

## OUR SUSTAINABILITY POLICY

As Wyndham Grand İstanbul Kalamış Marina Hotel, we are aware of our role in today's tourism sector as a facility that creates employment; strives to protect natural resources and preserve them for future generations; fosters mutual understanding among people of different religions, races, and nationalities; contributes to the national economy by supporting local producers; and plays a vital role in promoting cultural heritage.

With this awareness, we commit to the following principles:

1. To ensure the long-term benefits, continuity, growth, and increased competitiveness of tourism enterprises.
2. To maximize the contribution to the host destination, including increasing the level of local spending by our visitors.
3. To prevent discrimination based on race, gender, disability, or any other factor; to work towards preventing the exploitation of vulnerable groups; and to increase both the quantity and quality of local employment created by tourism, including improvements in wages and service quality.
4. To ensure the fair and equitable distribution of the economic and social benefits derived from tourism, including the improvement of opportunities, income, and services available to disadvantaged groups.
5. To provide all visitors with a safe and satisfying experience without discrimination based on race, gender, disability, or any other factor.
6. To engage in consultation with other tourism stakeholders and involve local authorities in planning, management, and the development of tourism in the region.
7. To protect and improve the quality of life of the local community without causing social degradation or exploitation, including access to social structures, resources, opportunities, and life-support systems.
8. To protect and enhance the quality of urban and rural areas and prevent physical and visual degradation of the environment.
9. To support the protection of natural areas, habitats, and wildlife and to minimize any potential harm.
10. To minimize the use of limited and non-renewable resources in the development and operation of tourism businesses and services.
11. To minimize air, water, and soil pollution and waste generation resulting from tourism businesses and visitors.
12. To respect, preserve, and strengthen the culture, traditions, and historical heritage unique to the Turkish people.
13. To comply with all applicable environmental laws, regulations, statutes, and standards.
14. To fully comply with occupational health and safety standards and carry out continuous improvement activities.
15. To prioritize providing a safe, healthy, and supportive working environment for our employees.
16. To conduct risk assessments in our business processes by considering environmental and social impacts and to take necessary precautions.
17. To organize regular training programs to raise awareness of health and safety issues.

18. To develop and implement a robust crisis management plan in order to prevent potential accidents and respond swiftly to emergencies.

We commit to sharing our sustainability policy with our guests, employees, suppliers, and stakeholders in line with the principle of sustainability.

### **ANTI-CORRUPTION POLICY**

Wyndham Grand İstanbul Kalamış Marina Hotel is committed to upholding ethical values, integrity, and transparency at the highest level in all its business processes. This policy has been established to ensure that all our employees, managers, suppliers, and business partners act in accordance with the principle of zero tolerance for corruption.

Corruption is defined as any form of bribery, extortion, or illegal or unethical activities carried out to obtain an improper advantage. This includes the giving or receiving of money, gifts, services, favors, employment, or anything of value within business relationships for the purpose of gaining an advantage.

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No employee or business partner of Wyndham Grand Kalamış Hotel may, directly or indirectly, offer or accept bribes for the purpose of influencing business relationships.

Our hotel does not tolerate, under any circumstances, extortion or activities aimed at obtaining improper benefits.

This policy applies to all employees, managers, suppliers, business partners, and service providers of Wyndham Grand Kalamış Hotel.

Wyndham Grand Kalamış Hotel demonstrates zero tolerance toward corruption in all its operations. Any act related to corruption will be promptly investigated, and necessary legal actions will be initiated. Such acts may result in consequences including termination of employment, criminal sanctions, and/or legal proceedings.

Our employees, business partners, and other relevant parties may report any suspicion of corruption anonymously through the following communication channels:

- Whistleblower Hotline: +90 216 400 00 00
- E-mail: [info@wyndhamgrandkalamis.com](mailto:info@wyndhamgrandkalamis.com)

All reports will be handled confidentially and protected to prevent any adverse consequences.

All Wyndham Grand Kalamış Hotel employees will receive regular training on the content of this policy and on anti-corruption practices. These trainings aim to raise awareness of anti-corruption



efforts and to ensure that employees adopt appropriate approaches when faced with potential situations.

Violation of this policy may result in employees being subject to disciplinary procedures, termination of employment, and the application of legal penalties. In addition, contracts with business partners and suppliers may be terminated immediately.

All Wyndham Grand Kalamış Hotel employees are responsible for complying with the requirements of this policy and for combating corruption. Management is responsible for monitoring and supervising the implementation of the policy.

This policy will be reviewed regularly and revised in line with current legal regulations and the needs of the hotel. As Wyndham Grand Kalamış Hotel, we aim to always act in accordance with ethical principles, to enhance our reliability within the industry, and to set a leading example in the fight against corruption.

**CHILD RIGHTS POLICY**

Wyndham Grand İstanbul Kalamış Marina Hotel is committed to protecting children from all forms of exploitation, including both general and sexual exploitation. We recognize our unique position to help identify, prevent, and report incidents of child abuse and exploitation that may occur within or around our hotel premises. For this reason, the Child Protection Policy is mandatory for all Wyndham Grand İstanbul Kalamış Marina Hotel staff. Any violations of this policy may result in disciplinary action, including possible dismissal.

This Child Protection Policy applies to all situations in which Wyndham Grand İstanbul Kalamış Marina Hotel and its partners operate. In the event of violations by cooperating institutions, collaboration agreements may be terminated and relationships may be suspended. Where appropriate, necessary official actions will be taken in accordance with applicable laws and regulations.

In line with this policy, we commit to:

- Providing environments and opportunities within our facilities that support children's development and allow them to freely express their thoughts, wishes, and feelings in a safe, comfortable, and welcoming setting;
- Recognizing and celebrating children's achievements whenever possible, encouraging them, and guiding them to develop empathy and understanding toward the feelings and thoughts of other children in their interactions;
- Educating all team members on types of child abuse (physical, sexual, emotional abuse, and neglect) and providing training on child abuse reporting procedures and related social and legal responsibilities;
- Being aware of parents' attitudes and behaviors toward their children and remaining attentive to signs of physical, verbal, psychological abuse, or neglect, and acting cautiously in such cases;
- Ensuring that children participating in activities are always under appropriate adult supervision;
- Reporting any suspected actions or behaviors involving children first to hotel management and, when deemed necessary, seeking assistance from official authorities

## ENERGY EFFICIENCY POLICY

In order to protect our planet from potential threats, we use energy efficiently and set goals to reduce our energy consumption.

For this purpose, we commit to the following principles:

- In line with our responsibilities toward the environment and our legal obligations, we comply with national and international standards, laws, and regulations. We voluntarily carry out initiatives aimed at reducing energy use and/or continuously improving our energy consumption performance, and we monitor the results of these efforts.
- We set measurable targets and include energy efficiency topics in our training programs to ensure the active participation and awareness of our employees.
- We value cooperation with all our stakeholders to create shared goals and outcomes in energy management. We strive to maintain ongoing engagement with our guests, employees, visitors, and business partners to achieve a collective level of awareness and consciousness regarding energy efficiency.
- We endeavor to research, identify, purchase, and use suitable energy-efficient products, equipment, systems, and technology alternatives.
- We aim to document our Energy Management System, implement it across all departments, update and review it when necessary, and continuously improve it.
- We assess potential energy-related risks and emergency situations, such as energy shortages, and plan appropriate preventive and corrective measures accordingly.

Through this policy, we reaffirm our commitment to sustainable energy management and continuous improvement in energy efficiency.

## **ENVIRONMENTAL PROTECTION AND WASTE MANAGEMENT POLICY**

As the management and employees of Wyndham Grand İstanbul Kalamış Marina, we adopt the protection of the environment, the prevention of environmental pollution, and the minimization of the negative environmental impacts of our activities as a fundamental principle in order to ensure sustainability.

In this regard, we commit to the following:

- We comply with all applicable legal regulations and legislation, aiming to reduce our environmental impact and to ensure continuous improvement for a sustainable environment.
- In line with our Zero Waste Certificate, we carefully separate our waste at the source according to its type and hazard classification.
- We acknowledge that using hazardous substances and chemicals only when necessary and in the required amounts reduces both environmental impacts and the amount of waste generated.
- We contribute to environmental protection by prioritizing recyclable and environmentally friendly products in our procurement processes and by creating opportunities for reuse.
- We aim to minimize waste by using single-use materials such as paper, napkins, toilet paper, and packaging only when necessary.
- We store waste in designated areas according to their characteristics and ensure their delivery to licensed and authorized companies within legal storage time limits, while maintaining proper records.
- We implement conservation measures regarding the use of natural resources and share this awareness with our employees, guests, and suppliers.
- We monitor and measure our environmental management performance, track it against defined objectives, and strive for continuous improvement.
- We aim to increase environmental awareness by providing comprehensive training to our employees and encouraging their participation through feedback and suggestions.

By implementing Sustainable Management Policies, we commit to protecting the rights of future generations to a healthy environment and natural resources.

**SUSTAINABLE PROCUREMENT POLICY**

As Wyndham Grand İstanbul Kalamış Marina Hotel, we strive to build strong, trust-based relationships with all our stakeholders and to create sustainable value. Ensuring and promoting our business partners' compliance with environmental, ethical, and social standards is among our key responsibilities. In this context, we share our sustainability approach with all our suppliers and aim to establish a responsible and sustainable supply chain.

In line with this commitment, we place importance on our suppliers:

- Having Quality Assurance Management Systems, Environmental and Occupational Health & Safety Management Systems, and internationally recognized environmental and sustainability labels and/or certifications;
- Ensuring that their production and supply processes do not cause harm to the environment and that they comply with applicable environmental regulations;
- Using and consuming resources appropriately without harming nature or ecosystems, and complying with hunting bans and biodiversity protection rules where applicable;
- Prioritizing regional and local products in procurement decisions;
- Making efforts to minimize and properly manage waste, and offering reduced packaging or bulk packaging alternatives;
- Providing environmentally friendly, resource-efficient, energy-saving, local, ethically produced alternatives, including products made from recyclable or recycled materials, organic, bio, vegan, cruelty-free products, and products free from harmful chemical components;
- Being local or domestic producers and/or service providers;
- Offering products or services that reflect and promote the local cuisine, region, traditions, and cultural heritage of our country and region;
- Improving supplier relationships through periodic audits and monitoring sustainability practices;
- Transparently sharing documentation demonstrating compliance with environmental and sustainability principles when required within the scope of supplier audits.

We value these principles and communicate this perspective to our supplier stakeholders. Together with our suppliers, we aim to create efficient procurement opportunities and to reduce the environmental impacts arising from our supply processes.

## **HARASSMENT AND DISCRIMINATION PREVENTION POLICY**

Our hotel adopts the fundamental principle of providing a safe, respectful, and fair environment for all employees, guests, and stakeholders. A zero-tolerance approach is applied against all forms of harassment and discrimination.

At our hotel, discrimination based on gender, age, language, religion, race, nationality, disability, marital status, sexual orientation, beliefs, or any personal characteristic is strictly prohibited.

Physical, verbal, psychological, or sexual harassment, as well as mobbing and threatening behaviors, are completely unacceptable. If such behaviors are carried out by employees, managers, guests, or third parties, necessary actions will be taken without delay.

It is essential that individuals who experience or witness harassment or discrimination can report the situation safely and confidentially. Reports will be evaluated in accordance with the principles of confidentiality, impartiality, and fairness.

This policy applies to all employees of our hotel and is implemented in compliance with applicable legislation. All employees are required to act in accordance with this policy.

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

In line with its sustainability approach, our hotel respects women's rights and recognizes gender equality as a fundamental value. We are committed to providing an equal, fair, and respectful approach to all our employees, guests, and stakeholders.

No gender-based discrimination is practiced in recruitment, working conditions, compensation, training, or promotion processes within our hotel. Equal opportunities are provided to female and male employees, and the principle of equal pay for equal work is applied.

A zero-tolerance policy is adopted against all forms of discrimination, harassment, mobbing, and violence in the workplace. Ensuring a safe, respectful, and peaceful working environment for all employees is essential.

Legal rights related to pregnancy, childbirth, and parenthood are fully respected and implemented. Practices that support a healthy work-life balance for employees are encouraged.

Our hotel places great importance on raising employee awareness of gender equality and supports informative and educational initiatives in this regard.

This policy applies to all employees of our hotel and is implemented in compliance with applicable legislation.

## **CULTURAL SUSTAINABILITY POLICY**

Our hotel considers the protection and support of the cultural heritage, traditions, and local values of the region in which we operate as an integral part of our sustainability approach.

Respecting the local culture, contributing to the preservation of traditional ways of life, and supporting cultural diversity are our core principles. In this context, we adopt a service approach that is sensitive to the values, beliefs, and lifestyle of the local community.

Our hotel supports the promotion of local arts, handicrafts, architecture, and cultural elements, and encourages cooperation with local producers, artists, and suppliers whenever possible.

Guests are provided with information and guidance to introduce the region's cultural heritage, and awareness is raised to avoid behaviors that may harm cultural sites and values.

We support the awareness and education of our employees regarding local culture and ensure a working environment that respects cultural values.

This policy applies to all our hotel operations and aims to contribute to the protection and transfer of cultural heritage to future generations.