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| Dök. No: | SYS.PL.09 |
| Yayın Tarihi: | 01.04.2025 |
| Rev. Tarihi: | - |
| Rev. No: | - |

As Riviera Hotels,

We adopt the Universal Declaration of Human Rights and commit to selecting our team members from individuals who possess the necessary education, experience, and competencies, and who are aligned with our corporate culture, values, and goals. We pledge to invest in our team members by organizing training programs that support their development and promotion, to improve workplace environments and conditions in accordance with health and safety standards, and to raise awareness regarding sustainability through informative and communicative initiatives.

We implement systems that foster honest, transparent, fair, respectful, and trust-based relationships among our team members. Without discrimination based on gender, sexual orientation, age, language, religion, race, or disability, we embrace the understanding that we are one, and we are committed to providing equal, respectful, and safe working conditions.

We undertake to gather feedback from our team members, to make improvements and enhancements, to monitor their performance, and to provide opportunities for career planning. We support women's participation in the workforce and their promotion opportunities across all departments.

We are committed to protecting the personal information of our team members, ensuring fair wage distribution and making payments in compliance with legal requirements, and providing all our team members with access to the social benefits, additional rights, and rewards we have planned.

VICE CHAIRMAN OF THE BOARD
İBRAHİM SİPAHİOĞLU