

## **Human Resources Policy;**

To contribute to the growth and profitability of our company in line with its vision, mission and strategies, by increasing employee productivity with correct selection and placement processes and by creating a qualified, motivated and committed workforce. To develop Human Resources strategies in line with our company's strategies and to coordinate the implementation of Human Resources systems in all operations. In line with our Human Resources policy, our basic strategy is to contribute to the entire sector and our country with a workforce that is focused on company goals, works with knowledge as a team, constantly develops, improves, is happy, eager to learn and is educated. We adopt a participatory and value-creating Human Resources Management approach with change and transformation principles within the vision, mission, competencies and ethical values of our company.

We adopt a participatory and value-creating Human Resources Management approach with the principles of change and transformation within the vision, mission, competencies and ethical values of our company. In light of the Corporate Equality Policy for Employees;

- Fighting discrimination by supporting gender equality
- Fair, transparent wage policy
- Equal opportunity, objective development, performance evaluation and promotion processes
- A productive, healthy, peaceful, psychologically violence-free work environment focused on maintaining work and workplace balance
- Managers who observe the principles of guidance, mentoring, coaching and leadership on the path to continuous development
- Employment diversity that includes disabled and disadvantaged community groups
- An inclusive, supportive and respectful communication language,

The aim is to create happy and safe individuals in a workplace where all legal rights are protected, where all processes are carried out in full compliance with the law, where each individual adopts the Universal Declaration of Human Rights, where they can realize their potential and where humane living standards are provided. Within the framework of the principles of equality and inclusiveness, starting from the recruitment process, in all practices such as training, promotion, performance management, career management and compensation, all discriminatory elements based on all individual characteristics such as gender, age, marital status, religion, language, ethnic origin, pregnancy status or possibility, and in disciplinary practices, all attitudes and behaviors that may harm human dignity such as corporal punishment, physical/psychological pressure, MIA PERA HOTEL Ethics Policy, MIA PERA HOTEL Zero Tolerance Policy are internalized declarations that support our Human Resources Policy.