

«META University»  
Jaýapkershiligi shekteýli  
seriktestigi



Limited Liability Partnership  
«META University»

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**APPROVED** by the  
**President's Decree**  
«META University»  
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**EQUITY, DIVERSITY AND INCLUSION (EDI) POLICY**  
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## Terms and Definitions

<b>The term</b>	<b>Definition</b>
<b>TOO «META University»</b>	Limited Liability Partnership "META University"
<b>UN Global Compact</b>	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.
<b>Kpi</b>	performance indicators of META University LLP or its structural divisions, which allow to measure the degree of achievement of the set strategic goals in terms of effectiveness and efficiency.
<b>United Nations (United Nations)</b>	an international organization established to maintain and strengthen international peace and security, as well as to develop cooperation between states;
<b>Media</b>	mass media;
<b>Sustainability</b>	the organizational principle of achieving the goals of META University LLP, 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;
<b>ESG (Environmental, Social, Governance)</b>	is a set of management characteristics of META University LLP, 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.
<b>ESG risk (Environmental, Social and Governance)</b>	is a type of risk that determines the sustainable development of META University LLP in terms of environmental, social and corporate governance risks
<b>SDGs (Sustainable Development Goals) or SDGs (Sustainable Development Goals)</b>	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".



## 1. GENERAL PROVISIONS

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

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

1.3 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).

1.4 The Policy applies to all employees, faculty, students and other interested stakeholders of META University LLP.

1.5 This policy is based on the "META University Sustainable Development Policy" Principle 2: respect for human rights, inclusiveness and fair treatment of all participants in the educational process.

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

1.7 The management of META University LLP *assumes responsibility for* (according to the principles of SDG 5, SDG 10, SDG 16, SDG 17):

1.4.1 Zero tolerance for discrimination, harassment and bullying: META University LLP is committed to treating everyone fairly without discrimination on the basis of gender, age, ethnicity, race, religion or belief, sexual orientation, health status, marital or civil partnership status, pregnancy and maternity, or refugee and asylum status.

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

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

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

1.4.5 Proactively address physical, digital and social barriers.

## 2. PURPOSE AND OBJECTIVES

2.1 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). META University LLP sees diversity as a strategic resource for innovation in technology and business.

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

2.3 Objectives:

2.3.1 Ensuring equal access to educational services for vulnerable groups.

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

2.3.3 Integration of inclusive educational technologies into the educational process.

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

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

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

2.4.3 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)

2.5 KPIs for gender equality in pay and career advancement:

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



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- 2.5.2 KPI 5: Ratio of men to women among those promoted (promotion at a 50/50 ratio, with an acceptable deviation of +/- 10%).
- 2.5.3 KPI 6: Turnover rate among female scientists (no more than 5-7% per year)
- 2.6 KPIs for the integration of inclusive educational technologies into the educational process:
  - 2.6.1 KPI 7: share of educational material adapted for inclusive learning (at least 10%).
  - 2.6.2 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).
  - 2.6.3 KPI 9: availability and use of assistive technologies in the library and laboratories (equipping at least 1-2 specialized workplaces).

### 3. MAIN DIRECTIONS OF IMPLEMENTATION

#### 3.1 ENVIRONMENTAL:

3.1.1 Barrier-free access to all buildings and laboratories;

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

#### 3.2 SOCIAL:

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

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

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

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

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

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

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

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

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

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

#### 3.3 GOVERNANCE:

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

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

3.3.1.2 Implementation of "Anti-plagiarism" systems and automated distribution of the teaching load to eliminate the human factor.

3.3.1.3 Providing a "feedback" system, a secure "Hotline" for employees and students.

3.3.2 Strategic Partnerships and Accountability (SDG 17)

3.3.2.1 Annual preparation and publication of a non-financial report on the sustainable development of META University LLP.

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



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

#### **4. RESPONSIBILITY AND ACCOUNTABILITY**

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

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

4.3 The document is mandatory for all structural divisions of META University LLP.

#### **5. FINAL PROVISIONS**

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

5.2 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.

#### **6. RISKS ASSOCIATED WITH THE PROCESS AND RISK PREVENTION ACTIVITIES**

<b>6.1 Risks associated with:</b>	<b>6.2 Risk Prevention Actions:</b>
<ul style="list-style-type: none"><li>• discrimination;</li><li>• Inaccessibility of the environment;</li><li>• Reputational damage;</li></ul>	<ul style="list-style-type: none"><li>• Loss of talents;</li><li>• Dropout of students with OOP;</li><li>• Decrease in ratings;</li></ul>

#### **7. CONFIDENTIALITY**

7.1 The Policy is an internal regulatory document of META University LLP, and is not subject to submission to other parties, except for experts of certification bodies during a certification audit, consumer partners with the permission of the rector of META University LLP.