

## **OUR SUSTAINABILITY POLICY**

In order to protect the environment and meet the requirements of sustainability, we identify our environmental impacts and keep negative effects, potential hazards and our waste under control. We make every effort to minimise the use of natural resources, energy consumption and air, water and soil pollution.

We comply with the laws, regulations, legislation and rules in force in our country concerning the environment, occupational health and safety and human rights, and we fulfil all requirements completely. While carrying out our activities, we take and apply the measures needed to protect our guests and employees from possible injuries and illnesses and to provide good working conditions.

We seek to ensure that environmental awareness and our social responsibilities are adopted not only by our employees but also by our customers, suppliers, subcontractors and the competent authorities. By cooperating with local authorities, supplier companies and non-governmental organisations, we contribute to the creation of environmental protection and social responsibility projects.

In the places where we operate, we take every measure needed to increase local employment and to protect and enrich natural life, and we share with the public all the activities we carry out to look after our environment.

## **OUR ENVIRONMENTAL AND SOCIAL POLICY**

Being protective and supportive towards the environment we live in and the society we are part of, and leaving a liveable future for ourselves and for the generations to come, is the foundation of our 'Social and Environmental Policy'.

To this end, making every effort we can;

We set clear environmental aims and targets and integrate the review process as a core element of the group's environmental initiatives.

By using fewer resources and consuming a minimum level of energy, we establish, manage and maintain our hotel, catering, facility and other related services so that they operate more efficiently and profitably.

By keeping our activities under control, we reduce our water consumption, chemical use and waste generation. When choosing the chemicals we use, we accept the protection of nature as a priority principle. By continuously developing environmental practices, we minimise the impact of our activities on the environment.

Among our employees, our customers, our suppliers and society in general, we organise events to raise awareness about the environment. We also organise project activities for people in need and take part in these activities. Our activities benefit both the professional development of the people living in our region and people in need.

## **ENERGY EFFICIENCY POLICY**

We use our energy efficiently in order to protect our world from possible dangers, and we set targets to reduce our energy consumption. To this end;

In order to fulfil both our responsibilities towards nature and our legal obligations, we follow national and international standards, laws and regulations; we voluntarily carry out work to reduce energy use and/or to continuously improve our energy consumption performance, and we monitor the results of this work.

We set targets and include energy efficiency in our training programmes so that our employees also take part.

We attach importance to cooperating with all our stakeholders in order to create shared aims and results in energy management. On these matters, we strive to maintain our engagement with our guests, employees, visitors and all our business partners so that a collective level of awareness is reached.

We try to research, find, purchase and use suitable energy-efficient products, equipment, machinery and technology alternatives.

We aim to document our Energy Management System, roll it out to all our departments, update and review it when necessary, and improve it continuously.

We assess energy risks and emergencies such as energy shortages, and we plan the measures that can be taken.

## **SUSTAINABLE PROCUREMENT POLICY**

In line with our understanding of sustainable supply, we attach importance to our suppliers/solution partners:

Holding Quality Assurance Management Systems, Environmental and Occupational Health and Safety Management Systems, and internationally recognised environmental and sustainability labels/certificates,

Having no harmful effects on the environment in production and supply, and complying with environmental legislation,

Using and consuming resources appropriately, without harming natural life and the ecosystem, and complying with hunting bans,

Working to minimise and correctly manage their waste, and offering less packaging or bulk packaging alternatives for their products,

Offering alternatives that are environmentally friendly, economical, local, respectful of ethical values, made of recyclable or recycled material and free from harmful chemical components,

Being a domestic and local producer/service provider, and offering products/services that reflect and promote the cuisine, traditions and culture of our country/region,

We attach importance to these matters and communicate this approach 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.

### **OUR COMMUNITY INTEGRATION POLICY**

The senior management of our company is committed to supporting and working with the local community we are part of. We undertake to run our business in a way that helps to protect and promote the culture and heritage of the destination and the local economy.

To make sure that we contribute to the well-being and living spaces of local people, we believe it is very important to maintain a continuous dialogue with our local community.

Our aims:

- To support initiatives that develop the community.
- To support the local economy.
- To respect and protect local culture, traditions and ways of life.
- To support and protect access to basic resources and services.

To this end;

Whenever possible, we prefer local and regional products and services, as stated in our purchasing policy.

As stated in our recruitment policy, we prefer staff living locally during the recruitment process.

Through on-the-job training programmes, we provide job opportunities primarily to local people.

We regularly assess the impact of our business on the local community and communicate with the stakeholders affected.

Through regular meetings with the local association and the chamber of commerce, we stay in continuous dialogue with local and indigenous people and ensure that they are treated fairly and equally.

We make annual financial contributions to various local charities.

We contribute to the upkeep of culturally and spiritually important sites by making an annual donation and by encouraging guests to visit them.

### **WOMEN'S RIGHTS AND GENDER EQUALITY POLICY**

We attach importance to gender equality in our business. We ensure the health, safety and well-being of all our employees regardless of gender.

We support women's participation in the workforce in all our departments and offer equal opportunities.

We act on the policy of «equal pay for equal work», without gender discrimination.

We distribute duties in line with the principle of equality.

We provide the environment needed for career opportunities to be used equally.

We create training policies and support women's participation and the growth of awareness.

We create a working environment and practices that protect the balance between work and family life.

We support women in taking part in company management, offer equal opportunities and undertake to do so.

We never allow women to be exposed to abuse, harassment, discrimination, suppression, coercion, slander or similar situations. We are always aware of the value they add to the world and to our organisation, and we support their presence.

## **OUR CHILD PROTECTION POLICY**

We respect children's rights and take the measures needed to protect children against all forms of

exploitation, and we undertake to apply the measures we have taken.

We do not employ child labour and we take measures against it.

We support programmes that prevent children from becoming in need of protection and care.

We support institutions and organisations that help to reintegrate into society children who have been involved in crime or against whom crimes have been committed.

We cooperate with all stakeholders serving children.

We carry out activities that raise public awareness and sensitivity about preventing violence against children.

We organise training on child protection for our staff.

In the environment we are in, we support every kind of organisation and activity aimed at child protection.

## **VULNERABLE GROUPS / ABUSE AND HARASSMENT POLICY**

- Vulnerable groups refer to individuals who need protection because of the risks they face on the basis of age, gender, ethnic origin, sexual orientation, gender identity, physical or mental disabilities, social or economic status, migration status or other characteristics. This policy covers children, young people, older people, people with disabilities, migrants and other groups.
- We aim to take all the steps needed to keep our employees, our customers and all our stakeholders safe
- All our employees receive regular training on the rights of vulnerable groups and on the definition, signs and reporting processes of abuse and harassment. The aim of this training is to make all staff aware of, and sensitive to, cases of harassment and abuse.
- To this end, we have adopted the "Vulnerable Groups and Abuse/Harassment Policy".
- We take all cases of abuse and harassment seriously and ensure that complaints are examined quickly, fairly and confidentially. In line with the relevant legal sanctions, evidence-based disciplinary measures and, where necessary, legal proceedings are initiated.

- We undertake to carry out continuous improvement work to prevent and reduce cases of abuse and harassment against vulnerable groups

### **OUR OHS POLICY:**

- To ensure that all our employees, suppliers and visitors comply with the OHS rules that have been established,
- To eliminate OHS risks, or reduce them to the lowest possible level, by taking precautions in advance,
- To comply with the legislation and administrative regulations in force concerning OHS,
- To provide the training needed to make all our employees aware of their OHS responsibilities,
- To make continuous efforts to provide safe workplaces, systems and methods through the regular maintenance, protection and care of all facilities and equipment, in order to prevent injuries to our employees and risks to their health,
- To carry out the necessary checks on time in order to prevent occupational illnesses,
- To carry out work to measure and improve the performance of the OHS management system,
- We undertake to continue our work without interruption by meeting the applicable requirements in order to provide a healthy working environment.