



Social Sustainability Management System Policies

SUSTAINABILITY POLICY

At The Komana, we are committed to fulfilling our social responsibilities and embracing the principles of social sustainability. We adopt the following policy based on the principles outlined below:

1. EMPLOYEE RIGHTS AND FAIRNESS

We respect the rights of our employees and support fair labor practices. We uphold the highest standards in providing equal opportunities, fair wage policies, and occupational health and safety.

2. EMPLOYEE DEVELOPMENT

We support the personal and professional development of our employees, enabling them to advance in their careers. Through training programs and internal promotion opportunities, we help our staff reach their full potential.

3. COMMUNITY ENGAGEMENT

At The Komana, we recognize our responsibilities toward local communities. We actively participate in social initiatives, support local development projects, and respond sensitively to community needs.

4. GUEST SATISFACTION

We aim to maximize guest satisfaction. We strive continuously to understand our guests' expectations and provide the best possible service.

5. OCCUPATIONAL HEALTH AND SAFETY

The health and safety of our employees are among our top priorities. We ensure safe working conditions, regularly conduct safety training sessions and implement emergency preparedness plans.

6. CULTURAL DIVERSITY



We support and respect employees from diverse cultural backgrounds. By fostering an inclusive and diverse work environment, we create a space where everyone can contribute meaningfully. This policy reflects The Komana's commitment to social sustainability, aiming to make a positive impact on the lives of our employees, guests, and local communities. In line with the principle of continuous improvement, we regularly assess and enhance our social sustainability performance.

