

## SUSTAINABILITY POLICY

MIA PERA HOTEL , adopts a sustainability policy covering environmental, social, cultural, economic, quality, human rights, health, security, risk and crisis issues. As a hotel, we are committed to applying sustainability principles in all aspects of our operations. We explain our policy on the following topics:

### **Environmental Responsibility:**

- We encourage the efficient use of energy and water resources and aim to reduce the amount of waste.
- We minimize environmental impacts to protect the local ecosystem and support biodiversity.
- We raise awareness among our staff and guests about recycling and waste management.

### **Social and Cultural Sensitivity:**

- We support economic and social development by collaborating with local communities.
- We protect and promote local cultural values and heritage.
- We ensure that all our staff comply with the principles of fair business practices, equality and diversity.

### **Economic Sustainability:**

- We encourage working with sustainable suppliers and aim to contribute to the local economy.
- We constantly review our processes to ensure efficiency and cost savings.

### **Quality management:**

- We strictly adhere to quality standards to keep guest satisfaction at the highest level.
- We are committed to the continuous training and development of our personnel based on the principles of continuous improvement.

### **Human Rights and Employee Rights:**

- We fully comply with business ethics standards and human rights.
- We support fair working conditions and reject all kinds of discrimination.

### **Health and Safety:**

- We take the necessary precautions to keep the health and safety of our guests and employees at the highest level.
- We provide a safe environment by constantly reviewing hygiene and cleaning standards.

### **Risk and Crisis Management:**

- We evaluate risks, take precautions and constantly improve our management processes.
- We prepare and update crisis plans to ensure quick and effective action in crisis situations.
- We organize training and awareness programs to prepare our personnel for emergencies and strengthen their response skills.

**This sustainability policy reflects our efforts as MIA PERA HOTEL to achieve our sustainability goals and fulfill our commitments for a better future. We constantly review, update and share our policy with all our stakeholders.**