

	<b>SUSTAINABILITY POLICY</b>	Document No. :	ST.P 01
		Publication Date :	05.05.2023
		Revision No. :	00
		Revision Date :	
		Page No. :	1/3

## OUR SUSTAINABILITY POLICY

As Well Palace Side Hotel, our sustainable management system policy is to prioritize the social, cultural, fundamental rights and freedoms, health and safety rights of individuals in all activities regarding guests, personnel and third parties without discrimination in terms of religion, language, race, gender, sexual orientation, physical abilities and to work by taking the necessary precautions for these, to act environmentally sensitive in all activities inside and outside the facility and to make improvements accordingly by taking into account the quality and economic interests of the facility and personnel.

In this context, our primary responsibilities are;

### Social

- While developing our products and services, we take care to ensure that they are environmentally friendly, safe, durable and of high quality, to produce Safe Food under the roof of our business, to reduce waste and to prevent waste,

### Human Rights

- To respect universal human rights, support these rights and take responsibility to prevent their violation,
- To raise awareness against all forms of violence, including domestic violence,
- To adopt the elimination of gender discrimination as a fundamental human right in all our activities towards all our employees and guests and to act in accordance with gender equality,

### Occupational Health and Safety

- To regularly carry out health checks and training of our employees within the scope of Occupational Health and Safety and to provide a safe working environment,

### Way of Doing Business Beyond Legal Regulations

- To adopt a way of doing business beyond full compliance with legal regulations,
- To accept the principles of transparency, fairness, responsibility and accountability in corporate governance,

### Information Security

- To protect the confidentiality, integrity and accessibility of information and to increase the awareness of our stakeholders on information security,

### Employee Rights

- Accepting that equality of opportunity is one of the foundations of social sustainability,
- To ensure the equal and effective participation of women in business life and to increase women's employment,
- To support the abolition of forced and compulsory labor and child labor,
- To recognize and respect all fundamental rights of our employees arising from constitutional and international agreements, such as organization, unionization and collective bargaining,
- To ensure that there is no discrimination in recruitment and placement,
- To show a responsible attitude towards our employees in ensuring the balance of work and private life,

	<b>SUSTAINABILITY POLICY</b>	Document No. :	ST.P 01
		Publication Date :	05.05.2023
		Revision No. :	00
		Revision Date :	
		Page No. :	2/3

### Relations with Stakeholders and Society

- To communicate with our stakeholders in a transparent, participatory and mutually trusting manner in all our activities,
- To proactively manage our social, environmental and economic impacts together with our stakeholders,
- To support and disseminate the sustainability approach,
- To take the opinion of the community in the region in the activities carried out,
- Historical and archaeological products should not be exhibited or bought or sold, except as permitted by law,

### ENVIRONMENTAL

- Effective use of natural resources and less waste,
- Reducing water use,
- To carry out studies in accordance with the principle of reducing waste at the source,
- To manage the wastes generated with the principle of zero storage in nature and to create economic value with reuse and recovery,
- To work in harmony with the principle of not polluting instead of cleaning in our activities,
- Combating global climate change,
- To reduce the emission of all greenhouse gases, especially carbon dioxide, arising from our activities,
- To use renewable and efficient energy,
- To reduce our environmental impacts by controlling them with our environmental management system,
- To act in accordance with Water Safety criteria, to reduce water consumption per capita, to ensure that it is sent to the Waste Water line in a harmless manner to our environment by performing regular water analyzes and routine controls in our facilities,
- To reduce Carbon Emissions and Greenhouse Gas Emissions by making use of renewable energy sources in all our activities and new investments in our facilities,
- To give priority to Local and Domestic Products in all activities of our facilities, To contribute to the healthy growth of the national and global economy,
- To contribute to the development of the local economy, to support local employment and local suppliers at all times,
- To introduce the Natural and Cultural Heritage and Artifacts of the region to all our guests,
- To introduce our country and traditions to our guests with our Local Products and Theme Nights,
- To carry out studies that will have a positive impact on the quality of life of the local people and to protect the local texture,
- To follow scientific and technological developments closely and to make adaptation a principle,
- To draw attention to the increasing Natural Disasters due to Climate Change and to raise awareness of our employees and guests against disasters with our trainings and exercises,

### Respect for Biodiversity

- Taking biodiversity and ecosystem issues into account when creating our environmental strategies and designing our activities
- To protect the ecological system in the terrestrial areas of our facilities, to ensure the protection and sustainability of the natural life around us by following the invasive species,



## SUSTAINABILITY POLICY

Document No.	:	ST.P 01
Publication Date	:	05.05.2023
Revision No.	:	00
Revision Date	:	
Page No.	:	3/3

### ECONOMIC

- To always prioritize the principle of "Equal Workload, Equal Pay" among our employees,
- Generate and distribute higher economic value
- To create competitive advantage and ensure sustainable profitability based on continuous improvement and development in our value chain
- To ensure that our suppliers comply with fundamental human rights, equal opportunity and our business ethics principles
- Working with suppliers who comply with all legal regulations, including safe working environment, working hours and remuneration

	<b>SUSTAINABLE PROCUREMENT POLICY</b>	Document No. :	ST.P 02
		Release Date :	05.05.2023
		Revision No. :	00
		Revision Date :	
		Page No :	1/1

## OUR SUSTAINABLE PROCUREMENT POLICY

**As Well Palace Side Hotel**, the "**Sustainable Procurement Policy**" has been created on the basis of our principles and principles set forth in all our other policies. To act in accordance with the laws and ethical rules in all matters during the procurement activities, not to procure threatened species, and to act by prioritizing local suppliers in line with environmental awareness and economic interests, without discriminating against religion, language, race, gender, sexual preference, physical competencies in the institutions and persons where the activities will be carried out, taking into account the rights of supplier and subcontractor employees, and in all these processes It is our procurement policy to demand that suppliers and subcontractors act in accordance with the laws and ethical rules, and to aim to strengthen and ensure its continuity by spreading throughout the entire supply chain. In order to achieve this goal, we expect our suppliers to share our basic principles in this context with us and to cooperate with us in spreading and developing these principles with the understanding of continuous improvement. In order to ensure continuous improvement, we encourage the provision of constructive feedback and the systematic sharing of best practices in this field with us.

In this context, our priority is;

To ensure that all operations in our supply chain are carried out in accordance with the law and ethical rules.

To establish sincere, honest, respectful, fair, impartial and transparent business relations with all our suppliers without discrimination; To ensure that all procurement activities, including supplier selection, are carried out fairly and to fulfill our obligations to our suppliers in a timely manner.

To create a sustainable supply chain culture for the environment and society by providing exemplary approaches to our stakeholders in our supply chain in terms of sustainability and corporate social responsibility awareness.

To encourage our suppliers to share feedback and sample practices by cooperating with our suppliers to ensure continuous improvement.

Respectful to society and the environment, sensitive to climate change, carrying out resource conservation, waste reduction, reuse and recycling activities to ensure energy efficiency; uses its resources in harmony with nature and effectively; carrying out studies within the scope of emission management of waste and polluted gases and toxic substance management; To work with suppliers who strive to do better than the legislative requirements by complying with all legal regulations and standards in environmental and energy issues.

Creating a fair working environment for its employees; does not discriminate among its employees on the basis of language, race, gender, political opinion, philosophical belief, religion, sect and similar reasons; attaches importance to equality of opportunity between men and women; regulating the working conditions of pregnant or breastfeeding women in accordance with the law; valuing the ideas of its employees and including them in continuous improvement activities; protects the rights of its employees to immunity and unionization; obstructs work by force or compulsion; does not employ child labor; working with suppliers who comply with all applicable laws and regulations regarding employment and working life.



## HUMAN RESOURCES AND VALUES POLICY

Document No.	:	ST.P 03
Release Date	:	05.05.2023
Revision No.	:	00
Revision Date	:	
Page No	:	1/2

- To establish transparent, fair and trust-based communication with all our colleagues in line with our corporate values and to provide a motivational environment,
- To support the development of all our employees and to provide trainings for the realization of our strategic goals created in line with our visionary corporate value,
- To establish and continuously improve systems that will make our employees feel safe, peaceful, valuable and happy,
- To bring the manpower with the competencies of Well Palace Side Hotel and the qualifications required by the position,
- To reward the achievements of employees who constantly improve themselves, produce innovative, creative ideas, and act sensitively towards the environment and society while realizing all these,

This policy applies to all employees, interns, agency employees, all outsourced service providers and suppliers working on behalf of Well Palace Side Hotel.

Well Palace Side Hotel envisages respect for human rights as a basic principle of Well Palace Side Hotel that employees and suppliers are expected to abide by. As Well Palace Side Hotel, we do not employ slave labor in all our works. We undertake not to purchase products or services from any supplier that is found to be involved in human trafficking or slave labor.

At Well Palace Side Hotel, the Equality, Diversity and Inclusion policy defines the way we work. This policy is binding on all departments of Well Palace Side Hotel and we are committed to acting in accordance with it at every step. All Well Palace Side Hotel employees are responsible for valuing and developing the culture created regarding the support and implementation of the policy and for avoiding or even reporting any behavior contrary to it.

At Well Palace Side Hotel,

- We are committed to creating a culture where everyone is treated equally and can contribute to their full potential, regardless of race, colour, sex, age, nationality, religion, gender identity or expression, marital status, citizenship, disability or other protected by law.
- We provide fair and equal opportunities to all our employees, candidates, business partners and partners in our operations and around our value chain. We act by being aware of the impact and responsibilities of each institution to create a positive impact in society by acting in accordance with human rights.
- We ensure that all our employees are part of a culture where the Equality, Diversity and Inclusion policy is supported and they are nurtured with mutual trust in fair, equal opportunities and human rights. We respect the human dignity and rights of everyone we come together because of our work At Well Palace Side Hotel, we embrace all areas of diversity and approach Equality, Diversity and Inclusion policy strategies as a business priority.
- We create an environment where all our employees can fully reveal their authentic selves at work and feel safe while doing so.
- We serve all our customers and stakeholders with inclusivity, giving visibility to their unique personalities.
- We encourage diverse opinions, insights, perspectives and ideas that will improve decision-making processes and benefit our customers, business partners, shareholders and stakeholders.
- We set the tone of our corporate culture with our leaders who are role models in Equality, Diversity and Inclusion policy and ensure that it is conveyed to all our employees.
- We contribute to the questioning of the idea of a 'glass ceiling' in society by supporting the formation and development of role models representing all aspects of diversity at all levels of management, functions and positions.

Management Representative

General Manager

- "Value to Human" is one of our five focus areas in Well Palace Side Hotel Values. In this context, we see the correct planning of women's development and careers as a business priority by making sure that their competencies and experiences are best represented in the company. We manage our steps in this area as a part of our sustainability goals, with the awareness that they are meaningful as long as they are concrete and measurable. In order to provide the appropriate environment for the Equality, Diversity and Inclusion policy, we support female employees in all of our talent attracting, recruiting, managing, talent development, remuneration and benefits strategies.

- To protect all children and young people who use the facilities and services of Well Palace Side Hotel,
- To ensure that all our employees adopt the basic principles that guide our approach to children's rights and protection of children,
- Within the framework of the goal of protecting children's rights, to create environments where children can be healthy and safe, free from all kinds of violence, and where they can play and learn.

As Well Palace Side Hotel, it is our responsibility to ensure that all our services, operations and employees do not harm children, that children are not exposed to the risk of harm and abuse, that concerns about the safety of children within the business are reported to the relevant institutions, and that we work in accordance with the legal framework at both national and international levels to protect children. We are committed to working responsibly to keep children safe, protecting and maintaining their peace of mind, and to abide by the law.

**According to our working principles:**

- The health and well-being of children is of the highest importance.
- All children, regardless of age, disability, gender, racial origin, religious belief, sexual orientation or identity, have the same rights to be protected from harmful acts or abuse.

Some children are more vulnerable because of their past experiences, their level of dependence on others, their need for communication, or other issues. We attach importance to these sensitivities.

- Working in partnership with children, young people, their parents, carers and other intermediaries is fundamental to our support of children's health and well-being.

**Children and young people:**

- Valuing, respecting and listening to them,
- Incorporating practices to protect children in our procedures and establishing a code of conduct for employees, suppliers, service providers, etc.,
- Developing and implementing an effective security policy and related procedures,
- Providing effective management for employees and volunteers through supervision, support and training,
- After making sure that all necessary and relevant checks are carried out, recruiting employees and interns safely,
- Sharing information with children, parents, staff and other stakeholders about child protection and good practices,
- We will try to keep concerns safe by sharing them with agents who need to be aware of them and by involving parents and children.