



International Educational Corporation LLP
Educational Corporation
Annual Report
of the Ethics Council for the 2024-2025 academic year

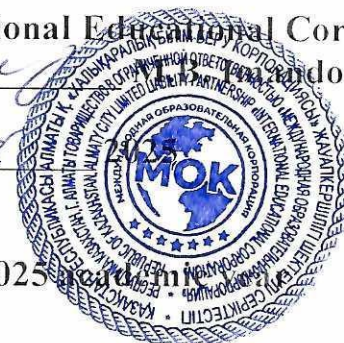
Approved

Rector

International Educational Corporation

I. P. Pandoosova

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of the Ethics Council for the 2024-2025 academic year

Date of compilation: August 15, 2025

Responsible for preparing the report: Denakova I.

Chair of the Council: Abakanov T.

1. General information

Indicator	Information
Name of the Council	Ethics Council
Period covered by the report	2024–2025 academic year
Basis for activities	Regulations on the Ethics Council of MOK LLP
Number of Council members	7
Secretary of the Council	I. Denakova

2. Council meetings

Twelve meetings of the Ethics Council were held during the reporting year. Meetings were held monthly in accordance with the approved Annual Schedule of Meetings of the Ethics Council.

No	Date of meeting	Issues considered at the meeting	Decisions taken	Note
1	05.09.2024	Approval of the Ethics Council's work plan for the 2024–2025 academic year	The plan has been approved; information is available on the IOC website	First meeting of the year



International Educational Corporation LLP
Annual Report
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2 from 4

2	October 3, 2024	Monitoring of compliance with the Code of Corporate Ethics by employees	No violations identified; recommended to continue preventive work	Scheduled meeting
3	07.11.2024	Consideration of a complaint regarding a violation of professional ethics by an administrative employee	Violation confirmed; reprimand issued	Complaint reviewed and closed
4	05.12.2024	Results of the Ethics Council's work for the calendar year	Annual report approved	End of the calendar period
5	09.01.2025	Analysis of appeals for the fourth quarter of 2024; preventive work plan	Schedule of meetings with schools and administrative departments approved	Scheduled meeting
6	06.02.2025	Issues of professional conduct and corporate culture	No violations identified; training sessions on communication ethics recommended	Training meeting
7	06.03.2025	Ethical conflict between faculty members	Conflict resolved with the participation of a mediator	Complaint reviewed and closed
8	03.04.2025	Monitoring compliance with the Code of Corporate Ethics	No violations were recorded; compliance with the standards was deemed satisfactory	Scheduled meeting
9	May 8, 2025	Development of a culture of ethical interaction	Training on stress management recommended	In conjunction with the HR department
10	05.06.2025	Familiarizing new employees with the Code of Corporate Ethics	All department heads should familiarize new employees with the Code of Corporate Ethics	In conjunction with the Human Resources Administration Service
11	03.07.2025	Results of the Council's half-yearly work	Analytical report for the first half of the year approved	Control stage



International Educational Corporation LLP
Annual Report
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3 from 4

12	07.08.2025	Review of the final annual report of the Ethics Council	Annual report approved; work plan for the 2025–2026 academic year prepared	Final meeting of the academic year
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3. Complaints and appeals reviewed by the Ethics Council

No	Date received	Essence of the appeal	Initiator	Results of consideration	Measures taken	Status
1	November 2024	Violation of professional ethics	Administrative department employee	Violation confirmed	Reprimand issued	Closed
2	March 2025	Ethical conflict between teachers	Design school	Conflict resolved with the help of a mediator	Explanatory work carried out	Closed

4. Analysis of the Council's activities

4.1. **General characteristics:** The Ethics Council considered appeals from employees and teachers and carried out preventive and educational work. A total of two appeals were received, both of which were resolved without consequences.

4.2. **Categories of violations:**

- 1) professional ethics (1 case);
- 2) interpersonal conflict in an academic environment (1 case).

4.3. **Preventive measures:**

- 1) a memo entitled "Ethical Standards of Conduct for IOC Employees" was developed and distributed;
- 2) training seminars and workshops have been conducted;
- 3) A mediative approach to conflict resolution has been introduced.

5. Problematic issues and proposals

- 1) There is a need to raise employee awareness of the Council's work.
- 2) It is advisable to introduce an electronic form for submitting appeals.
- 3) It is recommended that new employees be familiarized with the Code of Corporate Ethics.

6. Results and conclusions

In the 2024–2025 academic year, the Ethics Council ensured the timely consideration of all appeals and strengthened the corporate culture at the IOC. There were few complaints, cases were resolved effectively, and the downward trend in violations continued.



International Educational Corporation LLP
Annual Report
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3 from 4

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International Educational Corporation LLP
Annual Report
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4 from 4

7. Signatures

Position	Full name	Position	Signature	Date
Chairman of the Board	Abakanov T.	Professor of General Construction		August 15, 2025
Secretary of the Council	Denakova I.	Quality Manager		August 15, 2025
Council Members	Momysheva A.	Director of the Scientific Library		August 15, 2025
	Zhuandykova A.	HR Director		August 15, 2025.
	Balmukhanov A.	Head of Legal Department		August 15, 2025.
	R. Baitalipova	Head of the Office		August 15, 2025
	Tasbolatov A.	Compliance Officer		August 15, 2025