

## QUALITY AND SUSTAINABILITY POLICY

Due to the prioritization of social, environmental and cultural values, we provide the necessary resources to manage leading structures in the tourism sector within the framework of local and international laws and standards, quality, food and water safety, employee health and safety, information security and infectious diseases and Implement sustainable tourism. Through the implementation of the Integrated Management System, which we are further developing by creating a corporate culture based on it and which we have written down;

- ◆ To comply with applicable legal regulations, national and international standards and all compliance obligations relating to our activities,
- ◆ Continuously improving our activities based on the satisfaction of all parties involved, by assessing our own internal and external problems, the needs and expectations of our relevant parties and by analyzing potential risks and opportunities arising from risks in advance,
- ◆ By defining goals, we open up opportunities for our employees, guests, our community and stakeholders to raise their requests, suggestions and complaints, monitor and measure system performance and application effectiveness with a stakeholder focus.
- ◆ In order to increase the awareness and competence of our employees, whom we select from the local community as much as possible, we organize the necessary training, through encouragement, motivation and correct communication, ensuring the participation of our employees in all our activities, including their suggestions,
- ◆ To provide a safe and healthy working and living environment for our employees, guests and all stakeholders; to prevent accidents and occupational diseases, To create an organization that can respond in the shortest time and most effectively to emergency situations by planning and effectively implementing them.



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- ◆ To provide our employees, guests and everyone involved with a safe and healthy working and living environment; to prevent all diseases that can arise from food, water and infections. An organization that can respond to emergencies as quickly and effectively as possible is created through planning.
- ◆ To protect the confidentiality, integrity and accessibility of information and to ensure the security of the personal data of our employees, guests and stakeholders,
- ◆ In our establishment; Let us contribute to the development of children in which they can easily express their thoughts, wishes and feelings and in which they feel free and comfortable under the supervision of their parents; to oppose all types of actions that may have mental and physical effects on all people, especially children, women and people with reduced mobility, and which may limit their rights, and to combat such actions within the limits of the law by Share this awareness with all of our employees and stakeholders,
- ◆ To make the necessary arrangements in our facilities so that our employees and guests with reduced mobility can fully use all facilities and environments in safety and peace,
- ◆ For women's participation in the world of work; Regardless of gender, the compatibility of work and family is guaranteed without discrimination on the basis of gender, by taking into account the principle of equality and preventing restrictions on rights.
- ◆ As we plan our investments and operations; Let's take into account their impact on protected sensitive areas, historical heritage and the integrity of the natural and cultural environment. The use of natural resources is carried out efficiently and sparingly. Our landscaping range of plants, applications and materials are appropriate for the area/region/ecosystem.



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- ◆ Our philosophy is to generate as much energy as we consume. We use economical, contemporary equipment and methods that reduce our carbon footprint when using the energy and natural resources that cause climate change. Our goal is to analyze and measure the consumption of which we invest and plan to reduce the use of energy and natural resources in our activities.
- ◆ Prohibited/endangered creatures and plants that could endanger life in nature are not maintained in our activities and facilities, in case it is discovered, the necessary reports will be forwarded directly to the relevant authorities.
- ◆ We contribute to the protection, development and promotion of local/regional foods, areas and traditions of historical, archaeological, cultural and spiritual importance in our country and our region.
- ◆ We assess the type and quality of all products and materials we supply together with users, analyze their suitability for our activities and check the people/companies we supply. We ensure that the harmful effects on the environment, natural life, the ecosystem and the health of people and living creatures are kept as low as possible and that we buy from more local producers or fair suppliers within the legal framework, which means less Packaging and a smaller CO2 footprint are created.
- ◆ In our facilities; As part of the “Zero Waste” project, we favor recyclable materials by providing information and awareness about correct, on-site waste separation. We support you in ensuring effective waste separation, disposing of non-recyclable materials through authorized institutions and reducing the amount of waste by using as few disposable materials as possible.

We are committed to all of these elements

GARDENIA HOTELS MANAGEMENT