



## LABOR AND HUMAN RIGHTS POLICY

WARWICK HOTEL ANKARA addresses labor and human rights issues with commitment to:

provides.

- A written contract is made with all employees based on local employment laws.
- All employees are insured and receive full medical care.
- Working hours comply with national employment laws.
- All employees are provided with the following benefits: free uniform, 2 free meals per day.
- All employees are provided with accurate introductory orientation information for newly recruited personnel.
- All employees receive the right training and have the opportunity to develop their skills and advance their careers.

they have.

- All employees are treated with respect and fairness and are NEVER subjected to any form of intimidation or harassment.

they are not left behind.

- All employees have the right to employment, development, advancement, self-expression and self-representation.

have equal opportunities without any discrimination.

- The minimum age to start work is 18.
  - Disciplinary procedure is implemented in accordance with the legal regulations. The announcement is on the Human Resources bulletin board.
- is kept.

- Employees are allowed to form an employee association or committee, and there is no obstruction.

- Employees can elect a spokesperson if they wish.

- Employees should meet together at the workplace during working hours to discuss employment-related issues.

are allowed to schedule meetings.

- Employees are allowed to organize and conduct meetings without management participation.

**General manager**