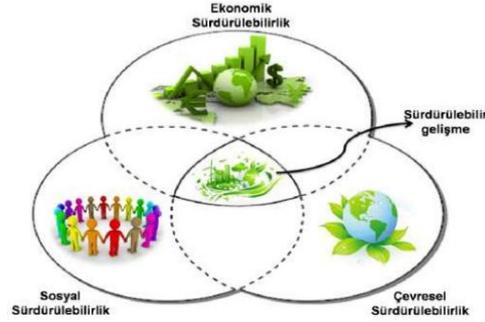


HOTEL AGAN

2025 Sustainability Report

We are aware of our responsibilities regarding sustainable tourism. Therefore, we place equal importance on raising awareness not only among our guests but also among our employees. We continuously increase social responsibility awareness and consistently implement environmentally friendly management practices.

Our management approach is based on "sustainable tourism". To leave a more livable environment for future generations, we use our natural resources sustainably while maintaining the highest quality of our products and services.



ABOUT THE REPORT

As a company, we place special emphasis on informing our stakeholders transparently and effectively about our activities and their impact. In this regard, the sustainability reports we aim to publish annually will be an important tool in our efforts to be a transparent and accountable organization.

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 this sustainability report, we aim to communicate our economic, environmental and social performance to our employees, customers and other stakeholders. Unless otherwise stated, the information in this report covers our performance between **January 1 and December 31, 2025**.

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ABOUT US

My facility is located at **Hocapaşa mah. Saffeti paşa sk. No 4 Sirkeci/Istanbul.**

It has a capacity of **37 rooms** and holds a simplified tourism business license from the Ministry of Culture and Tourism.

Our rooms are equipped with the necessary amenities to ensure our guests feel comfortable and at ease;

Hair dryer

Electronic key lock system

Direct telephone in the rooms.

Standby LCD-Satellite TV

Coded private safe

Central air conditioning system

Smoke detector connected to the central fire system.

The doors and windows are specially insulated against

noise, and include

a tea and coffee set and a special hygiene kit.

A sustainability management system / local and regional community communication officer has been appointed at our facility. We will receive feedback about our system.

To provide feedback or share your experiences, you can contact us using the numbers below.

Authorized person : **Bilir Vakıf YARIMAŞAN**

Contact number : **0544 860 63 66**

SCOPE

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 developed to suit the size and scope of our hotel.



SUSTAINABLE MANAGEMENT SYSTEM

We believe that tourism and sustainable practices can coexist, combining luxury and guest comfort. By embracing our sustainability philosophy, we aim to provide our guests with an unforgettable and environmentally conscious experience while actively contributing to the protection of our planet. In line with our sustainability values, we are committed to promoting eco-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.

Our sustainable management system is based on risk analysis. Risk analyses are conducted in the areas of environment, natural disasters, society, culture, economy, quality, human rights, health, and security. New areas can be added as needed.

After analyzing the risks, we also have a crisis management plan in place that outlines what to do if the risks materialize. The appendix to this document includes instructions on how to conduct risk analysis and crisis management.

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.

The objectives of our hotel's management system and the performance indicators used to monitor compliance with these objectives are included as an appendix to this document.

Our hotel is committed to fulfilling the obligations of the Türkiye Sustainable Tourism Program regarding sustainability 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.

The steps mentioned above can be summarized as the Plan-Do-Check-Act (PDCA) approach.

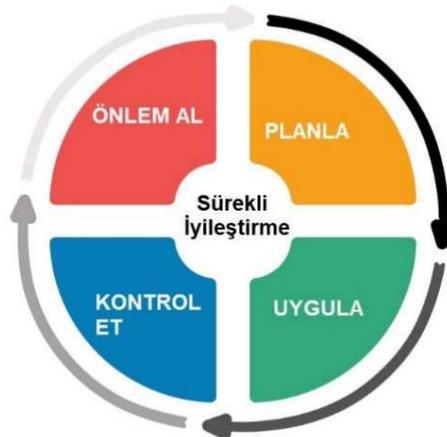


Figure 1. PDCA Cycle

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. If necessary...
Corrective measures are taken.

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

STAKEHOLDERS AND COMMUNICATION

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 includes survey applications for guests, regular monitoring of social media accounts, email, messaging services and other communication channels for employees, and email communication and regular monitoring for all other stakeholders.

Guest experience: Guest satisfaction is a priority at our hotel. Guest satisfaction includes feedback from the sustainability system described above. The results are analyzed. Negative feedback and responses are recorded, and necessary measures are taken.

Employee participation: Our employees are aware of their responsibilities within our management system and sustainability policies and practices. Their roles are defined in writing, communicated to them, and regular training and guidance are provided. These training sessions 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 periodic training programs related to sustainability and their work areas, on-the-job training, legally required training, and guidance support, including orientation training. We implement annual training plans on occupational health and safety, hygiene training 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 its sustainability activities.

A sustainable management system and a local community communication officer have been appointed at our facility. You can contact us using the numbers below to provide feedback on our system and share your experiences.

Authorized person : **Bilir Vakıf YARIMAĞAN**

Contact number : **0544 860 63 66**

ACCESSIBILITY PRACTICES

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 is also committed to fully complying with and continuously improving upon legal regulations regarding accessibility.

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 is committed to fully complying with and continuously improving accessibility regulations. We strive to make continuous improvements not only for guests with physical disabilities, but also for those who cannot participate in tourism activities due to visual or hearing impairments.

Our hotel regularly maintains and repairs its accessibility arrangements and infrastructure, and makes improvements when necessary. We also regularly inform our staff about accessibility issues.

Our facility has accessibility features for the entrance, elevators, and breakfast area.

Our facility does not have a disabled access room. However, the breakfast room and the facility entrance are accessible to people with disabilities.

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GOODS RECEIPT AND PURCHASING PROCEDURES

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

Our hotel monitors the sources of goods and services. We hold regular meetings with our suppliers and check their sustainability certifications, information, and documentation.

Local procurement: When purchasing goods and services, our hotel prioritizes local suppliers, provided they offer high quality and reasonable prices. Therefore, it regularly audits its suppliers, updates its supplier list, and keeps its suppliers informed. 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. It provides.

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 its purchases.

Examples of certifications that can be looked for 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 products are preferred. is being done.

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

We measure the ratio of our purchases from environmentally certified, local producers and suppliers, and fair trade suppliers, to our total purchases.

Our hotel has environmentally certified goals and aims related to local and fair trade procurement. Within this framework, we aim to increase the proportion and number of local and fair trade suppliers in our purchases and we pay close attention to this.

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

Our hotel also prioritizes bulk purchasing and purchasing products in bulk. This reduces the number of deliveries to the hotel and lowers greenhouse gas emissions.

It is our top priority to ensure that products delivered to our hotel do not contain unnecessary or excessive plastic, nylon, paper, glass, or wooden packaging.

That is our preference.

When purchasing consumables and toiletries, avoid single-use products and unnecessary packaging (especially plastic).

This is avoided. The purchase and use of consumables and disposable products are monitored and managed.

Total number of approved suppliers in 2024. : 36

Total number of local suppliers in 2024 : 36

Total number of non-local suppliers in 2024 : 0

Total number of approved suppliers in 2025 : 30

Total number of local suppliers in 2025 : 30

Total number of non-local suppliers in 2025 : 0

ENVIRONMENTAL AND NATURE CONSERVATION ACTIVITIES

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, we are committed to being an environmentally friendly organization with a sense of social responsibility, by ensuring pollution prevention and sustainability in the delivery and provision of our products and services in accordance with internal and external customer requirements, as well as international and national legal requirements and regulations.

In fulfilling this commitment;

- We identify and control our impact on the environment.
- We are prepared for emergencies (fire, explosion, flood, earthquake, leak, etc.) related to pollution risks and comply with legal regulations.
- We are committed to minimizing our waste, preventing pollution at its source, using energy efficiently, and ensuring that our operations are environmentally friendly. We are trying to minimize its effects.
- Continuous environmental efforts in waste sorting and waste reduction, and efficient use of natural resources. We are improving our performance.
- We monitor the recycling and disposal stages of waste.
- We educate our employees about chemical use, environmental impacts, and waste management.
- We encourage our employees and guests to be environmentally conscious, and we instill environmental awareness in our employees. We improve them by providing training on the efficient use of energy.
- As a team, we try to raise awareness in the community by cleaning the streets around the hotel at regular intervals.
- We use energy and water-saving systems in our hotel.
- We raise awareness and encourage our suppliers and stakeholders regarding energy efficiency initiatives.
- To minimize the environmental damage caused by carbon emissions, we donate trees to environmental organizations and the theme of environmental protection.



Total number of single-use waste products in 2024 : 14

Total amount of recycled waste in 2024 (kg) :485

Total number of single-use waste products in 2025 : 13

Total amount of recycled waste in 2025 (kg) : 430

ENERGY MANAGEMENT

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.

The total energy used in our hotel is measured by type.

Our hotel identifies activities with high energy consumption and plans and implements corrective measures to reduce energy consumption in these areas and activities (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 informs and trains its employees and stakeholders on energy saving.

Environmental aspects implemented at our hotel as part of our Sustainability initiatives.

- To minimize paper consumption, a digital record-keeping system has been implemented for supplier, purchasing, and office operations.
- In accounting, e-invoicing has been implemented for billing processes.
- Packaging waste is collected and delivered to the local authority in a controlled manner.
- We have switched to using glass bottles in our rooms and minibars.
- Raising awareness to minimize the use of electricity, water, and energy resources in shared areas.

Studies have been conducted.

- All taps in rooms and areas are equipped with a diverter system, and water flow adjustments are made to dispense 1 liter of water in 14 seconds. It is set to fill.

- Priority is given to local and nearest suppliers to reduce carbon emissions.

Total electricity consumption rate for the period January – December 2024: 190.626 kWh

Total natural gas consumption for the period January-December 2024: 21,500 m3

Total electricity consumption for the period January-December 2025: 280,284 kWh

Total natural gas consumption rate for the period January-December 2025: 20,000 m3



This Redemption Statement has been produced for

BILIR VAKIF YARIMAGAN

by

CK ENERJİ ORTAKLIĞI TOPTAN ELEKTRİK SATIŞ A.Ş.

confirming the Redemption of

250.000000

I-REC Certificates, representing 250.000000 MWh of electricity generated from renewable sources

This Statement relates to electricity consumption located at or in

**İstanbul
Turkey**

in respect of the reporting period

2025-01-01 to 2025-12-31

The stated Redemption Purpose is

40Z000003047520





QR Code Verification
Verify the status of this Redemption Statement by scanning the QR code on the left and entering in the Verification Key below.
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WATER MANAGEMENT AND WASTEWATER

Our hotel has a water conservation policy. This policy includes regularly measuring, monitoring, and reducing water consumption. A water risk assessment has been conducted in the area where our hotel is located, based on data collected by the World Resources Institute. The prepared Water Risk Atlas 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 complies with all legal requirements and regulations regarding water usage.

The water comes from a legal and sustainable source.

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

We have goals to reduce water consumption. To this end, our hotel is planning and implementing corrective measures.

Our hotel uses water-saving equipment. We also implement good practices such as changing linens and towels upon guest request.

Our hotel informs and guides its employees and stakeholders on water conservation. The hotel utilizes all its resources to ensure that its wastewater does not harm the environment.

Wastewater disposal complies with regulations set by the local government.

Total water consumption rate for the period January – December 2024. : 4,620 m3

Total water consumption rate for the period January – December 2025. : 5,337 m3



FOOD WASTE AND SOLID WASTE

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 is separated according to its type, such as food, recyclable, toxic/hazardous, and organic, with recycling and reuse considerations taken into account during the separation process.

Our hotel regularly informs and guides its employees and stakeholders on waste management through various visual and communication materials.

At our hotel, solid waste is separated according to type and collected by authorized and licensed companies.

Solid waste, including food waste, is measured by type. At our hotel, the amount of solid waste per guest or per night is calculated and reported.

Our hotel has also identified activities and risk areas with high solid waste generation. We are planning and implementing corrective measures to reduce food waste and spoilage.

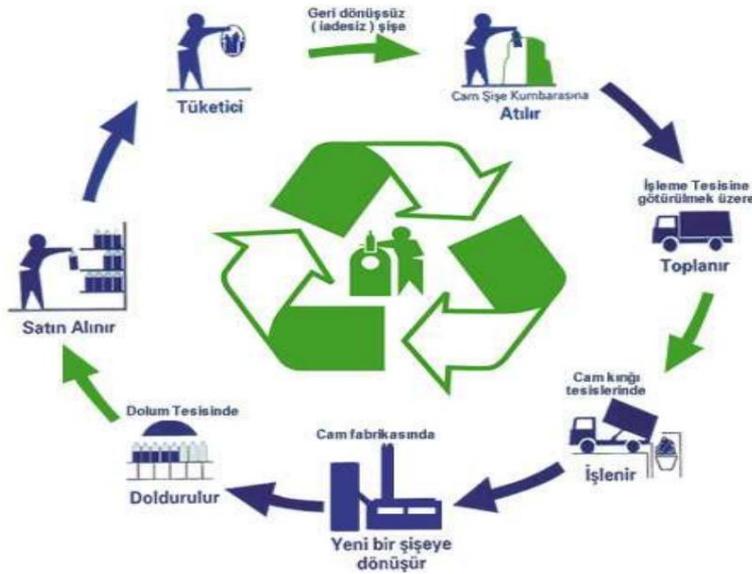
The aim is to ensure that solid waste disposal does not have a negative impact on the local population or the environment. Compliance with the "Zero Waste Regulation" legislation regarding solid waste management is ensured.

Total waste consumption rate for the period January – December 2024. : 2,436.48 kg

Total disposable waste consumption rate for the period January-December 2024. 194,679 Units

Total waste consumption rate for the period January – December 2025. : 2.456 kg

Total disposable waste consumption rate for the period January-December 2025 : 17,954 Units



PERSONNEL AND WORKING LIFE

At its core, our most important resource, the one that makes us who we are, is our employees. Aware of this, we always prioritize our employees' social and fringe benefits, performance management, rewards, training and career management, and employee safety. Our Human Resources Vision 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; and to be a pioneer in the sector and in Türkiye through integrated human

resources practices. Our Human Resources Mission is to plan and train the human resources that will achieve the company's goals and strategies, to optimize personnel work and processes, and to have employees who are specialized in their fields, capable of representing the company, able to create new perspectives in their areas, and have high self-confidence.

Our employees are aware of their responsibilities within our management system and sustainability policies and practices. Their roles are defined in writing, communicated to them, and regular training and guidance are provided. These training sessions 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, on-the-job training, legally required training, and guidance support in line with our sustainability policies and management system, including orientation training.

We implement annual training plans covering 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 is committed to compliance with the Social Security and General Health Insurance Law No. 5510 and the Occupational Health and Safety Law No.

6331. **Employee and Human Rights:** Ensuring the absolute satisfaction of employees is a priority. 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, their working 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.

Total number of employees for the period January – December 2024 : 24

Total number of male employees for the period January – December 2024. : 18

Total number of female employees in the January-December 2024 period. : 6

Total number of local/regional employees for the period January – December 2024. : 24

Total number of employees for the period January – December 2025 : 21

Total number of male employees for the period January – December 2025 : 14

Total number of female employees for the period January – December 2025 : 7

Total number of local/regional employees for the period January – December 2025 : 21

CULTURAL STUDIES

We are aware of our responsibility in preserving local culture and values.

In this context;

- Cultural Promotion
- Contributing to the Commercial Volume of the Region
- Promotion of Natural and Historical Riches
- We are extremely sensitive to conducting studies and participating in activities related to the employment of local people.

COMMUNICATION WITH THE LOCAL POPULATION

Through facility management and designated representatives;

- Strengthening local employment,
- Increasing local awareness,
- Protection of local resources and opportunities,
- Preservation of historical and cultural assets,
- Mutual assistance in the region,
- Supporting activities that promote the region,
- In order to address important issues and problems affecting the region, meetings are held with hotel associations, municipalities, local headmen, and official authorities, needs are identified, and joint efforts are carried out.

CASH DONATIONS MADE BY THE COMPANY

Total cultural donation figures for 2024. : 60 TL

Total biodiversity donation amount for 2024: 600 TL

Social donation figures for 2024 : 2,000 TL

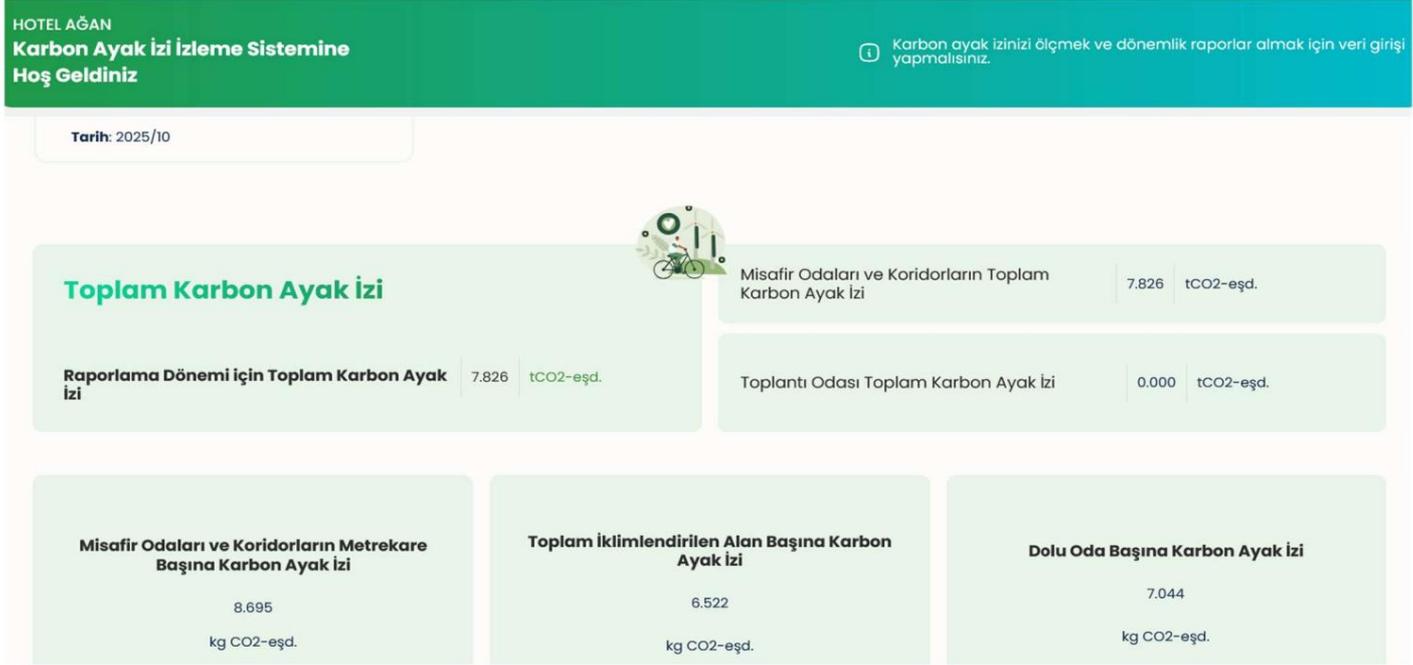
Total cultural donations for the year 2025 : 200 TL

Total biodiversity donation amount for 2025: 660 TL

Social donation figures for 2025 : 2,200 TL

CARBON GREENHOUSE GAS EMISSION REPORTS

All emission data is entered into the TGA system at regular intervals.



OUR GOALS WITHIN THE SCOPE OF SUSTAINABILITY

• To reduce energy and water consumption rates, continuously improve annual training plans and reduce energy consumption by 1% annually. Reducing it by that percentage is our top priority.

• Maintaining sustainability with environmentally friendly and energy-efficient machinery, equipment, and consumables. to ensure

• Our top priority is to develop projects to promote zero-waste awareness and reduce waste consumption by 1% annually, in order to reduce waste through an effective waste management program and prevent recyclable waste from mixing with household waste.

• In order to reduce carbon emissions and the damage done to nature to some extent, we donate to TEMA and environmental protection organizations every year. Increase the donation amount by 1%.

• To reduce carbon emissions, our priority when selecting our approved suppliers is to expand awareness campaigns regarding their use of electric and new green vehicles with the lowest carbon emissions.

• Choosing energy sources that produce less carbon.

• Being aware that climate change is a global issue and working together with the private sector, government, local administrations, and civil society organizations to be part of a common solution, and developing projects for street animals to protect natural life and support wildlife.

• Creating internship opportunities for tourism students to gain work experience. • Contacting tourism schools in the region to utilize areas within our hotel as workshops. opening.

• Planning career days with tourism high schools and universities and providing financial support for social responsibility projects. to be given.

• In order to maintain international living standards in the personnel salary system, at least one percent of the minimum wage should be paid. regular increases should be made.

• Maintaining a guest satisfaction rate of at least 80%. • Measuring employee satisfaction annually and maintaining an average satisfaction rate of 80%. • Making an annual donation of at least one percent to community donations, cultural donations, and biodiversity. an increase.

• Reducing waste by one percent annually. • Providing at least one hour of training per man-day annually on sustainable management systems. • Increasing the rate of local procurement by two percent annually. • Increasing the amount of environmentally friendly products purchased by one percent annually.

SUSTAINABLE GOVERNANCE 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 and to provide continuous improvement, workplace trust and service that exceeds our guests' expectations, to provide service in accordance with national and international legislation and requirements; to be a model business for all other organizations in our country and to create value, to minimize all risks that may endanger the health, life and safety of our guests and personnel, and to prevent accidents, to make quality measurable, to ensure continuous improvement of the system and to ensure the unity of our employees and management by setting goals.

As a hotel, fostering environmental awareness among our staff and leaving a cleaner, healthier, and safer environment for future generations is among our top quality goals.

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.

ENVIRONMENTAL PROTECTION AND WASTE MANAGEMENT

POLICY In our company, we protect the environment, prevent its pollution, and prioritize its preservation by minimizing our negative impact on the environment.

For this;

- We comply with legal regulations and strive to minimize our environmental impact.
- We 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.
- We protect nature by prioritizing materials with "recycled" and "eco-friendly" labels for use in our business.
We contribute to conservation. We strive to create opportunities for reuse. We take care to use
- single-use materials such as paper, napkins, toilet paper, and packaging only as needed, leaving less waste in nature. We store waste correctly, in separate areas according
- to its characteristics, and deliver it to licensed/authorized companies without exceeding legal storage time limits, keeping records. We try to use water, energy, and all natural resources efficiently. We share this sensitivity
- with our employees, guests, and suppliers.

- We measure our performance in environmental management, monitor this data against targets, and work to improve our performance.
We work
- towards this goal. We aim to educate our employees about environmental issues and raise their awareness.
- We take the necessary measures to protect the biodiversity in the environment and comply with all legal requirements. • We do not use substances that may be considered harmful to the environment (toxic sunscreens are personal use products). • Pesticides are produced by a company authorized by the Ministry of Health and are used by our institution.
The MSDS forms of the products are recorded in the MSDS tracking chart.

CHILD RIGHTS EXPLOITATION AND ABUSE POLICY Children are the

future entrusted to us. Recognizing them as individuals, respecting their rights, and protecting them from all forms of psychological, physical, commercial, and other forms of exploitation is our primary responsibility.

To achieve this;

- We do not allow child labor in our own institutions and we expect the same from all our business partners.
We expect sensitivity.
- We provide environments/opportunities within the workplace that contribute to children's development, where they can freely express their thoughts, desires, and feelings, and feel free and comfortable. • We provide our employees with training on preventing and recognizing child abuse. • We ensure that children are under adult supervision during activities they participate in. • We organize training sessions and support relevant projects to raise awareness about the protection of children's rights.
We will give it.
- When we witness suspicious activity involving children, 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 our interaction to achieve a comprehensive level of awareness and understanding among our guests, employees, visitors, and all business partners on these issues.
- To research, find, purchase, and utilize energy-efficient and suitable product, equipment, machinery, and technology alternatives.
We try to use it.
- To document our Energy Management System, disseminate it to all our departments, and update it when necessary,
We aim to review and continuously improve.
- Assess energy risks or potential emergencies such as energy restrictions, and determine possible measures to be taken.
We plan.
- We take care to efficiently separate our waste according to its source, group, and hazard class. • We ensure that hazardous materials and chemicals are used only when necessary and in the required quantities, which is beneficial to the environment.
We know that it will both reduce the negative effects and the amount of waste,
- We protect nature by prioritizing materials with "recycled" and "eco-friendly" labels for use in our business.
We contribute to conservation. We try to create opportunities for reuse.
- Use disposable materials such as paper, napkins, toilet paper, and packaging only as needed, thus minimizing harm to nature.
We make sure not to leave waste behind.
- Store waste properly, in separate areas according to its characteristics, and without exceeding legal storage time limits.
We hand them over to licensed/authorized firms and keep records of them.
- We strive to use water, energy, and all natural resources efficiently. We share this sensitivity with our employees, our guests,
We share this with our suppliers.
- We measure our performance in environmental management, monitor this data against targets, and work towards improving our performance.
We work.
- We aim to educate our employees on environmental issues and raise their awareness.

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.

Our Human Resources 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 Türkiye in integrated human resources practices with promotion programs.

Our Human Resources Mission;

- To plan and train the human resources that will achieve the institution's goals and strategies, to optimize personnel tasks and processes, and to have personnel who are specialized in their fields, have the ability to represent the institution, can introduce new perspectives in their areas, and have high self-confidence.
- To provide strategic support to all company and department departments through human resources management to improve business results, to create and encourage a high-performance culture, and to contribute to creating value for all stakeholders. • Our employees know what they need to do in our management system and in our sustainability policies and practices. Their responsibilities are defined in writing, communicated to them, and necessary training and guidance are provided regularly. These trainings are recorded.
- Our employees play an active role in the development and continuous improvement of our management system and sustainability performance.
They take it.
- We review and improve our system based on feedback from our employees.

Fair wages

- Before our employees start work at our facilities, they should be informed about their salary, working conditions, working hours, and when their salaries will be paid.
They are informed about matters such as what they will receive.

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 provide periodic training programs related to sustainability and their work areas, on-the-job training, legally mandated training, and guidance support in line with our sustainability policies and management system, including orientation training. We implement annual training plans on 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. • In career management, employee promotions are managed according to defined 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.

Labor and Human Rights

- Ensuring the absolute satisfaction of employees is a top priority. 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, their work environment, psychology, self-motivation, and performance. • While we have foreign employees in our hotels, as an internationally operating business catering to guests from diverse nationalities, making distinctions based on nationality, race, language, etc., is contrary to both our hotel management and work principles. Therefore, all personnel matters for our employees from different countries or nationalities are handled in accordance with legal procedures, and all employees are offered equal opportunities within the hotel without any discrimination based on their background.

Local employment

- In our organization, employment is primarily based on a performance system that prioritizes local employment. It is available. Priority is given to local residents in recruitment.

OCCUPATIONAL HEALTH AND SAFETY POLICY

With the aim of protecting our workplace, our employees, our guests and our suppliers, creating and ensuring a safe working environment;

- 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 shared responsibility of all employees.
- We set targets for participation in Risk Assessment and Risk Reduction activities at all levels.
- We aim to achieve a sustainable "Zero Workplace Accidents" goal by continuously improving our Occupational Health and Safety culture.
- We share the work we do in the field of occupational health and safety with all our employees and our environment in order to be a pioneer and an example.

We share.

WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

We value gender equality in our company.

- We ensure the health, safety, and well-being of all our employees, regardless of gender.
- We support women's participation in the workforce in all our departments and offer equal opportunities.
- We operate with an "equal pay for equal work" policy without gender discrimination.
- We distribute tasks based on the principle of equality.
- We provide the necessary environment for equal access to career opportunities.
- We create training policies and support women's participation and increased awareness.
- We create work environments and practices that protect work-life balance.
- We support women in company management and offer equal opportunities.
- We do not allow women to be subjected to any form of abuse, harassment, discrimination, suppression, coercion, defamation, etc.

We would not. We are always aware of and support the value they bring to the world and to our organization.

SOCIAL RESPONSIBILITY POLICY

We believe that all our employees have the right to work in healthy and safe conditions that respect human dignity. Recognizing that our employees are our most valuable asset, ensuring and protecting their safety is our top priority.

Beyond legal obligations, our hotel is always ready to implement the best environmental solutions, develop and promote the use of eco-friendly technologies, and support initiatives that raise environmental awareness.

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.

We believe that our human resources are the most important element of sustainable growth.

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

We treat our employees honestly and fairly, and we are committed to providing a non-discriminatory, safe, and healthy working environment.

We make every effort to support the individual development of our employees and to help them maintain a balance between work and personal life.

We manage the environmental impacts that may arise from all our activities with a sense of responsibility.

In line with our corporate social responsibility principles, we strive for the development of our society.

We encourage our employees to volunteer in appropriate social and community activities that demonstrate their sense of social responsibility.

We are committed to developing and implementing approaches that encourage all our business partners, especially our suppliers, to act in the field of social responsibility.

Within the framework of occupational health and safety, we have taken all necessary precautions for our employees and we are particularly careful to ensure that the required on-the-job training is provided by experts in their fields as part of the annual training program.

We are sensitive to the traditions and cultures of Türkiye and the countries in which we operate, and we act in accordance with all legal regulations. We will.

PURCHASING POLICY

Our purchasing policy includes local, environmentally conscious, fair trade, and efficient procurement practices. Our hotel monitors the sourcing of goods and services.

We hold regular meetings with our suppliers. We check their sustainability certifications, information, and documents.

Local Procurement: When purchasing goods and services, our hotel prioritizes local suppliers, provided they offer quality and reasonable prices. Therefore, we regularly audit our suppliers, update our supplier list, and keep them informed.

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. It provides.

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 its purchases.

Examples of certifications to look for 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.

We measure the ratio of our purchases from environmentally certified, local producers and suppliers, and fair trade suppliers, to our total purchases.

Our hotel has environmentally certified goals and aims related to local and fair trade procurement. Within this framework, we aim to increase the proportion and number of local and fair trade suppliers in our purchases and we pay close attention to this.

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

Our hotel also prioritizes bulk purchasing and the use of bulk products. This reduces the number of deliveries to the hotel and lowers greenhouse gas emissions. It is a fundamental priority and preference 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, single-use products and unnecessary packaging (especially plastic) are avoided. The purchase and use of consumables and single-use 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.

The basic principles of the policy are as

follows: ÿ The hotel will minimize the environmental impact of its operations. ÿ The hotel will carry out activities that benefit the community. ÿ The hotel will protect the human rights of its employees. ÿ The hotel will ensure the health and safety of its employees.

The following steps will be followed to implement the policy: ÿ The hotel will conduct a risk analysis to identify risks. ÿ The hotel will prepare a plan to manage the risks. ÿ The hotel will allocate the necessary resources to implement the plan. ÿ The hotel will evaluate the effectiveness of implementing the plan.

The 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-friendly business.

Environmental

Risks The hotel will take the following measures to minimize the environmental impact of its operations: ÿ It will save energy. ÿ It will save water. ÿ It will improve waste management. ÿ It will reduce the use of environmentally harmful chemicals. ÿ It will strive to protect natural resources.

Social Risks The hotel will undertake activities that will benefit the community. These activities include: ÿ Employing local people.

ÿ It will contribute to the local economy. ÿ It will support cultural events.

ÿ He/She will participate in social responsibility projects.

Cultural Risks The hotel will contribute to the preservation of local culture and traditions. To this end, it will take the following measures: ÿ Support local artists. ÿ Host local cultural events.

ÿ Respect local cultural heritage.

ÿ Economic Risks

ÿ To become an economically sustainable business, the hotel will take the following measures: ÿ It will control its costs. ÿ It will increase its revenue.

ÿ The hotel will obtain insurance against

risks. ÿ It will make investments. Quality Risks The hotel will take the following measures to improve the quality of its

services: ÿ It will support the training and development of its

employees. ÿ It will utilize

technology. ÿ It will measure customer

satisfaction. ÿ It will evaluate customer feedback.

Human Rights Risks The hotel will protect the human rights of its employees. To this end, it will take the following measures: ÿ

It will ensure equal treatment for employees. ÿ It will improve

the working conditions of employees. ÿ It will recognize

the right of employees to unionize. ÿ It will prevent

discrimination against employees.

Health and Safety Risks The hotel will ensure the health and safety of its employees. To this end, it will take the following measures: ÿ It will

train its employees on occupational health and safety.

• It will make the workplace safer. • It

will take the necessary precautions 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 its employees.

Continuous improvement activities for the HOTEL encompass the following risks and opportunities:

Risks:

• Customer dissatisfaction •

Employee dissatisfaction •

Financial loss •

Competitive disadvantage

• Legal issues

Opportunities:

• Increased customer loyalty •

Increased employee productivity •

Increased profit margins •

Increased market share •

Acquiring new customers Continuous improvement activities will help reduce or eliminate these risks and opportunities.

This will enable the HOTEL to become more competitive. Continuous improvement activities will be carried out using various methods, including: •

Collecting customer

feedback • Conducting surveys with

employees • Monitoring data

• Identifying opportunities for

improvement • Developing

improvement plans •

Implementing improvements • Monitoring and

evaluating improvements Continuous improvement activities will help the HOTEL to continuously improve its performance. This will, in turn, increase the satisfaction of its customers, employees, and investors.

FOR A GUIDE TO CULTURAL HERITAGE SITES AND CITIES IN TURKEY, PLEASE CLICK ON THE LINK: [Nearby — Google Arts & Culture \(https://artsandculture.google.com/nearby\)](https://artsandculture.google.com/nearby)

MINISTRY OF AGRICULTURE AND FORESTRY HUNTING TOURISM NATURE CONSERVATION AND NATIONAL PARKS HUNTING TOURISM INFORMATION SYSTEM PLEASE CLICK ON THE LINK. [CLICK HERE](#)

In accordance with our wildlife conservation policies, our establishment informs our guests about hunting maps and guidelines applicable in our region.

[Hunting Ground Maps \(https://avbis.tarimorman.gov.tr/AvlakHaritalari.aspx\)](https://avbis.tarimorman.gov.tr/AvlakHaritalari.aspx)

WITH THE MAP ISTANBUL APPLICATION, YOU CAN FIND INFORMATION ABOUT ALL PUBLIC TRANSPORTATION AND BICYCLE PATHS IN ISTANBUL, AND MINIMIZE CARBON EMISSIONS FOR THE ENVIRONMENT. PLEASE CLICK THE LINK FOR THE APPLICATION.

[Map Istanbul](#)

([WITH THE ALAÇATI MAP APPLICATION, YOU CAN FIND INFORMATION ABOUT ALL PUBLIC TRANSPORTATION AND BICYCLE PATHS IN ALAÇATI, AND MINIMIZE CARBON EMISSIONS FOR THE ENVIRONMENT. PLEASE CLICK THE LINK FOR THE APPLICATION.](https://harita.istanbul/2d?@=28.94162,41.01288,16.13432&p=45.00000&b=0.00000&suk=&ruk=!&ms=lb281!c&o=lo2&ct=0&duk=&dwk=)k=)</p></div><div data-bbox=)

[Public transport — Yandex Maps](#)

WITH THE MAP BODRUM APPLICATION, YOU CAN FIND INFORMATION ABOUT ALL PUBLIC TRANSPORTATION AND BICYCLE PATHS IN BODRUM, AND MINIMIZE CARBON EMISSIONS FOR THE ENVIRONMENT. PLEASE CLICK THE LINK FOR THE APPLICATION.

[Public transport — Yandex Maps](#)

SPECIAL ENVIRONMENTAL PROTECTION ZONES SEA TURTLES MONITORED WITH SATELLITE MONITORING DEVICES WITHIN THE SCOPE OF THE SATELLITE MONITORING PROJECT. PLEASE CLICK THE LINK TO LEARN MORE ABOUT THE SEA TURTLES THAT HAVE BEEN CAUGHT.

[Special Environmental Protection Areas Sea Turtle Satellite Monitoring Project \(https://tvk.csb.gov.tr/ockb-deniz-kaplumbagalari-uydu-izleme-projesi-i-99640\)](https://tvk.csb.gov.tr/ockb-deniz-kaplumbagalari-uydu-izleme-projesi-i-99640)

FOR INFORMATION ON THE MINISTRY OF AGRICULTURE AND FORESTRY'S PLANT HEALTH STUDIES AND MONITORING SYSTEM, PLEASE CLICK ON THE LINK.

[Publications in Plant Health \(https://www.tarimorman.gov.tr/Konular/Bitki-Sagligi-Hizmetleri/Bitki-Sagliginda-Yayinlar\)](https://www.tarimorman.gov.tr/Konular/Bitki-Sagligi-Hizmetleri/Bitki-Sagliginda-Yayinlar)

FOR THE CURRENT STATUS OF WATER RESOURCES IN TURKEY, PLEASE CLICK ON THE LINK.

[Current Status of Water Resources in Turkey | WWF](#)

(https://www.wwf.org.tr/kesfet/tatli_su/turkiyede_su_kaynaklarinin_guncel_durumu/)

FOR PUBLICATIONS OF THE WORLD NATURE CONSERVATION FOUNDATION, PLEASE CLICK THE LINK.

[Homepage | WWF \(https://www.wwf.org.tr \)](https://www.wwf.org.tr)

CODE OF CONDUCT IN CULTURAL HERITAGE SITES IN TURKEY

To enhance your experience and to ensure the preservation of cultural heritage sites in Türkiye for future generations, please adhere to the following rules.

CODE OF CONDUCT IN NATURAL AREAS

- Nature tours are organized activities aimed at visiting, seeing, getting to know, and promoting all the natural areas of our country ; therefore , all event organizers must obtain permission from the administration to ensure the sustainability, effective management and protection of resources, visitor safety, visitor guidance, and meeting visitor needs and expectations. 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.
- Rare, endemic, endangered, or potentially endangered native plant species within protected areas cannot be harmed in any way. These species cannot be collected, uprooted, or have parts of them cut off; the eggs of wild animals cannot be collected, and their nests cannot be disturbed. inviolable.
- Entry into areas where endangered species are designated as strictly protected areas, and for general security reasons, is prohibited. Tours are not permitted in restricted areas and locations.
- Activities that could harm birds are not permitted during tours (Individuals cannot be disturbed, nests and chicks cannot be touched, and tissue and blood samples cannot be taken under any circumstances). Birdwatching is not allowed during the birds' breeding season.
No image can be captured.
- Professional photography and film shooting cannot be done without obtaining the necessary permits from the Ministry.
- Travel agencies that will organize hunting tours, photography and film shoots, and wildlife observation tours in Turkey for foreign visitors are required to obtain a hunting tourism certificate from the Ministry. (Article 15 of Law No. 4915)
- The fees and durations to be applied for tours, photography and film shoots are determined and announced by the General Directorate at the beginning of each year.
- Wild animals seen or encountered during tours should not be startled or chased. If the tour route is in the direction the animal is going, a suitable amount of time is waited, and the route is continued more slowly, taking care not to approach the wild animal too closely in a way that would startle or disturb it.
- For visitor safety, the Administration will issue the necessary warnings, and other necessary precautions will be taken by the organizers of the event.
- Visitors are required to take their litter with them, regardless of the method of disposal.
- Making noise and listening to loud music are prohibited during the tours.
- No fires are allowed in the areas.
- Wildlife cannot be destroyed.
- Any interventions that cause or may cause the loss or alteration of the characteristics of protected areas.
No work or activities that would cause soil, water, and air pollution and similar environmental problems can be carried out.
- In protected areas, visitors are required to visit the site accompanied by a certified "Site Guide" . However, day-use areas and areas outside the absolute protection zone defined in the plan can be visited within the framework of the defined rules.
- Since natural resources in areas requiring absolute protection and in absolute protection zones included in the plans are to be left in their natural state without human influence, the use of these areas without the knowledge of the administration and the unauthorized movement of visitors in the area are strictly prohibited.
- In protected areas, visitors are not allowed to go outside the designated areas and routes (This is important for both the protection of resource values). (also important in terms of visitor safety).
- The conditions and level of use and utilization of the areas are determined by the Administration, and the "carrying capacity" cannot be exceeded.

• Visitor management in planned areas, visitor usage in the area, etc., are implemented within the scope of the prepared plans.

Their decisions cannot be disregarded.

• The methods by which the tour route can be visited (vehicle, pedestrian, etc.) are defined in the long-term development plans and management plans of the areas. Methods other than those specified in the plans cannot be used. In areas without a management plan, environmentally friendly methods deemed appropriate by the administration may be used.

• In protected areas, services and facilities for protection, management, research, visitor information and guidance are envisioned to be implemented in accordance with the plans made for these areas, in a way that minimizes negative impact, and this is reflected in the implementation is performed

• No activities that would affect the water regime are permitted in wetlands.

• Foreign species cannot be introduced or released into wetlands for any purpose whatsoever, and species cannot be collected from wetlands.

• Avoid purchasing illegal products/souvenirs made from endangered wildlife species .

• Polluting the environment and nature is strictly prohibited. Violation of these rules is punishable.

These rules have been prepared in accordance with the General Directorate of Nature Conservation and National Parks Circular No. 2007/1, and those who act contrary to the provisions of the circular will be subject to the penalties stipulated in the Environmental Law No. 2872. In cases where travel agencies and other legal entities commit acts prohibited by the Forestry Law No. 6831 and the Fisheries Law No. 1330 in areas where the National Parks Law No. 2873 is applied, the penalties will be doubled. The complete implementation of the above-mentioned rules is crucial for sustainable hunting and wildlife management , the sustainability and effective management of the resources of protected areas, their protection, their transmission to future generations, visitor safety , monitoring and guidance of visitors to protected areas, and the

CODE OF CONDUCT IN MOSQUES, PLACES OF WORSHIP, AND MUSEUMS

• At the entrances of places of worship; clothing that is exposed below the knees and has bare shoulders, such as shorts or skirts, is prohibited.

Wearing revealing clothing, speaking loudly, and listening to music are forbidden in sacred places.

• Please ask permission to take photos and videos with religious leaders, children, and strangers. Unauthorized filming is prohibited.

It is forbidden.

• In areas containing monuments and historical artifacts - sitting or leaning on carved and fragile-surfaced artifacts and monuments is prohibited.

• It is forbidden to move, transport, touch, or sell archaeological artifacts.

• Consumption of alcohol and cigarettes is prohibited in areas where drinking and smoking are prohibited.

Giving children money or candy encourages begging. If you want to help children, please donate to reputable charities.

• Exposing one's genitals in public places is strictly prohibited and punishable by law.

• Museum rules must be followed during museum visits.

• During group visits, it is mandatory to remain with the group and to show identification if requested by the authorities .