



# Responsible Travel Policy

Celebi Garden Hotel

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# **CELEBI GARDEN HOTEL RESPONSIBLE TRAVEL POLICY**

Celebi Garden's mission is to create a sustainable future for everyone. Celebi Garden regenerated tourism by combining production with consumption. Each hospitality unit is built to protect the rich culture of Mehmetçik Village and disseminate it to the world. In 2021, all Celebi brands took step towards company's Corporate Social Responsibility goals for creating a sustainable, experience based travel, and commitment that emphasizes Celebi Garden's dedication to responsible travel and growth with purpose.

Celebi Garden's responsible travel policy includes:

- \* To reduce the negative and increase the positive impacts of tourism activities in operational practices on social and physical environment within the areas of tourism
- \* To inform and demonstrate the staff, suppliers and travelers Celebi Garden's commitment to social and environmental best practice
- \* To differentiate Celebi Garden from other hotel's and add value to the quality product the hotel already offer
- \* To show how Celebi Garden meets the minimum standards in order to join Responsible Travel
- \* And to create better travel experiences for Celebi Garden customers

Since achieving 100% local production and local employment target, Celebi Garden demonstrates that company has achieved the highest level of environmental and social responsibility, transparency and accountability, making the company only Cittaslow- Friendly business in Cyprus. Celebi Garden is more than ever committed to ensure that responsible tourism is

part of corporate responsibility as an holistic approach where each business unit outlines our approach.

## **Celebi Garden's five focus areas for responsible travel are:**

### **1. RESPECT: Destinations**

Celebi Garden promotes positive and meaningful exchanges between company, guests and destinations that we visit in our trips and across all Cyprus.

Through:

- \* Respecting different local producers in the destinations we visit
- \* Respecting local religions, religious places and rituals
- \* Observing and respecting local customs and etiquette
- \* Encouraging local interaction and understanding of the local way of life
- \* Emphasizing appropriate dress codes
- \* Asking permission before photographing
- \* Forbid the use of illegal drugs on the tours
- \* Portraying destinations fairly in our communications and marketing material

### **2. SUPPORT: Local People and the Local Economy**

We work to maximize the positive impact generated by tourism for the local economy and local communities.

Through:

- \* Employing predominantly local staff and leaders within our operational teams
- \* Designing and operating trips to feature local suppliers or suppliers who directly benefit the local community and economy

- \* Encouraging our customers / passengers to purchase from local suppliers and use local service providers and supporting social enterprises, local trade, arts and crafts
- \* Purchasing sustainable and locally produced goods and services rather than imported products
- \* Ensuring we have fair employment practices in place ( using suppliers who have similar employment practices)
- \* Involving the local community in decision making
- \* Paying relevant taxes
- \* Not engaging in any form of bribery, corruption or fraudulent activities

### 3. PRESERVE: Environment

As a local family - owned business, we aim to contribute to the preservation of Cypriot culture in Cyprus. We operate and reduce the negative impacts our tourism practices may make. We minimize our environmental impact and offset our emissions by investing in projects that support re-planting, production and continuous improvement to protect local Cypriot culture and unique products

We act to preserve the environment in our offices, on trips and at attractions as follows:

#### A. Office and Trips

We minimize the use of resources ( energy, water waste) in our Hotel and on our trips through:

##### **OFFICE**

- Implementing energy conservation initiatives ( through efficient lightening / equipment)
- Ensuring better waste management through the avoid, reuse, reduce, recycle principles ( we avoid using open buffet to reduce food waste)
- Implementing water saving initiatives to reduce consumption

##### **TRIPS**

- Using local transport and private locally owned transport
- Ensuring our vehicles / fleet are well maintained and fuel efficient
- Encouraging our suppliers to adopt more sustainable practices
- Eating at local eateries
- Shopping at local markets offering local produce, items, souvenirs etc.

#### B. Attractions in Destinations

We preserve the natural and built attractions in destinations by adhering to the following:

- Understanding the environmental issues in destinations and minimizing our direct impact ( Respecting Cyprus drought through minimizing water consumption, avoid using fire in field trips)
- Ensuring our guests preserve and do not contaminate the local water supply
- Observe all national and marine park visitor rules set by Government
- Using established or existing tracks / paths
- Minimizing the use of intrusive devices such as lights and keep noise to a minimum at culturally significant sites and other sensitive places
- Discouraging all guests touching of fragile environments ( respecting Grape - Yards, other local farm visits)
- Seeking alternative locations where there are less crowds to minimize environmental impact

## 4. PROTECT: People and Animals

As a family- owned business, Celebi Garden has a responsibility to ensure Cypriot culture and upholding basic rights for those more vulnerable in our community. We are committed to supporting basic freedoms for all animals.

Through:

### **I. People**

Observing basic human rights principles outlined in the Universal Declaration of Human Rights and ensuring we are promoting among

our staff, customers, local communities and suppliers / business partners, their right to be treated with:

- Dignity
- Equality
- Freedom
- Respect

We promote quality for Women, and Minorities and Marginalized Groups through

- Supporting enterprises run or staffed by women, minorities and marginalized groups ( Our general manager is Buse Celebi 22 years old women entrepreneur and leader for Turkish Cypriot minority, founder and president of Iskele / Karpaz Youth Community)
- Seeking women, minorities and marginalized groups to be represented in decision making that affects their local communities where possible
- Ensuring we are not partaking in any activities or using suppliers / services that discriminate against, exploit or traffic people

We protect children ( those 18 years of age and under) from all forms of abuse and adhere to following:

- We do not employ children, nor do we use suppliers or patron places that allow children to perform work that is illegal or likely to jeopardize the child's health , safety or morals
- We put in place strong measures to ensure that all Celebi Group companies, respective suppliers, guests, and partners are not involved in the exploitation of children, including training relevant employees/ leaders on child protection and raising awareness among our passengers on how to report incidents of child exploitation
- No visits to schools, children's shelters, orphanages or other forms of residential care on our itineraries or on press/ media trips
- We uphold the UN convention on the rights of the Child and take a Child's Rights approach to our operations.
- Our General Manager Buse is founder and president of Iskele- Karpaz Youth Community to support young generations and inequalities of

education in Iskele / Karpaz region and Celebi Group is the primary partner for the organization.

## **II. Animals**

We oppose any exploitative or illegal practices and those that have a negative impact on animal welfare. As a family - run business that produces local specialities, we work toward promoting the five freedoms that should be available to all animals- wild or domestic, as follows:

- Freedom from hunger and thirst
- Freedom from discomfort
- Freedom from pain, injury and disease
- Freedom to express normal behavior
- Freedom from fear and distress

This means that we conduct appropriate research to ensure we do not promote, visit or participate in any activities that are failing to uphold the 5 freedoms listed above.

## **5. GIVE BACK: Through meaningful partnerships**

Celebi Garden develop meaningful partnerships with organizations and work on projects that care for their community and / or environment through fundraising, advocacy or lobbying activities. We only work with organizations that:

- Demonstrate good governance over their projects ( are legal , transparent, and accountable=
- Show integrity to fulfill their mandate and measure and evaluate the impact of their programs
- Do not participate in any activities that harm people, animals or the environment
- Do not support or engage in religious or political affiliations
- Are not solely reliant on funds from Celebi group companies
- Are peaceful in their aims and objectives

We do not offer short term, unskilled volunteerism opportunities in our itineraries. We support a holistic Corporate Social Responsibility approach

## **GOVERNANCE**

### **A. PRIMARY RESPONSIBILITY AND ACCOUNTABILITY**

Celebi Garden Management is responsible for the overall execution of this policy and have overall accountability with support from all Celebi Group Brands

### **B. FUNCTIONAL RESPONSIBILITY**

**Product Team:** Responsible for production in Farms, and Winery.

**Hospitality Team:** Responsible for quality chef in Celebi Garden Hotel and to ensure, 100% of the raw materials are from local producers and produced in-house.

**People Team:** Induction, training of staff, engagement survey facilitation and evaluation.

**DMC:** Responsible for on-ground execution of this policy, training of leaders and relevant staff, appropriate supplier procurement and engagement, assistance with assessments and evaluations of trips/ itineraries.

**Responsible Business Team:** Overall coordination, development of supporting materials, relevant training modules and general support.

### **C. REVIEW AND CONTROLS**

The adherence to this policy will be monitored through:

External Review

- **Guest Feedback** : for all Travel.
- **Cittaslow Network**

Internal Review

- **Staff Engagement survey** : Celebi Garden's Corporate Social Responsibility approach is an holistic strategy and all of our employees are encouraged to engaged in this activity.



# **SUPPORTING GUIDELINES, PROCEDURES AND DOCUMENTS**

Celebi Garden refers to the following supporting policies and guidelines that have been developed to support all Celebi Brands and companies in operating responsibly:

- \* Responsible Travel Specific Guidelines
  - \* Animal Welfare Guidelines
  - \* Child Protection Guidelines
  - \* RT Guidelines for leaders
  - \* RT Guidelines for Operations staff
- \* Supplier Code of Conduct
- \* Health and Safety Policy
- \* Human Rights Policy
- \* Responsible Purchasing Policy