



PREVENTION AND COMBATING OF TRAFFICKING IN PERSONS POLICY

Reference number	3P_3.20A
Accountable executive manager	Executive Director: People and Culture
Policy Owner	Executive Director: People and Culture
Responsible division	Executive Director: People and Culture
Status	Approved
Approved by	Council
Date of approval	19 November 2025
Review date	2028

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Preamble

Against the background of our vision to discover new frontiers and opportunities that benefit society, thereby advancing our relevance and impact, the Council of the North-West University (“NWU”, “university”) adopted this policy on 19 November 2025.

1 Interpretation and application

1.1 This policy must be interpreted and applied in a manner consistent with the –

- 1.1.1 Constitution of the Republic of South Africa, 1996;
- 1.1.2 Prevention and Combating of Trafficking in Persons Act, 7 of 2013;
- 1.1.3 Prescription Act, 68 of 1969;
- 1.1.4 Criminal Procedure Act, 51 of 1977;
- 1.1.5 Criminal Law Amendment Act, 105 of 1997;
- 1.1.6 Witness Protection Act, 112 of 1998;
- 1.1.7 Prevention of Organised Crime Act, 121 of 1998;
- 1.1.8 Private Security Industry Regulation Act, 56 of 2001;
- 1.1.9 Immigration Act, 13 of 2002;
- 1.1.10 Children’s Act, 38 of 2005;
- 1.1.11 Criminal Law (Sexual Offences and Related Matters) Amendment Act, 32 of 2007; and
- 1.1.12 Child Justice Act, 75 of 2008.

1.2 The content of the following documents must be taken into account in the interpretation and implementation of this policy:

- 1.2.1 NWU Values Statement, and Code of Ethics; and
- 1.2.2 Behavioural Manual.

2 Definitions

In this policy –

“**exploitation**” includes all forms of slavery, practices similar to slavery, sexual exploitation, servitude, forced labour and child labour, as defined in Section 1 of the Children’s Act, 2005.

“**trafficking in persons**” means delivering, recruiting, transporting, transferring, harbouring, selling, exchanging, leasing or receiving another person within or across the borders of the Republic of South Africa by means of a threat of harm, the threat of the use of force, or other forms of coercion, the abuse of vulnerability, fraud, deception, abduction, kidnapping, or the abuse of power, the direct or indirect giving or receiving of payments or benefits to obtain the consent of a person who has control or authority over another person, or the direct or indirect giving or receiving of payments, compensation, rewards, benefits or any other advantage aimed at either the person, an immediate family member of that person, or any other person in a close relationship with that person, for the purpose of any form of exploitation.

3 Policy statement

- 3.1 NWU students, employees, vendors, suppliers, partners and others through whom NWU conducts business including their employees, are prohibited from –
- engaging in any form of human trafficking;
 - procuring commercial sex acts;
 - using forced labour to perform any work;
 - destroying, concealing, confiscating, or otherwise denying access to an individual's identity or immigration documents;
 - using misleading or fraudulent practices about the recruitment process for work on an NWU project, whether in or outside South Africa. This includes failing to disclose key terms and conditions of the engagement in a format and language accessible to the potential worker. These terms and conditions include wages and fringe benefits, work location, living conditions, housing costs, and any hazardous nature of the work;
 - using recruiters that do not comply with local labour laws in the countries in which recruiting takes place; and
 - failing, if required by law or contract, to provide an employment contract, recruitment agreement or similar work paper in writing in the employee's native language prior to their departure from their country of origin to work on the contract in another country.
- 3.2 The NWU acknowledges the risk that a supply chain may involve hidden or unknown subcontractors reliant on forced labour. Although the University as a higher education institution considers the risk of modern slavery to be low due to the nature of its supply chains, it takes its responsibilities to combat modern slavery seriously by promoting and adopting the following policy measures:
- the prevention, detection, and reporting of modern slavery in any part of the NWU's business or supply chains is the responsibility of all NWU employees and those under its control;
 - appropriate due diligence processes must be carried out in relation to modern slavery, which may include taking into consideration the level of protection of human rights in a sector or country, the type of sector in which a service provider operates, the countries from which services are provided, the nature of relationships with suppliers, and the complexity of the supply chain(s);
 - risk assessment must be conducted on all supply chains in relation to modern slavery or servitude, and any high-risk suppliers must be audited;
 - the NWU's standard procurement and contract documentation must address anti-slavery and anti-trafficking;
 - employees working in central procurement services must be trained to recognise the importance of these provisions;
 - the NWU must encourage everyone to raise any concerns about modern slavery or servitude, using its policy for reporting irregularities and maladministration by employees, students or by members of the public where necessary, and must support those acting in good faith; and
 - the NWU's recruitment, equality, and remuneration and reward policies and procedures must support its efforts to combat modern slavery or servitude and human trafficking. The NWU is committed to providing a safe and secure environment for study, research, living, working and visiting.
- 3.3 The NWU is committed to providing a work environment that is free from human trafficking, slavery, and servitude.
- 3.4 The NWU opposes human trafficking, sex trafficking, and forced labour, which are inherently harmful and contrary to the University's core values, and which may violate applicable foreign and South African laws, which, for purposes of this policy, includes unlawful child labour.
- 3.5 This policy must be implemented in a manner that is consistent with the NWU's Code of Ethics and Conduct and its core values, in order to protect and advance human dignity and human rights in all the University's business practices.

4 Scope

This policy applies to all NWU campuses, all NWU students and employees, and all temporary employees, contingent workers (including agency workers), casual staff, agents, independent contractors, subrecipients performing awards, vendors, suppliers, partners, and others through whom NWU conducts business.

5 Sanctions

- 5.1 Violation of this policy must be dealt with in accordance with the applicable university policies and procedures, including disciplinary action against employees and students and termination of its relationship with an offending organisation or supplier.
- 5.2 Suspected violation of the law relating to human trafficking must be reported to the appropriate law enforcement agency.

Original details: (10225676) C:\Users\10225676\NWUNextcloud\RAM operations\Policy management\Prevention and Combating of Trafficking in persons\Prevention and Combating of Trafficking in Persons Policy.docm
13 February 2025

Current details: (10225676) C:\Users\User\NWUNextcloud\Policy on the Promotion of Academic Employees.docm
19 November 2025

File reference: 3P_3.20A