




Approved by

  
B. Sulaymonov

Rector of Tashkent State  
Agrarian University

24 Jun 2020

## POLICY COMMITMENT TO NO FORCED LABOR

(including no modern slavery and no human trafficking, and no child labor)

### 1. Purpose

- 1.1. This policy will give a clear guidance to all our supply chain members on the position at Tashkent State Agrarian University (hereinafter, TSAU). At the same time, it will enable all involved parties in the production of our goods to avoid and remedy forced labor. Whilst we are aware of the challenges related to the detection and ending of forced labor in our supply chain, we ask our direct business partners to support this cause by cascading this policy down their own supply chain to any business involved in the production of our goods.
- 1.2. At TSAU we are committed to working with our suppliers to improve working conditions in our supply chain and to strive for the detection and ending of forced labor together with our partners. But we have a zero tolerance concerning the inaction and cover up of human rights violations like forced labor. Therefore, we reserve the right to end our business relationship with any company who is connected to any form of forced labor and is not acting upon it or even covering it up.

### 2. Rationale

- 2.1. **All work or service:** This includes all types of work, service and employment, regardless of the industry, sector or occupation within which it is found, and encompasses legal and formal employment as well as illegal and informal employment.
- 2.2. **Any person:** This refers to adults as well as children, regardless of their nationality; it is considered irrelevant whether the person is a national of the country in which the forced labor case has been identified.
- 2.3. **Menace of any penalty:** This can refer to criminal sanctions as well as various forms of coercion such as threats, violence, the retention of identity documents,



confinement, or non-payment of wages. The penalty may also take the form of a loss of rights or privileges.

- 2.4. **Voluntary:** This refers to workers' consent to enter into employment and to their freedom to leave the employment at any time, with reasonable notice in accordance with national law or collective agreements.

### 3. Scope

To be able to identify behavior which is not in compliance with this policy, recommend to our direct business partners to map their supply chain and to identify possible risk areas for the existence of forced labor.

### 4. Policy

#### AVOID FORCED LABOR

- All work must be conducted on a voluntary basis, and not under threat of any penalty or sanctions. The use of forced or compulsory or unpaid labor in all its forms, including prison labor and unpaid overtime work, is prohibited.
- TSAU members and workers will not be required to make deposits/financial guarantees and the identity documents of any worker (such as passports, identity cards, etc.) will not be confiscated. No delayed payment of wages will occur. The right of workers to terminate their employment after legal notice will be respected. The right of workers to leave the workplace and factory after their shift will be respected. A hiring policy will be available, including: a clear statement against forced labor; a process, designed to avoid any form of compulsory or forced labor; and, a commitment to remedy the consequences caused by failing this policy.

### 5. Monitoring and compliance (optional)

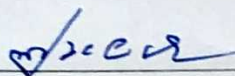
TSAU has a policy to ensure that staff only makes purchases, other than small expenses, using established processes. This is being monitored by finance transaction teams. New suppliers to TSAU managed locally by different branch and Departments are required to complete a self-declaration form to confirm they meet the requirements of the forced labor policy, where applicable.



Prof. Dr. Botirjon Sulaymonov


Rector of Tashkent State Agrarian University

**AGREED ON**



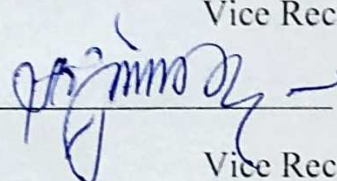
Prof. Dr. Sokhib Islamov

Vice Rector for Academic Affairs



Prof. Dr. Komolitdin Sultonov

Vice Rector for Research and Innovations



Dr. Abduaziz Abduvasikov

Vice Rector for International Cooperation

24/06/2020 Date

## 6. Review date

Review foreseen every **five** years on

23/06/2025 Date