

OUR SUSTAINABILITY POLICY

For a sustainable world;

We meticulously address and resolve all suggestions and complaints from our guests, employees, and all other stakeholders, and provide feedback accordingly. In line with our commitment to a sustainable future, we prioritize employee development, organize training programs, and support their active participation in all our business processes. As a company, we demonstrate full compliance with all laws and regulations in all our operations.

OUR ENVIRONMENTAL PROTECTION AND WASTE MANAGEMENT POLICY

We assess our environmental impact in accordance with the law and work to minimize our harm, aiming to prevent waste generation even at the purchasing stage. We properly separate all our waste, hand it over to licensed organizations, and aim to reduce the total amount of waste. We use hazardous materials in a controlled manner, train our employees in waste management, and raise awareness among our guests on this issue. We provide the necessary infrastructure for the efficient use of natural resources, regularly monitor consumption, and strive to raise awareness among all our stakeholders.

OUR PURCHASING POLICY

With a sense of responsibility towards nature conservation, we prioritize materials labeled "recycled" and "eco-friendly" for our hotel. To support the regional economy and reduce our carbon footprint, we prefer local suppliers for our products and materials, and we strive to continuously increase this rate. We avoid purchasing endangered species and only buy products permitted within the legal framework (such as bonito and tuna, within quotas and during the appropriate fishing season).

OUR CULTURAL AWARENESS POLICY

We organize promotional activities and events so that our guests can discover the natural and cultural riches of our region. We respect local culture and traditions, do not allow discrimination, understand the contribution of different cultures to regional development, and are hospitable. We support the preservation of historical artifacts and communicate with the local people, taking into account their sensitivities and needs in our activities. We protect historical and cultural heritage in cooperation with the local people and contribute to the preservation of the natural environment. We introduce the region's cuisine, activities, culture, and traditions to all our stakeholders, provide training to our staff, and inform our guests. We know the geography and society we are in, respect historical values, and support economic, social, and cultural development. We support or develop projects that will contribute to the social and economic development and employment of the local people.

OUR HUMAN RIGHTS POLICY

We value our employees' opinions and operate with a participatory management approach in an open, equitable, transparent, and fair environment. We are absolutely opposed to discrimination based on gender, language, race, age, socio-economic level, education, ethnicity, religious beliefs, and similar reasons, and we guarantee that all our employees benefit equally from social rights, fringe benefits, and rewards.

OUR ACCESSIBILITY POLICY

We develop solutions that facilitate access to our products and services for individuals with special needs, such as people with disabilities and children. We ensure the safety of our guests and employees with special needs, who require a sensitive approach at our facility, and provide a supportive environment where they can easily communicate their problems and find solutions. From a sustainability perspective, we monitor and manage all processes and prioritize continuous improvement. We value the access, health, and safety needs of all our guests, staff, and visitors with special needs, physical sensitivities, and challenges, and we adapt our facility to meet these standards.

OUR CHILD RIGHTS POLICY

In line with our zero-tolerance policy against child labor, we do not employ child laborers in our hotel and expect the same level of care from all our business partners. We create safe and comfortable spaces in our facility that support children's

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development and allow them to freely express their thoughts, and we prioritize children in our service delivery. We provide our staff with training on child rights and the prevention of abuse, and we raise awareness of potential risks in the attitudes of families towards their children. We ensure adult supervision at events where children participate, we are constantly vigilant in areas where we are responsible for children, and we hand them over to their parents. We support various projects aimed at protecting children's rights, and we immediately inform hotel management of any suspicious situations involving children and seek assistance from relevant support lines if necessary.

OUR POLICY ON EMPLOYMENT, WOMEN'S RIGHTS AND EQUALITY

First and foremost, we support regional development by providing employment opportunities to the local population. We prioritize the health, safety, and well-being of all our employees, regardless of gender, support women's participation in the workforce, and offer equal opportunities in all our departments. We implement the principle of "equal pay for equal work" without gender discrimination, ensuring that all our employees benefit fairly from career opportunities. Our fundamental goal is to create a fair, peaceful, safe, and equal working environment where no discrimination occurs. We provide an environment that helps our employees balance their work and family lives, and we offer equal opportunities for women to hold management positions. We absolutely prevent women from being subjected to any form of abuse, harassment, discrimination, or similar negative treatment. We provide various communication channels for all our employees to freely express their opinions and ensure their effective use; when necessary, we utilize the social support hotline of the Ministry of Family and Social Policies. We provide all our personnel with regular training on appropriate behavior towards groups requiring special protection, such as women, children, people with disabilities, interns, and minorities. We value our employees' opinions and foster a solution-oriented and communicative management approach where they can freely express their ideas.

We inform and involve our stakeholders in all matters outlined in our policies.

SENIOR MANAGEMENT