



For a Sustainable World;

- We attach importance to the evaluation, resolution, and feedback of suggestions and complaints received from our guests, employees, and other stakeholders.
- In line with our sustainability approach, we provide training to raise awareness among our employees, contribute to their development, and ensure their active participation at every stage.
- We comply with all applicable laws and regulations in all our activities.

PURCHASING POLICY

- By prioritizing materials labeled as “recyclable” and “environmentally friendly” in our purchases for our hotel, we contribute to the protection of nature.
- By sourcing products and goods from local suppliers, we contribute to the regional economy and aim to reduce our carbon footprint. We monitor the proportion of local suppliers and aim to increase it continuously.
- The purchase of endangered species is strictly prohibited; only products permitted to be purchased within the legal framework are procured (such as quotas and species allowed in accordance with hunting/fishing seasons, e.g. bonito, tuna, etc.).

CULTURAL AWARENESS POLICY

- We organize promotional activities and events to ensure that our guests can access the natural and cultural heritage, as well as local products and services in our region.
- We promote the preservation of local culture, traditions, and customs, and do not allow discriminatory practices related to opinions, ethnic origin, beliefs, or vulnerable groups. We recognize that visitors arriving for tourism or employment contribute to regional development through their diverse cultures and that hospitality should be shown.
- Within the scope of our activities, we hold consultations and keep communication channels open to ensure that local characteristics, sensitivities, and the needs of the local community are taken into consideration.
- Together with the local community, we carry out initiatives to promote solidarity, protect historical and cultural assets, and support the preservation of the natural environment.
- We support all our stakeholders in promoting the region's cuisine, activities, culture, and traditions (religious and cultural sites, natural assets, biodiversity, etc.), provide training to our staff, and inform our guests accordingly.
- We are well acquainted with the geography and local community in which we operate, respect historical values and traditions, and contribute to economic, social, and cultural development.
- We develop and support social projects that contribute to the social and economic development of the community and local stakeholders, and that support local employment.

ENVIRONMENTAL PROTECTION AND WASTE MANAGEMENT POLICY

- Within the framework of legal regulations, we assess the environmental impact and scope of our activities and take measures to minimize these impacts.
- We evaluate the purchasing stage in order to reduce waste at the source.
- We separate our waste in the most effective manner according to waste groups and hazard classifications and deliver it to licensed companies appropriate to its category.
- We aim to reduce the amount of waste generated.
- We use hazardous substances and chemicals only when necessary and in the required amounts.
- We provide training to our staff on waste separation, zero waste practices, etc., and organize activities on these topics to raise awareness among our guests.
- We carry out the necessary infrastructure improvements for the efficient use of natural resources and aim to reduce consumption through regular monitoring.



OUR HUMAN RIGHTS POLICY

- We treat each other's opinions with respect.
- We act transparently, fairly, and in a manner that offers open and equal opportunities and encourages employee participation.
- We oppose discrimination arising from gender, language, race, age, socio-economic status, education level, ethnic origin, religious belief, and similar factors.
- We ensure that all our employees benefit equally from the social rights, fringe benefits, and rewards we provide.

OUR EMPLOYMENT POLICY

- We contribute to regional development by providing employment opportunities to the local population.
- It is our principle to create a fair and peaceful working environment for our employees, where no discrimination exists and equal opportunities are ensured.
- We listen to our employees and implement a communication model in which ideas can be freely expressed, solutions are prioritized, and dialogue is encouraged.

OUR ACCESSIBILITY POLICY

- We carry out our activities by considering conveniences for individuals with special needs (persons with disabilities, children, etc.) to ensure access to our products and services.
- We provide an environment within our facility where guests and employees who require special protection will not be harmed in any way and where all their concerns can be communicated and resolved comfortably.
- Within our sustainability management system, we continuously monitor and measure our practices and objectives, and when necessary, initiate, plan, and finalize corrective actions.
- For all our guests, employees, and visitors with special needs, physical sensitivities, or limitations, we attach importance to accessibility, health, and safety standards and arrange the environments in which they stay or work in accordance with these standards.

OUR EMPLOYMENT, WOMEN'S RIGHTS AND EQUALITY POLICY

- We ensure the health, safety, and well-being of all our employees without discrimination based on gender.
- We support the participation of women in the workforce across all our departments and provide equal opportunities.
- We act in accordance with the principle of "equal pay for equal work" without gender discrimination.
- We contribute to regional development by providing employment opportunities to the local population.
- We provide the necessary environment to ensure equal access to career opportunities.
- We provide a working environment that supports work-life balance.
- We offer equal opportunities for women to be represented in managerial positions.
- Communication channels have been diversified and are actively used to ensure that all our employees can express themselves comfortably (complaint web channel / complaint box / guiding manager); additionally, when necessary, support is received from the social support hotline of the Ministry of Family and Social Policies.

We ensure that our stakeholders are informed and included in all matters stated in our policies.

TOP MANAGEMENT