

MLS HOTEL BEYOGLU
SUSTAINABILITY
REPORT
2023

CONTENTS

1. About the Report
2. Facility introduction and facility features
3. Sustainability team
4. Sustainability management system policies
5. Sustainability management system applications
6. Reducing environmental impacts
7. Personnel and working life
8. social studies carried out
9. Cultural studies

1. About the Report

Regarding sustainability, our hotel undertakes that it will fulfill the obligations of the Turkey Sustainable Tourism Program and continuously improve the sustainable management system in order to increase its sustainability performance. Due to the state of the sector, environmental, social, technological, economic and cultural risks, changes and updates caused by legislation, our management system is constantly being reviewed, the system and policies are updated if necessary

Our sustainability policies are "the commitment of our company in this regard. Starting from this point, all our orientations will be in this intention and direction. Our goal is to be able to turn the principle of sustainability into a "way of doing business" in the basic areas of our hotel and to bring it to the corporate memory. It will be possible for our efforts to turn into success and gain continuity only by acting together with our employees, guests, business partners, suppliers, solution partners, all our interlocutors in our immediate environment to disseminate and turn it into a partnership that we will strengthen every day. It is very valuable to raise the awareness of the personnel, who are considered an integral part of the sustainability approach, to provide opportunities for them to participate in the process and to contribute to development opportunities. In this context, in our annual training plans and orientations; social rights, support of local employment, protection of natural life, support of wildlife, historical tourist sites of the immediate environment, cultural richness, ecological diversity, energy and water conservation, environmental activities-our recycling system, orientation to local resources, such as our educational issues are included, we are working to disseminate the philosophy of sustainability within the enterprise. The main goal is to provide strategic support to all companies and departments for improving business results through human resources management in parallel with business strategies, to contribute to creating value for all stakeholders by creating and encouraging a high performance culture. In addition to all these, it is aimed to increase awareness in every sense with both orientation training and professional-level trainings determined according to annual training needs

Sustainability studies are under the coordination of Hotel Management, and our activities in this field and the evaluation of our performance are always open to the expectations and opinions of our stakeholders

2. FACILITY INTRODUCTION AND FACILITY FEATURES

Our facility is located in Kemerhatun neighborhood kemerhatun caddesi no1 Beyoğlu/ Istanbul.

Our facility has 26 rooms.

In our rooms with the necessary facilities for our guests to feel comfort and peace;

Hair dryer

Electronic key lock system

Direct dial telephone in the rooms

LCD-Satellite television with stand by feature

Encrypted private safe November 2019

Central system air conditioning system

Smoke detector connected with the central fire system

Mirrored work desk

Tea and coffee set

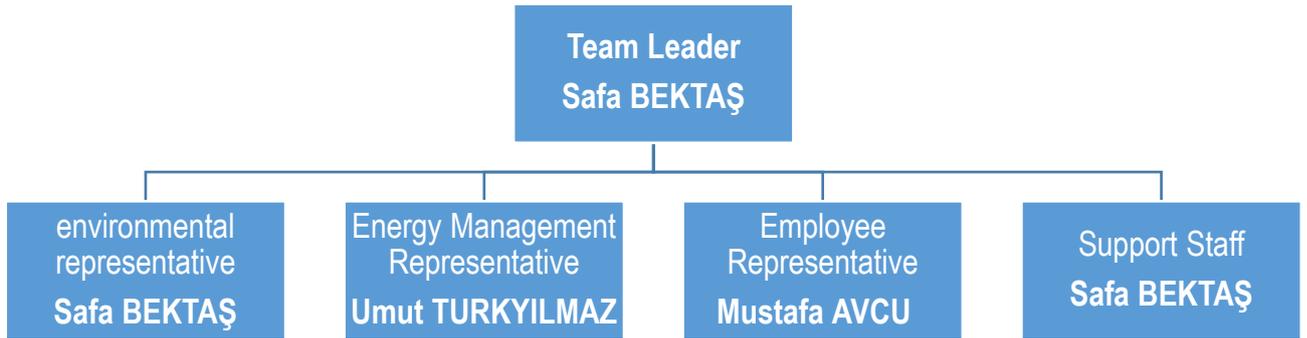
There are a baggage room, a hammam and a sauna provided specifically for our guests.

3. Sustainability team

The sustainability team located in our facility

The sustainable management system ensures that certain policies are applied by all employees on quality, economy, management, environment, culture, human rights, health and safety issues, targets are set and business management processes are continuously improved by monitoring whether the targets are reached.

If the set goals are achieved, new goals are set, and if they are not achieved, our goals, policies and practices are reviewed. In this way, we strive to ensure continuous improvement.



4. SUSTAINABLE MANAGEMENT SYSTEM

All management processes of our hotel form the basic framework of a Sustainability Management System (SYS) that can be improved and sets out its policies.

The basis of our management system is based on risk analysis. Risk analysis is carried out in the topics of environment, natural disasters, society, culture, economy, quality, human rights, health, safety. New titles can also be added if necessary.

After analyzing the risks, we also have a crisis management policy and system that determines what to do if the risks are realized.

The sustainable management system includes the implementation of certain policies by all employees on quality, economy, management, environment, culture, human rights, health and safety issues, the determination of goals and the continuous improvement of business management processes by monitoring whether the goals are achieved.

If the determined goals are achieved, new goals are determined. If it is not achieved, our goals, policies and practices are reviewed. In this way, we strive to ensure continuous improvement. Due to the state of the sector, environmental, social, technological, economic and cultural risks, changes and updates caused by legislation, our management system is constantly reviewed, and the system and policies are updated if necessary.

OUR QUALITY POLICY

On the way to achieving our vision;

To meet the guest expectations at a high level and to be an organization first in the sector,

To create the corporate philosophy with all our staff and to provide continuous development, trust in the workplace and service that exceeds the expectations of our guests,

In accordance with national and international legislation and conditions; To provide services by showing the necessary sensitivity with a preventive approach to food safety risks,

To be an exemplary business to all other organizations in our country and to create value

To prevent these accidents by minimizing all the risks that may endanger the health, life safety and occupational safety of our guests and staff to the lowest levels,

To make the quality measurable, to ensure the continuous improvement of the system and to set targets and to ensure the unity of our employees and management,

Dec Jul As a hotel, creating environmental awareness together with its staff, leaving a cleaner, healthier and safer environment for future generations are among our priority quality goals

OUR SOCIAL RESPONSIBILITY POLICY

We believe that all our employees have the right to work in a healthy and safe environment under working conditions suitable for human dignity. Our employees are our most valuable asset and ensuring and protecting the safety of our employees is our top priority business goal.

Our hotel is always ready to implement the best environmental solutions beyond legal obligations and to provide support to all kinds of initiatives that will help the development and spread of environmentally friendly technologies and increase environmental awareness. In Istanbul, where we operate, we take care to fulfill our social and environmental responsibilities towards society in a 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.

We ensure that the personal rights of our employees are used fully and correctly.

We approach employees honestly and fairly, and we commit to a non-discriminatory, safe and healthy working environment.

We make the necessary efforts for the individual development of our employees, we take care of the balance between business life and private life Decently.

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

We strive for the development of our society within the framework of the corporate social responsibility principle. We will support our employees to volunteer for appropriate social and social activities in which they will participate with the awareness of social responsibility We will take care to develop approaches to ensuring that all our business partners, especially our suppliers, act in the field of social responsibility and to implement these approaches

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

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

OUR CULTURAL SUSTAINABILITY POLICY

Presentation of cultural heritage: Our hotel respects the intellectual property rights of its local people. It evaluates the authentic elements of traditional and contemporary local culture in our kitchen, design, decoration.

Artifacts: Our hotel does not buy and sell historical and archaeological artifacts, does not mediate their trade and does not exhibit them.

Promotion of sustainable local gastronomy: Our hotel gives priority to the promotion and consumption of local products. In all its activities, it reveals innovative and creative practices to ensure sustainability in gastronomy.

OUR ENERGY POLICY

We use our energy efficiently to protect our world from possible dangers and set goals to reduce our energy consumption.

For this;

- We follow national and international standards, laws and regulations in order to fulfill both our responsibilities towards nature and our legal obligations, voluntarily carry out studies that will ensure the continuous improvement of our energy use reduction and/or energy consumption performance, and follow the results of our studies.*
- We set goals and include energy efficiency in our training programs in order to ensure the participation of our employees.*
- We attach importance to cooperating with all our stakeholders in order to create common goals and results in energy management. We try to maintain our interaction with our guests, employees, visitors and all our business partners on these issues in order to reach a total level of awareness and consciousness.*
- We try to research, find, purchase and use suitable energy-efficient product, equipment, equipment and technology alternatives.*

- *We aim to document our Energy Management System, extend it to all our departments, update, review and continuously improve it when necessary.*
- * *We evaluate energy risks or emergency situations that may arise, such as energy restrictions, and plan measures that can be taken.*
- *We take care to separate our wastes effectively according to their source, groups and hazard classes.*
- *We know that the use of hazardous substances and chemicals only in case of need and as much as necessary will reduce both the negative effects on the environment and the amount of waste,*
- *We contribute to the protection of nature by choosing those with the label “recycling” and “environmentally friendly” in the materials we buy in our enterprise. We try to create opportunities for reuse,*
- *We take care to use disposable materials such as paper, napkins, toilet paper, packaging as much as necessary and leave less waste to nature,*
- *We store the wastes correctly in separate areas according to their characteristics, deliver them to licensed/authorized companies without exceeding the legal storage time limits, and keep their records,*
- *We try to use water, energy and all natural resources sparingly. We share this sensitivity with our employees, guests, suppliers.*
- * *We measure our performance in environmental management, monitor this data with goals and try to improve our performance.*
- *We aim to educate our employees about the environment and increase their sensitivity.*

OUR ENVIRONMENTAL PURCHASING POLICY

The most important goal criterion in purchasing is to minimize waste and. It is the provision of continuity in purchasing.

Goods-acceptance applications to be applied in the organization within the scope of this target;

- *Products that have the ability to be reused, products with a deposit or organic products that will not create irreversible waste will be preferred when making a purchase.*

- *Instead of disposable products and consumables such as cups, forks, bouquet materials, products that can be reused, refilled, if none of them are possible, the least harmful to the environment and recyclable products will be preferred.*

- *If the purchase of disposable products and consumables is mandatory (for example, cleaning supplies, stationery products, etc.) the purchase, use and recycling of these products will be carefully monitored and managed.*

- * *Instructions and instructions on how to recycle disposable products and reduce the use of disposable products Training will be provided to personnel on this issue.*

- *Products such as disposable pet bottles, cardboard cups, packaged products found in rooms will be gradually removed, determining targets for ending applications such as bagging of used food products and other materials, and monitoring and reporting on the compliance process with these targets will be discussed at management review meetings.*

- *It is important to avoid unnecessary packaging when making a purchase. Paper and plastic cups, plates, forks, spoons, water in pet bottle, etc. glass and metal products with reuse properties will be preferred instead of products.*

- *By taking frequently used materials (e.g. surface cleaners) in larger size packages instead of small size packages, the amount of plastic waste that will occur will be reduced.*

- * *Production of necessary goods and products from products that do not harm nature and the environment, priority will be given to recycled and eco-labeled products.*

- * *Environmentally certified products and suppliers will be preferred, especially in terms of wood, paper, fish, other foods and products from the wild.*

- *Where certified products and suppliers are not available, the origin and methods of growth or production will be taken into account.*

- * *Threatened species are not used or sold.*

- * *Supplies that will endanger the generation of plant and animal products will be avoided.*

- * *Priority in products, environmentally certified products will be preferred.*

- *All goods (materials, raw materials, finished and semi-finished products) will be supplied and purchased from suppliers that comply with Food Laws and Regulations, Ministry of Agriculture and Forestry, Ministry of Health, Hygiene Law and legislation, comply with purchasing standards that have the necessary documents in accordance with TSE Hygiene and Sanitation Systems, and their products with relevant certificates.*
- *In order to support local fair trade, the purchase will be made from a local seller within 100 km.*
- * *A list of approved supplier companies and purchases will be made from local companies that have been subject to the necessary inspections.*
- * *Companies that supply goods-products will be periodically audited.*
- *Attention will be paid to the fact that the cleaning, hygiene materials and protective equipment supplied have a CE Certificate.*
- * *Priority will be given to suppliers who adopt fair trade practices in agriculture in foodstuffs.*
- * *Information trainings will be planned for the relevant persons by the authorized company related to the use of all chemical products supplied.*
- * *The permission documents of the Directorate of Agriculture and Forestry for all food products will be obtained from the supplier companies and stored in a computer environment.*
- * *MSDS Safety data sheets for pest control, disinfection and chemical products used in the kitchen will be supplied from supplier companies and stored in a computer environment.*
- * *Safe physical distance rules will not be violated during goods acceptance.*
- *Our personnel working in the acceptance of goods will take personal protective and transmission measures. (Mask, visor, gloves, apron, hand hygiene, etc.) In accordance with the measures, the necessary plans will be made to prevent the accumulations and accumulations that will occur in the acceptance of goods.*
- *Along with the acceptance of goods (consolation), the products that will be given directly for consumption and guest use will be able to be put into use by undergoing a detailed disinfection process after they are removed from their parcels.*

** Kitchen appliances and accessories purchased for the first time, steel service sets, glass and porcelain service sets, etc. Washable materials will be taken to the equipment warehouse for use after washing with a dishwasher before use is given.*

** Waste and returned products will be placed on hold in the waste and return area in a controlled manner and delivered to the supplier company.*

OUR OCCUPATIONAL HEALTH AND SAFETY POLICY

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

- We comply with all legal and other obligations regarding Occupational Health and Safety.
- We adopt the principle that Occupational Health and Safety and improvement activities are the common responsibility of all employees.
- We set goals for participation in Risk Assessment and Risk Reduction activities at all levels.
- By continuously improving our Occupational Health and Safety culture, we aim to achieve the sustainable goal of “Zero Occupational Accidents”.
- We share the work we do within the scope of occupational health and safety with all our employees and our environment in order to be a pioneer and an example.

OUR POLICY ON WOMEN'S RIGHTS AND GENDER EQUALITY

We attach importance to gender equality in our business.

- *We ensure the health, safety and well-being of all our employees regardless of gender difference.*
- *We support women's participation in the workforce in all our departments and offer equal opportunities.*
- *We act with the policy of "equal pay for equal work" without gender discrimination.*

- *We make task distribution by taking into account the principle of equality.*
 - *We provide the necessary environment for equal use of career opportunities.*
 - *We create educational policies, support women's participation and increase awareness.*
 - *We create a working environment and practices that protect the work-family life balance.*
 - *We support and provide equal opportunities for women to be in company management.*
- * Women are not subjected to abuse, harassment, discrimination, suppression, coercion, slander, etc. in any way. we don't allow him to be exposed to situations. We are always aware of the value they add to the world and our institution and we support their existence.*

CHILD RIGHTS POLICY

Children are the trusts of the future for us. To know them as an individual, to respect their rights, all kinds of psychological, physical, commercial, etc. it is our primary responsibility to monitor and protect against exploitation.

To ensure that;

- *We do not allow child labor to be employed in our own institutions and we expect the same sensitivity from all our business partners.*
- *We offer environments/facilities that contribute to the development of children within the enterprise, where they can express their thoughts and wishes, feelings comfortably, feel free and comfortable.*
- *We provide trainings to our employees on the prevention and detection of child abuse.*
- *We make sure that children are under adult supervision in the activities they participate in.*
- *We organize trainings and support related projects to raise awareness about the protection of children's rights.*

- When we witness suspicious actions related to children, we first inform the hotel management and request assistance from official organizations if necessary.

5. SUSTAINABLE MANAGEMENT SYSTEM APPLICATIONS

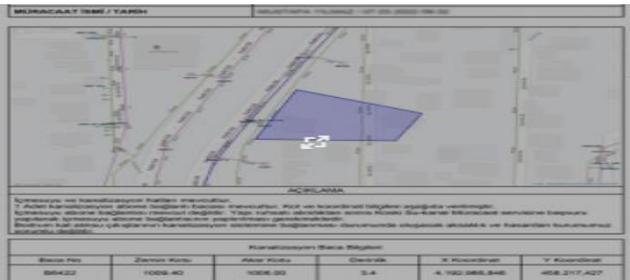
Legal compliance,

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

If asked or requested to submit, our hotel submits all necessary permits, certificates and documents to the relevant persons and institutions.

These documents are Workplace Opening and Working License, last month's personnel insurance declaration, tax plate, emergency action plan, personnel trainings and certificates, contract with the workplace physician, sewer connection certificate obtained from the municipality, pest control related documents and other necessary documents.

HOTEL SÜRDÜRÜLEBİLİRLİK RISK ANALİZİ										
SSE SİCİL NO		SİCİL NO		SİCİL NO		SİCİL NO		SİCİL NO		
Sigil Standart	Sigil Sinyal Değerleri	Risk Tanımlaması (Yerlik)	Risk	Zih	Olasık	Risk Değer	Tadilatlar	Zih	Olasık	Mevcut Risk Değer
A1	Yasadışı faaliyetlerin yapılması riski	Yasadışı faaliyetlerin yapılması riski	4	4	16	Yasadışı faaliyetlerin yapılması riski	4	2	8	8
A1	Risk analizi için gerekli belgelerin sağlanması	Risk analizi için gerekli belgelerin sağlanması	4	3	12	Risk analizi için gerekli belgelerin sağlanması	4	2	8	8
K. İşler	Yasadışı faaliyetlerin yapılması riski	Yasadışı faaliyetlerin yapılması riski	5	4	20	Yasadışı faaliyetlerin yapılması riski	5	2	10	10
A2	Yasadışı faaliyetlerin yapılması riski	Yasadışı faaliyetlerin yapılması riski	5	4	20	Yasadışı faaliyetlerin yapılması riski	5	2	10	10
A2	Yasadışı faaliyetlerin yapılması riski	Yasadışı faaliyetlerin yapılması riski	5	3	15	Yasadışı faaliyetlerin yapılması riski	5	2	10	10



Stakeholders and communication

Our hotel gives accurate information to all segments in the promotion. He always uses real visual material in the 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 promotional channels and

marketing communications. At the same time, it shares its policy and sustainability related activities, actions and transactions openly and transparently with its employees and customers. Our hotel's website is used for this purpose. Periodic reports on sustainability performance are published on our website. These reports are organized in periods appropriate to the subject.

There is a system in our hotel that aims to receive feedback from our customers, public institutions, municipalities, employees, environmental people and all other relevant persons and institutions regarding our sustainability performance, policies and practices. We receive feedback from both our staff and customers through this system.

Our system is organized in a way that allows and encourages 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, communication by e-mail and regular monitoring of them for all other stakeholders.

Customer experience

Customer satisfaction is given importance in our hotel. Customer satisfaction includes feedback from the system described above regarding sustainability. The analysis of the results obtained is carried out. Negative feedback and responses to it are recorded and necessary measures are taken.

Accessibility

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

Our hotel also follows and commits to full compliance with the legal regulations related to accessibility and 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 and hearing.

Our hotel regularly performs maintenance and repair of accessibility regulations and infrastructure and provides improvements if necessary. In addition, we regularly inform our employees about accessibility.

Buying

Our purchasing policy includes policies aimed at local, environmentally sensitive, fair trade-based and efficient purchasing.

Our goods and service resources are monitored by our hotel. We have December meetings with our suppliers. We check their sustainability-related certificates, information and documents.

Local purchase: Our hotel gives priority to local suppliers when purchasing goods and services, provided that they are of high quality and reasonably priced. For this reason, it regularly audits its suppliers, updates the supplier list and informs its suppliers. The ratio of goods and services received from the people of the region is measured.

Our hotel also gives priority to fair trade suppliers when purchasing goods and services, provided that they are of high quality and reasonably priced for imported products.

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

Our hotel gives priority to environmentally sensitive products (products with environmental labels) in its purchases. If there are no environmentally labeled products in the product group to be purchased, it selects its related products from suppliers and manufacturers whose production and all other processes do not harm the environment.

Within this framework, our hotel prioritizes the selection of suppliers with sustainability certificates when making its purchases. Sample certificates that can be sought from suppliers are documents such as ISO14001, ISO50001, ISO14064, ISO20400.

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

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

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

Our hotel has environmentally certified, local and fair trade purchasing related goals. Within this framework, we aim to increase the proportion and number of local and fair trade suppliers in our purchases and pay attention to this.

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

Our hotel also gives priority to bulk purchase and bulk product purchase. Thanks to this, fewer shipments are made to our hotel and fewer greenhouse gas emissions are produced.

The absence of unnecessary and excessive plastic, nylon, paper, glass, wooden packaging in the products that come to our hotel is our main priority and preference.

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

Energy and environment

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

The total energy used in our hotel is measured according to the type.

Our hotel determines the activities where energy consumption is high, plans and implements measures for them (thermal insulation systems, choosing low-consumption devices from energy consumption class, using led bulbs instead of high-energy-consuming lighting such as incandescent, etc.). In addition, our hotel uses energy-saving equipment.

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

Water management and wastewater

Water saving measures of our hotel are being implemented. There is a parletor in all shower heads

The water risk situation has been determined in the area where our hotel is located. For this purpose, the Water Risk Atlas prepared by the World Resources Institute is used. The link to the relevant website is located here.

In the risk analysis, water risk was evaluated separately and a water management plan was made. This plan includes the measurement and monitoring of water use, as well as targets and reports aimed at reducing water consumption.

Due to the water use activities of our hotel, the creatures living in waters such as the sea and lakes are not harmed. Nevertheless, the possibility of harm to these creatures has been evaluated in the risk analysis and the necessary measures have been taken.

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

Water comes from a legal and sustainable source. Our water comes from mains water.

We measure our water consumption. The total water used per guest or overnight stay is calculated and reported.

Water-saving equipment is used in our hotel. In our hotel, good practices are used, such as changing the sheets and towels depending on the guest's request.

Our hotel informs and directs its employees and stakeholders about water conservation. Our hotel mobilizes all its possibilities so that its waste water does not harm the environment.

The regulations determined by the local government for the disposal of waste water are complied with. Legal requirements are complied with in this regard.

Food waste and solid waste

Our hotel has a Solid Waste Management Plan. The plan includes regular measurement, 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, recycling and reuse situations are taken into consideration while they are separated.

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

Solid wastes that are separated according to their types in our hotel are taken by authorized and licensed companies.

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

Our hotel has also identified activities and risk areas where solid waste formation is high. It plans and implements corrective measures to reduce food waste and wastage.

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

6. REDUCING ENVIRONMENTAL IMPACTS

Aware that the natural resources we use, the close environment and the region we interact with, the large family we create with our employees have a great impact on our corporate success and the experiences we provide to our guests, we adopt reviewing our responsibilities at every stage as a management approach. In this direction, we have created an "Environmental Policy" for the protection and continuity of the environment in which we live, and we aim to improve our current situation every day by planning our business processes in this direction and analyzing their results. In order to achieve this goal;

** We comply with the applicable environmental laws, regulations, legislation and regulations and fulfill all their requirements; we carry out our activities and ourselves by constantly improving.*

- With the understanding of social responsibility brought by our brand, we have taken it as our duty to take a priority role in raising awareness and continuity of our guests and local people, especially our internal customers, i.e. our staff, and to make and implement decisions in this direction.*

- We add value within the framework of mutual management systems we implement in our facilities with a win-win understanding by cooperating with our suppliers without compromising on quality.*

- It is of great importance for us to protect the environment, deliver it to future generations in a clean and healthy way and contribute to the preservation of the ecological balance.*

** Believing in the continuity of education, we ensure that environmental awareness is adopted not only by our employees, but also by our guests, and we contribute to environmental protection projects by cooperating with local governments.*

• By preventing environmental pollution, it is one of our goals to recycle a large proportion of the waste in question.

** Our priority is to comply with current International and National legal regulations and ISO 14001 standard requirements, to minimize pollution that may occur as a result of our activities, to share our work with our employees, guests, suppliers and society in order to use natural resources correctly, to set goals for continuous improvement, to do the necessary research, design and implementation on the principle of protecting biodiversity and the cycle of efficient use of energy.*

7. PERSONNEL AND WORKING LIFE

Staff participation

The most important resource that makes us who we are in spirit is our employees, and being aware of this, issues such as the social and participation rights of our employees, performance management, remuneration, training and career management, employee safety are always our priority.

Our Human resources Vision;

To create a qualified human resource with high motivation, to protect and raise the corporate image, to highlight innovative works, to attach importance to service and to consider its work as a part of the whole, to be a pioneer in Turkey in the sector with integrated human resources applications.

Our human resources Mission;

- To plan and train the human resources that will realize the goals and strategies of the institution, to perform personnel work and operations at the optimum level, to have a highly confident personnel who are experts in their field, have the ability to represent the institution and who can reveal new expansions in their field.

- To provide strategic support to all companies and departments for the improvement of business results through human resources management in parallel with the Group's business strategies, to contribute to creating value for all stakeholders by creating and encouraging a high performance culture.

Our employees know what they need to do in our management system and in our sustainability-related policies and practices. What our employees need to do is defined in writing, communicated to them, and the necessary training and referrals are made regularly. The trainings on this subject have been recorded.

Our employees take 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 from our employees.

Fair remuneration

Our employees are informed about issues such as the wages they will receive, working conditions, working hours, and when they will receive their wages before starting work 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 trainings required by the hospitality sector, periodic training programs related to sustainability and related to the fields of work, on-the-job trainings, trainings required to be taken in accordance with legal legislation and guidance supports are provided to employees, including orientation trainings in line with our sustainability policies and management system. Occupational Health and Safety trainings, Kitchen / service/massage, etc. hygiene trainings for personnel, water and energy saving, chemical substance usage rules, fire protection, first aid, etc. we implement annual training plans in their subjects.

Our employees have free and open access to all our training materials.

Our hotel undertakes to comply with the relevant provisions of the Labor Law No. 4857 and provides at least a minimum wage to the employee. In addition, our hotel is committed to compliance 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 of importance. From this point of view, it is the responsibility of the management to ensure the working environment, psychology, self-motivation, performance, in short, all the comfort at work, including some of the benefits provided by our company as side rights, especially the legal rights of the employee. Although we have a number of foreign national employees in our hotels, nationality, race, language, etc. for our guests or guests as a business that caters to guests of different nationalities and provides services at an international level. Making a distinction is contrary to both hotel management and our working principles. Therefore, all personal transactions of our employees who are from different countries or nationalities are also monitored in accordance with legal procedures, and equal opportunities are offered to all our employees in the hotel, regardless of any features

8. SOCIAL STUDIES CARRIED OUT

In-house activities are carried out in order to increase the motivation of all our employees and keep the team spirit alive:

- * Distribution of gifts and souvenirs on special occasions,*
- Paying paid attention to the timely payment of salaries and staff entitlement payments. •,*
- * The practice of giving gifts to employees who are married and have children,*
- * Blood donation campaign,*
- * Participatory social responsibility projects.*

In addition to the processes and enterprises operating at every stage of the service provided by our hotel until it reaches the final consumer, it acts in accordance with all international, national and local laws that are in the public interest, and social, physical and environmental conditions are controlled and social harmony is also taken into account.

- * Compliance with laws and other obligations*
- * Prevention of child labor employment*
- * Employment of foreign national workers*

- * *Prevention of forced and compulsory labor*
- * *Working hours*
- * *Regular employment*
- * *Prevention of discipline, harassment and ill-treatment*
- * *Payments and rights*
- * *Prevention of discrimination*
- * *Ensuring occupational health and safety*
- * *Prevention of environmental pollution*

9. CULTURAL STUDIES

We are aware of the duty we have to protect local culture and values.

In this context;

- * *Cultural Promotion*
- * *Contributing to the Commercial Volume of the Region*
- * *Introduction of Natural and Historical Riches*
- *Our sensitivity in carrying out studies on the Employment of Indigenous People and being involved in activities is at the highest level.*

Communication with the people of the region

Through the facility management and designated representatives;

- * *Strengthening local employment,*
- * *Increasing local awareness,*
- * *Protection of local resources and facilities,*
- * *Protection of historical and cultural assets,*
- *Local assistance,*
- * *Supporting the studies that promote the region,*
- *Hotel associations, municipalities, regional headmen's offices, official authorities are discussed with the solution of important issues and problems that will affect the region, joint studies are carried out by determining the needs.*