



SOCIAL RESPONSIBILITY POLICY

Doküman Kodu	:	200-PT.09
Yayın Tarihi	:	28.10.2024
Revizyon Tarihi	:	00
Revizyon No	:	00
Sayfa No	:	1 / 2

Child Labor: In line with respect for children's right to education and healthy development, Fore Resort & Spa Hotel commits not to employ workers under the age of 18 and to comply with all regulations regarding the employment of young workers.

Recruitment: To ensure continuity of the company's ethical standards, the selection of personnel during recruitment will consider not only technical and professional knowledge but also adherence to company rules and social compliance requirements. From the recruitment stage onwards, the policies outlined below regarding prevention of discrimination and harassment/mistreatment apply.

Employee Awareness: Believing that social compliance begins with informed employees, Fore Resort & Spa Hotel provides employees with information regarding their rights, company policies, and working conditions during recruitment and at intervals throughout their employment to increase awareness.

Working Hours: In consideration of productive work and respect for human rights, working hours and overtime will comply with applicable laws and regulations.

Wages and Payments: Employees will be paid at least the minimum wage sufficient to cover living expenses. No employee shall be paid below the minimum wage. Overtime payments will be made in accordance with legal provisions.

Compliance with Laws and Other Obligations: Fore Resort & Spa Hotel will adhere to all applicable laws and regulations, follow client partnership rules, and monitor international social responsibility standards, including ILO regulations.

Non-Discrimination: All employees are entitled to equal rights. No discrimination based on race, social class, religion, national origin, gender, or political affiliation will occur in recruitment, compensation, access to training, promotions, termination, or retirement.

Freedom of Association and Collective Bargaining: The company respects employees' rights to join unions, engage in collective bargaining, and be freely and democratically represented by employee representatives.

Communication: Believing that success depends on healthy communication, the company encourages open interaction among employees and between employees and management, fostering and maintaining positive relationships.

Grievance Mechanisms: Fore Resort & Spa Hotel provides alternative channels for employees to submit complaints or requests, ensures timely and effective responses, and maintains a safe work environment. Employees will not face retaliation for submitting grievances.

Prevention of Harassment and Mistreatment: The company ensures a workplace free from verbal, physical, or psychological harassment, coercion, or abuse, promoting employee well-being.

Hazırlayan	Kontrol Eden	Onaylayan
Bu doküman, Meltem Lojistik ve Otelcilik A.Ş.'ne aittir ve açık yazılı izin olmaksızın çoğaltılamaz, dağıtılamaz, dışarıya ifşa edilemez; üretim veya satış için kullanılamaz. Basıldığında kontrolsüz kopyadır.		



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Bribery and Corruption: Any form of bribery, corruption, or offering/accepting commissions is strictly prohibited. Employees will act in accordance with the established and published Fore Resort & Spa Hotel Code of Business Ethics.

Forced or Compulsory Labor: Work must be voluntary. No employee shall be required to work under contract obligations or in exchange for debt.

Supplier Management: Believing that all suppliers share equal responsibility, the company evaluates suppliers' social compliance activities, monitors results with action plans, and manages social compliance through management systems.

Occupational Health and Safety: Fore Resort & Spa Hotel prioritizes the creation of safe and healthy working conditions, recognizes human life as the most valuable asset, provides necessary equipment, offers training, ensures compliance with local laws and regulations, and raises awareness about workplace risks. Risks originating from the company's operations are identified and controlled to acceptable levels.

Training: The skill level of employees defines the company's overall standard. Fore Resort & Spa Hotel provides internal and external training to enhance occupational health and safety awareness, support professional and personal development, and promote continuous improvement of both employees and the company.

Commitment: Fore Resort & Spa Hotel and its management commit to upholding these principles.



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