



## **POLICY ON THE PREVENTION OF ABUSE AND HARASSMENT**

This policy has been established to protect our employees, guests, children, and local and vulnerable communities from all forms of exploitation, abuse, and harassment. Sexual exploitation, abuse, harassment, discrimination, and any form of unfair pressure or practices in the workplace or working environment are collectively defined as unacceptable behavior.

### **OUR COMMITMENTS**

As **WOW ISTANBUL HOTELS & CONVENTION CENTER**, in order to support the effective implementation of this policy, we commit to the following:

- 1)** To incorporate standards and procedures related to the prevention of abuse and harassment into orientation and training programs.
- 2)** To provide employees with orientation on this subject as soon as possible, ideally within the first month following the start of their employment contracts.
- 3)** In accordance with applicable laws and regulations, to conduct background and criminal record checks where legally permitted, in order to prevent the re-employment or reassignment of individuals involved in sexual exploitation, abuse, or harassment.
- 4)** To assess allegations and complaints related to abuse and harassment based on statements, and to take appropriate, impartial, and protective actions for all parties involved.
- 5)** To monitor the procedures defined within feedback and complaint mechanisms.
- 6)** To review policies aimed at preventing and responding to abuse and harassment at least once every three years.
- 7)** To inform guests about codes of conduct in line with local protected groups and societal sensitivities in the region.