

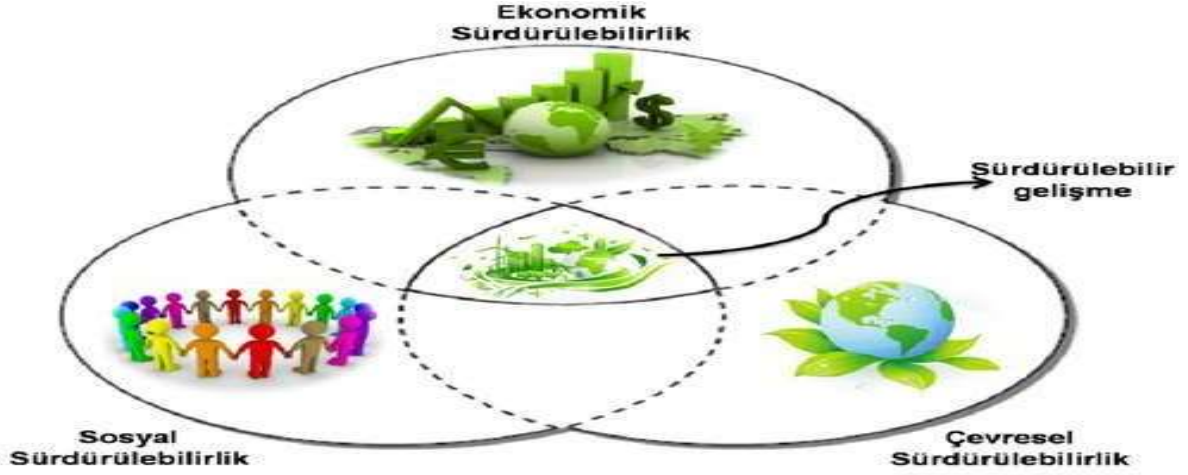
THE MERETTO HOTEL DOWNTOWN

2026 SUSTAINABILITY REPORT

16.09.2026-16.10.2026

We are aware of our responsibilities regarding sustainable tourism. Therefore, we want to raise awareness not only among our guests but also among our employees. same degree We care. Social responsibility awareness continually aspect increases And environment friend management We apply this method consistently.

Management our shape foundation sustainable tourism It endures. Those after us... generation more livable One To leave a better environment, we use our natural resources sustainably, even while maintaining the highest quality in our products and services.



RAPOR HAKKINDA

As a business Informing our stakeholders transparently and effectively about our activities and their impacts is one of our top priorities. In line with this, the sustainability reports we aim to publish annually are transparent and accountable. It will be an important tool that we utilize in order to become an organized group.

Since the day we started operating in the business world, we have made and continue to make many investments in both social and environmental aspects for the sustainability of our business. With our sustainability report, we aim to communicate our economic, environmental, and social performance to our employees, customers, and other stakeholders. We are aiming for this. This in the report place field information, opposite not specified This includes our performance between **September 16, 2026** and October 16, 2026.

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HAKKIMIZDA

My facility **Mesihpaşa Neighborhood Saitefendi Street No:1 Conqueror / ISTANBUL** at the address being **35** rooms and holds an operating license from the Ministry of Culture and Tourism. Our guests comfort And peace their feelings necessary for opportunities Our rooms have: Hair dryer

Electronic key lock direct

telephone system in the rooms

stand by featured LCD Satellite television,

coded private safe

Central system air conditioning system

Central fire system with related smoke Noise detector;

specially insulated door and window system for noise protection.

Tea and coffee set

Special hygiene kit It is located.

A sustainable management system and a local community communication officer have been appointed at our facility. Our system... back about notification to present your experiences to share for the following communication You can contact us using the numbers provided.

Official person : Hotel Manager

Communication Phone number : 05016217272

Mail email address : down@merettohotel.com

KAPSAM

This document outlines the fundamental framework for a Sustainability Management System (SMS) that can be adapted and developed to encompass all management processes of our hotel, as well as setting out our organization's policies and practices.

This document is intended for all stakeholders, guests, and staff of the hotel. Our system is continuously being improved to suit the size and scope of our hotel.



SÜRDÜRÜLEBİLİR YÖNETİM SİSTEMİ

We believe that tourism and sustainable practices can coexist with luxury and guest comfort. By embracing our sustainability philosophy, we actively contribute to the protection of our planet while providing our guests with a high level of service. for memorable And to the environment sensitive One experience to present We are aiming for this. Sustainability In line with our 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 contributing to the fight against climate change by reducing emissions, increasing the use of renewable energy, and offsetting remaining emissions. Sustainability plays a vital role at the heart of our vision and values. We believe that hospitality can coexist harmoniously with the well-being of our planet and communities. We are constantly working to improve our energy efficiency, use of renewable energy, water conservation, waste minimization, and sustainable procurement.

Sustainable management our system foundation risk to the analysis It is based on. Environment, natural disasters society, culture, economy, quality, person rights, health, security in their titles risk analysis is being done. If necessary in New headings can also be added.

After analyzing the risks, we have a crisis management plan that determines what to do if the risks materialize. our system also It is located. This document in the appendix risk analysis And crisis of the administration How will be done It is located there .

SYS involves the implementation of specific policies by all employees in the areas of quality, economics, management, environment, culture, human rights, health and safety, the setting of goals, and the monitoring of whether these goals are achieved, thus ensuring the continuous improvement of business management processes.

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

Our hotel management to the system related goals And goals harmony being followed performance indicators This is included as an appendix to this document.

Our hotel is committed to fulfilling the obligations of the Türkiye Sustainable Tourism Program and to continuously improving its sustainable management system to enhance sustainability performance.

Due to the state of the sector, environmental, social, technological, economic and cultural risks, and legislative changes and updates, our management system is continuously reviewed, and systems and policies are updated when necessary.

Above stated steps In summary Plan-Do-Check Meat - Take Precautions (PDCA) as an approach expressible



Figure 1. PDCA Cycle

Plan: Our hotel prioritizes and sets goals regarding the environment, society, culture, the national economy, and the governance system. To achieve these goals, we plan a roadmap and actions to be taken.

Implementation: Our hotel establishes fundamental policies and practices relating to environmental, cultural, social, human rights, health, and safety. These are monitored, measured, and recorded at defined intervals by relevant personnel.

Check: Feedback from both staff and guests is monitored and recorded at our hotel. Corrective actions are taken if necessary.

Take action: We take action to correct any issues identified during our hotel's inspection process. Corrective actions and procedures are recorded and archived.

YASAL UYUM

Our hotel is committed to complying with all applicable laws, regulations and international agreements, maintaining an up-to-date list of these, regularly informing its staff about them, and providing necessary training to its personnel.

The question or presentation being done requested in our hotel necessary all permission, certificate And documents relating to person and submit them to the institutions.

These documents are for opening a business. These documents include the work permit, the employee insurance statement for the last month, the tax certificate, the emergency action plan, employee training and certifications, the contract with the workplace physician, the sewage connection certificate obtained from the municipality, documents regarding pest control, and other necessary documents.

PAYDAŞLAR VE İLETİŞİM

Our hotel provides accurate information to all segments of the audience in its promotions. We always use real visual material in our promotions. On our website, social media accounts, and other print and print promotional channels and marketing communications, our hotel maintains a transparent and realistic approach regarding its products and services.

Our hotel also shares its policies, actions, and processes related to sustainability openly and transparently with its employees and customers. This is done through our hotel website, where periodic reports on sustainability performance are published. These reports are prepared at appropriate intervals.

Our hotel has a system in place to gather feedback from our customers, public institutions, municipalities, employees, local community, and all other relevant individuals and organizations regarding our sustainability performance, policies, and practices. Through this system, we receive feedback from both our staff and our customers.

Our system is designed to enable and encourage our customers and staff to provide feedback quickly, simply, and effectively.

This system, guests for questionnaire applications, social media accounts organised tracking, employees for This includes email, messaging services, and other communication channels, as well as email communication and regular follow-up for all other stakeholders.

Guest experience: In our hotel importance of guest satisfaction It is given. Guest satisfaction, sustainability related to above announced from the system incoming back notifications includes. Received results analysis It is done. Negative Feedback and responses to it are recorded, and necessary actions are taken.

Staff involvement: Our employees know what they need to do regarding our management system and sustainability policies and practices. Their responsibilities are documented in writing. defined, themselves transmitted And necessary education And directions organised aspect is being done. Training sessions on this topic are recorded. Our employees actively participate in the development and continuous improvement of our management system and sustainability performance. We review and improve our system based on feedback from our employees.

In line with our sustainability policies and management system, we provide employees with training on sustainability, including orientation training. study periodicals related to their fields education programs, on-the-job training Training is provided for legally mandated courses and guidance support. We implement annual training plans covering topics such as occupational health and safety, hygiene for personnel, water and energy conservation, chemical usage regulations, fire protection, first aid, etc.

Our employees have free and open access to all our training materials. Our hotel is committed to complying with the relevant provisions of the Labor Law No. 4857 and pays its employees at least the minimum wage. Furthermore, our hotel also undertakes 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 sustainability management system/communication manager with the local and regional community has been appointed within our facility. Our system... back about notification to present your experiences to share for the following communication from their numbers

by us You can contact us .

ERİŞİLEBİLİRLİK UYGULAMALARI

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

Our hotel Moreover accessibility relating to legal regulations full rapport to provide And This on the subject It is committed to and follows continuous improvement.

Our hotel, opportunities within everyone accessible for tourism services to present commitment does And It clearly and accurately informs its customers and stakeholders about the level of accessibility through its website.

Our hotel is committed to fully complying with legal regulations regarding accessibility and to continuously improving in this area. And It commits to doing so. Just physically disabled people not, visual, hearing like obstacles therefore We are also constantly striving to make improvements for our guests who are unable to participate in tourism activities.

Our hotel accessibility regulations And infrastructure care And repair organised aspect We are implementing these measures and making improvements as needed. We also regularly inform our employees about accessibility issues.

At our facility facility entrance, elevators And breakfast room Accessibility applications are available.

At our facility disabled There are no rooms .

MAL KABUL VE SATINALMA UYGULAMALARI

includes local, environmentally conscious, fair trade-based, and efficient procurement practices .

Our hotel monitors our sources of goods and services. We hold periodic meetings with our suppliers. We are doing it. Their with sustainability relating to their certificates, information And documents control We are doing. Local buy taking: Our hotel goods And service buy while buying quality And reasonable pricey being with the condition that local

priority to suppliers It provides. This Therefore suppliers organised aspect inspecting, supplier list It updates and informs its suppliers. The percentage of goods and services purchased from the local population is measured.

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

Environmentally conscious procurement: Our hotel follows an environmentally conscious procurement policy, prioritizing efficient purchasing to reduce food and solid waste, and focusing on energy and water conservation.

Our hotel prioritizes environmentally friendly products (products with eco-labels) in its procurement. If there are no eco-labeled products in the product group to be purchased, we select the relevant products from suppliers and manufacturers whose production and all other processes do not harm the environment. In this context, our hotel prioritizes selecting suppliers with sustainability certifications when making purchases. Examples of certifications that can be sought in suppliers include **ISO14001, ISO50001, ISO14064, and ISO20400** .

For wood, fish, paper, and other food products, environmentally certified (FSC, MSC, EU-EcoLabel, etc.) or traceable source products are preferred.

Threatened species and species whose sale is prohibited (fish, trees, plants, game, etc.) are not purchased or used at our hotel.

Environment certified, local manufacturer And from suppliers, fair trade from suppliers buy our purchases total The ratio to purchases is measured.

Our hotel has environmentally certified goals and aims related to local and fair trade sourcing. Within this framework, purchasing... in our purchases local And fair trade suppliers rate And number increase aiming And We pay attention to this.

Productive buy taking: Buy taking Our policy, again available, return can be done And back converted They prefer these goods.

Our hotel Moreover, collective purchase and pouring product to purchase priority It provides. This thanks to our hotel more little More transportation is carried out, and less greenhouse gas emissions are produced.

Our primary priority and preference is to avoid unnecessary and excessive plastic, nylon, paper, glass, and wooden packaging in the products delivered to our hotel.

When purchasing consumables and toiletries, avoid single-use products and unnecessary packaging (especially (from plastic) is avoided. Consumption materials And only usable products buy to be taken And Its usage is monitored and managed.

ÇEVRE VE DOĞA KORUMA FAALİYETLERİ

Our main goal is to prevent environmental pollution and protect nature by conserving our resources in the most efficient way, reducing the amount of our waste, and recycling or rendering it harmless. We are aware of our environmental impact and strive to take the necessary precautions and actions.

In our business and external customer conditions we order international and national legal conditions and legislation suitable. In the implementation and delivery of our products and services, we are committed to being an environmentally friendly organization with a sense of social responsibility, by preventing pollution and ensuring sustainability.

This is our commitment while doing;

- To the environment what we did effects we determine and control under we are buying.
- We are prepared for emergencies (fire, explosion, flood, earthquake, leak, etc.) related to pollution risks and comply with legal regulations.
- Our waste to the minimum to download, pollution at the source to prevent, energy productive lullmaya and we strive to minimize the environmental impact of our operations.
- Waste sorting and waste reduction saves natural resources. efficient use of activities we are constantly improving our environmental performance.
- Waste back transformation and disposal we are monitoring it throughout this process .
- Our employees chemical usage, to the environment effects and waste about we are training.
- We encourage our employees and guests to be environmentally conscious, and we develop our employees by providing them with training on environmental awareness and efficient energy use.
- As a team, we try to raise awareness in the community by cleaning the streets around the hotel at regular intervals .
- In our hotel energy and water energy-efficient systems we use
- Supplier and our stakeholders energy productivity studies about it raises awareness. And incentive we are doing.
- Carbon oscillation in nature naughty to the minimum download for environment organizations and theme tree we are making a donation .



ENERJİ YÖNETİMİ

Energy saving: Our hotel has an energy saving policy. This policy includes regularly measuring, monitoring, and reducing energy consumption.

Our hotel groups energy consumption according to energy type, and the energy consumption of different units is monitored.

In our hotel used total energy type It is measured according to .

Our hotel, energy consumption high is activities to determine, This area And in activities energy We plan and implement corrective measures to reduce consumption (thermal insulation systems, choosing low-consumption appliances from those with energy efficiency ratings, using LED bulbs instead of high-energy consumption incandescent lighting, etc.). Furthermore, our hotel uses energy-efficient equipment.

Our hotel energy saving about your employees And stakeholders informing And It provides training. Environmental elements implemented within the scope of Sustainability in our hotel.

- Paper minimize consumption download supplier for, satin receiving and office work digital record The system has been launched.
- Accounting' also in billing processes The e-invoice system has been implemented.
- PACKAGING Waste are gathering and local controlled by the administration One in a way delivery is being done.
- At our facility room And glass in minibars bottle application It has been passed.
- Awareness campaigns have been conducted to minimize the use of electricity, water, and energy resources in shared areas.
- All taps in the rooms and areas have been fitted with a flushing system, and the water flow rate has been adjusted to fill a 1-liter container in 14 seconds.
- Carbon oscillation to reduce for local And -most close Suppliers are given priority.

SU YÖNETİMİ VE ATIK SU

Our hotel, This saving policy It is located. Our policy is, This consumption organised measuring, This includes monitoring and mitigation. The water risk situation in the area 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 developed. This plan includes measurement and monitoring of water usage, as well as targets and reporting for reducing water consumption.

Our hotel's water usage activities do not harm aquatic life in seas or lakes. Nevertheless, the possibility of harm to these organisms has been assessed in a risk analysis, and necessary precautions have been taken.

Our hotel, water in use all legal necessity And regulations It complies. The water comes from a legal and sustainable source.

This our consumption We are measuring. Guest or overnight per used total This being calculated and is being reported.

We have goals to reduce water consumption. To this end, our hotel is planning and implementing corrective measures. Water-saving equipment is used in our hotel. Good practices such as changing linens and towels upon guest request are implemented in our hotel.

Our hotel This saving about your employees And stakeholders informing And It directs. Our hotel is making every effort to ensure that its wastewater does not harm the environment.

Waste water disposal for local management determined regulations is complied with



GIDA ATIĞI VE KATI ATIK

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

Solid waste can be recycled, food is recyclable. They are separated according to their types, such as toxic/hazardous and organic, and recycling and reuse possibilities are considered during the separation process.

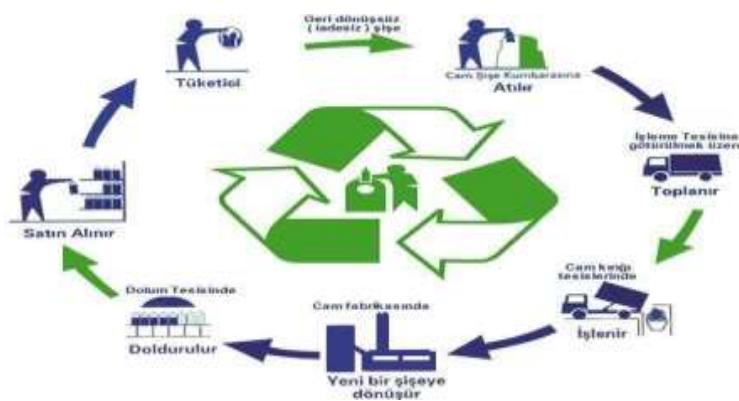
Our hotel waste management about your employees And stakeholders organised aspect And various visual And It informs and guides through communication materials.

Our hotel has different types of according to separated thick waste authorized and licensed companies It is received by .

Food waste in including to be on thick waste type according to It is being measured. In our hotel guest or The amount of solid waste per overnight stay is calculated and reported.

Our hotel Moreover, thick waste formation high is activities And risk their areas has determined. Food It plans and implements corrective measures to reduce waste and inefficiency.

Thick waste disposal local population or environment on negative One effect not is the goal. Thick Compliance with the "Zero Waste Regulation" legislation regarding waste management is ensured.



PERSONEL VE ÇALIŞMA HAYATI

At its core, our most important resource, the one that makes us who we are, is our employees. Aware of this, employee social and fringe benefits, performance management, rewards, training and career management, and employee safety are always our top priorities.

Person Sources Our vision; Motivation high, organisation image protecting And raising, innovator Our goal is to create a qualified workforce that prioritizes work, values service, and views its work as part of a whole, and to be a pioneer in the sector and in Türkiye through integrated human resources practices.

Human Resources Our mission is; - The institution aim And their strategies will accomplish person source Planning, training, optimizing personnel tasks and processes, and having a team of highly confident personnel who are specialized in their field, capable of representing the organization, and able to introduce new perspectives in their area.

Our employees management in our system And with sustainability relating to policy And in our applications what They know what they need to do. The tasks our employees need to perform are defined in writing and communicated to them. and necessary training and directions regularly is being done. Training sessions on this topic are recorded. Our employees actively participate in the development and continuous improvement of our management system and sustainability performance. We review and improve our system based on feedback from our employees.

Fair Remuneration: Our employees are informed about their salary, working conditions, working hours, and payment schedule before starting work at our facilities. Training and Career Management: All our employees have equal access to training. In addition to legal and professional training required by the hotel industry, we provide periodic training programs related to sustainability and their work areas, including orientation training in line with our sustainability policies and management system. start of work trainings, legal legislation as required to be taken required trainings and guidance their support We provide annual training plans covering occupational health and safety, hygiene training for kitchen/service/massage personnel, water and energy conservation, chemical usage regulations, fire protection, first aid, etc.

Our employees have free and open access to all our training materials. Our hotel is committed to complying with the relevant provisions of the Labor Law No. 4857 and pays its employees at least the minimum wage. Furthermore, our hotel also undertakes compliance with the Social Security and General Health Insurance Law No. 5510 and the Occupational Health and Safety Law No. 6331.

Worker And Person rights Employees absolute satisfaction provided importance supply eden priority One This is the issue. From this perspective, it is the responsibility of management to ensure the employee's overall comfort at work, including their legal rights, benefits provided by our company as fringe benefits, work environment, psychology, self-motivation, and performance.

As an internationally operating business catering to guests from diverse nationalities, discriminating against guests based on nationality, race, language, etc., is contrary to both our hotel management and operational principles. Therefore, all personnel matters for our employees from different countries or nationalities are handled in accordance with legal procedures, and all employees within the hotel are offered equal opportunities without any discrimination based on their background.

CULTURAL STUDIES

Local culture And preservation of values about on us falling your task We are aware of this. In this context;

- Cultural Promotion
- The region Commercial Its volume Contribution
- Natural and Date Promoting Riches
- Local The people Employment on the topics studies to be conducted And activities including Our sensitivity regarding this matter is at the highest level.

AREA PEOPLE CONTACT US

Facility administrations and determined through their representatives ;

- Local employment strengthening,
- Regional raising awareness ,
- Local resources and opportunities protection,
- Date and cultural assets protection,
- In the region mutual assistance
- The region promotion studies that provide support,
- The region will affect important Subject And problems solution on the topics hotel troops, municipalities, Local headmen and official authorities are consulted, needs are identified, and joint efforts are carried out.

SUSTAINABILITY IN THE SCOPE OF REALIZATION PLANNED STUDIES

- To reduce energy and water consumption rates, our top priority is to continuously improve annual training plans and reduce energy consumption by 1% annually.
- Ensuring sustainability through environmentally friendly and energy-efficient machinery, equipment, and consumables.
- An effective waste management program aims to reduce waste and prevent recyclable waste from mixing with household waste. on behalf of none waste consciousness general radiate for projects to develop And waste consumption annual Reducing it by 1% is our top priority. PERSONNEL
- To help reduce carbon emissions and environmental damage, we plan to increase our annual donations to TEMA and environmental protection organizations by 1%.
- To reduce carbon emissions, our priority when selecting our approved suppliers is to prioritize providing services with electric and new green vehicles with the lowest carbon emissions, and we plan to expand awareness campaigns on this topic.
- More little carbon producing energy we will choose
- Climate change the problem spherical One Subject is consciousness with special sector, government, local administrations, civil society organizations with together by working partner solution part We will be. Natural vital protection And We will develop projects for stray animals to support wildlife.
- School having a child of that age to our staff stationary We will help
- Tourism to his students study experience in order to win internship possibility we will create
- In the region place area tourism schools with contact passing in our hotel place area areas workshop work we will make it available for use
- Tourism high schools And universities with career days planning And material aspect social responsibility We will support their projects
- Guest their rooms -most little 50% of them in stages transition program with only usable booklet We will develop projects to reduce the consumption of materials.
- To maintain international living standards in the personnel salary system, regular increases of at least one percent of the minimum wage will be implemented.

SUSTAINABLE MANAGEMENT SYSTEM POLICIES

QUALITY POLICY

On the path to achieving our vision; to meet guest expectations at the highest level and be a leading organization in the sector, to establish our organizational philosophy with all our personnel, to provide continuous improvement, trust in the workplace and service that exceeds our guests' expectations, and to comply with national and international legislation and requirements; food safety. risks inhibitor approach with the necessary sensitivity by showing service to give, In our country To be a model business for all other organizations and to create value by minimizing all risks that could endanger the health, safety, and occupational safety of our guests and staff. accidents to prevent, Quality is measurable. Halo to bring, the system continuously to ensure improvement And setting goals and ensuring unity among our employees and management,

Hotel aspect personnel with together environment consciousness to create, future generations more clean, healthy And Leaving a safe environment is among our primary quality objectives .

CULTURAL SUSTAINABILITY POLICY

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



Artifacts: Our hotel does not buy, sell, or trade historical or archaeological artifacts, nor does it exhibit them. To provide a unique accommodation experience, all our facilities display a wide range of contemporary artworks, mostly by local artists.

Promoting Sustainable Local Gastronomy: Our hotel prioritizes the promotion and consumption of local products. In all its operations, it implements innovative and creative practices to ensure sustainability in gastronomy.

ENVIRONMENT PROTECTION AND WASTE MANAGEMENT POLICY

At our company, we prioritize protecting the environment, preventing pollution, and minimizing our negative impact on it.

This for;

- Legal regulations rapport provides environment our influence to reduce We work.
- take care to efficiently separate our waste according to its source, type, and hazard class .
- Using hazardous materials and chemicals only when necessary and in the required quantities is beneficial to the environment. negative effects and waste We know it will reduce the amount,
- In our business, we contribute to protecting nature by preferring materials with "recycled" and "eco-friendly" labels. We strive to create opportunities for reuse.
- We take care to use disposable materials such as paper, napkins, toilet paper, and packaging only as needed, thus leaving less waste in nature.
- We properly store waste in separate areas according to its characteristics, deliver it to licensed/authorized companies without exceeding legal storage time limits, and maintain records.
- We strive to use water, energy, and all natural resources efficiently. We share this commitment with our employees, guests, and suppliers.
- We measure our performance in environmental management, monitor this data against targets, and strive to improve our performance.
- Our employees environment about to train And their sensitivities increase We aim for it.
- The surrounding area biodiversity protection for necessary measures legally takes all conditions We comply.
- Substances that may be considered harmful to the environment (toxic sunscreens are personal use products).
- Our company's pest control products are manufactured by a company authorized by the Ministry of Health, and all products have their MSDS (Material Safety Data Sheet) forms recorded in the MSDS tracking chart .

EXPLOITATION OF CHILD RIGHTS AND HARASSMENT POLICY

Children are the custodians of our future. We must raise them as one... Recognizing individuals, respecting their rights, and protecting them against all forms of psychological, physical, commercial, and other exploitation is our primary responsibility.

This to ensure for;

- We do not tolerate child labor in our own facilities and expect the same sensitivity from all our business partners.
- Within the workplace, we provide environments and opportunities that contribute to children's development, where they can freely express their thoughts, desires, and feelings, and where they feel free and comfortable.
- our employees with training on preventing and recognizing child abuse .
- ensure that children are under adult supervision during the activities they participate in .
- We organize training sessions to raise awareness about the protection of children's rights and support related projects.
- Suspicious regarding children When we witness such incidents, we first inform the hotel management and, if necessary, seek assistance from official authorities.

ENERGY EFFICIENCY POLICY

- We value collaborating with all our stakeholders to create shared goals and outcomes in energy management. We strive to maintain interaction with our guests, employees, visitors, and all business partners to achieve a comprehensive level of awareness and understanding on these issues.
- We strive to research, find, purchase, and use energy-efficient and suitable product, equipment, and technology alternatives.
- We aim to document our Energy Management System, disseminate it to all our departments, update it as needed, review it, and continuously improve it.
- We assess energy risks or potential emergencies such as energy shortages, and plan possible countermeasures.
- take care to efficiently separate our waste according to its source, type, and hazard class .
- We know that using hazardous materials and chemicals only when necessary and in the required amounts will reduce both their negative impact on the environment and the amount of waste.
- In our business the one we received in materials "back transformation" And "environment friend" label those By choosing to recycle, we contribute to protecting nature. We strive to create opportunities for reuse.
- We take care to use disposable materials such as paper, napkins, toilet paper, and packaging only as needed, thus leaving less waste in nature.
- We properly store waste in separate areas according to its characteristics, deliver it to licensed/authorized companies without exceeding legal storage time limits, and maintain records.
- We strive to use water, energy, and all natural resources efficiently. We share this commitment with our employees, guests, and suppliers.
- We measure our performance in environmental management, monitor this data against targets, and strive to improve our performance.
- Our employees environment about to train And their sensitivities increase We aim for it.

HUMAN RESOURCES POLICY

At our core, our most important resource, the very essence of who we are, is our employees. With this awareness, employee social and fringe benefits, performance management, rewards, training and career management, and employee safety are always our top priorities.

Human Resources Our vision;

Our goal is to create a qualified workforce that is highly motivated, protects and enhances the corporate image, prioritizes innovative work, values service, and views its 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 promotion programs.

Person Our Resources and Mission;

- Planning, training, and managing personnel affairs and processes to recruit human resources that will achieve the organization's goals and strategies. optimum at the level to actualize, about specialized, institution representation talent Having confident personnel who are capable of making groundbreaking contributions in their field.
- Person sources management with all company And sections work results improvement towards Providing strategic support, creating and fostering a high-performance culture, and contributing to value creation for all stakeholders.
- What our employees need to do regarding our management system and our sustainability policies and practices. that They know. Our employees do required written aspect They are provided with defined information, and the necessary training and guidance are given regularly. These training sessions are recorded.
- Our employees play an active role in developing and continuously improving our management system and sustainability performance.
- From our employees incoming back notifications in line with reviewing our system we'll get through it And We will improve it.

Fair pricing

- Our employees are informed about their salary, working conditions, working hours, and payment schedule before starting work at our facilities.

Education And Career Management

- All our employees have equal access to training. In addition to the legal and professional training required by the hotel industry, we also provide orientation training in line with our sustainability policies and management system; this includes training on sustainability and its application to their work areas. related periodic education programs, start of work trainings, legal legislation as required to be taken Necessary training and guidance support are provided. We implement annual training plans on occupational health and safety, hygiene training for kitchen/service/massage etc. personnel, water and energy conservation, chemical usage rules, fire protection, first aid, etc.
- Our employees All our educational materials are free and open. They are able to access it in some way .
- In career management, employee promotions are managed according to predetermined criteria using a personnel tracking system.

- Our hotel is committed to complying with the relevant provisions of the Labor Law No. 4857 and pays its employees at least the minimum wage. Our hotel also undertakes to comply with the Social Security and General Health Insurance Law No. 5510 and the Occupational Health and Safety Law No. 6331.

Worker And Person rights

- Ensuring the absolute satisfaction of employees is a top priority. From this perspective, employee first legal rights to be insofar as, our company side rights aspect provided some benefits including in particular; work environment, psychology, essence Motivation, performance, and in short, ensuring overall comfort in the workplace is the responsibility of management.
- While we do have foreign employees in our hotels, we cater to guests from different nationalities. international at the level service giving One business aspect guest or our guests for nationality, Making distinctions based on race, language, etc., is against both our hotel business principles and our working values. Therefore, different countries or from nationalities the one which... our employees in all personal operations, legal procedures suitable aspect This is being monitored, and all our employees within the hotel are offered equal opportunities regardless of their background .

Local employment

- In our organization In terms of employment, there is primarily a performance-based system for local employment. Priority in hiring is given to people from the local region.

OCCUPATIONAL HEALTH AND EMPLOYEE SECURITY POLICY

Our workplace, our employees, our guests and our suppliers to protect, to create a safe working environment and in order to ensure continuity;

- Regarding Occupational Health and Safety all legal and other We comply with our obligations .
- Occupational Health and Safety and improvement activities for all employees partner We embrace the principle that there is responsibility involved .
- Risk Evaluation And Risk Reduce the level to their events, each at the level participation for We set goals .
- Work Health And Security our culture continually by improving, sustainable "None Work "Accident" We aim to achieve our goal.
- Work health And security in the scope of what we did studies, pioneer And example to be on behalf of We share this with all our employees and our community.

WOMAN RIGHTS AND GENDER Equality POLICY

In our business importance of gender equality We will give it.

- Regardless of gender all our employees health, security And their well-being We provide it.
- Women work participation in power all in our departments supports, equal We offer opportunities .
- Gender distinction without "equal work" equal fee" with its policy We move .
- Equality principle duty by being observed We will distribute it .
- Career opportunities equal at the level benefit for, necessary environment We provide it.
- Education policies creates, women participation and awareness increase We will provide support .
- Work-family life maintaining balance work environment And applications We create.
- Women company in management being for support gives, equal opportunities We offer.
- We will not tolerate women being subjected to any form of abuse, harassment, discrimination, oppression, coercion, defamation, etc. We are always aware of and support the value they bring to the world and to our organization.

SOCIAL LIABILITY POLICY

All our employees person in honor of suitable study under these conditions, healthy And trustworthy One in the environment study that he/she has the right We believe. Our employees, -most valuable our existence is consciousness with their security to ensure And Protecting is our primary business objective.

Our hotel goes beyond legal obligations by implementing the best environmental solutions and developing eco-friendly technologies. usage widespread And environment consciousness will increase initiatives support provided on behalf of It is always ready.

We strive to fulfill our social and environmental responsibilities to the community in the cities where we operate, in harmonious cooperation with our shareholders, employees, the public, civil society organizations, and other stakeholders.

Person our resources, sustainable growth -most important element that We believe in this.

We ensure that our employees' personal rights are fully and accurately exercised.

To our employees honest And fair approaches, discriminatory not, safe And healthy One study environment We commit to it .

Our employees individual development for necessary effort shows, work vital with special life between We maintain balance .

We manage the environmental impacts that may arise from all our activities with a sense of responsibility. social responsibility principle within the framework of, our society development for effort We will show it.

Our employees, social responsibility conscious place receivables suitable social And social activities We support them in becoming volunteers.

All of our business partners, especially our suppliers, have a social responsibility. their movement in the field We strive to develop and implement approaches aimed at ensuring this.

Work health And security within the framework of, our employees for all measures received And necessary work head their education We also pay special attention to ensuring that the annual training program is presented by experts in their respective fields.

Türkiye's And activity the show countries tradition And to their cultures sensitive behaves all We act in accordance with legal regulations.

PURCHASE POLICY

Buy taking Our policy is local. to the environment sensitive, fair trade based on And productive buy to buy towards This includes our policies. Our hotel monitors the sources of our goods and services.

Our suppliers with clear at intervals talks We are doing it. Their with sustainability relating to We are checking their certificates, information, and documents.

Local Procurement: When purchasing goods and services, our hotel uses local suppliers, provided that the goods and services are of high quality and reasonably priced. priority It provides. This Therefore suppliers organised aspect inspecting, supplier It updates its list and informs its suppliers.

Area from the people received goods And services The ratio is being measured.

Our hotel goods And service buy while buying imported products quality for And reasonable pricey being with the condition that fair Trade also prioritizes suppliers.

To the environment sensitive purchasing: Our hotel purchase in purchase to the environment sensitive One policy is watching, food And thick It prioritizes efficient purchasing, energy conservation, and water conservation to reduce waste.

Our hotel prioritizes environmentally friendly products (products with environmental labels) in its purchases. The products to be purchased... in the product group environmentally labeled products or? relating to their products production And other all processes It selects suppliers and manufacturers who do not harm the environment.

In this context, our hotel prioritizes selecting suppliers with sustainability certifications when making purchases. Examples of suppliers to look for include: certificates ISO14001, ISO50001, ISO14064, ISO20400 like They are documents. Wood, fish, paper And other foods for environment certified (FSC, MSC, Products with traceable origins (such as EU-EcoLabel, etc.) are preferred.

Under threat species And for sale Forbidden the one which... species (fish, tree, herb, hunting bestial, etc.) It is not allowed or used at our hotel.

Environment certified, local manufacturer And from suppliers, fair trade from suppliers buy our purchases The ratio to total purchases is measured.

Our hotel environment certified, local and fair with trade buy with receiving relating to goals It is located. This Within this framework, we aim to and strive to increase the proportion and number of local and fair trade suppliers in our procurement.

Efficient purchasing: Our purchasing policy prioritizes reusable, returnable, and recycled goods. Our hotel also prioritizes bulk and in-bulk purchasing. This allows us to... more little number transportation is being done, more little greenhouse gas emissions It is produced. Our primary priority and preference is to avoid unnecessary and excessive plastic, nylon, paper, glass, and wooden packaging in the products delivered to our hotel. In the purchase of consumables and toiletries, we prefer to use only single-use products. from

unnecessary packaging (especially (Plastic) is avoided. Supplies And only usable The purchase and use of products are monitored and managed.

RISK AND CRISIS MANAGEMENT POLICY

The company has adopted a risk and crisis management policy encompassing environmental, social, cultural, economic, quality, human rights, health, and safety issues. This policy aims to prevent the hotel's operations from harming the environment, the community, and its employees.

Politics basis principles These are:

- ✓ Hotel, activities minimizes their environmental impacts member It will download.
- ✓ Hotel, to society activities that will provide benefit will execute.
- ✓ The hotel, its employees It will protect human rights .
- ✓ The hotel will ensure the health and safety of its employees. This is the policy. implementation for the following steps will be monitored:
- ✓ Hotel, to identify risks One It will conduct a risk analysis .
- ✓ The hotel manages risks. for one plan will prepare.
- ✓ Hotel, to implement the plan for necessary sources allocation will do.
- ✓ Hotel, implementing the plan activity will evaluate.

This policy will help prevent the hotel's operations from harming the environment, the community, and its employees. With this policy, the hotel has adopted a sustainable tourism approach and aims to be an environmentally, socially, and employee-conscious business.

Environmental Risks Hotel, activities environmental effects minimize for the following will take the following measures :

- ✓ Energy saving It will provide.
- ✓ This saving It will provide.
- ✓ Waste management It will improve things.
- ✓ To the environment damaging the use of chemicals will reduce it.
- ✓ Natural sources It will try to protect it .

Social Risks Hotel, benefit to society will provide activities will execute. This The activities include the following:

- ✓ Local people employment will do.
- ✓ Local to the economy contribution It will provide.
- ✓ Cultural to events support will give.
- ✓ Social responsibility to their projects will participate.

Cultural Risks: The hotel will contribute to the preservation of local culture and traditions. To this end, the following measures will be taken: will take the following measures:

- ✓ Local It will support artists .
- ✓ Local cultural to events house ownership will do it.
- ✓ Local cultural respect for heritage It will show.
- ✓ Economic Risks

✓ Hotel, economic from the perspective sustainable One business to be for the following measures will receive:

- ✓ Their costs control will do.

- ✓ Their income will increase.
- ✓ Risks They will take out insurance against it .
- ✓ Investments will do it. Quality Risks Hotel, service quality increase for the following measures will receive:

✓ Training of employees and its development It will support.

✓ Technology will use.

✓ Customer satisfaction It will measure.

✓ Customer back It will evaluate the notifications .

Person rights Risks Hotel, employees person their rights It will protect. This for the purpose the following measures will receive:

✓ Employees equal treatment to see It will provide.

✓ Employees working conditions It will improve things.

✓ Employees the right to unionize He/She will recognize him/her.

✓ Employees discrimination visit It will prevent it.

Health And Security Risks Hotel , employees health And security will be provided. This for the purpose will take the following measures:

✓ Employees work health And security about It will educate.

✓ workplace trustworthy Halo It will bring.

✓ It will take the necessary measures to prevent work accidents and occupational diseases. With this policy, it has adopted a sustainable tourism approach and aims to be a business that is sensitive to the environment, society and employees. Continuous improvement activities for the HOTEL include the following risks and opportunities:

Risks:

✓ Customer dissatisfaction

✓ Worker dissatisfaction

✓ Financial loss

✓ Rivalry disadvantage

✓ Legal problems

Opportunities :

✓ Customer loyalty increase

✓ Worker productivity increase

✓ Profit margins increase

✓ Increasing market share

✓ New customers Winning through continuous improvement activities, these risks and reduce or eliminate opportunities It will help to lift it.

This thanks HOTEL, more competitive One will arrive at the location .

Continually improvement activities, like the following various using methods will be carried out.

✓ Customer back collecting notifications

✓ With employees surveys to do

✓ Processes analysis to do

✓ Monitoring data

✓ Improvement Identifying opportunities

✓ Improvement plans to develop

✓ Improvements to apply

✓ Improvements to watch And to evaluate

Continuous improvement activities will help the HOTEL to continuously improve its performance. This In this way, the hotel will increase the satisfaction of its customers, employees and investors.

Türkiye' ALSO FOUND CULTURAL HERITAGE AREAS AND CITY GUIDE FOR PLEASE LINK CLICK HERE

Around me — Google Arts & Culture (<https://artsandculture.google.com/nearby>)

AGRICULTURE AND FOREST MINISTRY HUNTING tourism NATURE PROTECTION AND NATIONAL PARKS HUNTING tourism INFORMATION SYSTEM FOR PLEASE CLICK ON THE LINK.

Our business wild vital protection policies in accordance with our guests own in our region the one which... Hunting It provides information about maps and directions.

Hunting ground Maps (<https://avbis.tarimorman.gov.tr/AvlakHaritalari.aspx>)

MAP ISTANBUL APPLICATION WITH ISTANBUL' IN PLACE AREA ALL COLLECTIVE TRANSPORT VEHICLES AND BICYCLE ROADS ABOUT YOU CAN LEARN MORE AND MINIMIZE CARBON EMISSIONS FOR THE ENVIRONMENT. PLEASE CLICK THE LINK FOR THE RELEVANT APPLICATION.

Map Istanbul (

[https://harita.istanbul/2d?@=28.94162,41.01288,16.13432&p=45.00000&b=0.00000&suk=&ruk=!&ms=!b281!c&o=!o2&ct=0&duk=&dwk=\)](https://harita.istanbul/2d?@=28.94162,41.01288,16.13432&p=45.00000&b=0.00000&suk=&ruk=!&ms=!b281!c&o=!o2&ct=0&duk=&dwk=))

SPECIAL ENVIRONMENT PROTECTION REGIONS SEA TURTLES SATELLITE MONITORING PROJECT IN THE SCOPE OF SATELLITE MONITORING VEHICLES PLEASE CLICK THE LINK TO LEARN MORE ABOUT SEA TURTLES THAT ARE TRACKED USING THIS METHOD.

Special Environment Protection Regions Sea Turtles Satellite Monitoring Project (<https://tvk.csb.gov.tr/ockb-deniz-kaplumbagalari-uydu-izleme-projesi-i-99640>)

AGRICULTURE FOREST MINISTRY HERB HEALTH ON THE SUBJECT STUDIES AND FOLLOW-UP SYSTEM FOR PLEASE LINK CLICK HERE

Herb In his/her health Publications (<https://www.tarimorman.gov.tr/Konular/Bitki-Sagligi-Hizmetleri/Bitki-Sagliginda-Yayinlar>)

Türkiye' ALSO THIS SOURCES CURRENT THE SITUATION FOR PLEASE LINK CLICK HERE

Current Status of Water Resources in Turkey | WWF ([https://](https://www.wwf.org.tr/kesfet/tatli_su/turkiyede_su_kaynaklarinin_guncel_durumu/)

www.wwf.org.tr/kesfet/tatli_su/turkiyede_su_kaynaklarinin_guncel_durumu/)

WORLD NATURE PROTECTION FOUNDATION PUBLICATIONS FOR PLEASE LINK CLICK HERE

Türkiye' ALSO CULTURAL INHERITANCE SUBJECT ON THE GROUND BEHAVIOUR RULES

Your experience to develop And In Türkiye place area cultural inheritance Subject areas by protecting future generations to carry on behalf of Please follow the rules below.

NATURAL AREAS IN BEHAVIOUR RULES

- ✓ Nature tours are organized with the aim of visiting, seeing, getting to know, and promoting all the natural areas of our country. events being; sources sustainability, effective management And protection, visitor security with In order to guide visitors and meet their needs and expectations, all event organizers and the administration... Permission must be obtained. Permission applications are made in person or by mail, fax, or email to the General Directorate of Nature Conservation and National Parks or the Provincial Directorates, and applications are processed within 10 (ten) working days.
- ✓ Within protected areas, there are rare, endemic, endangered, or potentially endangered natural species. herb none of their types They cannot be damaged in this way. These species cannot be collected, uprooted, or have any parts cut off. wild animals eggs cannot be collected And Their nests cannot be disturbed.
- ✓ Tours are not permitted in areas designated as strictly protected zones for endangered species, or in areas and locations where entry is prohibited for general safety reasons.
- ✓ Activities that could harm birds are not permitted during tours (Individuals cannot be disturbed, nests and chicks cannot be touched). and no reason with tissue and blood samples (cannot be taken). Bird watching is not allowed during the birds' breeding season and image cannot be obtained
- ✓ Professional purposeful Photograph And film shootings From the ministry necessary permissions without being taken It cannot be done
- ✓ Foreign visitors for In Türkiye hunting tours, Photograph And film shootings with hunting wild bestial observation tours will do trip Hunting and tourism agencies are required to obtain a hunting tourism license from the Ministry. (Article 15 of Law No. 4915)
- ✓ On tours, Photograph And film in the filming to be implemented fees And durations each year at the beginning General By the Directorate determined And It is announced
- ✓ Wild animals seen or encountered during the tours cannot be startled or followed. The tour route may be altered to accommodate any animals seen. If the animal is heading in that direction, one waits for a suitable amount of time and then proceeds more slowly along the route, taking care not to approach so closely as to startle or disturb the wild animal .
- ✓ Visitor security for Administration required warning does And other required measures event organizers by It is taken.
- ✓ Each What in a way if let it be, visitors what they produced garbage back take They have to.
- ✓ Tours during noisy to be done And high audio music rest It is forbidden
- ✓ In the fields fire It cannot be burned.
- ✓ Wild life destruction It cannot be done.
- ✓ Protected areas characteristics disappearance or to be changed reason the one which... or every possible various interventions No work or operations that would cause soil, water, and air pollution and similar environmental problems can be carried out.
- ✓ Protected in the fields certified "Area "Guide" to be found in case visitors field guides with together They are required to visit the site . However, the day-use areas and the absolute protection zone defined in the plan... outside areas It is possible to visit within the framework of the defined rules.
- ✓ Absolute protection necessary in the fields And in the plans place area absolute protection in their zones natural

sources person Since it is intended to be left in its natural state without any impact , the use of the areas without the knowledge of the administration and the haphazard movement of visitors in the area are prohibited. circulation Definitely It is forbidden

- ✓ Protected in the fields visitors, determined regions And routes outside They can't get out (This matter both source values protection

both also visitor security in terms of (It is important).

- ✓ Areas use And utilization conditions And level By the administration determined And "transport capacity of outside It's impossible to get out.
- ✓ Visitors in planned areas management, visitors in the area Usage and other practices are implemented within the scope of the prepared plans . decisions outside It's impossible to get out.
- ✓ The methods by which the tourist route can be explored (by vehicle, on foot, etc.) are defined in the long-term development plans and management plans of the areas. tools other than decisions Unavailable. Management lacking a plan in the fields Environmentally friendly methods deemed appropriate by the authorities should be used.
- ✓ In protected areas, services and facilities related to conservation, management, research, visitor information and guidance will have a minimum negative impact in accordance with the plans made for these areas. in a way implementation predictable And This is done through implementation plans.
- ✓ Watery in the fields This regime will affect no in operation It cannot be found.
- ✓ Watery to the areas Which for the purpose if let it be foreign type It cannot be opened. cannot be abandoned And watery from the fields type It cannot be collected.
- ✓ Threatening under wild vital types of Produced illegal products / gift your belongings buy from being taken should be avoided.
- ✓ The environment And nature to pollute Definitely It is forbidden. Detection to be done in case to punishment Of course.

These rules are in accordance with the General Directorate of Nature Conservation and National Parks Circular 2007/1. prepared Those acting contrary to the provisions of the circular will be subject to the penalties stipulated in the Environmental Law No. 2872. Travel agencies and other legal entities will be subject to the penalties for actions prohibited under the Forestry Law No. 6831 and the Fisheries Law No. 1330, as well as those prohibited under the National Parks Law No. 2873. applied in places processing in, penalties One multiple It is applied. Sustainable hunting And wild life management and protected areas sources sustainability, effective management, protection, future generations transfer And visitor along with security , monitoring of visitors to protected areas and direction with visitor needs And The above-mentioned rules are necessary for defining expectations. It is important that it is implemented completely.

MOSQUE – PLACE OF WORSHIP AND IN MUSEUMS BEHAVIOUR RULES

- ✓ Wearing clothing that is exposed to the knees or shoulders, such as shorts or skirts, as well as speaking loudly or listening to music, are forbidden at the entrances to places of worship.
- ✓ Religious leaders, children, and strangers Please allow us to take photos and videos with people. Please request it. Without permission filming It is forbidden.
- ✓ Monuments And date works is in the regions -Carving And fragile surface work And to monuments to sit And lean It is forbidden.
- ✓ Archaeological in the works place change to do-to carry-to touch And This works sale It is forbidden.
- ✓ Alcohol And cigarette drinking Forbidden the one which... in the regions consumption It is forbidden.
- ✓ To the children giving money-sugar begging incentive does. To the children help to do if you want Please reputed Please donate to charities .
- ✓ To the public open in the fields sexual organ in the open will leave in a way exposition to do Definitely It is forbidden And to punishment Of course.
- ✓ Museum during their visits museum to the rules compliance It is mandatory
- ✓ Group in the state during visits from the group not to leave And officials request to do in case identity to show It is mandatory.