


Outsourcing and Equivalent Rights Policy		
	POL #: QA-ADM-32	Version No: 2.0
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## Objective

To ensure that all workers engaged by third-party organizations providing services to SR University (SRU) are treated fairly and equitably, reflecting the University's ethical standards and values. This policy aligns with the principles outlined in the Sustainable Development Goals (SDGs 8 & 10).

## Policy Statement

SR University is committed to maintaining high standards of fairness, equity, and respect for workers' rights. When outsourcing activities to third-party organizations, SRU guarantees that the rights and welfare of these workers are protected and upheld, ensuring compliance with ethical and legal standards.

## Key Principles

### 1. Selection and Due Diligence

- SRU will carefully select third-party organizations and suppliers, considering their commitment to workers' rights and their ability to meet ethical and legal standards.

### 2. Contractual Obligations

- Contracts with outsourcing partners will explicitly mandate compliance with:
  - Local and national labor laws.
  - Ethical employment practices, including those specified by SR University.
- Provisions for fair wages, safe working conditions, and equitable treatment are non-negotiable in contracts.

### 3. Transparency and Monitoring

- SRU ensures complete transparency in outsourcing partnerships.
- Regular audits and assessments are conducted to monitor compliance with contractual obligations and this policy.
- External organizations may be engaged for independent verification of worker conditions.

### 4. Complaint Mechanism

- Workers employed by third-party organizations will have access to a formal complaint mechanism.
- Complaints may be lodged anonymously, and workers are assured of confidentiality and protection against retaliation.

### **5. Non-Retaliation**

- Retaliation against any worker for reporting violations or participating in investigations is strictly prohibited.

### **6. Corrective Actions**

- If any violations are identified, SRU will collaborate with the third-party organization to address and resolve issues promptly.
- Persistent non-compliance may result in termination of the contract.

### **7. Communication and Training**

- SRU will train its employees and key stakeholders on the importance and implementation of this policy.
- Educational materials and workshops will ensure that all parties understand their roles and responsibilities under the policy.

## **Roles and Responsibilities**

### **1. University Management**

- Ensure compliance with this policy in all outsourcing contracts and practices.
- Allocate resources for monitoring and reviewing third-party compliance.

### **2. Third-Party Organizations**

- Adhere to all labor laws and ethical employment practices.
- Provide safe and equitable working conditions for their employees.

### **3. Workers**

- Report any violations of their rights through the established complaint mechanism.
- Participate in investigations and cooperate with corrective actions.

## **Review and Continuous Improvement**

- The policy will be reviewed annually or as needed to incorporate feedback, changes in legal requirements, and evolving best practices.
- Stakeholder feedback will play a crucial role in improving the policy's effectiveness.

The policy reflects SR University's dedication to ethical employment practices and social responsibility.



  
REGISTRAR  
REGISTRAR  
SR UNIVERSITY  
(V) Ananthasagar, (M) Hasanparthy  
Dt: Warangal - 506371, T.S.