

## Personnel and Working Life

### Employee Participation

At the core of who we are lies our most valuable resource—our employees.

Acknowledging this, we always prioritize their social rights and benefits, performance management, rewards, training and career development, and occupational safety.

For example:

We provide financial support to our employees for special occasions such as New Year, holidays, birthdays, weddings, childbirth, and for families with children.

To increase performance, we offer bonuses and opportunities for internal promotions.

Each month, one employee from every department is selected and rewarded as “Employee of the Month.”

### Human Resources Vision

To create a qualified human resource that is highly motivated, upholds and enhances our corporate image, highlights innovative work, values service, and views their role as a meaningful part of a whole. Our goal is to become a pioneering organization in Turkey’s tourism sector through integrated human resources practices.

## Human Resources Mission

To plan and train the human resources needed to achieve the institution's goals and strategies, manage personnel processes effectively, and ensure we have a team that is self-confident, capable of representing the institution, and capable of introducing new perspectives in their field.

We aim to provide strategic support to all departments and companies within our group, aligned with business strategies, by promoting a high-performance culture and creating value for all stakeholders.

Our employees are aware of their responsibilities within our management system and sustainability-related policies and practices. These responsibilities are clearly defined in writing, communicated to them, and supported with regular training and guidance. All such trainings are documented.

Employees play an active role in developing and continuously improving our management system and sustainability performance.

We review and improve our system based on employee feedback.

EĞİTİM TAKİP FORMU		Rev No: 03	Rev Tarihi: 04.25			
Çalışanlar		Sürdürülebilirlik	Öfke ve Stres Yönetimi Eğitimi	İşe Uyum ve Oryantasyon Eğitimi	Mobbing ve Tacizle Mücadele Eğitimi	İmza
Kadir Başak						
Ugur Çelikkaya						
Kazım Koc						
Hakan Çubuk						
Emirhan Yılmaz						
Erhan Pelitbaş						
Günay Maral						
Seyitcan Çelen						
Mehmet Daz						
S. Özgür Hatice						
Gülşen Duman						
Mehmet Genil						
Haydar Ay						
H. Burak Ekin						
Gökçe Çelikkaya						
M. Cemal Hürbelen						
Meryem İslim						
Gülşen Aydın						
Elif Aras						
Mehmet Kabay						
Gözetim Geçirimi						
Tarihi :						
Sorumlu Kişi : TOLGACAN ESEN	TOLGACAN ESEN ( OPERASYON MÜDÜRÜ )	KONTROL EDEN			ONAYLAYAN	
		SALIYE YÜKSEL (Sürdürülebilirlik Koordinatörü / Yönetim Temsilcisi )				

## Fair Compensation

Before starting work at our facilities, employees are informed about the salary they will receive, working conditions, hours, and payment schedule.

## Training and Career Development

All employees have equal access to training. In addition to legal and professional trainings required by the tourism sector, orientation programs and periodic trainings are conducted in line with our sustainability policies and management system. These include on-the-job trainings, legally mandated courses, and mentoring support.

We implement annual training plans covering:

Occupational Health and Safety

Hygiene trainings for kitchen/service/massage personnel

Water and energy saving

Chemical handling procedures

Fire protection and first aid

All training materials are accessible to employees free of charge.

Our business is committed to complying with the relevant provisions of Turkish Labor Law No. 4857, and pays employees no less than the minimum wage. Additionally, we comply with the Social Insurance and General Health Insurance Law No. 5510 and the Occupational Health and Safety Law No. 6331.





# KATILIM BELGESİ

## Sayın SALİYE YÜKSEL

Kapadokya Üniversitesi Sürekli Eğitim Uygulama ve Araştırma Merkezi tarafından düzenlenen 4 saatlik "Konaklama Sektörüne Yönelik Türkiye Sürdürülebilir Turizm Programı 1. Aşama Eğitimi"ne katılarak bu belgeyi almaya hak kazanmıştır.

Mehmet BAHAR  
Eğitim Uzmanı

Funda F. AKTAN  
Merkez Müdürü

EĞİTİM TARİHİ: 09.06.2023 - 09.06.2023  
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T.C. KİMLİK NUMARASI: 10480735996  
TANZİM TARİHİ: 10.06.2023



"Bu belgenin doğruluğu <https://turkiye.gov.tr/belge-dogrulama> adresinden veya mobil cihazlarınıza yükleyebileceğiniz e-devlet Kapısı'na ait Barkodlu Belge Doğrulama uygulaması vasıtası ile yandaki karekod okutularak kontrol edilebilir."

Sertifika Tarihi: 08.01.2025

Sertifika No: 24-TR-4062-Y5-847

## KATILIM BELGESİ

### ISO 9001:2015 KALİTE YÖNETİM SİSTEMİ SEMİNERİ

## SALİYE YÜKSEL

Marmaris Ticaret Odası ve Tuv Austria Turk Akademi tarafından gerçekleştirilen "ISO 9001:2015 Kalite Yönetim Sistemi" seminerine katılarak bu belgeyi almaya hak kazanmıştır.

S. Mutlu AYHAN  
Marmaris Ticaret Odası  
Yönetim Kurulu Başkanı



Sertifika Tarihi: 08.01.2025

**TÜV**  
AUSTRIA

AKADEMİ

Sertifika No: 24-TR-4062-Y5-909

**KATILIM BELGESİ**  
**ISO 9001:2015 KALİTE YÖNETİM SİSTEMİ SEMİNERİ**  
**FİLİZ ARAS**

Marmaris Ticaret Odası ve Tuv Austria Turk Akademi tarafından gerçekleştirilen  
"ISO 9001:2015 Kalite Yönetim Sistemi" seminerine katılarak bu belgeyi almaya hak kazanmıştır.

**S. Mutlu AYHAN**  
Marmaris Ticaret Odası  
Yönetim Kurulu Başkanı

## Employee and Human Rights

Ensuring the absolute satisfaction of our employees is a top priority. From legal rights to additional benefits provided by our business, we take full responsibility for the work environment, employee psychology, motivation, performance, and overall comfort.

Although we employ foreign nationals, as a facility serving guests of various nationalities, any form of discrimination based on nationality, race, language, etc. is strictly against both tourism ethics and our company principles. All personnel, regardless of nationality, are provided equal opportunities, and their legal employment procedures are followed precisely.

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