

MISSION

In order to provide the best service to its guests in the tourism sector, Sunpark Hotels, is a follower and successful practitioner of innovations, for the development of the tourism image of our country; It acts in line with the principles of organizing professionally and effectively with an amateur spirit, "CREATING HAPPY MEMORIES" for its guests, and providing its employees with the opportunity to work in a peaceful family environment.

VISION

To be the leading company in the region in the tourism sector with its innovative, creative and environmentally friendly structure without sacrificing its service understanding in terms of quality alternatives, to be the most satisfactory business for its guests and the most prestigious business for its employees.

COMPANY POLICY

Our basic policy is to ensure that our guests are always satisfied with our service performance during their stay in our hotels and accordingly to maintain their loyalty to our hotels, and to keep our hotels always in the leading position in their category.

GÜÇLÜ TOURISM MANAGEMENT AND TRADE INC. While providing the highest quality service beyond the needs of its guests in its activities, it is aware of its social responsibilities, respects the law, acts environmentally sensitive, ensures the satisfaction of its employees, creates a team spirit.

Cook's Club, together with its employees and all stakeholders, respects all aspects of Human Rights and accepts and undertakes all articles of the United Nations Global Compact, the European Convention on Human Rights, the Universal Declaration of Human Rights, the OECD General Principles for Multinational Enterprises and the International Labor Organization (ILO) Declaration on Social Justice for Globalization. Goal; To ensure that human rights and fundamental freedoms are adopted by all our employees and stakeholders and to prevent poverty, hunger, gender inequality, climate crisis and discrimination within the framework of the United Nations Sustainable Development Goals (SDGs), including but not limited to these. This policy is binding on all Cook's Club employees, suppliers, contractors, customers, as well as third parties and the public who have any commercial and industrial ties with Cook's Club.

Within the framework of respect and compliance with Human Rights, the Board of Directors undertakes to fulfill the requirements set out in this policy and expects Cook's Club employees to fulfill the same commitments.

Child Labor: Not to have employees under the age of 18 for the healthy development of children and within the framework of respect for the right to education, to act in accordance with the procedures and principles of employing young workers, to ensure that people are not forced to work against their will at any stage of product production,

Recruitment: In order to ensure the continuity of ethical criteria, to accept the compliance of personnel selection with company rules and social compliance requirements of the company as necessary and important criteria as well as technical and professional knowledge, and to validate the policies of prevention of discrimination and harassment-maltreatment starting from the recruitment stage.

Working Hours: To comply with applicable laws and regulations in working hours and overtime due to efficient working and respect for human rights,

Wages and Payments: Based on the minimum wage as the minimum wage at which employees can meet their living expenses; To ensure that there is no wage below the minimum wage and that overtime wages are paid by making additions as stipulated by law,

Discrimination: On the basis that all employees have equal rights; to undertake that there will be no discrimination in recruitment, compensation, access to training, promotion, or termination or retirement based on race, social class, religion, national origin, gender or political relations, not to discriminate against employees and job applicants on the basis of race, colour, belief, ethnic and national origin, religion, gender, marital status, age, physical disability and similar reasons under any circumstances.

Freedom of Association and Collective Bargaining: To respect the right of employees to join a union and to bargain collectively, and to represent them freely and democratically through employee representatives,

Prevention of Harassment and Ill-Treatment: To ensure that there is no verbal, physical, psychological harassment or coercion in order to ensure the peace of the working environment and the happy work of the employees,

Bribery and Corruption: Bribery: Not to accept the giving, receiving or suggesting of bribery and / or commission under any circumstances,

Forced and Compulsory Labor: To ensure that there can be no work that is contractually obligatory or against debt and that the work is voluntary,

Training: The level of education of employees determines the general level of the company. With this logic, to increase the Occupational Health and Safety awareness of the employees, to organize internal or external trainings in order to support their professional and personal development, and to continuously improve the development of the employees with the trainings organized.

Doküman No:SRB. POL.08 Yayın

Tarihi :01.02.2024

evizyon Tarihi : Revizyon No :00

OPEN DOOR POLICY

To ensure transparent and flexible communication between managers and our employees, to

emphasize that the doors are open to all employees as management and that this understanding is important in the development of communication at all levels of our company.

This approach is very important for the development of the Company in all areas. In our focus, we expect each of our employees to be ready to give their valuable thoughts, positive or negative feedback that will support our development. We encourage open communication, feedback, and discussion on all matters that matter to our employees. Employees can take their concerns, questions, or suggestions out of their reporting chain in the workplace.

Managers at all levels are expected to keep their doors open in support of this policy. Managers should be prepared to listen to their employees in person or through the digital tools we use in the workplace (email or messaging apps) and foster a culture of trust and communication in their teams.

Manager Responsibilities:

Managers are responsible for creating a working environment where employees can share their input sincerely, where these inputs are welcome, where advice is given freely and where problems arise early. It is the responsibility of managers to convey the feedback from their team members to a senior management or to take action in line with this feedback. Therefore;

- Always be transparent about what to do and why it is done and share information,
- Be interested in the personal development of the employee and draw a road map on this path,
- Do not make promises that cannot be fulfilled,
- All kinds of thoughts should be discussed with team members,

After all, the main goal is for communication to work in both directions.

Employee Responsibilities:

Communication is important and is built on mutual trust. This means that you rely on your manager to listen to you, and your manager needs your objective approach to better evaluate the information.

It needs your objective approach to evaluate. Therefore: · Every employee should try to resolve minor disagreements with their co-workers before reaching out to their managers. Trust and communication are expected to work both horizontally and vertically. · If it is a sensitive topic, the place and time of the interview should be planned as far in advance as possible. · Employees can reach out to senior managers, People and Culture teams within their own organization for their feedback in any case, and should be proactive in giving and receiving feedback.

Doküman No:SRB. POL.15 Yayın Tarihi:01.02.2024 Revizyon Tarihi : Revizyon No :00

SUSTAINABILITY POLICY

As Cook's Club Hotel, which is involved in accommodation activities in world and Turkish tourism, we aim to integrate the concept of sustainability into our current activities, future investments and value chain by evaluating environmental, social and corporate governance practices. Our work for sustainable tourism; We carry out it in accordance with our principles and values of visionary, respect

for nature and the environment, human value, sincerity and perfectionism and regularly review them. We recognize our responsibility to the UN Sustainable Development Goals to tackle global challenges such as climate change, poverty, hunger, inequalities, water scarcity and loss of biodiversity. We aim to increase living standards and welfare by expanding our investments, and we prioritize promoting sustainable development while carrying out our work and decision-making processes. To ensure the necessity of sustainable tourism and to protect the environment

We aim to increase living standards and welfare by expanding our investments, and we prioritize promoting sustainable development while carrying out our work and decision-making processes.

In order to ensure the necessity of sustainable tourism and to protect the environment, we determine our impacts on the environment and control the negative effects, possible hazards and wastes. We are working to minimize the use of natural resources, energy consumption, air, water and soil pollution. In order to increase our environmental and energy performance, we try to reach all kinds of information and data and provide the necessary resources.

With the awareness of the need for technologies that consume less energy, production and services that respect human health, biodiversity and environmental resources are carried out, and we continue to research and integrate innovative best technologies that offer ways to transition to a low-carbon economy by reducing greenhouse gas emissions and carbon footprint.

In order to provide the best quality in line with the needs of our stakeholders, we apply national and international standards and carry out social, environmental and economic improvement studies.

We take into account human and labor rights, social justice, business ethics, labor diversity, gender and opportunity equality, risk management, commitment and cooperation with stakeholders, legal compliance, preventive measures against corruption, bribery, mobbing, discrimination and child labor. We support women's participation in the workforce and prevent them from being exposed to situations such as abuse, harassment, coercion, slander, etc.

We take the necessary measures to respect children's rights and protect children against forms of exploitation (including sexual exploitation). We cooperate with all stakeholders serving children and support projects for the protection of children's rights.

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We carry out activities to increase social awareness and sensitivity for the prevention of violence/abuse. Within the facility, we provide environments/facilities that contribute to the development of children, where they can easily express their thoughts, wishes and feelings, and where they feel free and comfortable.

By protecting our information assets, we ensure the confidentiality of information and data, and

protect it against access by unauthorized persons who may try to disrupt its integrity.

We attach importance to holding meetings between our stakeholders in order to provide official communication channels where transparent, sincere and open language is used. We follow customer satisfaction and loyalty to improve our competence.

While carrying out our activities, we take and implement the necessary measures to protect our guests and employees from injuries and diseases that may occur and to provide good working conditions. As a target, it is aimed to experience 'Zero Accident' and 'Zero Occupational Disease' in the facility and Occupational Health and Safety.

The training and development of our employees is important to us. For this reason, we encourage our employees to realize their competence and their own potential by investing in training.

We carry out fair, equal opportunity, non-discriminatory, responsible and humane relations and take care to ensure contact with the local people in the area of influence of our facility. Our employees and local communities are actively reporting to us through complaints and suggestion mechanisms. In this way, we aim to evaluate and take action before possible risky situations and demands (education, employment, food supply, etc.) become critical. We receive complaints of exposure to situations such as abuse, harassment, coercion, verbal violence, etc., within the framework of confidentiality, by e-mail, telephone, and notification to the human resources manager.

In our business, we act in accordance with the principles of "Fair Trade" and "Equal Opportunity" in the purchase of products and services.

Our priority is to contribute to the development of local producers and the development of the region by preferring domestic production and service providers, to minimize waste and to ensure the purchase of Eco-Labeled/Eco-friendly products and services. We give priority to the supply of energy-efficient products and services that affect the environment and energy performance, and have minimal harm to the environment. We care about accessibility, health and safety standards for all our guests, staff and visitors with special needs, physical sensitivities and difficulties, and we organize the environments where they spend their holidays or work in line with these standards. We inform our guests about the natural and cultural heritage in our region. Together with the local people, we work to protect historical and cultural assets and support the protection of the natural texture. We help protect historical and archaeological monuments.

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HUMAN RESOURCES POLICY

Cook's Club invests in people. It considers that long-term cooperation with all its teammates (company employees, contracted personnel, subcontractors, subcontractors, etc.), the protection of

company culture, knowledge and the main values of the company are the basic elements of achieving success.

The purpose of this policy is; recruitment, performance, training, development, orientation, talent management, labour relations, payroll, payroll and all other Human Resources and sectoral practices.

With the implementation of these principles, it is aimed to ensure a sustainable success in strategies and targets, employee loyalty, low workforce turnover rate and an organizational structure that will create competitive advantage.

Cook's Club is committed to asking all its team members (company employees, contracted personnel, subcontractors, subcontractors, etc.) to think and act as partners of the company, to provide economic added value for shareholders and all other stakeholders.

This policy aims to be binding on all Cook's Club employees, all job applicants, contractor employees, as well as all stakeholders and local communities that have any commercial and/or sectoral ties with Cook's Club. Within the above purpose and scope, the basic principles of our Human Resources Policy are as follows. Cook's Club and all stakeholders intended to be binding within the scope accept and undertake the following principles.

- Employees and job applicants are not discriminated against on the grounds of race, colour, belief, ethnic and national origin, religion, gender, marital status, age, physical disability and similar reasons under any circumstances.
- It is ensured that the Human Resources systems and processes of the organisation are constantly reviewed and structured in line with the needs.
- It is ensured that the qualified workforce that will carry the company into the future is recruited into the organisation and that the principles of equal opportunity and fair treatment are complied with during this process, and cultural diversity is also supported in this direction.
- At any stage of product production, people are not forced to work against their will.
- Children and young workers under 18 years of age are not recruited or employed.
- Personal and professional development activities are organised to ensure the continuous development of employees' competencies, knowledge and skills related to their positions and the realisation of their potential.
- In a way to support organisational and individual development targets; managers, employees

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by developing practices and approaches that will increase loyalty, it is aimed to create a common company culture.

· As Cook's Club, our basic principles in the management of the wage policies of all our employees are transparency, fairness, a policy that encourages sustainable success (rewarding the employee and competitive) and maintains a policy that is compatible with its long-term goals.

· Human Resources receives feedback with unit managers on the conditions related to Cook's Club, which situations can be further improved and good practices. The relevant managers of the employees who start work give feedback to the people about their career plans. The relevant managers report their opinions about the individuals to the Management.

· In line with the legal regulations, as Cook's Club, the Working Hours of our employees are as follows;

Personnel working during the day; They work six days a week for a maximum of 45 hours.

They have a day off on a designated day of the week.

Overtime work is carried out in accordance with the Labor Law No. 4857.

The Labor Law No. 4857 stipulates that a worker can work a maximum of 11 hours a day. Therefore, an employee with a daily ordinary working hour of 7.5 hours works a maximum of 3.5 hours of overtime in a day. As Cook's Club, we comply with the International Labour Standards on working hours in accordance with the ILO (International Labor Organization) Working Hours (Industry) Convention, 1919 (No: 1) and the Commercial and Office Convention, 1930 (No: 30).

Cook's Club employees can apply for their wishes and complaints to the complaint/request box or to Human Resources. All applications are submitted to the relevant department and then to the Senior Management for evaluation.

RECRUITMENT POLICY This policy sets out the selection, placement and retention of personnel existing in the organizational structure of Cook's Club and/or to be recruited for newly opened positions during the period.

In this policy, it is aimed to describe the principles in the selection, placement and retention processes to which the personnel to be recruited for the existing and/or newly opened positions in the organizational structure of Cook's Club will be subjected.

This policy covers all personnel working within the company and employee candidates applying for a job. Within the above Purpose and Scope, the basic principles and principles in the Recruitment, Placement and Retention processes are as follows.

· Within the framework of Cook's Club vision, we attach importance to talent management in recruitment processes, and an environment is created where our candidates and employees can reveal their talents in all of our application evaluation, interview, placement and retention processes.

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Based on the interviews conducted during the recruitment processes of white-collar candidates, positive/negative feedback is provided and the self-talent management processes of our candidates are supported. In these feedbacks, candidates can find out the areas where they can improve themselves and the areas where they are competent.

· In order for Cook's Club white-collar employees to reveal their emotional, cognitive and technical abilities, new employees are included in an orientation program that lasts for 2 months. In this process, employees have the opportunity to improve their technical skills by observing the processes

in the enterprises, and at the same time, they improve their communicative skills by holding meetings with the unit supervisors.

· Employees' talent acquisition processes are supported with Personal and Professional Development trainings. In the organization of the trainings, the strengths and weaknesses of each employee are determined and within this framework, it is ensured that the employees receive training for the areas where they can improve themselves.

With all these activities, it is aimed to ensure the loyalty of the employees and to work for many years within the Cook's Club.

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ACCESSIBILITY, DISABILITY AND ELDERLY POLICY Our company's employees are aware of accessibility as "everyone's ability to access and use any place and any service they want, independently and securely". To every place and every service; Because individuals should have access to all areas and all services, from their rooms, open and green spaces, public transportation to information and communication technologies. Independently and safely; Because the arrangements made and the services provided must be used without the help of anyone and without any risk. Everyone; Because accessibility is a necessity for people with disabilities and a necessity when we add the elderly. It means a comfortable life for everyone in the society. Purpose Our aim is to ensure that the rights of

the disabled and the elderly are adopted by all our employees and stakeholders and in all areas of accessibility for the relevant groups.

Purpose

Our aim is to ensure that the rights of the disabled and the elderly are adopted by all our employees and stakeholders and in all areas of accessibility for the relevant groups.

Therefore;

Zoning Legislation, especially the Zoning Law No. 3194, Planned Areas Zoning Regulation, Parking Regulation and Building Inspection Implementation Regulation; On the other hand, in accordance with the provisions of the disability legislation, which includes the UN Convention on the Rights of Persons with Disabilities and the Law No. 5378 on Persons with Disabilities, it is obligatory to make accessible design at the plan and project stages.

· Legislation with regulations on accessibility in the built environment:

· In the Zoning Law No. 3194 and related Regulations;

· Plan Areas Zoning Ordinance

· Parking Regulations

· Additional Regulation on Shelters

· Building Inspection Implementation Regulation

· There are accessibility measures and criteria in the Regulation on Fire Protection of Buildings.

Always be aware of the value they add to the world and our organization.

We are always aware of the value they add to the world and our institution and support their assets. And we accept and undertake all its items.

Doküman No: SRB. POL.16 Yayın Tarihi:01.02.2024 Revizyon Tarihi: Revizyon No :00

ENVIRONMENTAL POLICY

As our company and its employees, we aim to be a leader in the environment on a national and international scale and to continuously improve and maximize our environmental performance based on sustainable development strategies in the sector in which we operate in line with the United Nations sustainable development goals and circular economy principles.

SCOPE

*This policy covers all employees of our company, personnel involved in contracts with suppliers, contractors, subcontractors and other organizations. The Board of Directors undertakes to fulfil the requirements set forth in this policy and expects its employees to fulfil the same commitments. To achieve our goals; To comply with other relevant national and international conditions beyond the current legal environmental legislation, to improve our environmental management by constantly reviewing it, to report our environmental impacts annually in our sustainability reports, ·

*Defining all environmental dimensions with a life cycle approach and evaluating their effects, eliminating and improving environmental risks, reducing them to an acceptable level, preventing pollution in order to achieve the determined goals and objectives, protecting the environment and natural resources,

*Within the scope of combating climate change, to carry out the necessary studies on the efficient use of natural resources, to reduce the amount and intensity of carbon dioxide emissions, to determine and follow up the goals and targets for this, to review the changes and to increase the studies on the use of renewable energy sources and energy efficiency in this direction,

*During our activities, we aim to reduce our consumption by adopting the sustainable, efficient and economical use of resource consumption such as water, energy, raw materials, chemicals, etc., and to prevent and reduce the generation of waste arising from our activities within the framework of the circular economy, all kinds of emissions, greenhouse gases.

To ensure the procurement of products and services with high energy efficiency, with minimal environmental impact and sustainability in all our processes, to support designs for energy performance and to continuously improve,

· To fulfill our environmental responsibilities within the framework of the needs and expectations of all our employees and stakeholders by approaching our employees, guests, government institutions, suppliers, shareholders, stakeholders and society with respect for the protection of the environment, for this purpose; To prepare our environmental reports regularly and to share them transparently, to monitor and continuously improve our environmental performance, to increase their awareness of the environment, and to provide all kinds of communication and cooperation with the relevant parties in order to improve their awareness of the environment, and to carry out the necessary activities such as information, training, etc.,

We are committed.

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OCCUPATIONAL HEALTH AND SAFETY POLICY

As Cook's Club Hotel and its employees, we aim to be a leader in Occupational Health and Safety on a national and international scale, to continuously improve and maximize our Occupational Health and Safety performance, based on sustainable development strategies in line with the United Nations sustainable development goals and circular economy principles.

To achieve our goals;

· To comply with other relevant national and international conditions beyond the current Occupational Health and Safety legislation, to improve our Occupational Health and Safety management by constantly reviewing it,

· To identify all risks and near misses related to Occupational Health and Safety arising from our activities in our workplace, which may impair the health of our employees and disrupt their motivation, and to continuously carry out and update risk assessments with a proactive approach, and to prevent occupational accidents and occupational diseases,

To provide the necessary resources in line with good practice techniques in order to eliminate hazards and minimize OHS risks, to be prepared for emergencies (fire, flood, earthquake, explosion, etc.), to ensure, protect and develop occupational safety, to raise awareness, to be alarmed quickly in emergencies, to ensure that continuous development is supported through training, We are committed to ensuring the participation, communication and consultation of employees, employee representatives and all our stakeholders in the planning, implementation, performance evaluation and increase, continuous improvement and development of Occupational Health and Safety requirements in line with sustainability principles. The Occupational Health and Safety policy covers Cook's Club Hotel, its employees and personnel involved in contracts with suppliers, contractors, subcontractors and other organizations. Management is committed to fulfilling the requirements set forth in this policy.

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ENVIRONMENTAL POLICY

As our company and its employees, we aim to be a leader in the environment on a national and international scale and to continuously improve and maximize our environmental performance based on sustainable development strategies in the sector in which we operate in line with the United Nations sustainable development goals and circular economy principles. SCOPE This policy covers all employees of our company, personnel involved in contracts with suppliers, contractors, subcontractors and other organizations. The Board of Directors undertakes to fulfil the requirements

set forth in this policy and expects its employees to fulfil the same commitments. To achieve our goals; To comply with other relevant national and international conditions beyond the current legal environmental legislation, to improve our environmental management by constantly reviewing it, to report our environmental impacts annually in our sustainability reports, ·

Defining all environmental dimensions with a life cycle approach and evaluating their effects, eliminating and improving environmental risks, reducing them to an acceptable level, preventing pollution in order to achieve the determined goals and objectives, protecting the environment and natural resources,

· Within the scope of combating climate change, to carry out the necessary studies on the efficient use of natural resources, to reduce the amount and intensity of carbon dioxide emissions, to determine and follow up the goals and targets for this, to review the changes and to increase the studies on the use of renewable energy sources and energy efficiency in this direction,

· During our activities, we aim to reduce our consumption by adopting the sustainable, efficient and economical use of resource consumption such as water, energy, raw materials, chemicals, etc., and to prevent and reduce the generation of waste arising from our activities within the framework of the circular economy, all kinds of emissions, greenhouse gases.

To reduce our consumption by adopting sustainable, efficient and economical use of resources such as water, energy, raw materials, chemicals, etc. during our activities, and to adopt clean production technologies and the best available techniques that will prevent and reduce the waste generation arising from our activities within the framework of circular economy, and minimize all kinds of emissions, greenhouse gas emissions and their effects on the environment,

· To ensure the procurement of products and services with high energy efficiency, with minimal environmental impact and sustainability in all our processes, to support designs for energy performance and to continuously improve,

· To fulfill our environmental responsibilities within the framework of the needs and expectations of all our employees and stakeholders by approaching our employees, guests, government institutions, suppliers, shareholders, stakeholders and society with respect for the protection of the environment, for this purpose;

· To prepare our environmental reports regularly and to share them transparently, to monitor and continuously improve our environmental performance, to increase their awareness of the environment, and to provide all kinds of communication and cooperation with the relevant parties in order to improve their awareness of the environment, and to carry out the necessary activities such as information, training, etc.,

We are committed. Doküman No: SRB. POL.03 YT:01.02.2024 Rev T:00 Rev No:00

OCCUPATIONAL HEALTH AND SAFETY POLICY

As Cook's Club Hotel and its employees, we aim to be a leader in Occupational Health and Safety on a national and international scale, to continuously improve and maximize our Occupational Health and Safety performance, based on sustainable development strategies in line with the United Nations sustainable development goals and circular economy principles.

To achieve our goals;

- To comply with other relevant national and international conditions beyond the current Occupational Health and Safety legislation, to improve our Occupational Health and Safety management by constantly reviewing it,
- To identify all risks and near misses related to Occupational Health and Safety arising from our activities in our workplace, which may impair the health of our employees and disrupt their motivation, and to continuously carry out and update risk assessments with a proactive approach, and to prevent occupational accidents and occupational diseases,
- To provide the necessary resources in line with good practice techniques in order to eliminate hazards and minimize OHS risks, to be prepared for emergencies (fire, flood, earthquake, explosion, etc.), to ensure, protect and develop occupational safety, to raise awareness, to be alarmed quickly in emergencies, to ensure that continuous development is supported through training, Planning Occupational Health and Safety requirements in line with sustainability principles, We are committed to ensuring the participation, communication and consultation of employees, employee representatives and all our stakeholders in the activities of implementation, performance evaluation and increase, continuous improvement and development. The Occupational Health and Safety policy covers Cook's Club Hotel, its employees and personnel involved in contracts with suppliers, contractors, subcontractors and other organizations. Management is committed to fulfilling the requirements set forth in this policy.

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HUMAN RESOURCES POLICY Our company invests in people. It thinks that long-term cooperation with all its teammates (company employees, contracted personnel, subcontractors, subcontractors, etc.), the protection of the company culture, knowledge and the main values of the company are the basic elements of achieving success. **PURPOSE**

The purpose of this policy is to determine the basic principles to be taken as a basis in recruitment, performance, training, development, orientation, talent management, labour relations, payroll, payroll and all other Human Resources and sectoral practices. With the implementation of these principles, it is aimed to ensure a sustainable success in strategies and targets, employee loyalty, low

labour turnover rate and an organizational structure that will create competitive advantage. Our company aims to think and act as a partner of the company from all its teammates (company employees, contracted personnel, subcontractors, subcontractors, etc.), and to provide economic added value for shareholders and all other stakeholders.

He expects him to constantly demonstrate his ability to create.

SCOPE

This policy aims to be binding on behalf of all employees of our company, all candidates applying for a job, employees of the contractor company, as well as all stakeholders who have any commercial and/or sectoral ties with our company and local people. Within the above Purpose and Scope, the basic principles of our Human Resources Policy are as follows. Our company and all stakeholders that are intended to be binding within its scope accept and undertake the following principles.

- Under no circumstances is discrimination made in employees and job applicants on the grounds of race, colour, belief, ethnic and national origin, religion, gender, marital status, age, physical disability and similar reasons,
- It is ensured that the human resources systems and processes of the organization are constantly reviewed and structured in line with the needs.
- Bringing the qualified workforce that will carry the company to the future, equal opportunity and fair treatment while this process is taking place.

It is ensured that the qualified workforce that will carry the company to the future is brought to the organization, that the principles of equal opportunity and fair treatment are acted in accordance with this process, and that cultural diversity is also supported in this direction.

- At any stage of product production, people are not forced to work against their will, and children and young workers under the age of 18 are not hired or employed.
- Personal and professional development activities are organized in order to ensure the continuous development of employees' competencies, knowledge and skills related to their positions and to realize their potential, Form No
- In a way that supports corporate and individual development goals; An effective performance evaluation system in which managers regularly monitor the performance of employees in an open communication environment and undertake development responsibilities. The E system is executed,
- Employees; In a safe, healthy, working environment where business ethics values are kept alive, participatory and open to change, where they can exhibit their potential, they will increase their corporate commitment. Doküman No: SRB.POL.17 Yayın Tarihi: 01.02.2024 Revizyon Tarihi: Revizyon No :00

OUR ENVIRONMENTAL SUSTAINABILITY POLICY

In all production activities carried out at Cook's Club, our environmental processes have been handled with a life cycle approach and our main goal has been determined as the prevention of pollution and the protection of the environment and natural resources for sustainable development.

In all the processes we carry out, in addition to local legislation, standards and special standards of our sector are also taken into consideration, and we fulfil the requirements of all environmental and social conditions determined by these standards and support continuous development and the provision of the best available service to ensure their continuity.

Our facility, which prioritizes the evaluation of environmental impacts in its past and future investments, has "Environmental Permit and License Certificate" and "Environmental Impact Assessment Positive" certificates obtained from the Ministry of Environment, Urbanization and Climate Change. The follow-up and implementation of legal processes and our declaration and reporting obligations in environmental processes are carefully managed by our employees working in our sustainability committee. In this context, our facility successfully carries out the control audits carried out regularly by the environmental consultant companies authorized on a monthly basis.

In our facility, studies are carried out in the direction of waste reduction and separation, efficient use of resources, recovery of chemicals and energy efficiency and energy recovery. Internal and external trainings are provided to all our employees periodically and regularly.

In Human Resources processes, it is primarily to provide human resources from the region where the facility is to contribute to regional development. We provide them with the importance of employment of women and disabled people and place them in appropriate positions in this direction. Various training activities are planned, and self-development of employees is ensured. By strengthening the loyalty of the employees to the facility, it is aimed that they will work for many years.

Local producers are supported in the planning of purchasing activities, and it is ensured that equipment, products and services with high environmental sensitivity are purchased. In our facility, it develops the calculation and reporting of greenhouse gases generated within the scope of its activities in accordance with standard principles and calculates and monitors the corporate carbon footprint with this vision.

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PRIVACY POLICY

As Cook's Club, we are committed to showing maximum sensitivity to the security of your personal data and protecting your privacy. Your personal data is processed and stored in accordance with the Law on the Protection of Personal Data No. 6698 ("KVKK").

1. How Your Personal Data May Be Processed Pursuant to KVKK No. 6698, your personal data that you share with Cook's Club may be processed by us by obtaining, recording, storing, changing, rearranging, in short, as the subject of any processing performed on the data, in whole or in part, automatically or non-automatically, provided that it is a part of any data recording system. Any operation performed on data within the scope of KVKK is considered as "processing of personal data"

2. Purposes and Legal Reasons for Processing Your Personal Data

Personal data you share,

- In order to fulfill the requirements of the services we provide to our guests in accordance with the requirements of the contract and technology, and to improve our products and services,
- In matters related to public security and legal disputes, upon request and in accordance with the legislation, in order to provide information to prosecutors' offices, courts and relevant public officials, It will be processed in accordance with the KVKK No. 6698 and the relevant secondary regulations.

3. Information on Third Parties or Organizations to Which Your Personal Data Can Be Transferred For the above-mentioned purposes, the persons/organizations to which your personal data shared with Cook's Club can be transferred are our main shareholders, shareholders, direct or indirect domestic / foreign affiliates. Our regulations regarding cookies to be used for advertising purposes are the "Cook's Club Cookie Policy" and the "Privacy and Personal Data Protection Policy" you are currently reading

4. How Your Personal Data Is Collected: Cook's Club uses the relevant personal data to provide the website to users and to ensure that this site functions appropriately and that the necessary security is ensured. Any transaction performed on the data outside this scope is carried out on the basis of other legal obligations, permissions, cases where Cook's Club has a legitimate interest or within the framework of the explicit consent given by the relevant user to Cook's Club. It can be collected in a physical or virtual environment, face-to-face or distanced, verbally or in writing or electronically, in a physical or virtual environment, received from people who share their personal data through business cards, resumes (cv), bids and other means, for purposes such as establishing a commercial relationship with Cook's Club, applying for a job, making an offer.

5. Transfer of Your Personal Data: Your personal data received may be transferred to the Human Resources department, if it remains within the scope of KVKK and in accordance with the purposes of the contract.

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Your Personal Data;

- Official Institutions that will determine your location in case of an emergency call,

- It may be transferred to regulatory and supervisory institutions and other official institutions such as courts and enforcement offices, and other public institutions or organizations authorized to request your personal data when deemed necessary.

6. Storage and Protection of Personal Data

The systems and databases where your personal data is hosted, 12 of the KVKK. In accordance with its article, it is obliged to prevent the unlawful processing of personal data, to prevent the access of unauthorized persons, to take software measures such as hash, encryption, transaction log, access management and physical security measures in order to ensure their preservation. If it is learned that personal data has been obtained by others illegally, the situation will be immediately reported to the Personal Data Protection Board in accordance with the legal regulation and in writing.

Your Personal Data;

7. Rights of the Personal Data Owner Pursuant to KVKK No. 6698

Article 11 of the KVKK No. 6698 entered into force on 07 October 2016 and in accordance with the relevant article, the rights of the Personal Data Owner after this date are as follows: The Personal Data Owner can apply to Cook's Club (data controller); • To learn whether personal data has been processed, • If personal data has been processed, requesting information about it, • To learn the purpose of processing personal data and whether they are used in accordance with their purpose, • To know the third parties to whom personal data is transferred in the country or abroad, • Requesting correction of personal data in case of incomplete or incorrect processing, • Requesting the deletion or destruction of personal data within the framework of the conditions stipulated in Article 7 of the KVKK,

- In case of correction, deletion or destruction of personal data, requesting notification of these transactions to third parties to whom personal data has been transferred
- To learn whether personal data has been processed, • To request information if personal data has been processed, • The purpose of processing personal data and whether they are used in accordance with their purpose. Requesting the deletion or destruction of personal data within the framework of the conditions stipulated in the article, • In case of correction, deletion or destruction of personal data, these transactions are transferred to personal data, • Objecting to the emergence of a result against the person himself by analyzing the processed data exclusively through automated systems, • The right to demand the compensation of the damage in case of damage due to unlawful processing of personal data Contain.

8. Communication Method Personal Data Owners can direct their questions, opinions or requests to the e-mail address. The Board of Directors is committed to meeting the requirements set forth in this policy and requires Cook's Club employees to meet the same commitments.

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COOKIE POLICY

Cookie Policy; It is valid for all websites operated on behalf of Cook's Club Hotel, branded websites on third party platforms (Google, Facebook, etc.) and applications accessed or used through these websites or third party programs. By using the Cook's Club Hotel sites, you agree to the use of cookies in accordance with this Cookie Policy. If you do not want cookies to be used in this way, you should adjust your browser settings or not use the websites of Cook's Club Hotel. If you delete cookies from the browser settings, your preferences on the relevant website will be deleted. In addition, if you block cookies completely, many websites, including the websites of Cook's Club Hotel, may not work properly. This Policy applies regardless of the technologies or methods you use to access our site.

What is a Cookie and For What Purposes Is It Used?

A cookie is a file kept on your computer by the websites you have visited. Cookies aim to make a website more efficient for users to use. It allows personalized web pages to be offered in order to provide a faster and more suitable visit experience for your personal needs. This file stores information about your website browsing. When you use the website again, your devices will remember your data thanks to the information kept in the file. Therefore, cookies are necessary and important for users to use websites more effectively and easily. In addition, cookies are used on the website and third party websites so that we can provide you with more suitable services, products or offers.

These technologies may be various data acquisition tools that automatically collect information showing your access and use by our website each time you visit our website, as well as may be used when collecting data by third parties operating on our behalf and account. These technologies we use are used to improve our website and make it useful, effective and secure. Examples of these technologies are; cookies, flash cookies and analytical cookies may be shown.

Main Purposes of Using Cookies · Improving the services offered to you in order to increase the functionality and performance of the website, · Improvement of the website,

- Offering new features on the website and personalizing the features offered according to your preferences,
- The need for some statistical data in order to use the website more effectively,
- Collecting information about your browsing and usage preferences and habits specific to the website you are on,
- From the Law No. 5651 on the Regulation of Publications made on the Internet and combating crimes committed through these publications and the Regulation on the procedures and principles regarding the regulation of publications made on the Internet.

The need for your personal data, such as your IP address, in order to fulfill legal and contractual obligations, especially those originating.

What Types of Data Do We Process with Cookies?

We use cookies for the following purposes: To facilitate the use of Cook's Club Hotel sites, To better customize the Cook's Club Hotel sites and our products according to your interests and needs; To remember your navigation and usage preferences during your visit to the Cook's Club Hotel sites, to ensure that the various features and functions of the Cook's Club Hotel sites work properly, To collect non-personal general information about our site, such as the most clicked links, the most visited pages, the number of error messages displayed, about how Cook's Club Hotel sites are used by visitors, and to analyze this information to make erroneous pages work, to improve our site, to be preferred.

To determine your identity with the data we collect through cookies, to make special profiling for you or to track your activities on websites other than the site. Cookies installed on your computer or information obtained are used for statistical analysis or security measures. Any of your personal data is not collected through cookies. Cookies are not used for purposes other than those specified in this Policy, and all related transactions are carried out in accordance with the Personal Data Protection Law No. 6698. Categories of Cookies Cookies can be classified in several ways: Cookie Type Session Cookies These cookies are used to separate the user's visit into sessions and do not collect data from the user. The cookie is deleted when the user closes the web page he is visiting or remains inactive for a certain period of time. Persistent Cookies: These cookies are stored in your browser and remain valid until you delete them or until their expiry date.

Mandatory Cookies These cookies are strictly necessary for the proper functioning of the Website. These cookies are needed to manage the system and prevent fraudulent transactions, and if they are blocked, the website will not be able to work. Remembering your internet preferences, these are cookies that are used for purposes such as effective use of the site, optimizing the site to respond to your requests, and contain data about how you use the site.

Functional and Analytical Cookies These are cookies that are used for purposes such as remembering your preferences, using the website effectively, optimizing the site to respond to your requests, and contain data about how you use the site. Due to their nature, these types of cookies may contain your personal data. For example, cookies that record your preference for the display language of the site are functional cookies.

Analytical cookies are cookies that enable the production of analytical results such as the number of visitors to the website, the detection of pages viewed on the website, website visiting hours, and website page scrolling movements.

Tracking Cookies are created during your visit to our website and third-party domain names.

How Can You Control Cookies? You can control or delete cookies as you wish. You can delete cookies that are already on your computer and prevent most Internet browsers from saving/placing cookies. However, we would like to remind you that if you delete cookies and prevent future cookies from being downloaded to your computer, you will not be able to access some of our features. Most internet browsers allow you to do the following: · Viewing saved cookies and deleting the ones you wish, · Blocking third-party cookies, · Blocking cookies from certain sites, · Blocking all cookies, · Delete all cookies when you close the internet browser. Below is information on what steps should be taken to prevent the use of cookies through different internet browsers:

Internet Explorer 1. Open the desktop and tap or click the Internet Explorer icon on the taskbar

2. Tap or click the Tools button, and then tap or click Internet Options.

3. Tap or click the Privacy tab, then move the slider under Settings up and tap the OK button to block all cookies.

Under Settings, move the slider upwards and tap or click the OK button.

Google Chrome 1. Open Chrome on your computer.

2. At the top right, click More Settings.

3. At the bottom, click Advanced.

4. Under "Privacy and security," click Content settings.

5. Click Cookies.

6. Under "All cookies and site data", look for the name of the website.

7. Click the Remove icon on the right of the site.

Mozilla Firefox 1. Click on the Firefox Menu button and select Options.

2. Select the Privacy & Security panel and go to the History section.

3. Change Firefox to Use custom settings for history.

4. Click on the Show Cookies button. The Cookies window will appear.

5. In the Search: field, type the name of the site for which you want to delete cookies. Cookies that match your search will be displayed.

6. Select the cookie(s) you want to delete and click the Delete selected button.

7. Close the Cookies window by clicking the Close button. The end

Then close the about: preferences page.

Safari 1. Safari > select Preferences.

2. Click Privacy.

3. Click Website Data

4. Select one or more websites, and then click Delete or Delete All.

Management undertakes to fulfill the requirements set forth in this policy and expects Cook's Club Hotel employees to fulfill the same commitments.

CHILDREN'S RIGHTS POLICY

The employees of our company have the right to recognize children as individuals, to respect their rights, to take care of all kinds of psychological, physical, commercial, etc. They are aware of the responsibility of observing and protecting against exploitation.

With the awareness that the protection of children against all forms of violence is a fundamental right guaranteed by international human rights treaties and standards, we respect all aspects of the Rights of the Child and in accordance with the Council of Europe Convention on the Protection of Children against Sexual Abuse and Sexual Abuse (Lanzarote Convention), one of the international conventions to which we are a party, all of the privacy principles of children who are victims of violence We accept and undertake the items.

PURPOSE

Our aim is to ensure that Children's Rights are embraced by all our employees and stakeholders. Therefore;

· It will contribute to the development of children in the facility, where they can easily express their thoughts, wishes and feelings,

We offer environments / opportunities that will contribute to the development of children within the facility, where they can easily express their thoughts, wishes and feelings, and where they will feel free and comfortable, · We teach our entire team about types of child abuse (physical, sexual, emotional abuse and neglect), and provide trainings on child abuse reporting practices and our social obligations in this context. · We try to be aware of the attitudes and behaviour of parents towards their children, signs of physical-verbal-psychological violence or neglect, and to be vigilant in the face of such cases. · We make sure that our child guests are under adult supervision in the activities they participate in. · We organize trainings and support related projects to raise awareness about the protection of children's rights, · When we witness suspicious actions related to children, we first inform the hotel management and ask for help from the Social Support Line when deemed necessary.

Doküman No: SRB.POL.05 YT:01.01.2024 Rev T. Rev No:

ETHICAL MARKETING POLICY

Cook's Club is committed to providing high quality, technological, reliable services in its sales and after-sales processes, always keeping its guests in focus.

Marketing the services offered in accordance with the needs and expectations of the guests, as well as the laws, ethical principles, sectoral rules and standards is one of the most important priorities of Cook's Club.

In this context, compliance with the principles given below, including but not limited to those listed, is one of our main priorities.

- We treat our guests with respect, fairness and courtesy, we handle their complaints with great sensitivity and produce solutions.
- As management, we use their knowledge, skills and experience honestly as well as complying with all applicable laws/regulations.
- Our service promotions, advertising and marketing activities comply with legislation, sectoral regulations and ethical rules.
- It provides service information to the consumer in an accurate, clear and transparent manner in the communication channels of the brand.
- Our service promotions, advertising and marketing activities comply with legislation, sectoral regulations and ethical rules.
- We provide service information to the consumer in an accurate, clear and transparent manner through the brand's communication channels.
- We make all directions regarding the use of the service through the website and product brochures in a way that contains accurate and sufficient information.
- It is among our top priorities to avoid misleading and deceptive advertisements in the communication activities of the services for promotion and promotion, as well as not to apply compelling and misleading sales tactics to the consumer.
- We ensure that our advertising activities are designed to take into account religious, ethnic, cultural, gender, sexual orientation, age, disability or minority status, and to ensure that they do not discriminate against any segment of society.

Doküman No:SRB.POL.12 Yayın Tarihi :01.02.2024 Revizyon Tarihi : Revizyon No:0

Doküman No: SRB.POL.18 Yayın Tarihi:01.02.2024 Revizyon Tarihi: Revizyon No :00

CAREER & PROMOTION POLICY

Our company always wants to continue its activities as a preferred and encouraging employer. To make it possible for our employees to be one step ahead in their business and private lives. Human Resources Management adopts fair systems that make its employees feel that they are different and develop and support them within a business approach that takes its strength from its employees.

Our Human Resources

(HR) policy is based on training our own leaders. We invest heavily in personal development and leadership. We believe that managers who will reveal the potential of our employees and provide an effective and productive environment are the key to success, and with this understanding, we attach importance to executive development and training.

Recruitment is carried out in accordance with the budget, which is transformed into Human Resources priorities and created in line with company strategies.

Applications are made by the human resources department, and the positions to be recruited are announced by the human resources department. We also work with consultancy firms when deemed necessary. Our company attaches importance to bringing new graduates to our company and the sector, and in this context, new graduates are also recruited to be trained. Regardless of age, gender or other differences, everyone is offered equal career opportunities. The key points of this approach are: · To influence the best people and to touch the most talented people possible, · Recruiting people from a variety of backgrounds, · To encourage students from different backgrounds to do internships, · To be an attractive employer for students who have been trained in different fields. Recruitment by increasing the awareness and preference rate of the business

The key points of this approach are:

- To influence the best people and to touch the most talented people possible,
- Recruiting people from a variety of backgrounds,
- To encourage students from different backgrounds to do internships,
- To be an attractive employer for students who have been trained in different fields.

We support the career days of universities and tourism vocational high schools, which are organized to support recruitment by increasing the awareness and preference rate of the business. At the beginning of our HR selection criteria, there are profiles that are inquisitive and open to learning. We organize all our HR processes in a performance-oriented manner; We offer fair, transparent and equal opportunities for all our employees. We determine our goals and strategies together with the participation of our employees. We value the thoughts and ideas of our employees in the same way.

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We provide communication channels where they can share freely. We ensure that our employees are involved in all our projects in such a way that they can take an active role and contribute to each and every success of our business.

Our company attaches importance to meticulously approaching the performance, strengths and needs to develop, tendencies and wishes of its employees and to offer positions where they will use them in the best way. It has commissioned and continues to develop Career Steps Programs in order to invest more in the professional and personal development and career plans of its employees, to support the transitions between business lines with concrete and measurable indicators, to provide an opportunity environment for its employees, and to create resources primarily from internal resources.

Employees are supported by continuous training throughout their careers from the first day they start working in the enterprise. Information on employees' current role or job changes and is supported by on-the-job and trainings to increase their skills. The aim of the trainings is to ensure the development of technical and personal competence skills with the training programs attended by the employees within the scope of career planning. Our company, in order to evaluate the performance fairly, transparently and with certain criteria every year; We manage a process that starts with the determination of goals and competencies and ends with interim evaluation and year-end evaluation. We carry out Mentoring and Coaching Programs in order to increase the performance or competencies of our employees and to enable them to discover and reveal their own potential.

In order to adequately evaluate the qualified human resources, the promotion process in the enterprise has been arranged in order to promote all personnel who can work in a higher title with high performance behaviour, professional knowledge and skills, education level and sense of responsibility within the framework of staff opportunities. By announcing Career Management Career Opportunities within our business first, we offer our employees the opportunity to apply for different roles. In the assignments made, it aims to ensure that the right people work in the right place at the right time for the company. Following our company's performance evaluation periods, we allow all our employees to be promoted once a year before the season. We build professional training and personal development plans based on title and competence for the training of the leaders we have trained and will train and all our employees. In addition to the education and career opportunities we provide, we achieve our goal of being the most desired regional hotel to work in by

providing a better working environment for our employees, as well as the education and career opportunities we provide.

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WASTE MANAGEMENT POLICY

Cook's Club Hotel has been awarded the Zero Waste Certificate within the scope of the Zero Waste Project. Considering the product life cycle in our processes, policies are implemented to reduce the waste produced in our facility at its source, to separate it at its source and to reuse it.

Industrial hazardous and non-hazardous wastes are generated in our facility. The hazardous wastes generated are collected in the hazardous waste temporary storage area permitted by the Provincial Directorate of Environment, Urbanization and Climate Change and sent to licensed facilities with the MOTAT (mobile waste tracking) system with licensed vehicles and drivers.

Non-hazardous wastes are collected in the non-hazardous waste temporary storage area and forwarded to licensed facilities. Our business personnel are involved in the management of these processes.

The waste oils generated in our facility are subject to the 'Control of Vegetable Waste Oils' published in the Official Gazette dated June 2015 and numbered 2937 of the Ministry of Environment and Urbanization of the Republic of Turkey.

Used batteries, which are another waste generated in our facility, are collected in our waste battery boxes and sent to the TAP Association. Nearly 100% of our hazardous and non-hazardous wastes generated in our facility are recycled by licensed facilities as plastic, wood, metal, battery, oil, etc. Food leftovers from kitchens and restaurants are used to feed stray animals in order to prevent waste. Trainings are organized and followed up for our personnel regarding the separation, collection, disposal and recycling of wastes.

Doküman No:SRB.POL.06 Yayın Tarihi :01.02.2024 Revizyon Tarihi : Revizyon No:00

SUPPLIER DIVERSITY AND CODE OF CONDUCT POLICY PURPOSE AND SCOPE

At Cook's Club, we are committed to our core values of safety, integrity, sustainability, inclusion, loyalty, mutual respect and support. Our goal is to establish long-term and sustainable relationships with various suppliers that add value to our supply chain, are open to innovations and make continuous improvements. The purpose of the Supplier Diversity and Code of Conduct Policy is to provide opportunities to a variety of suppliers that meet and comply with our procurement and contract standards. In addition, we aim to support our suppliers in achieving their own corporate diversity goals and to provide all kinds of tools and resources in this regard. As Cook's Club, we act with an approach in accordance with sustainable development goals, taking into account both national and international standards in human, environment and governance issues.

We expect all our employees, stakeholders and all suppliers among our stakeholders with whom we cooperate in the supply chain to adopt this approach and adopt the supplier code of conduct we have determined. At the same time, we aim to support our suppliers in determining and complying with their own corporate code of conduct. This policy does not apply to · Cook's Club Hotel, · All employees of the Cook's Club Hotel, · It covers personnel involved in contracts with suppliers, contractors, subcontractors and other organizations. Cook's Club Hotel ensures that proposals are received and evaluated by at least three suppliers in the purchasing processes of the products.

OUR PRINCIPLES We advocate building and retaining a diverse portfolio of highly qualified suppliers. We support the following basic principles:

1. To ensure that business is carried out in accordance with the law and honestly.
2. To create an environment of trust by reducing risks,
3. To support policies and practices that promote justice and participation,
4. To encourage various suppliers to obtain certification from a nationally or regionally recognized third-party institution,
5. To ensure that all employees are treated equally within the framework of respect and dignity,
6. To ensure that the conditions of employment are freely accepted and documented by the employees,

7. Ensure that all employees are of the appropriate age and perform age-appropriate jobs,

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WOMEN'S RIGHTS POLICY

Employees of our company, we aim to prove that women can be successful in all areas of life. They are aware of the responsibility of respecting their rights, observing and protecting against all kinds of abuse, harassment, discrimination, suppression, coercion, slander, etc. With the awareness that the universal nature of women's rights and the necessity of granting these rights to every woman 'as an individual' is a fundamental right guaranteed by international human rights treaties and standards, we respect all dimensions of Women's Rights and are not limited to the Convention on the Elimination of All Forms of Discrimination Against Women, which was adopted by the United Nations in 1979 and entered into force in 1980. on The Elimination of All Forms of Discrimination Against Women - CEDAW).

OBJECTIVE: Our aim is to ensure that women's rights are embraced by all our employees and stakeholders. For this;

- We ensure the health, safety and well-being 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 by considering the principle of equality.
- We provide the necessary environment for equal career opportunities.
- We create education policies, support women's participation and raise awareness.
- We create working environments and practices that maintain work-family life balance.
- We support women to be in the management of the company.
- We do not allow women to be subjected to abuse, harassment, discrimination, suppression, coercion, slander, etc. We are always aware of the value they add to the world and our institution and support their assets.

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CODE OF BUSINESS ETHICS

1. Honesty

Integrity and honesty are our primary values in all our business processes and relationships. We should act with integrity and honesty in our relations with employees and all our stakeholders.

2. Confidentiality

Confidential and proprietary information; It covers information belonging to Cook's Club that may create a competitive disadvantage, trade secrets, financial and other information that has not yet been disclosed to the public, information on personnel personal rights and information within the framework of "confidentiality agreements" concluded with third parties. As Cook's Club employees; Care should be taken to protect the confidentiality and private information of customers, employees and other relevant persons and organizations. Confidential information regarding the activities of the company should be protected, and this information should be used only for the purposes of the company; This information should only be shared with the relevant persons within the specified authorizations.

It is absolutely unacceptable to obtain any commercial benefit (insider trading), including buying and selling shares from the stock exchanges, by leaking all kinds of confidential information of the company from the inside. When leaving the company, confidential information and documents and projects, regulations, etc. should not be taken out.

3. Protection of Personal Data The employee does not share, transfer, disclose private and general personal data belonging to the employer or employer's representatives, employees, subcontractor employees, customers, suppliers, third parties, guests, job applicants, interns and all real persons related to company activities in the workplace electronically in written, audio or video form without the written consent of the data owner and the employer, does not share, transfer, disclose, misuse electronically with audio or video and cannot gain personal benefit in this way.

4. Conflict of Interest Cook's Club employees are intended to avoid conflicts of interest. By taking advantage of our current position, personal benefits should not be obtained from persons and organizations with whom we have business relations through individuals, families or relatives. No additional financial interest-based business activity should be carried out outside the company. Cook's Club refrains from using its name and power, its corporate identity, for personal benefit. In the event of a potential conflict of interest, we apply these methods when we believe that the interests of the parties involved can be safely protected through legal and ethical methods. In case of hesitation, the Management and Human Resources are consulted.

BUSINESS ETHICS POLICY Our Responsibilities In addition to our legal responsibilities; We take care to fulfill our responsibilities listed below towards our customers, employees, shareholders, suppliers and business partners, competitors, society, humanity and on behalf of Cook's Club.

1. Our Legal Responsibilities All activities and transactions at home and abroad are carried out within the framework of the laws of the Republic of Turkey and international law, and accurate, complete and understandable information is provided to legal regulatory institutions and organizations in a timely manner.

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While carrying out all activities and transactions, it is at an equal distance to all kinds of public institutions and organizations, administrative formations, non-governmental organizations and political parties without any expectation of benefit, and obligations are fulfilled with this sense of responsibility.

2. Our Responsibilities Towards Guests

We work with a proactive approach that focuses on guest satisfaction and responds to the needs and demands of our guests in the shortest time and in the most accurate way. It provides services on time and under promised conditions, and customers are approached within the framework of respect, honor, justice, equality and courtesy.

3. Our Responsibilities Towards Employees

It is ensured that the personal rights of the employees are used fully and correctly. It treats employees honestly and fairly, and provides a non-discriminatory, safe and healthy working environment. It makes the necessary effort for the individual development of the employees, and they are willing to volunteer for appropriate social and community activities in which they will take part with a sense of social responsibility and the balance between business life and private life is observed.

4. Our Responsibilities Towards Suppliers/Business Partners We act fairly and respectfully as expected of a good customer, and we take the necessary care to fulfil our obligations on time. We carefully protect the confidential information of businesspersons and organizations and business partners. 5. Our Responsibilities Towards Competitors We compete effectively only in legal and ethical areas, and unfair competition is avoided. We support efforts to ensure the targeted competitive structure within the society.

6. Our Responsibilities Towards Society and Humanity

Protection of democracy, human rights and the environment; Education and charity, the eradication of crime and corruption are very important to us. With the awareness of being a good citizen, it acts sensitively as a pioneer in social issues, and tries to take part in non-governmental organizations, services for the public interest, and appropriate activities on these issues. We are sensitive to the traditions and cultures of Turkey and the countries with which we carry out international projects. Products and services such as bribes or gifts exceeding the purpose are not given and accepted.

7. Our Responsibilities Towards Cook's Club Hotel

Business partners, customers and other stakeholders trust us thanks to our professional competence and integrity. We try to keep this reputation and trust at the highest level.

We provide our services within the framework of company policies, professional standards, commitments and ethical rules, and we show the necessary dedication to fulfill our obligations. We take care to provide services in areas where we believe we are and will be professionally competent, and we aim to work with customers, business partners and employees who meet the criteria of accuracy and legitimacy. We do not work with those who harm the morality of the society and harm the environment and public health. In public and in areas where the audience thinks we are speaking on behalf of our company, we only express our company's views, not our own.

POLICIES SUPPORTING THE RULES OF BUSINESS ETHICS A. Conflict of Interest Policy It is essential that company employees stay away from situations that may create a conflict of interest. Not to use the company's resources, name, identity and power for personal benefit, and to avoid situations that will adversely affect the name and image of the institution.

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The following application principles, It determines the conflict of interest situations that company employees may encounter in their private lives due to their duties or business relations and the principles to be applied in these cases.

Principles of Practice

Activities That May Create a Conflict of Interest

Company employees are required to fully comply with the situations and the principles specified below, which are listed below as activities that may create a conflict of interest. The company carries out the necessary work to encourage its employees to comply with these principles.

Engaging in activities that may create a conflict of interest

Employees do not enter into a business relationship with their family members, friends or other third parties with whom they have a relationship, in any way that provides mutual or unrequited benefits. For example, an employee with purchasing authority should refrain from doing business with a supplier whose family member works. Exceptional cases are subject to the knowledge and approval of the Management.

In the same vein, company employees should also be careful against conflicts of interest that may arise due to their close family members working for the company's competitors. Employees cannot

obtain any commercial benefit, including the purchase and sale of shares from the stock exchange, by leaking any information belonging to the company from the inside, and cannot be instrumental in others gaining benefits. It is essential that the employees of the company do not engage in activities that require them to be considered as "merchants" or "tradesmen" directly or indirectly, and that they do not work for another person and/or institution for a fee or similar benefit during or outside working hours, regardless of the name. However, employees work outside of working hours for another person (family member, friend, other third party) and/or institution for a fee or similar benefit; · Not creating a conflict of interest with their duties in the company, · It does not create incompatibility with other business ethics rules and policies supporting these rules, · It does not adversely affect their ability to maintain their duties in the company, · It is possible with the conditions of written approval of the management. Approval is given by the Management for Business and Department Managers, and by the opinion of Human Resources for other employees. Employees cannot work in other companies, competitors or companies with which the company has a business relationship without the approval of the Management. In non-profit organizations and universities, they can work in social responsibility and charitable duties with the approval of the Management, in cases where they do not disrupt their duties within the company. Managers who are in a position to make a recruitment decision cannot hire their spouses, close relatives and relatives of these people. Employees can make speeches and write professional articles on issues that are not related to the company and its activities and do not contradict its policies. In order to use the company name in these activities, approval from the Management is required.

Employees, individually and voluntarily, can actively engage in any political party. Managers cannot ask their employees to do political work or be a member of a party. It is possible for employees to take part in any political party with the following conditions and the approval of the management; · The fact that employees take part in any political activity should not create a conflict of interest with their duty in the company.

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· Employees cannot engage in any political activities during working hours and cannot take the time of their colleagues related to these activities.

· Employees cannot use the company name, position in the company, title and resources belonging to the company during their political activities.

Employees may personally provide financial or moral assistance and/or donations to third parties outside the Company and take part in charitable associations.

Misconduct

It is unacceptable for employees to harm the company by using their powers for the benefit of themselves and/or their relatives and without the care expected from them.

Employees cannot directly or indirectly gain personal gain from the company's purchasing and sales activities and all transactions and contracts to which it is a party.

Employees cannot engage in acts and behaviors contrary to morality, law and company discipline.

Use of Resources

In the use of resources to be made on behalf of the company, the interests of the company are taken into account. Without corporate interest, whatever name is gold.

In the use of resources to be made on behalf of the company, the interests of the company are taken into account. Without the benefit of the company, under any name and on behalf of and for the benefit of whomsoever it is, the assets, facilities and employees of the company cannot be used outside the company. The principle of "saving in all matters" is applied by all employees. The correct use of resources for the benefit of the company also requires the correct use of time. Employees who work during working hours use their time well and do not spare time for their private work during business hours. Managers cannot assign employees for their personal business. It is essential that no special visitors are accepted during working hours. Employees are required to complete the interviews for essential visitors within a reasonable time in connection with the subject of the visit and in a way that does not interfere with the workflow.

Relations with Other Persons and/or Organizations with which the Company Has Commercial Relations Private business relations cannot be entered into with the Company's customers, subcontractors or suppliers and other persons and/or organizations with whom the Company has commercial relations, money and/or goods/services cannot be borrowed for personal purposes, and money and/or goods/services cannot be lent to other persons and/or organizations with which the Company has commercial relations. The following issues are taken into account in relations with customers; Even if it is in favour of the customer, a transaction cannot be made without the customer's knowledge, and even if it is in favour of the company, customer weaknesses cannot be exploited and profit cannot be pursued by providing incomplete or incorrect information to the customer. Employees cannot request or imply gifts from other persons and/or organizations with which the company has commercial relations. It cannot accept any gifts, money, checks, property, free holidays, special discounts, etc., which would put the company under obligation. Accept personal assistance, donations from any person or organization that has a business relationship with the company personal assistance or donations cannot be accepted from any person or organization that has a business relationship with the company. The Gift Acceptance and Giving Policy is applied in relation to the subject. Media Relations Giving a statement to any broadcasting organization, conducting interviews, participating as a speaker in seminars-conferences, etc. are subject to the approval of the Management. There can be no personal gain from these activities in any way. Representing the Company:

In all kinds of associations, employers' unions and similar non-governmental organizations representing the company, all kinds of remuneration to be accrued due to the task performed are donated to the relevant institution or to the channels to be shown by the relevant institution.

Payments made by 3rd parties to the company employee in return for seminar speaker fees or similar services are similarly donated to the relevant institution or to the channels to be directed by the institution. Apart from money, these people can receive gifts such as awards, mattresses, etc., which are given as a memory of the day and have a symbolic value.

Gift Acceptance and Giving Policy

It is essential that employees do not accept gifts or benefits that may affect their impartiality, decisions and behaviours, and do not attempt to provide gifts and benefits to 3rd parties and

organizations that may have such effects. The application principles defined below regulate the gift exchanges that employees may have with 3rd parties and organizations with which they have a business relationship and will be applied in this regard.

It regulates the exchange of gifts with individuals and organizations and determines the principles to be applied in this regard. Principles of Practice

1. Employees are prohibited from receiving all kinds of benefits and gifts, with or without economic value, that affect or are likely to affect their impartiality, performance and decision-making while performing their duties.
2. Employees; · Aligned with the business objectives of the institution, · In accordance with the current legislation, · They may receive and/or give the gifts outlined in Article 3 or agree to be subjected to a special application, provided that the public knowledge of the gift will not put the company in a difficult situation.
3. Provided that it complies with the conditions set out in Article 2; · Employees can give and receive entertainment, catering and meals at acceptable standards in the business world, provided that they comply with the principles in the relevant documents regulating the powers of the company. · In seminars and similar organizations attended on behalf of the company, apart from money, as a memory of the day.
4. Provided that the above-mentioned situations and other gifts, benefits, holidays, discounts, etc. other than money are in accordance with the conditions listed in Article 2, approval is not required if the total value of the gifts received is less than 250 TL, each calendar year and separately from the person/institution giving the gift.
5. It is forbidden to receive gifts or benefits that are implicitly or explicitly tied to a reciprocity.
6. Receiving, giving or offering bribes and/or commissions is unacceptable under any circumstances.
7. Employees are prohibited from accepting gratuitous or borrowed money from subcontractors, suppliers, consultants, competitors or customers, and from covering travel expenses, event expenses and similar payments.
8. The gifts and promotional materials to be given by the Company to customers, dealers and other 3rd parties with whom the Company has a business relationship are determined by the Management. There is no need to obtain additional permission for the distribution of approved gifts and promotional materials.
9. Provided that it complies with the conditions listed in clause 2, the company may accept eligible products and services as gifts, and products or services that comply with the recipient's culture and ethical values may be given as gifts, with the knowledge and approval of the Management.
10. In exceptional cases where local cultural values require reciprocal gifts above the values determined in the company policy, these gifts can only be accepted on behalf of the company and with the approval of the Management. In any case, the exchange of gifts should be carried out in accordance with the local culture.

Confidential Information Protection Policy

Information is one of the most important assets that the company will use to realize its vision. In this

direction, it is the common responsibility of the employees of the company to ensure the effective use of information, its correct sharing and the confidentiality, integrity and accessibility of the information in this process. The following application principles; It defines confidential information for the company and regulates the principles that employees must comply with regarding confidential information.

Principles of Practice

Confidential Information, including but not limited to the company's trademarks, intellectual rights, databases written, found, developed, made or put into practice by employees, including all kinds of innovations, printed communication materials, processes, advertising, product packaging and labels and plans (marketing, product, technical), business strategies, strategic partnerships and information about partners, financial information, personnel information, customer lists, product designs, know-how, specifications, identity of potential and real customers, It includes all kinds of written, graphic or machine-readable information such as know-how, specifications, identity of potential and real customers, information about suppliers, etc. The principles to be followed regarding confidential information are as follows:

1. This information cannot be disclosed to third parties unless disclosure is mandatory in accordance with the Official Authorities and Legislation.
2. This information cannot be changed, copied or destroyed. Necessary precautions are taken to keep the information carefully, to store it and not to disclose it. Changes to the information are recorded along with its history.
3. Confidential files cannot be taken out of the institution. The approval of the management must be obtained for confidential information that needs to be taken out of the institution.
4. Passwords, user codes and similar identifying information used to access company information are kept confidential and are not disclosed to anyone other than authorized users.
5. Discuss company confidential information in public places such as dining halls, cafeterias, elevators, service trolleys and so on.
6. Confidential information is classified according to its degree of confidentiality, this is clearly stated in the content of the information. Employees know the degree of confidentiality of the information they obtain due to their duties and act in accordance with this confidentiality. When there is any hesitation in terms of the degree of confidentiality, it is acted according to a higher confidentiality class and the opinion of the relevant manager is taken when necessary.
7. If information is shared with third parties and/or organizations for the benefit of the company, a confidentiality agreement is signed for information sharing or a written confidentiality commitment is obtained from the other party in order to ensure that the responsibilities of these persons and organizations regarding the security and protection of the shared information are understood.
8. No unfounded statements and/or gossip can be made about individuals or institutions.
9. Wages, fringe benefits and similar personal information of the personnel, which reflect the company policy and are personal, are confidential and cannot be disclosed to anyone other than the authorities. Employee information, personal

Policy for Creating and Maintaining a Fair Working Environment

Cook's Club considers the creation and maintenance of a fair working environment for employees as

one of its top priorities. It is aimed to increase the success, development and loyalty of employees by creating a fair, respectful, healthy and safe working environment that complies with all relevant laws and regulations. The following code of practice sets out the basic principles for creating and maintaining a fair working environment at Cook's Club.

Compliant with all relevant laws and regulations, fair, respectful to the employee, healthy and . The following code of practice sets out the basic principles for creating and maintaining a fair working environment at Cook's Club

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Principles of Practice

1. Company practices comply with all applicable laws and regulations regarding employment and working life. Company employees also fulfill all legal requirements within the scope of their activities and act in accordance with legal regulations.
2. Cook's Club Human Resources policies and practices; It ensures that all other practices such as recruitment, promotion-transfer, remuneration, rewarding, social rights, etc., are fair.
3. It is unacceptable to discriminate among employees within the organization on the basis of language, race, color, gender, political opinion, belief, religion, sect, age, physical disability and similar reasons.
4. A positive and harmonious working environment that supports cooperation in the company is

created and conflict environments are prevented and people with different beliefs, thoughts and opinions are ensured to work in harmony.

5. Employees' private life and personal space are respected.

- Communications between persons cannot be violated by non-parties. · Law.

- Even if it is recorded in accordance with the law, it is prohibited to unlawfully give/disseminate/seize personal data to others. · Arising from the nature of the employment relationship in the workplace and · Personnel information arising from the nature of the business relationship in the workplace and that may be necessary in the continuation is not used for purposes other than its purposes and is not shared with 3rd parties without the consent of the persons.

- The private and family life of all employees is respected.

6. In addition to all kinds of immunities, physical, sexual and emotional immunities of employees are also taken into consideration.

- Violation of the immunity of employees in any way through physical, sexual and/or emotional harassment in the workplace or in any place where they are present for work is against the law and ethical rules, and this crime is not tolerated by the company in any way. The purpose of this practice is to ensure that employees work in a work environment where their physical, sexual and emotional immunity is protected.

- Sexual harassment is defined as the violation of a person's bodily integrity by sexual behaviour and/or the sexual harassment of a person without physical contact.

Accordingly; It is prohibited to exhibit any behavior that can be considered within this definition. In addition, there is no tolerance for those who complain and report any harassment or who behave negatively towards those who assist during the investigation. 7. No employee can demand preferential treatment due to different gender, religion, language or race, no privilege can be shown to anyone and no one can be subjected to a special application. It is unacceptable to make or make concessions by taking advantage of differences such as gender, religion, language, race. 8. It is ensured that the physical working environment and conditions of the workplace are healthy and safe for all employees. Anti-Bribery and Anti-Corruption Policy for Cook's Club; Corruption; It is the abuse of the authority possessed due to the position for the purpose of gaining any kind of gain, directly or indirectly.

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Bribe; It is the fact that a person provides an interest to himself or to the party requesting it or to someone else due to this relationship within the framework of the agreement he has reached with another person in order to act contrary to the requirements of his duty, directly or through intermediaries, by providing, offering or promising, requesting or accepting, mediating benefits, in order to do, have done, not to do, accelerate, slow down a job related to the performance of his duty. Bribery and corruption can take many different forms. These:

- Cash payments,
- Political or other donations,

- Commission
- Social rights,
- Gifts, hospitality,
- Other interests.

Facilitation payments; Facilitating is an informal, inappropriate, small amount of payment made to a lower-level official to secure or expedite the execution of a routine or necessary transaction to which the party making the payment is legally entitled. Such irregular payments may be made through notices to Cook's Club.

Within the framework of transparency and accountability, it takes all necessary measures to prevent all kinds of bribery, corruption and facilitation payments. In the event that any Cook's Club employee or stakeholder witnesses any action or practice related to bribery and corruption, reports this situation to the Human Resources department, or the relevant situation is determined ex officio by the authorized units; The Disciplinary Committee convenes for Cook's Club employees and if it is determined that the employee has attempted or committed an act related to bribery and corruption, the necessary sanction is applied immediately, taking into account the principle of proportionality, after the written defense is received or the time allowed for the written defense has passed.

Sanctions such as warning, reprimand, wage deduction may be imposed, as well as the employment contract may be terminated in accordance with the principle that termination is a last resort. Cook's Club stakeholders, customers, suppliers and/or Cook's Club commercial and sectoral

In the event that an attempt or act of a party with any connection that may have any relationship with bribery and/or corruption is detected, necessary notifications are made immediately by applying to the legal authorities. APPLICABLE LEGISLATION Due to the fact that Cook's Club operates in international markets, company operations may be subject to the laws and regulations of different countries. When there are question marks about the ethics of doing business in different countries, first of all, the regulations established in the country where the business is done should be followed. If the monitoring of the regulations in the country and/or countries where the work will be carried out may create objectionable results in terms of the ethical values adopted by the company, then we should try to find solutions within the ethical rules and procedures we have. RESPONSIBILITIES OF EMPLOYEES

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The Cook's Club Code of Ethics and related policies set out in detail the code of ethics for how we should behave and conduct our business. Compliance with these rules is the primary responsibility of all employees. In this direction, employees;

- To act in accordance with laws and regulations under all circumstances,
- Reading the Cook's Club Code of Ethics, knowing, understanding, internalizing and acting in accordance with the rules, principles and values contained in it,
- To learn the general and business-specific policies and procedures applicable to the company,
- Consulting with his/her manager and human resources about potential violations related to oneself or others,
- To immediately report possible violations of oneself or others, to convey these issues to the manager,

Human Resources, in writing or verbally, · "The Way to be Followed When Making Ethical Decisions and Methods, · In ethical investigations, there is a responsibility to keep the information about the investigation confidential.

Ways and Methods to be Followed When Making an Ethical Decision

As a guide in deciding on an action plan, you need to follow the following steps and ask yourself these questions:

1. Identifying the Event, Decision, or Problem · Have you been asked to do something that you think might be wrong? · Are you aware of a situation in your company or business partners that may potentially be illegal or does not comply with business ethics? · Are you trying to make a decision and have doubts about how you should act in accordance with business ethics?

2. Think Before You Decide · Try to clearly identify the problem or question and summarize it. · Ask yourself why there is a dilemma. · Consider the options and their consequences. · Consider who may be affected.

· Consult with others, decide on a 3rd plan of action. · Determine your responsibilities.

Go through all the relevant facts and information. · Refer to appropriate company policies, procedures, and professional standards. · Assess the risks and think about how you can mitigate them. · Try to create the best plan of action. · Consult with others.

3. Test Your Judgment

· Review the questions that need to be asked from an ethical point of view.

· Review your decisions within the framework of the company's core values.

· Be sure to take into account company policies, laws, and professional standards.

· Consult with others and consider their views in the action plan you have planned.

4. Continue with Determination

· Share your decision with the relevant people along with your reasons.

· Share what you've learned.

· Share your success story with others.

4 Key Questions to Consider

1. Is this activity/behaviour in accordance with laws, rules and traditions? (Standards)

· Does it meet professional standards?

· Is it in compliance with the law?

2. Is this activity/behavior balanced and fair? Would we be bothered if a competitor did it? (Sense of

justice)

· Do you think it's true?

3. Would our company and stakeholders be bothered if all the details of this event were heard by the public? (Emotions and ethics)

· Would others be in a difficult situation if they knew that you were engaging in this behaviour?

· Could it have negative consequences for you or your Company? · Who else can be affected (other employees within the company, you, shareholders, etc.)? 4. To what extent does "perceived truth" coincide with "objective truth"? · How would it be reflected in newspapers and social media? · What would a reasonable person think in the same circumstances? RESPONSIBILITIES OF MANAGERS Company managers have additional responsibilities beyond the responsibilities defined for employees within the Cook's Club ethical framework.

Accordingly, managers; · To ensure the creation and maintenance of a company culture and working environment that supports ethical rules, · To set an example for the implementation of the code of ethics with their behaviours, to train their employees on ethical rules, · To support its employees in submitting their questions, complaints and notifications regarding the code of ethics, · He was consulted, · To provide guidance on what to do when consulted, to take into account all notifications conveyed, · It is responsible for ensuring that the business processes under its responsibility are structured in a way that minimizes the risks related to ethical issues and applying the necessary methods and approaches to ensure compliance with ethical rules. OTHER RESPONSIBILITIES Senior Management is responsible for the effective implementation of the Cook's Club Code of Ethics and for creating a culture in which it is supported. Cook's Club Code of Ethics and all related policies are reviewed, revised and documented by Human Resources and announced with the approval of the Management. HR; · Informing employees about ethical rules, providing trainings in certain periods in order to ensure the clarity of policies and rules, and ensuring continuous communication with employees on this issue · From reading the ethical rules of the employees in the company and being informed about it, in cooperation with the Senior Management and the Human Resources department; · To guarantee the confidentiality of complaints and notifications made within the framework of ethical rules and to protect individuals after notifications, · To ensure the occupational safety of the employees who make the notification, · They are responsible for guaranteeing that complaints and notifications are investigated in a timely, fair, consistent and responsive manner and to take the necessary actions decisively as a result of violations. RESOLUTION OF NON-COMPLIANCE WITH CODE OF ETHICS Those who violate the Code of Business Ethics or company policies and procedures will be subject to various disciplinary sanctions, up to the level of being asked to leave the job if necessary. Disciplinary sanctions will also be applied to those who approve, direct, or have knowledge of inappropriate behaviors and acts that cause violation of the rules, but do not make the necessary notification.

Ethics Committee In case of a violation of the code of ethics that requires an investigation, the Company convenes the Ethics Committee consisting of the Management, Human Resources, Occupational Safety specialist and the relevant department supervisor. The Human Resources officer chairs the Board. The Board convenes with the Chairman and at least one of the members. The Board takes its decisions unanimously. If one of the members of the Ethics Committee is involved in any ethical code investigation, that member cannot attend the meetings related to this investigation. Within the scope of Cook's Club Ethics, the Ethics Committee is responsible for investigating and

resolving complaints and notifications regarding violations of the code of ethics. Working Principles of the Ethics Committee The Ethics Committee carries out its activities within the framework of the following principles: · It keeps the identity of notifications and complaints and those who make notifications or complaints confidential. · It conducts the investigation as confidentially as possible. · You have the authority to request information, documents and evidence related to the investigation directly from the existing unit has. It can examine all kinds of information and documents it obtains, limited to the subject of the investigation. · The investigation process is recorded in writing from the beginning. Information, evidence and documents are attached to the report. · The minutes are signed by the chairman and members. · The investigation is handled promptly and the result is reached as quickly as possible. · The decisions taken by the Board are immediately put into practice. · The relevant departments and authorities are informed about the result. · While the Chairman and members of the Board perform their duties on this issue, they act independently and without being affected by the department managers and the hierarchy within the organization. They cannot be pressured or indoctrinated on the subject. · If the Board deems it necessary, it may seek expert opinion and benefit from experts by taking measures that will not violate the principles of confidentiality during the investigation. For your questions and notifications, you can use the following e-mail and postal addresses or contact the Ethics Setup You can contact the Board directly.

Cook's Club Ethics Committee

Zehra Tuna / Human Resources Manager

GSM No:

e-mail:

Address:

The Board of Directors is committed to meeting the requirements set out in this policy and expects Cook's Club employees to meet the same commitments.

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