 ABDULLAH GÜL ÜNİVERSİTESİ	Policy on Fair Treatment and Equal Rights for Outsourced Workers	Doküman No	POL-09
		Yayın Tarihi	10.10.2022
		Revizyon No	3
		Revizyon Tarihi	25.11.2023

1. Scope

Abdullah Gül University (AGU) is dedicated to guaranteeing the rights and fair treatment of all employees, including those working through third-party contractors. This policy ensures that outsourced workers receive equitable treatment, fair wages, social security, and other legally mandated benefits in line with Turkish laws and international best practices.

2. Legal Compliance

AGU adheres to Law No. 4734 on Public Procurement and Law No. 6552, which mandate fair and transparent practices in public procurement and subcontracted labor rights. AGU integrates these requirements into its contracts, especially in key service areas, to guarantee that subcontracted workers receive appropriate wages, social benefits, and protections.

3. Sustainable Procurement: ISO 20400 and SusChain360

AGU has implemented the ISO 20400-certified SusChain360 Sustainable Procurement System to enhance supplier sustainability and social responsibility. This system, verified by an independent third-party audit, uses Environmental, Social, and Governance (ESG) criteria to ensure that AGU's procurement aligns with both ethical standards and sustainability goals. SusChain360 evaluates suppliers in three key areas:

- **Environmental Management:** Focus on carbon reduction, energy efficiency, and waste management.
- **Social Responsibility:** Commitment to human rights, fair labor practices, and community engagement.
- **Governance:** Ensuring ethical conduct, legal compliance, and transparency.

4. Ethical Sourcing and Supplier Expectations

AGU's Ethical Sourcing Policy reinforces the university's dedication to sustainability. Suppliers are evaluated regularly through online surveys and assessments, with reports guiding improvements in labor and environmental practices.


5. Equivalent Access to Benefits

AGU extends certain benefits to subcontracted workers, such as subsidized campus meals and access to facilities. Fees for these services are proportionate to employees' wages, supporting AGU's goal of equitable treatment for all campus staff.

6. Ongoing Monitoring and Accountability

AGU conducts regular controls of subcontractors to confirm compliance with payroll, social benefits, and labor rights standards. If any discrepancies are found, AGU addresses them promptly to maintain fair working conditions.

This policy reflects AGU's dedication to social equity, responsible procurement, and sustainable labor practices across all university operations.

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