

SUSTAINABILITY REPORT

2024

YELKEN MANDALINCI OTEL



UFBA TUR. İNŞ. VE TİC. LTD. ŞTİ.

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1. ABOUT THE REPORT

1.1. Sustainability Approach

Sustainability refers to the use of environmental values and natural resources in a way that does not lead to waste, while taking into account the rights and benefits of present and future generations. The goal is to achieve balanced development in social, economic, ecological, and cultural dimensions, making progress today without compromising the ability of future generations to meet their own needs.

1.2. Corporate Approach

Our facility continues its efforts for a better world, fully aware of its responsibilities in all aspects of sustainable development. Without compromising our high service standards and our principle of 100% guest satisfaction, our primary objectives include controlling consumption, protecting natural resources, and minimizing negative impacts on the economy..

1.3. Participatory Approach

Our sustainability practices are shaped through the contributions of our management, employees, guests, suppliers, and business partners. By sharing this process transparently, we aim to raise awareness, adopt common goals, and achieve success together.

1.4. Scope Of The Report

2. This sustainability report covers the data for the period 01.01.2024 – 31.12.2024 and includes the goals for 2025. While preparing the report, the results of our previous periods were also taken into account.



3. ABOUT THE FACILITY

Our facility, certified by the Republic of Turkey Ministry of Culture and Tourism as a 4-star establishment, has the following features:.

Accommodation Type	: All Inclusive
Languages Spoken	: Turkish, English
Nearest Airport	: Milas Bodrum Airport (BJV)
Distance to Bodrum City Center	: 18 km
Distance to Airport	: 53 km
Distance to the sea	: 10 m
Bus Station	: 500 m
Hotel Building	: 3 floors, 2 blocks
Year Built	: 1999
Last Renovation	: 2016
Number of Rooms and Beds	: 96 rooms and 218 beds
Elevator	: Available
Reception Service	: 24 Hours
Parking Facility	: Free Outdoor parking Available





Genel Features

- Promotional rates are available for reservations of 7 nights or more.
- The hotel's Spa Center (Turkish Bath, Sauna, Pool, Fitness, Activities and Bars) is closed during the winter season (bed & breakfast concept) and will be fully operational as of May 1st.
- Within walking distance to the marina and shopping centers.
- Internet access is provided free of charge in common areas (lobby and restaurant).
- Guests who prefer may enter the pool and the sea wearing burkinis.
- Minibar: Complimentary bottled water is provided upon check-in.
- Barber & Hairdresser services are available nearby but not within the hotel premises.
- Pets are not allowed in our hotel.

Feedback channels:

Coordinates : 37.008653°N 27.256095°E

Address : Bahçelievler Mah. 7069 Sok. No: 3 Bodrum/MUĞLA

Phone : 0 252 345 04 54

E-Mail : info@@yelkenhotels.com.tr

Website : yelkenhotels.com.tr

Facebook : facebook.com/YelkenMandalinciSpaWellness

Instagram : @yelkenmandalinci



4. SUSTAINABILITY

In order to ensure the efficient use of natural resources with environmental responsibility awareness; minimizing all kinds of waste that may arise from resource consumption, separating them at the source and disposing of hazardous ones without harming the environment, complying with relevant laws and regulations and continuously improving, contributing to instilling environmental awareness in our employees, guests, tour operators, suppliers and society, making our policy a lifestyle, ensuring the continuity of our practices so that it spreads to all areas of our lives and keeping it open to public review are our goals. It aims to regularly provide the training of our employees, to continuously improve their conditions, to identify the hazards and risks they may be exposed to in advance and to prevent possible occupational accidents and occupational diseases. By complying with legal requirements and our own requirements, within the spirit of teamwork, to protect human health and human rights, to provide a safe and healthy working environment, to raise awareness of all our employees with the help of trainings, to make them adopt as a basic duty not to endanger the health and safety of themselves, other employees and our guests, to review our risk analyses and to continuously improve the prevention culture is our occupational health & safety policy.

It aims to work to prevent the exploitation of vulnerable groups without allowing discrimination on issues such as race, gender, disability, and to increase the number and quality of local employment created by tourism, including increasing wages and service quality.



Our Goal:

- To protect nature and wildlife,
- To preserve our cultural heritage,
- To use resources more efficiently,
- To contribute to society through social responsibility projects,
- To strengthen the sense of belonging among our employees,
- To protect our most valuable assets, our children and women, with a fair and egalitarian perspective, developing together and through learning,
- To engage more with the local community and to contribute to opportunities that support the development of the region we are located in



A Sustainability Risk Analysis covering the areas shown has been conducted, potential risks have been identified, and existing measures have been defined. Actions to be taken have been planned, and efforts are being made to ensure the sustainability of the system. With the

awareness that we are obliged to comply with all relevant legal regulations, we continue our work accordingly. All regulations that we are required to comply with are specified in the legal compliance tracking list. We receive external support in areas outside our field of expertise. For example, our Occupational Safety Specialist provides support regarding the Occupational Safety Law and related regulations, and our Environmental Consultant provides support regarding Environmental Legislation and related regulations. Through our memberships in relevant non-governmental organizations and associations, we closely follow the hospitality sector and manage legislative changes in cooperation through these channels.

All legal permits and documents are available. The follow-up of time-limited documents is carried out regularly.

Indicators have been determined, targets have been set, and monitoring is carried out in order to measure our performance on the sustainability journey.

4.1. Our Sustainability Team



Main Responsibilities of the Team

- Establishing the Sustainability Management System,
- Preparing the Sustainability Report
- Setting the targets
- Preparing relevant policies, procedures, and instructions
- Reviewing sustainability policies every 6 months
- Ensuring the dissemination of sustainability principles within the hotel
- Establishing a system and raising awareness regarding the collection of stakeholder feedback
- Developing projects on environment, cultural heritage, wildlife, biodiversity, and social issues

Meeting Frequency: : Monthly (General) / Every 6 months (System Review / Management Review)

Meeting Agenda : Determined prior to the meeting

4.2. Our Sustainability Efforts

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

It aims to contribute to cultural heritage and minimize the damage caused to cultural heritage.

Our purchasing policy is oriented towards local, environmentally sensitive, fair trade-based, and efficient procurement. We monitor the sustainability-related processes of our suppliers. By identifying the expectations and needs of our guests in advance, we aim to ensure the highest level of satisfaction.

We aim to provide social and economic benefits to the local community and to minimize negative impacts on the people.

In our facility, we provide accurate information to all audiences in promotion. We always use real visual materials in promotion. In terms of our facility, products, and services, our website, social media accounts, other printed and written promotional channels, and marketing communications are transparent and realistic.

In the areas where we are located, we take all necessary measures to increase local employment, protect and enrich wildlife, and we share all the activities we carry out to protect our environment with the public.

With this sustainability report published on behalf of the facility, the sustainability performance and impacts of our facility are presented to the attention of all our stakeholders. We continue our activities as a tourism investment company that prioritizes guest satisfaction.

We protect the environment, prevent pollution, and place importance on reducing our negative impacts on the environment. We strive to use water, energy, and all natural resources efficiently and share this sensitivity with our employees, guests, and suppliers. By preferring materials labeled “recyclable” and “eco-friendly” in our business, we contribute to protecting nature. We strive to create opportunities for reuse. We measure our performance in environmental management, monitor this data against targets, and work to improve our performance. We follow national and international standards, laws, and regulations in order to fulfill both our responsibilities towards nature and our legal obligations. We store waste properly in separate areas according to their characteristics, deliver them to licensed/authorized companies without exceeding the legal storage time limits, and keep records. We support local/regional development and employment. We respect the labor rights of our employees and monitor them within the framework of legal regulations.

We support the elimination of child labor.

We respect the labor rights of our employees and monitor them within the framework of legal regulations. We support the elimination of child labor.

We provide our employees with regular training, offering them opportunities for development and progress. We inform our guests and employees about the natural and cultural heritage of the local/region.

We evaluate all feedback from our guests. In line with the data we obtain, we improve our processes.

We assess and analyze the quality and standards of products/services with users during procurement. We act fairly, honestly, and impartially in the selection of suppliers.

We respect human rights and reject any form of discrimination based on language, religion, race, gender, etc. We are against any commercial, sexual, or other form of exploitation or harassment directed at specially protected groups and other vulnerable groups. We support measures to be taken against domestic violence and child abuse.

We have one room available for disadvantaged individuals. Pets are not accepted.

At the end of each year, we plan to evaluate our sustainability performance and share it online with all our stakeholders through our official website.



4.3. Environmental Management

Çevreye duyarlı ve çevre dostu bir tesis olarak;

Legal Compliance and Emergency Preparedness	• We are prepared for pollution-related risk and potential emergencies. We Ensure full compliance with all environmental regulations.
Continuous Improvement and Resource Efficiency	• We continuously improve our environmental performance through practices such as waste segregation reduction of waste quantities ,and efficient use of natural resources.
Waste Tracking and Disposal Process	• We meticulously monitor all generated waste until it reaches the recycling or disposal stage.
Energy and Water Conservation	• We use energy and water saving systems in our facility and raise awareness among our employees on these matters.
Chemical Safety Training	• We regularly train our employees on the proper use of hazardous chemicals and the precautions to be taken against potential risks.

4.4. Waste Management

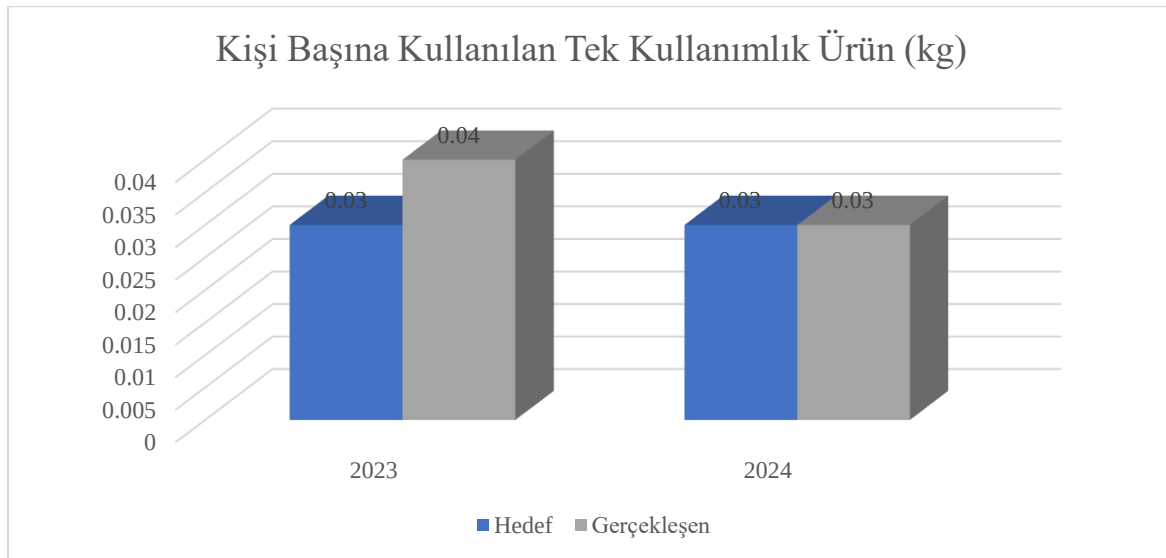
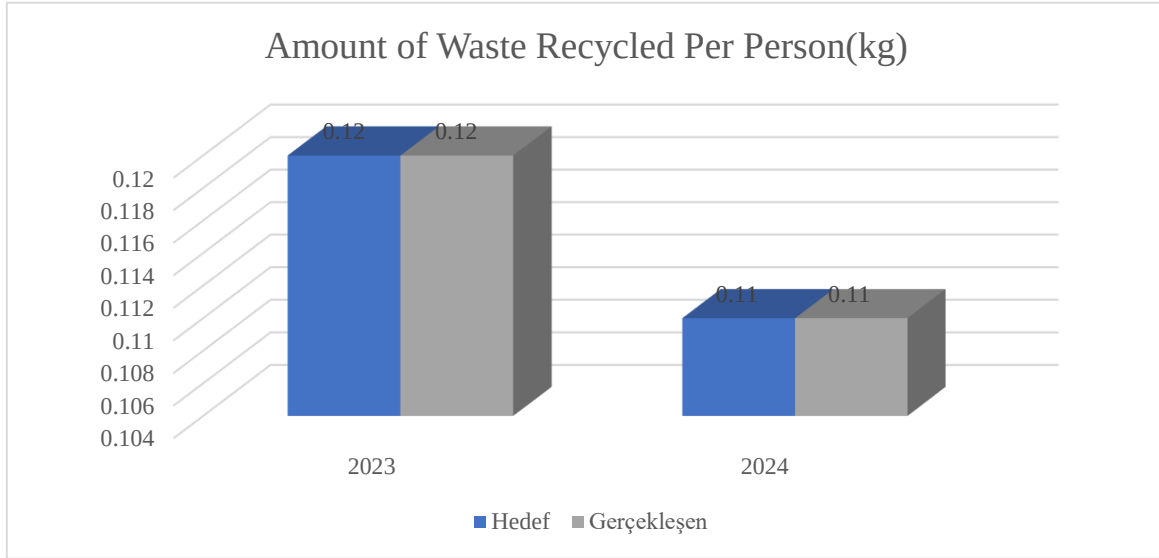
We manage our waste in accordance with the Waste Management Hierarchy (Waste Pyramid)



Waste reduction methods are defined and managed according to waste types. Details are provided in the Waste Management Plan.

Waste is segregated at the point of generation. Non-segregated waste is separated in Temporary Storage Areas for Hazardous and Non-Hazardous Waste and then sent for recycling. Responsibilities for waste collection and disposal are outlined in the Waste

Management Plan.



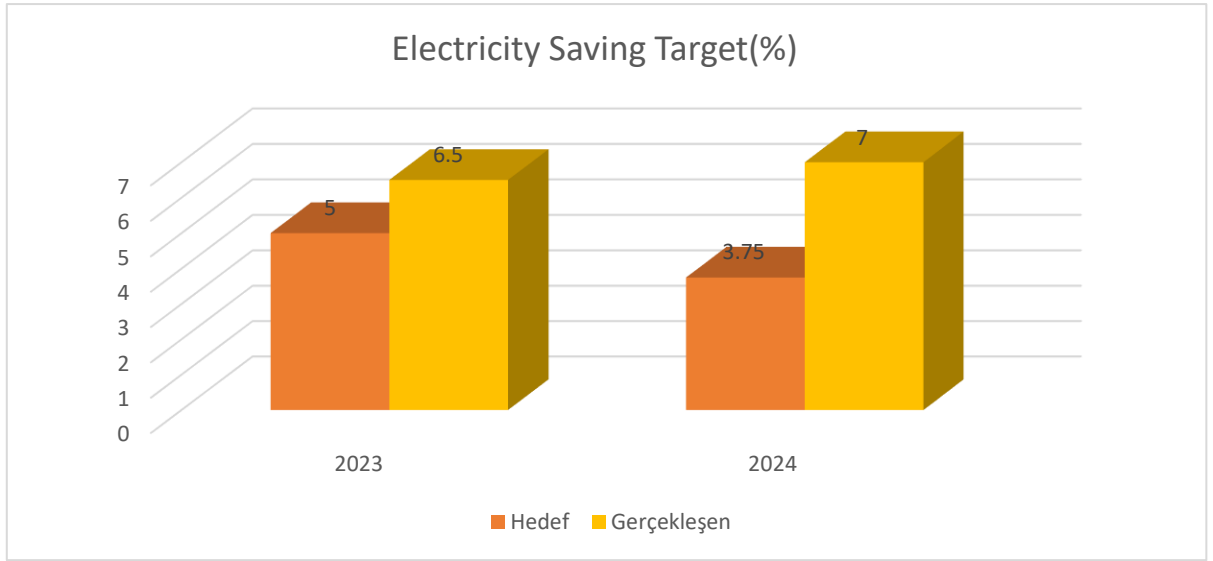
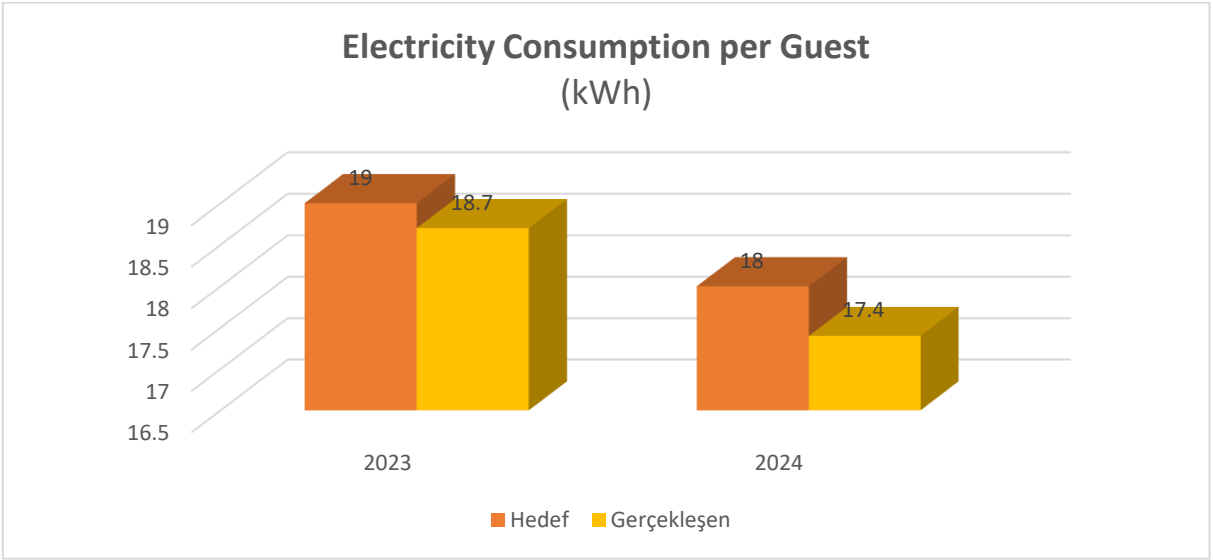
4.5. Energy Management

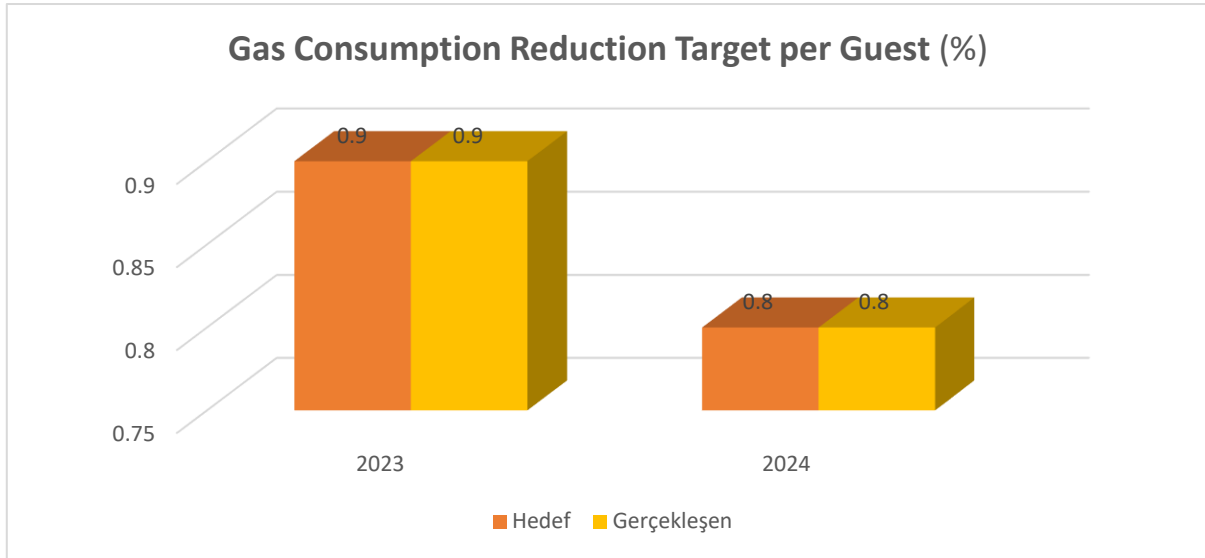
For energy saving, the opinion of the energy manager is taken into account during the purchase of electrical equipment.

- The electricity system in the rooms shuts down when the card is removed.
- LED technology is used in 100% of the lighting throughout the hotel.
- Outdoor lighting operates with a time-controlled system based on daylight.
- Energy-saving comfort insulating glasses are used throughout the hotel.
- Double drywall and aerated concrete were used for building insulation.
- Energy-efficient, inverter, and new-generation gas (R32) split air conditioners are available.
- Sensor lighting is used in common areas, shared spaces, restrooms, and corridors.
- The settings of air-conditioning devices in the rooms are adjusted under the control of the technical service.

- Staff are provided with sustainability and energy efficiency training, and posters are used to increase awareness.

Electricity consumption is calculated and managed per guest. The monitoring of targets and any deviations are followed by the management.





4.6. Water Management

The water issue is increasingly being felt globally in social, economic, and environmental areas. According to the Risk Report prepared for the World Economic Forum, water scarcity ranks among the top three global risks. This situation will not only affect water-stressed basins but also many production processes. With the increasing volume of international trade, water is now considered not as a local but as a global resource. Therefore, the sustainability of freshwater resources is of critical importance not only from a social and environmental perspective but also for the sustainability of the economy. In this context, when the Water Risk Map is examined, it is observed that the occupancy rates of dams have decreased due to climate change. The efficient use of water is also an important focus point for us..

For this purpose, we are taking various measures within our hotel.

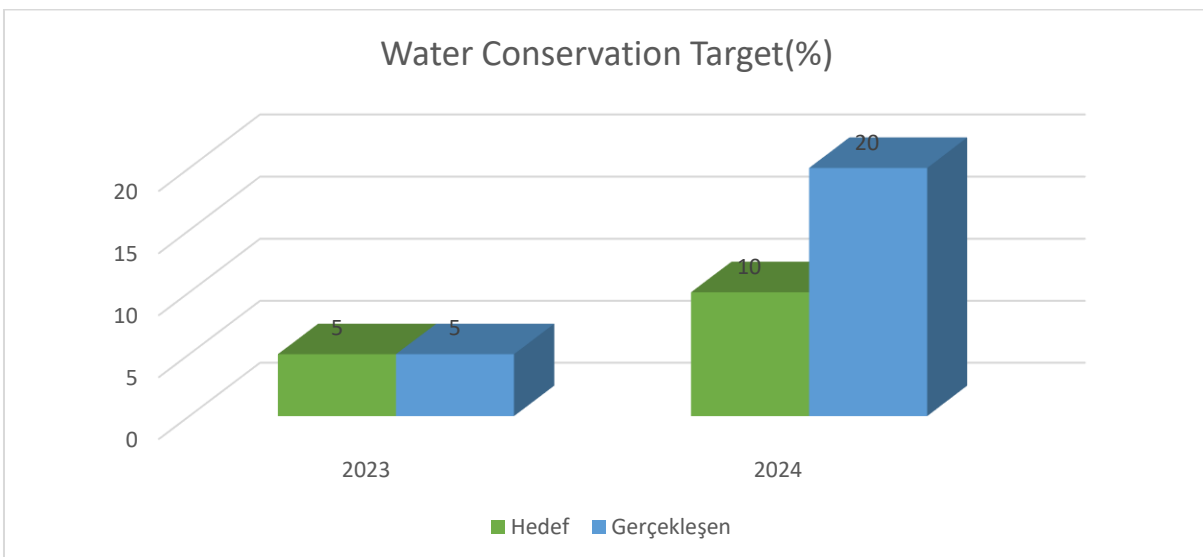
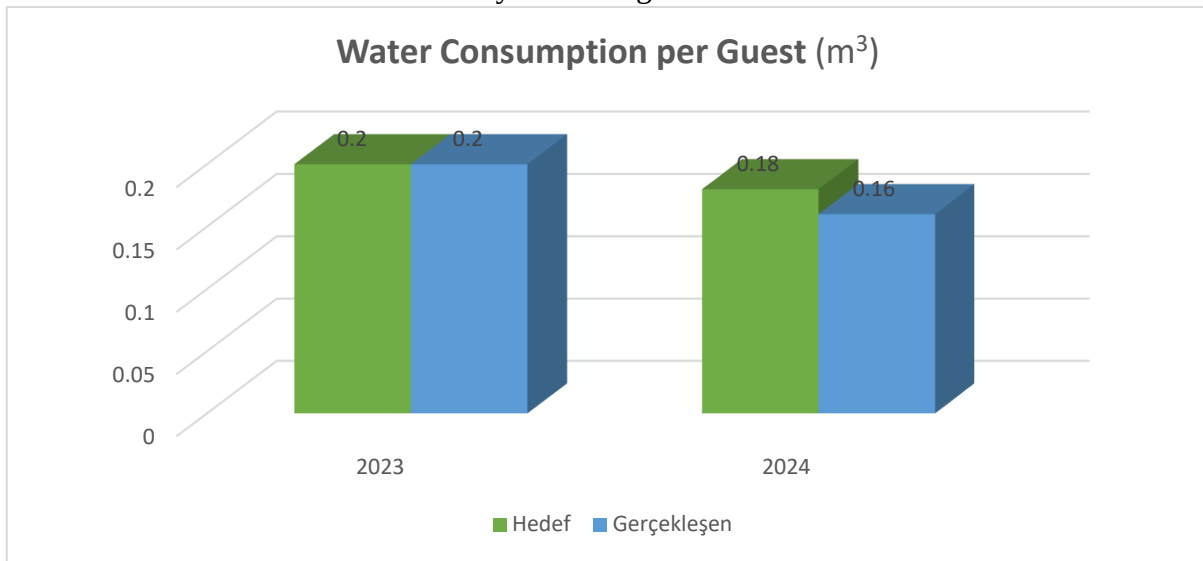
- Without compromising on health, hygiene, and guest satisfaction, water-saving equipment is used to reduce overall water consumption (aerators in the lobby, kitchen, SPA, and room sinks).
- We inform our guests about water consumption and provide training to our employees on this matter..
- In addition to low-flow special faucets and shower heads, the use of sensor or time-controlled faucets prevents unnecessary water use. Through low-volume cisterns, we reduce toilet flush water consumption. Water consumption in room cisterns has been reduced by 50%. The flush has a dual-mechanism system.
- • We train our staff to detect and prevent water leakages from room toilets, and we expect our guests to report such leakages to us.
- Our environmentally friendly garden is irrigated with drip and sprinkler systems. In addition, automation in the irrigation system minimizes water consumption.
- Towel and bed sheet changes in the rooms are carried out in line with guest requests, and guests are informed about this practice. In the absence of a guest request, changes are made every two days.

In washbasins; while normally 8 liters of water flow per minute, with the use of a regulated water flow controller it is reduced to 3.5 liters.

In shower mixers; while normally 18 liters of water flow per minute, with the use of a regulated water flow controller it is reduced to 9 liters.

In shower heads; while normally 12 liters of water flow per minute, with the use of a regulated water flow controller it is reduced to 8.5 liters.

Water consumption is calculated per room/per guest. The monitoring of targets is carried out by the management.

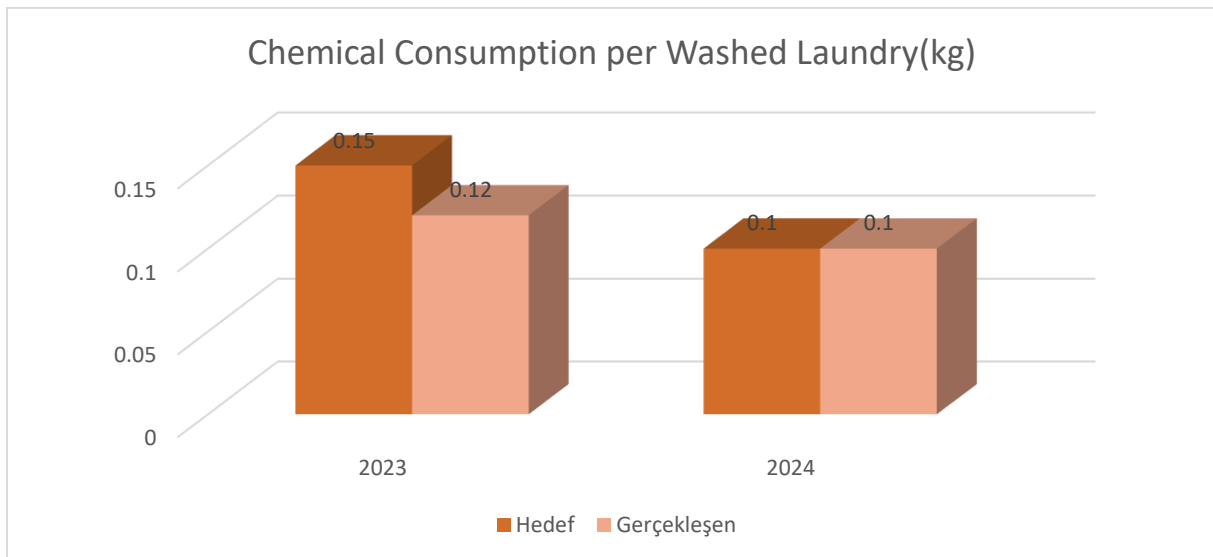
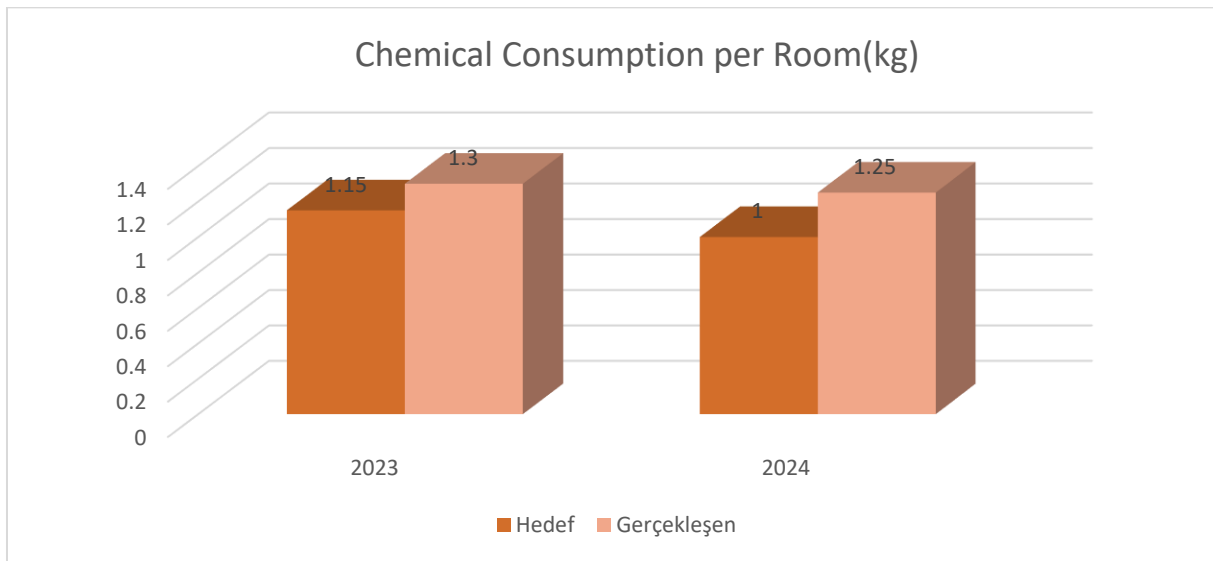


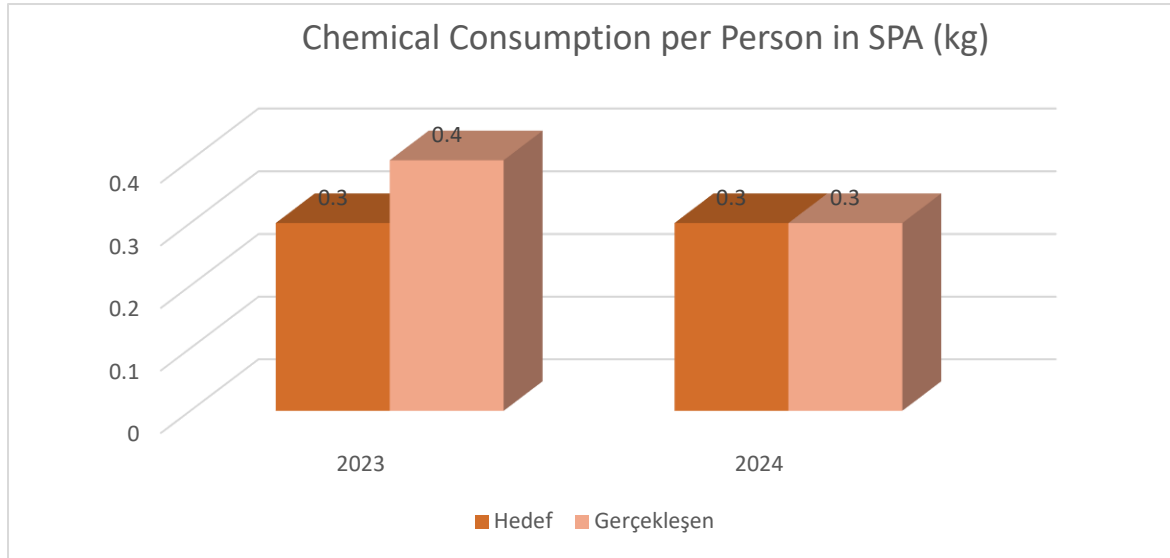
4.7. Chemical Management

An inventory has been created for the chemicals used. In the supply of chemicals, attention is paid to their being biodegradable. Related documents are obtained from the supplier company. The MSDSs of the chemicals are reviewed and kept in areas accessible to employees. Mixtures are carefully prepared to ensure optimum chemical consumption. The mixture percentages are included in the inventory. Special dosing mechanisms are available in the bottles. Employees are provided with training on the use of chemicals.

Guests are informed to place a request when they need room cleaning or textile (linen) changes.

Necessary precautions are taken in chemical storage areas. Chemical Storage Matrices and Chemical Usage Instructions are available..





4.8. Geographical Awareness

As a destination that hosts the unique natural and cultural heritage of the Aegean Region, Bodrum holds special importance in studies on geographical awareness. The peninsula's distinctive topography, Mediterranean climate, endemic vegetation, and coastal ecosystems present elements that must be carefully considered in terms of sustainable tourism practices. In this context, it is a critical necessity for all stakeholders operating in Bodrum to act sensitively toward the region's environmental carrying capacity..

The lifestyle of the local people, architectural texture, and traditional production practices are among the key elements that shape Bodrum's geographical identity. Therefore, the preservation and continuation of region-specific values are a priority in sustainability practices. In particular, local production and agro-tourism activities carried out in rural neighborhoods both support economic development and enhance geographical awareness..

The increasing construction pressure and tourism intensity in Bodrum create the need for strategic planning in terms of protecting natural resources. In this regard, region-specific solutions must be developed on issues such as the management of water resources, the protection of the coastline, the monitoring of biodiversity, and waste management. Geographical awareness is not only the recognition of the natural environment but also a sense of responsibility that ensures the sustainable management of this environment. We carry out our activities with full awareness and consciousness of all these aspects.

4.9. Collaboration With Local Communities and Social Responsibility

Community / Local People

- A local community representative has been appointed. The Stakeholder Feedback Form has been designed to manage feedback to be received from the community.
- It is important for us that the community is not negatively affected by our activities. We take this into consideration when conducting the Environmental Aspect Impact Analysis.
- For us, the community also includes neighboring organizations.

- Our goal is to procure from the local community and to employ local people as our staff. These are monitored through performance indicators.
- In order to support the local community, information notes have been prepared for guests, and introductions and guidance are provided regarding shopping areas/markets, etc.

4.10. Communication and Relations With Stakeholders

Our Stakeholders

- Our Board of Directors
- Our Employees
- Our Guests / Customers
- The Community
- Our Suppliers / Contractors
- Other Facilities
- Official Institutions, Municipalities and Local Headmen, Non-Governmental Organizations

Our Guests:

Our guests are our reason for existence. It is one of our primary values to track all guest complaints received from any source, resolve them, inform our guests accordingly, and turn these complaints into opportunities for improvement. Through in-room surveys and the established Guest Satisfaction Survey Form, we collect and manage feedback from our guests. By implementing our Corrections/Corrective Actions, we aim to increase and maintain customer satisfaction. Within this scope, we have updated our surveys and feedback forms to inform our guests about our sustainability efforts and to enable them to provide feedback in this area.

We also track feedback received from guests through agencies.

Feedback from our employees is also recorded and evaluated through our Employee Feedback Forms, and necessary responses are provided.

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Our Suppliers & Contractors

- Our goal of integration with and support for the community is to work with local suppliers. The products used in our open buffet and À la carte restaurant are sourced as much as possible from local farmers, and guests are informed about this through explanatory notices.
- Our local supplier rate is monitored as a performance indicator. Out of a total of 15 suppliers, 11 are sourced locally. Currently, this rate is 73%
- Our Supplier Selection and Evaluation criteria have been restructured by taking sustainability principles into account. Our goal is also the development of our suppliers. All our suppliers have been informed about our sustainability journey.
- The products/services purchased are evaluated within this scope, and documents related to the relevant areas are requested (e.g., Eco, FSC, ASC, MSC, ISO certificates).

Relations with Official Institutions / NGOs:

- Relations with official institutions are at the level of declarations/inspections, and there are no issues regarding the continuity of documents in the facility.
- Relations with NGOs are developed by the Facility Management. Within this scope, some of the associations with which we have relations/membership are shared below.

No	Subject of the Activity	Activities Carried Out
1	NGO Membership	We are a member of BODER (Bodrum Hoteliers, Operators and Investors Association).
2	To protect the soil and prevent erosion and desertification.	We make sapling donations to the TEMA Foundation.
3	Protection of natural, historical, and cultural assets.	We make financial donations to ÇEKÜL (The Foundation for the Protection and Promotion of the Environment and Cultural Heritage).
4	Supporting education and the local community.	We support local public schools by making donations.

4.11. Biodiversity and Natural Area Conservation

As an important part of the Mediterranean biogeography, the Bodrum Peninsula hosts rich biodiversity. Endemic plant species, coastal and marine ecosystems, wetlands, and maquis flora are the main elements that enhance the ecological value of the region. This natural wealth is a strategic asset that must be preserved not only from an environmental perspective but also in terms of cultural and economic sustainability..

The increasing tourism activities and urbanization pressure in Bodrum bring along the risk of habitat fragmentation and a decrease in species diversity. Therefore, it is of great importance to develop collaborative conservation strategies among local governments, tourism enterprises, and non-governmental organizations. In particular, habitat monitoring studies carried out in less developed areas such as Gölköy, Mazı, and Karaova, as well as nature conservation projects conducted with the participation of the local community, are among the positive examples.

Within the scope of biodiversity conservation, activities carried out in Bodrum include practices such as mapping seagrass meadows, monitoring caretta caretta nesting areas, supporting bee populations, and preserving local seeds. These efforts ensure the continuity of ecosystem services while also strengthening the connection of the local community with nature. The protection of natural areas becomes possible not only through physical boundaries but also through social awareness and participation.

We closely follow and support all these efforts carried out throughout the Bodrum destination.

4.12. Wildlife Protection and Support

The Bodrum Peninsula, being located at the intersection of terrestrial and marine ecosystems, has rich wildlife diversity. In particular, sea turtles (Caretta caretta), Mediterranean monk seals (Monachus monachus), and various bird species observed along the coastline are among the main groups of living beings that enhance the ecological value of the region. The

protection of these species is not only an environmental responsibility but also a fundamental component of Bodrum's sustainable tourism vision..

Among the efforts carried out in Bodrum to support wildlife, practices such as protecting nesting areas, reducing light pollution, controlling plastic waste that threatens marine life, and ensuring the continuity of natural wildlife corridors stand out. In particular, monitoring and rehabilitation studies in sensitive areas such as the Kūdūr Peninsula, Gölköy Lagoon, and the surroundings of Mazi are conducted in cooperation with local NGOs and academic institutions.

The development of wildlife-friendly living practices by the local community and businesses is of critical importance for the success of conservation efforts. In this context, it is recommended that tourism facilities operating in Bodrum give special consideration to wildlife elements in their environmental impact assessments, that planning in construction processes be carried out in a way that does not harm natural habitats, and that awareness-raising training programs be expanded. The protection of wildlife is not only about the continuity of existing species but also a strategic investment for the sustainability of ecosystem services. We support and share such investments for the protection of wildlife..

4.13. Accessibility for All

Bodrum is a dynamic tourism destination where individuals from different age groups, physical ability levels, and socioeconomic backgrounds come together. This diversity makes the development of accessibility for all not only an ethical responsibility but also a fundamental component of sustainable development. In Bodrum, accessibility should be considered not only in terms of physical infrastructure but also as equal access to information, services, and experiences.

In recent years, efforts to bring public spaces, coastal walking paths, cultural facilities, and accommodation establishments in Bodrum into compliance with accessibility standards have gained momentum. Ramps designed for wheelchair users, elderly individuals, and visually and hearing-impaired guests, as well as audio guidance systems and accessible menus, are among the concrete examples of an inclusive tourism approach. These practices improve the quality of life for both the local community and visitors.

In the development of accessibility opportunities in Bodrum, the cooperation of local governments, the private sector, and non-governmental organizations plays a critical role. Accessibility inspections, staff training, and improvement processes based on user feedback aim to make inclusivity a part of the corporate culture. In addition, steps are being taken in digital accessibility, ensuring that websites, mobile applications, and digital content comply with accessibility criteria. Accessibility for all is a cornerstone of Bodrum's vision for the future, aligned with the principles of social justice and equality.

We also continue to make improvements in our facility in terms of accessibility.

5. CULTURAL AND HISTORICAL HERITAGE

Bodrum, a place where everyone carries a love within, has been one of the most prominent settlements of the Mediterranean from the age of myths to the present day. Initially named “Halicarnassus,” the town later came to be known as “Bodrum” and was regarded as one of the leading cities of the region called “Caria.” According to the works of the famous historian Herodotus, the city was founded by the Leleges around 2000 BC..

The most famous landmarks of Bodrum, the Windmills and Bodrum Castle, are iconic structures of the town and among the top attractions for visitors..

Museum Card: With the Museum Card, you can visit many ancient sites and museums in the region, especially the Bodrum Museum of Underwater Archaeology, without paying any additional fee.



Bodrum Yarımadası

5.1. Bodrum Castle



Bodrum Castle, built between 1406 and 1522, is a structure that played an important role in the defense of Bodrum. The castle was constructed between two harbors. With a square plan, Bodrum Castle measures 180×185 meters. The French Tower, considered the highest point of the castle, has a height of 47.5 meters.

Bodrum, a place where everyone carries a love within, has been one of the most popular settlements of the Mediterranean from the age of myths to the present day. Initially named “Halicarnassus,” the town later came to be known as “Bodrum” and was regarded as one of the leading cities of the region called “Caria.”

Among the most famous landmarks of Bodrum are the Windmills and Bodrum Castle, which are symbolic structures of the town and among the top visitor attractions.

Bodrum Castle is one of the foremost iconic structures of Bodrum, and with the Museum of Underwater Archaeology it houses, it is considered one of the most important tourist attractions in Bodrum.

Address: Çarşı, Kale Cad. 48400 Bodrum/MUĞLA

Phone Number: 0 252 316 10 95

VisitingHours: April–October(summerseason):08:30–18:30

November–March(winterseason):08:30–16:30

Closed on Mondays during the winter months.

Distance to the Facility: 20.2 km

5.2. Bodrum Ancient Theatre



Located on the southern slope of Göktepe, the history of the Bodrum Ancient Theatre dates back to the 4th century BC. This important structure, where the history of theatre in the Roman Empire era was written, is used today as a concert venue. Restored in 1990, the theatre, with its magnificent view, has been opened for public use. At the same time, it holds the distinction of being the oldest ancient theatre in Anatolia and is a must-see historical site.

This impressive art venue continues to host various artistic activities today. To both enjoy a delightful performance and better experience the historical atmosphere of the region, the Bodrum Ancient Theatre should definitely be on your list.

If you wish, you can follow the events here to plan your visit. By the way, since the stone seats can get a bit hot, we recommend bringing a cushion with you.

Address: Yeniköy, Bodrum, Muğla

Phone Number: 0 252 316 80 61

VisitingHours: Summer Season (09.00-19.00), Winter Season 08.00-17.00

Distance to the Facility:: 19,3 km

5.3. Myndos Ancient City



The source of the ancient inscriptions is the Ancient City of Myndos, located in the town of Gümüşlük. It lies at the intersection of Mediterranean and Aegean cultures. A city with a rich historical background, much of it has remained submerged under water. It is considered one of the eight cities founded by the Leleges around 640 BC. It is possible to observe the architectural ideas of different civilizations here, and it is believed that many significant remains, yet to be unearthed, await discovery beneath the waters of the ancient city.

The Ancient City of Myndos is easily accessible, located conveniently along the road. Especially during sunrise and sunset, it is an important spot for taking magnificent photographs, making it one of the must-visit places during a Bodrum trip.

Address: Gümüşlük, Bodrum, Muğla

VisitingHours: All Day

Distance to the Facility: 6,7 km

5.4. Myndos Gate



It is estimated that the Myndos Gate was built around 360 BC. The gate was constructed by Mausolus, the Carian Satrap. Since it was located within the ancient city of Myndos, it was named after it. With its impressive appearance, the gate is among the important historical landmarks of Bodrum. Built for defensive purposes, the structure formed a significant protective wall for Halicarnassus and fulfilled its duty successfully. In fact, even Alexander the Great, who sought to conquer the city, could not pass through this gate. Another gate built for the protection of the city, the Mylasa Gate, has disappeared.

Address: Eskiçeşme, Bodrum, Muğla

VisitingHours: Gün boyu

Distance to the Facility: 18,1 km

5.5. Mausoleum of Halicarnassus



The Mausoleum at Halicarnassus is one of the must-see historical structures of Bodrum. Built in 353 BC by the wife and sister of King Mausolus in his honor, it is also referred to as the “Tomb of King Mausollos.” Today, it stands as a monumental tomb that has been turned into a museum. It is located quite close to Bodrum Castle. The Mausoleum represents both Greek and Egyptian architecture.

The stones of the Mausoleum at Halicarnassus were used during the construction of Bodrum Castle. It is believed that the monument, after standing for about 1,500 years, collapsed as a result of an earthquake. The remaining pieces of the monument are exhibited in the British Museum.

Although very little remains of the Mausoleum at Halicarnassus, which is considered one of the Seven Wonders of the World, it is still among the most important historical sites that must be visited.

Address: Tepecik, Turgut Reis Cad. No:93, 48440 Bodrum/Muğla

VisitingHours: Yaz dönemi 08.30-18.30, Kış dönemi 08.30-17.30

Distance to the Facility: 18,4 km

5.6. Karakaya Village



Due to its location being vulnerable to attacks from the sea, one of the safe settlements in Bodrum was Karakaya Village. Established after the 14th century, it is a very important treasure for the history of Bodrum with its nearly 700-year-old past. The village is located at an altitude of 450 meters, and its stone houses, which resemble one another, offer a magnificent view.

Karakaya Village is among the must-see historical sites in Bodrum, as it is one of the finest examples of historical stone architecture in the region.

Karakaya Village is also known for its breathtaking view of Gümüşlük Bay. Therefore, when you visit the village, you should definitely enjoy this spectacular scenery.

Address: Karakaya Mahallesi, Bodrum, Muğla

VisitingHours: Gün boyu

Distance to the Facility: 6,6 km

5.7. Dibeklihan Culture and Art Village



Serving since 2013, Dibeklihan Culture and Art Village was established to meet the accommodation and needs of travelers. Located 13 km from the district center, the Art Village is situated within the borders of Bodrum Yakaköy. You can reach the village in about 20 minutes by private car, or alternatively, you can also use public transportation from the city center.

Thanks to its extraordinary architecture and location, the venue is highly appreciated by its visitors. Inside, there are design workshops, handicraft shops, an art gallery, restaurants, and cafés.

The venue hosts sculpture, painting, and similar exhibitions, as well as film and dance performances. Various artistic and cultural activities such as concerts and fashion shows are also organized here.

Especially during the summer months, Dibeklihan Culture and Art Village is a popular venue for invitation events such as engagements and weddings. In the “Chest Room,” reserved as an exhibition area, various items used by the local people in daily life are displayed.

With exhibitions, events, and entertaining organizations held in Dibeklihan Culture and Art Village, you can enjoy delightful moments and experience an unforgettable holiday.

Address: Yakaköy, Bodrum, Muğla

VisitingHours: Pazartesi hariç haftanın her günü 10:00- 20:00

Distance to the Facility: 15 km

5.8. Windmills



The Bodrum Windmills are among the historical symbols of Bodrum due to both their appearance and historical background. It is believed that the windmills were built in the 18th century, and there are a total of seven of them. While they were used for a long time for their original purpose, only one has survived intact to the present day, with the others, especially their sails, having been damaged.

The windmills, one of the must-see places for visitors to Bodrum, are among the top spots to capture memorable photos as a souvenir of Bodrum.

Address: Dağbelen, Bodrum, Muğla

VisitingHours: Gün boyu

Distance to the Facility: 17,4 km

5.9. Ottoman Shipyard



Dating back to the 1700s, the shipyard now serves as an art gallery. Behind the structure lies an Ottoman Cemetery. As Bodrum was a port city, the shipyard was one of the significant structures of that period, where new ships were built for the Ottoman Navy. Today, the restored Ottoman Shipyard is used for various exhibitions and art events.

In the shipyard, there are graves and tombs belonging to prominent figures of Ottoman maritime history. At the same time, the artistic activities carried out today also make this place attractive.

When you climb to the top of the shipyard, we recommend not missing the impressive view of the yacht marina that unfolds before you.

Address: Eskiçeşme, Neyzen Tevfik Cad. No:5, 48400 Bodrum/Muğla

VisitingHours: Gün boyu

Distance to the Facility: 19,2 km

5.10. Apostol Church



The Apostol Church is located on Küçük Tavşan Island and is estimated to have been built in the 2nd century BC. It is believed that various additions were made to the church between the 6th and 12th centuries. Because of the church, the island is also referred to as “Saint Apostol Island.” It was constructed with similar features to the Hagia Sophia Mosque, and it is thought that the two structures were built around the same period. The church was built with a basilica plan. It has been placed under protection by both Italy and Turkey and is considered a hidden treasure for history enthusiasts.

Since 1996, restoration works carried out jointly by Italy and Turkey have shown how important the church is as a religious site for the world. For this very reason, we believe the Apostol Church must certainly be included on any list of must-see historical sites in Bodrum.

As the location of the church also offers a magnificent view, make sure to take the time to enjoy the scenery as well.

Address: Göltürkbükü, Küçük Tavşan Adası, Bodrum, Muğla

VisitingHours: Gün boyu

Distance to the Facility: 28,8 km

5.11. Zeki Müren Art Museum



The museum dedicated to the memory of Zeki Müren, the “Sun of Art,” who settled in Bodrum in 1980 and lived there until his passing in 1996, offers a wonderful opportunity to see many different details about the artist. The two-story house where he lived was converted into a museum in 2000 and has since welcomed visitors. Inside the museum, important materials related to the artist, such as various documents, stage costumes, and photographs, can be seen.

To gain significant insights into Zeki Müren, one of the most distinguished artists our country has produced, you should add the Zeki Müren Museum to your list of must-see places in Bodrum.

Address: Kumbahçe, Zeki Müren Cad. No:11 48400 Bodrum/MUĞLA

Phone Number: 0 252 313 19 39

VisitingHours: Tuesday-Sunday 08.30-17.00

Distance to the Facility: 21,4 km

Points to Consider When Visiting Historical, Religious, and Cultural Sites and Museums

Museums are places that host objects and stories related to culture, art, nature, science, and technology. Learning becomes more engaging and exciting in the presence of real objects in museums, leading to more effective learning. One of the most important roles of museums is to educate and inform people. Müzede yapılan uyarıları dikkate alınız.

- ✓ To follow the instructions of the staff and the visitor rules posted inside the museum
- ✓ At the entrances, if required, always present an ID or Museum Card and enter with a valid ticket.
- ✓ One of the most important rules to follow in museums is to remain quiet and not make noise.
- ✓ Do not touch the exhibited artifacts or their bases (pedestals), do not write on them (this warning is especially important when visiting open-air museums and archaeological sites), and do not damage the items.
- ✓ Pay attention to the warnings regarding whether photography is allowed/not allowed in the museum.
- ✓ Pay attention to the warnings regarding whether flash photography is allowed/not allowed in the museum.
- ✓ Listen carefully to the explanations and ask your guide or (if available) museum education specialists about anything you are curious about.
- ✓ Thank the staff member who provides information about the artifacts.
- ✓ Do not enter museums with food or drinks.
- ✓ Do not litter.
- ✓ During group tours, do not separate from the group. If you do and think you are lost, ask the staff for help and go to the information desk.
- ✓ Avoid behaviors that may disturb others during the visit.

In visits to places of worship included in Faith Tourism (mosques, churches, synagogues, etc.), the religious considerations of the worship place to be visited must be observed, and visits should be conducted with tolerance.

Paying attention to the instructions given by the staff at the entrances.

- ✓ Wearing appropriate clothing provided at the entrance if required.
- ✓ Not disturbing those who are worshiping in the area, remaining quiet, and not making noise.
- ✓ Not entering with food or drinks, and paying attention not to litter.

Points to Consider During Nature Tours and Visits:

- ✓ Paying attention to the warnings given by the staff at the entrances.
- ✓ Not lighting fires in wooded areas.
- ✓ Not littering, especially not throwing glass or cigarette butts on the ground.

- ✓ Strictly avoiding entry into restricted areas marked as “No Entry” or “Swimming Prohibited.,
- ✓ Not harming the habitats of all living beings in nature, such as plants and animals

Wildlife Conservation and Points to Consider During Tours:

- ✓ Please avoid speaking loudly, playing music, or disturbing the natural silence while walking in nature. This is vital for birds and other wildlife.
- ✓ Although feeding wild animals may seem like a kind act, it disrupts their natural behavior and feeding habits. Please do not give any food to wild animals.
- ✓ Not leaving litter, not throwing cigarette butts, and not lighting campfires in natural areas are fundamental ways to protect nature. Adopt the principle of “Take back what you bring.”
- ✓ Do not pick flowers, touch animals, or interfere with natural habitats to prevent damage to endemic or sensitive species.
- ✓ While observing wildlife, watch from a distance and avoid using flash photography. Respect their boundaries to prevent stress.
- ✓ If you have pets, keep them on a leash and under control during nature walks, as they may pose a threat to wildlife.

Additionally, you can access the Bodrum destinations and their details prepared by the Republic of Türkiye Ministry of Culture and Tourism at <https://bodrum.goturkiye.com>.

6. OUR POLICIES

Our organization has a structure that integrates its sustainability vision into all operational processes and acts in line with environmental, social, and governance (ESG) principles. The corporate approaches under the heading “Our Policies” not only ensure legal compliance but also reflect our ethical responsibilities, stakeholder expectations, and our long-term goal of creating value.

All of our policy documents are prepared and regularly updated in accordance with the principles of transparency, accountability, inclusiveness, and continuous improvement. Within this scope, we have corporate policies in key areas such as environmental management, energy efficiency, water and waste management, human rights, occupational health and safety, local development, cultural heritage preservation, ethical supply chains, and guest satisfaction.

Our policies not only regulate internal processes but also guide our interactions with employees, suppliers, guests, and local communities. Each policy is structured in compliance with relevant national regulations and international standards (e.g., ISO 14001, ISO 9001, ISO 26000, GSTC, GRI). In this way, our sustainability performance becomes trackable, assessable, and improvable.

6.1. Sustainability Policy

1. Purpose

Our facility is committed to conducting its activities based on environmental, social, and economic sustainability. This policy aims to ensure the efficient use of natural resources, implement environmentally conscious practices, protect the health of employees and the community, and support cultural heritage.

2. Our Principles

- **Environmental Management:**

- Reducing resource consumption
- Separating waste at the source
- Disposing of hazardous waste without harming the environment
- Ensuring full compliance with relevant laws and regulations

Training and Awareness:

- Providing regular environmental and occupational health trainings to employees
- Raising environmental awareness in the community
- Promoting a culture of prevention through training

Occupational Health and Safety:

- Providing a safe and healthy working environment
- Identifying risks in advance to prevent workplace accidents
- Adopting a human rights–respectful and non-discriminatory approach
- **Social Responsibility**
 - Increasing local employment and enhancing service quality
 - Contributing to the protection of vulnerable groups
 - Providing social and economic benefits to the local community
- **Accessibility:**
 - Providing accessible tourism services for everyone
 - Sharing the level of accessibility in a transparent manner

• Preservation of Cultural Heritage:

- Not causing harm to cultural values
- Contributing to the local culture

• Procurement Policy:

- Making purchases that are local, environmentally conscious, and based on fair trade
- Monitoring suppliers' sustainability processes

• Guest Satisfaction:

- Analyzing guest expectations in advance
- Using transparent and realistic promotional materials
- Providing accurate information across all communication channels

• Transparency and Public Information:

- Sharing activities with the public
- Announcing measures taken to protect natural life

6.2. Quality Policy

1. Purpose

The main goal of our facility is to establish, implement, and continuously improve the quality management system in accordance with international standards. Keeping guest satisfaction at the highest level, creating a difference with exemplary practices that set direction for the sector, and integrating the concept of “superior quality” into all our processes form the foundation of this policy.

2.Our Principles

- **Quality Management:**
 - Establishing and implementing a system in compliance with the ISO 9001 standard
 - Adopting a continuous measurement and improvement approach
 - Detecting and correcting errors immediately
- **Management Approach:**
 - Open and transparent management
 - Principles of professionalism, honesty, reliability, and diligence
 - Full compliance with brand standards
- **Employee Development:**
 - Continuous training and awareness
 - Practices focused on occupational safety and food safety
 - A culture of correct, safe, and conscious working
- **Technology and Investment:**
 - Investment planning in line with guest expectations
 - Integration of modern Technologies
 - Efficient use of knowledge and experience
- **Competition and Leadership:**
 - Active competition in the national and international market
 - Maintaining a leading position in the sector
 - A service approach that does not compromise on quality

Procurement and Local Supplier Policy

1. Purpose

This policy has been prepared with the aim of reducing environmental impacts in line with sustainability principles, supporting local development, and adopting an ethical, fair, and responsible approach in procurement processes..

2.Our Principles

- **Environmental Sensitivity:**
 - Preference for products that consume less energy and water

- Selection of equipment and services that reduce waste generation
- Use of materials that cause minimal harm to the environment
- Renewal of cooling systems in compliance with environmental regulations
- **Sustainable Procurement:**
 - Purchasing environmentally certified products from local producers
 - Selecting products sensitive to animal rights and wildlife protection
 - Researching production methods when certified products are not available
- **Waste Management**
 - Careful management of food and consumable materials
 - Prioritizing recyclable and returnable products
 - Monitoring suppliers' waste management processes
- **Local Development:**
 - Procuring from local businesses
 - Supporting local entrepreneurs in developing sustainable products
- **Ethics and Fair Trade:**
 - Avoiding corruption, bribery, and conflicts of interest
 - Compliance with business ethics and legal regulations
 - Protection of intellectual property rights
- **Social Responsibility:**
 - Prioritizing human rights, occupational safety, and environmental sensitivity in the supply chain
 - Building trust-based business relationships with local/regional supplier
 - Promoting open, equal, and fair trade

6.3. Environmental and Waste Management Policy

1. Purpose

Our facility acts with a sense of responsibility towards the environment and society. We conduct our activities with an understanding of sustainable environment, and we commit to minimizing environmental impacts, using natural resources efficiently, and preventing food waste.

2. Our Principles

- **Legal Compliance and Use of Technology**
 - Full compliance with environmental legislation and administrative regulations is ensured..
 - Technologies that cause the least harm to the environment are preferred in operations.
- **Environmental Awareness and Training**
 - Regular environmental training is provided to employees.
 - Environmental awareness is shared with guests, suppliers, and the community.
- **Waste Management**
 - Waste is minimized, separated, and recovered at the source.
 - Hazardous waste is disposed of in compliance with regulations.
 - Waste is stored in separate areas according to its characteristics and delivered to licensed companies..
- **Prevention of Food Waste**
 - Procedures are implemented to reduce food waste in production, service, and consumption processes.
 - Local collaborations and donation mechanisms are developed to safely utilize surplus food.
 - Unnecessary food consumption is prevented through quantity planning, portion control, and stock management.
 - Food waste data is monitored, analyzed, and improvement efforts are carried out
- **Conservation of Natural Resources**
 - Water and electricity consumption are regularly monitored.
 - Unnecessary resource use is prevented and protective measures are taken.
 - Biological pest control and drip irrigation methods are applied in garden maintenance.
- **Reduction of Chemical Usage**
 - Chemicals are used in sufficient quantities and under control.
 - Excessive chemical consumption is prevented, and staff are trained on this issue.
- **Emergency Management**
 - Response teams are established for environmental emergencies
 - Preparedness levels are increased through regular drills.

- **Continuous Improvement and Performance Monitoring**

- The environmental management system is regularly reviewed.
- Performance data is monitored, compared with targets, and improved.

- **Carbon Footprint and Greenhouse Gas Reduction**

- Carbon emissions and greenhouse gas effects are reduced.
- Announcements and information boards are used to raise environmental awareness.

Human Rights, Employee Rights, and Equal Opportunity Policy

1. Purpose

This policy aims to provide all employees with a fair, safe, and respectful working environment, and to create a corporate culture based on equal opportunities, free from discrimination.

2. Our Principles

- **Prevention of Discrimination:**

- In recruitment, promotion, training, compensation, and termination processes, no discrimination is made based on race, religion, gender, age, disability, sexual orientation, political opinion, or union membership..
- Women's participation in the workforce is supported, and equal opportunities are provided in all departments..

- **Working Conditions and Welfare:**

- Employees are provided with clean shower facilities, drinking water, meals, transportation, and accommodation opportunities.
- Physical, mental, or verbal violence is strictly not tolerated.
- Through an open-door policy, employees are encouraged to freely express their requests and suggestions..

- **Respect for Human Rights:**

- All employees' personal information is kept confidential.
- A sense of belonging is strengthened, and team spirit is supported.
- Overtime is paid; annual leave rights are granted on time.

- **Training and Development:**

- Evaluation is based on professional competence and experience, with no age limitation applied.
- A common management language and a culture of learning are developed through continuous training.
- Career planning is supported.

- **Occupational Health and Safety:**

- Risks are identified in advance, and efforts are made to prevent occupational accidents and diseases
- A safe and healthy working environment is provided, and employees are made aware of this issue.

- **Fair Compensation and Social Rights:**

- A wage policy in compliance with legal regulations and industry standards is applied.
- All employees benefit equally from social rights and the reward system.

6.4. Policy on Vulnerable Groups and Children's Rights

1.Purpose

Bu politika, çocukların ve savunmasız bireylerin haklarını korumayı, onları her türlü istismar ve ayrımcılıktan uzak tutmayı ve kurum içinde güvenli, saygılı bir ortam oluşturmayı hedefler.

2. Our Principles

- **Protection of Children's Rights**

- Children are recognized as individuals; their rights are respected.
- Protection is provided against all forms of physical, psychological, commercial, and social exploitation.
- Child labor is not employed; the same sensitivity is expected from business partners.
- Adult supervision is ensured in all activities involving children.
- Employees receive regular training on preventing and recognizing child abuse.

- **Support for Vulnerable Groups**

- The rights of vulnerable groups such as women, the elderly, persons with disabilities, pregnant individuals, people with mental disorders, ethnic minorities, refugees, and patients are respected

- These individuals are strictly protected from exploitation, harassment, discrimination, coercion, or exclusion.
- The confidentiality of personal data is protected; communication is based on consent.
- **Awareness and Training:**
 - Trainings are organized to raise awareness about the protection of children's rights and vulnerable groups.
 - Active support is provided for relevant social responsibility projects.
 - Suspicious situations are reported to facility management; if necessary, official authorities are contacted.
- **Creating a Safe Environment:**
 - Environments are provided where children can freely express themselves and where their development is supported.
 - All employees are responsible for maintaining this environment.

6.5. Customer Satisfaction Policy

1. Purpose

This policy aims to maximize customer satisfaction in the services provided by our facility, meet guest expectations, and enhance service quality through a continuous improvement approach.

2. Our Principles

- **Guest Orientation:**
 - Our guests are our reason for existence.
 - All service processes are designed with guest satisfaction as the priority.
 - Guest feedback is considered an opportunity for improvement.
- **Complaint Management:**
 - Guest complaints are recorded and resolved quickly and effectively.
 - Guests are regularly informed about the process.
 - Complaints are turned into opportunities through corrective and preventive actions
- **Expectation Analysis and Improvement:**
 - Guest expectations are regularly analyzed.
 - Service quality is continuously improved based on these analyses.

- All employees are actively involved in this process.
- **Training and Awareness:**
 - Employees are instilled with a customer satisfaction–oriented service approach.
 - Communication skills for effective interaction with guests are developed through training.
 - The understanding of quality is spread throughout the entire staff.
- **Competition and Brand Strength:**
 - Customer satisfaction is the foundation of our competitive strength..
 - Satisfaction data is monitored to strengthen our position in the market.
 - Brand reputation is directly associated with the guest experience.

6.6. Occupational Health and Safety Policy

1. Purpose

Our facility adopts the protection of employees' health and safety as a primary priority. This policy aims to create safe working environments, prevent risks, and promote an occupational health & safety culture at the corporate level.

2. Our Principles

- **Human-Centered Approach:**
 - Our employees are our most valuable asset.
 - In all activities, human health and well-being are the priority..
- **Risk Management and Preventive Measures:**
 - Hazards and risks are identified and eliminated at the source.
 - Occupational accidents and diseases are prevented through protective measures.
 - Each department regularly analyzes the risks within its area of activity.
- **Legal Compliance and Continuous Improvement:**
 - Full compliance with national legislation and international standards is ensured.
 - Occupational health and safety performance is regularly monitored and improved.
 - Goals are set, and the system is enhanced through periodic reviews.
- **Employee Participation and Awareness:**
 - Tüm çalışanlar ve temsilcileri sürece aktif olarak katılır.
 - Görüş ve öneriler değerlendirilir, iyileştirme fırsatlarına dönüştürülür.
 - Eğitimlerle farkındalık artırılır, güvenli davranışlar teşvik edilir.

- **Emergency Preparedness:**
 - Emergency plans are established and tested through regular drills
 - Response teams are designated, and necessary equipment is kept ready..
- **Communication and Transparency:**
 - Information related to occupational health and safety is shared openly.
 - Effective communication is maintained with all stakeholders.

6.7. Energy Management Policy

1. Purpose

This policy aims to minimize environmental impacts through the efficient use of energy resources, reduction of consumption, and continuous improvement of energy performance.

2. Our Principles

- **Legal Compliance and Standards:**
 - Compliance is ensured with national and international energy management standards.
 - Legislation and regulations are regularly monitored.
- **Energy Efficiency and Performance:**
 - Energy consumption is monitored, analyzed, and reduction measures are implemented.
 - Energy performance indicators are defined and compared with annual targets.
- **Training and Awareness:**
 - Regular training on energy efficiency is provided to all employees.
 - Awareness activities are conducted with guests, visitors, and business partners.
- **Technology and Equipment Selection:**
 - Energy-efficient products, equipment, and systems are preferred.
 - Energy consumption criteria are included in the evaluation process for new investments.
- **Energy Management System (EnMS):**
 - The system is documented, implemented across all departments, and reviewed regularly.
 - System performance is enhanced through a continuous improvement approach.
- **Collaboration and Stakeholder Engagement:**
 - Common energy goals are established with all stakeholders.

- Employee participation in energy management processes is encouraged.
- **Emergency Preparedness:**
 - Preventive plans are developed against energy constraints and related risks.
 - Alternative energy sources are evaluated for critical systems to ensure operational continuity and reduce dependency on conventional energy..

6.8. Stakeholder Communication Policy

1. Purpose

This policy has been established to ensure that our facility maintains open, transparent, trust-based, and sustainable communication with all stakeholders. The main objective is to systematically collect, evaluate, and integrate stakeholder feedback into continuous improvement processes.

2. Our Principles

- **Transparent Communication:**
 - Our facility provides accurate, clear, and up-to-date information about its products and services.
 - Real visuals and authentic content are used in all promotional materials.
 - Sustainability performance is publicly shared through the official website, social media platforms, and printed publications.
- **Feedback Management:**
 - Feedback from customers, employees, public institutions, the local community, and other stakeholders is recorded systematically.
 - Negative feedback is analyzed, addressed promptly, and corrective measures are implemented.
 - The feedback system is designed to be fast, accessible, and user-friendly.
- **Employee Engagement and Communication:**
 - Employees receive regular training on management systems and sustainability practices.
 - Roles and responsibilities are clearly defined and communicated in writing.
 - Training sessions are documented, and employees play an active role in improving the system.

- **Continuous Improvement:**

- The system is reviewed regularly based on feedback received from stakeholders.
- Communication processes are continuously evaluated and improved
- The goal is to establish long-term, trust-based relationships with all stakeholders.

6.9. Policy on Individuals With Disabilities and Accessibility

1. Purpose

This policy aims to ensure accessibility standards and provide inclusive services for all guests, particularly those with physical, visual, auditory, or cognitive disabilities, within our facility.

2. Our Principles

- **Accessibility Standards:**

- The accessibility infrastructure throughout the facility is established in accordance with legal regulations.
- Accommodation, transportation, signage, and emergency systems are adapted for the use of individuals with disabilities.
- Special solutions are developed for guests with visual, hearing, or mobility impairments.

- **Continuous Improvement:**

- The accessibility infrastructure is regularly maintained and repaired.
- Physical and digital accessibility systems are updated based on feedback.
- New technologies and applications are monitored and integrated throughout the facility.

- **Information and Transparency:**

- The facility's level of accessibility is communicated clearly and accurately through the website and other communication channels.
- Guests are informed about accessibility features and options prior to booking.

- **Employee Training and Awareness:**

- All employees receive regular training on accessibility, communication with individuals with disabilities, and inclusive service delivery.
- Staff members are responsible for providing sensitive and supportive assistance to guests with disabilities.

- **Inclusive Service Approach:**

- Individuals with disabilities are ensured to receive services in the same environment and under equal conditions as all other guests.
- Discrimination, exclusion, or restriction of service is strictly prohibited.
- An inclusive, barrier-free living culture is actively promoted throughout the facility.

6.10. FOOD SAFETY POLICY

1. Purpose

This policy has been prepared to ensure food safety throughout all processes of the facility, protect human health, and maximize guest satisfaction. Our main objective is to provide safe, hygienic, and legally compliant food at every stage of the supply chain.

2. Our Principles

- **Food Safety Management:**
 - Hygiene rules are strictly applied at all stages, from raw material supply to consumption.
 - The Food Safety Management System (FSMS) is documented, communicated to all employees, and continuously improved.
 - Risks are periodically assessed, and preventive measures are implemented.
- **Legal Compliance and Standards:**
 - Full compliance with national and international food safety regulations is ensured.
 - Audit results are monitored, and any nonconformities are promptly corrected
- **Supplier Collaboration:**
 - A relationship of trust is established with all suppliers.
 - Product safety and quality criteria are clearly communicated to suppliers.
 - Food safety experiences and best practices are shared mutually.
- **Training and Awareness**
 - All employees receive regular training on food safety.
 - Training ensures internalization of the system and raises awareness.
 - Critical issues such as hygiene, cross-contamination, and temperature control are emphasized.

- **Continuity and Improvement:**

- Food safety performance is regularly monitored.
- Processes are improved based on feedback.
- Consistency in service quality is maintained.

6.11. Local Community Support Policy

1. Purpose

This policy aims to contribute to the social and economic development of the local community where our facility operates, to protect local resources, and to support sustainable development.

2. Purpose

- **Promotion of Local Employment:**

- Our facility prioritizes hiring staff from the local community whenever possible..
- Training and skill development programs are supported to enhance the capacity of the local workforce.

- **Local Procurement and Entrepreneurship:**

- Raw materials and services are primarily sourced from local suppliers
- Support is provided for local entrepreneurs in developing their products and services.
- Long-term partnerships are established with local producers.

- **Cooperation with Civil Society:**

- Joint projects are carried out with local non-governmental organizations (NGOs).
- Local stakeholders are encouraged to participate in social responsibility initiatives.

- **Protection of Cultural and Natural Resources:**

- Activities aimed at preserving local cultural heritage are supported..
- The sustainable use of natural resources is ensured.

- **Transparency and Participation:**

- Feedback and suggestions from the local community are collected regularly.
- The impacts of facility operations on the local society are shared transparently.

6.12. Destination Participation Policy

1. Purpose

This policy aims to contribute to the cultural, natural, and social values of the destination in which our facility operates, and to support sustainable tourism development in cooperation with the local community.

2. Our Principles

- **Protection of Cultural and Natural Heritage:**
 - Active support is provided for the region's cultural heritage and natural assets through public and private sector projects.
 - Respect for Turkish culture, traditions, and historical values is upheld, and preserving this heritage for future generations is a fundamental principle.
- **Contribution to the Local Economy:**
 - The promotion and sale of artworks and handicrafts produced by local people are encouraged
 - Visitors are directed toward purchasing local products, thus contributing directly to the regional economy.
- **Visitor Awareness:**
 - Guests are informed about the destination's cultural values and local sensitivities.
 - Awareness is raised regarding appropriate behavior within the region
- **Collaboration with Local Authorities:**
 - The active participation of local authorities in tourism planning, management, and development processes is supported.
 - The facility contributes to projects aimed at protecting the environmental, physical, and visual quality of urban and rural areas.
- **Environmental Responsibility:**
 - Measures to prevent potential environmental degradation in the destination are supported.
 - Facility operations are conducted in an environmentally conscious manner.

6.13. Policy On The Preservation and Presentation Of Cultural Heritage

1. Purpose

This policy aims to preserve, promote, and contribute to the transmission of the historical, cultural, and social values of the region where our facility is located to future generations

2. Our Principles

- **Cultural Information and Promotion:**
 - Guests are provided with information about the region's historical sites, cultural heritage points, and traditions through the reception and sales points..
 - Visual materials, brochures, and digital content are used within the facility to promote cultural heritage..
- **Behavioral Guidance:**
 - Guests are informed about appropriate behavior in cultural and heritage areas.
 - A respectful and sensitive approach is encouraged when interacting with the local community.
- **Preservation and Participation:**
 - Cooperation is established with local authorities to protect the natural environment, historical structures, archaeological sites, and cultural values.
 - Local sensitivities and community needs are considered in decision-making processes.
- **Cultural Accessibility and Equality:**
 - Access of local people to cultural heritage is not restricted, and all their rights are respected.
 - No discrimination is made based on ethnicity, belief, or opinion.
- **Support for Local Culture:**
 - The region's traditional cuisine, handicrafts, and cultural events are introduced to guests.
 - Guidance is provided in cultural interactions, and the preservation of local values is encouraged.

6.14. Biyoçeşitliliğin Korunması Politikası

1. Purpose

This policy aims to protect the natural life in the regions where our facility operates, ensure the sustainability of ecosystems, and support the continuity of biological diversity.

2. Our Principles

- **Protection of Ecosystem Balance:**
 - The natural ecological balance is taken into account during all facility operations.
 - The protection of local flora and fauna species is prioritized.
- **Monitoring of Invasive Species:**
 - The presence of invasive species around the facility is regularly monitored.
 - Preventive measures are implemented to avoid the destruction of habitats belonging to native species.
- **Improvement of Natural Habitats**
 - The rehabilitation of natural areas surrounding the facility is supported
 - Increasing green spaces and preserving native vegetation are encouraged.
- **Reduction of Environmental Impact:**
 - The environmental impact of operations is regularly analyzed.
 - Negative effects such as carbon footprint and habitat degradation are minimized.
- **Cooperation with Stakeholders:**
 - Joint projects are carried out with local authorities, NGOs, and academic institutions.
 - Activities are organized to raise public awareness about biodiversity.
- **Education and Awareness:**
 - Employees and guests are provided with training on biodiversity.
 - Awareness is promoted within the facility through informative materials.

6.15. Wildlife and Animal Welfare Protection Policy

1. Purpose

This policy aims to ensure the protection of wildlife, the safeguarding of animal welfare, and full compliance with relevant legal regulations within the operational areas of our facility. Ethical, scientific, and sustainable approaches are adopted in interactions with natural life.

2. Our Principles

- **Legal Compliance and Scientific Approach:**
 - Local, national, and international laws and guidelines are followed in wildlife interactions.

- Actions are taken in line with the opinions of wildlife experts.
- Direct interaction (especially feeding) is carried out only if it is scientifically approved and advised by experts.
- **Impact Reduction and Monitoring:**
 - Disturbance to wildlife is minimized.
 - The effects of interactions on animal welfare are regularly monitored and evaluated.
 - Observation and reporting systems are established to ensure sustainability.
- **Captive Wildlife and Cooperation:**
 - Full compliance with laws and regulations regarding captive wild animals is ensured.
 - Conservation activities are carried out in cooperation with public institutions and non-governmental organizations.
- **Pet Welfare:**
 - The housing, feeding, and treatment conditions of pets within the facility are regularly inspected.
 - Care, cleaning, and veterinary services for animal health are fully provided.
- **Education and Awareness:**
 - Employees and guests are trained on wildlife and animal welfare issues.
 - Awareness is raised through informative materials within the facility.

6.16. Local Employment Protection Policy

1. Purpose

This policy aims to contribute to social development by supporting the local workforce in the regions where our facility operates, increasing economic opportunities, and adopting an equitable approach to employment.

2. Scope

All recruitment, training, development, and procurement processes are evaluated within the scope of this policy. All departments and employees of the facility are required to act in accordance with these principles.

3. Our Principles

- **Priority for Local Workforce:**
 - Open positions are announced regionally in the first place.

- Local candidates are given priority; participation of the local community in employment is encouraged..
- **Training and Development Support:**
 - Training programs are organized to support the professional development of the local community.
 - Skill development activities provide an advantage in recruitment.
- **Equal Opportunity:**
 - Equal opportunities are offered regardless of gender, age, ethnicity, belief, or disability.
 - Merit and suitability are the main criteria.
- **Collaboration with the Local Supply Chain:**
 - Local suppliers are preferred whenever possible.
 - The development of local businesses is supported.

4. Responsibilities

- **Management:** Ensures the implementation of the policy and the achievement of local employment goals.
- **Human Resources Department:** Conducts recruitment processes for local candidates and plans training programs.
- **All Employees:** Act with awareness of the importance of local employment and contribute to the process.

5. Monitoring and Reporting

- Local employment rates are analyzed annually
- Management evaluates the implementation through performance reports and plans necessary improvements.

6.17. Local Awareness Policy

1. Purpose

This policy aims to enhance awareness of the cultural, environmental, and economic values of the region where our facility operates and to contribute to regional development by working in harmony with the local community.

2. Our Principles

- **Respect and Support for Local Culture:**
 - Local arts, crafts, and cultural events are promoted and supported.
 - Guests are offered regional cuisine and traditional recipes.
 - Local producers are prioritized in the supply chain.
- **Environmental Awareness:**
 - The conservation and sustainable use of the region's natural resources are encouraged.
 - Local residents and guests are informed about waste management, energy saving, and environmental awareness.
- **Contribution to the Local Economy:**
 - Access of local people to employment opportunities is supported.
 - Products and services produced in the region are prioritized for use within the facility.
- **Social Responsibility:**
 - Active participation is ensured in projects that improve the quality of life of the local community.
 - Cooperation is established with local schools and institutions to conduct education and awareness programs.
- **Guest Participation:**
 - Guests are informed about local tourist attractions and events.
 - They are included in programs contributing to the preservation of natural and cultural heritage.
- **Continuity and Evaluation:**
 - The implementation of the policy is regularly reviewed and improved.
 - Activities are evaluated in cooperation with local communities.
- **Transparency and Accessibility:**
 - This policy text is open to employees, guests, and the public.
 - It is published on the facility's website to ensure accessibility.

6.18. Water Conservation Policy

1. Purpose

This policy aims to ensure the efficient use of water resources, prevent waste, and implement sustainable water management practices within our facility. Water conservation is a fundamental part of our environmental responsibility.

2. Our Principles

- **Efficient Use:**
 - Water consumption is regularly monitored and analyzed.
 - Technical and behavioral measures are taken to prevent unnecessary use.
 - Efficient technologies such as low-flow fixtures, sensor systems, and drip irrigation are utilized.
- **Maintenance and Repair:**
 - Water systems are regularly inspected.
 - Leaks and malfunctions are promptly detected and repaired.
 - Maintenance records are systematically kept.
- **Education and Awareness:**
 - Employees and guests are informed about water conservation.
 - Visual materials within the facility are used to raise awareness.
 - Suggestions for reducing water consumption are encouraged.
- **Alternative Sources:**
 - Greywater systems, rainwater collection, and treatment technologies are evaluated.
 - The use of alternative water sources for garden irrigation and cleaning is promoted
- **Monitoring and Reporting:**
 - Water consumption data are reported monthly.
 - Performance is evaluated by comparing results with established targets.
 - Feedback is considered for continuous improvement.
- **Legal Compliance:**
 - Full compliance with national and local water management regulations is ensured.
 - Water management practices are developed in collaboration with authorized institutions.

6.19. Sustainable Procurement and Supply Chain Policy

1. Purpose

This policy aims to ensure ethical and responsible supply chain management by adopting environmental, social, and economic sustainability principles in our facility's purchasing and procurement processes.

2. Our Principles

- **Environmental Sensitivity:**

- Environmental impacts are taken into consideration when selecting products and services.
- Recyclable, energy-efficient, and low-carbon-footprint products are preferred.
- Suppliers' environmental management systems are evaluated.

- **Local and Fair Trade:**

- Local producers and service providers are given priority.
- Collaboration is established with suppliers who adhere to fair trade principles.
- Purchasing strategies that contribute to local economic development are implemented.

- **Ethical and Social Responsibility:**

- Suppliers are expected to respect human rights, occupational safety, and equality principles.
- A zero-tolerance policy is applied against child labor, forced labor, and discrimination.
- Long-term, trust-based relationships are maintained with suppliers.

- **Transparency and Traceability:**

- Procurement processes are documented and conducted transparently.
- Traceability of products and services throughout the supply chain is ensured.
- Continuous improvement is supported through feedback mechanisms

- **Training and Awareness:**

- Purchasing department staff receive regular training on sustainability and ethical trade
- Information sharing and joint development opportunities with suppliers are encouraged.

6.20. Harassment and Discrimination Prevention Policy

1. Purpose

This policy has been established to ensure that all employees, guests, and stakeholders within our facility are in a safe, respectful, and equitable environment, and to prevent all forms of sexual, physical, verbal, or psychological harassment and discrimination.

2. Scope

All permanent, temporary, and intern employees, as well as suppliers, business partners, and facility guests, are covered by this policy.

3. Our Principles

- No discrimination is made based on gender, age, ethnicity, religion, language, disability, marital status, sexual orientation, or political opinion.
- A zero-tolerance policy is applied against all forms of sexual harassment, physical contact, verbal insinuations, and disturbing behavior.
- Psychological harassment (mobbing), exclusionary, or intimidating behavior is strictly prohibited.
- Within the facility premises, everyone is obliged to act respectfully and equally toward one another.

4. Yasaklı Davranış Örnekleri

- Using insults, derogatory remarks, or nicknames
- Unwanted physical contact or close behavior
- Sexist jokes or sharing inappropriate Content
- Excluding individuals due to social or cultural differences
- Managers exerting pressure on employees or engaging in favoritism

5. Complaint and Reporting Mechanism

- Individuals who believe they have been subjected to harassment or discrimination may report it to management, the Human Resources department, or through the confidential complaint line.
- All reports are handled with confidentiality and seriousness.
- Retaliation is strictly prohibited; no pressure or adverse action may be taken against those who file a complaint.

6. Sanctions

- Any confirmed act of harassment or discrimination is reviewed by the disciplinary committee.
- Sanctions may include warning, reprimand, reassignment, termination of employment, or legal action.

7. Training and Awareness

- All employees are informed about this policy.
- Specialized training sessions are provided during orientation processes
- The policy is reviewed and updated at least once a year.

6.21. Open Door Policy for Personnel

1. Purpose

This policy aims to create an open, participatory, and trust-based communication environment where all employees of the facility can freely express their opinions, suggestions, requests, and complaints.

2. Our Principles

- **Accessibility:**
 - All managers must be approachable and open to listening to employees' opinions.
 - Meeting requests are evaluated without prejudice and in a timely manner.
- **Confidentiality and Respect:**
 - Information shared by employees is kept confidential; their freedom of expression is protected
 - No employee shall face discrimination or retaliation for expressing an opinion.
- **Participation and Appreciation:**
 - Employee suggestions are considered in process improvement and decision-making mechanisms.
 - Open-door practices are regarded as an integral part of institutional development.
- **Solution Orientation:**
 - Concrete actions are taken regarding the issues raised.

- Feedback is systematically monitored and resolved.
- **Training and Awareness:**
 - The purpose and operation of the open-door policy are explained to all employees.
 - Managers are provided with effective listening and communication skills training.

3. Implementation Process

- Employees may request a meeting directly with their managers or the Human Resources department.
- Meetings are held in a planned manner and recorded.
- When necessary, communication with senior management is encouraged.

6.22. Risk and Crisis Management Policy

1. Purpose

This policy aims to identify potential risks that may arise during the facility's operations, reduce their impact, and ensure a rapid, effective, and coordinated response in the event of a crisis.

2. Principles

- **Preventive Approach:**
 - Risks are proactively analyzed, and preventive measures are developed.
 - Each department identifies and monitors its own operational risks.
- **Comprehensive Risk Assessment:**
 - Physical, environmental, financial, operational, and reputational risks are regularly evaluated.
 - Risks are categorized and prioritized.
- **Crisis Preparedness and Response:**
 - Crisis scenarios are created, and emergency plans are established.
 - Response teams are designated, and responsibilities are clearly defined.
 - Preparedness levels are tested through regular drills.
- **Communication and Coordination:**
 - Internal and external communication channels remain open during crises.
 - Accurate and timely information is shared with stakeholders.
 - The crisis management process is centrally coordinated.
- **Training and Awareness:**
 - All employees receive risk awareness and crisis management training.
 - Feedback is evaluated for continuous improvement.

- **Legal Compliance and Continuity**

- Full compliance with national legislation and industry standards is ensured.
- Risk and crisis management systems are regularly reviewed and updated.

6.23. Internal and External Communication Policy

1. Purpose

This policy has been prepared to ensure that internal and external communication processes are conducted transparently, consistently, reliably, and ethically, in order to strengthen information flow and protect corporate reputation.

2. Scope

All employees, managers, the guest relations department, the corporate communications department, suppliers, public institutions, NGOs, and media representatives are covered by this policy.

3. Internal Communication Policy

3.1. Principles

- Transparency and openness
- Respect and inclusiveness
- Timely and accurate information sharing
- A participatory and feedback-oriented structure
- Effective use of digital and physical communication tools

3.2. Areas of Implementation

- Information sharing within and between departments
- Use of announcements, meetings, emails, and the internal portal
- Open-door practices and suggestion systems
- Crisis and emergency communication
- Training, orientation, and internal briefing activities

3.3. Responsibilities

- Managers: Ensure information flow and support team communication
- HR Department: Manage internal communication tools and monitor employee satisfaction
- All Employees: Communicate respectfully, openly, and constructively

4. External Communication Policy

4.1. Principles

- Institutional consistency and professionalism
- Accuracy, truthfulness, and adherence to ethical values
- Respectful and trust-oriented communication with stakeholders
- Use of language and behavior that protect the brand image
- Compliance with legal regulations and confidentiality principles

4.2. Areas of Implementation

- Guest relations and complaint management
- Communication with suppliers and business partners
- Cooperation with public institutions and NGOs
- Corporate representation in media and digital platforms
- Communication of social responsibility and sustainability efforts

4.3. Responsibilities

- **Corporate Communications Department:** Define external communication strategies and manage media relations.
- **Guest Relations Unit:** Ensure guest satisfaction and evaluate feedback
- **All Employees:** Represent the organization accurately to external parties.

5 Monitoring and Improvement

- Internal and external communication performance is analyzed annually.
- Improvement plans are developed based on feedback.
- Training and awareness programs are conducted regularly.

6.24. Greenhouse Gas Emission Reduction Policy

1. Purpose

This policy aims to reduce greenhouse gas emissions resulting from the facility's operations, contribute to combating climate change, and promote environmental sustainability.

2. Scope

All operational units, technical teams, purchasing departments, and energy and environmental management personnel are covered under this policy.

3. Our Principles

Carbon Footprint Reduction

- Emissions from energy consumption, transportation, waste management, and procurement processes are regularly monitored.
- Annual emission reduction targets are established and tracked using performance indicators.

Energy Efficiency

- Low-energy-consuming equipment and systems are prioritized
- Energy-efficient technologies are implemented in lighting, HVAC, and kitchen systems.
- Consumption data is analyzed through the Energy Management System (EnMS).

Transportation and Logistics

- Low-emission or electric vehicles are preferred for the facility fleet.
- Supply chain optimization is implemented to reduce transportation-related emissions.
- The use of public transportation and bicycles by guests and employees is encouraged

Sustainable Procurement

- Local products and those with a low carbon footprint are prioritized
- Environmental performance data is requested from suppliers.
- Life cycle cost and emission impact are considered in purchasing decisions.

Waste and Water Management

- Organic waste is composted, and recycling rates are increased.
- Water consumption is reduced to decrease indirect energy use.
- Greywater and rainwater systems are evaluated for utilization.

Training and Awareness

- All employees receive at least one annual training on climate change and emission reduction.
- Informational materials are prepared for guests.
- Suggestions are collected through feedback mechanisms.

Monitoring and Reporting

- Emission data is calculated in accordance with ISO 14064 standards.
- An annual greenhouse gas inventory is prepared and shared with management.
- Corrective action plans are developed for performance deviations.

6.25. Performance and Promotion Policy

1. Purpose

This policy has been prepared to encourage employees to perform their duties effectively, reward both individual and organizational success, and establish a fair, objective, and transparent system for promotion processes.

2. Scope

This policy applies to all permanent, contractual, and intern employees, as well as managers.

3. Our Principles

Performance Evaluation

- Each employee is subject to a performance evaluation at least once a year.
- Evaluations are based on job description, goal achievement, competencies, teamwork, and development potential.
- Evaluation results are shared with the employee, and areas for improvement are identified.

Promotion Process

- Promotions are carried out based on merit, performance, leadership potential, and organizational needs.
- Promotion candidates must have at least six months of performance data and a reference from their supervisor
- Promotion decisions are made by a committee composed of Human Resources and relevant department managers.

Training and Development

- During the promotion preparation process, employees are offered leadership, communication, and technical skill training.
- Development plans are prepared in alignment with individual goals.
- Training participation and development indicators are considered in promotion evaluations.

Equality and Transparency

- Evaluations are conducted without discrimination based on gender, age, ethnicity, disability, belief, or personal opinion.
- All promotion criteria are clearly defined in writing and communicated to employees.
- Employee feedback is considered in the promotion process, and an appeal mechanism is in place

. Continuous Improvement

- The performance and promotion system is reviewed annually.
- Processes are updated based on feedback.
- It is aligned with corporate objectives to support strategic development.

6.26. Internal and External Audit Policy

1. Purpose

This policy ensures that all management systems of the facility are evaluated through planned, systematic, and impartial internal and external audits. The audit results serve as a foundation for continuous improvement and legal compliance..

2. Scope

This policy covers all management systems, including quality, environment, occupational health and safety, energy, food safety, social responsibility, and sustainability systems.

3. Our Principles

Impartiality and Objectivity

- Audits are conducted by independent auditors free from any conflict of interest.
- A fair, transparent, and evidence-based approach is adopted throughout the audit process.

Planned and Systematic Approach

- Internal audits are conducted at least once a year, while external audits are scheduled according to certification and client requirements.
- The audit schedule is announced in advance, and coordination with relevant departments is ensured.

Compliance and Effectiveness Evaluation

- Audits assess not only procedural compliance but also the overall effectiveness of the system.
- Process performance, risk management, and improvement activities are taken into account.

Continuous Improvement

- Corrective and preventive actions are initiated based on audit findings.
- Findings are reviewed during management review meetings.
- Audit results are used as input for systematic development.

Record Keeping and Traceability

- All audit reports, nonconformity records, and action plans are archived.
- Traceability and audit history are securely maintained in digital systems.

Collaboration and Transparency

- Employee participation is encouraged throughout the audit process.
- During external audits, auditors are granted access to all necessary documents and information.
- Open communication and cooperation are essential during all audit stages.

Training and Competence

- Internal auditors are trained in accordance with ISO 19011 and relevant management system standards.
- Auditor competencies are reviewed and updated annually.

6.27. Training Policy

1. Purpose

This policy aims to ensure that employees acquire the knowledge and skills necessary to perform their duties effectively and to support institutional development in line with quality, safety, sustainability, and ethical values

2. Scope

This policy applies to all permanent, contract, and trainee employees, as well as managers. Training activities cover recruitment, orientation, job changes, system updates, and personal development areas.

3. Our Principles

Competency-Based Approach

- The knowledge, skills, and behaviors required for each position are defined.
- Training needs are identified based on job descriptions and performance evaluations.

Continuous Development

- Training activities are planned not only at the start of employment but throughout the entire career.
- Development is supported in technical, behavioral, leadership, and sustainability areas.

Planning and Monitoring

- An annual training plan and implementation schedule are prepared.
- Participation, achievement, and impact levels are monitored; results are integrated into the performance system

Awareness and Corporate Culture

- Corporate values, ethical principles, and quality standards are reinforced through training.
- Employee contribution to corporate goals is enhanced.

Accessibility and Equality

- Equal training opportunities are provided to all employees.
- Training content is designed to suit different learning styles and language levels.

Collaboration and Stakeholder Involvement

- Training content is developed in cooperation with internal experts, academic institutions, and industry stakeholders.
- Suppliers and business partners are also included in training processes

.Documentation and Archiving

All training activities are recorded, certified, and archived in an auditable manner.

6.28. Recruitment, Onboarding and Orientation Policy

1. Purpose

This policy aims to effectively manage the facility's human resources, ensure equality and merit in recruitment processes, and systematically implement onboarding and orientation programs for new employees.

2. Scope

All permanent, contractual, and intern employees, as well as managers and Human Resources personnel involved in the recruitment process, are covered by this policy.

3. Our Principles

Fair and Transparent Recruitment

- All open positions are announced simultaneously through internal and external channels.
- Candidates are evaluated based on competence, experience, education, and position requirements.
- No discrimination is made on the basis of gender, age, ethnicity, belief, or disability.

Merit-Based Selection

- Interviews are conducted in a structured format.
- Technical proficiency, behavioral competencies, and organizational fit are taken into account.
- Reference checks and required documentation are verified.

Onboarding Process

- New hires are clearly informed about job descriptions, responsibilities, and expectations.
- All onboarding documentation is completed accurately.
- Employees are welcomed by their direct supervisor and introduced to their department.

Orientation Program

- New employees are introduced to the company culture, values, quality system, occupational safety rules, and internal communication structure.
- Facility tours, department introductions, and basic procedural briefings are conducted.
- The orientation process is completed within the first five working days.

Participation and Feedback

- Feedback is collected from new employees at the end of the orientation program.
- Identified gaps in the process are included in improvement plans.
- A one-on-one evaluation meeting is held within the first 30 days after orientation.

Documentation and Traceability

- All recruitment, onboarding, and orientation records are documented and securely archived

- Attendance lists, evaluation forms, and feedback reports are reviewed by the Human Resources Department.
- The effectiveness of the orientation process is measured through follow-up evaluations and improvement actions.

7. SAVINGS MEASURES

Our organization has developed comprehensive saving measures aimed at ensuring the efficient use of resources and reducing operational costs. These measures not only generate economic benefits but also contribute to minimizing environmental impacts and achieving our sustainability goals. Systematic improvement processes are implemented across all departments in the areas of energy, water, material, and time management.

As part of **energy-saving initiatives**, actions such as transitioning to LED lighting systems, installing motion-sensor control mechanisms, optimizing climate control through centralized automation, and integrating renewable energy sources have been implemented. To **reduce water consumption**, low-flow fixtures, greywater recovery systems, and drip irrigation infrastructure have been established.

In **material and resource management**, digitalization, waste reduction, and reuse principles are prioritized. Digital document management systems have been introduced to minimize paper consumption, and durable, recyclable alternatives have been adopted instead of single-use products. Additionally, by encouraging the selection of **local and environmentally friendly products** within the supply chain, both the carbon footprint has been reduced and regional development has been supported.

All saving measures are reinforced through **employee awareness programs** and **performance monitoring systems**. In this way, not only technical solutions but also behavioral transformation are achieved, fostering a strong culture of conservation throughout the organization.

8. OUR GOALS

Our organization operates in line with a future vision that integrates the principles of sustainability with operational excellence, social responsibility, and environmental awareness. Within this framework, the established goals are structured in alignment with our short-, medium-, and long-term strategic plans. Our objectives represent an approach that not only considers performance indicators but also prioritizes stakeholder satisfaction, local development, and ecosystem integrity

- Achieve a 2% reduction in energy and water consumption.
- Increase the waste segregation rate above 80% in line with the Zero Waste target.
- Expand the number of sustainability and accessibility training sessions for all employees.
- Raise the local procurement rate from 73% to 75%.
- Reduce per capita chemical usage by 5%.

- Increase our annual average guest satisfaction rate by 1%.
- Raise the share of renewable energy sources to over 50%
- Increase the number of local plant species in the biodiversity monitoring system by 5%
- Reduce the carbon footprint by 5%.
- Lead nature conservation and community development projects specific to the Bodrum region

Our objectives are supported by regular monitoring, measurement, and evaluation mechanisms, and are revised when necessary to ensure a dynamic management approach. In this way, our sustainability performance will not only be measurable and reportable but will also be directed to create a transformative impact, leading to tangible and visible results.



