

SUSTAINABILITY REPORT 2024

TROPICAL BEACH HOTEL





ABOUT THE REPORT:

Our hotel aims to present our work on economic, environmental, cultural, social, community, human, waste management, energy, water saving and carbon emission in our sustainability report and to convey the developments we have achieved as a result of these works to our employees, guests, suppliers and all other stakeholders. Our work can only be successful and sustainable by acting together with our employees, guests, suppliers and all stakeholders.

In today's world where the importance of climate change and global warming is felt more and more every day, we aim to fulfill our responsibility in the best way possible and strive for our employees to adopt environmental awareness. We aim to increase our success every day by focusing on effectively managing sustainability risks and ensuring sustainable growth with long-term strategies. Sustainability aims and monitors continuous improvement in its targets, policies and actions. Sustainability works are coordinated by the hotel management and the evaluation of our activities and performance in this area is always open to the expectations and opinions of our stakeholders.



OUR HISTORY

Starting to serve as a 43-room hotel in the early 1977s, where the Küçük Evler Hotel was then located, today we are a big family with 123 rooms, 252 beds and over 70 colleagues.

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

High speed wireless internet, TV/Satellite and Minibar

Guest water and beverage service tray

Wake up service and Bellboy Service

Laundry, dry cleaning, tailor, ironing service

Hair dryer

Bathroom hygiene kit

Smoke detector connected to central fire system

Fire resistant room doors

Emergency exit direction signs

Specially insulated door and window system for noise

In addition to our rooms, there is a pool bar and cafeteria area specially arranged for our guests, open buffet restaurant, 80 person multi-purpose hall, 20 person multi-purpose hall, work office, fitness center, sauna, Turkish bath, patisserie, snack bar, sales unit and 1 disabled room for our disabled guests.

TROPICAL BEACH HOTEL POLICY

To provide the best quality service by keeping guest satisfaction above all else together with all our employees is the main goal of our hotels. In line with this goal;

LEGAL REQUIREMENTS

Tropical Beach Hotel has adopted the principle of complying with legal requirements in all product and service processes.

LEGAL AND OTHER CONDITIONS MONITORING POLICY

I. Purpose:

It is the determination of the legal legislation and other conditions directly applicable obligations within the scope of Quality, Environment and OHS Management Systems and the determination of the methods and responsibilities to be applied in order to achieve them.

II. Scope:

It covers all Quality, Environment and OHS Management Systems.

III. Authorities and Responsibilities:

General Manager and Management Representative

IV. Definitions:

UYAP Program: It is the program where all legal legislation and directives can be found up-to-date.

edebiyat.gov.tr : T.C. Legislation information system

sopex.bizix.com.tr : Blog where special legislation for the accommodation sector is followed and listed

V. Application:

The Management Representative follows the legislation and legal conditions that we are obliged to comply with using the UYAP Program and the relevant websites of the Ministries.

The Management Representative checks all Standards or Regulations defined in the External Document List every 3 months to ensure that they are up to date.

The legislation or regulations printed from the UYAP Program are posted on bulletin boards for personnel in departments where there is no computer, and all personnel are provided with access.

The standards or international norms that other departments are obliged to comply with in their fields of activity are monitored by the Management Representative together with the External Document List.

VI. Reference Documents:

- External Document List

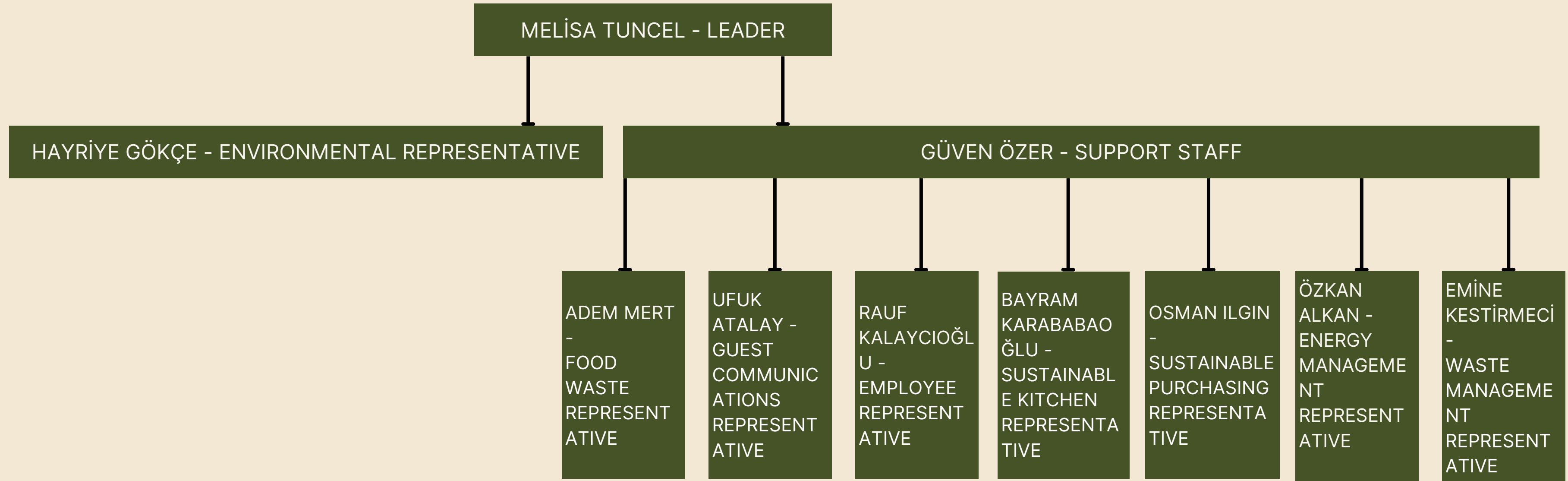
SUSTAINABLE MANAGEMENT SYSTEM POLICIES

All management processes of our hotel constitute the basic framework of a Sustainability Management System (SMS) that can be improved and reveal its policies. The basis of our management system is based on risk analysis. Risk analysis is performed 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 policy and system that determines what to do in case the risks occur. The sustainable management system includes the implementation of certain policies by all employees on the issues of quality, economy, management, environment, culture, human rights, health and security, access for everyone, setting targets and monitoring whether the targets are achieved and continuously improving the business management processes. If the determined targets are achieved, new targets are determined. If not achieved, our targets, policies and practices are reviewed. In this way, we strive to ensure continuous improvement. Due to the status of the sector, environmental, social, technological, economic and cultural risks, changes and updates originating from legislation, our management system is constantly reviewed and the system and policies are updated if necessary.



SUSTAINABILITY TEAM

The sustainability team in our facility ensures that all employees implement certain policies on the issues of quality, economy, management, environment, culture, human rights, health and safety of the sustainable management system, set goals and monitor whether the goals are achieved and ensure that business management processes are continuously improved. If the determined goals are achieved, new goals are determined, if not, our goals, policies and practices are reviewed. In this way, we strive to ensure continuous improvement.



OUR QUALITY POLICY

On the way to achieving our vision;

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

OUR SOCIAL RESPONSIBILITY POLICY

We believe that all our employees have the right to work in working conditions suitable for human dignity, in a healthy and safe environment. Our employees are our most valuable asset and ensuring and protecting the safety of our employees is our top priority. Our hotel is always ready to support all kinds of initiatives that will help develop and spread the best environmental solutions beyond legal obligations and environmentally friendly technologies and increase environmental awareness. In Marmaris, where we operate, we take care to fulfill our social and environmental responsibilities towards the society in a harmonious cooperation with our shareholders, employees, public, non-governmental organizations and other stakeholders. We believe that our human resources are the most important element of sustainable growth. We ensure that our employees' personal rights are used fully and correctly. We approach our employees honestly and fairly, and we undertake a non-discriminatory, safe and healthy working environment. We make the necessary effort for the individual development of our employees and observe the balance between work and private life. We manage the environmental impacts that may arise from all our activities with a sense of responsibility. We strive for the development of our society within the framework of the principle of corporate social responsibility. We will support our employees to volunteer for appropriate social and community activities in which they will take part with a sense of social responsibility.

We will be careful to develop approaches to ensure that all our business partners, especially our suppliers, act in the field of social responsibility and to implement these approaches. We have taken all precautions for our employees within the framework of occupational health and safety and we are also sensitive about providing the necessary on-the-job training to our employees by experts in the field and within the framework of the annual training program. We are sensitive to the traditions and cultures of Turkey and act in accordance with all legal regulations.

CULTURAL SUSTAINABILITY POLICY

Presentation of cultural heritage: Our hotel respects the intellectual property rights of its local people. It evaluates authentic elements of traditional and contemporary local culture in our cuisine, design and decoration. Artifacts: Our hotel does not buy and sell historical and archaeological artifacts, does not mediate their trade and does not exhibit them. Promotion of sustainable local gastronomy: Our hotel prioritizes the promotion and consumption of local products. It puts forward innovative and creative practices to ensure sustainability in gastronomy in all its activities.

ENERGY POLICY

We use our energy efficiently and set targets to reduce our energy consumption in order to protect our world from potential dangers. For this purpose; we follow national and international standards, laws and regulations in order to fulfill both our responsibilities towards nature and our legal obligations, we voluntarily carry out studies to reduce energy use and/or continuously improve our energy consumption performance, and we follow the results of our studies. We set targets and include energy efficiency in our training programs in order to ensure the participation of our employees. We value collaborating with all our stakeholders to create common goals and results in energy management. We strive to continue our interaction with our guests, employees, visitors and all our business partners in order to reach a total awareness and consciousness level on these issues. We try to find, purchase and use energy efficient suitable products, equipment, fittings and technology alternatives. We aim to document our Energy Management System, spread it to all our departments, update it when necessary, review it and continuously improve it. We evaluate energy risks or emergencies that may arise such as energy restrictions and plan the measures to be taken.

ENVIRONMENT AND WASTE POLICY

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

SUSTAINABLE PURCHASING POLICY

As Tropical Beach Hotel, we aim to implement sustainability principles in purchasing in order to minimize the environmental impact of the service we provide. Within the scope of this purpose:

Except for non-mandatory situations, we purchase locally produced goods instead of imported products for our businesses.

In non-mandatory points, we prefer local companies instead of multinational companies during service purchases.

We primarily research and prefer A-class and/or low-energy-consuming alternatives for the machine devices purchased for our business.

We do not make purchases that will endanger the species in the supply and consumption of fish and seafood.

When choosing products to be purchased:

Made from recycled products or recyclable.

Produced sustainably/provided from sustainable sources.

Fair Trade/Organic/FSC/MSC, etc.

Delivered with less packaging

Energy and water saving

We take care to comply with environmentally sustainable criteria.

We share our sustainability efforts with our suppliers and subcontractors.

In line with the sustainable supply approach, we attach importance to our suppliers/solution partners;

- Having Quality Assurance Management Systems, Environmental and Occupational Health and Safety Management Systems, internationally accepted environmental and sustainability labels/certifications,
- Having no harmful effects on the environment in production and supply, complying with environmental legislation,
- Using/consuming resources appropriately without harming natural life and the ecosystem, complying with hunting bans,
- Working to minimize and manage waste correctly, offering less packaging or bulk packaging alternatives in product packaging,
- Offering alternatives such as being environmentally friendly, economical, local, caring about ethical values, using recyclable or recycled materials, organic, bio, vegan, not tested on animals, not containing harmful chemical components, etc.,
- Being a local and domestic production/service provider,
- Being a product/service that reflects/promotes the cuisine, traditions and culture of our country/region, and we convey this perspective to our stakeholder suppliers. We try to create efficient purchasing opportunities with our suppliers and aim to reduce the environmental impacts arising from supply processes.

OCCUPATIONAL HEALTH AND SAFETY POLICY

We comply with all legal and other obligations regarding Occupational Health and Safety in order to protect our workplace, employees, guests and suppliers, to create a safe work environment and to ensure continuity. We adopt the principle that Occupational Health and Safety and improvement activities are the common responsibility of all employees. We set targets for participation in Risk Assessment and Risk Level Reduction activities at all levels.

We aim to achieve the sustainable goal of “Zero Work Accident” by continuously improving our Occupational Health and Safety culture. We share the work we do within the scope of occupational health and safety with all our employees and our environment in order to be a pioneer and an example.

CHILDREN'S RIGHTS POLICY

Children are the future's trusts to us. It is our primary responsibility to recognize them as individuals, respect their rights, and monitor and protect them against all kinds of psychological, physical, commercial, etc. exploitation. To ensure this; We do not allow child labor in our own institutions and expect the same sensitivity from all our business partners. We provide training to our employees on preventing and recognizing child abuse. We organize training to raise awareness on the protection of children's rights and support relevant projects. When we witness suspicious actions regarding children, we first inform the hotel management and, when deemed necessary, request assistance from official institutions.

ACCESS POLICY FOR ALL

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

As required by law, 1 of our rooms has been arranged for guests with physical disabilities.

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

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

Our employees are informed and warned about the subject during in-service trainings.

Access and Information for Individuals with Special Needs

Our disabled rooms are designed according to the needs of disabled individuals and legal compliance.

There is a ramp at the facility entrance, elevator exit and beach exit.

There is a disabled toilet at the spa entrance.

Access to the outdoor pool, patisserie, pool bar, restaurant, snack bar, and spa is provided by elevator.

There is a disabled elevator by the pool to access the pool.

There is a disabled sun lounger for use by the pool and on the beach.

There is Braille Alphabet in our elevator.

There is a sound system in the elevator.

SUSTAINABILITY POLICY

Tropical Beach Hotel has adopted a sustainability approach in its production and service activities to protect the environment, improve the connection between the natural and social environment, support the local community and leave a more livable world for future generations.

Tropical Beach Hotel's sustainability approach; It uses clean and renewable energy sources in all its activities, provides energy efficiency, reduces carbon emissions, uses water economically, prevents waste and waste.

Tropical Beach Hotel evaluates the current and future economic, social and environmental impacts of all its activities. It considers the needs of its guests, the sector, the environment and the people living in that region. It protects cultural and natural values in the destinations it is located and creates employment.

Social, environmental and economic sustainability are areas that actively affect and are affected by each other and provide efficiency together.

Our sustainability policy;

- To make the sustainability perspective a company culture and to try to create awareness in this area among both employees and stakeholders,
- To increase resource efficiency and reduce consumption in our activities by effectively managing the use of energy and natural resources,

Minimize the environmental impacts of the materials and products we use by taking into account our impacts on the natural environment and biodiversity,

- Reduce greenhouse gases,
- Create high added value to the tourism sector with the products and services we produce,
- Protect the natural and cultural heritage,
- Ensure equality without discrimination based on religion, sect, language, race, color, gender, marital status, political views, age, physical disabilities and similar reasons,
- Prioritize the occupational safety and health of our employees and stakeholders,

- Create positive and harmonious working environments that support cooperation in order to ensure that people with different beliefs, thoughts and opinions work together without conflict,
- To establish relationships with our employees based on trust and our ethical principles,
- Never tolerate bribery and corruption,
- To produce projects or support such projects for the development of the regions where the hotels are located, to increase the welfare level of the society, to progress economically and socially, to act with social responsibility awareness and to contribute to the development of the society,
- To raise awareness by supporting employees to volunteer for social and community activities in which they can take part,
- To increase the employment of the local people and to strengthen the local people,
- To comply with the relevant legal responsibilities, national and international standards in our activities,
- To increase our sustainability performance by being in close relationship with our suppliers,
- To regularly share our sustainability practices with our stakeholders in a transparent manner,
- To provide sufficient human, technological and financial resources to achieve sustainability goals and to use these resources optimally,
- To continuously review and improve sustainability performance.

WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

Tropical Beach Hotel employees aim to prove that women can be successful in all areas of life. They are aware of our responsibility to respect their rights, to monitor and protect them against all kinds of abuse, harassment, discrimination, suppression, coercion, slander, etc. situations. With the awareness that the universal nature of women's rights and the necessity of granting these rights to every woman "as an individual" is a fundamental right guaranteed by international human rights agreements and standards, we respect all dimensions of Women's Rights and, including but not limited to this, we accept and undertake all articles of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), which was adopted by the United Nations in 1979 and entered into force in 1980, among the international agreements to which we are a party.

PURPOSE

Our goal is to ensure that women's rights are adopted by all our employees and stakeholders.

For our employees;

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

We attach importance to gender equality in our business.

For our guests traveling alone;

- We do not give rooms at the end of the corridor, near fire exits or in an empty corridor unless the guest requests otherwise.
- We do not read the room number out loud during check-in, we only show the room card and show the room number.
- As with all guests, we absolutely do not share their names and room information.
- There are standard bedside lights in all rooms.
- If requested, the female staff of the room service can do it.
- We provide emergency speed dialing to the reception by pressing "9" on the phone.

DEFINITION OF VULNERABLE GROUPS, THEIR ABUSE AND PROTECTION POLICY

Vulnerable groups are groups that are greatly affected by inequalities in society.

Inequalities in society cause many health problems in vulnerable groups. These inequalities prevent these groups from accessing basic rights such as shelter, nutrition and health.

Vulnerable groups are individuals with disabilities, the elderly, children, ethnic minority groups, patients with mental disorders, the homeless, refugees, those with learning disabilities, those with limited education, drug users, those with different sexual orientations and the poor.

Risk management, advocacy and awareness in society are important for vulnerable groups.

Our company aims to play an active role in protection policies to be created with the local government and the local community against the abuse and harassment of these groups.

The company aims to educate its employees and raise awareness on this issue in in-service trainings.

Tropical Beach Hotel is an organization that has an ethical responsibility towards its employees, customers and communities. In line with this responsibility, this policy has been determined to prevent and protect vulnerable groups from being exploited.

Intolerance to Abuse: Tropical Beach Hotel adopts a zero tolerance policy against all forms of exploitation of vulnerable groups. Any abuse occurring in the workplace or in business activities, regardless of its severity, will be immediately intervened and necessary measures will be taken.

Training and Awareness: Regular training will be provided to our employees on the symptoms of vulnerable groups, protection methods and reporting mechanisms. These trainings aim to create awareness in order to prevent abuse and intervene quickly.

Reporting Mechanism: Tropical Beach Hotel provides a secure and confidential reporting mechanism to report any form of abuse directed at employees, customers and communities. Reports will be evaluated immediately and, if necessary, forwarded to the relevant legal authorities and investigated.

Protection of Vulnerable Groups: Tropical Beach Hotel will take the necessary measures to protect vulnerable groups and implement policies that support these groups in its business activities. In this context, steps will be taken to prevent discrimination and the principle of equality will be protected.

Collaboration to Prevent Abuse: Tropical Beach Hotel will collaborate with community leaders, civil society organizations and other businesses to contribute to joint projects to prevent and protect vulnerable groups from abuse.

Review of Policy: Tropical Beach Hotel will regularly review and develop this policy. Necessary updates will be made to the policy in line with changing internal and external factors and will be communicated to all stakeholders.

This policy reflects the ethical values and corporate responsibilities determined by Tropical Beach Hotel. Every employee, customer and community member is responsible for supporting the implementation of this policy.

PREVENTION OF EXPLOITATION AND HARASSMENT POLICY

This policy has been prepared to protect our staff, guests, children and local protected communities from exploitation, abuse and harassment.

Sexual exploitation, abuse, harassment, discrimination, unfair pressure and practices in business life and in the work environment are all referred to as inappropriate behavior.

OUR COMMITMENTS

Tropical Beach Hotel makes the following commitments to help implement this policy:

To transform standards and procedures regarding abuse and harassment into orientation and training programs,

To provide employees with orientation on the subject as soon as possible, ideally within a month of the start of their employment contract,

To conduct background checks to prevent the re-employment and assignment of perpetrators of sexual exploitation, abuse and harassment within the scope of applicable laws,

To evaluate allegations and complaints regarding abuse and harassment based on statements, and to take appropriate steps in an impartial and protective manner,

To follow the processes specified in the feedback and complaint mechanisms,

To review policies aimed at preventing and responding to abuse and harassment at least every three years.

To inform our guests about the code of conduct in accordance with protected groups or social sensitivities in the local area.

HUMAN RIGHTS AND EMPLOYEE RIGHTS POLICY

As Tropical Beach Hotel, we believe that in order to maintain our leading position in the sector, we must create value for society and the environment together with our employees, customers, suppliers and all our stakeholders in our journey to become a brand that transforms from local to national and from national to global. In this context, we accept human rights as part of our ethical rules and We will not tolerate any discrimination among our employees based on race, ethnicity, nationality, religion, gender, language, color, age, family status, health status, physical disability, sexual preference, possible or probable pregnancy, union activities, political views, disability, social and cultural differences or other factors determined by law under any circumstances,

We will provide equal rights in employment and similar issues, taking performance evaluation as the basis for all our employees' compensation and promotion, and we will announce all developments regarding our equal opportunity plans through internal and external communication channels,

We will support women's participation in the workforce, thus ensuring equal opportunities between women and men and increasing women's employment,

We will ensure that our employees and business partners in Tropical Beach Hotel and all affiliated companies act in accordance with the Tropical Beach Hotel Human Rights Policy, and we will comply with national and international laws and regulations,

We will protect the rights of the people living in the regions where we operate and take precautions against rights violations,

Regarding Human Rights to base our commitments on the United Nations Universal Declaration of Human Rights, which Turkey is a signatory to,

To make decisions in line with the United Nations Universal Declaration of Human Rights in all our investment activities and operations covering these activities and to organize our activities accordingly,

To value the differences of our employees and embrace diversity to achieve our goals,

To improve the gender balance in the decision-making mechanisms of our companies and to increase the proportion of women in our company's board of directors and senior management,

To never allow the employment of personnel classified as child labor at any stage of our activities, to ensure that child labor is not employed in contracts made with our suppliers and to take this issue into consideration during audits,

In case of young workers or interns, we will comply with the working hours specified in the laws and regulations, pay employees in return for their labor and the rights granted in the employment contract on time and in full, according to the principles determined in the personnel regulation,

In addition to training employees on individual and professional issues, we will develop their personal skills, create fair and equal training and support processes and specifically encourage our employees to participate in these trainings,

We will not allow forced and compulsory labor at any stage of our activities and will not purchase materials or services from companies that implement forced and compulsory labor,

We will accept and value the age, religion, language, gender, race and cultural differences of all our stakeholders and ensure that our egalitarian approach is spread to all our business partners and suppliers,

We will not employ relatives up to the third degree (including this degree) in the company, who are husband and wife, family and lineage, in departments related to each other,

We will not allow our employees to operate vehicles as suppliers on their own behalf or on behalf of someone else,

We will prevent any situation that will hinder our employees' exercise of their right to freedom of expression in the workplace and cooperate with civil society organizations to facilitate cooperation,

To respect our employees' right to collective bargaining and freedom of association,

To provide our employees with healthy, ergonomic, hygienic, safe and happy working conditions and to continuously improve them,

To not allow occupational health and safety principles to be violated to the extent that they endanger the health, safety and/or life of employees and to take the necessary measures,

To be a socially reliable employer to our employees with our company reputation,

To ensure the participation of employees in the decision-making process within the organizational structure,

To convey the problems of employees to their immediate superiors first in the organizational communication process, and to follow an open door policy by human resources when it is thought that a solution has not been reached,

To take into account the work-family life balance and the needs of working parents when creating the working environment and conditions,

To absolutely not tolerate incidents such as mistreatment, intimidation, inhuman or degrading treatment, psychological violence, harassment and abuse through any verbal or written communication in the workplace,
To stand against all violent behaviors, including domestic violence, violence against nature and animals in the workplace or in the private lives of our employees,
We accept as Human Rights and employee rights policy to be sensitive to the environment for a livable and green world and to prioritize the principle of protecting nature in all our activities,
To ensure that the follow-up of the issues included in the declaration is represented at the highest level within our institution, to announce this committed and implemented policy to all our employees,
To give importance to the sharing of employees about our policy, to evaluate possible policy violations sent to info@tropikalhotel.com, to make it accessible to the public and third parties, to follow up by ensuring effective communication of our policy with our stakeholders.

WHISTLE POLICY

Purpose:

The main purpose of this Whistleblower Policy is to provide a safe platform for employees, managers and other stakeholders in our company regarding any irregularity, injustice, harassment, ethical violation or illegal activity. This policy aims to create a transparent business culture in our company, to encourage compliance with ethical standards and to ensure that everyone is treated fairly and honestly in the workplace.

Scope:

This policy covers a wide range of irregularities such as financial irregularities, ethical violations, corruption, illegal activities, health and safety violations.

Whistleblower Channels:

Our employees, managers and other stakeholders can use the following channels to report irregularities securely and confidentially:

Secure whistleblower form online

Telephone hotline

Written notifications

Protection and Assurance:

Whistle-blowers will be protected from any negative consequences for their reports. The Company will not discriminate against whistleblowers and will protect their right to confidentiality.

Review and Response:

Received reports will be taken seriously, followed up on and, if necessary, a detailed investigation will be initiated. If violations are detected, appropriate legal and disciplinary penalties will be applied.

Training:

Employees and managers will be provided regular training on this policy and their awareness of the Company's ethical standards will be increased.

Consequences in Case of Violation:

The measures to be taken in the event of a violation of this policy will be determined within the framework of the Company's internal disciplinary procedures and legal processes may be resorted to depending on the severity of the violation.

TROPICAL BEACH HOTEL SUSTAINABLE TOURISM PLANNING AND MANAGEMENT CONTRIBUTION POLICY

Tropical Beach Hotel's sustainable tourism planning and management contribution policy aims to protect natural and cultural resources and contribute to the well-being of society by adopting environmental, social and economic sustainability principles.

Tropical Beach Hotel values protecting the cultural heritage of the region where the hotel is located and respecting local cultural values. It contributes to this goal with activities such as supporting local handicrafts, participating in local festivals and encouraging traditional activities.

The hotel aims to achieve sustainable tourism goals by cooperating with local governments, non-governmental organizations, academic institutions and other tourism stakeholders.

The hotel invests in various projects to support the economic development of local communities and ensure that they benefit from tourism activities in a fair and sustainable way.

The hotel invests in various projects to support the economic development of local communities and ensure that they benefit from tourism activities in a fair and sustainable manner.

Takes steps such as employing local workers, cooperating with local suppliers and encouraging local community participation in tourism activities.

The hotel integrates sustainability principles into its business practices.

It adopts practices such as using environmentally friendly cleaning materials, preferring local and organic products, and implementing waste reduction and recycling programs.

TROPICAL BEACH HOTEL GUEST SATISFACTION POLICY

Tropical Beach Hotel's guest satisfaction policy aims to ensure that guests have an unforgettable accommodation experience with a friendly and professional service approach. Here are some of the main elements that shape the guest satisfaction policy of Tropical Hotel:

Guest Focus: Understanding the expectations and needs of guests and providing services in line with these. Guests' comfort and happiness are always a priority.

Personnel Training: Regular training and development of hotel staff to demonstrate a friendly, helpful and professional attitude towards guests.

Fast and Effective Service: Responding quickly to guest requests and dedication to solving all kinds of problems.

Cleaning and Maintenance Standards: Ensuring high hygiene and maintenance standards throughout the hotel, cleaning rooms regularly and maintaining hygiene.

Local Touches and Experiences: Offering guests special experiences about the culture and natural beauties of the region where the hotel is located, introducing local flavors and activities.

Privacy and Security: Protecting the privacy of guests' personal information and ensuring a safe environment throughout the hotel.

Food and Beverage Quality: High quality food and beverages served in restaurants and bars, offering delicious options from local and international cuisines.

Environmental Awareness: Acting in accordance with sustainability principles, protecting natural resources and adopting environmentally sensitive practices.

Accessibility: Taking appropriate accessibility measures to meet the needs of disabled guests and ensuring that everyone benefits from hotel facilities equally.

Continuous Improvement: Regularly collecting and evaluating guest feedback, taking necessary steps to continuously improve services and increase guest satisfaction.

With these policies, Tropical Beach Hotel aims to provide its guests with an unforgettable accommodation experience and exceed their expectations.

FOOD SAFETY POLICY

As Tropical Beach Hotel, we undertake to carry out all our food production and presentation processes in accordance with legal regulations and international standards. Our goal is to produce and present our products in accordance with food safety principles and to provide the highest level of satisfaction. In order to achieve our goals, we receive the most valuable support from our expert employees and organize trainings to increase the competence levels of our employees. We establish effective communication channels with internal and external stakeholders within the food production chain. We pay attention to the application of the first-in, first-out rule during the production and presentation stages and the expiration and consumption dates of the products after the packages are opened. (FIFO) From the purchasing stage to the presentation, we determine food safety risks and take the necessary measures to prevent these risks from occurring. We monitor our food safety management system and goals, create programs for its continuous development and provide the necessary resources.

ENVIRONMENTAL PROTECTION AND WASTE MANAGEMENT POLICY

We protect the environment in our business, prevent its pollution, and attach importance to its protection by reducing our negative impact on the environment.

For this; We comply with legal regulations and try to reduce our environmental impact.

We take care to effectively separate our waste according to its source, groups and hazard classes.

We know that using hazardous substances and chemicals only when needed and as much as necessary will reduce both the negative effects on the environment and the amount of waste,

We contribute to protecting nature by choosing the materials we receive from our business that have the “recycling” and “environmentally friendly” labels. We try to create reuse opportunities,

We take care to use disposable materials such as paper, napkins, toilet paper and packaging as much as necessary and leave less waste in nature,

We store waste in separate areas according to their characteristics correctly, deliver them to licensed/authorized companies without exceeding the legal storage period limits and keep their records,

We try to use water, energy and all natural resources economically. We share this sensitivity with our employees, guests and suppliers.

We measure our performance in environmental management, monitor this data with targets and try to improve our performance.

We aim to educate our employees about the environment and increase their sensitivity.

ENERGY EFFICIENCY POLICY

We use our energy efficiently and set targets to reduce our energy consumption in order to protect our world from possible dangers.

For this;

We follow national and international standards, laws and regulations in order to fulfill both our responsibilities towards nature and our legal obligations, we voluntarily carry out studies that will reduce energy use and/or continuously improve our energy consumption performance, and we follow the results of our studies.

We set targets and include energy efficiency in our training programs in order to ensure the participation of our employees.

We value collaborating with all our stakeholders to create common goals and results in energy management. We try to continue our interaction with our guests, employees, visitors and all business partners in order to reach a level of awareness and consciousness on these issues.

We try to research, find, purchase and use energy efficient suitable products, equipment, fittings and technology alternatives.

We aim to document our Energy Management System, spread it to all our departments, update it when necessary, review it and continuously improve it.

We evaluate energy risks or emergencies that may arise such as energy shortages and plan the precautions that can be taken.

WATER SAVING POLICY

We use our water efficiently to protect our world from possible water risks and set goals to reduce our water consumption. We aim to set and achieve new goals based on the principle of continuous improvement. For this;

- We follow national and international standards, laws and regulations in order to fulfill both our responsibilities towards nature and our legal obligations, we voluntarily carry out studies that will reduce water use and/or continuously improve our water consumption performance, and we follow the results of our studies.
- We set goals and include water saving in our training programs in order to ensure the participation of our employees.
- We value collaborating with all our stakeholders to create common goals and results on water management. We try to continue our interaction with our guests, employees, visitors and all our business partners in order to reach a total awareness and consciousness level on these issues.
- We try to research, find, purchase and use products, equipment, fittings and technology alternatives that are suitable for water efficiency.
- We aim to document our Water Saving Management System, spread it to all our departments, update it when necessary, review it and continuously improve it.
- We evaluate water risks or emergencies that may arise such as water shortages, and plan the measures to be taken. Sustainable water use is the effective use of water in a way that is compatible with the environment without wasting even a single drop. In this context, we would like to inform you that we, as Tropical Beach Hotel, are committed to complying with all mandatory legislation in terms of reducing water consumption rates, determining methods for effective and re-use of water and developing and implementing water saving models for sustainable water management.

RESOURCE CONSUMPTION POLICY. (ELECTRICITY - WATER - FUEL)

We detect increases and decreases by comparatively checking the consumption amounts of the resources used with our environmental monitoring table, which is filled regularly every month.

We take the necessary precautions without ignoring guest satisfaction.

Electricity Consumption

We take care to ensure that all electrical appliances purchased in our hotel are energy-efficient in order to save electricity. We ensure the sustainability of our work by providing training to our employees and informing them about the decisions taken in savings meetings.

Precautions taken for electricity savings;

- There is a remote monitoring system in electrical rooms.
- There is a frequency-controlled inverter system in our elevators.
- LED bulbs are used in the interior lighting of the pools and the opening and closing hours are controlled by the automation system.
- Time adjustment is made from the automation for environmental and garden lighting.
- Maintenance of all electrical appliances used is carried out regularly to extend their life and save energy.
- Saving and LED bulbs are used for space lighting throughout the facility.
- LED bulbs are used for decorative lighting throughout the facility.
- Inverter Dx air conditioning units are used for cooling and heating purposes in the main building, garden, restaurants and building kitchen sections.
- Inverter air conditioning cooling and heating systems are used in guest rooms.
- Air conditioning stop switches are used on guest room balcony doors.
- Energy server system is used in our guest rooms.
- There is a heat pump for heating water.

When our monthly energy saving tables are examined, we see the increases and decreases in energy use. We determine the reasons for these increases or decreases and create our plans and precautions accordingly.

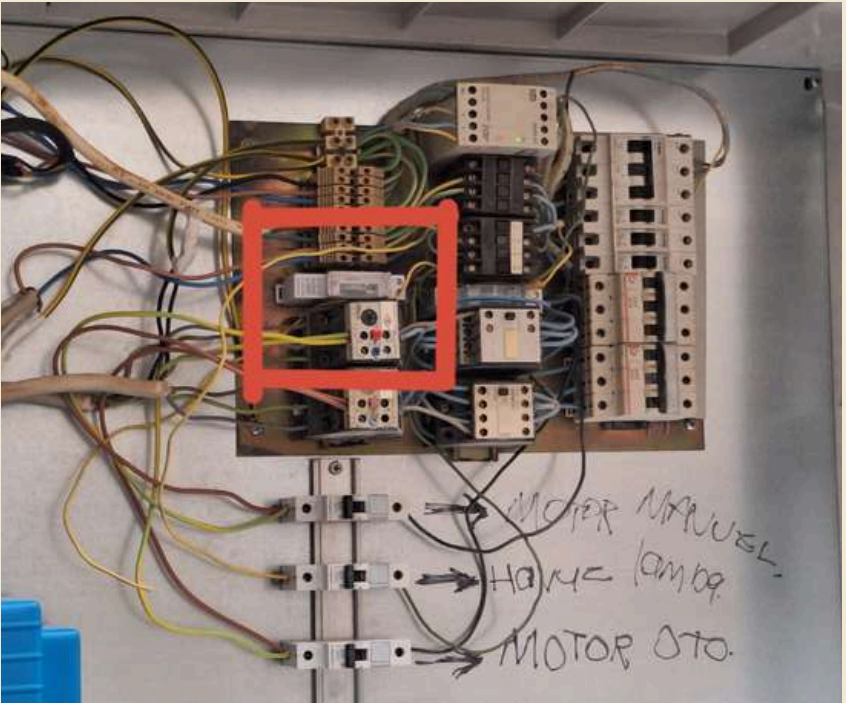
OUR ENERGY-FRIENDLY INFRASTRUCTURE



Environmentally friendly external door air curtain



A++++Energy Class Air Conditioner



Facility lighting automation system



Room energy saver card usage



Led lighting



Led lighting

OUR ENVIRONMENTALLY FRIENDLY INFRASTRUCTURE

- Personnel satisfaction surveys are conducted electronically.
- Customer satisfaction surveys are conducted electronically.
- Payroll notifications are sent to personnel via e-mail.
- Waste is collected, stored and sent by licensed companies in accordance with the regulations.



Water Consumption

Without compromising the comfort of our guests, we are drawing attention to the issue of water saving by providing training to our employees and with information in the environmental brochures in the application. Our studies for water saving;

- Water saving aerators have been used in all facility taps to reduce water flow.
- Spring and drip systems are used in garden irrigation.
- Irrigation hours are made at night hours to prevent water evaporation and to saturate the soil with less water.
- Photocell taps are used in public area urinals for water saving purposes.
- Photocell taps are used in public area WC sinks for water saving purposes.
- In guest rooms and public area WCs, the cisterns are half and full draining systems for water saving purposes.
- In guest rooms, public WCs, the cisterns are half and full draining systems for water saving purposes.
- There is an inverter system in the domestic water hydrophore.
- Low water consumption machines and programs are used in our laundries. When we examine our monthly tables regarding water saving, we see the increases and decreases in water usage. We determine the reasons for these increases or decreases and create our plans and precautions accordingly.

Fuel Consumption

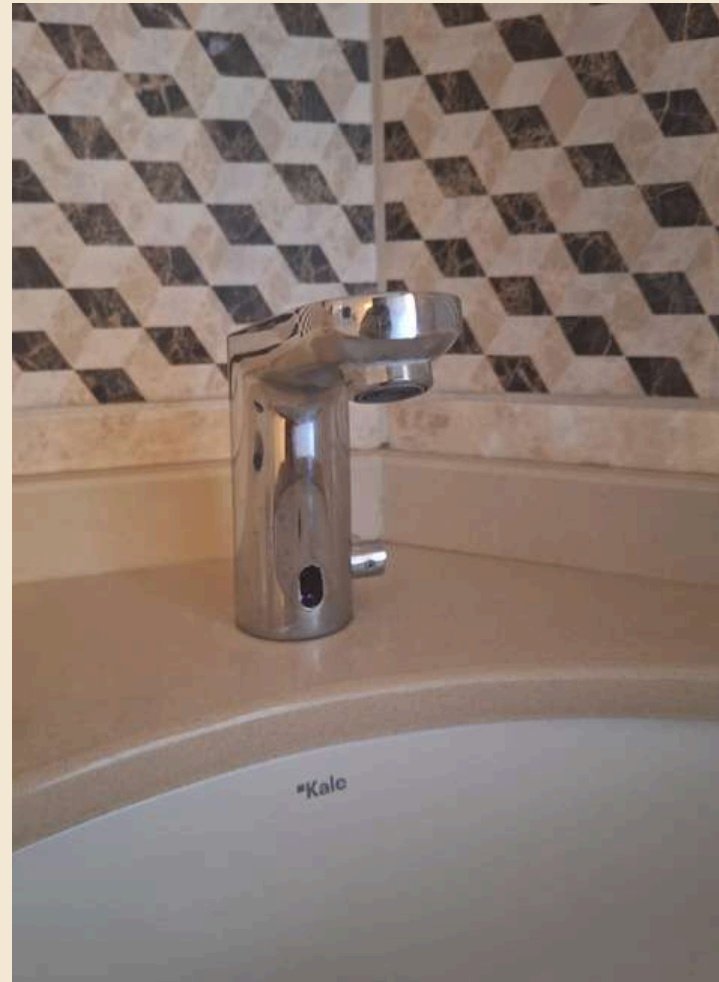
LNG is used as fuel in our facility.

We are reducing fuel consumption thanks to the savings team we have established in our hotel and the measures we have taken.

We prefer to procure our materials from as close as possible. We make bulk purchases. Thanks to the lodging right across from our hotel, we do not consume fuel. Thus, we support the reduction of carbon emissions.

SAVING WATER

- In public areas, sensor taps, sensor urinals, timed foot washing units on the beach, and knee-operated timed sink taps are used in production areas.
- Water savings are achieved by adjusting the flow rate in bathroom taps, sink taps, and toilet cisterns.
- Shower and tap flow rates are measured regularly.



CARBON EMISSION POLICY

We are aware of the damage that global warming has caused to our region and the world. Therefore, with the awareness of our responsibility, monitoring and reducing the carbon emission of our facility is one of our basic duties.

Our policy is followed based on the measurement and evaluation system. The values taken as basis are calculated based on the methodology included in the database documentation of the 'Energy Factors' study of the International Energy Agency, which is based on the Ministry of Energy and Natural Resources of the Republic of Turkey.

The paths we follow to reduce Carbon Emission are as follows.

- Increasing the environmental protection and environmental awareness of our employees in in-service trainings.
- Increasing guest awareness with surveys, visuals and guidance within the hotel.
- Providing savings by using high-efficiency devices and low-energy consuming materials.
- Performing periodic maintenance of machinery and equipment.
- Selecting our suppliers as highly local or regional and ensuring that fuel consumption is reduced by making bulk purchases at certain times.
- Ensuring that waste is reduced by ensuring the effective use of the recycling system.
- Planting trees and participating in environmental activities to balance the carbon emission produced in our facility are among our goals.

This report covers the direct and energy-indirect greenhouse gas emissions resulting from the activities carried out by TROPICAL BEACH OTEL between January 01, 2024 and December 31, 2024.

Class 1: Direct Greenhouse Gas Emissions

The emission categories within direct emissions are as follows;

- Emissions resulting from fuel consumption of vehicles used in logistics services,
- Emissions resulting from diesel consumption of generators and fire pumps used in emergency situations,
- Emissions resulting from fuel consumption in vehicles owned by the organization or rented on a periodic basis,

- Emissions originating from maintenance, filling and use of fire extinguishers, industrial and maintenance extinguishers,
- Fugitive refrigerant emissions originating from maintenance, repair and operations of air conditioning equipment.

Class 2: Greenhouse Gas Emissions Indirectly from Imported Energy

Within energy indirect emissions,

Emissions originating from the electricity consumption supplied by the establishment from the grid

LOCAL EMPLOYMENT AND DEVELOPMENT POLICY

Local employment policy for Tropical Beach Hotel: It aims to support the local workforce, which is an important part of the tourism industry. Within the framework of this policy, we prioritize various strategies to ensure that our business contributes to local communities and the economy. We measure the local employment rate, and increasing this rate is an important item among our goals. Meetings will be held with our Siteler Mukhtar every month, and the local people's opinions about the facility will be obtained, and employment will be provided in line with their needs.

In this context, while ensuring the sustainable growth of our hotel, we aim to contribute to the welfare and development of local communities.

Prioritizing Local Workforce: Tropical Beach Hotel strives to employ local people as much as possible. Thus, it contributes to the economic strengthening and development of the local community. We provide equal conditions and opportunities to the personnel we employ locally, allowing them to advance in our facility.

Training and Development Programs: Tropical Beach Hotel offers training and development opportunities to increase the skills of the local workforce. Giving priority to in-service training and also providing material and moral contributions to courses and training programs opened locally are among its goals. Thus, it has adopted the strategy of making the local people more qualified and competitive in hotel business.

Internships and Student Collaborations: Tropical Beach Hotel collaborates with local schools to help young people become familiar with the hotel industry and prepare for their future careers.

Community Projects and Social Responsibility: Tropical Beach Hotel supports environmental and social responsibility projects by interacting with local communities. In this way, we ensure that our hotel is seen as part of the community, not just a business.

Cultural Respect and Harmony: Tropical Beach Hotel respects local culture and traditions and strives to preserve and promote these values. This allows our hotel to establish positive relationships with local communities and support local identities.

CULTURAL HERITAGE PROTECTION AND PRESENTATION POLICY

Cultural heritage is all tangible and intangible values related to our identity, culture and history. Historical cities and textures, cultural landscapes, monumental structures, archaeological sites, as well as living but intangible values such as language, tradition, dance, music and rituals constitute cultural heritage. In agreements prepared by international institutions such as UNESCO, ICOMOS and similar international institutions and in international law texts, the concept of cultural heritage has been categorized as tangible cultural heritage, intangible cultural heritage, underwater cultural heritage and natural heritage. Tangible cultural heritage is divided into movable and immovable cultural heritage. Movable cultural heritage includes paintings, sculptures, coins, manuscripts, archaeological artifacts, immovable cultural heritage includes monuments, archaeological sites, historical urban fabrics, underwater cultural heritage includes shipwrecks, underwater ruins and cities, intangible cultural heritage includes oral traditions, performing arts, rituals, natural heritage includes natural sites with cultural dimensions, cultural landscapes, physical, biological and geological formations.

Protection of Cultural Heritage Assets; In Article 3 of the Law on the Protection of Cultural and Natural Assets No. 2863, “Protection and Protection” is defined as the preservation, maintenance, repair, restoration, and function change processes in immovable cultural and natural assets; and preservation, maintenance, repair and restoration works in movable cultural assets. Our hotel does not buy and sell historical and archaeological artifacts, does not mediate their trade and does not exhibit them.

In this context, as Tropikal Beach Hotel, our POLICY FOR PROTECTION AND PRESENTATION OF CULTURAL HERITAGE ASSETS;

- We determine and control the possible direct and indirect effects of our activities, visitors and supply chain activities on cultural heritage assets.

- In our activities, we publish brochures, booklets and videos introducing our cultural heritage assets.
- We participate in studies focusing on the protection of cultural heritage assets with NGOs and local governments.
- We organize in-house training and internal communication activities in order to raise awareness on the PROTECTION AND PRESENTATION OF CULTURAL HERITAGE ASSETS and we also include this issue within the scope of sustainability trainings.
- We take actions to ensure that the cultural heritage inventory of the region is shared.
- We support the presentation of culture and heritage by respecting the property rights of the communities in which we are located.
- We organize local music nights in cooperation with 2 local artists in our region for the protection of cultural heritage.

TROPICAL BEACH HOTEL WILDLIFE HUNTING POLICY

Tropical Beach Hotel's wildlife hunting policy is based on preventing and controlling wildlife hunting in order to protect natural life and support a sustainable environment, even though our region is far from hunting tourism.

The hotel's wildlife hunting policy is an important step in protecting natural life and supporting a sustainable environment. This policy emphasizes the importance of natural life to hotel guests, while contributing to the protection of wildlife and the prevention of hunting by cooperating with local communities.

Tropical Beach Hotel aims to protect wildlife in the region where the hotel is located and to prevent habitat degradation. In this context, activities that may harm wild animals in and around the hotel area are prevented and wildlife protection projects are supported.

It adopts the strict prohibition of hunting in and around the hotel and the implementation of strict controls on this issue. Illegal hunting is combated and necessary legal measures are taken to ensure that hunting is brought under control. The hotel raises awareness among its guests and employees about the protection of wildlife and the harms of hunting. Information is provided about the importance of wildlife, the need for its protection and the environmental and social effects of illegal hunting.

Our hotel supports wildlife protection and hunting prevention by cooperating with local communities. Local people are encouraged to be sensitive to natural resources and contribute to wildlife protection.

The hotel management's goals include investing in projects to restore and improve the surrounding natural habitats and to ensure the protection and diversity of wild animal habitats.

It carries out the work related to hunting organizations within the scope of the Land Hunting Law No. 4915 and the Regulation on the Procedures and Principles Regarding Hunting within the Scope of Hunting Tourism regarding the implementation of this Law, and organizes or assists in hunting and wildlife observation tours and photography and filming.

WILDLIFE CONSERVATION AND BIODIVERSITY POLICY

We accept and undertake to protect the integrity and biodiversity of the ecosystem, which is a natural heritage, and to encourage balanced coexistence and the development and growth of the natural heritage.

The protection of biodiversity is among the priority areas of our facility within the scope of the sustainability principle. It aims to protect the diversity of species, habitats, ecosystems and the integrity of ecological functions by determining and monitoring the effects of our activities on biodiversity.

In order to raise awareness about the importance and protection of biodiversity, we organize internal training and internal communication activities in our facility and include this issue within the scope of sustainability trainings.

We take into account the regulations stipulated by national and international legislation in ensuring animal welfare. We provide the necessary information to all our stakeholders about the fact that endangered creatures should not be hunted and traded.

We do not support, exhibit or sell protected species or any products made from them.

We do not support or participate in any activity that involves unacceptable practices stipulated by law regarding biodiversity and wildlife.

We are aware that in the cases of renovation, construction, etc. we will carry out, flora and fauna, especially endangered or threatened species, should be protected and wildlife should not be affected.

We are in constant cooperation with local governments and NGOs and present our suggestions in order to protect endemic plants on land and sea in our region and not to affect the living conditions of all living things.

We guide our guests, stakeholders and employees to ensure that the products they use are not obtained from endangered species. We inform our employees about these issues in in-service trainings.

We do not accept the use of animals in shows for the sake of captive wildlife, commercial profit and personal pleasure, and we do not take part in such organizations.

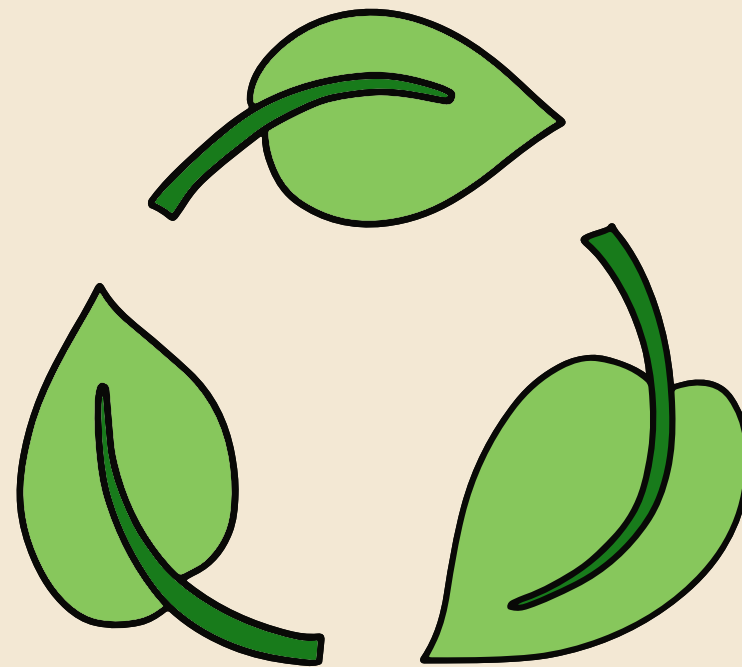
We take precautions against invasive species in order to protect biodiversity in our work area.

We do our best to prevent the contact of hazardous wastes and substances that pollute nature, which deeply affect natural life, with nature.

- We have a special program for controlling and eliminating invasive species.

This program is effectively implemented under the guidance of our landscape architect.

Appropriate dosage spraying is done, and thus, it is ensured that excess chemicals are not given to the soil, water, flora and fauna.

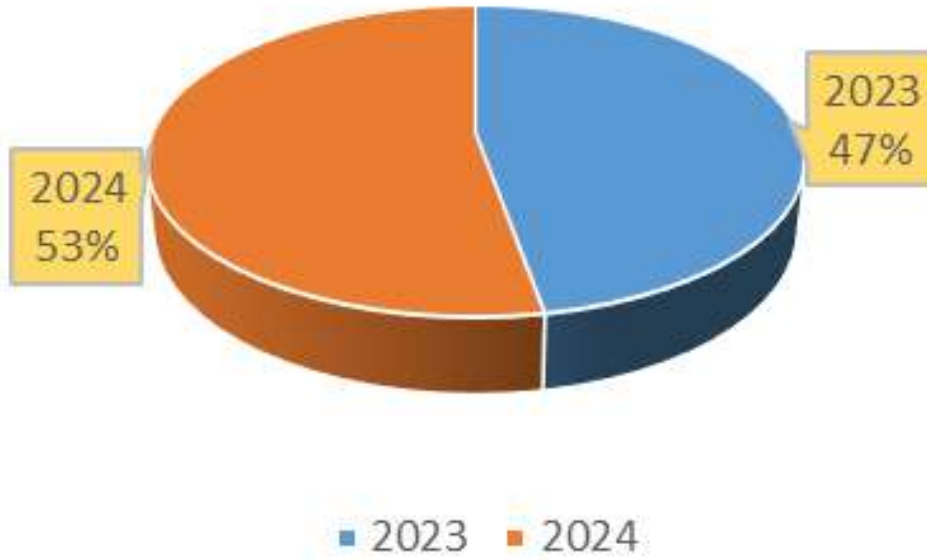


OUR GOALS

1. Increase the rate of shopping from local vendors by 5%

Supporting local businesses encourages regional development and creates jobs. Buying from local suppliers shortens logistics processes and provides faster delivery. It causes less damage to the environment by reducing the carbon footprint from transportation. Supporting local producers strengthens community solidarity and collaborations.

Tropical Beach Otel 2023-2024 Yılı
Yerel Satıcı Oranları

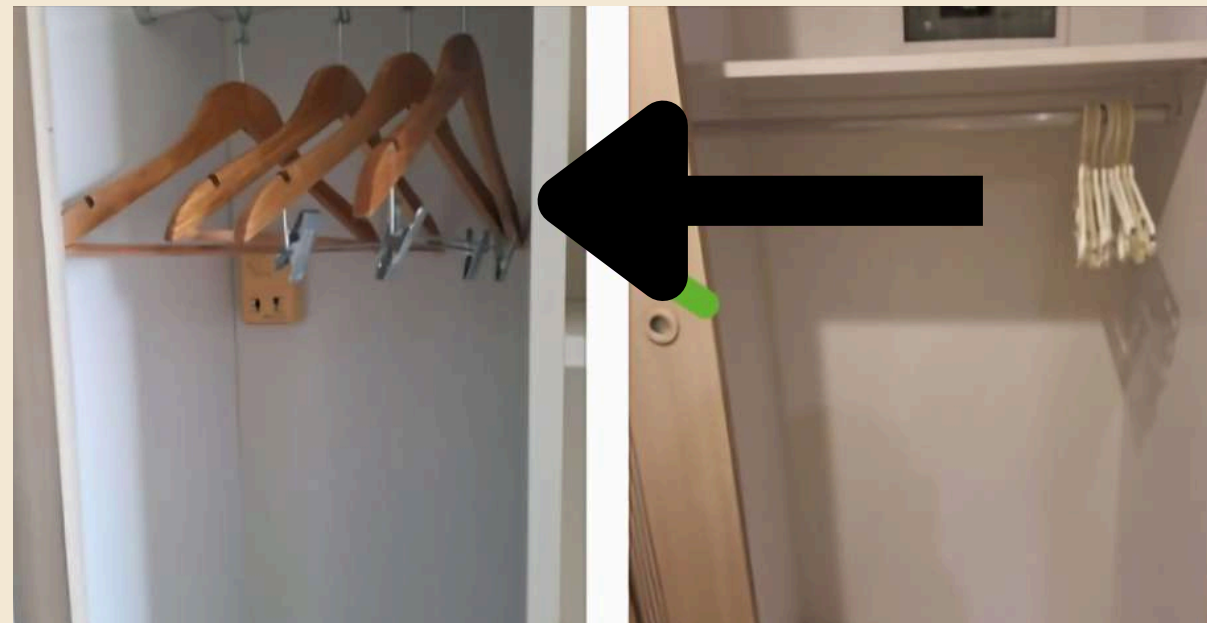


Tedarikçi	Yerel mi?	Değ. Puanı	Çalışma Durumu?	Anket Gönderildi
E.E.Gıda Pazarcama Tur. İth. İhr. ve Tic. Ltd. Şti	Yerel	0	Aktif	1.02.2024
D.L.G. YAN. SÖN. SİS. MAK. İNŞ. TİC. ve SAN. LTD.	Yerel Değil	122	Aktif	1.02.2024
E.E.Gıda Pazarcama Tur. İth. İhr. ve Tic. Ltd. Şti	Yerel	0	Aktif	1.02.2024
SÜTMİR SÜT VE SÜT ÜRÜNLERİ	Yerel		Aktif	1.02.2024
YONCA GIDA	Yerel		Aktif	1.02.2024
DAYAN BALIK	Yerel		Aktif	1.02.2024
KIRMIZI YEŞİL	Yerel Değil		Aktif	1.02.2024
ASPAK ENDÜSTRİYEL TEKSTİL YIKAMA A.Ş.	Yerel		Aktif	1.02.2024

In line with our implemented policy, our local seller ratio has increased by $53\% - 47\% = 6\%$.

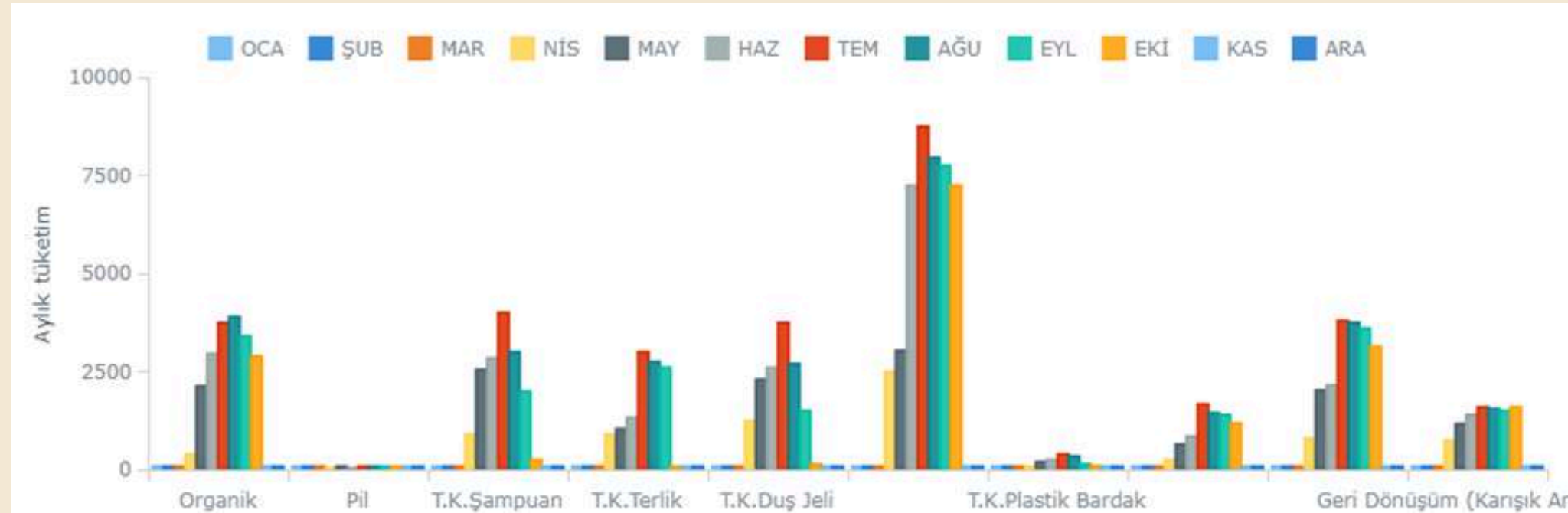
2. Buying environmentally friendly products. Increase by 5%

We contribute to protecting nature by choosing the materials we buy in our business that have the “recycling” and “environmentally friendly” labels.

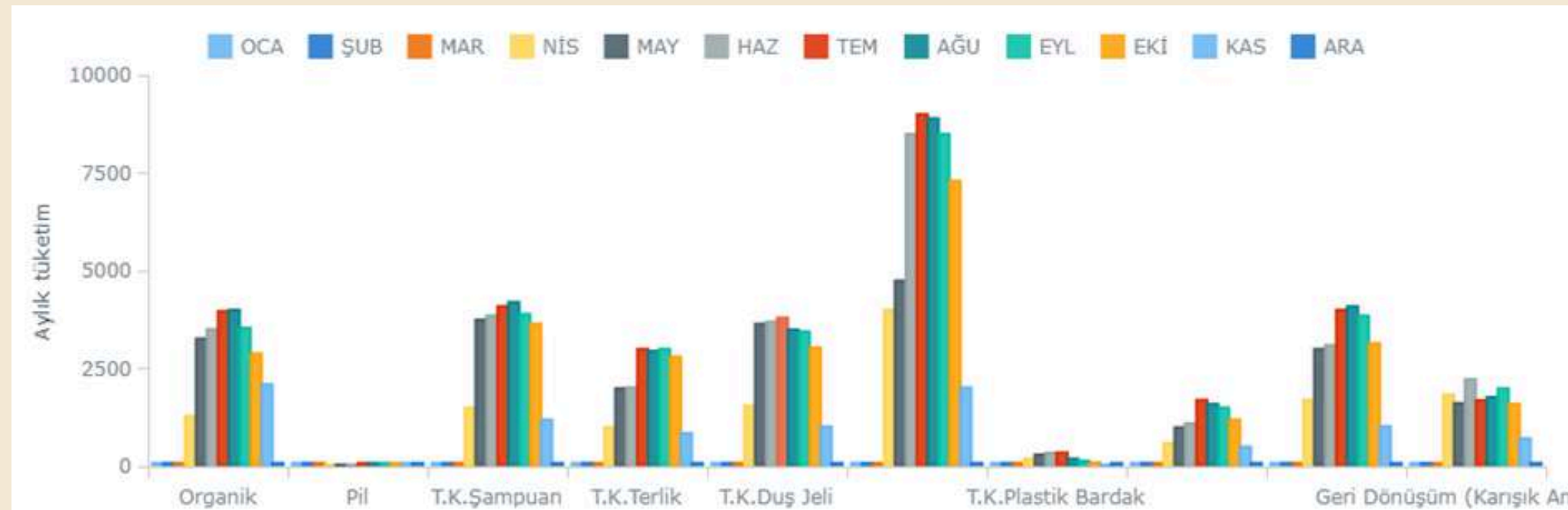


3.Reduce single-use plastic use by 10%

We measure our performance in environmental management, monitor this data with targets and try to improve our performance. We evaluate our waste reduction performance by placing informative signs in our rooms to raise awareness among our guests.



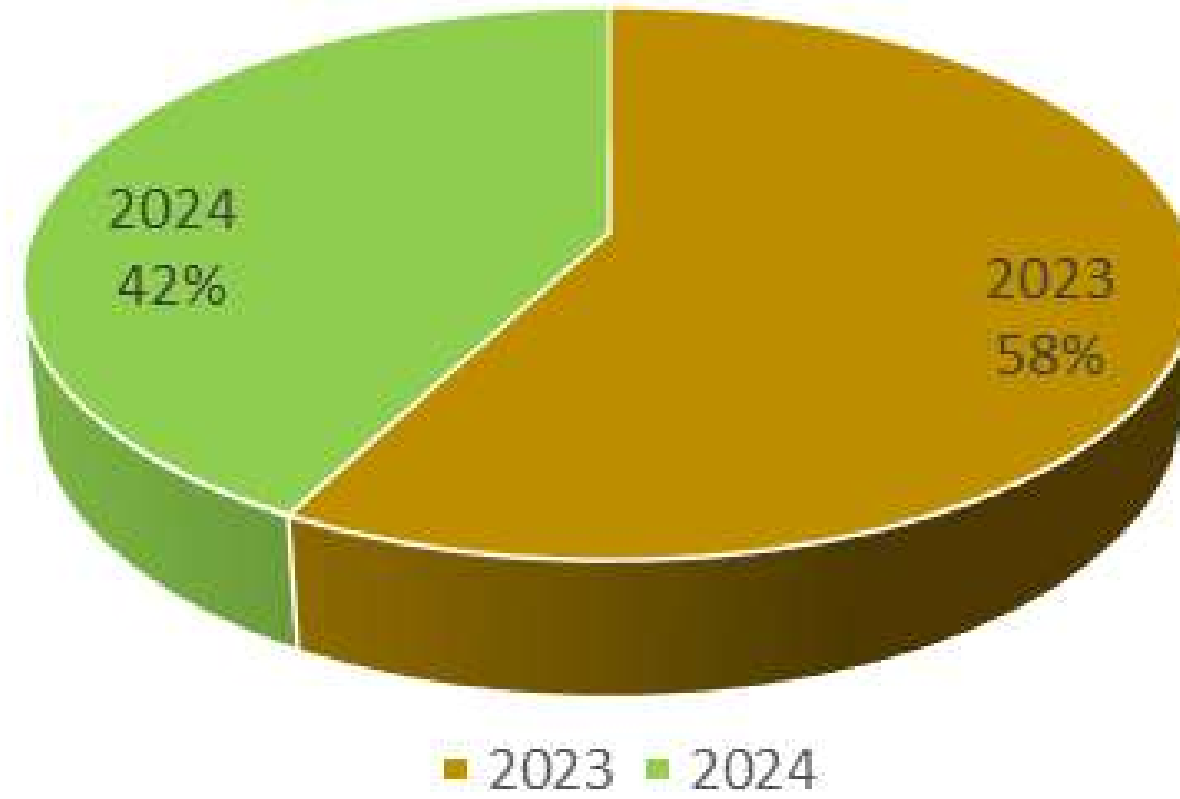
2024 Annual Waste Graph



2023 Annual Waste Graph



Tropical Beach Otel 2024-2023 Yıllık Plastik Atık Oranları

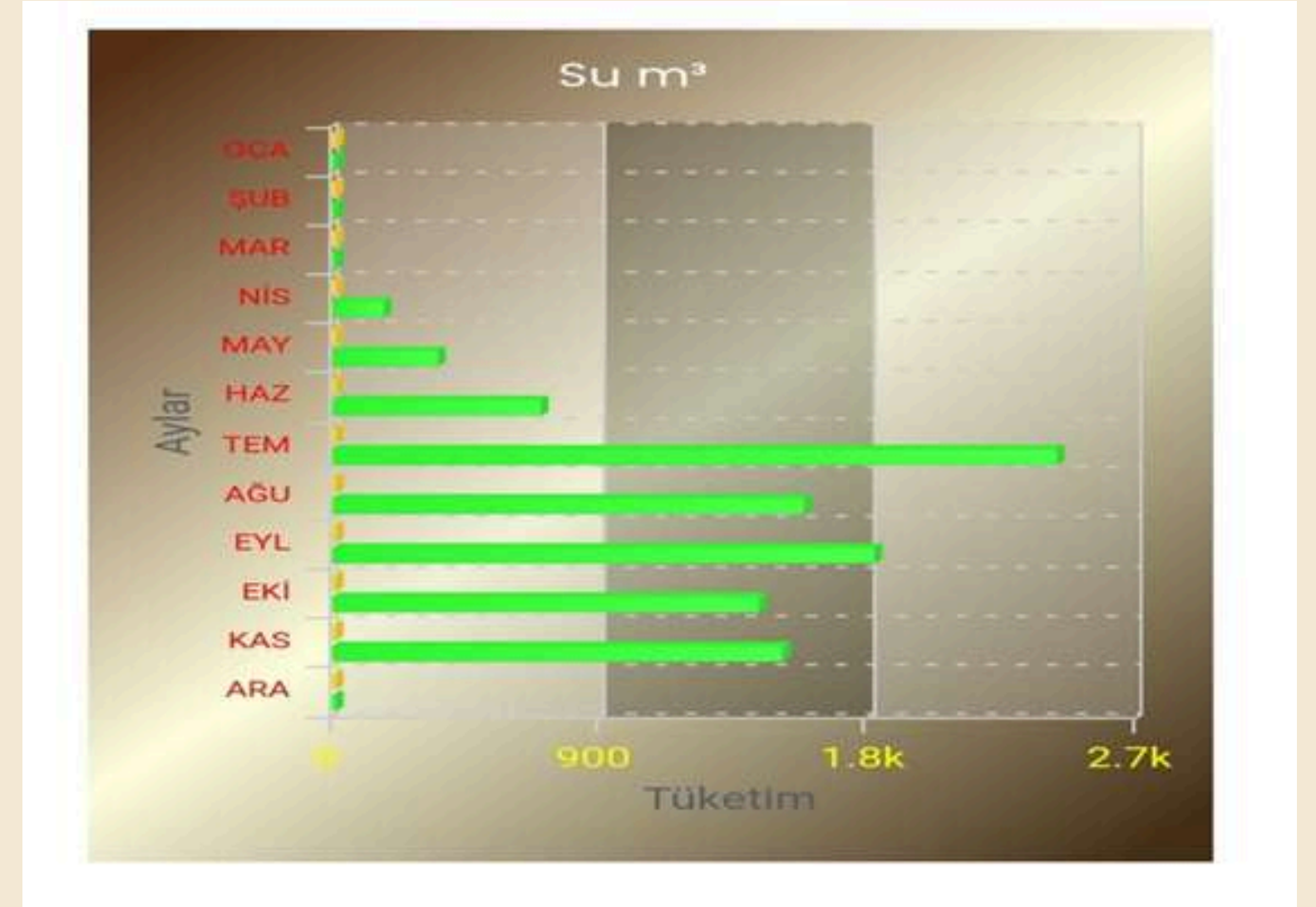


According to the data we obtained as a result of our studies for 2023 and 2024, a $58\% - 42\% = 16\%$ reduction has been achieved in our single-use plastic waste.

4.Reduce overall water consumption by 3%

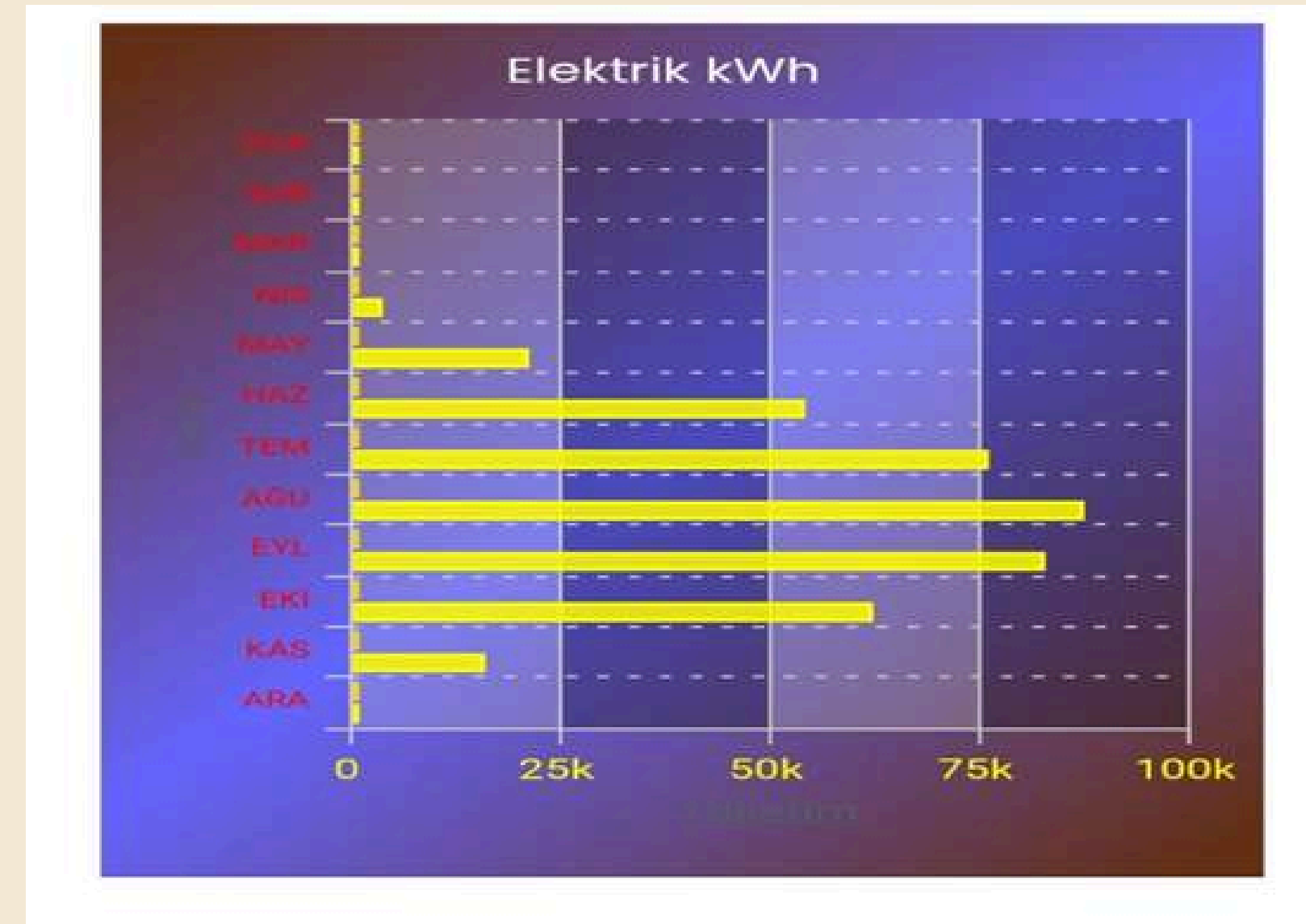
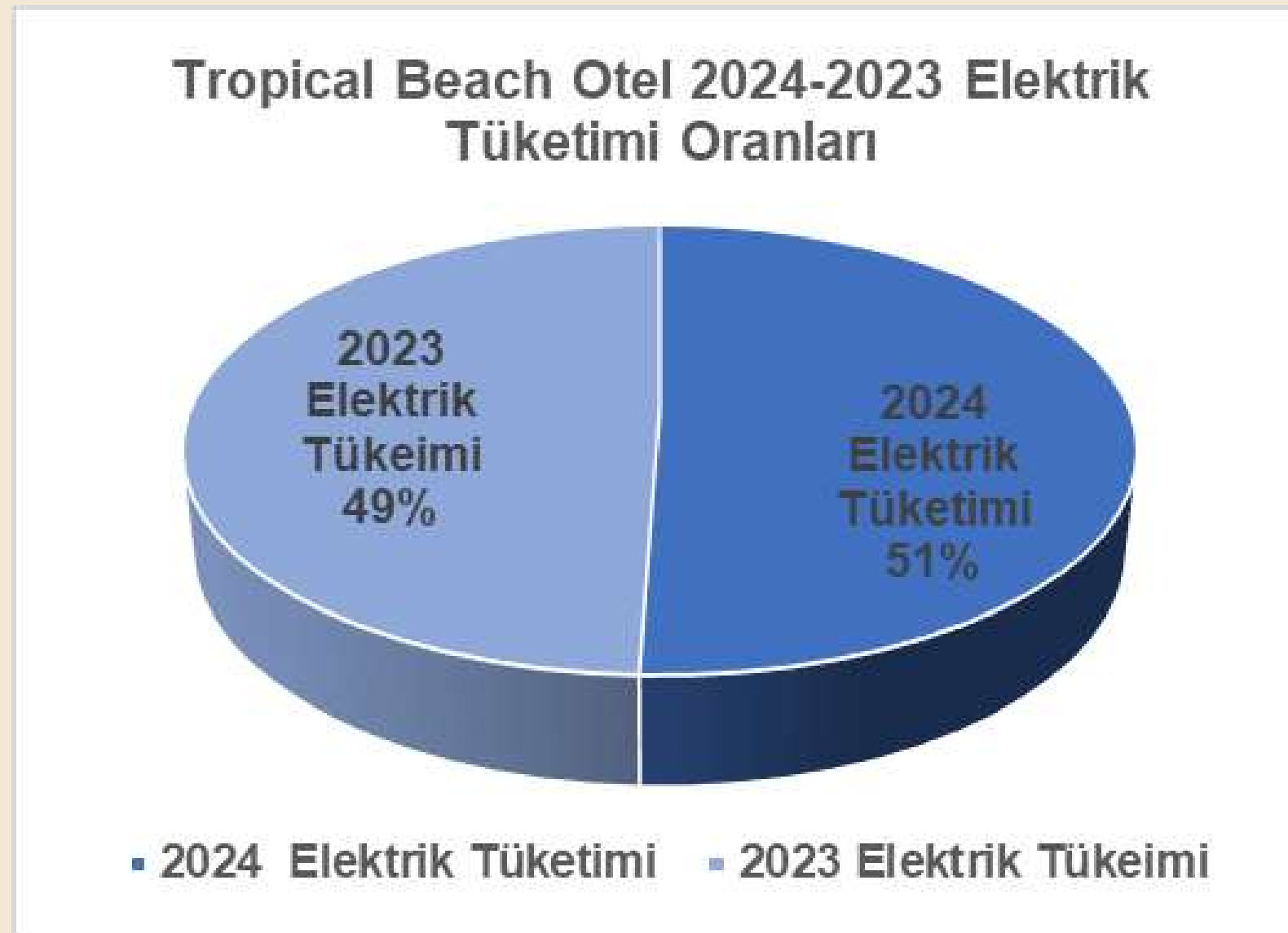
While our towels and sheets were cleaned by receiving service from an external company in 2023, our hotel management decided to reduce fuel consumption in transportation and extend the life of the materials and our towels and sheets started to be washed in our hotel laundry in 2024.

In this direction, our water consumption increased in 2024. Reducing water consumption by 3% in 2025 will be among our goals.



5.Reduce General Electricity Consumption by 2%

Our electricity consumption has increased compared to 2023 due to the decision to wash towels and sheets in our hotel laundry in 2024. We have once again set our goal to reduce electricity consumption by 2% in 2025.



CO₂

Karbon Ayak İzi
Kademe 1

0.00

↑ 208.15



Toplam Atık
Yıl Toplamı

0.00

38,049.00

Tabloya Git



Elektrik
Yıl Toplamı

0.00

403,140.32

Tabloya Git



Su
Yıl Toplamı

0.00

10,119.00

Tabloya Git

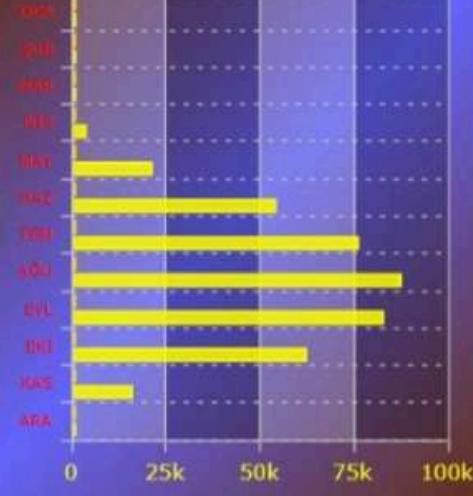


Hava Durumu
Marmaris

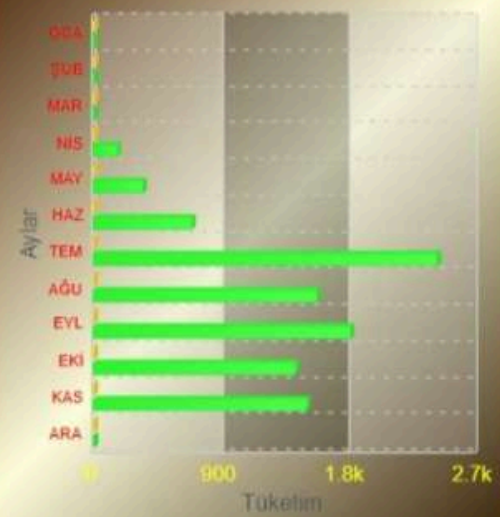
13.0°C

açık

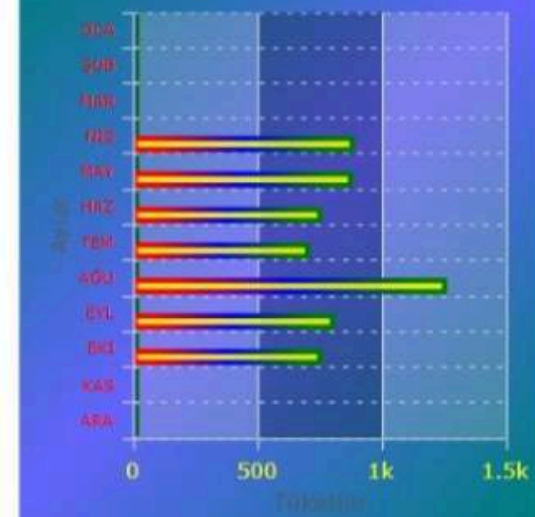
Elektrik kWh



Su m³



LNG m³



Bağışlar
Parasal + Aynı

0.00.-₺

Listeye Git



Yerel Tedarikçi
Toplam

39

83.00%

Tabloya Git



Hedefler
Bekleyen

34

% 4.06%

Tabloya Git

CO₂e Raporu

CO₂ Ayakizi

0.00 tCO₂e 0%

Önceki Yıl: 208.15 tCO₂e

Misafir Başı

0.00 CO₂e 0%

Önceki Yıl: 4.51 CO₂e

Oda Başı

0.00 CO₂e 0%

Önceki Yıl: 8.83 CO₂e

Alan m²

Odalar: 0.00 0%

Toplantı Mekanları: 0.00

6. Increasing our customers' awareness of our "sustainable tourism" activities by 15%

Seçilen Cevap	Cevap Sayısı	Oran(%)
"SÜRDÜRÜLEBİLİRLİK" FARKINDALIĞI		
Sürdürülebilirlik politikamızdan ne zaman haberdar oldunuz?		
Başka bir şekilde	1	20,00%
Tatilizi satın alırken	1	20,00%
Genel alanlardaki bilgilendirme panoları	2	40,00%
Geldiginizde, Misafir ilişkileri personelimizden	1	20,00%
Sürdürülebilirlik politikamızı incelediniz mi?		
Hayır	2	40,00%
Evet	3	60,00%
"SÜRDÜRÜLEBİLİRLİK" UYGULAMALARI		Windows'u Etkinleştir

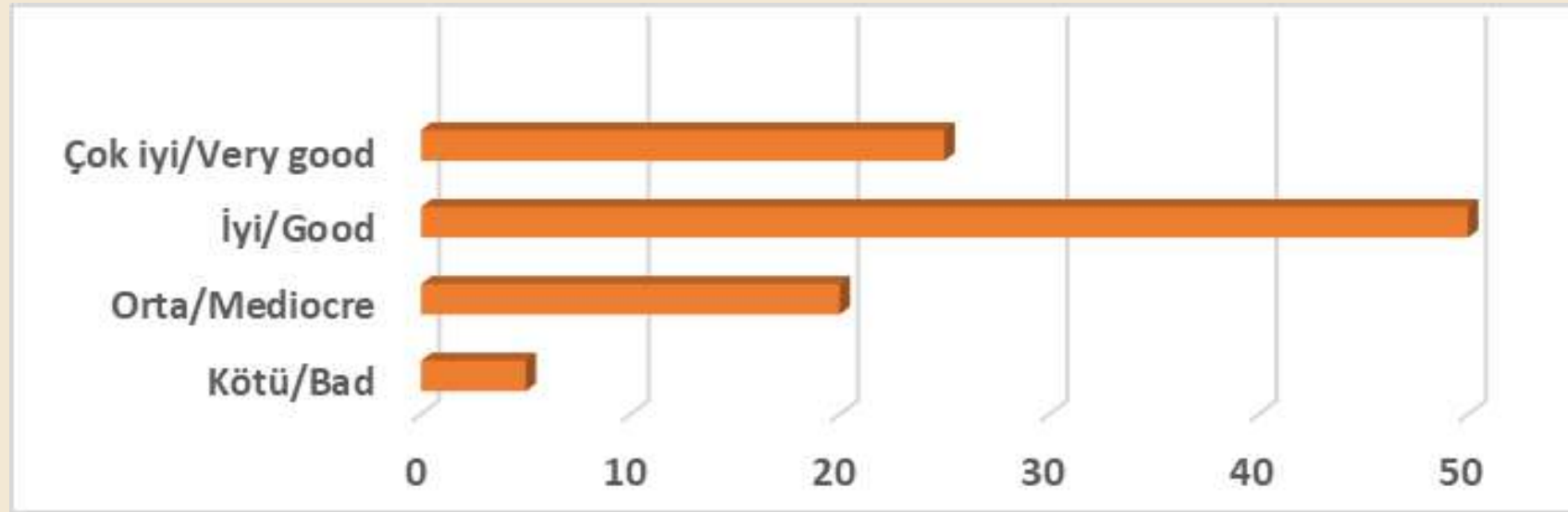
2024 MİSAFİR SÜRDÜRÜLEBİLİRLİK MEMNUNİYET ANKETİ (100MİSAFİR VERİLERİNE GÖRE)
GUEST SUSTAINABILITY SATISFACTION SURVEY (ACCORDING TO 100 GUEST)

ÇEVRE ANKETİ

Environmental Practice Questionnaire

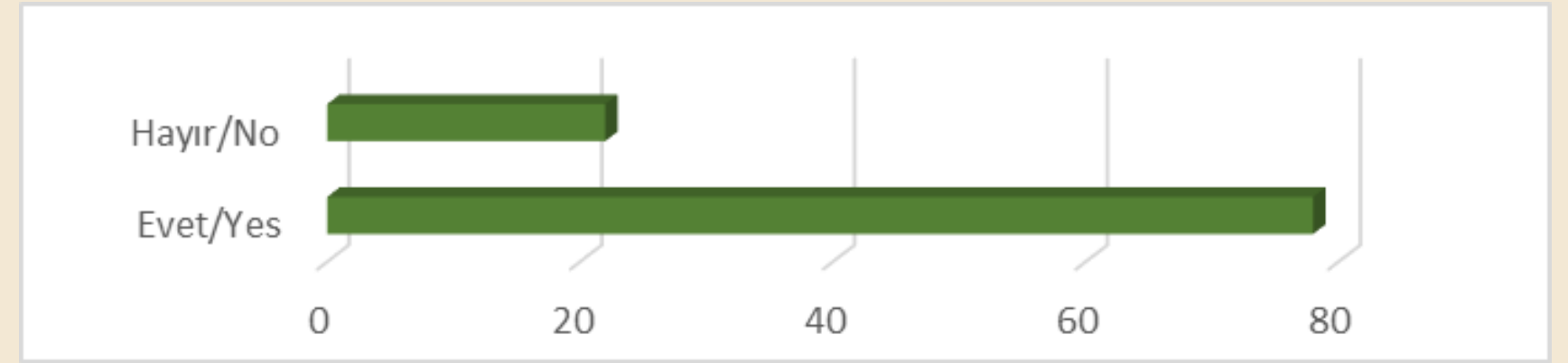
1)Otelimizin çevresel faaliyetlerini nasıl buldunuz?

*1)What do you think about our hotels' environmental activities?



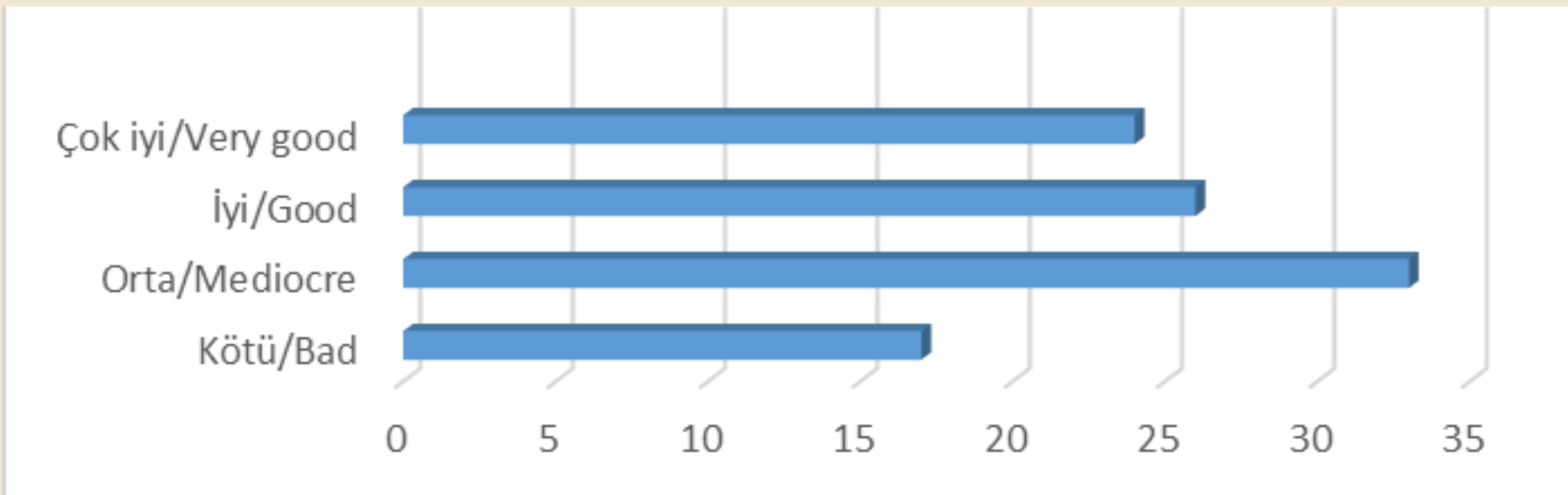
3)Tesisimiz atık ayrıştırmaı etkili bir şekilde yönetiyor mu?

*3) Is our property managing waste separation effectively?



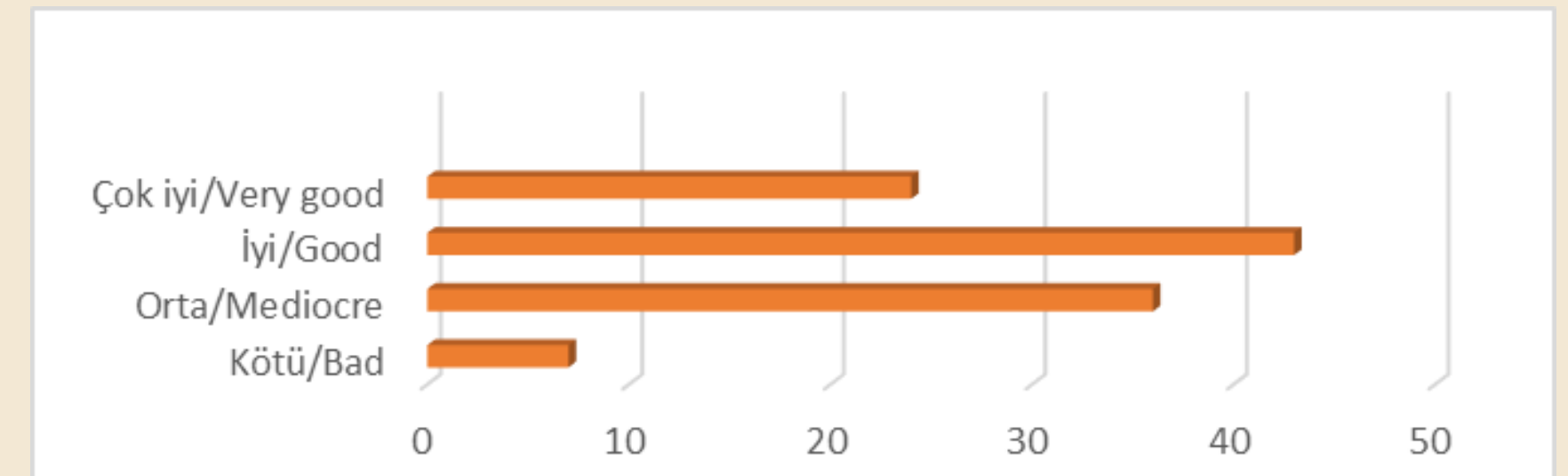
2)Otelimizin enerji ve su tasarrufu önlemlerini nasıl bulursunuz?

*2)How do you evaluate the energy and water savings of our hotel?



4)Personelimizin çevre duyarlılığı hakkında ki düşünceleriniz nelerdir?

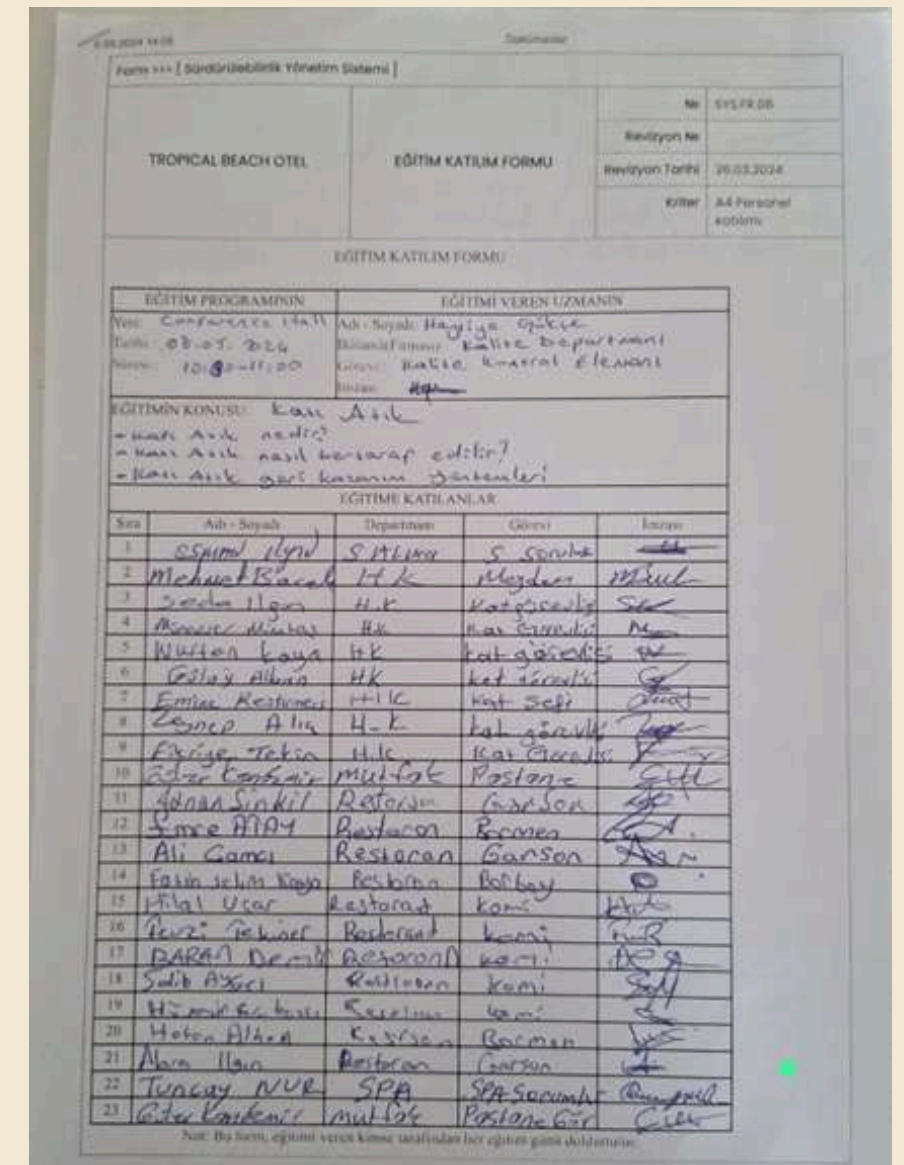
*4)What your opinion about our staff's environmental practices?



7. Ensuring employees are aware of sustainability; increasing their awareness by 25%

We provide sustainability training to all employees who start work. In addition to training employees on individual and professional issues, we also specifically encourage the development of their personal skills, the creation of fair and equal training and support processes, and the participation of our employees in these trainings. As a result of our work, we have increased awareness by 70%-30%=40%.

A Tropical Hotel Sustainability group has been established via Whatsapp. Informational articles, videos, and pictures are sent to all our employees and information is provided.



8. Raising awareness among employees about visually and hearing impaired individuals

In our work, information and warnings are provided on the subject in in-service trainings. We aim to plan and train the human resources that will realize the institution's goals and strategies, to carry out personnel work and transactions at an appropriate value level, to have personnel who are specialized in their field, have the ability to represent the institution and can present new initiatives in their field, and have high self-confidence. We are happy to raise awareness about disabled individuals and offer them a pleasant holiday during their stay in our hotel.

Form 111 [Sürdürülebilirlik Yönetim Sistemi]

TROPICAL BEACH OTEL EĞİTİM KATILIM FORMU

No: EYD-FR-08
Revizyon No:
Revizyon Tarihi: 26.03.2024
Kilim: AA Personel Bölümü

EĞİTİM KATILIM FORMU

EĞİTİM PROGRAMI	EĞİTİMİ VEREN UZMANIN
Tarih: 04.03.2024 Tarih: 05-07.2024 Nispeti: 2024-2025	Adı-Soyadı: Hayriye Çiğdem Unvanı: Eğitim Uzmanı İsmi: Hayriye Çiğdem İmzası: <i>[Signature]</i>

EĞİTİMİN KONUSU: Herkes için erişim
Herkes için erişim nasıl sağlanır?
Herkes için erişimdeki zorluklar

Sıra	Adı-Soyadı	Departman	Ölçü	İzleme
1	HASAN CAN KÖKÇÜMÜŞKUN	Şehir Hizmetleri		
2	M. Ali KAYA	Personel		
3	Levent GÜNDÜZ	Mutfak		
4	Ali İzzet	Personel		
5	Alaaddin İYİ	Personel		
6				
7				
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9				
10				
11				
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19				
20				
21				
22				
23				

Not: Bu form, eğitimi veren kişi tarafından her eğitim günü doldurulmalıdır.



9. Purchase of disabled elevators and disabled loungers for our disabled guests

Disabled elevators and disabled loungers have taken their place in our hotel in order to provide accessibility to individuals with special needs and to implement these legally. Our hotel also follows and undertakes to fully comply with legal regulations regarding accessibility and to continuously improve in this regard.

Our hotel regularly carries out maintenance and repair of accessibility regulations and infrastructure and provides improvements if necessary.



10. To provide sign language training to our management staff.

It is our primary duty to provide equal opportunities for our visually impaired guests in order to increase accessibility and raise awareness..



11. Placing Wall-Mounted Shampoo Dispensers for Shampoo, Shower Gel, and Liquid Soap in Guest Bathrooms

As of 2024, we have placed wall-mounted dispensers for shampoo, shower gel, and liquid soap in our hotel bathrooms to eliminate the need to constantly replace or throw away single-use product bottles, thus reducing the formation of plastic waste that is harmful to our environment.



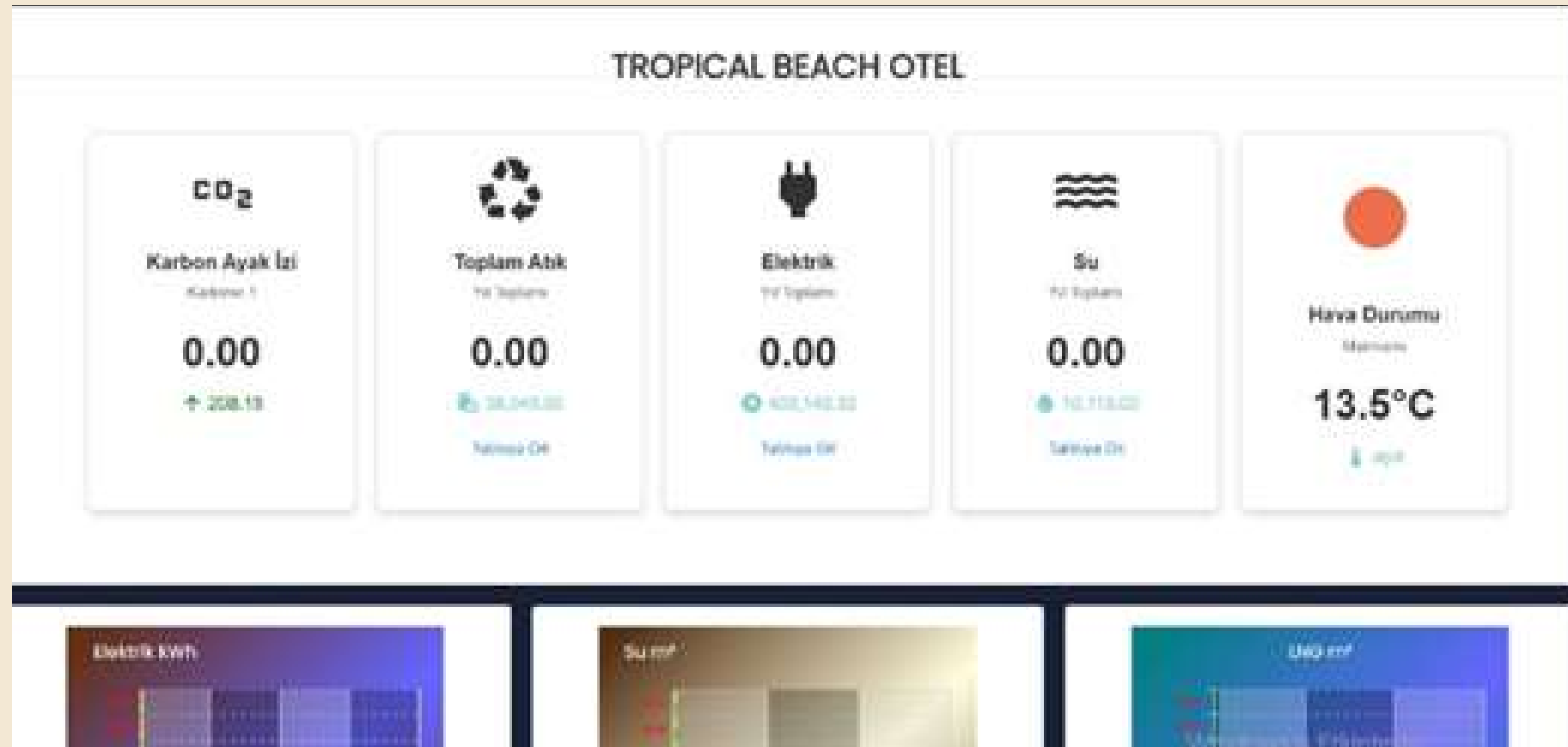
CHEMICAL USAGE

Cleaning with the environment in mind means maintaining hygiene and cleanliness while minimizing the negative impacts on both health and the environment as much as possible. We reduce environmental damage not only by using environmentally friendly cleaning products, but also by using them efficiently and ensuring proper dosage. In our chemical storage areas, we use leak-proof trays to hold the chemicals. This helps prevent any leaks or spills, ensuring a safer and more environmentally friendly storage process.



REDUCTION OF CARBON FOOTPRINT

We believe that the policies we implement to reduce carbon footprint, reduce global warming and prevent negative effects of climate change will show their effects in the future. We follow the carbon footprint in the table below.



PROTECTION OF CULTURAL HERITAGE


We organize in-house training and internal communication activities to raise awareness on the protection and presentation of cultural heritage assets and include this issue in sustainability training. We take actions to ensure that the cultural heritage inventory of the region is shared on our guest boards.


DALYAN'DAKİ ANTİK KAUNOS KENTİ'NİN KAYA MEZARLARI KORUMA ALTINDADIR.


ANCIENT CITY OF KAUNOS ROCK TOMBS ARE UNDER PROTECTION IN DALYAN.


DIE FELSENGRÄBER, DIE SICH IN DER ALTEN STADT KAUNAS IN DALYAN BEFINDEN, STEHEN UNTER NATURSHUTZ.





Günnücek National Park – Marmaris Hidden Gem

Günnücek National Park is a famous place very close to Marmaris city center. It is just 2 km away from the center and you can reach Günnücek just in 10 minutes by car.

The area of the park is around 30.000 hectares. It is a well-protected, natural place that you should definitely visit during your Marmaris trip. You can have a relaxing day in Günnücek.

The region is named as Günnücek because a special tree "Sığla" which is also called "günnük" grows in this region. Sığla is named as "sweetgum" in English. Those trees are local species and mostly seen in the coastal part of the forests of the national park. Sweetgum trees only grow in some small parts of China, Amerika and mostly in the southwest shores of Turkey especially in Muğla. Sweetgum oil is very precious and used as an ingredient in perfumery and medication.





During Turkish Cuisine Week, we introduced our local and traditional dishes at an open buffet.

WILDLIFE AND BIODIVERSITY

Our hotel carries out garbage collection activities at certain periods to protect biodiversity and wildlife. Our hotel has demonstrated its sensitivity in this regard by receiving the turtle-friendly business award. In addition, the names and characteristics of the plants and trees in the garden are determined and their maintenance is carried out to protect biodiversity.



In order not to harm nature and biodiversity in our hotel, cutting down trees and damaging plants is strictly prohibited. Since the Datça date palm in our pool in the hotel is a tree specific to this region, the construction and design of the pool was designed accordingly in order not to harm the Datça date palm.



USAGE OF EGGSHELL POWDER

In 2024, 50 kg of egg shell powder was used as a nutrient element in landscape areas to improve the soil.



PLANTING TREE SEEDLINGS

50 pine saplings were planted in the HATAY region on behalf of our managers and employees.

30 pine saplings were planted in the KİLİS GÜLDÜZÜ region on behalf of our managers and employees.

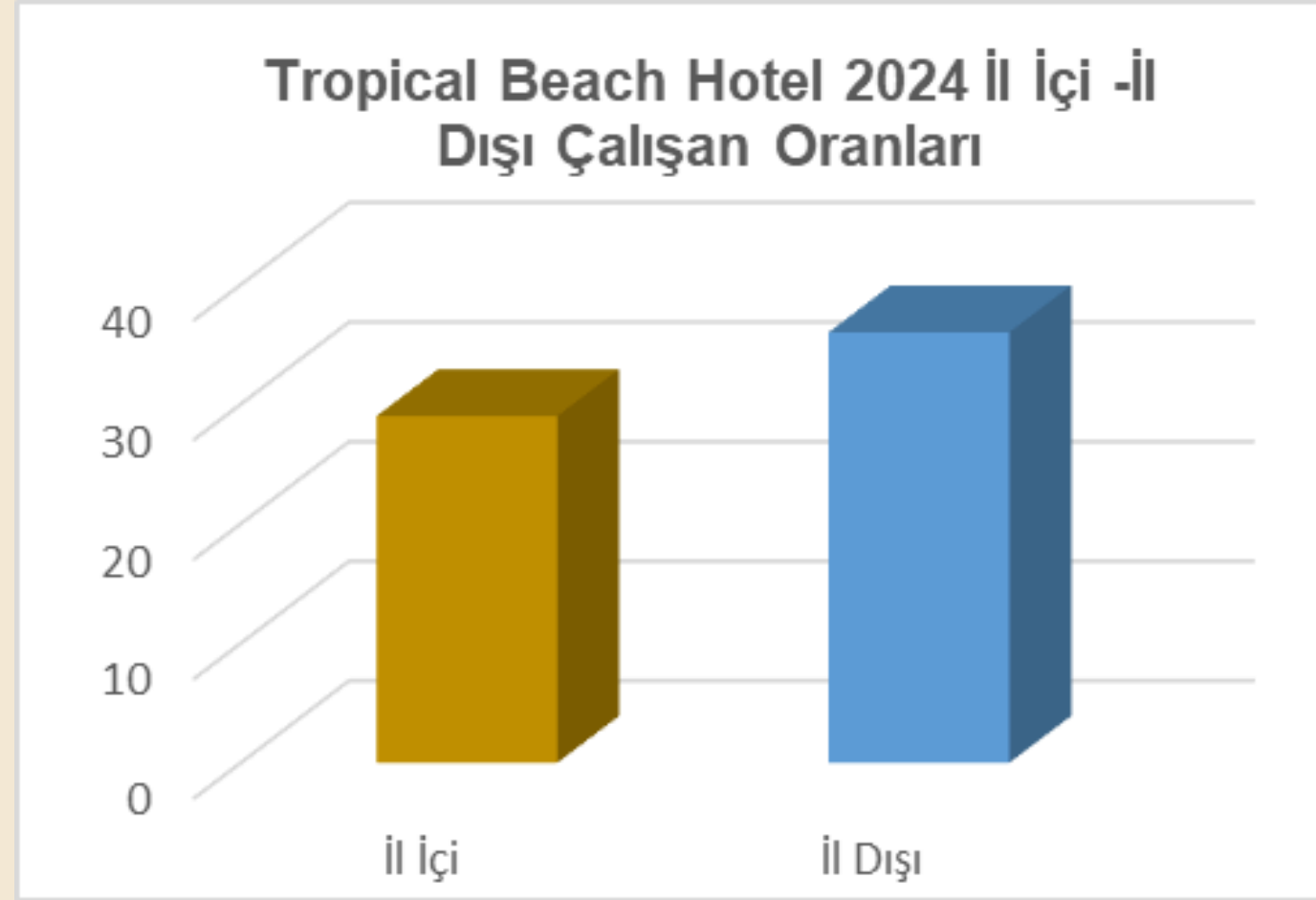


EVENTS

Our hotel's social studies on environmental cleaning include projects that support sustainable tourism and increase environmental awareness. These studies aim to raise awareness among both hotel staff and guests and to protect natural resources.



LOCAL EMPLOYMENT AND DEVELOPMENT



TOPLANTI TUTANAĞI		Doküman No	TNK001
		Yayın Tarihi	03.04.2024
		Rev.No	00
		Rev.Tarihi	-
		Sayfa No	1/1
TOPLANTI YERİ		TOPLANTI TARİHİ	
TOPLANTI KONUSU	SÜRDÜRÜLEBİLİR TURİZM	TOPLANTI SAATI	
KATILIMCILAR:			
Tropikal Otel Yetkilisi: Güven Özer Muhtar : Gülizar Pekpak			
GÜNDEM:			
Sürdürülebilir Turizm faaliyetleri hakkında bilgilendirme. Maddeler ile ilgili yerel halk temsilcisinin onayını alma. Yerel halkın ihtiyaçlarını değerlendirme.			
ALINAN KARARLAR VE GÖRÜŞÜLEN KONULAR			
Sıra No	Değerlendirme / Karar	Sorumlu	Termin
1-	Otelin bulunduğu alanda mülkiyet hakkının kendisine ait olduğu değerlendirilmiş olup, kullanılan kaynakların ve yerel halka sağlanan hizmetlerin (yol, su, elektrik, sanitasyon, sağlık vb.) olumsuz olarak etkilenmediği teyit edilmiştir.	Güven Özer	05.04.2024
2-	Yerel halktan ihtiyaç sahibi kişiler muhtarlığa yardım başvurusu yaptığında, muhtar oteli bilgilendirecektir. Otel imkanları doğrultusunda ihtiyaç sahibi kişilere yardımda bulunacaktır.	Güven Özer	05.04.2024
3-	Otele gelen misafirlerin ulaşım hizmetlerini aksatmadıkları ve trafiğe neden olmadıkları teyit edilmiştir.	Güven Özer	05.04.2024
4-	Otelin tip olarak şehir oteli olması nedeniyle tarihi, doğal ve kültürel alanlarla doğrudan ilişkisi yoktur. Gelen misafirlerin de bu alanlara zarar vermedikleri teyit edilmiştir.	Güven Özer	05.04.2024
5-	Otelde çalışan personellerin yerelden seçildiği görülmüş olup, turizm alanında çalışacak personellerin muhtarlık ile görüşmeleri durumunda, muhtar tarafından otele yönlendirilecektir.	Güven Özer	05.04.2024
6-	Yerel olmayan esnafırdansa, mahallede bulunan yerel ve ufak işletmelerden alışveriş yapıldığı görülmüştür.	Güven Özer	05.04.2024
6-	Otel, çevre temizliğine önem vermektedir ve belediye ile bu konuda koordineli çalışmaktadır.	Güven Özer	05.04.2024

TOPLANTI TUTANAĞI		Doküman No	TNK001
		Yayın Tarihi	03.04.2024
		Rev.No	00
		Rev.Tarihi	-
		Sayfa No	1/1
7-	Yerel üreticileri destekleme ve onların gelişimini sağlama fikirleri üzerinde istişare yapılmıştır.	Güven Özer	05.04.2024
8-	Yerel halkın otel hakkındaki geri bildirimleri değerlendirilmiştir.	Güven Özer	05.04.2024
9-		Güven Özer	05.04.2024
<p>Güven Özer Tropikal Otel yetkilisi</p> <p>Gülizar Pekpak Muhtar</p> <p>İmza İmza</p>			

In the meeting minutes we held with our Neighborhood Headman, it was evaluated that the property right in the area where the hotel is located belongs to him, and it was confirmed that the resources used and the services provided to the local people (roads, water, electricity, sanitation, health, etc.) were not negatively affected. When the local people in need apply for help to the headman's office, the headman will inform the hotel. The hotel will provide help to the people in need according to its possibilities. It was confirmed that the guests coming to the hotel did not disrupt transportation services and did not cause traffic. Since the hotel is a city hotel in type, it has no direct relationship with historical, natural and cultural areas. It was confirmed that the guests coming did not harm these areas. It was discussed that the staff working in the hotel were selected from the locals, and if the staff who will work in the tourism sector meet with the headman's office, they will be directed to the hotel by the headman. The hotel attaches importance to environmental cleanliness and works in coordination with the municipality in this regard. The feedback of the local people about the hotel was evaluated.

Our hotel aims to leave a more livable world to future generations with its donations to both education and nature.





In our offices, we use calendars of our furry friends that we received by donating to the Kurtaran Ev association.

Kurtaran ev

Çok Teşekkür Ederiz!

TROPİKAL TURİZM VE TİCARET A.Ş

1 PAKET MAMA BAĞIŞI

sizin adınıza Kurtaran Ev Derneği'ne bağışlanarak, himayemizdeki kedi ve köpeklerin mama alımına destek olmuştur.



We are sending wreaths as a donation from the Turkish Education Association for condolences.

WOMEN PRODUCERS

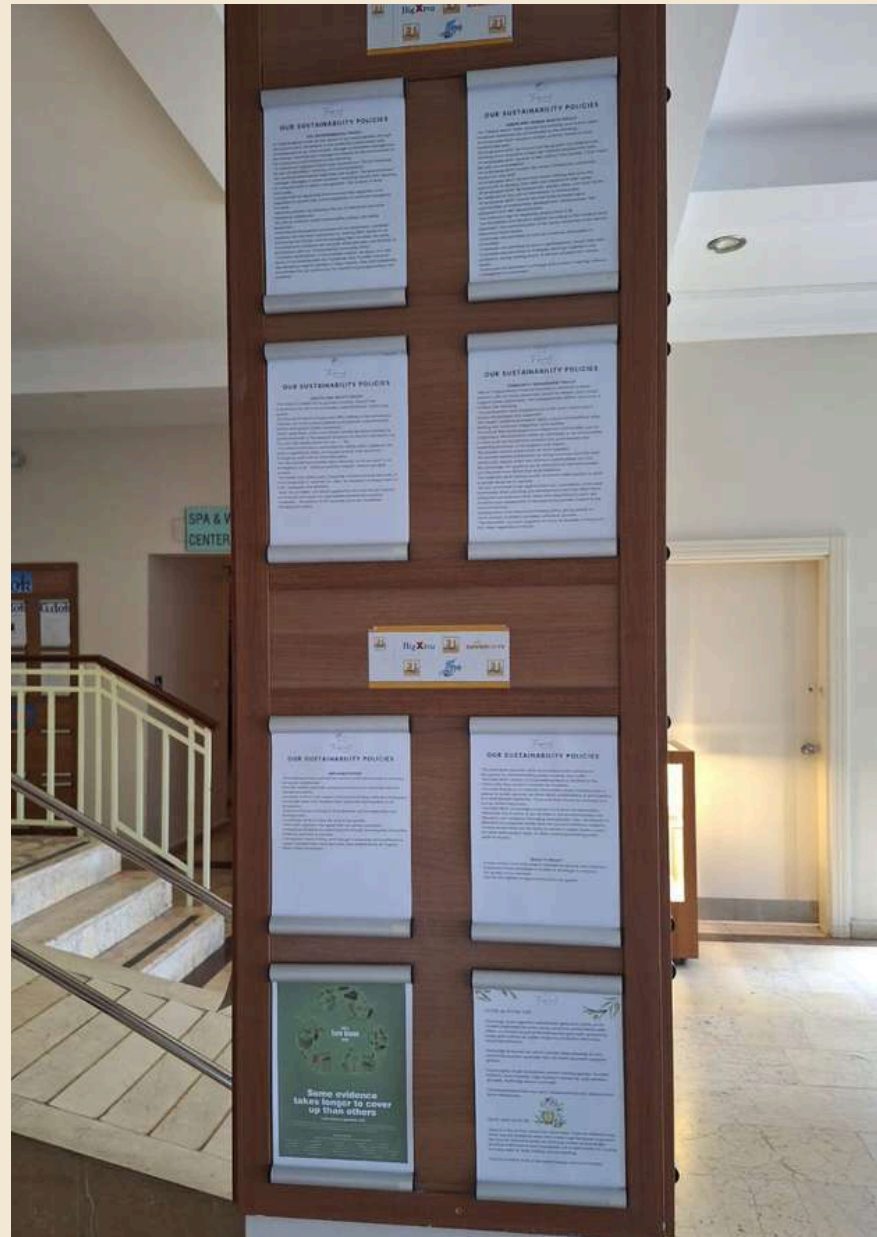


We are happy to help both women producers and the earthquake region by purchasing products such as olive oil, pomegranate syrup and Turkish coffee from the Hayat Hatay Women's Cooperative, which was established after the earthquake. We are also introducing the products of this region to our guests.

Sepetim	Miktar	Stok Kodu	Fiyat
Zeytinyağı - 250 MI - HAZEK Kadın Kooperatifi	x 1	HAZEK00015	Birim Fiyatı : 147,52 TL
Nar Ekşisi - 350 Gr - Antakya Tatları Kadın Kooperatifi	x 1	ANTAKYA008	Birim Fiyatı : 272,28 TL
Taşlama Atatürk - Soteria Taş Sanatı Kadın Kooperatifi	x 1	SOTERIA021	Birim Fiyatı : 2.565,00 TL
Elma Sirkesi - 250 MI - HAZEK Kadın Kooperatifi	x 1	HAZEK00013	Birim Fiyatı : 83,17 TL
Antakya Kahvesi - 100 Gr - Antakya Tatları Kadın Kooperatifi	x 5	ANTAKYA002	Birim Fiyatı : 60,15 TL
Zeytinyağı - 1000 MI - Hassa Kadın Kooperatifi	x 1	HASSAKADIN03	Birim Fiyatı : 356,44 TL
Nar Ekşisi - 1200 MI - Hassa Kadın Kooperatifi	x 1	HASSAKADIN02	Birim Fiyatı : 433,17 TL

ENVIRONMENT INFOBOARDS

We provide information to our guests and employees in two languages with our environmental board located in front of our elevators.



RESERVING EXTRA FOOD FROM THE BUFFET FOR STREET ANIMALS



FEEDING STATIONS FOR OUR CATS THAT WE HAVE HOSTED FOR 12 MONTHS



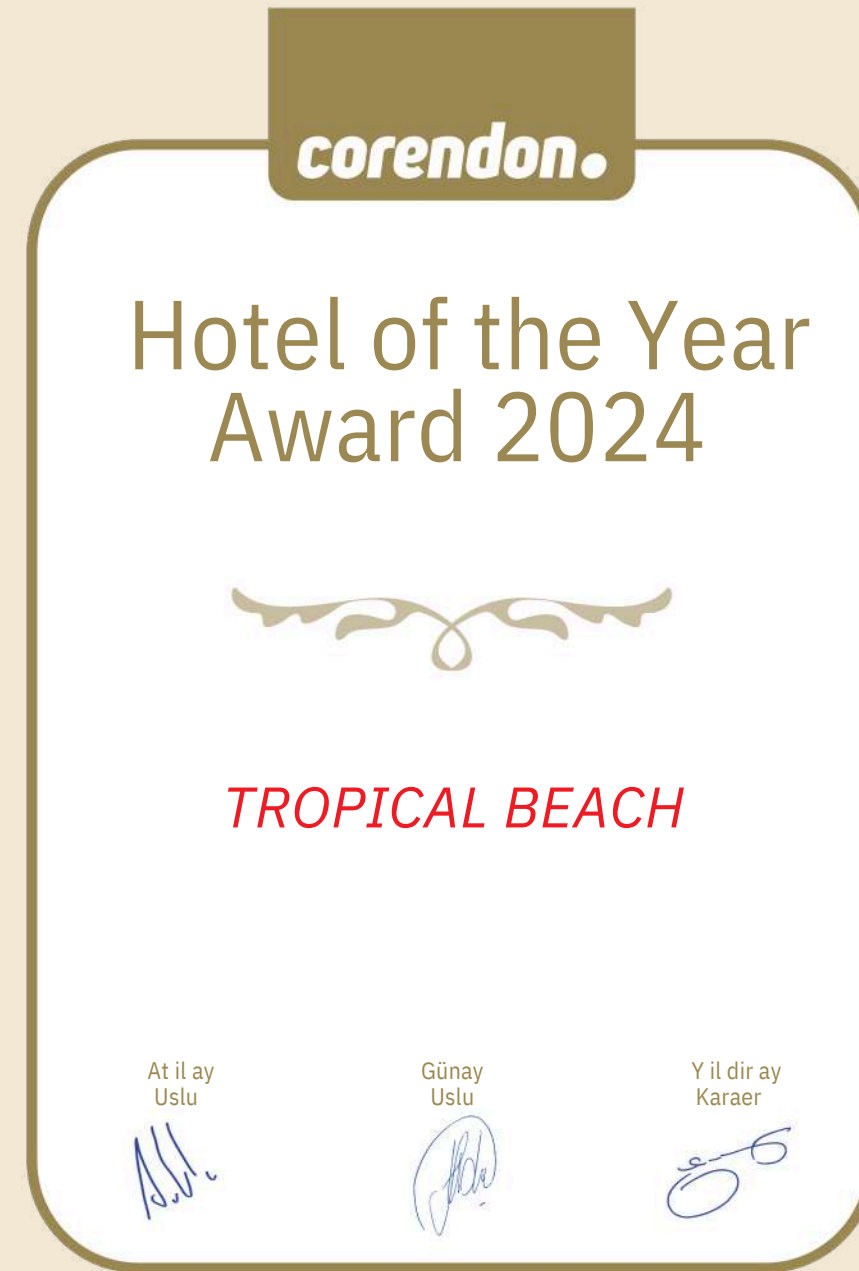
AWARDS



This is one of the best recommended accommodations worldwide.

April 2024

Christoph Ludmann
CEO
HolidayCheck AG



FUTURE PROJECTS

- Planting saplings on behalf of our employees and guests,
- Transitioning to solar energy system,
- Increasing the employment rate of female employees,
- Continuing to use eggshell powder to increase the nutritional value of the soil,
- Establishing an electric vehicle station,
- Increasing the number of recycled products,
- Continuing environmental and sustainability trainings and awareness activities,
- Continuing to contribute to the protection of cultural heritage.

