

Policy Commitment Against Forced Labour, Modern Slavery, Human Trafficking, and Child Labour

Introduction

At Azerbaijan Technological University (ATU), we believe that everyone deserves to work in conditions that respect their dignity, safety, and rights. As part of our mission to support Sustainable Development Goal 8 (SDG 8) – Decent Work and Economic Growth – we commit to ensuring that forced labour, modern slavery, human trafficking, and child labour have no place in our community or operations. These practices go against our core values of fairness and social justice. Through this policy, we aim to align with global standards while promoting ethical labour practices in everything we do, from our research and education to our partnerships and community outreach.

1. Zero Tolerance for Exploitation

At ATU, we stand firmly against any form of exploitation, whether it's forced labour, child labour, or human trafficking. This means that anyone involved with our university – from staff and students to external partners – must follow our commitment to uphold the highest labour standards. Whether in direct employment or partnerships, we won't tolerate any violations. We expect everyone to adhere to this principle, ensuring that ATU is a safe and fair place to work, study, and collaborate.

2. Ethical Collaborations and Responsible Supply Chains

In our global collaborations, ATU will ensure that all partners, whether local or international, share our commitment to ethical labour practices. This means carefully selecting our partners, vendors, and suppliers to make sure they comply with labour laws both in Azerbaijan and globally. We'll regularly review these relationships to ensure they meet our standards. If any partner is found engaging in unethical labour practices, we will immediately end our collaboration with them.

3. Education, Training, and Raising Awareness

We believe education is key to building a fair and just world. At ATU, we'll offer training for students, staff, and faculty on how to recognize and prevent forced labour, modern slavery, and human trafficking. By raising awareness of these issues, we create a campus culture where everyone is vigilant and responsible. Our curriculum will also include courses on human rights, social justice, and ethical labour practices to help shape future leaders who value fairness and dignity for all.

4. Code of Conduct for Suppliers and Partners

All of our suppliers and partners are required to follow a strict Code of Conduct that prohibits any form of forced labour, human trafficking, or child exploitation. We will conduct regular audits to ensure they comply with these standards. If any violations occur, we will take immediate action, including ending our relationship with the supplier or partner. We also encourage transparency by asking suppliers to report on their efforts to eliminate forced labour and human trafficking within their operations.

5. Fair Treatment of Employees

At ATU, we are committed to ensuring that all employees work in conditions that are safe, fair, and respectful. This means providing proper wages, reasonable working hours, and ensuring that everyone is treated equally. We will regularly review our policies to ensure that they meet both local and international labour standards. Our Trade Union Committee will also play an important role in protecting workers' rights and addressing any issues related to exploitation or unfair treatment.

6. Confidential Reporting System

We take any reports of exploitation seriously. ATU will provide a safe, confidential way for students, staff, and partners to report any concerns about forced labour, human trafficking, or labour violations. Reports will be handled by a dedicated team, and anyone who comes forward will be protected from retaliation. We will act quickly to investigate and resolve any issues. Additionally, we will periodically review our reporting system to make sure it is effective and transparent.

7. Collaborating with Local and International Organizations

To strengthen our efforts, ATU will partner with organizations both locally and globally that are committed to fighting forced labour, human trafficking, and child exploitation. We'll work together on research projects, educational campaigns, and outreach initiatives that raise awareness and help victims of exploitation. Our collaborations with government agencies, labour unions, and NGOs will also support policy reforms that protect vulnerable populations in Azerbaijan and around the world.

8. Monitoring and Accountability

ATU will create a dedicated task force to oversee the implementation of this policy. This team will conduct regular audits, review partnerships, and publish an annual report on our progress in preventing forced labour and human trafficking. The report will include data on any incidents reported, actions taken, and suggestions for improving our practices. To ensure that we are meeting global standards, the task force will also work with external experts to continually refine and improve our approach.

Conclusion

This policy reflects ATU's deep commitment to ethical and sustainable development. By standing against forced labour, modern slavery, human trafficking, and child labour, we aim to make ATU a place where human rights are respected, and dignity is upheld. Through education, collaboration, and a firm commitment to ethical labour practices, we contribute to global efforts to eliminate exploitation and promote decent work for all, in line with SDG 8.