

NJSC “KORKYT ATA KYZYLORDA UNIVERSITY”



«APPROVED»

by the resolution of the Board of Directors
NJSC «Korkyt Ata Kyzylorda University»

Minutes № 9 from «19» december 2024.

SUSTAINABLE DEVELOPMENT POLICY OF NJSC “KORKYT ATA KYZYLORDA UNIVERSITY”

Kyzylorda, 2024

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MECHANISM FOR IMPLEMENTING THE SUSTAINABLE DEVELOPMENT POLICY OF THE NJSC “KORKYT ATA KU”

Sustainable Development Policy Goals in Education, Science, Governance and Society

SUSTAINABLE DEVELOPMENT GOALS POLICY

EDUCATION	SCIENCE	SOCIETY	MANAGEMENT	DIGITALIZATION
STRATEGIC DIRECTION 1	STRATEGIC DIRECTION 2	STRATEGIC DIRECTION 3	STRATEGIC DIRECTION 1	STRATEGIC DIRECTION 3
Academic excellence and internationalization of education	Development of science and international cooperation	Digitalization and modernization of infrastructure	Academic excellence and internationalization of education	Digitalization and modernization of infrastructure
Goal 2. Goal 3. Goal 4.	Goal 1. Goal 2.	Goal 1.	Goal 1. Goal 4.	Goal 2.

ИНТЕГРАЛЬНЫЕ ПОКАЗАТЕЛИ ПО РЕАЛИЗАЦИИ ПОЛИТИКИ ЦУП

Goal 4. Goal 9. Goal 17. Goal 13.	Goal 1. Goal 2. Goal 6. Goal 7. Goal 12. Goal 14.	Goal 1. Goal 3. Goal 8. Goal 15. Goal 16.	Goal 5. Goal 7. Goal 10.	Goal 9. Goal 11. Goal 17.
Integration of the sustainable development Policy into all levels of education – undergraduate, graduate and doctoral	Formation of a portfolio of scientific projects in the context of the Sustainable Development Policy	Integration of student communities into regional, national and global initiatives	Improving the efficiency of management - ensuring the efficiency of horizontal communication	Creation of a sustainability laboratory and reengineering of business processes
Internationalization of the educational process	Financial support for projects and startups	Improving social conditions for employees and students	Improving the efficiency of management decisions at all stages	Digitalization of the educational process (MOOC) and integration of the AIS with the EHEA

SUSTAINABLE DEVELOPMENT POLICY IMPLEMENTATION MECHANISM - SINGLE ACTION PLAN

EVENTS	EVENTS	EVENTS	EVENTS	EVENTS
New, innovative (atlas of the profession), MBA, two-diploma, JEP and Minor EP. League of Academic Integrity. Academic committees. Foresight of the skills of the future, etc.	Scientific projects (GF, PTF, RDW, business contract, etc.) Startup projects Joint projects with industrial enterprises, business structures, International projects,	Psychological service Medical center Coworking spaces Food outlets, discounts Theater, sports club Student government (dormitory places, coworking spaces) Scholarships and grants	Competitive recruitment of teaching staff, Appeal Personnel reserve of administrative and management personnel Budget commission Collective labor agreement, flexible work schedule Sustainable Development Policy	Digital Transformation Roadmap - 20 Steps

PARTICIPANTS: TOP MANAGEMENT, DEPARTMENTS, MANAGEMENT, INSTITUTES, HEADS OF EDUCATIONAL INSTITUTIONS, FACULTY AND STUDENTS, STAKEHOLDERS-PARTNERS

RESULT: EFFECTIVENESS OF THE DEVELOPMENT PROGRAM, INTERNAL QUALITY ASSURANCE STANDARDS, RISK MANAGEMENT SYSTEM AND INTERNAL MONITORING AND REPORTING SYSTEM WITH RECORDING AND ANALYSIS OF THE DYNAMICS OF THE UNIVERSITY PROGRESS

1.GENERAL REGULATIONS

1.1.Scope of application

1. This Policy on Sustainable Development Goals of the NJSC “Korkyt Ata Kyzylorda University” (hereinafter referred to as the Policy) has been developed by the Concept of Development of Higher Education and Science in the Republic of Kazakhstan for 2023-2029, 17 Sustainable Development Goals, the Development Program of the NJSC “Korkyt Ata Kyzylorda University” for 2023-2029, as well as internal regulatory documents of the Non-Profit Joint-Stock University “Korkyt Ata Kyzylorda University” (hereinafter referred to as the University).
2. The Policy has been developed considering the main global principles, requirements and provisions in the field of ESG (environmental, social and corporate governance).
3. The Policy is the primary document systematizing the activities of the University towards the goals and principles of ESG and sustainable development.
4. The purpose of the Policy is to collaborate on the main principles, directions, and objectives of the University's activities in the context of the Sustainable Development Goals and ESG to describe the management system for this activity and its approaches to interaction with stakeholders.
5. The Policy is mandatory for compliance by institutes, departments, structural divisions, faculty and employees of the University when planning and implementing their activities within the framework of the Sustainable Development Goals and ESG in terms of interaction with stakeholders, development of internal regulatory documents (policies, regulations, methods, standards, etc.), dissemination of information and other types of communication.
6. This Policy is a public document on the University's information resources.
7. This Policy uses the following concepts and definitions:

Term	Definition
UN Global Compact	The largest international initiative in the field of sustainable development, the purpose of which is to introduce ten fundamental principles in the field of human rights, labor relations, environmental protection and anti-corruption into the activities of the University. Including the principles of the UN Global Compact in commercial and business strategies, public confirmation of commitment are widely recognized indicators of responsible corporate practice, good business reputation, and important elements of long-term business sustainability.

Interested party	The interested parties include the shareholders represented by the Ministry of Science and Higher Education of the Republic of Kazakhstan, state and local authorities, teaching staff, students, employees, suppliers, financial institutions, investors, and public organizations.
Plan of events	Activities that allow systematization and visualization of information about the University's environment in order to develop a strategy for working with each stakeholder;
Sustainable development	The process by which the University manages the impact of its activities on the quality of education, science, the environment, and the economy and makes decisions taking into account the interests of stakeholders. The University's sustainable development should meet modern society's needs, providing opportunities to satisfy the needs of all stakeholders.
UN Sustainable Development Goals	The 17 goals and 169 targets adopted as part of the UN 2030 Agenda for Sustainable Development aim to end poverty, conserve the planet's resources and ensure well-being for all;
ESG (Environmental, Social, Governance)	Consideration of environmental, social and governance factors, along with financial factors in decision-making

1.2. Goals and objectives of the University in the field of sustainable development

8. Sustainable development is a process by which the University manages the impact of its activities on the quality of education, science, the environment, and the economy and makes decisions that consider the interests of stakeholders.

9. The University's sustainable development should meet the needs of modern society, providing opportunities to meet the needs of all stakeholders. This is a process by which the University manages the impact of its activities on the economy, social, and environmental environment and makes decisions based on analysis, taking into account the interests of stakeholders.

10. Sustainable development meets the needs of top management, faculty, students, the population, state and local authorities, and business entities, providing opportunities to meet these needs.

11. The University ensures that its activities are consistent with the Sustainable Development Policy's economic, environmental, and social for the rational long-

term use of all resources.

12. The economic component of the sustainable development of the University contains the following goals:

- 1) break-even performance of the University;
- 2) ensuring the interests of the Sole Shareholder represented by the Ministry of Science and Higher Education of the Republic of Kazakhstan;
- 3) increasing the efficiency of all business processes;
- 4) increasing the productivity of the faculty and employees;
- 5) increasing investments in developing educational and scientific activities and infrastructure.

13. The environmental component of sustainable development of the University contains the following goals:

- 1) ensuring the principle of lifelong learning through the formation of additional skills in the field of environmental education;
- 2) implementation of joint projects with local executive bodies to ensure the rational use of resources;
- 3) application of environmentally friendly, energy- and material-saving technologies;
- 4) recycling and disposal of waste for the urban population;
- 5) effective methods of managing the minimization of recycling and waste for the agro-industrial complex.

14. The social component of sustainable development of the University contains the following objectives:

- 1) ensuring the safety and maintaining the health of the faculty, staff and students;
- 2) motivational and effective personnel policy;
- 3) creating conditions for the development of employees and students;
- 4) improving the qualifications and professional development of the faculty and staff;
- 5) implementing social programs, sponsorship and charity.

15. The University's objectives in the field of sustainable development are:

- 1) integrating the principles of sustainable development into the activities of the University;
- 2) conducting an analysis of activities and risk control in the context of the three components of sustainable development;
- 3) improving the quality of sustainable development management through the organization of systematic work;
- 4) creating mechanisms for effective interaction between the University and stakeholders, including informing about the results of activities in the field of sustainable development.

1.3. Principles of sustainable development of the university

16. In its activities, the University is guided by the following principles of sustainable development: trust and openness, academic integrity, ethical behaviour, respect for stakeholders' interests, legality, responsibility to the future, intolerance to

corruption, and inadmissibility of conflicts of interest.

17. The principles of sustainable development are integrated into the key processes of the University, including the management of educational programs, research projects, risks, planning, human resources management, reporting, and operational activities, as well as in the University Development Program and decision-making processes.

18. The University also declares its commitment to the principles of the UN Global Compact in its activities:

1) in the field of human rights: The University ensures the protection and respect of the rights of the faculty, staff and students, proclaimed at the international level. The University ensures non-involvement in human rights violations;

2) in the field of quality education: The University will promote innovative practices and technologies in science, education and research. The University will develop its intellectual and scientific resources and ensure high-quality education for students and scientific research for scientists;

3) in the area of labor relations:

- The University supports and recognizes the right to conclude collective agreements;

4) in the area of environmental protection:

- The University supports an approach to environmental issues based on the precautionary principle;

- The University takes initiatives aimed at increasing responsibility for the state of the environment

- The University promotes the development and dissemination of environmentally sound technologies.

5) In the field of combating corruption:

- The University declares intolerance of corruption and other illegal activities, including extortion and bribery.

1.4. Interaction with stakeholders

19. The University pays attention to interaction with stakeholders to implement a successful and effective sustainable development policy.

20. A roadmap for implementing the Sustainable Development Goal will be developed to determine the list of stakeholders, the degree of their influence, and the areas of influence on the University's interests.

21. The University defines three groups of stakeholders depending on the area of impact:

- area of authority and responsibility (Sole Shareholder, Board of Directors, Management Board);

- area of direct impact (teaching staff, employees, students, government agencies, investors, financial institutions, suppliers, partners, auditors and consulting organizations, public council);

- the area of indirect influence (population, public organizations, mass media, etc.).

22. The primary forms of stakeholder interaction are joint programs and

projects, memorandums of cooperation, joint working groups, activity reporting, meetings, publications, interviews, internships, training, etc.

2. DIRECTIONS OF THE UNIVERSITY'S ACTIVITIES IN THE FIELD OF SUSTAINABLE DEVELOPMENT

2.1. Promotion of sustainable development of the national economy

1. The University's mission is to generate new knowledge and unlock the intellectual potential of the region.

2. The strategic directions that the University solves in the framework of its mission:

Strategic direction 1. Academic excellence and internationalization of education.

Goal 1. To create an effective corporate governance system to develop the University's human and scientific potential.

Goal 2. To ensure the quality of educational programs and awarded qualifications based on innovations and demands of the University.

Goal 3. International orientation of educational programs and internationalization of higher education.

Goal 4. Formation of the personality of a future competitive specialist with high social responsibility, creative self-expression abilities and an active civic position.

Strategic direction 2. Development of science and international cooperation.

Goal 1. To create conditions for increasing the contribution of scientists to the development of socio-economic growth in the region and improving the lives of the population.

Goal 2. To develop international cooperation and enhance the university's image on the world stage.

Strategic direction 3. Digitalization and modernization of infrastructure.

Goal 1. Modernization of infrastructure to create comfortable conditions for students and staff

Goal 2. Development of digital architecture

25. For effective functioning in strategic areas, the University:

- will attract investments in financial resources from business and the real sector of the economy to carry out scientific research;

- will implement a policy of recruiting foreign and domestic scientists for joint research in priority areas of science; ensure advanced training of scientific personnel;

- will introduce a system for assessing the effectiveness of the implementation of completed scientific projects and ensure the implementation of marketing cooperation with local executive bodies, enterprises and business structures for the commercialization of completed applied scientific projects;

- will create a Center for Academic Excellence for the Development of Applied Scientific Research and Innovations for the integration of information technology and artificial intelligence for the socio-economic development of the region;

- will make the transition to a new Concept for the Development of Educational Programs (opening new programs, including double degree programs, MBA programs, postdoctoral programs, programs in English, Major and Minor programs, sandwich programs, etc.);

- will create an expert council to assess the quality of educational programs and become a Center for Academic Excellence in Kazakhstan's southern and western regions.

26. To achieve the goal of cost-effective and sustainable University operations, international best practices in environmental and social issues, as well as corporate governance issues (ESG factors), must be used within the projects.

27. The University strives to implement and integrate ESG factors and the project commercialization tool into the decision-making process for the provision of non-financial support, including by familiarizing the University's counterparties with ESG factors.

28. The University provides social support to the faculty, employees and students by holding various events to ensure social equality.

29. The University expects its counterparties to:

- apply the environmental risk management system (environment) to identify and assess actual and potential impacts on the environment and society, determine and implement appropriate management measures, and monitor the level of environmental risks;

- application of a human resources management system and ensuring (preserving) the health of workers, which should be based on respect for the rights of workers, including freedom of association and the right to conclude collective agreements; this system should ensure fair treatment of workers, creation of safe and healthy working conditions for them, warning and prevention of adverse impacts on the health and safety of population groups and consumers;
- application of a system of good corporate governance based on the principles of fairness, honesty, responsibility, transparency, professionalism and competence; Good corporate governance implies respect for the rights and interests of all persons interested in the activities of the organization and contributes to its successful activities, including the growth of its market value, maintaining financial stability and profitability.

2.2. Managing own environmental impact

30. Due to the nature of its activities, the University has a direct significant impact on the environment associated with the environmental problems of the Aral Sea region.

31. The primary resources consumed by the University are electricity, heat and water.

32. The University applies the principles and methods of rational resource use that best ensure the prevention of adverse environmental impacts.

33. In its activities, the University strives to reduce excess resource consumption and minimize the existing negative environmental impact through the introduction of energy-efficient and green technologies, reducing water consumption, and reducing paper consumption for office needs through the introduction of an electronic document management system and the practice of double-sided printing.

34. The University is considering transforming its main activities and infrastructure through automation and digitalization, aiming to increase the level of digital maturity and awareness of all participants in managing the domestic reply mail.

2.3. Personnel policy

35. The faculty and staff are the university's main asset and primary resource; their performance directly depends on their level of professionalism and safety.

36. The University builds labor relations with its faculty and staff based on the principle of legality and compliance with generally recognized labor rights of employees.

37. In carrying out its activities, the University is guided by the principle of providing equal opportunities and does not allow discrimination against its employees in hiring, remuneration, access to training, promotion, dismissal on grounds such as gender, race, language, religious, political and other beliefs, citizenship, national or social origin, disabilities.

38. The University has a system for continuous personnel training and development using modern technologies and information management systems.

39. The University uses advanced forms of training, such as seminars with experts, training internships, coaching, cases, and brainstorming.

40. The University takes measures to ensure the proper organization of workers' work in the workplace and strives to create safe working conditions that meet the requirements of the legislation of the Republic of Kazakhstan in this area.

41. The University documents and investigates all incidents and problems related to occupational safety and health to minimize or eliminate them.

42. The University provides the necessary training for employees in occupational safety and health, including basic and advanced training.

2.4. Responsible Business Practice

43. The University complies with anti-corruption legislation, identifies corruption risks, and implements and maintains policies and practices that counteract corruption.

44. The University's managers at all levels set an example of anti-corruption behaviour for their subordinate employees and demonstrate commitment, encouragement and oversight of implementing anti-corruption policies.

45. The University raises the awareness of its officials, employees, students, and counterparties regarding corruption and combating it.

46. The University regularly conducts training for faculty, employees and students on eradicating corruption.

47. The University has feedback mechanisms through which officials, employees, and counterparties of the University, as well as individuals and legal entities, can provide information on possible corruption offences committed by any official, employee, or representative of a counterparty of the University.

48. University officials and employees are responsible for making transparent, timely and adequate decisions free from conflicts of interest.

3. MECHANISMS FOR THE IMPLEMENTATION OF THE CURRENT POLICY

3.1. Allocation of responsibility

49. Sustainable development management at the University is carried out within the framework of its general management system and is an integral part of it.

50. The university's Board of Directors performs strategic management and controls the implementation of sustainable development.

51. The development of recommendations to improve sustainable development is within the competence of the current committee under the university's Board of Directors.

52. The University Board develops a corresponding action plan for sustainable development and submits it to its Board of Directors for approval.

53. The University Board approves the Roadmap for implementing the University's SDGs.

54. The Department of Strategy and IT, supervising the area of activity in sustainable development, is responsible for ensuring the management of this Policy.

55. The structural divisions of the University provide information on the results of the implementation of activities in the field of sustainable development, taking into account the Roadmap, as well as information for inclusion in the annual report of the University at the request of the structural division supervising the area of activity in the field of sustainable development of the University, if necessary, make proposals for improving the University's activities in this area.

56. The Department of Strategy and IT, supervising the University's sustainable development activities, performs the following functions:

- plans activities in the field of sustainable development - analyzes the internal and external situation,

- defines goals and target indicators in the field of sustainable development, activities to improve and enhance activities in three components of sustainable development, responsible persons, necessary resources and deadlines;

- coordinates the activities of the University's structural divisions aimed at achieving the goals and objectives of this POLICY;

- prepares the University's annual report with the inclusion of a section on sustainable development;

- conducts training seminars for University employees in order to improve the skills of University officials and employees in the field of sustainable development with the involvement of external trainers or independently;

- interacts with international organizations, institutes, and agencies on sustainable development issues.

3.2. Integrating the principles of sustainable development into key processes

57. The University integrates the principles of sustainable development into its Development Program and key processes, including planning, reporting, risk management, investments, operational activities, and others, as well as into decision-making processes at all levels, from authorized bodies (Sole Shareholder, Board of Directors, Management Board) to the faculty and employees.

58. The decision-making process at the University is built based on the following:

- 1) the authorized bodies of the University establish a commitment to the principles of sustainable development;
- 2) the decision-making process promotes the efficient use of financial, natural and human resources;
- 3) The university provides equal gender opportunities and does not allow discrimination based on nationality for leadership positions;
- 4) The university has established processes for two-way information exchange with stakeholders, which will help in identifying areas for improved interaction;
- 5) The university periodically analyzes and evaluates management processes, adjusts processes if necessary and communicates relevant information to all stakeholders.

59. Strategic integration involves updating the University Development Program and considering the University's goals and objectives in sustainable development.

60. Sustainable development activities are included in the Roadmap for implementing the Sustainable Development Goals.

61. The University's sustainable development management system is inextricably linked to corporate governance. All employees and officials at all levels contribute to sustainable development.

62. The University transparently selects suppliers of goods, works, and services in accordance with the requirements of the legislation of the Republic of Kazakhstan and internal documents. The selection is based on the preference for the best price, quality, and conditions for the supply of goods, works, and services, as well as the counterparty's good business reputation.

63. The University considers incorporating sustainable development principles into relevant activities through contracts, agreements, and contracts with partners to improve consistency with the goals of sustainable development.

64. The University's actions affect stakeholders' interests and may be subject to criticism. The university considers criticism from stakeholders a source of possible negative impact on its reputation.

65. The main type of risk for the University in the area of sustainable development is the reputational risk associated with a decrease in the level of trust of the target audience and in the university's activities.

66. The main tool for managing reputational risk is an ongoing dialogue with stakeholders, which includes monitoring the media, considering requests, conducting

surveys, and meeting with stakeholders.

67. Other risks that affect the long-term sustainable development of the University may be considered other risks determined by the university's internal documents.

68. To determine the risks in the area of sustainable development of the University, an analysis of both internal and external factors affecting Society is carried out.

69. The University includes risk factors in sustainable development in the University risk map and takes measures to minimize them.

3.3. Disclosure of information in the field of sustainable development

70. This University Policy is open to the general public and is posted on the corporate website.

71. The University regularly discloses to interested parties the results of implementing this Policy in the relevant section of the corporate website and in its annual report.

4.FINAL REGULATIONS

72. This Policy comes into force from the date of its approval.

73. The University strives to implement the provisions of this Policy in its activities.

74. The University will improve this Policy considering changes in the legislation of the Republic of Kazakhstan and the emergence of new standards in the field of sustainable development in international and national practice, guided by the interests of the Sole Shareholder, the University and other interested parties.