ANNUAL REPORT
on the Activities
of the ETHICS COUNCIL

2025

TORAIGHYROV
UNIVERSITY
НЕКОММЕРЧЕСКОЕ АКЦИОНЕРНОЕ ОБЩЕСТВО

1 General Information

The Ethics Council of Toraighyrov University NJSC was established in 2025 by Order No. 15-09/409 of the Chairman of the Management Board – Rector dated 20 June 2025.

The membership of the Ethics Council was re-approved due to staff changes on the basis of Order No. 15-09/708 dated 17 November 2025.

Since its establishment in 2025, the Ethics Council has carried out its activities in accordance with:

- the regulatory and legal framework of the Republic of Kazakhstan:
- the Constitution of the Republic of Kazakhstan;
- the Labour Code of the Republic of Kazakhstan No. 414-V of 23 November 2015;
- the Anti-Corruption Policy Concept of the Republic of Kazakhstan for 2022–2026 (approved by Decree of the President of the Republic of Kazakhstan No. 802 of 2 February 2022);

Laws of the Republic of Kazakhstan:

- “On Non-Profit Organisations” No. 142-II of 16 January 2001;
- “On Education” No. 319-III of 27 July 2007;
- “On Science” No. 407-IV of 18 February 2011;
- “On Combating Corruption” No. 410-V of 18 November 2015;
- the internal regulations of Toraighyrov University NJSC:

- the Charter of Toraighyrov University NJSC (approved by Order No. 323 of the Chairman of the State Property and Privatisation Committee of the Ministry of Finance of the Republic of Kazakhstan dated 27 May 2020);
- the Code of Corporate Ethics (approved by Order No. 398 of the Minister of Science and Higher Education of the Republic of Kazakhstan dated 8 August 2024);
- the Regulations on the Ethics Council (approved by the Management Board, Minutes No. 9 of 26 May 2025);
- the Regulations on the Ethics Commissioner (approved by the Management Board, Minutes No. 9 of 26 May 2025);
- the Anti-Corruption Standard (approved by the Management Board, Minutes No. 14 of 21 June 2022);
- the Anti-Corruption Policy (approved by the Management Board, Minutes No. 14 of 21 June 2022);
- the Risk Management Policy (approved by the Board of Directors, Minutes No. 3 of 5 March 2022, as amended by Minutes No. 4 of 23 April 2025).

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PURPOSE:

The Ethics Council (hereinafter, the Council) is a collegial consultative and advisory body of the University established to develop corporate culture, ensure compliance with professional ethics standards, and prevent and resolve ethical conflicts.

Council Membership:

The Ethics Council comprises 9 persons: representatives of the teaching staff, the administration and the legal service, with the student community invited where necessary, as well as 1 invited observer and 1 secretary.

During the year, the membership of the Council was re-approved once due to staff changes, and the Council operated in accordance with the established procedure.

Number of meetings held in 2025: 5.

Meetings were held both as scheduled and on an ad hoc basis as requests were received.

2 Main Areas of Activity

During the reporting year, the Ethics Council considered matters in the following areas:

- prevention and resolution of conflicts of interest;
- signing of conflict-of-interest declarations by senior management;
- personnel matters involving a conflict-of-interest component (transfers of teaching staff to other structural units);
- compliance with professional ethics standards by employees;
- compliance with academic discipline and codes of conduct by students, and consideration of disciplinary matters;
- awareness-raising and preventive work.

3 Consideration of Conflict-of-Interest Matters

During the year, cases of potential conflicts of interest among University employees were considered.

Actions taken:

- analysis of official letters and requests;
- hearing of employees' explanations;
- review of the compliance of activities with internal regulations.

Findings:

- certain situations involving a potential conflict of interest were identified;
- in most cases, the violations were procedural in nature and were remedied once clarification had been provided.

Measures taken:

- recommendations were issued on eliminating conflicts of interest;
- monitoring of timely declaration was strengthened;
- preventive consultations were held.

4 Conflict-of-Interest Declarations by Management

During the reporting year, the signing of conflict-of-interest declarations was organised for the University's senior management (members of the Management Board) and heads of structural units.

Results:

- declarations were signed by top management;
- a register of declarations was established;
- the practice of updating the information annually was introduced.

Recommendations:

- continue the practice of annual declaration;
- strengthen monitoring of potential conflict-of-interest risks;
- hold awareness-raising meetings with managers.

5 Personnel Matters and Transfers of Teaching Staff

The Council considered situations involving the transfer of teaching staff to other departments and structural units due to conflicts of interest.

Key aspects considered:

- consistency with the University's HR policy;
- adherence to the principles of transparency and professional ethics;
- prevention of potential conflicts of interest (first-degree relatives in a direct line of subordination) in the following departments: Geography and Tourism, Electrical Engineering and Automation, Metallurgy, and Trilingualism.

Results:

- the transfers were found to be justified and compliant with regulations;
- it was recommended to ensure open and appropriate communication;
- monitoring of compliance with ethical standards during personnel changes was strengthened.

6 Consideration of Disciplinary Cases Involving Students

The Council considered individual cases of student misconduct following requests submitted by teaching staff and heads of departments.

6.1. Misconduct during classes

The Head of the Department of Mechanical Engineering and Standardisation submitted a request concerning a student's inappropriate behaviour and use of obscene language during classes at the Faculty of Mechanical Engineering.

Measures taken:

- an investigation was conducted and the disciplinary violations were documented;
- a disciplinary sanction was imposed on the student (by order of the Rector);
- enhanced educational work at the faculty was recommended;
- a preventive conversation was held with the student;
- internal regulations were updated: the internal rules of procedure were referred to the Department of Youth Policy and Social Affairs.

6.2. Misconduct during an examination

The Head of the Computer Science educational programme submitted a request concerning a student's inappropriate behaviour and use of obscene language during an examination.

Measures taken:

- the disciplinary violations were documented;
- a disciplinary sanction was imposed on the student (by order of the Rector);
- a preventive conversation was held with the student.

7 Preventive and Awareness-Raising Work

During the reporting year, the Ethics Council paid particular attention to the prevention of violations.

Activities carried out:

- 8 consultations for employees on conflict-of-interest matters;
- awareness-raising conversations with students;
- methodological support for structural units;
- recommendations on integrating ethical standards into management practice.

8 Key Results

The results of the year show:

- increased employee awareness of conflicts of interest;
- the introduction of the declaration practice;
- a reduction in repeat disciplinary violations;
- a stronger culture of academic integrity;
- greater transparency in personnel decisions.

9 Objectives for the Next Year

- Continue efforts to prevent conflicts of interest in departments and structural units.
- Improve the declaration and monitoring system.
- Hold regular ethics training events.
- Strengthen cooperation with faculties and structural units.
- Foster a culture of academic integrity among students and staff.

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30 DECEMBER 2025

MINUTES No. 5 OF THE ETHICS COUNCIL MEETING

Toraighyrov University NJSC

Chair of the Ethics Council
Ethics Commissioner
Gaukhar Galymovna Akhmetova