



Promotion Policy

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Purpose: To support the career development of our hotel employees, to contribute to both their personal development and the sustainable success of the hotel by promoting talented employees. To increase the motivation of employees by providing them with a fair and transparent promotion system and to create a long-term work culture in the hotel.

Content:

- **Fair and Transparent Promotion Process:** All promotion processes in our hotel are carried out fairly, transparently and based on performance. In order for employees to advance in their careers, their achievements, performance evaluations and competencies are evaluated according to objective criteria. All employees are informed about promotion opportunities and mechanisms are provided to encourage their personal development in this process.
- **Performance Evaluation:** In the promotion process, employee performance is one of the main criteria. Annual performance evaluations of employees are made by taking into account the level of achievement of business goals, compliance with work discipline, contribution to teamwork, leadership skills and commitment to sustainability goals. Performance reviews help employees see development opportunities objectively.
- **Competency-Based Promotion:** In our hotel, a competency-based promotion system is applied in line with the knowledge and skills of the employees. Employees develop the competencies required by their current positions and become suitable candidates for higher positions. Additionally, competencies in leadership, problem-solving, innovation, and sustainability are also taken into account during the promotion process.
- **Training and Development Opportunities:** To support the promotion process, employees are offered various training programs for professional development and career advancement. These trainings enable them to gain experience in different departments within the hotel and develop their leadership and management skills. Completing certain training and certification programs provides an advantage in the promotion process.