

SUSTAINABILITY REPORT



As Turquoise Hotel, we attach importance to informing our stakeholders about our activities. In this regard, we take care to ensure that our Sustainability Report, which we aim to publish annually, is transparent. We have carried out many social and environmental studies for the sustainability of our business and we continue to do so. We aim to convey our economic, environmental and social performance to our employees, customers, business partners and other stakeholders with our sustainability report. The information in this report includes our performances between 01.01.2024 and 31.12.2024.

OUR ENVIRONMENTAL POLICY

Being aware of our responsibility to the environment; We are committed to preventing environmental pollution and constantly improving our performance in our work areas, in line with the principles set out below:

To comply with laws/legislation and other obligations regarding environmental aspects and customer requirements and ensure their up-to-dateness,

To protect natural resources and use them in the most efficient way,
To follow current developments on carbon footprint and organize business activities accordingly,

To minimize pollution and waste and to ensure that our hazardous wastes are disposed of with minimal environmental impact,

To increase the environmental responsibility awareness of all our employees by providing training to employees to spread environmental awareness and to encourage them to apply these principles,

Communicating with all relevant parties and sharing information when necessary,

To support the environmental activities of public and private organizations and participate in environmental events,

By reducing the risks of emergency situations that may occur within the framework of occupational health and safety rules, health and safety and to create environmental integrity,

CORPORATE RESPONSIBILITY

While carrying out our activities, we aim to maintain positive relations between the surrounding society, organizations and natural habitats and the institution, to ensure that the social and economic impacts are positive and beneficial for the environment and the local people as much as possible, and to work to reduce and eliminate their negative impacts.

• Being Environmentally Friendly

Our primary goal is to work to protect the environment and cultural heritage in the region where we carry out our activities and to control our environmental impacts.

• Supporting the Local People

We make sure that our personnel selection is from the local people. In this way, we contribute to the revitalization of the economy in the region.

• Sustainable Tourism

It creates a balance between economic development, protection of environmental resources, a healthy culture, high level of personal well-being and maximum customer satisfaction.

• Creating Opportunities

We offer internship opportunities for tourism students to gain work experience. We support our employees with training. We aim to train our own employees as much as possible, promote them to higher positions and grow together.

PURCHASING POLICY

Acting in accordance with the law and ethical rules in all matters during the supply activities, not procuring threatened species, and taking into account the rights of supplier and subcontractor employees, without discrimination in terms of religion, language, race, gender, sexual orientation, physical competencies in the institutions and people where the activities will be carried out, Our purchasing policy is to act by prioritizing local suppliers in line with environmental awareness and economic interests, and to demand that suppliers and subcontractors act in accordance with the law and ethical

rules in all these processes, and to aim to strengthen and ensure its continuity by spreading throughout the entire supply chain. In order to achieve this goal, we expect our suppliers to share our basic principles in this context with us and to cooperate with us in spreading and developing these principles with the understanding of continuous improvement. We encourage providing constructive feedback and systematically sharing exemplary practices in this field with us to ensure continuous improvement.

In this context, our priority is;

To ensure that all operations in our supply chain are carried out in accordance with the law and ethical rules.

To establish sincere, honest, respectful, fair, impartial and transparent business relationships with all our suppliers without discrimination; To ensure that all supply activities, including supplier selection, are carried out fairly and to fulfill our obligations to our suppliers on time.

To create a sustainable supply chain culture for the environment and society by taking exemplary approaches to our stakeholders in our supply chain regarding sustainability and corporate social responsibility awareness.

To encourage our suppliers to share feedback and sample practices by collaborating with them to ensure continuous improvement.

Respecting society and the environment, sensitive to climate change, carrying out resource conservation, waste reduction, reuse and recovery activities to ensure energy efficiency; uses its resources in harmony with nature and effectively; Conducting studies within the scope of emission management of waste and dirty gases and toxic substance management; To work with suppliers who strive to do better than regulatory requirements by complying with all legal legislation and standards on environmental and energy issues.

Creating a fair working environment for its employees; does not discriminate among its employees based on language, race, gender, political thought, philosophical belief, religion, sect and similar reasons;

attaches importance to equality of opportunity between men and women;

regulating the working conditions of pregnant or breastfeeding women in accordance with the law;

values the ideas of its employees and includes them in continuous improvement activities;

protects the immunities and rights of its employees;

Prevents work by force or compulsory work;

does not employ child labor;

working with suppliers that comply with all applicable laws and regulations regarding employment and working life.

OUR ENVIRONMENTAL GOALS

- We determine and control our impact on the environment.
- We are prepared for pollution-related risks and emergencies and comply with environmental legal regulations.
- Waste separation and reduction of waste amounts, efficient use of natural resources, etc. We constantly improve our environmental performance through our activities.
- We separate the resulting waste into paper, plastic, metal and glass and return it to nature.
- We use energy and water saving systems in our facility and train our employees on this subject.

- We train our employees on the precautions to be taken in case of spillage of hazardous chemicals.
- In order to minimize the damage we cause to the environment, we try to reduce the systems that will cause hazardous waste generation and reduce our solid waste production by using large packaging.
- We try to purchase environmentally friendly products from suppliers within the shortest distance in order to reduce carbon emissions and support the local people.
- We encourage our employees and guests to be sensitive to the environment.
- We separate recyclable waste by placing waste separation buckets in guest and staff areas.
- We evaluate our guests' satisfaction, wishes and suggestions with our environmental awareness studies through environmental surveys and we constantly improve ourselves.
- We try to increase the environmental awareness of our employees and guests by organizing various environmental events.

Our main goal is to develop and continue the Green Key and Blue Flag criteria that we have received based on all our environmental work..

The main responsibilities of our business within the scope of sustainability are;

- Creating and evaluating recycling and reuse opportunities,
- Continuously improving energy efficiency and minimizing the negative impact caused by carbon emissions,
- To reduce any environmental impact caused,
- Being aware of minimizing the negative impacts on cultural heritage and the responsibilities brought by sustainable tourism,
- To offer local dishes to our guests.
- To protect the red pine flora, which is the most visible in the hotel's plant inventory, by enumerating them.

RESOURCE CONSUMPTION

Our efforts to reduce natural resource consumption are monitored and the rates of electricity, water, natural gas and chemical consumption are determined.

Electricity consumption

- We ensure that all electronic products we purchase are energy efficient and that all our employees receive training on energy saving.
- The following studies regarding energy saving are carried out in our hotels and their continuity is ensured.
- Energy-saving bulbs or LED lights are used in our hotels.
- Sensors are used for lighting in personnel areas.
- Energy saver cards are used in our rooms.
- Sensor lighting is used in guest toilets.
- A system that disables the heating/cooling system by opening the balcony door is used in our rooms.

- Support is provided by solar panels in providing hot water.
- By using solar energy, a large amount of fuel is saved in producing hot water.
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- We have invested in a solar power plant (SPP) to cover our electricity consumption from renewable sources starting in 2025. This will reduce electricity costs and CO2 emissions, contributing to our sustainability goals

ELECTRICITY CONSUMPTION IN 2023 – 2024

ELECTRIC CONSUMPTION (kw/h)										
	Jan.	Febr.	March	April	May	June	July	August	Sept.	Oct.
2023				158337	251671	345123	519342	544524	426359	314044
2024				172306	293634	443536	531999	532727	429829	325305

ELECTRICITY CONSUMPTION IN 2023 – 2024 PER PERSON

ELECTRICITY CONSUMPTION PER PERSON (kw/h)										
	Jan.	Febr.	March	April	May	June	July	August	Sept.	Oct.
2023				30,44	15,01	14,60	16,78	16,99	14,63	12,85
2024				34,97	14,89	17,25	18,80	16,64	14,78	11,46

The annual average per person in 2023 is 16,67 kw/h. The annual average per person in 2024 is 17.07 kW/h. There is an increase in electricity consumption per person on a yearly basis. This is due to seasonal temperatures being warmer than the previous year and increased air conditioning use.

We aim to consume less electricity per capita in 2025 than in 2024.

Water Consumption

- It uses water-saving equipment to reduce overall water consumption without compromising health, hygiene and guest satisfaction; We place informative “Warnings” about water saving in guest rooms and train our employees on this subject. The following activities regarding water saving are carried out in our facility and their continuity is ensured:
- Efficient and/or dual flush systems are used in toilets.
- Photocell taps and sensor urinals are used in kitchens and bars.
- Usage is monitored by installing water meters at points where measurement cannot be made in public spaces. Deviations are detected and intervened.

2023 – 2024 WATER CONSUMPTION

WATER (m3)										
	Jan.	Febr.	March	April	May	June	July	August	Sept.	Oct.
2023				4619	7445	7913	10053	11215	10914	12084,4
2024				3949	7410	6602	7505	8861	7501	7981

WATER CONSUMPTION PER PERSON 2023 – 2024

WATER CONSUMPTION PER PERSON (m3)										
	Jan.	Febr.	March	April	May	June	July	August	Sept.	Oct.
2023				0,89	0,44	0,33	0,32	0,35	0,37	0,49
2024				0,80	0,38	0,26	0,27	0,28	0,26	0,28

The annual average of water consumption per person in 2023 is 0.41 m3. The annual average of water consumption per person in 2024 is 0.31 m3. There has been a decrease in water consumption per person on an annual basis. We have reached our goal of consuming less water in 2024 compared to 2023.

LNG CONSUMPTION

Maintenance and checks of the LNG system in our facility are carried out regularly and its continuity is ensured.

LNG CONSUMPTION IN 2023 – 2024

LNG (m3)										
	Jan.	Febr.	March	April	May	June	July	August	Sept.	Oct.
2023				8.424,4	11.496,5	9.872,4	10.116	11.049,9	10.329,2	9.041
2024				9.143,2	12.868,6	9.796,12	9.643,2	10.598,4	13.178	12.483

LNG CONSUMPTION PER PERSON IN 2023 – 2024

LNG CONSUMPTION PER PERSON (m3)										
	Jan.	Febr.	March	April	May	June	July	August	Sept.	Oct.
2023				1,62	0,69	0,42	0,33	0,34	0,35	0,37
2024				1,86	0,65	0,38	0,34	0,33	0,45	0,44

The annual average of LNG consumption per capita in 2023 is 0.43 m3. LNG consumption per capita in 2024 is 0.46 m3. There is an increase in LNG consumption per capita on a yearly basis. This is due to the longer heating of the indoor pool compared to the previous year. We aim to consume less per capita in 2025 compared to 2024

CHEMICAL CONSUMPTION

In order to reduce general chemical consumption without compromising health, hygiene and guest satisfaction, we use equipment that reduces chemical use, and we inform our employees about this by posting informative usage amounts and cleaning plans we have determined in their warehouses regarding chemical use.

CHEMICAL CONSUMPTION 2023 - 2024

CHEMICAL CONSUMPTION PER PERSON (KG)										
	Jan.	Febr.	March	April	May	June	July	August	Sept.	Oct.
2023				7.747	13.778	16.070	16.636	17.720	14.101	10.523
2024				9.013	12.608	15.533	17.742	17.619	12.120	8.047

CHEMICAL CONSUMPTION PER PERSON (KG)										
	Jan.	Febr.	March	April	May	June	July	August	Sept.	Oct.
2023				1,28	0,75	0,62	0,45	0,45	0,46	0,38
2024				1,61	0,59	0,55	0,53	0,46	0,40	0,25

In 2023, the annual average chemical consumption per person is 0.52 kg. In 2024, chemical consumption per person is 0.48 kg. There is a decrease in chemical consumption per person on an annual basis. We have reached our goal of consuming less chemicals in 2024 compared to 2023

PROTECTING NATURAL LIFE

We cover the veterinary care and nutrition of the cats in our facility. We provide protection against external factors by enclosing the nesting area of sea turtles nesting on our beach with a cage. We work in cooperation with the Sea Turtle Association (DEKAFOK). As Turquoise Hotel, we support the project of monitoring sea turtles with a satellite tracking device.

The cleanliness of sea water is one of the issues we give top priority within the scope of both natural life protection and sustainable tourism. Our hotel has a Blue Flag award. In this context, we have a sufficient number of separation buckets on our beach. We train our beach attendants to make our beaches cleaner. We ensure that our guests are sensitive about this issue by organizing cleaning events on the beach and in the sea.

OUR EMPLOYEES

The practices carried out with our personnel cover all personnel in our hotel. Every year during Ramadan, we give all our staff certain paychecks to support their household needs. We provide stationery support to our staff with school-age children. We offer scholarship opportunities to our staff who are in need and have high achievement levels and to the children of our staff. We organize motivational dinner events for the staff at the beginning of the season. We organize tournaments (backgammon, darts, etc.) for the staff during the season. We organize a staff night at the end of the season. We select the first, second and third staff of the year and give them awards. We ensure that each staff receives orientation training before starting work. We provide language training support

upon request from the staff. We hold mass birthday celebrations for the staff every month. We give roses to female staff on Mother's Day.

PEOPLE WITH LIMITED MOBILITY

We support staff with limited mobility by providing them with the opportunity to work in our hotel. We also offer many opportunities for our guests with limited mobility. In addition to our disabled parking lot and rooms, there are sun loungers, umbrellas and floating sun loungers in the area we created on the beach for our guests with limited mobility. We also have a pool elevator service to provide access to the pool. Our staff is given training regarding limited mobility people.

We help the association of people with limited mobility by collecting plastic bottle caps with our staff and guests.