

**Non-Profit Joint-Stock Company
“Kazakh National Agrarian Research University”**



APPROVED

First Deputy Chairman of the
Management Board – Rector
NPJSC “Kazakh National
Agrarian Research University”

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REPORT

**on the Results of the Internal Analysis of Corruption Risks
and the Action Plan for Their Minimization**

1. Introduction

In accordance with the requirements of paragraph 5 of Article 8 of the Law of the Republic of Kazakhstan dated November 18, 2015 “**On Combating Corruption**”, as well as the Standard Rules for Conducting an Internal Analysis of Corruption Risks approved by Order No. 12 of the Chairman of the Agency of the Republic of Kazakhstan for Civil Service Affairs and Anti-Corruption dated October 19, 2016, and the Methodological Recommendations approved by the Anti-Corruption Agency on April 7, 2021, an internal analysis of corruption risks (hereinafter — **IACR**) was conducted in the organization.

2. Purpose and Objectives of the IACR

The purpose of the IACR is to identify and analyze the causes and conditions that contribute to corruption offenses, as well as to develop measures to eliminate them.

Objectives of the IACR:

- analysis of the regulatory framework and internal documents;
 - assessment of vulnerable areas of activity;
 - identification of factors creating preconditions for corruption;
 - preparation of proposals to minimize corruption risks.
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3. Methodology of the IACR

The analysis is carried out using the following methods:

- study of regulatory legal acts and internal documents;
- analysis of business processes and procedures;
- consultations with responsible departments;
- a risk-oriented approach.

Organizational specifics:

- personnel procedures, financial and economic activities, educational processes and scientific work are fully digitalized;

- electronic document management and automation reduce the human factor and corruption risks.

4. Results of the Corruption Risk Analysis

As a result of the analysis, the following was established:

- **Personnel procedures** (recruitment, competitions, certification) are conducted through digital services, the risk of manipulation is minimal;
- **Financial and economic activities** are automated (electronic document management, electronic procurement);
- **Educational process** — electronic student registration and digital grade sheets minimize the influence of subjective factors;
- **Scientific activities** — automated registration of applications and results.

Overall level of corruption risks: low.

Action Plan for Minimizing Corruption Risks

No	Activity	Deadline	Responsible	Expected Result
1	Continue implementation of digital services in personnel, educational and scientific processes	During 2025	HR and Records Management Office, Department for Academic Affairs, Research Department	Increased transparency and reduced human factor
2	Ensure regular updates of anti-corruption training and employee testing	Annually	Compliance Officer	Increased awareness and compliance with ethical standards
3	Conduct internal monitoring of procurement procedures and financial operations	Quarterly	Finance Department	Early detection of violations and reduction of corruption risks

4	Organize effective feedback mechanisms (electronic trust boxes, anonymous surveys, online reporting channels)	Ongoing	Compliance Officer	Timely identification of signals about possible violations
5	Conduct a repeated internal corruption risk analysis	Once a year	Compliance Officer together with departments	Updated risk assessment and updated measures
6	Strengthen control over conflicts of interest (declarations, notifications, documentation of personal interest)	Ongoing	Compliance Officer, Heads of departments	Transparent decision-making and reduced risk of personal interest
7	Maintain and improve the electronic system for monitoring document execution deadlines (updates, staff training, effectiveness analysis)	Ongoing	HR and Records Management Office	Improved executive discipline and optimization of document flow

6. Conclusion

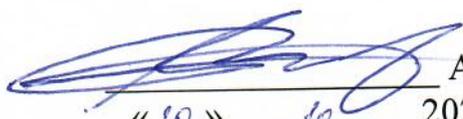
The conducted internal analysis showed that the organization has created effective conditions for combating corruption and implemented digital solutions that minimize risks.

It is recommended to:

- continue the digitalization of processes;
- strengthen anti-corruption training for employees;
- regularly monitor the implementation of the action plan;
- conduct repeated IACR at least once a year.

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