

## ENVIRONMENTAL POLICY

In order to protect our world from possible dangers, we set our targets for those who use our energy efficiently and to reduce our energy consumption. While providing energy consumption, our business protects the environment, prevents pollution, and gives importance to protect our impact on the circuit..

For this;

- To fulfill both our responsibilities towards nature and our legal obligations, we follow national and international standards, laws and regulations, voluntarily carry out studies that will ensure the continuous improvement of our energy use reduction and/or energy consumption performance, and follow the results of our studies.
- We take care to separate our wastes effectively according to their source, groups and hazard classes.
- We contribute to the protection of nature by choosing those with the label 'recycling' and 'environmentally friendly' in the materials we buy in our company.
- In other words, we use disposable materials such as paper, napkins, toilet paper, packaging as much as necessary and take care to leave less waste to nature.
- We store the waste correctly in separate areas according to its characteristics, deliver it to licensed/authorized companies without exceeding the legal storage time limits, and keep their records.
- We try to use water, energy and all natural resources sparingly. We share this sensitivity with our employees, guests, suppliers.
- We measure our performance in environmental management, monitor this data with goals and try to improve our performance.
- We set targets and include energy efficiency in our training programs in order to ensure the participation of our employees.
- We attach importance to cooperating with all our stakeholders in order to create common goals and results in energy management. We try to maintain our interaction with our guests, employees, visitors and all our business partners on these issues in order to reach a total level of awareness and consciousness.
- We are researching and trying to find, purchase and use suitable energy efficient product, equipment, equipment and technology alternatives.
- We aim to document our Energy Management System, extend it to all our departments, update, review and continuously improve it when necessary.
- We evaluate energy risks or emergencies that may arise, such as energy restrictions, and plan measures that can be taken.
- We comply with legal regulations and try to reduce our environmental impact.

**ŞENOL KOCAYUSUF**

**GENERAL MANAGER**

## CHILD RIGHTS POLICY

Children are the trusts of the future for us. To know them as an individual, to respect their rights, all kinds of psychological, physical, commercial, etc. it is our primary responsibility to monitor and protect against exploitation.

To ensure that;

- We do not allow child labor to be employed in our own institutions and we expect the same sensitivity from all our business partners.
- We offer environments/opportunities that contribute to the development of children in the business, where they can express their thoughts and wishes, feelings comfortably, feel free and comfortable.
- We provide trainings to our employees on the prevention and detection of child abuse.
- We make sure that children are under adult supervision in the activities they participate in.
- We organize trainings and support related projects to raise awareness about the protection of children's rights.
- When we witness suspicious actions related to children, we first inform the hotel management and request assistance from official organizations if deemed necessary.

**ŞENOL KOCAYUSUF**

**GENERAL MANAGER**

## QUALITY POLICY

- We establish the necessary quality management system to meet customer needs in the best way, we provide continuous training of our employees in accordance with the company's goals and objectives and personal development.
- We work to ensure sustainability with the principle of continuous improvement in the provision of products and services to our guests in compliance with the legislation. In order to ensure guest satisfaction, we first ensure personnel satisfaction.
- We offer physically, chemically and microbiologically clean foods that contain all nutrients in a balanced and sufficient amount to create a safe and hygienic environment for our guests and employees.
- In order to ensure food safety, with the principle of "From Field to Fork"; from supplier evaluation by continuing the inspections that have started effectively at every stage from consultation to product presentation, we consciously apply food safety and hygiene standards with all our employees.
- As a Private enterprise, it constantly raises hygiene standards and ensures that this is implemented as a system who will provide.
- We make new investments by working in compliance with the country and regional policies and laws. We aim to be a leader in the position.
- We develop and use competitive processing methods by combining past knowledge and experience with today's knowledge and technology.
- By providing equal conditions with our National and International tour operators and suppliers, maximum, we continue our work with profitability, in harmony and in communication.
- We create our open and transparent management style with our principles of professionalism, honesty, hard work and reliability.

**ŞENOL KOCAYUSUF**

**GENERAL MANAGER**

## OUR OCCUPATIONAL HEALTH AND SAFETY POLICY

- As Club Marco Polo Family, we aim to be one of the leading and exemplary organizations in the tourism sector with all our employees;
- To prevent possible occupational accidents, occupational diseases and harmful environmental effects at the source.
- To detect and eliminate unsafe situations and unsafe acts and possible accident risks that may cause work accidents and occupational diseases in our facility, by making an effective risk assessment,
- To provide trainings for our stakeholders (employees, subcontractors, visitors) to reach Occupational Health and Safety awareness and to ensure, develop, place and maintain a safety culture;
- We undertake to comply with the Occupational Health and Safety regulations, laws, and the Occupational Health and Safety requests of the relevant parties we serve.

## SOCIAL RESPONSIBILITY POLICY

- As the Club Marco Polo Family, we accept acting with the awareness of social responsibility in all our activities as an indicator of the value we attach to human beings. While continuing our activities, we are committed to working as much as possible to make our social and economic impacts beneficial for the people of the region, to reduce or eliminate our negative impacts.

**ŞENOL KOCAYUSUF**  
**GENERAL MANAGER**

## HUMAN RIGHTS AND GENDER EQUALITY POLICY

We attach importance to gender equality in our business.

- We ensure the health, safety and well-being of all our employees regardless of gender difference.
- We support women's participation in the workforce in all our departments and offer equal opportunities.
- We act with the policy of "equal pay for equal work" without gender discrimination.
- We distribute tasks by considering the principle of equality.
- We provide the necessary environment for equal use of career opportunities.
- We create vocational education policies, support women's participation and increase awareness.
- We create a working environment and practices that protect the work family life balance.
- We support women to be in company management and offer equal opportunities.
- Women should not be subjected to any form of abuse, harassment, discrimination, suppression, coercion, slander, etc. We do not allow ourselves to be exposed to situations. We are always aware of the value they add to the world and our institution and we support their existence.

**ŞENOL KOCAYUSUF**  
**GENERAL MANAGER**