

## Sustainability Policy

As our business;

- We act within the framework of the Environmental Sustainability Policy,
- We support local/regional development and employment,
- We offer equal opportunities to all our employees by performing performance analysis, including management positions, without discrimination in the employment, advancement and reward processes.
- We respect the labor rights of our employees and follow them within the framework of legal regulations.
- We support the abolition of child labor.
- We offer our employees the opportunity for development and advancement by providing regular training.
- We offer our employees a healthy, safe working environment and various opportunities to convey their requests, suggestions and complaints. We contribute to the development of our management systems by evaluating the feedback from our employees.
- We want to make occupational health and safety a corporate culture by working with the principle of zero accident.
- When operating our policy, we attach importance to the participation of our relevant parties and provide transparent information when necessary.
- We inform our guests and employees about the natural and cultural heritage of the local/region,
- We evaluate all feedback from our guests. We improve our processes in line with the data we obtain.
- While planning our investments; of our buildings and infrastructure systems; We take into account the risks to protected sensitive areas, historical heritage, and the integrity of the natural and cultural environment. We prefer local/regionally appropriate, sustainable practices and materials in our work on land use, construction, maintenance and repair operations, design and landscaping.
- While designing our buildings and concept, we consider the needs of our guests and employees with special needs and adopt an approach of accessible service for everyone.
- We contribute to the protection and development of local/regional properties, areas and traditions of historical, archaeological, cultural and spiritual importance.
- We evaluate and analyze the nature and quality of product/service purchases with users. We act fairly, honestly and impartially in supplier selection.

- Respects human rights; language, religion, race, gender, etc. We reject all forms of discrimination. We oppose any exploitation or harassment, whether commercial, sexual or otherwise, of specially protected groups and other vulnerable groups. We support measures to be taken against domestic violence and child abuse.
- We constantly improve all our processes by adhering to our core values and with the understanding of compliance with the legal and other conditions we are obliged to comply with.
- We act in accordance with the legislation regarding information security and improve our processes.
- We invest in technological systems with innovation studies that shape the sector.
- We analyze potential risks in advance by considering our own internal and external issues, the needs and expectations of our relevant parties, and develop them in line with the goal of continuous improvement. We consider the Risk Management Process in all our business processes and aim to obtain new opportunities.
- In line with sustainable development, we aim to create pioneering, long-term value in the Tourism sector.

## SUSTAINABLE PURCHASING POLICY

In line with the sustainable supply approach, our suppliers/solution partners;

- Having Quality Assurance Management Systems, Environmental and Occupational Health and Safety Management Systems, internationally accepted environmental and sustainability labels/certificates,
- It has no harmful effects on the environment in production and supply and complies with environmental legislation,
- Sources; It uses/consumes appropriately, without harming natural life or the ecosystem, and complies with hunting bans,
- It works to minimize and manage its wastes correctly, and offers less packaging or bulk packaging alternatives in its product packaging,

- Environmentally friendly, economical, local, attaches importance to ethical values, uses recyclable or recycled materials, organic, bio, vegan, not tested on animals, does not contain harmful chemical components, etc. to offer alternatives
- Being a domestic and local production/service provider,
- It is a product/service that reflects/promotes the cuisine, traditions and culture of our country/region,

We attach importance to this and convey this perspective to our stakeholder suppliers. We try to create efficient purchasing opportunities with our suppliers and aim to reduce the environmental impacts arising from supply processes.

## ENERGY EFFICIENCY POLICY

To protect our world from possible dangers, we use our energy efficiently and set targets to reduce our energy consumption.

For this;

- In order to fulfill both our responsibilities towards nature and our legal obligations, we follow national and international standards, laws and regulations, voluntarily carry out studies that will reduce energy use and/or continuously improve our energy consumption performance, and monitor the results of our work.
- We set goals and include energy efficiency in our training programs to ensure the participation of our employees.
- We attach importance to collaborating with all our stakeholders to create common goals and results in energy management. We try to continue our interaction with our guests, employees, visitors and all business partners in order to reach an overall level of awareness and consciousness on these issues.
- We try to research, find, purchase and use suitable energy-efficient products, equipment, equipment and technology alternatives.
- We aim to document our Energy Management System, disseminate it to all our departments, update, review and continuously improve it when necessary.
- We evaluate energy risks or emergencies that may arise, such as energy constraints, and plan the measures that can be taken.

## SUSTAINABLE ENVIRONMENTAL POLICY

Our facility aims to leave a clean and healthy environment to future generations with its sustainable environmental approach.

In this context, we undertake to fulfill our responsibilities listed below:

- To contribute to the continuous improvement of our processes related to the prevention of environmental pollution, protection of biodiversity and ecosystems,
- Increasing the use of renewable, clean energy,
- To use our natural resources effectively,
- Reducing water consumption,
- Reducing waste at its source,
- To ensure the separation and recycling of waste with the principle of zero waste,
- Reducing chemical consumption and pesticide use, choosing products that do not harm nature,
- Reducing our environmental impacts and obtaining new environmental opportunities by conducting effective risk analysis,
- To expand the use of environmentally friendly products,
- Acting with a life cycle perspective during the creation and implementation of our processes,
- To monitor our carbon footprint and reduce it towards a specific target,
- To carry out planned studies to reduce the negative environmental impacts resulting from emergencies,
- To support our employees who will contribute to the effectiveness of the Environment/Energy management system,
- To provide training that will increase the awareness of employees about important environmental aspects and impacts,
- To make our Environmental Protection Activities a corporate culture,
- Giving priority to environmentally sustainable suppliers in supplier selection,
- To ensure that our environmental compliance obligations are fulfilled,
- To inform and ensure the participation of all our relevant parties regarding our environmental activities and principles.

## ENVIRONMENTAL PROTECTION AND WASTE MANAGEMENT POLICY

In our business, we protect the environment, prevent its pollution, and attach importance to its protection by reducing our negative effects on the environment.

For this;

- We comply with legal regulations and try to reduce our environmental impact.
- We take care to effectively separate our waste according to its source, groups and hazard classes.
- We know that using hazardous substances and chemicals only when needed and as much as necessary will reduce both the negative effects on the environment and the amount of waste.
- We contribute to protecting nature by choosing the materials we purchase in our business with "recycling" and "environmentally friendly" labels. We try to create reuse opportunities,
- We use disposable materials such as paper, napkins, toilet paper and packaging as much as necessary and take care to leave less waste to nature,
- We store the waste correctly, in separate areas according to its characteristics, deliver it to licensed/authorized companies without exceeding the legal storage time limits, and preserve their records,
- We try to use water, energy and all natural resources economically. We share this sensitivity with our employees, guests and suppliers.
- We try to use water, energy and all natural resources economically. We share this sensitivity with our employees, guests and suppliers.
- We measure our performance in environmental management, monitor this data with targets and try to improve our performance.
- We aim to educate our employees about the environment and increase their awareness.

## WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

We attach importance to gender equality in our business.

- We ensure the health, safety and welfare of all our employees, regardless of gender.
- We support women's participation in the workforce in all our departments and provide equal opportunities.
- We act with the policy of "equal pay for equal work" without discrimination of gender.
- We distribute tasks by taking into account the principle of equality.
- We provide the necessary environment to benefit from career opportunities equally.
- We create education policies and support women's participation and raising awareness.
- We create work environments and practices that maintain work-family life balance.
- We support women to be in company management and provide equal opportunities.
- Women should not be subjected to any form of abuse, harassment, discrimination, suppression, coercion, slander, etc. We do not allow it to be exposed to such situations. We always support our employees regarding these issues and act with the principle of 0 compromise.
- We strive for women's peace, security, humanitarian aid and disaster risk reduction.
- We are always aware of the value they add to the world and our organization and support their existence.

## CHILDREN'S RIGHTS POLICY

Children are our legacy to the future. Knowing them as individuals, respecting their rights, all kinds of psychological, physical, commercial, etc. It is our primary responsibility to protect and protect against exploitation.

To ensure this;

- We do not allow child labor in our own institutions and expect the same sensitivity from all our business partners.
- We provide environments/opportunities within the business that contribute to the development of children, where they can easily express their thoughts, wishes and feelings, and where they feel free and comfortable.
- We provide training to our employees on preventing and detecting child abuse.

- We make sure that children are under adult supervision in the activities they participate in.
- We organize trainings and support relevant projects to raise awareness about the protection of children's rights.
- When we witness suspicious actions regarding children, we first inform the hotel management and seek help from official organizations when deemed necessary.

### Convention on the Rights of the Child



Children cannot be employed like adults.

Every child can benefit from health services.

Every child has the right to live with her family.

Every individual is considered a child until the age of 18.

Every child has the right to express his or her views freely.

Every child is supported and protected to complete his or her education.

Every child has the right to live in peace and be protected from wars.

