

SUSTAINABLE DEVELOPMENT GOALS

8 DECENT WORK AND ECONOMIC GROWTH




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UBT's Policy Against Forced Labor, Modern Slavery, Human Trafficking, and Child Labor (HR.03.01 – SA.05.01) Applies to all UBT employees, students, contractors, and collaborators, ensuring that every individual is treated with dignity, equality, and respect while maintaining a zero-tolerance approach to any violation of human rights and refrains from engaging with any individual or institution involved in exploitative practices.



جامعة الأعمال والتكنولوجيا
UNIVERSITY OF BUSINESS AND TECHNOLOGY

Policy against forced labor, modern slavery, human trafficking, and child labor

Policy Code:	HR.03.01 - SA.05.01
Policy Version No:	Ver. 1.0
Approval Date:	20 June 2022
Implementation Date:	1 September 2022
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Policy Owner:	HR - SA

Documentation Administration

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1. Purpose

The kingdom of Saudi Arabia (as member of the International Labor Organization (ILO) since 1976) is working closely with the ILO to address different labor market issues .
The purpose of this policy is to support all efforts against slavery, child labor, and human trafficking in compliance with the bylaws and regulations of the Kingdom of Saudi Arabia and the labor law, taking into consideration, the international bylaws and regulations of several international treaties and conventions (ICRED, CEDAW, CAT,CRC,CRPD) that the kingdom is serving to uphold the dignity and humanity of anyone in the kingdom.

4. Policy Principles and statement

- UBT is committed to eradicate force labor in all its forms.
- UBT adheres to national laws against exploitation of humans in supply chains or in any university operations.
- UBT has a zero-tolerance against any reports of human trafficking, modern slavery, child labor, and/or forced labor.
- UBT will refrain from dealing with any individual or institution who are confirmed to be involved directly or indirectly with human trafficking, modern slavery, child labor, and/or forced labor.
- UBT, through its students' affairs and intellectual awareness department, will participate, organize, and conduct activities and programs that spread the awareness regarding human trafficking, modern slavery, child labor, and/or forced labor.
- UBT, based on their bylaws and regulations, protects subjects from human right violations as well as to respect human rights and remedy abuse or violations.
- UBT, through its deanship of Scientific research, respects human subjects, and in case of any research project that involves human interaction, the research primary investigator has to go through the ethical committee for their approval before starting the research .
- UBT shall collaborate with other universities and organizations, sharing information about modern slavery risks and methods employed to address them with colleagues.
- UBT should consider joining organizations nationally and internationally, that collect, assess, collate, and distribute information on modern slavery risks.
- Related Community service and research projects might be conducted by students and faculty members .
- UBT engages all stakeholders in policies and methods Implemented to address and reduce the risks and issues related to this policy.
- In reference to the labor law M/51 issued on 23/08/1426 and updated later on , chapter 10, articles (161-167) shaping to the employment of minors , UBT doesn't allow the employment of minors.

Against Forced labor, Modern Slavery, Human Trafficking, and Child Labor Policy

Policy Code:	HR.03.01
Policy Version No:	Ver.1.0
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2. Scope

This policy applied to all UBT members, Employees (Faculty members and staff, full time and part-time), students (Graduate and undergraduate); as well as collaborators (academic institutions and industries whether national or international) and contractors.

3. Definitions & Acronyms

3.1 Definitions

Term	Definition
Modern Slavery	is coerced or compulsory labor, servitude, indentured servitude, detained servitude, or securing labor or services by force, threat or deception.
Child labor	Labor provided by a child under 15 years old (as per the ILO) that deprives them of their childhood, interferes with their ability to attend regular school, and is mentally, physically, socially and morally harmful.
Forced labor	Is any work that is performed involuntarily and under the menace of any penalty.
Human trafficking	Trade of humans for the purpose of forced labor.

3.2 Acronyms

Term	Definition
ICERD	International Convention on the Elimination of All Forms of Racial Discrimination.

CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women.
CAT	Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.
CRC	United Nations Convention on the Rights of the Child.
CRPD	Convention on the Rights of Persons with Disabilities.
ILO	International Labor Organization.

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5. Related Documents

This include the following: (in hierarchical order) , legislation, policies, other procedures and standards, guidelines, forms and other useful resources

Document No.	Document Name	Document Type	Location

6. Version Control & Revision History

Version control	Date released	Approved by	Summary of changes

7. Approvals

University Council	Chair Name	Signature	Date
1/4/8	Dr. Weam Tunsi		17/9/2024

