



Modern Slavery and Human Trafficking Statement

Policy Title Modern Slavery and Human Trafficking Statement

Policy Type General

Policy Owner All Staff

Policy Number

Pertinent Dates **Approved on: 10 April 2025**

Revised on:

Drafted on:

Introduction:

The British University in Egypt has a zero-tolerance approach to slavery and human trafficking in all its forms. Slavery, servitude, forced and compulsory labour, and human trafficking deprive individuals of their liberty to exploit them for personal or commercial gain. This statement serves as an annex to the University’s Procurement Policy and other relevant policies and procedures.

Supply chains:

The University has worldwide supply chains, directly and indirectly supplying goods and services relating to all aspects of our business. The University engages with a range of suppliers nationally and globally, including those related to purchasing IT equipment and services, building works, catering, cleaning and accommodation, security services, and laboratory/medical equipment.

The University acknowledges that instances of modern slavery can occur in any supply chain, including those within the University’s operations. It is committed to ensuring, where possible, that there is no modern slavery or human trafficking in its supply chains or any part of its operations, and that all employees are treated fairly and appropriately. The University maintains vigilance on supply chains considered higher risk, investigating all supply chains when reasonable to do so.

Policies:

The University has clear policies, procedures, and expectations of behaviour, including acting ethically and with integrity in all business relationships. The following policies support the

University’s approach to identification and prevention of modern slavery and human trafficking in its operations:

- **Whistleblowing Policy:** supporting staff to report concerns related to direct activities, or supply chains, of the University, including any circumstances that may increase the risk of slavery or human trafficking.
- **Outsourcing Policy:** providing guidance on appropriate outsourcing and/or external contracting of University activities and business, including compliance, control, due diligence, risk assessments, and service level agreements.
- **Code of Conduct:** to secure a robust, transparent, motivating, fair and equality-based work environment for all staff members conducting their work with professionalism, ethics, and integrity, and demonstrating commitment to professional and legal standards as the basis for daily and long-term decisions and actions. The code applies to all full-time staff members, consultants, as well as part-time staff members whether on-campus or off-campus while representing the University.
- **Staff Recruitment Policy** - to ensure the staff recruitment process is free from bias and discrimination, and applicable to the recruitment of all permanent and temporary staff members, whether academic, professional, technical, administrative, or other, to The British University in Egypt.
- **Procurement Policy:** to establish guidelines and procedures for the effective and efficient management of the University's procurement activities, and ensure transparency, accountability, sustainability, and compliance with relevant laws and regulations. This policy applies to all individuals involved in the procurement processes at The British University in Egypt, staff, and vendors.
- **Other relevant policies:** include the University’s Anti Money Laundering Policy, Anti-Fraud Policy and Anti Bribery Policy.

Contact information

Questions about policy content should be directed to the office of the policy owner

Role:Chief Operating Officer.....

Extension:

Email:COO@bue.edu.eg.....