



## OUR SUSTAINABILITY POLICY

For a sustainable world;

- We prioritize evaluating, resolving, and providing feedback on suggestions and complaints from our guests, employees, and other stakeholders.
- In line with our understanding of sustainability, we conduct trainings to raise awareness among our employees, support their development, and ensure their active involvement at every stage.
- We comply with all applicable laws and regulations in all our operations.

### ENVIRONMENTAL PROTECTION AND WASTE MANAGEMENT POLICY

- Within legal frameworks, we assess the environmental impact and scope of our activities and work to minimize our footprint as much as possible.
- We evaluate waste reduction opportunities already at the purchasing stage.
- We separate our waste effectively according to type and hazard class and deliver it to licensed companies accordingly.
- We aim to reduce the total amount of waste generated.
- Hazardous materials and chemicals are used only when necessary and in required amounts.
- We provide training to our staff on waste separation, zero waste initiatives, and organize activities to raise guest awareness on these issues.
- We implement necessary infrastructure to ensure efficient use of natural resources, monitor usage regularly, and aim to reduce consumption.
- We raise awareness among guests and employees about the conscious use of natural resources.

### PURCHASING POLICY

- We contribute to environmental protection by preferring materials labeled “recyclable” and “environmentally friendly” in our procurement.
- By sourcing products and materials from local suppliers, we support the regional economy and strive to reduce our carbon footprint. We continuously monitor and aim to increase the share of local suppliers.

### EMPLOYMENT POLICY

- We contribute to regional development by employing local people.
- Our principle is to create a fair and harmonious work environment free from discrimination and ensuring equal opportunity.

- We listen to our employees and maintain a communication model that encourages free expression of ideas, solution-focused dialogue, and open communication.

## **CULTURAL AWARENESS POLICY**

- We organize events and promotional activities to enable our guests to experience the natural and cultural heritage, local products, and services of our region.
- We ensure the protection of local culture, traditions, and customs; we do not tolerate discriminatory activities based on opinions, ethnicity, beliefs, or vulnerable groups.
- We acknowledge that visitors—whether for tourism or work—contribute to regional development through their diverse cultures and deserve hospitality.
- We support the preservation of historical and archaeological artifacts.
- We conduct consultations and keep communication channels open to consider local sensitivities and needs in our activities.
- We collaborate with the local community to preserve historical and cultural assets and support the protection of the natural environment.
- We assist all stakeholders in promoting the region's cuisine, activities, culture, and traditions (including religious-cultural sites, natural wealth, biodiversity, etc.), train our staff, and inform our guests.
- We know our geography and local society well, respect historical values and traditions, and contribute to economic, social, and cultural development.
- We develop and support community projects that promote social and economic development and local employment.

## **HUMAN RIGHTS POLICY**

- We respect each other's opinions.
- We act openly, offering equal opportunities, transparency, fairness, and encourage employee participation.
- We oppose any discrimination based on gender, language, race, age, socio-economic status, education, ethnicity, religion, or similar grounds.
- We ensure that all employees benefit equally from social rights, additional benefits, and rewards.

## **ACCESSIBILITY POLICY**

- We design our products and services to facilitate access for individuals with special needs (e.g., disabled persons, children).
- We provide a safe environment for guests and employees requiring special protection, where issues can be easily reported and resolved.
- We continuously monitor, measure, and improve our sustainability management system and initiate corrective actions as needed.
- We prioritize accessibility, health, and safety standards for all guests, employees, and visitors with physical sensitivities or challenges, arranging their environments accordingly.

## **CHILDREN'S RIGHTS POLICY**

- Our hotel does not employ child labor, and we expect the same sensitivity from our business partners.
- We provide environments and opportunities that support children's development and allow them to express their thoughts, wishes, and feelings freely and comfortably.
- We give service priority in children's areas.
- Our staff receive training on children's rights and abuse prevention.
- We raise awareness of signs of physical, verbal, psychological violence or neglect by families.

- Children participating in activities are always under adult supervision.
- Children are never left unattended in supervised areas (such as mini-clubs) and are safely handed over to their parents.
- We support projects aimed at protecting children's rights.
- If suspicious behavior concerning children is observed, we immediately inform hotel management and, if necessary, contact social support hotlines.

## **EMPLOYMENT, WOMEN'S RIGHTS, AND EQUALITY POLICY**

- We ensure the health, safety, and welfare of all employees regardless of gender.
- We support women's participation in the workforce across all departments and provide equal opportunities.
- We apply the "equal pay for equal work" policy without gender discrimination.
- We contribute to regional development by employing local people.
- We provide an environment that enables equal access to career opportunities.
- We promote work-life balance.
- We offer equal opportunities for women in management positions.
- We do not tolerate any form of abuse, harassment, discrimination, suppression, coercion, or defamation against women.
- Our communication channels (complaint web portal, suggestion box, designated managers) are diverse and actively used; social support services from the Ministry of Family and Social Policies are used when needed.
- We regularly provide training on appropriate behavior towards protected groups (women, children, disabled, interns, minorities, etc.).

We inform our stakeholders about all topics in our policies and actively involve them.

Executive Management