

# BAIA SALIMA KEMER

# 2022

## SUSTAINABILITY REPORT



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With the quality systems in our hotel, we aim to increase our overall efficiency, quality and environmental performance both for the environment and for our guests.

In this respect, we continue to work on many issues within the concept of sustainability, such as reducing environmental impacts, energy, water and waste management, providing economic and social benefits to the local people and protecting the environment.

Sustainability can be defined as bringing together environmental, economic and social factors for the benefit of people and the environment. The main responsibilities of our hotel within the scope of sustainability are;

- Creating and evaluating recycling and reuse opportunities,
- Continuously improving energy efficiency and minimizing the negative impact of carbon emissions,
- To reduce all kinds of environmental effects caused,

Social and economic factors that form the basis of sustainability are at least as important as the environment.

Sustainability has a wide scope from providing the most suitable conditions for the employees to sharing the added value created with the society.

The information contained in this report includes our performance in 2022, unless stated otherwise. 2022 sustainability report;

- Evaluation of the environmental, social and economic performance of our hotels,
- The targets set in order to increase this performance,
- The strategy and process to be followed to achieve these goals,
- Possible risks that may be encountered,
- It includes measured performance results.







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

Sustainability is recognized as a core element of our business and is at the center of our strategic decisions. We take steps towards our sustainability goals through activities we carry out in areas such as reducing environmental impacts, efficient use of natural resources, cooperation with the local community and social responsibility projects. In this report, we discussed our facility's sustainability policies and practices in detail. We present topics such as our energy efficiency projects, water saving measures, waste management processes and environmental certifications as key elements of the report.

At the same time, we are happy to share the projects we have realized to improve the sustainability awareness of our employees and to have a positive impact on the local community.

Your support and participation is of great importance in achieving the sustainability goals of our facility. By acting in cooperation with you, our esteemed guests, business partners and stakeholders, we assume a shared responsibility for a sustainable future. While this report shows the point we have reached in our sustainability journey, it also reflects our determination to take further steps for the future.

We hope that by reviewing our facility's Sustainability Report, you will have a detailed understanding of our hotel's activities in the field of sustainability.

We think that it will be a starting point to strengthen our communication with you and to further our cooperation on sustainability.

Our aim is to ensure continuous improvement in sustainability and to leave a better world to future generations. The support and cooperation of you, our esteemed guests, business partners and employees, are of great importance in achieving this goal. We are proud to work with you for a greener, fairer and more sustainable future.

Thank you for your interest and support.

Kind regards,

Fikret Fırat KÜÇÜKTEZCAN  
General manager



## SAFE TOURISM CERTIFICATE



## BLUE FLAG CERTIFICATE



## ISO 9001 QUALITY MANAGEMENT SYSTEM



## ISO 22000 FOOD SAFETY MANAGEMENT SYSTEM



## ENERGY MANAGEMENT SYSTEM



## ISO 14001 ENVIRONMENTAL MANAGEMENT SYSTEM







## 02 SECTION

# Policies

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## OUR TOTAL QUALITY POLICY

We will not have any subjective savings other than fairness and good humanity towards our guests, the values envisaged by our state, our solution partners who provide suppliers, our employees, and our employers.

We will believe that we will always do better with our understanding of total quality management following innovative and international standards. With this belief, we will provide better service by constantly improving and developing ourselves. The way to progress through development is through education.

Our duty is to provide theoretical and practical training activities to our subordinates; is to bring successful individuals who love their jobs and are ready to take responsibility in the sector.

The respect, trust and understanding we have for each other is the skeleton of our team spirit; Open, healthy and ethical communication channels will ensure the continuity of our team spirit.

Our marketing policy starts within the facility and reaches the global world conditions from here.

In addition to domestic and international advertisements and promotions, we strongly believe in the impact and power of the promotional activities carried out within our facilities.

The most accurate address where we will share the successful results we will achieve by researching and developing with our guests is our own facility.

Tourism regulations, international regulations, agreements and even trends will shed light on us. But under no circumstances will we forget that the main thing is the guest's wishes and needs that can change.

According to location, season, profile and situation; Finding solutions to guest requests without sacrificing basic standards is the golden key of the industry.

The superior service understanding we will show towards our guests will make us a big family full of respect and love that grows every day with its loyal guests.

Our Services;  
Sustainability,  
to Food Management Systems,  
Environment,  
Occupational health and Safety,  
We work with all our strength to be an exemplary organization with our leadership by managing together with management systems in an integrated way.

We serve our disadvantaged guests not only in their rooms, but also in all our service areas with all the equipment to provide them with the comfort of their homes, with our staff who have been trained on equal terms and with the understanding of service for everyone.



## OUR ENVIRONMENTAL POLICY

Our facility has been an environmentally friendly facility since its establishment. 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 wastes in a way that does not harm the environment, and improve our environmental performance by constantly keeping the environmental impacts of our activities under control.

In addition, it is among our activities to help prevent environmental pollution and to always try to make improvements in this regard and to work to minimize the use of natural resources.

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

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

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

It is among our activities to ensure the sustainability of tourism in the region by presenting local cultures to the guests and directing them to historical and cultural activities in the region.





## OUR 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. Within the facility, employees, contractors and visitors have duties to pay attention to; has the responsibility to work safely, to take all reasonable precautions for their own health and safety, and to consider the health and safety of all other people whose behavior may be affected.

It will take all reasonable and practicable steps to improve occupational safety conditions by utilizing appropriate experts from those working in the enterprise and/or outsourcing when needed in all relevant activities.

To create an occupational safety culture by encouraging the active participation of all employees, contractors and visitors within the scope of developing and supporting the measures to be taken to improve occupational safety.

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

Implementing risk and hazard management systems related to and appropriate to the risks within the organization.

To provide safe workspace and equipment for controlled work.

To provide appropriate OHS training for all relevant personnel.

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

Allocate adequate resources to continuously improve OHS performance.

To provide regular health surveillance for employees.

Actively responding to and investigating all incidents and ensuring that injured employees return to appropriate jobs at the earliest opportunity through fair claims management and rehabilitation practices.

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



## OUR SUSTAINABILITY POLICY

In order to protect the environment and ensure the necessity of sustainable tourism, we determine your effects on the environment, we control the negative effects, possible dangers and wastes.

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

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

We try to ensure that our environmental awareness and social responsibilities are adopted not only by our employees, but also by our guests, suppliers, subcontractors and authorized authorities. We contribute to the production of environmental protection and social responsibility projects by cooperating with local governments, supplier companies and non-governmental organizations.

We take all necessary measures to increase local employment, protect and enrich natural life, and share all our activities with the public in order to protect our environment.

When choosing our suppliers, the criteria we look for for products are fair trade organic, FSC, MSC, etc., which are made from recycled products or recyclable in the name of environmental awareness. It is our priority to procure from our certified suppliers.





## OUR COMMUNICATION POLICY



As Baia Salima Kemer Hotel, it is dedicated to supporting and working with the local community we are in. We are committed to conducting our business in a way that helps preserve and promote the destination's culture and heritage and the local economy. We believe it is crucial to maintain an ongoing dialogue with our local community to ensure we contribute to the well-being and habitat of local people.

In this direction;

- To support initiatives that develop the community.
- Supporting the local economy.
- Respect and preserve the local culture, traditions and way of life.
- Support and protect 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 on offer. Every year we contribute to the maintenance of culturally and spiritually significant places by making donations and encouraging guests to visit.

Whenever possible, we prefer local and regional products and services as outlined in our purchasing policy. As stated in our recruitment policy, we prefer local personnel in the recruitment process. With on-the-job training programs, we primarily provide job opportunities to local people.

We are in constant dialogue with local and indigenous people, through regular meetings of the local association and chamber of commerce, ensuring that they are treated fairly and equally. We aim to protect our beaches and dunes by doing regular beach cleaning with our guests and employees. We make annual financial contributions to various local charities.



## OUR CHILD PROTECTION POLICY

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

We support programs that prevent children from becoming dependent on protection and care.

We support institutions and organizations that will ensure the reintegration of children who have been involved in a crime or against whom crimes have been committed.

We cooperate with all stakeholders who serve the child.

We carry out activities to increase social awareness and sensitivity for the prevention of violence against children.

We organize trainings on child protection for our staff. We support all kinds of organizations and activities for child protection in our environment.

In the event of a possible abuse, we provide training to our personnel on removing the child from the environment of abuse and informing the relevant managers.





## OUR DISADVANTAGED HEALTH AND SAFETY POLICY



Everyone has the right to take a vacation and vacation is a necessity. For this reason, it is our first priority to meticulously provide the suitable physical infrastructure of the accommodation facilities you serve to all our guests with and without disabilities, both in the rooms and in the indoor and outdoor general spaces, from the planning stage.

For the sustainability of disadvantaged guest satisfaction, the uninterrupted supply of appropriate personnel and the continuation of training and the follow-up of changing technological developments are also a priority for our facility.

We serve our disadvantaged guests with all our devotion, not only in their rooms, but also in all our service areas, to provide them with the comfort of their homes, with our staff who have received training on equal terms and with the understanding of service for everyone.

Our priority is to make the disadvantage in physical areas accessible for the comfort and convenience of our guests by adopting a management approach that adopts the philosophy that the disadvantage is not in the person but in the physical area.

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

In this context, our disadvantaged awareness policy is to remove the obstacle in front of the holiday on equal terms for everyone.





## OUR HUMAN RIGHTS POLICY



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

We aim to observe basic human rights in all business processes.

We aim to provide a work environment that respects human rights, in line with international standards, where employees can develop themselves, express their opinions freely and not be discriminated against.

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.

Pays attention to the principles of non-discrimination, not employing child labor, not employing forced labor, the right to collective bargaining and freedom of association set forth in the Declaration of Fundamental Business Principles and Rights of the International Labor Organization, and to fulfill the requirements of international conventions to which Turkey is a party on human rights and social justice, and we apply.

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

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

We support the right of all our employees to form associations, organize meetings, organize and collective bargaining within the framework of legal regulations and respect their freedom of expression. We do not discriminate in any way and do not put pressure on our employees who exercise these rights. Our goal of “zero accident” forms the basis of our occupational health and safety approach. We attach importance to providing a safe working environment to our business partners and employees.



## OUR ENERGY POLICY

We are committed to taking the necessary measures to increase energy efficiency throughout the facility. For this, we will use technologies to continuously monitor and analyze our energy consumption.

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

We will spread the energy saving culture by encouraging our personnel to be energy conscious and providing trainings.

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

We will pay attention to the high energy efficiency of the equipment used in our facility. We will prefer equipment such as energy-efficient white goods, lighting fixtures and air conditioning systems.

We will maintain energy efficiency and optimize their performance by performing regular maintenance of equipment.

In our new investments, we will consider energy efficiency standards and create infrastructures that will minimize environmental impacts.

We will work towards the zero waste target in waste management. We will prioritize waste reduction, recycling and recovery activities.

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

We will constantly review our waste management processes and minimize our environmental impact by making improvements.

We will inform our guests about energy saving and environmental protection. We will share simple applications for energy saving and create awareness.

We will encourage our guests to support them by providing information on the use of renewable energy and environmentally friendly practices.







# WASTE MANAGEMENT

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In our waste management system, which we implement as Baia Salima Kemer Hotel, our primary goal is to reduce the amount of waste, to manage our wastes well and to ensure that they are disposed of with the least damage to the environment and to regain the recyclable ones.

## RECYCLABLE WASTES

We contribute to recycling by consciously separating our packaging waste and organic waste.

We carry out various studies to reduce our waste production, and we encourage our guests and employees to participate in the recycling program.

For recycling glass, paper, oil, plastic and food waste, we keep waste separation containers in various departments and also in office areas.

We also have waste sorting bins in the guest areas. We work with relevant companies for the recycling of these wastes that we separate and we follow up.

WASTE QUANTITIES	MIXED PACKAGING	PINE
2021 TOTAL (KG)	14,030	22,099
2022 TOTAL (KG)	52.530	89,150
CHANGE (%)	274.41%	303.41%



In order to reduce our paper consumption, we make our correspondence and announcements as much as possible in the e-mail environment. Updates on documents are made from our partner network. No output is taken unless necessary. Papers are used double-sided.

By informing our guests about the waste management we apply in our hotel with their room card; we encourage them to reduce the amount of waste and to separate the wastes generated.

## HAZARDOUS WASTES

In order for the hazardous wastes generated in our facilities to be disposed of without harming the environment, the hazardous wastes generated in our departments are collected in our hazardous waste rooms under appropriate conditions, labeled and delivered to licensed companies for legal disposal or evaluation.

### HAZARDOUS WASTES (kg)

2021	2022	DIFFERENCE	PERCENTAGE OF CHANGE
1,568	2,721	+1.153	+73.53%

### HAZARDOUS WASTE PER PERSON (kg)

2021	2022	DIFFERENCE	PERCENTAGE OF CHANGE
0.030	0.021	-0.008	-2.86%



In 2022, the amount of hazardous waste per person decreased by -2.86% compared to the previous year. We aim to further reduce the amount of hazardous waste generated in 2023.

## WASTE VEGETABLE OIL

We increase the recycling amount of used vegetable waste oils every year. The resulting vegetable waste oils are regularly given to the licensed companies that we have contracted with.

WASTE VEGETABLE OIL (kg)			
2021	2022	DIFFERENCE	PERCENTAGE OF CHANGE
640	810	+170	+26.56%

WASTE VEGETABLE OIL PER PERSON (kg)			
2021	2022	DIFFERENCE	PERCENTAGE OF CHANGE
0.012	0.006	-0.005	-41.66%



### Our Goals

- To increase the amount of used vegetable waste oil recovery compared to previous years,
- To raise more awareness of our staff about waste oil

## CHEMICAL CONSUMPTION

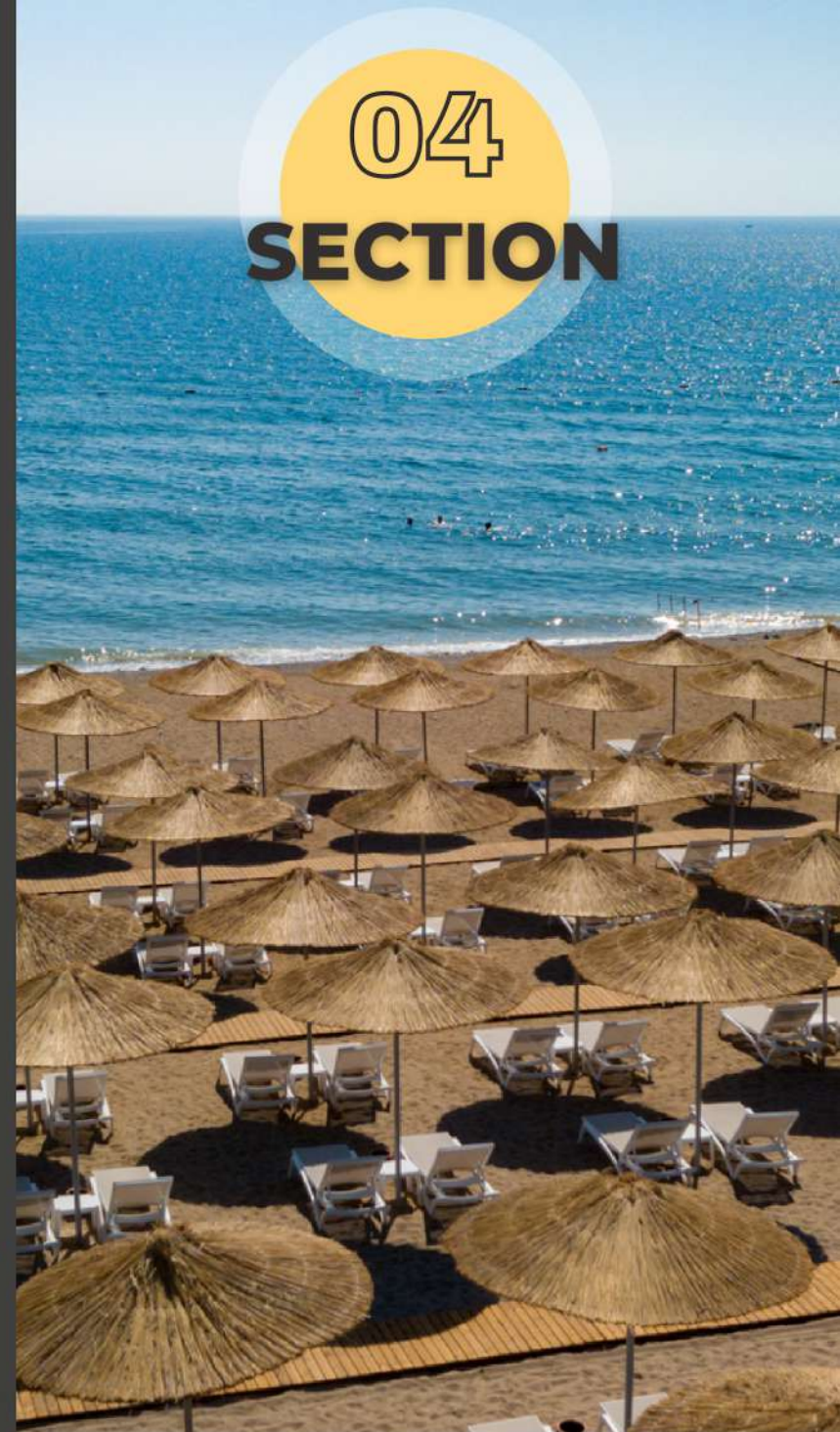
We control our chemical usage amounts, and personnel trainings are provided to prevent wasted and wrong chemical use. We train our employees on the use of chemicals and the precautions to be taken in case of spillage/scattering of hazardous chemicals. The use of chemicals is reduced by spraying plants in the hotel area as needed, not routinely. In our hotel, chemicals are used with an automatic dosing system in the laundry section.

CHEMICAL CONSUMPTION (lt)	TOTAL 2021	TOTAL 2022	DIFFERENCE	PERCENTAGE OF CHANGE
	19,195	27,584	+8,389	+43.70%
	TOTAL PER PERSON 2021	TOTAL PER PERSON 2022	DIFFERENCE	PERCENTAGE OF CHANGE
	0.36	0.21	-0.14	-39.72%



# Energy Management

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We aim to 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.

In all rooms, there are warning letters about electricity saving for our guests.

In all rooms, systems that disable heating/cooling devices are used in case the balcony door is opened.

Energy-saving bulbs or LED lights are used in our hotels.

Sensors are used for lighting in common areas, toilets, corridors, staff areas and ground floors.

Outdoor lighting is controlled by timers.

Electronic key cards are used in our rooms.

Led TVs are used in our rooms. (A class, low consumption TVs are used in our rooms.)

Mini bars in our rooms are positioned away from the heat source in order to save energy. Approximately 200 of our mini bars can be operated with a time clock.

Hot water production is supported by solar panels.

30% of our hotels' hot water needs are obtained from solar energy. Electrically operated devices are positioned in such a way that they are not exposed to sunlight.

## ELECTRICITY CONSUMPTION

We are making new investments in order to reduce the energy consumption in our facility. The most important of these investments is the solar power plant investment, which will have an energy production of approximately 7mWh, being established in the Isparta region in order to ensure the energy consumption of not only Baia Salima Kemer Hotel but also all Baia Hotels facilities from green and renewable resources. Thanks to this green energy production facility, the energy needs of all our facilities will be met.

The tables below show the electricity consumption of our facility between 2021 and 2022.

The data in the table shows an increase of 30.84% in our electricity consumption in 2022. The main reason for this is that the number of guests is low in 2021 due to the pandemic and the consumption is even less than in 2022. It is more clearly understood when we look at the per capita consumption.

ELECTRIC (kWh)			
2021	2022	DIFFERENCE	PERCENTAGE OF CHANGE
1,701,954	2,226,896	+524.942	+30.84%

ELECTRICITY PER PERSON (kWh)			
2021	2022	DIFFERENCE	PERCENTAGE OF CHANGE
32.63	17.51	-15.11	-46.31%



## ELECTRICITY CONSUMPTION

### Our Goals

- To meet all our electricity energy consumption from the solar energy system in 2023,
- To provide energy saving trainings for all our employees serving in our facility,
- To provide energy efficient devices for newly purchased electrical appliances,

## NATURAL GAS CONSUMPTION

In the tables below, there are natural gas consumptions consumed by our facility between 2021 and 2022. The data in the table shows an increase of 51.15% in our electricity consumption in 2022. The main reason for this is that the number of guests is low in 2021 due to the pandemic and the consumption is even less than in 2022. It is more clearly understood when we look at the per capita consumption.

NATURAL GAS (kg)			
2021	2022	DIFFERENCE	PERCENTAGE OF CHANGE
96.121	146,257	+50.136	+51.15%

### NATURAL GAS PER PERSON (kg)

2021	2022	DIFFERENCE	PERCENTAGE OF CHANGE
1.84	1.15	-0.68	-37.47%

#### Our Goals

- To further reduce the per capita rate of our natural gas consumption in 2023,
- To provide energy saving trainings for all our employees serving in our facility,

### WATER CONSUMPTION

It uses water-saving equipment to reduce overall water consumption without compromising on health, hygiene and guest satisfaction; We place an informative “Environmental Card” about water saving in guest rooms and train our employees on this issue.

In our hotels, the following studies are carried out to save water and its continuity is ensured.

We monitor the water risk through the World Resources Institute ([wri.org](http://wri.org)).

Water flow limiting equipment is used in faucets and showers.

Saving and/or double flush systems are used in toilets.

Photocell taps and urinals with sensors are used in the toilets in the common areas.

In the table given below, our water consumption per capita decreased by 52.01% in 2022.



**WATER CONSUMPTION (m³)**

2021	2022	DIFFERENCE	PERCENTAGE OF CHANGE
112,760	131,779	+19.019	+16.86%

**WATER CONSUMPTION PER PERSON (m³)**

2021	2022	DIFFERENCE	PERCENTAGE OF CHANGE
2.16	1.03	-1.12	-52.01%

**Our Goals**

- To further reduce the per capita rate of our natural gas consumption in 2023,
- To provide water consumption savings trainings for all our employees serving in our facility,

## COAL CONSUMPTION

The coal consumption between 2022 and 2021 is given in the table below. The amount of increase in 2022 shows an increase of 148.48% per person.

COAL CONSUMPTION (kg)			
2021	2022	DIFFERENCE	PERCENTAGE OF CHANGE
2,290	4,570	+2.280	+99.56%

COAL CONSUMPTION PER PERSON (kg)			
2021	2022	DIFFERENCE	PERCENTAGE OF CHANGE
0.43	0.035	-0.395	+91,86%

### Our Goals

- Developing projects to reduce our coal consumption in 2023,
- To provide energy saving trainings for all our employees serving in our facility,

## GASOLINE CONSUMPTION

GASOLINE CONSUMPTION (lt)			
2021	2022	DIFFERENCE	PERCENTAGE OF CHANGE
1,010	893.1	-116.9	-11.57%

GASOLINE CONSUMPTION PER PERSON (lt)			
2021	2022	DIFFERENCE	PERCENTAGE OF CHANGE
0.019	0.007	-0.011	-63.02%



## MOTORINE CONSUMPTION

Diesel consumption between 2022 and 2021 is given in the table below. The amount of decrease in 2022 is 9.95% per person.

MOTORINE CONSUMPTION (lt)			
2021	2022	DIFFERENCE	PERCENTAGE OF CHANGE
2,500	5,380	+2.280	+115.2%

MOTORINE CONSUMPTION PER PERSON (lt)			
2021	2022	DIFFERENCE	PERCENTAGE OF CHANGE
0.047	0.042	-0.004	-9.95%

## CARBON RELEASE

We make our purchases from regions as close as possible. Thus, we aim to reduce the environmental impacts by minimizing the CO2 emissions of the delivery vehicles of the supplier companies. Carbon emission is calculated in KgCO2e unit as energy consumption from total electricity, natural gas, gasoline, diesel and coal. It has been observed that carbon emissions have decreased by 41.67% per person.

CARBON RELEASE (kgCO2e)	TOTAL 2021	TOTAL 2022	DIFFERENCE	PERCENTAGE OF CHANGE
	479,566	681,363	+201,797	+42.07%
	TOTAL PER PERSON 2021	TOTAL PER PERSON 2022	DIFFERENCE	PERCENTAGE OF CHANGE
	9.19	5.35	-3.83	-41.67%

### Our Goals

We will make our plans by determining our greenhouse gas-generating activities and measuring how much we emit.

We will decarbonize our lives. We will prefer products that are produced with low-carbon, that is, climate-friendly methods, and we will use energy efficiently.

We will prefer public transportation systems more in our modes of transportation, we will make vehicle route and transportation plans, and we will prefer vehicles that use fuel efficiently.

We will give more support to recycling by taking measures to reduce our consumption. We will prefer suppliers that support recycling.

We will take measures to do more with less energy. When purchasing a product, we will also pay attention to the energy efficiency class.

We will make greener choices. We will make a greater contribution to energy efficiency by compensating for our carbon. We aim to erase our carbon footprint with various activities, especially tree planting.





# *Natural Life Protection* **And**

## **CULTURAL HERITAGE**

*The story is being  
rewritten ...*



## Environmental awareness

Studies are carried out on the protection, care and feeding of wild or domestic animals in the environment. Cleanliness of sea water is one of the issues that we prioritize both within the scope of natural life protection and sustainable tourism. Our hotel has a Blue Flag Award. In this context, we keep a sufficient number of recycling bins on the beach, empty them regularly, and keep the beach clean. We provide training to our beach staff and control the cleanliness of the beaches so that our beaches can be cleaner.





## What We Do for the Environment in the Garden of the Facility



In our facility garden;

The use of chemical drugs has been reduced as much as possible and it is aimed not to harm organic, environmental and human health and living creatures in nature.

Organic fertilizer has been used as much as possible, and the use of chemical fertilizers is being tried to be reduced even more. Perennial plants are preferred instead of seasonal plants in garden plantings.

The amount of drip irrigation has been increased throughout the facility.

Plants such as sage, rosemary and basil were planted to remove harmful insects.

According to the data of the International Union for Conservation of Nature (IUCN), since 15,000 medicinal plants are endangered in the world, we are increasing the number of plants such as Laurel, Sage, Rosemary, Thyme in order to maintain the populations of plants in our garden.

Medicinal and aromatic plants, which have been going on for thousands of years in our country and unfortunately gradually decreasing, are presented to our guests in a corner of our garden in order to be exhibited to our guests from different cultures.

### Tree Types and Numbers in the Garden of the Facility

TREE TYPE	PIECE	TREE TYPE	PIECE	TREE TYPE	PIECE
TURUNÇ	2	DUT KIRMIZI	3	LİMON	2
IHLAMUR	4	COCOS	36	PORTAKAL	3
WASHINGTONIA FILIFERIA	63	JAKARANDA	7	MERSİN	1
ZEYTİN	10	MAZI	1	MALTA ERIĞİ	2
BENJAMİN	25	KIBRIS AKASYASI	1	DEFNE	4
ANDIZ	12	ILGIN	4	KARABİBER	3
NAR	2	MUZ	57	MANDALİNA	2
YOL HATMI	5	GEYİK BOYNUZU	1	OYA	13
MAYMUN ÇIKMAZ	11	MACROZAMİA	10	PHONEX ROBENİ	8
KAUÇUK	6	PANDELUS UTULİS	2	ŞEFTALİ	1
DUT	1	DAİSYLİRİON SERRATİFOLİUM	2	ERİK	5
LİMON	1	DAİSYLİRİON LONGİSSUM	7	LEYLANDİ	2312
GREYFURT	4	AXANTHORHEA GLAUCA	5	KILLI PALMİYE	44
DRAGON	4	BONZAI	8	BAMBU	11
SKAS	286	MANOLYA	5	KOVBOY KAKTÜSÜ	16
HURMA	3	ANAKORYA ÇAMI	10	FIÇI KAKTÜS	11
DEVE TABANI	7	AVAKADO	2	TOPLAM ÖZ AĞAÇ	3.110
YUCA	47	FIRÇA ÇALISI	7		
TESBİH	9	GAMGAT	2		



## Forest Tree Types and Numbers in the Garden of the Facility

TREE TYPE	PIECE	TREE TYPE	PIECE
OLEA EUROPEA (OLIVE)	4	CUPRESSUS (Mediterranean Service)	34
PINUS BRUTIA (RED PINE)	497	THUJA ( PAST)	1
TILIA TOMENTOSA( SILVER LIME)	2	OAK	1
PISTACIA LENTICUS ( GUM TREE )	2	CASUARINA IRON TREE	1
PINUS PINEA (PEANUT PINE)	427	OUERCUS ANATOLIAN OAK	1
CERATONIA SILIGUA (GOAT HORN)	5	HAWTHORN	1
ULMUS (KARAAĞAC)	1	MELIHA ZERDACHIA POSSIBLE TREE	13
LAURUS NOBILIS (MEDITERRANEAN BAY)	8	EASTERN PLANE	17
ALBIZIA JULIBRISSIN (ROSE YARISIM SILK TREE)	6	ACACI (AKASIA)	2
EUCALYPTUS CAMALDULENSIS (OCALIPTUS )	32	LIGUIDAMBAR ORIENTALIS (ANATOLIAN SQUARE TREE)	17
ACACIA (AKASIA)	3	SCHINUS MOLLE (FALSE BLACK PEPPER)	1
CERCIS SILIGUASTRUM (ERGUVAN)	1	CUPRESSUS ARIZONA (ARIZONA SERVICE)	2
		VITEXAGNUS CASTUS TREE OF VITEXAGNUS	1
TOTAL FOREST TREE			1,080

## Types and Numbers of Shrubs Found in the Garden of the FacilityTypes and Numbers

TYPE	PIECE	TYPE	PIECE
AMERICAN ivy	78	ARABIAN JASMINE	29
ACEM PIPE	37	PARADISE BAMBOO	126
HONEYSUCKLE	5	NANDINA	238
BOX	20	KARACİM	3770
OCTOBER	3	GAURA	76
AGAVE	36	OLEANDER	435
CACTUS MOM LANGUAGE	7	PEREGRINA	17
CROWN OF thorns	3	LIGUSTRUM	40
BEGONVIL	18	PENISETUM RUBRUM	520
POTINIA	10	JAPANESE ROSE	17
ELEPHANT FEET	4	RIBBON	2770
STARLICE	2	STARLICE	13
TEXAS JAKE	5	RED BARON	450
PITOSPORUM TOBIRA BIG	60	DURANTO LEMON	500
SNOWBALL	545	TAFLAN	1170
MEXICO PETUNIA	635	BAY	9
PITOSPORUM TOBIRA SMALL	21935	SOLANUM	72
POTINIA	13		
TOTAL BUSH GROUP			33,668



## Environmental Movement



You can throw the magazines and newspapers you read into the colorful recycling bins in the general areas.

You can throw the used syringe, medical waste into the medical waste bucket in the doctor's office.

There is a waste battery box at the reception for end-of-life batteries.

Packaging wastes are not garbage, you can throw them in the colored recycling bins in the general areas.

When you leave the room, you can remove the energy card from its slot and prevent unnecessary electricity consumption.

We have a charging station for electric vehicles in our facility to reduce carbon emissions and to access clean energy.





## Kaleiçi

Kaleiçi, located in the city center of Antalya and home to boutique hotels, historical artifacts, museums, specially designed stores, stylish cafes and restaurants, is surrounded by horseshoe-shaped walls inside and out. It is known that the walls are the joint work of the Hellenistic, Roman, Byzantine, Seljuk and Ottoman periods. There are about 3000 houses with tiled roofs inside the walls. The architecture of Kaleiçi outside the walls bears the traces of Ottoman architecture. The characteristic structures of the houses not only give an idea about the architectural history of Antalya, but also reflect the lifestyle, traditions and customs of the region in the best way.

It is possible to enter Kaleiçi through Hadrian's Gate. This gate is one of the best preserved of the historical buildings in Antalya. The building, which is a Roman work, was built in 130 AD on behalf of the Roman Emperor Hadrian.

One of the most important works in Kaleiçi is the Yivli Minare Complex. The Kulliye is a collection of works of Seljuk art. The main structures in the complex are as follows: Yivli Minaret, Yivli Mosque, Gıyaseddin Keyhüsrev Madrasa, Seljuk Madrasa, Mevlevihane, Zincirli Tomb and Nigar Hatun Tomb. Yivli Minaret One of the first Islamic structures in Antalya. A Seljuk artifact from the eighth century.

Just south of Kaleiçi is the Historical Marina. Dozens of cruise boats are anchored at the marina, which is located in a safe bay. It is possible to make daily tours with these boats to see the cliffs and waterfalls in the vicinity.

Another important building in the region is the Karatay Madrasa. The ornate motifs on the niches and mihrabs in the madrasa are quite striking.

Among the important places and places in Kaleiçi, Karaalioğlu Park should also be mentioned. Karaalioğlu Park is established on an area of 140 thousand square meters. In the park, there are three streets parallel to each other in the east-west direction to the sea, and these streets end with three viewing terraces by the sea. Karaalioğlu Park has a rich living being, especially tree, plant, flower and bird species that reflect the flora of Antalya.

Hıdırlık Tower is a very important work in Karaalioğlu Park. The tower, which was built in the second century, is located in the southwest corner of the Kaleiçi Walls. It is 14 meters high, square at the bottom and cylindrical at the top.





### Phaselis Ancient City

It is known that the Ancient City of Phaselis, located 18 kilometers southwest of Kemer and 58 kilometers southwest of Antalya, was founded by the Rhodesian colonists in the seventh century BC. The geographical location of the city indicates that it was an important port city. The city has three ports, one on the north of the peninsula, the other on the northeast, and the third on the southwest coast.

The fact that they welcomed Alexander the Great with a golden crown in 333 BC is one of the most important lines in the history of the city.

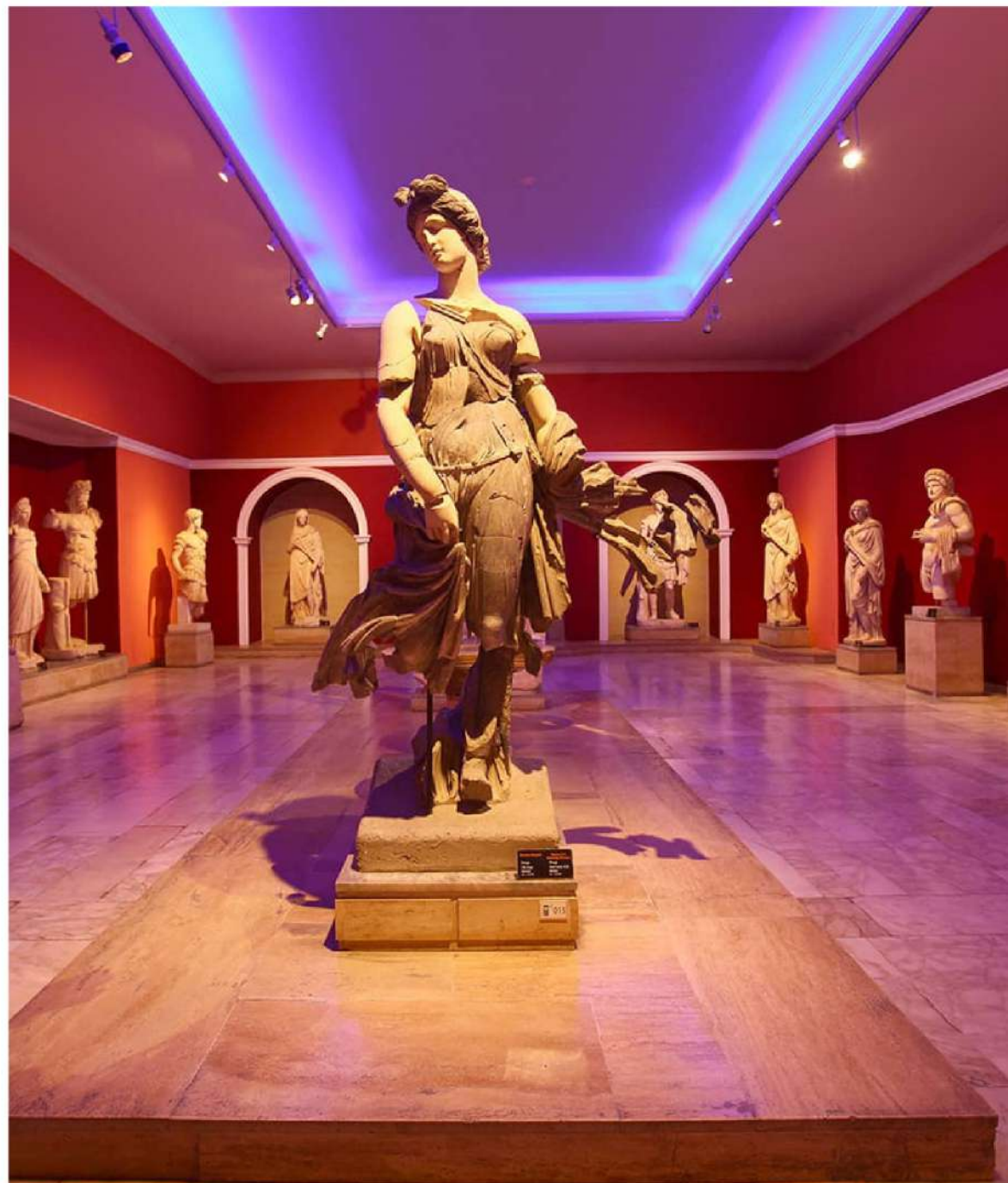
Phaselis, which was under Byzantine rule in the 5th and 6th centuries, was completely abandoned from the beginning of the 13th century due to the damage it received during the Seljuk siege in the 12th century. Mostly Roman and Byzantine ruins have survived to the present day. These are lined up on both sides of the main street that forms the main axis of the city and connects the north-south ports. The street widens between the agora and the theatre, forming a small square. In the southeast corner of the square, steps provide access to the theater and the acropolis. The theater is a small-sized typical Hellenistic theater.





### Antalya Museum

Antalya Museum was founded in 1922 by teacher Süleyman Fikri Erten to preserve the artifacts recovered from the looting of the occupation forces that came to the region after the First World War. The museum, which was first located in Alaaddin Mosque in Kaleiçi and then in Yivli Mosque, was moved to its current building in 1972. Today, Antalya Museum consists of 14 exhibition halls, open-air galleries where sculptures and various works are exhibited, and a garden on an area of 30 thousand square meters. An important part of the three ancient cultural regions Lycia, Pamphylia and Pisidia, located within the borders of Antalya Region, one of the richest corners of Anatolian lands, which has witnessed the history of humanity uninterruptedly, constitute the area of responsibility of the Antalya Museum. Scientists from many countries conduct scientific excavations every year in Antalya, which is a unique open-air museum and an international excavation center with its archaeological riches. Many rescue excavations and landscaping works in the region are carried out by the Antalya Museum. Antalya Museum is an archeology and history museum and can also be described as a regional museum. Most of the works in the collection were obtained from excavations in the region, and ethnographic artifacts were also compiled by museum experts from the region. In the halls, artifacts that reflect the thousands of years of history of Antalya, which started with the first people and continued uninterruptedly until today, can be seen chronologically and from place to place according to their subjects. The Antalya Museum is one of the most important museums in the world, especially with its sculptures from the Roman Period in Perge and with its interesting and unique finds unearthed from museum salvage excavations in recent years. The museum was awarded the European Council Museum of the Year award in 1988.





## Gilding

Illumination is one of the Turkish decorative arts. The meaning of the word is "Gold Decoration". It is the decoration of manuscripts such as books and plates with 18 and 22 carat crushed gold and various colors. This art; It is a collection of works of love, patience, pleasure and grace. Arabic illumination, "gold", "gilding", "ornamentation"; It is used to mean all kinds of decorations made with gold dust and paint on the pages of manuscripts, calligraphy plates, murakkas, and even the upper parts of the tughra. The word is also used for decorations made with other paints, as well as those made with gold alone. Illumination made with only gold is called "halkari". The illuminated artist is called "muzehhib" and the illuminated work is called "muzehheb".

It is an old practice to illuminate all kinds of manuscripts, especially poetry books, presented to sultans, viziers, statesmen, prominent people or prepared for private books. But illumination is mostly used on the first and last pages of the Quran, at the beginning of the suras. Sometimes illumination is made between the lines in other illuminated books, in the margins and corners of the pages, and between verses or couplets in poetry books. Small star and flower-shaped braids used as dots to separate verses in the Qur'an are also made with illumination. Geometrically shaped ones are called jewel dots, hexagonal ones are called cheeshane dots, five-leaf-like five-pointed pençbergs, and three-cornered ones are called seberg. The rose-shaped ornament placed at the lines of the verses to indicate the verses to be paused or prostrated while reciting the Qur'an is one of the main patterns of illumination. It has varieties such as foundation, prostration, hizib, ashir, surah and juz rose.



The most important materials of illumination are paint and gold. In the past, earth paints with a majority of pastel colors were used. Today, ready-made paints are generally used. Gold paint is prepared by crushing gold leaf in water and mixing it with gelatin. The pattern to be applied is transferred to the paper on which the illumination will be made, by shaking it off. Symmetrical patterns are printed and illuminated four times, one quarter each time.

Free patterns are embroidered all at once. After the painting and gold decoration process is completed, the gold parts are polished with a zer sealant if desired. Such illuminations are "pesend" (liked); The ornaments in which the pattern is made with paint as well as gold are called "painted rings". Another type of gilding is called "zerefşan" (gold sprinkling). In this type of illumination, the brush dipped in gold is rubbed on the sieve wire and sprayed onto the gold ground.





06  
SECTION

# Regional TASTE

*The story is being rewritten ...*



## Antalya Bazaar



Antalya style piyaz has gained a reputation that goes beyond the provincial borders with its history of nearly a century. Developed and famous in Antalya, piyaz has become a local product that local and foreign guests visiting the city do not go without tasting with its production technique.

Antalya piyaz is a bean dish with tarator sauce. While piyaz varieties made in other regions are consumed as a salad, it is eaten as a main dish in Antalya and its districts. The distinctive feature of Antalya style piyaz; It comes from the use of tarator sauce, the way of production, the preparation of tarator (tahini, lemon juice, vinegar, salt garlic, olive oil, water.) and the small grain beans used.

It is stated in the works written about Antalya that Çandır beans, which were used in the past, add specialty to the dish. Today, due to the very limited production of Çandır beans, small grained, matte, veined Row-type dry beans, which have the characteristics of this bean, are used. Thus, dry beans do not fall apart during cooking. Piyaz gets its distinctive main flavor from the small grain beans and the tarator sauce poured liberally on the dried beans.

Antalya style market has taken its place among geographical indication products with the Mahrec mark registered by the Turkish Patent Institute in 2017.



### Alanya Güllüklü (Hüllüklü) Soup

Güllüklü (Hüllüklü) Soup is the most important soup of Alanya, which is prepared on the days when people gather together, such as weddings, mevlits, funerals, or specially prepared for the guests who are important to the household. It is also known as "Wedding Soup" because it was served as a wedding meal in the past. Today, it is consumed not only on special occasions, but also in the daily lives of the people of Alanya. For this reason, it can be said that it is the most popular soup of the district.

Güllüklü (Hüllüklü) Soup was registered as a "Geographically Indicated Product" in 2019 by the Municipality of Alanya under the name "Alanya Güllüklü (Hüllüklü) Soup".





## Lagos



Lagos fish, which is from the Serranidae family, is also known colloquially as the grida. Lagos; Although it can be seen in the Aegean, Dardanelles and Marmara, it is a typical Mediterranean fish and is mostly caught in and around Antalya.

The most distinctive feature of Lagos fish that distinguishes it from other fish is that it has pure white meat and less oil. Lagos are very rich in Omega 3. It also contains various vitamins.

It can be said that the most distinctive aspect of Lagos Fish, apart from its health benefits, is the method of cooking the fish.

Fish is cooked in salt. It is made into a mortar with rock salt, eggs and a small amount of soda. The fish is covered with salt. However, it is important not to get salt into the fish. To ensure this, the belly of the fish is covered with a foil.

When the fish in salt is cooked in the oven or over a direct fire for more than an hour, the salts covering the fish harden and break with the help of a hammer. It turns out soft Lagos Fish with a unique flavor!



# Personnel Trainings And

## SOCIAL ACTIVITIES

*The story is being  
rewritten ...*



## Personnel Trainings

In line with the annual training plans we have created, food safety, environment, chemical, occupational health and safety, first aid, fire, quality and social trainings are provided in our hotels.

Our trainings are planned as internal training and external training.

Our environmental trainings;

environmental cleaning, protection of natural life, correct separation of waste, waste reduction, safe use of chemicals, zero waste.

Our environmental consultant company provides training to raise awareness of our personnel at certain periods. In addition to our consultant company, we also receive training from our chemical supplier companies.

Apart from environmental training, an emergency team has been established for emergencies that may occur in our hotels. We are aware of the importance of being conscious in such situations. That's why we take fire and first aid training. We conduct drills periodically to be prepared for emergencies.

We dispose of our waste vegetable oils and pulp by giving them to licensed companies. In the internal and external trainings we have received, we raise awareness about the importance of recycling waste vegetable oils and the damage they cause to the environment, and we raise awareness of our environment.



## Social activities

Apart from the trainings and activities we do in our hotels, we also participate in environmental activities with local organizations and raise awareness of the people of the region in order to ensure the continuity of the environmental awards we have won.

We take part in social projects with local organizations and we work to raise awareness of the people of the region by participating in environmental activities. We aim to provide a work environment that respects human rights, in line with international standards, where employees can develop themselves, express their opinions freely and not be discriminated against.

Staff cafeteria, meals served in staff cafeteria are free for employees. It serves as breakfast, lunch, dinner and night menu. Hot and cold drinks are also available. There is a doctor's office, a doctor's office with a doctor and a nurse in our hotel. Our employees can benefit from health services during working hours.









**baia**hotels

*The story is being  
rewritten ...*

