

OUR SUSTAINABLE TOURISM POLICY AND STATEMENT

We are aware that sustainability efforts in tourism minimize negative impacts on social, environmental, and cultural heritage, and we recognize the responsibilities that come with sustainable tourism.

In this context, we continue our work effectively on many topics within the concept of sustainability, such as reducing environmental impacts, protecting human rights, efficient management of energy, water, and waste, preserving cultural and social heritage, providing economic and social benefits to local people and local producers, and protecting the environment.

The values we emphasize show the importance of responsible and sustainable tourism. We focus on effectively managing sustainability risks and achieving sustainable growth through long-term strategies, aiming to increase our success every day. Transparently and effectively informing our stakeholders about our activities and impacts is one of our top priorities. In this direction, we want to express that we will provide transparent access to all our stakeholders for the sustainability reports we will publish regularly, and we expect their feedback for suggestions and contributions on our sustainability journey.

We are wholeheartedly committed to sustainability principles with the philosophy of "Sustainable world for sustainable tourism." With this approach, we convey our service understanding to create and develop Sustainable Tourism awareness to our employees, business partners.

OUR ENVIRONMENT AND WASTE MANAGEMENT POLICY

In all product and service stages at our facility, we act in accordance with the legislation determined by legal authorities and the principle of the rule of law, national and international regulations, other conditions that our facility is obliged to comply with, and those based on voluntary principles.

As a facility that respects the environment and future generations, in all our activities at our hotel, we aim to contribute to the development of the local community, and we guide our employees, suppliers, and guests to be environmentally sensitive through education and information to contribute to the system.

We are happy to express this awareness to all our stakeholders.

In all our activities, we adopt the commitment to protect the environment as a principle, and by using our resources in the most efficient way, we aim to prevent environmental pollution, reduce our waste amount within the scope of zero waste, and make the generated waste harmless to nature by ensuring its recycling, showing sensitivity in protecting biodiversity and the ecosystem.

We aim to use our natural resources correctly and efficiently, and to use nature-friendly products. We classify our waste according to their qualities, separate them at separation points, and dispose of them through licensed organizations.

We inform our guests about our environmental sensitivity and guide them to be respectful to nature and protect it during their stay.

OUR ENERGY EFFICIENCY POLICY

To leave a livable world for future generations and to protect the environment, we act with awareness of our responsibilities regarding energy efficiency.

While fulfilling our responsibilities to nature, we follow national and international standards, laws, and regulations, and carry out studies to reduce energy use and/or continuously improve our energy consumption performance.

We continue to strengthen our teams with technical services to identify technologies and the latest innovations that facilitate reducing energy use without compromising guest comfort.



We set goals for the effective use of energy resources, provide training to our employees in line with our goals, and guide our guests and stakeholders.

We aim to continuously improve our energy performance by using resources and energy resources in the most efficient way and increasing the use of alternative renewable resources.

OUR QUALITY, FOOD SAFETY, AND OCCUPATIONAL HEALTH & SAFETY POLICY

We encourage our suppliers to comply with food safety, environment, occupational health, and safety standards and legislation in line with our policy, and we take care to collaborate in these areas.

We inform our guests about our environmental sensitivity to be respectful to nature and protect it during their stay.

With a guest-oriented approach, we commit to providing guest satisfaction without compromising food safety, quality standards, and legal requirements, and by using all resources correctly.

To protect the health of employees and guests, we apply food safety and legal requirements from the product supply stage to the service/presentation process, produce and present products in line with quality and food safety principles, and continuously improve by prioritizing hygiene conditions.

While ensuring food safety, we aim to reduce food waste to prevent waste and use resources effectively.

We manage the process with necessary training and information to ensure the awareness of all our stakeholders, and we ensure the control of our processes by independent external organizations.

In the accommodation sector, displaying an innovative and continuous improvement-oriented management approach, the health and safety of our employees, partners, guests, suppliers, and all our stakeholders is our primary priority.

To ensure that our guests, employees, and all stakeholders receive services in a safe and healthy environment, we act in accordance with national and international laws and regulations, carry out our activities in compliance with legal legislation, food, quality, and occupational safety standards, and regularly perform and review necessary controls and precautions.



We identify the effects and risks of our activities in the areas of food safety, quality, occupational health, and safety, and take necessary measures to prevent these risks from occurring or to reduce their undesired effects.

We create goals and programs for the continuous development of our food safety, quality, occupational health, and safety processes, review them, and make necessary resource investments.

We perform necessary controls and take precautions to prevent and eliminate the formation of hazardous environments that could cause accidents and illnesses, and environmental pollution arising from our activities.

We include our employees in the process by increasing their awareness.

OUR ENVIRONMENTAL PROCUREMENT POLICY

Our environmental procurement policy aims to spread and strengthen our basic human rights and working principles and our sustainability understanding throughout the entire supply chain and ensure its continuity.

Our Environmental Procurement Policy is an indicator of our commitment to human rights and basic working principles based on honesty, trust, and respect in all our operations and in our relationships with each stakeholder.

To achieve this goal, we expect our suppliers to share our basic principles in this scope with us and to collaborate with us in spreading and developing these principles with a continuous improvement approach.

We encourage the provision of constructive feedback to ensure continuous improvement and the systematic sharing of best practices in this area with us.

We expect all our suppliers to uphold freedom of thought and belief, without discrimination on issues such as language, religion, race, gender, social class, age, etc., and without tolerating exploitation and harassment.

In selecting suppliers, we take compliance with the basic principles specified here as essential and obtain commitments from our suppliers on the following issues.

It is essential that all operations and processes are within the framework of applicable laws. Relevant environmental protection laws, regulations, rules, and codes of conduct are fully implemented.

All forms of fraud, deception, and bribery are strictly prohibited.

All behaviors that cast a shadow on mutual trust and respect, and damage commercial reputation, are avoided.

No behaviors that damage human dignity are engaged in.

Forced and/or child labor is not employed.

All employees have equal rights. No form of discrimination is tolerated.

Working conditions, wages, working hours, union and collective bargaining rights, and other basic employee rights are in compliance with applicable laws and fair.

Workplace and worker health are prioritized. All necessary precautions are taken.

Eco-friendly practices are preferred in packaging and delivery of products.

Reduces and/or eliminates through substitution processes.

The product range includes environmentally friendly product/raw material alternatives.

Works with us to update and continuously improve product quality and safety.

"Sustainable world for sustainable tourism" philosophy we are wholeheartedly committed to sustainability principles. With this approach, we convey our service understanding to create and develop Sustainable Tourism Awareness to our employees, business partners.

We closely follow current developments and technologies and offer us improvement suggestions.

Focuses on protecting ecosystems, habitats, especially endangered and endemic species, preventing land degradation, maintaining, continuously improving, and developing the capacities of natural ecosystems, and aims to manage impacts on biodiversity in a sustainable way.

In all products, production, transportation, storage, and other operations, reduces and/or eliminates waste and wastewater formation, greenhouse gas emissions, chemical use, and all other environmental impacts through reuse, recycling, or substitution processes.

We work with our suppliers on common business ethics principles and collaborate to improve their performance on environmental and social issues.

In requested product or service purchases and where appropriate (in cases where the availability/continuity of the product or service is ensured), procurement from locations close to the facility, and contributing to reducing environmental impacts by minimizing carbon dioxide and greenhouse gas emissions during supplier deliveries are our goals.

In central or local product/service purchases, when selecting suppliers; being environmentally sensitive, local/regional, fuels, chemicals, pest control drugs, all kinds of vehicles and equipment consuming fossil fuels, electrical appliances, equipment containing refrigerant gases, noise-generating tools, packaging materials, consumables, plastic materials, and construction materials being environmentally friendly, having necessary permits and certifications, and considering energy efficiency classes.

OUR HUMAN RESOURCES POLICY

We are aware that all our employees are representatives of our brand and values. We commit not to employ child labor in accordance with national and international standards and regulations.

With the consciousness that our employees are our partners, our main principle in selection and placement is to select individuals who have the necessary education, experience, and competencies, compatible with our corporate culture, values, and goals, without any discrimination and without granting privileges, providing equal opportunities to people who have the competencies required by the job (knowledge, skills, behaviors) and who will adopt and live the company values.

Respecting and protecting the rights our employees have under laws and regulations is one of the most important duties and priorities of the Company.

Equal opportunities are provided to all our employees in all human resources applications, including recruitment, training, wages, career, and provided financial opportunities.

We are proud of the differences and cultural diversity of our employees and accept these different perspectives as richness while gathering around a common purpose. All human resources applications are designed to nurture this richness, develop it, create equal opportunities for all employees in every field, without regard to language, religion, race, age, ethnic identity, and gender difference.

We commit to investing in the professional and personal development of our partners, organizing trainings that will ensure their development, and improving the health and safety conditions of working areas and conditions.

The basis of our Human Resources processes is the value we give to people, therefore to our employees.

The health, safety, and happiness of our employees are an integral part of our focus on growth, profitability, and creating new opportunities, which are our strategic goals. All



our employees who will contribute to this goal benefit from our equal training opportunities.

We closely follow and implement legal obligations regarding the health, safety, and working hours of our personnel and business partners; we regularly audit and check compliance.

OUR EMPLOYEE AND HUMAN RIGHTS POLICY

We adopt the UN Universal Declaration of Human Rights, and commit to creating a culture where everyone is treated equally and can fully contribute with their potential; regardless of race, color, gender, age, nationality, religion, gender identity or expression, marital status, citizenship, disability, or other matters protected by law.

We offer fair and equal opportunities to all our employees, candidates, business partners, and partners within our operations and value chain.

We act with awareness of the scope of influence and responsibilities in creating a positive impact in society by behaving in accordance with human rights for all our stakeholders.

We commit to establishing systems that will ensure honest, transparent, fair, respectful, and trust-based relationships among all our employees,

Offering equal and safe working opportunities,

Taking feedback from our employees and making improvements and developments,

Monitoring their performance and planning their careers,

Distributing wages fairly and paying in accordance with legal conditions,

Protecting the personal information of our team members,

Ensuring all our team members benefit from the social rights, fringe benefits, and rewards we plan.

OUR CHILD PROTECTION POLICY

We adopt the UN Convention on the Rights of the Child, consider every individual up to the age of eighteen as a child, respect their rights, and accept protecting them against psychological violence, physical violence, and commercial exploitation as our responsibility.

In our facilities, we commit to offering special areas for child guests where they feel safe, free, and happy, and can comfortably express their emotions, thoughts, and wishes,

In areas where we provide services like child activity areas, definitely being able to reach their parents or another adult who is of legal age and reliable from the family/group,

Keeping them under adult supervision in the activities they participate in.

Supporting their communication with other children, appreciating and encouraging their successes,

Providing trainings to our employees on child rights and protection,

Being aware of parents' attitudes and behaviors towards their children, signs of physical-verbal-psychological violence or neglect,

In suspicious situations where our child guests may be harmed, first informing the hotel management, and requesting help from the Social Support Line when necessary,

Committing to support relevant projects for all children and their rights.

ABUSE AND EXPLOITATION POLICY

With our responsible tourism and environmental protection mission, we support the protection of children from sexual exploitation, respect and support child rights, including protection from child labor and human trafficking.

We are committed to behaving ethically and honestly in all our business relationships and to implementing and executing effective systems and controls to prevent any protection violations such as child-disadvantaged groups etc. sexual abuse and exploitation.

We are committed to being transparent in our approach to preventing and responding to any protection violations in our services and supply chain, and in our relationships with relevant parties.

We commit to ensuring our approach is consistent with our national and international obligations and that we will comply with all applicable laws, statutes, regulations, and rules.

Sexual exploitation and abuse are violations of basic human rights. They also constitute a crime.



Through awareness and good practices, ensuring our employees minimize all kinds of sexual exploitation and abuse risks,

Providing trainings so that all our employees are informed about what steps to take in cases where suspicions or concerns arise regarding sexual exploitation or abuse allegations, and ensuring their continuous development,

We expect all our stakeholders to take measures to prohibit their personnel and representatives from engaging in any sexual exploitation, sexual abuse, and harassment.

OUR WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

With awareness of social gender equality, we support women's participation in economic life by considering social gender equality in recruitments as well.

We support fair treatment of all women and men in working life, respect for human rights, and the principle of non-discrimination.

We support showing respect for the principle of equal pay for equal work without any discrimination.

We provide positive support for women's positions in decision-making.

We support education, courses, and professional development opportunities for women to have a voice in management positions.

We aim to maintain a working environment where health, safety, and welfare of all female-male employees are ensured by taking necessary measures where equality and work peace prevail.

OUR SOCIAL HARMONY POLICY

We believe that being in constant communication with our local community contributes to the welfare and living spaces of the local people.

With awareness of social unity and support, we make every effort to support the local people in all matters, just as in other issues.

We aim to support initiatives that develop the local economy and society, and to respect and protect local culture, traditions, and way of life.

We declare that we will collaborate with all our stakeholders on protecting the natural heritage and cultural features in the region where we are located.

In our facility, we value feedback from the local people and record and evaluate them.

ENVIRONMENT AND WASTE MANAGEMENT

We closely follow national and international environmental legislation.

In our hotel, packaging waste, hazardous waste, organic waste, construction and garden waste, medical waste, waste oils, and batteries are collected separately, stored in defined temporary storage areas in the facility in accordance with regulations, collected by licensed companies, and sent to relevant separation-recycling facilities. The amounts of waste sent are recorded in the EÇBS system. We measure our waste and carry out studies to reduce waste.

Our facility follows processes in accordance with waste management plans and has a "Zero Waste Certificate."

We regularly provide Waste Management and Zero Waste Trainings to all our employees.

We have relevant employees receive periodic "Chemical Use" trainings from chemical supplier companies, increase user awareness, and minimize chemical consumption.

We prefer low VOC and, if possible, environmentally friendly paints, adhesives, varnishes, and chemicals.

We increase the awareness of our employees by providing trainings on environment and energy efficiency.

We reduce paper consumption by making guest, supplier, and stakeholder opinions, fault records, room requests, internal correspondence, and announcements digital as much as possible.

In our food and beverage operations, we reduce the use of single-use products as much as possible and purchase from large-packaged materials.

In the hotel in general, we prefer local plants that are well adapted to the climate and require minimum watering.

We aim to switch to renewable energy subscription.

We use 100% LED lighting in all areas.

In single-use products used in our rooms, we prefer recyclable products. We use refillable liquid soap dispensers in guest rooms and public areas.

We prefer low-flow special and aerated faucets in room bathroom sinks and shower heads.

We save water with dual reservoirs in WC areas. We use photocell urinals in public area WCs.

PROCUREMENT AND SUSTAINABILITY - OUR CONTRIBUTION TO LOCAL ECONOMIES

As long as it complies with brand and product standards in the product and service procurement process, we provide product/service procurement from stakeholders close to our accommodation facility in terms of location, aiming to reduce environmental impact and minimize CO2 emissions.

In product and service purchases; renewable sourced, nature-friendly, energy-efficient class, natural/organic/geographical indicated food products, cleaning/disinfection and other chemicals, fuels/repair oils, pest control chemicals, all kinds of vehicles and equipment consuming fossil fuels, electrical/electronic equipment, equipment containing refrigerant gases, noise-generating tools, packaging materials, consumables, plastic materials, and construction materials being environmentally friendly, having official permits and certifications, and being eco-friendly is our primary preference. In the product/service procurement stage, suppliers that basically meet the following conditions are prioritized.

- Being an environmentally friendly product and having minimum negative impact on the environment
- Products obtained from recycled raw materials/auxiliary materials and recyclable
- Products obtained sustainably or from sustainable sources
- Being local/regional supplier / Fair Trade / Organic / FSC / MSC etc.
- Those providing packaging savings
- Those providing natural resource (energy and water) savings
- Especially those environmentally sensitive and sustainable

We effectively measure and manage purchases made from the region, conduct research to increase their rates, and provide continuous monitoring and control of suppliers with whom fair trade is done with local/regional suppliers.

PROTECTION OF NATURAL AND CULTURAL HERITAGE

With awareness of our social values, we declare that we will collaborate with all our stakeholders on protecting the natural heritage and cultural features in the region where we are located. In this direction, our aim is to support local economies and social initiatives and protect our basic resources.

We inform our guests about our natural and cultural historical areas during their stay in our hotels. Our guests are informed by guest relations/front office employees about the measures to be taken to protect our cultural heritage.

By avoiding using sunscreens, deodorants, etc., containing components harmful to biodiversity and living beings, you can reduce their harmful effects on the environment.

When visiting historical, natural, and cultural areas, by behaving in accordance with the rules; You can contribute to the transfer of Historical, Natural, and Cultural Assets to future generations.

By supporting the economical use of natural resources in our facility, you can leave resources for future generations.

By not buying or selling products and souvenirs made from endangered species, you can protect natural life.

By using nature-friendly transportation options and public transportation vehicles, you can reduce your carbon footprint and support clean air.

By supporting us in reducing and separating waste, you can help us recover them for recycling instead of throwing them away.