



**\*EMPLOYEE RIGHTS, WOMEN'S RIGHTS, CHILDREN'S RIGHTS, AND SOCIAL RESPONSIBILITY POLICY\***

We strive to provide an inclusive and fair working environment where equal rights and social opportunities are granted to all our employees and stakeholders, in compliance with national and international legislation and standards, aiming to continuously improve our efforts in this area. We ensure that all our employees are granted rights defined by national and international laws, regulations, and standards. Before starting their duties, newly hired personnel are provided with a written job description and required to sign a legal contract. We conduct training sessions to enhance service quality and raise employee awareness.

To maintain high levels of employee satisfaction, we regularly evaluate their feedback and suggestions, implementing necessary improvement actions. We adhere to local regulations regarding forced labor and child labor, as well as international agreements to which Turkey is a party. We provide training to our employees on preventing and recognizing child abuse. We maintain a zero-tolerance policy towards any verbal or physical harassment, ensuring a suitable environment for employees to report such incidents. If we witness suspicious actions involving children, we first inform hotel management and seek assistance from official authorities when necessary.

We support women's participation in the workforce across all our departments, offering equal opportunities. We operate under an equal pay policy for equal work, regardless of gender. We ensure that task distribution is conducted with fairness. By preventing discrimination in all our processes, we support local/regional employment and create opportunities for women, youth, and disadvantaged groups. We prioritize hiring local residents and female employees.

We do not allow women to be subjected to any form of abuse, harassment, discrimination, oppression, coercion, or defamation. We are always aware of the value they bring to the world and our organization and support their presence. We collaborate with schools to provide internship opportunities for tourism students, aiming to nurture our own employees for higher positions and grow together.

Our employees work in different shifts, necessitating transportation services at various times throughout the day. Therefore, we provide shuttle services from the hotel to different areas of the city at various times. Meals served in the staff canteen are free for employees, with at least five different dishes available daily.

The hotel has a Doctor's Office, with our doctor visiting the hotel four times a month. Employees can access healthcare services during working hours. We provide free cleaning for uniforms and any work-related clothing for all employees.

We organize events to motivate and unite staff. Monthly staff meetings include enjoyable activities and a buffet for a general monthly assessment. We announce the Employee of the Month and present them with a gift.

We hold a recognition week for a different department each month, gathering department staff with a buffet, engaging in activities, and expressing our gratitude while presenting gifts.

We organize celebrations for employees with birthdays through the Human Resources Department. We have a staff library that allows employees to read the books of their choice.

Our hotel participates in social responsibility activities and makes donations. As part of our corporate sustainability plan, we hold events that consider sustainable development goals on special occasions.

We support the Plastic Cap Campaign organized by the Turkey Spinal Cord Paralytics Association (TOFD) by collecting caps. We also make tree donations to the Tema Foundation. Additionally, we gift Museum Cards to the Employees of the Month.