

Employee and Human Rights Policy

As the management of Greenbay Resort & Spa, it is our primary duty to respect the fundamental rights of all individuals we interact with.

We see differences not as divisions but as "values," and we recognize that this diversity adds value to our organization.

To that end:

- We treat each other's opinions with respect.
- We adopt a management approach that is open, transparent, fair, inclusive of employee participation, and provides equal opportunities.
- We stand against discrimination based on gender, language, race, age, physical or psychological conditions, socioeconomic status, educational background, sexual orientation, ethnic origin, religious beliefs, disability, or vulnerability.
- We operate with an accessibility perspective for all; we prioritize accessibility, health, and safety standards for all our guests, employees, and visitors who have special needs, physical sensitivities, or challenges, and organize the environments they stay or work in accordingly.
- We pursue a fair working and compensation policy that complies with legal regulations and established standards.
- We continuously monitor job performance and offer opportunities for development and career planning.
- We listen to our employees and implement a communication model focused on dialogue, freedom of expression, and solution orientation.
- We value employee loyalty and protect their privacy and personal information.
- We prioritize the right to learn about their workplace, develop themselves, and receive training.
- We ensure equal access for all employees to the social benefits, fringe benefits, and rewards we offer.