



VULNERABLE GROUPS ABUSE AND HARASSMENT POLICY

Vulnerable Groups: This policy covers employees, interns, guests, guest children, the elderly, pregnant women and groups of disabled people who feel vulnerable or exposed for any reason.

Abuse and Harassment: Abuse and harassment can be defined as sexual, physical, emotional or verbal. These behaviors may be performed with the purpose of disturbing, humiliating, belittling, threatening others, or violating personal boundaries.

It is one of our most important priorities that our employees, guests and everyone in our facility have a safe, respected and supportive environment in our facility.

For this purpose, we have adopted the "Vulnerable Groups Abuse and Harassment Policy".

This policy aims to protect the rights of everyone and prevent any kind of abuse or harassment against vulnerable groups.

Our facility adopts a zero tolerance policy for abuse and harassment behaviors towards vulnerable groups, and if an Abuse/Harassment notification comes from any employee or guest, it should immediately report any suspected or witnessed abuse or harassment situation to the Relevant Department of the company. Our facility protects the confidentiality of complaints and conducts investigations as soon as possible.

Our facility takes the reported abuse or harassment situation seriously and conducts an impartial investigation. Appropriate procedures are used to investigate the complaint and the rights of both parties are observed. As a result of the investigation, appropriate measures are taken and, if necessary, disciplinary action is taken and negotiations are held with the relevant institutions.

Our facility provides all employees with the abuse and harassment policy for vulnerable groups and trainings to prevent unacceptable behavior in the workplace. These trainings help them to understand and implement our policy.

Our facility is committed to taking all necessary steps to ensure the safety of the relevant groups and protect vulnerable groups in the event of any abuse or harassment.