

**NON-PROFIT JOINT STOCK COMPANY
«SHAKARIM UNIVERSITY»**



Approved
by the decision of the Board of Directors
of the JSC «Shakarim University»
dated 25/08/2025
Protocol No.7

Action Plan for the Implementation of the Sustainable Development Policy

Semey, 2025

№	Activity Title	Deadline	Responsible Parties	Completion Form
1. Analysis of the current situation in the context of sustainable development and identification of risks in the field of sustainable development				
1.1	Establishment of the university's Sustainable Development Working Group	September 2025 years	Kassymov A.B.	Order on the establishment of the working group
1.2	Analysis of the current state in the context of sustainable development according to criteria and indicators	December 2025 years	Sergazin K.K.	Analytical report. Report containing parameters of actual resource consumption, waste generation, greenhouse gas emissions, etc.
1.3	Identification of risks in the field of sustainable development	August 2025 years	Kassymov A.B., Orynkanova Zh.M.	Risk Register
1.4	Analysis of ongoing scientific projects related to environmental and sustainable development issues, including international ones	August 2025 years	Baykadamova A.M.	Analytical report
1.5	Analysis of the support system for projects and startups in the field of sustainable development	August 2025 years	Konganbayev E.K., Baykadamova A.M.	Analytical report
1.6	Analysis and compilation of a list of master's and doctoral dissertation topics promising for research in the field of environmental protection and sustainable development	August – September 2025 years	Nurgazezova A.N.	Analytical report; List of dissertation topics
1.7	Awareness-raising activities to promote the Sustainable Development Goals (SDGs) among university staff and students	Academic year 2025–2026	Orynkanova Zh.M., Sergazin K.K., Sabitova A.N.	Seminars, round tables



1.8	Development of informational materials on the Sustainable Development Goals	Academic year 2025–2026	Orynkanova Zh.M., Sergazin K.K., Konganbayev E.K.	Informational materials on the SDGs
2. Improving competencies in sustainable development				
4.1	Corporate practice-oriented training on key aspects of sustainable development	Academic year 2025–2026	Turysbekov M.B., Sabitova A.N.	Proposed implementation projects
4.2	Development of a Minor program on "Sustainable Development"	Academic year 2025–2026	Ospanova D.M., Zarlykkanova A.K.	Minor program "Sustainable Development"
4.3	Organization of seminars on sustainable development for university students	Academic year 2025–2026	Mukayev Zh.T.	Seminar
3. Adherence to sustainable development principles in line with ESG approaches				
3.1 E – Environment				
3.1.1	Conducting a water consumption analysis and developing recommendations for responsible water use (internal audit)	Academic year 2025–2026	Sergazin K.K.	Analytical report
3.1.2	Implementation of measures based on energy audit recommendations	Academic year 2025–2026	Sergazin K.K.	Plan, report
3.1.3	Installation of renewable energy sources (solar panels, etc.)	2025–2027	Sergazin K.K.	Installed renewable energy sources (solar panels, etc.)
3.1.4	Creation of infrastructure for electric vehicle use	2025	Sergazin K.K.	Infrastructure
3.1.5	Waste management process analysis and development of proposals for effective waste management	Academic year 2025–2026	Sergazin K.K.	Analytical report
3.1.6	Organization of bicycle parking on university grounds	2026–2028	Sergazin K.K.	Bicycle parking spaces
3.1.7	Implementation of the “Green Campus” project	2026–2028	Sergazin K.K.	“Green Campus” project
3.1.8	Tree and shrub planting at academic buildings	Annually	Sergazin K.K.	Increased number of green plantings

3.2 S – Social Aspects				
3.2.1	Creating favorable conditions for students and staff, and providing opportunities for professional and career growth	Ongoing	Sergazin K.K.	Comfortable conditions for students and staff
3.2.2	Provision of psychological support to students and university staff	Ongoing	Nurmukhambetova K.M.	Analytical report, summary
3.2.3	Implementation of the Roadmap for Inclusive Education	Ongoing	Ospanova D.M., Kasymova A.A.	Implemented roadmap
3.2.4	Promotion and development of the university endowment fund	Ongoing	Abdikakimov M.T.	Growth in the volume of the target capital
3.2.5	Organization of activities to improve the social well-being of staff and students	Ongoing	Orazgalieva A.K., Rakhymberdieva A.V.	Activity plan
3.3 G – Corporate Governance				
3.3.1	Development and installation of an Inclusive Infrastructure Map for people with disabilities, including visual and hearing impairments (for each academic building)	2026–2027	Sergazin K.K.	Installed inclusive infrastructure map
4. Enhancing transparency in the disclosure of non-financial information				
4.1	Updating the "Sustainable Development" section on the university's corporate website	Annually	Working group	Updated "Sustainable Development" section
5. Shaping the image of Shakarim University as a university promoting ESG principles				
5.1	Organizing and conducting conferences / round tables / seminars / environmental campaigns on sustainable development	Ongoing	Baykadamova A.M., Konganbayev E.K., Orazgalieva A.K.	Environmental campaigns / conferences / round tables / seminars on sustainable development
5.2	Organizing a scientific-practical conference on sustainable development	Academic year 2025–2026	Baykadamova A.M.	Held scientific-practical conference

5.3	Conducting a seminar: "Forest Restoration: Status, Problems, and Prospects"	Academic year 2025–2026	Suleimenov Sh.K.	Held seminar
5.4	Conducting a round table on "Environmental Education"	Academic year 2025–2026	Sabitova A.N.	Held round table
5.5	Development of eco-volunteering in support of the Sustainable Development Goals (SDGs)	Academic year 2025–2026	Orazgalieva A.K.	Eco-volunteering activities in support of the SDGs
5.6	Supporting the student and social entrepreneurship project EnactusWorldCup	Academic year 2025–2026	Konganbayev E.K.	EnactusWorldCup project
5.7	Participation in global rankings (The Impact Ranking, QS Sustainability, UI Green Metric)	Academic year 2025–2026	Orynkanova Zh.M.	Ranking results

