



**Member of the Management Board
Vice Rector for Operations**

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2023-2024

Equality, Diversity, and inclusiveness policy of Al-Farabi Kazakh National University

Introduction

The policy in the field of equality, diversity, and inclusiveness (hereinafter referred to as the Policy) of NJSC Al-Farabi Kazakh National University (hereinafter referred to as the University) is based on generally recognized laws and principles of non-discrimination. Ensuring equal opportunity and inclusiveness is a fundamental element of respect for human rights. Thus, this Policy is considered inseparable from the guidelines set forth in the Code of Corporate Culture, internal regulations, and other documented procedures of the University's core processes. This policy emphasizes the University's commitment to diversity and demonstrates zero tolerance for any form of discrimination. Diversity and inclusiveness are critical to the University's long-term success, helping to attract, engage and retain talent and ensure that the University's students, faculty and staff are comfortable and supported to achieve their best. The inclusiveness and diverse composition of the University allows it to more effectively adapt to changing societal expectations and respond comprehensively to social change.

Scope of application

This Policy applies to:

- students of the University.
- professorial- teaching staff of the University.
- all staff and temporary employees, contractors, heads of structural divisions, officers, directors and business partners, as well as third parties hired or engaged by the University or providing services on behalf of the University.

Key directions and approach

The concept of the university is aimed at creating such a working environment where each student and employee has the resources and support necessary for growth and development, regardless of origin, religious beliefs, gender identity and other aspects.

Diversity, equality and inclusiveness are the concept that aims to support people of different ages, races, nationalities, abilities, health conditions, gender, religion and culture, sexual orientation. It also considers the interests of people with different experiences, skills and knowledge. These concepts work together to create an atmosphere of respect and fairness. These include initiatives that provide equal access, opportunity, employment, and a sense of inclusiveness to all people at the university.

The University is guided by the following principles:

- provision of equal opportunities regardless of gender, age and other characteristics and intolerance of discrimination in training, hiring, promotion, distribution of responsibilities, vocational training, assessment of learning and work results and its remuneration. The university bases its decisions on the education, knowledge, experience and skills of the candidate;
- promotion of the value of diversity at all organizational levels, including management structures;
- using the strengths of people of different ages, gender and other characteristics and evaluating their contribution to the achievement of the strategic goals of the University. This is possible thanks to the diversity of points of view, skills and experience;
- ensuring that students, faculty and staff can achieve their full potential and that they have equal opportunities to participate in learning and development processes. This contributes to improving the competitiveness, productivity and efficiency of the activities and management of the University;
- guaranteeing everyone the same comfortable and respectful working environment, in which their background and way of life will not affect their perception as professionals.

The University's approach of ensuring diversity and inclusiveness is the main practice of non-discrimination. The University is categorically against any form of discrimination and strives to ensure respect for all students and employees. The University works to create a level playing field for all at every stage and ensures that candidates are given equal opportunity

when promoting employees within the organization, especially in areas that are least diverse. The university is guided by a similar principle when hiring employees, trying to expand the variety of attracted talents. All this allows the University to benefit from the different points of view, experience and knowledge of people of different genders, ages and backgrounds in implementing innovative solutions that our business needs. The University strives to create a favorable working atmosphere in which every student and employee would feel accepted, respected and heard. The combination of educational level and professional experience, as well as the personal qualities of employees, provides a diversity of opinions and a broader knowledge base. The university strives to fully involve women in every aspect of activity and management. The University is working to address the causes of the gender pay gap and is implementing corrective measures to improve gender pay equity.

Implementation and compliance

This Policy is an integral part of the principles and approaches provided for in other policies and procedures of the University that regulate social aspects. Violation of this Policy will result in severe disciplinary action, including but not limited to termination, in accordance with applicable law and the University's internal policies and procedures. In accordance with the requirements of internal regulations, the University conducts familiarization and regular training regarding the application of policies and procedures governing the approach to diversity and inclusiveness.