

## HUMAN RIGHTS POLICY

CVK Hotels & Resorts embraces an “Innovative” and “Luxury” service approach, shaped by its desire to present Turkish culture to its guests beyond global standards. It carries the vision of “Becoming a global center of life wherever and in whichever concept it operates.”

With the values of “Respect for the world, sustainability, innovative service, digitalization, and a top-level accommodation experience,” it aims to be “at the center of life” or “turn every place it exists into a center of life.”

CVK Hotels & Resorts is “focused on sustainable living.” In line with its values and to fulfill its vision, it acts in unity of thought and trust, and in cooperation with its employees, who are hardworking, disciplined, humble, protective of their pride and dignity, mindful of avoiding waste, fair, socially responsible, and respectful toward people, nature, and cultural heritage.

Its human resources management strategies are centered around the principle of a “Participatory” and “Value-Creating” workforce. There are various physical and digital platforms through which employees can express their ideas, suggestions, experiences, and requests. In addition to these sharing platforms, the continuation of an open-door policy is also ensured. Through this active and two-way communication approach, CVK Hotels & Resorts believes that “Growth comes through sharing.”

CVK Hotels & Resorts acts holistically in all components of its operations model, workforce planning, corporate culture, leadership development, talent management, performance and rewards, and human resources management. This holistic policy ensures that the performance and contributions of employees remain consistently visible.

By maximizing employee engagement, it continually develops its methods and approaches to turn every employee into a “Brand Ambassador.” CVK Hotels & Resorts shows the utmost sensitivity regarding its workplace ethics and responsibilities toward its employees, guests, and society.

It adopts a “zero-tolerance” policy toward all forms of abuse and harassment, including physical, emotional, sexual, verbal, financial, and abuse of duty or authority.

With a strong commitment to meritocracy, transparency, fairness, and equality, it eliminates all forms of discrimination based on “age, gender, race, ethnicity, disability, marital status, etc.” and establishes “Equal Opportunity.”

Through its internal mobility, leadership, and personal and institutional development programs, it not only aims to build a qualified workforce but also assumes the responsibility of training professionals who will shape Turkish tourism and serve the industry.