



## RECRUITMENT POLICY

As the **HOTEL ANATOLIA** family, the key qualities we seek in our team members include:

- Openness to innovation and personal development,
- Reliability, diligence, and honesty,
- Foresight and vision,
- Strong teamwork skills,
- Respect, tolerance, and helpfulness towards the environment, colleagues, and our guests.

We select candidates with qualifications appropriate to each department. For open positions, we **prioritize internal candidates** from among our current hotel staff. The career advancement of our team members is directly linked to their success in their field of expertise, the experience they have gained throughout their careers, and their leadership qualities. However, the **most crucial criterion is performance**.

Driven by our **regional development priority**, our main goal is to **increase employment in the Bursa region**, thereby contributing to the local economy and promoting regional progress.

Through our **inclusive recruitment policy**, which is not based on social status, gender, or age, we currently employ **a total of 40 staff members**. In addition, we support **on-the-job learning and practical training** by offering internship opportunities to many students from tourism high schools in the Bursa area.

Among our 40 employees, we are proud to employ **17 female staff members**, treating them not with positive or negative discrimination, but with a principle of **“positive equality.”** Our aim is to **increase women's participation in the workforce**, particularly within the tourism sector. We take pride in all our female employees who have entered professional life and the tourism industry alongside us.

