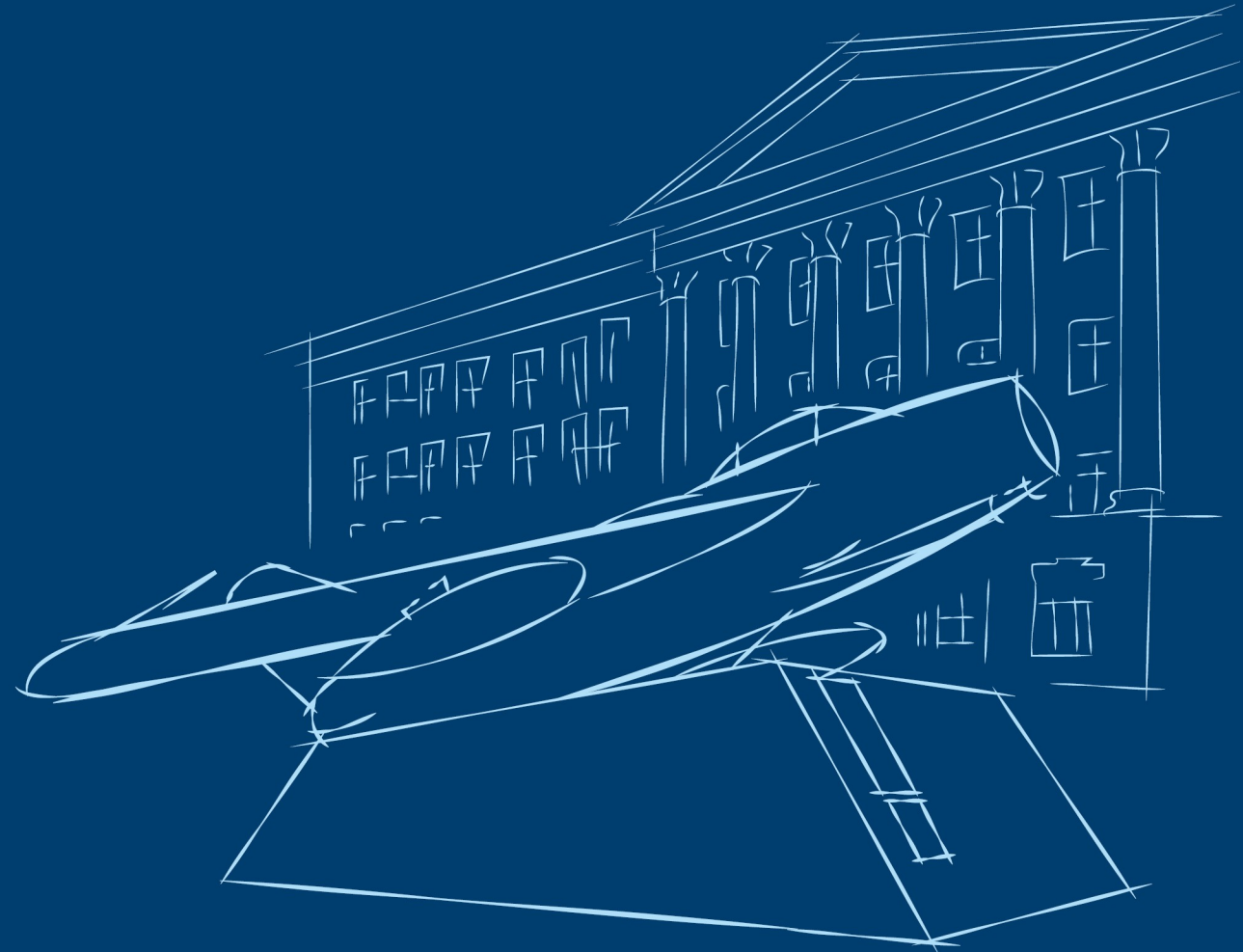**XAI**

НАЦІОНАЛЬНИЙ
АЕРОКОСМІЧНИЙ УНІВЕРСИТЕТ
«ХАРКІВСЬКИЙ АВІАЦІЙНИЙ ІНСТИТУТ»

NATIONAL AEROSPACE UNIVERSITY
«KHARKIV AVIATION INSTITUTE»

8 Decent Work and Economic Growth

1. Ensuring transparent personnel policies, supporting academic freedom, and promoting ethical human resource management

The National Aerospace University "Kharkiv Aviation Institute" ensures openness, fairness, and accountability in its personnel policy, based on the principles of academic integrity, equal opportunities, and the professional development of every employee.

The University's policy includes:

- transparency of personnel procedures - clear and publicly accessible rules for the selection, evaluation, appointment, and promotion of academic and administrative staff;

- support for academic freedom - guaranteeing the right of lecturers and researchers to freely express scientific views, choose research topics, and apply teaching methods within academic standards;

- ethical personnel management - fostering a culture of trust, mutual respect, and responsibility, as well as preventing conflicts of interest, discrimination, and corruption;

- human potential development - creating conditions for professional development, skill enhancement, and the engagement of young researchers.

- open dialogue between the administration, faculty, students, and trade union organizations to develop a shared personnel strategy for the University.

These approaches contribute to strengthening the reputation of the National Aerospace University as a modern, responsible, and innovative educational and research center that adheres to European principles of university governance.

Adherence to ESG (Environmental, Social, Governance) principles in personnel and management policy

Environmental:

- implementing environmentally oriented practices in staff work, such as digitizing document workflows through Deka Office;

- encouraging the participation of employees and students in the university's "green" transformation projects, including energy efficiency, environmental initiatives, and waste management;

- developing employees' environmental competence through educational programs, training sessions, and scientific events focused on sustainable development.

Social:

- ensuring equal opportunities for all employees, regardless of gender, age, nationality, or religious and political beliefs;

- creating a safe, inclusive, and healthy working environment;

- supporting academic freedom, integrity, and corporate ethics in relationships among staff, students, and the administration;

- developing a system of mentorship, professional growth, and social protection for personnel.

Governance

- ensuring transparency and accountability in personnel and management decision-making;

- implementing principles of integrity, ethical leadership, and zero tolerance for corruption;

- involving representatives of the academic community in strategic planning, management decision-making, and monitoring the effectiveness of personnel policies;

- developing a system of internal audit, management quality control, and regular reporting on the implementation of ESG principles.
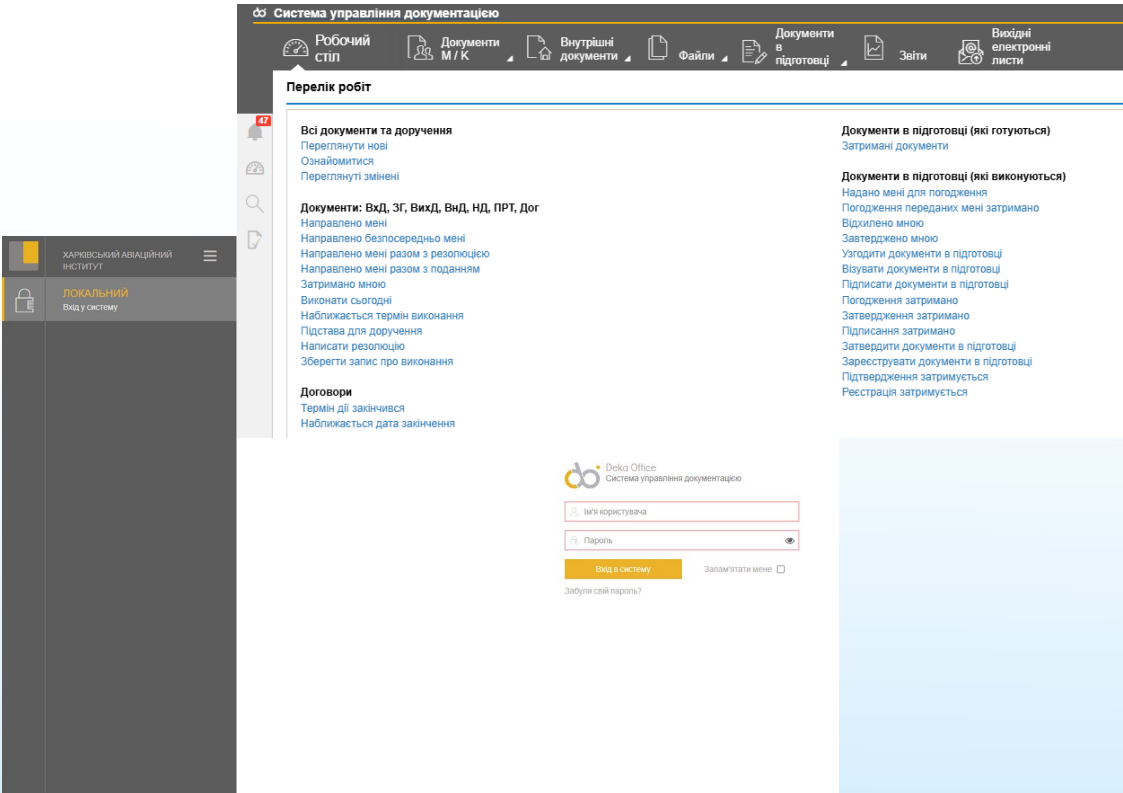
Implementation of Occupational Safety, Security, and Psychological Support Programs

- occupational safety: ensuring that working conditions comply with safety standards, conducting regular briefings and training sessions, equipping workplaces with modern protective equipment, monitoring workplace injuries, and implementing risk prevention measures.

- safety culture: promoting a responsible attitude toward safe behavior through thematic weeks, training sessions, and internal audits.

- psychological support: developing support services for employees and students, providing consultations on stress and burnout, and conducting training on emotional competence and team interaction.