



## SÜRDÜRÜLEBİLİRLİK POLİTİKASI

Doküman Kodu	:	200-PT.14
Yayın Tarihi	:	28.10.2024
Revizyon Tarihi	:	00
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### SUSTAINABILITY POLICY

At Fore Resort & Spa Hotel, within the scope of accommodation activities in both global and Turkish tourism, we aim to integrate the concept of sustainability into our current operations, future investments, and value chain by considering environmental, social, and corporate governance practices. Our Sustainability Policy forms the foundation of Fore Resort & Spa Hotel's operations and is embedded into our business model, applied across all departments, starting from our Board of Directors.

We embrace the approach of sustainable development that does not neglect future generations while meeting today's needs, and that seeks conscious consumption methods and alternative resources to ensure the continuity of natural resources in line with the growing world population and demands.

We acknowledge our responsibility towards the UN Sustainable Development Goals (SDGs) to overcome global challenges such as climate change, poverty, hunger, inequalities, water scarcity, and biodiversity loss.

By expanding our investments, we aim to improve living standards and welfare, prioritizing the promotion of sustainable development when conducting our work and decision-making processes.

With full awareness of our ecological, economic, and social impact, we are committed to developing and shaping our operations in line with the following Sustainable Development Goals (SDGs) by 2030.

Recognizing the need for technologies that consume less energy, we continue to research and integrate innovative best-available technologies into our projects that respect human health, biodiversity, and environmental resources, and that provide pathways for transitioning to a low-carbon economy by reducing greenhouse gas emissions and carbon footprint in line with the Science Based Targets initiative. In this regard, our investments focus on reducing waste, using resources efficiently, and recovering chemicals and energy in compliance with the European Green Deal.

With the active participation of our Board of Directors, our Sustainability Committee raises awareness of sustainable practices, reviews and reports issues conflicting with our sustainability policies, and sets short, medium, and long-term sustainability targets for continuous improvement.

Through our reports, we evaluate the positive and negative trends of our impacts via internal and external audits, take corrective actions, and develop initiatives to improve social, environmental, and economic performance. We apply national and international standards to deliver the highest quality in line with stakeholder needs.

To conduct our business activities efficiently from an environmental, social, and governance perspective, we commit to:

- Respecting human and labor rights, social justice, business ethics, workforce diversity, gender and opportunity equality, risk management, stakeholder engagement, and compliance with legal requirements;
- Taking preventive measures against corruption, bribery, mobbing, discrimination, child labor, and exploitation;
- Creating resources to integrate sustainability values into our own operations and supply chain, including reducing ecological footprint, combating climate change, using resources efficiently,



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conserving water, prioritizing efficient and reliable energy technologies, and supporting the circular economy.

Accordingly, we commit to reviewing our Sustainability Policy regularly, updating it in consultation with relevant departments, and ensuring its up-to-date implementation. All our employees are responsible for embracing and implementing our sustainability commitments in cooperation.

During our operations, actions are taken in line with our international and local compliance obligations as well as our Biodiversity Management Plan, Waste and Wastewater Management, Air Quality, Community Health and Safety, Cultural Heritage, Environmental and Social Management, Emergency Response, Internal and External Grievance, Health and Safety, Human Resources, Stakeholder Engagement, Training, and Water Resources Management Plans.

Within the scope of our Environmental Management Systems, it is our principle to evaluate and continuously improve direct and indirect carbon emissions, energy and water consumption through Environmental Impact Assessments (EIA), third-party independent environmental audits, and drills, while setting new targets.

In line with the waste management hierarchy and Zero Waste Project, our primary goal is to reduce waste at its source. In cases where it is not possible to reduce waste to zero, all waste is segregated according to type.

Our stakeholders include local governments, ministries, NGOs, media, local communities, universities, suppliers, consumers, and our employees. We prioritize conducting consultations (e.g., surveys) among stakeholders to ensure transparent, sincere, and open communication. Consumer satisfaction and loyalty are monitored to improve our competency.

With the goal of zero accidents and zero occupational diseases, Occupational Health and Safety (OHS) performance is monitored. Root causes of incidents that threaten the health and safety of workers are analyzed, and proactive, corrective, and improvement activities (CAPAs) are implemented to ensure a sustainable working environment. Employee training and development are critical for us, and we invest in sustainability education to encourage employees to enhance their competence and realize their potential.

We conduct fair, equal-opportunity, non-discriminatory, responsible, and humane relations, while ensuring contact with local communities within the scope of our influence. Employees and local communities actively report to us through grievance and suggestion mechanisms (surveys, website, etc.), enabling us to address potential risks and demands (training, employment, food supply, etc.) before they become critical.

Our Sustainability Policy is integrated with other environmental, social, and corporate policies of our company.

In our facilities, municipal network water undergoes necessary conditioning processes before use. The quality parameters of conditioned water are continuously measured and monitored to ensure compliance with defined limits.

Projects are developed and implemented in our facilities to reduce water consumption. Water usage is monitored monthly, and leak controls are regularly conducted to ensure rapid intervention.

For a sustainable environment, discharged water meets both the limits defined by the Water Pollution Control Regulation and international legislation and standards. The quality of discharged water is monitored



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periodically by the relevant municipal authority, including Suspended Solids, Conductivity, Dissolved Oxygen, pH, Temperature, and Chemical Oxygen Demand parameters.