

SUSTAINABILITY POLICY

URLA SHANE is committed to implementing sustainability principles in all our activities.

Environmental Responsibility:

- We encourage the efficient use of energy and water resources and **committed** to reduce waste.
- We minimize environmental impacts to protect the local ecosystem and support biodiversity.
- We raise awareness among our staff and guests on recycling and waste management.

Social and Cultural Sensitivity:

- We **collaborate** with local communities to support economic **growth** and social development.
- We protect and promote the local cultural values and heritage.
- We ensure that all our colleagues comply with the principles of fair **labor** practices, equality, and diversity.

Economic Sustainability:

- We work with sustainable suppliers with the goal of contributing to the local economy.
- We continuously review our processes to increase efficiency and cost savings.

Quality Management:

- We strictly adhere to quality standards to maximize guest satisfaction.
- In compliance with the principle of continuous improvement, we are committed to the continuous training and development of our staff.

Human Rights & Employee Rights:

- We fully comply with professional ethics and human rights.
- We **ensure** fair working conditions and **oppose** all forms of discrimination.

Health and Safety:

- We take the necessary measures to ensure the highest level of health and safety standards for our guests and employees.
- We constantly review our hygiene and cleaning standards to provide a safe environment.

Risk and Crisis Management:

- We assess risks, take measures to prevent them, and continuously improve our management processes.
- We **maintain up-to-date** crisis plans to ensure **swift** and effective **responses in case of emergencies**.
- We offer training and awareness programs to prepare our staff for emergencies and improve their emergency response capabilities.

This sustainability policy demonstrates URLA SAHNE's commitment to achieving sustainability goals and building a better future. We constantly review and update our policy and share it with all our stakeholders.