



UNIVERSITY OF LAY ADVENTISTS OF KIGALI (UNILAK)

ANTI MODERN-DAY SLAVERY
MARCH 2024

Introduction

Modern slavery is a broad term used to describe human trafficking, slavery and slave-like practices, often in situations that are used to exploit victims and undermine or deprive them of their freedom. UNILAK is committed to protecting and respecting human rights and has a zero-tolerance approach to slavery and human trafficking in all its forms. We ensure that wherever possible we prevent and do not contribute to acts of modern slavery through our supply chains and operations and are committed to the eradication of modern slavery through:

- ✓ ensuring that there is no modern slavery within our own operations
- ✓ educating our staff and students to build institutional understanding
- ✓ providing support for those members of our community who have experienced or been affected by modern slavery
- ✓ working with our partner organisations and supply chains with the objective of eliminating modern slavery.

UNILAK Modern Slavery Statement illustrates the continuous improvement in our reporting on the risks of modern slavery in our operations and supply chains and actions taken to address them. It is made in accordance with the requirements of the Laws of Rwanda.

Purpose

This Policy reflects UNILAK's commitment to respecting human rights and addressing modern slavery. It outlines the University's approach to fair labour practises and protecting workers in its operations and supply chains from exploitation and modern slavery.

It is consistent with our core principles of excellence, ethical behaviour and engagement, which are based on a culture of high ethical standards, including compliance with applicable laws, contractual and other obligations and continuous improvement. It is aligned with the University's values stated in UNILAK's Creating a future for all – Strategic Plan and Supplier Code of Conduct.

This Policy supports the intent of the United Nations Sustainable Development Goals, as well as relevant laws, principles, and standards, such as the United Nations (UN) Declaration on Human Rights, International Labour Organization Conventions to eradicate modern slavery.

As part of our commitment, supports the United Nations Guiding Principles on Business and Human Rights 'Protect, Respect, Remedy' framework.

Scope

This policy applies to:

- ✓ All staff
- ✓ Appointees of the University
- ✓ Students
- ✓ UNILAK's controlled entities
- ✓ UNILAK's affiliates
- ✓ UNILAK's suppliers.

Policy statement

Principles The University is committed to the following principles:

- ✓ Modern Slavery is a serious crime and UNILAK University has a zero-tolerance approach to slavery, exploitation, human trafficking in all its forms, and child labour.
- ✓ The University is committed to safeguarding human rights in its operations and supply chains, as well as taking concrete steps to identify, mitigate, and respond to risks that have the potential to cause, contribute to, or directly link the University to modern slavery.
- ✓ If the University identifies risks outside its direct control, it will engage with key stakeholders to leverage its influence and encourage positive, long-lasting change.
- ✓ The University compels suppliers to identify, mitigate and address salient risks and instances of modern slavery in their supply chains and business operations.
- ✓ The University adopts a risk-based due-diligence and implements and regularly reviews systems and controls for identifying, addressing and remediating any known instance of modern slavery in its supply chains of our suppliers.
- ✓ The University collaborates with peers and civil society to enhance its approach to modern slavery over time.
- ✓ The University is committed to developing and implementing capability-building programs for its employees and suppliers to develop the mindset, behaviours, and skills to power a positive systemic transformation.

- ✓ The University is committed to establishing and providing access to grievance mechanisms and remedy modern slavery risks in its operations and supply chains.

Modern Slavery Approach

UNILAK will take proactive steps to mitigate and address the risk of modern slavery in our supply chains and operations, and we expect all entities we engage with to do the same.