PRU
PÎRÎ REİS UNIVERSITY

2025

SUSTAINABLE DEVELOPMENT GOALS REPORT

10 REDUCED INEQUALITIES

SDG 10

Reduced Inequalities

2024–2025 Academic Year and 2025 Financial Year



Piri Reis University
sustainability.pirireis.edu.tr

PRU
PÎRÎ REİS UNIVERSITY

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Piri Reis University
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SCOPE
2024-2025 academic year and 2025 financial year (1 September 2024 – 31 December 2025); ongoing practices are also covered.

COMPANION PUBLICATIONS
Piri Reis University Sustainability Report 2025 and the other 16 SDG reports prepared according to the THE Impact Rankings indicators.

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This report presents Piri Reis University's policies, practices, research and activities under SDG 10, structured according to the THE Impact Rankings indicators and supported by evidence. Links in the indicator section lead to publicly available evidence; internal documents are available on request.

10 REDUCED INEQUALITIES

INSTITUTIONAL PROFILE

Piri Reis University at a Glance

Piri Reis University (PRU) is a foundation university established by the Turkish Maritime Education Foundation (TÜDEV), which was founded in 1993 by leading representatives of the maritime sector with the support of the İMEAK Chamber of Shipping; the University acquired legal personality upon the publication of Law No. 5733 in the Official Gazette on 8 February 2008. Its roots go back to the TÜDEV Maritime Education Centre, which trained 2,034 officers between 1995 and 2012.

Guided by its vision "to be a specialised university that is a pioneer in Türkiye and respected worldwide, adding value to the sector by striving for excellence in education and research in every maritime-related field", PRU explicitly commits in its mission to educating individuals who have embraced the Sustainable Development Goals; "Social Responsibility, Sustainability and Environmental Awareness" and "Respect for Diversity and Human Rights" are among the institution's core values.

The University provides education through its Faculties of Maritime Studies, Engineering, Economics and Administrative Sciences, Law, and Arts and Sciences, its Maritime Vocational School and its Graduate Institute, on the Sea Campus and the Preparatory Campus on the Marmara Sea coast in Tuzla. The Sea Campus was designed as a BREEAM-certified "Green Campus" and features a trigeneration plant, greywater and rainwater recovery systems and seawater-based cooling infrastructure.

PRU is the only Turkish foundation university that is a member of the International Association of Maritime Universities (IAMU). It was granted institutional accreditation under the YÖKAK Institutional Accreditation Programme on 21 March 2025, and its Maritime Simulators Centre was accredited by The Nautical Institute as an approved Dynamic Positioning (DP) Training Centre on 22 October 2024.

Piri Reis University in Numbers

6,330
total students (2025): 2,171 associate degree, 4,004 undergraduate, 155 postgraduate

210
full-time academic staff (+109 hourly-paid lecturers)

168
full-time administrative staff

5 + 1 + 1
faculties, vocational school and graduate institute

15
maritime simulators (including 3 full-mission bridges)

6
research and application centres (PRUSAM, DENEKAM, PUSEM, etc.)

42
student clubs, 1,996 club members

5 + 4
national and international patent applications in 2025

29%
share of women among students placed in 2025-26 (2014-15: 14%)

Source: Institutional Self-Evaluation Report (KİDR) 2025 (as of 31 December 2025) and sustainability.pirireis.edu.tr. The share of women is based on the table of placed students published on the sustainability website.

SUSTAINABILITY GOVERNANCE

Our Sustainability Approach and Reporting

Piri Reis University's 2023-2027 Strategic Plan is structured in alignment with the United Nations Sustainable Development Goals (SDGs). For each SDG, the sustainability website publicly sets out the links with the Strategic Plan objectives (excellence of the learning environment, research quality, industry–university cooperation, institutional culture and becoming the best university in maritime) together with additional actions.

The Sustainability Research and Application Center (PRUSAM), established in 2024, works on energy management, decarbonisation, sustainable port operations and digitalisation in line with Net Zero targets; the Center's regulation lists the preparation of the sustainability report and similar outputs among its duties. The Social Contribution Commission, chaired by the Rector, and the Quality Coordination Office contribute to monitoring sustainability activities and disseminating them across the institution.

The University's Climate Change Mitigation and Action Policy Document (2023-2027) sets out the goal of becoming a carbon-neutral university by 2050. Campus operations are assured through the ISO 50001:2018 Energy Management System (2024-2027), the ISO 9001:2015 Quality Management System and the Zero Waste Certificate (February 2025).

PRU took part in the Times Higher Education (THE) Impact Rankings 2025 with all 17 SDGs and was placed in the 1501+ band overall. Its strongest results were in SDG 14 Life Below Water and SDG 15 Life on Land (401–600), followed by 601–800 in SDGs 6, 8, 12 and 16, 801–1000 in SDGs 5, 9, 11 and 13, 801+ in SDG 2, 1001+ in SDGs 1, 7 and 10 and 1501+ in SDGs 3, 4 and 17. This report series has been prepared separately for all 17 SDGs based on the THE Impact Rankings indicators and is published together with the general Sustainability Report.

Scope of this report

- Reporting period: 2024-2025 academic year and 2025 financial year (1 September 2024 – 31 December 2025). Ongoing practices are also covered.
- Scope: Sea Campus and Preparatory Campus; all academic and administrative units, research centres and student clubs.
- Data sources: activities published on sustainability.pirireis.edu.tr, pirireis.edu.tr and unit subdomains, KİDR 2025, the 2023-2027 Strategic Plan, institutional directives and policies, and final reports of Scientific Research Projects (BAP).
- Structure: Indicators are organised according to the THE Impact Rankings methodology; publicly accessible evidence links are provided under each indicator.

SDG 10 · REDUCED INEQUALITIES

An accessible and inclusive university

PRU institutionally safeguards equal opportunities through its Anti-Discrimination Principle, the Barrier-Free University Unit, the Anti-Harassment and Violence Support Unit, and scholarships and discounts for disadvantaged groups.

The Directive on the Barrier-Free University Unit (Senate, 30 October 2024) and the Commission for Students with Special Needs support the full participation of students with disabilities in education and campus life. The campus has tactile flooring and glass surface markings, and the library has an audio, magnification and embossed-print workstation for visually impaired users and a Braille book collection.

A 20% tuition discount is applied for students with disabilities and 50% for veterans and relatives of martyrs, and events are organised every year on 3 December, the International Day of Persons with Disabilities. In December 2025, the campus hosted Tuzla Municipality's "Engelsiz Fest" (Barrier-Free Fest). In supplier selection, equal opportunity is observed through tendering and an electronic bid collection module.

14
related activities and practices (all periods)

5
activities in the reporting period (Sep 2024 – Dec 2025)

1
related research projects (BAP, TÜBİTAK, EU)

20%
tuition discount for students with disabilities

Highlights of the period

- Directive on the Barrier-Free University Unit and the Commission for Students with Special Needs
- Directive on the Anti-Harassment and Violence Support Unit (first adopted 8 March 2023, updated 30 October 2024)
- Hosting of Tuzla Municipality's "Engelsiz Fest" (4 December 2025)
- Accessible library workstation and Braille collection for visually impaired users
- THE Impact Rankings 2025 SDG 10: 1001+ band

THE IMPACT RANKINGS INDICATORS

Indicators, Explanations and Evidence

This section summarises Piri Reis University's policies, practices and activities against the indicators of the Times Higher Education (THE) Impact Rankings methodology for SDG 10. Evidence for each indicator is provided with links.

10.6 Equality and inclusion measures

10.6.1 Non-discriminatory admissions policy

Student admission is carried out through the ÖSYM central placement system, and the Anti-Discrimination Principle prohibits all forms of discrimination in student admissions. The admission of international students is regulated by a published directive.

EVIDENCE

- Anti-Discrimination Principle – https://pirireis.edu.tr/hakkimizda/akademik-ilkelerimiz/ayrimcilik-karsitligi/
- Legislation (directives on the Student Council, Career Centre, Social Contribution, etc.) – https://pirireis.edu.tr/hakkimizda/mevzuat/

10.6.2 Monitoring student diversity

The gender distribution of placed students has been published annually since 2014, and gender statistics for students and staff are published on the Equality and Inclusion page. KİDR 2025 reports the number of students with disabilities.

EVIDENCE

- 10% discount for female students – https://sustainability.pirireis.edu.tr/etkinlikler/kiz-ogrenci-indirimi/
- Equality and Inclusion – Gender Equality statistics – https://pirireis.edu.tr/hakkimizda/esitlik-ve-kapsayicilik/cinsiyet-esitligi/
- Institutional Self-Evaluation Report (KİDR) 2025 – https://pirireis.edu.tr/wp-content/uploads/2026/09/KIDR-2025.pdf

10.6.4 Equality and anti-discrimination policy

The Anti-Discrimination Principle prohibits discrimination in education, student admissions, employment, scholarships and programmes based on gender, religion, national/ethnic origin, race, colour, disability, physical appearance, marital/family status, sexual orientation, age or political affiliation.

EVIDENCE

- Anti-Discrimination Principle – https://pirireis.edu.tr/hakkimizda/akademik-ilkelerimiz/ayrimcilik-karsitligi/

10.6.5 Units responsible for equality and inclusion

The Barrier-Free University Unit, the Anti-Harassment and Violence Support Unit and the Rector's Office, which receives discrimination complaints, are the bodies responsible for equality and inclusion matters.

EVIDENCE

- Directive on the Barrier-Free University Unit (Senate 30 October 2024) – https://odek.pirireis.edu.tr/yonergeler/engelsiz-universite-birimi/
- Directive on the Anti-Harassment and Violence Support Unit (first adopted 8 March 2023, updated 30 October 2024) – https://odek.pirireis.edu.tr/yonergeler/taciz-ve-siddete-karsi-destek-birimi/
- Anti-Discrimination Principle – https://pirireis.edu.tr/hakkimizda/akademik-ilkelerimiz/ayrimcilik-karsitligi/

10.6.7 Accessible facilities for people with disabilities

The campus has tactile flooring and glass surface markings for visually impaired people. The library provides a computer with fully equipped audio, magnification and embossed-print study software, a dedicated study area and books printed in Braille.

The campus also has Braille room signs, accessible lifts, accessible parking spaces and accessible toilets.

EVIDENCE

- Tactile flooring – https://sustainability.pirireis.edu.tr/etkinlikler/hissedilebilir-zemin/
- Library facilities for our visually impaired users – https://sustainability.pirireis.edu.tr/etkinlikler/kutuphanede-gorme-engelli-kullanicilarimiza-sunulan-imkanlar/
- Directorate of Library and Documentation – https://pirireis.edu.tr/hakkimizda/idari-birimler/kutuphane-ve-dokumantasyon-mudurlugu/
- Internal document: Accessibility photos (8) (available on request)

10.6.8 Support services for people with disabilities

The Barrier-Free University Unit and the Commission for Students with Special Needs manage support processes addressing the academic and social needs of students with disabilities under the directive dated 30 October 2024.

The directive provides for academic advising, course and examination adjustments, accessible learning materials and support during internships for students with disabilities; student escorts are assigned to students with disabilities during examinations.

EVIDENCE

- Directive on the Barrier-Free University Unit (Senate 30 October 2024) – https://odek.pirireis.edu.tr/yonergeler/engelsiz-universite-birimi/
- Institutional Self-Evaluation Report (KİDR) 2025 – https://pirireis.edu.tr/wp-content/uploads/2026/09/KIDR-2025.pdf

10.6.9 Access schemes for people with disabilities

The Tuition Discount and Scholarship Directive provides a 20% Barrier-Free Education Discount to students with a disability rate of 80% or above. Within the Accessible University Project, neighbours with disabilities were hosted on campus on the International Day of Persons with Disabilities, and in December 2025 the campus hosted Tuzla Municipality's Engelsiz Fest.

EVIDENCE

• Tuition Discount and Scholarship Directive – https://pirireis.edu.tr/wp-content/uploads/2026/10/Indirim-Burs-Yonergesi-14.09.2026.pdf

• Accessible University Project – https://sustainability.pirireis.edu.tr/etkinlikler/erisilebilir-universite-projesi/

• Tuzla Municipality Engelsiz Fest (4 December 2025) – https://pirireis.edu.tr/haberler/piri-reis-universitesi-tuzla-belediyesinin-engelsiz-fest-etkinligine-ev-sahipligi-yapti/

10.6.11 Anti-harassment and anti-bullying policy

The Directive on the Anti-Harassment and Violence Support Unit (first adopted 8 March 2023, updated 30 October 2024) regulates reporting, complaint and support processes and in-service training related to harassment and violence. The “Kick Bullying Out of Your Head” training addresses peer bullying.

EVIDENCE

• Directive on the Anti-Harassment and Violence Support Unit (first adopted 8 March 2023, updated 30 October 2024) – https://odek.pirireis.edu.tr/yonergeler/taciz-ve-siddete-karsi-destek-birimi/

• “Get Bullying Out of Your Head” training – https://sustainability.pirireis.edu.tr/etkinlikler/zorbaligi-kafandan-at-egitimi/

ACTIVITIES AND EVENTS

Our Activities under SDG 10



Applications open for the 2025 National Internship Programme!

24 December 2024 • Career Center and Alumni Office

It was announced that applications have opened for the 2025 National Internship Programme, run by the Presidency's Human Resources Office and aimed at helping young people start their career journeys with equal opportunities. Within a framework of equal opportunity, the programme offers early-career opportunities such as internships, job shadowing and training, and a transparent evaluation based on academic, artistic, social and sporting competences. Associate and bachelor's degree students under the age of 35 with a minimum GPA of 2/4 can apply until 28 February 2025.

SDG 8 SDG 4 SDG 10

Source: https://mezun.pirireis.edu.tr/haberler/2025-yili-ulusal-staj-programi-basvurulari-basladi/



Accessible University Project

An event was organised for our students and staff with disabilities on the International Day of Persons with Disabilities. Our neighbours with disabilities from our district were hosted as guests.

SDG 10

Source: https://sustainability.pirireis.edu.tr/etkinlikler/erisilebilir-universite-projesi/



The Pratis quotation collection module has been in use since 2024

The Pratis quotation collection module has been in use since 2024, giving more suppliers the opportunity to take part.

SDG 10

Source: https://sustainability.pirireis.edu.tr/etkinlikler/pratis-teklif-toplama-modulu-2024-itibari-ile-devreye-alinmistir/



Monthly coordination meetings held with the İMEAK Chamber of Shipping in 2024

Within our strategic partnership with the İMEAK Chamber of Shipping, we took part in the monthly coordination meetings held in 2024.

SDG 9 SDG 10

Source: https://sustainability.pirireis.edu.tr/etkinlikler/imeak-deniz-ticaret-odasi-ile-gerceklestirilen-2024-donemi-aylik-koordinasyon-toplantilari/

SistersLab training programmes

The “Women in Tech Academy” programme coordinated by SistersLab was announced to Piri Reis University academics, administrative staff and students, and their participation was facilitated.

SDG 5 SDG 10

Source: https://sustainability.pirireis.edu.tr/etkinlikler/sisterslab-egitimleri/

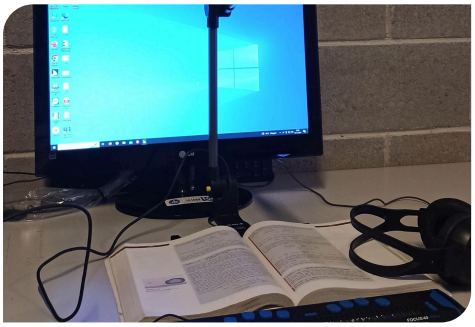


MENTORESS

Within the MENTORESS Project, women seafarer candidates who came to Türkiye from various countries received training on “Managing Diversity in Maritime” at Piri Reis University.

SDG 9 SDG 10

Source: https://sustainability.pirireis.edu.tr/etkinlikler/mentoress/



Library facilities for our visually impaired users

For our visually impaired users, we have a fully equipped audio/magnification and Braille working programme. Our library has a dedicated computer for this programme and a computer area for visually impaired users. Our printed book collection also includes books printed in Braille for visually impaired users.

SDG 10

Source: https://sustainability.pirireis.edu.tr/etkinlikler/kutuphanede-gorme-engelli-kullanicilarimiza-sunulan-imkanlar/

RESEARCH AND PROJECTS

Research Projects Related to SDG 10

Below are research projects related to SDG 10 that were assessed as highly or moderately relevant to sustainability. They were compiled from final reports of Scientific Research Projects (BAP) and from BAP, TÜBİTAK and EU project records.

BAP-L-2025-01-08 · Student BAP · 2024-2025

Credit Assessment and Risk Analysis Integrated with Explainable Artificial Intelligence and a Large Language Model

Student project · Faculty of Engineering

A web-based platform was developed that combines explainable artificial intelligence tools such as SHAP and LIME with large language models to present the decisions of 'black box' machine learning models used in credit assessment to analysts and customers in an understandable way. According to the report, the approach enables fairer and more transparent credit assessment.

OUTPUTS

Web-based XAI+LLM platform; Finalist in the TEKNOFEST 2025 Financial Technologies Competition

SDG 10 SDG 8 SDG 16

ANNEX

SDG 10 Activity Inventory

The table below lists all activities associated with SDG 10 during and before the reporting period that are publicly available on the university's websites. The links serve as evidence.

Date	Activity	Unit	SDG
14 April 2025	Online seminar by our Academic Lawyers Club and Blue Butterflies Children's Rights Club	ÖDEK – Academic Lawyers Club & Blue Butterflies Children's Rights Club	16 10
8 March 2025	Stationery gifts from our Anti-Harassment and Violence Support Unit and Social Entrepreneurship Club to 4th-grade girls at Mevlana Primary School, as part of the 8 March Women's Day "WOMEN SEAFARERS" event	ÖDEK – Anti-Harassment and Violence Support Unit & Social Entrepreneurship Club	5 4 10
31 December 2024	50% scholarship opportunity in graduate programmes	Graduate Institute	4 10
24 December 2024	Applications open for the 2025 National Internship Programme!	Career Center and Alumni Office	8 4 10
17 December 2024	Wish Tree Project by our HAYDOK, SGK, YELKEN and İGK clubs	ÖDEK – HAYDOK, Social Entrepreneurship (SGK), Sailing and Business and Entrepreneurship (İGK) Clubs	10 1 17
6 December 2022	The 1982 Law of the Sea Convention (UNCLOS) and irregular migration at sea	DHUAM – Maritime Law Research and Application Center	10 16
	Accessible University Project		10
	Tactile flooring		10
	The Pratis quotation collection module has been in use since 2024		10
	Supplier selection is carried out through tenders, ensuring equal opportunity		10
	Monthly coordination meetings held with the İMEAK Chamber of Shipping in 2024		9 10
	SistersLab training programmes		5 10
	MENTORESS		9 10
	Library facilities for our visually impaired users		10

CONCLUSION

Conclusion and Assessment

The Barrier-Free University Unit and its directive, Braille signs, accessible lifts, parking and toilets, the accessible library workstation, discounts for students with disabilities and relatives of veterans and martyrs, and the Anti-Harassment and Violence Support Unit institutionalise equal opportunities. Hosting Tuzla Municipality's Engelsiz Fest shares this inclusiveness with the community.

Priority development areas are to set up mentoring and peer-support programmes for students and staff from under-represented groups, to document the resources allocated to reasonable adjustments and to track data on students from low-income countries according to international income classifications.



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