"Approved"
University Council
"___" decree
"___" ___________2024 year

On october 30 2024, Samarkand Institute of Economics a Service held a meeting of the university council to discuss the roadmap for the implementation of the "Sustainable Development Goals".

DISCRIMINATION PROGRAM IN SAMARKAND INSTITUTE OF ECONOMICS AND SERVICE

1. Purpose

The Samarkand Institute of Economics and Service is dedicated to fostering an atmosphere free from unlawful harassment and discrimination for its employees, as well as other members of the university community (including students, faculty, postdocs, and guests). The institute prohibits unlawful harassment or discrimination in the workplace by or toward students, faculty, staff, or other members of the institution community. It also prohibits unlawful harassment or discrimination in the workplace by or against visitors to the university community. Furthermore, the institute strictly forbids retaliation against staff members and others who report instances of unlawful harassment or discrimination. The Samarkand Institute of Economics and Service is committed to promptly and fairly resolving employee complaints regarding unlawful workplace harassment and discrimination. Investigations into claims of discrimination and harassment require the cooperation of staff and other members of the Samarkand Institute of Economics and Service who may have relevant information.

2. Explanation

Anti-harassment and anti-discrimination rules outline the unacceptable forms of behavior and make it obvious that they won't be accepted. A harassment or antidiscrimination policy should outline the kinds of conduct that constitute harassment or discrimination and convey that these issues are handled seriously. Roles and responsibilities should be outlined in the policy as well. These human rights policies ought to be integrated into the everyday operations of the business and connected to the current organizational policies. The policy should outline its goals, including advancing human rights within the company, combating harassment and discrimination, and outlining values and expectations of conduct.

These are the goals of the program:

Establish the kinds of behavior that may be deemed offensive and are prohibited by this policy, as well as the roles and responsibilities of the various parties present in Samarkand Institute of Economics and Service, including all academic staff, students, and members of the university. Make sure that everyone is aware that harassment and discrimination are unacceptable practices, are inconsistent with the standards of this university, as well as being against the law. Or discrimination, and by actively participating in any investigation into an allegation of harassment or discrimination. In addition, academic staff and students must take immediate action in response to any complaints or observations of harassment or discrimination. The establishment and maintenance of a harassment- and discrimination-free workplace is the responsibility of managers and supervisors, who should handle any potential issues before they get out of hand.

Rector **M.E.Pulatov**

Agreed:
Vice-rector of Academic Affairs
T.Sharipov

Vice-Rector of Scientific Affairs and Innovation
D.Aslanova

First Vice-Rector for Youth Affairs and
Spiritual and Educational Work
A.Berdimurodov

Head of the International Rankings Department
F.Safarov

Sustainable Investment Policy – SIES

Introduction

Samarkand Institute of Economics and Service is committed to promoting sustainability and social responsibility in all aspects of its operations. In alignment with this commitment, as well as leading universities' best practices, we have developed this Sustainable Investment Policy to guide our investment decisions and ensure our investments align with our values and principles related to environmental, social, and governance (ESG) issues.

The purpose of this policy is to provide guidelines for sustainable investment practices at Samarkand Institute of Economics and Service, in line with our commitment to environmental sustainability, social responsibility, and good governance.

Objectives

The objectives of this policy are to:

- Ensure that our investments contribute to the long-term financial health and stability of the university while addressing ESG concerns.
- Integrate ESG factors into our investment decision-making process.
- Encourage responsible investment practices among our investment managers and advisors.
- Align our investment strategy with leading universities' best practices and global sustainability standards.

Scope

This policy applies to all investment activities of Samarkand Institute of Economics and Service, including the management of endowments, pension funds, and other investment portfolios.

Principles

ESG Integration: Samarkand Institute of Economics and Service will integrate ESG factors into our investment decision-making process, considering the potential impact of our investments on the environment, society, and corporate governance.

Active Ownership: Samarkand Institute of Economics and Service will exercise our ownership rights and responsibilities, including proxy voting and engagement with companies, to promote responsible corporate practices.

Collaboration: Samarkand Institute of Economics and Service will collaborate with other investors, organizations, and stakeholders to promote responsible investment practices and address common challenges.

Alignment with Leading Universities and Global Standards: Samarkand Institute of Economics and Service will align our investment policy with leading universities' best practices and recognized global sustainability standards, such as the United Nations Principles for Responsible Investment (UNPRI) and the Global Reporting Initiative (GRI).

Transparency and Accountability: Samarkand Institute of Economics and Service will be transparent about our investment policies and practices, providing regular reporting on our progress in implementing this policy.

Implementation

Samarkand Institute of Economics and Service will develop and maintain a sustainable investment guide to assist our investment managers and advisors in implementing this policy.

We will establish a Sustainable Investment Committee, responsible for overseeing the implementation of this policy, monitoring progress, and providing guidance on sustainable investment practices.

Samarkand Institute of Economics and Service will establish measurable targets and monitor progress towards achieving our sustainable investment goals.

This policy will be reviewed and updated periodically to ensure its continued relevance and effectiveness.

Communication

Samarkand Institute of Economics and Service will communicate this policy to all relevant stakeholders, including our investment managers, advisors, and the wider university community.

We will make this policy publicly available on our institution's website.

Monitoring and Reporting

Samarkand Institute of Economics and Service will establish a system to monitor and report on the implementation of this policy, including the achievement of sustainable investment targets.

We will include information on sustainable investment activities and progress in relevant reports, such as annual sustainability reports or updates.

By adopting this Sustainable Investment Policy, Samarkand Institute of Economics and Service will align its investment strategy with leading universities' best practices and global sustainability standards. The policy will help the university advance its commitment to environmental sustainability, social responsibility, and good governance. Establishing clear targets, guidelines, and procedures that align with the principles outlined above will ensure the effective implementation of this policy. Regular monitoring and reporting on the progress of sustainable investment initiatives will provide transparency and demonstrate the university's ongoing commitment to sustainability and responsible investment practices.

SUSTAINABLE PROCUREMENT POLICY

Introduction

Samarkand Institute of Economics and Service is committed to promoting sustainability in all aspects of its operations. As part of our ongoing efforts to minimize our environmental impact, we have developed this Sustainable Procurement Policy. This policy outlines our commitment to procuring goods and services in an environmentally responsible manner and supporting suppliers that share our dedication to sustainability.

The purpose of this policy is to provide guidelines for sustainable procurement practices at Samarkand Institute of Economics and Service, in line with our commitment to environmental sustainability, social responsibility, and economic efficiency.

Objectives

The objectives of this policy are to:

- Ensure that environmental, social, and economic factors are considered when making procurement decisions.
- Encourage the purchase of products and services that minimize environmental impact, conserve resources, and promote social responsibility.
- Support suppliers that demonstrate a commitment to sustainability.

Scope

This policy applies to all procurement activities within Samarkand Institute of Economics and Service, including the purchase of goods, services, and construction works.

Principles

Sustainable Procurement Criteria: When procuring goods and services, Samarkand Institute of Economics and Service will consider environmental, social, and economic factors, in addition to price and quality.

Key criteria may include:

Energy and water efficiency: Evaluate products and services based on their energy and water consumption to reduce resource usage and costs.

Use of recycled materials: Prioritize products made from recycled materials, which reduces waste and conserves natural resources.

Waste minimization: Assess products and services based on their waste generation potential and choose options that minimize waste generation and facilitate recycling.

Local sourcing: Support local suppliers and businesses, which can reduce transportation emissions, boost the local economy, and foster stronger community ties.

Fair labor practices: Procure from suppliers that adhere to labor standards and certifications, ensuring ethical and responsible practices in the supply chain.

Supplier Engagement: Samarkand Institute of Economics and Service will work with suppliers to promote sustainability and encourage them to adopt sustainable practices in their operations.

Life Cycle Costing: Procurement decisions will consider the total cost of ownership, including initial purchase price, maintenance costs, and disposal costs.

Collaboration: Samarkand Institute of Economics and Service will collaborate with other institutions, government agencies, and industry partners to share best practices and develop sustainable procurement initiatives.

Implementation

Samarkand Institute of Economics and Service will develop and maintain a sustainable procurement guide to assist staff in making procurement decisions that align with this policy. Staff responsible for procurement will receive training on sustainable procurement practices and the implementation of this policy. Samarkand Institute of Economics and Service will establish measurable targets and monitor progress towards achieving sustainable procurement goals.

This policy will be reviewed and updated periodically to ensure its continued relevance and effectiveness.

Communication

Samarkand Institute of Economics and Service will communicate this policy to all staff and make it publicly available on the institution's website.

Samarkand Institute of Economics and Service will engage with stakeholders, including suppliers, students, and the wider community, to raise awareness of our sustainable procurement commitments and initiatives.

Monitoring and Reporting

Samarkand Institute of Economics and Service will establish a system to monitor and report on the implementation of this policy, including the achievement of sustainable procurement targets.

Samarkand Institute of Economics and Service will include information on sustainable procurement activities and progress in relevant reports, such as annual sustainability reports or updates.

Continuous Improvement

Samarkand Institute of Economics and Service will continuously evaluate and improve its sustainable procurement practices, incorporating new technologies, innovations, and best practices.

The university will engage in ongoing dialogue with suppliers, industry partners, and other stakeholders to identify opportunities for improvement and collaboration in the area of sustainable procurement.

Responsibility

All staff involved in procurement activities at Samarkand Institute of Economics and Service are responsible for implementing this policy and adhering to its principles.

Senior management is responsible for ensuring the policy is effectively communicated and integrated throughout the organization.

A designated Sustainable Procurement Officer (Rector) or team will be responsible for overseeing the implementation, monitoring, and continuous improvement of this policy, as well as providing guidance and support to staff.

This Sustainable Procurement Policy is designed to be adaptable to the specific needs and goals of Samarkand Institute of Economics and Service. To implement this policy, the university should establish clear targets, guidelines, and procedures that align with the principles outlined above. Regular monitoring and reporting on the progress of sustainable procurement initiatives will help ensure that the university continues to advance its commitment to environmental sustainability, social responsibility, and economic efficiency.

SUSTAINABILITY AND CLIMATE ACTION POLICY

Introduction

Samarkand institute of economics and service (SIES) recognizes the importance of sustainability and climate action in creating a better future for our society and the environment. As an educational institution, we have a responsibility to promote sustainable practices and equip our students with the knowledge and skills needed to address global challenges. This policy outlines SIES's commitment to sustainability and climate action, providing a framework for integrating sustainable practices into our operations, curriculum, and campus culture.

Objectives

The objectives of this policy are to:

- Ensure that sustainability and climate action are integrated into all aspects of SIES's operations, curriculum, and community engagement.
- Reduce SIES's environmental impact and promote resource efficiency.
- Raise awareness and educate the SIES's community about sustainability and climate change.
- Foster partnerships and collaborations with stakeholders to advance sustainability initiatives.
- Continuously improve SIES's sustainability performance and track progress towards sustainability goals.

Scope

This policy applies to all activities and operations conducted by TSUE, including but not limited to campus operations, curriculum development, research, community engagement, and procurement.

Principles

Environmental Stewardship: SIES will strive to minimize its environmental impact by conserving resources, reducing waste, and promoting sustainable practices.

Social Responsibility: SIES will prioritize the well-being and social equity of its community members and stakeholders, ensuring inclusivity and fairness in all sustainability initiatives.

Economic Efficiency: SIES will seek to achieve sustainability goals in a cost-effective manner, considering the long-term economic benefits of sustainable practices.

Collaboration and Partnerships: SIES will actively engage with stakeholders, including students, faculty, staff, local communities, government agencies, and industry partners, to foster collaboration and advance sustainability efforts.

Education and Awareness: SIES will integrate sustainability and climate change topics into its curriculum, raise awareness among the SIES community, and promote sustainability literacy.

Implementation

Campus Operations: a).SIES will implement energy-efficient measures, such as optimizing building systems, using renewable energy sources, and promoting energy conservation practices. b).SIES will adopt sustainable waste management practices, including recycling, composting, and reducing single-use plastics. c).SIES will prioritize water conservation efforts, including the installation of water-efficient fixtures, rainwater harvesting systems, and educational campaigns to raise awareness about water conservation. d).SIES will promote sustainable transportation options, such as encouraging the use of public transportation, providing bike-sharing programs, and incentivizing carpooling.

Curriculum Integration and Research: a). SIES will integrate sustainability and climate change topics into our academic curriculum across disciplines, ensuring that all students have the opportunity to develop a deep understanding of these issues. b). SIES will develop courses and programs that focus on sustainable business practices, environmental economics, and social responsibility. c).SIES will encourage research and innovation in sustainable economics and related fields, providing resources and support for impactful projects.

Community Engagement and Partnerships: a).SIES will actively engage with the local community, government agencies, and industry partners to foster collaboration and promote sustainable practices beyond the campus. b).SIES will organize sustainability events, workshops, and conferences to raise awareness and share best practices. c).SIES will seek partnerships with organizations and businesses committed to sustainability, aiming to create a network of like-minded entities working towards a common goal.

Monitoring and Reporting

SIES will establish a Sustainability Committee responsible for monitoring the implementation of this policy, setting targets, and reviewing progress regularly.

SIES will conduct periodic sustainability audits to assess our performance, identify areas for improvement, and ensure compliance with relevant regulations and standards.

SIES will regularly communicate our sustainability efforts and achievements to the university community, stakeholders, and the public.

Continuous Improvement

SIES is committed to continuously improving its sustainability performance. SIES will regularly review and update this policy to align with emerging best practices and evolving sustainability challenges. SIES will seek feedback from stakeholders and incorporate their input into our sustainability initiatives. We will also invest in research and innovation to explore new sustainable solutions and technologies.

Responsibility

All members of the SIES community, including students, faculty, staff, and administrators, share the responsibility of implementing and upholding this policy.

SIES's senior management will provide leadership and support for sustainability initiatives, while designated sustainability officers and teams will oversee the implementation, monitoring, and continuous improvement of this policy. This Sustainability and Climate Action Policy reflects SIES's commitment to integrating sustainability into all aspects of our operations, curriculum, and community engagement. By promoting energy efficiency, waste management, sustainable procurement, and curriculum integration, we aim to create a culture of sustainability at

SIES and contribute to a more sustainable and resilient future. Together, we can make a positive impact on our environment and society.