

Diversity Policy

Throughout its history, our company has demonstrated strong commitment to people and values. We believe that a diverse workforce, enriched by the creativity and innovation of individuals with different experiences, perspectives, and cultures, helps our company and employees realize their true potential. It also enables us to better understand and respond to our diverse and evolving global guest base and adapt to societal changes.

PURPOSE

The purpose of this policy is to create and maintain a working environment where all employees are treated with dignity and respect, and where discrimination is not tolerated.

Our hotel does not discriminate against any employee or job applicant based on gender, age, race, ethnicity, religion, marital status, sexual orientation, socioeconomic status, physical abilities, or political beliefs. We uphold the principles of non-discrimination and equal opportunity in all environments in which we operate.

Our hotel supports talents with different knowledge, skills, and educational backgrounds appropriate to job requirements. Accordingly, our hotel plans roadmaps to attract, develop, and retain such talent.

SCOPE

This policy aims to be binding for all our hotel employees, as well as all stakeholders and local communities with any commercial and/or sectoral connection to our hotel.

Within the above purpose and scope, our hotel carries out training and guidance efforts within the framework of diversity and equal opportunity—values integral to our organization. The Board of Directors commits to fulfilling the requirements of this policy and expects all employees to do the same.

Diversity and Inclusion in Practice

In accordance with our company values, all employees and leaders at our hotel are expected to:

- Promote and create an inclusive environment,
- Treat all employees fairly, equally, and respectfully,
- Attract, develop, and retain individuals with diverse abilities and backgrounds.

This enriches our company and culture by:

- Enhancing our reputation as an employer of choice and creating a highly productive, diverse, and inclusive workplace.
- Deepening our customer and market understanding to offer superior products and services in a rapidly changing market.
- Maximizing innovation opportunities by leveraging various perspectives, skills, and experiences from our employees and stakeholders.
- Adapting and responding with agility to a globally changing society driven by constant transformation.
- Creating sustainable growth and value for our shareholders.

Key Focus Areas

- Recruitment: We focus on different talents among candidates. We encourage and facilitate the hiring of a diverse workforce.
- Compensation: We ensure gender pay equity and inclusive benefits policies that guarantee fairness and respect for every individual.
- Performance Management and Development: We ensure equal opportunities for all employees in career, personal, and professional development.
- Policies, Processes, Talent and Reward Strategy: We comply with our Diversity Policy and update it when necessary.
- Training: We create awareness by providing education on the importance of diversity and inclusion to avoid unconscious bias in our organization and business relationships.

Complaint Policy

Employees who believe the commitments in this policy are not being upheld, have questions regarding the policy, or wish to report a possible violation may contact us via email at info@greenbayresort.com.tr.

