



ISTANBUL
**GELISIM
UNIVERSITY**

ISTANBUL GELISIM UNIVERSITY

SUSTAINABILITY REPORT



2023

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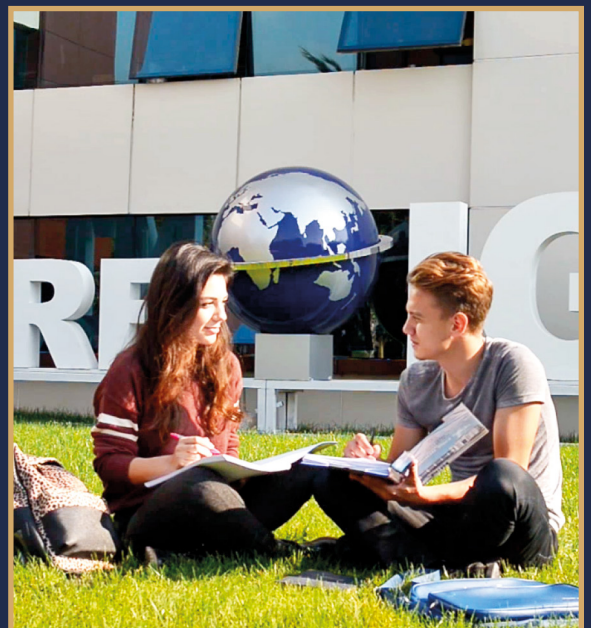
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ABOUT ISTANBUL GELİSİM UNIVERSITY



As a higher education institution, Istanbul Gelisim University (IGU)'s main policy is to establish and maintain an education system that enables the acquisition of the knowledge and skills needed to ensure dissemination of perceptions, values, attitudes and behaviors towards the concept of sustainability in this transformation process that societies are in for a sustainable world.



VISION MISSION



ISTANBUL
GELISIM
UNIVERSITY

As Istanbul Gelisim University, we have the vision of being one of the World Universities that produce value for continuous IMPROVEMENT.

Vision

To be one of the **WORLD UNIVERSITIES** that produce value for continuous **IMPROVEMENT**

Mission

Gelisim's goal is to add value to society and humanity

Education, research and community service practices compose its core values; while

Leading competent people and those who use the resources effectively and accountably, for a world

In which goodness, fairness and sustainability are integrated.

Simply believing in research ethics and freedom in its activities,

Internalizing a quality and tolerance atmosphere and

Mastering in physical, social, cultural, psychological and digital realms, **GELISIM** keeps on improving

1. ADMINISTRATION

In 2008, the "Gelisim Education Culture Health and Social Service Foundation", which attempted to establish a Vocational School named "Istanbul Gelisim Vocational School", started its education life with the Vocational School established on 14 June 2008 by the Ministry of National Education and the Council of Ministers.

Foundation Universities are established in accordance with the Regulation on Foundation Higher Education Institutions prepared on the basis of Article 130 of the Constitution of the Republic of Turkey, besides the Higher Education Law No. 2547 and the Law on the Organization of Higher Education Institutions No. 2809, and are supervised by the Council of Higher Education (YOK). Foundation universities can produce various policies, set priorities, and receive tuition fees and progress in line with their institutional missions and strategic plans.

With the law numbered 6114, Istanbul Gelisim University was established on February 17, 2011 with the step taken to become a "world university", and it continues the academic year 2022-2023 with Institute of Graduate Studies, 6 Faculties, 2 Vocational Schools and 2 Schools. Istanbul Gelisim University, which grows every year with solid steps taken with the aim of becoming a university that has a voice in the world, is one of the most preferred universities among Turkey's foundation universities.

A total of 65 programs of Istanbul Gelisim University, which cooperates with leading institutions in its field and attaches great importance to internationalization in order to achieve global success, have been thoroughly examined and accredited by international delegations appointed by German, British and American accreditation institutions such as AQAS, AHPGS, ABET and PEARSON. Having achieved the success of being the university with the most accredited programs in Turkey, Istanbul Gelisim University has attracted worldwide attention with the steps it has taken to become international.

IGU advocates that higher education is the most important tool for sustainable development. Today, IGU offers education and training opportunities to its national and international students with 6 faculties, 2 schools, 2 vocational schools, 70 bachelor's programs, 61 associate degree daytime programs, 34 associate degree evening programs, besides 33 thesis / 33 non-thesis graduate programs, and 7 doctoral programs. Cooperating with more than 130 world universities, Istanbul Gelisim University also motivates its associate degree, undergraduate, graduate and doctoral students to become international.

FACULTIES

Faculty of Dentistry

Faculty of Economics, Administrative & Social Sciences

- *Faculty of Economics, Administrative & Social Sciences
- *Economics & Finance (TR/ENG)
- *Public Relations & Publicity
- Aviation Management (TR/ENG)
- *English Language & Literature (ENG)
- *Business Administration (TR/ENG)
- *Logistics Management (TR/ENG)
- *Psychology (TR/ENG)
- *Radio, Television & Cinema Advertising
- *Political Science & Public Administration
- *Political Science & Int. Relations (TR/ENG)
- *Sociology
- *Tourism Guidance
- *Turkish Language & Literature
- *International Trade & Finance (TR/ENG)
- *International Trade & Business
- *New Media & Communication
- *Management Information Systems

Faculty of Fine Arts

- *Gastronomy & Culinary Arts
- *Graphic Design
- *Interior Design
- *Interior Architecture & Environmental Design (TR/ENG)
- *Communication & Design
- *Radio, Television & Cinema

Faculty of Engineering & Architecture

- *Computer Engineering
- *Electrical & Electronics Eng. (TR/ENG)
- *Industrial Engineering
- *Civil Engineering (TR/ENG)
- *Mechatronics Engineering
- *Architecture (TR/ENG)
- *Aeronautical Engineering (TR/ENG)
- *Software Engineering

SCHOOLS

School of Foreign Languages

School of Physical Education & Sports

- *Coaching Training (TR/ENG)
- *Exercise & Sport Sciences
- *Exercise & Sports for Disabled
- *Recreation
- *Sports Management

Vocational School

- *Justice
- *Culinary
- *Banking & Insurance
- *Computer-Aided Design & Animation
- *Computer Programming
- *Computer Technologies
- *Information Security Technologies
- *Marine & Port Management
- *Foreign Trade
- *Electrics
- *Electronics Technology
- *Food Technology
- *Graphic Design
- *Public Relations & Advertisement
- *Air Logistics
- *Technology of Hybrid & Electronic Vehicles
- *Interior Design
- *Human Resources Management
- *Construction Technology
- *Occupational Health & Safety
- *Logistics
- *Machinery
- *Mechatronics
- *Fashion Design
- *Automotive Technology
- *Pastry & Bakery
- *Radio & Television Programming
- *Civil Aviation Transport Management (TR/ENG)
- *Civil Aviation Cabin Services (TR/ENG)
- *Sports Management
- *Tourism Guidance
- *Aircraft Technology
- *Flight Operations Management
- *Applied English Translation
- *Web Design & Coding

GRADUATE

Institute of Graduate Studies

Graduate Programs

- *Addiction Psychology (Thesis)
- *Nutrition & Dietetics (Non-Thesis)
- *Computer Engineering (Thesis/Non-Thesis)
- *Child Development (Thesis/Non-Thesis)
- *Economics & Finance (TR/ENG-Thesis/Non-Thesis)
- *Electrical & Electronics Engineering (TR/ENG-Thesis/Non-Thesis)
- *Physical Therapy & Rehabilitation (Thesis/Non-Thesis)
- *Gastronomy (Thesis/Non-Thesis)
- *Visual Communication Design (Thesis/Non-Thesis)
- *Security Studies (Thesis)
- *Public Relations and Publicity (Non-Thesis)
- *Exercise & Training Sciences (Thesis/Non-Thesis)
- *Aviation Management (Thesis/Non-Thesis)
- *Civil Engineering
- *Occupational Health & Safety (Online/Face-to-Face-Thesis/Non-Thesis)
- *Business Administration (TR/ENG-Online/Face-to-Face-Thesis/Non-Thesis)
- *Clinical Psychology (Thesis/Non-Thesis)
- *Mechatronics Engineering (Thesis)
- *Architecture (Thesis/Non-Thesis)
- *Engineering Management (Thesis/Non-Thesis)
- *Audiology (With Thesis)
- *Psychology (Thesis/Non-Thesis)
- *Healthcare Management (Thesis/Non-Thesis)
- *Political Science & Public Administration (Thesis)
- *Political Science & Public Administration (ENG-Thesis/Non-Thesis)
- *Political Science & International Relations (Thesis/Non-Thesis)
- *Sociology (Thesis/Non-Thesis)
- *Sports Management (Thesis/Non-Thesis)
- *Psychosocial Fields in Sports (Thesis/Non-Thesis)
- *Tour Guide Training (Non-Thesis)
- *Aircraft Engineering (Thesis/Non-Thesis)
- *International Logistics & Transportation (Non-Thesis)
- *International Trade & Logistics (Thesis/Non-Thesis)
- *New Media & Communication (Thesis)

FACULTIES	SCHOOLS	DOCTORAL
<p data-bbox="124 185 493 293">Faculty of Health Sciences</p> <ul style="list-style-type: none"> *Nutrition & Dietetics (TR/ENG) *Child Development (TR/ENG) *Speech & Language Therapy *Occupational Therapy *Physical Therapy & Rehabilitation (TR/ENG) *Nursing (TR/ENG) *Audiology *Perfusion *Healthcare Management *Social Service <p data-bbox="124 689 493 797">Faculty of Applied Sciences</p> <ul style="list-style-type: none"> *Banking & Insurance *Electronic Commerce & Management *Gastronomy & Culinary Arts (TR/ENG) *Public Relations & Advertising *Avionics *Aviation Management *English Translation & Interpreting *Television Reporting & Programming *Aircraft Maintenance & Repair *New Media & Communication *Management Information Systems 	<p data-bbox="571 185 933 293">Vocational School of Health Services</p> <ul style="list-style-type: none"> *Oral & Dental Health *Operating Room Services *Anesthesia *Biomedical Device Technology *Child Development *Dental Prosthesis Technology *Dialysis *Electroneurophysiology *Physiotherapy *Food Quality Control & Analysis *First & Emergency Aid *Laboratory Technology *Audiometry *Opticianry *Orthopedic Prosthesis & Orthotics *Autopsy Assistant Training *Pathology Laboratory Techniques *Podology *Radiotherapy *Hair Care & Beauty Services *Management of Health Institutions *Medical Documentation & Secretarial *Medical Imaging Techniques *Medical Laboratory Techniques 	<p data-bbox="1034 185 1449 253">Doctoral Programs</p> <ul style="list-style-type: none"> *Economics & Finance (TR/ENG) *Gastronomy *Exercise & Training Science *Civil Engineering *Business Administration *Political Science & International Relations

IGU has 3 governing bodies:

Board of Trustees: The board of trustees, which is the highest decision-making body of a foundation higher education institution, represents the legal personality of a foundation higher education institution. IGU has been founded by Abdulkadir GAYRETLI and this board essentially manages the University and oversees the implementation of the University's founding vision and mission.

Rector: S/he is the highest academic and administrative officers of the University. It is responsible for the implementation of the decisions taken by YÖK. The Rector, who chairs the Senate, board of directors and university committees, prepares investment, budget and recruitment plans after consulting with the relevant university bodies and the board of directors. While the President of the Republic of Turkey appoints the rectors of the state universities, thereafter the board of trustees appoints the rector of a foundation university, subject to the approval of the President of the Republic of Turkey. The term of office of a rector is 4 years.

Vice Rector: The Vice Rector appointed by the Rector assists the Rector in academic affairs. When necessary, the Vice Rector may represent the Rector. A vice-rector's term of office is 5 years.

IGU has 6 Decision Making Bodies:

University Senate: This is the academic governing body of the University that makes decisions and plans regarding the education, science, research and publication activities.

University Board of Directors: This assists the rector in the implementation of university strategies and policies.

Deans: Deans represent the faculties and all units affiliated to the relevant faculties. Deans are appointed by the Rector and their term of office is 3 years. Deans are responsible for the execution of education, research and other activities carried out at the faculty level. They chair the committees (academic bodies) and executive committees (administrative body) of the faculties. Deans are also responsible to the Rector and the Senate.

Managers: They carry out the same duties as Deans at the level of Institutes, Schools, graduate programs and vocational schools. Their term of office is 3 years.

Research Center Directors/ Managers: They carry out the same duties as Deans and School Managers at the research center level.

Administrative Managers: They manage various operational units of the University under the Rector or the General Secretary of University. These units of IGU are; Office of Dean of Students, International Student Office, Education-Training Planning Coordination Unit, Technology Transfer Office, Information Technologies Directorate, Support Services Directorate, Administrative and Financial Affairs Directorate, Human Resources Directorate, Corporate Communications and Promotion Directorate, Library and Documentation Directorate, Student Affairs Directorate, Health Culture and Sports Directorate, Construction and Technical Works Directorate, Education-Training Planning Coordination Unit, Electronic Document Management System Coordination Unit, International Exchange and Cooperation Coordination Unit, Quality Coordination Unit, Laboratories Coordination Unit, Alumni and Members Coordination Unit, Turkish Language and Revolution History Coordination Unit, Scientific Research Projects Coordination Unit.



IGU
Organizaton
Chart

<https://gelisim.edu.tr/teskilat-semasi>



Administrative
Units

<https://gelisim.edu.tr/en/content/administrative-units>



1.1. COSMOPOLITAN PERCEPTION

At IGU, there is an egalitarian and fair approach within the scope of international ethical values and fundamental rights and freedoms to both students and staff at individual and societal levels. Within this approach, a consensus covering gender equality, disability, race, religion or lifestyle is adopted and implemented by everyone at the institutional level. All these approaches have been accepted as a policy by the IGU Administration and turned into a formal practice. In this context, the "Respect for Diversity Policy" constitutes a framework for all these international ethical values. Fair education and work opportunities are provided for disadvantaged groups with the "Women and Disadvantaged Student Support Policy" and "Equal Opportunities Policy". On the other hand, with the "Human Rights, Rule of Law Policy", "Justice Policy" and "Gender Equality Policy", a managerial task has been attributed to the protection and implementation of rights at the institutional level.

[Policies](#)

1.2. FAIR MANAGEMENT AND GOVERNANCE PERCEPTION

Having the notion that quality education and quality management can be achieved through an integrated process, IGU essentially considers a fair approach to all academic and administrative personnel as a responsibility. This responsibility not only provides a fair order to all personnel, but also provides the necessary conditions for the establishment of this order in a transparent, accountable, sustainable, measurable and balanced manner. Moreover, all these conceptions have been gained an institutional character with the policies. First of all, with the "Governance Policy", an inclusive method is provided by ensuring the participation of all internal and external stakeholders in decision-making processes. As an institution with scientific autonomy, with the "Academic Freedom, Science and Research Ethics Policy", the right of IGU academic staff to carry out independent research has been protected. Similarly, the "IGU 2019-2023 Strategic Plan" which is an inclusive and accountable management model in which the governance model was adopted and prepared in accordance with the 11th Development Plan, has been accepted as a medium-term plan.

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Policies

<https://gelisim.edu.tr/en/content/policies>



Strategic Plan

Strategic Plan



2. OUR PERCEPTION OF SUSTAINABILITY

2.1. PURPOSE OF REPORT

The IGU Sustainability Report has been prepared in order to evaluate the studies, objectives and status of policies in the field from a holistic perspective. IGU continues its sustainability initiatives since it was founded in 2008. It develops the data and perception put forward by the Sustainability Status Report published by IGU in 2022. In addition, this report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. Additionally, it presents the significant economic, social and environmental impact and contributions of IGU in accordance with the UN SDGs.

Sustainability Status Report-2022



https://panel.gelisim.edu.tr/assets/2023/dokumanlar/thk/theraporeng_b447759841db4679ab83d768a7319f80.pdf

2.2 ACTIVITIES, VALUE CHAIN, PARTNERSHIPS AND OTHER BUSINESS RELATIONSHIPS

CONTRACTED UNIVERSITIES

- Haute Ecole Libre de Bruxelles-Ilya Prigogine
- Haute Ecole Francisko Ferrer
- Angel Kanchev University of Ruse
- Veliko Tarnovo University
- Technical University of Sofia
- Trakia University
- National Sports Academi "Vasil Levski"
- Varna University of Management
- University of Structural Engineering and Architecture "Lyuben Karavelov" Sofia
- Josip Juraj Strossmayer University of Osijek-UNIOS
- University of Rijeka
- University of Zadar
- Moravian University College Olomouc
- Private College of Economics Studies Znojmo Ltd.
- University of Sheffield
- Estonian Entrepreneurship University of Applied Sciences (EUAS)
- Tallinn University of Natural Sciences and Health
- Turun Yliopisto, University of Turku
- Aalen University
- Nuertingen-Geislingen University
- University of Vechta
- University of Applied Sciences Wedel
- University of the Peloponnese
- College of Dunaujvaros
- Edutus College
- Eötvös Jozsef College
- University of West Hungary
- Universita di Foggia
- University of Pisa
- University of Trento
- The University of Economics and Culture
- Riga Building College
- Kauna Kolegija/University of Applied Sciences
- Vilniaus kooperacijos kolegija (VKK)
- Klaipeda University
- State University of Tetovo
- University of Life Sciences in Lublin
- Vincent Pol University in Lublin
- The University of Commerce and Services in Poznan (WSHIU)
- Karkonosze College
- Nicolaus Copernicus University in Torun
- Cracow University of Technology
- Jerzy Korczak University of Pedagogy in Warsaw
- Jozef Rusiecki Olsztyn University College
- Koszalin University of Technology
- Lublin University of Technology
- Powislanski College in Kwidzyn
- The East European State University
- Tischner European State University
- University of Gdansk
- University of Opole
- University of Information Technology and Management
- University of Euroregional Economy of Josefow- Warsaw
- The John Paul II Catholic University of Lublin
- State University of Applied Sciences in Konin
- ESAD College of Art and Design
- ESAD College of Art and Design
- Polytechnic Institute of Braganca
- Polytechnic Institute of Coimbra
- Polytechnic Institute of Guarda
- University of Politecnico De Porto
- ISAG- European Business School
- University of the Azores
- University of Beira Interior
- University of Evora
- University of Lusofona
- University of Nova de Lisboa
- Stefan Cel Mare University of Suceava
- Titu Maiorescu University
- 1 Decembrie 1918' University of Alba Iulia
- University of Oradea
- University of Pitesti
- Comenius University in Bratislava
- Matej Bel University in Banska Bystrica
- University of Zilina
- University of Primorska
- University of EASD Segovia
- University of Autonoma de Madrid
- University of Malaga
- University of Oviedo
- Technical University of Cartagena



As a requirement of the quality assurance system for education-training services, research-development and social contribution activities, as well as administrative processes, IGU values opinions of external stakeholders (employers, alumni, professional organizations, public institutions and organizations, non-governmental organizations, support-vendors, relatives of students, etc.).

In this line, External Stakeholder Questionnaire, Alumni Satisfaction Questionnaire and Employer Evaluation and Opinion Questionnaires were developed in order to enable stakeholders to participate in and contribute to the quality assurance system of our university and to improve service standards.

Opinions of IGU internal and external stakeholders are guiding in identifying areas for improvement within the scope of IGU strategic plan preparation studies and developing strategies for solutions.

[Stakeholder Surveys](#)

3. BASIC DOCUMENTS

IGU's strategic plan constitutes the basic documentation of the community service and sustainability report, particularly in education, research and development(R&D), quality, governance, human resources and environmental policies.

[Strategic Plan](#)

Education Policy

The basic policy of the University is to establish and carry out an education approach which is student-centered, based on lifelong learning, functioning in harmony with the goals and strategies of the European Higher Education Area and the Turkish higher education system, shaped by the participation of internal and external stakeholders, accountable, and which has integrated the tradition and the future in program, module and course designs, besides being innovative in curriculum and course learning outcomes, course contents, as well as assessment and evaluation tools and methods, that regularly evaluates and improves itself with internal and external control mechanisms, and an education system based on this approach and having international accreditation based on quality assurance.



Research and Development Policy



To make quality research and publications in order to produce knowledge and value and to transform these productions into economic added value; develop the university's research human resource; develop the university's research infrastructure, support mechanisms and research; establish partnerships and collaborations of the university with other research institutions in the country and abroad; increase the university's research revenues; adhere to the principles of research, science and publication ethics uncompromisingly; have an assertive position in international rankings and a respected reputation in the real sector constitute IGU's research strategy.

Quality Policy

The purpose of the Quality Policy is to provide education and training services at national and international quality standards, implement a student-centered education approach, adopt a governance approach with stakeholders, to offer community service activities at effective, efficient and measurable standards, and implement continuous and sustainable improvement and development activities in all fields.

Governance Policy

IGU defines its academic and administrative staff, students, alumni, all social and real sector segments related to the inputs and outputs of its research and education activities as its stakeholders. It is essential that all stakeholders of the university participate in making and implementation of decisions, monitoring and supervising the results and carrying out the necessary improvement and prevention activities to the extent permitted by the laws and practical difficulties.

Community Service Policy

While carrying out educational, research, social, cultural, artistic and sports activities, IGU adopts providing "community service" as a fundamental duty and field of activity in order to ensure reach and dissemination of the products produced on campus to the society, and in this way, to serve humanity.

Apart from the objectives on which IGU's strategic plan is based, it has also adopted many different policies for the continuity of sustainability. These are;

- Waste Management and Reducing Environmentally Hazardous Products Policy
- Maternity Policy
- Academic Freedom, Science and Research Ethics Policy

- Policy Against Sexual Harassment and Mobbing
- Environmental Policy
- Smoke-Free, Alcohol-Free, Drug-Free, Healthy and Hygiene Campus Policy
- Ethical Employment Policy
- Flexible Working Policy
- Respect for Diversity Policy
- Equal Opportunities Policy
- Decent Work and Fair Wage Policy
- Governance with Internal and External Stakeholders Policy
- Human Rights, Rule of Law and Justice Policy
- Support to Women and Disadvantaged Students Policy
- Quality Policy
- Sustainable Procurement and Supplier Policy
- Education for Sustainability Policy
- Sustainability Research Policy
- Water Management Policy
- Gender Equality Policy
- Internationalization Policy

[Policies](#)

Policies



4. PREPARATION FOR THE FUTURE

IGU is a higher education institution that provides academic and applied science, arts and sports education at associate, undergraduate and graduate levels. It is an organization that aims to follow the intellectual, scientific knowledge, aesthetic understanding and professional practices produced on a world scale, and transfer this knowledge to its students, besides teaching them to learn. IGU's "Education Policy" has been created for this purpose.



This process requires hands-on training in relation to industries, maintaining an entrepreneurial mindset, and being responsible citizens. This section describes IGU's innovative education program, its approach to students, and employment after graduation. Innovative education program is structured and supervised by a student journey mapping that ensures continuous planning, monitoring and improvement of the learning experience.

4.1. ACCREDITATION

Attaching great importance to internationalization in education, IGU offers education opportunities to its students and graduates through international accreditation and protocols signed with foreign universities.

With 65 accredited programs, IGU has become the university having highest number of internationally accredited programs in Turkey.

PEARSON

is a British institute for international accreditation of educational programs, especially taught in English for foreign students.

AQAS

Founded in 2002 in Germany and a member of the European Association for Quality Assurance and AQAS is an organization with more than 5,000 auditing programs worldwide. It has accredited training programs in more than 90 German universities. The accreditation it provides confirms that the accredited program meets European standards and principles.

AHPGS

Germany-based Accreditation Agency in Health and Social Sciences (AHPGS) accredited training in health, social sciences and other fields. AHPGS, a member of the European Association for Quality Assurance, has completed accreditation of more than 1,200 programs in more than 120 countries.

ABET

US-based Accreditation Board for Engineering and Technology (ABET) supervises the engineering faculties of universities.

Detailed information

<https://gelisim.edu.tr/en/content/accreditation>



4.2. SECTORAL KNOWLEDGE AND SKILLS

The associate, undergraduate and graduate curriculum at IGU provides students with skills that not only educate them academically, but prepare them for the future, making them useful citizens and professionals in society. To this end, the IGU curriculum is a student-centered innovative education program that strengthens learning through hands-on experience.



Teach to Learn

Teach to learn is one of the key components that shape the learning paths of IGU. This includes students recognizing opportunities for improvement, gaining confidence in their academic achievement, and learning to plan, monitor and evaluate learning strategies effectively.

There are 3 different aspects to facilitate this framework

Distance Education:

The Distance Education Application and Research Center aims to ensure that the courses given through distance education are carried out effectively and efficiently in associate, undergraduate and graduate programs, to build and run the necessary infrastructure for distance education, to create e-learning based course contents and to conduct research development and implementation studies on distance education.

Office of Dean of Students:

It provides professional counselors to assist students with developmental and proactive counseling, in coordination with academic units and various student support services.

Internationalization:

The International Student Office has been coordinating IGU's international student admissions and activities since January 2018. To this end, it helps students by providing services and counseling to international students.

[Policies](#)

4.3. INNOVATIVE AND SPECIALIZED COURSES

As of 2020, Innovative Courses, which include technological, social, economic and cultural norms in a way to cover certain and priority areas, were added to the curriculum and students were given the opportunity to receive education in these areas. With these courses, in which current issues are discussed in universal standards, the contribution to quality education has been increased to higher levels. In this way, IGU students gain analytical and systematic discussion skills in the light of the basic concepts and knowledge they have on current issues.

[Innovative and Specialized Courses](#)



4.4. ALUMNI PLATFORM

The vision of the IGU Alumni and Members Coordination Unit is to develop alumni's sense of belonging in institution in the long term, to cause building and internalization of membership awareness among stakeholders including students, academic and administrative staff, and to gather the alumni and members under one roof. To this end, social, cultural and sports activities are organized for graduates from different fields to add value to their lives, and their professional development is provided and followed.



Alumni and Members Coordination Unit

In addition, job postings are regularly updated on the IGU Alumni and Members Coordination Unit's website to assist graduates for employment.

[Alumni and Members Coordination Unit](#)



Alumni Satisfaction Survey

Besides this, continuous development of IGU is ensured by regularly receiving feedback from graduates with the "Alumni Satisfaction Survey".

[Alumni Satisfaction Survey](#)



4.5. TALENT DEVELOPMENT PROGRAMS

Within the scope of IGU talent management; it carries out activities on acquiring new skills, encouraging career development of employees, developing existing skills and increasing employee loyalty by rewarding high performance. In this line, with career management processes, it is easier for employees to take charge in different fields or higher positions within the University by supporting them in their career journeys.

Training and development programs are organized for all employees without discrimination in order to gain the knowledge and skills needed at work in a continuous change.

4.6. NEW GRADUATE DEVELOPMENT

IGU "New Graduate Development Program" is part of Talent Management Programs. With this program, new graduates are welcomed with a work action that will reinforce their educational experience in the first step of their careers.

The program is designed to provide outstanding candidates with the industry knowledge and training needed to become a future leader. In the beginning, candidates, who are taken into a comprehensive "Recruitment and Orientation Program" enabling systematical recognition of all areas of the organization, get the chance to know the values of the institution by taking enlightening and practical roles with in-service learning opportunities. In addition to the privilege of having worked at IGU, they increase their knowledge by contributing to ambitious projects and through structured learning.

New Graduate Development Program

[New Graduate Development Program](#)



Hey IGU Graduate Program

IGU takes an active role at employment point for a sustainable Human Resources (HR) planning. Its dynamic internal structure and business processes that provide organization with internal discipline offer a business experience that provides versatile experience. HR employs graduates within talent development programs and creates processes that add value, by working in cooperation with the Career Office and the Alumni and Members Office.



5. STUDENT WELFARE

At IGU, the administration determines multidimensional and inclusive strategies and produces policies in order to ensure the welfare of its Students. One of the basic notions of these actions is the creation of unifying discourses and actions for students from all different social groups within the scope of internationalization. All these elements have been adopted at the institutional level from top management to lowest level. Here, particularly the Office of Dean of Students has direct communication channels to meet the individual needs and demands of the students. On the other hand, the Department of Health, Culture and Sports has responsibilities in organizing and conducting activities, projects, excursions and workshops for students. Moreover, IGU attaches special importance to practices such as Student Clubs, Mentor Student practice, Student Council so that students can take an active role in processes at lower levels and increase their influence on decision-making processes at higher levels. Similarly, specialization, technical, skills and cultural training programs are provided by the Continuing Education Center for the implementation of different education models.

The student welfare is not only content with social activities, but also providing a quality and healthy life in campus life has been determined as the main purpose. At this point, with the Smoke-Free, Alcohol-Free, Drug-Free, Healthy and Hygiene Campus Policy, general frameworks and strategies have been determined. In addition, the "Student Support, Encouragement and Rewarding Policy" has been put into effect in order to take encouraging and instigating steps for students to be involved in active initiatives.

Similarly, roadmaps have been created with "Respect for Diversity Policy", "Equal Opportunities Policy", "Community Service Policy" and "Human Rights, Rule of Law and Justice Policy" in an effort to ensure cultural harmonization and unity among students, to increase self and social awareness and to raise awareness of respect for diversity.

Important steps are also taken with the motto of "Four Awareness" in order to focus on the development of students and to provide material and moral support at the institutional level for their activities. In order to provide financial support and contribution to students, besides OSYM Scholarships, the tools such as Come to Gelisim Scholarship, Board of Trustees Scholarship, Academic Success Scholarship, Graduate Education Scholarship, Lateral Transfer Scholarship, are used for many students. On the other hand, Technology Transfer Center-Incubation Center has started to work actively in order to increase R&D studies and direct students' productivity to concrete outputs. In this section, IGU's policies for student welfare, its strategies and scholarship opportunities are explained.

[Four Awareness](#)

[Policies](#)

[SKSDB](#)

[IGUSEM](#)

[Scholarship Directive](#)

[Technology Transfer Office-Incubation Centers](#)



5.1. RESPECT FOR DIVERSITY

Acting with the value of respecting awareness, IGU aims to create an environment where everyone can make contribution, grow and become successful. In line with this goal, it has developed the "Respect for Diversity Policy" and "Equal Opportunities Policy".

IGU is an organization recognizing respecting and encouraging diversity as richness, which manages them, and accordingly, it adopts and implements inclusive policies and strategies that advance diversity as a positive force in University life. The University aspires to be a community characterized by academic excellence, intellectual integrity and ethical practices. The University; explicitly addresses the social, ethical, and religious dimensions of the issues that it faces in education, research, and service. The University is guided in all its activities by a fundamental concern for justice, equality and dignity of all people.

[Policies](#)

5.2. GENDER EQUALITY

According to the "Gender Equality Policy" published by IGU in 2018, its aim is to make positive effects that will affect the society in general, and carrying out consciousness-raising activities and raising awareness and putting this into practice in mutual cooperation with the members of both its management structure and the education-training structure constitutes the essence of gender equality policy.

In line with this purpose, it is grounded on preventing discrimination based on gender, ensuring employee satisfaction, respect for human rights, equality between women and men, communication and positive discrimination.

Gender Equality has four fundamental goals:

- It encourages the awareness that will provide gender equality in the management structure and creates governance structures suitable for this consciousness.
- For supporting the career development of women employees and removing the obstacles in front of this development, IGU creates a "Gender Equality Action Plan" and updates it according to feedback.
- By encouraging IGU employees to scientific research in the field of gender equality, it creates mechanisms for separate storage and regular monitoring of studies such as scientific research projects or patents with a gender label.
- For raising awareness of gender equality among students, it prioritizes information and awareness conferences, creates theoretical infrastructure and awareness on gender equality through gender workshops, and supports review of undergraduate, graduate and doctoral curricula in accordance with gender equality consciousness, adding necessary courses to the curriculum, as well as preparation of course materials (gender sensitive language guide, sexual harassment information guide, etc.) and content.

[Policies](#)

5.3. EQUAL EDUCATIONAL OPPORTUNITY AND SCHOLARSHIPS

Since its establishment, IGU offers a wide range of scholarships to add value to every successful student and provide them with a thriving world-class innovative education opportunity. Furthermore, the basic policy of IGU is building and executing an education system based on equal opportunities, providing opportunities, removing obstacles, and which is libertarian, egalitarian, reliable, effective, participatory, accountable, quality-oriented and people-oriented.

[Policies](#)



5.4. PREFERENCE SCHOLARSHIP

For students enrolled in IGU undergraduate and associate degree programs; in addition to the OSYM scholarship, +30% Preference Scholarship is applied to those who have been placed in the first 5 preferences in their OSYM preference list (the Preference Scholarship rate to be applied for the Faculty of Dentistry is only +10%).

For students to benefit from the determined Preference Scholarship, they must have chosen Istanbul Gelisim University in the first 5 preferences in the central placement based on the 2022 Higher Education Institutions Exam and they should have been placed by OSYM.

SUCCESS SCHOLARSHIP

IGU rewards successful students with a success scholarship during the education period. Scholarship opportunities are provided at the rate determined by the Board of Trustees.

R&D INCENTIVE SCHOLARSHIP

IGU provides R&D incentive scholarships to our students who realize projects in accordance with the world-class innovative and entrepreneurial approach. Scholarship opportunities are provided at the rate determined by the Board of Trustees.

COME TO GELISIM

Come to Gelisim, which was brought into being by IGU in 2019, is a university admission program that offers additional scholarship opportunities to students who want to achieve success with their talent, experience, idea or project.

Come to Gelisim offers prospective students the opportunity to create their own success criteria and defines "special scholarships" for them to evaluate the areas they are open to develop.

The prospective student applies to Come to Gelisim with a motivation letter that s/he writes in detail about his/her outstanding traits and abilities. The application of prospective student is evaluated by the commission, and the scholarship rate is determined by the commission. As a result of the process, s/he gains a scholarship right in addition to the OSYM scholarship.

[Come To Gelisim](#)

I HAVE AN IDEA

With the "I Have an Idea" program, IGU provides full support to the projects that students want to bring into being.

<https://gelisim.edu.tr/en/content/four-awareness>

STUDENT ENCOURAGEMENT AND SUPPORT

IGU aims to provide an individualized, innovative teaching and supportive learning environment where students gain valuable education and student experience. In this context, it has published the "Student Encouragement and Support Policy". The student encouragement and support program is realized within the framework of a partnership where students are responsible for their own learning while being actively supported by the University. For developing independence and for identifying and responding to needs of individual students, IGU advocates that the incentives and rewards provided to students increase academic achievement, while aiming to support each student's achievement of their potential by early identification and response to personal and academic issues that have the potential to negatively affect their educational success.

[Policies](#)

COME TO GELISIM

Sosyal girişim fikrim var.

Yeteneğim burs kazandırırsın.

Projeniz başarıyla onaylanmıştır.

6. COMMUNITY SERVICE

Community service activities of IGU are carried out by the Community Service Coordination Unit, and it is one of the most competent structures that contribute to the policy designs of local, regional, national and international institutions and organizations by developing studies that will set an example of practice for the solution of social problems in line with the UN SDGs.

Community Service Coordination Unit

In addition, with "Community Service Policy", IGU aims to contribute to the creation of a livable society at the global level; to contribute to the solution of the people, social, economic and ecological problems of the region in which it is located, and to contribute to the well-being of the society and the region through studies that can be carried out within the framework of social responsibility. This section describes IGU's Community Service programs, social responsibilities and activities.

Policies



6.1. SOCIAL RESPONSIBILITIES IN GELISIM

While carrying out its sustainability activities, IGU has adopted a perception that includes social responsibilities and environmental protection.

The customer satisfaction management system in compliance with the TS EN ISO 10002:2018 standard includes occupational health and safety, educational and professional ethics, social responsibility principles and technology-oriented initiatives. IGU's quality has been registered by the Turkish Standards Institute, by obtaining the "TS EN ISO 10002 Customer Satisfaction Management System Certificate". Trying to meet the expectations and complaints of students with traditional methods is insufficient. For this reason, a system has been designed with the aim of continuous improvement with TS EN ISO 10002: 2018, which ensures that students' demands, complaints and expectations are resolved in an effective and efficient way and that these evaluations are made systematically. IGU has strengthened its quality as a result of evaluating student complaints and resolving them in a short time by saying "Now is Quality Time at IGU".



TS EN ISO 10002:2018 Customer Satisfaction Management System Certificate

6.2. ACTIVITIES

IGU has a student organization about sustainability called "Sustainable Production Club".

In addition, IGU organized and hosted a total of 25 events related to sustainability in 2021.



IGU
Sustainable
Production
Club



7. RESEARCH IMPACT

Although IGU is still a young university, it has entered the National and International rankings and has gained a place for itself. These are; THE, QS, Scimago, Webometrics, URAP, Greenmetrics. In this section, IGU's world-impact rankings and scientific study results are given.

7.1. UNIVERSITY WORLD IMPACT RANKINGS THE (TIMES HIGHER EDUCATION) IMPACT RANKINGS

THE Impact Rankings; evaluates all work related to the 17 Sustainability Principles within the scope of the UN Sustainable Development Goals.

[THE Impact Rankings](#)

Our University has maintained the 1st rank in Turkey, which we achieved in 2020, in the SDG 4 Quality Education category, in 2021 and 2022 as well.

According to the last ranking announced in 2022, IGU has been ranked in 6 categories. In overall rankings, it was in the range of 401-600 in the world and 13th in Turkey. In the SDG 4 Quality Education category; it was 16th in the world and 1st in Turkey. In the SDG 7 Affordable and Clean Energy category; while it is in the range of 101-200 in the world, it is in the 4th place in Turkey. In the SDG 3 Good Health & Well-Being category; it was in the range of 401-600 in the world and became 12th in Turkey. In the SDG 6 Clean Water and Sanitation category; while it was in the 301-400 range in the world, it was ranked 12th in Turkey. Finally, in the SDG 17 Partnerships for the Goals category; while it was in the range of 801-1000 in the world, ranked in the 24th place in Turkey.

Table 1. THE Impact Rankings

DATE	CATEGORY	WORLD	TURKEY
2022	OVERALL RANKING	401-600	13
2022	SDG 4 QUALITY EDUCATION	16	1
2022	SDG 7 AFFORDABLE AND CLEAN ENERGY	101-200	4
2022	SDG 3 GOOD HEALTH & WELL-BEING	401-600	12
2022	SDG 6 CLEAN WATER AND SANITATION	301-400	12
2022	SDG 17 PARTNERSHIPS FOR THE GOALS	801-1000	24



World Impact Ranking 2022
Quality Education - (SDG4)

16TH IN THE WORLD
1ST IN TURKEY



QS WORLD UNIVERSITY RANKINGS



In QS Top Universities Rankings, it ranked in the band of 301-350 in the overall ranking of 2022.

In QS 2021 rankings; while it was in the top 300 in the Emerging Europe and Central Asia Ranking (EECA), it was ranked 58th in the World in the International Academician category and in the top 100 in the Citations Per Article category.

[QS World University Rankings](#)

Table 2. QS Rankings

DATE	CATEGORY	WORLD
2022	QS QS WORLD UNIVERSITY RANKINGS	301-350



RUR (Round University Rankings)

RUR University Rankings makes a ranking in 4 main categories determined according to the performance of universities.

[Round University Rankings](#)

In 2022, it was ranked 936th in the World University Ranking category, 972th in the Teaching Learning category, 742th in the Research ranking category, 752nd in the International Diversity ranking, and 992th in the Financial Sustainability ranking.

Table 3. RUR University Rankings

DATE	CATEGORY	WORLD
2022	WORLD UNIVERSITY RANKING	936
2022	TEACHING LEARNING	972
2022	RESEARCH RANKING	742
2022	INTERNATIONAL DIVERSITY RANKING	752
2022	FINANCIAL SUSTAINABILITY	992

SCIMAGO WORLD RANKINGS

In the Scimago World Rankings; according to the data announced in 2022, it was 721st in the World and 59th in Turkey in the Overall Ranking category. In the Research ranking category; it was 413th in the world and 21st in Turkey. In the Innovation ranking category; it was 443rd in the world and 97th in Turkey. Finally, in the Social ranking category; while it ranked 248th in the world, it was in the 80th place in Turkey.

[Scimago World Rankings](#)

Table 4. Scimago World Rankings

DATE	CATEGORY	WORLD	TURKEY
2022	OVERALL RANKING	721	59
2022	RESEARCH RANKING	413	21
2022	INNOVATION RANKING	443	97
2022	SOCIAL RANKING	248	80



ISTANBUL
GELISIM
UNIVERSITY



SCIMAGO
INSTITUTIONS
RANKINGS

SCIMAGO 2022

IGU is among **the world's top 500 universities** in environmental sciences and engineering



In the research and innovation outputs

Environmental Sciences

16th in Turkey

58th among Middle East Universities

351st among OECD Universities



24th in Turkey

in Economics, econometrics and finance.



33rd in Turkey

in engineering





ISTANBUL
GELISIM
UNIVERSITY

Webometrics
RANKING WEB
OF UNIVERSITIES

Istanbul Gelisim University is on the rise in the Webometrics World University Rankings!

2542nd in the World, 68th among Turkish Universities

World Rankings:

1734th in the Openness (Transparency) Category

2174th in the Excellence Rankings

7680th in Impact (Visibility) Rankings

Continental Rankings:

837th in the rankings among European Universities

887th in the Asian Universities Rankings

213th in the Middle East Universities Rankings

1757th in the Eurasia Universities Rankings

WEBOMETRICS

In the World Ranking category made by Webometrics in 2022, which ranks universities according to their Web pages; IGU was ranked 3845th in the world and 124th in Turkey.

[Webometrics Rankings](#)

Table 5. Webometrics Rankings

DATE	CATEGORY	WORLD	TURKEY
2022	WORLD RANKING	3845	124

URAP Rankings

(University Ranking by Academic Academic Performance)

IGU was ranked 138th in 2021-2022 URAP rankings.

<https://newtr.urapcenter.org/>

Table 6. URAP Rankings

DATE	CATEGORY	RANKING
2021-2022	URAP TR RANKING	138

GREENMETRICS

IGU included in the "GreenMetric 2022" ranking for the first time was ranked 37th among universities in Turkey in the "Energy and Climate Change" category. Drawing attention with its important studies in the field of environmental sustainability, IGU has proven its success once again.

[Greenmetrics Rankings](#)

[IGU Greenmetric Success](#)

Table 7. Greenmetrics Rankings

Date	Rank in Turkey	Rank in World	Total Points	Installation and Infrastructure	Energy and Climate Change	Waste	Water	Mass Transport	Education and Research
2022	37	737	4700	790	1150	750	450	910	650

Istanbul Gelisim University, which is included in the "**GreenMetric 2022**" ranking for the first time, achieved success in the categories of campus and infrastructure, energy and climate change, waste, water resources, transportation, education and research.

The graphic consists of three overlapping green panels. The left panel features a white line-art icon of a university campus and the text: "In the 'GreenMetric 2022' Turkey ranking". The middle panel features a white icon of a graduation cap on a building and the text: "IGU ranked 65th among all universities". The right panel features a white icon of a wind turbine and the text: "37th in the 'Energy and Climate Change' category".

7.2. SCIENTIFIC STUDIES

The concept of "Sustainability", which is the main theme of IGU, is also the basic principle and the most important focus in research applications. For this reason, IGU evaluates its academic studies in line with the Sustainable Development Goals.

The distribution of 2022 publications according to sustainable development goals is presented in Figure-1. Accordingly, SDG 8 Decent Work and Economic Growth target with 97 publications ranks first, followed by SDG 13 Climate Action target with 78 publications and SDG 7 Affordable and Clean Energy target with 65 publications. 50.4% of the total publications made in 2022 are related to the UN Sustainable Development Goals.

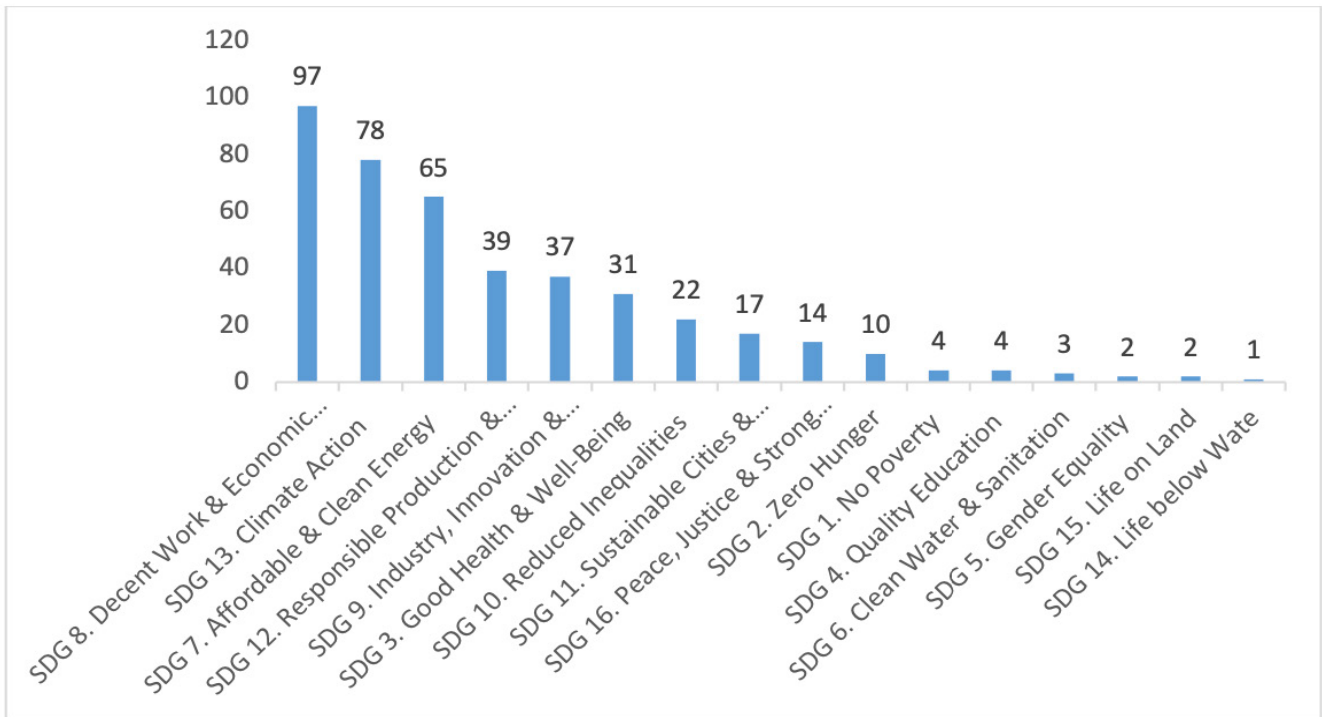


Figure 1. Distribution of IGU 2022 publications according to sustainable development goals



8. HUMAN RESOURCES

In IGU, with various policies and strategies, a human resources approach which is honest, fair, including solidarity and taking into account the elements such as ensuring adaptations to new technological changes, is dominant. The Ethical Employment Policy also provides a management framework and strategy based on the concepts of honesty, fair treatment, privacy, respect for individuals and solidarity at the institutional level. With the Flexible Working Policy, a similar strategy for adapting to global events and technological changes has been ensured, and sustainability of institutional flexibility and personnel productivity has been planned. Finally, with the Decent Work and Fair Wage Policy, the strategy of decent work and remuneration is tried to be implemented in the most efficient way, taking into account the basic values with a fair, transparent understanding that is measurable and balanced, based on performance targets, sustainable and encouraging success. In this section, information about IGU's employees, human resources policies and practices are explained.

8.1. ABOUT EMPLOYEES

Our most valuable stakeholders are our employees at IGU. We put our employees at the heart of both the "Sustainability Roadmap" and the "2021-2025 Strategy". In order to adapt to the future of work today, we focus on talent and culture management in all our works among the community; we act through the lens of equality, diversity and inclusion. We provide equal, fair and safe work environments that allow our employees to realize their potential in the best way possible.

A management approach based on respect and tolerance for the personalities of the employees is adopted at IGU, and it aims to protect and observe human rights and freedoms. Our University supports its employees to increase their efficiency and competencies, and to gain a sense of belonging to the institution and their job. At the same time, it has adopted as a principle that to fulfill their duties and obligations in accordance with today's technology age by providing trust and peace in the work environment and supporting their personal development.

Our Human Resources Policy aims to employ employees who aim for success in a mutually respectful manner and in an innovative and stable way, by developing in line with the targeted goals and strategies. Our aim is to increase the success of our University in terms of education and training, with its happy employees who embody the corporate culture and have high productivity,

job satisfaction and motivation.

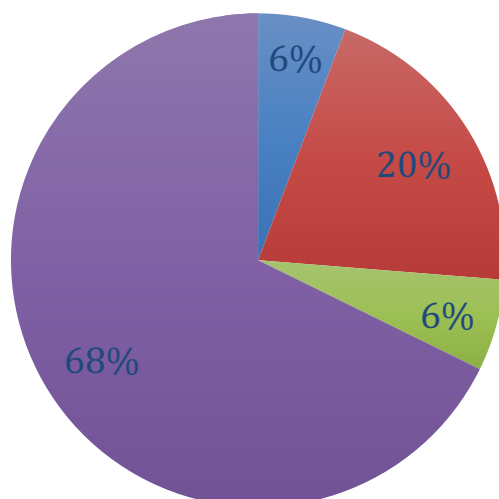
Our University has been founded on an approach to create and sustain a solution-oriented work environment as Human Resources (HR) with a sense of belonging, which is preferred by employees, effective, happy and peaceful, by supporting teamwork, entrepreneurship and creativity. Our institution adopts as a principle that to design, plan, develop, besides building corporate memory and corporate culture, with the participation of all employees at a level that will meet the needs and expectations of employees. In addition, it aims to evaluate all employees within a goal-based performance evaluation system, to reward success within this system, and to find methods and practices that will carry failures to success.

[HR Performance Management](#)

Throughout the history of the institution, Istanbul Gelisim University has always treated human rights with respect, as a part of its corporate culture, both in its best days and in the most difficult periods, turning the differences into an advantage by seeing it as richness and prioritizing the satisfaction of its employees. IGU, which never compromises on these principles, sees its achievements as one of the most important values that play a role in the success and sustainability of its employees, and considers the principle of valuing the employee as an integral part of its work structure.

At IGU, while 68% of all employees are academic staff, the remaining 20% is white-collar, 6% is blue-collar and 6% is white-collar academic.

DISTRIBUTION OF NUMBER OF EMPLOYEES



■ Blue Collar ■ White Collar ■ White-Collar Academic ■ Academic

In all Human Resources decisions, such as employment, promotion and similar at IGU; these are implemented by taking into consideration the competency criteria, regardless of race, national origin, religion, language, color, age, gender, sexual orientation, disability and other discrimination elements prohibited by applicable laws. The basic elements created in line with the goal of achieving the mission, vision and values of our University are explained in the "Human Resources Management Policy".

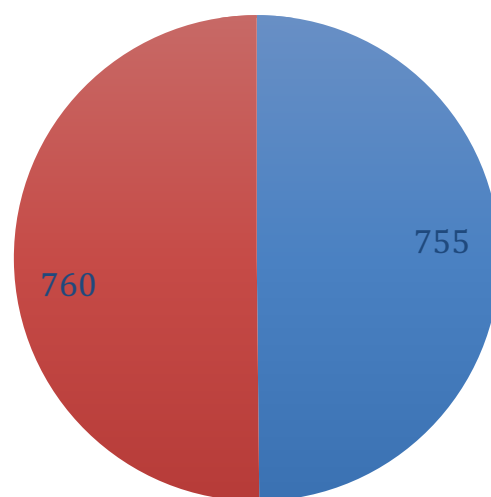
NUMBER OF EMPLOYEES BY GENDER

IGU considers male and female employees of all ages as a different value for a sustainable work organization and creates productive action areas from this point of view.

As IGU, we give importance to inclusion and diversity in the work environment. At our University, we implement practices that encourage women, young people and people with disabilities to participate in business life effectively, and we provide equal opportunities at all levels.

As IGU, we believe that we derive our strength from qualified employees having different characteristics and competencies.

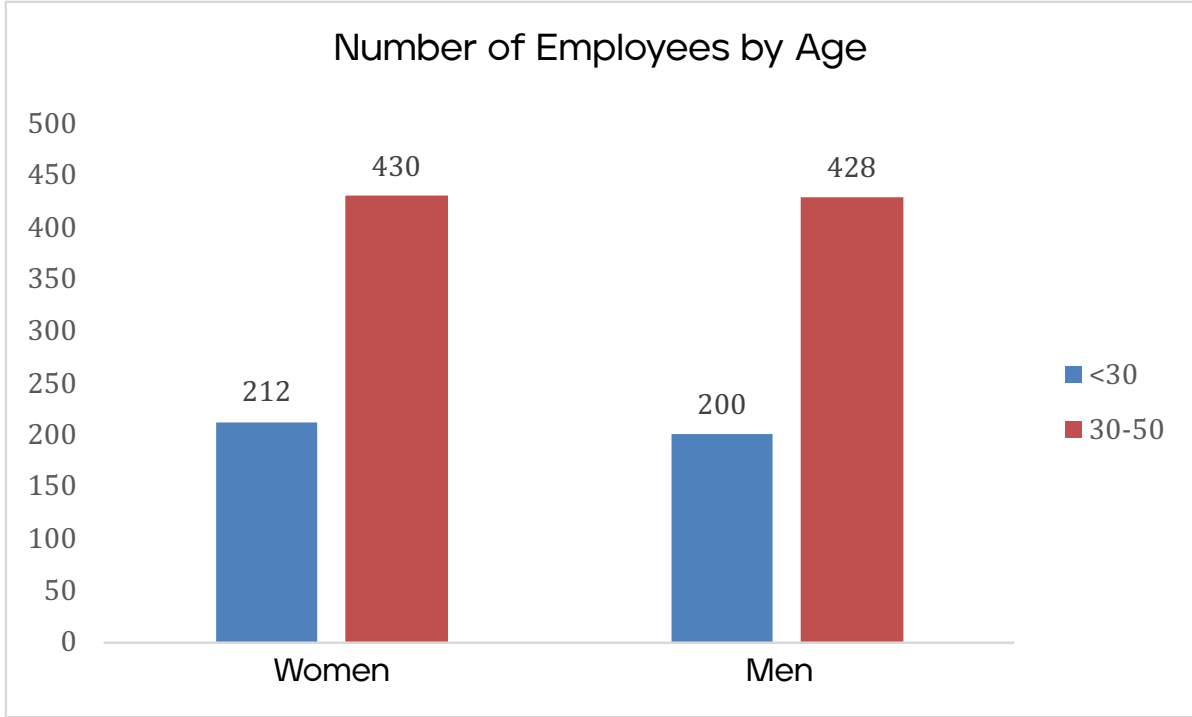
There are 760 female and 755 male employees in total at IGU. In addition, 61% of our 49% female employees work as managers. We encourage employees to take a role in terms of responsibilities in their home and family life regardless of their gender, and we particularly facilitate return of women to work after maternity leave.



■ Women ■ Men

NUMBER OF EMPLOYEES BY AGE

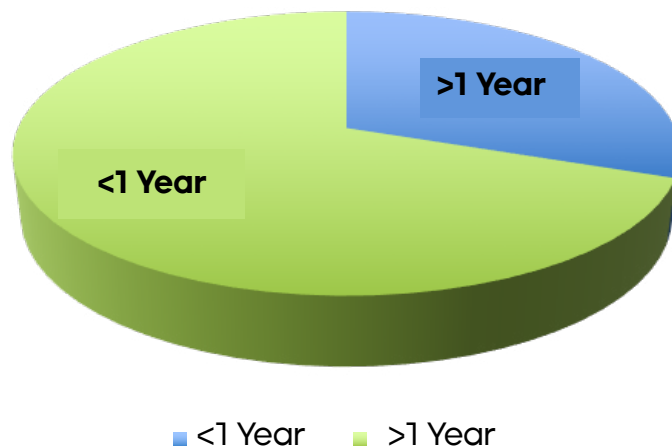
IGU has many employees from different age groups. IGU considers employees of all ages as a different value for a sustainable work organization and creates efficient action areas from this point of view. At this point, while the number of employees at the age of <30 is 212 for women and 200 for men, the number of employees between the ages of 30-50 is 430 for women and 428 for men.



NUMBER OF EMPLOYEES BY DURATION OF EMPLOYMENT

The working conditions of each person employed in our university are secured by a contract and the contracts are made according to the labor law in accordance with the legal regulations in Turkey. Each new recruited employee starts the job by signing a one-year fixed-term contract in the first year of employment. The contract of an employee who has completed the first working year is converted into an indefinite-term contract as of the second working year, and the working periods are continued in accordance with the provisions of the labor law numbered 4857.

Thanks to the fair, egalitarian and cosmopolitan management approach implemented at IGU, employee turnover is low, but currently 69% of the employees have been working at IGU for more than 1 year.



8.1.1. OUR SUSTAINABLE HUMAN RESOURCES POLICY

As IGU HR, we adopt as a strategic goal to contribute to corporate sustainable success as a strategic business partner and to be a transformation ambassador by reflecting current trends to the organization.

Sustainable HR Policy

To reach the best potential employee group in line with the strategic goal we have adopted, to support y offering our employees the most contemporary practices and innovations.

8.1.2. HUMAN RESOURCES MANAGEMENT AMONG GLOBAL GOALS WITHIN THE SCOPE OF SUSTAINABILITY



8.1.3. HUMAN RESOURCE MANAGEMENT IN THE FRAMEWORK OF SUSTAINABILITY

The human factor, which is critical for businesses to gain competitive edge, is one of the unique factors that can ensure that sustainability, which is an indispensable concept for businesses, is included in the business policies. One of the important roles in the sustainability of this resource and ensuring sustainability in our University belongs to human resources. In this context, our University sensitively approaches the duties and responsibilities of HR Management for the importance of sustainable HR and the implementation of HR functions within the framework of sustainability.

Throughout the history of the institution, Istanbul Gelisim University has always treated human rights with respect, as a part of its corporate culture, both in its best days and in the most difficult periods, turning the differences into an advantage by seeing it as richness and prioritizing the satisfaction of its employees. IGU, which never compromises on these principles, sees its achievements as one of the most important values that play a role in the success and sustainability of its employees, and considers the principle of valuing the employee as an integral part of its work structure.

Sustaining a decent and safe work environment is a priority at IGU. For ensuring the employees to work in a comfortable, peaceful and happy environment in accordance with the conditions of the education sector in which they operate, some services are provided such as large-capacity work areas, green area capacity per capita, fitness and sports areas, social areas with various activity opportunities, wireless internet in all working and accommodation areas.

8.1.4. EMPLOYEE RIGHTS AND EMPLOYEE SATISFACTION

In line with the approach of "Observing employee rights and tracking employee satisfaction", which is one of the foundations of the Sustainability Strategy, an "Employee Engagement and Satisfaction Survey" is conducted every year by our University, in a way to cover all its employees. By this way, the organizational studies related to the development of the academic and administrative staff of our University are followed through the Academic and Administrative Managers. Relevant requests are received, evaluated and the final report is followed up.

According to the results of the "Employee Evaluation Survey" conducted in the last quarter of 2021; IGU academic staff thinks that senior management is accessible by 82%, while administrative managers think that senior management is accessible by 86%. In addition, the academic staff gave the highest score with a satisfaction level of 76% to the question that senior management supports innovative thinking and behavior.

In the question group of satisfaction with the work environment and conditions, the option "My superior is accessible." received the highest score with 90%.

In addition, IGU is committed to support the best practice for maternity that recognizes the value of reaching a gender-diverse workforce, retaining and promoting female talent. In this context, it has published its "Maternity Policy". The purpose of the Maternity Policy is to provide our employees with the opportunity to integrate career development with family responsibilities. This policy sets out the maternity provisions to which our employees are entitled before and after the birth of their children. These maternity provisions comply with the relevant laws (Article 4, Labor Law dated 22/5/2003 and numbered 4857, Regulation on Working Conditions of Pregnant or Nursing Women, Nursing Rooms and Child Care Dormitories, Official Gazette Date: 16.08.2013, Official Gazette No: 28737). The policy applies to all staff employed by the University. Maternity provisions refer to the leave periods and salaries employees may be entitled to, their right to continue working with the University after the leave period. All employees, regardless of hours of work or service, have the right not to be harmed by pregnancy or childbirth, and to request a written explanation of the reasons for dismissal in case of dismissal during pregnancy. There is no distinction between live and still births (24 weeks and above) in granting maternity leave.



8.1.5. EMPLOYEE TRAINING AND DEVELOPMENT

We know that our human resources are one of the most important factors backing our success and we are constantly improving this. We prioritize supporting the development of Group employees. We try to increase the knowledge, skills and competencies of our employees by organizing various training and development programs and updating existing programs according to needs.

At our University; we focus on the development of all employees, regardless of unit, blue collar, white collar and subcontractor. We implement development programs designed by experts in their fields. We care about keeping our employees up-to-date on business ethics as well as the development of their skills and performance. Within the scope of the IGU Employee Guidelines, which is a pathfinder for employees, we provide "Orientation" trainings to every new employee in the community, including part-time and contract employees. We provide regular refresher trainings every year to keep current employees' knowledge up to date and raise their awareness.

A total of 11,136 people attended the trainings held in 2021. Furthermore, it was determined that these trainings totaled 2010 hours. These trainings are grouped under some subtitles such as orientation, in-service training, knowledge and skill development, personal development and various qualification development trainings.

For improving the professional competencies, process awareness, technical knowledge, leadership and management skills of the employees; trainings are organized in 3 main categories: management training, technical training and social skills training. The educational content in the plan is produced and delivered by the rich and competent academic staff of our University, in cooperation with the Continuing Education Center (SEM).

During the COVID-19 pandemic, in-class trainings planned to be given in 2020 continued to be held in video training format. After all trainings, a "Training Evaluation Questionnaire" is sent to the participants and their satisfaction and training feedbacks are recorded.

Training videos are added to the LMS video-training platform created by IGU in order to be stored in a sustainable and easily accessible way for our employees, and are made available to our employees.



[LMS Training Platform](#)

In 2022, a "Training Needs Survey" was held with the participation of all company employees in order to determine the needs and priorities for the trainings to be organized by HR, to contribute to the personal and professional development of the employees, and to support the improvement of both individual and institutional performance.

While determining the 2022 Education Plan; the results of the training needs surveys, additional training requests from the unit managers, the results of the employee competency evaluation, the results of the training evaluation surveys and the annual analyzes and evaluations carried out by HR were taken into consideration and the training programs were planned accordingly.

SUPPORTING THE PHYSICAL AND MENTAL HEALTH OF OUR EMPLOYEES

IGU has enriched and continues to enrich the employee support programs that all its employees and their families can benefit from, with additional physical, mental and spiritual support packages. Within the scope of these packages; there are options such as anxiety and stress management, parent-child relationship support, sports-fitness-dietician support, besides psychologist and guidance sessions for its employees. It focuses on ensuring the satisfaction and well-being of its employees with many variance in both sustainability and health and safety dimensions. There is a "Psychological Counseling Unit" in our University where our academic and administrative staff can receive guidance services and be supported mentally. The Psychological Counseling Unit acts in accordance with the principle of confidentiality and acts in accordance with patient ethics by protecting the psychologist-client privacy.

[IGU Psychological Counseling and Guidance Unit](#)

Our fitness-sports area, located in and within the scope of organization of IGU Physical Education and Sports Vocational School, has been made available to our employees with accompanying expert trainers. For providing health services in all blocks within the campus area of our University, the infirmary and the Occupational Physician and Occupational Nurses, who are experts in their fields, provide high-level health services to our employees. Employees are subjected to periodic health check-ups on an annual basis. Necessary information is given to employees who are considered as in need of health service support. Contracts are made with competent health institutions for the health services of employees. Announcements related to the subject are shared regularly. Health examination results are duly stored and followed up in order to be renewed every year.

COVID-19 PRACTICES

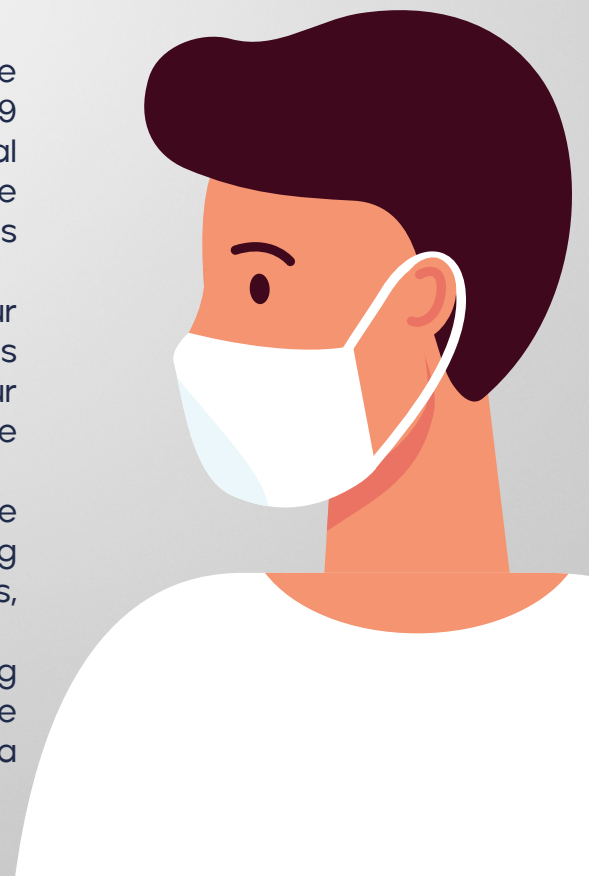
We have been closely following the developments in the world and in our country since the beginning of the COVID-19 epidemic period. In this period that the importance of global fight and cooperation was understood, we determined the roadmap of our University and completed our transformations in all processes.

In this context, we carried out vaccination follow-ups of our employees by the health personnel of our University in this period. We ensured that COVID-19 vaccines were made in our institution and that our employees could access the vaccine quickly and easily.

We have carried out many efforts, from providing accurate and timely information about the developments regarding the epidemic, to the transformation of workplace conditions, to the implementation of appropriate working models.

We have activated our remote working, flexible working and periodic working practices. At the same time, we have revised our entire digital infrastructure in this direction in a future-oriented way.

[LMS Training Platform](#)



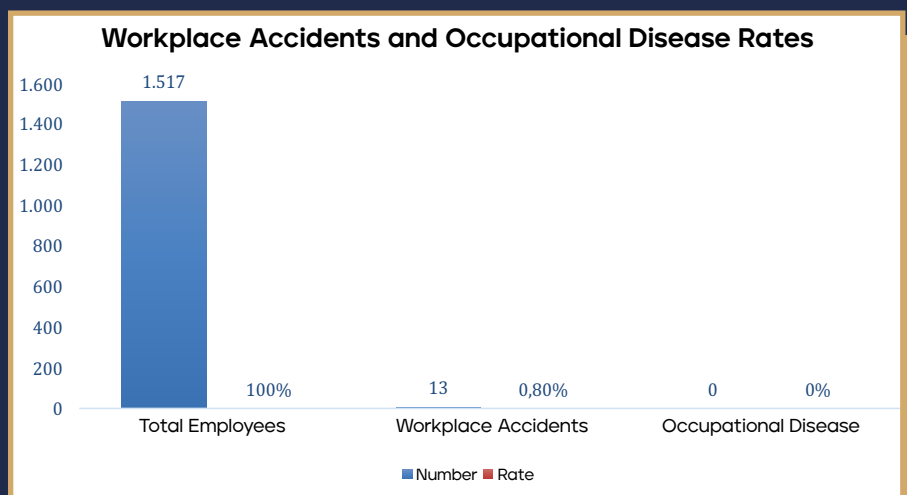
8.2. OCCUPATIONAL HEALTH AND SAFETY

It has become a corporate culture to protect the health and safety of all personnel in their work and to provide the necessary conditions for them. In the formation of this culture, a high level of importance has been attached to the realization of the steps taken on the basis of the University, in accordance with the legal regulations and open to innovations. In addition, all employees are provided with training on employee health and safety when they start their job, and their training is refreshed in the fall and spring terms every year throughout their employment term. Similarly, "Occupational Health and Safety" trainings are provided to the students who receive training within the scope of internship and professional practices. While ensuring the health and safety of everyone, it works in accordance with international standards, and this is declared with the certificates we have. In this context, within the scope of Occupational Health and Safety trainings carried out in coordination of "Human Resources Department", "Distance Education Application and Research Center" and "Continuing Education Center", a total of 12,136 hours of OHS training was provided to employees in 2021. According to 2021 data, the average number of employees is over 1500, and according to these figures, our occupational accident rate is 0.8%. Again in the same year, the number of cases of occupational disease is zero. In addition, there are 3 graduate programs on Occupational Health and Safety in IGU, which has an awareness of the importance of the subject.



[Regulation on Occupational Health and Safety Services](#)

[Graduate Programs](#)



9. REDUCING ENVIRONMENTAL IMPACT

As a higher education institution, IGU's main policy is to establish and maintain an education system that enables the acquisition of the knowledge and skills needed to ensure dissemination of perceptions, values, attitudes and behaviors towards the concept of sustainability in this transformation process that societies are in for a sustainable world.

[IGU Education Policy](#)



As a scientific medium, IGU has built its national and international research on sustainability policy and strategies. Our university, which focuses on the concept of sustainability especially in the social, economic and environmental context, pay attention to design and conduct its research in this context and encourages its researchers in this direction.

[IGU Education for Sustainability Policy](#)

[IGU Sustainability Research Policy](#)

IGU adopts as a basic principle to act sensitively in terms of efficient use of resources in order to make positive contribution to both its city and society. This section describes the policies and strategies implemented by IGU in response to environment, water and waste management, and energy pollution and climate change, as well as other reducing environmental impact policies, objectives and strategies.

[IGU Renovation and Sustainable Resources Policy](#)

9.1. ENVIRONMENTAL MANAGEMENT

As an institution that attaches importance to environmental values, IGU aims to protect the environment in line with sustainable principles, carrying out educational activities with the "Environmental Policy", valuing the environment in all its activities and processes. At the same time, it aims to leave a livable world to the future generations by contributing to minimizing the damage to soil, water and air as a result of reducing the use of natural resources.

IGU carries out the environmental impacts arising from both educational and administrative activities within the framework of the environmental management system in accordance with the "ISO 14001:2015 Environmental Management Standard" in cooperation with the OHS, Procurement, Construction Works, Quality Coordination Unit, Support Services, and Laboratories Coordination Unit. IGU, where integrated management systems are operated, has become a part of TS EN ISO 27001:2013 and started working on TS EN ISO 9001:2015, TS EN ISO 14001:2015, TS EN ISO 45001:2018, and the related processes are continuing.

The processes within the scope of management systems, both the existing and the ones under construction, are subject to audits and reported. Necessary corrective and remedial actions are carried out by submitting the reports to the relevant units.

Within the scope of TS EN ISO 14001:2015 "Environmental Management System", the "Environmental Management System" Awareness Questionnaire" was applied in order to raise awareness of all academic and administrative staff about the deficiencies they see at the university, their suggestions on this subject, the training they have received, what they do for the environment, how they separate waste at its source. As a result of the survey, the contact information of all personnel who want to participate in the "Environmental Management System" studies of the university was obtained, and it was aimed to improve the system with a stronger team in all studies that are being carried out or to be carried out.

[IGU Environmental Policy](#)



9.2. WATER MANAGEMENT

In our country, which is located in the semi-arid climate zone, the effects of climate change, the increase in the consumption of resources and the pressures on water resources as a result of human activities are increasing day by day. Clean and accessible water resources are extremely important for the conduct of human activities, and it is our duty and responsibility to transfer these resources to future generations. Unconscious and unnecessary use is the biggest reason for water scarcity. Our water management plan includes ergonomics and savings studies for the daily water consumption required by our University, landscape irrigation and water consumption for humanitarian purposes.

[Istanbul Gelisim University Water Management Policy](#)

Being aware of its responsibility by being located in a metropolitan city like Istanbul, IGU strives to contribute with sustainable water management practices in order to use the water efficiently in our country, to protect water resources and to minimize the destruction of the aquatic ecosystem with the policies it has determined and implemented.

Table 8. IGU Building Information

CAMPUS NAME	BUILDING NAME	CLOSED AREA (m ²)	Construction Year
A BLOCK	RECTORATE	39114	1997
B BLOCK	FHS	11755	1996
C BLOCK	VSHS	10445	1996
D BLOCK	FEA	12353	1991
E BLOCK	FFA	9836	1991
F BLOCK	SFL	8285	1995
G BLOCK	IGVS	29536	1998
K BLOCK	TOWER	91054	1999
TOTAL	8 BLOK	212.378 m²	

WATER SUPPLY AND CONSUMPTION

The water supply at the IGU campuses is provided through the city mains water and from natural sources. Mains water is mostly used in wet areas in buildings and campuses. The natural water is used to irrigate the green area.

Information on the amount of clean water consumption of our University is given in Table 9.

Table 9. Clean water consumption quantity by years

Year	m ³
2018	36.045
2019	39.767
2020	26.088,1
2021	49.632,1

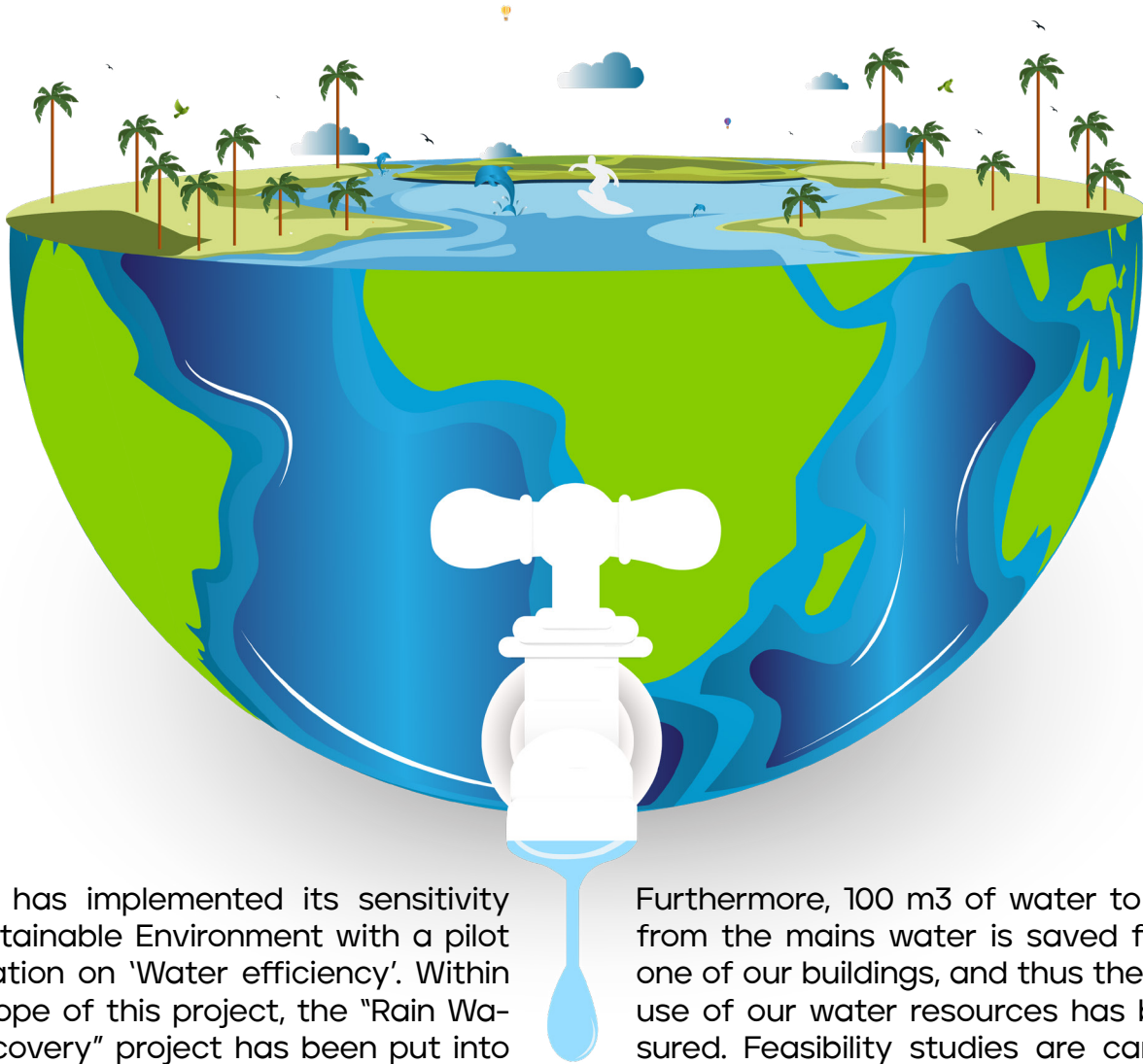
The information on the ratio of consumed water/number of users, based on these values together with the data we received from water distribution companies, is as given in Table 10.

Table 10. Consumed Water/Number of Users Ratio by Years

Year	Consumed Water/Number of Users Ratio
2018	1,836 m ³
2019	1,545 m ³
2020	0.844 m ³
2021	1,476 m ³

In line with the results, it is seen that there is a decrease in unit rate.

EFFORTS TO SAVE WATER



IGU has implemented its sensitivity on Sustainable Environment with a pilot application on 'Water efficiency'. Within the scope of this project, the "Rain Water Recovery" project has been put into practice. The water needs of the landscaping areas in the campus area have been tried to be met with the water collected from the rain gutters and accumulated in the warehouse located in the IGU D block. As a result of this, an annual water saving of 100 m³ has been achieved. This application can easily become widespread throughout the country due to its minimum energy consumption and simple system requirements. The most important feature of the system is its ease of application and sustainability. One of the biggest problems of our age, water scarcity is an issue that requires sensitivity for awareness. The studies carried out for this purpose should primarily be exemplary in terms of finding a response in the society, being applicable and sustainable. This study contributed to raising awareness about water saving. Furthermore, 100 m³ of water to be used

Furthermore, 100 m³ of water to be used from the mains water is saved from only one of our buildings, and thus the efficient use of our water resources has been ensured. Feasibility studies are carried out in order to conduct this practice in our other buildings in line with the recovery from it. In our university, which has buildings at 8 different points, water saving of 1,000 m³ is expected annually when this project will be realized. Our University contributes to raising awareness on water saving, both by sharing its studies on these issues with internal and external stakeholders, and with a practical example.

The rain water and drainage water of our university that are not used in irrigation are given to the rainwater collection channels. Waste water generated in our buildings is collected through sewerage and recycled in waste water treatment plants. One of the most effective methods of reducing air pollution is to increase the number of plants that consume plenty of carbon dioxide (CO₂) and produce plenty of oxygen.

Increasing green spaces, which are of vital importance in the fight against climate change, has many important functions such as eliminating "heat islands" by reducing temperature and pollutants, and reducing CO₂ in the atmosphere. Green areas are the source of healthy life for all living things, including humans. Our University has 85.000 m² open area. Landscaping of these areas is structured with drought-resistant and less water-consuming plants. Most of the trees in question have been selected from the trees that have high CO₂ consumption and that clean the air best. As a result, carbon emissions have been reduced. Drip irrigation system is used to transform the water consumption in the green areas of our university into a more efficient form. In the green field studies carried out on our campuses, xeric plants suitable for the campus ecosystem are selected.

- One of the places where the most water is consumed in our University is the toilets. The water consumption used in toilet flushes corresponds to approximately 25-30% of the general consumption. In order to reduce the consumption here, double flush system and low flush toilets are used in our University.
- In order to reduce the water consumption in the washbasins, faucets with sensors and aerators are used and there are warning labels in these areas.
- In IGU's opinion, the consumption should be monitored with smart water meters and monitoring systems in order to reduce building water consumption as well as green space water consumption, which comprise important part of water consumption. Our University is also planning studies for the use of gray water and the recycling of waste water.
- In order to minimize unnecessary and long-term water consumption in washbasins, photocell faucets and spouts have been used.

- IGU is aware that sustainability in campuses is possible through inspection and follow-up. For this reason, follow-up charts and forms have been prepared in order to reduce in-house water consumption and prevent losses. These forms are filled out in detail and possible losses are prevented.

IMPLEMENTATION PLANS DECIDED TO INCREASE WATER EFFICIENCY

In order to increase water efficiency, our University has taken a number of implementation decisions in order to show the necessary sensitivity to water efficiency in our new or converted buildings.

With this adopted principle, various studies are planned for the transformation into environmentally friendly and green buildings.

- * It is planned to investigate and implement the applications of many saving measures at the planning stage.

- * In our new buildings, utility and drinking water plumbing will be separated, and it is planned to reduce the costs of utility water in this way.

- * It is planned to build the waste water lines as two separate lines as black and gray water lines and to connect washbasins and showers to the gray water line. Thanks to the gray water recycling systems, it is aimed to provide a great deal of savings by providing much cheaper treatment.

- * It is planned to prefer thermostatic batteries and valves suitable for automation instead of manual products as plumbing material.

- * Infrastructure works are planned to collect and use rain water.

- * It is planned to prefer environmentally friendly, green products.

- * It is planned to prefer dry production technologies, systems and processes that will consume less water or operate completely without water in the facilities.

- * It is planned to concentrate on afforestation studies of the campus area.

- * It is planned to use technologies (process optimization, waste recovery, renewable energy, etc.) that aim to prevent pollution at its source and reduce resource consumption.

- * It is planned to use environmentally friendly products (bioplastics, water-based paints, etc.) that pollute and consume the resources less.

- * Pollution management - end-of-pipe measures (purification, dust trap filter, waste storage, etc.) are planned to be taken.

- * It is planned to use closed-loop systems and cooling towers in cooling, to minimize tower blowdowns and to increase the attention paid to their recovery.

- * It is planned to focus on improvement studies of steam systems in heating, besides steam recovery, preference of heat exchangers, and minimization of boiler blowdowns.

- * It is planned to increase the automation rate in water systems and lines.

IGU, together with its senior management, administrative and academic staff, has taken the sustainability as basis in terms of water efficiency. It has spread its action plans for water saving throughout the university and has taken decisive steps in this sense. With these principles and studies that our university has taken as basis, it is aware that our resources are entrusted to us by future generations. It fulfills its duties with this awareness it has adopted.

9.3. ENERGY POLLUTION AND CLIMATE

Heading towards to environmentally friendly and renewable energy sources and managing energy consumption correctly is important in terms of building a sustainable future, while increasing the quality of life lived today. The irresponsible use of energy, especially energy sources that cause the emissions of greenhouse gases and toxic gases, clearly endanger the future of our world. In order not to consume energy resources of future generations today, it is an important duty and responsibility to head towards to environmentally friendly and renewable energy sources and to minimize energy consumption.

In line with the goal of a sustainable future, IGU plans to create a continuous roadmap to ensure the effective use of energy and to minimize the damage to the environment within the scope of the UN Sustainability Goals. In this context, the objectives of IGU are; to ensure the improvement of energy performance in all administrative and social campus areas, to create areas that are respectful to nature and the environment that solve environmental problems, and to ensure the sustainability of these areas.

ENERGY MANAGEMENT ACTION PLAN

IGU has established its energy management activities on five pillars in accordance with the TS EN ISO 50001:2018 "Energy Management System Standard". This standard will ensure qualified progress in energy efficiency, effective energy use and energy saving. This practice will reduce greenhouse gases, energy costs and other environmental problems and will lead to systematic energy management.

These five pillars are listed as follows:

- Participation
- Reporting
- Planning-Organization
- Application
- Control and Quality Tracking

Participation: IGU should receive support from senior management for the "Energy Management Policy" to be applicable. Reports related to these issues and budget studies should be presented to the university management. Benefits to be obtained through studies that will save money in the short term and low-cost investments should be conveyed to the management.

Reporting: For the planning to be functional, past, current and future energy uses should be reported. The reports should indicate where the energy consumption is made and the usage in certain periods should be explained. As a result of the report, it will be easier to get an idea about in which areas saving is possible.

Planning-Organization: An "Energy Management Team" should be established within the university. The established team should report the existing structures and living spaces in the campus area. Energy consumption in buildings should be examined together with their reasons, energy saving projects should be developed for these buildings and the project should be detailed down to subheadings. In addition, certain standards should be established and existing buildings should be transformed into structures having high energy efficiency and respecting the nature.

Application: Participation by stakeholders is essential for the efficient implementation of energy management. In order to increase the sensitivity on this matter, the subject should be supported with simple visual and written posters, added to the curriculum as an elective course, program outputs should be conveyed to the stakeholders and the results should be shared periodically for encouragement.

Control and Quality Tracking: Implementation of a measurement strategy in energy management is one of the basic principles. The control, which will support the reduction of energy consumption, will prove progress. These data, which will be supported by a follow-up chart, will support the studies on the sustainability of "Energy Management Quality Control"

ENERGY AND CARBON MANAGEMENT PLAN

IGU, by regularly reporting outputs related to energy efficiency and carbon reduction, provides program outputs and performance progress at the disposal of stakeholders.

By following the TS EN ISO 50001:2018 "Energy Management System Standard", IGU has revealed the energy management plan that can create the systems and processes necessary for the improvement of the energy performance of the institution, including its energy efficiency, use and consumption. This standard aims to reduce greenhouse gas emissions and other environmental impacts and energy costs.

In setting out the "IGU Energy and Carbon Management Plan", the following principles have been followed:

- The management plan should be global and inclusive, and its effects on our near future should be considered.
- Sustainability should always be taken into account when evaluating solutions and options.
- It should be economical and feasible.
- Innovation and rational solutions should be produced.
- IGU implements its plans in addition to making short and long-term plans within the scope of the relevant subject.

Energy Saving Measures

IGU has taken various measures in all its structures to ensure an active energy saving.

Heating and Cooling

IGU mainly supplies its heating need with natural gas. According to the World Health Organization (WHO) standards, the ideal room temperature is between 19 and 22 °C. Thermostats are placed at certain points of our university. The energy is saved by keeping ideal temperatures constant by means of thermostats. In case of 1 °C change, it corresponds to energy consumption between 8% and 10%. For this reason, energy saving is achieved by keeping the ambient temperature constant.

In the summer season, central ventilation systems and air conditioners are used.

Winter Season

In the winter season, the temperature is tried to be kept constant at 19 °C. Providing the thermostats in the classrooms function properly, students and academic staff balance the temperature in case the temperature rises.

Showing the necessary sensitivity that the doors of the classroom and common areas are closed,

In the offices, to position the staff desks in places receiving sunlight,

In offices suitable for common use, the measures such as staff working together are taken.

Summer Season

In the summer season, taking and announcing measures to close the doors and windows in the rooms and offices that are cooled and to prevent the cooled air from escaping, Ensuring that electrical devices are turned off or in sleep mode when they are not in use,

The measures such as putting them into sleep mode especially when computers are not used are taken.

Heating & Cooling Out of Working Hours

If heating and cooling is required outside of working hours, energy savings are achieved by gathering students and staff in a single building or hall (such as a library).

Comfort

If the environment is outside the appropriate temperature standards, energy managers are contacted and the malfunction is resolved.

Occupational Safety

Care is taken to use electrical devices carefully in offices and common uses. If electrical devices are to be used, A class energy efficient and CE certified devices are preferred.

OUR PRACTICES REDUCING ENERGY CONSUMPTION



LIGHTING AUTOMATION

Lighting automation is the basic component of smart buildings. An effective lighting automation provides significant energy savings. Solutions that prevent unnecessary use of energy are offered with various methods. According to the research, 20% of the electricity consumption of a building is the energy consumed by the lighting systems. Thanks to the lighting solutions offered with efficient LED luminaires and lighting controls, energy savings of up to 75% can be achieved.

In our IGU Tower campus, the control of our lighting system is provided by automation. The control mechanism, built as four circuits for each floor, also offers the opportunity to open or close all of them at once or only half of it. Through control and monitoring via the screen, energy consumption caused by user carelessness is prevented.



Visual 1. Lighting Automation

SENSORS

With the development of technology, lighting has become controllable and traceable in every site area. Today, it is possible to stop wasting energy by making very low-cost investments. If the lighting is made more than necessary at a place and time that is not needed, it will waste energy, and if it is done less than necessary when and where it is needed, it will create discomfort in the best case. In the worst case, it may cause situations that endanger human life. For these reasons, sensors are of great importance. The sensors ensuring lighting control are built on the following foundations:

- Occupancy control
- Time dependent control
- Daylight dependent control
- Hybrid (depending on occupancy, time and daylight) control

In all campuses of IGU, time and occupancy sensors are used and unnecessary energy consumption is prevented. Our time sensors are actively used in all of our environmental lighting. By revising the sensor timer at certain intervals, it is ensured that the environmental lighting is activated when it gets dark and deactivated when the sun rises. So, unnecessary consumption that may occur from human control has been eliminated. Our occupancy sensors are often used in hallways and toilets. It turns on when it is in use and turns off when it is not.



Visual 2. Timer



Visual 3. Motion Sensor

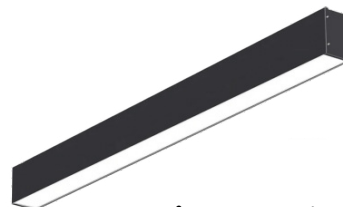
LED LIGHTS

Although LED is one of the newest lighting technologies, it is a type of lighting that has been used for a long time. The most important advantage of LED lighting compared to other lighting is that it consumes low energy and is economical. LED lighting products consume 80% less energy than filament bulbs and 50% less energy than energy saver bulbs. In addition, CO2 emissions of LED technology is very low and is environmentally friendly. When their life-cycle is over, they do not harm the nature.

LED lighting is preferred in most of the campuses of IGU. In addition, LED lighting is always preferred in all new areas to be operational. The old lightings are replaced with LED lightings in line with a certain plan. 350 pieces of 60x60 LED panels and 650 pieces of linear lighting fixtures were preferred in the campuses that became operational in the last 1 year.



Visual 4. 60x60 LED Panel



Visual 5. Linear Light

SOLAR LIGHTS

Some of the environmental lighting in our university is solar lighting. It provides illumination at night without any energy consumption by being charged during the day. Our aim is to provision of all our environmental lighting with solar lighting over time.



Visual 6. Solar Light

SOLAR STREET LIGHTING WITH SOLAR ENERGY AND WIND TURBINE



Visual 7. Solar Street Lighting with Solar Energy and Wind Turbine

The prototype of the lighting developed by our IGU Faculty of Engineering and Architecture students has been installed in the faculty garden. If efficient results are obtained as a result of the energy efficiency studies to be carried out, the number of these lights will be increased. Our priority in energy is to become a university that produces some of its own needs.

OUR PLANS TO REDUCE ENERGY CONSUMPTION

1. One of our primary goals is to end use of fluorescent lamps in our campuses completely. It is planned to replace the fluorescent lamps used with longer-lasting and less energy-consuming LED lighting. As a result of the planned study, it will be ensured that less cost and higher illumination level will be achieved by reducing the number besides consumption reduction.
2. For reducing electricity consumption, an agreement has been reached with an authorized institution. Studies should be carried out in line with the report prepared by the institution.
3. It is planned to convert the surrounding lighting to solar LED projectors and to control them with timers or light sensors. With these planned changes, excessive energy consumption will be prevented.
4. It is planned to control heating/cooling systems with DDC systems. In line with the plan, human control will be reduced and systems will be used more efficiently.
5. There are many electric heaters in offices other than central heating. Planning to reduce these heaters and efforts to make the central heating system work more efficiently are being made.
6. It is planned to increase the studies on the use of renewable energy (wind and solar energy) and to bring the university to a level that it produces some of the energy consumed by its own.
7. In the procurement processes of new devices to be used in the campuses, studies are carried out on purchase specifications for prioritizing energy saving in the selection criteria.
8. It is planned to revise the compensation panels used in order to prevent the losses affecting the total energy consumption, in order to increase the efficiency.
9. It is planned to reduce the use of room air conditioners used in the closed areas of the campuses.
10. Negotiations should be continued to sign a contract with the electricity distribution company for consultancy and unit price reduction within the scope of savings.
11. The use of various tea, coffee machines, etc. in personnel offices affect energy use in the rise end. In order to reduce energy use, it is planned to create common kitchen areas in the campuses. Effort for supplying high energy saving and environmentally friendly devices to such areas are carried out.
12. Training activities are planned for all personnel on energy efficiency within the framework of a certain periodic calendar throughout the year.
13. It is planned to take awareness-raising measures for reducing consumption through warning signs and banners.

OUR PRACTICES TO REDUCE CARBON EMISSIONS

As IGU, one of our priorities is to save energy and reduce carbon emissions that harm the environment. Our use of automation and LED lighting serves our purpose indirectly by reducing energy consumption. In addition, IGU organizes trainings to raise awareness of its students and staff on carbon emissions. In line with the aim of reducing the carbon footprint, efforts are planned to provide savings in water, electricity, heating and transportation. Studies are carried out to ensure that the products supplied in the relevant purchasing processes are environmentally friendly, energy-saving and have low carbon emissions. By producing projects for the reuse of rain water and gray water, the studies aiming savings and raising awareness are conducted. In addition, engine oil, engine filters, air filters and oil filters are changed every 6 months in order to reduce the fuel consumption of generators as well as to minimize carbon emissions.



Apart from the maintenance, regular checks are made every month. As a result of the improvements made, we also reduce the fuel to be spent during blackout, thus reducing the carbon emissions.

[IGU Carbon Emissions and Nature Conservation Policy](#)



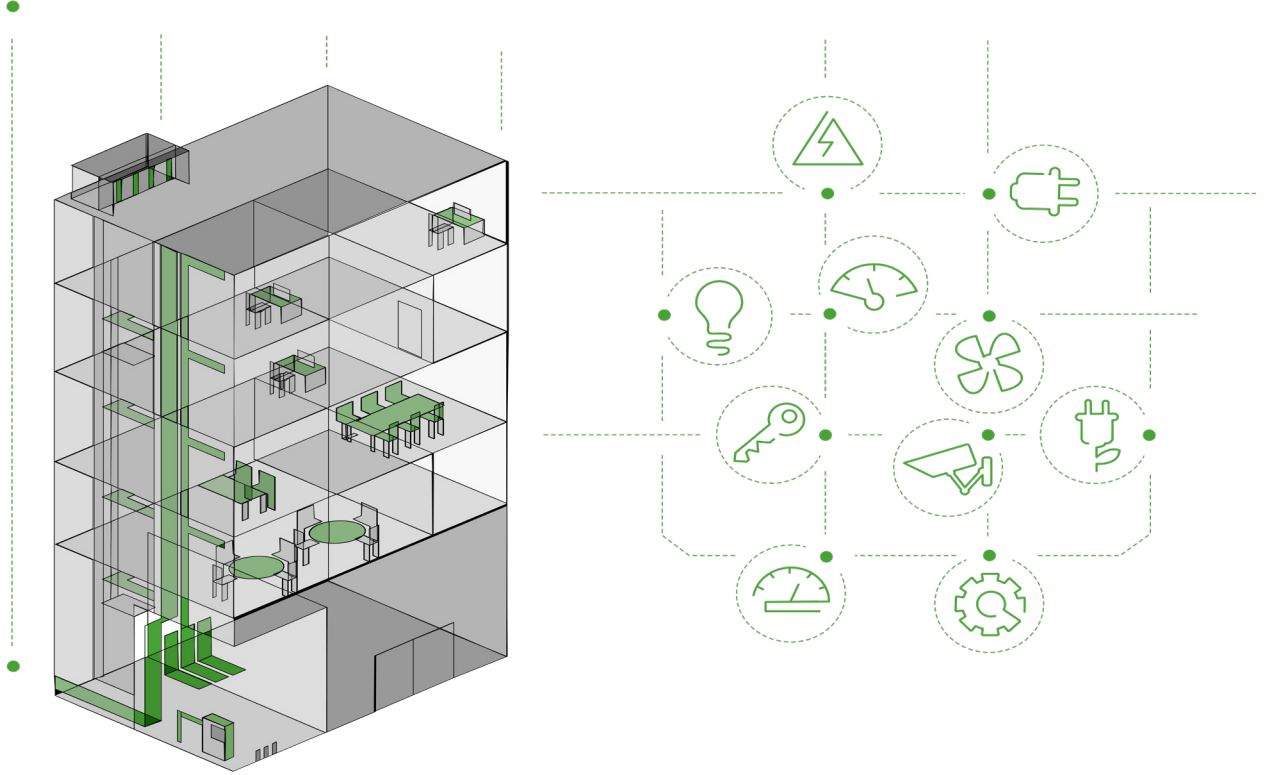
STANDARDS TO BE APPLIED IN OUR NEW BUILDINGS

- Sustainable energy solutions will be used to meet heating, cooling, ventilation and electricity needs.
- The designs will be designed to make maximum use of natural light.
- Plants to be used for landscaping will be selected from species that consume less water.
- For garden irrigation, systems will be planned to use the cleaned water after the treatment of waste water.
- The use of economical ones in material preferences will definitely be taken into consideration.
- During construction, methods that minimize excavation will be used to ensure that less fuel is consumed.
- Environmental pollution will be minimized by re-evaluating construction residues with various methods.
- Environmentalist approaches will be applied in the selection of environmentally friendly materials and construction techniques.
- Materials that are not in danger of extinction and that are procured from sources as close as possible will be preferred.

STANDARDS TO BE APPLIED IN OUR CONVERTED BUILDINGS

- Economical LED lighting will be used.
- Sensors will definitely be taken into account in the planning of common areas.
- Environmental lighting will be controlled by photocell, so unnecessary consumption caused by the carelessness of the personnel will be prevented.
- Heating/cooling systems will be used over central control systems.
- Sheathing will be done to prevent heat loss. Therefore, the use of air conditioners or heaters in offices will be reduced.
- All devices to be used will be energy efficient.
- Kitchens are created for the use of personnel and the use of tea, coffee, etc. machines in the offices will be avoided.

FACILITY MANAGEMENT



In a building, it is very important to conduct maintenance of the devices that use a large part of the energy consumption. As İGÜ, we carry out the maintenance of the devices in our body periodically. The benefits of doing these maintenance can be expressed as less malfunction, less cost, energy saving, prolongation of the life of the devices and elimination of losses. For these reasons, a follow-up chart is created and followed up every year.

YILLIK TESİS BAKIM PLANI - 2022

FAALİYETLER	BİNA LAR	BAKIM PERİYODU	BAKIM HİZMETİ (BAKILMASI)	P / G	YILLIK TESİS BAKIM PLANI - 2022											
					Ocak	Şubat	Mart	Nisan	Mayıs	Haziran	Temmuz	Ağustos	Eylül	Ekim	Kasım	Aralık
KORUYUCU BAKIM KAPSAMINDAKİ SİSTEMLER																
ELEKTRİK SİSTEMLERİ																
ENERJİ ÜRETİMİ	TÜM BİNALAR	AYLIK	YILDA 12 BAKIM HİZMETİ	Periyodik	BAKIM	BAKIM	BAKIM	BAKIM	BAKIM	BAKIM	BAKIM	BAKIM	BAKIM	BAKIM	BAKIM	
UPS (DİJİTALİZASYON GÜÇ KAYBINA KARŞI)	TÜM BİNALAR	AYLIK	YILDA 12 BAKIM HİZMETİ	Periyodik	BAKIM	BAKIM	BAKIM	BAKIM	BAKIM	BAKIM	BAKIM	BAKIM	BAKIM	BAKIM	BAKIM	
BAKIM HİZMETİ	TÜM BİNALAR	AYLIK	YILDA 12 BAKIM HİZMETİ	Periyodik	BAKIM	BAKIM	BAKIM	BAKIM	BAKIM	BAKIM	BAKIM	BAKIM	BAKIM	BAKIM	BAKIM	
AC PANELLERİ (DÜĞÜNME KAPLAMA)	TÜM BİNALAR	YILDA 4	BAKIM HİZMETİ	Periyodik	BAKIM					BAKIM				BAKIM		
KORUYUCU BAKIM	TÜM BİNALAR	YILDA 4	BAKIM HİZMETİ	Periyodik	BAKIM					BAKIM				BAKIM		
DC - DC PANELLERİ	TÜM BİNALAR	YILDA 4	BAKIM HİZMETİ	Periyodik	BAKIM					BAKIM				BAKIM		
ELEKTRİK TESİSİ, TOPRAKLANMA TESİSİ, PANİKTONER	TÜM BİNALAR	YILDA 1	BAKIM HİZMETİ	Periyodik	BAKIM					BAKIM				BAKIM		

Visual 8. Follow-Up Chart

IGU ENERGY SURVEY REPORT

IGU has partnered with a private Energy Efficiency Consulting company to formalize its sensitivity in the energy field and bring transparency to its audit processes. As a result of the cooperation, the current situation and the potentials related to this situation were determined, detailed measurement and observation studies were carried out, and the obligations under the legislation were eliminated.

By preparing a report in this scope; it is aimed to reveal the current situation of the facility in terms of energy efficiency, to reveal the saving potentials suitable for the facility, to find suitable and applicable energy efficiency projects, to contribute to both the facility and the country's budget by reducing energy costs, and to protect the environment by reducing CO₂ emissions.

The said report was prepared in accordance with the Energy Efficiency Law No. 5627 and the Regulation, No. 28097 dated 27.11.2011, on Increasing Efficiency in the Use of Energy Resources and Energy. The studies at the facility lasted for 5 full days in 4 different time periods in total on 14.06.2021, 06-07.09.2021, 08.01.2022 and 25.02.2022. As a result of field studies in IGU buildings, the current state of energy efficiency and energy efficiency potential were examined, these potentials were supported and presented with efficiency increasing projects. Their priority order was also designed in this section. The energy consumed by electrical devices and office equipment in buildings were examined. There is consumption in small amount also in stand-by mode as well as when the devices are on. However, as the number increases, consumption can reach serious dimensions. It is recommended to use the devices by pressing the off buttons. The above-mentioned proposal includes the potential for saving energy with "zero cost". In addition to these, 8 saving points have been identified. These are; heat insulation application on the roof, waste heat recovery application in hot water boilers, replacement of air handling units with more efficient units, plumbing insulation application, LED revision of indoor and outdoor lighting, electricity generation with photovoltaic systems and finally hot water production with solar panels.

Pursuant to the "Energy Efficiency Law" No. 5627 published in the Official Gazette on 02.05.2007 and the "Regulation on Increasing Efficiency in the Use of Energy Resources and Energy" published in the Official Gazette on 27.10.2011, the public sector buildings having total construction area of 10 m² or the annual total energy consumption more than 250 TOE are required to have an energy audit every 7 years.

In this context, the current situation and the existing potentials related to this situation were determined, detailed measurement and observation studies were carried out and the obligations under the legislation were eliminated. With these studies; it is aimed to reveal the current situation of the facility in terms of energy efficiency, to reveal the saving potentials suitable for the facility, to find suitable and applicable energy efficiency projects, to contribute to both the facility and the country's budget by reducing energy costs, and finally to reach the environmental protection goals by reducing CO₂ emissions.

ENERGY CONSUMPTION AND COSTS

Energy consumption and cost analyzes for the years 2019, 2020 and 2021, covering the three years before the energy survey, have been made. The values in Table 11 are as follows. IGU does not yet produce the electricity it uses in-house.

ENERGY CONSUMPTION (kwh)

Table 11. Energy Consumption (kwh)

	2020	2021	2022
Energy Consumption	2.787.325 kWh	3.748.594 kWh	3.990.250 kWh
Renewable electricity generation on campus		1.711.000	2.182.000
Solar Panel		4.000	7.000
Wind Power		2.000	2.000
Hydropower		1.705.000	
Total Energy Consumption	2.787.325 kWh	3.754.594 kWh	3.999.250 kWh

In 2019, there was 83.22 TOE of electrical energy usage and 17.95 TOE of natural gas usage. Electricity consumption was 4.63 times more than natural gas consumption. The price paid for electricity in 2019 was 20.24 times more than the price paid for natural gas.

In 2020, there was 90.77 TOE of electrical energy usage and 16.99 TOE of natural gas usage. Electricity consumption was 5.34 times more than natural gas consumption. The price paid for electricity was 19.81 times more than the price paid for natural gas.

In 2021, there was 100.53 TOE of electrical energy use and 24.66 TOE of natural gas use. Natural gas consumption was 4.07 times more than electricity consumption. The price paid for electricity was 15.13 times more than the price paid for natural gas.

CARBON FOOTPRINT

It is aimed to determine the current emissions status by calculating the carbon footprint of IGU, to see the current status according to the past data, and to determine the priorities of the plans to be made in order to reduce emissions.

For our carbon footprint calculated since 2018, the electricity and natural gas data consumed during the year are obtained from the Construction and Technical Works Directorate, and our annual gasoline and diesel consumption is obtained from the Support Services Directorate. Calculations are made based on the collected data. According to the calculation results, new targets are determined and our success rate in achieving the old targets is evaluated.

CALCULATION METHOD

There are 3 different calculation methods for carbon footprint calculation. We use the Tier 1 approach in our calculations. The consumptions we calculate in this approach are electricity, natural gas, gasoline and diesel. In the calculation of natural gas, gasoline and diesel consumption, the values included in the "Communiqué on Monitoring and Reporting of Greenhouse Gas Emissions" published in the Official Gazette, dated 22.07.2014 and numbered 29068, and specified in the IPCC-2006 Guidelines are multiplied. The carbon footprint is obtained by summing the values found.

Table 12. Carbon Footprint Calculation Results

	Energy Type	Consumption Amount (2021 Year)	Consumption Amount (Ton)	Net Calorific Value (TJ/Gg)	Carbon Emission Factor (t C/TJ)	Carbon Oxidation Rate	Ton CO ₂	Percentage (%)
Tier 1	Gasoline	2.049 Liters	1,52	44,3	18,9	0,99	4,6	0,19
	Diesel	13.905 Liters	11,74	43	20,2	0,99	37,01	1,57
	Natural Gas	59.110 m ³	47,25	48	15,3	0,995	126,6	5,37
Tier 2	Supplied Electricity	3.748.594 kWh					2.189,2	92,87
Tier 3		0	0	0	0	0	0	0
	Total						2.357,4	

Table 13. Our Carbon Footprint by Years

2018 (Ton CO₂)	2019 (Ton CO₂)	2020 (Ton CO₂)	2021 (Ton CO₂)
1.893,711	2.417,315	2.471,315	2.357,4

The reason for the increase seen in 2019 is the activation of our Tower campus in 2019. In 2019, the academic and student staff of the Faculty of Economics, Administrative and Social Sciences and the School of Physical Education and Sports moved to our Tower campus. While moving, the classrooms and number of classrooms were increased. Therefore, this increase is natural. When we look at our last calculation, we see a 5% decrease compared to 2020. Despite the increase in our actively used area in this process, we see a decrease as a result of our plans. It is aimed to ensure the continuity of these studies.

OUR PRACTICES TO REDUCE CARBON EMISSIONS

As IGU, one of our priorities is to save energy and reduce carbon emissions that harm the environment. Our use of automation and LED lighting serves our purpose indirectly by reducing energy consumption. In addition, IGU organizes trainings to raise awareness of its students and staff on carbon emissions. In line with the aim of reducing the carbon footprint, efforts are planned to provide savings in water, electricity, heating and transportation. At the same time, Environment-friendly, energy-saving and low-carbon emission devices are preferred for the products supplied in the purchasing processes. Projects for the reuse of rain water and gray water are produced and studies are carried out for the purpose of saving and awareness. By producing projects for the reuse of rain water and gray water, the studies aiming savings and raising awareness are conducted. One of the said rainwater project was realized in our campus of the Faculty of Fine Arts. By applying exterior sheathing to our buildings, heating losses have been prevented and our natural gas consumption has been decreased. In addition, engine oil, engine filters, air filters and oil filters are changed every 6 months in order to reduce the fuel consumption of generators as well as to minimize carbon emissions. Apart from the maintenance, regular checks are made every month. As a result of the improvements made, we also reduce the fuel to be spent during blackout, thus reducing the carbon emissions.

During the worldwide pandemic process, the consumption of gasoline, diesel, natural gas and electricity has decreased due to the transition to distance education at universities. In order for the university to further reduce these values and ensure continuity, trainings are planned to raise awareness about the use of the factors affecting the carbon footprint.

Our suggestions to reduce the carbon footprint of the university are as follows:

- In order for the university to reduce its carbon footprint and ensure sustainable resource use, the determination and support of the top management should be demonstrated first.
 - Trainings and projects should be carried out in order to increase the awareness of stakeholders in the fight against environmental problems and global climate change.
 - Elective courses on environmental issues, nature conservation, global climate change and sustainable use of natural resources should be included in the curriculum in all departments of the university.
 - In order to reduce the carbon footprint, efforts should be made to save water, electricity, heating and transportation, and decisions should be made and implemented to ensure that the products to be purchased are environmentally friendly, energy-saving and with low carbon emissions.
 - Waste management plans should be made to ensure the lowest level of waste generation (reduction at source) and separation of wastes at source, and their recycling should be ensured.
 - Efforts should be made to promote the use of environmentally friendly products (cleaning materials, fuel, etc.) and the use of recycled materials.
 - Efforts for use of renewable energy (wind and solar energy) should be increased and the university should be able to provide its own energy.
 - In order to reduce the carbon footprint, regular sapling planting/afforestation efforts should be carried out every year.
 - In the use of on-campus ornamental plants, the use of plant species native to the region and resistant to drought should be ensured.
 - Savings and awareness should be provided by producing projects for the reuse of rain water and gray water.
- In order to newly constructed buildings will be green buildings which are eco-friendly, carrying out necessary studies should be ensured.

[Additional Policies](#)



9.4. WASTE MANAGEMENT

Waste Management refers to the activities of preventing the formation of waste, reducing it at its source, reusing it, separating it according to its characteristics and type, accumulation, collection, temporary storage, transportation, recycling, disposal of it as well as monitoring, control and inspection of it after disposal processes. With its Waste Management and Reducing Environmentally Hazardous Products Policy, IGU aims to reduce the use of natural resources by means of reduce waste generation, waste reuse, recycling and recovery, and to ensure Waste Management. Our university ensures the implementation of the policy it has determined by developing measures and incentives in line with this purpose. In Table 14, the amount of non-recyclable waste generated in IGU is presented on a monthly basis.

[IGU Waste Management and Reducing Environmentally Hazardous Products Policy](#)
[IGU Waste Management Procedure](#)

Table 14. Quantities of Produced and Non-Recyclable Waste (kg)

	ORGANIC	METAL	GLASS	PLASTIC	PAPER	NON-RECYCLABLE	LIQUID MEDICAL WASTE	SOLID MEDICAL WASTE	HERBAL MEDICINE WASTE
JANUARY	18.740	137	168	241	423	96	8	198	4
FEBRUARY	18.200	141	151	265	435	79	7	195	4
MARCH	17.656	134	162	243	384	83	9	202	13
APRIL	17.923	151	168	307	406	91	9	191	13
MAY	18.756	144	159	284	386	95	9	189	13
JUNE	17.748	138	151	181	307	88	7	179	3
JULY	17.425	121	141	176	286	69	5	164	
AUGUST	17.169	123	146	143	316	72	6	168	
SEPTEMBER	18.905	133	153	361	469	78	8	180	
OCTOBER	20.150	136	158	286	369	81	8	205	13
NOVEMBER	20.813	143	169	293	355	79	9	208	6
DECEMBER	20.957	149	165	274	421	82	8	204	13
TOTAL	224442	1650	1891	3054	4557	993	93	2283	82

IGU has taken the road to regain the nutrients, which are extremely important for the plants to be grown in the soil, to the soil. In line with its purpose, in order to produce compost, which is one of the methods to be used for recycling both industrial and domestic wastes, it ensures that the wastes are separated from the first source and recycled.

Organic wastes are recycled as compost waste by regularly collecting them by the licensed waste collection company.

Hazardous and toxic chemicals are stored in accordance with the Safety Data Sheet (MSDS) reports. They are stored in the waste collection area located on minus the third floor of Block C and in the waste storage area in front of the Oral and Dental Health Application and Research Center. Apart from these, medical wastes, battery wastes, vegetable oil wastes are collected by ISTAC, the municipality and contracted companies and disposed of appropriately.

The efforts carried out within this practice are shown in Visual 9, Visual 10, Visual 11, Visual 12, Visual 13 and Visual 14.



Visual 9. Separation of waste at source in offices and classrooms



Visual 10. Separation of waste at source in common areas



Visual 11. Waste storage area



Visual 12. Waste storage area-1



Visual 13. Waste storage area-2



Visual 14. Chemical waste storage area

SOLID MEDICAL WASTE

Solid medical wastes are taken from the infirmaries, health department laboratories and relevant laboratories of our university. Since there are departments related to health in the B and C block campuses, the rate of medical waste is higher than other blocks. In this context, IGU has contracted with ISTAC under the approval and supervision of the Provincial Directorate of Environment and Urbanization. Our waste is collected and stored with appropriate storage methods and then regularly received by the authorities.

ORGANIC WASTE

Domestic wastes are collected throughout our university. Organic wastes mainly come from areas such as canteens, eating halls and cafeterias. All campuses have suitable storage areas. Domestic wastes are received on the days determined by the contracted companies by the municipalities, and they are recycled as compost waste.

RECYCLABLE WASTE

These wastes, which have an important place within the scope of the Ministry of Environment and Urbanization, are also of great importance for our university. In every floor of the blocks within our university, in the canteen, eating halls, common areas and all offices/classrooms; there are paper waste, glass waste, plastic waste and metal waste recycling bins. Trainings are given to our personnel on this subject, although joint work is carried out with the licensed company we have contracted with.

GREEN WASTE

Animal shelters within the borders of the university are visited monthly. Properly stored green wastes are delivered to the shelters free of charge, provided that they are transported free of charge. The food, which is approved by the relevant veterinarians and food engineers in the shelter, is received for use in the shelter. Inappropriate products are stored as organic waste.

CHEMICAL WASTE

Chemical wastes mainly come out of application laboratories within our university. D block, where the Faculty of Engineering and Architecture is located, is our faculty that produces the most chemical waste due to their practices. Our chemical waste bins are available in all our laboratories. They are collected at regular intervals along with the necessary equipment and properly maintained. The company, which our District Municipality has a contract with, takes them at certain intervals and appropriately.

WASTE MANAGEMENT FOLLOW-UP

Waste Management follow-up process should be performed very meticulously and without risk. First of all, all personnel involved in the process are trained according to their duties. Personnel who receive training first acquire qualifications related to the subject, and then the necessary tools and equipment are assigned to the personnel. Daily, weekly or monthly planning is made for each waste. Work flows are created on issues such as the days of collection of wastes, storage areas, cleaning of the storage areas and what needs to be done on delivery. After the wastes are collected, the teams are informed and delivered by our university free of charge. For the delivered wastes, information receipts are received in order to determine the type and weight of the material received by the company. At the end of each month, receipts are collected and increases and decreases are calculated. As a result of the calculations, new road maps are determined.

Pursuant to the contract signed by IGU with a private company, the wastes collected in the IGU are delivered to a waste treatment plant at the intervals determined within the framework of the contract.

In addition, IGU has signed a contract with another authorized private company for the recycling of waste vegetable oils.

9.5. ECO-FRIENDLY MATERIALS, EQUIPMENT AND GREEN BUILDINGS

IGU prioritizes social, economic and environmental issues, applying sustainable procurement principles based on high ethical standards, within the framework of a professional and qualified procurement policy, in all purchases of goods and services it needs in order to continue its education and scientific research activities.

[IGU Sustainable Procurement and Supplier Policy](#)

9.6. GREEN BUILDING ACTIVITIES

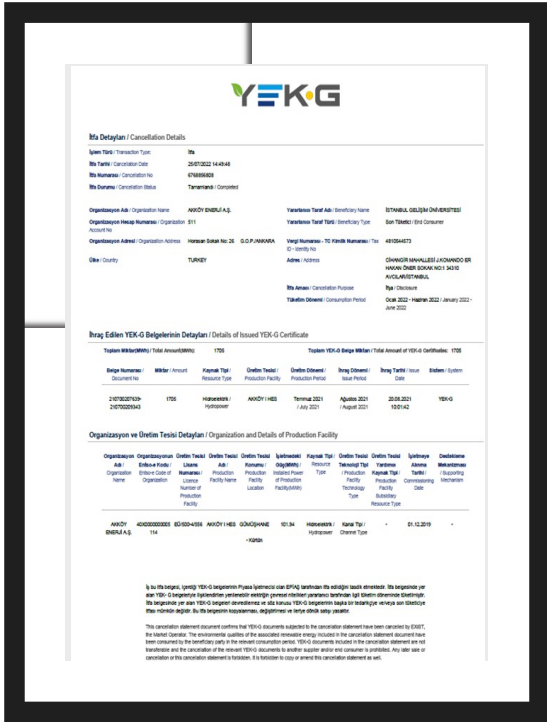
Our university carries out studies in order to create environmentally friendly green buildings in its existing and new campuses. It carries out various practices for increasing energy efficiency and minimize its carbon footprint.

Our university aims to bring all the buildings within its body to the "Green Building" standards. It carries out the following activities in order to provide harmony and technical features of the green building:

- * The designs are made in a way to benefit maximum of natural light.
- * Sustainable energy solutions are used to meet heating, cooling, ventilation and electricity needs.
- * In the purchasing processes, articles for purchasing energy-efficient and environmentally friendly devices been added to the 'Purchase Procedure'
- * Designs are being made to transform the use of rain water in garden irrigation into a suitable form.
- * Plants to be used for landscaping are selected from species that consume less water.
- * During construction, methods that minimize excavation are used to ensure that less fuel is consumed.
- * Construction residues are re-evaluated by various methods and disposed of in accordance with the waste management hierarchy.
- * Materials that are not in danger of extinction and that are procured from sources as close as possible will be preferred.
- * Sensored fixtures and two-stage reservoirs are used in toilets.
- * Incandescent and fluorescent lightings are being replaced by environmentally friendly LED lighting.
- * Air conditioning systems used in offices have been replaced with environmentally friendly inverter type air conditioners
- * Sensored fixtures are used in common areas.
- * It is planned to expand the provision of environmental lighting with solar panel systems.
- * Heating/cooling systems will be used over central control systems.
- * Sheathing is being applied to prevent heat loss. Therefore, the use of air conditioners and heaters in offices will decrease.
- * All devices to be used are planned to be energy efficient.

In addition, the electrical energy used in our campus is provided from renewable energy in order to reduce fossil fuels such as coal, natural gas and oil.

As Istanbul Gelisim University, we meet all of the energy we consume with energy produced from renewable resources in order to contribute to the protection of human and environmental health with the awareness of social responsibility. For this purpose, our university received the "Renewable Energy Resource Guarantee System (YEK-G)" certificate, guaranteeing the supply of energy produced from renewable energy sources. Related document is provided in Visual 15.



Visual 15. Renewable Energy Resource Guarantee System

SMART BUILDING PRACTICE

Today, with the development of technology to increase energy efficiency, smart building application has started. The buildings of the IGU campus is consisted of 48.7% smart buildings.



9.7. BIODIVERSITY

Selection and Planting of Plants on the Campus



The naturalness of the plant and tree species found in the green areas of our campuses has not deteriorated and they have not lost their characteristics. The correct planning and management of open and green spaces provides many positive effects on human health, along with the urban ecosystem. For this reason, before planting, we choose the plant that fits our criteria among the ones that can be planted. The criteria are as listed below:

- Ability to protect itself for many years
- Being resistant to weather conditions and external factors
- Being able to be preserved and serving the purpose
- Being self-sufficient (no need for excessive water consumption)

In addition, self-sufficient plants have many advantages. Some of them are:

- Since it does not need much water, it can save a lot of water.
- Their care is not performed at short intervals as other plants.
- Since their soil adherence is better, they can prevent erosion to a great extent.
- They are more resistant to natural weather conditions than other plants.
- Especially thorny plants have natural defenses against external dangers (animals, etc.) thanks to their spines.

After examinations are performed by our experienced landscape architects and gardeners, the planting process of the plant is started. As a result of research, it has been observed that the plants can give different reactions according to the areas where they are planted and the importance of selection of planting space during planting of plant species. After the location of the planting area is determined, the planting process is carried out.

Care of Plants in the Campus

As IGU, we keep our seating areas at the maximum level in order to green our campus areas and to use the green areas at the maximum level. In addition to all these, we also attach importance to environmental cleanliness. We perform care of all plant and tree species at regular intervals. For example, our lawns on our campuses are watered twice a day, at 08.00 p.m. and at 06.00 a.m. during the summer season. Plant pruning is done in 3 periods, in winter, spring and summer. In the winter months, especially trees with falling leaves are pruned. In the spring, trees that are likely to freeze during the winter are pruned. In summer, plant pruning is done to provide light and air.

Table 15. Number of Plants on Campuses

Block	Number of Drought Resistant Plants (Piece)	Number of Plants Resistant to Moderate Drought (Piece)	Number of Plants that Need Plenty of Water (Piece)
Block A (Rectorate)	49	25	17
Blocks B-C (Faculty of Health Sciences / Vocational School of Health Services)	34	26	21
Blocks D-E (School of Foreign Languages)	36	17	28
Block G (Gelisim Vocational School)	38	24	30
Blocks H, I, J, K (Gelisim Tower)	110	57	43
TOTAL	267	149	139

10. GRI REPORTING

10.1. GRI 3: Priority Issues

Preparation for the Future	Recruitment and employability of IGU alumni, innovative education program
Research Impact	Results of IGU World Impact Rankings and Scientific Studies
Sustainable Environment	Sustainable IGU campus (Green building practices, energy, greenhouse gas emissions and water and Waste Management)
Student Welfare	The mental and physical health, safety and well-being of all students
Employee Rights and Employee Satisfaction	Human Resources and Sustainable Human Resources Policy and activities to increase the health, safety and service capacity of personnel, personnel services
Fair Management and Governance Conception	Policies, systems and approaches for the management of sustainability issues, including fair and honest management and perception of human rights
Community Service	IGU community service activities and results

10.2. GRI Content Index

GRI content index		
Statement of use	Istanbul Gelisim University has reported the information cited in this GRI content index for the period 01.01.2022-31.12.2022 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	About Istanbul Gelisim University
	2-2 Entities included in the organization's sustainability reporting	2. Our Perception of Sustainability
	2-3 Reporting period, frequency and contact point	2.1. Purpose of Report
	2-4 Restatements of information	2.1. Purpose of Report
	2-5 External assurance	2.1. Purpose of Report
	2-6 Activities, value chain and other business relationships	2.2. Activities, value chain, partnerships and other business relationships
	2-7 Employees	8.1. About Employees
	2-8 Workers who are not employees	8.1. About Employees
	2-9 Governance structure and composition	1. Administration
	2-10 Nomination and selection of the highest governance body	1. Administration
	2-11 Chair of the highest governance body	1. Administration
	2-12 Role of the highest governance body in overseeing the management	1. Administration
	2-13 Delegation of responsibility for managing impacts	1. Administration
	2-14 Role of the highest governance body in sustainability reporting	1. Administration
	2-15 Conflicts of interest	1. Administration
	2-16 Communication of critical concerns	1. Administration
	2-17 Collective knowledge of the highest governance body	1. Administration

	2-18 Evaluation of the performance of the highest governance body	1. Administration
	2-22 Statement on sustainable development strategy	2.1. Purpose of Report
	2-23 Policy commitments	5. Student Welfare section 8. Human Resources
	2-24 Embedding policy commitments	8. Human Resources
	2-25 Processes to remediate negative impacts	6.1. Social Responsibilities in Gelisim
	2-26 Mechanisms for seeking advice and raising concerns	8. Human Resources
	2-28 Membership associations	2.2. Activities, value chain, partnerships and other business relationships
	2-29 Approach to stakeholder engagement	2.2. Activities, value chain, partnerships and other business relationships
Material Topic: Preparation for the Future		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	4. Preparation for the Future
	3-2 List of material topics	
	3-3 Management of material topics	
Material Topic: Research Impact		
	3-1 Process to determine material topics	7. Research Impact
GRI 3: Material Topics 2021	3-2 List of material topics	
	3-3 Management of material topics	
Material Topic: Sustainable Environment		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	9. Reducing Environmental Impact
	3-2 List of material topics	
	3-3 Management of material topics	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	9.3. Energy Pollution and Climate Change
	302-3 Energy intensity	9.3. Energy Pollution and Climate Change

	302-4 Reduction of energy consumption	9.3. Energy Pollution and Climate Change
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	9.2. Water Management
	303-2 Management of water discharge-related impacts	9.2. Water Management
	303-5 Water consumption	9.2. Water Management
GRI 306: Waste 2020	305-1 Direct (Scope 1) GHG emissions	9.3. Energy Pollution and Climate Change
	305-2 Energy indirect (Scope 2) GHG emissions	9.3. Energy Pollution and Climate Change
	305-3 Other indirect (Scope 3) GHG emissions	9.3. Energy Pollution and Climate Change
	305-4 GHG emissions intensity	9.3. Energy Pollution and Climate Change
	305-5 Reduction of GHG emissions	9.3. Energy Pollution and Climate Change
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	9.4. Waste Management
	306-2 Management of significant waste-related impacts	9.4. Waste Management
	306-3 Waste generated	9.4. Waste Management
	306-5 Waste directed to disposal	9.4. Waste Management
Material Topic: Student Welfare		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	5. Student Welfare
	3-2 List of material topics	
	3-3 Management of material topics	
Material Topic: Employee Rights and Satisfaction		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	8. Human Resources
	3-2 List of material topics	
	3-3 Management of material topics	

GRI 401: Employment 2016	401-1 New employee hires and employee turnover	8.1. About Employees
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	8.1.3. Employee Rights and Employee Satisfaction
	401-3 Parental leave	8.1.3. Employee Rights and Employee Satisfaction
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	8.2. Occupational Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	8.2. Occupational Health and Safety
	403-3 Occupational health services	8.2. Occupational Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	8.2. Occupational Health and Safety
	403-5 Worker training on occupational health and safety	8.2. Occupational Health and Safety
	403-6 Promotion of worker health	8.2. Occupational Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	8.2. Occupational Health and Safety
	403-8 Workers covered by an occupational health and safety management system	8.2. Occupational Health and Safety
	403-9 Work-related injuries	8.2. Occupational Health and Safety
	403-10 Work-related ill health	8.2. Occupational Health and Safety
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	8.1.4. Employee Training and Development
	404-2 Programs for upgrading employee skills and transition assistance programs	8.1.4. Employee Training and Development
	404-3 Percentage of employees receiving regular performance and career development reviews	8.1.4. Employee Training and Development
Material Topic: Fair Management and Governance Approach		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	1. Administration
	3-2 List of material topics	
	3-3 Management of material topics	

GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	1.1. Cosmopolitan Perception 1.2. Fair Management and Governance Perception
	405-2 Ratio of basic salary and remuneration of women to men	1.1. Cosmopolitan Perception 1.2. Fair Management and Governance Perception
Material Topic: Community Service		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	6. Community Service
	3-2 List of material topics	
	3-3 Management of material topics	



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SUSTAINABILITY REPORT

2023