



Human Rights Sustainability Management System Policy

SUSTAINABILITY POLICY

As The Komana, we are committed to fully respecting human rights and working effectively to protect these rights. We adopt our human rights sustainability policy based on the

following principles:

1. FAIR LABOR PRACTICES

The Komana provides fair and equal labor practices to all employees. We prevent any discrimination based on race, gender, sexual orientation, religion, disability and other characteristics.

2. EMPLOYEE RIGHTS

We respect employee rights, respect trade union rights and apply occupational safety standards. We support our employees' access to fair wages, working hours and social benefits.

3. CUSTOMER PRIVACY

We respect the privacy of our guests and protect their personal information securely. We continuously update and improve information security measures.

4. RESPECT FOR LOCAL COMMUNITIES

The Komana respects the local communities in which it operates and is sensitive to their culture, values and needs. We cooperate with our communities and aim to contribute to their development.

5. SUPPLY CHAIN PRACTICES

We promote respect for human rights and fair business practices in our supply chain. We expect our suppliers to adopt practices that comply with these values and we cooperate in this regard.

6. EDUCATION AND AWARENESS

We raise awareness and train our employees on human rights. We organize continuous training



programs to raise awareness of human rights compliance.

This policy aims to protect the human rights of our employees, guests and communities by respecting the human rights of The Komana. Adhering to the principle of continuous improvement, we continuously evaluate and improve our human rights sustainability performance.

