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## **MODERN SLAVERY POLICY**

### **AZERBAIJAN STATE OIL AND INDUSTRY UNIVERSITY (ASOIU)**

#### **1. Introduction**

The Azerbaijan State Oil and Industry University (ASOIU) is committed to upholding the highest standards of human rights and ethical practices. Modern slavery, including forced labor, servitude, human trafficking, and exploitation, represents a serious violation of human rights and a barrier to sustainable development. As an institution of higher education, ASOIU recognizes its responsibility to combat modern slavery in all its forms, ensuring the well-being of individuals within its community, supply chains, and wider partnerships.

This policy aligns with the national legislation of the Republic of Azerbaijan, including the [Law on the Prevention of Human Trafficking](#), international frameworks such as the [United Nations Guiding Principles on Business and Human Rights](#), and the Sustainable Development Goals (SDGs), particularly [Goal 8](#) and [Goal 16](#).

## 2. Policy Statement

ASOIU adopts a zero-tolerance approach to modern slavery, human trafficking in its operations, collaborations, and partnerships. This policy ensures that the university's actions, both within and beyond its campus, uphold the highest ethical standards and comply with relevant legal frameworks.

ASOIU is committed to:

- Identifying, mitigating, and addressing risks of modern slavery.
- Ensuring compliance with Azerbaijani and international laws.
- Supporting the rights, dignity, and safety of all individuals involved in its operations.
- Promoting a culture of transparency, accountability, and continuous improvement.

## 3. Scope

This policy applies to all individuals and entities associated with ASOIU, including but not limited to:

- Faculty, staff, and students.
- Contractors, suppliers, and external partners.
- Visitors, collaborators, and affiliated organizations engaging with ASOIU activities.

## 4. Legal and Regulatory Framework

ASOIU's Modern Slavery Policy integrates the following key frameworks:

- **National Legislation:**
  - Law of the Republic of Azerbaijan on the Prevention of Human Trafficking.
  - Decisions and directives issued by the Azerbaijani government to combat forced labor and human trafficking.
- **International Standards:**
  - United Nations Declaration on Human Rights.
  - International Labor Organization (ILO) Conventions.
  - UN Guiding Principles on Business and Human Rights.
  - UN Sustainable Development Goals (SDGs).

## 5. Roles and Responsibilities

ASOIU defines clear roles and responsibilities to implement this policy effectively:

- **University Leadership:** Provide strategic oversight, allocate resources, and ensure compliance with this policy.
- **Human Resources and Procurement Departments:**
  - Conduct due diligence in recruitment and procurement processes.
  - Ensure all suppliers and contractors comply with anti-slavery standards.
- **Modern Slavery Task Force:**
  - Monitor, report, and lead initiatives related to combating modern slavery.
  - Provide periodic updates and recommendations to university leadership.
- **Faculty, Staff, and Students:** Promote awareness, adhere to ethical practices, and report any concerns regarding modern slavery.

## 6. Prevention Measures

To prevent modern slavery, ASOIU will:

- **Raise Awareness:**
  - Conduct regular seminars, workshops, and campaigns for all stakeholders.
  - Include modern slavery topics in academic curricula and training sessions.
- **Collaborate:**
  - Establish partnerships with governmental bodies, NGOs, and international organizations to strengthen prevention efforts.
  - Share best practices with other institutions and organizations.
- **Enhance Due Diligence:**
  - Implement rigorous screening processes for suppliers, contractors, and partners.
  - Include anti-slavery clauses in contracts and agreements, requiring adherence to ethical standards.
- **Promote Transparency:**
  - Maintain open channels of communication to report, investigate, and address modern slavery risks.

## 7. Reporting and Compliance

ASOIU fosters a culture of openness and accountability to combat modern slavery effectively.

The university will:

- Establish confidential reporting mechanisms accessible to all stakeholders.
- Investigate all reports promptly and take appropriate corrective actions.
- Protect whistleblowers from retaliation in line with its [Whistleblowing Policy](#).
- Conduct periodic compliance audits and assessments to identify and mitigate risks.

## 8. Support for Victims

ASOIU is dedicated to supporting victims of modern slavery through:

- **Access to Support Services:**
  - Provide legal, medical, and psychological support in collaboration with local and international organizations.
- **Rehabilitation and Reintegration:**
  - Facilitate vocational training and education to help victims rebuild their lives.
- **Referral Mechanisms:**
  - Establish partnerships with organizations specializing in victim support to ensure timely assistance.

## 9. Training and Awareness

To strengthen the university's capacity to combat modern slavery, ASOIU will:

- Develop and deliver training programs for employees, students, and partners to:
  - Identify and address signs of modern slavery.
  - Understand legal and ethical responsibilities.
- Train procurement teams on ethical sourcing and supply chain management.
- Provide suppliers with resources and guidance to meet ASOIU's ethical standards.

## 10. Monitoring and Evaluation

ASOIU is committed to continuous improvement through:

- **Regular Reviews:**
  - Update this policy annually or as required by changes in legislation and best practices.
- **Annual Reporting:**
  - Publish detailed reports on actions taken, progress made, and outcomes achieved in combating modern slavery.
- **Feedback Mechanisms:**
  - Solicit input from stakeholders to enhance the effectiveness of this policy.

### **Adoption and Review**

This Modern Slavery Policy is approved by the University's Leadership Council and is subject to an annual review to ensure its relevance and effectiveness.

**Approved by the Members of Scientific Committee**

**Issued on:** 15/09/2022