

MP HOTELS

SUSTAINABILITY POLICIES

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MP HOTELS

ENVIRONMENTAL POLICY

As a chain organization, MP Hotels Türkiye, our top priority is to protect the environment for a sustainable world.

We are aware of the environmental impact of our activities and are determined to identify and minimize any potential harmful effects.

We believe in achieving environmental sustainability while respecting the natural ecosystem and the right to life of all living beings. We will continue our efforts to leave a cleaner and safer world for future generations.

While providing our guests with quality products and services, we will continue our operations by preserving natural resources and minimizing raw material and energy waste. We conduct our activities based on the principles of "Reduce - Reuse - Recycle" and ensure their continuity. We will maintain our efforts to raise awareness among our employees and guests about environmental sensitivity.

While fulfilling our commitment, we will adhere to relevant environmental legislation and administrative regulations.

We will announce, keep open, and contribute to the development of environmental awareness to our guests, partners, tour operators, employees, and all relevant parties.

As the MP Hotels Türkiye family, we commit to continuing our efforts to protect the environment and implement measures for a sustainable life.

BARIŞ ATASOY

MPH TR CEO & MANAGING DIRECTOR





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QUALITY POLICY

MP Hotels Türkiye hotel chain places great importance on ensuring guest satisfaction, both internally and externally, with a smiling face at every facility. They commit to operating in a nature-friendly and environmentally sensitive manner, taking necessary precautions towards wildlife and the environment. Each facility has a management system that continuously improves itself and adheres to legal authorities, working in accordance with their values and principles.

In the light of these values;

Continuously measuring and improving the quality of service provided to both internal and external guests,

To contribute to the promotion of our country's historical and cultural heritage, ensuring that our guests leave our facilities and our country satisfied and knowledgeable,

To work on adapting to changing conditions and embracing evolving technology,

To continue organizing initiatives and training programs that encourage innovative and creative approaches, enhancing the abilities and development of employees,

To establish our core values with a philosophy of teamwork, harmony, honesty, transparency in management, and respect for people and the environment

In the tourism sector, we prioritize a sustainable approach, and we commit to achieving our goals with the awareness of our activities' impact on the environment and the aim of minimizing any negative factors.

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ENERGY POLICY

MP Hotels Türkiye, a leading player in the tourism and hospitality sector, aims to contribute to the sustainable development of our country with the Energy Management System we have established in line with our vision, mission, principles, and values, in order to leave a livable world for future generations.

By ensuring the full participation and support of our employees, we commit to:

- Efficiently use existing energy resources without compromising guest satisfaction, comfort, and service quality, while continuously improving our energy performance.
- Obtain and implement the necessary information and resources to achieve our objectives and targets for efficient energy use.
- Always comply with our compliance obligations and adapt to the needs and expectations of our stakeholders, collaborating with organizations for this purpose.
- Work on energy conservation within the scope of our services, give priority to the procurement of energy-efficient products, equipment, and services, prioritize energy efficiency in the design and revision of our facilities and business processes, and develop projects to ensure the most efficient use of energy resources.
- Encourage our guests and other stakeholders to actively participate in this system with a sense of responsibility and awareness of using energy resources "when" and "as needed," reducing natural resource consumption and raising awareness as much as necessary to increase awareness for this purpose and establish effective communication to create shared values and beneficial results.
- Reduce carbon footprint by reducing energy consumption and costs, integrating it into our climate crisis combat strategy, and increasing the long-term environmental and economic sustainability of our efforts.

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HEALTH AND SAFETY POLICY

MP Hotels Türkiye considers people as the most valuable asset in all areas of its operations and prioritizes creating the safest and healthiest working and service environment while aiming to minimize any potential loss to the minimum.

Ensuring the health, safety, and happiness of its employees and guests is at the forefront of its basic principles. Legal obligations related to the health and safety of employees are closely monitored, and necessary training and protective equipment are provided. Risks are identified in advance, and preventive measures are taken, with regular inspections to ensure compliance.

A proactive approach is taken regarding occupational health and safety during operations, with a commitment to taking necessary measures to protect guests and employees from potential injuries and illnesses and provide the best working conditions possible.

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SUSTAINABLE PURCHASING POLICY

MP Hotels Turkiye is committed to implementing the "Sustainable Procurement Policy" in an integrated manner with the Group's vision, mission, sustainability principles, quality policy, human and employee rights policy, ethical conduct rules, procurement procedures, and supply contracts.

In line with the principles of sustainable procurement and partnership, our collaborators should:

- Have competencies in Integrated Management Systems (Quality Assurance, Environment, Occupational Health & Safety) certifications as a priority.
- Demonstrate support for human and employee rights policies and create a fair working environment, free from discrimination based on language, race, gender, political beliefs, philosophical beliefs, religion, sect, and similar reasons. They should emphasize gender equality, avoid child labor, and commit to complying with all relevant laws and regulations related to employment and the workplace.
- Comply with environmental legislation to minimize harmful effects on the environment and nature in their production, services, and supply.
- Use and consume resources without harming natural resources, wildlife, and ecosystems and abide by hunting bans.
- Offer environmentally friendly, recyclable, and upcycled products, as well as organic, bio, and products that promote energy, water, and chemical savings.
- Reflect the country's traditions and culture by being a local product, producer, and service provider.

By paying attention to these criteria, we ensure that they become our priority stakeholders and carry out our collaborations based on mutual trust, impartiality, and transparency principles.

In line with our sustainability principles, we commit to giving preference to local companies in our service and product procurements to continuously increase our contributions to the local economy, rather than multinational corporations. We will prioritize product selections that are recyclable, made from recycled materials, environmentally certified, energy-saving, and in compliance with sustainability principles. Additionally, we commit to ensuring that threatened and prohibited species are not used in our facilities.

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COMMUNITY ENGAGEMENT POLICY

MP Hotels Türkiye believes that one of the fundamental principles of sustainability efforts is to establish strong and effective community relations. They have made it one of their core principles to support the local community and continue community development initiatives with a working approach that aligns tourism values with a sustainability perspective in the geographic areas they operate in.

They commit to:

Always preserving, promoting, and adding value to the country and region's cultural and traditional heritage while contributing to the local economy.

Guiding guests to experience the region's history, traditions, and culture alongside the local community, allowing them to benefit from local products and services.

Collaborating with tourism and civil society organizations, continuously adding new projects to support local community relations and management, and actively participating in partnerships.

Being a proactive organization conscious of social and environmental responsibilities, providing job opportunities for the local community, raising awareness, and benefiting the community through their activities, prioritizing the support and economic integration of local producers.

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EMPLOYEE AND HUMAN RIGHTS POLICY

MP Hotels Turkiye Management ensures the handling of employee and human rights issues with the following commitments:

All employees should have a written employment contract based on local employment laws.

All employees must be insured and should benefit from medical care services provided by the state's insurance.

The working hours of all employees should comply with local employment laws.

All employees (excluding managers and administrative office staff) should be entitled to free uniforms, free uniform cleaning, free meals during working hours, and accommodation if needed.

All employees should undergo the company's corporate orientation training.

All employees should receive the right training to enhance their skills and advance in their careers.

All employees should be treated with respect and fairness, and NEVER subjected to any threats or harassment.

All employees should have equal and non-discriminatory opportunities for employment, development, progress, self-expression, and representation.

The minimum age to start working is 18. For those under 18, the provisions of the Turkish Labor Law apply.

Disciplinary procedures should be applied according to the local regulations of the country. Communication about these should be on the Talent and Culture bulletin board.

All employees are allowed to form an employee association or committee.

If employees request, they are allowed to elect a spokesperson.

Employees are allowed to hold meetings together within working hours to discuss employment-related issues.

Employees have the right to organize and conduct meetings without management participation, and they have the right to lead and execute such meetings.

MP Hotels commits to ensuring compliance with the International Labour Standards of the ILO and the principles outlined in the UN Universal Declaration of Human Rights as a minimum in its business activities.

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CHILD PROTECTION POLICY

Today, the concept of sustainable development aims to support businesses that envision a world that protects the environment and promotes a healthy environment. This vision is based on creating a sustainable economy and, alongside it, preserving individual rights and freedoms while ensuring a livable environment free from all kinds of uncertainties.

MP Hotels Türkiye, as part of its adopted sustainable development approach, aims to internalize and correctly implement policies that facilitate children's living in open, healthy, and safe environments as an indicator of both quantitative and qualitative principles.

MP Hotels Türkiye has made human-centered social investment one of its top priorities to contribute to sustainable development in the regions where it operates within the tourism sector. Children are at the heart of this approach. Therefore, our comprehensive and sustainable Child Protection Policy encompasses our management teams, employees, interns, and all guests who enter the hotel premises for any reason, focusing on the best interests of the child and complying with international and national standards that respect children's rights.

Within the framework of this policy, it is essential to treat every child within the boundaries of our hotels with equal respect and rights, regardless of gender, race, ethnic background, age, economic and/or political status, or religion.

In our hotels, measures taken as a result of risk assessments for our underage interns and guests, implemented practices with sensitivity, and the secure environment provided corporately are of great importance for both the responsible staff and the parents' supervision of interns and guest children. In this context, it is crucial for parents and/or caregivers not to leave their children alone while our hotel group ensures a safe and peaceful environment for kids.

As part of the Child-Friendly Tourism Approach, in compliance with relevant national and international regulations and standards, the identification of risks faced by children, taking into account the needs of hotels and corporate feedback, can be regularly revised, not less than once a year. Following discussions among the top management of our hotels and departments, a designated contact person has been appointed for each hotel under our group to implement measures and practices directly related to the Child-Friendly Tourism approach.

MP Hotels Türkiye Child Protection Policy includes:

- Prioritizing the implementation of necessary measures to prevent the violation of children's rights, child abuse, exploitation, trafficking, or any harm to children, and ensuring that all staff are trained in this regard.
- Ensuring that the Child Protection Policy is internalized and understood through regular and diversified activities by all personnel at every level in all departments.
- Implementing a feedback mechanism and action plan to take all necessary measures to protect intern children and all guest children from any form of violence, abuse, and sexual exploitation in our hotels.
- Exercising care and respect for children's rights in promotional and advertising activities.





- Adopting a "Zero Tolerance Approach" towards child labor.

- Increasing the number of areas that are friendly to disabled children.

The commitment to protecting children's right to a clean and sustainable environment,

- Respecting the opinions of children regarding activities and areas that concern them.

- Collaborating with all relevant stakeholders to adopt children's rights in the tourism sector.

- In case it is determined that our hotels' subcontractors or suppliers have any connection to the sexual exploitation of children, after an official warning, any continued negative situation will result in the termination of all commercial relationships.

- Providing access to informative materials on children's rights, violence against children, and abuse for intern staff, staying child guests, and parents/caregivers in our hotel.

- Ensuring the immediate reporting to relevant authorities in cases requiring the protection of children.

- Committing to presenting annual reports to the public on the practices implemented for the protection of children's rights and the prevention of violence against children.

MP Hotels Turkiye commits to integrating the "Child Protection Policy" with the Group's vision, mission, Human Resources policy, ethical behavior guidelines, procurement procedures, and supply contracts.

Each of our hotels is progressing towards integrating actions for children's rights and protection from all forms of violence in a customized manner for each department and hotel, following the United Nations Convention on the Rights of the Child and national and international standards.

MP Hotels Turkey is committed to promoting the welfare of children. We do not tolerate any form of child exploitation or abuse. If you are concerned about the welfare of any child during your visit, please contact the local police on 112 / Email :info@alliancecpha.org You can also report your concerns to any member of our staff so that they can help you report it to the authorities.

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