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		Publication Date:	04.11.2025
		Revision No:	
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SUSTAINABILITY POLICY

As a company;

- We operate within the framework of our Environmental Sustainability Policy,
- We support local/regional development and employment,
- We offer equal opportunities to all our employees, including management positions, by conducting performance analysis without discrimination in the employment, advancement, and reward process.
- We respect labor rights in our work and follow the provisions of legal regulations.
- We support the elimination of child labor.
- We offer our employees opportunities for development and advancement by providing regular training.
- We provide our employees with a healthy and safe working environment and offer various opportunities to convey their requests, suggestions, and complaints. We contribute to the development of our management systems by evaluating feedback from our employees.
- We aim to make occupational health and safety a corporate culture by working with a zero-accident principle.
- We attach importance to the participation of our relevant parties while implementing our policy and provide transparent information when necessary.
- We inform our guests and employees about the natural and cultural heritage of the local/region,
- We evaluate all feedback from our guests. We improve our processes in line with the data we obtain.
- When planning our investments; We consider the risks of our buildings and infrastructure systems to protected sensitive areas, historical heritage, and the integrity of the natural and cultural environment. In our land use, construction, maintenance and repair operations, design, and landscape design work, we prefer local/region-appropriate, sustainable practices and materials.
- When designing our buildings and concept, we consider the needs of our guests and employees with special needs, and we adopt an accessible service approach for everyone.
- We contribute to the preservation and development of local/regional properties, areas, and traditions of historical, archaeological, cultural, and spiritual importance.
- We evaluate and analyze the quality and nature of products/services with users. We act fairly, honestly, and impartially in supplier selection.
- We respect human rights; we reject all forms of discrimination based on language, religion, race, gender, etc. We are against commercial, sexual, or any other exploitation or abuse of special protected groups and other vulnerable groups. We support measures to combat domestic violence and child abuse.
- We continuously improve all our processes while adhering to our core values and complying with legal and other requirements.
- We act in accordance with information security legislation and improve our processes.

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- We invest in technological systems through industry-leading innovation efforts.
- We analyze potential risks in advance by considering our internal and external factors, the needs and expectations of our stakeholders, and develop our operations in line with the goal of continuous improvement. We address the Risk Management Process in all our business processes and aim to create new opportunities.

SUSTAINABLE PROCUREMENT POLICY

In line with our sustainable supply chain approach, our suppliers/solution partners;

- Quality Assurance Management Systems, Environmental and Occupational Health and Safety Management Systems, having internationally recognized environmental and sustainability labels/certifications,
- Ensuring that production and supply do not have harmful effects on the environment and comply with environmental regulations,
- Using/consuming resources appropriately without harming natural life and the ecosystem, complying with hunting bans,
- By working to minimize and properly manage its waste, offering alternatives such as less packaging or bulk packaging for its products,
- By offering environmentally friendly, economical, local, ethically conscious alternatives using recyclable or recycled materials, organic, bio, vegan, cruelty-free, and free of harmful chemical components, etc.,
- By being a local and regional producer/service provider,
- By having products/services that reflect/promote the cuisine, traditions, and culture of our country/region,

We value this and communicate this perspective to our stakeholder suppliers. Together with our suppliers, we strive to create efficient purchasing opportunities and aim to reduce the environmental impact of our supply processes.

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ENERGY EFFICIENCY POLICY

To protect our world from potential dangers, we use our energy efficiently and set targets to reduce our energy consumption. To achieve this:

- To fulfill both our responsibilities towards nature and our legal obligations, we follow national and international standards, laws, and regulations, and voluntarily carry out activities that will reduce energy use and/or ensure the continuous improvement of our energy consumption performance, and we monitor the results of our activities.
- We set goals and include energy efficiency in our training programs to ensure the participation of our employees.
- We value collaborating with all our stakeholders to create common goals and results 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.
- We research, find, purchase, and use energy-efficient and suitable product, equipment, and technology alternatives.
- We aim to document our Energy Management System, disseminate it to all our departments, update it when necessary, review it, and continuously improve it.
- We assess energy risks or potential emergencies such as energy constraints and plan the necessary precautions.


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SUSTAINABLE ENVIRONMENTAL POLICY

- Our facility aims to leave a clean and healthy environment for future generations with its sustainable environmental approach.
- In this context, we commit to fulfilling the following responsibilities:
- Contributing to the continuous improvement of our processes related to the prevention of environmental pollution and the protection of biodiversity and ecosystems,
- Increasing the use of renewable, clean energy,
- Using our natural resources efficiently,
- Reducing water consumption,
- Reducing waste at the source,
- Ensuring the separation and recycling of waste with the principle of zero waste,
- Reducing chemical consumption and pesticide use, preferring products that do not harm nature,
- Reducing our environmental impacts and obtaining new environmental opportunities by conducting effective risk analysis,
- Widespread use of environmentally friendly products,
- Acting with a life cycle perspective in the creation and implementation phases of our processes,
- Monitoring our carbon footprint and reducing it in line with a specific target,
- Conducting planned studies on reducing negative environmental impacts caused by emergencies,
- Supporting our employees who will contribute to the effectiveness of the environmental/energy management system,
- Providing training to increase employee awareness of important environmental aspects and impacts,
- Making our Environmental Protection Activities a part of our corporate culture,
- Prioritizing environmentally sustainable suppliers in supplier selection,
- To ensure that our environmental compliance obligations are fulfilled,
 - To inform and involve all relevant parties regarding our environmental activities and principles.

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ENVIRONMENTAL PROTECTION AND WASTE MANAGEMENT POLICY

At our company, we prioritize protecting the environment, preventing pollution, and minimizing our negative environmental impacts. To this end:

- We comply with legal regulations and strive to reduce our environmental impact.
- We take care to effectively separate our waste according to its source, groups, and hazard classes.
- We know that using hazardous materials and chemicals only when necessary and in the required amount will reduce both their negative impact on the environment and the amount of waste.
- We contribute to protecting nature by preferring materials with "recycling" and "eco-friendly" labels in our business. We try 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, deliver it to licensed/authorized companies without exceeding legal storage time limits, and keep records.
- We strive 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 with targets, and strive to improve our performance.
- We aim to educate our employees on environmental issues and raise their awareness.

BIODIVERSITY POLICY

Biodiversity conservation is among the priority areas within the sustainability policy. It aims to protect the diversity of species, habitats, ecosystems, and the integrity of ecological functions by identifying and monitoring the impacts of its activities on biodiversity. A large portion of the impact on biodiversity occurs in the initial stages of the supply chain, during raw material procurement operations (such as traditional cotton production, which uses agricultural chemicals like fertilizers and pesticides, and involves the intensive use of water). Air, soil, and water pollution resulting from production and operational phases also have a negative impact on biodiversity. To identify and minimize these impacts, achieve a more responsible supply chain, and reduce demand on natural resources and ecosystems, the company prioritizes resource efficiency and minimal waste generation in its operations.

In this context, our hotel's BIODIVERSITY CONSERVATION POLICY is:

- We identify and control the potential direct and indirect impacts of our operations and supply chain activities on biodiversity.
- We avoid materials that pose risks to endangered species, animal welfare, and forests in our operations.
- We include the sustainability of natural resources in our goals and develop projects in this direction. We participate in biodiversity conservation efforts with NGOs and local governments.

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- We organize in-house training and internal communication activities to raise awareness about the importance and conservation of biodiversity, and we include this topic in our sustainability training.
- We share our biodiversity performance annually in our Sustainability Report.
- We take actions to create and monitor a local biodiversity inventory and to ensure the protection of endemic species.
- We take actions to support and develop agricultural activities that are the livelihood of the local population.

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 a "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 always support our employees on these issues and act with a principle of compromise.
- We strive for women's participation in peace, security, humanitarian aid, and disaster risk reduction.
- We are always aware of the value they bring to the world and to our organization, and we support their presence.

CHILD RIGHTS POLICY

Children are our custodians of the future. 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 establishments and expect the same sensitivity from all our business partners.
- We provide environments/opportunities within the establishment that contribute to the development of children, where they can freely express their thoughts, desires, and feelings, and where they 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 trainings to raise awareness about the protection of children's rights and support relevant projects.
- When we witness suspicious activities involving children, we first inform the hotel management and, if necessary, seek assistance from official institutions.