



MGALLERY THE BODRUM HOTEL YALIKAVAK

SUSTAINABILITY POLICY AND ACTIVITY REPORT

MGallery The Bodrum Hotel Yalikavak has adopted a sustainability approach in its production and service activities and is aware of continuous improvement in order to protect the environment, improve the connection between the natural and social environment, support the local people and leave a more livable world to future generations. MGallery The Bodrum Hotel Yalikavak Sustainability approach; To use clean and renewable energy resources in all its activities, to ensure energy efficiency, to reduce carbon emissions, to use water economically, and to prevent waste and waste. The rights of all employees, guests and stakeholders are respected in terms of human rights and health, Risk and Crisis management. MGallery The Bodrum Hotel Yalikavak evaluates the current and future economic, social and environmental impacts of all activities. It takes into consideration the needs of the guests, the industry, the environment and the people living in the region. It protects the cultural and natural values of the destination and creates employment. Social, environmental and economic sustainability are areas that actively influence and are affected by each other, and together they provide efficiency.

Why is Sustainability Important?

The environment we live in does not have infinite resources and carrying capacity. When we look at the behavior of human beings, it is possible to think that these resources are used as if they were unlimited. On the other hand, with the increase in knowledge, the number of nature-sensitive consumers is also increasing and they are turning to nature-friendly consumption. On the one hand, this situation increases the sensitivity pressure on businesses, and on the other hand, it offers the opportunity to create brand value, gain competitive power, save money and gain economic profit. When looked at specifically, tourism needs natural, historical, cultural and geographical resources. All these resources are evaluated as raw materials in the tourism industry and are used in the formation and marketing of the tourist product.

Activity Report

MGallery The Bodrum Hotel Yalikavak believes that successful business and corporate responsibility are closely related to sustainable development. We aim to ensure sustainability in every element of our business to ensure that our guests, team members, the environment, local communities and all our stakeholders understand and benefit from our activities.

Kind Regards,

General Manager



MGALLERY THE BODRUM HOTEL YALIKAVAK

ENVIRONMENTAL PROTECTION AND WASTE MANAGEMENT POLICY

At MGallery The Bodrum Hotel Yalikavak, we are dedicated to protecting the environment, preventing pollution, and reducing our negative impact on nature. To achieve this, we adhere to the following principles:

- We comply with legal regulations and strive to minimize our environmental impact.
- We meticulously separate our waste according to its source, type, and hazard class.
- We understand that using hazardous substances and chemicals only when necessary and in minimal amounts reduces both negative environmental impacts and waste.
- We prioritize purchasing materials labeled as "recyclable" and "eco-friendly" to contribute to nature conservation and create opportunities for reuse.
- We use single-use materials like paper, napkins, toilet paper, and packaging only as needed, ensuring minimal waste production.
- We store waste properly, in designated areas according to its characteristics, and hand it over to licensed/authorized companies within legal storage time limits, keeping accurate records.
- We aim to use water, energy, and all natural resources efficiently and share this commitment with our employees, guests, and suppliers.
- We measure our performance in environmental management, track it against set targets, and strive to continuously improve our performance.
- We aim to educate our employees about environmental issues and increase their awareness and sensitivity.

Kind Regards,

General Manager



MGALLERY THE BODRUM HOTEL YALIKAVAK

CHILD RIGHTS POLICY

At MGallery The Bodrum Hotel Yalikavak, we are fully aware that children are entrusted to us. Recognizing them as individuals, respecting their rights, and protecting them from all forms of psychological, physical, commercial, and other exploitation is our primary responsibility. To ensure this, we commit to the following:

- We do not allow child labor at MGallery The Bodrum Hotel Yalikavak and expect the same sensitivity from all our partners.
- We provide environments and opportunities within our establishment that contribute to children's development, allowing them to express their thoughts, desires, and emotions freely, and to feel safe and comfortable.
- We provide training to our employees on preventing and recognizing child abuse.
- We ensure that children participating in activities are always under adult supervision.
- We organize training sessions and support relevant projects to raise awareness about the protection of children's rights.
- If we witness any suspicious actions involving children, we first inform the management of MGallery The Bodrum Hotel Yalikavak and seek assistance from official organizations if necessary.
- We do not tolerate any form of exploitation, harassment, discrimination, suppression, coercion, defamation, etc., against vulnerable individuals such as women, infants and young children, the elderly, pregnant women, people with mental disorders, refugees, people with disabilities, ethnic minorities, and the sick. We are always aware of and support the value they bring to the world and our institution.

Kind Regards,

General Manager



MGALLERY THE BODRUM HOTEL YALIKAVAK

GENDER EQUALITY AND WOMEN'S RIGHTS POLICY

MGallery The Bodrum Hotel Yalikavak is committed to gender equality:

- We ensure the health, safety, and well-being of all our employees, regardless of gender.
- We support the participation of women in the workforce across all departments and provide equal opportunities.
- We adhere to a "equal pay for equal work" policy without any gender discrimination.
- We allocate tasks with a focus on equality.
- We create an environment that allows for equal access to career opportunities.
- We develop educational policies to support women's participation and raise awareness.
- We establish a work environment and practices that help maintain a work-life balance.
- We support and provide equal opportunities for women to be in management positions within MGallery The Bodrum Hotel Yalikavak.
- We do not tolerate any form of exploitation, harassment, discrimination, suppression, coercion, or defamation against women. We consistently recognize and support the value they bring to our organization and the world.

Kind Regards,

General Manager



MGALLERY THE BODRUM HOTEL YALIKAVAK

SUSTAINABLE PROCUREMENT POLICY

Purpose

The MGallery The Bodrum Hotel Yalıkavak Sustainable Procurement Policy has been prepared with the aim of creating long-term mutual value for all stakeholders and working together with all suppliers towards a sustainable future. While our hotel grows sustainably, it aims to create a positive social impact on the lives of stakeholders in the value chain and reduce the negative impact on the environment.

Policy

The supply chain encompasses all activities and information flows related to the production and transformation of products, from the raw material stage to the end user. The traditional supply chain, which focuses on economic and financial business performance, has gradually been replaced by sustainable supply chain management. A sustainable supply chain is characterized by the clear integration of economic, environmental, and social goals. To remain within the supply chain, members are expected to comply with environmental and social criteria, meet guest needs, and maintain competitiveness by adhering to relevant economic criteria.

In recent years, multinational companies like Accor, of which we are a part, have only worked with suppliers, particularly local ones, that comply with social and environmental standards. The principle of fair trade is adopted, avoiding corruption, bribery, and conflicts of interest. Priority is given to business partners who adhere to commercial ethics and legal regulations. Additionally, the intellectual property rights of all business partners are protected.

These companies expect their first-tier suppliers to comply with these standards and also require these suppliers to demand the same from their stakeholders. In light of these developments, MGallery The Bodrum Hotel Yalıkavak adopts purchasing practices that encourage the use and procurement of environmentally and socially compliant products, leveraging supplier relationships to raise awareness about necessary purchasing rules to reduce negative environmental impact and maximize resource efficiency.

This policy covers all suppliers of MGallery The Bodrum Hotel Yalıkavak, and suppliers are expected to comply with the Policy and communicate it to their employees and their own supply chains. We aim to focus on mechanisms that ensure sustainability throughout the entire supply chain.

This guide provides fundamental information and resources to create awareness about sustainable procurement, inform about existing sustainable options, and empower personnel to take sustainable actions within their departments.

Why Sustainable Procurement?

- Enhances efficiency and reduces costs in the long term,
- Contributes to the development of MGallery The Bodrum Hotel Yalıkavak's corporate social responsibility policy throughout the supply chain,
- Minimizes the risk of engaging with suppliers with poor environmental records,
- Helps reconsider unnecessary purchases or shift to reusable/renewable/repairable options,
- Supports the Zero Waste policy and reduces the total amount of waste.

How to Start Sustainable Procurement?

1. **Minimize unnecessary purchases:** Products that do not need to be purchased have the lowest environmental footprint. Ensure that there are no existing products or resources that can meet the need before making a purchase.
2. **Consider life cycle costs:** The purchase price is not the only cost element to consider. Costs such as energy, waste, or consumables can sometimes be more expensive than the product itself, so all cost elements should be considered when making decisions. Environmentally certified products and suppliers are preferred for wood, paper, fish, other foods, and products from the wild.
3. **Purchase reliable certified products:** Certified products are produced with quality that reduces environmental impact and conveys the idea that the business is sensitive and friendly to the natural environment to all stakeholders.
4. **Purchase circularly designed products:** The circular economy is an economic model that reuses products and minimizes waste. It aims to improve the life cycle of products and minimize waste generated. Therefore, it is important to consider whether products have recycled content, durability, repairability, recyclable packaging, and return or reuse programs.
5. **Prefer green suppliers:** Aim to support vendors and suppliers who incorporate sustainability into their practices and supply chains.
6. **Minimize consumption:** Develop behaviors that minimize consumption, such as avoiding unnecessary printer use, using double-sided paper, and selecting reusable materials in offices.

Kind Regards,

General Manager



MGALLERY THE BODRUM HOTEL YALIKAVAK

HUMAN RIGHTS, EQUAL OPPORTUNITY AND EMPLOYEE RIGHTS POLICY

By aiming to provide a safe and healthy working environment within our organization, race, religion, caste, national origin, disability, age, gender, We do not discriminate on issues such as sexual preferences, association, union membership and political identity. We support the participation of women in the workforce across all departments, offering equal opportunities. Our aim is to increase both the quantity and quality of local employment created by our workforce. We provide our employees with clean showers, drinking water, meals, transportation facilities, and accommodation. We strictly prohibit physical, mental, and verbal punishment or coercion. We prioritize allowing employees to openly express their wishes and suggestions within the scope of our open-door policy. We value career planning and ensure that all our employees work with a team spirit rather than individually. We foster a sense of belonging among our employees, protecting their secrets and personal information. We legally pay for overtime work in the form of wages to provide economic benefits, rather than compensatory time off. We grant annual leave rights immediately after they are earned. We do not impose an upper age limit for employment, giving importance to the professional competence and experience of individuals. We regularly provide training to our employees, aiming to establish a common management language and strengthen our culture of continuous learning. By constantly improving working conditions, we aim to identify potential hazards and risks in advance, preventing possible workplace accidents and occupational diseases. We pursue a fair working and compensation policy that meets legal regulations and established standards. We ensure that all our employees benefit from the social rights, fringe benefits, and rewards we offer. We consider it our duty to respect and protect the rights that our employees are entitled to under laws and regulations.

Kind Regards,

General Manager



MGALLERY THE BODRUM HOTEL YALIKAVAK

DISABLED INDIVIDUALS POLICY

At MGallery The Bodrum Hotel Yalıkavak, we prioritize ensuring accessibility standards in all areas and removing barriers by implementing mandatory minimum standards as required by laws. Under accessible accommodation, our goal is to arrange facilities that accommodate disabled individuals beyond what is typically provided for able-bodied individuals. We aim to create appropriate financial support and human resources in line with the objectives of the Ministry of Culture and Tourism to ensure our facility can provide adequate accessibility services. We continuously strive to improve our facility to provide a healthy, peaceful, and secure environment for our disabled guests. Our efforts extend beyond physical disabilities to include improvements for guests with visual or hearing impairments who face barriers in participating in tourism activities. Our hotel regularly maintains and repairs accessibility arrangements and infrastructure, making improvements as needed. Additionally, we ensure our staff are regularly informed and trained on accessibility matters. We are committed to providing accessible accommodation services for disabled individuals in the same environment as everyone else. We inform our customers and stakeholders transparently and accurately about the level of accessibility through our website.

Kind Regards,

General Manager

MGALLERY THE BODRUM HOTEL YALIKAVAK

GUEST SATISFACTION POLICY

With the awareness of the responsibility we have undertaken to provide the best service to our guests through our institution's experience, we aim for customer satisfaction. In pursuit of this goal, together with all our employees and managers, we embrace a clean and healthy quality approach, planning to sustain this effectiveness continuously. Our guests are the reason for our existence. We believe that by increasing guest satisfaction, we can enhance our competitiveness and thus achieve better positions in the markets we operate in. It is our primary duty to turn guest complaints into opportunities by tracking them, informing our guests about the issues, and resolving them. We aim to ensure maximum guest satisfaction through proactive measures by identifying and analyzing our guests' expectations and needs in advance. We consider our guests' feedback as an opportunity for improvement, shaping guest requests and expectations in line with our quality approach with our managers, and educating our staff accordingly to maximize guest satisfaction.

Kind Regards,

General Manager



MGALLERY THE BODRUM HOTEL YALIKAVAK

LOCAL COMMUNITY SUPPORT POLICY

We aim to protect local resources and contribute to the regional economy by providing local employment opportunities and sourcing supplies locally. We prefer to support the community we are located in and maximize social and economic benefits. Supporting local initiatives that will enhance the local community and assisting local entrepreneurs are our priorities. We strive to procure our raw materials from local suppliers to support and promote entrepreneurs and development in the region. Additionally, we prioritize employing local residents in our hotel operations. We collaborate with local non-governmental organizations to support activities in the region.

Kind regards,

General Manager

MGALLERY THE BODRUM HOTEL YALIKAVAK

PARTICIPATION IN DESTINATION POLICY

In our region, we support public and private projects aimed at preserving cultural heritage and nature. This includes showcasing arts and crafts produced by local communities, thereby increasing our visitors' local spending rates and maximizing contributions to the host destination. We aim to educate guests about local culture and appropriate behavior in the region. We engage in dialogue with other stakeholders in tourism to involve local governments in planning, managing, and developing tourism in the region. We participate in measures to preserve and enhance the quality of urban and rural areas, and we contribute to efforts that prevent physical and visual degradation of the environment. We respect and promote Turkish cultural traditions, customs, and historical heritage.

Kind Regards,

General Manager



MGALLERY THE BODRUM HOTEL YALIKAVAK

BIODIVERSITY PROTECTION POLICY

When formulating our environmental strategies and designing our activities, we prioritize biodiversity and ecosystem considerations. We aim to protect and sustain the ecological systems in the terrestrial areas of our facilities by monitoring invasive species and ensuring the preservation of natural habitats in our surroundings.

Kind Regards,

General Manager

MGALLERY THE BODRUM HOTEL YALIKAVAK

CULTURAL HERITAGE AND PROMOTION POLICY

We accept it as our responsibility to know the regions we are in, to respect their historical values and cultures, and to benefit their economic and social development. We inform you about all the historical sites in our region and the unique beauties in the cultural heritage list through our reception and promote them in our hotel areas and sales points. We provide transportation to historical areas and cultural heritage points, and provide information about behavioral patterns and cultural values in these areas. To preserve local culture and traditions, views, ethnicity, beliefs, etc. We work to prevent discrimination on issues and to protect the natural texture, historical, cultural and archaeological assets in the regions we operate. We hold meetings to ensure that local characteristics, sensitivities and the needs of the local people are taken into account in the decisions to be made, and we support the introduction of the food, activities, culture and traditions of the region to the guests. We undertake to guide our guests in their cultural interactions and inform them about the rules of conduct, and not to hinder local people's access to cultural heritage and to respect all rights of local people.

Kind Regards,

General Manager



MGALLERY THE BODRUM HOTEL YALIKAVAK

PROTECTION OF WILDLIFE AND ANIMAL HEALTH POLICY

Our organization is aware of and complies with current local, national and international regulations and guidelines regarding wildlife interactions, including wildlife monitoring. The organization complies with the development and enforcement of local laws and guidelines for wildlife interactions, including wildlife viewing, as required, based on the advice of wildlife experts. Direct interactions, especially feeding, are not permitted unless specifically approved by internationally accepted standards or where standards are not available, guided by independent wildlife expert advice. Precautions are taken to minimize disturbance to wildlife. Impacts on wildlife welfare are regularly monitored and addressed.

It is aware of the laws and regulations regarding captive wildlife and cooperates with public institutions and non-governmental organizations. Our organization is aware of and complies with laws and regulations regarding animal welfare. The condition, accommodation and treatment of pets are ensured regularly.

Kind Regards,

General Manager



MGALLERY THE BODRUM HOTEL YALIKAVAK

COMMUNICATION POLICY WITH OUR STAKEHOLDERS

Our hotel provides accurate information to all segments of society in its promotion. Always uses real visual material in promotion. Our hotel has a transparent and realistic structure in terms of its products and services on its website, social media accounts and other printed and written promotional channels and marketing communications.

Our hotel also shares its actions and transactions regarding policy and sustainability openly and transparently with its employees and customers. Our hotel's website is used to do this. Information about sustainability performance is provided on our website. Our hotel has a system that aims to receive feedback from our customers, public institutions, municipalities, employees, local people and all other relevant persons and institutions regarding our sustainability performance, policies and practices. We receive feedback from both our staff and customers through this system.

Our system is designed to enable and encourage our customers and staff to provide feedback quickly, simply and effectively. Customer satisfaction is given importance in our hotel. Customer satisfaction includes feedback from the system described above regarding sustainability. The results obtained are analyzed. Negative feedback and responses are recorded and necessary action is taken.

Our employees know what they need to do in our management system and sustainability-related policies and practices. What our employees need to do is defined in writing, communicated to them, and the necessary training and guidance is provided regularly. Training on this subject is recorded.

Our employees take an active role in the development and continuous improvement of our management system and sustainability performance. We review and improve our system in line with the feedback from our employees.

Kind Regards,

General Manager