

## OUR SUSTAINABILITY POLICY

As part of our operations in the hospitality industry – including gastronomy, recreation, sports, and entertainment – we are committed to complying with all national and international legal requirements relevant to the sector.

We actively strive to protect the environment and the cultural heritage of the regions in which we operate, and we are dedicated to continuously monitoring and minimizing our environmental impact.

When sourcing our products, we place the highest value on quality, purposefulness, and compliance with applicable regulations. We prioritize locally produced goods and services that respect regional and ethical values. Particular attention is given to products that are recyclable, reusable, or made from recycled materials, as well as those that are organic, vegan, cruelty-free, and free from harmful chemical substances.

We place strong emphasis on hiring staff from the local community, thereby supporting the local economy and fostering regional engagement.

We are committed to meeting the needs of our guests and local communities with future generations in mind, conserving natural resources, and protecting wildlife and biodiversity.

In all matters of recruitment, employment, promotion, and social benefits, we guarantee equal opportunities for everyone – regardless of nationality, ethnic origin, religion, belief, age, gender, sexual orientation, marital status, pregnancy, disability, trade union membership, or political opinion. Our selection criteria are based solely on qualifications, experience, competence, and merit.

We uphold a strict ethical stance against all forms of exploitation and abuse of children and vulnerable groups. Our entire team is required to report any suspected cases of sexual abuse or exploitation to the relevant authorities immediately.

We consider awareness of human rights, children's rights, the rights of vulnerable groups, and women's rights – especially the right of women and children to live safely – to be an integral part of our values. Where needed, we provide targeted training to raise awareness and sensitivity in these areas.

As part of our hotel operations, we are committed to promoting the historical and cultural sites of our region and presenting them authentically to our guests. To help preserve these cultural assets and monuments, we provide both material and financial support.

Lastly, we pledge to maintain and strengthen our memberships and partnerships with civil society organizations dedicated to environmental protection and sustainability.

**Gökhan HASTÜRK**

**Genel Müdür**

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