

Labour Policy	
Objective of the policy	
To tackle modern slavery, child labour, human trafficking and forced labour throughout the organisation.	
Introduction to the policy	
<p>Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.</p> <p>KPRIET have a zero-tolerance approach to any form of modern slavery, human trafficking, forced labour and child labour. We are committed to ensuring that modern slavery and human trafficking, child labour and forced labour do not take place within our organisation.</p>	
Guidelines from Public Statutory and Non-Statutory Bodies/ Committees.	
<ul style="list-style-type: none"> • The Immoral Traffic (Prevention) Act, 1956 (ITPA) • The Trafficking of Persons (Prevention, Protection and Rehabilitation) Bill, 2018 • The Bonded Labour System (Abolition) Act, 1976 • The Child Labour (Prohibition and Regulation) Act, 1986 	
Importance and Implementation at KPRIET	
<p>KPRIET is committed to ensuring there is transparency in our organizational operation process and in our approach to tackle modern slavery, child labour, human trafficking and forced labour throughout our system of execution.</p> <p>KPRIET will ensure for</p> <ul style="list-style-type: none"> • Support our staff to be aware of the risks of human trafficking, child labour, forced labour and modern slavery and to act appropriately when any such risk is detected. • Employment is freely chosen • Working conditions are safe and hygienic. • Child labour shall not be used • Adopt a proactive approach to reporting suspicions of hidden worker exploitation to the appropriate authorities. • Encourage workers to report cases of labour exploitation, provide the means to do so and investigate and act on reports appropriately. • Positively encourage and support employees to report such exploitation which may be occurring within the workplace. 	
Scope of this Policy	
This policy applies to all KPRIET organization, employees and stakeholders.	
Reporting Concerns	
<p>KPRIET takes all allegations of slavery and human trafficking seriously. All members of the KPRIET community, including but not limited to staff, students and members of council, are expected to report any concerns relating to slavery or human trafficking/slavery and encourage the disclosure of information about malpractice/ wrongdoing occurring in the</p>	

organisation. Members of our community are signposted to our advice and policies on seeking ethical advice and reporting concerns to the Grievances Redressal Committee at the mail ID head.grc@kpriet.ac.in.

Any concerns raised will be duly investigated, with action taken as necessary.

Responsible Statutory and Non-Statutory Bodies/ Committees at KPRIET

Grievances and Redressal Committee
Internal Complaints Committee

Meeting Frequency

Every 6 months / On issues

First Implemented on	First Revision on	Last Revision on
11.06.2018	19 July,2023	9 July,2025

Details of Policy Framing Committee

Prof.Dr. D.Surendran, Professor, Computer Science and Engineering
Prof. V.Vijayganth, Assistant Professor (Sr.G),Computer Science and Engineering
Prof.K.B.Srisathya,Assistant Professor,Computer Science and Engineering
Prof.N.Nandhini,Assistant Professor,Computer Science and Engineering