

DRAGON TRAINING PROCEDURE

recognizes the following items as guides in its structure with the motto of “A more sustainable world, a more sustainable Palandöken” during the operation and management of the Palandöken Destination .

Social equality requires that there be no legally imposed [social class](#) or [caste boundaries and that there be no discrimination](#) based on an inalienable part of a person’s identity . For example, gender, sex, race, age, sexual orientation, origin, caste or class, income or property, language, religion, conviction, opinion, health or disability should not justify unequal treatment before the law and should not unfairly reduce opportunities.

In this direction;

- ✓ Maintaining a fair and effective wage policy based on competence, free from any discriminatory approach.
- ✓ Effectively implementing the prohibition of discrimination in all processes involving Human Resources practices such as recruitment, establishing business relations, performance evaluation, training and promotion,
- ✓ Supporting women employees to take part in decision-making positions in middle and senior management,
- ✓ Ensuring work-life balance and equal sharing of unpaid household workload between men and women, including childcare, and supporting positive approaches such as involved fatherhood,
- ✓ Supporting female employees to return to work after giving birth and preventing possible losses in their career development,
- ✓ Work should be carried out to ensure that women are represented in jobs, professions and sectors where men are traditionally concentrated, and to ensure that men are more involved in jobs, professions and sectors where women are traditionally concentrated.
- ✓ Preventing all kinds of violations of sexual immunity and violence in the workplace,
- ✓ Using discourse that is free of sexism and contributes to the transformation of inequalities within and outside the company,
- ✓ Designing the work environment and space in a way that allows women and men to exist in an equal manner and taking into account the gender equality perspective in new practices.
- ✓ Within the scope of the Labor Law No. 4857 (Article 5) and the Turkish Human Rights and Equality Institution Law, all our employees are treated equally by providing them with equal working conditions .
- ✓ "everyone, without any discrimination, has the right to equal pay for equal work" is also envisaged in Article 23, Paragraph 2 of the Universal Declaration of Human Rights of the United Nations Conventions . In this context, our company implements the policy of equal pay for equal work as stated in both the labor law and the Universal Declaration of Human Rights.
- ✓ Performance evaluations of personnel are carried out every three months using performance evaluation forms filled out by their managers under the control of our Human Resources department (taking into account the principle of confidentiality).

- ✓ Employees are provided with the opportunity to work in a higher position with the approval of the General Manager by observing and taking into account the performance they have shown in their current position and also by looking at their seniority dates. (For example; the performance of the waiter is observed and the employee is promoted to the position of Head Waiter, or the employee who works as a head waiter becomes the restaurant manager.)
- ✓ Salary increases are provided depending on the promotion process of the staff.
- ✓ Since we are a subsidiary of the Metropolitan Municipality, all personnel salaries are arranged at the rate determined by the relevant Department. In particular, the equal work equal pay policy is taken into consideration.