



As **PALAIA**, we recognise that sustainable tourism efforts minimise negative impacts on the environment and cultural heritage, and are aware of the responsibilities of sustainable tourism.

We try to leave a better world for future generations. In this direction; Our work on these issues is ongoing that environmental impact minimisation, energy, water and waste management, protection of cultural and social heritage, economic and social benefits and environmental protection.

Today, as the significance of climate change and global warming becomes more significant every day, We want to fulfil our environmental responsibilities in the best possible way.

We do our best to ensure that our staff share this awareness.

We aim to manage the sustainability risks effectively, ensure sustainable growth in the long term and increase our success day by day by focusing on strategies.

With our respectful approach to nature and the environment, we are home to countless trees in our garden that make our today and tomorrow livable. Particularly, the rich scent of lemon trees and the beauty of kumquats attract attention.

Electric energy is produced with 'Photovoltaic Solar Energy Panels' that absorb sunlight and convert it into electric current.

Harmless products and processes minimise the use of harmful substances, especially in pools. Our advanced garden drainage system, which works silently, recycles rainwater, while presence sensor lighting works without you having to lift a finger.

The archaeological site in front of our hotel is protected and the restoration of this area is supported in order to create an 'Open Air Museum'.

Datça's hand-carved natural stones are used in the design of the buildings, which are warm in winter and cool in summer.

In **PALAIA**, the buildings and the architecture of the stone follow the natural designs of the local craftsmen and architects.

Measures are taken to control the use of water and to avoid the waste of water.

Air conditioning is carried out by means of high efficiency and air source heat pumps. Thus, while high rate of energy saving is achieved, the air conditioning system is fed.

All unnecessary plastic packaging for bathroom products and room amenities has been eliminated.

All products from plastic straws to toothbrushes are made from natural materials.

In addition, cloth bags, containers and bottles are made from materials that can be recycled.

The ingredients of the dishes prepared by our chef and his team are freshly sourced daily from local farmers and fishermen.



PALAIA Sustainable Procurement Policy

In line with the understanding of sustainable supply, our suppliers/solution partners;

- Quality Assurance Management Systems, Environmental and Occupational Health and Safety Management Systems, internationally accepted environmental and sustainability ethics/certificates,
- In production and supply, it does not have harmful effects on the environment, it complies with environmental legislation,
- Resources; To use/consume appropriately without harming natural life and the ecosystem, to comply with hunting prohibitions,
- Working to minimize and manage its wastes correctly, offering less packaging or bulk packaging alternatives in product packaging,
- To offer alternatives that are environmentally friendly, economical, local, attaching importance to ethical values, using recyclable or recycled materials, organic, bio, vegan, untested on animals, do not contain harmful chemical components, etc.,
- To be a domestic and local production/service provider,
- To be a product/service that reflects/promotes the cuisine, traditions and culture of our country/region,

We attach importance and convey this point of view to our suppliers. Together with our suppliers, we try to create efficient purchasing opportunities and aim to reduce the environmental impacts arising from procurement processes.

PALAIA Women's Rights and Gender Equality Policy

We emphasise gender equality in our business.

- We ensure the health, safety and well-being of all our employees, regardless of gender.
- We support women's participation in the workforce in all our departments and offer equal opportunities.
- We act with the policy of "equal pay for equal work" without gender discrimination.
- We distribute tasks by considering the principle of equality.
- We provide the necessary environment for equal career opportunities.
- We create education policies, support women's participation and raise awareness.
- We create a working environment and practices that maintain work-family life balance.
- We support women to be in company management and offer equal opportunities.
- We do not allow women to be subjected to abuse, harassment, discrimination, suppression, coercion, slander, etc. We are always aware of the value they add to the world and our institution and support their assets.



PALAIA Integrated Policy

Palaia; without compromising its core values, with a guest and quality-oriented service approach, commits to the following:

- Guest demands, expectations and complaints; to respond in a fair and objective manner by handling effectively and efficiently, to ensure Guest Satisfaction,
- To produce reliable food according to legal and regulatory requirements
- To contribute to the process of protecting and developing environmental values by preventing environmental pollution and without jeopardizing the existence and quality of the resources that future generations will need,
- Working with the principle of zero accident in Occupational Health and Safety, providing safe and healthy working conditions in order to prevent injuries and health deterioration,
- To reduce risks by eliminating hazards that may affect Food Safety, Information Security, Occupational Health and Safety, Environment and Guest Satisfaction,
- To ensure the confidentiality, integrity and accessibility of information,
- To comply with all legal and regulatory requirements for which we are responsible and the applicable and mutually approved conditions of our interested parties, to fulfill our obligations, to increase the awareness of our employees and all related parties about these compliance and requirements,
- With our training activities; To make Food Safety, Occupational Health and Safety, Environmental Protection Activities, Guest and Quality-oriented service approach a part of our corporate culture,
- To continuously improve our services and processes with the effective communication methods we have established with all our relevant parties by providing the necessary conditions for the consultation and participation of our guests, all our employees and employee representatives.

PALAIA Energy Efficiency Policy

In order to protect our world from possible dangers, we use our energy efficiently and set targets to reduce our energy consumption. Therefore;

- We follow national and international standards, laws and regulations in order to fulfill both our responsibilities towards nature and our legal obligations, voluntarily carry out studies that will reduce energy use and/or continuously improve our energy consumption performance, and follow the results of our work.
- We set targets and include energy efficiency in our training programs in order to ensure the participation of our employees



- We care about collaborating with all our stakeholders to create common goals and results in energy management. We try to maintain our interaction with our guests, employees, visitors and all our business partners in order to reach a total level of awareness and consciousness on these issues.
- We try to research, find, purchase and use suitable energy-efficient products, equipment, equipment and technology alternatives.
- We aim to document our Energy Management System, disseminate it to all our departments, update it when necessary, review it and continuously improve it.
- We evaluate energy risks or emergencies that may arise such as energy shortages and plan the measures that can be taken.

PALAIA Environmental Protection and Waste Management Policy

In our business, we protect the environment, prevent pollution, and attach importance to its protection by reducing our negative effects on the environment. Therefore;

- We comply with legal regulations and try to reduce our environmental impact.
- We take care to effectively separate our wastes according to their source, groups and hazard classes.
- We know that the use of hazardous substances and chemicals only when needed and as much as necessary will reduce both the negative effects on the environment and the amount of waste,
- We contribute to the protection of nature by choosing those with "recycling" and "environmentally friendly" labels for the materials we buy in our business. We try to create reuse opportunities,
- We take care to use disposable materials such as paper, napkins, toilet paper, packaging as much as necessary and to leave less waste to nature,
- We store the wastes correctly, in separate areas according to their characteristics, deliver them to licensed/authorized companies without exceeding the legal storage time limits, and keep their records,
- We try to use water, energy and all natural resources sparingly. We share this sensitivity with our employees, guests and suppliers.
- We measure our performance in environmental management, monitor this data with targets and try to improve our performance.
- We aim to educate our employees about the environment and increase their sensitivity.



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PALAIA Children's Rights Policy

Children are entrusted to us for the future. It is our primary responsibility to recognize them as individuals, to respect their rights, to observe and protect them against all kinds of psychological, physical, commercial, etc. exploitation. To achieve this;

- We do not allow child labor in our own institutions and we expect the same sensitivity from all our business partners.
- We offer environments/opportunities that contribute to the development of children within the business, where they can easily express their thoughts, wishes and feelings, and where they feel free and comfortable.
- We provide training to our employees on the prevention and recognition of child abuse.
- We make sure that children are under adult supervision in the activities they participate in.
- We organize trainings to raise awareness about the protection of children's rights and support related projects.
- When we witness suspicious actions related to children, we first inform the hotel management and ask for help from official institutions when deemed necessary.