



SOCIAL COHESION AND SOCIAL RESPONSIBILITY POLICY

As the Senior Management of Jiva Beach Resort,

We consider supporting the economic, social and cultural development of the Fethiye region and operating in harmony with the local community, culture, traditions and natural and cultural values to be an important part of our sustainable tourism approach.

Accordingly, we commit to:

- Supporting **local and regional employment** where candidates meet the competencies and requirements of the relevant positions;
- Supporting local employees' access to professional development and career opportunities and monitoring our performance regarding local employee and manager employment;
- Supporting, where appropriate, cooperation with tourism schools, vocational high schools, universities and relevant educational institutions in internships, training, career development and employment;
- Giving preference to **local producers, local products and local suppliers** where quality, food safety, price, continuity of supply and operational requirements are met;
- Contributing to the regional economy by supporting, where appropriate, the use and promotion of products sourced from local producers and other local values within the Resort;
- Incorporating authentic elements of local culture into cuisine, activities, decoration and the guest experience where appropriate, while respecting intellectual property rights;
- Providing information that encourages guests to visit natural, historical and cultural sites responsibly and respectfully;
- Supporting protection of historical, archaeological, cultural and natural values and contributing, within our capabilities, to education, awareness, promotion, social support or collaborative activities;
- Supporting social responsibility initiatives in areas such as education, health, social assistance, the environment, cultural heritage and animal welfare, in line with community needs and available resources;
- Providing an **equal, respectful and inclusive approach** to employees and guests regardless of ethnic origin, language, belief, culture, age, gender, disability or social status;
- Maintaining zero tolerance for discriminatory or exclusionary behaviour or conduct that disregards local or cultural sensitivities;
- Considering potential impacts of our activities on local quality of life, access to natural resources, environmental cleanliness, noise and similar issues, and taking feasible measures to reduce identified adverse impacts;
- Raising employee awareness of local culture and traditions, protection of natural and cultural heritage, the local economy and respect for different cultures;
- Continually strengthening our approach based on mutual respect and sustainable value creation with the local community.

We hereby commit to these principles.

**GENERAL MANAGER
GÖKHAN SARI**