

LABOUR, HUMAN RIGHTS AND CHILD PROTECTION POLICY

Vision

As part of our sustainability programme, in addition to protecting vital environmental resources, we are going to contribute the local community as well. We will strictly obey the national and international employment laws and consider the happiness of hotel staff along with guest satisfaction. Side Resort Hotel is committed to be a strict protector of human rights and promises to adopt a child protection policy against any means of abuse.

Aims & Objectives

This policy document is prepared to achieve following targets:

Labour & Human Rights: Our basic aim is to create an institution where all the employees are proud of being part of the Bastıyalı family. As part of our fair employment objectives, we will ensure that the human rights of all employees are secured by 4857 Labour Law. Nobody will be discriminated at employment and promotion process because of his/her religion, language, race etc.

- Side Resort encourages its employees to participate in its effort to maintain its place among the strongest institutions in the tourism sector of our country. The mission of the human resources is, thus, to keep work satisfaction among employees high.
- We will share the best system appropriate to our structure with all the units in it, to constantly improve the system and to carry out the application in all our departments.
- The Code for Employment and Human Rights outlines how we treat our employees
- All employees will have a formal written contract
- All employees will be paid higher than the national legal minimum wage
- All employees will be free to enter and leave employment on their own will without any penalties according to 4857 Labour Law
- Working hours will comply with national law and industry benchmarks
- Everyone will have equal opportunities at employment and promotion processes
- All employees have the right to become a member of legal associations
- All employees will have the right to make use of following services free of charge: Food during working hours, uniform and laundry service, shuttle service at certain hours, accommodation in the lodging buildings
- Regular training and entertainment activities will be organized for the welfare of employees

Child Protection: Side Resort Hotel is committed to take any means of action for the protection of children by any means.

- We do not employ children workers
- There will be a valid process for staff in place in case of the following kinds of children abuse:
 - Physical and verbal abuse: Neither parents nor caretaker of a guest can commit violence on children
 - Captivity: Children should not be kept in the rooms alone for a long time
 - Carelessness: Children should not be left alone without attention anywhere in the hotel
 - Heavy responsibilities: Children should not be taken heavy responsibilities that need to be taken by adults
 - Sexual abuse: Children cannot be abused sexually, child pornography is strictly forbidden (downloads and uploads through hotel wi-fi will be logged continuously and reported to the national authority according to Law nr. 5651). It is strictly forbidden for the hotel staff to date with children. No child prostitution will be allowed or tolerated in the hotel.
 - Crimes: Children cannot be forced to commit any kinds of crimes including theft, laceration, beggary
- If hotel staff or guests observe any of the cases above, this should be reported to reception or hotel guide immediately.