	JSC «Kazakh University of Technology and Business named after K. Kulazhanov»
	QUALITY MANAGEMENT SYSTEM
	POLICY

APPROVED
President of
JSC «KazUTB named after K. Kulazhanov»
_____E.T. Kulazhanov
«__» may 2026

POLICY
EQUITY, DIVERSITY & INCLUSION (EDI)
JSC «KAZUTB NAMED AFTER K. KULAZHANOV»
KazUTB- DSD -4.1-2026-05

AGREED
Rector of
JSC «KazUTB named after K. Kulazhanov»
_____L.K. Baibolova
«__» may 2026

Astana, 2026

Version: 1.0	**CI:** ДОИС	**Regisration №**_____ **on EDM**

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1. TERMS AND DEFINITIONS

The term	Definition
KazUTB named after K. Kulazhanov JSC	Kazakh University of Technology and Business named after K. Kulazhanov Joint-Stock Company
UN Global Compact	An international initiative in the field of sustainable development, the purpose of which is to introduce ten basic principles in the field of human rights, labor relations, environmental protection and anti-corruption into the activities of the business community.
KPI	performance indicators of JSC «KazUTB named after K. Kulazhanov» or its structural divisions, which allow measuring the degree of achievement of the set strategic goals in terms of effectiveness and efficiency.
United Nations (United Nations)	an international organization established to maintain and strengthen international peace and security, as well as to develop cooperation between states;
Sustainability	organizational principle of achieving the goals of JSC «KazUTB named after K. Kulazhanov», in which the needs and its stakeholders are met with the preservation and development of human and natural resources necessary to meet the needs of future generations;
ESG (Environmental, Social, Governance)	is a set of management characteristics of JSC «KazUTB named after K. Kulazhanov», which achieves the involvement of students and employees in solving environmental, social and governance problems and sustainable development: the principles of the UN Global Compact.
ESG risk (Environmental, Social and Governance)	it is a type of risk that determines the sustainable development of JSC «KazUTB named after K. Kulazhanov» within the framework of environmental, social, and corporate governance risks
SDGs (Sustainable Development Goals)	which are a set of 17 interrelated goals developed in 2015 by the UN General Assembly as a "blueprint for achieving a better and more sustainable future for all".

2. GENERAL PROVISIONS AND PROCEDURE DESCRIPTION

2.1 This Policy has been developed as part of the implementation of the ESG strategy and the Quality Management System (QMS) of the University.

2.2 This Policy sets out the University's commitment to creating an inclusive environment and ensuring equal opportunities.

2.3 This Policy integrates the requirements of ISO 9001:2015 (clause 7.1.4 – Environment for the functioning of processes) and ESG principles (SDGs 4, 5, 10, 16).

2.4 The Policy applies to all employees, teaching staff, students and other interested stakeholders of JSC «KazUTB named after K. Kulazhanov».

2.5 This policy is based on the "Sustainable Development Policy JSC «KazUTB named after K. Kulazhanov» Principle 2: respect for human rights, inclusiveness and fair treatment of all participants in the educational process.

2.6 The policy aims to achieve SDG 4 (Quality Education), SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities).

2.7 The management of JSC «KazUTB named after K. Kulazhanov» ***assumes responsibility for*** (according to the principles of SDG 5, SDG 10, SDG 16, SDG 17):

2.7.1 Zero tolerance for discrimination, harassment and bullying: JSC «KazUTB named after K. Kulazhanov» adheres to fair treatment of everyone without discrimination on the basis of gender, age, ethnicity or health status.

2.7.2 Ensuring equal pay for equal work regardless of gender (Gender Pay Gap);

2.7.3 Provision of resources in terms of budgeting for inclusive infrastructure.

2.7.4 Recognition of the value of different perspectives, cultural experiences and talents.

2.7.5 Proactively address physical, digital and social barriers.

3. GOAL AND OBJECTIVES

3.1 The purpose of this policy is to create a management system that guarantees non-discrimination and ensures equal opportunities for all stakeholders (students, employees, partners). JSC «KazUTB named after K. Kulazhanov» considers diversity as a strategic resource for innovation in the field of technology and business.

3.2 Creating a barrier-free and safe environment that promotes the attraction and development of talents, regardless of their individual characteristics.

3.3 Objectives:

3.3.1 Ensuring equal access to educational services for vulnerable groups.

3.3.2 Compliance with gender equality in the remuneration and career development of employees and faculty.

3.3.3 Integration of inclusive educational technologies into the educational process.

3.4 KPIs for ensuring equal access to educational services for vulnerable groups:

3.4.1 KPI 1**:** Inclusive Environment Satisfaction Index (goal of at least 85%).

3.4.2 KPI 2**:** Retention Rate for students from vulnerable groups (not lower than the university average of 90%+)

3.4.3 KPI 3: the level of architectural accessibility of the campus (100% compliance of buildings and laboratories with inclusion standards, the presence of ramps, lifts, tactile signs)

3.4.4 KPIs for gender equality in pay and career advancement:

3.4.5 KPI 4**:** Gender Pay Gap (equal pay for equal work in similar positions).

3.4.6 KPI 5: Ratio of men to women among those promoted (promotion at a 50/50 ratio, with an acceptable deviation of +/- 10%).

3.4.7 KPI 6: Turnover rate among female scientists (no more than 5-7% per year)

3.4.8 KPIs for the integration of inclusive educational technologies into the educational process:

3.4.9 KPI 7: share of educational material adapted for inclusive learning (at least 10%).

3.4.10 KPI 8: coverage of teaching staff with EDI training (100% of teachers have completed advanced training courses in inclusive education and psychology of working with special groups).

3.4.11 KPI 9: availability and use of assistive technologies in the library and laboratories (equipping at least 1-2 specialized workplaces).

4. MAIN DIRECTIONS OF IMPLEMENTATION

4.1 ENVIRONMENTAL:

4.1.1 Barrier-free access to all buildings and laboratories;

4.1.2 Adaptation of digital material for all learners, based on the principle of digital inclusion

4.2 SOCIAL:

4.2.1 Development of the physical infrastructure of the campus for persons with disabilities.

4.2.2 Adaptation of educational materials, information resources and educational platforms in a digital format, accessible for inclusion and psychophysiological characteristics of students;

4.2.3 Priority support for students from low-income and large families through a system of grants and discounts;

4.2.4 Striving to achieve at least 49% of women in senior management and STEM departments.

4.2.5 Annual professional development of teaching staff in inclusive education methods.

4.2.6 Supporting women in science and STEM disciplines, and ensuring equal representation in decision-making bodies.

4.2.7 Exclusion of any discrimination in the payment of remuneration and evaluation of performance.

4.2.8 Work of the Conciliation Commission to protect the interests and rights of employees.

4.2.9 Constant monitoring of employee and student satisfaction through questionnaires and feedback.

4.2.10 Creation of "quiet rooms" or zones of psychological relief (chill zone for students).

4.3 GOVERNANCE:

4.3.1 Academic integrity and anti-corruption policies (SDG 16)

4.3.2 Regular verification of processes (taking exams, procurement, hiring) for compliance with anti-corruption standards of the Republic of Kazakhstan.

4.3.3 Implementation of «Anti-plagiarism» systems and automated distribution of the teaching load to eliminate the human factor.

4.3.4 Providing a «feedback" system, a secure «Hotline» for employees and students.

4.3.5 Strategic Partnerships and Accountability (SDG 17)

4.3.6 Annual preparation and publication of a non-financial report on the sustainable development of «KazUTB named after K. Kulazhanov» JSC.

4.3.7 Regular meetings with employers and other stakeholders to update educational programs for the needs of a sustainable economy.

4.3.8 Mandatory familiarization of all employees and students with the «Policy of Academic Integrity», «Code of Corporate Ethics», «Code of Honor and Behavior of Students».

5. RESPONSIBILITY AND ACCOUNTABILITY

5.1. The Sustainable Development Working Group is responsible for the implementation of the policy.

5.2. The University undertakes to disclose information on achievements in the field of EDI in its annual sustainability report, in accordance with the established KPIs.

5.3 The document is mandatory for all structural subdivisions of JSC «KazUTB named after K. Kulazhanov».

6. FINAL PROVISIONS

6.1 Issues not regulated by this Policy shall be resolved in accordance with the procedure established by the current legislation of the Republic of Kazakhstan.

6.2 This Policy is subject to revision as the internal processes governed by it change. If, as a result of changes in the legislation of the Republic of Kazakhstan, certain provisions of this Policy come

into conflict with the current legislation, these provisions shall become invalid and until amendments to this Policy are made, it is necessary to be guided by the current legislation of the Republic of Kazakhstan.

7. PROCESS RISKS AND RISK PREVENTION ACTIVITIES

7.1 Risks associated with:	7.2 Risk Prevention Actions:
- discrimination; - inaccessibility of the environment; - reputational damage.	- loss of talents; - dropout of students with OOP; - decrease in ratings.

8. PRIVACY

8.1 The Policy is an internal regulatory document of JSC «KazUTB named after K. Kulazhanov», and is not subject to submission to other parties, except for experts of certification bodies during the certification audit, of partner consumers with the permission of the rector of JSC «KazUTB named after K. Kulazhanov».

F. DSD - 7.5 – 2026 – 01 - 02 (mandatory)

APPROVAL SHEET

Position	Full name	Date	Signature
Vice-Rector for AA	Askarbekov E.B.	08.05.2026	
Vice-Rector for R&I	Aibuldinov Y.K.	08.05.2026	
Vice-Rector for SA&SD	Berdigaliuly S.	08.05.2026	
Director of the DSD	Orazalina D. K.	08.05.2026	
Head of the QMSD	Ernst A.	08.05.2026	

F. DSD - 7.5 – 2026 – 01 - 03 (mandatory)

FAMILIARIZATION SHEET

Position	Full name	Date	Signature

F. DSD - 7.5 – 2026 – 01 - 04 (mandatory)

CHANGE REGISTRATION SHEET

Change Number	Change Notice Number	Number of sheets (pages)				Total sheets (after changes)	Date of entry	Full name of the person making the changes	Signature of the person who made the changes
		modified	replaced	new	cancelled				

F. DSD - 7.5 – 2026 – 01 - 05 (mandatory)

PERIODIC INSPECTION RECORD SHEET

Verification Date	full name of the person, who performed the check	Signature who performed the Verification	Formulation Comments