



TRIDENT ACADEMY OF TECHNOLOGY

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Name of the Policy	Anti-Forced Labor, Modern Slavery, Human Trafficking, and Child Labor Policy	Department Responsible	Principal
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Anti-Forced Labor, Modern Slavery, Human Trafficking, and Child Labor Policy

1. Introduction

Trident Academy of Technology is fully committed to ensuring that forced labor, modern slavery, human trafficking, and child labor have no place within the institution or its operations. This policy outlines the institution's stance and responsibilities to maintain ethical labor practices, aligned with national and international laws, including the Indian Constitution, Child Labour (Prohibition and Regulation) Act, 1986, and the Bonded Labour System (Abolition) Act, 1976.

2. Scope

This policy applies to all staff, faculty, students, contractors, vendors, and partners associated with Trident Academy of Technology. It encompasses all aspects of the academy's operations, including employment practices, procurement, and partnerships.

3. Commitment

Trident Academy of Technology commits to:

- **Forced Labor and Modern Slavery:** Prohibiting all forms of forced or compulsory labor, including bonded labor, human trafficking, or slavery. No person shall be forced to work against their will under the threat of punishment or coercion.
- **Human Trafficking:** Ensuring that no staff, students, or partners are involved in or support human trafficking activities. Trident Academy takes a proactive stance to identify, prevent, and address any instance of human trafficking within its operations.
- **Child Labor:** Adhering strictly to the national minimum age for employment and prohibiting the employment of children in any capacity that violates the Child Labour (Prohibition and Regulation) Act, 1986. The academy ensures that no child is involved in work that hinders their education, well-being, or development.

4. Legal Framework

This policy complies with the relevant laws, including:

- Indian Constitution Articles 23 and 24, which prohibit trafficking and forced labor.



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- Bonded Labour System (Abolition) Act, 1976.
- Child Labour (Prohibition and Regulation) Act, 1986.

Trident Academy also aligns its practices with international standards set by the International Labour Organization (ILO) conventions.

5. Responsibilities

Leadership and Management: Ensure this policy is implemented across all departments and activities within Trident Academy. Leaders must provide training and resources to raise awareness and detect violations.

Suppliers and Contractors: Trident Academy holds its suppliers and contractors to the same high ethical standards. Any violation of anti-slavery, human trafficking, or child labor laws by suppliers may result in immediate termination of contracts.

Reporting Mechanism: Employees, students, and stakeholders are encouraged to report any suspicious activity related to forced labor, trafficking, or child labor through the academy's confidential reporting channels. Trident Academy will investigate all reports thoroughly and take appropriate action.


6. Monitoring and Compliance

Trident Academy will:

- Conduct regular audits of its supply chains and operational activities to ensure compliance with this policy.
- Review and update this policy periodically to respond to any changes in laws or ethical standards.
- Failure to comply with this policy will result in disciplinary actions, including termination of contracts and legal action where applicable.

7. Conclusion

Trident Academy of Technology is committed to upholding human dignity, ensuring that forced labor, modern slavery, human trafficking, and child labor have no place within its institution or associated operations. Through robust monitoring, strict legal compliance, and a commitment to ethical practices, the academy will continue to foster a safe and responsible working and learning environment.

ATTESTED

Principal
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