

HUMAN RESOURCES POLICY

The most important resource that makes us who we are is our employees. By being aware of this fact, issues such as social rights and benefits, performance management, awarding, and training and career management of our employees and employees' safety are always our priority.

Our Human Resources Vision;

To have qualified human resources, who are highly motivated and protect and raise the corporate image, bring innovative works to forefront, pay attention to the service and consider their job as a part of the whole, to give priority to local employment and to be the pioneer in the industry and Türkiye with its promotion program and integrated human resources practices.

Our Human Resources Mission;

- To plan and train the human resources that will realize the organization's objectives and strategies, to perform staff works and procedures at the optimum level, and to have highly self-confident staff who are specialized in their areas, capable of representing the organization and can provide new expansions in their areas.
- To provide strategic support for improvement of business results of the entire company and all departments, to create and encourage a high performance culture and to create value for all stakeholders through a human resources management approach.
- Our employees know what they have to do in our management system and in our policies and practices regarding sustainability. The things that our employees must do are defined in writing and communicated to them and necessary training and instructions are provided regularly. Relevant training courses are recorded.
- Our employees take an active role in the development and continuous improvement of our management system and sustainability performance.
- We review and improve our system in accordance with the feedback received from our employees.

Fair compensation

- Our employees are informed about the wage they will receive, working conditions, working hours, and when they will receive their wages before starting to work in our facilities.

Training and Career Management

- All our employees can equally benefit from the right of training. In addition to legal and occupational training required by lodging industry, periodical training programs and on-the-job training regarding sustainability and their areas of work, the training that is legally required and guidance support, including orientation training about our sustainability policies and management system, are provided to our employees. We implement annual training programs about Occupational Health and Safety training, hygiene training for kitchen/service/massage, etc. staff, water and energy saving, rules of use of chemicals, fire protection, first aid, etc.
- Our employees can access to all our training materials free of charge and openly. • Promotion management of the staff is performed in accordance with determined criteria through staff monitoring system in career management.

- Our Hotel undertakes to comply with the provisions of the Code of Labor No. 4857 and pays at least minimum wage to its employees. Our Hotel also undertakes to comply with the Law No. 5510 on Social Securities and General Health Insurance and the Law No. 6331 on Occupational Health and Safety.

Employee and Human Rights

- Ensuring the absolute satisfaction of employees is a prioritized issue that is important. With this perspective, the management is responsible to provide all comfort at the workplace, including working environment, psychology, self-motivation and performance, to the employees, particularly their legal rights and some other benefits provided by our organization.
- In addition to employing foreign people in our hotels, any differentiation between our visitors or guests in terms of nationality, race, language, etc. is in against of the principles of both the lodging industry and our operations as an organization providing internationally recognized services to all our guests from different nations. Therefore, all staff procedures of our employees from different countries or nations are followed up in accordance with applicable legal procedures and equal opportunities are provided to all our employees within the hotel regardless of any of their feature.

Local employment

- Our organization has a performance system based on local employment as a priority regarding employment. Local people has priority in recruitments.