

EMPLOYEE WORKING CONDITIONS, HUMAN RIGHTS POLICY

As Senior Management of Granada Luxury Hotels;

We undertake;

- to provide a safe and healthy working environment,
- To apply the occupational health and safety (OHS) requirements in a valid manner and to be responsible,
- To provide clean showers, drinking water, food, transportation and lodging for employees,
- To provide facilities that enable the social activities of the employees (pool, tennis court, basketball court, prayer room, cafeteria, laundry, drying, ironing etc.) in the lodging,
- Not to discriminate on issues such as race, religion, caste, national origin, disability, age, gender, sexual preferences, association, union membership and political identity in hiring, compensation, training, rewarding, promotion, dismissal or retirement,
- Not to use physical, mental, physical punishment and verbal pressure,
- To ensure that the personnel can express their wishes and suggestions clearly within the scope of the open-door policy,
- To be able to express their wishes and suggestions in personnel satisfaction surveys conducted by human resources,
- To make performance measurements of all personnel within the scope of mutual oral interviews and to ensure that success criteria are managed in parallel with these measurements,
- To ensure that all our employees work in a team spirit, not individually,
- To adopt the sense of belonging in our employees and to protect their secrets and personal information,
- To give importance to career planning,
- To include social activities,
- To comply with the laws regarding working hours,
- All of our employees who have a contract with our hotel have the right to free examination to the workplace doctor working in our hotel working within the contracted hospital, to provide discounted analysis / examination and examination within the contracted hospital,
- Our hotel employs more disabled personnel than required by law. To work in non-isolated environments, within the limits of what they can do (in non-hazardous jobs and according to the availability of their physical condition), on an equal basis with other colleagues and in conditions where they will have social priority according to their disability,
- Not to make cuts in salaries due to disciplinary practices,
- To pay the cost of overtime work not as leave (free time), but as a wage for the purpose of economic contribution,
- To give annual leave rights immediately after working,
- Not to make an upper age limit by giving importance to the professional competence and experience of the person.

Board of Directors