

# MANAV RACHNA UNIVERSITY

(Declared as State private University Vide Haryana Act No. 26 of 2014)  
Plot-B, Sector-43, Aravali Hills, Delhi-Suraj-Kund Road, Faridabad

## Policy Against Forced Labour, Modern Slavery, Human Trafficking, and Child Labour, 2022 Policy Document

### 1. Policy Statement

Manav Rachna University (MRU) is fully dedicated to promoting moral behaviour and human rights in every facet of its business. A zero-tolerance stance against child labour, human trafficking, forced labour, and modern slavery is part of this commitment. In accordance with all applicable national and international laws, such as the International Labour Organization's (ILO) standards, the United Nations Universal Declaration of Human Rights, and Indian laws pertaining to labour practices and human rights, MRU aims to guarantee that all workers, contractors, suppliers, and partners adhere to the highest standards of social and ethical conduct.

### 2. Scope

This policy applies to all members of MRU, including but not limited to:

- University faculty and staff
- Students and volunteers engaged in university-affiliated activities
- Contractors and suppliers
- All business partners, service providers and other third parties associated with MRU

### 3. Definitions

- **Forced Labour:** Any work or service that a person is forced to perform against their will under the threat of penalty or punishment.
- **Modern Slavery:** It consists of forced labour, bonded labour, human trafficking, and other forms of exploitation.
- **Human Trafficking:** The recruitment, transportation, transfer, harbouring, or receipt of people through force, coercion, or deception for the purpose of exploitation.
- **Child Labour:** Any work that deprives children of their childhood, education or development as defined by applicable national and international laws.

#### 4. Commitment to Anti-Slavery Standards

MRU is committed to taking appropriate actions to prevent forced labour, modern slavery, human trafficking, and child labour in its institutional operations and supply chain, as well as to deal with any incidents that may arise. For the fulfilment of this commitment, MRU will:

1. **Conduct Regular Risk Assessments:** Determine which parts of the university and its supply chain are susceptible to violations of human rights and implement mitigation strategies.
2. **Engage with Stakeholders:** To increase awareness of child labour, human trafficking, forced labour, and modern slavery, collaborate with internal and external stakeholders.
3. **Due Diligence for Supplier and Contractors:** Include anti-slavery guidelines in procurement procedures and mandate that suppliers and contractors follow them.
4. **Train and Educate Staff and Students:** Provide training to faculty, staff, and students on recognizing and reporting forced labour and human trafficking.
5. **Implement Reporting Mechanisms:** Provide avenues for reporting issues pertaining to child labour, forced labour, slavery, or human trafficking, and guarantee whistleblowers' privacy and safety.
6. **Respond and Take Action:** Look into and deal with any allegations or suspicions of child labour, forced labour, slavery, or human trafficking at the university or its suppliers.

#### 5. Compliance with Laws and Standards

MRU will comply with all applicable laws and regulations, including:

- **India's Child Labour (Prohibition and Regulation) Act, 1986**
- **ILO Conventions on Forced Labour and Child Labour**
- **UN Guiding Principles on Business and Human Rights**

#### 6. Responsibilities

- **Leadership and Administration:** In charge of allocating resources, implementing policies, and making sure the university complies with moral labour standards.



- **Human Resources and Procurement Departments:** Responsible for vetting suppliers and vendors, monitoring compliance, and implementing practices aligned with anti-slavery principles.
- **Faculty, Staff, and Students:** Encouraged to uphold MRU's ethical standards, attend awareness training, and report any suspected issues of forced labour, trafficking, or child labour.

## 7. Reporting and Response Mechanism

MRU is dedicated to ensuring all members of the university community to report suspected instances of forced labor, modern slavery, human trafficking, or child labour. Reports may be submitted using the following channels:

- **Confidential Reporting Hotline**
- **Email Reporting**
- **In-person Reporting:** At designated offices

All reports will be handled with confidentiality and subjected to comprehensive investigation, with MRU implementing suitable corrective measures.

## 8. Policy Review and Updates

This policy will undergo an annual review to guarantee its relevance, comprehensiveness, and alignment with any legislative or societal changes. All updates will get approval from the University's governing body and will be conveyed to all stakeholders.

