

Modern Slavery Policy



Kalinga Institute of Industrial Technology

Deemed to be University

Bhubaneswar

1. Policy Statement

1.1. **Our Commitment:** KIIT Deemed to be University ("the University") has a zero-tolerance approach to modern slavery and human trafficking in all its forms. We are committed to acting ethically and with integrity in all our business dealings and relationships. We pledge to implement and enforce effective systems and controls to ensure that modern slavery is not taking place anywhere within our own institution or in any of our supply chains.

1.2. **Our Responsibility:** As a leading educational and research institution, we recognize our moral and social responsibility to promote human rights, dignity, and fair labor practices. This policy applies to all individuals working for the University or on our behalf in any capacity, including senior leadership, faculty, staff, students, contractors, external consultants, third-party representatives, business partners, and suppliers.

2. Purpose and Scope

2.1. The purpose of this policy is to:

- Clearly state the University's stance against modern slavery.
- Provide a framework for compliance with the relevant legal obligations, including India's laws and international principles.
- Identify responsibilities in upholding this policy.
- Outline the steps the University will take to mitigate risks in its operations and supply chains.
- Ensure transparency in our practices.

2.2. This policy applies to all University activities, including academic operations, research projects, campus development, hospitality services (hostels, canteens), procurement, and partnerships.

3. Definitions

For the purpose of this policy, "Modern Slavery" encompasses:

- **Slavery, Servitude, and Forced or Compulsory Labour:** Work or service which is exacted from any person under the menace of any penalty and for which the person has not offered themselves voluntarily.
- **Human Trafficking:** The recruitment, transportation, transfer, harboring, or receipt of persons by means of threat, force, coercion, abduction, fraud, or deception for the purpose of exploitation.

- **Child Labour:** The employment of children under the legal minimum age (as per Indian law) or in a manner that deprives them of their childhood, interferes with their schooling, or is mentally, physically, socially, or morally harmful.
- **Debt Bondage:** The pledge of a person's services as security for a debt where the value of those services is not applied to liquidate the debt.
- **Exploitative Working Conditions:** Conditions that are abusive, unsafe, or fail to provide fair wages and benefits as required by law.

4. Due Diligence and Risk Assessment

The University will undertake due diligence to identify, prevent, and mitigate the risks of modern slavery in its operations and supply chains. This includes:

- 4.1. **Risk Mapping:** Identifying parts of the University and supply chains where there is a higher risk of modern slavery (e.g., construction, security services, hostel housekeeping, canteen staff, low-cost electronics procurement, etc.).
- 4.2. **Supplier Pre-Screening:** Evaluating potential suppliers and contractors before entering into contracts, focusing on their labor practices and ethical standards.
- 4.3. **Contractual Obligations:** Incorporating anti-slavery clauses into contracts with suppliers and business partners, requiring them to comply with this policy and relevant laws.
- 4.4. **Audit and Monitoring:** Conducting periodic audits and assessments of high-risk suppliers and internal departments to ensure compliance.

5. Key Areas of Focus and Actions

5.1. Recruitment and Employment Practices:

- We strictly adhere to all labor laws regarding wages, working hours, and conditions for all employees.
- We verify the right to work for all employees to ensure they are not victims of trafficking or forced labor.
- We prohibit the charging of recruitment fees to employees or workers.

5.2. Supply Chain Management:

- Our Procurement Department will prioritize suppliers who demonstrate a strong commitment to ethical labor practices.
- We will develop a preferred supplier list based on ethical criteria.

5.3. Campus Operations:

- We will ensure that all service providers operating on campus (caterers, maintenance, security firms) adhere to the principles of this policy.
- We will conduct spot checks and require self-certification from key contractors.

5.4. Student and Community Outreach:

- We will raise awareness among students, faculty, and staff about the signs of modern slavery through workshops, seminars, and curriculum integration where appropriate.
- We will encourage and support student-led initiatives against human trafficking.

6. Reporting and Whistleblowing

6.1. The University encourages everyone to report any concerns or suspicions about modern slavery in any part of our business or supply chains.

6.2. The University will provide a confidential and anonymous reporting mechanism, such as a dedicated helpline or email address, managed by the Internal Complaints Committee or the Office of the Registrar.

6.3. The University will ensure that no individual will suffer any retaliation, detriment, or dismissal for reporting in good faith a suspicion of modern slavery.

7. Training and Awareness

7.1. The University will provide training to relevant staff, especially those involved in procurement, human resources, finance, and campus administration, to help them:

- Understand the risks of modern slavery.
- Recognize the signs of modern slavery.
- Implement this policy effectively.

8. Policy Governance and Review

8.1. **Responsibility:** The overall responsibility for this policy lies with the University's Board of Management. Day-to-day operational responsibility for implementation, monitoring, and review is assigned to a designated Anti-Slavery Compliance Officer (or a committee).

8.2. **Review:** This policy will be reviewed annually to ensure its continuing suitability, adequacy, and effectiveness. Updates will be made in response to changes in legislation, University structure, or best practices.

9. Communication

This policy is available to all employees on the University intranet and to the public on the official University website. It will be communicated to all major suppliers and contractors.