

SUSTAINABILITY POLICY

Our organization is aware that a sustainable environment together with all the elements of nature is taking place at a time when efforts should be made together as the whole world in order to ensure the healthy continuity of human existence.

With this understanding, our business understanding is evaluated in all activities by considering them in three dimensions, decisions are made in this way, and the value creation process is managed by paying attention to these dimensions.

The Sustainability Policy has been prepared in such a way that it is the business constitution of our Organization; It is compatible with the founding values, basic working principles, business ethics understanding and global goals.

The Sustainability Policy has been considered as a guide to be applied at the stage of realization of all activities and decision-making and to cover the global stakeholders involved in the entire value chain, with direct or indirect interaction.

1. BUSINESS UNDERSTANDING FOCUSES

The Sustainability Policy is built on three focus areas that are directly related to each other.

Our organization believes that a sustainable economic development can also be possible if the individual has environmental and social awareness with an inclusive approach and a healthy environment.

1.1. BUSINESS APPROACH FOCUSED ON "INCLUSIVE DEVELOPMENT"

Our organization, together with all its employees, business partners and stakeholders, adopts a sustainable business approach compatible with global goals in the Tourism Accommodation Sector in which it operates, and believes that the development in the economic field should be ensured to cover all elements of the environment together with all humanity.

In this context, the business understanding of our Organization focused on "Inclusive Development" is listed below:

- To enable the use of innovative technologies that will contribute to sustainable development,
- To attach importance to supporting stakeholder participation in decision-making processes by taking into account the wishes and expectations of stakeholders,
- Making sustainability perspective a company culture and trying to raise awareness among both employees and stakeholders in this field,
- To have a duty to transfer sustainability studies and experience to all stakeholders through active initiatives,
- To provide the opportunity for all kinds of works to be carried out in order to ensure sustainability in the supply chain,
- To take improvement actions aimed at reducing the negative effects by measuring and evaluating the economic, environmental and social impacts of all activities,
- To be transparent, to comply with the basic rules of business ethics and to fight against corruption.

1.2. "SOCIAL HUMAN" ORIENTED BUSINESS UNDERSTANDING

Our organization continues all its activities and business processes on the basis of protecting human health, supporting human development and equality of opportunity. It focuses on the establishment of innovative, reliable and accessible work and living environments that will allow human development to be sustainable.

Our organization believes that sustainability can be achieved through the development of social structures, the corporate commitment and continuity of employees, that an individual should perceive the social structure he is in with all its elements and think about his existence together with the health of the social structure.

In this context, the business understanding of our Organization focused on "Social People" is listed below:

- Both sectoral and social enterprises, in all areas and geographies in which they operate, pay maximum attention to the issues of ensuring and protecting equality of opportunity, especially the dissemination of qualified education, and the observance of social health.

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- Developing and implementing applications that will ensure improvement in the field of occupational health and safety is considered as part of the job.
- Opportunities are created in order to develop social projects that will contribute to the social and economic development of the community and local stakeholders in the fields of activity, to local employment, and to cooperate.
- By aiming to increase the loyalty and well-being of employees, conditions are created that will make the working environment more efficient.
- By preventing all kinds of discrimination, employment, career management, remuneration, performance evaluation, etc. to employees are prevented. equal rights are provided in matters.
- In support of the development of women's employment and qualified active participation, efforts are made to increase women's employment at all levels.
- Active studies are carried out in the direction of personal development of employees and the development of their global citizenship consciousness, and these studies are supported.

1.3. A BUSINESS APPROACH FOCUSED ON A "HEALTHY ENVIRONMENT"

Our organization, together with all its business partners and stakeholders, takes the protection of all elements of the environment and the reduction of environmental impacts as a basis while carrying out its activities. It considers it a fundamental value to carry out all its activities with respect to the environment, and develops ways to eliminate all possible negative elements of its environmental relationship by detecting them in advance.

In this context, the business understanding of our Organization focused on "Healthy Environment" is listed below:

- Environmental impact is measured and reported in all areas of activity and improvement actions are taken by setting sector-based targets.
- It enables the development and application of environmentally friendly products and services.
- The purchase of Environmentally Friendly products is carried out as much as possible.
- Energy efficiency studies in all sectors are constantly monitored, developed and worked on to create the necessary infrastructure and renew the existing one.
- Efforts are made to increase the use of renewable energy sources (RES) in energy consumption.
- In order to ensure the efficient use of water, trainings and informations are made that will provide awareness to all stakeholders, starting with employees, on this issue.

