



Non-profit joint-stock company «Shakarim University»

Modern Slavery Policy

**Non-profit joint-stock company
«Shakarim University»**

Modern Slavery Policy

**Semey
2023**

Shakarim University Modern Slavery Policy *approved by Chairman of the Board – Rector D.Orynbekov 15.12.2023 y.*

Shakarim University interprets ‘modern slavery’ as a crime that results in the violation of human rights and includes slavery, servitude, forced or compulsory labour and human trafficking.

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

Shakarim University works closely with the trade union body representing employees to develop and adopt appropriate employment policies and procedures and working conditions to prevent modern slavery.

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

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

As part of building partnerships, the University carries out due diligence to ensure that Shakarim University's partners exclude modern slavery in their operations in terms of the implementation of their policies, procedures and practices that fall within the scope of the partnership agreement.

The University strictly complies with the principles of international law and the norms of the Republic of Kazakhstan legislation regarding forced and child labour. The University does not use child and forced labour and has zero tolerance for the use of child and forced labour.

Scope and Purpose

A strife of intrigued can be portrayed when a board part employment his or her position to impact university choices in arrange to buy and by advantage from exchange or deal.

Purchases commissioned by the university from companies and associations in which it incorporates a coordinate or circuitous intrigued (shareholder or proprietor).

Conflicts of intrigued emerge when the inclusion of university members in outside exercises essentially meddling with their essential commitments to the university: instructing, investigate and satisfaction of their individual commitments to students, colleagues and the university.

Definitions

Modern Slavery, Human Trafficking, and Child Labor

The term “modern slavery” is an umbrella term covering numerous ill-defined hones. By and large included are human trafficking for sex, labor, or organs, constrained labor, fortified labor, descent-based labor, residential bondage, child labor, early (child), and constrained marriage. This list isn't comprehensive, and other shapes of present day subjugation and human trafficking incorporate the taking of babies and children for deal for appropriation, the entanglement of individuals in devout custom parts as well as those taken for devout customs that include shapes of human give up. Individuals who are casualties of present day subjugation and human trafficking are often among the foremost powerless in social orders. They include all ages, sexual orientations,

ethnicities, and ideologies. The foremost helpless bunches incorporate outcasts and vagrants, minority bunches, ladies, children, and individuals encountering extraordinary poverty.

“Employment Policy on the Exclusion of Modern Slavery” ensures that every member of staff and student at Shakarim University has the right to be treated with respect and allows staff to disclose information without fear of punishment that they believe indicates abuse or illegal behaviour in the workplace. If instances of modern slavery or human trafficking are suspected, they must be reported. Employees may report confidentially and anonymously as follows:

- university management and heads of structural units;
- to specialists in the department of the Centre for Monitoring the Quality of Education;
- or use any other acceptable method of informing Shakarim University employees.