

ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

Document type: Statement

Document number: Rt 422/20

Modern slavery is a violation of basic human rights and constitutes a crime. It includes slavery, servitude, forced and compulsory labour and human trafficking, all of which involve the deprivation of one person's freedom by another in order to exploit that person for personal or commercial gain.

The University of Pretoria is committed to the protection of human rights and the prevention of slavery and human trafficking in all its manifestations. The University's zero tolerance approach to slavery and human trafficking extends to all its operations and to its supply chain.

This implies that the University expects similar standards from all its contractors, suppliers and other business partners, and as part of its contracting processes. Ethical behaviour is not only required from University employees and students.

The Fraud Policy and Response Plan is an integral part of appraising suppliers and in cases of non-compliance may lead to the termination of contracts or removal of the supplier from the approved supplier database.

The University complies with all applicable South African legislation relating to terms and conditions of employment, including remuneration. This statement is supported by the following related legislation and policies that contribute to and support the university's approach and commitment to act ethically and with integrity in its business relationships:

Associated policies:

- Code of Conduct for Employees
- Delegation of Signing and Approvals
- Disciplinary Code and Procedure
- Fraud Policy and Response Plan
- Integrated Risk Management Policy and Guidelines
- Performance Management Policy
- Procurement Policy
- Recruitment, Selection and Appointment Policy
- Remuneration Policy and Procedure
- Whistle Blowing Policy
- Working Hours and Overtime Policy



Associated legislation:

- Constitution of South Africa
- Basic Conditions of Employment Act 75 of 1997 as amended
- Labour Relations Act No 66 of 1995 as amended
- Employment Equity Act, No 55 of 1998 as amended

1. Document metadata

Document number:	<i>Rt 422/20</i>
Document version:	<i>First approved version</i>
Document approval authority:	<i>Executive</i>
Document approval date:	<i>29 September 2020</i>
Document owner:	<i>Registrar</i>
Document author(s):	<i>Office of the Registrar</i>
Next review date:	<i>29 September 2025</i>
Visibility:	
Display on staff intranet	✓
Display on student intranet	✓
Display on public web	✓