

# 2024

# Baia Salima Kemer

# Sustainability Report



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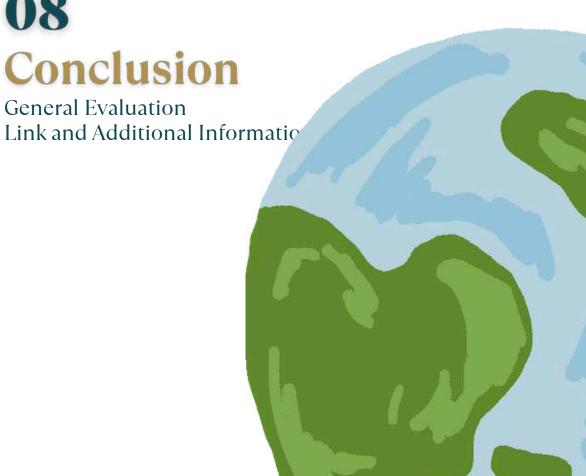
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#### About Baia Salima Belt

Baia Salima Kemer is a 5-star resort located in Kemer, the pearl of the Mediterranean. With its natural beauty, luxurious accommodations, diverse restaurants, extensive activity options, and friendly staff, it offers guests an unforgettable holiday experience. Our hotel has a total of 443 rooms. Employing over 300 staff, it makes a significant contribution to the local economy. While prioritizing guest satisfaction, we prioritize fulfilling our environmental and social responsibilities. This sustainability report aims to transparently present our sustainability performance in 2023.

## Scope of the Report

This report covers the environmental, social, and governance performance of our hotel. The reporting period is January 1, 2024, to December 31, 2024. In our report, you can find the steps we have taken to measure, evaluate, and continuously improve the economic, environmental, and social impacts of our operations.

### Baia Salima Kemer's Strategy

Baia Salima Kemer's sustainability strategy focuses on achieving balanced environmental, social, and economic objectives. This strategy includes the following key elements:

Environmental Sustainability: Reducing energy and water consumption, optimizing waste management, preserving biodiversity and reducing greenhouse gas emissions.

Social Sustainability: Protecting employee rights, providing training and development opportunities, increasing interaction with the local community and carrying out social responsibility projects.

Economic Sustainability: Contributing to the local economy, supporting local employment, working with local suppliers and ensuring long-term economic growth.

# Baia Salima Kemer's Sustainability Vision, Mission and Values

- Vision: To be a pioneer in the sector with sustainable tourism practices, contributing to society and the local economy while minimizing our environmental footprint.
- Mission: To build a sustainable future by providing high-quality service to our guests, protecting natural resources, respecting cultural heritage and ensuring the happiness of our employees.
- Values: Honesty, transparency, respect, responsibility, cooperation and continuous improvement.



#### Message from the General Manager



#### Dear Guests, Business Partners and Employees,

At Baia Salima Kemer, 2024 marked a significant milestone in our sustainability journey. By combining the unique experience we offer our guests with environmental and social responsibility, we continued to work towards a better future.

This year's Sustainability Report isn't just a summary of the year; it's also a reflection of our commitments for the future. It highlights our work and achievements in a wide range of areas, from energy efficiency and waste management to water conservation and employee rights.

For us, sustainability is not just a choice; it's a necessity. With this awareness, we continually research and implement new methods and technologies to minimize the environmental and social impact of our operations. At the same time, as part of the local community, we see it as our responsibility to contribute to the sustainable development of the region.

We believe this report demonstrates our transparency and accountability regarding sustainability. We thank all our stakeholders who have joined us on our sustainability journey.

Kind regards,

Fikret Firat Kucuktezcan General manager





#### Our Awards and Certificates

At Baia Salima Kemer, we hold national and international awards and certifications that recognize our sustainability achievements. The following awards and certifications demonstrate our commitment to sustainability and our work in this area.

#### Blue Flag Certificate



Holidaycheck 24



Tripadvisor
Travellers Choice



Sustainable Tourism Certificate



Environmental

Management System



Quality Management System



Food Safety Management



Energy Management System







At Baia Salima Kemer, sustainability is an integral part of our business. Our sustainability management approach aims to balance environmental, social, and economic responsibilities and ensure continuous improvement in these areas. In this section, we will detail our sustainability policy, goals, and management system with examples from 2024.

### Sustainability Policy

In order to protect the environment and ensure the necessity of sustainable tourism, we identify your impacts on the environment and control the negative effects, potential hazards and waste.

We strive to minimize the use of natural resources, energy consumption, and air, water, and soil pollution. We comply with all applicable legislation and regulations in our country regarding the environment, occupational health and safety, and human rights, and we fully comply with all requirements.

While carrying out our activities, we take and implement the necessary precautions to protect our guests and employees from possible injuries and illnesses and to provide good working conditions.

We strive to ensure that our environmental awareness and social responsibility are embraced not only by our employees, but also by our guests, suppliers, subcontractors, and relevant authorities. We collaborate with local governments, suppliers, and civil society organizations to contribute to the development of environmental protection and social responsibility projects.

We take all necessary precautions to increase local employment, protect and enrich natural life in the places where we operate, and we share with the public all the activities we carry out to protect our environment.

When choosing our suppliers, our priority is to source products made from recycled products or recyclable, such as Fair Trade Organic, FSC, MSC, etc. certified suppliers, for environmental awareness.

### Sustainability Goals

Environmental: Reducing energy consumption and carbon emissions, optimizing water consumption, minimizing waste, encouraging recycling Social: Supporting employee satisfaction and development, increasing interaction with the local community and contributing to the local economy.

Governance: Adopting a transparent and ethical management approach, strengthening communication with stakeholders and regularly reporting sustainability performance.

## Sustainability Management System

Our hotel implements the ISO 14001 Environmental Management System, ISO 9001 Quality Management System, ISO 50001 Energy Management System, and ISO 22000 Food Safety Management System. These systems provide a structured framework that allows us to continuously monitor and improve our sustainability performance.

## **Environmental Policy**



Our facility has been an environmentally friendly facility since the day it was established.

In order to maintain this sensitivity, we comply with all applicable environmental legislation and administrative regulations.

By keeping the environmental impacts of our waste under control, we dispose of and/or have our non-recyclable waste disposed of in a way that will not harm the environment, and we improve our environmental performance by constantly keeping the environmental impacts arising from our activities under control.

In addition, helping to prevent environmental pollution and always striving to make improvements in this regard and working to minimize the use of natural resources are among our activities.

We contribute to the development of environmental protection projects in cooperation with local authorities to ensure that environmental awareness is adopted not only by our employees but also by our guests and the authorities.

It is of great importance to us to raise awareness and protect our immediate environment and to ensure that the companies we work with approach this with the same sensitivity.

To raise awareness of the local community about tourism in cooperation with local governments.

Our activities include ensuring the sustainability of tourism in the region by presenting local cultures to our guests and directing them to historical and cultural activities in the region.



# 7

## Social Integration Policy

At Baia Salima Kemer Hotel, we are committed to supporting and working with our local community. We are committed to conducting our business in a way that helps preserve and promote the destination's culture and heritage, as well as the local economy. We believe that maintaining an ongoing dialogue with our local community is crucial to ensuring we contribute to the well-being and livelihoods of local residents.

In this direction;

Supporting initiatives that improve the community.

Supporting the local economy.

Respect and protect local culture, traditions and way of life.

Supporting and protecting access to essential resources and services.

What we do to achieve our goals:

We encourage our guests to explore the destination's history, culture, traditions, and local community, as well as the local products and services offered. We contribute to the maintenance of culturally and spiritually significant sites by making annual donations and encouraging guests to visit.

Whenever possible, we prioritize local and regional products and services, as outlined in our purchasing policy. As outlined in our recruitment policy, we prioritize local residents during the hiring process. We prioritize employment opportunities for local residents through on-the-job training programs.

We maintain ongoing dialogue with local and indigenous communities through regular meetings with local associations and chambers of commerce to ensure fair and equitable treatment. We aim to protect our beaches and dunes by conducting regular beach cleans with our guests and staff. We make annual financial contributions to various local charities.



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### Child Protection Policy

We take the necessary measures to respect children's rights and protect children against all forms of exploitation.

We support programs that prevent children from becoming vulnerable to protection and care.

We support institutions and organizations that will ensure the reintegration of children who have been involved in crime or who have been subjected to crime into society.

We cooperate with all stakeholders who serve children.

We carry out activities to increase social awareness and sensitivity towards preventing violence against children.

We provide training on child protection for our staff. We support all kinds of child protection organizations and activities in our community.

In the event of possible abuse, we provide training to our staff on removing the child from the abusive environment and informing the relevant administrators.

### Human Rights Policy

As Baia Salima Kemer Hotel, we work with the vision of contributing to economic, environmental and social sustainability.

We aim to respect fundamental human rights in all business processes.

We aim to provide a working environment that respects human rights and complies with international standards, where employees can develop themselves, express their ideas freely and are not subject to discrimination.

We respect fundamental human rights within the scope of the UN Universal Declaration of Human Rights and carry out our activities in accordance with these principles.

We are committed to and implement the principles of non-discrimination, non-child labor, non-forced labor, the right to collective bargaining, and freedom of association set forth in the International Labor Organization's Declaration of Fundamental Principles and Rights at Work, as well as the fulfillment of the requirements of international agreements to which Turkey is a party on human rights and social justice.

We demonstrate an equal attitude in processes such as recruitment, training, career, wage management and in the work environment, without discrimination based on gender, ethnicity, religion, race, nationality, age, physical capacity, pregnancy, marital status, sexual orientation, union membership, political views and similar issues, and we do not tolerate discrimination.

We manage these processes transparently, depending on the qualifications, experience and performance of our employees.

We support all our employees' rights to form associations, hold meetings, organize, and bargain collectively, within the framework of legal regulations, and we respect their right to freedom of expression. We do not subject our employees to any form of discrimination or pressure when they exercise these rights.

Our "zero accident" goal underpins our approach to occupational health and safety. We prioritize providing a safe working environment for our business partners and employees.





## **Energy Policy**



We are committed to taking the necessary measures to improve energy efficiency throughout our facility. To this end, we will utilize technologies that continuously monitor and analyze our energy consumption.

We will save energy by optimizing our heating, cooling, ventilation and lighting systems.

We will promote a culture of energy saving by encouraging our staff to be energy conscious and providing training.

We aim to use renewable energy sources to meet the energy needs of our facility.

We will prioritize ensuring that the equipment used in our facility is highly energy efficient. We will prioritize energy-efficient appliances, lighting fixtures, and air conditioning systems.

By regularly maintaining the equipment, we will maintain energy efficiency and optimize their performance. In our new investments, we will create infrastructure that will take energy efficiency standards into account and minimize environmental impacts.

We will work towards a zero-waste waste management goal. We will prioritize waste reduction, recycling, and recovery activities.

We will encourage the use of recyclable materials and minimize waste.

We will continually review our waste management processes and make improvements to minimise our environmental impact.

We will inform our guests about energy conservation and environmental protection. We will share simple energy-saving practices and raise awareness.

We will encourage our guests to support us by providing them with information about renewable energy use and environmentally friendly practices.

### Disadvantaged Health and Safety Policy

Everyone has the right to a vacation, and vacation is a necessity. Therefore, our top priority is to meticulously ensure that the accommodation facilities we serve provide all our guests, both disabled and non-disabled, with appropriate physical infrastructure, from the planning stage onward, in both rooms and indoor and outdoor common areas.

For the sustainability of disadvantaged guest satisfaction, the uninterrupted supply and training of appropriate personnel and the follow-up of changing technological developments are also priorities for our facility. With our understanding of equal service to everyone and our trained staff, we serve our disadvantaged guests with all our dedication to provide them with the comfort of their homes, not only in their rooms but also in all our service areas.

Our corporate consciousness adopts a management approach that is based on the philosophy that disadvantage lies in the physical area, not in the person, and our priority is to make the disadvantage in physical areas accessible for the convenience and comfort of our guests.

Since we believe that all citizens, whether disadvantaged or not, should have the right to work, we also employ disadvantaged personnel in our facility.

In this context, our disadvantaged awareness policy aims to remove the obstacles to holidays under equal conditions for everyone.



Baia Salima Kemer Sustainability Report 2023





## Occupational Health and Safety Policy



Baia Salima Kemer Hotel aims to ensure the health, safety, and well-being of everyone in the workplace, including all employees, subcontractors, and guests. Employees, contractors, and visitors have a duty to be mindful of their responsibilities within the facility: to work safely, to take all reasonable precautions for their own health and safety, and to consider the health and safety of all others whose actions may be affected.

It will take all reasonable and applicable steps to improve occupational safety conditions in all relevant activities by utilizing appropriate experts from within the business and/or by outsourcing when necessary.

To create a culture of occupational safety by encouraging the active participation of all employees, contractors and visitors in the development and support of measures to improve occupational safety.

To comply with all applicable OHS-related legislation, regulations and standards.

To implement risk and hazard management systems that are relevant and appropriate to the risks within the organization.

Providing a safe work area and equipment for controlled work.

Provide appropriate OHS training for all relevant personnel.

Establishing an annual OSH program to improve health and safety in the workplace.

Allocating sufficient resources to continuously improve OSH performance.

Provide regular health surveillance for employees.

To actively respond to and investigate all incidents and ensure that injured workers return to suitable employment at the earliest opportunity through fair claims management and rehabilitation practices.

These standards will be regularly monitored to ensure their integrity and effectiveness are maintained to facilitate continuous improvement in the business.

#### **Total Quality Policy**

We will have no subjective intentions other than fairness and goodwill toward our guests, the values envisioned by our government, our supplier partners, our employees, and our employers. We believe that we will always do better with our innovative total quality management approach that adheres to international standards.

With this belief, we will provide better service by continuously improving and developing ourselves. The path to progress and growth lies in training. Our mission is to provide theoretical and practical training to our subordinates and to cultivate successful individuals who love their work and are ready to take on responsibility in the industry. Our mutual respect, trust, and understanding form the foundation of our team spirit, and our open, healthy, and ethical communication channels ensure its continuity. Our marketing policy begins within the facility and extends to global global standards from there. We strongly believe in the impact and power of promotional activities conducted within our facilities, as well as domestic and international advertising and promotions. Our own facility is the ideal place to share the successful results we achieve through research and development with our guests. Tourism regulations, international regulations, agreements, and even trends will guide us. However, we will never forget that the essential factor is the everchanging needs and desires of our guests. Finding solutions to guest requests, based on location, season, profile, and situation, without compromising basic standards, is the golden key to this industry. The superior service we provide to our guests will make us a large, respectful, and loving family, growing every day with our loyal guests. We manage our services in an integrated manner, integrating sustainability, food management systems, environmental, occupational health, energy management, and safety management systems, and we strive to be an exemplary organization. With our commitment to equal service for everyone and our trained staff, we provide our disadvantaged guests with the full range of services, not only in their rooms but also across all our service areas, ensuring they feel at home.

### Vulnerable Groups Abuse and Harassment Policy

At Monte Baia Uludağ, we are strongly committed to protecting the rights of vulnerable groups and preventing abuse or harassment. We aim to take the necessary steps to ensure the safety of our employees, guests, and all stakeholders.

Vulnerable groups refer to individuals who require protection due to risks they face based on their age, gender, ethnicity, sexual orientation, gender identity, physical or mental disabilities, social or economic status, immigration status, or other characteristics. This policy covers children, youth, the elderly, people with disabilities, immigrants, or other vulnerable groups.

We are committed to preventing exploitation and harassment of vulnerable groups in accordance with relevant local laws, human rights and international standards. We provide regular training to all our employees on the rights of vulnerable groups, the definition, signs, and reporting processes of abuse and harassment. This training aims to raise awareness among all staff and to raise awareness of incidents of abuse or harassment.

We take all allegations of abuse or harassment seriously and ensure that complaints are investigated promptly, fairly, and confidentially. Protecting the safety and privacy of all our stakeholders is our priority during this process. Evidence-based disciplinary measures and, if necessary, legal proceedings may be initiated in accordance with applicable legal sanctions.

We are committed to continuous improvement efforts to prevent and reduce cases of abuse and harassment against vulnerable groups.

#### STAKEHOLDER PARTICIPATION

At Baia Salima Kemer, our stakeholders are at the center of our sustainability approach. Understanding our stakeholders' views, expectations, and needs is crucial for improving our sustainability performance. In this section, we will provide a detailed explanation of our interactions with our stakeholders and how these interactions shape our sustainability management.

#### Who are our stakeholders?

We define all individuals and organizations that are affected by or impact our sustainability efforts as our stakeholders. In this context, our primary stakeholders are:

Guests: Our guests are among our most important stakeholders, directly impacted by our sustainability practices and whose expectations we shape our services accordingly. The feedback we receive from our guests helps us evaluate and improve the effectiveness of our sustainability practices.

Employees: Our employees play a significant role in the success of our hotel and are key to achieving our sustainability goals. Their health, safety, and satisfaction are our top priorities. Their engagement and motivation are critical to the success of our sustainability efforts.

Suppliers: Our suppliers, who provide the goods and services our hotel requires, are important stakeholders who share our sustainability principles and help us ensure the sustainability of our supply chain. By collaborating with our suppliers, we aim to reduce the environmental and social impact of our supply chain.

Local Community: The community and local businesses in the area where our hotel is located are among the key stakeholders impacted by our operations and supported through our sustainability efforts. By building strong relationships with the local community, we aim to contribute to the region's sustainable development.

Public Institutions: Public institutions such as the Ministry of Environment, Urbanization and Climate Change and the Ministry of Culture and Tourism constitute a significant stakeholder group through their legal regulations and standards that impact our sustainability performance. By collaborating with these public institutions, we aim to contribute to the development of sustainable tourism policies.

Civil Society Organizations (NGOs): NGOs working in the field of environmental and social responsibility are among our valued stakeholders, helping us raise awareness about sustainability and share best practices. By executing joint projects with NGOs, we aim to contribute to the development of society and the environment.



#### STAKEHOLDER PARTICIPATION

### Important Topics of Our Stakeholders

At Baia Salima Kemer, our stakeholders are at the center of our sustainability approach. Understanding our stakeholders' views, expectations, and needs is crucial for improving our sustainability performance. In this section, we will provide a detailed explanation of our interactions with our stakeholders and how these interactions shape our sustainability management.

# **GUESTS** • The cleaning products used in the hotel are environmentally friendly

- · The presence of energy and water saving applications in the rooms
- Waste recycling and environmentally friendly waste management
- Use of local and organic products in restaurants and other services

# **EMPLOYEES**

- Fair wages and benefits
- Safe and healthy working environment
- Training and development opportunities
- Work-life balance
- Awareness training on sustainability

# **SUPPLIER**

- Timely and regular payments
- Fair and transparent contract terms
- Compliance with sustainability criteria
- Open communication and collaboration

# LOCAL COMMUNITY

- Employment opportunities within the hotel and in the supply chain
- Purchasing local products and services
- Reducing the hotel's environmental impact (noise, waste, etc.)
- The hotel supports social responsibility projects (education, environment, etc.)

#### **PUBLIC INSTITUTIONS**

Compliance with environmental egislation and other relevant legal egulations Fulfilling environmental permits and reporting obligations Making tax payments on time and n full Contribution to sustainable ourism policies



Partnership in environmental and social responsibility projects Transparent and regular reporting on the hotel's sustainability performance Accountability and commitment to ethical values

#### STAKEHOLDER PARTICIPATION

#### Our Communication Channels with Our Stakeholders

We use different channels to communicate with our stakeholders and we maintain this communication regularly:

#### **Guests:**

- Guest satisfaction surveys: We collect feedback after your stay via email or online surveys.
- Social media: We interact with our guests, answer their questions and share up-to-date information on platforms such as Facebook, Instagram and Telegram.
- Website: We publish our sustainability policy and certificates on our website.
- Information brochures: We keep brochures in the rooms and public areas providing information about our sustainability practices.

#### **Employees:**

Surveys: We measure satisfaction with online surveys. We also plan to develop a mobile app for our hotels by 2025 and incorporate surveys into the app.

- Email: We use email for important announcements and information.
- Face-to-face meetings: We obtain feedback from our employees through one-on-one meetings when needed.

#### **Suppliers:**

Performance evaluations: We evaluate the sustainability performance of our suppliers.

- Email and phone: We use email and phone for daily communication and operational matters.
- Local Community:
- Community meetings: We provide information about our work and get their feedback.
- Social responsibility projects: We increase our interaction with the community by supporting environmental organizations and other social projects.

#### ECONOMIC PERFORMANCE

#### **Economic Contributions**

At Baia Salima Kemer, we create economic value both directly and indirectly through our operations. This value contributes to our economy in several ways:

Direct Economic Value Creation and Distribution: Our revenue is distributed to our employees through wages and benefits, payments to our local suppliers, and taxes. This distribution reflects our commitment to creating economic value and sharing that value fairly.

Economic Impacts of Our Hotel's Operations: Our operations impact not only our own economic performance but also the regional economy. Our hotel's contribution to regional economic activity contributes to increased revenues for local businesses, the creation of new job opportunities, and the overall prosperity of the region.

Local Employment: In 2024, we provided 47.41% of our employment to local people. In this way, we are both invigorating the local economy and contributing to a decrease in the unemployment rate in the region.

Local Suppliers: We source 97.99% of the goods and services our hotel requires from local suppliers. By working with local suppliers, we support the regional economy and contribute to the promotion of local products and services.

Tax Payments: We contribute to the national economy by making our tax payments regularly and in full.

#### Financial Aid

At Baia Salima Kemer, we prioritize contributing to society not only through our economic activities but also through financial contributions. By regularly donating to local cultural, environmental, and civil society projects, we aim to contribute to community development and environmental protection.



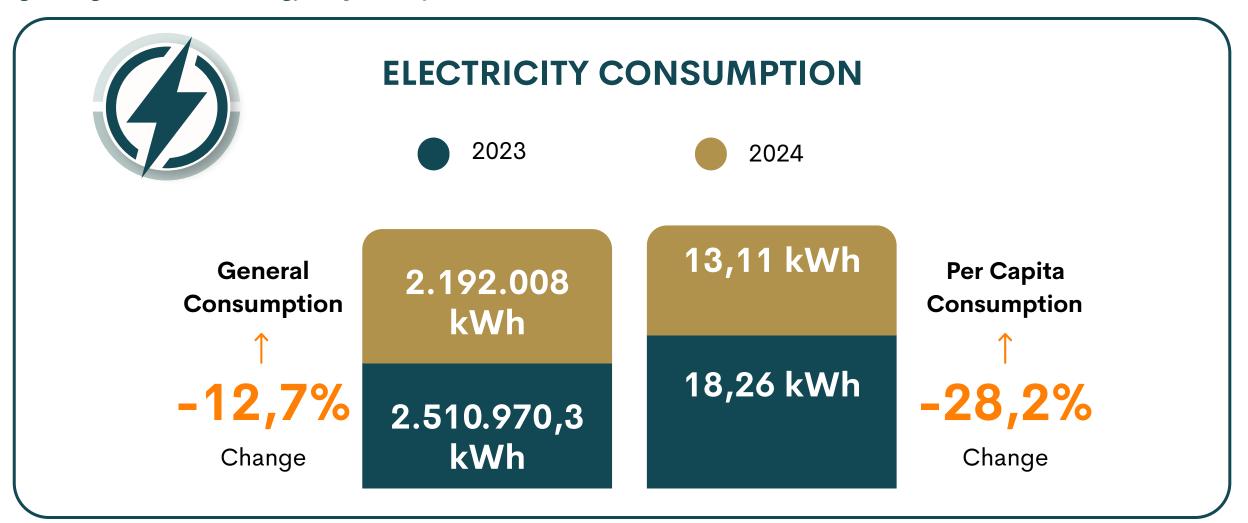
At Baia Salima Kemer, environmental sustainability is at the core of our operations. We undertake various initiatives to protect natural resources, reduce waste, and minimize our environmental footprint. In this section, we will evaluate our environmental performance.

#### **Energy Consumption**

Energy consumption is a major component of our environmental impact.

Energy Consumption: In 2024, our total energy consumption decreased by 12.7% compared to the previous year. On a per capita basis, savings of 28.2% were achieved. Our energy efficiency projects and the conscious energy use of our employees played a significant role in this reduction.

Energy Efficiency Projects: We've completely converted our lighting systems to LED technology. We optimize energy efficiency by regularly maintaining and inspecting our heating, cooling, and ventilation systems. We also utilize energy-efficient appliances and encourage our guests to use energy responsibly.





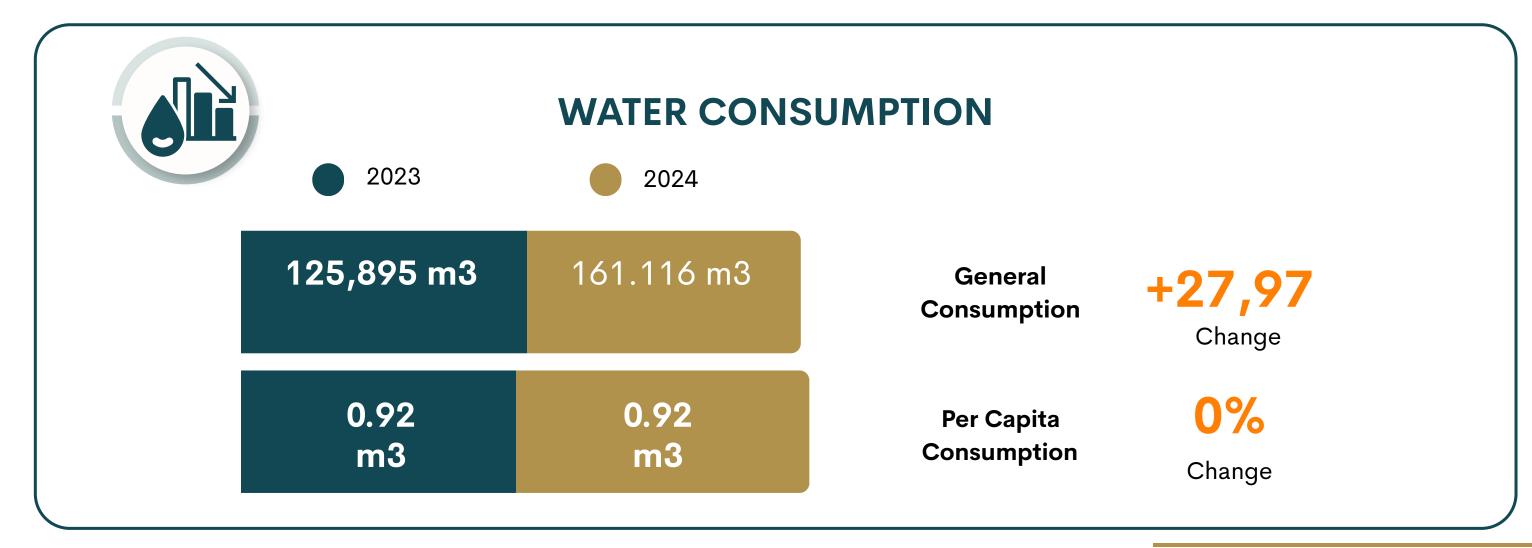
#### Water Consumption

Sustainable management of water resources is crucial, especially for businesses operating in regions at risk of water scarcity. At Baia Salima Kemer, we are implementing various measures to reduce water consumption and protect water resources.

Water Consumption: Our water consumption increased by 27.97% in 2024 compared to the previous year. Furthermore, per capita water consumption remained unchanged compared to the previous year.

• Water-Saving Measures: We use water-saving fixtures in rooms and common areas. We choose drought-tolerant plant species in our landscaping.
Wastewater Management: The resulting wastewater is treated by being fed into the ASAT infrastructure system located in the region. Our facility holds a BKKR (Conn.)

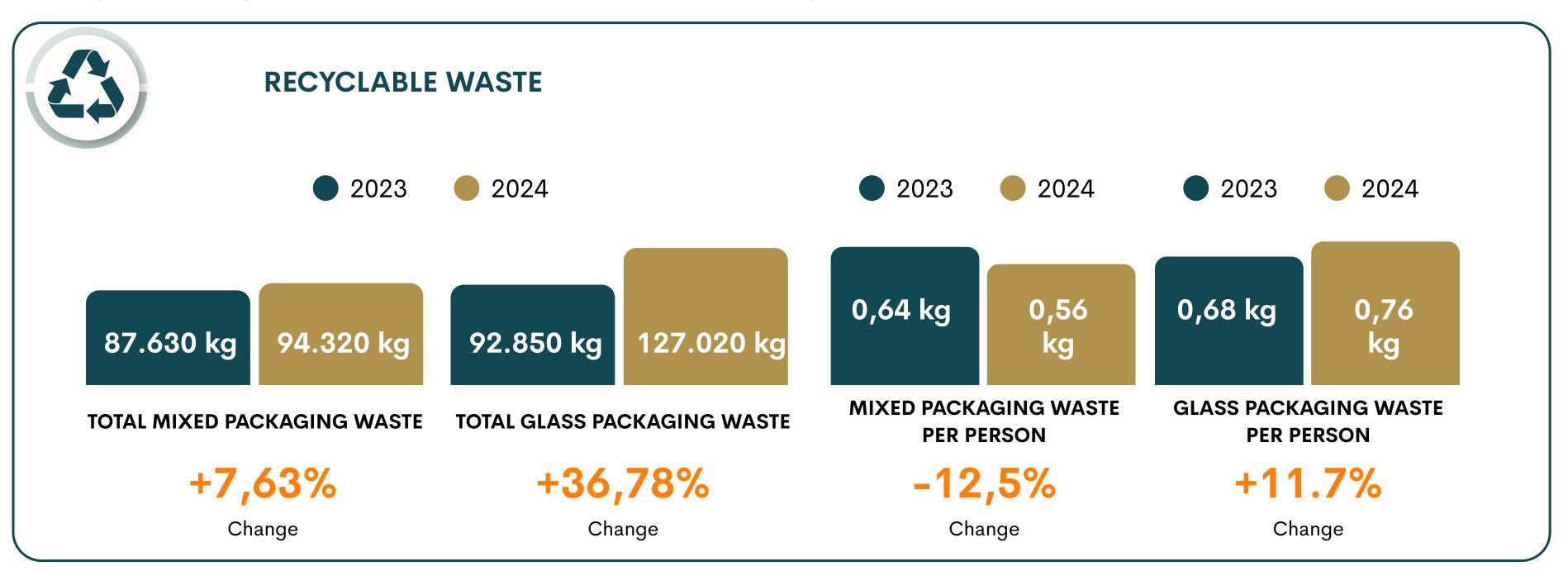
Wastewater Management: The resulting wastewater is treated by being fed into the ASAT infrastructure system located in the region. Our facility holds a BKKR (Connection Quality Control Report) issued by ASAT dated November 6, 2020, and numbered 53437 (valid for five years). In accordance with the ASAT Wastewater Discharge to Sewerage Network Regulation, a wastewater sample, which forms the basis for the BKKR, is taken annually at the connection point to the infrastructure by personnel of the ASAT General Directorate Laboratory Branch. The results of the wastewater sample taken are below the limit values.



#### Waste Management

Waste management is critical to reducing our environmental impact. At Baia Salima Kemer, we separate our waste at the source and deliver it to licensed disposal companies through recycling practices.

Waste Management: We collect our waste separately. We send our recyclable waste to contracted recycling facilities. We deliver our non-recyclable household waste to the municipal sanitation department teams. We deliver our hazardous waste to licensed companies.







#### Waste Management





#### Biodiversity

Protecting natural habitats and biodiversity is essential for sustainable tourism. At Baia Salima Kemer, we are undertaking various initiatives to protect the wildlife surrounding our hotel and support biodiversity.

Protecting Natural Areas: We take care not to harm the natural areas surrounding our hotel and take the necessary precautions to protect natural habitats. We organize tree-planting events and protect and enhance natural vegetation.

Landscaping: We support biodiversity by choosing native and perennial species in our hotel's landscaping, and we prioritize drip irrigation. We offer medicinal and aromatic plants, which are increasingly scarce, in a corner of our garden to showcase to our guests from diverse backgrounds.

#### In our facility:

- 3081 sap trees,
  - 135 shrub group trees,
  - o 1104 forest trees,
  - There are 519 endemic species, and their ratio to our general plant species is 12.01%.
  - As part of March 21st Forest Week, 15 laurel and 50 pine tree saplings were planted in our facility with the participation of the Kemer District Governorship, Kemer Forest Management Directorate and Aysel Akın Klaus Wagmer Vocational and Technical Anatolian High School students.





#### **Emissions**

Greenhouse gas emissions and other pollutants have significant impacts on climate change and environmental pollution. At Baia Salima Kemer, we are working to reduce our emissions and adopt environmentally friendly practices.

Greenhouse Gas Emissions: We aim to reduce our greenhouse gas emissions through energy use. We calculated our corporate carbon footprint in 2023 according to ISO 14064-1:2018 standards.

YEAR	TOTAL t CO2	% CHANGE t CO2	PER CAPITA t CO2	% CHANGE PER CAPITA t CO2
2023	6890,24	+%10,19	20,31	+%10,54
2024	7592,58		22,36	



#### SOCIAL PERFORMANCE



At Baia Salima Kemer, social sustainability is a holistic approach that encompasses the well-being and development of not only our employees, but also our guests, suppliers and the local community.

#### **Employees**

The well-being and development of our employees are cornerstones of our hotel's success. Therefore, we implement various practices to protect our employees' rights, provide a fair and equitable work environment, offer training and development opportunities, and ensure occupational health and safety.

Employee Rights: We implement a zero-tolerance policy against discrimination and promote diversity and inclusion.

Training and Development: We provide regular training to support the personal and professional development of our employees.

- Occupational Health and Safety: We provide occupational safety training, conduct risk assessments and provide protective equipment to ensure that our employees work in a healthy and safe environment.
  - Diversity and Equal Opportunity: We adopt the principle of equal opportunity in our recruitment processes and employ individuals of different ages, genders, ethnicities and disabilities.













# **Employees**

Staff Distribution			
CATEGORY	PERSON	PERCENTAGE %	
Local Staff	192	47.41%	
General Staff	213	52.59%	

🛉 🗹 🛉 💟 Total Blue Collar Distribution			
CATEGORY	PERSON	PERCENTAGE %	
Men's Blue Collar	313	81.51%	
Women's Blue Collar	71	18.49%	

Total White Collar Distribution			
CATEGORY	PERSON	PERCENTAGE %	
Men's White Collar	15	71.43%	
Women's White Collar	6	28.57%	

6 Foreign Personnel Distribution			
CATEGORY	PERSON	PERCENTAGE %	
Female Foreigner	2	22,22%	
Male Foreigner	7	77,28%	
Ratio to Total Staff	9	2,22%	

distribution of Disabled Personnel			
CATEGORY	PERSON	PERCENTAGE %	
Male Disabled	8	88,89%	
Disabled Woman	1	11,11%	

#### SOCIAL PERFORMANCE



#### **Local Community**

At Baia Salima Kemer, we consider it part of our mission to add value to our communities and support local development. To this end, we support local employment, collaborate with local suppliers, and implement social responsibility projects.

Local Employment: 47.41% of our employees are local. This helps us reduce unemployment in the region.

- Local Suppliers: We source 97.99% of the goods and services our hotel requires from local suppliers. We collaborate with and support women entrepreneurs.
  - Community Projects: We provided accommodation for earthquake victims who lost their homes in the February 6 earthquake. We also provided aid for the forest fire
    in Kemer.







#### SOCIAL PERFORMANCE



#### Guests

Guest satisfaction is a key component of our sustainability approach. We aim to meet our guests' expectations and provide them with an unforgettable holiday experience while also raising their awareness of sustainability.

- Guest Satisfaction: We regularly collect and evaluate guest feedback. We continually improve our services by taking into account feedback we receive through satisfaction surveys, online reviews, and social media.
  - Sustainability Awareness: We provide information about our sustainability practices in our rooms and public areas. We also encourage our guests to practice environmentally friendly behavior.

#### Human rights

At Baia Salima Kemer, respecting and protecting human rights is one of our core values. We uphold the human rights of all our employees, guests, and suppliers, and implement a zero-tolerance policy against discrimination and abuse.

Human Rights Policy: Our human rights policy is based on the United Nations Universal Declaration of Human Rights and the International Labour Organization (ILO) standards. This policy is accessible to all our employees.

Human Rights Practices: We do not discriminate in our recruitment processes and offer equal opportunities to all employees. We take the necessary precautions to ensure that our employees work in a healthy and safe environment.

• Detection and Prevention of Human Rights Violations: Communication channels with our employees and suppliers are always open to detect and prevent human rights violations. We take swift and effective action in the event of any suspected violation and comply with ILO regulations.

#### Informational visuals we use in guest rooms



SEVGİLİ MİSAFİRLERİMİZ, HER ŞEY SU! HAVLULARINIZI GEREKSİZ YERE YIKATMAYINIZ. YIKANMASI İÇİN YERE BIRAKINIZ.

DEAR GUESTS,
WATER IS EVERYTHING!
PLEASE DO NOT LAUNDER YOUR TOWELS
UNNECESSARILY. LEAVE THEM ON THE FLOOR
FOR LAUNDERING.

SEHR GEEHRTE GÄSTE,
WASSER IST ALLES!
LASSEN SIE IHRE HANDTÜCHER NICHT UNNÖTIG
WASCHEN.
FÜR DAS WASCHEN AUF DEM BODEN LIEGEN
LASSEN.

УВАЖАЕМЫЕ ГОСТИ, ВСЕ, ЧТО КАСАЕТСЯ ВОДЫ! НЕ СТИРАЙТЕ СВОИ ПОЛОТЕНЦА БЕЗ НЕОБХОДИМОСТИ. ВЫ МОЖЕТЕ ОСТАВИТЬ НА ПОЛУ ДЛЯ СТИРКИ.

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#### Degerli Misafirlerimiz

Baia Salima Kemer Hotel olarak çevre dostu uygulamaları önemsiyor ve teşvik ediyoruz. Lütfen odalarınızdan çıkarken TV, lamba ve klimaları açık bırakmayınız. Lütfen su tüketimi konusunda hassas olunuz ve olası su anzalarını resepsiyona bildiriniz. Ambalaj atıklarınız için odalarınızdaki çöp kutularını, organik atıklarınız için de banyodaki çöp kutularını kullanınız. Bizim için askıda bıraktığınız havlular temiz, yerde bıraktığınız havlular kirli demektir. Su, enerji ve deterjan israfını önlemek için tekrar kullanmayı düşündüğünüz temiz havlular asmanızı rica ederiz. Doğayı koruma ve içinde yaşadığımız çevreyi iyileştirme konusundaki işbirliğiniz ve anlayışınız için teşekkür ederiz.

#### Dear Guests.

As Baia Salima Kemer Hotel, we care about and encourage environmentally friendly practices. Please do not leave the TV, lamp and air conditioners on when leaving your rooms. Please be sensitive about water consumption and inform the reception of possible water failures. Use the waste bins in your rooms for your packaging waste and the waste bins in the bathroom for your organic waste. For us, it means that the towels you leave on the hanger are clean, and the towels you leave on the floor are dirty. In order to avoid wasting water, energy and detergent we kindly ask you to hang up the clean towels you intend to use again. Thank you for your cooperation and understanding to protect nature and improve the environment we live in.

#### Liebe Gäste

Als Baia Salima Kemer Hotel kümmern wir uns um umweltfreundliche Praktiken und fördem diese. Bitte lassen Sie den Fernseher, die Lampe und die Klimaanlage nicht an, wenn Sie Ihre Zimmer verlassen. Bitte achten Sie auf den Wasserverbrauch und informieren Sie die Rezeption über mögliche Wasserausfälle. Nutzen Sie die Mülleimer in Ihren Zimmern für Ihren Verpackungsmüll und die Mülleimer im Badezimmer für Ihren Bioabfall. Für uns sind die Handtücher, die Sie auf dem Kleiderbügel lassen, sauber und die Handtücher, die Sie auf dem Boden lassen, schmutzig. Um Wasser-, Energie und Waschmittelverschwendung zu vermeiden, bitten wir Sie, die sauberen Handtücher, die Sie erneut verwenden möchten, aufzuhängen. Vielen Dank für Ihre Mitarbeit und Ihr Verständnis zum Schutz der Natur und zur Verbesserung der Umwelt in der wir leben.

#### Уважаемые гости

будучи отелем Baia Salima Kemer (Бая Салима Кемер), мы применяем и поощряем экологически чистые методы работы. Пожалуйста, не оставляйте телевизор, лампу и кондиционеры включенными, когда отлучаетесь из своих номеров. Пожалуйста, будьте внимательны к расходу воды и сообщайте о возможных неполадках с водой на административную стойку. Используйте контейнеры в номерах для упаковочных отходов и контейнеры в ванной комнате для органических отходов. Для нас полотенца, которые вы оставляете на вешалках, являются чистыми, а полотенца, которые вы оставляете на полу, являются грязными. Чтобы не тратить воду, энергию и моющее средство, мы просим вас вешать чистые полотенца, которые вы собираетесь использовать повторно. Благодарим вас за сотрудничество и понимание в охране природы и улучшении окружающей среды, в которой мы живем.



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#### LOCAL TASTES

Mediterranean Pianalya-style piyaz, with its nearly century-long history, has gained a reputation that transcends the province's borders. Developed and renowned in

apart during cooking. Piyaz derives its distinctive flavor from the small-grained beans and the generous drizzle of tarator sauce.



Antalya, its unique preparation technique has made it a regional specialty that local and international visitors alike cannot leave the city without trying. Antalya-style piyaz is a bean dish with tarator sauce. While piyaz varieties made in other regions are consumed as salads, it is served as a main course in Antalya and its surrounding districts. The distinctive characteristics of Antalya-style piyaz stem from the use of tarator sauce, the method of production, the preparation of the tarator (tahini, lemon juice, vinegar, salt, garlic, olive oil, water), and the small beans used. Works about Antalya note that the Çandır bean, once used in the past, added a distinctive touch to the dish. Today, due to limited Çandır bean production, small-grained, dull, and veined Sıra-type beans, which share the characteristics of this bean, are used. This prevents the beans from falling

Antalya style piyaz took its place among the products with geographical indication with the geographical indication registered by the Turkish Patent Institute in 2017.

#### Ahülük Soup



Prepared for gatherings such as weddings, religious festivals, funerals, or special occasions for important guests, Gülüklü (Hülüklü) soup is Alanya's most important soup. It was once served as a wedding dish, so it's also known as "Wedding Soup." Today, it's consumed not only on special occasions but also frequently in the daily lives of Alanya residents. For this reason, it's arguably the district's most beloved soup. In 2019, Gülüklü (Hülüklü) Soup was registered as a "Geographically Indicated Product" by the Alanya Municipality under the name "Alanya Gülüklü (Hülüklü) Soup".

#### Lagos

The grouper, a member of the Serranidae family, is also known colloquially as grida. Although found in the Aegean, Dardanelles, and Marmara Seas, the grouper is a typical Mediterranean fish and is most commonly caught in and around Antalya.

The most distinctive feature that distinguishes grouper from other fish is its pure white flesh and low fat content. Grouper is rich in Omega-3 and also contains various vitamins. It can be said that the most distinctive aspect of Grouper Fish, apart from its health benefits, is the method of cooking the fish.

The fish is cooked in salt. It's mixed with rock salt, eggs, and a small amount of baking soda to make a batter. The fish is then coated with salt. However, it's important to avoid any salt getting inside the fish. To ensure this, the fish's belly is covered with foil.

When fish in salt is cooked in the oven or directly over a fire for more than an hour, the salt coating hardens and can be broken with a hammer. The result is a tender, unforgettable Grouper with a unique flavor!



#### Looking to the Future



At Baia Salima Kemer, we recognize that our sustainability journey is a continuous process of development and improvement. In this section, we will discuss our future goals, the actions we plan to achieve them, and the potential risks and opportunities we may face.

#### Important Issues and Future Targets

Combating climate change: We aim to increase energy efficiency projects to further reduce our greenhouse gas emissions.

Protecting water resources: At a time when the risk of water scarcity is increasing, we aim to further reduce water consumption.

Transition to a circular economy: We aim to adopt circular economy principles to minimize waste, increase recycling rates and promote sustainable material use.

- Strengthening interaction with the local community: We want to develop new projects that will contribute to the social and economic development of the local community, increase local employment and strengthen cooperation with local suppliers.
  - Empowering employees: We will continue to support the personal and professional development of our employees. We will work to diversify our training programs and further increase employee satisfaction.

## Planned Actions to Improve Sustainability Performance

We are planning the following actions to achieve the goals we have set:

Energy: Installing analyzers at key energy consumption points to calculate our consumption and try to reduce it even further.

Water: To provide environmental training to our employees and to raise awareness of guests about water conservation.

Waste: To reduce the amount of waste and increase recycling rates by improving our waste management system,

Local Community: Increasing employment of local people, strengthening cooperation with local suppliers, increasing the use of local products,

Employees: Increasing training programs for employees and regularly measuring and evaluating employee satisfaction.



#### Looking to the Future



### Possible Risks and Opportunities

Here are some of the risks and opportunities we may encounter on our sustainability journey:

Risks:

Effects of climate change (drought, etc.)

Economic fluctuations and competition in the tourism sector

Changes in legal regulations

Supply chain disruptions

Opportunities:

Increasing interest in sustainable tourism

Developments in renewable energy technologies

New collaboration opportunities in the field of sustainability

Increasing demand for environmentally friendly products and services

• We constantly update ourselves and follow new technologies to minimize these risks and take advantage of opportunities.

This sustainability report provides a detailed assessment of Baia Salima Kemer's environmental, social, and economic performance in 2023. Overall, our hotel has taken significant steps toward sustainability and achieved positive results in many areas.

#### General Evaluation

At Baia Salima Kemer, we are committed to achieving our sustainability goals and are continuously striving for improvement. In 2023, we achieved significant reductions in energy and water consumption per capita and increased our waste management and recycling rates. We continued to support local employment, collaborate with local suppliers, and contribute to society through social responsibility projects.

However, we recognize that our sustainability journey is far from over. Global challenges like climate change, water scarcity, and waste management require us to fulfill our responsibilities as a hotel. We are committed to continuing our work to address these challenges and build a more sustainable future.

#### Link and Additional Information

To learn more about our sustainability report and review previous years' reports, please visit our website. Please also feel free to contact us with any questions you may have about our sustainability efforts.

Baia Salima Kemer Website: www.baiahotels.com/salimakemer

This report aims to provide a transparent assessment of Baia Salima Kemer's sustainability performance and share it with our stakeholders. We encourage you to carefully review our report to learn more about our sustainability initiatives and future goals.



The story is being rewritten...

