Approved

Rector
International Educational Corporation LLP
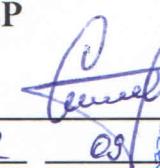
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STRATEGY
ON EQUALITY, DIVERSITY AND INCLUSION

Almaty

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1. INTRODUCTION

International Educational Corporation LLP (hereinafter referred to as IEC LLP) recognizes that equality, diversity, and inclusion (EDI) are key values and priorities for the sustainable development of an educational organization. The strategy aims to create an inclusive environment where differences are respected and valued, and equal opportunities are provided for all employees, teachers, and students.

2. MISSION AND VISION

Mission:
To create an educational and working environment where everyone feels respected, supported, and has equal access to opportunities for personal and professional growth.

Vision
By 2028, MOK LLP will become a model educational organization in which the principles of equality, diversity, and inclusion are integrated into all aspects of its activities.

3. CORE PRINCIPLES

• **Equality** - providing equal rights and opportunities for all members of the MOK LLP community.
• **Diversity** - recognizing and respecting diversity based on gender, age, nationality, culture, disability, and other factors.
• **Inclusion** - creating conditions that ensure the participation and development of every person without exception.

4. STRATEGIC GOALS AND OBJECTIVES

Period	Objective	Key steps	Responsible parties/resources	Expected results (success indicators)
2025	**1. Create an inclusive organizational culture**	- Conduct an audit of the current state of EDI. - Develop a Code of Conduct - Begin training employees on EDI principles	HR department, personnel administration service, external consultants	- Audit completed - Draft Code approved - $\geq 50\%$ of employees have completed training

2026		- Full implementation of the Code of Corporate Ethics. - Completion of training for all employees - Monitoring of employee satisfaction	HR department, personnel administration service, quality manager	- ≥ 90% of employees trained - Satisfaction is at least 85%
2025–2026	**2. Enhancing gender and cultural diversity**	- Define and implement gender balance quotas - Conduct an audit of the current composition - Develop measures to attract foreign students	HR department, international department	- Gender balance in management – achieved - Plan to increase foreign students approved
2027		- Increase the proportion of foreign students to 15% - Introduce a system of equal pay - Conduct an annual audit of remuneration	International Department, BFO	- Increase the number of foreign students by 10% - Annual audit of remuneration implemented
2025–2026	**3. Support for individuals with special educational needs**	- Create a Center for Inclusive Education and Support - Develop standards for adapting educational programs	DAV, DIT, inclusive center	- The center has been open and operating since 2024. - Adaptive programs have been prepared
2026–2028		- Equip classrooms with adaptive technologies - Develop individual learning plans	DIT, teachers	- All new programs are accessible to persons with disabilities - Increase in the number of students with disabilities by 30%
2026–2028	**4. Integrate EDI into academic and research activities**	- Include EDI modules in curricula - Support EDI research projects - Create a grant fund	DAV, DNI, BFO	- ≥ 10 programs with EDI modules - ≥ 5 research projects supported - 50% increase in publications

5. IMPLEMENTATION MECHANISMS

- Appointment of an EDI Coordinator.
- Establishment of an Equality and Inclusion Council.
- Introduction of an annual EDI report on the official website.
- Inclusion of EDI indicators in managers' KPIs.

6. MONITORING AND EVALUATION

- Interim evaluation - annually: analysis of task completion, employee and student surveys, strategy adjustment.
- Final evaluation - in 2028: report on the achievement of goals and preparation of recommendations.

7. EXPECTED RESULTS

- A sustainable EDI management system.
- Enhanced reputation of MOK LLP as a socially responsible and inclusive educational institution.
- An inclusive culture as part of corporate identity.

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9. CHANGE REGISTRATION SHEET

No.	Sheet numbers of sheets	Notification No. on the basis of the change was made	Full name and position of the person who who made the changes	Signature of the person who made the changes, date
1	2	3	4	5

10. INFORMATION SHEET

No. No	Surname, first name, middle name	Position	Personal signature	Date	Comments
1	2	3	4	5	6