

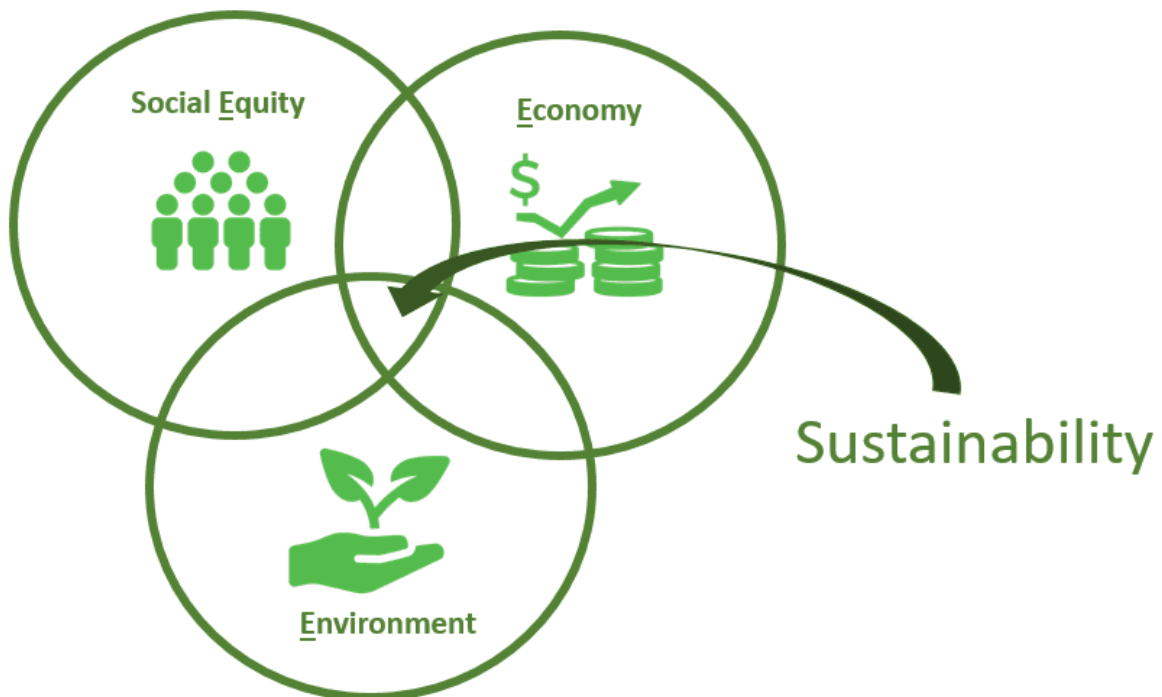


AYRAMIN DELUXE HOTEL SUSTAINABILITY REPORT JANUARY-DECEMBER 2025

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We recognise our obligations in relation to sustainable tourism. Consequently, we place equal emphasis on raising awareness among our guests and our employees. We maintain a consistent approach to raising awareness of social responsibility and implementing an environmentally friendly management style.

Our management style is based on the principles of sustainable tourism. We are committed to ensuring that future generations will have access to a liveable environment. To this end, we utilise our natural resources in a sustainable manner, while maintaining the highest standards of quality in our products and services.



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ABOUT THE REPORT

As a business, we consider it vital to keep our stakeholders fully informed about our activities and their impacts, in a transparent and effective manner. In this context, the sustainability reports that we intend to publish on an annual basis will serve as a crucial instrument for maintaining transparency and accountability within our organisation.

From the outset of our business operations, we have made and continue to make significant investments with both social and environmental objectives in mind, with the aim of ensuring the long-term sustainability of our business. The purpose of this sustainability report is to provide our employees, customers and other stakeholders with a comprehensive overview of our economic, environmental and social performance. Unless otherwise stated, the information in this report covers our performance between 1 January 2025 and 31 December 2025.

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ABOUT US

Our facility **Katip Mustafa Çelebi Mah. Anadolu Sok. No:4 Beyoğlu Istanbul** and has a capacity of 19 rooms and has the operating certificate of the Ministry of Culture and Tourism.

Our rooms have the necessary facilities for our guests to feel comfort and peace;

- Hair dryer
- Electronic key lock system
- Direct dial telephone in rooms
- LCD-Satellite television with stand by
- Encrypted private safe
- Split air conditioning system
- Smoke detector connected to the central fire system
- Special insulated door and window system for noise
- Tea and coffee set
- Iron and ironing board
- There is a special hygiene kit.

A sustainable management system / local and regional community liaison officer has been appointed in our facility. You can contact us at the contact numbers below to share your experiences to provide feedback about our system.

Authorised person : Hande Çakmak

Contact Number : +905441412433

Mail address : info@ayraminhotel.com

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SCOPE

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

This document is intended for all stakeholders, guests and staff of the hotel. Our system is continuously being developed in accordance with the size and scope of our hotel.



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SUSTAINABLE MANAGEMENT SYSTEM

We believe that tourism and sustainable practices can coexist with luxury and guest comfort. By adopting our sustainability philosophy, we aim to provide an unforgettable and environmentally conscious experience for our guests while actively contributing to the protection 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 contribute to the fight against climate change by reducing emissions, increasing the use of renewable energy and offsetting remaining emissions. Sustainability plays an important role at the centre of our vision and values. We believe that hospitality can coexist harmoniously with the well-being of our planet and our communities. We continuously strive to improve our energy efficiency, use of renewable energy, water conservation, waste minimisation and sustainable procurement.

Our sustainable management system is based on risk analysis. Risk analyses are conducted under the headings of environment, natural disasters, society, culture, economy, quality, human rights, health and safety. New topics can be added if necessary.

After the risks are analysed, we also have a crisis management plan that determines what to do in case the risks materialise. The annex of this document includes how risk analysis and crisis management will be carried out.

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

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

The objectives related to the management system of our hotel and the performance indicators that monitor compliance with the objectives are attached to this document.

Regarding sustainability, our hotel undertakes to fulfil the obligations of the Turkey Sustainable Tourism Programme and to continuously improve its sustainable management system in order to increase its sustainability performance.

Our management system is constantly reviewed due to the state of the sector, environmental, social, technological, economic and cultural risks, changes and updates arising from

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legislation, and the system and policies are updated if necessary.

The above steps can be summarised as a Plan - Do - Check - Act (PDCA) approach.

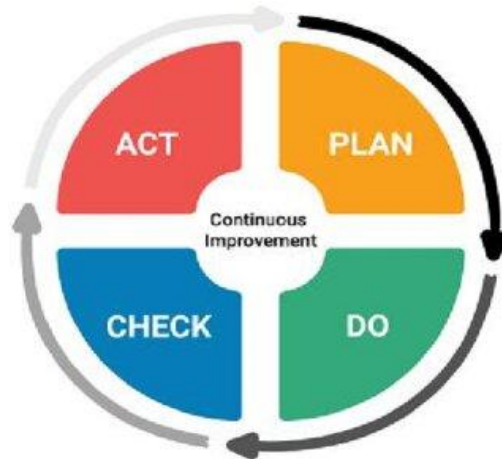


Image 1. PCDA Cycle

Plan: Our hotel attaches importance to the environment, society, culture, national economy and management system and sets targets. It plans the road map and actions to be followed in order to reach the determined targets.

Implement: Our hotel determines its basic policies and practices regarding environmental, cultural, social, human rights, health and safety. These are monitored, measured and recorded by the relevant personnel at defined intervals.

Control: Feedback from both staff and customers is monitored and recorded. Corrective measures are taken if necessary.

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

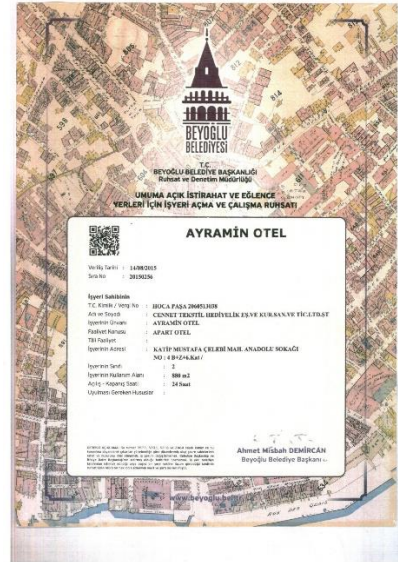
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LEGAL COMPLIANCE

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

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

These documents are Workplace Opening and Operation Licence, personnel insurance declaration for the last month, tax plate, emergency action plan, personnel trainings and certificates, contract with the workplace physician, sewerage connection certificate from the municipality, documents regarding pest control and other necessary documents.



MÜKELLEFİN		VERGİ LEVHASI		Gelir İdaresi Başkanlığı	
ADI SOYADI	VERGİ DAİRESİ	HOCAPAŞA			
TİCARET UNVANI	VERGİ KİMLİK NO	1 0 8 1 3 3 0 3 3			
İŞ YERİ ADRESİ	TC KİMLİK NO				
VERGİ TÜRÜ	İŞE BAŞLAMA TARİHİ	13.02.2004			
ANA FAALİYET KODU VE ADI	477804-BELİRLİ BİR MALA TAHSİS EDİLMİŞ MAGAZALARDA HEDİYELİK EŞYALARIN, ELİŞİ ÜRÜNLERİN VE İMİTASYON TAKILARIN PERAKENDE TİCARETİ (SANAT ESERLERİ HARİCİ)				
TAKVİM	BEYAN OLUNAN MATRAH	TAHAKKUK EDEN VERGİ	ONAY KODU		
2023	388.014,15	97.003,54			
2022	114.717,75	26.385,08			
2021	Matrahsız	Matrahsız			

<https://intvd.gib.gov.tr> adresinden güncelliğini ve doğruluğunu sorgulayabilirsiniz.

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STAKEHOLDERS AND COMMUNICATION

Our hotel provides accurate information to all segments in promotion. It always uses real visual material in 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.

Our hotel also shares its policy and sustainability-related actions and transactions with its employees and customers in an open and transparent manner. Our hotel's website is used for this purpose. Periodic reports on sustainability performance are published on our website. These reports are organised in periods appropriate to the subject.

Our hotel has a system that aims to receive feedback from our customers, public institutions, municipalities, employees, the surrounding community and all other relevant persons and organisations regarding our sustainability performance, policies and practices. Through this system, we receive feedback from both our personnel and our customers.

Our system is organised in such a way as to enable and encourage our customers and personnel to provide feedback in a fast, simple and effective manner.

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 follow-up for all other stakeholders.

Guest experience: Guest satisfaction is prioritised at our hotel. Guest satisfaction includes feedback from the system described above regarding sustainability. The results received are analysed. Negative feedback and responses to it are recorded and necessary measures are taken.

Staff participation: The most important element of our hotel's management system is our employees.

Our employees are aware of what they need to do in our management system and sustainability policies and practices. What our employees are required to do is defined in writing, communicated to them, and necessary training and guidance are provided regularly. Trainings on this subject are 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 received from our employees.

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In line with our sustainability policies and management system, employees are provided with periodic training programmes, on-the-job trainings, trainings required by legal regulations and guidance support, including orientation trainings, related to sustainability and work areas. We implement annual training plans on Occupational Health and Safety trainings, hygiene trainings for kitchen/service 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 comply with the relevant provisions of the Labour Law No. 4857 and pays at least the minimum wage to the employee. In addition, our hotel is committed to compliance with the Social Security 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 / local and regional community liaison officer has been appointed in our facility. You can contact us at the contact numbers below to share your experiences to provide feedback about our system.

Authorised person : Hande Çakmak
Contact Number : +905441412433
Mail address : info@ayraminhotel.com

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PURCHASE

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

Our sources of goods and services are monitored by our hotel. We hold meetings with our suppliers at certain intervals. We check their sustainability certificates, information and documents.

Local purchasing: Our hotel prioritises 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 purchased from local people is measured.

When purchasing goods and services, our hotel also prioritises fair trade suppliers for imported products, provided that they are of high quality and reasonably priced.

Environmentally sensitive purchasing: Our hotel follows an environmentally sensitive policy in purchasing, emphasising efficient purchasing, energy saving and water saving to reduce food and solid waste.

Our hotel gives priority to environmentally sensitive products (environmentally labelled products) in its purchases. If there are no environmentally labelled 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.

Within this framework, our hotel prioritises the selection of suppliers with sustainability certificates when making purchases. Sample certificates that can be sought in suppliers are ISO14001, ISO50001, ISO14064, ISO20400.

For wood, fish, paper and other foods, environmentally certified products (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 animals, etc.) are not purchased or used in our hotel.

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

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

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

Our hotel also prioritises bulk purchasing and buying in bulk. In this way, fewer shipments are made to our hotel and less greenhouse gas emissions are produced.

Our main priority and preference is to avoid unnecessary and excessive plastic, nylon, paper, glass, wood packaging in the products coming to our hotel.

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

- Total number of approved suppliers - 87
- Total number of local suppliers - 83

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ENVIRONMENT AND NATURE PROTECTION

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 wastes, recycling or neutralising them. We endeavour to take the necessary measures and actions by being aware of our environmental impacts.

In the realisation and presentation of our products and services in accordance with internal and external customer requirements as well as international and national legal requirements and legislations; we are committed to being an environmentally friendly institution with the awareness of social responsibility by preventing pollution and ensuring sustainability.

While realising this commitment;

- We identify and control our impacts on the environment.
- We are prepared for emergencies (fire, explosion, flood, earthquake, earthquake, leakage, etc.) and comply with legal regulations.
- We strive to minimise our waste, prevent pollution at source, use energy efficiently and reduce the environmental impact of our activities.
- We continuously improve our environmental performance in waste sorting and waste reduction, efficient use of natural resources.
- We follow up the recycling and disposal of waste.
- We train our employees on the use of chemicals, their impact on the environment and waste.
- We encourage our employees and guests to be sensitive to the environment, and we develop our employees by providing them with trainings on environmental awareness and efficient use of energy.
- As a team, we try to raise public awareness by cleaning the streets around the hotel at certain intervals.
- We use energy and water saving systems in our hotel
- We raise awareness and encourage our suppliers and stakeholders to work on energy efficiency.
- We donate trees to environmental organisations and the theme in order to minimise the damage to nature in carbon emissions.



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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, energy consumption of different units is monitored.

Total energy used in our hotel is measured by type.

Our hotel determines the activities with high energy consumption, plans and implements corrective measures to reduce energy consumption in these areas and activities (thermal insulation systems, preference of low-consumption devices with energy consumption class, use of LED bulbs instead of high energy consumption lighting such as incandescent, etc.). In addition, our hotel uses energy-saving equipment.

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

Environmental elements realised within the scope of Sustainability in our hotel;

- In order to minimise paper consumption, a digital recording system was initiated in supplier, purchasing and office works.
- E-invoice has been implemented in invoicing transactions in accounting.
- Packaging Waste is collected and delivered to the local administration in a controlled manner.
- Glass bottles have been introduced in rooms and minibars in our facility.
- Awareness-raising activities have been carried out to minimise the use of electricity, water and energy resources used in common areas.
- Parletors have been applied to the taps used in all rooms and areas and water flow adjustments have been adjusted to fill 1 litre container in 14 seconds.

2025 January - December total electricity consumption rate

2025 January - December total natural gas consumption rate

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WATER MANAGEMENT

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 measurement and monitoring of water use and targets and reports for reducing water consumption.

Due to the water use activities of our hotel, living creatures living in waters such as sea and lake are not harmed. Nevertheless, the possibility of damage to these creatures has been evaluated in the risk analysis and necessary precautions 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.

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

We have targets to reduce water consumption. Accordingly, our hotel plans and implements corrective measures. Water-saving equipment is used in our hotel. Good practices such as changing bed linen and towels upon guest request are used in our hotel.

Our hotel informs and guides its employees and stakeholders about water saving. Our hotel mobilises all its means to ensure that waste water does not harm the environment.

The regulations determined by the local administration for the disposal of waste water are complied with.

2025 January - December total water consumption rate

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FOOD WASTE AND SOLID WASTE

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

Solid wastes are separated according to types such as food, recyclable, toxic/hazardous and organic, and while separating, recycling and reuse are taken into consideration. Our hotel regularly informs and guides its employees and stakeholders about waste management through various visual and communication materials.

Solid wastes separated according to their types in our hotel are collected by authorised 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.

Our hotel has also identified activities and risk areas where solid waste generation 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 on solid waste management is ensured.

2025 January - December total waste consumption rate

2025 January - December total disposable waste consumption rate



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EMPLOYMENT AND WORK LIFE

In its spirit, the most important resource that makes us who we are is our employees. Being aware of this, issues such as social and fringe benefits, performance management, rewarding, training and career management, 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, emphasise innovative work, attach importance to service and see their work as part of a whole, and to be a pioneer in the sector in Turkey with integrated human resources practices.

Our Human Resources Mission; - To plan and train the human resources that will realise the goals and strategies of the corporation, to carry out the personnel works and transactions at optimum level, to have personnel who are specialised in their fields, who have the ability to represent the corporation and who can put forward new initiatives in their field, and who have high self-confidence.

Our employees are aware of what they need to do in our management system and sustainability policies and practices. What our employees are required to do is defined in writing, communicated to them, and necessary training and guidance are provided regularly. Trainings on this subject are 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 received from our employees.

Fair remuneration 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. Training and Career Management All of our employees have equal access to training. In addition to the legal and vocational trainings required by the hotel industry, employees are provided with periodic training programs related to sustainability and work areas, on-the-job trainings, trainings required by legal regulations and guidance support, 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 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 comply with the relevant provisions of the Labor Law No. 4857 and pays at least the minimum wage to the employee. Our hotel is also committed to comply with the Social Security and General Health Insurance Law No. 5510 and the Occupational Health and Safety Law No. 6331.

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Employee and Human Rights Ensuring the absolute satisfaction of employees is a priority issue. With this point of view, it is the responsibility of the management to ensure the working environment, psychology, self-motivation, performance, in short, all comfort in the workplace, including the legal rights of the employee, including some benefits provided by our business as fringe benefits.

As a business that caters to guests of different nationalities and provides services at an international level, it is against both our hotel management and working principles to discriminate nationality, race, language, etc. for our guests or guests. 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.

2025 January - December total number of employees

2025 January - December total number of male employees

2025 January - December total number of female employees

2025 January - December total number of local/regional employees

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CULTURAL ACTIVITIES

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

In this context;

- Cultural Promotion
- Contributing to the Region's Trade Volume
- Promotion of Natural and Historical Riches
- We are highly sensitive to work on the employment of local people and to be involved in activities.

CONTACT WITH THE LOCAL COMMUNITY

Through facility managements and their designated representatives;

- Strengthening local employment,
- Increasing local awareness,
- Protecting local resources and opportunities,
- Protection of historical and cultural assets,
- Local solidarity,
- Supporting activities that promote the region,
- Hotel associations, municipalities, regional mukhtars, official authorities are consulted on important issues and problems that will affect the region, and joint studies are carried out by determining the needs.

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PLANS TO BE REALISED WITHIN THE SCOPE OF SUSTAINABILITY

- Our first priority is to continuously develop annual training plans to reduce energy and water consumption and to reduce energy consumption by 1% annually.
- To ensure the continuation of sustainability with environmentally friendly and energy efficient machinery, equipment and consumables
- Our first priority is to develop projects to spread zero waste awareness to the general public in order to reduce waste and prevent recyclable waste from mixing with domestic waste with an effective waste management program and to reduce waste consumption by 1% annually.
- We plan to increase the amount of donations to the theme and environmental protection organizations by 1% every year in order to reduce carbon emissions and damage to nature.
- While determining our approved suppliers to reduce carbon emissions, we plan to disseminate information studies to ensure that our priority is to provide service with electric and new green vehicles with the lowest carbon emissions.
- We will choose energies that produce less carbon
- With the awareness that climate change is a global issue, we will be part of the common solution by working together with the private sector, government, local administrations and non-governmental organizations. We will develop projects for stray animals to protect natural life and support wildlife
- We will create internship opportunities for tourism students to gain work experience
- We will plan career days with tourism high schools and universities and financially support social responsibility projects
- We will develop projects to reduce the consumption of disposable amenities with a gradual transition program in at least 50% of guest rooms

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SUSTAINABLE MANAGEMENT SYSTEM POLICIES

QUALITY POLICY

On the way to achieving our vision; To meet the expectations of our guests at the highest level and to be a leading organisation in the sector, To create the philosophy of the company with all our staff, 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 be a model company for all other organisations in our country and to create value by preventing accidents by minimising all risks that could endanger the health, life and work safety of our guests and staff, To make quality measurable, to ensure continuous improvement of the system and to set goals and ensure unity among our employees and management.

As a hotel, one of our primary quality objectives is to create environmental awareness among our staff and to leave a cleaner, healthier and safer environment for future generations.

CULTURAL SUSTAINABILITY POLICY

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

Artifacts: Our hotel does not buy, sell, trade or display historical and archaeological artifacts. In order to provide a unique accommodation service, a wide range of contemporary artworks, mostly by our local artists, are displayed in all our facilities.

Promotion of Sustainable Local Gastronomy: Our hotel prioritizes the promotion and consumption of local products. It introduces 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, reduce our negative impacts on the environment and attach importance to its protection. For this;

- We comply with legal regulations and try to reduce our environmental impact.

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- We take care to effectively separate our wastes according to their source, groups and hazard classes.
- We know that using hazardous substances and chemicals only when necessary and as needed will reduce both the negative impact on the environment and the amount of waste,
- We contribute to protecting nature by preferring materials with “recycling” and “environmentally friendly” labels. We try to create opportunities for reuse,
- We take care to use disposable materials such as paper, napkins, toilet paper and packaging as much as necessary and leave less waste in the environment,
- We store 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 economically. We share this sensitivity with our employees, guests and suppliers.
- We measure our performance in environmental management, monitor this data with targets and try to improve our performance.
- We aim to educate our employees about the environment and increase their sensitivity.
- We take necessary measures to protect biodiversity in the environment. We comply with all legal requirements.
- Substances that may be considered harmful to the environment (toxic sunscreens) are personal use products.
- Pesticides are made by our institution by the company authorized by the Ministry of Health and the MSDS forms of all products are recorded in the MSDS tracking chart.

CHILD RIGHTS EXPLOITATION AND ABUSE POLICY

Children are our trustees of the future. It is our primary responsibility to recognize them as individuals, respect their rights, and protect them against all kinds of psychological, physical, commercial, etc. exploitation.

To ensure this;

- We do not allow child labor in our own institutions and expect the same sensitivity from all our business partners.

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- We provide environments/opportunities that contribute to the development of children within the enterprise, where they can express their thoughts, wishes and feelings freely and feel free and comfortable.
- We provide training to our employees on the prevention and recognition of child abuse.
- We make sure that children are under adult supervision during the activities they participate in.
- We organize trainings and support related projects to raise awareness on the protection of children's rights.
- When we witness suspicious activities involving children, we first inform the hotel management and seek help from official organizations when deemed necessary.

ENERGY EFFICIENCY POLICY

- We care about collaborating with all our stakeholders 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 in order to reach a total level of awareness and consciousness on these issues.
- We try to research, find, purchase and use energy efficient products, equipment, equipment and technology alternatives.
- We aim to document our Energy Management System, disseminate it to all departments, update, review and continuously improve it when necessary.
- We evaluate energy risks or emergencies that may arise, such as energy constraints, and plan the measures that can be taken.
- We take care to effectively separate our wastes according to their source, groups and hazard classes.
- We know that using hazardous substances and chemicals only when and as needed will reduce both the negative impact on the environment and the amount of waste,
- We contribute to protecting nature by preferring materials with “recycling” and “environmentally friendly” labels. We try to create opportunities for reuse,
- We take care to use disposable materials such as paper, napkins, toilet paper and packaging as much as necessary and leave less waste in the environment,
- We store 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,

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- We try to use water, energy and all natural resources economically. We share this sensitivity with our employees, guests and suppliers.
- We measure our performance in environmental management, monitor this data with targets and try to improve our performance.
- We aim to educate our employees about the environment and increase their sensitivity.

HUMAN RESOURCES POLICY

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

Our Human Resources Vision;

To create qualified human resources that are highly motivated, protect and enhance the corporate image, emphasize innovative work, attach importance to 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;

- To plan and train the human resources that will realize the goals and strategies of the corporation, to carry out personnel affairs and transactions at an optimum level, to have personnel with high self-confidence who are specialized in their fields, who have the ability to represent the corporation and who can put forward new initiatives in their fields.
- To provide strategic support to all companies and departments to improve business results through human resources management, to contribute to the creation of value for all stakeholders by creating and promoting a high performance culture.
- Our employees know what they need to do in our management system and sustainability policies and practices. What our employees are required to do is defined in writing, communicated to them, and necessary training and guidance are provided regularly. Trainings on this subject are recorded.
- Our employees take an active role in the development and continuous improvement of our management system and sustainability performance.

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- We review and improve our system in line with the feedback received from our employees.

Fair remuneration

- 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 in our facilities.

Education and Career Management

- All of our employees can benefit equally from the right to training. In addition to the legal and vocational trainings required by the hotel industry, employees are provided with periodic training programs related to sustainability and their work areas, on-the-job trainings, trainings required by legal regulations and guidance support, 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 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.
- With the personnel tracking system in career management, the promotion management of the personnel is carried out according to the determined criteria
- Our hotel is committed to comply with the relevant provisions of the Labor Law No. 4857 and pays at least the minimum wage to the employee. Our hotel also undertakes to comply with the Social Security and General Health Insurance Law No. 5510 and Occupational Health and Safety Law No. 6331.

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Labor and Human Rights

- Ensuring the absolute satisfaction of employees is a priority issue of great importance. With this point of view, it is the responsibility of the management to ensure the working environment, psychology, self-motivation, performance, in short, all comfort in the workplace, including the legal rights of the employee, including some benefits provided by our business as fringe benefits.
- Although we have a number of foreign national employees in our hotels, as a business that appeals to guests of different nationalities and provides services at an international level, it is against both our hotel management and working principles to discriminate nationality, race, language, etc. for our guests or guests. 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.

Local employment

- Our organization has a performance system based primarily on local employment. Priority in recruitment is given to the local community.

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;

- 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 targets for participation in Risk Assessment and Risk Level Reduction activities at all levels.
- By continuously improving our Occupational Health and Safety culture, we aim to achieve a sustainable “Zero Work Accident” target.
- 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.

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WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

- We attach importance to gender equality in our business.
- We ensure the health, safety and welfare of all our employees regardless of gender.
- 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 distribute duties in accordance with the principle of equality.
- We provide the necessary environment for equal utilization of career opportunities.
- We create training policies, support women's participation and raise awareness.
- We create a working environment and practices that protect work-family life balance.
- We support women in company management and provide equal opportunities.
- We do not allow women to be subjected to abuse, harassment, discrimination, suppression, coercion, slander, etc. in any way. We always recognize and support the value they add to the world and our organization.

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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 accordance with human dignity. With the awareness that our employees are our most valuable asset, our primary business goal is to ensure and protect their safety.

Our hotel is always ready to implement the best environmental solutions beyond legal obligations, to develop and expand the use of environmentally friendly technologies and to support initiatives to raise environmental awareness.

We take care to fulfill our social and environmental responsibilities towards the society in the cities where we operate in a harmonious cooperation with our shareholders, employees, 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 fully and properly utilized. We approach our employees honestly and fairly, and commit to a non-discriminatory, safe and healthy working environment.

We make the necessary efforts for the individual development of our employees and observe the balance between business life 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 will 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 pay special attention to the provision of the necessary on-the-job training by experts 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 comply with all legal regulations.