



D. Serikbayev

**EAST  
KAZAKHSTAN  
TECHNICAL  
UNIVERSITY**

# Modern slavery policy

**NJSC «D. Serikbayev EKTU»**



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# 1. GENERAL PROVISIONS

## 1.1 Purpose and mission

The **purpose** of this policy is to establish principles, procedures and measures aimed at preventing, detecting and suppressing any forms of modern slavery and human trafficking in the activities of the University, its subsidiaries and supply chains.

The **mission** of EKTU is to promote ethical standards, respect human rights, and foster a responsible academic and managerial culture that excludes any form of exploitation and discrimination.

## 1.2 Terms and definitions

**Modern slavery** is a form of human exploitation that includes forced labor, debt bondage, human trafficking, child labor, and labor under threat of punishment or without voluntary consent.

**Human trafficking** is the recruitment, transportation, or hiding of persons for the purpose of exploitation, using threats, force, or deception.

**Supply chain** is a set of organizations and contractors involved in providing goods, services, and resources to a university.

## 1.3 Regulatory and ethical grounds

The policy has been developed in accordance with:

- the Constitution of the Republic of Kazakhstan;
- the Labor Code of the Republic of Kazakhstan;
- the UN Convention against Transnational Organized Crime (2000);
- the International Labour Organization (ILO) Conventions No. 29 on Forced Labour and No. 105 on its Abolition;
- the UN Guiding Principles on Business and Human Rights (2011);
- the Internal Code of Corporate Ethics of EKTU, the Sustainable Development Policy, and the Regulation on Procurement and Supplier Selection.

This policy applies to all EKTU employees, temporary staff, students, contractors, suppliers, and partners involved in academic exchange and research projects, including those under international agreements.





## 2. PRINCIPLES AND OBLIGATIONS

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EKTU:

- does not tolerate forced labor, exploitation, human trafficking, or discrimination in its operations or partnership agreements;
- requires all partners, suppliers, and contractors to adhere to the same principles and to sign a declaration confirming the absence of modern forms of slavery;
- ensures transparency and accountability in all procurement, employment, and academic exchange procedures, as well as in all administrative and human resource processes;
- implements mechanisms for regular risk assessment within supply chains and recruitment practices;
- provides training for employees responsible for procurement, human resources, and administrative operations on issues related to human rights compliance;
- establishes confidential reporting channels for violations and guarantees protection of whistleblowers against retaliation.

### 3. IMPLEMENTATION AND MONITORING

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Responsibility for the development, implementation, and monitoring of the Anti-Modern Slavery Policy lies with the Member of the Board – Vice-Rector for Academic Affairs. Overall oversight and approval of policy decisions are carried out by the Chairman of the Board – Rector.

All structural divisions are required to comply with the provisions of this Policy and ensure transparency in their labor and commercial relations. The effectiveness of implementation is monitored annually through internal audits and the EKTU Social Responsibility Report. The monitoring results are reviewed at a meeting of the Scientific and Technical Council and included in the university's Strategic Sustainable Development Report.

### 4. POLICY REVIEW

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The Policy is reviewed at least once every three years or whenever national legislation or international standards are amended.

The updated version is approved by the Chairman of the Board – Rector of EKTU and published on the official university website.