



Sustainability Report

April 2025

CONTENTS

ABOUT US	3
OUR SUSTAINABILITY MESSAGE	4
OUR SUSTAINABLE TOURISM POLICY	5
OUR ENVIRONMENTAL AND WASTE MANAGEMENT POLICY	6
OUR ENERGY EFFICIENCY POLICY	7
OUR QUALITY, FOOD SAFETY, AND OCCUPATIONAL HEALTH & SAFETY POLICY	8
OUR ENVIRONMENTAL PROCUREMENT POLICY	10
OUR HUMAN RESOURCES POLICY	13
OUR EMPLOYEE AND HUMAN RIGHTS POLICY	14
OUR CHILD PROTECTION POLICY	15
POLICY ON ABUSE AND EXPLOITATION	16
OUR WOMEN'S RIGHTS AND GENDER EQUALITY POLICY	17
OUR SOCIAL COHESION POLICY	17
OUR BIODIVERSITY AND WILDLIFE PROTECTION POLICY	18
OUR GOALS / 2025	19
ENVIRONMENTAL AND WASTE MANAGEMENT	20
2025 ENERGY CONSUMPTION FIGURES	23
WORK LIFE – EQUAL OPPORTUNITIES – BUSINESS ETHICS	24
2025 STAFF DISTRIBUTION AND STATISTICS	26
INTERNAL AND EXTERNAL COMMUNICATION GUIDELINES	27
RISK MANAGEMENT SYSTEM	32
PROCUREMENT AND SUSTAINABILITY – OUR CONTRIBUTION TO LOCAL ECONOMIES	33
PROTECTION OF NATURAL AND CULTURAL HERITAGE AND SITES	35

ABOUT US

Located in the very heart of Istanbul's second most historic neighborhood, the newly opened Casa Foscolo Hotel offers a timeless tribute to the city's rich heritage. With carefully added modern amenities and a meticulous, historically faithful renovation, this 134-year-old building now welcomes guests as an intimate luxury hotel where contemporary art, literature, and history seamlessly intertwine. The architectural restoration and interior design, led by Emre Kuzlu, flawlessly blend the original features of the building with modern comforts. Behind the renewed neoclassical façade made of blended brick and travertine, period-specific elements such as high ceilings, stone walls, a central spiral staircase, large windows, and handcrafted oriental motifs on the ceilings of some rooms have been preserved and carried into the present. During the restoration process, priority was also given to preserving and reusing existing materials like marble and wood. Casa Foscolo Hotel is located in the heart of Istanbul's historic district of Beyoğlu also known of Pera just steps away from the pedestrian only Istiklal Avenue ,the iconic Galata Tower and the Tunel funicular.



OUR SUSTAINABILITY MESSAGE

SUSTAINABILITY STRATEGY

At Casa Foscolo Hotel, we recognize that sustainability practices in tourism play a crucial role in minimizing negative impacts on social, environmental, and cultural heritage, and we are fully aware of the responsibilities brought by sustainable tourism.

In this context, we are actively committed to a wide range of sustainability-focused efforts, including minimizing environmental impact, protecting human rights, efficiently managing energy, water, and waste, preserving cultural and social heritage, supporting the local community and producers economically and socially, and protecting the environment. Our deeply held corporate values underline the importance of responsible and sustainable tourism. We are focused on effectively managing sustainability-related risks and achieving sustainable growth through long-term strategies, with the goal of increasing our success day by day.

Transparent and effective communication with our stakeholders regarding our operations and their impact is among our top priorities. In this regard, the annual sustainability reports we publish serve as an essential tool in becoming a transparent and accessible organization.

With the philosophy of “**A Sustainable World for Sustainable Tourism,**” we are wholeheartedly committed to the principles of sustainability. Through this approach, we aim to raise and enhance awareness of sustainable tourism among our employees, business partners, and through every aspect of our service culture.

SUSTAINABILITY TOURISM POLICY

We are aware that sustainability efforts in tourism play a key role in minimizing negative impacts on social, environmental, and cultural heritage, and we fully recognize the responsibilities that come with sustainable tourism.

In this framework, we continue to actively engage in various areas encompassed by the concept of sustainability including reducing environmental impacts, protecting human rights, managing energy, water, and waste efficiently, preserving cultural and social heritage, supporting local communities and producers both economically and socially, and protecting the environment.

Our core corporate values strongly reflect the importance we place on responsible and sustainable tourism. We are committed to effectively managing sustainability-related risks and achieving sustainable growth through long-term strategies, with the aim of continuously improving our performance.

Transparent and effective communication with our stakeholders regarding our operations and their impacts is among our top priorities. Accordingly, we would like to emphasize that we will publish annual sustainability reports and ensure open access to all our stakeholders. Through this, we welcome their feedback, suggestions, and contributions as we progress on our sustainability journey.

OUR ENVIRONMENTAL AND WASTE MANAGEMENT POLICY

In all product and service stages within our facility, we act in full compliance with national and international legislation, the rule of law, and the regulatory requirements set forth by legal authorities, as well as with other obligations and voluntary principles to which our facility is committed.

As a hotel that respects the environment and future generations, we aim to contribute to the development of the local community in all our operations. We guide our employees, suppliers, and guests to be environmentally conscious by providing education and information to encourage their active participation in our environmental efforts.

We are pleased to share this environmental awareness with all our stakeholders. We are committed to protecting the environment in all our operations and to preventing environmental pollution by using our resources efficiently. We aim to reduce our waste in line with the "zero waste" initiative, ensure the recycling of generated waste, and minimize environmental harm. We also act with great sensitivity in preserving biodiversity and ecosystems.

We strive to use natural resources responsibly and efficiently and prioritize the use of eco-friendly products.

We classify our waste according to its type, separate it at designated collection points, and ensure its disposal through licensed organizations.

We also inform our guests about our environmental sensitivity and encourage them to respect and protect nature during their stay..

ENERGY EFFICIENCY POLICY

We are fully aware of our responsibilities regarding energy efficiency and are committed to acting with a sense of duty to protect the environment and leave a livable world for future generations.

While fulfilling our environmental responsibilities, we follow national and international standards, laws, and regulations, and carry out efforts aimed at reducing energy consumption and/or continuously improving our energy performance.

We continue to strengthen our technical services and teams to identify technologies and innovations that facilitate energy reduction without compromising guest comfort.

We set clear goals for the efficient use of energy resources, provide training to our employees to meet these goals, and guide our guests and stakeholders on energy efficiency practices.

In our facility, we aim to continuously improve our energy performance by using energy resources in the most efficient way possible and increasing the use of alternative renewable sources.

OUR QUALITY, FOOD SAFETY, AND OCCUPATIONAL HEALTH & SAFETY POLICY

We encourage and collaborate with our suppliers to ensure their compliance with environmental, occupational health, and safety standards and regulations, in line with our policy.

With a guest-centered approach, we ensure guest satisfaction by adhering to food safety and quality standards without compromise, and by utilizing all resources effectively.

To protect the health of our employees and guests, we implement a food safety management system from the product procurement stage through to service delivery, ensuring compliance with quality and food safety principles. We continuously improve hygiene conditions to maintain high standards.

While ensuring food safety, we aim to reduce food waste and use resources efficiently in order to prevent waste. To achieve this, we involve our employees and suppliers in the process through necessary training and information.

In addition to our internal control mechanisms, we also have our processes audited by independent external organizations to ensure the creation and sustainability of our food safety system.

OUR QUALITY, FOOD SAFETY, AND OCCUPATIONAL HEALTH & SAFETY POLICY

In the hospitality industry, we adopt a leadership approach that is innovative and focused on continuous improvement. The health and safety of our employees, partners, guests, suppliers, and all stakeholders are our top priority.

To ensure that our guests, employees, and all stakeholders receive services in a safe and healthy environment, we act in compliance with national and international laws and regulations, and carry out our activities in accordance with legal requirements, food safety, quality, and occupational health and safety standards. We regularly conduct necessary controls and review preventive measures.

We identify the impacts and risks of our operations in areas such as food safety, quality, and occupational health and safety, and take the necessary precautions to prevent or minimize their adverse effects.

We establish goals and programs for the continuous development of our food safety, quality, and occupational health and safety processes, review them, and make necessary investments in resources. To prevent hazardous conditions that could lead to accidents or illnesses and to eliminate environmental pollution caused by our activities, we conduct the necessary controls and take preventive actions. We ensure the active participation of our employees by providing them with appropriate training.

OUR ENVIRONMENTAL PROCUREMENT POLICY

Our Environmental Procurement Policy aims to strengthen and ensure the continuity of our core human rights, labor principles, and sustainability approach throughout the entire supply chain.

This policy is a reflection of our commitment to integrity, trust, and respect for human rights and fundamental labor principles in all our operations and relationships with each of our stakeholders.

To achieve this goal, we expect our suppliers to share these fundamental principles with us and collaborate in the continuous improvement and development of these principles within their own practices.

We encourage constructive feedback and the systematic sharing of best practices in this area to support continuous improvement.

We expect all our suppliers to uphold freedom of thought and belief, and to provide their services without discrimination based on language, religion, race, gender, social class, age, etc., while ensuring that exploitation and harassment are never tolerated.

OUR ENVIRONMENTAL PROCUREMENT POLICY

In selecting suppliers, we prioritize adherence to the fundamental principles outlined here and obtain commitments from our suppliers on the following points:

- ✓ All operations and processes must be in compliance with applicable laws. Relevant environmental protection laws, regulations, and codes of conduct are fully implemented.
- ✓ Any form of fraud, deceit, or bribery is strictly prohibited.
- ✓ We avoid all behaviors that could undermine mutual trust and respect or tarnish commercial reputation.
- ✓ We do not engage in any behavior that could damage human dignity.
- ✓ Forced and/or child labor is strictly prohibited.
- ✓ All employees are entitled to equal rights. No form of discrimination is tolerated.
- ✓ Decisions and practices related to working conditions, wages, working hours, union and collective bargaining rights, and other fundamental employee rights are in compliance with applicable laws and are fair.
- ✓ Workplace and employee health and safety are prioritized, and all necessary precautions are taken.
- ✓ Environmentally-friendly practices are preferred in the packaging and delivery of products.
- ✓ We aim to reduce and/or eliminate waste through replacement and other measures.
- ✓ Our product range includes environmentally sensitive product/raw material alternatives.
- ✓ We work collaboratively to update and continuously improve product quality and safety.

With our "Sustainable Tourism for a Sustainable World" philosophy, we are wholeheartedly committed to sustainability principles.

OUR ENVIRONMENTAL PROCUREMENT POLICY

- ✓ We closely follow current developments and technologies, providing us with improvement suggestions.
- ✓ We focus on the protection of ecosystems, habitats, and all species, particularly endangered and endemic species, as well as preventing land degradation, maintaining and continuously improving the capacities of natural ecosystems, and managing the impact on biodiversity in a sustainable manner.
- ✓ In all operations, including product, production, transportation, storage, and others, we reduce and/or eliminate waste and wastewater formation, greenhouse gas emissions, chemical use, and other environmental impacts by employing practices such as reuse, recycling, or substitution.

We work with our suppliers based on shared business ethics principles, collaborating to improve their performance in environmental and social matters.

For the purchase of requested products or services, and when applicable (depending on product or service availability and continuity), we aim to source from locations near the facility. This helps reduce the environmental impact by lowering carbon dioxide and greenhouse gas emissions during delivery.

When selecting suppliers for central or local product/service procurement, we consider factors such as:

- ✓ Environmental sensitivity
- ✓ Local/regional sourcing
- ✓ Use of fuels, chemicals, pesticides, and any equipment consuming fossil fuels
- ✓ Environmentally friendly electric tools, appliances containing refrigerants, noise-producing equipment, consumables, plastic materials, and construction materials
- ✓ Compliance with necessary permits and certifications
- ✓ Energy efficiency ratings

OUR HUMAN RESOURCES POLICY

We are aware that all of our employees are representatives of our brand and values. In accordance with national and international standards and regulations, we commit to not employing child labor.

We treat our employees as partners, selecting each one based on the necessary training, experience, and competencies that align with our corporate culture, values, and objectives. Our primary principle in recruitment and placement is to provide equal opportunities to individuals who possess the required competencies (knowledge, skills, behavior) for the job, and who will adopt and embody the company's values, without any discrimination or favoritism.

Respecting and protecting the rights of our employees, as stipulated by laws and regulations, is one of the most important duties and priorities of the company.

From recruitment to training, compensation, career development, and all other human resources practices, we ensure equal opportunities for all employees.

We take pride in the diversity and cultural variety of our employees, and while working towards a common goal, we view these different perspectives as a source of richness. All human resources practices are designed to nurture and develop this richness, creating equal opportunities for all employees, irrespective of language, religion, race, age, ethnic identity, or gender.

We are committed to investing in the professional and personal development of our partners, organizing training to support their growth, and improving the health and safety conditions of their working environments.

OUR EMPLOYEE AND HUMAN RIGHTS POLICY

We adopt the Universal Declaration of Human Rights of the United Nations and are committed to creating a culture where everyone is treated equally and has the opportunity to contribute fully, regardless of race, color, gender, age, nationality, religion, gender identity or expression, marital status, citizenship, disability, or other legally protected statuses.

We offer fair and equal opportunities to all our employees, candidates, business partners, and stakeholders within the scope of our operations and value chain.

We act with awareness of the impact and responsibility of creating a positive effect in society by ensuring all our stakeholders act in accordance with human rights.

We implement systems that ensure the establishment of honest, transparent, fair, respectful, and trust-based relationships among all our employees.

We commit to providing equal and safe working conditions, Receiving feedback from our employees and making improvements and developments, Monitoring their performance and planning their careers, Ensuring fair compensation distribution and making payments in accordance with legal requirements, Protecting our team members' personal information,

We are committed to offering all team members the social rights, benefits, and rewards we have planned.

OUR CHILD PROTECTION POLICY

We adopt the UN Convention on the Rights of the Child and recognize every individual under the age of eighteen as a child, respecting their rights and accepting the responsibility to protect them from psychological violence, physical violence, and commercial exploitation.

In our facilities, we are committed to providing special areas where child guests can feel safe, free, and happy, and express their emotions, thoughts, and desires comfortably.

We ensure that in areas where we provide services such as children's activity areas, children can always reach their parents or another trusted adult from their family/group.

We keep children under adult supervision during the activities they participate in.

We encourage communication with other children, recognize their successes, and motivate them. We provide training to our employees on children's rights and protection.

We ensure that parents are aware of signs of physical, verbal, psychological violence, or neglect in their treatment of their children.

In case of suspected situations where our child guests may be harmed, we immediately inform hotel management and seek assistance from the Social Support Line (ALO 183) when necessary.

We are committed to supporting relevant projects for all children and their rights.

POLICY ON ABUSE AND EXPLOITATION

With our mission for responsible tourism and environmental protection, we support the protection of children from sexual exploitation and respect and uphold children's rights, including protection from child labor and human trafficking.

In all our business relations, we are committed to acting ethically and honestly, implementing and executing effective systems and controls to prevent sexual exploitation and abuse, especially of children and disadvantaged groups.

We are determined to act transparently in our approach to preventing and responding to any protection violations against children and disadvantaged groups, and in our relationships with relevant parties across our services and supply chain.

We are committed to ensuring that our approach is consistent with our national and international obligations, and that we will comply with all applicable laws, regulations, and rules.

Sexual exploitation and abuse are violations of fundamental human rights and are criminal offenses. Through awareness and best practices, we ensure that our employees minimize all risks of sexual exploitation and abuse.

We provide training to ensure that all our employees are informed about the steps to take when suspicions or concerns arise regarding allegations of sexual exploitation or abuse, and we support their continuous development.

We expect all our stakeholders to take measures to prevent their staff and representatives from engaging in any form of sexual exploitation, sexual abuse, or harassment.

OUR POLICIES

OUR WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

With an awareness of gender equality, we support the participation of women in the economy and ensure gender equality in our recruitment processes.

We advocate for fair treatment of all women and men in the workplace, respecting human rights and the principle of non-discrimination.

We support training, courses, and professional development opportunities to ensure women have a voice in management positions.

We aim to maintain a working environment where equality and workplace peace prevail by taking the necessary measures to ensure the health, safety, and well-being of all our employees, regardless of gender.

OUR SOCIAL COHESION POLICY

We believe that maintaining continuous communication with our local community contributes to the well-being and living standards of the local people.

With an awareness of social unity and support, we strive to assist the local community in social matters, as we do in all other areas.

We aim to support initiatives that develop the local economy and society, respecting and preserving local culture, traditions, and lifestyles. We declare that we will collaborate with all our stakeholders to preserve the natural heritage and cultural features in the region where we operate.

We value feedback from the local community at our facility and ensure that it is recorded and evaluated.

OUR BIODIVERSITY AND WILDLIFE PROTECTION POLICY

The protection of biodiversity is one of the priority areas within the scope of our sustainability principles. We aim to preserve the diversity of species, habitats, and ecosystems, as well as the integrity of ecological functions, by identifying and monitoring the impact of our activities on biodiversity.

We accept and commit to protecting the integrity and biological diversity of ecosystems, which are a natural heritage, and promoting balanced coexistence and the development and growth of natural heritage.

To raise awareness about the importance and protection of biodiversity, we organize internal training and communication activities at our facility, and we also address this issue in our sustainability education programs.

We adhere to national and international regulations regarding animal welfare.

We inform all our stakeholders about the importance of not hunting or trading endangered species.

We do not display, offer, or sell protected species or any items made from them.

We do not support or participate in any activities that involve unacceptable practices in relation to biodiversity and wildlife, as stipulated by the law. In cases of renovation, construction, or similar activities, we are aware of the need to protect flora and fauna, especially endangered or at-risk species.


We collaborate with legal authorities and NGOs to protect endemic plants in the region where we operate.

We monitor endangered species from platforms such as WWF and CITES.

We guide our guests, stakeholders, and employees to ensure that the products they use are not derived from endangered species.

We reject the use of captive wildlife in performances for commercial gain or personal pleasure.

OUR GOALS /2025

		Sustainability Management System Goal Tracking Table			
Order Number	Target Description	Topic (People, Society, Environment, Culture, Economy, Investment, Water Conservation, Waste Reduction, Energy Saving, Fair Trade, etc.)	Department	Current Status	Goal
1	Reduction of Solid Waste	Environment	Health and Safety & Environment	2025 (first three months) Total Solid Waste Amount: 1021.07 (kg)	Reduce solid waste by 2%
2	Reduce Plastic Consumption by 1% in the Facility	Environment	Housekeeping Technic Service F&B Küchen	2025 Year (first three months) Total Consumption: 5866 units	Reduce the amount of plastic consumption in the facility by 1%.
3	Reduce Total Water Consumption (cubic meters) by 1%	Water Conservation	Technic	2025 Year (first three months) total consumption: 396 (m)	By tracking the daily water consumption, aim to reduce the annual water consumption amount by 1% in cubic meters.
4	Reduce total natural gas consumption (m³) by 1%	Energy Savings	Technic	2025 Year (First three months) total natural gas consumption: 17,820 (kWh)	By tracking daily energy consumption, reduce annual energy consumption (in cubic meters) by 1%.
5	Reduce total electricity consumption (kWh) by 1%.	Energy Savings	Technic	Total electricity consumption in the first three months of 2025: 75,440 (kWh)	By monitoring daily energy consumption, aim to reduce annual energy consumption (kWh) by 1.0%.
6	Increase the local procurement rate by 1%.	Economic	Purchasing	Number of Suppliers: 28 Number of Local Suppliers: 24 Non-local supplier: 68%	Researching local suppliers, increasing the local purchasing rate by 1% compared to the previous year.
7	Preserving Guest Satisfaction	Human	Front Office	2025 Guest Satisfaction Rate: 100%	Maintain the same guest satisfaction rate in 2026 as in 2025.
8	Preserving the Total Percentage of Female Employees	Human	Human Resources	Total Number of Employees: 26 Person Number of Female Employees: 9 Person Number of Male Employees: 17 Person Female Employee Rate : %34	Preserving the Total Percentage of Female Employees
9	Percentage of Female Employees in White Collar Managerial Positions	Human	Human Resources	Total Number of White Collar Employees: 9 Person Number of Female White Collar Employees: 4 Person Number of Male White Collar Employees: 5 Person Female Employee Rate: 44%	Percentage of Female Employees in White Collar Managerial Positions
10	Local Staff Employment Rate	Human	Human Resources	Total Number of Employees: 26 Person Number of Local Employees: 26 Person Number of Non-Local Employees: 0 Person Local Employee Ratio: %100	Maintaining the current status
11	Carbon Emission Rate	Environment	Technic Human Resources Purchasing	Emission Rate: 69.31 tCO ₂ e	To reduce by 2% compared to the year 2025

ENVIRONMENTAL AND WASTE MANAGEMENT

We closely monitor national and international environmental regulations.

In our hotel, packaging waste, hazardous waste, organic waste, construction and garden waste, medical waste, waste oils, and batteries are separately collected. These wastes are stored in designated temporary storage areas in accordance with regulations within the facility, and are then sent to licensed companies for collection and transferred to appropriate sorting and recycling facilities. We aim to record the waste amounts sent in the EÇBS (Environmental Information Management System). We conduct efforts to reduce waste by measuring our waste.

As required by our global brand, Casa Foscolo Hotel does not permit single-use plastics. We do not purchase bottled water, but instead, offer environmentally friendly amenities to our guests for a better future.

Our facility follows the waste management plans and works to obtain the "Zero Waste Certificate".

We regularly provide training on Waste Management and Zero Waste to all our employees.

We increase employee awareness by providing training on environmental and energy efficiency topics.

We periodically provide "Chemical Usage" training to employees of chemical supply companies, enhancing user awareness and minimizing chemical consumption.

We reduce paper consumption by conducting guest, supplier, and stakeholder feedback, fault logs, room requests, internal correspondence, and announcements in digital formats wherever possible.

We achieve savings in heating and cooling systems by utilizing an automation system with professional support.

In technical volume areas and domestic water systems, dosing units are used, and we receive support from a professional company. We also ensure that the chemicals used by our solution partner are environmentally friendly.

In our food and beverage operations, we minimize the use of single-use products and purchase large-packaged materials wherever possible.

We are happy to have transitioned to a renewable energy subscription.

We use energy-saving units in our lighting systems.

In the disposable products used in our rooms, we prefer recyclable products.

ENVIRONMENTAL AND WASTE MANAGEMENT

We prefer low-flow, special, and aerator-equipped fixtures in room bathroom sinks and shower heads.

In WC areas, we ensure water conservation with dual flush systems. In public restroom areas, we use sensor-operated urinals.

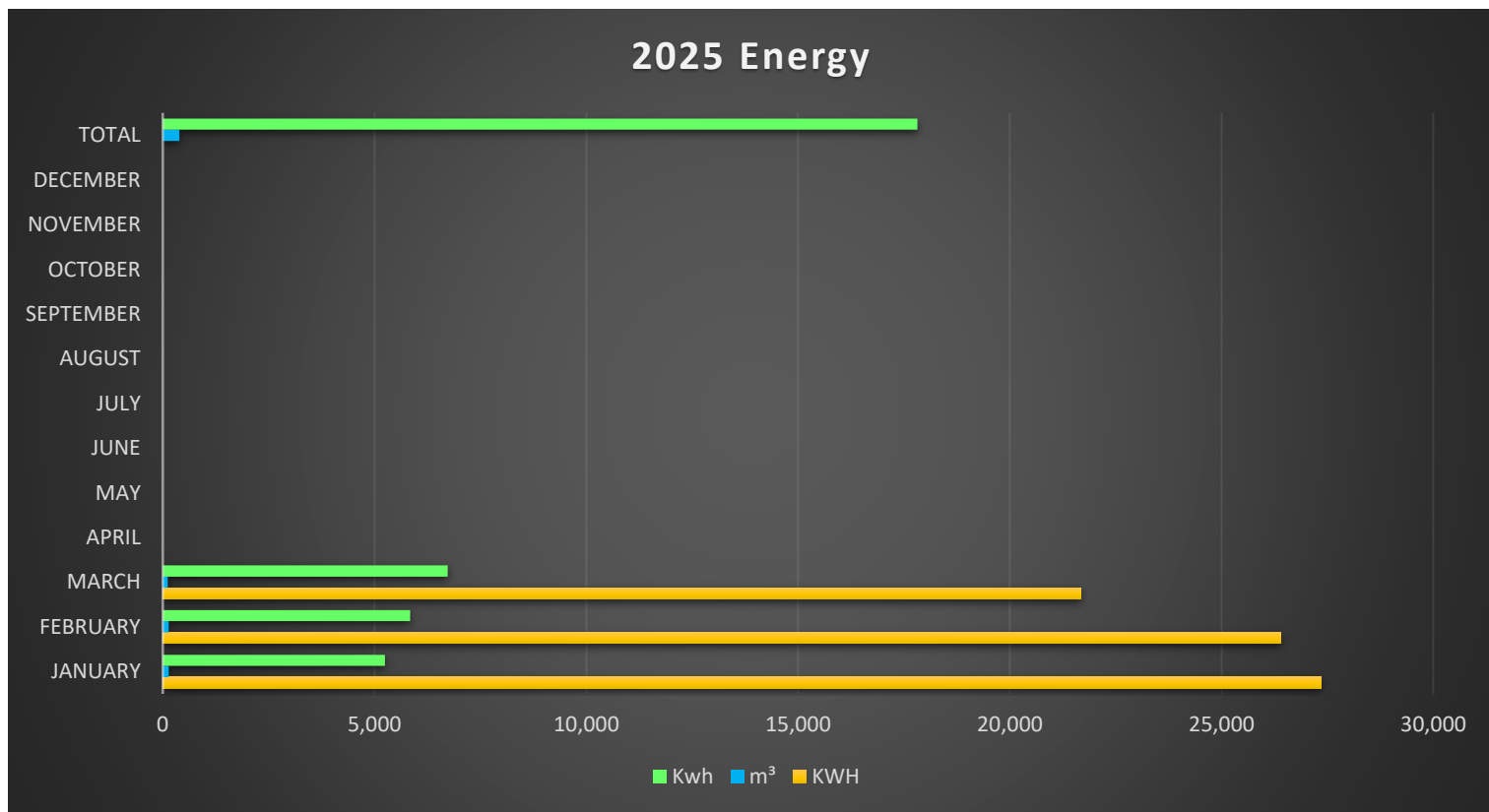
We choose paints, adhesives, varnishes, and chemicals with low VOC (Volatile Organic Compounds) content, and, when possible, environmentally friendly alternatives.

As Casa Foscolo Hotel Istanbul, we monitor our natural resource consumption (water, electricity, and natural gas) through daily, monthly, and yearly water consumption analysis. We measure guest consumption per night through these analyses.

2025 ENERGY CONSUMPTION FIGURES

2025 GUEST PER CAPITA CONSUMPTION RATES

Electricity Consumption (kwh)	Water Consumption (Cubicmeter)	Gas Consumption (Cubicmeter)	Diesel Consumption (Liters)
65	3	17	0,01



Embracing others, accepting their differences, and valuing them is one of the fundamental principles of our management ethics, which we recognize as a key to our collective success and a real challenge on a daily basis. We believe that our communication with others enriches us, and we strive to foster this mindset within our organization.

Casa Foscolo Hotel commits to fighting all forms of discrimination, whether based on ethnic origin, social or cultural background, gender, age, physical appearance or disability, religious beliefs, sexual orientation, family status, or any other kind of bias. We are dedicated to creating an environment where talent is embraced fairly, and we aim to nurture and support the growth of this talent by placing it at the heart of our management and human resources practices.

As part of the Casa Foscolo Istanbul family, we prioritize the health and safety of all our employees, ensuring that a happy and peaceful working environment is created. We are proud to host a large family consisting of employees with different cultures, beliefs, languages, and values.

Our Human Resources department works to ensure that all our employees work in environments that comply with national and international human rights laws and standards, ensuring peace and harmony.

We strictly adhere to the contracts with our employees, ensuring fair practices regarding their rights, working hours, salary policies, bonuses, and promotions. Our management values the feedback of employees, and we actively seek and evaluate their opinions.

When hiring, we prioritize providing employment opportunities to the local community to contribute to regional development.

We contribute to individual development in both current and vacant positions, encouraging internal employees to advance and achieve their career goals within the organization. We prioritize promoting from within, ensuring that employees are given opportunities for advancement based on their potential and competencies, while also providing support and training in areas where they may need improvement.

All employees undergo an orientation training program to assist them in adapting to their roles. In line with the annual training plan, they continue to receive departmental-specific training either from our managers or external service providers, in order to enhance their understanding of their department's operations and activities.

When it comes to internal promotions, we give priority to current employees, taking their potential and qualifications into account, and provide them with the necessary support and training to help them progress in their careers. In cases where candidates meet the qualifications for a position equally, we prioritize candidates from groups at risk of discrimination, contributing to equal opportunity.

We measure the proportion of local employment within the total workforce and work to increase the rate of local employment through post-hire training and development.

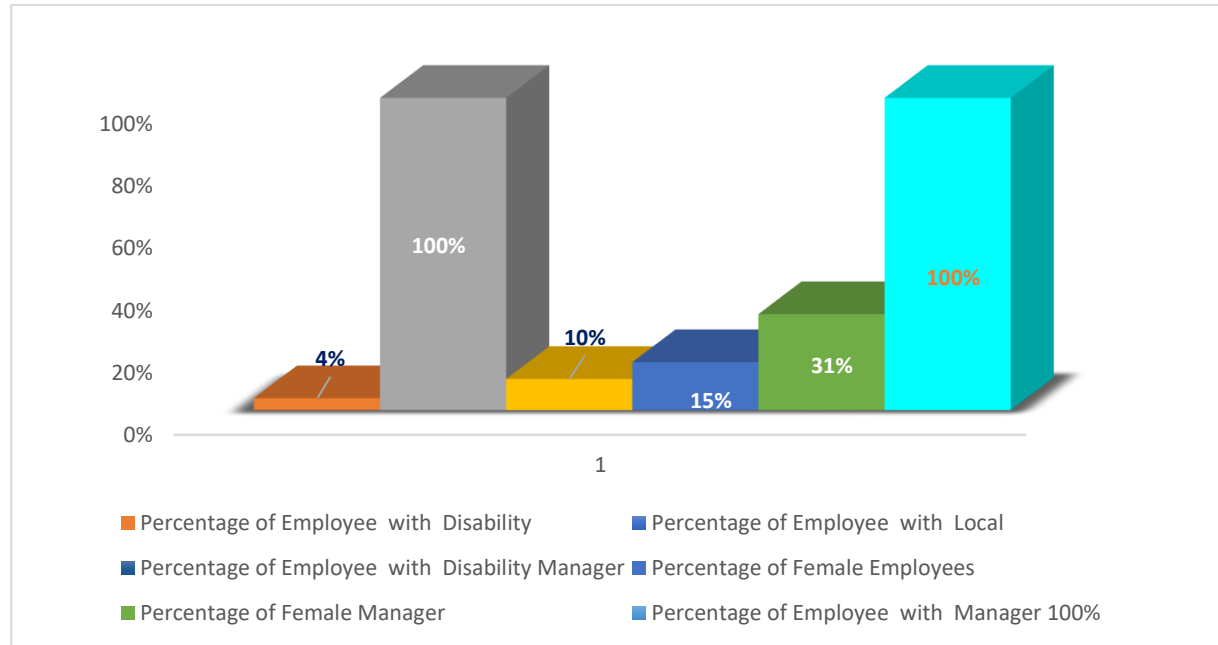
Each year, we aim to conduct an "Employee Satisfaction Survey" that involves all employees, evaluating the feedback, opinions, and suggestions provided by them.

In our orientation training, we inform employees about work ethics, issues such as corruption, bribery, unethical behavior, fraud, and abuse. We also make it clear that they can contact us through open-door policies or suggestion boxes if they encounter such situations. Furthermore, we assure them that any discussions with the Human Resources department will remain confidential.

Personnel Distribution and Statistics (2025)

2025 Number of Employees

Total Number of Employees	Disability Employee		Local Employment		Local Manager Employment		Disability Manager Employee		Woman Employee		Woman Manager	
Total Number of Employees	Total Number of Disability Employee	Percentage of Employee with Disability	Local Employment Number	Percentage of Employee with Local	Local Manager Employment Number	Percentage of Employee with Manager	Total Number of Disability Manager	Percentage of Employee with Disability Manager	Number of Female Employees	Percentage of Female Employees	Woman Manager	Percentage of Female Manager %
26	1	4%	26	100%	10	100%	1	10%	9	15%	4	31%



We believe in the importance of open, transparent, and honest communication with our stakeholders. Therefore, we value the opinions and expectations of our stakeholders and focus on understanding the needs of our local stakeholders and enhancing communication with them accordingly.

To ensure the continuity of communication with our stakeholders, we conduct periodic employee satisfaction surveys, guest satisfaction measurements, and work on increasing guest awareness of sustainability. We also encourage our suppliers to inform us about their sustainability efforts, hold stakeholder participation and information meetings, and carry out environmental impact assessments.

As a facility, we define our stakeholders as individuals and organizations who are affected by our activities and who have the potential to influence the success of our company. For sustainable growth, we aim to make the benefits we provide to all key stakeholders sustainable as well.

We recognize the importance of understanding the opinions, expectations, and suggestions of our stakeholders and the significance of being a learning organization. We communicate with our stakeholders through various channels. Below, we share our communication methods and feedback systems with our stakeholders.

INTERNAL AND EXTERNAL COMMUNICATION GUIDELINES

Communication Topic	Communication Methods	Stakeholder Feedback System	Communication Topic
Our Guests	Support and Awareness for the Efficient Use of Natural Resources Support and Awareness for Combatting Climate Change and Supporting a Low Carbon Economy Support and Awareness for Waste Reduction Awareness and Information about Sustainable Tourism and the Hotel Importance and Awareness of Cultural Heritage and Regional Development	Guest Satisfaction and Complaint Management, Guest Room Information Cards or TV Displays, QR Code System, Social Media, Email, Phone, Corporate Website, Face-to-Face Meetings with Guest Relations, etc.	Guest satisfaction and complaint management, guest room information cards or TV displays, QR code system, social media, email, phone, corporate website, face-to-face meetings with guest relations, etc. notifications received.
Our Employees	SY System Awareness Support and awareness for the effective use of natural resources (Guest-Focused) Support and awareness in the fight against climate change and support for a low-carbon economy Support and awareness for waste reduction Support and awareness for sustainable tourism and hotel processes Information, support, and awareness about facility culture and policies Support for guest satisfaction and ensuring guest retention Awareness of air pollution Support and awareness on work and business ethics Employee rights and satisfaction Support for transparent management Compliance with legal regulations, brand standards compliance, and support Support and awareness for digitalization and information security Personal development and adding value to the facility Preserving cultural heritage	Employee satisfaction and complaint management Employee information cards and brochures QR coding system Social media Email Phone Effective use of suggestion-complaint boxes Corporate website etc.	Email, phone, suggestion-complaint boxes, corporate website, etc. Department managers, Human Resources, Employee Representative, and Ethics Hotline
Tour and Agency	Support and awareness for the efficient use of natural resources Support and awareness for combating climate change and supporting a low-carbon economy Support and awareness for waste reduction Information and awareness about sustainable tourism and the hotel industry The importance of cultural heritage and regional development awareness	E-mail, phone, online meetings, site visits, agency visits, contracts	E-mail, phone, online meetings, site visits, agency visits

INTERNAL AND EXTERNAL COMMUNICATION GUIDELINES

Suppliers	Adoption and implementation of purchasing policies Support for the Sustainability Management (SM) System and its requirements Support and awareness for the efficient use of natural resources Support and awareness for combating climate change and promoting a low-carbon economy Support and awareness for waste reduction Information and awareness about sustainable tourism and the hotel Importance and awareness of cultural heritage and regional development	Phone, E-mail, Supplier visits– audits, meetings, discussions based on supplier evaluation reports Stakeholders/Local Community Communication Officer	E-mail, phone, online meetings, site visits, supplier visits
Public Institutions – NGOs and Destinations	Implementing joint projects within the scope of the Sustainability Management System, conducting training and awareness programs, working on reducing environmental impacts, protecting human rights, effective management of energy, water, and waste, preserving cultural and social heritage, and contributing to the local community and producers both economically and socially. Efforts are also made towards sustainable cities and communities and the protection of cultural heritage.	Audits, phone, e-mail, institutional visits, projects and activities	E-mail, phone, online meetings, facility visits
Sectoral Groups	Carrying out joint projects within the scope of the Sustainability Management (SM) System Implementing training and awareness activities Collaborating on initiatives focused on reducing environmental impacts, protecting human rights, efficient management of energy, water, and waste, preserving cultural and social heritage, and providing economic and social benefits to the local community and local producers Supporting sustainable cities and communities, and the preservation of cultural heritage	E-mail, phone, online meetings, site visits, visits to partner organizations, audits	E-mail, phone, online meetings, site visits
Local Communities	Support and Awareness for the Efficient Use of Natural Resources Support and Awareness for Combating Climate Change and Supporting a Low Carbon Economy Support and Awareness for Reducing Waste Efforts to Reduce Environmental Impacts, Protect Human Rights, Efficiently Manage Energy, Water, and Waste, Preserve Cultural and Social Heritage, and Provide Economic and Social Benefits to Local Communities and Local Producers Sustainable Cities and Communities, Preservation of Cultural Heritage Sustainable Cities and Communities Ensuring Cooperation and Satisfaction of the Local Community Preservation of Cultural Heritage	Social Media, E-mail, Phone, Visits, Announcement of Collaborative Projects with NGOs and Public Institutions via Local and National Media Channels Stakeholders/Local Community Communication Officer	Social Media, E-mail, Phone, Visits, Collaborative Projects with NGOs and Public Institutions, Training and Social Support Projects

INTERNAL AND EXTERNAL COMMUNICATION GUIDELINES

Written and Visual Media	<p>Effective Use of Natural Resources, Support and Awareness in Combating Climate Change and Supporting a Low Carbon Economy</p> <p>Efforts to reduce waste and raise awareness about waste management.</p> <p>Fostering sustainable cities and communities, and the preservation of cultural heritage.</p> <p>Promoting collaboration with local communities to ensure their satisfaction and involvement.</p> <p>Supporting cultural heritage conservation to maintain the richness of local history and traditions.</p>		<p>E-mail, phone,press interview,press conference,social media accounts.</p>
--------------------------	--	--	--

Priority Issues	Our Strategies	Our Guests	Our Colleagues	Tours and Agencies	Our Suppliers	Public Authorities, NGOs, and Destinations	Sector Groups	Local Communities	Print and Visual Media
To receive Guest Satisfaction and Sustainability support	To Improve, Raise Awareness, and Protect	√	√	√	√	√	√	√	√
Climate Change and Awareness	To Improve, Raise Awareness, and Protect	√	√	√	√	√	√	√	√
Management of Natural Resources	To Improve, Raise Awareness, and Protect	√	√	√	√	√		√	
Waste Management	To Improve, Raise Awareness, and Protect	√	√		√	√		√	
Air Pollution	To Improve, Raise Awareness, and Protect	√	√		√	√		√	
Life on Earth (Water and Land)	To Improve, Raise Awareness, and Protect	√	√	√	√	√	√	√	√
Gender Equality	To Improve, Raise Awareness, and Protect		√	√		√		√	√
Reducing Inequalities	To Improve, Raise Awareness, and Protect	√	√	√	√			√	
Contribute value to the SY System	To Improve, Raise Awareness, and Protect		√	√	√	√		√	
Responsible Consumption and Production	To Improve, Raise Awareness, and Protect	√	√			√		√	
Affordable and Clean Energy	To Improve, Raise Awareness, and Protect	√	√			√		√	
Sustainable Cities and Communities	To Improve, Raise Awareness, and Protect	√	√	√	√	√	√	√	√

RISK MANAGEMENT SYSTEM

The impact of sustainability on the business continuity of our hotels also creates various risks and opportunities within its scope. At our hotel, the approach to managing sustainability is based on anticipating risks that threaten sustainability, developing preventive mechanisms, and monitoring the management of targets related to the actions implemented. Casa Foscolo Hotel, in line with its priority issues, strives to create opportunities for the development of the local community in the region where it operates, while meeting the expectations of its stakeholders and ensuring sustainable growth.

PROCUREMENT AND SUSTAINABILITY – OUR CONTRIBUTION TO LOCAL ECONOMIES

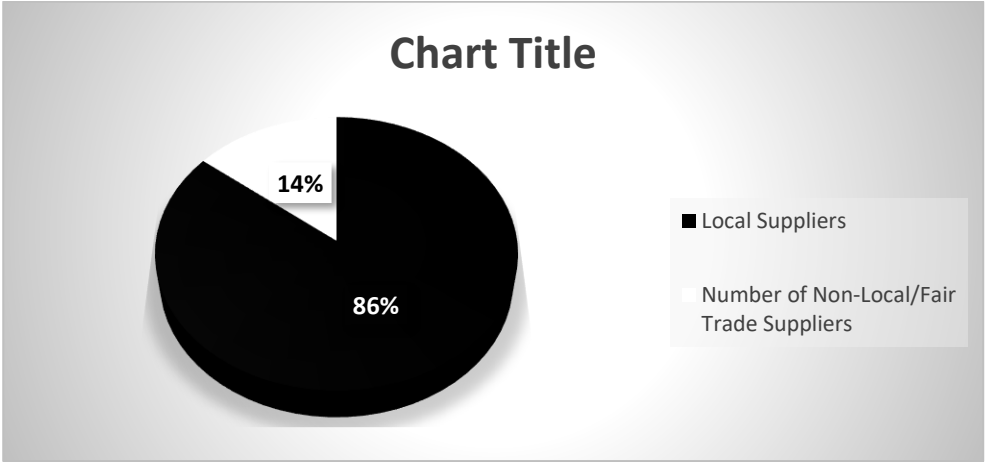
In our product and service procurement process, we aim to reduce the environmental impact and minimize CO2 emissions by sourcing

PROCUREMENT AND SUSTAINABILITY – OUR CONTRIBUTION TO LOCAL ECONOMIES

We ensure that purchases made from the region are effectively measured and managed, and research is conducted to increase their proportion. Continuous monitoring and control are maintained for local/regional suppliers and those engaged in fair trade.

At least once a year, all of our suppliers are evaluated through on-site audits and surveys. The evaluations are carried out by the purchasing and relevant departments in accordance with their annual performance.

Number of Suppliers	Local Suppliers		Non-Local/Fair Trade Suppliers	
	Number of Local Suppliers	Local Suppliers	Number of Non-Local/Fair Trade Suppliers	Number of Non-Local/Fair Trade Suppliers
28	24	86%	4	14 %



PROTECTION OF NATURAL AND CULTURAL HERITAGE AND SITES

We declare that we will work in cooperation with all our stakeholders to preserve the natural heritage and cultural characteristics in the region, being fully aware of our social values. In this context, our goal is to support the local economy and social initiatives while preserving our essential resources.

During their stay at our hotels, we provide our guests with information about our natural and cultural historical sites. Front desk staff inform our guests about the measures to be taken to preserve our cultural heritage.

- ✓ By avoiding the use of sunscreens, deodorants, and other chemicals containing harmful substances to biodiversity and living organisms, you can reduce their harmful impact on the environment.
- ✓ When visiting historical, natural, and cultural sites, by adhering to the rules, you can contribute to passing these Historical, Natural, and Cultural Assets on to future generations.
- ✓ By supporting the efficient use of natural resources in our facility, you can help leave resources for future generations.
- ✓ By refraining from buying and selling products and souvenirs made from endangered species, you can help protect wildlife.
- ✓ By using eco-friendly transportation options and public transport, you can reduce your carbon footprint and support clean air.
- ✓ By helping us reduce and sort waste, you can support our efforts to recycle instead of sending it to the landfill.

We would be happy to hear your feedback and suggestions regarding our sustainability practices, as well as any other ideas you may have.
info@casafoscolo.com

Please feel free to
share your
feedback and
opinions with us at
info@casafoscolo.com.