

# Social Responsibility Policy

Greenbay Resort & Spa, with its reputable and trustworthy position due to its activities and performance, aims to create a work environment that respects human rights within the framework of sustainable tourism and to increase the awareness and consciousness of its staff, customers, and stakeholders.

Greenbay Resort & Spa makes its best efforts to fulfill the requirements of the Labor Law, the Universal Declaration of Human Rights of the United Nations, the core principles of the International Labour Organization, and international conventions to which Turkey is a party.

The personnel of Greenbay Resort & Spa are obliged to conduct their relations with each other and with customers in accordance with the respect for human rights and Greenbay Resort & Spa's Ethical Principles, based on honesty, trust, impartiality, and transparency, without discrimination on the basis of language, religion, race, gender, philosophical belief, sect, etc., and to maintain these relations in a manner that avoids behavior perceived as mistreatment and does not disturb the working environment.

In the case of any complaint, the complainant shall not be subject to retaliation, and the matter will be examined and resolved with seriousness. If discrimination, harassment, or similar mistreatment is identified, Greenbay Resort & Spa is responsible for imposing the necessary administrative sanctions on the responsible parties.

Greenbay Resort & Spa avoids any practice that may lead to unfair competition in personnel recruitment. Although employment is subject to contractual and operational freedom in accordance with the Labor Law and related legislation, care is taken to ensure that personnel recruitment does not disrupt the services of other hotels.

The human resources practices of Greenbay Resort & Spa, currently based on gender equality, support the participation of women in the workforce through recruitment practices and employment of female staff, and take the necessary measures to ensure the health, safety, and well-being of all employees, male and female, with the aim of maintaining a working environment characterized by equality and labor peace.

Greenbay Resort & Spa pays attention to providing equal opportunities in both recruitment and career development without discrimination among its employees. It aims to enable female employees who become mothers to continue their careers from where they left off and to benefit equally from career opportunities, thereby maintaining a work environment that supports the work-family life balance.

Greenbay Resort & Spa personnel are employed in accordance with the provisions of Labor Law No. 4857. It shows maximum diligence in creating a healthy working environment for its employees.

In addition to taking the necessary precautions within the framework of legal regulations regarding Occupational Health and Safety (OHS), annual training on occupational health and safety is provided to staff by the Quality Department.

Greenbay Resort & Spa does not discriminate among candidates during service delivery or personnel appointment and promotion processes, except for competency criteria.