

ELA EXCELLENCE RESORT BELEK INTEGRATED SUSTAINABILITY POLICY

As Ela Excellence Resort Belek, we are committed to conducting our activities within the framework of **environmental, social, cultural, and economic sustainability principles**, in full compliance with tourism standards. In this context, we have established the following policies and made these principles our core management strategy in all our operations.

OUR ENVIRONMENTAL POLICY

- We raise environmental awareness among our employees, guests, suppliers, and all stakeholders; and we conduct training and awareness activities to promote sustainability principles.
- We regularly analyze our environmental impact and set targets to reduce our carbon footprint, water, and energy consumption.
- We prioritize the protection of local ecosystems, biodiversity, and cultural heritage; and we take an active role in combating climate change.
- We monitor our environmental performance and implement innovative solutions and investments for continuous improvement.

OUR EMPLOYEE AND EQUAL OPPORTUNITY POLICY

- We support local employment, increase women's participation in the workforce, and implement egalitarian policies against all forms of discrimination.
- We provide a safe, healthy, and fair working environment for all our employees and protect their personal data with confidentiality.
- We offer training and development opportunities that increase employee loyalty and create a sense of belonging.
- We establish, monitor, and improve occupational health and safety practices in accordance with international standards.

OUR PURCHASING POLICY

- We aim to contribute to the regional economy by collaborating with local producers.
- We prioritize environmentally friendly, energy-efficient, ethical, and sustainable products and services in our purchasing processes.
- We ensure compliance with transparency and sustainability criteria in the supply chain.

OUR CHILD AND HUMAN RIGHTS POLICY

- We work in full compliance with all human rights and children's rights documents, and we guarantee the protection of children against abuse.
- We encourage positive discrimination in areas such as women's rights, disability rights, and minority rights.
- We provide our staff with ongoing training on these issues and make awareness-raising activities part of our corporate culture.

OUR HEALTH AND SAFETY POLICY

- We take all necessary measures to ensure a safe, healthy, and hygienic environment for all our guests and employees.
- We continuously update and implement systems such as emergency plans, fire safety, first aid, and hygiene protocols.

OUR REGIONAL AWARENESS AND CULTURAL HERITAGE POLICY

- We support the preservation of local culture and traditions, and develop social responsibility projects in collaboration with the local community.
- We promote cultural integration by offering our guests events that introduce them to local culture, gastronomic experiences, and guided tours.

SOCIAL CONTRIBUTION AND DEVELOPMENT POLICY

- We support social projects in the regions where we operate.
- We develop partnerships that will bring social benefits in the areas of education, health, culture, and sports.
- We respect human rights and adopt fair practices in working conditions.

ACCESSIBILITY POLICY

- We make our hotel infrastructure and services accessible for the comfort of our guests with disabilities.
- We provide training on accessibility to all our employees and raise social awareness.
- We improve our service quality by evaluating feedback from our guests and employees with disabilities.

SUSTAINABILITY MANAGEMENT POLICY

- We regularly plan, implement, monitor, and improve our sustainability practices.
- We set annual targets for specific sustainability indicators (water, energy, waste, carbon emissions, etc.) and report on progress transparently.
- Our Sustainability Committee monitors all policy implementations and ensures continuous improvement.

OUR COMMUNICATION, PARTICIPATION AND TRANSPARENCY POLICY

- We maintain open, continuous, and two-way communication with all our employees, suppliers, guests, and the local community.
- We share our sustainability goals and performance with the public in a transparent manner.
- We regularly monitor guest satisfaction and feedback and integrate it into our decision-making processes.

GLOBAL RESPONSIBILITY AND COMPLIANCE POLICY

- • We operate in full compliance with national and international legislation, laws, and regulations (ILO, UNWTO, UNGC, Universal Declaration of Human Rights).
- • We expect our business partners to adopt the same sustainability commitments.

BIODIVERSITY CONSERVATION POLICY

- We work to protect the **local flora and fauna species** in the area where our facility is located.
- We develop practices that **respect natural habitats** and prevent their destruction, and we prioritize this principle in our construction, maintenance, and renovation activities.
- We implement informative materials, signs, and educational programs to raise awareness among our employees and guests about **local and endangered species**.

- We collaborate with public institutions, non-governmental organizations, and experts to protect the habitats of **bird species, marine life, plants, and other living creatures** in the region.
- We minimize the use of harmful pesticides and chemicals, **and protect the health of ecosystems** through environmentally friendly practices.
- We incorporate the necessary measures into our integrated sustainability management system by monitoring developments and risks related to biodiversity.

INNOVATION POLICY

- We support our employees' creative ideas and encourage innovation-focused thinking.
- We create an environment of open communication and information sharing, enabling different perspectives and interdisciplinary collaboration.
- We invest in R&D activities for continuous development and technological innovation.
- We follow and implement new technologies and digital transformation opportunities.
- We develop innovative products and services to understand our guests' needs and exceed their expectations.
- We effectively use guest feedback to improve our products and processes.

ZERO WASTE POLICY

- We implement effective and measurable systems for waste management, recycling, chemical control, and energy efficiency.
- We encourage the reuse of materials.
- We implement sustainable procurement strategies with high recycling rate material preferences.
- We separate all types of waste, including organic waste, and direct them to appropriate recovery systems.
- We share our zero waste awareness with all our stakeholders (suppliers, business partners, guests) and act together.
- We regularly monitor, measure, and report on our waste management performance.
- We identify areas for improvement in our processes and create action plans to achieve our zero waste goals.

MANAGEMENT COMMITMENT

We declare that we will develop the economic, environmental, social, and cultural values of our future within a sustainable system, generate long-term value for all our stakeholders, and accept these elements as fundamental principles in all our branding and management strategies.

Ela Excellence Resort Belek Management