



Joint Stock Company “National Center for Professional Development “Orleu”

Sustainable Development Policy
of the Joint Stock Company “National Center for Professional Development “Orleu”

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Chapter 1. General Provisions

1. This Sustainable Development Policy of the Joint Stock Company “National Center for Professional Development “Orleu” (hereinafter – the Policy) is an internal regulatory document aimed at achieving the United Nations Sustainable Development Goals (SDGs) by the Joint Stock Company “National Center for Professional Development “Orleu” (hereinafter – the Company) based on the principles of environmental, social, and economic sustainability (ESG).

2. The Policy is developed in accordance with the Company’s Charter, Development Strategy until 2029, Corporate Governance Code, and other internal regulatory documents of the Company.

3. The provisions of the Policy are mandatory for application by the Company’s Board and structural divisions in strategic and operational planning, by branches and representative offices in implementing educational programs and projects, and by all employees of the Company in performing their duties and interacting with stakeholders, including compliance with codes of professional ethics.

4. The Policy serves as a basis for the development and updating of internal regulatory documents and for forming a system of performance indicators and outcomes in accordance with international approaches in the field of sustainable development, including the United Nations Sustainable Development Goals (SDGs).

Chapter 2. Purpose, Objectives, and Scope of the Policy

5. The purpose of the Policy is to ensure the systematic and consistent sustainable development of the Company in the field of continuous professional development of teachers.

6. To achieve the purpose of the Policy, the Company addresses the following objectives:

- 1) Strengthen the role of the Company as a national competence center for the continuous professional development of teachers;
- 2) Develop the human capital of the Company and the teaching community, including professional development, motivation, and well-being of teachers;
- 3) Strengthen social responsibility and corporate culture based on ethics, inclusivity, and academic integrity, as well as foster sustainable ethical behavior among the Company’s employees in performing their duties;
- 4) Ensure rational and efficient use of the Company’s resources;
- 5) Develop international cooperation and position the Company as a reliable partner in the field of sustainable education development, including integration of international standards and guidelines such as SDG 4 “Quality Education,” SDG 8 “Decent Work and Economic Growth,” SDG 10 “Reduced Inequalities,” SDG 12 “Responsible Consumption and Production,” SDG 13 “Climate Action,” and SDG 17 “Partnerships for the Goals.”



7. The Policy applies in the development and approval of the Action Plan for implementing the Company’s Development Strategy until 2029 and extends to personnel management processes, IT systems, document workflow, as well as the internal control and reporting system.

Chapter 3. Principles of Sustainable Development in the Company’s Activities

8. The Company conducts its activities guided by the following principles of corporate sustainability, ensuring the achievement of the United Nations Sustainable Development Goals (SDGs):

1) environmental: Integration of environmental sustainability principles into professional development programs for teachers aimed at fostering ecological thinking, developing environmental literacy, promoting environmentally responsible approaches in educational and administrative activities, and implementing digital and distance learning formats that reduce environmental impact and contribute to environmental safety and sustainable national development;

2) social: Strengthening social sustainability and the development of an inclusive society by ensuring teachers’ access to quality continuous professional education, fostering a culture of professional ethics and academic integrity, providing safe and favorable working conditions, respecting employees’ labor and social rights, and supporting the professional and personal development of the Company’s staff;

3) economic: Ensuring efficient and rational use of financial and material resources, maintaining the sustainability of financial and economic activities, supporting long-term institutional development of the Company, and forming highly qualified human capital in education through the implementation of teacher professional development programs, project work, and scientific research activities.

9. The principles of sustainable development are applied in planning, implementing, and monitoring strategic directions in accordance with the values of the Company’s Development Strategy until 2029:

1) Social Responsibility – taking into account the interests of the Sole Shareholder, employees, learners, partners, and other stakeholders when making management decisions;

2) Professionalism and Commitment to Expertise – prioritizing practice-oriented, evidence-based, and measurable results in educational and scientific activities; adherence to professional and official ethics and academic integrity; prevention of data falsification, plagiarism, and other breaches of academic honesty;

3) Openness and Collaboration – transparency of information regarding goals, results, and key performance indicators, including outcomes of the Company’s Development Strategy until 2029 and this Policy; fostering interaction with educational organizations, international and national partners, and professional communities;



4) Pedagogical Calling – prioritizing teachers’ professional needs and supporting their development in the profession; implementing innovative educational approaches, digital solutions, and models of continuous professional development for teachers;

5) Inclusivity – ensuring equal access to professional development programs for teachers from all regions and types of educational organizations; fostering a culture of equal opportunities and preventing discrimination;

6) Research and Innovation – implementing evidence-based approaches and digital solutions in the system of continuous professional development for teachers; applying key provisions of UNESCO framework documents on education and human capital development to ensure competitiveness in new realities;

7) Sustainable Development – complying with the legislation of the Republic of Kazakhstan, decisions of the Sole Shareholder, and decisions of the Board of Directors and the Company’s Management; rational use of resources; minimizing negative environmental impact; fostering environmental awareness among employees and teachers; integrating ESG principles into the Company’s management and operational activities.

Chapter 4. Policy Implementation Mechanisms

10. The Company’s Management Board, within the scope of its authority defined by the Charter, exercises overall leadership in implementing this Policy.

11. The Deputy Chair of the Management Board for Strategic Development coordinates the implementation of the Policy with organizational and methodological support from the structural division responsible for strategy implementation.

12. Heads of structural divisions, branches, and representative offices:

1) integrate economic, social, and environmental principles of sustainable development into their activities;

2) ensure the execution of activities and achievement of sustainability indicators within their competence as part of implementing the Company’s Development Strategy until 2029 and related documents;

3) are responsible for achieving the indicators and meeting deadlines, as well as providing timely information for the annual report;

4) ensure compliance with professional ethics, taking measures to prevent conflicts of interest and abuse of office.

13. Employees of structural divisions, branches, and representative offices:

1) comply with the provisions of the Policy when performing their duties;

2) participate in sustainability activities;

3) promptly inform their immediate supervisor of identified risks and non-compliances related to the Policy’s implementation;

4) adhere to the standards of corporate ethics.



Chapter 5. Monitoring Implementation Mechanisms

14. The Policy is integrated into the Company’s Development Strategy until 2029, as the principles, goals, activities, and sustainability indicators are an integral part of the planning, management, and control system of the Company’s activities.

15. Heads of structural divisions, branches, and representative offices of the Company provide information upon request from the structural division responsible for strategy implementation.

16. The frequency of monitoring the Policy and the format of reporting are determined by the Company’s internal regulatory legal acts, including in the framework of annually executing the Action Plan for implementing the Company’s Development Strategy until 2029, as well as procedural documents for accreditation, certification, and other regulated processes.

Chapter 6. Final Provisions

17. This Policy is a fundamental document of the Company in the field of sustainable development and continuous professional development of teachers and must be considered in the planning, implementation, and evaluation of the Company’s activities.

18. Implementation of the Policy is carried out based on the principles of systematization, consistency, accountability, and transparency, taking into account national education priorities and international sustainability guidelines.

19. Amendments and additions to this Policy are made based on the results of evaluating its implementation effectiveness and changes in the Company’s strategic development priorities.

20. Issues not regulated by this Policy are governed by the legislation of the Republic of Kazakhstan and other internal acts of the Company.