



HUMAN RIGHTS POLICY

Bosphorus Sorgun Hotel, together with its employees and all stakeholders, respects all aspects of human rights and, without being limited to the following, acknowledges and commits to the principles set forth in the United Nations Global Compact, the European Convention on Human Rights, the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, and the International Labour Organization (ILO) Declaration on Social Justice for a Fair Globalization.

We are committed to ensuring the healthy development of children and respecting their right to education. In line with this commitment, we strictly prohibit the employment of individuals under the age of 18, adhere to the principles and regulations governing the employment of young workers, and ensure that no one is subjected to forced or involuntary labor at any stage of our operations or supply chain.

Based on the minimum wage sufficient to cover employees' living expenses, we ensure that no wages are paid below the minimum wage and that overtime payments are made with legally mandated additional compensation.

To ensure efficient work and respect for human rights, working hours and overtime durations are in full compliance with applicable laws and regulations.

With the understanding that the employees' education level determines the overall standard of the company, we organize internal and external training programs to raise awareness of occupational health and safety, and to support their professional and personal development. Through these trainings, we aim to foster continuous growth both for our employees and the company as a whole.

Based on the principle that all employees have equal rights, we commit to prohibiting any discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on race, social class, religion, national origin, gender, or political affiliations. We also ensure that neither our current employees nor job applicants face discrimination under any circumstances due to race, color, creed, ethnic or national origin, religion, gender, marital status, age, physical disability, or similar reasons.