



ETHICAL EMPLOYMENT AND LABOR RIGHTS POLICY

Last Updated November 2024

Scope

This policy applies to everyone at Jadara University, including students, faculty, staff, contractors, suppliers, consultants, researchers, visitors and all third-party stakeholders engaged with the University.

Goals

The goals are:

1. Prevent forced labor.
2. Eliminate modern slavery.
3. Combat human trafficking.
4. Prohibit child labor.
5. Promote ethical employment practices.
6. Strengthen responsible procurement.
7. Raise awareness and capacity.

Implementation

- a. **Zero-Tolerance Commitment.** Jadara University adopts a zero-tolerance approach toward forced labor, modern slavery, human trafficking and child labor.



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- b. Fair and Voluntary Employment.** All employment shall be freely chosen and voluntary.
 - c. Child Labor Prohibition.** The University prohibits child labor and complies with applicable legislation.
 - d. Ethical Recruitment Practices.** Recruitment shall be transparent, lawful and ethical.
 - e. Supplier and Contractor Responsibility.** Suppliers and partners are expected to comply with labor rights standards.
 - f. Reporting and Whistleblowing.** Concerns may be reported through University channels and investigated confidentially.
 - g. Protection from Retaliation.** Individuals reporting in good faith shall be protected.
 - h. Risk Monitoring and Due Diligence.** Periodic reviews shall identify and mitigate risks.
 - i. Training and Awareness.** The University shall provide awareness activities.
 - j. Corrective Action.** Appropriate disciplinary and corrective actions shall be undertaken.

Assessment & Policy Review

The data in this policy shall be assessed and evaluated every three years by stakeholders, mainly the University Board, Sustainability Committee, Ethical Compliance Committee, and Legal Consultant. Reviews shall consider discrimination complaints, equal opportunity practices, diversity and inclusion initiatives, employee welfare measures, remuneration practices, employment conditions, legislative developments, and institutional performance data to support continuous improvement and effective implementation. Any updates to the policy must be approved and shared electronically with staff and students via the Sustainable Development page on Jadara University's website and through official communication channels.