

	Kayakapi Tour. Yat. Tic. A.S. CHILD ABUSE - GENDER EQUALITY POLICY	Publication Date: 29.11.2022
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We believe that everyone has a responsibility to protect children. We are aware that child welfare and the protection of children from all kinds of harm is of utmost importance and that it is our fundamental duty to protect all children we are related to from physical and mental abuse. It is our primary responsibility to recognize children as individuals, respect their rights, and protect them against all forms of psychological, physical, commercial, etc. exploitation.

For this

- We teach our entire team about the types of child abuse (physical, sexual, emotional abuse and neglect) and provide training on child abuse reporting practices and our social obligations in this context.
- We try to be aware of parents' attitudes and behaviors towards their children, signs of physical-verbal-psychological violence or neglect, and to be alert to such cases.
- We make sure that our child guests are under adult supervision during the activities they participate in.
- In environments where we entrust our child guests (babysitting services, etc.), we make sure we know how to reach their parents or another trusted adult.
- We organize trainings and support related projects to raise awareness on the protection of children's rights,
- When we witness any suspicious activity involving children, we first inform the hotel management and seek help from the Social Support Line if deemed necessary.
- Child labor is unacceptable in our organization. Except in compulsory cases such as internship, the minimum age determined by national and international laws is taken into consideration.

OUR GROUP SUPPORTS GENDER EQUALITY.

For this;

we ensure the health, safety and welfare of all our employees regardless of gender.

- We support women's participation in the workforce in all our departments.
- We act with a policy of equal pay for equal work without gender discrimination.
- We distribute tasks based on the principle of equality.
- We provide the necessary environment for equal access to career opportunities.
- We create education policies, support women's participation and raise awareness.
- We create working environments and practices that protect work-family life balance.
- We support women in company management.