

## Employment Policy Against Modern Slavery

### 1. POLICY STATEMENT

This Statement outlines the commitment of the Cyprus University of Technology (CUT) to operate as an ethically and socially responsible organisation.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, coercion, forced and compulsory labour, human trafficking, and child labour, all of which share the common feature of depriving a person of their liberty for personal or commercial gain. CUT adopts a zero-tolerance approach to modern slavery, human trafficking, or child labour practices and is committed to acting ethically and with integrity in all its activities, transactions, and relationships.

We expect the same high standards from all our associates, contractors, suppliers, and other partners with whom we work. They must respect and treat CUT employees ethically and appropriately, while also ensuring that their own work and activities are free from any form of modern slavery or human trafficking.

The University Council has overall responsibility for ensuring that this Policy complies with our legal and ethical obligations and that everyone working for or under the control of the University complies with it.

### 2. COMPLIANCE WITH THE POLICY

This Policy applies to all individuals working for or on behalf of the University in any capacity, including employees at all levels; members of the academic staff (faculty, adjunct faculty, Special Scientists for teaching); visiting academics; research associates; emeritus professors, adjunct professors, associate professors, and teaching assistants; administrative staff (permanent, contract, hourly paid, or seconded); special scientists for project support; students; as well as contractors, suppliers, external consultants, and other partners/ associates.

The prevention, detection, and reporting of modern slavery in any part of the University's activities or among our partners is the responsibility of everyone who works for us or is under our control. Every employee is required to avoid any activity that could lead to a violation of this Policy.

To this end, all employees are required to immediately report any suspected, actual, or attempted instances of all forms of modern slavery to their immediate supervisor, or to the Head of the HR Department, or to the Director of Financial Administration, or to the Rector (depending on the person(s) involved in the incident). The University encourages you to express your concerns regarding any issue or suspicion of modern slavery that has occurred or may occur in the near future, in any department of the University or among our partners, as soon as possible.

The University reserves the right to terminate any contract or relationship with other individuals, organisations, contractors, suppliers, and partners working on our behalf if they violate this Policy.

### **3. POLICY IMPLEMENTATION**

The University maintains clear policies and procedures that help prevent exploitation and human trafficking, both within the organisation and among our partners, and which protect our workforce and our reputation.

#### **3.1 Recruitment and Selection of Personnel**

The University follows all procedures required by current legislation for the recruitment and selection/appointment of employees at all levels.

#### **3.2 Terms of Employment and Working Conditions**

The University is committed to ensuring that all employees, not only those employed directly by us, are treated fairly, with respect and dignity, that they work of their own free will, that they have freedom of association and that their right to collective bargaining is respected, that working conditions are safe, that regular employment is provided and working hours are not excessive, and that individuals are adequately compensated for their efforts.

#### **3.3 Public Contracts, Bids, and Purchases**

Our zero-tolerance approach to modern slavery is communicated to all suppliers, contractors, and business partners at the outset of our business relationship with them.

In addition, the University's procurement procedures comply with the Public Procurement Law (Article 4), which, among other things, provides that: *"(3)(a) Contracting authorities shall take appropriate measures to ensure that, in the performance of public contracts, economic operators comply with applicable obligations in the fields of environmental, social and labour law, established by Union law, the legislation in force in the Republic, collective agreements or international provisions on environmental, social and labour law, which are listed in Annex X<sup>1</sup>."*

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<sup>1</sup>[https://www.cylaw.org/nomoi/enop/ind/2016\\_1\\_73/appendix-ap1779828c-2192-8b0e-d26e-2c587352240a.html](https://www.cylaw.org/nomoi/enop/ind/2016_1_73/appendix-ap1779828c-2192-8b0e-d26e-2c587352240a.html)

Therefore, the University specifies the relevant provisions and requirements for economic operators (tenderers) in the tender documents and in the contract to be signed, and complies with the above requirement by ensuring, among other things, that we are not complicit in human rights violations (modern slavery, human trafficking, and child labor).

***This Policy was approved at the 241st session of the Senate, dated 05/11/2024.***

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<sup>1</sup> [https://www.cylaw.org/nomoi/enop/ind/2016\\_1\\_73/appendix-ap1779828c-2192-8b0e-d26e-2c587352240a.html](https://www.cylaw.org/nomoi/enop/ind/2016_1_73/appendix-ap1779828c-2192-8b0e-d26e-2c587352240a.html)