



## **RIZOM BEACH HOTEL**

### **ENVIRONMENTAL PROTECTION and WASTE MANAGEMENT POLICY**

As *Rizom Beach Hotel*, within the scope of accommodation management, we prioritize environmental conservation by adhering to TS EN ISO 14001 standards and zero waste system requirements, aiming to prevent pollution and reduce negative impacts on the environment. To achieve this:

- ❖ We comply with legal regulations and strive to minimize our environmental impact.
- ❖ We make a conscious effort to effectively separate our waste at its source, according to its categories and hazard classes.
- ❖ We emphasize that using hazardous substances and chemicals only when necessary and in required amounts will reduce both their negative effects on the environment and the amount of waste generated.
- ❖ We contribute to nature conservation by preferring recyclable materials and environmentally friendly labeled products in our procurement process. We strive to create opportunities for reuse.
- ❖ We make an effort to use disposable materials such as paper, napkins, toilet paper, and packaging only when necessary, minimizing waste and leaving a smaller footprint on the environment.
- ❖ We store and manage waste in separate areas according to their characteristics and deliver them to licensed/authorized companies within the legal storage time limits, while keeping records.
- ❖ We aim to use water, energy, and all natural resources efficiently. We share this sensitivity with our employees, guests, and suppliers.
- ❖ We measure our performance in environmental management, track this data with set targets, and strive to improve our performance.
- ❖ We aim to educate our employees on environmental issues and increase their awareness and sensitivity.

### **GENERAL MANAGEMENT**



## **RIZOM BEACH HOTEL**

### **ENERGY EFFICIENCY POLICY**

As *Rizom Beach Hotel*, we use our energy efficiently and set targets to reduce our energy consumption in order to protect our planet from potential hazards. To achieve this:

- ❖ We follow national and international standards, laws, and regulations to fulfill both our responsibilities towards the environment and our legal obligations. We voluntarily undertake initiatives to reduce energy usage and continuously improve our energy consumption performance, monitoring the results of our efforts.
- ❖ We set goals and include energy efficiency in our training programs to encourage employee participation.
- ❖ We value collaboration with all stakeholders to create common goals and outcomes in energy management. We strive to maintain interaction with our guests, employees, visitors, and business partners to achieve a comprehensive level of awareness and consciousness in these matters.
- ❖ We research and seek out energy-efficient products, equipment, tools, and technological alternatives for procurement and use.
- ❖ We aim to document our energy management system, disseminate it to all departments, update it when necessary, review it, and continually improve it.
- ❖ We assess energy risks and potential emergencies such as energy constraints and plan precautionary measures.

### **GENERAL MANAGEMENT**



## **RIZOM BEACH HOTEL**

### **SUSTAINABLE PROCUREMENT POLICY**

At *Rizom Beach Hotel*, adhering to the fundamental human rights and freedoms is an essential part of our corporate culture in conducting tourism activities. For Sustainable Tourism, our goal is to establish a sustainable supply chain, involving not only our employees and guests but also all our business partners, stakeholders, and third parties. To achieve this:

- ❖ Our priority is to prefer suppliers who provide local/ domestic production or services. We voluntarily act as sustainability ambassadors in steps that will contribute to the development of our region.
- ❖ We give priority to suppliers who have Quality Management Systems, Environmental Management Systems, and internationally recognized sustainability certificates.
- ❖ During supplier visits, we embrace the best practices of companies that demonstrate approaches to protect the environment and human health, highlighting awareness of sustainability.
- ❖ We participate in social responsibility projects with business partners who adopt and implement the zero waste management system.
- ❖ We aim to organize training sessions and support social responsibility projects for the establishment and dissemination of a culture of sustainability and the preservation of our environment.

**GENERAL MANAGEMENT**



## **RIZOM BEACH HOTEL**

### **WOMEN'S RIGHTS and GENDER EQUALITY POLICY**

***Rizom Beach Hotel*** is aware of the necessity to protect women's rights in the workplace and ensure the implementation of gender equality. To achieve this:

- ❖ We comply with all legal and international laws, regulations, legislations, and published guidelines related to women's rights and gender equality, fulfilling all requirements without any omissions.
- ❖ Safeguarding the rights of our employees without gender discrimination is an integral part of our organizational culture. With this awareness, we believe in seeking assistance in the event of encountering any form of exploitation and provide support accordingly.
- ❖ We create working environments that prioritize safety and well-being for our employees, irrespective of gender, ensuring equality in job suitability.
- ❖ We support the employment of women in all departments within our organization.
- ❖ Our facility always strives to create awareness with a concept that prioritizes the satisfaction of our female guests. In this regard, we organize informative sessions and encourage the participation of our female employees.
- ❖ We do not discriminate based on gender and recognize the value of our employees' contributions, considering the nature of the work for equality.
- ❖ We uphold equal opportunities for women in all socio-economic, political, and legal rights they share with men.
- ❖ Our goal is to raise awareness of women's rights violations not only among our employees and guests but also among our business partners, stakeholders, and third parties.

**GENERAL MANAGEMENT**



## **RIZOM BEACH HOTEL**

### **CHILD RIGHTS POLICY**

At *Rizom Beach Hotel*, we are aware that the common desire of humanity is to leave a bright and beautiful future for all children. As a facility, our primary goal is to protect children and respect all their rights, with the right to life being paramount. To achieve this:

- ❖ We comply with all legal and international laws, regulations, legislations, and published guidelines related to child rights. We remain committed to the process of adhering to universal standards.
- ❖ We believe that all children worldwide are entitled, by law or morally, to receive assistance in situations such as education, healthcare, shelter, protection against physical, psychological, or sexual exploitation, and we support these principles.
- ❖ Due to our facility's sensitivity, we do not allow child labor (excluding internships in compliance with the law, with no child labor beyond internship programs).
- ❖ Child guests are the most special guests within our concept. We support social responsibility projects to protect their rights and contribute to their happiness. We also plan to provide training to our employees to raise awareness and prevent child abuse.
- ❖ We prioritize adult supervision in activities organized for children and pay special attention to any specific sensitivities that may arise.
- ❖ It is our aim to raise awareness of child rights violations not only among our employees and guests but also among our business partners, stakeholders, and third parties.

**GENERAL MANAGEMENT**