

EJDER STYS POLICY

Ejder Ski Centers Inc. recognizes the following items as a guide to its structure with the motto "A more sustainable world, a more sustainable Palandöken" during the operation and execution of Palandöken Destination.

- ✓ To provide employment and training in order to train strong and competitive human resources.
- ✓ To support annual performance review and planning.
- ✓ Facilitating the achievement of the UN Sustainable Development Goals.
- ✓ To encourage innovation in the processes provided to customers and in products and services.
- ✓ To take part in social development projects and to ensure the participation of employees.
- ✓ To report performance in a timely and accurate manner for the benefit of our stakeholders.
- ✓ To instill sustainability concepts and views in strategic decision making.
- ✓ To encourage supply chains to implement and manage sustainable strategies.
- ü To support and promote the protection of internationally proclaimed human rights.
- ✓ To take into account sustainability in the services and products provided to customers while ensuring profitability.
- ✓ To meet all legal and other requirements necessary for the sustainable operation and development of our Company.
- ✓ To establish relations with stakeholders and to take into account their views at all stages of planning and operations.
- ü To support and promote the protection of internationally proclaimed ethical treatment of animals.
- ✓ To use sustainable processes in organizational operations by considering all relevant risks.
- ✓ To support local communities by providing employment and procurement from local suppliers wherever possible.
- ✓ To take the occupational health and safety management system as a basis to provide a safe and healthy working environment for employees.
- ✓ To use environmental management systems in all organizational operations and activities and to undertake to prevent pollution.
- ✓ To promote adherence to the UNWTO Global Tourism Code of Ethics and to encourage and support our partners to conduct business ethically; to conduct all business ethically,
- ✓ To refrain from displaying discriminatory or aggressive attitudes towards a gender, religion, ethnicity, culture or a social group, or from being politically biased in the company's communications.
- ✓ To protect internal information assets, to take care of information security to protect information confidentiality, integrity and availability, and to comply with all relevant rules, regulations, industry standards and guidelines.
- ✓ To create an initiative area in order to minimize the risks that may arise in the name of sustainability in all contexts.

Ejder Kayak Merkezleri A.Ş. Palandöken Destinasyonu' nun işletme ve yürütmesi sırasında "Daha sürdürülebilir bir dünya, daha sürdürülebilir bir Palandöken" mottosu ile aşağıdaki maddeleri yapısına yol gösterici olarak tanımaktadır.