

CYBERSECURITY

UT-Battelle expects subcontractors to understand the cybersecurity landscape, including requirements from UT-Battelle and governments worldwide. UT-Battelle expects subcontractors to adopt security practices in accordance with an industry-leading security framework. Subcontractors must ensure that products delivered to UT-Battelle satisfy relevant cyber-related regulations for product safety, airworthiness, and quality, and that they comply with all contractual cyber requirements. In the event of a cyber breach, promptly notify UT-Battelle.

HUMAN RIGHTS

UT-Battelle expects subcontractors to conduct their business and operations in a way that respects human rights. Subcontractors are expected to identify risks and actual adverse human rights impacts related to their activities and business relationships. It is expected that appropriate steps are in place to reduce risk and ensure operations do not contribute to human rights abuses and to remedy any adverse impacts directly or contributing to their activities or business relationships.

CHILD LABOR

Subcontractors are expected to ensure that child labor is not used in the performance of work. The term “child” refers to any person under the minimum legal age for employment where the work is performed, and/or the minimum working age defined by the International Labor Organization.

MODERN SLAVERY

Subcontractors must prevent any involvement in all forms of modern slavery, including human trafficking and forced, bonded, or indentured labor. All work should be voluntary on the part of the employee. UT-Battelle expects subcontractors to provide all employees with written policies and procedures so that the employee understands wages, working hours, benefits, and other working and employment conditions. Subcontractors must not destroy, conceal, confiscate, or otherwise deny access to any form of employee identification (e.g., passports or work permits) as a condition of employment. Subcontractors must respect the right of workers to terminate their employment after reasonable notice and to receive all owed salary.



Non-UT-Battelle employees may report concerns through the following channels:

Email: employeeconcerns@ornl.gov

Phone: ORNL Concerns Office, 1.865.241.8255

Hotline: <https://ornl.ethicspoint.com/>
1.888.280.0616

