

March, 2026

Sustainability Action Plan Report

KAZAKH UNIVERSITY OF TECHNOLOGY AND BUSINESS
named after K.Kulazhanov





Introduction

This personalized report represents the University's unique path to sustainability action, built from "Kazakh Technology and Business University named after K.Kulazhanov's" specific assessment responses and tailored to its goals and capabilities.

While over 14,000 organizations have committed to net zero globally, each journey is unique. This report transforms that wealth of sustainability knowledge into actionable steps — saving time and resources while accelerating decarbonization progress.

- ☐ Actions follow industry best practices aligned with the **GHG Protocol and Transition Plan Taskforce** standards, built from Giki's library of over 600 best-practice actions.

Sustainability Action Plan at a Glance

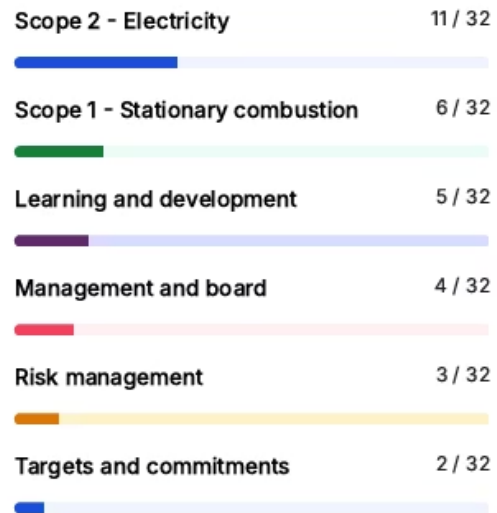
A clear view of the University's sustainability progress across all tracked actions in this plan.



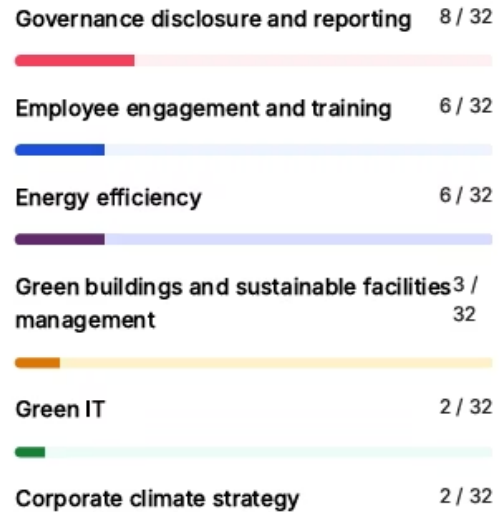
Action Plan Breakdown

Actions are distributed across GHG categories, themes, impact levels, and implementation timelines.

GHG Category Breakdown



Theme Breakdown



Impact Breakdown



⚠ NOT STARTED

Priority Actions: Not Yet Started

Install Air Source Heat Pumps

Install air source heat pumps ASHPs — in buildings to reduce carbon emissions., large cost savings, and reduced CO₂.

GHG Category: Scope 2 - Electricity ,Scope 1 - Stationary combustio

Impact: Large / Time: Medium / Cost Saving: Large

Perform an Energy Audit

Review all facilities and equipment to identify inefficiencies. A foundational enabling action with large cost-saving potential.

GHG Category: Scope 2 - Electricity ,Scope 1 - Stationary combustion

Impact: Enabling / Time: Short / Cost Saving: Large

Develop Extreme Weather Plans

Create response plans for floods, storms, and extreme heat to protect staff, operations, and revenue continuity. This covers preparations for floods, storms, extreme heat, heavy snow, and other severe weather that could affect your premises, staff safety, supply chain,

GHG Category: Risk management

Impact: Enabling / Time: Short / Cost Saving: Medium

Research Government Support

Find and apply for grants, tax breaks, and funding schemes to make sustainability investments financially viable.

GHG Category: Engagement with government and civil society

Impact: Enabling / Time: Short / Cost Saving: Large

Energy & Buildings: In Progress



Seal Air Leaks & Draughts

Sealing buildings typically achieves 15–30% energy savings in treated areas, improves occupant comfort, and extends HVAC equipment life.

GHG Category: Scope 1 – Stationary combustion, Scope 2 – Electricity

Impact: Medium | Time: Medium | Cost Saving: Large



Switch to Renewable Electricity

Transitioning to solar/wind power can substantially eliminate Scope 2 emissions, provide long-term price stability, and demonstrate strong climate leadership.

GHG Category: Scope 2 – Electricity

Impact: Transformative | Time: Medium | Cost Saving: Medium



Install Building Management System

A digital BMS controls lighting, heating, and cooling — reducing energy consumption, lowering emissions, and optimizing resource use.

GHG Category: Scope 2 – Electricity

Impact: Large | Time: Medium | Cost Saving: Large

Energy Efficiency: More Actions Underway

Optimise Floor Occupancy

Hot-desking, space analytics, and hybrid working policies reduce energy use for heating, cooling, and lighting. Supports talent retention and reduces real estate costs.

GHG Category: Scope 1 – Stationary combustion, Scope 2 – Electricity

Impact: Medium / Time: Medium / Cost Saving: Large

Install Voltage Optimisation

Smart voltage control delivers **5%+ savings** on total electricity consumption and extends equipment lifespan by reducing electrical stress. ROI typically within 2–5 years.

GHG Category: Scope 2 – Electricity

Impact: Medium / Time: Medium / Cost Saving: Large

Invest in Green Retrofits

Upgrading insulation and heating/cooling systems cuts energy costs, reduces emissions, and enhances property value. Buildings with higher environmental ratings attract a market premium.

GHG Category: Scope 2 – Electricity, Scope 1 – Stationary combustion

Impact: Transformative / Time: Long / Cost Saving: Large

Run an Energy Treasure Hunt

Teams walk through the workplace identifying quick energy wins. This simple approach has helped organizations cut energy use by **up to 15%**.

GHG Category: Scope 1 – Stationary combustion, Scope 2 – Electricity

Impact: Medium / Time: Short / Cost Saving: Large



⚡ IN PROGRESS

Upgrade Lighting & Office Equipment

LED Lighting Upgrade

Replace old lights with LEDs and smart occupancy sensors. Reduces electricity use, lowers utility bills, extends bulb lifespan, and delivers rapid payback.

GHG Category: Scope 2 - Electricity

Impact: Medium / Time: Short / Cost Saving: Large

Energy Efficient Office Equipment

Switch computers and printers to certified energy-saving models. Lowers electricity bills, reduces carbon footprint, and improves workplace productivity.

GHG Category: Scope 2 - Electricity

Impact: Small / Time: Medium / Cost Saving: Medium

Reduce Digital Carbon Footprints

Help employees manage device energy use and responsible e-waste disposal. Minimal investment with consistent cost savings and future-proofing against rising energy costs.

GHG Category: Learning and development

Impact: Enabling / Time: Short / Cost Saving: Small

Learning, Development & Culture



Sustainability Training in L&D

Embed sustainability into employee learning relevant to each role. Enhances expertise, reduces carbon footprint, and drives innovation in green practices.

GHG Category: Learning and development

Impact: Enabling / Time: Medium



Free Online Resources

Leverage free online tools to build knowledge on carbon reduction and net-zero transitions — cost-effective, empowering, and builds credibility with customers.

GHG Category: Learning and development

Impact: Enabling / Time: Short



Role-Specific Training Programmes

Tailor sustainability training by role so each team gains practical skills for daily lower-impact choices. Reduces reliance on external consultants.

GHG Category: Learning and development

Impact: Enabling / Time: Medium



Celebrate Green Champions

Recognize employees making great environmental choices. Fosters positive workplace culture, motivates sustainable habits, and showcases organizational commitment.

GHG Category: Culture

Impact: Long term / Time: Short



👤 IN PROGRESS

Workforce Capability & Engagement

Assess Sustainability Capability Gaps

Identify skill and knowledge gaps preventing effective climate action. Provides evidence for securing training budgets and reveals hidden expertise already within the organization.

*Impact: Enabling |
Time: Short |
Complexity: Low*

Employee Commuting Survey

Survey employees on travel methods, distances, and home energy use to establish a reliable Scope 3 baseline and identify targeted reduction strategies — from cycling facilities to remote work policies.

*Impact: Medium |
Time: Short |
Complexity: Low*

Lunch & Learn Sessions

Host informal sessions on environmental topics to make sustainability education engaging and accessible. Fosters a culture of sustainability and encourages eco-friendly practices.

*Impact: Enabling |
Time: Short |
Complexity: Low*

Governance, Targets & Reporting

1 Report Climate KPIs Internally

Regular internal reporting drives accountability and progress. As the adage says: *"What gets measured gets managed."*

Impact: Enabling | Time: Medium

1

2

3

4

2 Write & Publish Climate Transition Plan

A clear roadmap showing how the University will thrive in a low-carbon future — expected by investors, regulators, and stakeholders.

Impact: Transformative | Time: Medium | Complexity: High

3 Set Scope 1 & 2 Emissions Targets

Create medium and long-term goals for direct operations. Drives innovation, mitigates regulatory risk, and future-proofs the business.

Impact: Transformative | Time: Long | Complexity: High

4 Set Scope 1, 2 & 3 Targets

Extend targets to cover all company activities by 2030 and 2050. Enhances reputation, attracts conscious investors, and ensures regulatory compliance.

Impact: Transformative | Time: Long | Complexity: High



IN PROGRESS

Risk Management & Resilience



Climate Adaptation Programme

Invest in flood defenses, cooling systems, backup suppliers, and flexible working to cope with intensifying climate impacts. Early action is far more cost-effective than crisis responses.

Impact: Enabling / Time: Medium / Cost Saving: Medium



Identify Key Climate Risks

Understand how climate change could affect operations, supply chain, and customers. Banks, insurers, and large customers increasingly expect this analysis.

Impact: Enabling / Time: Short / Cost Saving: Large



Support Environmental Disaster Relief

Develop corporate programs for fundraising, donation drives, and employee giving to support communities affected by floods, wildfires, and extreme weather.

Impact: Enabling / Time: Short / Complexity: Low

✓ COMPLETED

Completed Actions

These foundational actions have already been delivered, establishing the governance and awareness base for all further sustainability progress.

1

Review Industry Association Climate Positions

Verified that industry groups align with the University's climate goals — ensuring consistent advocacy and amplified collective impact.

Impact: Enabling / Time: Short

2

Create a Sustainability Lead Role

Appointed a dedicated sustainability coordinator to connect departments, track progress, and move climate action from good intentions to measurable results. *Impact: Enabling / Time: Short*

3

Get Climate Action Plan Approved

Formal approval secured, creating accountability structures and ensuring adequate resources and organizational alignment before committing to major initiatives. *Impact: Enabling / Time: Short*

4

Identify Key Climate Risks & Senior Sign-Off

Climate risks mapped and senior leadership formally signed off the action plan — aligning sustainability with business strategy and demonstrating credibility to investors and regulators. *Impact: Enabling / Time: Short*

Next Steps & The Road Ahead

With 6 actions completed, 22 in progress, and 32 planned, "Kazakh Technology and Business University named after K.Kulazhanov" is well on its way to meaningful decarbonization. The priority now is to activate the 4 not-started actions — particularly the energy audit and heat pump installation — while accelerating in-progress initiatives.



Short Term

Complete energy audit, research government funding, and launch extreme weather plans — all achievable within 6 months.



Medium Term

Switch to renewables, install BMS and voltage optimisation, publish Climate Transition Plan, and embed sustainability training.



Long Term

Set and achieve Scope 1, 2 & 3 targets by 2030 and 2050, complete green retrofits, and build a fully resilient, net-zero campus.