



## **HOTEL SUSTAINABILITY POLICIES**

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## **SUSTAINABLE PROCUREMENT POLICY**

In line with our sustainable supply approach, we expect our suppliers/partners to:

- Have Quality Assurance Management Systems, Environmental and Occupational Health and Safety Management Systems, and internationally recognized environmental and sustainability ethics/certificates.
- Ensure that their production and supply processes have no harmful effects on the environment and comply with environmental regulations.
- Responsibly use and consume resources without harming natural habitats and ecosystems, and adhere to fishing bans.
- Work towards minimizing waste generation and managing it properly. Offer alternatives such as reduced packaging or bulk packaging in product packaging.
- Provide environmentally friendly, energy-efficient, locally sourced, ethically valued, recyclable or recycled materials, organic, bio, vegan, not tested on animals, free from harmful chemical components, etc.
- Be domestic and local producers/service providers.
- Reflect and promote our country's/region's cuisine, traditions, and culture in their products/services.

We value and communicate this perspective to our stakeholder suppliers. Together with our suppliers, we strive to create efficient procurement opportunities and aim to reduce the environmental impacts arising from the procurement processes.

## **ENERGY EFFICIENCY POLICY**

We aim to use our energy efficiently and set goals to reduce our energy consumption to protect our world from potential hazards. To achieve this:

- We follow national and international standards, laws, and regulations to fulfill our responsibilities to both the environment and legal requirements. We voluntarily carry out initiatives to reduce energy usage and continuously improve our energy consumption performance, tracking the results of our efforts.
- We set goals and include energy efficiency in our training programs to ensure the participation of our employees.
- We value collaboration with all stakeholders to create common goals and results in energy management. We strive for ongoing interaction with our guests, employees, visitors, and all business partners to achieve a collective awareness and consciousness on these matters.
- We research and seek energy-efficient and suitable product, equipment, apparatus, and technology alternatives, striving to procure and utilize them.
- We aim to document our Energy Management System, disseminate it to all departments, update it when necessary, review it, and continually improve it.
- We evaluate potential energy risks or emergency situations such as energy constraints and plan for possible precautions.

## **ENVIRONMENTAL PROTECTION AND WASTE MANAGEMENT POLICY**

- We prioritize environmental protection, preventing pollution, and reducing our negative impact on the environment in our business operations. To achieve this:
- We ensure compliance with legal regulations and make efforts to reduce our environmental footprint.
- We meticulously separate our waste at its source, by categories, and according to hazard classifications.
- We recognize that using hazardous substances and chemicals only when necessary and in the required quantities will not only minimize negative environmental impacts but also reduce waste.
- When procuring materials for our operations, we prefer those labeled as "recyclable" and "environmentally friendly" to contribute to nature conservation. We also strive to create opportunities for reuse.
- We conscientiously use single-use materials such as paper, napkins, toilet paper, and packaging, minimizing our impact on the environment.
- Waste is stored properly, segregated by its characteristics, and delivered to licensed/authorized firms within the legal storage time limits. Detailed records are maintained.
- We make diligent efforts to use water, energy, and all natural resources efficiently, and we share this commitment with our employees, guests, and suppliers.
- We measure our environmental management performance, track data against objectives, and continuously work on improving our performance.
- Our aim is to educate and raise awareness among our employees regarding environmental matters.

## **ACCESSIBILITY POLICY**

MIA CASA HOTEL aims to provide our guests with a comfortable, safe, and enjoyable accommodation experience. However, our hotel does not have rooms located on the ground floor, and therefore, we regret to inform you that we do not have the capacity to offer accessible rooms.

## **CHILD RIGHTS POLICY**

Children are the entrusted future of ours. Recognizing them as individuals, respecting their rights, safeguarding them against all forms of psychological, physical, commercial, etc., exploitation is our primary responsibility.

To ensure this:

- We do not permit child labor in our organization and expect the same sensitivity from all our business partners.
- Within our establishment, we provide environments and facilities that contribute to the development of children, where they can freely express their thoughts, desires, and emotions, and feel themselves free and comfortable.
- We provide training to our employees on preventing and recognizing child abuse.
- We ensure that children are under adult supervision when participating in activities.
- We organize training sessions to raise awareness about child rights and support relevant projects.
- When we witness suspicious actions involving children, we first inform the hotel management and, if deemed necessary, seek assistance from official authorities.

## **GENDER EQUALITY AND RIGHTS POLICY**

We prioritize gender equality in our establishment.

- We ensure the health, safety, and well-being of all our employees regardless of gender.
- We support the participation of women in the workforce in all our departments and provide equal opportunities.
- We adhere to the "equal pay for equal work" policy without discrimination based on gender.
- We distribute tasks based on the principle of equality.
- We create an environment conducive to equal access to career opportunities.
- We develop educational policies and support women's participation and awareness.
- We establish a working environment and practices that maintain work-life balance.
- We support women in corporate management and provide equal opportunities.
- We do not tolerate any form of abuse, harassment, discrimination, suppression, coercion, false accusations, etc., against women. We always recognize and support the value they bring to the world and our organization.