

<b>Policy Subject:</b> Commitment Against Forced Labor, Modern Slavery, Human Trafficking, and Child Labor	<b>Policy No.:</b> 18/A. A/2018	<b>Date of last revision:</b> 1/1/2022
<b>Policy Reference:</b> Administrative Affairs	<b>Implementation start date:</b> 1/9/2018	<b>Implementing Body:</b> Human Resources

**Policy Overview:** This policy demonstrates PAU's commitment to promoting fair labor practices based on the human rights of employees.

### Objectives:

1. Preventing and eliminating all forms of forced labor, modern slavery, human trafficking, and child labor within its operations and supply chains.
2. Supporting workers' rights and avoiding any violations thereof.
3. Establishing a clear work environment that is free from abuses or violations of rights.

**Scope:** This policy is applicable to all employees, contractors, vendors, suppliers, and partners in partnership with PAU.

### Policy Statements and Procedures:

1. Prohibition of Forced Labor and Modern Slavery: PAU strictly prohibits any form of forced labor or modern slavery, including the use of coercion, threats, or deception to exploit individuals for labor or services.
2. Human Trafficking Prevention: PAU does not tolerate human trafficking in any form, including recruitment, transportation, transfer, harboring, or receipt of persons by improper means such as force, fraud, or coercion for the purpose of exploitation.
3. Child Labor: PAU adheres to all laws and regulations regarding child labor. The university prohibits the employment or engagement of individuals below the legal working age as defined by applicable laws and international standards.

4. Supplier and Partner Standards: PAU expects its suppliers, contractors, and business partners to uphold similar standards and ensure that their operations are free from forced labor, modern slavery, human trafficking, and child labor. This commitment should be incorporated into contracts and agreements with external entities.
5. PAU has communicated this policy to all employees and stakeholders, emphasizing the commitment to ethical labor practices.
6. The university conducted regular assessments and due diligence within its supply chains to identify and mitigated any risks related to forced labor, modern slavery, human trafficking, or child labor.
7. Training and educational programs have been implemented for employees, suppliers, and partners to enhance awareness and understanding of the risks and indicators associated with these exploitative practices.
8. Reporting and Action: Any suspicion, observation, or report of forced labor, modern slavery, human trafficking, or child labor should be promptly reported through designated channels.
9. PAU promptly investigates all reported cases and takes appropriate remedial actions, which may include terminating relationships with non-compliant suppliers or partners.
10. Review and Compliance: This policy will undergo periodic reviews to ensure its effectiveness, relevance, and compliance with laws and international standards. Necessary revisions and enhancements will be implemented to address emerging risks and continuously improve the prevention and elimination of forced labor, modern slavery, human trafficking, and child labor.

**Issued by the Policies and Procedures Committee pursuant to Resolution No. () for the academic year 2023/2024, Reference No.: //RC/2018.**