



General Sir John Kotelawala Defence University

POLICY FOR FORCED LABOUR, MODERN SLAVERY, HUMAN TRAFFICKING, AND CHILD LABOUR

Policy Statement

KDU is committed to conducting its business activities ethically and with respect for human rights. This policy aims to prevent and address any forms of forced labor, modern slavery, human trafficking, and child labor within our operations and supply chains.

Objectives

1. To maintain a zero-tolerance approach to forced labor, modern slavery, human trafficking, and child labor.
2. To ensure that all individuals working for or on behalf of KDU are treated with dignity and respect.
3. To comply with all relevant national and international laws and regulations.

Policy Implementation

1. Due Diligence:

- Conduct regular risk assessments to identify potential risks of forced labor, modern slavery, human trafficking, and child labor
- Develop and implement a robust supplier code of conduct that includes specific provisions on labor standards.
- Require suppliers to complete self-assessment questionnaires to assess their compliance with our code of conduct.
- Conduct regular audits and inspections of suppliers to verify compliance.

2. Worker Welfare:

- Ensure that all workers, including temporary and contract workers, are paid fair wages and receive benefits as required by law.
- Provide safe and healthy working conditions.
- Prohibit discrimination and harassment.

3. Training and Awareness:

- Provide regular training to all employees on the risks of forced labor, modern slavery, human trafficking, and child labor.
- Raise awareness of these issues through internal communications and external outreach.

4. Reporting and Remediation:

- Establish a confidential reporting mechanism for employees and suppliers to report concerns.
- Investigate all allegations promptly and take appropriate action.
- Implement corrective action plans to address any identified issues.

5. Monitoring and Review:

- Regularly review and update this policy to ensure its effectiveness.
- Monitor industry best practices and regulatory developments.

Compliance and Enforcement

- DVC (Defence and Administration) will be responsible for overseeing the implementation of this policy.
- Regular audits and inspections will be conducted to assess compliance.
- Non-compliance with this policy may result in disciplinary action, including termination of employment or business relationships.

Review

This policy will be reviewed annually to ensure its continued relevance and effectiveness.

Related policies:

Equal Access & Inclusion Policy

Non-discrimination and anti-harassment policy

Policy on Staff Development

Effective Date	30 th November 2023
Reviewed on	1 st August 2024