

## **Sustainability Policy**

Fenerbahçe University aims to develop individuals who are proficient in global languages, open to innovative and creative thinking, focused on scientific advancement, and have completed their social and academic development, while striving to be among the world's leading universities.

Within the framework of the United Nations (UN) 2030 vision, which envisions a global and national shift toward sustainable development, our university adopts objectives aimed at eliminating inequalities, strengthening economic growth and employment, improving cities and living conditions, ensuring industrialization, protecting oceans and ecosystems, promoting sustainable energy production and consumption, addressing climate change, fostering sustainable production and consumption, and advancing human rights.

Universities play a crucial role in supporting individual development, sustainable industrialization, and infrastructure through educational, training, and research activities, while also producing innovative technologies and knowledge resources, protecting natural resources, providing sustainable quality education, fostering a healthy standard of living, and contributing to society.

This policy text outlines Fenerbahçe University's vision and mission as a national and international actor, aiming to produce innovative solutions and ensure that its members take an active role in achieving these goals.

Our university aims to train professionals who protect and promote the health of individuals, families, and society; who are responsive to innovation and change; who uphold ethical principles and standards; who contribute to their profession through education, management, and research; who actively develop their careers; and who embrace lifelong learning as a fundamental principle.

Fenerbahçe University, with the vision of raising young individuals who possess deep knowledge and professional competence in their fields, designs programs that integrate extracurricular learning with lesson plans to support professional and intellectual development at all levels. The university aims to cultivate individuals who think and express freely, respect diverse opinions, value lifelong learning, have high self-confidence, possess strong communication and interaction skills, internalize ethical values, uphold universal and human

values, and enhance their employability.

Fenerbahçe University considers its students as integral members of its academic community. In this context, Fenerbahçe University has consistently embraced the duty and responsibility of providing internal and external opportunities for its students, enabling them to learn, conduct research, and question freely. This approach is a shared journey involving both the students and academics of Fenerbahçe University.

Our university is dedicated to contributing to the eradication of all forms and dimensions of poverty, improving access to essential resources and services for vulnerable groups, and supporting communities impacted by climate-related disasters.

Cafes and dining halls are available on our campus to offer affordable, nutritious, healthy, and sustainable food options. One of the sustainability goals of our institution is to prevent food waste, replace single-use items with reusable tools and equipment, reduce plastic usage, monitor the entire supply chain from purchasing to disposal of stationery materials, and raise awareness among individuals.

Fenerbahçe University strives to be a leading institution in developing and implementing gender equality policies. The Gender Equality Plan of Fenerbahçe University has been adopted by the senior management of Fenerbahçe University. In this context, the Gender Equality Plan aims to provide academic content support, increase scientific research and practices, foster cooperation between academic units, establish communication networks, raise awareness of gender-related issues, and develop solutions. The plan also seeks to connect qualified academicians and scientists with students, continuously enhance course content in this field, and collaborate with partners such as associations, public organizations, and civil society groups to promote and strengthen gender and women's studies in academic research and publications.

Our university aims to institutionalize, coordinate, and implement gender equality policies across both academic and administrative units. Improving the perspective towards creating equal opportunities for all staff, raising awareness in this regard, establishing communication networks to develop and strengthen this awareness, and addressing the issues that cause gender inequality are the primary priorities of the management.

Following the results of the evaluation of the Gender Equality status at Fenerbahçe University, targets were determined under seven key headings:

- Gender equality in leadership and decision-making
- Gender equality in recruitment and career planning
- Gender dimension in curriculum and research
- Stance against gender-based prejudices and stereotypes
- Stance against sexual harassment
- Gender-sensitive data collection, access, and processing
- Gender equality in institutional structures

The new programs to be created at Fenerbahçe University, or the updating of existing programs, are developed through the collaborative efforts of internal stakeholders such as the Rectorate, Faculties, Directorates, and other relevant units, in alignment with the university's vision and mission. Partner feedback is also incorporated into the design and updating of the curriculum. The design and updating of the curriculum are carried out with the participation of stakeholders, gathered based on the recommendation of the relevant unit board and the invitation of the unit manager.

The following key objectives represent our strategic goals to foster collaboration, innovation, and sustainability:

- To involve all internal and external stakeholders in education, training, and research and development activities,
- To encourage students and employees to pursue entrepreneurship,
- To encourage students and employees to participate in projects,
- To support students in participating in industry-oriented projects, especially by offering project promotion and writing training,
- To offer entrepreneurship training programs for students and to incorporate entrepreneurship-oriented courses into their curriculum,
- To bring students and industrialists together,

- To prefer graduation project subjects focused on the needs of sustainability and industry, to bring students together with local and national collaborations, businesses, and organizations, enabling them to experience R&D and production environments, and to develop themselves for these environments,
- To increase Entrepreneurship and Innovation-oriented club activities,
- To develop the R&D-oriented structural and functional capacity of the university,
- To prepare legislation and workflows for intellectual property rights and to organize training for academicians on this subject,
- To provide R&D support to increase the number of teaching staff applying for patents,
- To make notifications and conduct informative activities regarding current project supports on the Innovation and Technology Application and Research Center web page,
- To establish a Scientific Research Support Unit and to provide financial resources to university projects through this unit,
- To increase communication channels for university-industry cooperation,
- To strengthen research centers in making social contributions and generating surplus value,
- To increase the number of research projects supported by application and research centers,
- To increase the number of activities carried out by application and research centers,
- To organize local projects, events, and activities that will benefit external stakeholders,
- To organize meetings and events with external stakeholders involved in research and development projects,
- Collaborating on projects in partnership with external stakeholders,
- To take part in executive or other roles in national and international projects supported by TÜBİTAK, TÜSEB, İSTKA, and similar institutions,
- To support the establishment of companies and research activities by university academics in technology development regions,
- Advancing the university's position to the top of the innovative and entrepreneurial university index.
- To increase the budget and income through the results obtained from the university's project and industry collaborations.