



Modern Slavery Policy

1. PURPOSE

This policy establishes East Bridge University's (EBU) commitment to preventing modern slavery, forced labour, human trafficking, exploitative employment practices, and all forms of human rights abuse within the University's operations, partnerships, procurement activities, and institutional relationships.

As a globally connected institution working with learners, educators, suppliers, partners, and communities across diverse regions, EBU recognises its responsibility to uphold dignity, fairness, ethical conduct, and respect for human rights in all areas of institutional activity.

2. SCOPE

This policy applies across all EBU divisions and activities, including:

- Employment and recruitment practices
- Procurement, purchasing, and supplier relationships
- Institutional partnerships and collaborations
- Outsourced services and contractor engagements
- Student support and community engagement activities
- Online and international operational environments

This policy applies to all employees, faculty, students, contractors, suppliers, consultants, institutional partners, and external stakeholders associated with East Bridge University.

3. DEFINITIONS

Modern Slavery: Modern slavery refers to situations where individuals are exploited and unable to refuse or leave work due to coercion, threats, abuse of power, deception, debt bondage, forced labour, or human trafficking.

Forced Labour: Forced labour refers to work or services extracted from individuals under threat, coercion, intimidation, or without voluntary and informed consent.

Human Trafficking: Human trafficking refers to the recruitment, transportation, transfer, or harbouring of individuals through coercion, deception, or abuse for the purpose of exploitation.

4. POLICY STATEMENT

East Bridge University is committed to maintaining an institutional environment that respects human rights, ethical labour practices, and responsible operational conduct.

The University recognises that modern slavery risks can exist across supply chains, recruitment systems, outsourced operations, and institutional partnerships. EBU therefore seeks to ensure that its activities, relationships, and operational practices are guided by fairness, accountability, transparency, and respect for human dignity.

Through this policy, the University aims to promote ethical engagement, strengthen responsible procurement and employment practices, and encourage a culture where concerns relating to exploitation or unethical conduct can be raised safely and responsibly.

5. POLICY DECLARATION

EBU will continue to prevent and address modern slavery risks in accordance with the following principles and commitments:

5.1 Respect for Human Rights and Dignity

The University is committed to promoting fair treatment, dignity, inclusion, and respect for all individuals associated with EBU, regardless of role, background, or location.

5.2 Zero Tolerance Towards Modern Slavery

EBU maintains a zero-tolerance approach towards forced labour, human trafficking, exploitative labour practices, and all forms of modern slavery.

5.3 Ethical Employment Practices

The University will seek to ensure that recruitment, employment, and working conditions across institutional operations are conducted fairly, responsibly, and in accordance with applicable legal and ethical standards.

5.4 Responsible Procurement and Supplier Engagement

EBU will encourage procurement and supplier relationships that reflect ethical labour standards, transparency, responsible sourcing, and respect for human rights.

5.5 Due Diligence and Risk Awareness

Appropriate due diligence and risk-assessment processes will be undertaken where necessary to identify and address potential modern slavery risks within institutional operations, partnerships, and supplier relationships.

5.6 Awareness and Education

The University will promote awareness of modern slavery risks and ethical responsibilities among staff, institutional stakeholders, and relevant operational units where appropriate.

5.7 Reporting and Protection

EBU encourages individuals to report concerns relating to exploitation, unethical labour practices, or human rights violations through appropriate institutional channels. Concerns raised in good faith will be treated responsibly and confidentially where possible.

5.8 Partnerships and Institutional Responsibility

The University seeks to engage with organisations, contractors, and collaborators that demonstrate responsible labour practices, ethical governance, and alignment with principles of fairness and human dignity.

5.9 Monitoring and Continuous Improvement

EBU will periodically review operational practices, supplier engagement processes, and governance mechanisms to strengthen transparency, accountability, and responsible institutional conduct.

6. RESPONSIBILITIES

Unit	Key Responsibilities
University Leadership	• Promote institutional commitment to ethical conduct and human rights • Support governance and accountability measures
Human Resources and Administration Teams	• Maintain fair recruitment and employment practices • Support ethical workforce management and compliance processes
Procurement and Operational Teams	• Encourage responsible supplier engagement and ethical sourcing practices
Faculty and Staff	• Conduct activities responsibly and report concerns where necessary

Suppliers, Contractors, and Institutional Partners	• Support policy monitoring, review, and continuous improvement initiatives
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7. REVIEW & MONITORING

EBU will regularly monitor the effectiveness of this policy through:

- Periodic review of employment and supplier practices
- Assessment of procurement and partnership-related governance processes
- Monitoring of reported concerns and institutional responses
- Ongoing review of due diligence and operational risk-management procedures
- Feedback from institutional stakeholders and operational units

This policy will be reviewed periodically to ensure continued relevance, effectiveness, and alignment with evolving ethical, operational, and governance expectations.



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