

# VULNERABLE GROUPS PROTECTION POLICY

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Elifim Resort Hotel is committed to the protection of vulnerable groups. This policy explains the hotel's commitment to protecting vulnerable groups and outlines its obligation to act without discrimination, to treat these groups with respect, and to provide a safe environment.

Vulnerable groups include individuals who are more exposed to discrimination and violence, such as the elderly, children, persons with disabilities, women, ethnic minorities, and other groups.

## **Methods to Protect Vulnerable Groups**

- Ensuring the rights and safety of vulnerable groups.
- Preventing discrimination and violence against vulnerable groups.
- Providing support and assistance to vulnerable groups.

## **Objectives**

- Improving the quality of life of vulnerable groups.
- Increasing social and economic participation of vulnerable groups.
- Ensuring protection from violence and discrimination.

## **Principles**

- Justice
- Equality
- Human Rights

## **Action Plan**

- Taking necessary measures to protect the rights and safety of vulnerable groups.
- Working to prevent discrimination and violence.
- Providing support and assistance.

## **Continuous Improvement**

The hotel continuously improves its methods, practices, and support mechanisms to protect the rights and safety of vulnerable groups.

## **Child Labor Commitment**

Elifim Resort Hotel commits not to employ child labor and undertakes the following:

- Not to hire or employ any child under the age of 18.
- To verify that all employees meet the legal working age.
- To take legal action if child labor is identified.
- To organize training and awareness activities regarding child labor.

## **Abuse and Harassment**

Abuse refers to the misuse of another person for personal benefit. Harassment refers to aggressive or malicious behavior against another person. Abuse and harassment may be physical, emotional, sexual, or financial and may affect individuals of all ages, genders, and social backgrounds.

Abuse and harassment are criminal offenses. Victims may seek assistance from law enforcement, judicial authorities, or support organizations.

## **Hotel Harassment Complaint Mechanism**

The hotel is committed to protecting all employees from harassment and provides a confidential and respectful complaint mechanism. Complaints may be submitted verbally or in writing to the Human Resources Department or any manager. All complaints will be handled promptly, fairly, objectively, and confidentially.

### **Protection of Local Community**

The hotel undertakes the following actions to prevent harassment of the local community:

- Training employees on harassment and abuse.
- Raising awareness within the hotel.
- Establishing complaint mechanisms.
- Prompt and effective investigation of cases.
- Providing support to victims.