	Kayakapi Tour. Yat. Tic. A.S. DIVERSITY POLICY	Publication Date: 29.11.2022
		Form No: SY-FRM004
		Revision Date: -
		Revision No:

Throughout its history, Kayakapi Premium Caves Cappadocia Boutique Hotel has shown a strong commitment to people and our values.

We believe that a diverse workforce helps our company and our people realize their true potential by harnessing the creativity and innovation of people with different experiences, perspectives and cultures. It also enables us to better understand and respond to our diverse and changing guest base around the world and to respond to societal changes.

PURPOSE

The purpose of this policy is to create and maintain a non-discriminatory working environment where employees are treated with dignity and respect.

Kayakapi Premium Caves Cappadocia Boutique Hotel does not discriminate against any employee or applicant for employment on the basis of gender, age, race, ethnic origin, religion, marital status, sexual orientation, socioeconomic status, physical abilities or political beliefs. Furthermore, Kayakapi Premium Caves Cappadocia Boutique Hotel observes the principles of non-discrimination and equal opportunity in every environment in which our hotel operates.

Kayakapi Premium Caves Cappadocia Boutique Hotel supports talents with different knowledge, skills and educational backgrounds in accordance with the requirements of the job. Accordingly, Kayakapi Premium Caves Cappadocia Boutique Hotel plans the necessary roadmaps to attract, develop and retain talent.

SCOPE


This policy is intended to be binding on all employees of Kayakapi Premium Caves Cappadocia Boutique Hotel, as well as all stakeholders and local residents who have any commercial and/or industrial connection with Kayakapi Premium Caves Cappadocia Boutique Hotel.

Within the above Purpose and Scope, Kayakapi Premium Caves Cappadocia Boutique Hotel is committed to educating and guiding people within the framework of the values of diversity and equal opportunity. The Board of Directors is committed to fulfilling the requirements set out in this policy and expects the employees of Kayakapi Premium Caves Cappadocia Boutique Hotel to fulfill the same commitments.

Diversity and Inclusion in Practice

In line with our hotel Values, every employee and leader at Kayakapi Premium Caves Cappadocia Boutique Hotel is expected to

- Promote and create a participatory environment,
- To treat all employees fairly, equitably and respectfully,

	Kayakapi Tour. Yat. Tic. A.S. DIVERSITY POLICY	Publication Date: 29.11.2022
		Form No: SY-FRM004
		Revision Date: -
		Revision No:

- Attracting, developing and retaining diverse people with different talents and abilities to our Kayakapi Premium Caves Cappadocia Boutique hotel. This enriches our company and culture by
- To create a highly productive, diverse and inclusive work environment, enhancing our reputation as the employer of choice for the best talent.
- Deepen customer and market understanding to deliver superior products and services to a rapidly changing market.
- Maximizing innovation opportunities by leveraging the many different perspectives, skills and experiences of our employees and stakeholders.
- To adapt and respond with agility to a global society fueled by constant change.
- Creating sustainable growth and value for our shareholders.

Key Focus Points

- **Recruitment:** We focus on the diverse talents of job applicants. We encourage and facilitate the recruitment of a diverse workforce.
- **Compensation:** We ensure gender pay equity and inclusive benefit policies that ensure fairness and respect for each individual.
- **Performance Management and Development:** We ensure that all employees have equal opportunities for career, personal and professional development.
- **Policies, processes, talent and rewards strategy:** We comply with our Diversity Policy and update it as necessary.
- **Education:** We raise awareness through training on the importance of diversity and inclusion to avoid unconscious bias in our organization and in business relationships.

Foundations of Kayakapi Premium Caves Cappadocia Boutique Hotel:

- For ongoing employment processes in our Kayakapi Premium Caves Cappadocia Boutique hotel, compliance with the Code of Ethics and policies, including Kayakapi Premium Caves Cappadocia Fundamentals, is essential.

Property

The HR Manager is responsible for the implementation of the principles and practices of this policy.

Complaint Policy

Our employees who think that the commitments in this policy are not fulfilled, who want to ask a question about this policy or to discuss a possible violation can contact Kayakapi Premium Caves Cappadocia Boutique Hotel at the e-mail address contact@kayakapi.com.