

SUSTAINABILITY POLICY

Our organization, together with all the elements of nature, a sustainable environment, human existence. In order to ensure its continuity in a healthy way, it is necessary to make an effort together as the whole world. He is aware that he is in a period. With this understanding, our business understanding in all activities is handled in three dimensions and evaluated, decisions are made in this way, and the value creation process is carried out by paying attention to these dimensions is managed. Sustainability Policy, as the business constitution of our organization; founder values, It has been prepared in a way that is compatible with basic working principles, business ethics and global goals. Sustainability Policy is at the stage of realization of all activities and decision making directly or indirectly, as a guide to reference and involved in the entire value chain discussed in a way that includes the global stakeholders with whom it interacts.

1. Business Concept Focuses

The Sustainability Policy is built on three directly related focus areas. Our establishment, sustainable economic development; with an inclusive approach, the individual's environmental and social believes that if there is awareness and a healthy environment is possible.

1.1. "Inclusive Development" Focused Business Approach

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

In this context, our organization's business approach 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, taking into account the wishes and expectations of stakeholders,
- Turning the sustainability perspective into a corporate culture and

To try to raise awareness among employees and stakeholders,

- Taking it as a duty to convey sustainability studies and experience to all stakeholders through active initiatives,
- To enable all kinds of work to be carried out in order to ensure sustainability in the supply chain,
- To take improvement actions to reduce the negative effects by measuring and evaluating the economic, environmental and social effects of all activities,
- To comply with transparent, basic business ethics rules and to fight against corruption.

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1.2. "Social People" Focused Business Approach

Our organization, all its activities and business processes, the protection of human health, human development It continues on the basis of support and equality of opportunity. Sustainable human development innovative, reliable and accessible work and living environments focuses on the facility Our organization is committed to sustainability, development of social structures, corporate commitment and continuity of employees. Perceiving the social structure in which the individual is in with all its elements and He believes that his existence should be considered together with the health of the social structure. In this context, the business understanding of our Organization with a focus on "Social People" is listed below:

- Maximum attention is paid to ensuring and protecting equality of opportunity and observing social health, especially disseminating qualified education in all areas and geographies of activity, both through sectoral and social enterprises.
- Developing and implementing practices that will provide improvement in the field of occupational health and safety are seen as part of the work.
- Opportunities are created in order to develop social projects that will contribute to the social and economic development of the society and local stakeholders in their fields of activity, and to make cooperations that will contribute to local employment.
- Aiming to increase the loyalty and well-being of the employees, conditions are created to make the working environment more efficient.
- Employment, career management, remuneration, performance evaluation, etc., by preventing all kinds of discrimination. equal rights are ensured.
- Efforts are made to increase women's employment at all levels by supporting the development of women's employment and their qualified active participation.
- Active studies are carried out and supported to improve the personal development of employees and their awareness of global citizenship.

1.3. Focused Business Approach of "Healthy Environment"

While performing its activities, our organization, together with all its business partners and stakeholders, It is based on the protection of all its elements and the reduction of environmental impacts. All your activities accepts performing with respect to the environment as its fundamental value, It develops ways to eliminate negative elements by detecting them in advance. In this context, our organization's business approach with a focus on "Healthy Environment" is listed below:

- Environmental impact is measured and reported in all fields of activity, sector-based targets are determined and improvement actions are taken.
- The development and application of environmentally friendly products and services is enabled.
- Environmentally friendly products are purchased as much as possible.

- Energy efficiency studies in all sectors are constantly monitored and developed, and efforts are made to create the necessary infrastructure and renew the existing one.
- Efforts are made to increase the use of renewable energy resources (RES) in energy consumption.
- In order to ensure the efficient use of water, all stakeholders, starting from those who work on this issue awareness-raising trainings and information are provided.