

University policy on preventing forced labour, modern slavery, human trafficking, and child labour

Reviewed at the meeting
of Scientific Council at
Baku Eurasian University
on 12.09.2025

Purpose

The university is dedicated to making sure that fair labor standards are followed in all aspects of operations, collaborations, procurement, and research. This policy seeks to prevent and eradicate child labor, human trafficking, forced labor, and modern slavery in all university-related partnerships, supply chains, and activities in accordance with Azerbaijan's labor laws, international norms, and our institutional values.

This policy also supports the goals of the “National Action Plan to Combat Human Trafficking in the Republic of Azerbaijan” and aligns with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the EU Corporate Sustainability Due Diligence Directive. The university aims to strengthen its institutional integrity by promoting transparency, ethical governance, and human rights protection in all academic and administrative operations.

Scope

All employees, instructors, contractors, vendors, and any outside parties involved with Baku Eurasian University are covered by this policy. It includes off-campus jobs, study plans, and partnerships in addition to academic, administrative, and operational activities on campus. This policy extends to all collaborative research, joint degree programs, and Erasmus+ and other partnerships. Partner institutions are expected to demonstrate compliance with equivalent ethical labor standards.

Policy Statement

BAAU has a zero-tolerance policy against child labor, human trafficking, forced labor, and modern slavery. To provide a secure, equitable, and moral environment for everyone, all parties connected to the institution are expected to respect these values.

Compliance with Azerbaijani Laws and International Standards

This policy requires all affiliated entities to abide by local and international laws on forced labor, human trafficking, child labor, and workers' rights in accordance with Azerbaijan's labor code, which includes rules on human

trafficking and exploitation, as well as international conventions like those of the International Labour Organization (ILO).

Key Policy Commitments

To uphold fair labor practices and prevent exploitation, the university is committed to the following principles:

- **Ethical Procurement Practices:** We shall perform due diligence on all outside partners, contractors, and suppliers to make sure they adhere to our anti-slavery policies. Transparency, equitable pay, secure working conditions, and labor practices free from exploitation or force are what we demand.
- **Campus Environment:** The university commits to maintaining an inclusive and fair environment for all staff and students. Programs for internships and jobs on campus will adhere to these moral standards and guarantee that every opportunity respects people's rights and dignity.
- **Prevention of Child Labour:** Child labor is forbidden at the university in all supply chains and operations. No one under the legal working age may be employed in a way that jeopardizes their safety, education, or general well-being, according to Azerbaijani labor regulations.
- **Fair Working Conditions:** Fair pay, acceptable working hours, and a safe workplace are requirements for all university employees and contracted workers.
- **Student and Staff Education:** To raise awareness and encourage a watchful, proactive community, we will offer training and materials on the warning signs and effects of human trafficking and modern slavery.
- **Monitoring and Reporting:** To assess adherence to internal procedures and supplier and contractor compliance, we will set up routine monitoring systems. Anyone with suspicions of forced labor, human trafficking, or exploitation is urged to report them in confidence via the appropriate authorities.

Implementation

- **Annual Risk Assessments:** To find out where the university might be at risk for problems including forced labor and modern slavery, conduct risk assessments. The strategic plan for ethical practices will be guided by this assessment.
- **Reporting Violations:** Provide a transparent, private procedure for reporting such violations. Reports will be looked into right away, and if any problems are found, the proper measures—including legal action—will be implemented.
- **Confidential Reporting Mechanism:** Provide a private and easily accessible reporting system so that people can voice any worries or suspected infractions pertaining to child exploitation, forced labor, slavery, or human trafficking. Reports will be looked at promptly, and remedial measures will be implemented.

Continuous Improvement

In light of evolving practices, legal changes, and insights from international standards on preventing child labor, forced labor, modern slavery, and human trafficking, the university is dedicated to continuously improving this policy.

Review

This policy will be reviewed annually to ensure alignment with evolving best practices, legal standards, and university values.