

# **MODERN SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT**

## **Termez University of Economics and Service (TUES)**

Termez University of Economics and Service affirms its commitment to operating as an ethical, socially responsible, and law-abiding institution in all areas of its academic, administrative, procurement, and partnership activity. The University recognizes that modern slavery, forced labour, child labour, debt bondage, servitude, and human trafficking are serious violations of human dignity and fundamental human rights. TUES therefore declares that it does not tolerate any form of modern slavery or human trafficking within its own operations, nor does it knowingly engage with suppliers, contractors, or other third parties whose practices are inconsistent with these principles.

The University supports the protection of human rights and the promotion of fair, safe, and decent working conditions. TUES believes that all people engaged in work connected to the University, whether directly employed or working through external contractors and suppliers, should be treated with dignity and respect, should not be subject to coercion or exploitation, and should work under conditions that are lawful, safe, and humane. The University further believes that individuals must be free to work of their own choice, free to leave employment in accordance with law, and free from intimidation, abuse, forced dependency, or unlawful withholding of wages or documents.

TUES also recognizes that universities have a duty not only to educate students and develop knowledge, but also to ensure that their own institutional systems reflect the ethical values they promote. For this reason, the University understands the prevention of modern slavery and human trafficking as part of its broader commitments to good governance, responsible procurement, social justice, sustainability, and institutional integrity.

### **Our structure**

Termez University of Economics and Service is a higher education institution engaged in teaching, learning, research, innovation, professional development, and community-oriented academic activity. The University carries out these functions through its academic and administrative structures, including faculties, departments, centers, support services, and operational units. In addition to its educational responsibilities, TUES also manages a range of operational and institutional functions that require interaction with suppliers, service providers, contractors, partners, and external organizations.

As a functioning university, TUES procures goods, services, and works necessary for academic delivery, student support, campus management, information technology, facilities maintenance, public events, operational administration, and institutional development. This means that the University's activities are connected, directly and indirectly, to a broad network of supply relationships, some of which may involve multiple tiers of production, delivery, subcontracting, and service provision. The University recognizes that the complexity of these relationships means that risk can arise not only in direct procurement contracts, but also deeper within supply chains where visibility may be more limited.

For that reason, TUES acknowledges that responsibility in this area extends beyond its immediate campus environment. The University cannot assume that the absence of visible abuse in direct operations is sufficient. It must also take reasonable and proportionate steps to

understand where risks may arise and how those risks can be identified, reduced, and managed in ways consistent with the responsibilities of a modern higher education institution.

### **Our policies, priorities and vision**

TUES is committed to ensuring that there is no modern slavery or human trafficking in any part of its institutional activity or, so far as reasonably possible, within the supply chains connected to its operations. This commitment is part of the University's wider approach to ethical governance and is consistent with its intention to act with transparency, responsibility, and respect for human dignity in all business relationships.

The University's priorities in this area are to strengthen awareness, improve procurement-related due diligence, encourage responsible supplier conduct, protect vulnerable persons from exploitation, and ensure that institutional procedures do not create tolerance for unethical labour practices. TUES also recognizes that modern slavery risks are often connected with wider issues such as weak labour protection, poor supplier oversight, hidden subcontracting, irregular recruitment practices, and insufficient transparency in the sourcing of goods and services. Accordingly, the University seeks to embed anti-slavery expectations into the way it plans, contracts, monitors, and reviews institutional activity.

The University expects all suppliers, contractors, and external partners to respect the dignity and rights of workers and to demonstrate that their own employment and supply-chain practices are consistent with lawful and ethical standards. TUES does not regard the prevention of forced labour, human trafficking, and child exploitation as optional matters of reputation management; rather, they are core conditions of responsible engagement. The University's long-term vision is to strengthen a culture in which procurement, operational governance, and supplier relationships are informed not only by price and convenience, but also by legality, fairness, transparency, and human rights awareness.

### **The TUES supply chain**

The supply chain of Termez University of Economics and Service includes the procurement of goods, services, and works necessary for the functioning of the University. These may include, among other things, teaching and learning materials, research-related goods, professional and administrative services, laboratory and IT equipment, books and stationery, printing, office consumables, furniture, facilities management services, utilities, cleaning, security, catering, event support, travel-related services, construction and repair works, maintenance services, and various outsourced operational functions that support the daily life of the University.

The University recognizes that this supply chain is diverse. It may involve local suppliers, national providers, specialized service firms, distributors, intermediaries, small enterprises, and larger commercial organizations. It may also include goods whose production takes place outside the immediate region or outside the country, meaning that labour conditions and supply-chain transparency can vary significantly across different categories of purchase. Because of this diversity, the University acknowledges that the risk of modern slavery and human trafficking cannot be excluded simply on the basis of institutional intention or supplier size.

TUES therefore recognizes that labour exploitation can occur in different forms and in different parts of the supply chain, including through informal labour practices, coerced work, child labour, exploitative recruitment, undocumented subcontracting, excessive working hours, wage abuse, restriction of movement, or unsafe working conditions. The University also

understands that some sectors may present higher risk than others, particularly where price pressure, outsourced labour, temporary work, imported goods, or low-visibility subcontracting are involved. For that reason, the University aims to improve its awareness of supply-chain risk and to strengthen the way such risks are considered within procurement and contract oversight processes.

### **Due diligence processes for slavery and human trafficking**

TUES is committed to taking reasonable and proportionate steps to identify and mitigate the risk of modern slavery and human trafficking in its operations and supply chains. The University understands that a meaningful response requires more than a general statement of values. It requires practical due diligence, internal awareness, documentary controls, and continued improvement in procurement and governance processes.

Accordingly, the University seeks to incorporate human-rights and labour-risk considerations into its wider responsible procurement and supplier-management arrangements. This includes paying particular attention to areas where labour exploitation risks may be greater because of the nature of the product, service, subcontracting structure, price pressure, labour intensity, or supply-chain complexity. The University also aims to ensure that procurement and contract management processes include, where appropriate, review of supplier conduct, declarations, compliance expectations, and contractual standards relevant to ethical labour practice.

TUES recognizes that due diligence must be proportionate to risk. Not every supplier relationship presents the same level of concern, and not every procurement requires the same level of scrutiny. However, where the University identifies categories of purchase or supplier relationships that may involve elevated human-rights risks, it expects enhanced attention to be given to those areas. This may include additional supplier questioning, review of relevant policies or declarations, attention to subcontracting arrangements, and greater caution in supplier selection or continuation.

The University also acknowledges that the absence of reported abuse does not automatically mean the absence of risk. Modern slavery is often hidden, and detection may be difficult where transparency is weak. For that reason, TUES seeks to strengthen its internal ability to ask appropriate questions, recognize warning signs, and respond in a timely and responsible way when concerns arise.

### **Working collaboratively with peer organisations**

Termez University of Economics and Service recognizes that universities often face similar procurement and supply-chain challenges and that the prevention of modern slavery is strengthened when institutions learn from one another and share good practice. The University therefore values constructive engagement with peer institutions, professional networks, sector bodies, and relevant public authorities where such cooperation may help improve awareness, procurement standards, supplier scrutiny, or responsible institutional practice.

Collaboration is particularly important because modern slavery risks are rarely unique to one institution. They often arise in sectors, markets, or supply environments shared by many organizations. By learning from sector experience, TUES can strengthen its own institutional approach, adapt proven methods where appropriate, and better understand how universities can use their collective influence to encourage higher standards in procurement and contractor management.

In this regard, the University recognizes that ethical supply-chain governance is not only a matter of individual compliance but also of institutional culture and sector maturity. TUES therefore supports an approach in which the exchange of information, responsible benchmarking, and professional dialogue contribute to continuous improvement in preventing labour exploitation and human trafficking.

### **Training**

TUES recognizes that policy commitments become effective only when individuals understand them and are able to apply them in practice. For this reason, the University considers awareness and training to be an important part of its response to modern slavery and human trafficking risks. Staff involved in procurement, administration, contract management, supplier interaction, and operational decision-making should have an appropriate level of awareness of what modern slavery may look like, why it matters, and how concerns should be raised.

The University aims to strengthen internal understanding of issues such as forced labour, exploitative recruitment, child labour, abusive subcontracting, and warning signs that may indicate heightened risk in a supplier or service arrangement. TUES also recognizes that those working in purchasing or supplier-related functions may need more focused guidance because of their role in selecting, reviewing, or managing external relationships on behalf of the institution.

Training in this area should support not only compliance, but judgment. The University expects that staff with relevant responsibilities will be able to recognize that modern slavery is not confined to dramatic or extreme cases, but may also appear through hidden coercion, manipulated dependency, abusive wage practices, unsafe working conditions, or informal labour arrangements. By improving awareness, TUES seeks to strengthen a culture in which ethical concerns are taken seriously and addressed through the appropriate institutional channels.

### **The effectiveness of TUES at combating slavery and human trafficking for the future**

Termez University of Economics and Service is committed to strengthening the effectiveness of its response to modern slavery and human trafficking over time. The University recognizes that this is an area requiring continuous improvement rather than one-time declaration. Accordingly, TUES intends to build on its existing governance, procurement, and compliance arrangements in order to improve institutional confidence that slavery, forced labour, and trafficking are not taking place in connection with its operations or supply chains.

In practical terms, this means improving the way the University identifies and assesses potential risk areas, monitors procurement categories that may present heightened concern, and evaluates whether suppliers are able to meet basic expectations regarding ethical labour practice. It also means protecting those who raise concerns in good faith and ensuring that reporting mechanisms are available, credible, and safe. TUES understands that whistleblower protection and ethical reporting are essential parts of any effective anti-slavery framework, since abusive practices are less likely to be identified where individuals fear speaking up.

The University also aims to develop its understanding of suppliers and supplier relationships more systematically, both within the national context and, where relevant, in relation to internationally sourced goods and services. TUES expects suppliers to have appropriate policies, procedures, and practices in place to reduce the risk of slavery and trafficking in their own operations and supply chains. Over time, the University intends to strengthen the extent to which such expectations are reflected in supplier engagement, tender documentation, contractual clauses, and review processes.

In assessing future effectiveness, TUES recognizes that meaningful indicators may include the quality of recruitment and contracting controls, the degree of due diligence applied in procurement, the extent to which ethical expectations are communicated through the supply chain, the completion of internal or external reviews where appropriate, the availability of staff awareness measures, and the seriousness with which concerns are investigated and addressed. The University's aim is not simply to produce a statement, but to develop a credible institutional approach that reduces risk, improves transparency, and demonstrates respect for human dignity in all areas of University business.

### **Institutional statement**

Through this Policy Statement, Termez University of Economics and Service confirms its commitment to preventing modern slavery and human trafficking and to acting responsibly in its employment practices, procurement activity, and external relationships. The University understands that higher education institutions must uphold ethical standards not only in teaching and research, but also in the operational systems through which they function. TUES therefore regards this Statement as part of its broader commitment to integrity, accountability, sustainability, and responsible institutional governance.

This Policy Statement shall guide the University's continuing work to strengthen supply-chain transparency, protect against unethical labour practices, and ensure that the University community and its partners understand the seriousness of modern slavery and human trafficking as violations of human rights and institutional values.

**Rector**



**A.Absamatov**