



## **HUNZA CAMP SUSTAINABILITY POLICY**

"Our business addresses environmental, social, cultural, economic, quality, human rights, health, safety, risk, and crisis management issues as part of our Sustainability Policy."

- Ensuring that all types of waste generated as a result of activities in our facility are sorted, collected, temporarily stored, recycled, transported, and disposed of properly, with control after each process.
- Minimizing environmental damage during the use of natural resources.
- Creating continuously growing and developing sustainable performance criteria through our management systems and goals.
- Minimizing the environmental impacts of our activities, preventing environmental pollution, and ensuring compliance with all relevant legal regulations by conducting all necessary monitoring, measurement, analysis, and control.
- Shaping our policies by taking into account the requests and activities of the local community, as well as civil society organizations, institutions, and agencies.
- Implementing continuous training programs to raise environmental awareness among our employees.
- The "Sustainability Team," established to address sustainability, performs the necessary tasks for continuous improvement, reports relevant work to the team leader, who then presents the required actions to the senior management.

Our facility applies a long-term sustainability management system, appropriate to its size and scope, which addresses environmental, social, cultural, economic, quality, human rights, health, safety, risk, and crisis management issues, and drives continuous improvement.

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

At our company, we prioritize protecting the environment, preventing pollution, and minimizing our negative impacts to contribute to environmental conservation.

To achieve this, we:

- Comply with legal regulations and strive to reduce our environmental impact.
- Carefully separate our waste based on its source, categories, and hazard classes.
- Understand that using hazardous substances and chemicals only when necessary will reduce both environmental impact and waste generation.

- Prefer materials with "recycling" and "environmentally friendly" labels, promoting reuse opportunities.
  - Use disposable materials such as paper, napkins, toilet paper, and packaging only as needed, reducing environmental waste.
  - Store waste correctly, in separate areas according to their characteristics, deliver them to licensed/authorized companies within legal storage time limits, and keep proper records.
  - Use water, energy, and all natural resources economically, sharing this awareness with employees, guests, and suppliers.
  - Measure our environmental management performance, monitor data with targets, and strive for continuous improvement.
  - Educate employees about environmental issues, increasing their sensitivity and awareness.
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### **CHILDREN'S RIGHTS POLICY**

We use our energy efficiently to protect our world from potential dangers and set goals to reduce our energy consumption.

To achieve this:

- We follow national and international standards, laws, and regulations to fulfill our responsibilities towards nature and our legal obligations. We voluntarily implement efforts to reduce energy use and continuously improve energy performance, monitoring results.
  - We set goals and include energy efficiency in our training programs to encourage employee participation.
  - We value collaboration with stakeholders to create common goals and results in energy management, fostering awareness among guests, employees, visitors, and business partners.
  - We strive to research, purchase, and use energy-efficient products, equipment, tools, and technology alternatives.
  - We aim to document our Energy Management System, spread it across all departments, update and review it when necessary, and continuously improve it.
  - We assess potential emergencies such as energy risks or constraints and plan necessary precautions.
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### **ENERGY EFFICIENCY POLICY**

We use our energy efficiently and set goals to reduce our energy consumption to protect our planet from potential dangers.

To achieve this:

- We follow national and international standards, laws, and regulations to fulfill both our responsibilities to nature and our legal obligations. We voluntarily conduct activities to reduce energy use and continuously improve energy performance, monitoring results.

- We set targets and incorporate energy efficiency into our training programs to encourage employee participation.
  - We prioritize collaboration with all stakeholders to create shared goals and outcomes in energy management. We maintain engagement with guests, employees, visitors, and business partners to promote awareness and consciousness on these issues.
  - We research, purchase, and aim to use energy-efficient products, equipment, tools, and technology alternatives.
  - We aim to document our Energy Management System, extend it across all departments, update it when necessary, review it, and continually improve it.
  - We assess potential energy risks or emergencies, such as energy restrictions, and plan preventive measures accordingly.
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### **WOMEN'S RIGHTS AND GENDER EQUALITY POLICY**

We prioritize gender equality in our business.

- We ensure the health, safety, and well-being of all employees, regardless of gender.
  - We support women's participation across all departments and provide equal opportunities.
  - We implement an "equal pay for equal work" policy without gender discrimination.
  - We assign tasks based on the principle of equality.
  - We provide equal access to career opportunities.
  - We develop training policies that support women's participation and raise awareness.
  - We create work environments and practices that maintain work-life balance.
  - We support women's involvement in company management and offer equal opportunities.
  - We do not tolerate any form of abuse, harassment, discrimination, suppression, coercion, or defamation against women. We recognize their value and actively support their presence.
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### **SUSTAINABLE PROCUREMENT POLICY**

In line with our sustainable sourcing approach, we ensure that our suppliers and partners:

- Have Quality Assurance, Environmental, and Occupational Health and Safety Management Systems, along with internationally recognized environmental and sustainability certifications.
- Produce and supply products without harmful effects on the environment, complying with environmental regulations.
- Use resources in ways that do not harm natural life or ecosystems and adhere to hunting bans.
- Minimize and properly manage waste, offering alternatives such as reduced or bulk packaging.

- Provide eco-friendly, cost-effective, local, ethical alternatives, using recyclable or recycled materials, organic, bio, vegan, non-animal-tested, and free from harmful chemical ingredients.
- Are domestic and local producers or service providers.
- Offer products and services that reflect and promote the cuisine, traditions, and culture of our country and region.

We prioritize these principles, communicate this perspective to stakeholders and suppliers, and aim to create efficient purchasing opportunities while minimizing environmental impacts.

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### **CULTURAL INTERACTION POLICY**

As a company, we organize cultural tour activities for our employees at specific and planned intervals to ensure their sector integration, maintain motivation, and contribute to sustainable tourism.

We aim to help employees get to know the city and observe how their presence in the tourism sector positively reflects on work performance and efficiency.

Our company targets at least one cultural tour activity per year for staff. While planning these activities, we prioritize seasonal conditions and consider employee participation requests, taking action accordingly.

Each cultural tour plays a significant role in helping employees learn about cultural heritage and share this knowledge with visitors. We also value their feedback after each training session.

We inform local and international guests about cultural heritage through brochures, maps, and websites, while reflecting our culture through decor and atmosphere.

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### **BIODIVERSITY CONSERVATION POLICY**

- Contribute to the conservation and enhancement of terrestrial and aquatic biodiversity through "Biodiversity Protection and Monitoring" efforts as part of our Environmental Responsibilities.
- Implement measures to minimize negative impacts on flora and fauna.
- Support a sustainable ecosystem by adopting a life cycle approach.
- Develop action plans for biodiversity conservation within the scope of environmental impact assessments and raise awareness among stakeholders in our supply chain—this is our primary principle.