



EMPLOYEE AND HUMAN RIGHTS POLICY

At Mula Hotel, we consider the creation and maintenance of a fair working environment that complies with national and international laws and regulations as one of our top priorities, based on the principle that all people are equal and free in terms of rights and dignity.

We are aware of our responsibility to act in accordance with human rights, to protect them, and to encourage awareness in our relationships with our employees, guests, suppliers, local community, and all other business partners.

At Mula Hotel, everyone who works is entitled to enjoy all legally recognized rights and freedoms equally. No form of discrimination or harassment is tolerated, including—but not limited to—gender, language, race, religion, belief, sect, philosophical and political views, ethnic origin, wealth, birth, marital status, health condition, disability, or age.

To ensure employee participation, a suggestion and request form is made available. Through this form, all employees can submit written suggestions and requests for system improvement directly to senior management.

Employee needs are regularly reviewed by senior management through meetings when necessary.

Ensuring the safety of our employees, guests, and suppliers is the main objective of our occupational health and safety efforts.

Our Principles:

- Operate in compliance with the Universal Declaration of Human Rights by the United Nations.
- Prefer regional and local suppliers and partners.
- Regularly train our employees on labor standards and human rights.
- Do not employ child labor.
- Provide equal and standardized working conditions.
- Follow a compensation policy that meets legal regulations and standards.
- Maintain a fair and transparent recruitment policy based on equality, and inclusion.
- Communicate our grievance and disciplinary procedures to all employees at the start of their employment.
- Offer professional and personal development training opportunities to all employees.
- Collect employee feedback to improve well-being in the workplace.



We are committed to continuously improving all our efforts to ensure a healthy and safe working environment at our facility.