



RECRUITMENT POLICY

TiARA HOTEL &PA Recruitment Policy

This policy has been established in order to ensure that the selection of personnel to work within the scope of the sustainable tourism certification program is in accordance with the principles of environmental, social and economic sustainability.

2. General Principles

- The recruitment period should be fair, transparent and inclusive.
- Candidates with high environmental awareness and commitment to sustainability principles will be preferred.
- Local workforce will be prioritized in order to contribute to regional development.
- Equal opportunities will be offered to candidates with different backgrounds and experiences, taking into account diversity and inclusiveness.

3. Recruitment Time

3.1. Needs Analysis and Staff Planning

- Open positions and required competencies are determined.
- Job descriptions are prepared in accordance with the principles of sustainable tourism.

3.2. Candidate Selection Criteria

The following criteria are sought in the candidates:

- Sustainability Awareness: To have a good command of environmentally friendly practices and ethical tourism.
- Education and Experience: Having education and/or experience in sustainable tourism, environmental sciences, ecotourism, or related fields.
 - Contribution to the Local Community: Ability to work in harmony with the people of the region and respect the local culture.
- Ethical Values and Responsibility: To be sensitive to fair trade, human rights and nature conservation.



3.3. Recruitment Channels

- Cooperation is made with local employment agencies, universities and non-governmental organizations.
- Announcements are made through online career platforms and social media.
- Environmentally friendly and sustainable job posting platforms are used.

3.4. Interview and Evaluation

- Candidates are evaluated in line with their awareness and competencies on sustainability.
- Candidates' problem-solving skills are observed through practical assessments and group work.

3.5. Recruitment and Orientation

- New employees are trained on sustainable tourism principles and company policies.
- Employees' compliance with sustainable tourism practices is regularly monitored.

4. Monitoring and Evaluation

- Recruitment processes are reviewed annually and their compliance with sustainability goals is evaluated.
- Employee satisfaction and performance are analyzed according to sustainability criteria.

This policy has been designed to support the long-term success of the sustainable tourism certification program and to fulfill its environmental, social and economic responsibilities.

As TIARA HOTEL &PA family, the main features we look for in our teammates are; To be open to innovations and development, To be reliable, hardworking and honest, To be forward-thinking, To be prone to teamwork, To be respectful, tolerant and helpful to the environment, our teammates & our guests.

We select candidates who are suitable for each department. In open positions, we primarily evaluate our hotel employees. Elevation of our teammates, expert



The success they have shown in their work is directly proportional to the experience they have gained in their business life and the leadership qualities they have. But the most important measure is the level of performance.

Our only goal with our regional development priority; To contribute to the regional economy by increasing employment in the Bursa region and to achieve regional development.

We employ a total of 40 personnel on this path we set out with the recruitment policy we have prepared regardless of a certain social status, dignity and age. In addition; By offering internship opportunities to many tourism high school students from the Bursa region, we support learning with on-the-job training and training.

Out of our 40 employees, 17 female employees were not discriminated against positively or negatively; By approaching with the principle of 'positive equality'; We aim to increase the place of women in working life. We are proud of all our female employees who entered the working life and tourism sector with us.