



ANADOLU DİDİM CLUB SOCIAL RESPONSIBILITY POLICY

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- This policy emphasises our corporate social responsibility principles and the importance and priority of this matter for our organisation.
- Agaya Didim Resort considers acting with social responsibility awareness in all its activities as part of its respect for people and its responsibilities towards the environment and society to be one of the primary and unchanging elements of its management approach. It strives to play a leading role in activities aimed at protecting human rights and the environment.
- In this context, all departments of Agaya Didim Resort plan and manage the economic, social and environmental impacts of all their activities with a sense of responsibility.
- Our fundamental principles in our social responsibility practices are as follows:
- We do not accept discrimination among employees within the organisation on the basis of language, race, colour, gender, political opinion, belief, religion, sect, age, physical disability or similar reasons.
- We create a supportive, positive and harmonious working environment that fosters cooperation and eliminates conflict, enabling people with different thoughts, opinions and beliefs to work together harmoniously.
- At Agaya Didim Resort, we believe that all our employees have the right to work in conditions that respect human dignity, in a healthy and safe environment. Our employees are our most valuable asset, and ensuring and protecting their safety is our top priority.
- Beyond our legal obligations, we aim to implement the best environmental solutions and support any initiative that will contribute to the development and dissemination of environmentally friendly technologies and raise environmental awareness. We strive to fulfil our social and environmental responsibilities to the communities in which we operate in a spirit of cooperation with our shareholders, employees, the public, civil society organisations and other stakeholders.
- We believe that our human resources are the most important element of sustainable growth. We ensure that our employees' personal rights are fully and correctly exercised. We treat our employees honestly and fairly, and we commit to providing a non-discriminatory, safe and healthy working environment. We make every effort to support the personal development of our employees and strive to maintain a balance between their professional and private lives.
- We address and manage the environmental impacts that may arise from our activities with a sense of responsibility. We identify and implement all kinds of improvement and development efforts that will minimise the environmental impacts that may arise within the scope of our activities.



- We strive for the development of our society within the framework of corporate social responsibility. We encourage our employees to volunteer for appropriate social and community activities where they can participate with a sense of social responsibility.
- We develop approaches to ensure that all our business partners, especially our suppliers, act in accordance with social responsibility principles, and we take care to implement these approaches.
- We are sensitive to the traditions and cultures of Turkey and the countries in which we operate, and we act in accordance with all legal regulations.
- We prioritise the certification of our practices in line with international standards.

The principles outlined in this policy are implemented through the necessary regulations, and the level of implementation is monitored by the relevant departments. We consider the success demonstrated in social responsibility practices to be an important criterion in evaluating our company's performance.

All our managers and employees are responsible for corporate social responsibility practices.