced labor, modern slavery, human trafficking, and child labor. The university recognizes its responsibility to uphold the highest ethical standards in operations, research, and partnerships.

Policy details:

1. Employment Practices:

- o All employees will be paid at least the real living wage as per government regulations.
- o Rigorous checks will ensure that all new recruits have the right to work in the country.
- o When hiring agency workers or contractors, only vetted agencies that meet strict selection criteria regarding employment policies and practices will be used.

2. Research and Partnerships:

- o All research contracts will reflect CUSAT's stance against modern slavery.
- o Research funders and collaborating partners must confirm alignment with the university's ethical commitments.
- o Academic collaboration agreements will include clauses requiring partners to comply with all applicable laws and regulations relating to anti-slavery and human trafficking.

3. Supply Chain Management:

- o No form of slavery, forced or child labor, or human trafficking will be tolerated within CUSAT's supply chains.
- o Immediate action, including termination of contracts if necessary, will be taken if evidence of non-compliance is found.



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4. Training and Awareness:

- o All staff receive briefings on modern slavery risks.
- o Awareness of modern slavery risks will be integrated into Ethical Research Partnerships guidance for staff and students working with overseas organizations.

5. Reporting Mechanisms:

- o A transparent reporting system for any suspected cases of forced labor, modern slavery, human trafficking, or child labor will be established.
- o The CUSAT community will be encouraged to report suspicions to the National Human Trafficking Resource Center.

6. International Principles:

- o This policy is based on the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work.
- o Forced labor, child labor, and discrimination are prohibited in all operations and partnerships.

7. Annual Reporting:

- o An annual report will be published to provide transparency on efforts to strengthen the integrity of research and operations.

8. Continuous Improvement:

- o Regular reviews and updates of this policy will be committed to ensuring its effectiveness in combating forced labor, modern slavery, human trafficking, and child labor.
- o CUSAT will stay informed about new legislation and best practices in this area and adapt policies accordingly.



DIRECTOR

INTERNAL QUALITY ASSURANCE CELL