

# Sustainability Policy

## As our business;

- We operate within the framework of Environmental Sustainability Policy.
- We support local/regional development and employment.
- We provide equal opportunities to all our employees, including management positions, in terms of employment, advancement, and recognition, by conducting performance analysis without distinction throughout the process.
- We respect the rights of our employees and follow the provisions of the legal regulations.
- We support the elimination of child labor.
- We provide our employees with regular training to offer opportunities for development and advancement.
- We provide a healthy and safe working environment for our employees and offer various means for them to express their desires, suggestions, and complaints. By evaluating the feedback received from our employees, we contribute to the improvement of our management systems.
- By operating with a zero-accident principle, we aim to institutionalize occupational health and safety as part of our corporate culture.
- While implementing our policy, we value the participation of relevant stakeholders 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. Based on the data we gather, we improve our processes.
- When planning our investments, we take into account the risks to the integrity of protected sensitive areas, historical heritage, and the natural and cultural environment for our buildings and infrastructure systems. In our activities related to land use, construction, maintenance, repair, design, and landscaping, we prefer locally/regionally appropriate sustainable practices and materials.
- When designing our buildings and concept, we consider the needs of guests and employees with special requirements, embracing a service approach that is accessible to everyone.
- We contribute to the preservation and development of local/regional properties, areas, and traditions that hold historical, archaeological, cultural, and spiritual significance.
- We assess and analyze the quality of products/services through user evaluations. We maintain fairness, honesty, and impartiality in supplier selection.
- We respect human rights and reject all forms of discrimination based on language, religion, race, gender, and more. We stand against any form of exploitation or harassment, be it commercial, sexual, or otherwise, directed at protected or vulnerable groups. We support measures against domestic violence and child abuse.
- We continuously develop all our processes in accordance with our core values and a commitment to compliance with legal and other requirements.
- We act in accordance with information security regulations and enhance our processes.
- We invest in technological systems through industry-leading innovation efforts.
- We analyze potential risks in our activities, both internal and external, considering our own affairs and the needs and expectations of relevant stakeholders. We continuously develop in line with the goal of continuous improvement. We incorporate the Risk Management Process in all our business processes and aim to seize new opportunities.,
- Aligned with sustainable development, we aim to be a pioneer in the tourism sector, creating long-term value.

## **SUSTAINABLE PROCUREMENT POLICY**

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

- Having Quality Assurance Management Systems, Environmental and Occupational Health and Safety Management Systems, and internationally recognized environmental and sustainability ethics/certifications,
- In production and procurement, having no harmful effects on the environment, and complying with environmental regulations,
- Using/consuming resources in a manner that doesn't harm natural life or ecosystems, and complying with hunting bans,
- Working towards minimizing and properly managing waste, offering less packaging or bulk packaging alternatives in product packaging,
- Providing environmentally friendly, resource-efficient, local, ethically conscious, recyclable or recycled material-using, organic, bio, vegan, cruelty-free, and free from harmful chemical components, and similar alternatives,
- Being a domestic and local producer/service provider,
- Reflecting/introducing the cuisine, traditions, and culture of our country/region in the product/service,

We emphasize and communicate this perspective to our stakeholder suppliers. Together with our suppliers, we strive to create efficient procurement opportunities and aim to reduce the environmental impacts arising from the supply processes.

## **ENERGY EFFICIENCY POLICY**

We efficiently use energy to protect our planet from potential hazards and set goals to reduce our energy consumption.

For this purpose;

- To fulfill both our responsibilities towards the environment and our legal obligations, we follow national and international standards, laws, and regulations. We voluntarily undertake efforts to reduce energy consumption and/or continuously enhance our energy consumption performance. We monitor the results of our efforts.
- We set goals and include energy efficiency in our training programs to encourage the participation of our employees.
- We value collaborating with all our stakeholders to create shared goals and outcomes in energy management. In these matters, we strive to maintain our interactions with our guests, employees, visitors, and all business partners to collectively raise awareness and consciousness towards achieving a comprehensive understanding.
- We seek and aim to find energy-efficient and appropriate product, equipment, apparatus, and technology alternatives, and endeavor to purchase and use them.
- We aim to document our Energy Management System, disseminate it to all departments, update it as necessary, review it, and continuously improve it.
- We assess energy risks or potential emergencies such as energy constraints, and plan measures to be taken.

# Sustainable Environmental Policy

**Our facility** aims to leave a clean and healthy environment for future generations with a sustainable environmental mindset.

In this context, we commit to fulfilling the responsibilities outlined below:

- Contribute to the continuous improvement of our processes related to preventing environmental pollution and conserving biodiversity and ecosystems.
- Increasing the use of renewable and clean energy.
- Efficiently utilizing our natural resources.
- Reducing water consumption.
- Reducing waste at the source.
- Enforcing waste separation and recovery in line with the zero waste principle.
- Reducing chemical consumption and pesticide usage, opting for products that are environmentally friendly.
- By conducting effective risk analysis, we aim to reduce our environmental impacts and seize new environmental opportunities.
- Promoting the use of eco-friendly products.
- Adopting a life cycle perspective during the creation and implementation of our processes.
- Tracking our carbon footprint and working towards a specific goal to reduce it.
- Conducting planned activities to mitigate the negative environmental impacts arising from emergency situations.
- Supporting our employees to contribute to the effectiveness of the Environmental/Energy management system.
- Providing training to increase employees' awareness about significant environmental aspects and impacts.
- Turning our Environmental Protection Activities into a corporate culture.
- Prioritizing environmentally sustainable suppliers in supplier selections.
- Ensuring compliance with environmental suitability obligations.
- Informing and involving all relevant stakeholders about our environmental activities and principles.

## **ENVIRONMENTAL PROTECTION AND WASTE MANAGEMENT POLICY**

We protect the environment in our operation, prevent pollution, and prioritize its conservation by reducing our negative impacts on the environment.

For this;

- We ensure compliance with legal regulations and strive to reduce our environmental impact.
- We make efforts to segregate our waste effectively based on its source, categories, and hazard classifications.
- We understand that using hazardous substances and chemicals only when necessary and in the required quantities will reduce both negative environmental impacts and waste generation.
- In our procurement of materials for our operations, we prioritize those labeled as 'recyclable' and 'environmentally friendly' to contribute to nature conservation. We work towards creating opportunities for reuse.
- We use disposable materials such as paper, napkins, toilet paper, and packaging only as needed to minimize waste and leave a smaller footprint on the environment.
- We store waste in separate areas according to their characteristics and deliver them to licensed/authorized companies within legal storage time limits, while maintaining records.
- We make efforts to use water, energy, and all natural resources efficiently. We share this commitment with our employees, guests, and suppliers.
- We measure our environmental management performance, track this data against targets, and strive to improve our performance.
- We aim to educate our employees about environmental matters and raise their awareness.

## WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

We prioritize **gender equality** in our organization.

- We ensure the health, safety, and well-being of all employees regardless of gender.
- We support the participation of women in the workforce across all departments and provide equal opportunities.
- We adhere to the 'equal pay for equal work' policy without discrimination based on gender.
- We distribute tasks with consideration of the principle of equality.
- We create an environment conducive to equal access to career opportunities.
- We formulate educational policies and support women's participation and awareness.
- We establish a work environment and practices that maintain a work-life balance.
- We support the presence of women in company leadership, providing equal opportunities.
- We do not tolerate any form of abuse, harassment, discrimination, suppression, coercion, false accusations, etc., against women. We always support our employees in these matters and act with a zero-tolerance approach to such incidents.
- We strive to empower women for peace, security, humanitarian aid, and disaster risk reduction.
- We recognize and support the value that women bring to the world and our organization.

## CHILD RIGHTS POLICY

Children are entrusted to us as the future. Recognizing them as individuals, respecting their rights, safeguarding them against all forms of psychological, physical, commercial exploitation, and prioritizing their protection are our primary responsibilities.

To achieve this:

- We do not permit child labor in our own establishments and expect the same sensitivity from all our business partners.
- Within our operations, we provide environments/facilities that contribute to children's development, where they can freely express their thoughts, desires, and emotions, and where they feel free and comfortable.
- We educate our employees on preventing and identifying child abuse.
- We ensure that children are supervised by adults when participating in activities.
- To raise awareness about child rights protection, we organize training sessions and support relevant projects.
- When witnessing suspicious actions involving children, we first inform the hotel management and, when necessary, seek assistance from official authorities.

### Convention on the Rights of the Child



Children cannot be employed like adults.

Every child has the right to benefit from health services.

Every child has the right to live with their family.

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

Every child has the right to freely express their opinions.

Every child is supported and protected to complete their education.

Every child has the right to live in a peaceful environment and be protected from wars.

