



RESPECT FOR HUMAN RIGHTS

We strive to operate in accordance with the United Nations Universal Declaration of Human Rights in our relations with our employees, suppliers, business partners and the society we live in and to encourage them to be sensitive about this issue. This Policy is guided by international human rights principles, including the Universal Declaration of Human Rights, including the International Declaration of Rights, the International Labour Organization's (ILO) 1998 Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact, and the United Nations Guiding Principles on Business and Human Rights.

This policy; As Optimal Tourism, it applies to the businesses we own and the facilities we manage. Optimal Tourism also expects and encourages its suppliers and business partners to implement these principles and undertakes to include them in agreements.

We take due care to identify and prevent human rights risks to people in our business and those around us as part of business risks. If we identify adverse human rights impacts arising from our business activities, we are committed to providing or cooperating with remediation in a fair and reasonable manner. If we are connected to or involved in these negative effects due to our relationships with third parties, we try to improve this situation.

The General Manager of Optimal Tourism, especially the General Manager of Optimal Tourism, is primarily responsible for the implementation of Optimal Tourism.

DISCRIMINATION

We do not tolerate discrimination.

We strive to be a workplace free of discrimination, harassment and disrespect based on reasons such as race, gender, national origin, ethnicity, religion, age, disability, sexual orientation, definitions of gender, political opinion or other status protected by applicable laws.

We do not tolerate disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind, regardless of personal characteristics, position, or status. Harassment in the workplace or outside the workplace is unacceptable to us when it is a work-related situation.

DIVERSITY AND INCLUSION

We value the differences of the people we work with and try to make them feel included.

At Optimal Tourism, we are committed to equal opportunity and make recruitment, placement, development, training, remuneration and promotion decisions; We perform on the basis of the





qualification, performance, skills and experience of the employee. Diversity in our workforce is essential to achieving our goals. That's why we strive to attract, develop and retain employees from diverse backgrounds and experiences.

CHILD LABOR

We do not employ child labor.

We prohibit the hiring of persons under the age of 18 for positions that require heavy and dangerous work. We expect the same from our business partners.

FORCED LABOR AND HUMAN TRAFFICKING

We prohibit all forms of forced labor, including prison labor, debt servitude labor, military labor, modern forms of slavery, and human trafficking of all kinds.

WORKPLACE SAFETY

We are committed to providing a workplace free of violence, harassment and threats.

We provide security services for employees when necessary and in a way that respects the dignity, confidentiality and reputation of the employee.

COMMITMENT TO SOCIETY AND STAKEHOLDERS

We recognise that we are part of the community where we do our business.

While doing our job, we establish a relationship with all our stakeholders, including vulnerable and disadvantaged groups, on human rights issues that are important to them, where their opinions are listened to and taken into account. We believe that local problems can be solved at the local level in the most appropriate way.

ORGANIZATION

Organization is free within legal limits.

We respect the right of our employees to join, form or not join a labor union without fear of reprisals or threats.

We are committed to a constructive dialogue with the freely elected representatives of our employees, who are represented by a legally recognized labor union.





SAFE AND HEALTHY WORKPLACE

The safety and health of our employees is paramount.

Our policy is to provide a safe and healthy workplace and to comply with applicable occupational health and safety laws, regulations and internal requirements. We work to provide and maintain a healthy and productive workplace environment by identifying and solving risks that may cause accidents, injuries and health problems.

WORKING HOURS, WAGES AND PERSONAL RIGHTS

We formulate our wage policy and personal rights competitively according to the sector, the local labor market and in accordance with the terms of the applicable collective bargaining agreements. We conduct our operations in compliance with applicable laws on wages and working hours. We provide our employees with opportunities to develop their talents and potential and make progress.

ENVIRONMENTAL RESPONSIBILITY AND WATER RESOURCES

We are aware of the potential human rights impacts of our land and water use within our value chain and are addressing this issue with specific practices. In line with our Environmental Policy, we respect the human need for water resources and safe drinking water, and the protection of both ecosystems and societies through proper sanitation.

ROUTING AND REPORTING

We strive to create workplaces where open and honest communication among all employees is valued and respected.

Optimal Tourism is committed to complying with applicable labor and employment laws wherever we operate. Optimal Tourism also ensures that employees are aware of the Human Rights Policy through training and annual certification process.

Any employee who believes that there is a conflict between the language of the policy and the laws, customs, and practices of the place where they work, has questions about this policy, or wishes to confidentially report a potential violation of this policy, should direct those questions and concerns to Human Resources.

Employees can also report suspected policy violations by emailing quality@dreamworldhotels.com.tr. No retaliation or counter-action will be taken against any employee who reports concerns under this policy. The Company will investigate employee concerns, respond to them, and take appropriate corrective actions in response to any violations.





DREAMWORLD Hotels

The Human Rights Policy is in line with Optimal Tourism's Code of Ethics.

PUBLIC INFORMATION

As part of our Annual Sustainability Report, we commit to regularly review and publicly report on our human rights commitments, efforts and statements in accordance with this Human Rights Policy. This reporting refers to the UN Guidelines Reporting Framework.

Optimal Tourism reserves the right to change this policy at any time. Nothing in this policy replaces the employment contract between Optimal Tourism and its employees, and participation in this program does not constitute a guarantee that the employment relationship between Optimal Tourism and the employee will continue.

