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.