



## KIRBIYIK RESORT HOTEL SUSTAINABILITY POLICY

Guided by the principles of "Sustainable Development and Environmental Protection," KIRBIYIK RESORT HOTEL pledges to uphold the following across all company processes:

- Comply with internationally recognized legal regulations approved by official institutions, as well as environmental laws, legislation, and other obligations.
- Embed a sustainability perspective into corporate culture and raise awareness among employees and stakeholders.
- Protect natural resources and utilize them in the most efficient manner.
- Support the preservation of local and global biodiversity.
- Prevent factors causing environmental pollution and reduce carbon footprint.
- Monitor potential environmental impacts from the design phase through the end of the life cycle; minimize damages.
- Reduce waste at the source or reclaim it under controlled conditions to prevent pollution.
- Contribute to continuous improvement through environmental risk analyses, goal-setting, and action plans.
- Adopt a life-cycle approach by using eco-friendly products.
- Provide visual and practical environmental training to all staff; enhance environmental responsibility awareness among employees and suppliers.
- Communicate with all relevant parties and share information when necessary.
- Consider stakeholder expectations and support their participation in decision-making processes.
- Conduct training for all employees to continuously advance personal development, skills, experience, and knowledge.
- Fully adhere to all laws regulating human rights and labor practices.
- Prioritize equal opportunity in recruitment and improvement of working standards.
- Ensure employment across all levels without discrimination based on age, language, race, color, gender, religion, disability, socioeconomic status, or similar factors—focusing on alignment with company culture and values alongside role-specific qualifications.
- Offer all employees equal, standardized, and safe working conditions.
- Create healthy and secure living and working environments for employees, contractors, and guests.
- Preemptively identify workplace hazards and risks to prevent occupational accidents and illnesses.

- Develop social projects and collaborations that contribute to the socioeconomic advancement of local communities and stakeholders.
- Support all initiatives beneficial to our region's development.
- Foster harmonious relations between local residents and staff.
- Back foundations, associations, and unions promoting regional development; collaborate wherever possible.
- Support environmental initiatives by public/private institutions and participate in ecological activities.
- Protect and respect historical assets and cultural diversity in operational regions.
- Strive to strengthen and pass cultural heritage to future generations.
- Enable the use and development of innovative technologies supporting sustainable progress.
- Promote sustainable, flexible, transparent, and efficient processes by integrating eco-friendly digital transformation.
- Safeguard all data security for employees and guests.
- Place guests at the center; anticipate needs and maximize satisfaction.
- Address every dissatisfaction individually to transform it into satisfaction.
- Strive for supply chain sustainability and implement fair-trade practices.
- Produce reliable food under hygienic environmental conditions, from raw materials to service.
- Measure and evaluate economic, environmental, and social impacts of all activities; implement corrective actions to mitigate negatives.