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1. Objectives and general provisions.

1.1. This Sustainable Development Policy (hereinafter referred to as the Policy) of the Educational Institution “Almaty Management University” (hereinafter referred to as the University) has been developed for the purpose of implementing a management system based on the principles of sustainable development. The Policy confirms the University's commitment to international standards in this area, ensures consistent and continuous adherence to these principles, and is aimed at achieving sustainable and long-term improvement in key indicators.

1.2. This Policy serves as a fundamental document for the development and improvement of the University's activities in the field of sustainable development.

1.3. The University integrates sustainable development into all aspects of its activities - education, research, entrepreneurial initiatives, infrastructure development and community engagement. The University aligns its efforts with the UN Sustainable Development Goals (SDGs) and the Principles for Responsible Management Education (PRME) to promote responsible and ethical leadership in Kazakhstan and beyond. The University is an official full member of the UN Global Compact, realizing the best available opportunities for partnership with the business community that supports the SDGs and introduces green standards into the corporate sector.

1.4. In the event that the provisions of this Policy conflict with the updated provisions of the legislation of the Republic of Kazakhstan or international standards (in their applicable part), such provisions of the legislation and/or international standards will prevail.

2. Scope of application

The scope of this Policy extends to the key processes of the University, including educational processes, research, innovation and entrepreneurial processes, planning, management of human resources and campus infrastructure, investments, and is also reflected in the University Development Strategy.

3. Links

3.1. This Policy has been developed in accordance with:

- UN Sustainable Development Goals;
- UN Principles of Education for Responsible Governance;
- Principles of the UN Global Compact;
- Principles of Environmental, Social and Governance;
- OECD principles;
- Strategy "Kazakhstan-2050"
- National Framework of Sustainable Development Goals (SDGs) until 2030;
- The concept of the transition of the Republic of Kazakhstan to a “green economy” (Presidential Decree №577 of 30.05.2013)
- By the Law of the Republic of Kazakhstan dated July 27, 2007 № 319- III ZRK "On Education";
- By the Law of the Republic of Kazakhstan dated July 1, 2024 №103- VIII ZRK "On Science and Technological Policy";
- Environmental Code of the Republic of Kazakhstan dated January 2, 2021 №400-VI ZRK;

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- The UN Programme “Transforming our world: the 2030 Agenda for Sustainable Development”;
- The Incheon Declaration of 21 May 2015, “Education 2030: Ensuring Inclusive, Equitable and Quality Education and Lifelong Learning for All”;
- Strategy for achieving carbon neutrality of the Republic of Kazakhstan until 2060;
- The Charter of the University;
- AlmaU development strategy.

4. Terms and definitions

4.1. For the purposes of this document, the following terms, definitions and abbreviations are used:

- **Sustainable development** is development that meets the needs of the present generation without compromising the ability of future generations to meet their own needs, with a balanced approach to economic, social and environmental aspects. Sustainable development includes three components: economic, social and environmental sustainability.
- **The Sustainable Development Goals (SDGs)** are a universal call to action to end poverty, protect our planet, and improve the quality of life and prospects for all people, everywhere. The 17 SDGs, developed by The UN General Assembly.

5. Sustainable development in the activities of the University.

5.1. This Policy addresses the University's sustainability initiatives, integrated into academic programs, research activities, infrastructure development and entrepreneurial initiatives in the area of minimizing negative impacts on the environment through responsible activities, as well as supporting positive changes in the ecology and surrounding ecosystem. The University strives to develop initiatives in the area of social responsibility and inclusion, independently and in partnership with communities, to encourage sustainable entrepreneurship and economic growth, and to establish reliable collaborations for sustainable development globally and locally.

5.2. The University's initiatives are carried out in the following areas:

5.2.1. Holistic education for sustainable development.

The principles of sustainable development are integrated into the University's academic programs to develop a deep understanding of the foundations of responsible leadership in students. The University regularly develops and implements new programs and disciplines focused on sustainable development, and expands student participation in research projects in this area, including collaboration with academic, government and public organizations. The Tolyq Adam program forms a holistic personality by developing key skills and values of sustainable development in students through an interdisciplinary approach, practical application of knowledge and Abay's philosophy aimed at responsible leadership and solving global challenges.

Teachers receive training and methodological support through the Institute for Education Development, the Centre for Sustainable Development and the i 5 initiative, enabling them to effectively integrate sustainability principles into teaching practices and courses.

5.2.2. Sustainable campus development and operations.

The University intends to contribute to the reduction of negative impact on the environment. Over the next 5 years (until 2030), the University will strive to minimize the impact on the environment through efficient energy management. In the absence of the possibility of using energy from renewable sources, the University undertakes to optimize processes and implement energy-efficient technologies to reduce the total amount of energy consumed. Over the next 10 years (until 2035), the University intends to increase the share of used "green energy" to the prevailing share. The University will strive to implement the principles of "green taxonomy" in its practice and to calculate and (or) measure the volumes of greenhouse gas emissions due to the current activities of the University along with the volumes of reduction of these emissions and (or) their compensation due to targeted environmental and other ESG initiatives. The University intends to measure and ensure rational consumption of resources in its activities.

The University will continue to implement initiatives (both in the area of electronic document management, digital transformation, and globally in the transition to the concept of a digital University) that ensure a radical reduction in the use of paper. The University also applies and encourages environmentally responsible practices and promotes the implementation of programs to reduce, recycle and reuse waste.

Drinking water fountains are installed and actively used throughout the University campus, implementing responsible drinking water consumption in order to reduce the amount of plastic and other waste, and to promote the development of rational consumption habits. In cafes on the territory and in the University's spheres of influence, a system of financial incentives is in place for the use of reusable tableware for food and drinks.

5.2.3. Social responsibility and interaction with society.

The University implements support measures by providing full and partial educational grants to students in need, as well as implementing individualized support measures taking into account possible difficult life circumstances. The University supports the aspirations for social and territorial mobility in the interests of the development of the country and the region, international integration through educational, scientific, practical, entrepreneurial and social initiatives.

The University supports gender equality, multiculturalism, diversity, inclusion of representatives of different countries and territories in the faculty, students and employees of the University, provides support for national, gender and cultural identity and expands opportunities for acquaintance, respect, involvement and integration in order to support the best positive trends and characteristics. Embodying the status of an "urban university" (urban university), the University supports the principles of responsibility, involvement and tolerance in interaction with a wide range of communities, initiates events in the interests of both the immediate environment (good neighborliness) and for all interested parties who share common values with the University.

The University implements digital and financial literacy programs to reach underserved communities, ensuring access to education and technology for all. The University intends to continue and expand community outreach projects to address local sustainability issues, as well as inclusive education initiatives to promote greater diversity and accessibility in higher education.

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5.2.4. Entrepreneurship and economic growth.

By maintaining and developing a focus on entrepreneurship in its mindset, the University recognizes its one of the most important roles in ensuring sustainable development of the country, region and the global world as a whole.

The University supports student-led social enterprises and strives to promote their development in every possible way so that a significant part of the startup incubator projects is also aimed at solutions related to sustainable development. The University intends to increase funding for scientific research, both through available sources and by involving a wide range of interested customers, investors, sponsors, in order to stimulate the development of sustainable business practices. In turn, executive education programs (including MBA and DBA programs) include and constantly update educational modules in order to provide business representatives with knowledge and tools for implementing strategies aimed at achieving the SDGs.

5.2.5. Global collaboration and partnerships

The University develops its global network by forming new international partnerships focused on sustainable development. The University actively participates in global summits on sustainable development and engages faculty in joint research projects aimed at solving sustainable development problems. The University undertakes to form and publish annual reports on the implementation of SDGs and other sustainable development initiatives in accordance with the requirements of international platforms, including THE Impact, QS Sustainability, PRME ratings SIP Report and report on engagement with the UN Global Compact.

6. Implementation and monitoring.

6.1. The University, at the level of top management, as well as its collegial management and strategic bodies, monitors the implementation of this Policy, ensuring the achievement of goals and progress within the framework of the sustainable development report - at least once a year.

6.2. The University's structural divisions, developing their own strategies and long-term development plans within the framework of their business processes, include sections on sustainable development in them. Other business processes and procedures of the University aimed at implementing the principles of sustainable development are also based on the provisions of this Policy and take into account its priorities.

6.3. The University intends to participate in rating events, to generate reports on sustainable development in order to increase its own transparency and to obtain an independent third-party assessment of the dynamics of its activities in the field of sustainable development and its results.

6.4. In assessing the University's sustainability commitments, it takes into account the results of assessments conducted by the University (both internally and through external participants), as well as feedback from students, faculty, staff and partners.

6.5. In order to strengthen the internal monitoring system, increase transparency and trust among all stakeholders, the University has an Ethics and Sustainability Ombudsman who considers requests and proposals from stakeholders, promotes open dialogue and makes proposals to improve the University's sustainable practices based on the principles of fairness, inclusiveness and responsibility.

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7. Conclusion

7.1. This Policy affirms the University's commitment to sustainable development and responsible leadership.

7.2. Through these initiatives, the University aims to have a long-term positive impact on environmental protection, social equality, human capital and talent development, and economic sustainability. The University is aware of its role as a leader in sustainable development in the region and seeks to strengthen this status through active participation in international initiatives, rankings, and partnership platforms.

7.3. The University is open to dialogue and cooperation with global and local stakeholders aimed at jointly achieving the Sustainable Development Goals and shaping a sustainable future. By equipping its students, faculty, staff and partners with the necessary tools and knowledge, AlmaU strives to shape a sustainable future for current and future generations.