

NGU Policy on Preventing Forced Labour, Modern Slavery, and Child Labour

Policy Name	Policy on Preventing Forced Labour, Modern Slavery, and Child Labour
Last Review Date	January 2024
Review Cycle	Every 2 years
Approved By	NGU University Council

1. Overview

Newgiza University (NGU) is firmly committed to upholding human dignity and ensuring ethical labour practices across all levels of employment and procurement. The University adopts a zero-tolerance approach to forced labour, modern slavery, human trafficking, and child labour, in compliance with national and international labour standards.

2. Purpose

This policy aims to:

- Establish a clear institutional stance against forced and exploitative labour.
- Ensure that all NGU recruitment, employment, and procurement activities comply with Egyptian labour regulations.
- Promote transparency and accountability within NGU's internal operations and external partnerships.

3. Policy Statement

NGU explicitly prohibits all forms of forced or compulsory labour, bonded labour, servitude, human trafficking, and child labour in any part of its operations, supply chains, or partnerships. All employees must work voluntarily under fair, lawful, and contractually transparent terms. The University ensures that no person under the legal working age is employed in any capacity, including through contractors or third-party providers. This commitment extends to all academic, administrative, and outsourced staff, as well as all vendors, suppliers, and affiliated entities.

4. Commitments and Actions

- All hiring and contracting are conducted directly.
- HR will verify the legal working age of all employees and contracted staff.

5. Implementation and Monitoring

The HR department is responsible for implementation, staff screening, and monitoring.

6. Communication

NGU will ensure wide awareness of this policy by:

- Publishing it on the official NGU website
- Circulating it through university emails.

7. Review

- This policy will be reviewed every two years or earlier if required by changes in national labour law.