

Istanbul Topkapı University Anti-Modern Slavery Policy

Istanbul Topkapı University maintains a resolute stance against all forms of modern slavery, in accordance with respect for human rights and ethical values. Our Anti-Modern Slavery Policy aims to prevent all forms of modern slavery, such as human trafficking, forced labour, debt bondage, and child labour, and to show zero tolerance towards them. Our university takes the necessary measures against modern slavery practices both within its own organisation and throughout its supply chain, ensuring that all members of the community work and study in conditions that respect human dignity.

Core Values

Istanbul Topkapı University's Anti-Modern Slavery Policy is based on the following fundamental values:

1. **Respect for Human Rights:** Our university respects the fundamental rights of all individuals and opposes all forms of slavery and forced labour. No form of work that violates human dignity is acceptable.
2. **Equality and Justice:** All employees and students have the right to education and work under fair and equal conditions without discrimination. There is zero tolerance for practices such as forced labour or exploitation of labour.
3. **Ethical Working Conditions:** Our university provides all its staff and students with working conditions that are safe, healthy and worthy of human dignity. It adheres to the necessary ethical rules to prevent labour exploitation.
4. **Responsibility and Accountability:** Our university adopts an accountable approach to combating modern slavery and takes responsibility for its activities. In this context, transparency is ensured in the supply chain processes.
5. **Social Awareness:** Our university continuously conducts training and awarenessraising activities to increase awareness of modern slavery and educate the community.

Anti-Modern Slavery Policy Strategies

Istanbul Topkapı University implements the following strategies to prevent modern slavery and ensure respect for human rights:

1. **Supply Chain Control:** Our university implements strict controls against modern slavery practices throughout all supply chain processes. Suppliers are obliged to comply with anti-modern slavery ethical rules, and this process is regularly reviewed.
2. **Ethical Employment Policies:** Our university guarantees that its employees and contractors enjoy ethical working conditions. Working hours, salaries and occupational safety are managed in accordance with national and international standards.

3. **Complaint and Support Mechanisms:** Safe and confidential complaint mechanisms are established for individuals who encounter situations such as forced labour, human trafficking or labour exploitation. Victims are provided with the necessary legal and psychological support throughout these processes.
4. **Audit and Monitoring:** Our university includes anti-modern slavery clauses in all agreements with suppliers and business partners. The entire supply chain is regularly audited, and appropriate sanctions are applied when unethical practices are identified.
5. **Education and Awareness Programmes:** Training sessions aimed at raising awareness about modern slavery and forced labour among students and academic and administrative staff are organised. These programmes aim to identify and prevent modern slavery practices.
6. **Community Engagement and Collaboration:** Our university collaborates with national and international organisations fighting modern slavery and contributes to social awareness projects in this field.
7. **Continuous Review and Reporting:** The university regularly reviews and reports on its policies to combat modern slavery. Processes are improved and transparency is ensured based on developments and new findings.

Objectives

The objectives of Istanbul Topkapı University's Anti-Modern Slavery Policy are as follows:

1. **Expanding Awareness Trainings:** To increase participation in training and seminars on modern slavery and human rights by 50%.
2. **Improving Supply Chain Auditing:** Increasing the frequency of audits against modern slavery practices in the supply chain and ensuring 100% ethical compliance in high-risk areas.
3. **Developing Complaint and Support Mechanisms:** Promoting the use of safe complaint and support mechanisms for victims of modern slavery and improving application processes.
4. **Strengthening Ethical Collaborations:** Increasing cooperation with civil society organisations and international platforms fighting modern slavery, and participating in social awareness projects.
5. **Expanding Ethical Working Conditions:** To develop ethical working conditions and eliminate the risk of modern slavery with all business partners and suppliers within the university.

Istanbul Topkapı University maintains its resolute stance against modern slavery, prioritising respect for human rights in all its activities and committing to the continuous development of this policy. Our university ensures the effective implementation of this policy to prevent modern slavery practices and to provide an ethical working environment.