

**NON-PROFIT JOINT STOCK COMPANY
«Al-Farabi Kazakh National University»**



**«I approve»
The Acting Chairman of the Rector's
Board JSC «KazNU of al-Farabi»
K.N. Abdullaev**

**POLICIES
against forced labor, modern slavery, human trafficking
and child labor**

Almaty 2023

1. GENERAL PROVISIONS

1.1. This policy is valid at Al-Farabi Kazakh National University (hereinafter referred to as KazNU or University) based on the Constitution of the Republic of Kazakhstan, the Labor Code of the Republic of Kazakhstan dated November 23, as well as international acts related to the slave trade and slavery, namely the UN Convention on Slavery (Geneva, 1926), the Additional Convention on the Abolition of Slavery, the Slave Trade and Institutions, and Customs Similar to Slavery (Geneva, 1956) and the Protocol on the Prevention, Suppression and Punishment of Trafficking in Human Beings, Especially Women and Children, 2000

1.2. Forced or compulsory labor means any work required from any person under threat of any punishment, for which this person has not voluntarily offered his services.

1.3. The University undertakes to protect the staff of the Treasury from forced labor and modern slavery.

1.4. The University adheres to measures aimed at preventing and protecting against cases of forced labor and slavery.

2. A SET OF MEASURES

2.1. A set of measures aimed at preventing and protecting Treasury employees from forced labor and modern slavery combines the introduction of retaliatory measures, building an evidence base and international cooperation and partnership.

2.2. The main response is to expand social protection systems and other measures to prevent the involvement of the most vulnerable groups of people (children, women, people with disabilities, etc.) in illegal exploitation.

2.3. The University's local regulations are based on the principles of combating forced labor, modern slavery, human trafficking and child labor.

2.4. In international cooperation and partnership, the University is guided by the relevant fundamentals and principles related to the fight against forced labor, modern slavery, human trafficking and child labor.

2.5. The University takes all appropriate measures to strictly suppress violations of fundamental human rights such as:

2.5.1. Forced labor, which is often a form of slavery.

2.5.2. Trafficking in women and children in all their forms.

2.6. The use of forced labor is not allowed in the Treasury, it is prohibited as a means to achieve certain goals, such as political influence, maintaining labor discipline, punishing participation in strikes, racial, social, national or religious discrimination, and accelerating the development of the university.