



EMPLOYEE AND HUMAN RIGHTS POLICY

As the Senior Management of Jiva Beach Resort,

We believe that a safe, healthy and respectful workplace where employee rights are respected and the principles of equality and fairness are upheld is a fundamental element of our sustainable success.

Accordingly, we commit to:

- Complying with applicable labour, social security, occupational health and safety legislation, as well as principles and requirements relating to fundamental human rights;
- Ensuring non-discrimination in recruitment, assignment, training, remuneration, career and promotion processes on the grounds of **gender, age, race, ethnic origin, nationality, religion or belief, disability, marital status, pregnancy or similar personal characteristics**;
- Managing career and promotion processes according to objective criteria such as staffing needs, competence, experience, performance and job requirements, and using measurable, documented methods such as **promotion examinations and Promotion Committee assessments** for relevant positions;
- Providing equal access to development and career opportunities and supporting training and development activities that strengthen professional knowledge and competencies;
- Maintaining zero tolerance for workplace bullying, harassment, violence, threats, abuse, degrading or exclusionary behaviour, and ensuring that such concerns can be reported safely and assessed appropriately;
- Keeping communication channels open for employees to express views, suggestions and complaints, monitoring employee satisfaction and implementing feasible improvements based on feedback;
- Assessing workplace risks and providing necessary occupational health and safety training, health surveillance, preventive measures and appropriate personal protective equipment;
- Prohibiting unlawful child labour and forced labour, and conducting internship and vocational training programmes in accordance with applicable legislation and educational institution requirements;
- Respecting the confidentiality of employees' personal information and ensuring that it is used only by authorised persons for legitimate purposes;
- Expecting outsourced service providers and contractor personnel working at our Resort to comply with occupational health and safety requirements, respect human rights and follow Resort rules of conduct;
- Building and continually strengthening a corporate culture based on **respect, equality, participation and mutual development**.

We hereby commit to these principles.

GENERAL MANAGER

GÖKHAN SARI