

HUMAN RESOURCES POLICY

- To establish transparent, fair and trust-based communication with all our colleagues in line with our corporate values and to provide a motivational environment,
- To support the development of all our employees and provide training towards the realization of our strategic goals established in line with our visionary corporate value,
- Establishing and constantly improving systems that will make our employees feel safe, peaceful, valued and happy,
- To recruit manpower with Turquoise Hotel competencies and the qualifications required for the position,
- To reward the achievements of employees who constantly improve themselves, produce innovative and creative ideas, and act sensitively towards the environment and society while doing all these,

This policy applies to all employees, interns, agency employees, all outsourced service providers and suppliers working on behalf of Turquoise Hotel.

As Turquoise Hotel, we do not employ slave labor in all our work. We undertake not to purchase products or services from any supplier who is found to be involved in human trafficking or slave labor.

Our Equality, Diversity and Inclusion policy defines the way we work. All our employees are responsible for valuing and developing the culture created regarding the support and implementation of the policy and for avoiding and even reporting any behavior contrary to this.

- Commit to creating a culture where everyone is treated equally and can contribute fully to their potential, regardless of race, colour, gender, age, nationality, religion, gender identity or expression, marital status, citizenship, disability or other legally protected issues.
- We offer fair and equal opportunities to all our employees, candidates, business partners and partners in our operations and around our value chain. We act with awareness of each institution's sphere of influence and responsibilities in creating a positive impact on society by acting in accordance with human rights.
- We ensure that all our employees are part of a culture where the Equality, Diversity and Inclusion policy is supported and fostered by mutual trust in fair, equal opportunities and human rights. We respect the human dignity and rights of everyone we come together with because of our work. We embrace all aspects of diversity and approach Equity, Diversity and Inclusion policy strategies as a business priority.
- We create an environment where all our employees can fully express their authentic selves at work and feel safe doing so.
- We serve all our customers and stakeholders with inclusiveness, bringing visibility to their unique personalities.
- We encourage diverse views, insights, different perspectives and ideas that will improve decision-making processes and benefit our customers and stakeholders.
- We determine the tone of our corporate culture with our leaders who are role models for Equality, Diversity and Inclusion policy, and ensure that it is conveyed to all our employees.
- We consider proper planning of women's development and careers as a business priority, ensuring that their competencies and experiences are best represented in the company. We manage it as part of our sustainability goals, with the awareness that our steps in this field are meaningful as long as they are concrete and measurable. In order to provide a suitable environment for the Equality, Diversity and Inclusion policy, we support female employees in all our talent attraction, recruitment, management, talent development, compensation and benefits strategies.

Children's Rights

- To protect all children and young people using the Turquoise Hotel facility and services,
- To make all our employees adopt the fundamental principles that guide our approach to children's rights and child protection,
- To ensure the creation of environments where children can play and learn, where they can be healthy and safe, away from all kinds of violence, within the framework of the aim of protecting children's rights,

It is our responsibility to ensure that all our services, operations and employees do not harm children, that children are not exposed to the risk of harm or abuse, that concerns about the safety of children within the business are reported to relevant organizations, and that we work in accordance with the legal framework at both national and international levels to protect children. We undertake to work with the responsibility of keeping children safe, protecting them and ensuring their peace, and to comply with the law.

According to our working principles:

- The health and happiness of children is of the highest importance.
- All children, regardless of age, disability, gender, racial origin, religious belief, sexual orientation or identity, have the same right to be protected from harmful acts or abuse.
- Some children are more vulnerable because of their past experiences, their level of dependence on others, their communication needs or other issues. We attach importance to these sensitivities.
- Working in partnership with children, young people, their parents, carers and other stakeholders is essential to our support of children's health and wellbeing.

Children and young people:

- By valuing, respecting and listening to them,
- Including practices to protect children in our procedures and protecting employees, suppliers, service providers, etc. by establishing rules of conduct for
- Developing and implementing an effective security policy and related procedures,
- By providing effective management for employees and volunteers through supervision, support and training,
- Recruiting employees and trainees safely after ensuring that all necessary and relevant checks have been carried out,
- Sharing information about child protection and good practices with children, parents, staff and other stakeholders,
- We will work to keep parents and children safe by sharing concerns with agencies who need to be aware and by involving parents and children.