

 Royal Galata HASER TURİZM YATIRIMLARI İNŞAAT TİC. A.Ş.	SUSTAINABILITY MANAGEMENT SYSTEM	Document Number	0006
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SUSTAINABILITY POLICY

Our organization acknowledges the need for collective efforts worldwide to ensure the healthy continuity of both sustainable environments, encompassing all elements of nature, and human existence. In line with this perspective, our business approach is evaluated in three dimensions in all activities, decisions are made accordingly, and the value creation process is managed with attention to these dimensions. The Sustainability Policy, designed to be the constitution of our organization, is aligned with founding values, fundamental working principles, ethical business practices, and global objectives.

This policy serves as a guiding framework for all activities and decision-making processes, addressing global stakeholders directly or indirectly involved in the entire value chain. The Sustainability Policy is structured around three interconnected focus areas within our business approach.

1. *Business Approach Foci*

1.1. *Inclusive Development-Centric Business Approach:*

- Facilitating the use of innovative technologies contributing to sustainable development.
- Emphasizing stakeholder participation in decision-making processes by considering their desires and expectations.
- Cultivating a corporate culture where sustainability becomes ingrained, fostering awareness among both employees and stakeholders.
- Actively sharing sustainability initiatives and experiences with all stakeholders through proactive endeavors.
- Enabling the implementation of all necessary measures to ensure sustainability in the supply chain.
- Measuring and evaluating the economic, environmental, and social impacts of all activities, taking improvement actions to reduce negativity.
- Upholding transparency, adhering to fundamental ethical principles, and combating corruption.

1.2. *Social Human-Centric Business Approach:*

- Conducting all activities and processes with a focus on preserving human health, supporting human development, and ensuring equal opportunities.
- Concentrating on establishing innovative, reliable, and accessible work and living environments to sustain human development.
- Believing in the interconnectedness of sustainability with the development of social structures, employee commitment, and continuity.
- Prioritizing attention to issues such as equal opportunity, protection, and observance of societal health, especially through initiatives like widespread access to quality education.
- Integrating improvements in occupational health and safety as an integral part of the business.
- Creating opportunities for societal projects and collaborations to contribute to the social and economic development of local stakeholders.
- Enhancing employee commitment and well-being by creating more efficient working conditions.
- Ensuring equal rights for employees in areas such as employment, career management, compensation, and performance evaluation while preventing all forms of discrimination.
- Actively working towards increasing women's employment at all levels.

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1.3. *Environment-Focused Business Approach:*

- Prioritizing the preservation of all elements of the environment and the reduction of environmental impacts in collaboration with all business partners and stakeholders.
- Adopting the principle of conducting all activities in an environmentally friendly manner, identifying and mitigating potential adverse effects.
- Reporting and measuring environmental impact across all areas of operation, setting sector-specific goals, and implementing improvement actions.
- Encouraging the development and implementation of eco-friendly products and services.
- Actively pursuing energy efficiency initiatives across all sectors and promoting the use of renewable energy sources.
- Implementing continuous monitoring and improvement of water usage efficiency through awareness-raising programs for all stakeholders, starting with employees.

CEO

Date: