



APPROVED:
The Chair of the Managing Board – Rector
NJSC "Kazakh National Women's Teacher
Training University"

_____ **G. Qanay**

Protocol No. 1 of the Meeting of the Sustainable
Development Committee of the Company
From "08" February 2024

SUSTAINABLE DEVELOPMENT POLICY
Non-profit Joint Stock Company
"Kazakh National Women's Teacher Training University"

1. GENERAL PROVISIONS

Policy of Sustainable Development (*hereinafter - Policy*) of "Kazakh National Women's Teacher Training University" (*hereinafter - the Company*) is developed to systematize and integrate the principles of sustainability aimed at ensuring social responsibility, environmental efficiency and economic stability in accordance with the high standards of the UN Sustainable Development Goals (*hereinafter - SDGs*) and serves as a reference point in the implementation of sustainable practices, confirming the role of the Company as an exemplary representative of the implementation of the principles of sustainable development.

2. REGULATORY REFERENCES

1. *The Policy is developed in accordance with external regulatory and legal acts (hereinafter - RLAs):*
- Constitution of the Republic of Kazakhstan¹;
 - Civil Code of the Republic of Kazakhstan²;
 - Labour code of the Republic of Kazakhstan³;
 - Laws of the Republic of Kazakhstan "On Education"⁴, "On Science"⁵, "On languages in the Republic of Kazakhstan"⁶, "On State Youth Policy"⁷, "On State guarantees of equal rights and equal opportunities for men and women"⁸, "On

¹ <https://adilet.zan.kz/eng/docs/K950001000>

² <https://adilet.zan.kz/eng/docs/K940001000>

³ <https://adilet.zan.kz/eng/docs/K1500000414>

⁴ <https://adilet.zan.kz/eng/docs/Z070000319>

⁵ <https://adilet.zan.kz/eng/docs/Z1100000407>

⁶ <https://adilet.zan.kz/eng/docs/Z970000151>

⁷ <https://adilet.zan.kz/eng/docs/Z1500000285>

⁸ https://adilet.zan.kz/rus/docs/Z090000223_/z090223.htm

joint stock companies”⁹, “On combating corruption”¹⁰, “On Non-commercial Organizations”¹¹, “On State property”¹², “On Public Procurement”¹³, etc.

- “Strategy Kazakhstan-2050”: new political course of the established state”¹⁴;
 - National Development Plan of the Republic of Kazakhstan until 2025¹⁵;
 - On Approval of the Concept of Development of the Higher Education and Science in the Republic of Kazakhstan for 2023 – 2029¹⁶;
 - On Approval of the Concept of family and gender policies in the Republic of Kazakhstan until 2030¹⁷;
 - Voluntary National Review on the implementation of the 2030 Agenda for Sustainable Development¹⁸;
 - On Approval of State compulsory standards of higher and postgraduate education ¹⁹;
 - Orders and decrees of the Ministry of Higher Education and Science of the Republic of Kazakhstan;
 - Regulatory legal acts and standards of the Republic of Kazakhstan used in the Company's activities;
 - Other regulatory legal acts regulating the functioning and development of the higher education system.
2. *Internal regulatory documents of the Company:*
- The Charter of the Company;
 - Programme and Plan of Development of the Company;;
 - Corporate Governance Code;
 - Code of Ethics;
 - Code of Academic Integrity;
 - Academic Policy;
 - Personnel Policy;
 - Quality Assurance Policy and Goals;
 - Internal Regulations;
 - Collective Labour Agreement;

⁹ https://adilet.zan.kz/rus/docs/Z030000415_/z030415.htm

¹⁰ <https://adilet.zan.kz/eng/docs/Z1500000410>

¹¹ <https://adilet.zan.kz/eng/docs/Z010000142>

¹² <https://adilet.zan.kz/eng/docs/Z1100000413>

¹³ <https://adilet.zan.kz/eng/docs/Z1500000434>

¹⁴ <https://adilet.zan.kz/rus/docs/K1200002050>

¹⁵ <https://adilet.zan.kz/rus/docs/U1800000636>

¹⁶ <https://adilet.zan.kz/rus/docs/P2300000248>

¹⁷ <https://adilet.zan.kz/rus/docs/U1600000384>

¹⁸ <https://www.undp.org/ru/kazakhstan/news/vtoroy-dobrovolnyy-nacionalnyy-obzor-kazakhstana-predstavlen-na-politicheskom-forume-vysokogo-urovnya-oon>

¹⁹ <https://adilet.zan.kz/rus/docs/V2200028916>

- Orders, instructions of the Chairman of the Management Board - Rector, pro-rectors, decisions of the Management Board, Board of Directors and the Sole Shareholder of the Company;
- Working plans of the Company;
- Documented procedures of the quality management system;
- Anti-corruption standard;
- Documented procedures of the Company.

3. ABBREVIATIONS AND SYMBOLS

Abbreviations and designations used in the policy:

Company	–	NJSC "Kazakh National Women's Teacher Training University"
ESG	–	Environmental, Social, Governance
Policy	–	Sustainable Development Policy
RLA	–	Regulatory legal acts
SDGs	–	Sustainable Development Goals
UN	–	United Nations Organization

4. GOAL AND TASKS

The goal of the Policy is to establish the key norms, principles, rules and methodologies that the Company endeavors to adhere to when developing and implementing the sustainable development management system and achieving the SDGs, and which serve as a reference point for the formation of fundamental visions that guide decision-making and the development of strategies aimed at achieving sustainable development of the Company.

Tasks of the Policy:

1. Defining the key areas and basic principles of the Company's development in the field of sustainable development, taking into account social, economic and environmental factors;
2. Introduction of modern educational technologies and methods to ensure a high standard of education and training of highly qualified specialists;
3. Establishment of roles, competences and responsibilities of each body of the Company as a whole, as well as of all employees in terms of implementation of sustainable development principles;
4. Analyzing and determining the interrelationship of the Company's key processes in the field of sustainable development with their environmental impact;
5. Developing partnerships to share knowledge, experience and cultural values in order to achieve sustainable development.

In the process of solving sustainable development tasks, the Company defines its mission, goals and tasks, transforming them into a long-term Development Program. In the course of implementing this Program, the Company is guided by international norms of conduct and principles approved by the relevant standards in

the field of sustainable development. This is considered an integral condition for ensuring compliance of its activities with the best international practices.

5. PRINCIPLES

The principles of the Sustainability Policy are closely linked to the ESG²⁰ (Environmental, Social, and Governance) concept, which implies strict adherence to environmental, social and governance standards. The ESG principles focus on minimizing negative environmental impacts (Environmental), supporting social initiatives and responsible practices in relation to personnel and the Company as a whole (Social), and effective, transparent and responsible corporate governance (Governance). The Sustainable Development Policy is designed to consider these principles, aiming not only to achieve economic efficiency, but also to create a positive social and environmental contribution to the Company.

Society within the framework of sustainable development is based on three pillars:

E - responsible attitude towards the environment (ecological balance);

S - high social responsibility;

G - high quality of corporate governance (economic growth).

The principles in the field of sustainable development are implemented in all key processes of the Company, including educational, research and development, educational processes, planning, human resource management, investments and reporting. Openness, accountability, transparency, ethical behavior, respect, legality, observance of human rights and zero tolerance to corruption become an integral part of the Company's culture and values.

²⁰ <https://dknews.kz/ru/chitayte-v-nomere/304655-esg-v-kazahstane-aktualnost-priverzhennost-strategiya>