



## HUMAN RIGHTS POLICY

We operate with the vision of contributing to economic, environmental and social sustainability at Baia Salima Kemer Hotel.

In all business processes, we strive to ensure that fundamental human rights are respected. We are committed towards providing a work environment that conforms with international standards and respects human rights, where employees can develop themselves, express their opinions freely and not be subjected to any discrimination.

We comply with the UN Universal Declaration of Human Rights, recognise fundamental human rights and conduct our activities in compliance with such policies.

We comply with and apply the principles of non-discrimination, non-employment of child labour, non-employment of forced labour, right to collective bargaining and freedom of association as set out in the International Labour Organization's Declaration of Fundamental Principles and Rights at Work, and the requirements of international conventions to which Turkey is a signatory on human rights and social justice issues.

We demonstrate an equal attitude and do not tolerate discrimination on gender, ethnic origin, religion, race, nationality, age, physical capacity, pregnancy, marital status, sexual orientation, trade union membership, political opinion and similar issues in processes such as recruitment, training, career, remuneration management and in the work environment.

We transparently handle such processes depending on the qualifications, experience and performance of the employees.

We uphold the rights of all our employees to form unions, hold meetings, organise and bargain collectively within the framework of legal regulations and to freedom of expression. We do not discriminate or put pressure on our employees who exercise such rights in whatsoever way.

The foundation of our occupational health and safety approach is our "zero accident" objective. We emphasise providing a safe working environment for our business partners and employees.

FİKRET FIRAT KÜÇÜKTEZCAN  
GENEL MÜDÜR