



Modern Anti-Slavery Policy Statement

Date: 21 June 2023

Modern slavery is a crime and a violation of fundamental human rights. It takes many forms, including slavery, servitude, forced and compulsory labour, and human trafficking, all of which involve the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

UARctic ry [hereinafter UARctic] takes a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all of our activities and partnerships. We are also committed to ensuring transparency in our own operations and in our approach to combating modern slavery. We are guided by the International Labour Organization (ILO) guidelines on forced labour. We expect the same high standards from all of our members and partners.

This policy applies to all individuals who work in UARctic-related positions, and they must refrain from engaging in any action that might lead to or imply a violation of this policy. Management at all levels is responsible for ensuring that people reporting to them understand and comply with this policy.

This policy is not part of any employee's employment contract, and we reserve the right to change it at any time.

We want to promote transparency and will assist anybody who expresses serious concerns in good faith under this policy, even if those worries turn out to be incorrect. We are dedicated to ensuring that no-one experiences any adverse treatment as a result of reporting in good faith their concern that modern slavery in any form is or may be occurring in any of our own activities.

If you feel or suspect that a conflict with or violation of this policy has happened or will occur in the future, you must contact UARctic International Secretariat immediately at secretariat@uarctic.org.

You are welcome to comment on this policy and offer ways to improve it. Any comments, suggestions or queries are encouraged and should be addressed to the UARctic International Secretariat.