



## FEBEACH HOTEL SUSTAINABLE TOURISM POLICY

As a Febeach Hotel, the main goal of our hotel is to maintain customer satisfaction at the highest level, protect the environment by providing first-class services and, together with all our employees, leave a clean and healthy environment for future generations.

### Legal requirements

Febeach Hotel has adopted the principle of complying with legal requirements in all product and service processes.

### Personnel policy

The common characteristics we look for in our team members are collaboration with the educational experiences and competencies required for the position, as well as personality traits that are compatible with our institution and cultural values. Establishing and disseminating policies that ensure honest, transparent, fair, respectable and trust-based relationships. Selection and development of our dynamic and professional human resources among candidates suitable for the company culture and objectives. As a group that invests in and values people, establishing and managing systems that are constantly monitored and improved with regard to health and safety in the workplace. To organize training courses that serve the goals of our institution and the personal development of our staff, and to measure their effectiveness.

### Environmental protection policy

In doing so, we protect the environment, prevent its pollution and strive to reduce our negative impact on the environment.

For that;

We assess the impact of the environmental damage we cause within the framework of legal regulations and develop methods to reduce it. We try to prevent accidents that can lead to all kinds of pollution and damage the environment. We pay attention to separating our waste the source, according to their groups and hazard classes in the most effective way, and with this approach more waste can be recycled. We know that there will be waste that can be destroyed without harming nature, our goal is to reduce the amount of waste. We try to use water, energy and all natural resources sparingly, we share this sensitivity with our employees, guests and suppliers, we measure our performance in environmental management and monitor this data with goals and try to improve our performance, we want our employees continue to educate. We would like to sensitize our employees to the environment and increase their sensitivity to the environment. We are working to ensure participation in our conservation policy and to make this philosophy a culture of life.

### Employee and Human Rights Policy

Here we treat each other's rights and opinions with respect and know that we are all one together, without discrimination based on gender, language, religion or race.

It is our primary responsibility to treat all of our employees fairly, regardless of their sexual orientation, age, gender, ethnic origin, religious beliefs or disability.

In this context we learn, together we become stronger and find the opportunity to develop further economically and personally. Our sense of belonging reflects our commitment to the team and our job.

For that;

We pursue a shared management approach that is open, equal, transparent and fair and includes employees. We offer the opportunity to work under equal, standardized and safe conditions. We provide opportunities to listen and problem solve.





We offer the opportunity to continuously monitor work performance and professional career planning, Fair, legal regulations and we pursue a labor and remuneration policy that meets the established standards, We listen to our employees, we apply a communication model in which ideas are freely expressed and the dialogue is developed, We give our employees a feeling of security, we protect their personal data, we attach great importance to the right to get to know the workplace, to self-development and education, social rights that we offer, we ensure that all our employees benefit from additional benefits and awards.

### Children's Rights Directive

The children are entrusted with the future. Recognizing them as individuals, respecting their rights, all kinds of psychological, physical, commercial, etc. It is our main task to watch over and protect ourselves from exploitation.

For that;

At the facility we offer environments that contribute to the development of children, in which they can freely express their thoughts, wishes and feelings and in which they can feel free and comfortable. We celebrate their small successes at every opportunity, encourage them and support them. We try to be aware of their attitudes and behaviors, physical-verbal-psychological signs of violence or neglect and to be vigilant in such cases. We ensure that our young guests are under adult supervision during the activities in which they participate. In environments where we entrust our child guests (care services, mini club, etc.), we ensure that we can reach their parents or another reliable adult. We support awareness-raising and related projects to protect children's rights. If we observe suspicious actions regarding children, we first inform the hotel management and, if necessary, ask for help from the Social Support Line.

### Local awareness policy

We know our geography and local society well, respect their historical values and traditions and try to contribute to their economic, social and cultural development. For that;

We support the protection and accessibility of local resources and opportunities. We do not allow discrimination. We negotiate in order to take into account the local characteristics, sensitivities and needs of the local people when making decisions. We support the preservation of historical and archaeological monuments. We work with the local population. We work together, protecting historical and cultural assets and working to prevent the deterioration of natural conditions. We contribute to the regional economy by providing local jobs and supplies. We support the promotion of the region's food, activities, culture and traditions to guests (religious places, cultural places, natural treasures, etc.).

### Women's rights and equality policy

Our institution supports gender equality.

For that;

We care for the health, safety and well-being of all our employees, regardless of gender. We support the participation of women in the labor market in all of our departments. We operate according to the policy of equal pay for equal work without gender discrimination. When distributing tasks, we pay attention to the principle of equality. We offer the necessary environment for equal use of career opportunities. We create educational guidelines, support women's participation and raise awareness. We create work environments and practices that ensure work-life balance. We support women in corporate management.

### Digitalization policy

We aim to digitize at a pace that does not compromise our social communication skills, one of the strongest aspects of our industry. We represent the idea that digital transformation is a tool that increases the speed, efficiency, security, data and analytics capability of our infrastructure, contributes to our corporate development and work culture, supports our business continuity, moves with the times and improves our quality of service.





For that;

We follow new trends and technologies by improving existing data communications infrastructure and technology capacity. We are working to create the necessary conditions for an open and innovative corporate culture and to increase employees' competence in using digital tools. By shifting our business models and our business operations in our various business processes to efficient digital platforms; Our goal is to offer added value to our institution, our guests and our business partners. To avoid errors and increase efficiency in business processes; Automation, intelligent systems, control systems, data analysis – reporting tools, etc. We focus on making greater use of opportunities. By strengthening our marketing strategies with digital capabilities, we strive to increase our brand awareness, increase our sales and achieve sustainable growth.

