

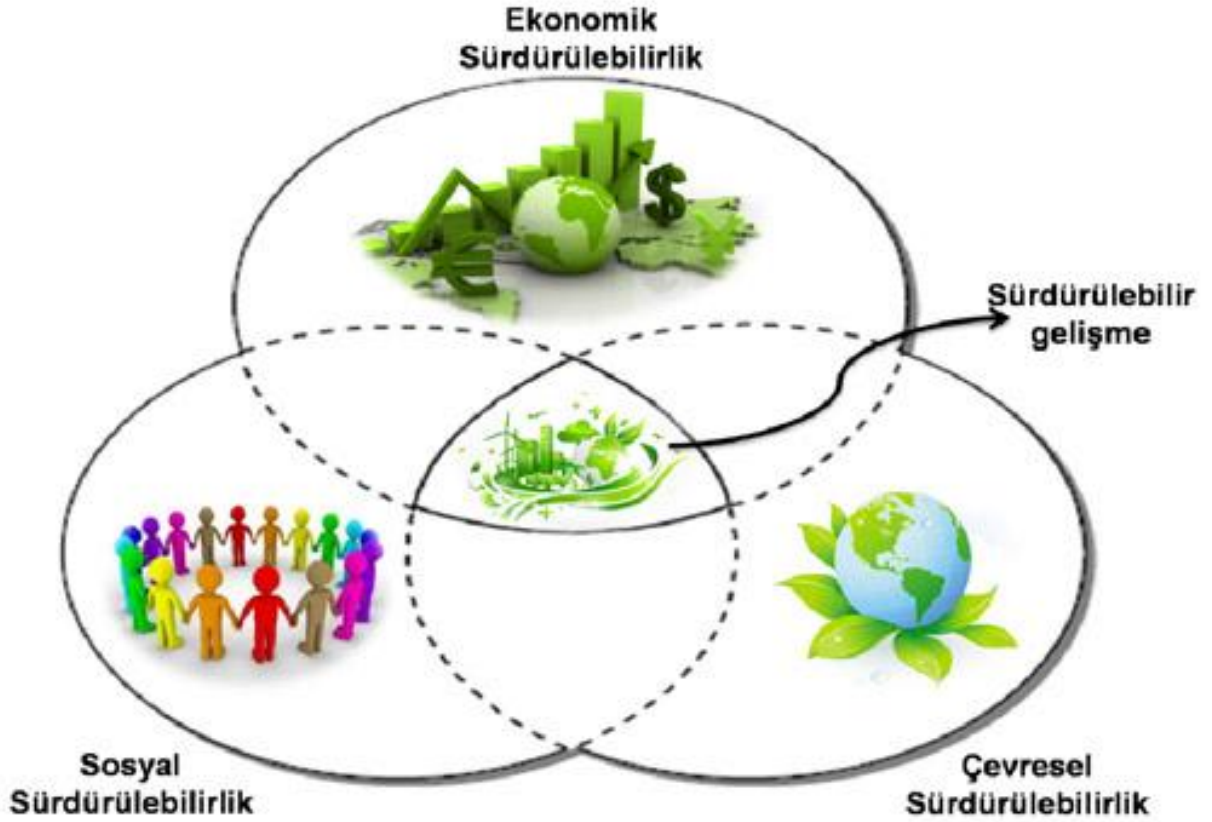


KLAS HOTEL SUSTAINABILITY REPORT 2024

Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	1 / 23

We are aware of our responsibilities regarding sustainable tourism. That's why we attach equal importance to the awareness of not only our guests but also our employees. We constantly increase awareness of social responsibility and consistently implement environmentally friendly management.

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



Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	2 / 23

ABOUT THE REPORT

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

Since the day we started operating in business life, we have made and continue to make many social and environmental investments for the sustainability of our business. With this sustainability report, we aim to convey our economic, environmental and social performance to our employees, customers and other stakeholders. The information contained in this report covers our performance between May and September 2024, unless otherwise stated.

Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	3 / 23

İÇİNDEKİLER

➤ TITLE	
➤ ENTRANCE	1
➤ ABOUT THE REPORT	2
➤ CONTENTS	3
➤ ABOUT US	4
➤ SCOPE	5
➤ SUSTAINABLE MANAGEMENT SYSTEM.....	.6- 7
➤ LEGAL COMPLIANCE.....	8
➤ STAKEHOLDERS AND COMMUNICATION.....	.9-10
➤ ACCESSIBILITY	11
➤ PURCHASE	12-13
➤ ENVIRONMENT AND NATURE PROTECTION	14
➤ ENERGY MANAGEMENT.....	15
➤ WATER MANAGEMENT	16
➤ FOOD WASTE AND SOLID WASTE	17
➤ PERSONNEL AND WORKING LIFE	18-19
➤ CULTURAL STUDIES	20
➤ COMMUNICATION WITH THE REGIONAL PEOPLE	20
➤ THINGS PLANNED TO BE ACHIEVED WITHIN THE SCOPE OF SUSTAINABILITY.....	21

Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	4 / 23

ABOUT US

Our facility is at Balabanağa Mahallesi Harikzedeler Sokak No:34 Fatih/İSTANBUL.
It has a capacity of 133 rooms.

Our rooms have the necessary facilities for our guests to feel comfort and peace;
hair dryer

Direct telephone in rooms

LCD-Satellite television with stand-by feature

Private safe with password

air conditioning system

Smoke detector connected to central fire system

Special insulated door and window system for noise

Tea and coffee set

Mini-bar

bathrobe set

There is a special hygiene kit.

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

Authorized person: Meriç BALKAN

contact number +90 (532) 612 11 67

Mail meric_balkan9@hotmail.com

Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	5 / 23

SCOPE

This document establishes the basic framework of a Sustainability Management System (SYS) that can be adapted and developed to cover all management processes of our hotel and reveals the policies and practices of our organization.

This document has been prepared for all stakeholders, guests and staff of the hotel. Our system is constantly being developed to suit the size and scope of our hotel.



Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	6 / 23

SUSTAINABLE MANAGEMENT SYSTEM

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

We are committed to contributing to the fight against climate change by reducing emissions, increasing the use of renewable energy and offsetting remaining emissions. Sustainability plays an important role at the heart of our vision and values. We believe that hospitality can co-exist harmoniously with the well-being of our planet and our communities. We are constantly working to improve our energy efficiency, use of renewable energy, water conservation, waste minimization and sustainable supply. The basis of our sustainable management system is based on risk analysis. Risk analysis is carried out under the headings of environment, natural disasters, society, culture, economy, quality, human rights, health and security. New headings can be added if necessary.

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

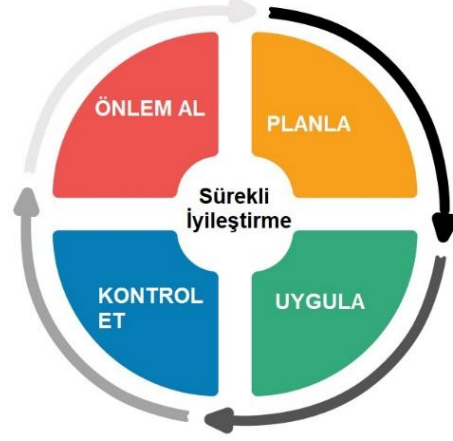
SYS includes the implementation of certain policies by all employees on quality, economy, management, environment, culture, human rights, health and safety, setting targets and constantly improving business management processes by monitoring whether the targets are achieved.

If the determined targets are achieved, new targets are determined. If not achieved, our goals, policies and practices are reviewed. In this way, we strive to ensure continuous improvement. Otelimizin yönetim sistemine ilişkin hedefler ve hedeflere uyumun takip edildiği performans göstergeleri bu belgenin ekinde yer almaktadır.

Regarding sustainability, our hotel undertakes to fulfill the obligations of the Türkiye Sustainable Tourism Program and to continuously improve its sustainable management system to increase its sustainability performance.

Our management system is constantly reviewed due to the situation of the sector, environmental, social, technological, economic and cultural risks, changes and updates arising from legislation, and the system and policies are updated if necessary. The steps mentioned above can be summarized as the Plan-Do-

Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	7 / 23



Check-Take Action (PDCA) approach.
Figure 1. PDCA Cycle

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

Apply: Our hotel determines its basic policies and practices regarding environmental, cultural, social, human rights, health and security. It monitors, measures and records these at intervals defined by the relevant personnel.

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

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

LEGAL COMPLIANCE

Our hotel is committed to complying with applicable laws, regulations and international agreements, keeps an up-to-date list of them and regularly informs its staff about them. gerekli

Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	8 / 23

provides training.

If asked or requested to be presented, our hotel submits all necessary permits, certificates and documents to the relevant persons and institutions.

These documents include: Business Opening and Working License, last month's personnel insurance declaration, tax certificate, emergency action plan, personnel training and certificates, contract with the occupational physician, sewer connection certificate obtained from the municipality, documents regarding pest control and other necessary documents. are documents.

T.C.
THE REPUBLIC OF TÜRKİYE
KÜLTÜR VE TURİZM BAKANLIĞI
THE MINISTRY OF CULTURE AND TOURISM

TURİZM İŞLETMESİ BELGESİ
The Certificate of Tourism Establishment

Adı : KLAS OTEL
Sınıfı ve Türü : 4 YILDIZLI OTEL
Adresi : BALABANAĞA MAH. HARİKZADELER SOK.
NO:34 LALELİ FATHİH/İSTANBUL
Belge Sahibi : KLAS OTEL TURSEY.VE TİC.A.Ş.
Tarih ve Sayı : 11/05/2015 - 14861
Çalışma Saatleri : GENELGESİNDE GÖSTERİLMİŞTİR
Kapasite :
125 ODA (2 YATAK), 4 ODA (1 YATAK), 3 AİLE ODASI (4 YATAK), 1
BEDENSEL ENGELLİ ODASI (2 YATAK), TOPLAM: 133 ODA - 268
YATAK, 175 KİŞİLİK LOKANTA, 50 KİŞİLİK BAR SALONU, 110
KİŞİLİK TOPLANTI SALONU, LOBI BAR, SNACK BAR, AÇIK YÜZME
HAVUZU, SAUNA, SATIŞ ÜNİTESİ


Levent KIRCAN
Bakan a.
Genel Müdür Yardımcısı

BU BELGEDE BELİRTİLEN KAPASİTE 3194 SAYILI İMAR KANUNU VE 3621
SAYILI KİMYA KANUNUNA GÖRE HAK OLUŞTURMAZ.



BU BELGE 9679 Sayılı Elektronik İnceleme Kanunu kapsamında elektronik olarak incelenmemeye, Güvencesiz elektronik belge adı ile anılır.
Bu belgeyi <https://9679.kultur.gov.tr/Turizm/Evrak/Dogrulama> sayfasından **FlomoQ&T** kodu ile doğrulayabilirsiniz.

 T.C.
KÜLTÜR VE TURİZM BAKANLIĞI
Yatırım ve İşletmeler Genel Müdürlüğü



Sayı : E-12539730(16061)-202476964
Konu : KLAS OTEL(16061) 01.03.2024

KLAS OTELCİLİK TURİZM SEYAHAT VE TİCARET ANONİM ŞİRKETİ
(KLAS OTEL)


İlişkili kimliği belirtilen tesisin durumu, 2634 sayılı Turizm Teşvik Kanununa dayanılarak yürürlüğe konulan Turizm Tesislerinin Niteliklerine İlişkin Yönetmeliğin ilgili hükümleri sırayınca incelenmiş olup, Makam Oluru / Değerlendirmeye Kurulu Kararı gereği düzenlenen belge / belgenin adı ekte gönderilmektedir.

Tesise ait eski belgenin / plaketin 21.04.2021 tarihli ve 1340234 sayılı Bakanlık Makamı Oluru'nun kapsamında arşivlenmek üzere, Valiliğe (İl Kültür ve Turizm Müdürlüğü) iadesi gerekmektedir.

Büglerinizi ve gereğini arz / rica ederim.

Ek : 1 Belge Ash

Şule AKTÜRK ALKAN
Bakan a.
Daire Başkanı V.



BU BELGE 9679 Sayılı Elektronik İnceleme Kanunu kapsamında elektronik olarak incelenmemeye, Güvencesiz elektronik belge adı ile anılır.
Bu belgeyi <https://9679.kultur.gov.tr/Turizm/Evrak/Dogrulama> sayfasından **FlomoQ&T** kodu ile doğrulayabilirsiniz.

İstanbul Kültür Bakanlığı No:22 İsmail / ANKARA
Ticaret Sic. No : (112) 476 71 21 Bağkur Sic. No : (312) 476 69 87
İnternet adresi : www.kultur.gov.tr

Belge İşletme ATILAY
Çevre Bilgiye İşletme
Ticaret Sic. No : (112) 476 71 96



Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	9 / 23

Sürdürülebilir Turizm SERTİFİKASI

T.C. KÜLTÜR VE TURİZM BAKANLIĞI
GSTC
TGA
CONTROLLINION

GSTC Sertifikasyon Kodu: GSTC HAC/UR220172

KLAS OTEL

Türkiye Turizm, Tatil ve Gezi Enstitüsü Ajansı tarafından verilen bu Sürdürülebilir Turizm Sertifikasyonu, S.M. 146/2012 ile onaylanmıştır.

Control Union Certifikasyon B.V. GSTC tarafından akredite edilmiş olup, akreditasyon bilgisini www.gstcunion.org adresinde yayınlamaktadır.

GSTC tarafından verilen Türkiye Sürdürülebilir Turizm Standardı, Versiyon 3.0, 19 Mayıs 2022'de belirtilen gerekliliklere göre yapılan değerlendirme ve ölçümler sonucunda Sürdürülebilir Turizm Sertifikasyonu B.9.1'de belge ile yukarıda belirtilen tesisin Türkiye Sürdürülebilir Turizm Standardı, Versiyon 3.0, 19 Mayıs 2022 ile uyumlu olduğunu onaylar. Bu belge, Sürdürülebilir Turizm Sertifikasyonu için verilen hizmetlerin bir parçasıdır. Geçerli olan belgedir.

Sertifika Numarası: CU-95-RL-030
İle Verildiği Tarih: 28/11/2023
Geçerlilik Tarihi: 28/11/2023
Geçerlilik Tarihi: 28/11/2023

Türkiye Turizm ve Gezi Sürdürülebilir Turizm Sertifikasyonu Müdürü

Kuruluş Tarih: 19/11/2023

KLAS OTEL

www.klasotel.com.tr

MÜZFED

2024 YILI MÜZİK LİSANS BELGESİ

KLAS OTELCİLİK TURİZM SEYAHAT VE TİCARET ANONİM ŞİRKETİ - KLAS OTEL
BALABANAĞA MAHALLESİ, HARİKZEDELER SOK. NO:34 LALELİ FATİH İSTANBUL

MŞF VE MÜZFED FEDERASYONLARI RAPORTUVARLARININ YUKARIDA BELİRTİLEN KONAKLAMA TİSİSİNDE 2024 YILI İÇERİSİNDE UMUMA İLETİLMESİ İÇİN İŞBU "MÜZİK LİSANS BELGESİ" (*) DÜZENLENMİŞTİR.

MŞF ve MÜZFED Federasyonları Raportuvarlarının Yukarıda Belirtilen Konaklama Tesisinde 2024 Yılı İçerisinde Umuma İletilmesi İçin İşbu "Müzik Lisans Belgesi" (*) Düzenlenmiştir.

*İşbu Müzik Lisans Belgesi İnce ve Mikrobizim Kurumları MŞF ve MÜZFED Federasyonları ile birlikte hazırlanmıştır.

BELGE NUMARASI : 2024 / 2023-0153
MÜZİK LİSANS TARİHİ : 28.11.2023
GEÇERLİLİK DÖNEMİ : 2024 YILI
KEMULUS TÜRÜ : 5 Yıllık
ODA SAYISI : 124

MŞF Müzik Sektöründe Üye Şirketler Federasyonu
MÜZFED Müzik Sektöründe Bağlı Üyeler Federasyonu

TÜRKİYE CUMHURİYETİ ÇEVRE, ŞEHİRCİLİK VE İKLİM DEĞİŞİKLİĞİ BAKANLIĞI

SIFIR ATIK

T.C. İSTANBUL VALİLİĞİ ÇEVRE, ŞEHİRCİLİK VE İKLİM DEĞİŞİKLİĞİ İL MÜDÜRLÜĞÜ

SIFIR ATIK BELGESİ
(Temel Seviye)

Belge No: TS/34/B2/9/133 Tarih: 06/11/2023

Adı: **KLAS OTELCİLİK TURİZM SEYAHAT VE TİCARET ANONİM ŞİRKETİ-KLAS OTEL**
Adresi: **BALABANAĞA Mahallesi, HARİKZEDELER SOKAK, No: 34 -1, FATİH, İSTANBUL, Türkiye**
Vergi No: **564005508**
Türü: **Bina/Yerleşke**

12/07/2019 tarihli ve 30829 sayılı Resmî Gazete'de yayımlanarak yürürlüğe giren Sıfır Atık Yönetmeliği'nce Sıfır Atık Yönetim Sistemi'ni kurarak **Sıfır Atık Belgesi**'ni almaya hak kazanmıştır.

Hacı Mehmet GÜNER
Çevre, Şehircilik ve İklim Değişikliği İl Müdürü

Belge Son Geçerlilik Tarihi: **06/11/2028**

E-İMZALIDIR

Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	10 / 23

STAKEHOLDERS AND COMMUNICATION

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

At the same time, our hotel shares its policy and sustainability related activities, actions and transactions openly and transparently with its employees and customers. Our hotel's website is used for this purpose. Periodic reports on sustainability performance are published on our website. These reports are organized in periods appropriate to the subject.

There is a system in our hotel that aims to receive feedback from our customers, public institutions, municipalities, employees, environmental people and all other relevant persons and institutions regarding our sustainability performance, policies and practices. We receive feedback from both our staff and customers through this system.

Our system is organized in such a way as to enable and encourage our customers and staff to provide feedback quickly, simply and effectively.

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

Guest experience: Our hotel attaches importance to guest satisfaction. Guest satisfaction includes feedback from the system described above regarding sustainability. The analysis of the results obtained is carried out. Negative feedback and responses to it are recorded and necessary measures are taken.

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

Our employees know what they need to do in our management system and in our sustainability-related policies and practices. The things that our employees need to do are defined in writing, communicated to them, and the necessary training and referrals are made regularly. Trainings on this subject are recorded.

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

Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	11 / 23

In line with our sustainability policies and management system, including orientation trainings; periodic training programs for employees related to sustainability and related to their areas of work, on-the-job trainings, trainings that must be taken in accordance with legal legislation and guidance supports are provided. Occupational Health and Safety trainings, Kitchen/ service/massage, etc. hygiene trainings for personnel, water and energy saving, chemical substance usage rules, fire protection, first aid, etc. we implement annual training plans on their subjects.

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

Our hotel undertakes to comply with the relevant provisions of the Labor Law No. 4857 and gives the employee at least a minimum wage. In addition, our hotel is committed to compliance with the Social Insurance and General Health Insurance law No. 5510 and the Occupational Health and Safety Law No. 6331.

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

In our facility, the sustainable management system / communication officer with local and regional people has been determined. To provide feedback about our system, you can contact us via the contact numbers below to share your experiences.

Yetkili kiři : Meriç BALKAN

İletiřim numarası +90 (532) 612 11 67

Mail adresi : meric_balkan9@hotmail.com

Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	12 / 23

ACCESSIBILITY

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

Our hotel also follows and commits to full compliance with the legal regulations related to accessibility and continuous improvement in this regard.

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

Our hotel follows and commits to full compliance with the legal regulations related to accessibility and continuous improvement in this regard. We strive to make continuous improvements not only for the physically disabled, but also for our guests who cannot participate in tourism activities due to disabilities such as vision and hearing.

Our hotel regularly performs maintenance and repair of accessibility regulations and infrastructure and provides improvements if necessary. In addition, we regularly inform our employees about accessibility.

There are vegan, children's buffet and diet products in terms of accessibility of breakfast room and breakfast buffet products in our facility.

There is a disabled room available in our facility.

Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	13 / 23

PURCHASING POLICY

Our purchasing policy includes policies aimed at local, environmentally sensitive, fair trade-based and efficient purchasing.

Our goods and service resources are monitored by our hotel. We have December meetings with our suppliers. We check their sustainability-related certificates, information and documents.

Local purchase: Our hotel gives priority to local suppliers when purchasing goods and services, provided that they are of high quality and reasonably priced. For this reason, it regularly audits its suppliers, updates the supplier list and informs its suppliers. The ratio of goods and services received from the people of the region is measured.

Our hotel also gives priority to fair trade suppliers when purchasing goods and services, provided that they are of high quality and reasonably priced for imported products.

Environmentally conscious purchase: Our hotel follows an environmentally conscious policy in purchasing, attaches importance to efficient purchasing, energy saving and water saving in order to reduce food and solid waste.

Our hotel gives priority to environmentally sensitive products (products with environmental labels) in its purchases. If there are no environmentally labeled products in the product group to be purchased, it selects its related products from suppliers and manufacturers whose production and all other processes do not harm the environment.

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

Environmental certified for wood, fish, paper and other foods (FSC, MSC, EU-EcoLabel, etc.) or products whose source can be traced are preferred.

Threatened species and species that are prohibited for sale (fish, trees, plants, game animals, etc.) are not taken and are not used in our hotel.Çevre sertifikalı, yerel üretici ve tedarikçilerden, adil the

Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	14 / 23

ratio of our purchases from trade suppliers to total purchases is measured.

Our hotel has environmentally certified, local and fair trade purchasing related goals. Within this framework, we aim to increase the proportion and number of local and fair trade suppliers in our purchases and pay attention to this.

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

Our hotel also gives priority to bulk purchase and bulk product purchase. Thanks to this, fewer shipments are made to our hotel and fewer greenhouse gas emissions are produced.

The absence of unnecessary and excessive plastic, nylon, paper, glass, wooden packaging in the products that come to our hotel is our main priority and preference.

Disposable products and unnecessary packaging (especially plastic) are avoided when purchasing consumables and boucle products. The purchase and use of consumables and disposable products are monitored and managed.

Total number of approved suppliers : 67

Total number of local suppliers : 64

Total number of non-local suppliers : 3

Percentage of purchases by non-local suppliers 2.01%

Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	15 / 23

ENVIRONMENT AND NATURE PROTECTION

Our main goal is to prevent environmental pollution by protecting our resources in the most efficient way and to protect nature, to reduce the amount of our waste, to recycle or to make it harmless. Being aware of our environmental impacts, we are making efforts to take the necessary measures and actions.

In the realization and presentation of our products and services in accordance with international and national legal requirements and legislations, as well as internal and external customer requirements in our enterprise; We are committed to being an environmentally friendly institution with a sense of social responsibility, ensuring the prevention of pollution and sustainability.

While fulfilling this commitment;

- We determine the effects we make on the environment and take them under control.
- * Pollution-related risks to emergency situations (fire, explosion, flood, earthquake, leak, etc.) we are prepared and comply with legal regulations.
- We strive to reduce our waste to a minimum, prevent pollution at its source, use energy efficiently and reduce the impact of our activities on the environment.
- We are constantly improving our environmental performance in waste separation and reducing the amount of waste, efficient use of natural resources activities.
 - We are following up the waste at the recycling and disposal stage.
 - We train our employees on chemical use, environmental effects and waste.
- We encourage our employees and guests to be sensitive to the environment, and we develop them by providing our employees with trainings on environmental awareness and efficient use of energy.
- As a team, we are trying to raise awareness to the community by cleaning the streets around the hotel at December intervals.
 - We use energy and water saving systems in our hotel
- We raise awareness and encourage our suppliers and stakeholders about energy efficiency studies.
- We donate trees to environmental organizations and to the theme in order to minimize the damage to nature in carbon emissions.

Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	16 / 23



ENERGY MANAGEMENT

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

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

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

Our hotel determines the activities where energy consumption is high, plans and implements corrective measures to reduce energy consumption in these areas and activities (thermal insulation systems, choosing low-consumption devices from energy consumption class, using led bulbs instead of high-energy-consuming lighting such as incandescent, etc.). In addition, our hotel uses energy-saving equipment.

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

Environmental factors realized within the scope of Sustainability in our hotel

* In order to minimize paper consumption, a digital registration system has been launched for supplier, purchasing and office work.

• E-invoice has been started to be applied in billing operations in Accounting'

* Packaging Waste is collected and delivered to the local administration in a controlled manner.

* Glass bottle application has been started in rooms and minibars in our facility.

* Awareness-raising activities have been carried out to minimize the use of electricity, water and energy resources used in common areas.

* The faucets used in all rooms and areas have been applied to the radiator and the water flow adjustments have been adjusted to fill the 1 liter container in 14 seconds.

January September 2024 total electricity consumption rate is 390.063,82 kWh

Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	17 / 23

WATER MANAGEMENT AND WASTEWATER

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



In the risk analysis, water risk was evaluated separately and a water management plan was made. This plan includes the measurement and monitoring of water use, as well as targets and reports aimed at reducing water consumption.

Due to the water use activities of our hotel, the creatures living in waters such as the sea and lakes are not harmed. Nevertheless, the possibility of harm to these creatures has been evaluated in the risk analysis and the necessary measures have been taken.

Our hotel complies with all legal requirements and regulations in the use of water.

Water comes from a legal and sustainable source.

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

Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	18 / 23

it is planned and implemented. Water-saving equipment is used in our hotel. In our hotel, good practices are used, such as changing the sheets and towels depending on the guest's request.

Our hotel informs and directs its employees and stakeholders about water saving. Our hotel mobilizes all its possibilities so that its waste water does not harm the environment.

The regulations determined by the local government for the disposal of waste water are complied with

January September 2024 total water consumption rate is 8,700 CUBIC METERS

FOOD WASTE AND SOLID WASTE

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

Solid wastes are separated according to their types such as food, recyclable, toxic/hazardous and organic, recycling and reuse situations are taken into consideration while they are separated.

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

Solid wastes that are separated according to their types in our hotel are taken by authorized and licensed companies.

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

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

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

January September 2024 total waste consumption rate is 1.915 kg

January September 2024 total disposable waste consumption rate is 771.249 units

Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	19 / 23



PERSONNEL AND WORKING LIFE

In spirit, the most important resource that makes us who we are are our employees, and being aware of this, issues such as the social and subsidiary rights of our employees, performance management, remuneration, training and career management, employee safety are always our priority.

Our Human Resources Vision is to create qualified human resources that are highly motivated, protect and raise the image of the institution, highlight innovative works, attach importance to service and consider their work as part of a whole, to be a pioneer in the sector in Turkey with integrated human resources applications.

Our Human Resources Mission is; - To plan the human resources that will realize the goals and strategies of the institution, to train, to perform personnel work and operations at the optimum level, to have highly self-confident personnel who are specialized in their field, have the ability to represent the institution and can reveal new expansions in their field.

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

Fair remuneration Our employees are informed about issues such as the wages they will receive, working conditions, working hours, and when they will receive their wages before starting work at

Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	20 / 23

our facilities. All of our Education and Career Management Employees can benefit from the right to education equally. Hotel management in addition to the legal and professional trainings required by the sector, periodic training programs related to sustainability and related to the fields of work, on-the-job trainings, trainings required to be taken in accordance with legal legislation and guidance supports are provided to employees, including orientation trainings in line with our sustainability policies and management system. Occupational Health and Safety trainings, Kitchen/service/massage, etc. hygiene trainings for personnel, water and energy saving, chemical substance usage rules, fire protection, first aid, etc. we implement annual training plans on their subjects.

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

Employee and Human Rights Ensuring the absolute satisfaction of employees is a priority issue of importance. From this point of view, it is the responsibility of the management to ensure the working environment, psychology, self-motivation, performance, in short, all the comfort at work, including some of the benefits provided by our company as side rights, especially the legal rights of the employee.

As a business that caters to guests of different nationalities and provides services at an international level, nationality, race, language, etc. for our guests or guests. making a distinction is contrary to both hotel management and our working principles. Therefore, all personal transactions of our employees who are from different countries or nationalities are also followed in accordance with legal procedures, and all our employees are offered equal opportunities in the hotel, regardless of any features

January September 2024 Total number of employees : 36

January September 2024 Total number of male employees : 24

January September 2024 Total number of female employees : 12

January September 2024 Number of interns : 0

January September 2024 total number of local/regional employees 34 total ratio 98%

Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	21 / 23

CULTURAL STUDIES

We are aware of the duty we have to protect local culture and values.

In this context;

- * Cultural Promotion
- * Contributing to the Commercial Volume of the Region
- * Introduction of Natural and Historical Riches
- Our sensitivity in carrying out studies on the Employment of Indigenous People and being involved in activities is at the highest level.

COMMUNICATION WITH THE PEOPLE OF THE REGION

Through the facility management and designated representatives;

- * Strengthening local employment,
- * Increasing local awareness,
- * Protection of local resources and facilities,
- * Protection of historical and cultural assets,
- Local assistance,
- * Supporting the studies that promote the region,
- Joint work by discussing with hotel associations, municipalities, regional headmen's offices, official authorities on the solution of important issues and problems that will affect the region, determining the needs it is performed

Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	22 / 23

12. THE STUDIES PLANNED TO BE CARRIED OUT WITHIN THE SCOPE OF

- In order to reduce the rate of energy and water consumption, it is our first priority to constantly develop annual training plans and reduce energy consumption by 1% per year.
- To ensure the continuation of sustainability with environmentally friendly and energy efficient machinery, equipment and consumer goods
- With the effective waste management program, our first priority is to develop projects to spread zero waste awareness to the general public in order to reduce waste and prevent the mixing of recycled waste with household waste, and to reduce waste consumption by 1% per year
- In order to reduce carbon emissions and damage to nature to some extent, we plan to increase the amount of donations to theme and environmental protection organizations by 1% every year.
- While determining our approved suppliers in order to reduce carbon emissions, our priority is planning to disseminate information activities about providing service with electric and new green vehicles with the lowest carbon emissions
- We will choose energies that produce less carbon

Document Number	ST-001
Publication Date	01.01.2023
Revision Number	00
Revision Date	
sn	23 / 23

- With the awareness that the problem of climate change is a global issue, we will be part of a common solution by working together with the private sector, government, local administrations, non-governmental organizations. We will develop projects for stray animals to protect natural life and support wildlife, we will provide stationery assistance to our staff with school-age children
- We will create internship opportunities in order to provide working experience to the tourism students of the city
- By contacting the tourism schools located in the region, we will open the areas located in our hotel for use as workshops
- We will support career days planning and social responsibility projects financially with tourism high schools and universities
- We will produce projects to reduce the consumption of disposable bouquet materials with a gradual transition program in at least 50% of the guest rooms