



USJ ANTI-SLAVERY STATEMENT

“Every human being, man, woman, boy and girl, is made in God’s image. God is the love and freedom that is given in interpersonal relationships, and every human being is a free person destined to live for the good of others in equality and fraternity. Every person, and all people, are equal and must be accorded the same freedom and the same dignity, from conception to natural death. Any discriminatory relationship that does not respect the fundamental conviction that others are equal is a crime, and frequently an aberrant crime.

Therefore, we declare that modern slavery, in terms of human trafficking, forced labour and prostitution, and organ trafficking, is a crime against humanity. Its victims are from all walks of life, but are most frequently among the poorest and most vulnerable of our brothers and sisters. On behalf of all of them, our communities of faith are called to reject, without exception, any systematic deprivation of individual freedom for the purposes of personal or commercial exploitation; in their name, we make this declaration.”

Pope Francis, Declaration on International Day for the Abolition of Slavery, 2nd Dec. 2014

OUTLINE

The University of Saint Joseph (‘USJ’) is committed to the eradication of human trafficking, slavery and other abuses of a person's freedom and rights. We are totally opposed to such abuses in our direct operations, our indirect operations and our supply chain as a whole. This statement sets out USJ’s opposition to modern slavery, human trafficking and exploitation, and the steps the university will take to make that opposition real and substantial

THE MEANING OF SLAVERY AND HUMAN TRAFFICKING

We recognise that forced labour as a form of slavery includes debt bondage, servitude, exploitation, forced- and compulsory- labour or marriage, human trafficking and the restriction of a person’s freedom of movement whether that be physical, non-physical or, for example, by the withholding of a worker’s identity papers. All have in common the deprivation of one person's liberty by another in order to exploit them for personal and/or commercial gain.

OUR BUSINESS AND SUPPLY CHAINS

The USJ is a private Catholic University in, of and for Macao: in, of and for China. The value of human solidarity is at the heart of the USJ. Consideration and awareness of modern anti-slavery is in place across the university. USJ is committed to acting ethically and with integrity in all of its dealings and relationships, and to operating and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in the university or its supply chains.

Although we consider that the greatest risk of slavery and human trafficking would be in our supply chain, where operational and managerial oversight is out of our direct control, we consider its possibility to be low to medium due to the nature of our business and where we are located. Irrespective of that view, we require our partners and suppliers to operate in line with our values and our oversight of them is undertaken with this in mind.



RELEVANT POLICIES

USJ has clear, General Council approved policies which actively encourage staff and third parties engaged in our university to report and expose any unethical behaviour of which they become aware. Any matter raised either via whistleblowing or auditing processes will be diligently investigated and appropriate action always taken in every instance.

RISK ASSESSMENT, DUE DILIGENCE AND SAFEGUARDING

We believe that the risk of slavery and human trafficking within our organisation is substantially avoided and mitigated as a result of these strict policies and procedures. It is reinforced through the oversight built into our operations and the detailed knowledge and skills of our staff as well as the annual review of these policies. We expect the same level of responsibility from our suppliers, and where we do not feel adequately assured of this, we seek confirmation from them. Our procurement process with any future suppliers incorporates the requirement for them to provide their assistance in rooting out modern slavery and human trafficking.

Each year, the university's Executive Committee considers any matters regarding or raised under the processes across the university, both internal to USJ, and in the outsourced service providers. No instances of modern slavery, or any other incidents of whistleblowing, were reported in 2020 or, indeed, the period in 2021 leading up to the date of this statement.

TRAINING AND RESPONSIBILITY

The Executive Committee have responsibility for implementing this policy statement and ensuring that any employee, in particular those who have direct responsibility for the supply chain, has adequate resources to ensure that modern slavery and human trafficking is not taking place within the university or its supply chain. USJ's approach to Modern Anti-Slavery is reviewed annually and brought to the attention of all of its staff who are asked to attest to their understanding of what it sets out.

Approved by: Executive Council

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