



Code of Ethics

BUSINESS ETHICS NORMS

In order to ensure the correct functioning of the OMM INN Hotel corporate reputation and the continuity of the OMM INN brand, the behavior and communication rules regarding the operational stages of all our stakeholders and operational processes in the internal and external context of our company have been determined and adopted within our organization. OMM INN Hotel regards natural life and the individual as the center of its business cycle. It values the ideas and opinions of its employees on its path to achieve the company's goals, and it encourages their participation as they will share in the success of the organization.

It stands behind products and services that contribute to the continuation of the next generation's life and global sustainability. This is done through equipment and applications that are in accordance with nationally and internationally accepted environmental legislation.

OMM INN Hotel manages its processes within the framework of the legislation published by all legal authorities within the scope of its business. Thus, the building's design plan keeps in mind even the smallest of details, across its living and working spaces for guests and employees. Processes are managed in line with efficiency and productivity criteria. With effective, proper and economical use of resources, appropriate hardware and software systems were installed after a risk assessment analysis was done, and a safe, standards-compliant working environment was designed. Application stages have been defined and guaranteed in the documentation system in order to deliver a product and service that are high-quality, beyond expectation, and standards-compliant.

As OMM INN Hotel, our priority is to protect the health and safety of all our stakeholders in the operational stages we carry out. We have allocated practices to relevant departments toward this end, and these are defined in the documentation system. Verification analyses, drills, maintenance checks, and actions to correct and improve processes are part of our monitoring and control system.

Confidentiality is essential in our company's practices and communications with all stakeholders. In accordance with the Law on the Protection of Personal Data (KVKK), our documentation system defines our internal regulations, privacy policy, and protection and security of all information shared with us by our stakeholders. Confidentiality obligations are also shared with employees.

We carry out our relations with all our stakeholders based on a fair, honest, transparent and impartial approach. Instead of corporate interests, we respect the interests of all our stakeholders, and consider it our principle to continue our operations with ethical and reliable stakeholders.

EMPLOYEE RELATIONS

Employees' interests and personal rights are respected in all of the practices carried out within OMM INN Hotel. A work process and environment has been established to protect the legal rights of the individual.

We recruit our employees according to equality of opportunity and merit, regardless of race, religion, gender or sect, and we support meeting their needs and expectations by following a fair and satisfactory wage policy.

With the establishment of honest, transparent and well-intentioned approaches in our relations, we ensure an atmosphere of trust and belief in job security.

We respect the individuality and diversity that our employees add to our services. We reward effort and give precedence to fairness, seniority and merit in our promotion processes. We listen to the suggestions and problems of our employees, and determine communication methods through which they can share their concerns.

Employees are encouraged to work effectively and in full awareness of their duties, powers and responsibilities – to adopt a working style with teamwork as its ideal. Relevant procedures and instructions define the protection of the employees' health and safety and their operation in accordance with business ethics. Their implementation and compliance is guaranteed by the provided training.

We organize periodic training and evaluate the activities of our employees to improve their skills and performance. Employees are nudged to pursue their full potential while performing their duties, with the support of positive feedback.

Respect, love, and tolerance are the backbone of our hierarchal structure. All employees must show respect for everyone else's dignity, honor, personality, beliefs, dignity, and gender, nor is it allowed to interfere with anyone's fundamental rights or freedoms. There are disciplinary/ internal service regulations that outline actions to be taken against senior officials or colleagues in the case of inappropriate behaviors towards employees (psychological abuse, sexual harassment, peer pressure, exclusion, humiliation, slander, etc.)

GUEST RELATIONS

Our management approach as OMM INN Hotel is to comply with the law, protect natural life and observe global sustainability while offering products, design services, and planning that goes beyond our corporate values and guest expectations and needs – and to do this in a high-quality and safe manner. Ensuring guest satisfaction is the basis of our business cycle, as we individuals are at the center.

We listen to the opinions, demands and wishes of our guests and take action to fulfill them. We measure, evaluate and provide feedback on guest satisfaction, and improve our activities in the light of incoming data. We communicate with our guests in an honest, transparent, positive, respectful, and professional manner.

Our hotel provides information about our products and services, our activities, and the protection of personal data such as guest privacy and security measures. We ensure that personal data and health are guaranteed during stay.

ENVIRONMENTAL RELATIONS

Environmental protection is one of our company's strategic goals. We guarantee that we strictly adhere to laws and regulations in order to minimize any pollution caused by our activities. Within the scope of global sustainability, we use natural resources economically and pay attention to the natural environment around our hotel area.

All materials used in the construction and design of our building are environmentally friendly, and we make sure that the equipment and systems we use in our processes are environmentally sensitive. We prefer to work with environmentally-friendly companies. We take it upon ourselves to raise awareness about environmental sustainability by encouraging the implementation of environmentally-aware behaviors among our stakeholders.

Our hotel strictly manages energy, water and waste. We monitor consumption, analyze data, and research innovative and effective solutions in order to be as sustainable as possible. All activities and improvements that we undertake with consideration to the environment are shared with all our stakeholders to increase awareness.

RELATIONS WITH LOCAL AND NATIONAL ORGANIZATIONS

We cooperate with national, international, and local authorities and associations such as non-governmental organizations in order to provide added value to the lands we belong to and to share the resources and information we have gained as a result of our services.

Most OMM INN Hotel employees, suppliers, and subcontractors are selected from institutions located in the hotel settlement area, in support of regional development.

Our company attaches importance to the development and protection of the environmental, historical, artistic, and cultural fields. In order to contribute to human and natural life, one of the basic principles of our management approach and view on social responsibility is to support citizens who want to participate in cultural and sports activities in accordance with transparent and accountable procedures that do not consider corporate interests.

SUPPLIER RELATIONS

In line with principles of open competition, we request offers from a few relevant companies for the procurement of goods and services.

Our main considerations when selecting suppliers include: the reliability of the company and its brand value, the price of the goods and services, the residence of the supplier, the environmental and quality certificates of the product and the supplier organization, and the existence of sustainability certificates.

We maintain a transparent, fair, consistent, honest, and trust-based approach when communicating with procurement and subcontractor companies, as is the case with all our stakeholders. We pursue relations with our stakeholders that are mutually beneficial, and commercial agreements are managed with confidentiality in line with the Law on the Protection of Personal Data (KVKK).

All the information and data of each institution we work with are protected and kept on the basis of confidentiality. We undertake to use such information only after obtaining the consent of the relevant party or under applicable law.

After the content of the products and services to be used are defined in the relevant.

ANTI- BRIBERY AND ANTI-CORRUPTION POLICY

OMM INN manages its processes with the aim of maintaining its reputation and the reliability of its brand, and establishes the principles and rules of conduct to be followed in both internal and external communications. The Anti-Bribery and Anti-Corruption Policy aims to outline this approach and the related implementation obligations.

Within OMM INN, any employee who is suspected or believed to have acted in violation of this policy shall be subject to an investigation. In the event that any misconduct is identified, the necessary disciplinary actions will be applied, and the employment contract may be terminated unilaterally for just cause, without exception.

The giving or receiving of bribes is strictly prohibited, regardless of the purpose.

- We conduct our relationships with all stakeholders based on principles of fairness, honesty, transparency, and impartiality. We prioritize the interests of all our stakeholders over corporate gain and adopt as a principle to collaborate with ethical and trustworthy partners.
- Bribery is unacceptable, whether conducted directly or through third parties.
- Any gifts, hospitality, or similar benefits offered or received—whether directly or through third parties, including all stakeholders—that could influence, or be perceived to influence, the outcome of business transactions are strictly prohibited. Any form of agreement, whether verbal or written, that may be considered bribery is not accepted. Preferential treatment or special privileges for individuals are not permitted.
- All procurement of goods and services used as inputs and resources in our product and service delivery processes is carried out in compliance with legal requirements and in line with the principles of fair competition. Requests for quotations are obtained from multiple suppliers and evaluated objectively in accordance with the relevant procedures.
- It is strictly prohibited for employees to request, arrange, or accept bribes for the benefit of themselves or their family members, friends, colleagues, or acquaintances. In the event of proven misconduct, employees involved in bribery shall be subject to disciplinary action.
- It is prohibited and not permitted for our employees to make direct or indirect contributions to political parties, organizations, or individuals engaged in political activities for personal or organizational interests.
- Employment or business relationships with employees, contractors, or suppliers found to be involved in bribery or corruption shall be terminated..
- In supplier selection, evaluation criteria include the company's reliability and brand value, the cost of goods and services, the supplier's location, and the existence of environmental, quality, and sustainability certifications related to both the product and the supplier organization.
- Commercial agreements are managed on the basis of confidentiality and mutual benefit. All information and data belonging to the institutions we work with are protected and maintained in accordance with confidentiality principles. We undertake to use such information only in compliance with applicable laws or with the consent of the relevant party in all cases.

- Gifts of significant monetary value or with malicious intent offered to our employees by third parties shall be considered as bribery by our management, and our company strictly opposes all forms of bribery and corruption.
- Material stock control and consumption data are monitored regularly. In cases where discrepancies are identified, investigations are conducted, and corrective actions are taken.
- Training on job responsibilities, protection of materials and equipment, and the proper execution of tasks is provided periodically through information and orientation programs.