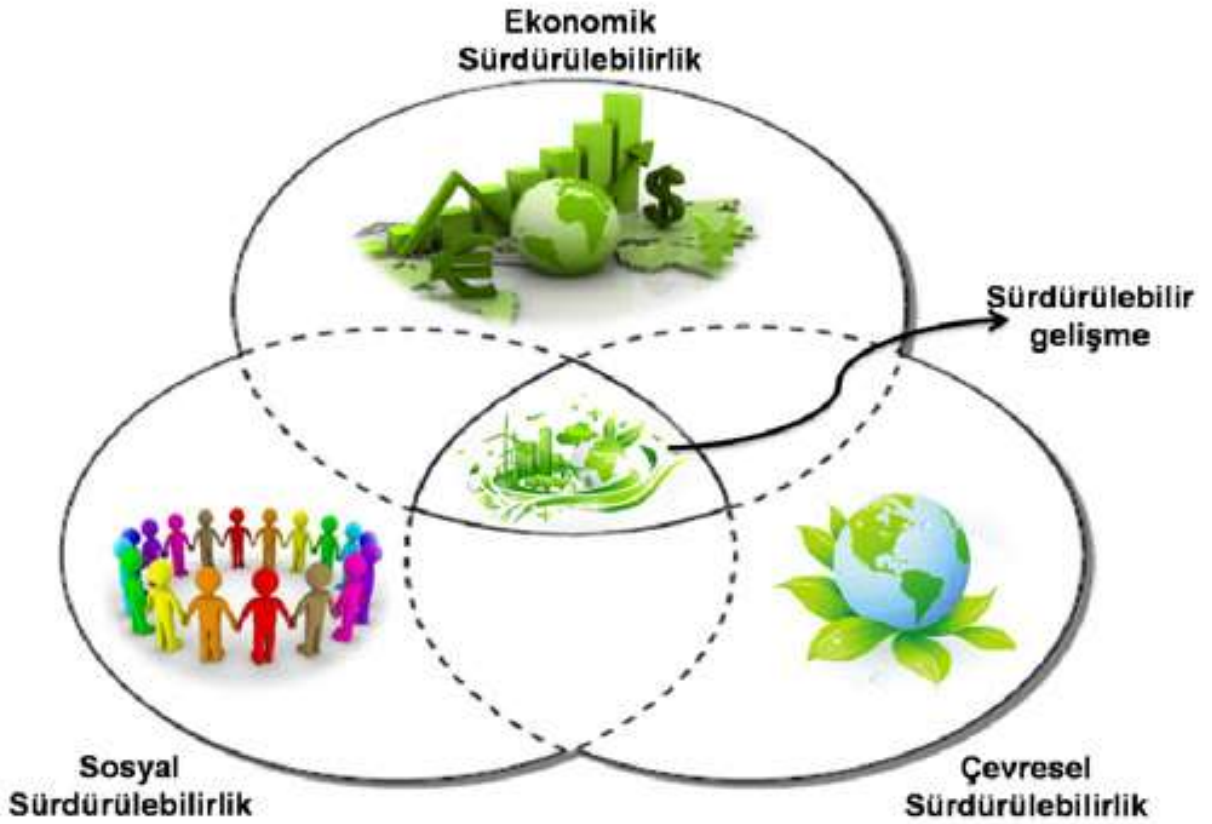


ASUR HOTEL ISTANBUL

2024 SUSTAINABILITY REPORT

We are aware of our responsibilities regarding sustainable tourism. Therefore, we attach equal importance to raising awareness not only of our guests but also of our employees. We continuously increase social responsibility awareness and consistently implement an environmentally friendly management style.

The basis of our management style is based on "sustainable tourism". In order to leave a more livable environment for the next generation, we use our natural resources in a sustainable way while keeping our products and services at the highest quality.



ABOUT THE REPORT

As a business, we are transparent and effective with our stakeholders about our activities and their impacts. One special importance to inform in this way we attribute of topics comes at the beginning. This in the direction We aim to publish sustainability reports on an annual basis as transparent and accountable organization. to be We benefit from the name important in a vehicle location will be.

Since the day we started operating in business life, we have been working hard to ensure the sustainability of our business. We have made and continue to make many investments, both social and environmental . This sustainability Our report with economic, environmental And social our performance to our employees, We aim to convey this to our customers and other stakeholders. The information contained in this report may not otherwise be unless specified **1 January 2024 – 31 December 2024** It includes our performance between the dates.

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- HUMAN RESOURCES POLICY
- OCCUPATIONAL HEALTH AND SAFETY POLICY
- WOMEN'S RIGHTS AND GENDER EQUALITY POLICY
- SOCIAL RESPONSIBILITY POLICY

ABOUT US

Our facility is located at **Hoacapaşa Mahallesi İbn -i Kemal Caddesi No :16.**

It has a **28** room capacity and an operation certificate from the Ministry of Culture and Tourism.

Our rooms have all the necessary facilities to ensure our guests feel comfortable and at ease;

Hair dryer

Electronic key lock system

Direct dial telephone in rooms

LCD-Satellite television with stand-by feature

Private safe with password

Central air conditioning system

Smoke detector connected to the central fire system

Specially insulated door and window system for noise

Tea and coffee set

There is a special hygiene kit.

A sustainable management system / communication officer with local and regional people has been appointed to our facility. You can contact us at the contact numbers below to provide feedback on our system and share your experiences.

Authorized person : Feyyaz Bartin

Contact number : +90 532 200 19 04

Email address : info@hotelasur.com

SCOPE

This document sets out the policies and practices of our organization, while creating the basic framework of a Sustainability Management System (SMS) that can be adapted and developed to cover all management processes of our hotel.

This document is prepared for all stakeholders, guests and staff of the hotel. Our system is constantly being developed to suit the size and scope of our hotel.



SUSTAINABLE MANAGEMENT SYSTEM

We believe that tourism and sustainable practices can coexist with luxury and guest comfort. By embracing our sustainability philosophy, we aim to provide an unforgettable and environmentally responsible experience for our guests while actively contributing to the preservation of our planet. In line with our sustainability values, we are committed to promoting environmentally friendly practices and developing a philosophy of environmental responsibility. We believe that sustainability is not just a trend, but a fundamental principle that guides our operations and guest experience.

We are committed to contributing to the fight against climate change by reducing emissions, increasing the use of renewable energy and offsetting remaining emissions. Sustainability is at the heart of our vision and values. We believe that hospitality can coexist harmoniously with the well-being of our planet and our communities. We are constantly working to improve our energy efficiency, use of renewable energy, water conservation, waste minimization and sustainable procurement.

The basis of our sustainable management system is based on risk analysis. Risk analysis is carried out under the headings of environment, natural disasters, society, culture, economy, quality, human rights, health and security. New headings can be added if necessary.

After the risks are analyzed, we also have a crisis management plan system that determines what to do in case the risks occur. The annex of this document includes how to conduct risk analysis and crisis management.

SYS includes the implementation of certain policies by all employees on quality, economy, management, environment, culture, human rights, health and safety issues, setting targets and monitoring whether the targets are achieved and continuously improving business management processes.

If the determined targets are achieved, new targets are determined. If not achieved, our targets, policies and practices are reviewed. In this way, we strive to ensure continuous improvement.

The goals of our hotel's management system and the performance indicators that monitor compliance with the goals are included in the annex of this document.

Our hotel undertakes to fulfill its obligations under the Turkey Sustainable Tourism Program regarding sustainability and to continuously improve its sustainable management system to increase its sustainability performance.

Our management system is constantly reviewed due to the status of the sector, environmental, social, technological, economic and cultural risks, and changes and updates arising from legislation, and the system and policies are updated if necessary.

The steps mentioned above can be summarized as the Plan-Do-Check-Act (PDCA) approach.

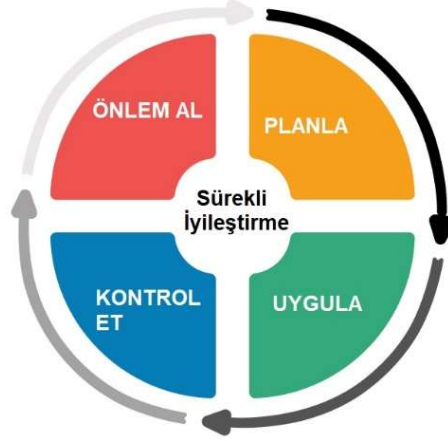


Figure 1PDCA Cycle

Plan : Our hotel attaches importance to the environment, society, culture, national economy and management system and sets goals. It plans the roadmap and actions to be followed in order to achieve the determined goals.

Implement : Our hotel determines its basic policies and practices regarding environmental, cultural, social, human rights, health and safety. It monitors, measures and records these at intervals defined by the relevant personnel.

Check : Feedback from both staff and customers in our hotel is monitored and recorded. Corrective measures are taken if necessary.

Take action : We take action to correct the problems identified in the check step of our hotel. Corrective measures and processes are recorded and archived.

LEGAL COMPLIANCE

Our hotel undertakes to comply with the applicable laws, regulations and international agreements, keeps an up-to-date list of these and regularly informs its staff about them, and provides the necessary training to the staff.

If asked or requested to be presented, our hotel will present all necessary permits, certificates and documents to the relevant persons and institutions.

These documents are the Business Opening and Operation License, the last month's personnel insurance declaration, tax certificate, emergency action plan, personnel training and certificates, the contract with the workplace doctor, the sewer connection document received from the municipality, documents indicating that pest control has been carried out and other necessary documents.

Business Legal Documents



STAKEHOLDERS AND COMMUNICATION

Our hotel provides accurate information to all segments in its promotion. It always uses real visual material in its promotion. Our hotel has a transparent and realistic structure in terms of its products and services on its website, social media accounts and other printed and written promotion channels and marketing communications.

Our hotel also shares its actions, processes and procedures regarding policy and sustainability with its employees and customers in an open and transparent manner. Our hotel's website is used to do this. Periodic reports on sustainability performance are published on our website. These reports are prepared in periods appropriate to their subject.

Our hotel has a system that aims to receive feedback from our customers, public institutions, municipalities, employees, local people and all other relevant individuals and institutions regarding our sustainability performance, policies and practices. Through this system, we receive feedback from both our staff and our customers.

Our system is designed to enable and encourage our customers and staff to provide feedback quickly, simply and effectively.

This system includes survey applications for guests, regular monitoring of social media accounts, e-mail, messaging services and other communication channels for employees, and e-mail communication and regular monitoring for all other stakeholders.

Guest experience: Guest satisfaction is important in our hotel. Guest satisfaction includes feedback from the system described above regarding sustainability. The results obtained are analyzed. Negative feedback and responses to it are recorded and necessary measures are taken.

Personnel participation : Our employees know what they need to do in our management system and sustainability-related policies and practices. What our employees need to do is defined in writing, communicated to them, and the necessary training and guidance are provided regularly. Training on this subject is recorded. Our employees play an active role in the development and continuous improvement of our management system and sustainability performance. We review and improve our system in line with the feedback we receive from our employees.

In line with our sustainability policies and management system, including orientation training; periodic training programs, on-the-job training, training required by legal regulations and guidance support are provided to employees regarding sustainability and their work areas. We implement annual training plans on Occupational Health and Safety training, hygiene training for personnel, water and energy saving, chemical substance usage rules, fire protection, first aid, etc.

Our employees have free and open access to all our training materials. Our hotel is committed to complying with the relevant provisions of the Labor Law No. 4857 and pays at least the minimum wage to its employees. Our hotel is also committed to complying with the Social Insurance and General Health Insurance Law No. 5510 and the Occupational Health and Safety Law No. 6331.

Our hotel has established a "Sustainability Team" to manage sustainability activities.

A sustainable management system / communication officer with local and regional people has been appointed to our facility. You can contact us at the contact numbers below to provide feedback on our

system and share your experiences.

Authorized person: Feyyaz Bartin

Contact number: +90 532 200 19 04 - Email address: info@hotelasur.com

ACCESSIBILITY APPLICATIONS

Our hotel is committed to providing accessible tourism services for everyone within its means and informs its customers and stakeholders clearly and accurately about the level of accessibility through its website.

Our hotel is also committed to fully complying with legal regulations regarding accessibility and to continuously improving this matter.

Our hotel is committed to providing accessible tourism services for everyone within its means and informs its customers and stakeholders clearly and accurately about the level of accessibility through its website.

Our hotel is committed to fully complying with legal regulations regarding accessibility and to continuous improvement in this regard. We strive to make continuous improvements not only for the physically disabled but also for our guests who cannot participate in tourism activities due to disabilities such as vision or hearing.

Our hotel regularly carries out maintenance and repair of its accessibility arrangements and infrastructure and provides improvements if necessary. We also regularly inform our employees about accessibility.

Our facility has accessibility practices at the facility entrance, elevators and breakfast room.

There are NO disabled rooms in our facility.

GOODS RECEPTION AND PURCHASING PRACTICES

Our purchasing policy includes policies aimed at local, environmentally friendly, fair trade and efficient purchasing.

Our hotel monitors our sources of goods and services. We meet with our suppliers at regular intervals. We check their sustainability-related certificates, information and documents.

Local purchasing: Our hotel prioritizes local suppliers when purchasing goods and services, provided that they are of good quality and reasonably priced. Therefore, it regularly inspects its suppliers, updates its supplier list and informs its suppliers. The proportion of goods and services purchased from local people is measured.

When purchasing goods and services, our hotel also gives priority to fair trade suppliers, provided that imported products are of good quality and reasonably priced.

Environmentally friendly purchasing : Our hotel follows an environmentally friendly purchasing policy, attaching importance to efficient purchasing, energy saving and water saving in order to reduce food and solid waste.

Our hotel prioritizes environmentally friendly products (eco-labeled products) in its purchases. If there are no eco-labeled products in the product group to be purchased, it selects the relevant products from suppliers and manufacturers whose production and all other processes do not harm the environment.

In this context, our hotel prioritizes selecting suppliers with sustainability certificates when making its purchases. Example certificates that can be sought from suppliers are documents such as **ISO14001, ISO50001, ISO14064, ISO20400** .

For wood, fish, paper and other foods, environmentally certified (FSC, MSC, EU- EcoLabel , etc.) or products whose source can be traced are preferred.

Threatened species and species prohibited for sale (fish, trees, plants, game, etc.) are not purchased or used in our hotel.

The ratio of our purchases from environmentally certified, local producers and suppliers, and fair trade suppliers to our total purchases is measured.

Our hotel has goals regarding environmentally certified, local and fair trade purchasing. In this context, we aim to increase the rate and number of local and fair trade suppliers in our purchases and we are careful to do so.

Efficient purchasing : Our purchasing policy favors reusable, returnable and recycled goods.

Our hotel also prioritizes bulk and bulk product purchases. This means fewer shipments to our hotel, resulting in less greenhouse gas emissions.

unnecessary and excessive plastic, nylon, paper , glass and wooden packaging in the products arriving to our hotel.

Disposable products and unnecessary packaging (especially plastic) are avoided when purchasing consumables and toiletries. The purchase and use of consumables and disposable products are monitored and managed .

Total number of approved suppliers : 22

Total number of local suppliers : 19

Total number of non-local suppliers : 3

ENVIRONMENT AND NATURE PROTECTION ACTIVITIES

Our main goal is to prevent environmental pollution and protect nature by protecting our resources in the most efficient way, reducing the amount of our waste, recycling it or making it harmless. We strive to take the necessary precautions and actions by being aware of our environmental impacts.

We undertake to be an environmentally friendly institution with a sense of social responsibility by ensuring the prevention of pollution and sustainability in the implementation and presentation of our products and services in accordance with international and national legal conditions and legislation as well as internal and external customer conditions in our business.

While fulfilling this commitment;

- To the environment what we did effects We determine and control under we are taking .
- Pollution with relating to risks urgent We are prepared for any situation (fire , explosion , flood , earthquake , leakage , etc.) and comply with legal regulations . We are sleeping .
- Our waste to the minimum to reduce pollution at the source to prevent energy productive to be enlightened and our activities environment on it effects to reduce effort we show .
- Waste separation and waste amount of reduction , natural resources productive to be used in its activities continually we are improving our environmental performance .
- Waste back recycling and disposal in the phase follow up we are doing .
- Our employees chemical usage , environmental effects and wastes about we are educating .
- Our employees and guests to the environment opposite sensitive they are about encouragement We do , to our employees environment consciousness and energy productive to be used with relating to trainings by giving Them we are developing .
- Team aspect clear in intervals hotel around streets by cleaning to society awareness to create we are working .
- In our hotel energy and water economical systems We use
- suppliers and stakeholders energy efficiency Studies about raises awareness and encourages we do .
- carbon emissions in nature naughty to the minimum environment to download organizations and theme tree in your donation We are located .



ENERGY MANAGEMENT

Energy saving : Our hotel has an energy saving policy. The policy includes regular measurement, monitoring and reduction of energy consumption.

Our hotel groups energy consumption according to energy type, and the energy consumption of different units is monitored.

The total energy used in our hotel is measured by type.

Our hotel identifies activities with high energy consumption, plans and implements corrective measures to reduce energy consumption in these areas and activities (heat insulation systems, preference for low-consumption devices with energy consumption classes, use of LED bulbs instead of high-energy-consuming lighting such as incandescent, etc.). Our hotel also uses energy-saving equipment.

Our hotel informs and trains its employees and stakeholders about energy saving.

Environmental elements that take place within the scope of Sustainability in our hotel

- Paper consumption to the minimum for download supplier , purchasing and office in their work digital record system has been started .
- Invoicing in accounting e- invoice for transactions to implement has been passed .
- PACKAGING Waste collected and local to the administration controlled One in this way delivery is being done .
- In our facility Glass bottles in rooms and minibars to the application has been passed .
- Partner in the fields used electricity , water and energy in its sources use of to the minimum awareness raising for downloading Studies has been done .
- all rooms and areas used aerator application on taps made and water flow adjustments 1 liter container in 14 seconds will fill in this way has been set .
- Carbon emissions to reduce local and close to suppliers lead is given .

Total electricity consumption rate for January – December 2024 : 150879 Kwh

for January – December 2024 : 5624 m3

WATER MANAGEMENT AND WASTEWATER

Our hotel has a water saving policy. Our policy includes regular measurement, monitoring and reduction of water consumption . The water risk situation in the region where our hotel is located has been determined. For this purpose, **the Water Risk Atlas** prepared by **the World Resources Institute** is used.

Water risk was also assessed in the risk analysis and a water management plan was prepared. This plan includes measuring and monitoring water use and targets and reporting for reducing water consumption.

Due to our hotel's water usage activities, creatures living in waters such as seas and lakes are not harmed. Nevertheless, the possibility of harm to these creatures has been assessed in the risk analysis and necessary precautions have been taken.

Our hotel complies with all legal requirements and regulations regarding the use of water.

The water comes from a legal and sustainable source.

We measure our water consumption. Total water used per guest or per night is calculated and reported.

We have targets to reduce water consumption. Our hotel plans and implements corrective measures for this purpose. Water-saving equipment is used in our hotel. Good practices such as changing sheets and towels upon guest request are used in our hotel.

Our hotel informs and guides its employees and stakeholders about water saving. Our hotel mobilizes all its resources to prevent wastewater from harming the environment.

Regulations set by the local government for the disposal of wastewater are complied with.

December 2024

: 2268 m3



FOOD WASTE AND SOLID WASTE

Our hotel has a Solid Waste Management Plan. The plan includes regular measurement and monitoring of waste production, waste reduction, reuse, recycling and waste disposal.

Solid wastes are separated according to their types such as food, recyclable, toxic/hazardous and organic, and their recycling and reuse status are taken into consideration during separation.

Our hotel regularly informs and guides its employees and stakeholders about waste management with various visual and communication materials.

In our hotel, solid wastes are separated according to their types and collected by authorized and licensed companies.

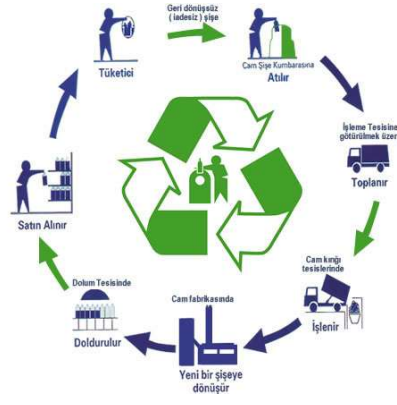
Solid waste, including food waste, is measured by type. The amount of solid waste per guest or overnight stay in our hotel is calculated and reported.

Our hotel has also identified activities and risk areas with high solid waste generation. It plans and implements corrective measures to reduce food waste and waste.

It is aimed that solid waste disposal will not have a negative impact on the local population or the environment. Compliance with the "Zero Waste Regulation" legislation regarding solid waste management is ensured.

Total waste consumption rate for January – December 2024 : 13539 Kg

Total disposable waste consumption rate for January – December 2024 : 289209 Units



STAFF AND WORKING LIFE

In our spirit, our employees are the most important resource that makes us who we are. Being aware of this, issues such as the social and fringe benefits of our employees, performance management, rewards, training and career management, and employee safety are always our priority.

Our Human Resources Vision is to create qualified human resources that are highly motivated, protect and enhance the corporate image, highlight innovative work, give importance to service and see their work as part of a whole, and to be a pioneer in the sector and in Turkey with integrated human resources practices.

Our Human Resources Mission ; - To plan and train the human resources that will realize the institution's goals and strategies, to carry out personnel work and processes at an optimum level, to have highly self-confident personnel who are specialized in their fields, have the ability to represent the institution and can present new initiatives in their fields.

Our employees know what they need to do in our management system and sustainability-related policies and practices. What our employees need to do is defined in writing, communicated to them, and the necessary training and guidance are provided regularly. Training on this subject is recorded. Our employees play an active role in the development and continuous improvement of our management system and sustainability performance. We review and improve our system in line with the feedback we receive from our employees.

Fair wages Our employees are informed about the wages they will receive, working conditions, working hours, and when they will receive their wages before they start working at our facilities. Education and Career Management All of our employees can benefit from the right to education equally. In addition to the legal and professional training required by the hotel industry, employees are provided with periodic training programs, on-the-job training, trainings required by legal regulations and guidance support related to sustainability and their work areas, including orientation trainings in line with our sustainability policies and management system. We implement annual training plans on Occupational Health and Safety trainings, hygiene trainings for kitchen/service/massage etc. personnel, water and energy saving, chemical substance usage rules, fire protection, first aid, etc.

Our employees have free and open access to all our training materials. Our hotel is committed to complying with the relevant provisions of the Labor Law No. 4857 and pays at least the minimum wage to its employees. Our hotel is also committed to complying with the Social Insurance and General Health Insurance Law No.

5510 and the Occupational Health and Safety Law No. 6331.

Employee and Human Rights Ensuring the absolute satisfaction of employees is a priority issue. From this perspective, it is the responsibility of the management to ensure the employee's legal rights, as well as some benefits provided by our company as side benefits; the working environment, psychology, self-motivation, performance, in short, all comfort in the workplace.

As a business that caters to guests from different nations and provides services at an international level, discriminating against our guests based on nationality, race, language, etc. is against both our hotel and business principles. Therefore, all personnel procedures of our employees from different countries or nationalities are followed in accordance with legal procedures, and equal opportunities are offered to all our employees within the hotel, regardless of their characteristics.

Total number of employees in January – December 2024 : 17

Total number of male employees in January – December 2024 : 8

Total number of female employees in January – December 2024 : 9

number of local / regional employees in January - December 2024 : 17

CULTURAL STUDIES

We are aware of our duty to protect local culture and values.

In this context;

- Cultural Promotion
- Contributing to the Trade Volume of the Region
 - Promotion of Natural and Historical Wealth
- Our sensitivity in carrying out studies and participating in activities on the employment of local people is at the highest level.

COMMUNICATION WITH THE LOCAL PEOPLE

Through facility managements and their designated representatives;

- Strengthening local employment,
- Increasing local awareness,
- Protection of local resources and opportunities,
- Protection of historical and cultural assets,
- Helping the local people,
- Supporting activities that promote the region,
- In order to solve important issues and problems that will affect the region, hotel unions, municipalities, regional headmen and official authorities are consulted and joint studies are carried out by determining the needs.

Cash donations made by the business



WORKS PLANNED TO BE CARRIED OUT WITHIN THE SCOPE OF SUSTAINABILITY

- Energy and water consumption rate to reduce annually education plans continually develop and energy consumption 1% per year drop first is our priority .
- Environment friendly and energy efficiency high machinery , equipment and consumption materials with sustainability continue to ensure
- Effective waste with management program waste reduction and recovery alternately wastes domestic to waste to interfere to obstruct on behalf of none waste consciousness to the general projects to spread develop and waste consumption 1% per year drop first is our priority
- Carbon emissions and nature given naughty One bit to reduce on behalf of theme and environment protection to their organizations every year donation amount by 1% increase we are planning .
- Carbon emissions approved to reduce our suppliers while determining Our priority electric and new green carbon release -most low vehicles with service to give about to inform their work dissemination of We are planning
- More little carbon producing energies We will choose
- Climate change the problem of spherical One Subject is consciousness with special sector , government , local administrations , civil society organizations with together by working partner the solution part of We will be . Natural vital conservation and wildlife vital street for support projects for animals We will develop
- School Age child found to our staff stationary in your help We will be found
- Tourism to his students study experience bring on behalf of internship possibility We will create
- In the region place area tourism schools with contact passing by in our hotel place area areas workshop work aspect for use We will open
- Tourism high schools and universities with career days planning and material aspect social responsibility to their projects support We will give

- Guest their rooms -most at least 50% gradual transition program with only disposable Boucle materials consumption Projects to reduce We will produce

13. SUSTAINABLE MANAGEMENT SYSTEM POLICIES

QUALITY POLICY

To achieve our vision; To meet guest expectations at the highest level and to be a leading organization in the sector, To create the establishment philosophy with all our personnel, to provide continuous development, trust in the workplace and service that exceeds the expectations of our guests, To provide service by showing the necessary sensitivity with a preventive approach to food safety risks in accordance with national and international legislation and conditions, To be an exemplary business for all other organizations in our country and to create value, To prevent these accidents by reducing all risks that may endanger the health, life and work safety of our guests and personnel to the lowest levels, To make quality measurable, to ensure continuous improvement of the system and to ensure the unity of our employees and management by setting targets,

As a hotel, creating environmental awareness with our staff and leaving a cleaner, healthier and safer environment for future generations are among our primary quality goals.

CULTURAL SUSTAINABILITY POLICY

Presentation of Cultural Heritage : Our hotel respects the intellectual property rights of the local people. Authentic elements of traditional and contemporary local culture are evaluated in our cuisine, design and decoration.



Artworks: Our hotel does not buy, sell, trade or exhibit historical or archaeological artifacts. In order to provide a unique accommodation service, a wide range of contemporary art works, mostly created by our local artists, are exhibited in all our facilities.

Promotion of Sustainable Local Gastronomy: Our hotel prioritizes the promotion and consumption of local products. It puts forward innovative and creative practices to ensure sustainability in gastronomy in all its activities.

ENVIRONMENTAL PROTECTION AND WASTE MANAGEMENT POLICY

In our business, we protect the environment, prevent pollution, the one which... negative our effects by decreasing to be protected importance we give .

For this;

- Legal regulations rapport provides environment our influence to reduce we work .
- Our waste source , groups and danger to their classes according to effective in this way to separate care we show .
- Dangerous substances and chemicals just need in case and as necessary much its use is both environmentally friendly and the one which... negative effects and waste the amount of will reduce We know ,
- What we receive in our business materials " back transformation " and " environment " friendly " tag what happened preference by saying nature to protect contributed We are found again . use opportunities to create We work ,
- Paper , napkin , toilet paper , packaging like only disposable materials as required much using to nature more little waste to let go care We show ,
- Waste TRUE in the form of , characteristics according to separate in the fields warehouses , legal storage duration its borders without exceeding licensed / authorized to companies delivery by keeping records casing We do ,

- Water , energy and all natural resources economical to use We work . This sensitivity our employees , our guests , our suppliers with we share .
- Environment management We measure our performance in this regard , monitor this data with targets and try to improve our performance. we work .
- Our employees environment about education and sensitization increase our purposes .
- We take the necessary precautions to protect the biodiversity in the environment and comply with all legal requirements.
- To the environment damaging acceptance can be done substances (toxic sun creams personal use is the product .
- Insect medicines our institution by health Ministry by official firm by is being done and MSDS forms of all products msds follow-up in the chart record under has been taken .

CHILDREN'S RIGHTS EXPLOITATION AND HARASSMENT POLICY

Children are the future for us They are their trust . One individual aspect to recognize their rights respect hear , all kinds psychological , physical , commercial etc. exploitation opposite to watch over and protect priority is our responsibility .

This to provide ;

- Own in our institutions child employee to be operated permit does not and all work the same from our partners sensitivity We wait .
- Business in children to the development contributed thoughts , desires , feelings easily they can express themselves free and comfortable they will feel environments / facilities We present .
- To our employees, children abuse of prevention and detection about trainings we give .
- Children participated in in activities adult surveillance under because they are sure we will be .

- Child awareness on the protection of their rights Education to create regulations and related to projects support we give .
- Children with relating to suspicious to actions witness when we are , first of all hotel to the management information gives what is deemed necessary in cases official from organizations help We want .

ENERGY EFFICIENCY POLICY

- all our stakeholders , energy management about partner goals and results create as follows work Unity to do We care about these issues . our guests , employees , visitors and all business Our partners with together All together One awareness and consciousness to the level of to be reached on behalf of our interaction to continue we work .
- Energy productive suitable product , equipment , fittings and technology alternatives researching to find , to buy to take and use we work .
- Energy Management Our system documented to all our departments to spread when necessary update , review to pass and continuously aspect to improve we target .
- Energy risks or energy restriction like may arise urgent situations We evaluate and plan the precautions that can be taken .

- Our waste source , groups and danger to their classes according to effective in this way to separate care we show .
- Dangerous substances and chemicals just need in case and as necessary much its use is both environmentally friendly and the one which... negative effects and waste the amount of will reduce We know ,
- What we receive in our business materials " back transformation " and " environment " friendly " tag what happened preference by saying nature to protect contributed We are found again . use opportunities to create We work ,
- Paper , napkin , toilet paper , packaging like only disposable materials as required much using to nature more little waste to let go care We show ,
- Waste TRUE in the form of , characteristics according to separate in the fields warehouses , legal storage duration its borders without exceeding licensed / authorized to companies delivery by keeping records casing We do ,
- Water , energy and all natural resources economical to use We work . This sensitivity our employees , our guests , our suppliers with we share .
- Environment management We measure our performance on this issue and target this data. and to improve our performance with we work .
- Our employees environment about education and sensitization increase our purposes .

HUMAN RESOURCES POLICY

In our spirit, our employees are the most important resource that makes us who we are. With this awareness, issues such as our employees' social and fringe benefits, performance management, rewards, training and career management, and employee safety are always our priorities.

Our Human Resources Vision;

Our mission is to create qualified human resources that are highly motivated, protect and enhance the corporate image, prioritize innovative work, value service and see their work as part of a whole, to prioritize local employment and to be a pioneer in the sector and in Turkey in integrated human resources practices with a promotion program.

Our Human Resources Mission;

- The institution goals and strategies will realize person source of planning , training , staff business and operations at an optimum level to realize , on the subject of specialized , institution representation Ability and new developments in the field emerge self-confidence , able to put high to the staff owner to be .
- Person resources management to all companies and departments work the results of to be improved oriented strategic support give , high performance culture create encouragement , creating value for all stakeholders to the creation of contributed be present .
- Our employees management in our system and sustainability relating to in our policies and practices what they do should They know that our employees they do What is required written aspect defined , themselves communicated and necessary training and guidance organised aspect is being done . In this regard trainings record under is taken .
- Our employees management our system and sustainability our performance development and continuous in the improvement of active role they take .
- From our employees incoming back Notifications in line with our system out of sight we pass and improve .

Fair pricing

- Our employees in our facilities whereas before starting before receivables wage , work conditions , work hours , when they will receive their wages like on the subjects they are informed .

Education and Career Management

- Our employees all education about you equal aspect can benefit from hotel management . of the sector the legal and professional requirements trainings well order Sustainability our policies and management our system in line with orientation trainings included ; to employees with sustainability related and working to their fields related periodic education programs , start to work training , legal regulations as required to be taken required trainings and guidance Supports is given . Work Health and Safety Training , Kitchen / service / massage etc. hygiene for staff training , water and energy saving , chemical article use rules , fire protection , first aid , etc. annual education plans We are implementing .
- Our employees receive all training to our materials free and open One in this way can access .
- Career under the management employee follow-up system with of staff promotion management determined criteria according to was being done .
- Our hotel is numbered 4857. Work The Law of relating to provisions of to comply commitment and to the employee -most little minimum fee Our hotel provides Also , Law No. 5510 Social Insurance and General Health Insurance and Law No. 6331 Work Health and Safety To the law commitment to compliance does .

Employee and Human Rights

- Employees absolute satisfaction ensuring , importance supply who priority One This view is the subject . angle with , employee primarily legal rights to be as , our business side rights aspect provided by some

including benefits to be as ; work environment , psychology , self motivation , performance in short work all the comfort of your place Providing management is the responsibility of .

- In our hotels foreign nationality worker our number being together , different from nations to the guests Address international at level service giving One business aspect guest or No discrimination based on nationality , race , language etc. for our guests to do both hotel management and work to our principles It is contrary to this . Therefore different country or from nationalities the one which... All personnel of our employees transactions , legal procedures suitable aspect follow-up being held , hotel to all our employees within any One feature to the eye without being taken equal facilities is presented .

Local employment

- In our organization employment about priority aspect local to employment based on performance system is available . Work in purchases priority local area from the people is being done .

OCCUPATIONAL HEALTH AND SAFETY POLICY

In order to protect our workplace, employees, guests and suppliers, to create a safe work environment and to ensure continuity;

- Work Health and Safety all legal and other matters we comply with our obligations .
- Work Health and Safety and improvement activities of all employees partner responsibility is principle of We adopt .
- Risk Assessment and Risk Level Decrease activities at all levels goals for participation we put .
- Work Health and Safety our culture continually by improving sustainable “ Zero Work Accident ” target to reach we target .
- Work health and safety in the scope of what we did His work is pioneering and exemplary to be On behalf of all our employees and our environment with we share .

WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

Gender in our business equality importance we give .

- Gender difference All our employees, regardless of their their health , safety and well-being we provide .
- Women's work to the power of participation in all our departments supports , equal opportunities We present .
- Gender distinction without doing “ equal whereas equal wage ” policy with movement we do .
- Equality principle taking into consideration duty distribution we do .
- Career from the opportunities equal at level necessary environment for its use we provide .
- Education Policies creates , women participation and awareness increase support we will be .
- Work-family life balance protecting study environment and applications we create .
- Women's company under the management support for them to be gives , equal opportunities We present .

- Women's no in this way abuse , harassment , discrimination , suppression , coercion , slander etc. situations exposed to remain permit We do not . The value they add to the world and our institution. always aware we will be there and support you .

SOCIAL RESPONSIBILITY POLICY

We believe that all our employees have the right to work in a healthy and safe environment, in working conditions that are in line with human dignity. Our primary business goal is to ensure and protect the safety of our employees, with the awareness that they are our most valuable asset.

Our hotel is always ready to implement the best environmental solutions beyond legal obligations, to develop environmentally friendly technologies, to popularize their use and to support initiatives that will increase environmental awareness.

We take care to fulfill our social and environmental responsibilities towards society in the cities where we operate, in harmonious cooperation with our shareholders, employees, the public, non-governmental organizations and other stakeholders.

We believe that our human resources are the most important element of sustainable growth.

our employees' personal rights are used fully and correctly.

We approach our employees honestly and fairly, and are committed to a non-discriminatory, safe and healthy working environment.

We make the necessary effort for the individual development of our employees and observe the balance between work and private life.

We manage the environmental impacts that may arise from all our activities with a sense of responsibility.

Within the framework of the principle of corporate social responsibility, we strive for the development of our society.

We support our employees to volunteer for appropriate social and community activities in which they can take part with a sense of social responsibility.

We take care to develop and implement approaches to ensure that all our business partners, especially our suppliers, act in the field of social responsibility.

Within the framework of occupational health and safety, we have taken all precautions for our employees and we are also sensitive to the provision of the necessary on-the-job training by experts in the field within the framework of the annual training program.

We are sensitive to the traditions and cultures of Turkey and the countries in which we operate, and act in accordance with all legal regulations.