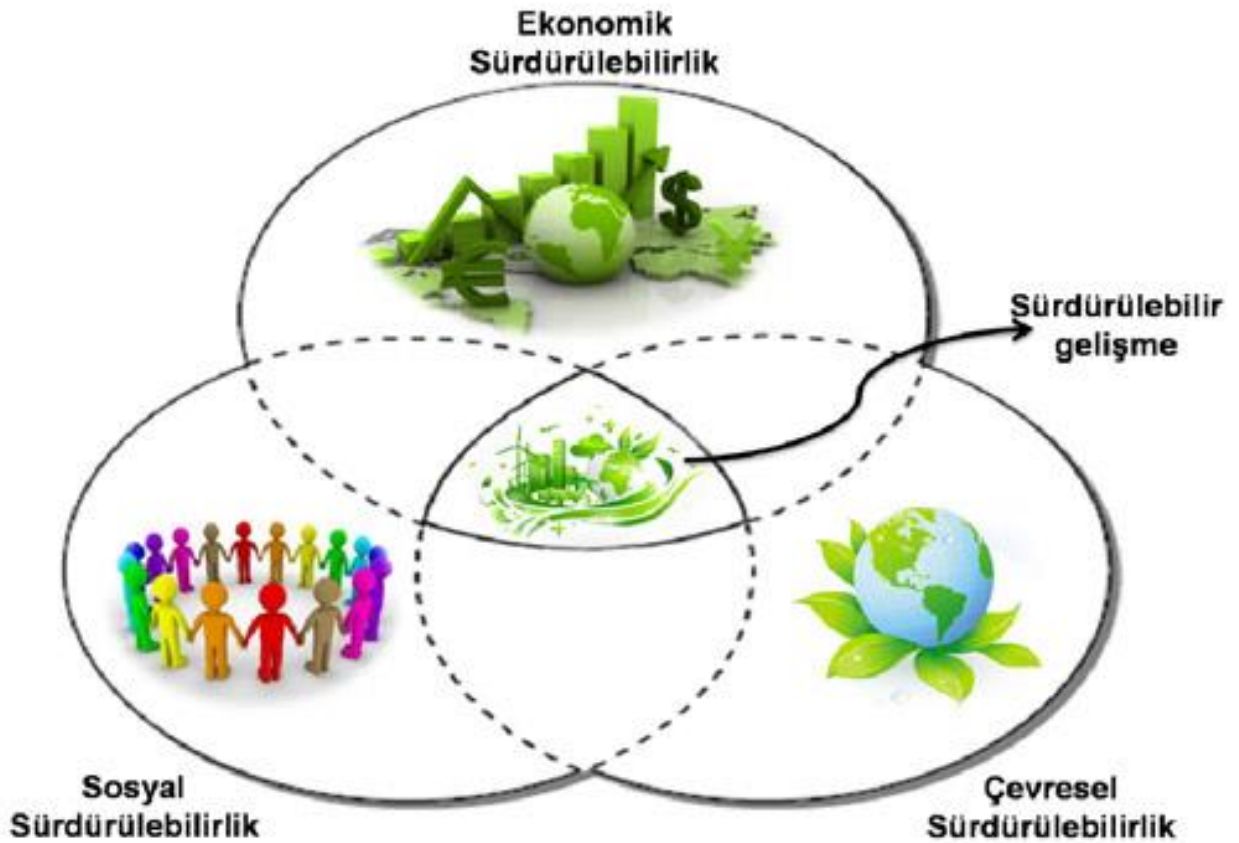




ERBOY HOTEL
SUSTAINABILITY REPORT
JANUARY-DECEMBER 2024

We are aware of our responsibilities regarding sustainable tourism. That is why we attach equal importance to raising awareness not only of our guests but also of our employees. We continuously increase social responsibility awareness and consistently implement an environmentally friendly management style.

The basis of our management style is based on “sustainable tourism”. In order to leave a more livable environment for the next generation, we use our natural resources in a sustainable way while keeping our products and services at the highest quality.



Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	1 / 31

ABOUT THE REPORT

As a business, informing our stakeholders about our activities and their impacts in a transparent and effective manner is one of the issues we attach special importance to. In this context, the sustainability reports that we aim to publish annually will be an important tool that we use in order to be a transparent and accountable organization.

Since the day we started operating in business life, we have made and continue to make many investments with both social and environmental content for the sustainability of our business. With this sustainability report, we aim to convey our economic, environmental and social performance to our employees, customers and other stakeholders. The information in this report includes our performance between January 1, 2024 and December 31, 2024, unless otherwise stated.

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	2 / 31

CONTENTS

➤ TITLE	
➤ INTRODUCTION	1
➤ ABOUT THE REPORT...	2
➤ CONTENTS.....	3
➤ ABOUT US	4
➤ SCOPE	5
➤ SUSTAINABLE MANAGEMENT SYSTEM 6-	7
➤ LEGAL COMPLIANCE	8
➤ STAKEHOLDERS AND COMMUNICATION	9-10
➤ ACCESSIBILITY	11
➤ PURCHASING.....	12-13
➤ ENVIRONMENT AND NATURE PROTECTION	14
➤ ENERGY MANAGEMENT	15
➤ WATER MANAGEMENT	16
➤ FOOD WASTE AND SOLID WASTE.....	17
➤ PERSONNEL AND WORKING LIFE.....	18-19
➤ CULTURAL STUDIES.....	20
➤ COMMUNICATION WITH THE LOCAL PEOPLE	20
➤ THINGS PLANNED TO BE REALIZED WITHIN THE SCOPE OF SUSTAINABILITY.....	21
➤ SUSTAINABLE MANAGEMENT SYSTEM POLICIES	22
➤ QUALITY POLICY.....	22
➤ CULTURAL SUSTAINABILITY POLICY.....	22
➤ ENVIRONMENTAL PROTECTION AND WASTE MANAGEMENT POLICY	23-24
➤ CHILDREN'S RIGHTS EXPLOITATION AND HARASSMENT POLICY	24
➤ ENERGY EFFICIENCY POLICY	25
➤ HUMAN RESOURCES POLICY	26-27
➤ OCCUPATIONAL HEALTH AND SAFETY POLICY	28
➤ WOMEN'S RIGHTS AND GENDER EQUALITY POLICY	28
➤ SOCIAL RESPONSIBILITY POLICY	29

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	3 / 31

ABOUT US

Our facility is located at Hocapaşa Mah. Ebussud Cad. No:18 Fatih / ISTANBUL and has a Special Accommodation Certificate from the Ministry of Culture and Tourism with a capacity of 84 rooms.

Our rooms have the necessary facilities for our guests to feel comfortable and peaceful;

- Hair dryer
- Electronic key lock system
- Direct telephone in the rooms
- LCD-Satellite television with stand-by feature
- Encrypted private safe
- Central system air conditioning system
- Smoke detector connected to the central fire system
- Specially insulated door and window system for noise
- Tea and coffee set
- Special hygiene kit.

A sustainable management system / local and regional community communication officer has been determined in our facility. You can contact us at the following contact numbers to provide feedback about our system and share your experiences.

Authorized person: Mehmet Balaman

Contact Number: 0090 533 224 21 15

e-Mail address: info@erboyhotel.com

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	4 / 31

SCOPE

This document constitutes the basic framework of a Sustainability Management System (SMS) that can be adapted and developed to cover all management processes of our hotel, and also sets out the policies and practices of our organization. This document is prepared for all stakeholders, guests and staff of the hotel. Our system is constantly being developed to suit the size and scope of our hotel.



Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	5 / 31

SUSTAINABLE MANAGEMENT SYSTEM

We believe that tourism and sustainable practices can coexist with luxury and guest comfort.

By embracing our sustainability philosophy, we aim to provide an unforgettable and environmentally conscious experience for our guests while actively contributing to the protection of our planet. In line with our sustainability values, we are committed to promoting environmentally friendly practices and developing a philosophy of environmental responsibility. We believe that sustainability is not just a trend, but a fundamental principle that guides our operations and guest experience.

We are committed to contributing to the fight against climate change by reducing emissions, increasing the use of renewable energy and offsetting remaining emissions. Sustainability plays a key role at the core of our vision and values. We believe that hospitality can coexist harmoniously with the well-being of our planet and communities. We are constantly working to improve our energy efficiency, use of renewable energy, water conservation, waste minimization and sustainable supply.

The basis of our sustainable management system is based on risk analysis. Risk analysis is carried out under the headings of environment, natural disasters, society, culture, economy, quality, human rights, health and security. New headings can also be added if necessary.

After the risks are analyzed, we also have a crisis management plan system that determines what to do in case the risks occur. The annex of this document includes how to conduct risk analysis and crisis management.

SYS includes the implementation of certain policies by all employees on quality, economy, management, environment, culture, human rights, health and safety, setting targets and monitoring whether the targets are achieved and continuously improving the business management processes.

If the determined targets are achieved, new targets are determined. If not achieved, our targets, policies and practices are reviewed. In this way, we strive to ensure continuous improvement.

The targets related to our hotel's management system and the performance indicators that monitor compliance with the targets are included in the annex of this document.

Our hotel undertakes to fulfill the obligations of the Turkey Sustainable Tourism Program regarding sustainability and to continuously improve the sustainable management system in order to increase its sustainability performance.

Due to the status of the sector, environmental, social, technological, economic and cultural

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	6 / 31

risks, changes and updates originating from legislation, our management system is constantly reviewed and the system and policies are updated if necessary.

The steps mentioned above can be summarized as the Plan-Do-Check-Act (PDCA) approach.

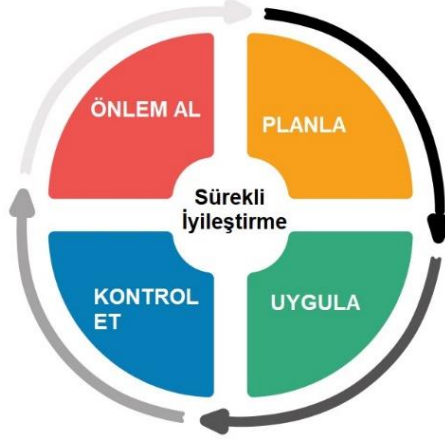


Figure 1. PUKÖ Cycle

Plan: Our hotel attaches importance to the environment, society, culture, national economy and management system and sets goals. It plans the roadmap and actions to be followed in order to achieve the determined goals.

Implement: Our hotel determines its basic policies and practices regarding environment, culture, social, human rights, health and safety. It monitors, measures and records these at intervals defined by the relevant personnel.

Check: Feedback from both staff and customers in our hotel is monitored and recorded. Corrective measures are taken if necessary.

Take action: We take action to correct the problems identified in the check step of our hotel. Corrective measures and processes are recorded and archived.

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	7 / 31

LEGAL COMPLIANCE

Our hotel undertakes to comply with the applicable laws, regulations and international agreements, maintains an up-to-date list of these and regularly informs its staff about them, and provides the necessary training to the staff.

Our hotel presents all necessary permits, certificates and documents to the relevant persons and institutions upon request or request.

These documents are the Business Opening and Operating License, the last month's personnel insurance declaration, tax certificate, emergency action plan, personnel training and certificates, the contract with the workplace doctor, the sewer connection document received from the municipality, documents indicating that pest control has been carried out and other necessary documents.

Legal documents of the business;

T.C. FATİH BELEDİYE BAŞKANLIĞI
İŞYERİ AÇMA VE ÇALIŞMA RUHSATI

ADI SOYADI : ERBOY TURİZMİK TESİSLER İŞL. ve TİC. A.Ş.
İŞYERİNİN ÖZÜNE : OTEL
FAALİYET KONUSU : OTEL
SINIFI : KİMLİMA AÇIK
RUHSAT NO : 28204308
VERİLEŞ TARİHİ : 29.12.2020
ADRESİ : HOCAPAZA MAHALLESİ ERBUSSUD CADDESİ NO:18
İŞYERİNİN ADRESİ : HOCAPAZA MAHALLESİ ERBUSSUD CADDESİ NO:18
İŞYERİNİN HARCA EKAS KULL. A. DİĞER FAALİYET ALANLARI : 3979 m²
ÖLÇÜ :
AÇIKLAMA : Bu ruhsat 3572.SYV.5216 ve 2464 sayılı Kanun ve Bu Kanunlara dayanan diğer mevzuat hükümlerine göre alınmıştır. İşletme çevre düzenlemesi, sağlık ve güvenlik önlemlerini, işyeri düzenlemelerini, işyeri düzenlemeleri ve İşyeri Sağlık Kurumları ile işyeri düzenlemelerini yapmak zorundadır.

FATİH BELEDİYESİ
Müfettiş: Mah. Azhan Müftüoğlu
Mühür No: 51 F.031 / 51 F. Tel: (0212) 452 14 03 - www.fatih.bel.tr

T.C. KÜLTÜR VE TURİZM BAKANLIĞI TURİZM İŞLETMESİ BELGESİ

Adı : HOTEL ERBOY
Sınıf ve Türü : 4 YILDIZLI OTEL
Adresi : HOCAPAZA MAHALLESİ ERBUSSUD CAD. NO:18
FATİH/İSTANBUL
Belge Sahibi : ERBOY TURİZMİK TESİSLER İŞL. VE TİC. A.Ş.
Tarih ve Sayı : 26.11.2022 - 20444
Çalışma Saati : GENELGEŞİNDİLE GÖSTERİLMİŞTİR
Kapasite : 83 ODA (2 YATAK), 1 BEDENSİZ ENGELLİ ODASI (2 YATAK), TOPLAM: 84 ODA - 168 YATAK, 60 KİŞİLİK YEMEK SALONU, LOBI BAR, 50 KİŞİLİK LOKANTA, 60 KİŞİLİK TOPLANTI SALONU

Serhat ALDEMİR DOĞAN
BİRİM: Genel Müdür V.

BU BELGEDE BELİRTİLEN KAPASİTE 3194 SAYILI İMAR KANUNU VE 3621 SAYILI KENT KANUNUNA GÖRE İYAR OLUŞTURULMUŞTUR.

Bu belgeyi 9070 Sayılı Elektronik İmar Kanununa göre elektronik ortamda yayımlanmıştır. Güncel bilgileri için lütfen Bakanlık web sitesine ulaşarak belgeyi kontrol ediniz.
The validity of this document is confirmed by the Ministry of Culture and Tourism. For more information, please visit the Ministry's website.

T.C. İSTANBUL VALİLİĞİ ÇEVRE, ŞEHİRCİLİK VE KLİM BAKANLIĞI İL MÜDÜRLÜĞÜ

SIFIR ATIK BELGESİ
(Temel Seviye)

Belge No: TS/SA/05/110 Tarih: 02/02/2023

Adı: ERBOY TURİZMİK TESİSLER İŞLETMECİLİĞİ VE TİCARET ANONİM ŞİRKETİ- ERBOY HOTEL
Adresi: HOCAPAZA MAHALLESİ ERBUSSUD CADDESİ NO: 18, FATİH/İSTANBUL, TÜRKİYE
Vergi No: 330801948
Tic. Sic. No: 274242

12/07/2019 tarihli ve 20223 sayılı Resmî Gazete'de yayımlanan Çevre Kanununa göre Sıfır Atık Yürütme Sistemi ile Atık Yürütme Sistemi ile Sıfır Atık Belgesi'ni almaya hak kazanmıştır.

İzci Mehmet GÜNER
Sıfır Atık Belgesi ve İfade Doğrulama İşlemleri

Belge Son Geçerlilik Tarihi: 02/02/2023

E-İMZA LIDIR

THE INTERNATIONAL REC STANDARD

This Redemption Statement has been produced for

ERBOY TURİZMİK TESİSLER İŞLETMECİLİĞİ VE TİCARET A.Ş.

by

ENERJISA MÜŞTERİ ÇÖZÜMLERİ A.Ş.

confirming the Redemption of

486.000000

1 REC Certificates, representing 486.000000 MWh of

electricity generated from renewable sources.

This Statement relates to electricity consumption located at or in

Turkey

In respect of the reporting period

2024-04-01 to 2024-12-31

The stated Redemption Purpose is

Disclosure for Scope 2 Reporting

Ev.



Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	8 / 31

Redeemed Certificates

Production Device Details

Device	Country of Origin	Energy Source	Technology	Supported	Commissioning Date	Carbon (CO ₂ / MWh)
KADINCIK 1 HES	Turkey	Hydro-electric	Run of river	No	1971-08-16	0.000000

Redeemed Certificates

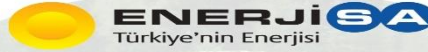
From Certificate ID	To Certificate ID	Number of Certificates	Offset Attributes	Period of Production	Issuer
0000-0217-8609-6236.000000	0000-0217-8609-6721.999999	486.000000	Incl	2022-07-01 - 2022-12-31	Foton

Auditor Notes

This statement is proof of the secure and unique redemption of the I-RECs stated above for the named beneficiary to be reported against consumption in the country during the reporting year stated. I-RECs are assigned to a beneficiary at redemption and cannot be further assigned to a third party. No other use of these I-RECs is valid under the I-REC Standard.

Where offset attributes are 'incl' the device registrant, who exclusively holds the environmental attribute rights, has undertaken never to release carbon offsets in association with these MWh; 'excl' means carbon offsets relating to these MWh may be traded independently at some point in the future.

Thermal plants emit carbon as part of the combustion process. While this is not zero carbon, it is generally recognised as carbon neutral where the source is recent biomass.



YENİLENEBİLİR ENERJİ SERTİFİKASI TEDARİK BELGESİ

PROOF OF RENEWABLE ENERGY PROCUREMENT

Sn. ERBOY TURİSTİK TESİSLER İŞLETMECİLİĞİ VE TİCARET ANONİM ŞİRKETİ

Dear ERBOY TURİSTİK TESİSLER İŞLETMECİLİĞİ VE TİCARET ANONİM ŞİRKETİ

Bu belge ile 01.04.2024 tarihi itibarıyla uluslararası standartlar tarafından kayıt altına alınan yenilenebilir enerji sertifikalarını kullanarak %100 oranında çevre dostu enerji tüketmeye başladınız.

This is to certify that, as of 01.04.2024, you have started consuming 100% environmentally friendly energy by use of renewable energy certificates that are recognized by international standards.

Bu belge 01.04.2024 - 31.12.2024 tarihleri arasında geçerlidir.

This document is valid from 01.04.2024 to 31.12.2024.

İŞİM ENERJİSİ
MEHMET UĞUR
SATIŞ DİREKTÖRÜ / SALES DIRECTOR

Bu belge taraflar arasında imzalandan Elektrik Tedarik Sözleşmesi yürürlükte olduğu sürece geçerlidir.

This document is valid as long as the Electricity Supply Contract is signed between the parties.

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	9 / 31

STAKEHOLDERS AND COMMUNICATION

Our hotel provides accurate information to all segments in promotion. It always uses real visual material in promotion. Our hotel has a transparent and realistic structure in terms of its products and services on its website, social media accounts and other printed and written promotion channels and marketing communications.

Our hotel also shares its actions, operations and processes regarding policy and sustainability with its employees and customers in an open and transparent manner. Our hotel's website is used to do this. Periodic reports on sustainability performance are published on our website. These reports are prepared in periods appropriate to their subject.

Our hotel has a system that aims to receive feedback from our customers, public institutions, municipalities, employees, the local community and all other relevant individuals and institutions regarding our sustainability performance, policies and practices. We receive feedback from both our staff and our customers through this system.

Our system is designed to enable and encourage our customers and staff to provide feedback quickly, easily and effectively.

This system includes survey applications for guests, regular monitoring of social media accounts, e-mail, messaging services and other communication channels for employees, and e-mail communication and regular monitoring of these for all other stakeholders.

Guest experience: Guest satisfaction is given importance in our hotel. Guest satisfaction includes feedback from the system explained above regarding sustainability. The results obtained are analyzed. Negative feedback and the responses given to it are recorded and necessary measures are taken.

Personnel participation: The most important element of our hotel's management system is our employees.

Our employees know what they need to do in our management system and sustainability-related policies and practices. What our employees need to do is defined in writing, communicated to them and the necessary training and guidance is regularly provided. Trainings on this subject are recorded.

Our employees play an active role in the development and continuous improvement of our management system and sustainability performance. We review and improve our system in line with the feedback from our employees.

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	10 / 31

Including orientation trainings in line with our sustainability policies and management system; employees are provided with periodic training programs, on-the-job training, trainings required by legal regulations and guidance support related to sustainability and their work areas. We implement annual training plans on Occupational Health and Safety trainings, hygiene trainings for kitchen/service/massage etc. personnel, water and energy saving, chemical substance usage rules, fire protection, first aid, etc.

Our employees have free and open access to all our training materials.

Our hotel is committed to complying with the relevant provisions of the Labor Law No. 4857 and pays at least the minimum wage to its employees. In addition, our hotel is committed to complying with the Social Insurance and General Health Insurance Law No. 5510 and the Occupational Health and Safety Law No. 6331.

Our hotel has established a "Sustainability Team" to manage sustainability activities.

A sustainable management system / communication officer with local and regional people has been determined in our facility. You can contact us at the contact numbers below to provide feedback about our system and share your experiences.

Authorized person : Mehmet Balaman

Contact Number : +90 533 224 21 15

e-Mail address : info@erboyhotel.com

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	11 / 31

ACCESSIBILITY

Our hotel is committed to providing accessible tourism services to everyone within its means and informs its customers and stakeholders about the level of accessibility clearly and accurately through its website.

Our hotel also follows and undertakes to fully comply with legal regulations regarding accessibility and to continuously improve this issue.

Our hotel is committed to providing accessible tourism services to everyone within its means and to clearly and accurately informs its customers and stakeholders about the level of accessibility through its website.

Our hotel follows and undertakes to fully comply with legal regulations regarding accessibility and to continuously improve this issue. We strive to make continuous improvements not only for the physically disabled but also for our guests who cannot participate in tourism activities due to disabilities such as vision or hearing.

Our hotel regularly carries out the maintenance and repair of its accessibility regulations and infrastructure and provides improvements when necessary. We also regularly inform our employees about accessibility.

Our facility has accessibility practices at the facility entrance, elevators and breakfast hall.

There is 1 disabled room in our facility.

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	12 / 31

PORCHASING

Our purchasing policy includes policies for local, environmentally friendly, fair trade and efficient purchasing.

Our hotel monitors our sources of goods and services. We meet with our suppliers at regular intervals. We check their sustainability certificates, information and documents.

Local purchasing: When purchasing goods and services, our hotel prioritizes local suppliers, provided that they are of good quality and reasonably priced. For this reason, it regularly inspects its suppliers, updates its supplier list and informs its suppliers. The proportion of goods and services purchased from the local community is measured.

When purchasing goods and services, our hotel also prioritizes fair trade suppliers, provided that they are of good quality and reasonably priced for imported products.

Environmentally friendly purchasing: Our hotel follows an environmentally friendly policy in purchasing, and emphasizes efficient purchasing, energy saving and water saving in order to reduce food and solid waste.

Our hotel prioritizes environmentally friendly products (environmentally labeled products) in its purchases. If there are no environmentally labeled products in the product group to be purchased, it selects the relevant products from suppliers and manufacturers whose production and all other processes do not harm the environment.

In this context, our hotel prioritizes the selection of suppliers with sustainability certificates when making its purchases. Example certificates that can be sought from suppliers are documents such as ISO14001, ISO50001, ISO14064, ISO20400.

For wood, fish, paper and other foods, products with environmental certification (FSC, MSC, AB-EcoLabel, etc.) or traceable sources are preferred.

Threatened species and species prohibited for sale (fish, trees, plants, game, etc.) are not purchased or used in our hotel.

The ratio of our purchases from environmentally certified, local producers and suppliers, and fair trade suppliers to total purchases is measured.

Our hotel has goals regarding environmentally certified, local and fair trade purchasing. In this context, we measure the ratio and number of local and fair trade suppliers in our purchases. artmasını hedeflemekte ve buna özen göstermekteyiz.

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	13 / 31

Efficient purchasing: Our purchasing policy favors reusable, returnable and recycled goods.

Our hotel also prioritizes bulk purchasing and bulk product purchases. This means fewer shipments to our hotel, resulting in fewer greenhouse gas emissions.

Our main priority and preference is to avoid unnecessary and excessive plastic, nylon, paper, glass and wooden packaging in products arriving at our hotel.

Disposable products and unnecessary packaging (especially plastic) are avoided in the purchase of consumables and toiletries. The purchase and use of consumables and disposable products are monitored and managed.

Total number of approved suppliers: 30

Total number of local suppliers: 23

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	14 / 31

ENVIRONMENT AND NATURE PROTECTION

Our main goal is to protect our resources in the most efficient way, prevent environmental pollution and protect nature, reduce the amount of our waste, recycle or render it harmless. We strive to take the necessary precautions and actions by being aware of our environmental impacts.

In our business, we undertake to be an environmentally friendly institution with a sense of social responsibility by ensuring the prevention of pollution and sustainability in the implementation and presentation of our products and services in accordance with international and national legal conditions and regulations as well as internal and external customer conditions.

While fulfilling this commitment;

- We determine our impacts on the environment and take them under control.
- We are prepared for emergency situations (fire, explosion, flood, earthquake, leakage, etc.) related to pollution risks and comply with legal regulations.
- We strive to minimize our waste, prevent pollution at its source, use energy efficiently and reduce the impacts of our activities on the environment.
- We continuously improve our environmental performance in waste separation and waste reduction, efficient use of natural resources.
- We monitor the recycling and disposal of waste.
- We train our employees on chemical use, environmental impacts and waste.
- We encourage our employees and guests to be sensitive to the environment, and we develop our employees by providing them with training on environmental awareness and efficient use of energy.
- As a team, we try to raise awareness in society by cleaning the streets around the hotel at certain intervals.
- We use energy and water saving systems in our hotel
- We raise awareness and encourage our suppliers and stakeholders on energy efficiency studies.
- We donate trees to environmental organizations and the theme in order to minimize the damage in nature in carbon emissions.



Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	15 / 31

ENERGY MANAGEMENT

Energy saving: Our hotel has an energy saving policy. The policy includes regular measurement, monitoring and reduction of energy consumption.

Our hotel groups energy consumption according to energy type, and energy consumption of different units is monitored.

The total energy used in our hotel is measured according to type.

Our hotel determines the activities where energy consumption is high, plans and implements corrective measures to reduce energy consumption in these areas and activities (heat insulation systems, preference of low-consumption devices among those with energy consumption classes, use of LED bulbs instead of high-energy-consuming lighting such as incandescent, etc.). In addition, our hotel uses energy-saving equipment.

Our hotel informs and trains its employees and stakeholders about energy saving.

Environmental elements within the scope of Sustainability in our hotel

- A digital recording system has been launched in supplier, purchasing and office works to minimize paper consumption.
- E-invoice has been implemented in accounting in billing transactions.
- Packaging Waste is collected and delivered to the local administration in a controlled manner.
- Glass bottles have been used in rooms and minibars in our facility.
- Awareness-raising activities have been carried out to minimize the use of electricity, water and energy resources used in common areas.

Aerator applications have been made in taps used in all rooms and areas and water flow adjustments have been adjusted to fill a 1-liter container in 14 seconds.

Total electricity consumption rate for January – December 2024: 1555834.94 Kwh

Total natural gas consumption rate for January – December 2024: 1930 m3

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	16 / 31

WATER MANAGEMENT AND WASTEWATER

Our hotel has a water saving policy. Our policy includes regular measurement, monitoring and reduction of water consumption. The water risk situation in the region where our hotel is located has been determined. For this purpose, the Water Risk Atlas prepared by the World Resources Institute is used.



In the risk analysis, water risk was also evaluated, a water management plan was prepared. This plan includes targets and reports for measuring and monitoring water use and reducing water consumption.

Due to our hotel's water use activities, living creatures in waters such as seas and lakes are not harmed. Nevertheless, the possibility of harm to these creatures was evaluated in the risk analysis and necessary precautions were taken.

Our hotel complies with all legal requirements and regulations in the use of water. Water comes from a legal and sustainable source.

We measure our water consumption. The total water used per guest or overnight stay is calculated and reported.

We have targets for reducing water consumption. Our hotel plans and implements corrective measures for this purpose. Water-saving equipment is used in our hotel. Good practices such as changing sheets and towels upon guest request are used in our hotel.

Our hotel informs and guides its employees and stakeholders about water saving. Our hotel mobilizes all its resources to prevent wastewater from harming the environment.

Regulations determined by the local government for the disposal of wastewater are followed

Total water consumption rate for January – December 2024: 36629 m3

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	17 / 31

FOOD WASTE AND SOLID WASTE

Our hotel has a Solid Waste Management Plan. The plan includes regular measurement and monitoring of waste production, waste reduction, reuse, recycling and waste disposal.

Solid waste is separated according to its types such as food, recyclable, toxic/hazardous and organic, and recycling and reuse statuses are taken into consideration during separation.

Our hotel regularly informs and guides its employees and stakeholders about waste management with various visual and communication materials.

Solid waste separated according to its types in our hotel is collected by authorized and licensed companies.

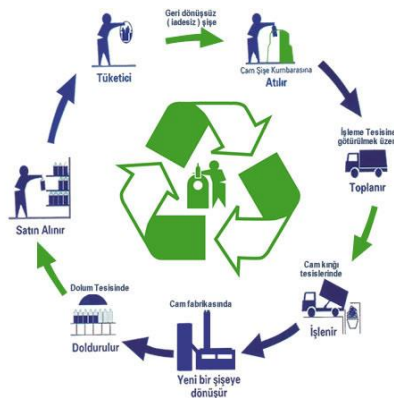
Solid waste, including food waste, is measured according to its type. The amount of solid waste per guest or overnight stay in our hotel is calculated and reported.

Our hotel has also identified activities and risk areas where solid waste generation is high. It plans and implements corrective measures to reduce food waste and waste.

It is aimed that solid waste disposal does not have a negative impact on the local population or the environment. Compliance with the "Zero Waste Regulation" legislation regarding solid waste management is ensured.

Total waste consumption rate for January - December 2024: 2405 Kg

Total single-use waste consumption rate for January - December 2024: 9285 Units



Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	18 / 31

STAFF AND WORKING LIFE

In our spirit, the most important resource that makes us who we are is our employees. Being aware of this, issues such as the social and fringe benefits of our employees, performance management, rewards, education and career management, and employee safety are always our priority.

Our Human Resources Vision; To create qualified human resources that are highly motivated, protect and enhance the corporate image, highlight innovative work, value service and see their work as a part of a whole, and to be a pioneer in the sector and in Turkey with integrated human resources practices.

Our Human Resources Mission; - To plan and train human resources that will realize the goals and strategies of the institution, to carry out personnel work and transactions at an optimum level, to have personnel who are specialized in their field, have the ability to represent the institution and can present new initiatives in their field and have high self-confidence.

Our employees know what they need to do in our management system and in our policies and practices related to sustainability. What our employees need to do is defined in writing, communicated to them and the necessary training and guidance is regularly provided. Trainings on this subject are recorded. Our employees take an active role in the development and continuous improvement of our management system and sustainability performance. We review and improve our system in line with the feedback we receive from our employees.

Fair compensation Our employees are informed about the wages they will receive, working conditions, working hours, and when they will receive their wages before they start working at our facilities. Education and Career Management All of our employees can benefit from the right to education equally. In addition to the legal and professional training required by the hotel industry, employees are provided with periodic training programs, on-the-job training, trainings required by legal regulations and guidance support regarding sustainability and their work areas, including orientation trainings in line with our sustainability policies and management system. We implement annual training plans on Occupational Health and Safety trainings, hygiene trainings for kitchen/service/massage etc. personnel, water and energy saving, chemical substance usage rules, fire protection, first aid, etc.

Our employees have free and open access to all our training materials. Our hotel is committed to complying with the relevant provisions of the Labor Law No. 4857 and pays its employees at least the minimum wage. In addition, our hotel undertakes to comply with the Social Insurance and General Health Insurance Law No. 5510 and the Occupational Health and Safety Law No. 6331.

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	19 / 31

Employee and Human Rights Ensuring the absolute satisfaction of employees is a priority issue. From this perspective, it is the responsibility of the management to ensure the employees' legal rights, as well as some benefits provided by our business as fringe benefits; the working environment, psychology, self-motivation, performance, in short, all comfort in the workplace.

As a business that appeals to guests from different nations and provides services at an international level, discriminating against our guests or guests based on nationality, race, language, etc. is against both our hotel and business principles. Therefore, all personnel procedures of our employees from different countries or nationalities are followed in accordance with legal procedures, and equal opportunities are offered to all our employees within the hotel regardless of their characteristics

Total number of employees in the January - December period of 2024: 35 People

Total number of male employees in the January - December period of 2024: 28 People

Total number of female employees in the January - December period of 2024: 7 People

Total number of local area employees in the January - December period of 2024: 35 People

CULTURAL STUDIES

We are aware of our duty to protect local culture and values.

In this context;

- Cultural Promotion
- Contribution to the Commercial Volume of the Region
- Promotion of Natural and Historical Riches
- Our sensitivity in carrying out studies and participating in activities on the employment of local people is at the highest level.

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	20 / 31

COMMUNICATION WITH THE LOCAL PEOPLE

Through facility managements and their designated representatives;

- Strengthening local employment,
- Increasing local awareness,
- Protecting local resources and opportunities,
- Protecting historical and cultural assets,
- Mutual assistance in the region,
- Supporting activities that promote the region,
- Resolving important issues and problems that will affect the region, meetings are held with hotel unions, municipalities, regional mukhtars, official authorities, and joint studies are carried out by determining the needs.

12. WORKS PLANNED TO BE CARRIED OUT WITHIN THE SCOPE OF SUSTAINABILITY

- Our first priority is to continuously develop annual training plans to reduce energy and water consumption rates and to reduce energy consumption by 1% annually.
- To ensure sustainability with environmentally friendly and energy efficient machinery, equipment and consumables.
- Our first priority is to develop projects to reduce waste with an effective waste management program and to spread zero waste awareness to prevent recyclable waste from mixing with household waste, and to reduce waste consumption by 1% annually.
- We plan to increase the amount of donations to theme and environmental protection organizations by 1% each year in order to reduce carbon emissions and damage to nature.
- While determining our approved suppliers to reduce carbon emissions, we plan to spread information activities on providing services with electric and new green vehicles with the lowest carbon emissions.
- We will choose energies that produce less carbon
- We will be part of the common solution by working with the private sector, government, local administrations and civil society organizations, with the awareness that the climate change problem is a global issue. We will develop projects for stray animals to protect natural life and support wildlife.

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	21 / 31

- We will provide stationery assistance to our staff who have school-age children.
- We will create internship opportunities for tourism students to gain work experience.
- We will contact tourism schools in the region and open the areas in our hotel for use as workshops.
- We will support tourism high schools and universities, career day planning and financial social responsibility projects.
- We will produce projects to reduce the consumption of disposable toiletries with a gradual transition program in at least 50% of the guest rooms.

13. SUSTAINABLE MANAGEMENT SYSTEM POLICIES

QUALITY POLICY

On the way to achieving our vision; To meet guest expectations at the highest level and to be a leading organization in the sector, To create the establishment philosophy with all our personnel and to provide continuous development, trust in the workplace and service that exceeds the expectations of our guests, To provide service by showing the necessary sensitivity with a preventive approach to food safety risks in accordance with national and international legislation and conditions, To be an exemplary business for all other organizations in our country and to create value, To prevent these accidents by reducing all risks that may endanger the health, life and work safety of our guests and personnel to the lowest levels, To make quality measurable, to ensure continuous improvement of the system and to ensure the unity of our employees and management by setting targets, As a hotel, to create environmental awareness together with our personnel and to leave a cleaner, healthier and safer environment for future generations are among our primary quality goals.

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	22 / 31

CULTURAL SUSTAINABILITY POLICY

Presentation of Cultural Heritage: Our hotel respects the intellectual property rights of local people. Authentic elements of traditional and contemporary local culture are valued in our cuisine, design and decoration.



Artifacts: Our hotel does not buy, sell, mediate or exhibit historical and archaeological artifacts. In order to provide a unique accommodation service, a wide range of contemporary art works, mostly created by our local artists, are exhibited in all our facilities.

Promotion of Sustainable Local Gastronomy: Our hotel prioritizes the promotion and consumption of local products. It puts forward innovative and creative practices to ensure sustainability in gastronomy in all its activities.

ENVIRONMENTAL PROTECTION AND WASTE MANAGEMENT POLICY

- We protect the environment in our business, prevent its pollution, and attach importance to its protection by reducing our negative impacts on the environment.
For this;
- We comply with legal regulations and try to reduce our environmental impact.

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	23 / 31

- We take care to effectively separate our waste according to their source, groups and hazard classes.
- We know that using hazardous substances and chemicals only when needed and as much as necessary will reduce both their negative impact on the environment and the amount of waste,
- We contribute to protecting nature by choosing “recycling” and “environmentally friendly” labels in the materials we receive in our business. We try to create reuse opportunities,
- We take care to use disposable materials such as paper, napkins, toilet paper and packaging as much as necessary and leave less waste in nature,
- We store waste in separate areas according to their characteristics correctly, deliver them to licensed/authorized companies without exceeding legal storage time limits and keep their records,
- We try to use water, energy and all natural resources economically. We share this sensitivity with our employees, guests and suppliers.
- We measure our performance in environmental management, monitor this data with targets and try to improve our performance.
- We aim to educate our employees about the environment and increase their sensitivity.
- We take the necessary precautions to protect the biodiversity in the environment. We comply with all legal requirements.
- Substances that can be considered harmful to the environment (toxic sunscreens are personal use products.
- Insecticides are made by our institution by a company authorized by the Ministry of Health and the MSDS forms of all products are recorded in the MSDS tracking table.

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	24 / 31

CHILDREN'S RIGHTS EXPLOITATION AND HARASSMENT POLICY

Children are the future's trust. It is our primary responsibility to recognize them as individuals, respect their rights, and protect and monitor them against all kinds of psychological, physical, commercial, etc. exploitation.

To ensure this;

- We do not allow child labor in our own institutions and expect the same sensitivity from all our business partners.
- We provide environments/opportunities that contribute to the development of children within the business, where they can express their thoughts, wishes, and feelings freely and feel free and comfortable.
- We provide training to our employees on preventing and recognizing child abuse.
- We ensure that children are under adult supervision in the activities they participate in.
- We organize training to raise awareness on the protection of children's rights and support relevant projects.
- When we witness suspicious actions regarding children, we first inform the hotel management and request assistance from official institutions when deemed necessary.

ENERGY EFFICIENCY POLICY

- We value collaborating with all our stakeholders to create common goals and results in energy management. We strive to continue our interaction with our guests, employees, visitors and all our business partners in order to reach a level of awareness and consciousness on these issues.
- We try to research, find, purchase and use energy efficient suitable products, equipment, fittings and technology alternatives.
- We aim to document our Energy Management System, spread it to all our departments, update it when necessary, review it and continuously improve it.
- We evaluate energy risks or emergencies that may arise such as energy restrictions and plan the precautions to be taken. Atıklarımızı kaynağına, gruplarına ve tehlike sınıflarına göre etkin şekilde ayırmaya özen gösteririz.

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	25 / 31

- We know that using hazardous materials and chemicals only when needed and as much as necessary will reduce both the negative effects on the environment and the amount of waste,
- We contribute to protecting nature by choosing “recycling” and “environmentally friendly” labels for the materials we receive in our business. We try to create reuse opportunities,
- We use disposable materials such as paper, napkins, toilet paper, and packaging as much as necessary and take care to leave less waste in nature,
- We store waste in separate areas according to their characteristics, deliver them to licensed/authorized companies without exceeding legal storage time limits, and keep their records,
- We try to use water, energy and all natural resources economically. We share this sensitivity with our employees, guests and suppliers.
- We measure our performance in environmental management, monitor this data with targets and try to improve our performance.
- We aim to educate our employees about the environment and increase their sensitivity.

HUMAN RESOURCES POLICY

In spirit, the most important resource that makes us who we are is our employees. With this awareness, issues such as the social and fringe benefits of our employees, performance management, rewards, training and career management, employee safety are always our priorities.

Our Human Resources Vision;

To create a qualified human resource that is highly motivated, protects and enhances the corporate image, highlights innovative work, values service and sees its work as a part of a whole, to prioritize local employment and to be a pioneer in the sector and in Turkey in integrated human resources practices with a promotion program.

Our Human Resources Mission;

- To plan and train the human resources that will realize the institution's goals and strategies, to carry out personnel work and procedures at an optimum level, to have highly self-confident personnel who are specialized in their fields, have the ability to represent the institution and can bring forward new initiatives in their fields.

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	26 / 31

- To provide strategic support to all companies and departments to improve business results through human resources management, to create and encourage a high performance culture, and to contribute to creating value for all stakeholders.
- Our employees know what they need to do in our management system and sustainability-related policies and practices. What our employees need to do is defined in writing, communicated to them, and the necessary training and guidance are provided regularly. Training on this subject is recorded.
- Our employees play an active role in the development and continuous improvement of our management system and sustainability performance.
- We review and improve our system in line with the feedback we receive from our employees.

FAIR PRICING

- Our employees are informed about their wages, working conditions, working hours, and when they will receive their wages before they start working in our facilities.

HUMAN RESOURCES POLICY

Education and Career Management

- All of our employees can benefit from the right to education equally. In addition to the legal and professional training required by the hotel industry, employees are provided with periodic training programs, on-the-job training, trainings required by legal regulations and guidance support regarding sustainability and their work areas, including orientation trainings in line with our sustainability policies and management system. We implement annual training plans on Occupational Health and Safety trainings, hygiene trainings for kitchen/service/massage etc. personnel, water and energy saving, chemical substance usage rules, fire protection, first aid, etc.
- Our employees have free and open access to all of our training materials.
- In career management, personnel follow-up system and personnel promotion management are carried out according to the determined criteria.

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	27 / 31

- Our hotel undertakes to comply with the relevant provisions of the Labor Law No. 4857 and pays at least the minimum wage to its employees. Our hotel also undertakes to comply with the Social Insurance and General Health Insurance Law No. 5510 and the Occupational Health and Safety Law No. 6331.

Labor and Human Rights

- Ensuring absolute employee satisfaction is a priority issue. From this perspective, it is the management's responsibility to ensure the employee's legal rights, as well as some benefits provided by our company as side benefits; the working environment, psychology, self-motivation, performance, in short, all comfort in the workplace.
- Although we have a number of foreign nationals working in our hotels, as a business that appeals to guests from different nations and provides services at an international level, it is against both our hotel management and working principles to discriminate against our guests based on nationality, race, language, etc. Therefore, all personnel procedures of our employees from different countries or nationalities are followed in accordance with legal procedures, and equal opportunities are offered to all employees within the hotel, regardless of their characteristics.

Local employment

- Our organization has a performance system based on local employment as a priority for employment. Priority is given to local people in recruitment.

OCCUPATIONAL HEALTH AND SAFETY POLICY

In order to protect our workplace, employees, guests and suppliers, to create a safe work environment and to ensure continuity;

- We comply with all legal and other obligations regarding Occupational Health and Safety.
- We adopt the principle that Occupational Health and Safety and improvement activities are the common responsibility of all employees.
- We set targets for participation at all levels in Risk Assessment and Risk Level Reduction activities.
- We aim to achieve the sustainable “Zero Work Accident” target by continuously improving our Occupational Health and Safety culture.
- We share the work we do within the scope of occupational health and safety with all our employees and our environment in order to be a pioneer and an example.

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	28 / 31

WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

- We value gender equality in our business.
- We ensure the health, safety and well-being of all our employees without discrimination.
- We support the participation of women in the workforce in all our departments and offer equal opportunities.
- We act with the policy of “equal pay for equal work” without gender discrimination.
- We distribute tasks by observing the principle of equality.
- We provide the necessary environment for equal benefit from career opportunities.
- We create training policies and support women's participation and awareness.
- We create working environments and practices that protect work-family life balance.
- We support women to be in company management and offer equal opportunities.
- We never allow women to be subjected to abuse, harassment, discrimination, suppression, coercion, slander, etc. We are always aware of and support the value they add to the world and our organization.

SOCIAL RESPONSIBILITY POLICY

We believe that all our employees have the right to work in a healthy and safe environment, in working conditions that are in accordance with human dignity. Our primary business goal is to ensure and protect the safety of our employees, with the awareness that they are our most valuable asset.

Our hotel is always ready to implement the best environmental solutions beyond legal obligations, to develop and spread the use of environmentally friendly technologies, and to support initiatives that will increase environmental awareness.

In the cities where we operate, we take care to fulfill our social and environmental

Doküman No	ST-001
Yayın Tarihi	01.01.2023
Revizyon No	00
Revizyon Tarihi	
Sayfa No	29 / 31

responsibilities to the society in a harmonious cooperation with our shareholders, employees, the public, non-governmental organizations and other stakeholders.

We believe that our human resources are the most important element of sustainable growth.

We ensure that our employees' personal rights are used fully and correctly.

We approach our employees honestly and fairly, and are committed to a non-discriminatory, safe and healthy working environment.

We make the necessary effort for the individual development of our employees and observe the balance between business life and private life.

We manage the environmental impacts that may arise from all our activities with a sense of responsibility.

Within the framework of the principle of corporate social responsibility, we strive for the development of our society. We support our employees to volunteer for appropriate social and community activities where they will be involved with a sense of social responsibility.

We take care to develop approaches to ensure that all our business partners, especially our suppliers, act in the field of social responsibility and to implement these approaches.

Within the framework of occupational health and safety, we have taken all precautions for our employees and we are also sensitive to the provision of necessary on-the-job training by experts in the field within the framework of the annual training program.

We are sensitive to the traditions and cultures of Turkey and the countries in which we operate and act in accordance with all legal regulations.