

As the "Arnor De Luxe Hotel & Spa" family, our primary goals are to ensure the establishment of transparent, honest, respectful, fair, respectful and trust-based relationships and to create, implement and disseminate policies that will ensure the participation of all stakeholders.

Our sustainable management system policy prioritizes and prioritizes people's social, cultural, fundamental rights and freedoms, health and safety rights in all its activities, without discrimination regarding religion, language, race, gender, sexual preference and physical abilities in matters related to guests, staff and third parties. It includes working by taking the necessary precautions for the purpose, acting environmentally sensitive in all activities inside and outside the facility, and accordingly making improvements by taking into account the quality and economic interests of the facility and its personnel.

In this context, our primary responsibilities are;

1. SOCIAL:

- While developing our products and services, we take care to ensure that they are environmentally friendly, safe, durable and of high quality, to produce Safe Food under the roof of our business, to reduce waste and to prevent waste,

1.1. Human rights:

- To respect universal human rights, to support these rights and to take responsibility to prevent their violations,
- To raise awareness against all forms of violence, including domestic violence,
- To adopt the elimination of Gender Discrimination as a Fundamental Human Right and to act in accordance with gender equality in all our activities towards all our employees and guests,

1.2. Occupational health and Safety:

- To regularly carry out health checks and training of our employees within the scope of Occupational Health and Safety and to provide a safe working environment,

1.3. Way of Doing Business Beyond Legal Regulations:

- Adopting a way of doing business beyond full compliance with legal regulations,
- To accept the principles of transparency, fairness, responsibility and accountability in corporate governance,

1.4. Information security:

- To protect the confidentiality, integrity and accessibility of information and to raise our stakeholders' awareness of information security,

1.5. Employee Rights:

- Accepting that equal opportunity is one of the foundations of social sustainability,
- To ensure the equal and effective participation of women in business life and to increase women's employment,
- To support the elimination of forced and compulsory labor and child labor,
- Recognizing and respecting all the fundamental rights of our employees arising from constitutional and international agreements, such as organizing, unionizing and collective bargaining,
- To ensure that there is no discrimination in recruitment and placement,
- To exhibit a responsible attitude towards our employees in ensuring work and private life balance,

1.6. Children's Rights:

- We do not allow child labor in our own institutions and expect the same sensitivity from all our business partners,
- To provide environments/opportunities within the facility that will contribute to the development of children, where they can easily express their thoughts, wishes and feelings and feel free and comfortable,
- Ensuring that our child guests are under adult supervision in the activities they participate in,
- Being sure about how to reach the parents or another reliable adult in the environments where we take our child guests under their care (mini club, etc.),

- When we witness suspicious actions regarding children, we first inform the hotel management and seek help from Official Institutions when deemed necessary,

1.7. Relations with Stakeholders and Society:

- To communicate with our stakeholders in a transparent, participatory and mutual trust-based manner in all our activities,
- Proactively manage our social, environmental and economic impacts together with our stakeholders,
- To support and disseminate the sustainability approach,
- Obtaining the opinion of the community in the region regarding the activities carried out,
- Historical and archaeological products should not be exhibited or bought or sold except where permitted by law,

2. ENVIRONMENTAL:

- We evaluate the impact of the damage we cause to the environment within the framework of legal regulations and develop continuous improvement methods that will reduce the damage we cause,
- Ensuring effective use of natural resources and less waste,
- Reducing water use,
- To carry out studies in accordance with the principle of reducing waste at the source,
- To improve environmental awareness by organizing environmental protection and development trainings,
- To manage the resulting wastes with the principle of zero storage in nature and to create economic value through reuse and recovery,
- To work in harmony with the principle of not polluting rather than cleaning in our activities,
- Combating global climate change,
- To reduce the emissions of all greenhouse gases, especially carbon dioxide, resulting from our activities,
- Using renewable and efficient energy,
- To control and reduce our environmental impacts through our environmental management system,
- To act in accordance with Water Safety criteria, to reduce water consumption per person, to ensure that water is sent to the Wastewater line in a harmless way to the environment by performing regular water analyzes and routine checks in our facilities,
- To reduce Carbon Release and Greenhouse Gas Emission by utilizing renewable energy sources in all our activities and new investments in our facilities,
- To give priority to Local and Domestic Products in all activities of our facilities, to contribute to the healthy growth of the National and Global economy,
- Contributing to the development of the local economy, always supporting local employment and local suppliers,
- To introduce the Natural and Cultural Heritage and Artifacts of the region to all our guests,
- To introduce our country and traditions to our guests with our Local Products and Theme Nights,
- To carry out studies that will positively affect the quality of life of the local people and to protect the local texture,
- To follow scientific and technological developments closely and to make adaptation a principle,
- To draw attention to Natural Disasters that are increasing due to Climate Change and to raise awareness of our employees and guests about disasters through trainings and exercises,

2.1. Respect for Biodiversity:

- Taking biodiversity and ecosystem issues into account when creating our environmental strategies and designing our activities,
- To protect the ecological system in the terrestrial areas of our facilities, to ensure the protection and sustainability of the natural life around us by monitoring invasive species,

3. ECONOMIC:

- Always keeping the principle of "Equal Workload, Equal Pay" at the forefront among our employees,
- Producing and distributing higher economic value,
- Creating competitive advantage and ensuring sustainable profitability in our value chain based on continuous improvement and development,
- Ensuring that our suppliers comply with fundamental human rights, equal opportunity and business ethics principles,
- Working with environmentally friendly suppliers that comply with all legal regulations, are domestic and local production/service providers, aiming for production that does not harm the ecosystem.