MODERN SLAVERY POLICY

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DOCUMENT HISTORY

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| --- | --- | --- | --- |
| Version | Author | Approved by | Date |
| 1.0 | University Compliance, Audit and Quality Assurance |  |  |

# PURPOSE

British University Vietnam (BUV) is committed to acting ethically, with integrity, and in full compliance with applicable laws and regulations. We recognize our responsibility to address the risks of modern slavery and human trafficking in all aspects of our operations. The purpose of this policy is to:

* Define BUV’s commitment to preventing modern slavery and human trafficking.
* Ensure transparency in our supply chains and operations.
* Establish clear guidelines for staff, suppliers, and partners in maintaining ethical practices.

# SCOPE

This policy applies to:

* All employees, contractors, and workers at BUV.
* Suppliers, subcontractors, and business partners providing goods or services.

# GLOSSARY OF TERMS

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| **Terms** | **Definitions** |
| Modern Slavery | Encompasses slavery, servitude, forced labor, and human trafficking.  *(defined in Modern Slavery Act 2015 of the United Kingdom)* |
| Human Trafficking | Human trafficking involves recruiting, transporting, transferring, harboring, or receiving individuals through coercion, abduction, deception, or abuse of vulnerability for exploitation.  *(defined in Modern Slavery Act 2015 of the United Kingdom)* |
| Forced Labor | All work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.  *(defined in ILO Forced Labour Convention (1930, No. 29)* |
| Child Labor | Work performed by children that is mentally, physically, socially or morally dangerous and harmful to children; and/or  interferes with their schooling by: depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work.  *(defined in ILO Convention No. 138)* |

# POLICY STATEMENT

BUV strictly prohibits all forms of modern slavery and human trafficking. The university is committed to ensuring that employment is freely chosen, with no forced or bonded labor, and that workers are not subjected to exploitative conditions, coercion, or trafficking. Suppliers and partners are required to adhere to similar ethical standards as a condition of their engagement with BUV.

# UNIVERSITY COMMITMENT

BUV is dedicated to promoting ethical standards and protecting human rights in all its activities. The university maintains a zero-tolerance approach to modern slavery and human trafficking, ensuring that its operations and supply chains are free from exploitative practices. BUV raises awareness among staff, students, and stakeholders through training and communication.

In cases where victims of modern slavery are identified within its operations or supply chains, the university commits to providing appropriate support and assistance. BUV also collaborates with suppliers, business partners, and other organizations to promote ethical practices and reduce risks.

# RESPONSIBILITIES

The leadership team at BUV is responsible for ensuring compliance with this policy and establishing an ethical organizational culture. The procurement team plays a critical role in assessing suppliers for risks related to modern slavery and incorporating ethical considerations into contracts. All employees are required to report any concerns related to modern slavery through designated channels.

# RISK ASSESSMENT AND DUE DILIGENCE

BUV actively undertakes measures to assess and mitigate risks of modern slavery. This includes evaluating suppliers before establishing partnerships to identify potential risks and regularly reviewing high-risk suppliers through audits and monitoring. Training programs are provided to staff to help them identify and address risks of modern slavery effectively.

# REPORTING CONCERNS

BUV encourages all employees, suppliers, and stakeholders to report any suspected instances of modern slavery. Concerns can be raised through a confidential hotline or by contacting the Human Resources department via email. Reports will be handled with confidentiality and in accordance with the university’s policies.

# CONSEQUENCES OF BREACH

Any breach of this policy will result in appropriate action, which may include terminating contracts, disciplinary measures, or reporting to relevant authorities. BUV is committed to taking decisive action against violations to uphold ethical standards.

# POLICY REVIEW

This policy will be reviewed annually and updated as necessary to reflect changes in legislation or organizational requirements.

# DOCUMENT RESPONSIBILITIES

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| Policy Owner: | Vice Chancellor & President |
| Policy Delegate: | Chair of Senate |

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