



EMPLOYMENT POLICY REGARDING THE EXCLUSION OF
MODERN SLAVERY



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Stavropol

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SSAU interprets “modern slavery” as a crime that results in a violation of human rights and includes slavery, servitude, forced or compulsory labor, and human trafficking.

Accordingly, SSAU condemns modern slavery in all its forms, strives to protect and respect human rights, and ensures that slavery and human trafficking have no place in SSAU's activities.

The University uses the principle of eliminating modern slavery in its constituent documents and local regulations and guarantees the practical implementation of this principle in all areas of its activities.

SSAU works closely with the trade union body, which represents the interests of employees on the development and adoption of appropriate policies and hiring procedures, as well as working conditions to prevent modern slavery.

The activities of all structural divisions of SSAU are carried out in accordance with such values as ethics, the unique personality of each employee and each student and the right to self-realization and self-development, which exclude the possibility of modern slavery or human trafficking in the activities of SSAU.

The University takes all appropriate measures to educate and inform employees about modern slavery and about the corporate, social responsibility of SSAU in relation to this issue.

As part of building partnerships, the University conducts due diligence to ensure that SSAU partners exclude modern slavery from their activities in terms of the implementation of their policies, procedures and practices that are within the scope of the partnership agreement.

The University strictly complies with the principles of international law and Russian legislation regarding forced and child labor. The University does not use child or forced labor and has zero tolerance for the use of child or forced labor.

The Modern Slavery Elimination Employment Policy ensures that every SSAU employee and student has the right to be treated with respect and allows employees to disclose information without fear of retribution that they believe is indicative of abuse or illegal activity in the workplace. If cases of modern slavery or human trafficking are suspected, they must be reported. Employees can report confidentially and anonymously as follows:

- university management and heads of structural divisions;



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- specialists of the personnel development department, using “request boxes”;
- ask a question using the service on the official corporate portal of SSAU in the “Question and Answer” section;
- or use another acceptable method of informing SSAU employees.