

THE HONG KONG UNIVERSITY OF SCIENCE AND TECHNOLOGY

Code of Conduct for Outsourced Service Providers of HKUST

The contractor that provides services to HKUST should:

- be an **equal opportunity employer** and not be involved in any form of discrimination in hiring and employment practices.
- provide **safe and healthy working conditions** with appropriate training.
- commit to **environment-friendly practices**.
- commit to the **highest standard of business ethics**, be transparent, accountable and reputable in business practices, and treat employees with respect.
- hold subcontractors responsible for the **same code of conduct**.
- give best effort **to employ workers** of the same service from outgoing contractor with terms and conditions that are comparable to previous ones, meet or exceed requirements by government's legislations, and reflect market value.

The University should:

- provide **direct communication channel** for outsourced workers in labor dispute.
- **monitor** contractor's compliance of contract requirements and the code of conduct; this includes the requirement of the respective contractors to submit annual reports on their compliance.
- **consult** on new outsourcing of services.