



RAMADA®
PLAZA BY WYNDHAM
İSTANBUL TEKSTİLKENT

RAMADA PLAZA BY WYNDHAM İSTANBUL TEKSTİLKENT
SUSTAINABILITY REPORT



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1. About

We commenced our sustainability initiatives in 2023. We aim to share the progress we have made in this regard with our management, employees, guests, suppliers, and all other partners, thereby increasing awareness and transforming it into shared goals and achievements.

This sustainability report covers data from the period between 2024 and 2025.

Sustainability Policies

Ramada Plaza by Wyndham Istanbul Tekstilkent Hotel is proud to have contributed to our country's development for over a decade.

As part of our sustainability journey, we have defined our sustainability approach as 'Continuous Improvement'.

We view sustainability as an integral part of our corporate approach; with the participation of our employees, we aim to implement and apply all the priorities and principles we have set in the field of sustainability.

We view sustainability as an integral part of our corporate approach; with the participation of our employees, we are committed to implementing and applying all the priorities and principles we have set in the field of sustainability.



As Ramada Plaza by Wyndham Istanbul Tekstilkent Hotel, we embrace the following fundamental principles within our Sustainability Policy;

- To conduct all our activities in line with the United Nations Sustainable Development Goals; particularly gender equality, decent work and economic growth, industry, innovation and infrastructure,
- Conducting all our activities in line with the United Nations Sustainable Development Goals; focusing particularly on gender equality, decent work and economic growth, industry, innovation and infrastructure, and climate action.
- Complying with the highest ethical standards in our sector; acting in accordance with local legislation, relevant international standards and corporate governance principles.
- Engage in activities aimed at increasing the share of renewable energy sources in the total energy supply; contribute to combating climate change, reduce energy consumption through energy efficiency practices, measure and reduce greenhouse gas emissions across all areas of activity, and actively contribute to Turkey's green transition.
- Contribute to the circular economy by controlling our processes in order to reduce our ecological footprint and protect the environment and biodiversity; continuously monitor and improve our activities.
- Taking all necessary measures to provide a working environment with the highest occupational health and safety standards.
- Preventing discrimination in all our processes; creating employment opportunities for women, young people and disadvantaged groups.
- Offering equal opportunities to our employees; conducting recruitment, career development and promotion processes in a transparent and fair manner.
- Regularly evaluating our employees' opinions and suggestions and implementing the necessary improvement activities in order to maintain employee satisfaction.
- Developing and improving our product and service quality with a continuous improvement approach in order to ensure guest satisfaction.
- Adopting sustainable supply chain practices in our purchasing processes and supporting the development of our suppliers in this context.
- Regularly reviewing our sustainability activities and processes; setting goals and objectives in line with identified risks and opportunities; and transparently sharing our sustainability performance with all stakeholders in accordance with international transparency and accountability standards.



Our Sustainability Efforts

- Systematic assessment and management of environmental risks arising from our activities,
- Compliance with and monitoring of all applicable legal requirements,
- Continuing activities by prioritising environmental, social, cultural, economic, quality, human rights, health and safety issues.
- Control and systematic management of internal environmental impacts such as electricity, water, natural gas usage and CO₂ emissions arising from the operational services of the facility.
- Development of the facility's products and services from a sustainable hospitality perspective, and financing renewable energy, energy efficiency and environmental investments.
- Continuously informing all business employees and stakeholders on sustainability issues and increasing sensitivity on these issues by ensuring their active participation in processes.
- Implementing systems that provide energy savings without compromising service quality.
- Raising awareness of environmentally friendly approaches among both tourists and staff.
- Avoiding all activities that negatively affect the natural environment.
- Showing sensitivity within the scope of activities to the welfare of the local community, employment quality, social equality, visitor satisfaction, local supervision, cultural richness, physical integrity, biodiversity, resource efficiency and environmental cleanliness.
- Kaynakların sürdürülebilir kullanımı, aşırı tüketim ve atıkların azaltılması, çeşitliliğin korunması (doğal, kültürel ve sosyal çeşitliliğin devamının sağlanması ve geliştirilmesi), yerel toplumu karar alma süreçlerine dahil etme ve yerel ekonominin desteklenmesi, turizm endüstrisi ve kamu arasında işbirliğinin sağlanması, personel eğitimi yolu ile turizm ürünlerinin kalitesinin arttırılmasının sağlanması.



- Placing greater emphasis on environmentally focused, forward-looking measures.
- Prioritising and being sensitive to research and development in systems that save water and energy, reduce solid waste, implement recycling and reuse programmes, and develop sustainable environmental regulations and economic solutions.
- Ensuring maximum benefit by planning the information, human resources and financial resources necessary for energy management.
- Assessing potential emergencies related to energy risks, determining the measures to be taken, and adapting them to developments.
- Reporting the energy management system, sharing it with relevant departments, improving it and keeping it continuously up to date.
- Collaborating with all our stakeholders on energy management, raising awareness and increasing the level of consciousness.
- The periodic calculation of the carbon footprint and the continuation of hotel operations in accordance with the principles and policy of minimising the carbon footprint and greenhouse gas emissions.
- Ensuring a balance between conservation and use in the utilisation of natural resources.
- Minimising waste management, reducing the use of natural resources and ensuring the highest possible level of recovery of waste produced, thereby transforming waste into an input for the economy, i.e. ensuring sustainable waste management.



- Reducing the amount of waste compared to the previous year.
- The most effective separation of our waste according to its source, type and hazard class.
- Updating waste management plans and submitting notifications within the legal timeframes, in collaboration with our environmental consultant.
- Providing the highest quality service to all our guests without any discrimination.
- Protecting local resources and capabilities, supporting the provision of access to them.
- Ensuring the preservation of local culture and traditions; not permitting discriminatory activities based on opinion, ethnic origin, belief, or vulnerable groups.
- We recognise that all our employees and guests contribute to regional development through their diverse cultures, and that hospitality should be shown.
- Taking into account local characteristics, the needs and sensitivities of the local community when making decisions.
- Supporting the preservation of historical and archaeological artefacts.
- Working in cooperation and solidarity with the local community to preserve the natural landscape and protect historical and cultural assets.
- Supporting the promotion of the region's cuisine, activities, culture and traditions. (Religious and historical sites, natural resources, biodiversity, etc.) Providing training to staff working in this area.
- Ensuring that all employees are treated equally and that remuneration policies are implemented in the best possible manner,
- Providing employees to the sector and placing importance on education as a matter of social responsibility



- Our hotel is absolutely opposed to any form of commercial, sexual or other exploitation or harassment of children, adolescents, women, minorities and other vulnerable groups, and does not discriminate on the basis of language, religion or race. The business's clear stance and the importance of this issue are explicitly communicated to all our employees during orientation training.
- The prohibition of child labour in our facilities and the expectation that the same sensitivity be demonstrated by all our business partners.
- All our employees should be trained on child abuse and related awareness issues.
- When there are suspicious actions involving children, information must be immediately relayed to management and the necessary measures taken.
- No gender discrimination among our employees. Supporting the participation of women in the workforce and implementing an equal pay policy.
- Career opportunities should be equal for all our employees, without discrimination.
- Aiming for a management approach that is open, offers equal opportunities, is transparent, fair and open to employee participation.
- Valuing our employees' sense of belonging at work and encouraging them to exercise their right to self-improvement and education
- Developing our service approach based on our guests' requests, sectoral innovations and technological innovations.
- Continuing our activities with an innovative, creative and honest competition philosophy
- Keeping up with new trends and technologies. Encouraging the use of digital tools.
- To increase productivity, we are moving our activities to digital platforms, thereby providing convenience to our employees, guests and suppliers.
- Promoting the use of automation, intelligent systems, control systems, data analysis and reporting tools.



- Sustainable growth by increasing brand awareness and sales through sales and marketing strategies that focus on digital systems.
- Recognising that cycling is an environmentally friendly, economical alternative means of transport and a lifestyle choice. Encouraging our employees to support cycling as a way of life.
- Our facility's preference for environmentally sustainable suppliers and products, including food, beverages, construction materials and consumables.
- Our facility's preference for sustainable practices and materials.
- Our facility shall implement a procurement policy that promotes the use of environmentally friendly chemicals and increases the use of environmentally friendly chemicals.
- Our Zero Waste certified facility aims to protect the environment, reduce pollution and minimise negative impacts.
- Training our employees on environmental issues and raising their awareness.
- Internalising environmental protection and waste reduction as a way of life and philosophy.
- Ensuring that all our food production and serving processes are carried out in accordance with legal regulations and international standards
- Ensuring that all food products used in the facility are produced and served in accordance with food safety principles and that maximum satisfaction is achieved.



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Compliance with legal requirements, "Quality, Environment, Health and Safety, Food Safety, Sustainability, Environmental Sustainability Policy, Child Protection Policy, Nature and Cultural Heritage Protection Policy, Human Rights and Business Ethics Policy, Procurement Policy, Social Sustainability Policy, Harassment & Abuse and Discrimination Prevention Procedure, Guest Satisfaction Policy" and declaring this to its staff and all guests, providing the necessary resources for the implementation of the system and fulfilling it 100% are the commitments of Ramada Plaza By Wyndham Istanbul Tekstilkent.

In addition, monitoring and implementing the legal regulations of relevant ministries, local authorities and other institutions and organisations, protecting guest rights, protecting the environment and preventing pollution, ensuring the property and personal safety of guests and employees, protecting biodiversity, protecting wildlife, supporting the local community, employing local people, local purchasing, protecting and supporting cultural heritage, and providing equal opportunities to all employees are also among its commitments.

In line with the 'Quality, Environment, OHS, Food Safety, Guest Satisfaction, Sustainability Policy' that meets guest requirements, 'Quality, Environment, OHS, Food Safety, Customer Satisfaction, Sustainability Targets' have been established and are being monitored. Ramada Plaza By Wyndham Istanbul Tekstilkent Management addresses the importance of complying with laws and regulations related to safe food production, worker health and safety, guest satisfaction, and environmental management, meeting guest expectations, and sustainability, along with preventing harassment and abuse, providing equal opportunities, conserving resources, cultural interaction, and a good -respectful working environment in training sessions and meetings.



SUSTAINABILITY
REPORT

2. Facility Introduction and Facility Features

Address: Oruçreis mah. Tekstilciler cad. No 3 34235 Esenler / Istanbul

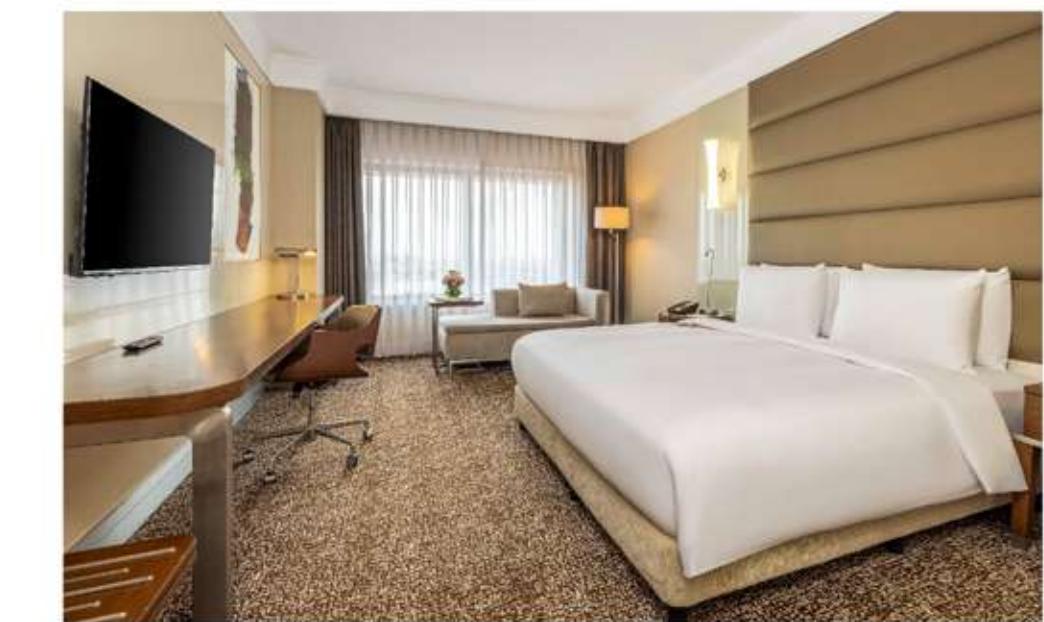
Telephone Number: 0212 443 03 03

Total Number of Rooms: 322

Meeting Facilities: 4 meeting rooms

Hotel Information:

Located in Tekstilkent, one of Istanbul's business, shopping and lifestyle centers, Ramada Plaza by Wyndham Istanbul Tekstilkent offers both business and leisure travellers the comfort of a city hotel with a modern approach. With its spacious rooms boasting panoramic city views, meeting rooms flooded with natural light, and world-class spa facilities, the hotel caters to diverse needs simultaneously, offering a wide range of uses from short business trips to weekend stays, extended stays to family visits. The fitness centre and semi-Olympic swimming pool allow guests to take time for themselves during their stay. With a total capacity of 322 rooms (276 Deluxe Rooms, 30 Executive Suites and 16 Corner Suites), the hotel prioritises comfort with amenities such as covered parking, dry cleaning and 24-hour room service. Ramada Plaza Istanbul Tekstilkent is within walking distance of Tekstilkent Metro Station, offering easy access to the city center, main transport routes and different areas of Istanbul. The hotel's proximity to major shopping and lifestyle centers such as Mall of Istanbul and Venezia Mega Outlet also provides guests with advantages in terms of shopping and social life.



2. Facility Introduction and Facility Features

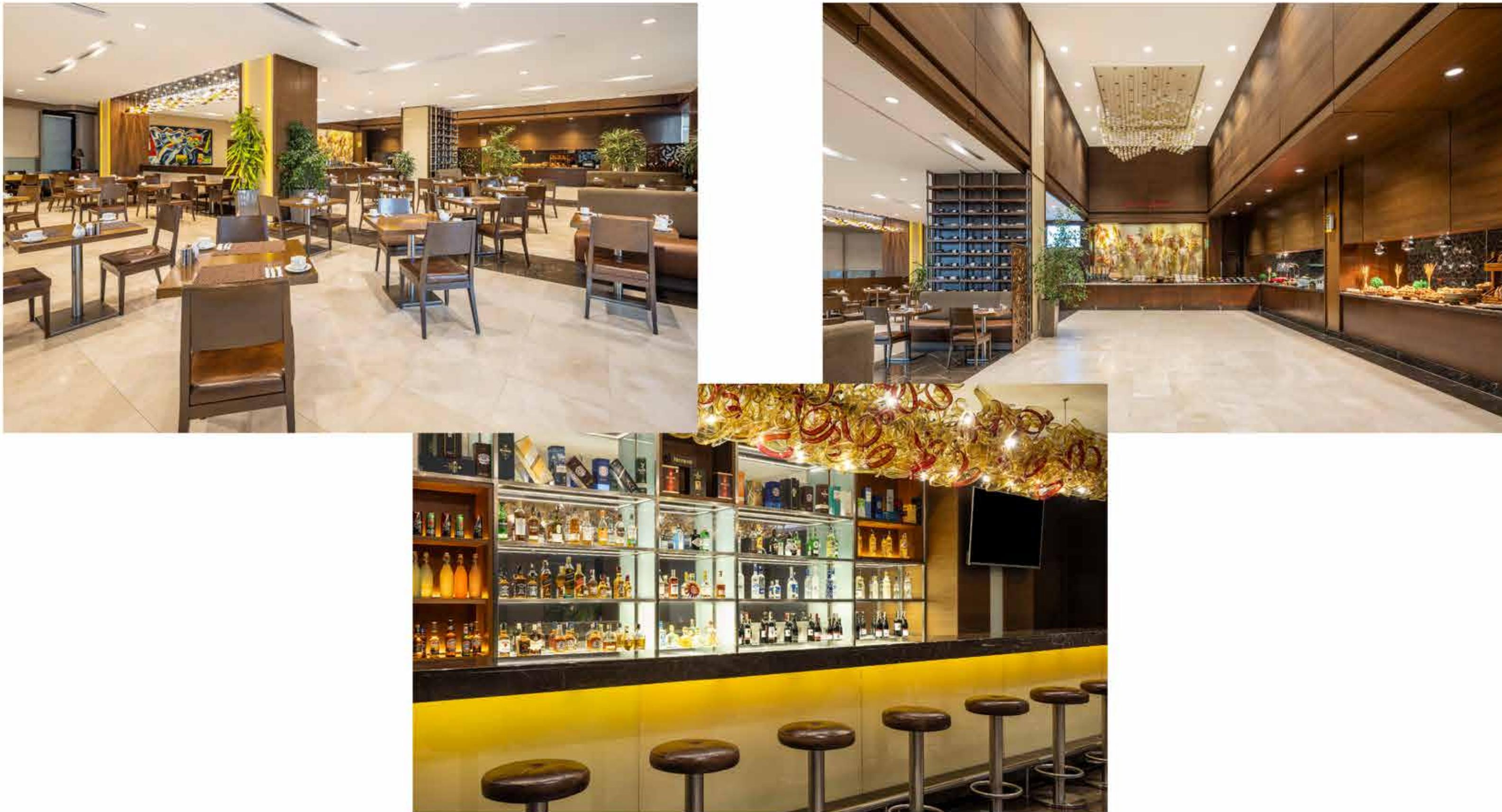
Meeting Halls



MEETING ROOMS	AREA (SQ. FT.)	CAPACITIES					
		Banket Banquet	Sınıf Classroom	Tiyatro Theatre	U-Düzeni U-Shape	Board	Kokteyl Cocktail
Heybeli	42,5	x	24 pax	x	20 pax	12 pax	x
Burgaz	95	70 pax	72 pax	90 pax	30 pax	24 pax	60 pax
Marmara	200	90 pax	72 pax	140 pax	48 pax	45 pax	120 pax
Executive Lounge	130	70 pax	24 pax	100 pax	18 pax	14 pax	60 pax

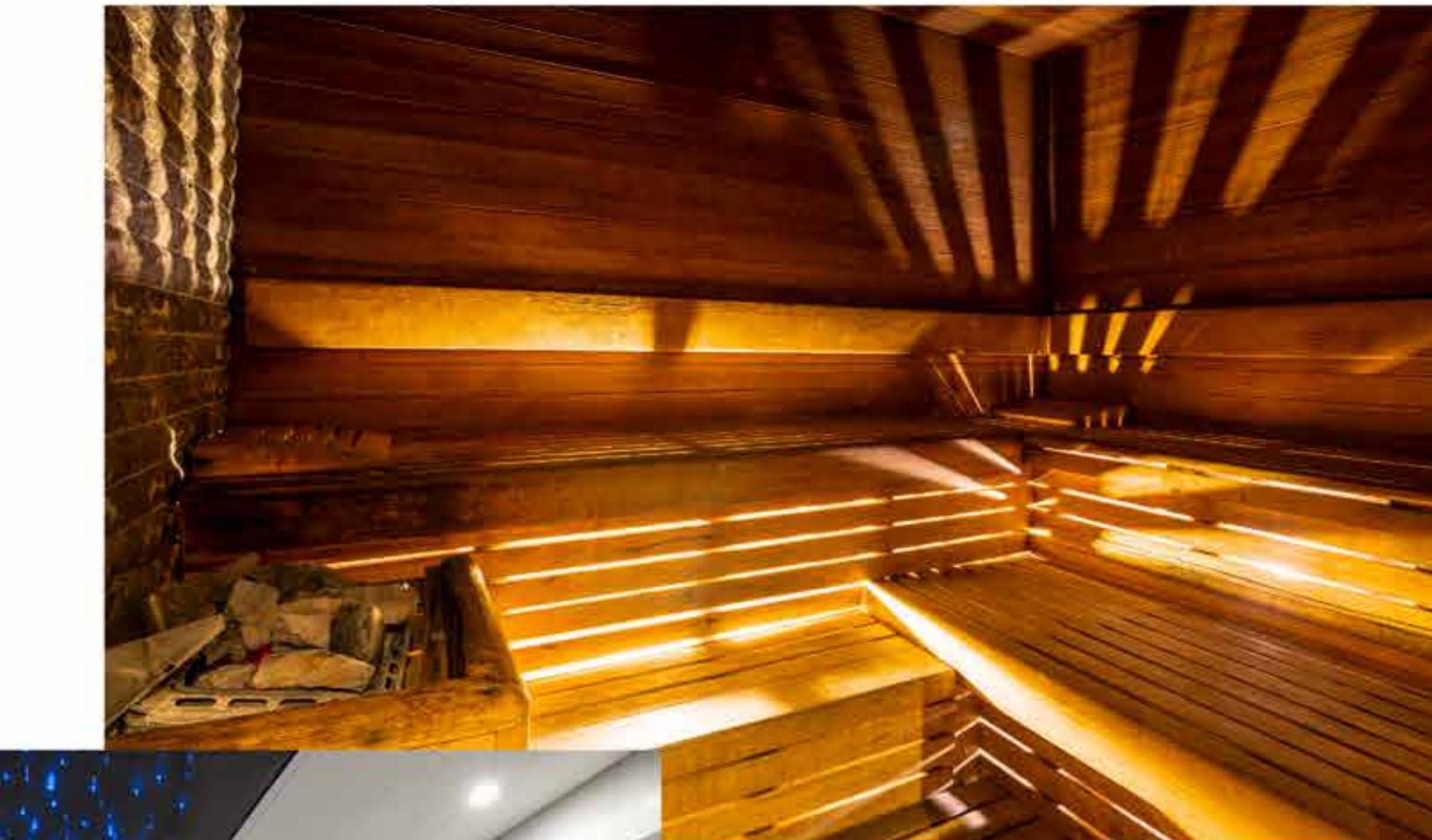
2. Facility Introduction and Facility Features

Food and Beverage Outlets



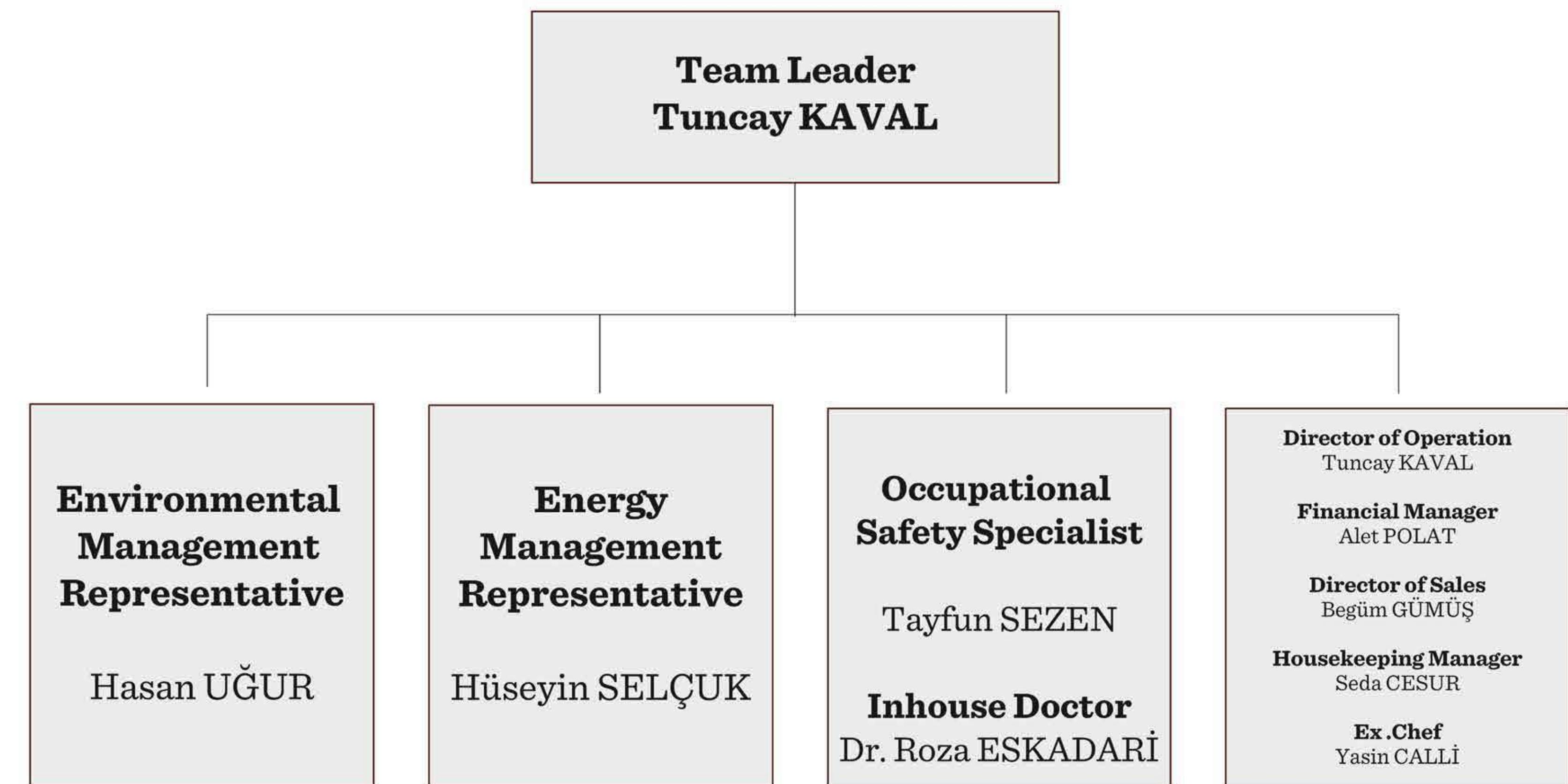
2. Facility Introduction and Facility Features

SPA





3. Sustainability Team





4. Reducing Environmental Impacts

Energy Management

- One of the most important steps towards sustainability is ensuring energy efficiency.
- At our facility, energy usage values are monitored daily and issues are addressed on a daily basis. Sections with excessive consumption are identified and potential savings areas are determined.
- Low-consumption equipment and systems are preferred. Long-term improvements are achieved through automation management and monitoring resources.
- Energy savings are continuously analysed through maintenance, supervision and monitoring.



Enerji Tasarrufu Önerileri



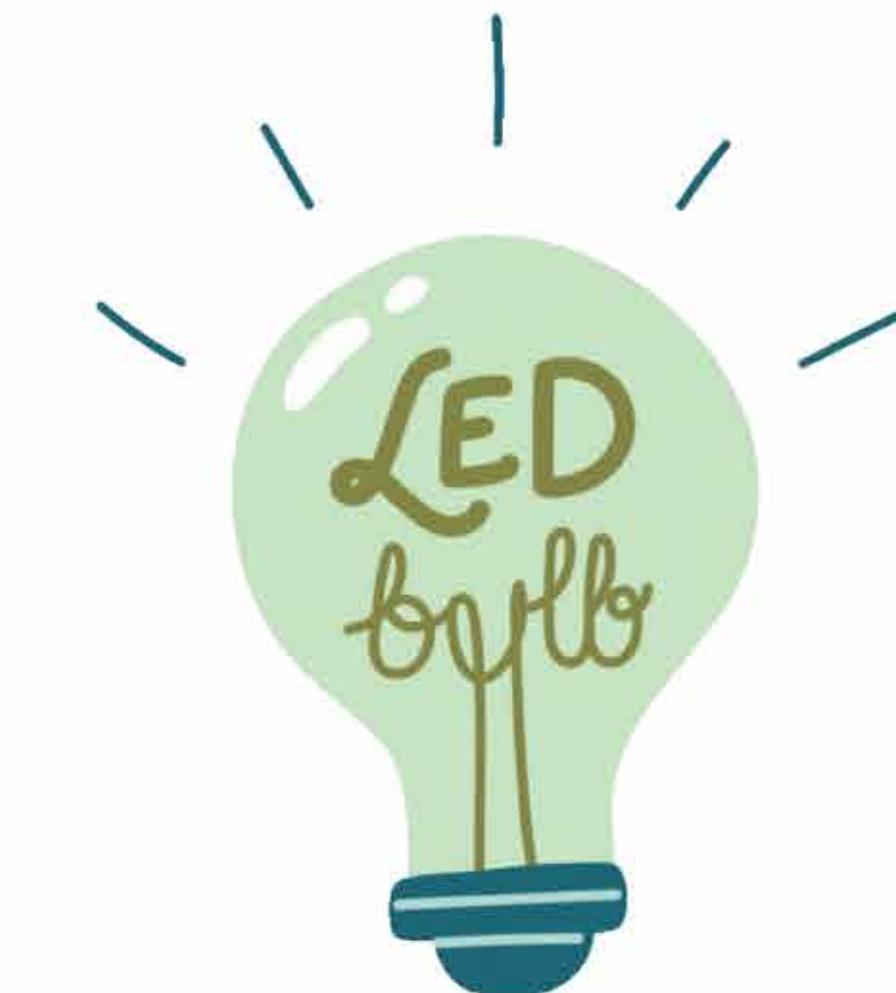
A. Energy Consumption

Efforts to reduce consumption;

Spatial monitoring of electricity consumption has begun to be carried out more effectively. The conversion of compact and fluorescent lighting to LED lighting has continued. Meters have been installed in natural gas consumption areas and spatial monitoring has been made more effective.

Our objectives

- Continuing energy efficiency-enhancing practices in our hotel
- Continuing to purchase equipment with reduced environmental impact and high energy efficiency
- Continuing with training and guidance on cost-saving measures to reduce energy consumption rates each year
- Continuing to develop projects to reduce energy consumption
- By analysing energy consumption data, we will review and modernise systems to make them more efficient and applicable.





Renewable Electricity Activities

- Renewable energy data is being recorded.
- Replacement of faulty windows.
- Elevator replacement carried out to include energy-efficient equipment.

Activities Aimed at Responsible Resource Use

- Responsible use of resources is prioritised.
- Care is taken to work with suppliers who have a sustainability policy.



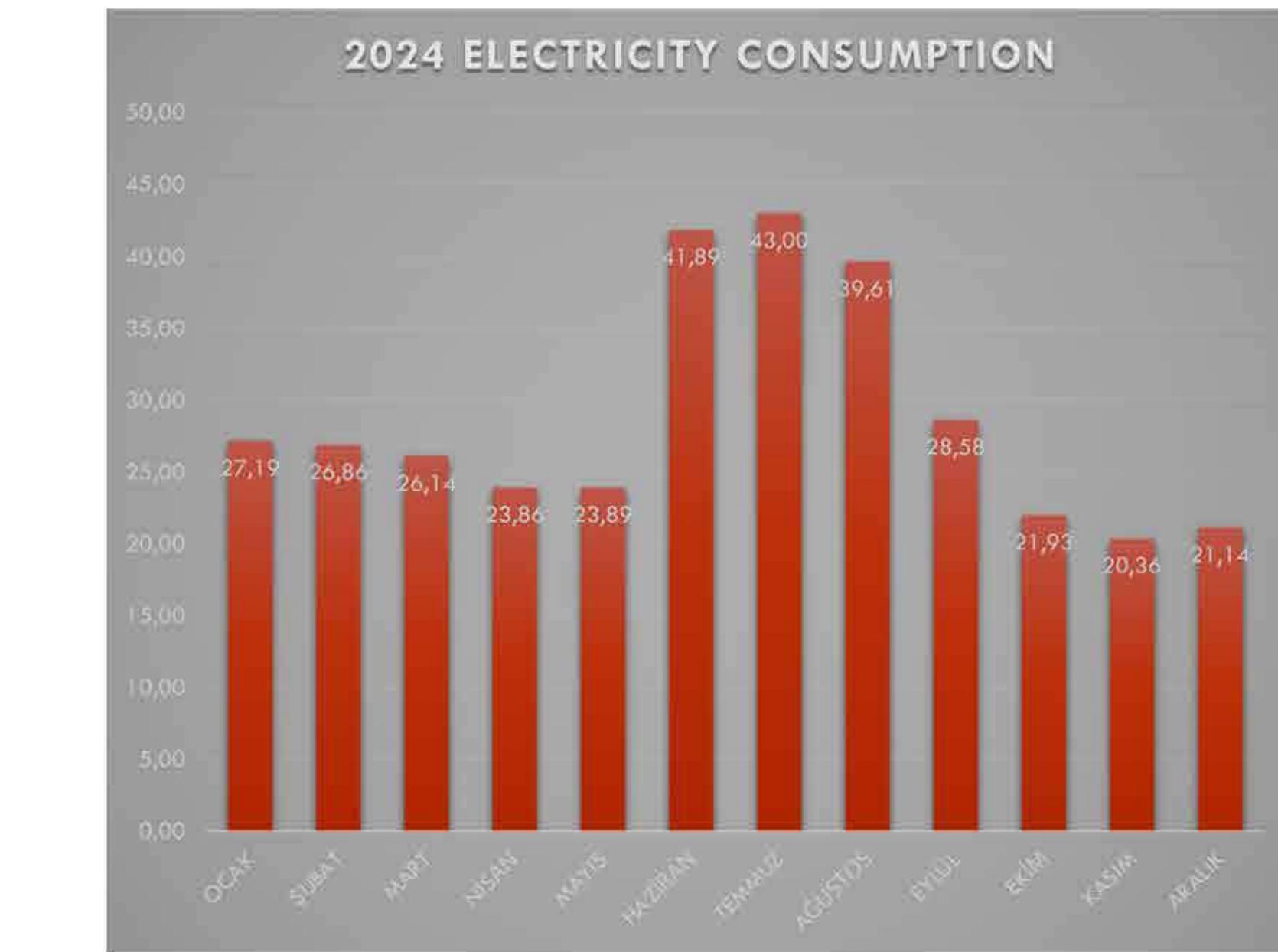
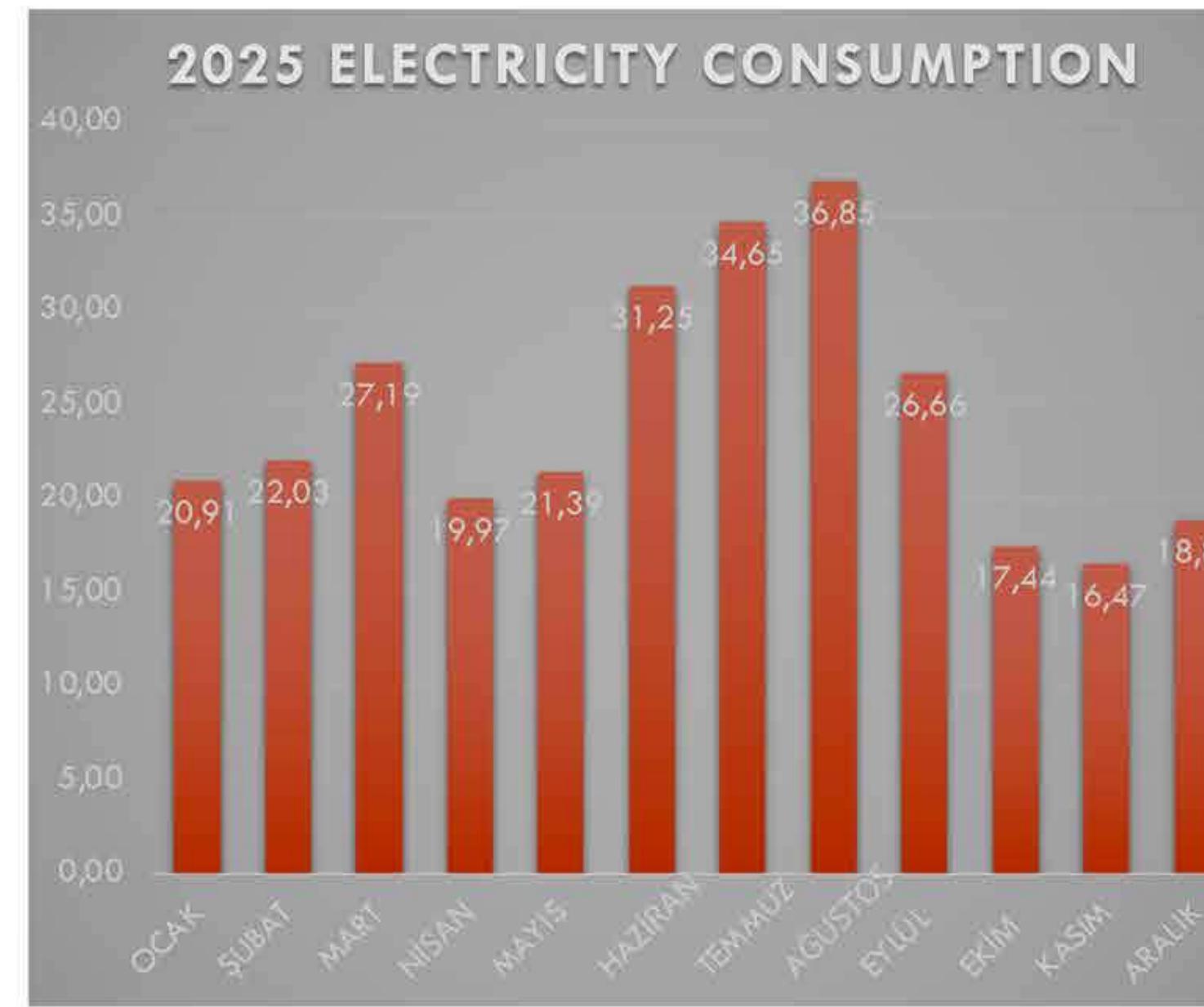


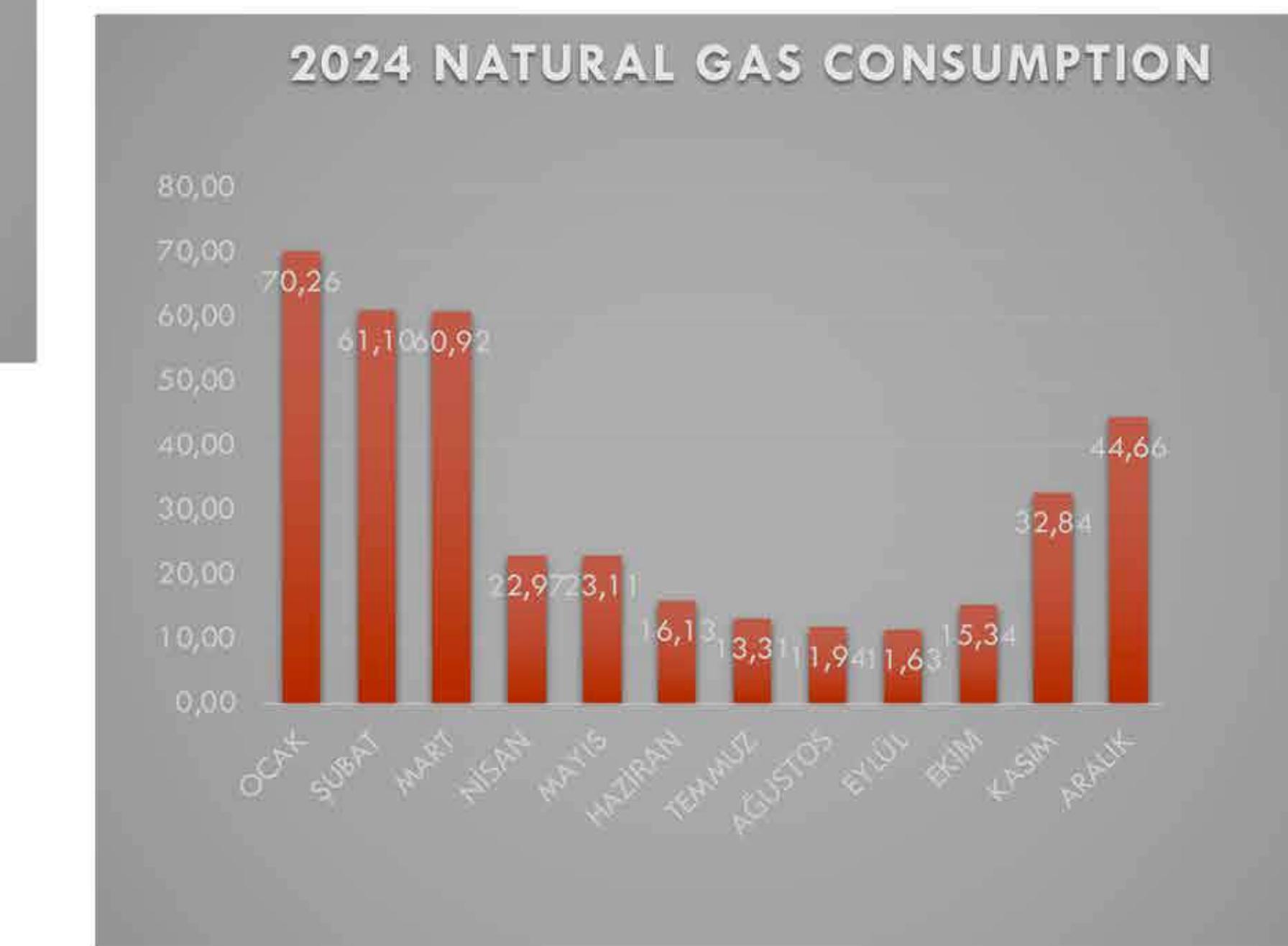
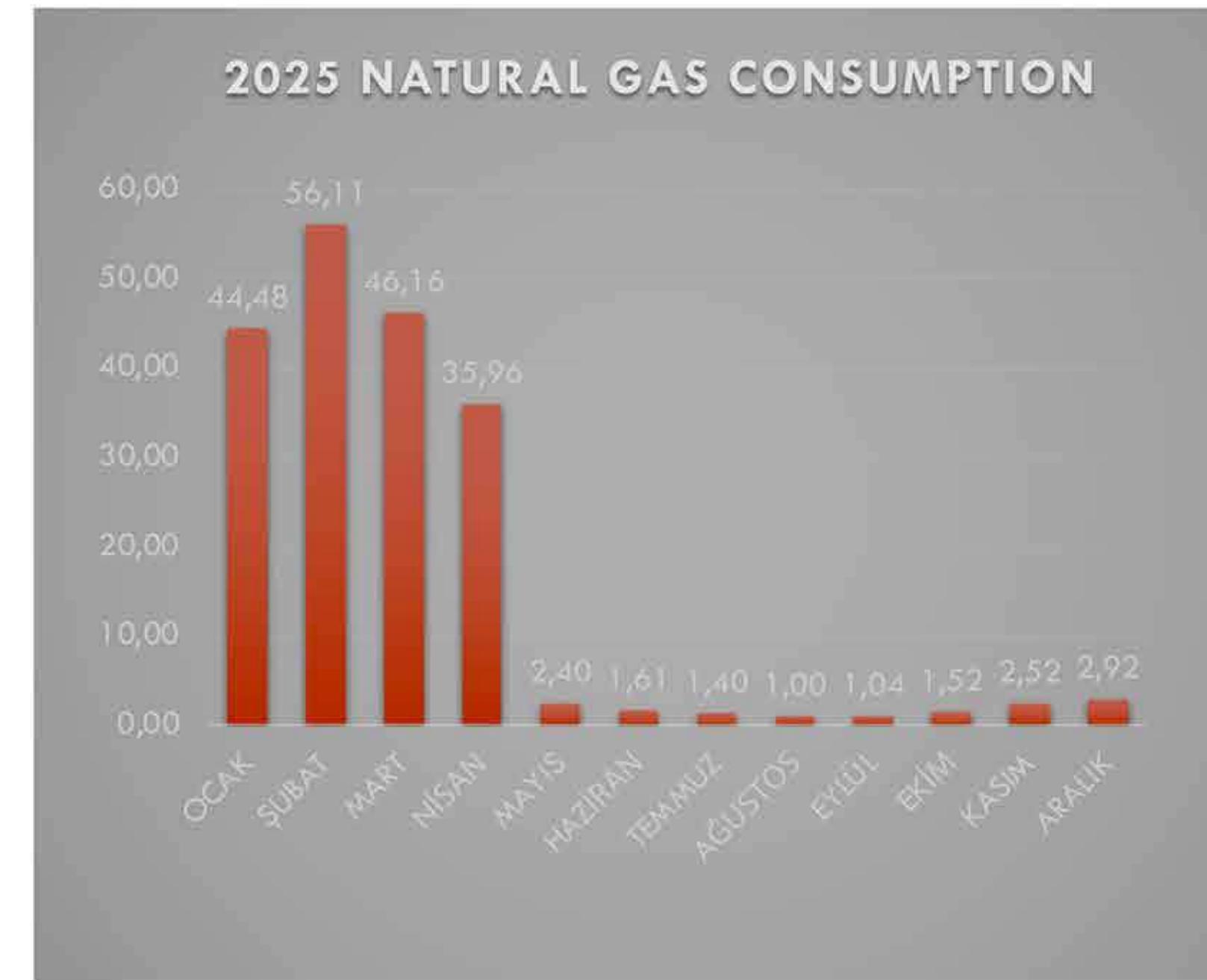
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- We aim to ensure that all electronic products we purchase are energy efficient and that all our employees receive training on energy conservation.
- The following energy conservation measures are implemented and maintained at our hotel.
- Systems that switch off heating/cooling devices when windows are opened are used in all rooms.
- In our hotel, incandescent bulbs have been replaced with energy-efficient or LED lighting in all rooms and common areas to save energy and reduce the amount of hazardous waste.
- The building's perimeter lighting, heating, and cooling systems are controlled by automation throughout the hotel.
- Many areas within the facility are designed to utilise daylight, thereby reducing energy consumption.
- Electronic key cards are used in our rooms.
- All electrical appliances are maintained and cleaned at regular intervals to minimise potential energy losses.
- Where possible, photoelectric automatic doors are used to reduce energy consumption associated with heating/cooling loss.
- The placement of heating and cooling devices is planned in a way that does not reduce energy efficiency.
- We reduce electricity consumption from washing, drying and transport by changing the linen in the rooms of guests who do not request it every other day.




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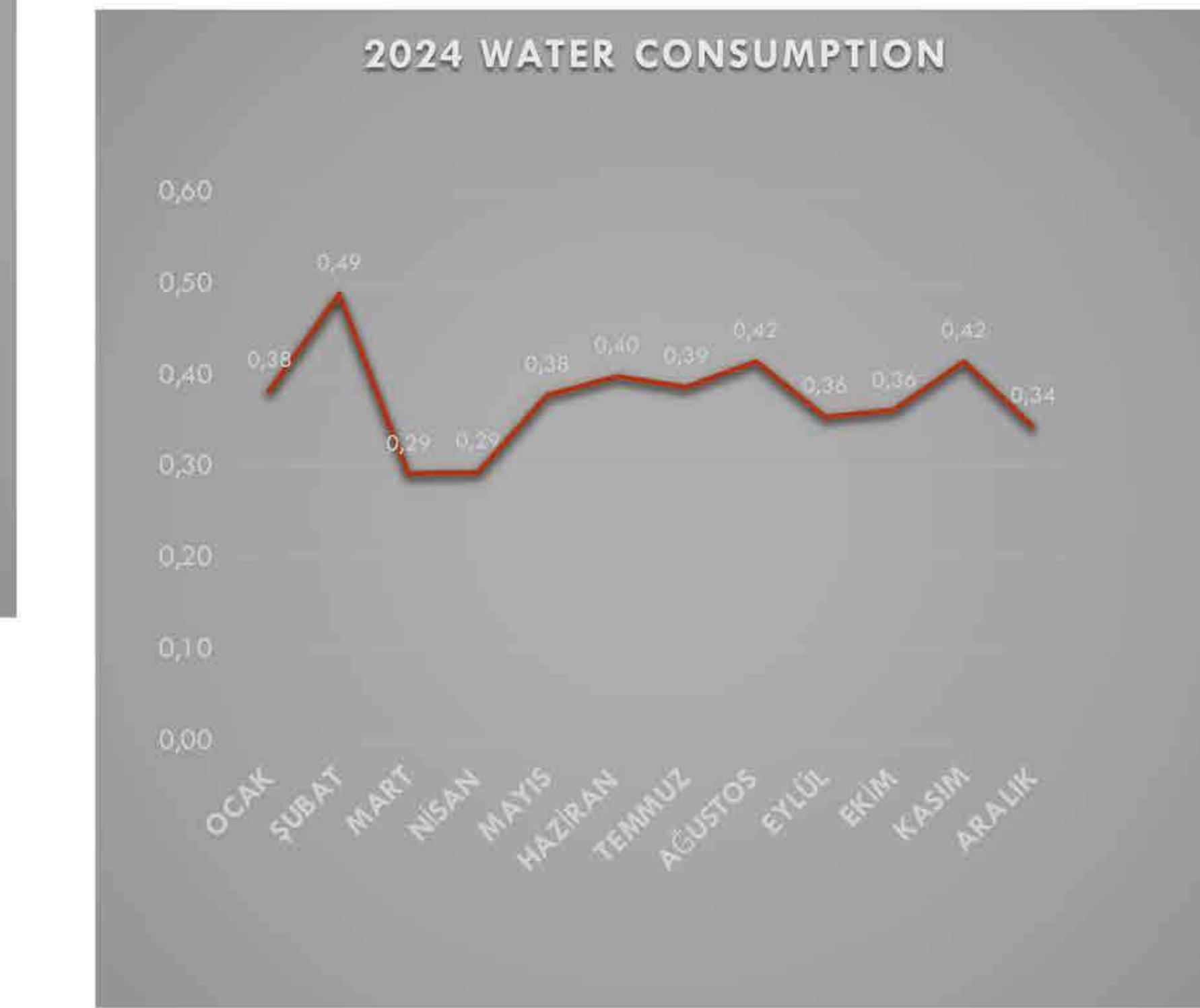
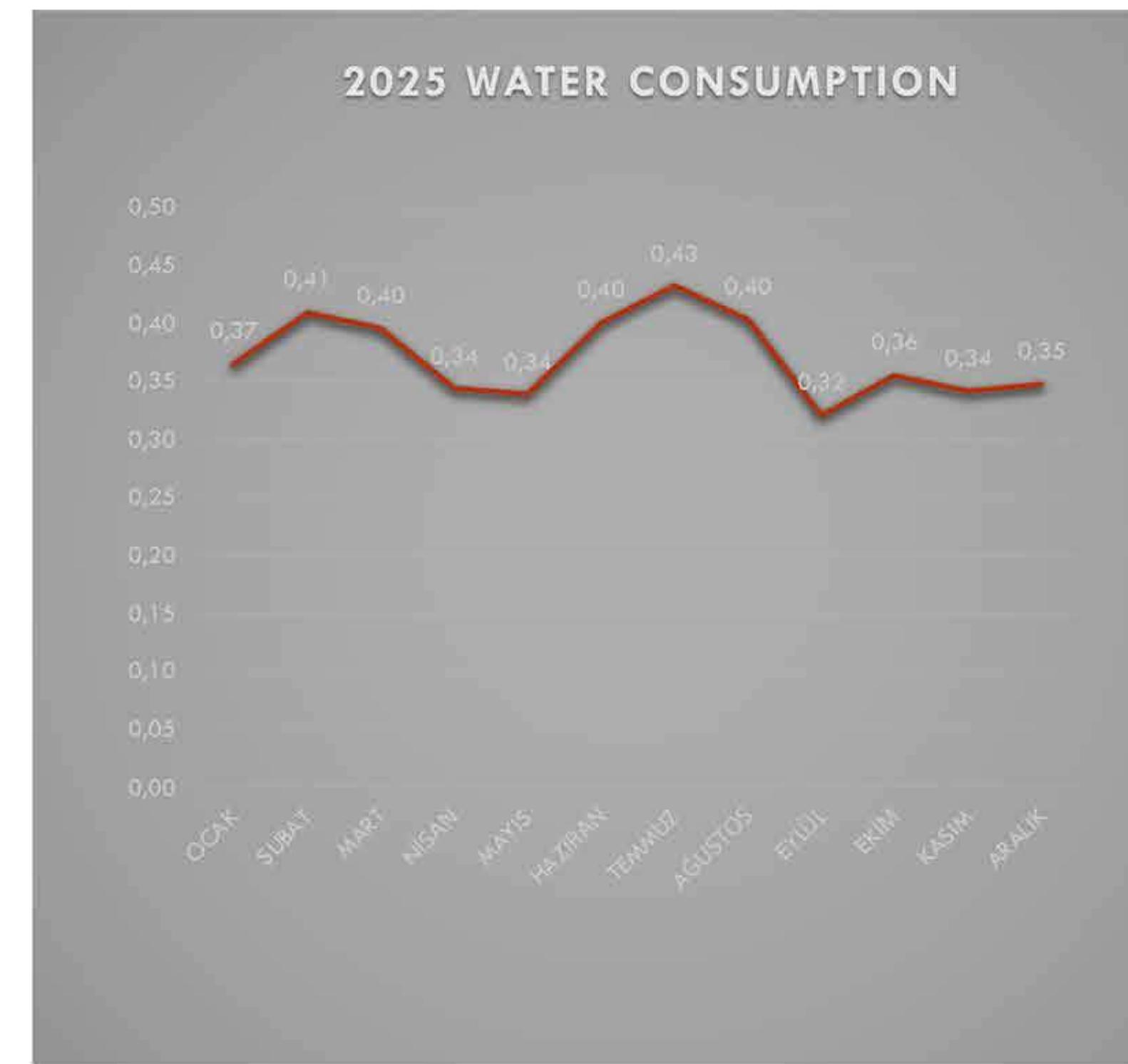




B. Water Consumption

We use water-saving equipment to reduce overall water consumption without compromising on health, hygiene, and guest satisfaction; we inform our guests and train our staff on this matter. The following water-saving measures are implemented and maintained at our hotel:

- We prevent unnecessary water usage by using low-flow special taps and shower heads, as well as photoelectric or timed taps, showers and urinals. We reduce flush water usage through low-volume cisterns.
- We train our staff to detect and prevent water leaks from room toilets and expect our guests to report any leaks to us.
- We water our nature-friendly garden using drip and sprinkler systems. In addition, water consumption is minimised through automation in the irrigation system. Towels and sheets in the rooms are changed upon guest request, and guests are informed about this. If there is no request from the guest, changes are made every two days.
- Efforts to reduce water consumption include emphasising the importance of water resources in staff training and posting informative notices in staff areas.





Carbon Emissions Measurement

The key initiatives and steps taken within our hotel under the sustainability framework are as follows:

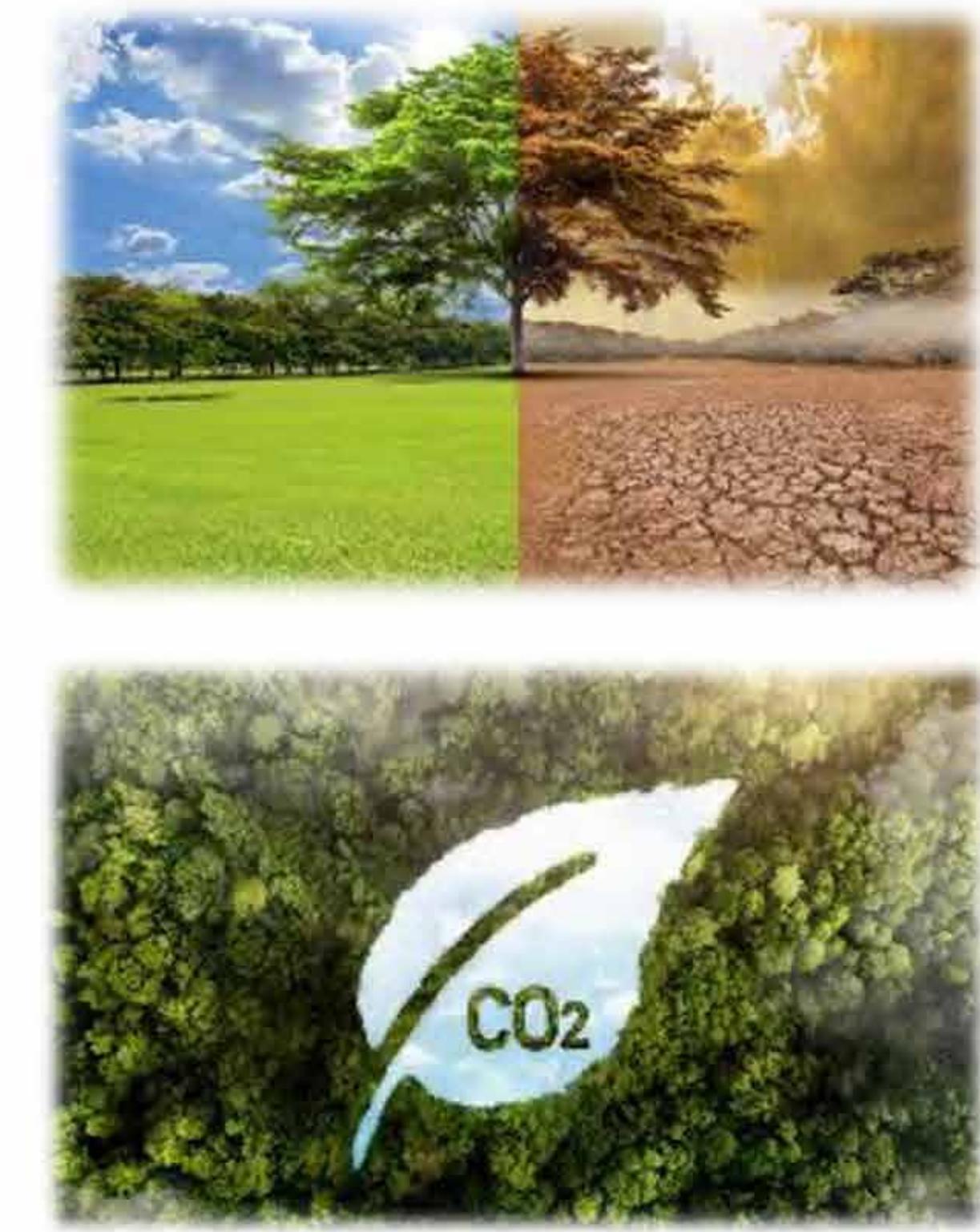
Activities Aimed at Reducing Carbon + Water Density

- Our annual energy action plans are being finalised.
- A programme is in place whereby guest bed linen and towels are washed upon request. Guests are informed about this.
- Guests are informed about our sustainability policy and encouraged to be part of this process.
- All lighting throughout our premises is being replaced with LED bulbs.
- High-efficiency shower heads are used in the relevant areas.
- Water-saving dual-flush (3 and 6 litre) cistern systems are used in the rooms.
- Taps equipped with flow-controlled aerators are used in our public areas.
- Water-saving aerators (5 litres) are used on the taps.



Greenhouse Gas and Carbon Footprint Reduction Activities

- To prevent waste in food purchases, it takes precautions against spoilage, decay and disposal by purchasing only what is necessary.
- It supports recycling and reuse by separating paper, glass and plastic waste at source.
- It prefers natural cleaning products.
- All electronic products are used until they break down.
- Unnecessary and non-essential purchases are not made.
- It ensures unused lights are switched off and is mindful of energy management through the energy-saving system in rooms.
- Purchases are made in bulk.
- There is a revolving door to prevent heat loss.
- Increasing the use of the QR system is part of our activities to reduce paper consumption.





D. Waste Management

Recyclable Waste

- Waste management is a form of management that includes processes such as reducing waste at source, separating it according to its characteristics, collecting, storing, recovering, transporting, disposing of it, and controlling it after disposal.
- As a hotel, our primary objective in our Waste Management System is to reduce the amount of waste, manage the waste we generate in a way that causes minimal harm to the environment, and recover what can be recycled.
- Our staff are provided with training on the importance of waste separation, and waste separation is monitored by the relevant departments.



SUSTAINABILITY CERTIFICATION WORK

Sıfır Atık Sertifikası



Belge No: TS/34/B2/9/28

T.C.
İSTANBUL VALİLİĞİ
Çevre ve Şehircilik İl Müdürlüğü

SIFIR ATIK BELGESİ (Temel Seviye)

Adı : İLBAK TURİZM İŞLETMELERİ VE YATIRIM A.Ş.
Adresi : İSTANBUL, ORUÇREİS Mahallesi, TEKSTİLCİLER CADDE, No: 3-1, ESENLER, Türkiye
Vergi No : 1780700253

12/07/2019 tarihli ve 30829 sayılı Resmi Gazete'de yayımlanarak yürürlüğe giren Sıfır Atık Yönetmeliği'nce Sıfır Atık Yönetim Sistemi'ni kurarak Sıfır Atık Belgesi'ni almaya hak kazanmıştır.

Belge Son Geçerlilik Tarihi: 19/05/2026

Bu belge, gerekli elektronik imza ile onaylanmıştır.



Tarih: 19/05/2021

 e-imzalıdır
Hacı Mehmet
GÜNER
Çevre ve Şehircilik İl
Müdürlü



As mandated by the Ministry of Environment and Urbanization, all standards for the Zero Waste Program are fully implemented throughout our hotel.

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We provide our guests with recycling bins to ensure they separate their waste in common areas and guest rooms. We inform them about the Waste Management System implemented in our hotels and encourage them to reduce waste and separate the waste they produce. All collected recyclable packaging waste and organic waste is delivered to licensed companies, thus contributing to recycling. We prioritize the procurement of products in large packaging wherever possible in our purchases, thereby striving to prevent the generation of excessive packaging waste. We try to reduce packaging waste by purchasing large box and bucket products instead of single-use breakfast products. We store vegetable waste oil and hazardous waste in accordance with the law and send them to licensed companies for disposal/recovery. Refillable soap dispensers are used in the common areas of our facility. Concentrated products are selected for the chemicals used in room cleaning, and a dosing system is used. In this way, we achieve more effective results with less dosage and protect the environment with minimal waste. To reduce our paper consumption, we conduct our correspondence and announcements via email whenever possible. Updates made to documents can be announced through our quality network using our document management software. Documents that must be recorded according to our management systems and legal standards are created electronically and stored on computers whenever possible.



Activities Aimed at Reducing Food Waste

- Staff are constantly informed about reducing food waste and sustainability in the kitchen.
- Best practices regarding food waste are always followed and appropriate actions are taken.
- Local practices are used to combat food waste.
- Food waste is also collected and donated to feed animals.
- Food waste that can be composted is separated.
- Waste oils are delivered to an authorised company for recycling in exchange for a receipt.
- Ideas are exchanged with different hotels on this subject.
- Equipment that is not needed in kitchen areas due to operational intensity is turned off to save energy.
- Care is taken to produce food according to the number of guests in order to reduce food waste.
- Food offered in buffet areas is kept to a minimum to prevent food waste.
- In particular, salads and leafy greens are ordered only as needed.
- Foods that pose no risk are separated for reuse whenever possible.
- Staff working in kitchen areas are trained on reducing food waste.s



Activities Aimed at Reducing Waste

- Shampoo, conditioner and shower gel are now provided in the rooms using a pump dispenser system.
- A Recycling Programme is in place in our guest rooms, and waste bins are organised according to this system.
- In line with brand standards, Styrofoam cups etc. are not used in any relevant areas (F&B areas, kitchen, etc.).To reduce paper waste, efforts are being made throughout the hotel to use digital materials and touchpoints via e-Registration, e-Folio, e-Invoice, e-Archive, and e-Menu.
- A recycling-zero waste system is implemented throughout our hotel, and all our staff are knowledgeable about the subject. Waste bins are located in all relevant areas as part of the zero waste programme, and these waste bins are coded with appropriate colours and labels.
- Informative training sessions on Sustainability and Zero Waste are periodically provided to our employees by our Environmental Engineer.
- Efforts are made to reduce printing in our offices, and care is taken to use double-sided and/or black and white printing.
- The use of stretch film/plastic packaging is being reduced in all relevant areas, and reusable containers are used (for kitchen containers).In particular, water dispensers are used instead of bottled plastic water in offices and staff cafeterias.



Hazardous Waste

To ensure that hazardous waste generated at our hotel is disposed of without harming the environment, we collect hazardous waste generated in our departments in our hazardous waste rooms under appropriate conditions, label it, and deliver it to licensed companies for disposal or recovery in accordance with the law. We provide training to our staff on this subject and display warning and informative posters in staff areas. During our hazardous chemical/hazardous waste spill drills, we also inform our staff about how hazardous waste should be stored.



5. Personnel and Working Life

A. Human Resources Policy

As Ramada Plaza by Wyndham Istanbul Tekstilkent Hotel, we prioritize the observance of human rights in our activities conducted with a sustainable development perspective. We adopt a human rights-respecting approach for all our stakeholders, primarily our employees, and aim to ensure the observance of human rights in society. In this context, we aim to create a working environment for our employees that is respectful of human rights, equal, inclusive and fair. We offer equal opportunities to all our employees regardless of race, language, age, gender, religion, ethnic origin or any other personal characteristic.

Therefore, all personnel matters concerning our employees from different countries or nationalities are handled with the same care by our Hotel Human Resources Departments in accordance with legal procedures, and all employees within the hotel are provided with equal opportunities regardless of any characteristics.



As Ramada Plaza by Wyndham Istanbul Tekstilkent Hotel, we adopt the principles outlined below as a general framework in our Human Rights Policy:

- Acting with the awareness that people are our most important asset.
- Acting in accordance with applicable national and international legislation and standards regarding working conditions in all sectors, both domestically and internationally.
- Taking the necessary measures to provide a healthy and safe working environment for employees while aiming to respect human rights and provide a dignified working environment.
- To act in accordance with relevant local legislation and international agreements to which Turkey is a party in the areas of forced labour and child labour.
- To respect diversity by mutually accepting our differences.
- To provide our employees with fair and appropriate remuneration and fringe benefits.
- Creating efficient working conditions that allow our employees to contribute their knowledge, expertise, skills and experience in line with our company's objectives, while respecting these assets.
- Prioritising the development of all our employees, at all levels, within the scope of a 'continuous training and development' approach and in line with the company's goals and strategies, and continuously 'investing in people'.



Recruitment Process

Recruitment procedures at our hotel are conducted within the framework established by the Group Human Resources and HR Directorate. A multi-stage interview process is implemented for recruitment, ensuring fairness, non-discrimination, objectivity, and comprehensive assessment of general competencies.

Staff Request Form: When hiring for any position, the relevant Department Manager completes and signs the Staff Request Form, which is then approved by HR and the General Manager. The Human Resources Department only begins the search for a candidate with the requested characteristics after receiving the approved New Staff Request Form.

Job Application Form, Every candidate applying to work at the hotel or invited for an interview based on a recommendation for any vacant position must first complete a Job Application Form.

The completion of the Job Application Form may be organised by the Human Resources Department or coordinated by the relevant Department. In this way, the applicant confirms that the information provided is correct and is informed that any false statements may result in termination of employment in the future. Departments forward Job Application Forms to the Human Resources Department for evaluation and any necessary research and assessment.

Conducting job interviews, Job interviews are organised by the Human Resources Department. As a rule, the first interview in the recruitment process is conducted by Human Resources and the relevant department manager. During this interview, Human Resources attempts to determine whether the candidate is suitable for the position and to work at the hotel; at the same time, they provide the candidate with some basic information about the company.

During the job interview with the candidate, the Department Manager attempts to understand whether the candidate possesses the knowledge, skills, experience, and personality required to fulfil the duties of the position in question.

The Human Resources Department and the Department Manager who conducted the job interview write their positive or negative findings, with reasons and explanations, on the back of the Job Application Form and sign it.



Reference Checks: Reference checks must be completed before a decision is made regarding the hiring of candidates who have been positively evaluated by Human Resources and the Department Manager. The Telephone Reference Request Form is used when conducting reference checks. Reference checks are carried out by the Human Resources Department.

Staff Status/Change Form: If the reference check on the candidate yields positive results, the Human Resources Department fills out and signs the Staff Offer Form, and the General Manager's approval is obtained on the form.

Candidate notification: After the interviews, the outcome is communicated to the candidate only after the Personnel Offer Form has been approved, and this is done by the Human Resources Department. Positive results are communicated by telephone; negative results are communicated by email.

Our employees are informed about their salary, working conditions, working hours, and when they will receive their salary before starting work at our hotel.

Our employees are informed about employment-related matters such as recruitment, promotion, compensation, fringe benefits, training, and all other processes, and are not discriminated against in any way on the basis of race, language, religion, religious beliefs, sect, ethnic origin, age, position, gender, gender identity, sexual orientation, colour, physical characteristics, country of birth, marital status, pregnancy, dependents, disability, social class, union membership, or political views.

A transparent and open management policy is followed to ensure reliable and effective interaction.

In line with this, and in order to contribute to the local community and increase regional employment, we give priority to employment from locations in the area where our hotel is located, in accordance with the needs of our hotel.

We adopt a zero-tolerance approach to any form of verbal, physical, psychological, sexual and/or emotional harassment, and in the event of such situations, we provide an environment where employees can exercise their right to freedom of expression and report the situation.

We are aware that our subcontractors and suppliers must act in accordance with human rights, and take the necessary steps when any violation of human rights is detected.

We respect the rights of the communities in the regions where we operate, strive to minimise negative impacts on their lives, build long-term relationships by supporting stakeholder participation, and take into account the expectations of all our stakeholders.



Ensuring the satisfaction of our guests is as important to us as ensuring the satisfaction of our employees. With this perspective, it is the responsibility of management to ensure the comfort of employees in the workplace, including their legal rights, the benefits provided by our company, their working environment, psychology, personal motivation and performance.

As an establishment providing international standard services to guests from different countries and nationalities, making distinctions based on nationality, race, language, religion, etc., for our guests and employees is contrary to both our hospitality and working principles. Therefore, all personnel matters concerning our employees from different countries or nationalities are handled with the same care by our Hotel Human Resources Departments in accordance with legal procedures, and all employees within the hotel are offered equal opportunities regardless of any characteristics.

In addition to this, in order to contribute to the local community and increase regional employment, we give priority to hiring from the Esenler-Sultangazi-Bağcılar locations where our hotel is located, in line with our hotel's needs.

B. Places of Employment

- Our facility continues its operations by employing 65 permanent staff and 46 subcontracted personnel.
- Our staff distribution is 71 men and 40 women.
- We do not have any foreign personnel. / We do not have any interns.
- We have one disabled staff member. Transportation is easily accessible from our other districts via public transport such as the metro, bus and minibus.

Regarding all our staff members;

RAMADA PLAZA BY WYNDHAM İSTANBUL TEKSTİLKENT	PERSONEL İSTİHDAM TABLOSU										DOKÜMAN NUMARASI RMD-FR-002 YAYIN TARİHİ 1.02.2023 REVİZYON TARİHİ 30.12.2025 REVİZYON NUMARASI 2	
	PERSONEL SAYISI	KADIN ÇALIŞAN SAYISI	ERKEK ÇALIŞAN SAYISI	STAJYER SAYISI	ENGELLİ PERSONEL SAYISI	YEREL PERSONEL SAYISI	YÖNETİCİ SAYISI	YEREL YÖNETİCİ SAYISI	KADIN YÖNETİCİ SAYISI	ERKEK YÖNETİCİ SAYISI		
	111	40	71	0	1	65	12	13	4	9		
	ATAŞEHİR	AVCILAR	BAĞCILAR-GÜNGÖREN	BAHÇELİEVLER	BAKIRKÖY	BAŞAKŞEHİR	BAYRAMPAŞA	BEYLİKDÜZÜ	BEYOĞLU	ESENLER	ESENYURT	
	0	1	16	0	2	4	1	0	0	26	3	5
GAZİOSMANPAŞA	GÜNGÖREN	KADIKÖY	KAĞITHANE	KÜÇÜKÇEKMECE	PENDİK	SANCAKTEPE	SARIYER	SULTANGAZİ	ŞİŞLİ	ÜMRANIYE-ÇEKMEKÖY	ÜSKÜDAR	
12	3	1	1	2	0	0	1	27	1	1	1	
KADIN PERSONEL SAYISI ORANI			36,04%	ERKEK PERSONEL SAYISI ORANI			63,96%	ENGELLİ PERSONEL SAYISI ORANI			0,90%	



B. Environmental Education

In line with our annual training programmes, our employees receive environmental training. Training is provided using both internal and external resources. Periodic training provided by our Environmental Consultant ensures that all our employees are aware of environmental issues

Chemical training is provided by our companies with the aim of raising awareness among employees who use chemicals in order to standardise chemical consumption.

Training on efficient energy consumption has been provided by our Energy Efficiency Consultant. This training has ensured that our employees are informed about energy efficiency initiatives at our facility and guided on how they can contribute to these initiatives.



6. Social Studies Conducted

A. Participation in Social Responsibility Projects

**İlbak Holding,
"Mutlu Çocuklar
Mutlu Yıllar" Projesiyle
Bu Yıl da Deprem Bölgesinde.**

Her yıl sürdürdüğümüz sosyal sorumluluk projemiz
"Mutlu Çocuklar Mutlu Yıllar" ile, bu yıl da Hatay / Yayladağı'ndaki
Çakına İlkokulu'nda, deprem bölgesinde olan çocuklara ulaşmayı
gönülden istiyoruz.

Depremin üzerinden zaman geçmiş olsa da
bölgede yaşayan çocukların ihtiyaçları devam ediyor.
Bu yıl da yılbaşı döneminde çocuklara
yalnız olmadıklarını hissettirmek ve yanlarında olduğumuzu
göstermek istiyoruz.

Dileyen herkes, belirlenen yaş ve cinsiyet kriterlerine göre
seçim yaparak bir ya da birden fazla çocuğun mutluluğuna
ortak olabilir!

• **Katılım için:**

- Mailing görseline tıklayın.
- Mutlu etmek istediğiniz çocuğun cinsiyet ve yaşını seçin.
- Hediye paketinin üzerine çocuğun yaş grubunu ve cinsiyetini yazın.
- 9 Ocak akşamına kadar hediyelerinizi girişteki
yılbaşı ağacının altına bırakın.

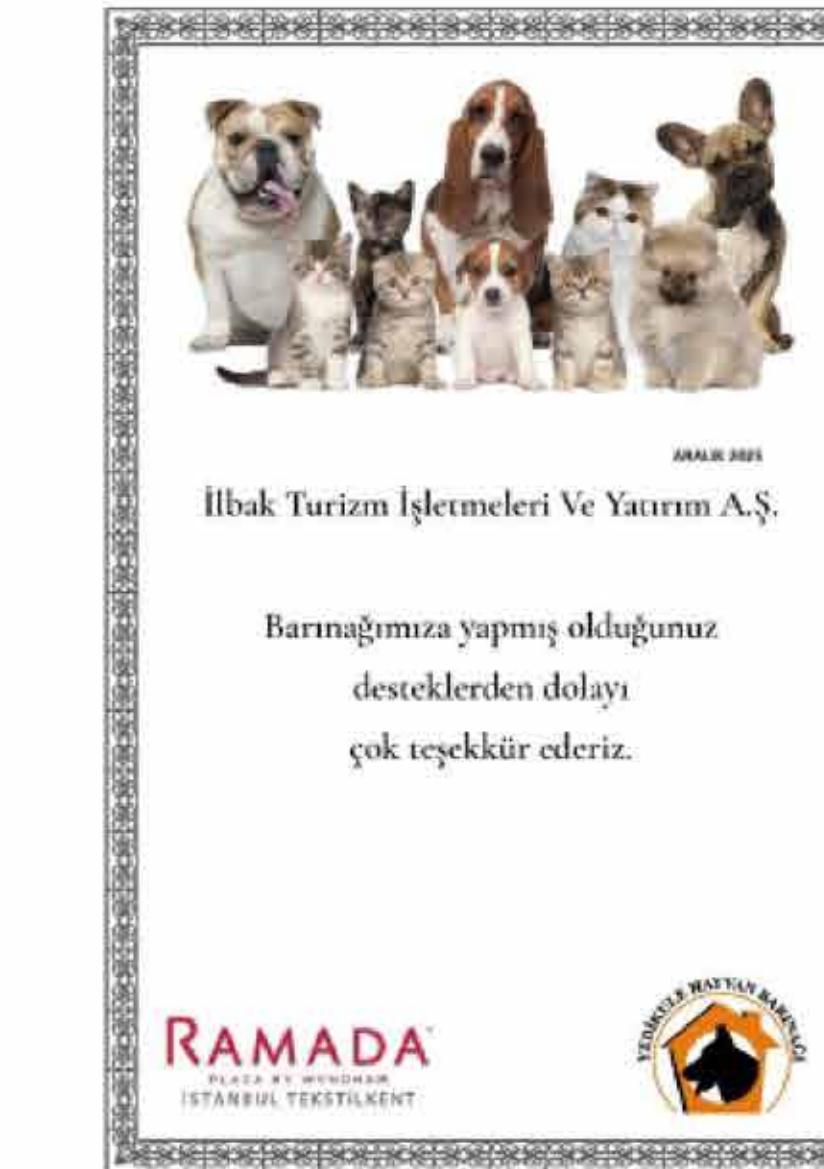
İLBAK



ÇEKÜL 35 YIL

Sayın İLBAK TURİZM İŞLETMELERİ A.Ş,
Doğa ve kültür mirasımızı korumak ve büyütmek için verdığımız mücadeleye verdığınız değerli
desteğiniz için çok teşekkür ederiz. Geleceğimiz, duyarlı bireylerin katkılarıyla şekilleniyor.
Eğitimden örgütlenmeye, planlamadan yayın çalışmalarına, ağaçlandırmadan farkındalık
yaratmaya kadar verdigimiz tüm emekler, sizlerin desteğiyle devam ediyor.
Çalışmalarımızı daha yakından incelemek için sitemizi ziyaret edebilir, faaliyetlerimizi takip etmek
için, bize sosyal medya hesaplarımızdan katılabilirsiniz.
Aylık düzenli katkılarınızla, düzenli destekçilerimizden biri olmak için ise aşağıdaki linki tıkmanız
yeterli.
Doğa ve kültürle varız!
ÇEKÜL Vakfı

Düzenli Destek Vermek İsterim
www.cekulvakfi.org.tr www.cekuldukkан.org <https://7agac.cekulvakfi.org.tr/>




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B. Special Days & Activities

- Birthday celebrations
- Women's Day Special Occasion Support
- Employee of the Month Programme Events
- Training (Environment, Fire Safety, Health, Health and Safety) Career Management
- Suggestion Boxes
- New Year Celebrations



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7. Cultural Studies

Presentation of cultural heritage: Our hotel respects the intellectual property rights of the local community. Authentic elements of traditional and contemporary local culture are incorporated into our cuisine, design and décor.

Artefacts: Our hotel does not buy, sell, broker or display historical and archaeological artefacts.

Promotion of sustainable local gastronomy: Our hotel prioritises the promotion and consumption of local products. It implements innovative and creative practices to ensure sustainability in gastronomy in all its activities.



7.1. Cultural Foods

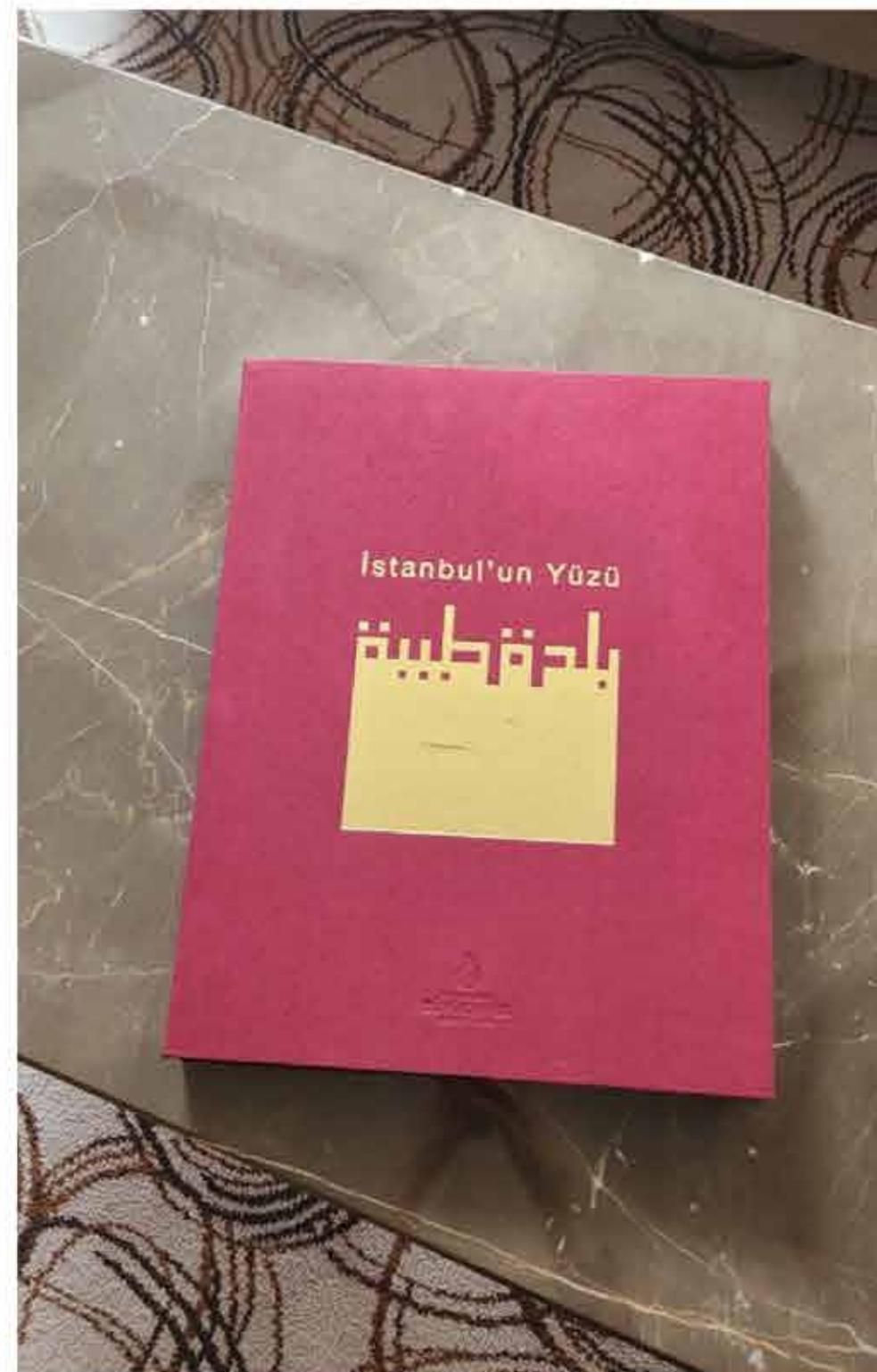


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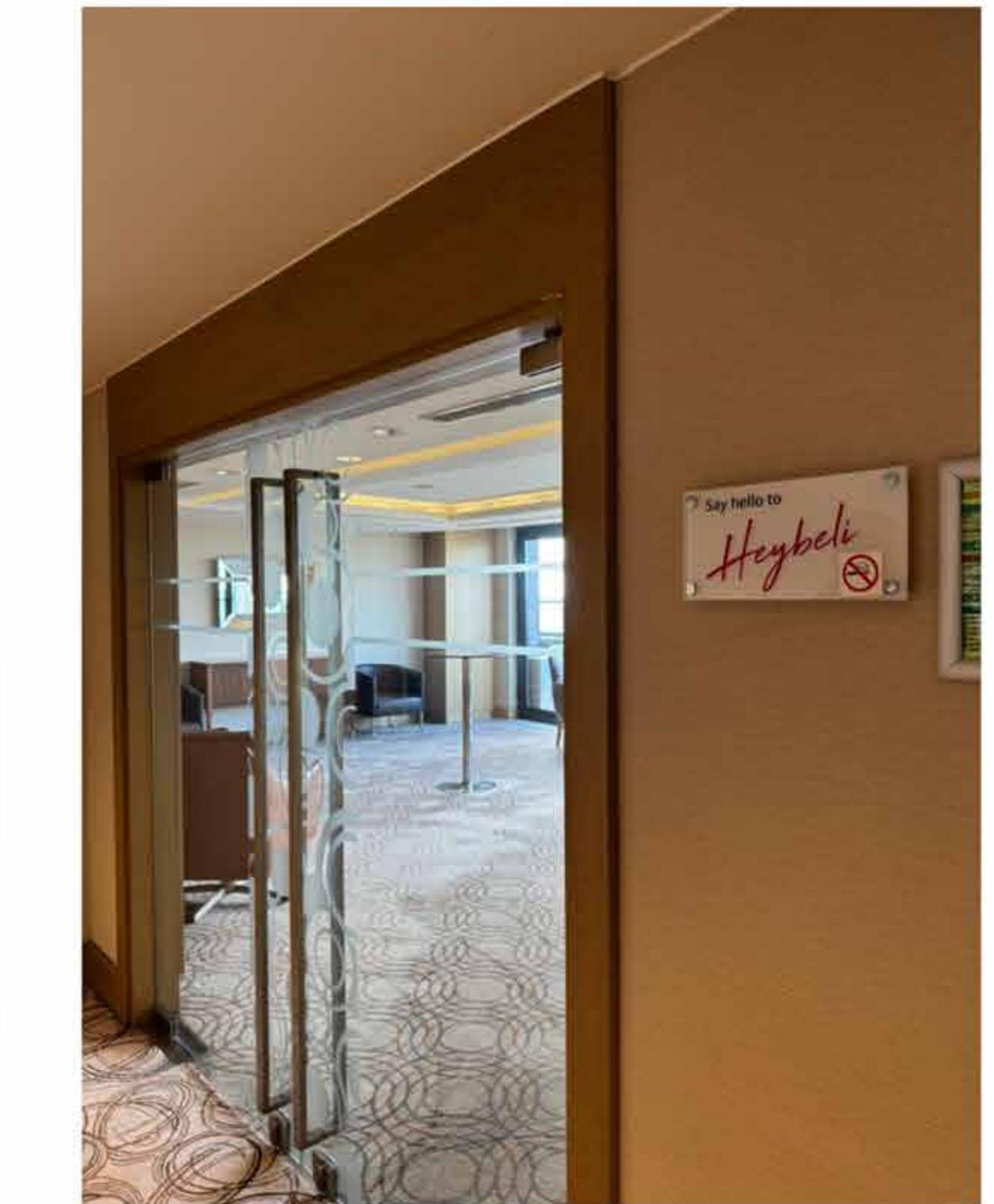
7.2. Cultural Areas





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