



Policy

University: Sri Sri University
Country: India
Web Address: www.srisriuniversity.edu.in

Commitment against forced labour, modern slavery, human trafficking, and child labour

Name of Policy	Commitment against forced labour, modern slavery, human trafficking, and child labour	Prepared By	Mr. Jayakar Sodagiri
Department	All	Verified by	DO
Effective Date	03-06-2020	Approved by	Executive Registrar
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Objective of the policy

The purpose of this policy is to describe Sri Sri University's Accenture's commitments to comply with, and respect individuals' rights under, Human Trafficking, Forced Labor and Child Labor laws, and your responsibilities to help Sri Sri University comply with these laws.

Policy

Sri Sri University and its employees shall not: -

- (i) Tolerate, engage in or support Human Trafficking, Forced Labor or Child Labor of any kind through Sri Sri University's activities, including in its supply chain.
- (ii) Assist Sri Sri University clients or any other party in doing so.

- Sri Sri University shall respect its employees' rights to agree to terms and conditions of employment voluntarily without coercion, and freely terminate their employment on appropriate notice.
- Sri Sri University may recover a portion of training or other employment costs incurred by Sri Sri University from certain employees who leave within a defined period (subject to any local laws and international labor standards).

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- Sri Sri University shall ensure that its employees are of legal working age for their position and shall comply with local laws for youth employment or student work, such as internships or apprenticeships etc.

Remedy against Violations of the policy and raising concerns

Sri Sri University takes this policy very seriously and violations may lead to disciplinary action up to, and including, termination of employment. While Sri Sri University retains discretion as to how to respond to any violation of this policy, any disciplinary process will be undertaken in accordance with all applicable local laws and other legal requirements.

If one has a concern about any issue that you believe (or suspect) may violate any law or violate Sri Sri University's policies, one has the right to speak up and we want you to speak up.

One can always raise any concern, or ask for advice or support, through your line management, various administrative heads, Deans, Directors or the Vice-Chancellor.

Definitions

"Child Labor" means labor that deprives children (generally all people under 18 years of age, subject to certain exceptions) of their childhood, their potential and their dignity, and that is harmful to physical or mental development.

It includes work that

- (I) is mentally, physically, socially or morally dangerous and harmful to children.
- (ii) interferes with their schooling of the children.

Child Labor does not include youth employment or student work, such as internships or apprenticeships, which comply with local laws and regulations.

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“Forced Labor” means all work or service exacted from a person under threat or penalty (including slavery, servitude and forced recruitment), which includes penal sanctions and the loss of rights and privileges where the person has not offered himself or herself voluntarily.

“Human Trafficking” means the act of recruiting, harboring, transporting, providing or obtaining a person for forced labor or commercial sex acts through the use of fraud, coercion (e.g., threats of serious harm or physical restraint or abuse or threatened abuse of the legal system) or deception.

Executive Registrar

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