



Policy on: Modern Slavery in Employment

October 2024

Perspective	Faculty and Staff		
Policy Owner	Director of Sustainability Center		
Developed By	Aleksandra Minic		
Approval Body	College Board		
Approval Date	First Introduced	Review Date	Effective Date
Important Dates	30.10.2024		30.10.2024
Review Cycle	Every 3 years		
Email	sustainability@mcbs.edu.om		
Document No	MCBS-P-SP3-077 v1		

Revision			
	Date	Revised By	Major Changes
Revision 1			
Revision 2			
Revision 3			

1. Statement.

This policy is hereby developed to ensure that its employment practices promote ethical standards, human dignity, and workers' rights.

2. Policy Purpose.

- 2.1 Prevent any form of forced labor, modern slavery, human trafficking, and child labor within MCBS or its suppliers and contractors.
- 2.2 Ensure that all employees, contractors, and third-party suppliers uphold the highest ethical standards in labor practices.
- 2.3 Promote awareness and provide guidance on how to identify and report incidents related to modern slavery or exploitation.
- 2.4 Align MCBS employment practices with international labor standards, ensuring decent work and fair treatment for all.
- 2.5 Foster a safe and supportive working environment where all workers are treated with dignity and respect.

3. Definitions and Abbreviations.

- 3.1 **Child Labor:** The employment of individuals under the legal working age, or in exploitative, hazardous, or inappropriate conditions for their age.
- 3.2 **Forced Labor:** Work or service that is performed involuntarily and under threat of penalty.
- 3.3 **Human Trafficking:** The recruitment, transportation, transfer, or harboring of individuals through force, fraud, or coercion for the purpose of exploitation.
- 3.4 **Modern Slavery:** Encompasses slavery, servitude, forced labor, and human trafficking, in which individuals are exploited through coercion, threat, or deception.

4. Stakeholders.

This policy applies to: All employees of MCBS.

5. Procedures.

The following steps are to be taken to implement this policy:

5.1 Recruitment and Employment Practices

- 5.1.1 **Stage 1:** HR ensure that recruitment and employment processes are transparent, with contracts clearly outlining terms of employment, and free from any form of coercion or deception.
- 5.1.2 **Stage 2:** They prohibit any employment of individuals under the legal working age and ensure that the recruitment process abides by international child labor laws.
- 5.1.3 **Stage 3:** HRD provide training to relevant personnel and management on identifying signs of forced labor, human trafficking, and other exploitative practices.

5.2 Contractor and Supplier Compliance:

- 5.2.1 **Stage 1:** Management require all contractors and suppliers to adhere to MCBS's standards on modern slavery and forced labor through contractual agreements.
- 5.2.2 **Stage 2:** They conduct regular audits of suppliers and third-party contractors to ensure compliance with this policy.
- 5.2.3 **Stage 3:** They terminate relationships with contractors or suppliers found to be involved in modern slavery, forced labor, or child labor.

5.3 Reporting and Investigating Violations:

- 5.3.1 **Stage 1:** HR, assisted by Sustainability center, establish clear procedures for employees to report any suspicions of forced labor, modern slavery, or human trafficking.
- 5.3.2 **Stage 2:** College leadership ensure reports of violations are investigated promptly and confidentially by the HR department in collaboration with legal advisors.
- 5.3.3 **Stage 3:** They take immediate corrective actions, including legal measures, if incidents of modern slavery or forced labor are confirmed.
- 5.3.4 **Stage 4:** A review is conducted after every 3 years through a survey in *Appendix I* to measure the quality, appropriateness, and effectiveness of the policy and fill in the Policy Review Report in *Appendix II* before submitting it to QA.

6. Roles and Responsibilities.

6.1 Human Resources Department

- Ensure that all employment practices comply with this policy and international labor laws.
- Provide training on identifying and preventing modern slavery, human trafficking, and forced labor.
- Handle reports and investigations related to modern slavery or child labor.

6.2 Sustainability Center Team

- Support the HR Department in promoting ethical labor practices in line with SDG 8.
- Collaborate with external organizations to raise awareness about modern slavery and human trafficking issues.

6.3 Sustainability Club

- Organize awareness campaigns and educational events to highlight the dangers and consequences of modern slavery and child labor.

6.4 College Leadership

- Lead by example in upholding fair and ethical employment practices within MCBS.
- Ensure that MCBS suppliers and contractors align with the college's standards against modern slavery and forced labor.

7. References.

The development of this policy has, in a contextualized manner, benefited from the following documents:

1. <https://sdgs.un.org/goals/goal8>
2. <https://www.ilo.org/global/topics/forced-labour/lang--en/index.htm>
3. <https://decree.om/2023/rd20230053/>