



2022 Sustainability Report

Sustainability

01 Our Hotel

02 Human Resources and Training

03 Social Responsibility

04 Social Awareness

05 Biodiversity

06 Our Environmental Approach

07 Reflection of Our Culture





Dear Guests, Business Partners and Employees, As Club Hotel Sidelya, we continue to serve with high guest and employee satisfaction, brand awareness and quality understanding from past to present. We are committed to the growth goals of “A sustainable world and Sustainable Tourism”. Today, we are experiencing a process in which many new expectations and needs arise in the tourism sector around the world, from the issue of the environment, to respond to business and social life. This process shows the importance of responsible and sustainable tourism, which is emphasized by our corporate values as Club Hotel Sidelya. First of all, I would like to express my sincere thanks to our valued employees, business partners and guests who have always trusted our service understanding.

Mehmet KARAKAPLAN
Business Manager





We form awareness by being aware that we need to leave a livable world to future generations.

Our Club Hotel Sidelya facility aims to minimize the possible damages to the environment and natural resources, and adopts the principle of transferring the sustainable Environment and Nature to future generations with scientific approaches. We are pleased to present our report, which includes the details of all these studies carried out and targeted, to all our stakeholders and includes the 2022-2023 period data we shared on our web page.

Food Engineer
Gurbet DEMİRDEN





Our business;

Sustainability covers all studies in order to use environmental values and natural resources in a way that does not lead to wastefulness, with economical and rational methods, taking into account the rights and benefits of present and future generations, and to ensure controlled growth in the economy. We strive to be aware of the livable world and to be able to transfer the natural resources entrusted to future generations in the same way or even in an improved way. We are aware of our responsibilities in the social, economic and ecological dimensions of sustainable development and hope for continuous development and improvement in every aspect.

Our facility, which has a peaceful environment with its architecture and atmosphere, attracts attention with its high standard and quality service. Our facility provides our guests with the opportunity to get away from the stress of daily life and relax. With the quality of service supported by attention to detail, Sidelya Hotel will become the preferred brand for existing guests, while attracting a new generation of guests to the facility in the coming years.

Sidelya Holiday Village is a quiet and peaceful holiday village in the warm sun, azure sea, golden beach and pine trees of the Mediterranean Sea and has been serving on a total area of 50,000 square meters since 1986. Located in the Antalya region, which is known as a tourism center, our facility serves as 297 rooms in the Ultra all-inclusive concept.



Our Hotel;



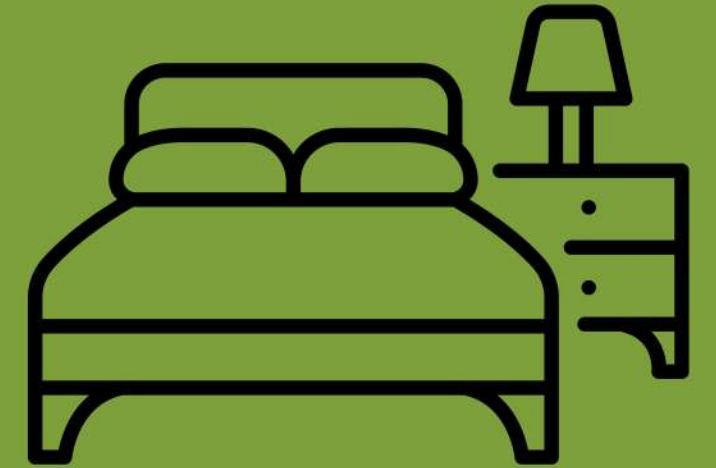
Spa



**1 main Restaurant
2 a'la carte restaurant
2 snack restaurants
6 pubs**



**400m
private
sand
beach**

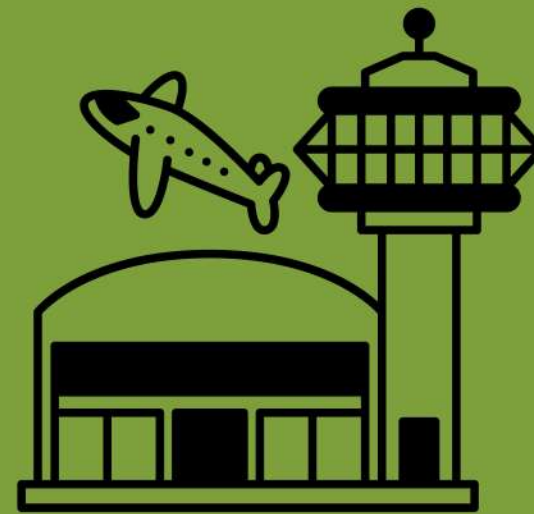


**297
room**



Distances;

Airport: 54 km



City Center: 13 km



Transportation: VIP
transfer,
bus taxi



The nearest hospital: 13 km



Our vision,

Our vision is to be good enough to set the standards in the sector in which we operate and to always aim to be better, develop, be different, maintain the company profile that is stable and sustainable. To be one of the best in the sector by responding to the expectations of our customers at the highest level.



Our Mission,

is to provide the highest quality service by taking the right steps with the right people, by protecting all our principles we have formed so far, to be the first brand that comes to mind about our business, and most importantly to ensure the satisfaction of our customers and employees.

OUR VALUES

Our values are important in determining what we stand for, our future investment plans. We are focused on keeping the hotel to the optimal standard to promote sustainable development and growth by ensuring continuous reduction of environmental impacts through our investment plans. By supporting the local community, we take responsibility for the care and development of the cultural and social environment.



We believe in management systems;

We talk with data, we are focused on continuous development, quality and service.



We are guest oriented;

By creating a quality, safe and peaceful environment with our stakeholders, we ensure that our guests feel valued and happy by complying with their needs and expectations.



Environment and Nature;

By sharing our vision of the future with employees, customers and suppliers, we aim to work together to protect the environment. Our goal is to contribute to the creation of a livable world.



We respect the law

We act and follow the law. We value our stakeholders. We conduct relationships with love, respect and trust in our relationships with all our stakeholders.



Communication with our Stakeholders;
We communicate with our stakeholders
through their opinions, expectations and
suggestions.

Our methods for communication



STAKEHOLDERS GROUP	COMMUNICATION METHOD	COMMUNICATION FREQUENCY
Employees	One-to-one interviews	<u>Continuous</u>
	Training Programs	Based on the Annual Training Program
Customers	E-mail	<u>Continuous</u>
	Seminars, Congresses and Fairs	When arranged
	Call Center	<u>Continuous</u>
Suppliers	Meeting	When requested
	E-mail	<u>Continuous</u>
	Supplier Audits	Supplier visits
	Supplier Audits	
Local Communities	Social Projects	During the Project
Public Institutions	Meetings	When arranged
	Information Forms	At least once a year
	Phone	When needed
	Audits	At least once a year
Industry Institutions	Meetings	When arranged
	Seminars and Fairs	When arranged
Press	Interview	When needed
	Press Releases	When needed
Agencies	Mail	<u>Continuous</u>
	Meeting	When needed

OUR RESPONSIBILITIES

As Sidelya Hotel, we aim to identify the environmental impacts related to our business in order to strengthen the positive environmental, economic and social benefits and to prevent and reduce the negative effects and to grow by applying the improvement processes in all our operations. While carrying out our activities in this direction, we work to maintain positive relations between the surrounding society, organizations, natural habitats and the institution, to ensure that the social and economic effects are positive and beneficial for the environment and the people of the region as much as possible, and to reduce the negative effects.

Preparing Opportunity;

In accordance with all legal requirements, we first ensure the safety of our employees, and we employ staff on equal terms regardless of religion, language, race, gender, personal preferences and obstacles. While we aim to raise our own employees, we aim to add new employees to the upper positions at the same time.

Supporting Procurement from Locals;

In order to support the reduction of carbon emissions, we take care that our suppliers are not from the local region. In this way, we support the revival of the economy in the region and contribute significantly to the reduction of carbon emissions.

Supporting the Locals;

We pay attention to the fact that the personnel we employ are from the region. So, we support the economicization of the personnel we employ within the region.



Our Human Resources Approach

The human resources approach is an approach that aims to enable businesses to see their employees as the most valuable asset and to manage them strategically. The main purpose of the human resources approach is to enable businesses to develop their potential and increase their motivation by using human resources in the best way. This approach requires businesses to put the right person in the right position, train and develop employees, and deliver a satisfying work environment.

This approach also encourages employee engagement, strengthens communication, and supports teamwork. Human resources policies and practices include elements such as fair recruitment processes, performance-based promotion system, competitive salarizing, and benefits.

In our facility, recruitment procedures are carried out within the framework drawn by the Human Resources department. The process where objective and general talent evaluations are made in recruitment

Employee Information;

Our employees are informed about the wages, working conditions, working hours and when they will receive their wages before starting to work in our facilities.

Education and Career Management;

All of our employees can benefit from the right to education equally, and in addition to the legal and professional trainings required by the hospitality sector, personal development, awareness, awareness, and the opportunity to create managers can be provided. Our group, which is especially from the point of view of investing in its employees in the field of education, also attaches importance to the priority of promotion within the facility or within the group.

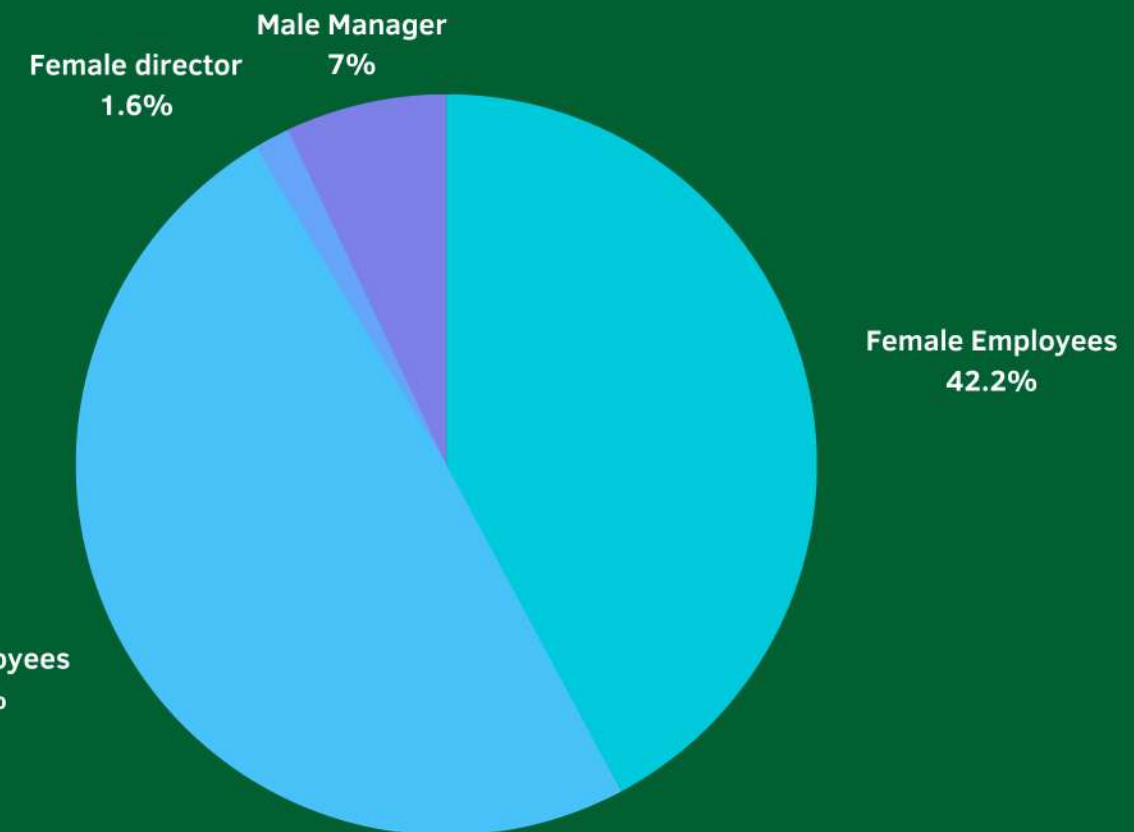
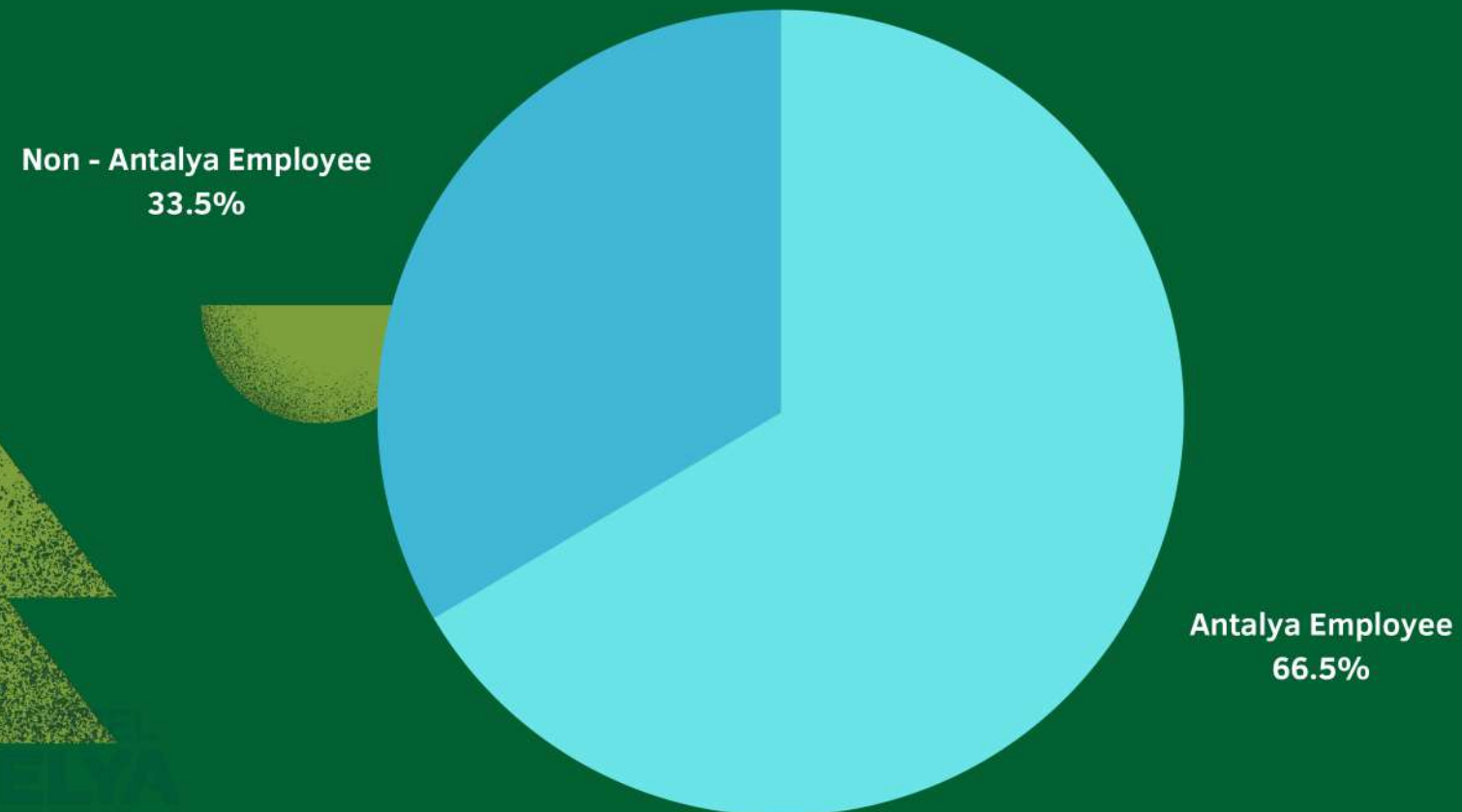
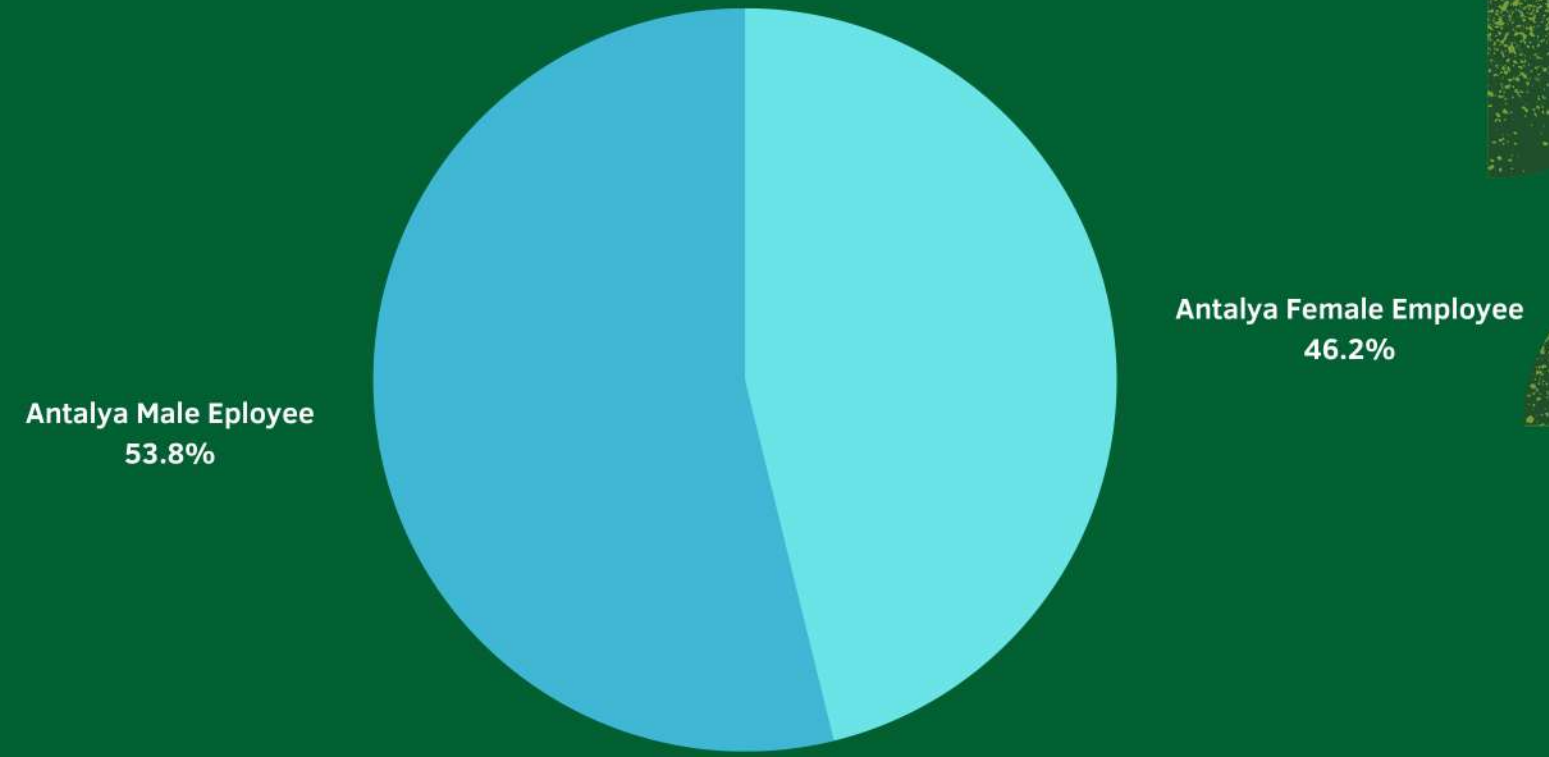
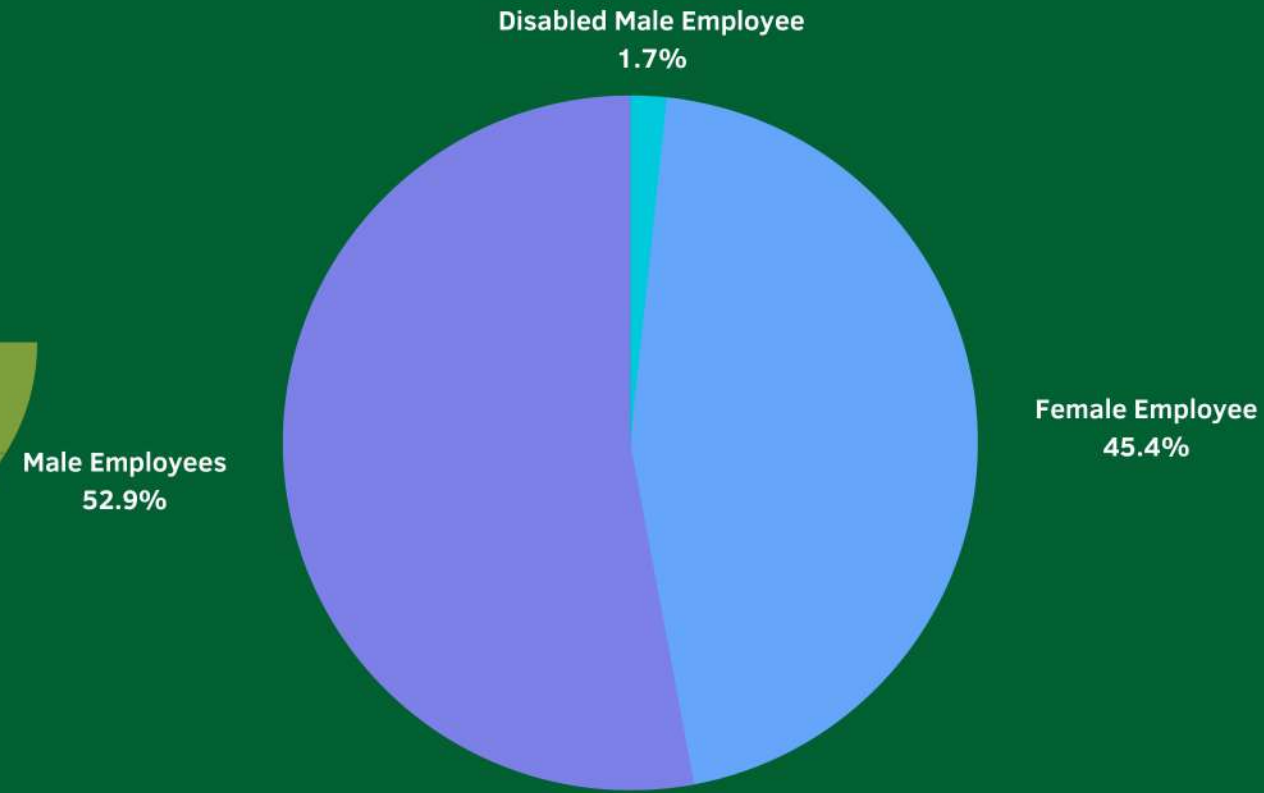


WORKING LIFE AND EQUAL OPPORTUNITIES

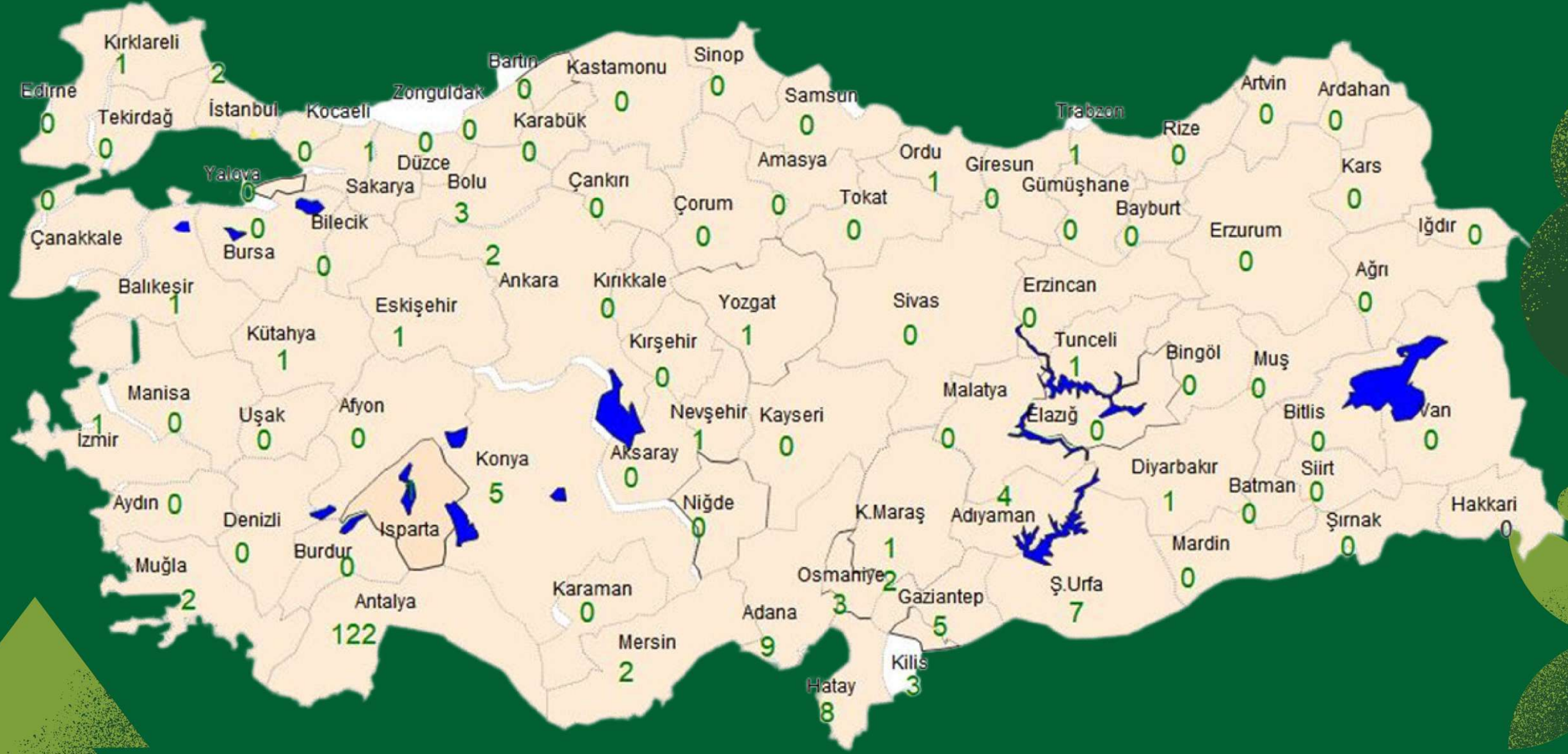
Work life and equality of opportunity is a principle under which everyone has the right to be recruited, promoted, educated and other employment opportunities on fair and equal terms. This principle aims to prevent all kinds of discrimination and inequalities caused by factors such as gender, race, religion, disability. Within the scope of this principle, we care about our employees working in a healthy, happy and safe work environment. In the process that starts with recruitment orientation trainings, our promises and expectations from our colleagues are explained. In addition to personal development trainings, we also contribute to their specialization in theory by providing professional development trainings.

By conducting an "Employee Satisfaction Survey", we take into account the opinions and suggestions of our employees in our action plans that will guide the transportation of our facility to a better future.

Personnel Distribution Charts

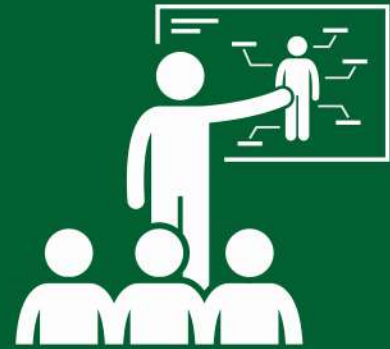


STAFF CITY DISTRIBUTION MAP



Facilities Offered to Our Personnel

vocational training support;



Our employees who want to improve themselves by taking vocational trainings receive training within the scope of the MESEM training program.

Complementary Health Insurance



We make use of this opportunity for our managers.

learning support;



We provide support for our employees and their children with university education

Personel motivasyon;



Every year a barbecue party is held for our staff.

We aim to increase the motivation

Staff of the Month Application



of our staff by selecting the staff of the month and providing financial support to our staff.

transportation facility;



We provide service support for every shift.



Opportunities offered to our personnel

Woman's Day and Mother's Day;



Distribution of flowers grown in our facility

Accommodation Opportunity;



We provide accommodation for our staff

Museum Card;

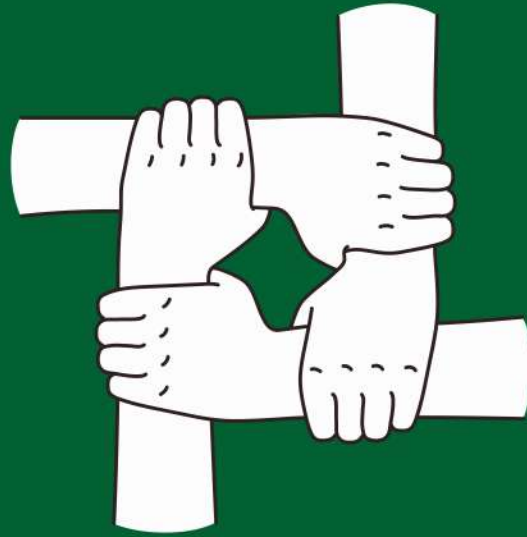


Museum card is issued for our staff.

SOCIAL RESPONSIBILITY

EMPLOYMENT SENSITIVITY

In order to heal the wounds caused by the earthquake, we provide personnel employment in the earthquake to fulfill our share of responsibility.



MESEM PROJECT

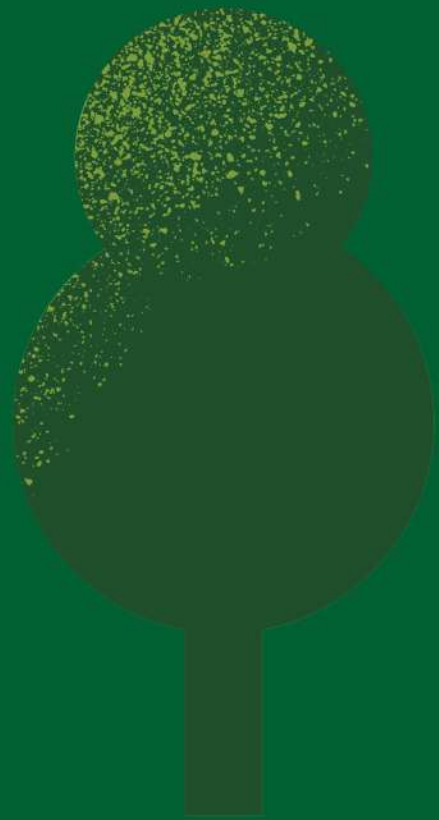
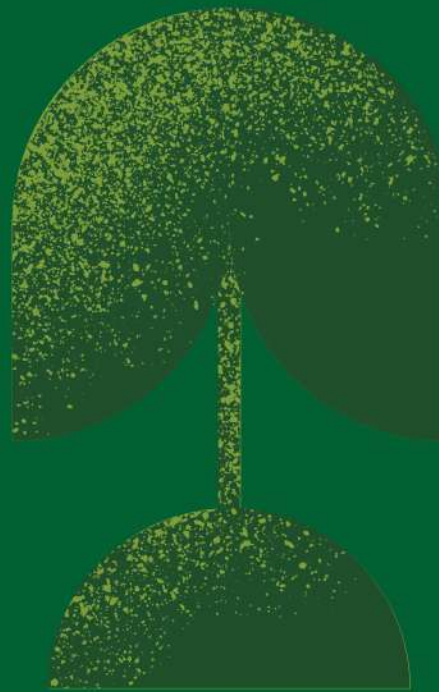
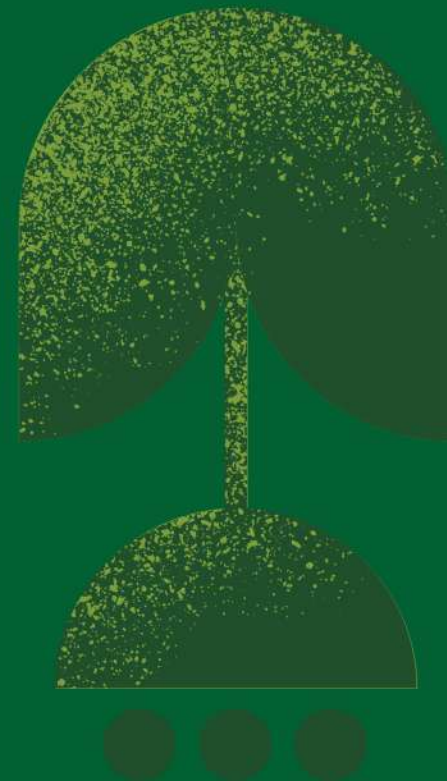
The MESEM project, which provides the participants with the opportunity to continue their working life and education life, was implemented.

Our current staff and students who want to complete their education by working continue their education in the classes opened in our hotel and graduate.



Project Opportunities;

- High School Graduate
- The Right to Obtain a Journeyman-Master Certificate
- Europass (Right to Work in European Member States)



OUR MUSEUM TRIP

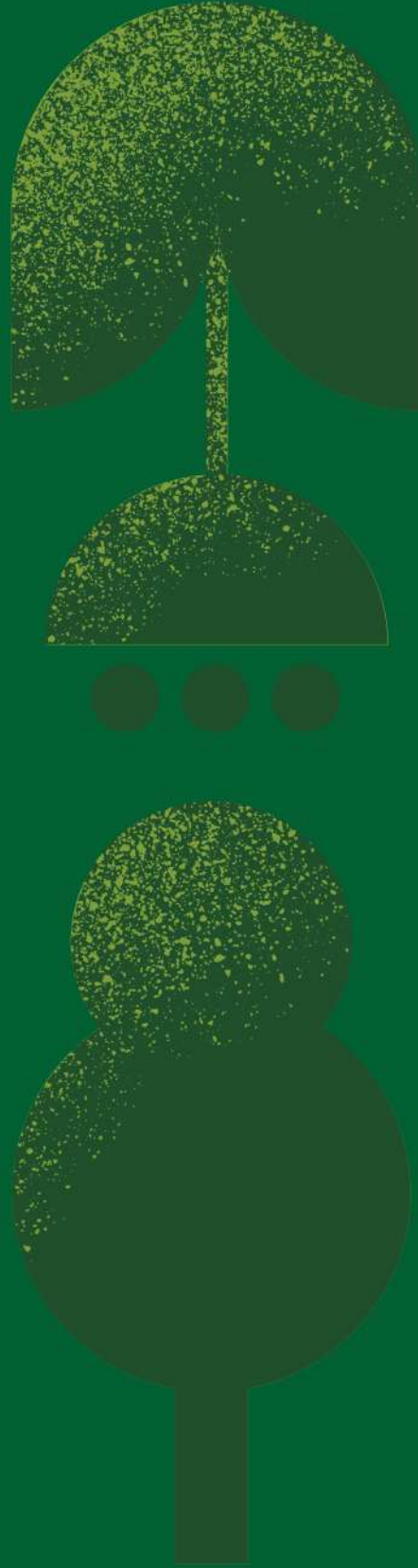
Our staff members are historically and culturally

we aim to inform in the field. Especially by organizing excursions about the local history and culture of the region, we aim to make our staff more knowledgeable about the historical texture of the region.

In addition;

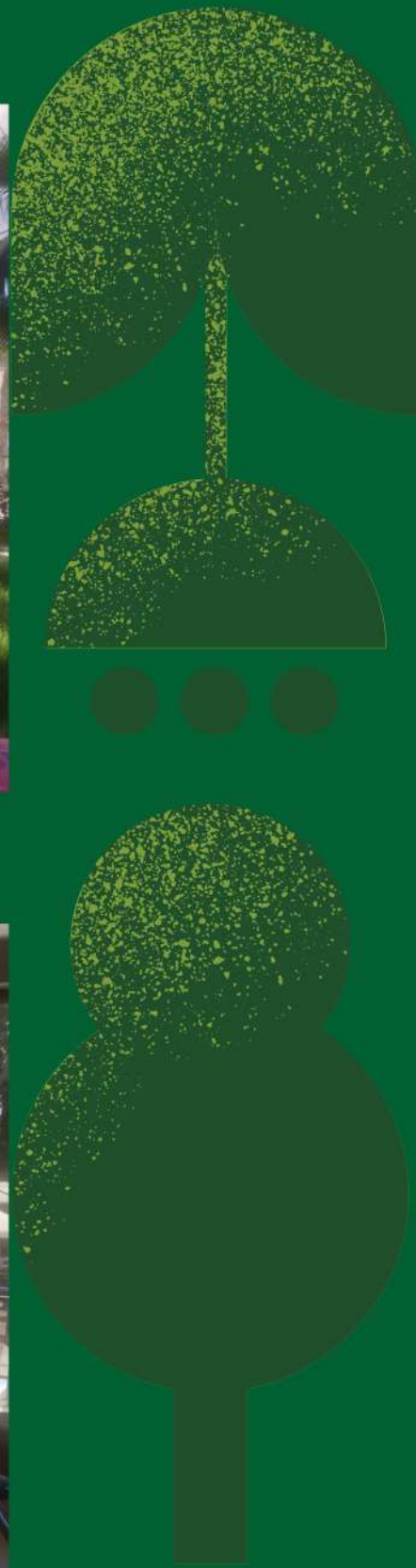
For T.C. Kültür ve Turizm Bakanlığı

Donation Support Agreement has been signed between Antalya Provincial Directorate of Culture and Tourism and Novissima Tourism Travel Agency Trade Inc. Sidelya Hotel Branch



SOCIAL SENSITIVITY

Our differences are our colors!
Social life can prevent all individuals from participating with full and equal rights without falling into distinctions such as disabled and unimpeded, both as guests and employees. We are aware that it is extremely important to develop and implement unobstructed approaches towards individuals in order to meet these needs correctly.
Manavgat Hearing Impaired Association



SOCIAL SENSITIVITY

BLUE BOTTLE CAP PROJECT

Since social life requires the participation of all individuals with full and equal rights without falling into distinctions such as disabled and unimpaired, we care about meeting these needs of both our guests and employees correctly. In this context, we are aware that it is extremely important to develop and implement accurate and unobstructed approaches to individuals. Based on this awareness, we collect our blue caps in our facility and donate to the "Turkish Spinal Cord Paralysis Association". With the collection of blue bottle caps, we both support the reduction and recycling of plastic waste and aim to benefit our disabled citizens by donating these bottle caps to the association for the disabled.



Our blue cap collection units located in various parts of our facility.

DISADVANTAGED HEALTH SAFETY

DISABLED ROOMS



OUR ALLERGEN ROOMS



Our private rooms for non-smoking and textile allergic guests.

DISABLED POOL ELEVATOR



OUR COMMON STAKEHOLDERS IN OUR SUSTAINABILITY JOURNEY

Our facility cares about support for education and supports the local community. In order to leave a more livable environment for future generations, we aimed to raise awareness by offering our students the opportunities of our facility within the scope of Environment Week in order to explain the importance of sustainable environment to Manavgat Çolaklı Day Care and Nursery School students in our local region.



WE DON'T FORGET OUR ANIMAL FRIENDS.

We are aware of our responsibilities to feed our cute pawed friends on the streets with healthy foods, which are their most basic needs. In line with this awareness, we contribute to animal welfare, which is another pillar of Sustainability, by sending the food we accumulate in our facility to the animal shelter.



BIODIVERSITY



Biodiversity encompasses the diversity of life forms all over the world and the ecological processes that are part of them. The Mediterranean coast is home to complex ecosystems that provide a vital refuge for many rare habitats and species. Coastal dunes, which are one of them, are an important tourist attraction and coastal recreation area. We are aware that dune plants are valuable for our environment and are also important for the formation, development and sustainability of dune areas. g||| Sand Lilies, one of these plants, are a rare species of our coasts.

Manavgat is in danger of extinction due to intense tourism and recreational use in limited areas of the dunes (as well as fire-burning and vehicle crossings on the beach). Our facility is aware of the importance of sand lilies in biodiversity and has protected them.

BIODIVERSITY

In order to ensure the sustainability of biodiversity, we aim to protect endangered or endangered species. Our facility supports the studies carried out with the awareness of this issue.



BIODIVERSITY

Our Natural Life Water Station



Insect Hotel

As a result of our attempt to attract beneficial insects, we built an insect house designed from recycling. In this way, we aim to biologically fight against invasive species by creating a habitat for them and increasing the rate of beneficial insects in the population. Thanks to this project, we also ensure the increase of pollination and the continuation of species diversity.

ENVIRONMENT AND WASTE MANAGEMENT

Hotel management requires the use of important natural resources. We take this issue seriously and make action plans accordingly. We consider it our duty to help our guests be more environmentally friendly. We call it "ZERO WASTE" to protect the environment, prevent pollution, increase public awareness, and contribute to our future by adopting an environmentally friendly lifestyle. We provide regular training to our employees to ensure the continuity of waste reduction practices.

 TÜRKİYE CUMHURİYETİ
ÇEVRE, ŞEHİRCİLİK VE
İKLİM DEĞİŞİKLİĞİ BAKANLIĞI

 SIFIR
ATIK

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

SIFIR ATIK BELGESİ

(Temel Seviye)

Belge No: TS/7/B2/9/598 Tarih: 04/02/2023

Adı: NOVİSSİMA TURİZM SEYAHAT AÇENTASI TİCARET ANONİM ŞİRKETİ SİDELYA OTEL ŞUBESİ
ÇOLAKLI Mahallesi, BARBAROS HAYRETTİN PAŞA(ÜÇTEPELER) CADDE, No: 1 -, MANAVGAT, ANTALYA,
Adresi: Türkiye
Vergi No: 6320432284
Türü: Bina/Yerleşke

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

Tefik ALTINAY
Çevre, Şehircilik ve İklim Değişikliği İl Müdürü

Belge Son Geçerlilik Tarihi:
04/02/2028

Bu belge, güvenli elektronik imza ile imzalanmıştır.

 E-İMZALIDIR

- Chemicals in boiler rooms in pools

dosage and are calibrated at regular intervals.

- "CHEMICAL USE" training is provided from contracted suppliers and our employees are enlightened.

- Consultancy and Training support on Hazardous Material Safety

in this way, we raise awareness of the staff.

- Guest opinions, fault recordings, room requests, internal correspondence and announcements are made from the Trojan program as much as possible and thus we reduce paper consumption.

ENVIRONMENT AND WASTE MANAGEMENT

Within the scope of Environmental Legislation, we receive Consultancy Service and training support by working with Environmental engineers.

Packaging wastes, hazardous wastes, organic wastes, construction and garden wastes, medical wastes, waste oils and batteries are collected separately in our facility, collected in temporary storage areas defined in accordance with the legislation within the hotel and collected by licensed companies and sent to separation-recycling facilities.

It is possible to use disposable products in food consumption we reduce as much

We are doing it.

- We aim to lower single-use metal
- The energy we use and large packed boxes box- minimize the use of plastic bottles to be from renewable sources we take care and invest in it.
- We prevent water loss through evaporation by watering our gardens late in the evening and early in the morning.
- Plants that are adapted to the climate and prevent invasive species are planted throughout the hotel.
- In renting bicycles to our guests, we help reduce carbon emissions and support education with the income obtained.
- There are applications to reduce plastic (packaging) consumption in kiosks, e.g. jam, honey, etc.
- We collect the cones and wood pieces grown in our facility and use them as fuel and use them as ash fertilizer, thus contributing to the environment and recycling.
- In our breakfast buffet, we aim to reduce food waste by reducing the size of pastries.



CARBON FOOTPRINT

With the population increase of our developing world, energy and food production increases and as a result of these productions, by-products and wastes are generated. The carbon footprint is medium for evaluating the impact of these wastes on our world.

The carbon footprint consists of two parts, primary and secondary carbon footprint.

The primary carbon footprint (direct carbon footprint) is defined as the direct measure of CO₂ emissions resulting from the combustion of fossil fuels used due to energy consumption and transportation activities.

The definition of secondary carbon footprint (indirect carbon footprint) is expressed as a measure of the CO₂ emissions that occur throughout the life cycle from the production of the products we use to their degradation.

The consumption of tourism products occupies an important place in CO₂ emissions.

One of the most important indicators of carbon emissions is tourists' destinations, tourism and travel activities.

r



CARBON EMISSION

Consumption of tourism products has an important place in CO₂ emissions. One of the most important indicators of carbon emission is the destinations of tourists, tourism and travel activities.

Karbon Salınımı	2022 Toplam	3.153.170
(Kg CO ₂ e)	2022 Kişi Başı Toplam	29,19



CARBON FOOTPRINT

Electric rickshaws and electric vehicles are used in our facility to reduce carbon emissions.



We source almost all of our needs from "Local Suppliers" to reduce our carbon footprint.



CARBON FOOTPRINT

In our facility, we inform our guests about the importance of carbon emissions. We provide the necessary facilities for them to rent a bicycle.



NOVİSSİMA TUR.SEY.AC.TİC.AŞ

SİDELYA OTEL

SİZİN ADINIZA

MALATYA KARATEPE

HATIRA ORMANI'NA

100

ADET FİDAN BAĞIŞLAMIŞTIR.

GELECEK KUŞAKLARA DAHA
YAŞANABİLİR BİR DÜNYA BIRAKMAK
ÜZERE YAPILAN BU KATKIYA VESİLE
OLDUĞUNUZ İÇİN TEŞEKKÜR EDERİZ.

Deniz Ataç
Yönetim Kurulu Başkanı



OUR ENERGY MANAGEMENT

In our hotel, if the room balcony door is opened, the heating/cooling system is automatically turned off.

- The mini bars in the guest rooms are placed in such a way that they do not receive direct sunlight to prevent heating.
- After our guest check-out, a system is used to cut off the electrical energy.
- LED lighting has started to be used in our hotel.
- General space toilets and sensor lighting are used in the corridor.
- We use renewable energy sources. (Our spp Project is available)
- "Timer" is used in outdoor lighting.
- thanks to the frequency inverters in the air conditioners, air conditioners aimed at reducing electricity consumption have started to be used.

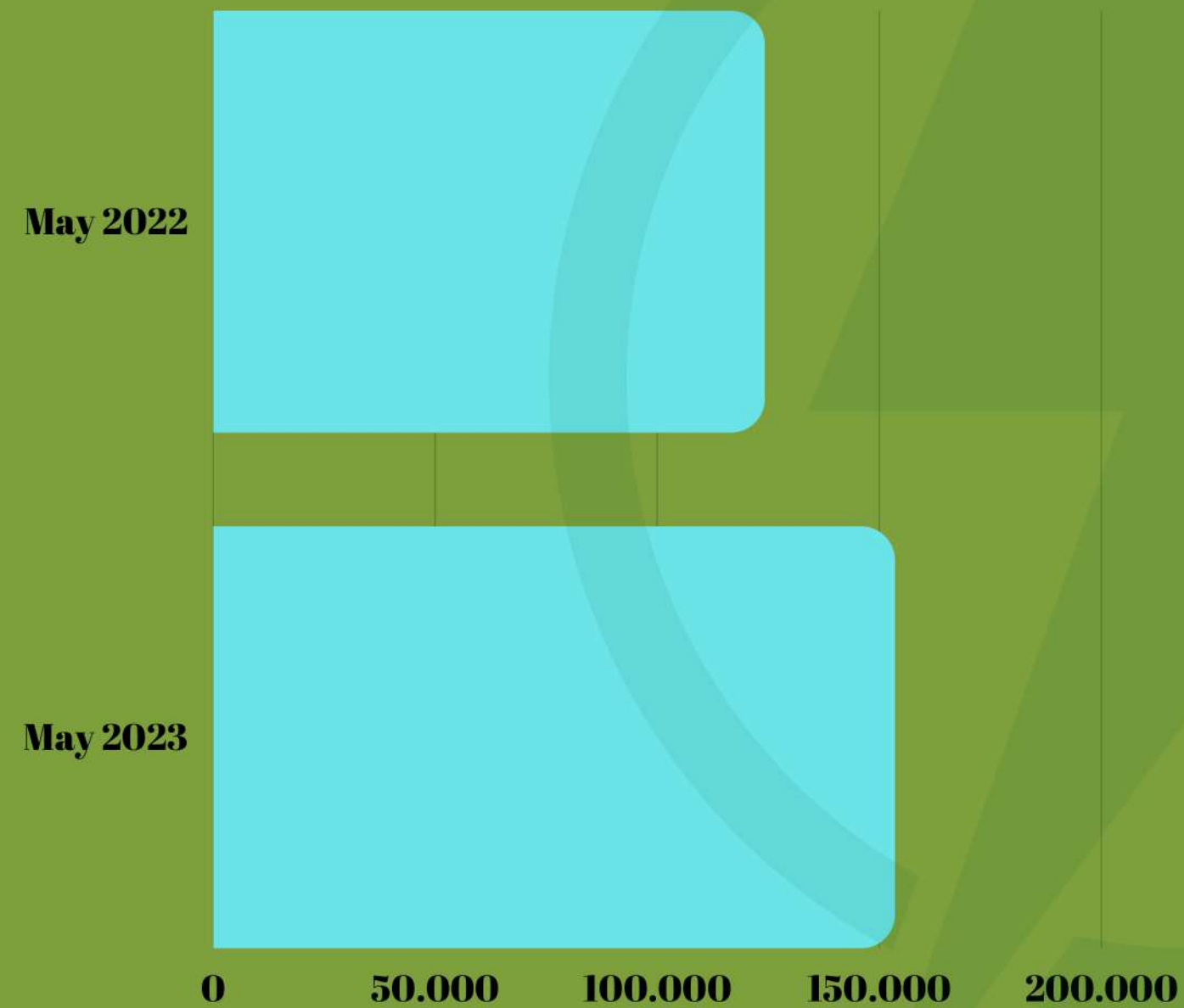
Solar panels are available in our facility and some of the hot water needs are provided from these panels. In this way, electricity consumption is saved in our hotel.



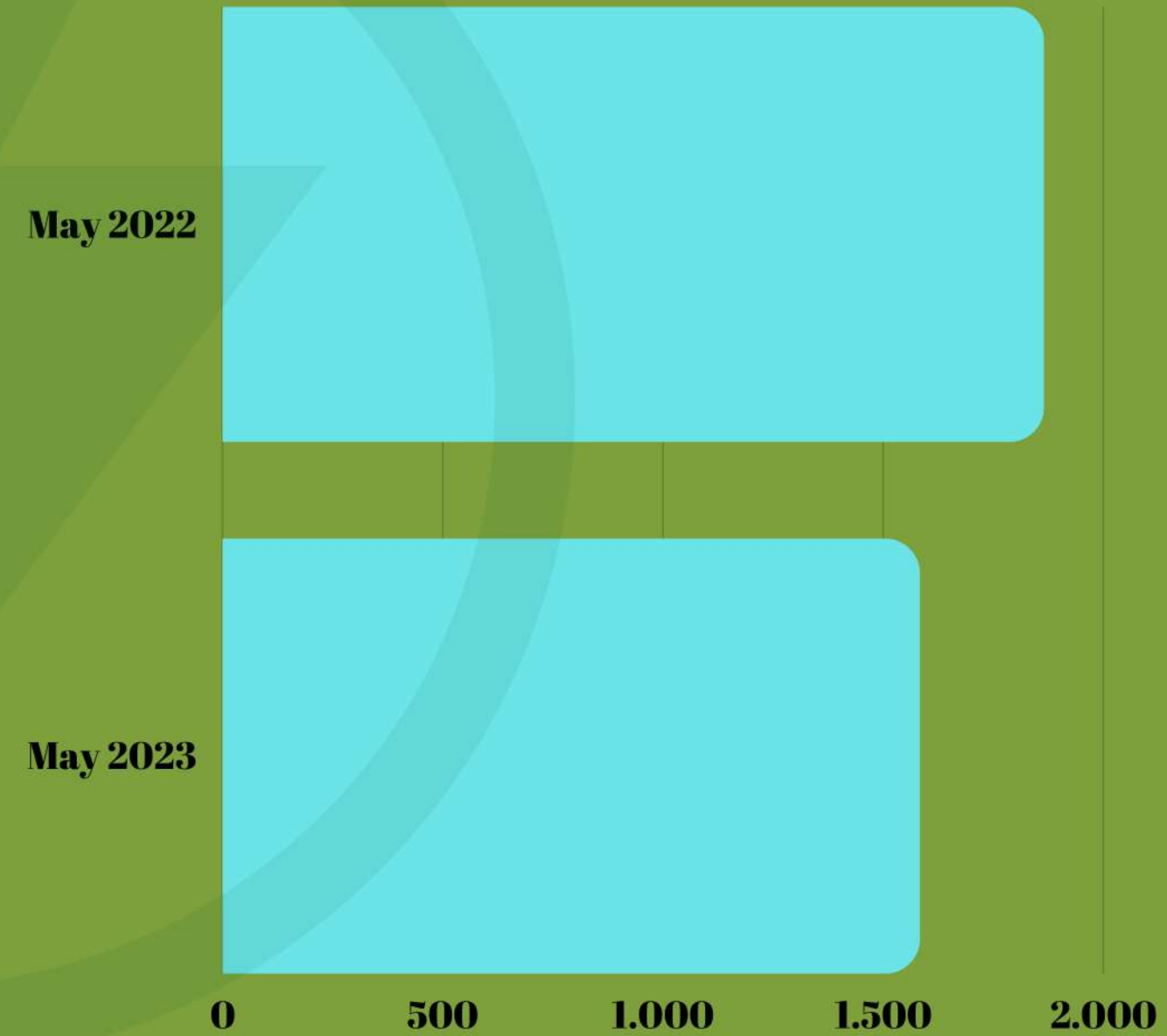
We have 195 solar panels.

OUR ENERGY MANAGEMENT

ELECTRICITY CONSUMPTION KWH

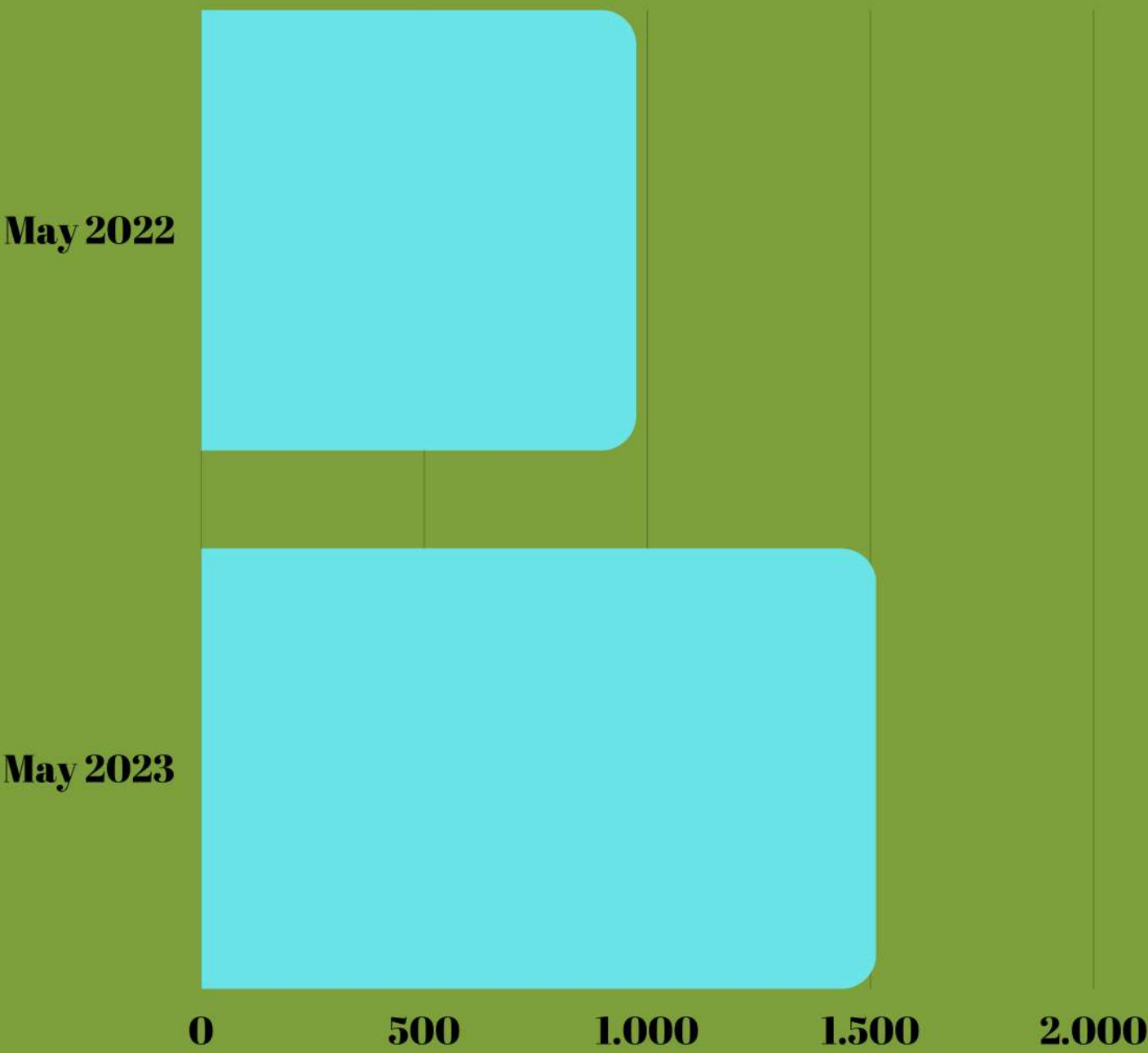


ELECTRICITY CONSUMPTION PER PERSON kWh

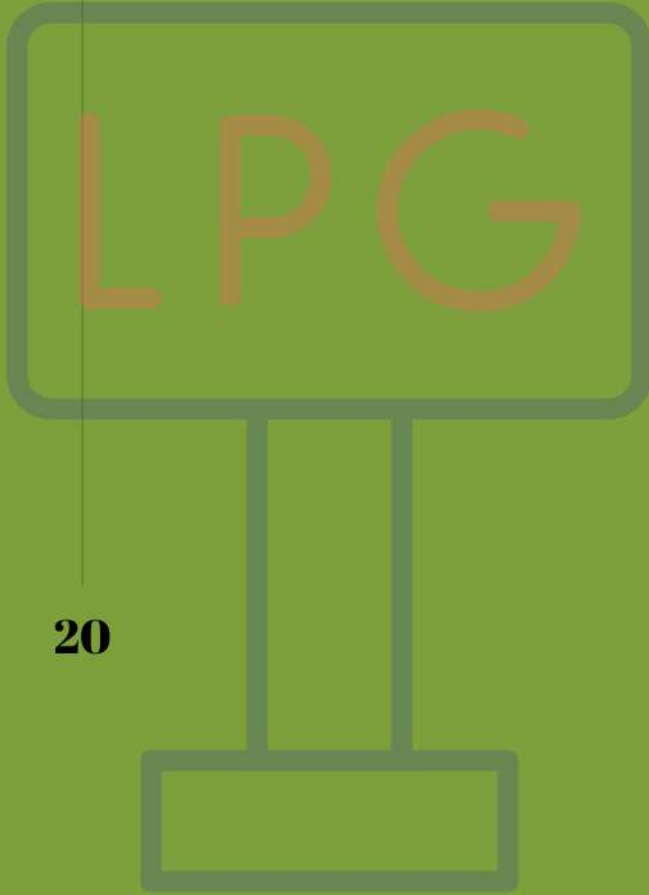
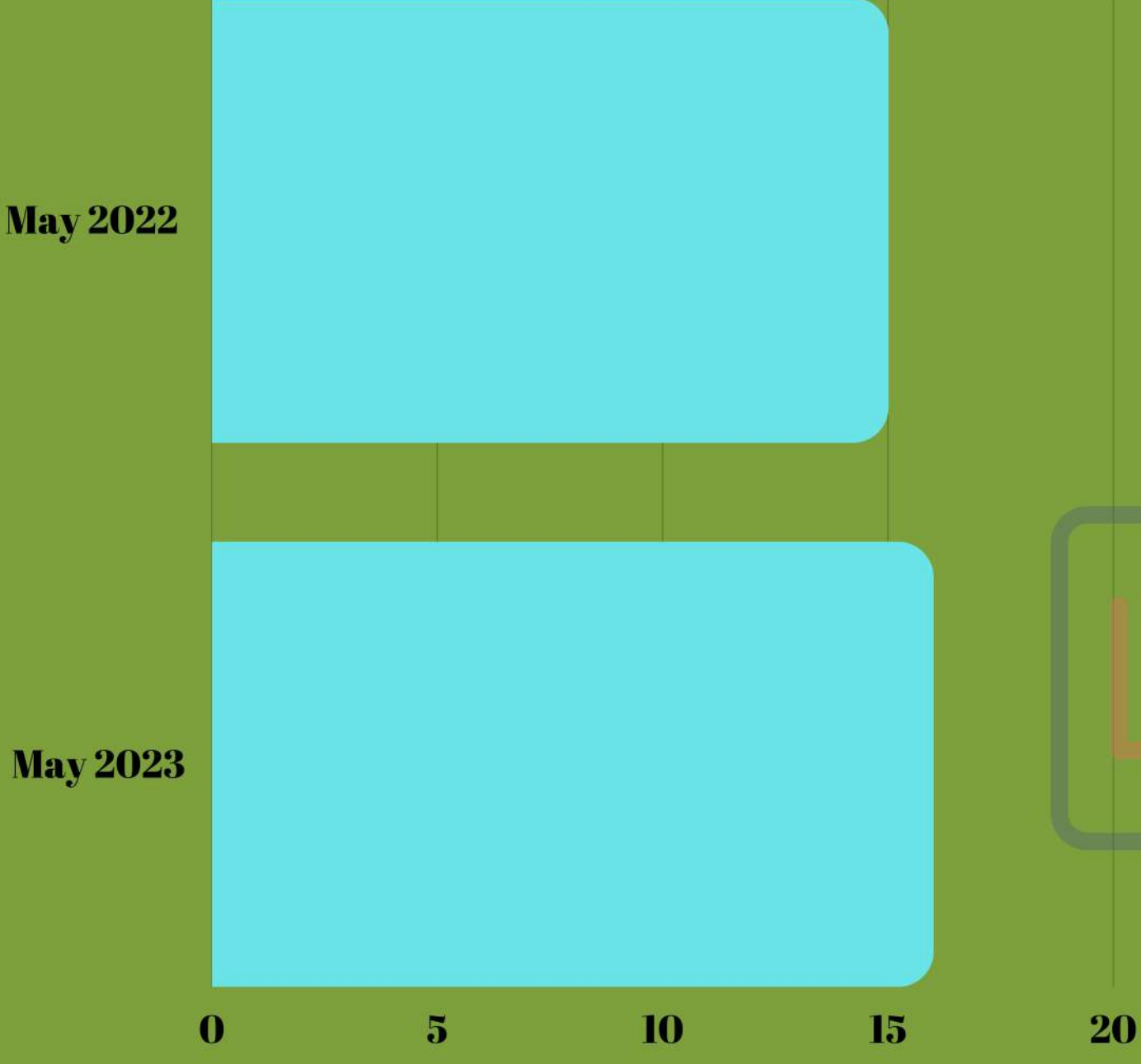


OUR ENERGY
MANAGEMENT

LPG CONSUMPTION m³



LPG CONSUMPTION PER PERSON m³



WATER SAVING



We are aware of the value of water resources. We strive to reduce water consumption.

All water sources, including gray water, are disposed of in accordance with local legislation.

- Landscape plants that consume little water are preferred. In the trainings given to the employees, the importance of protecting water resources is explained and awareness is raised on this issue.

- Towel changes in rooms guest requests this is done in accordance with the rules and the guests are informed about it . Guest's request if not, a change is made every two days.

- Photocell urinals are used in public toilets.

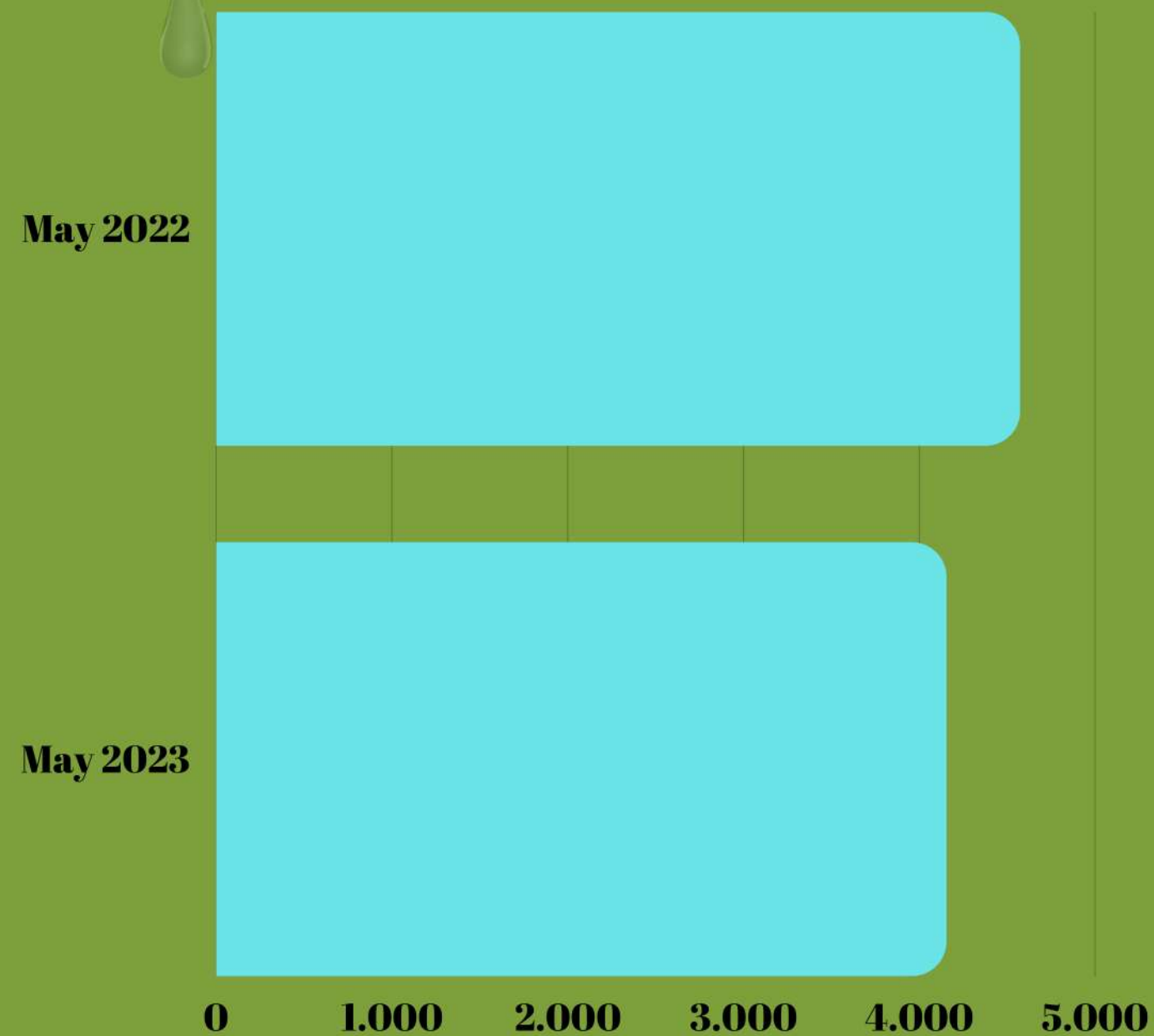
- Garden irrigation is carried out with timed irrigation systems.

- In general areas, we save water by using sensor batteries, sensor urinals, knee-shot timed eye batteries in production areas.

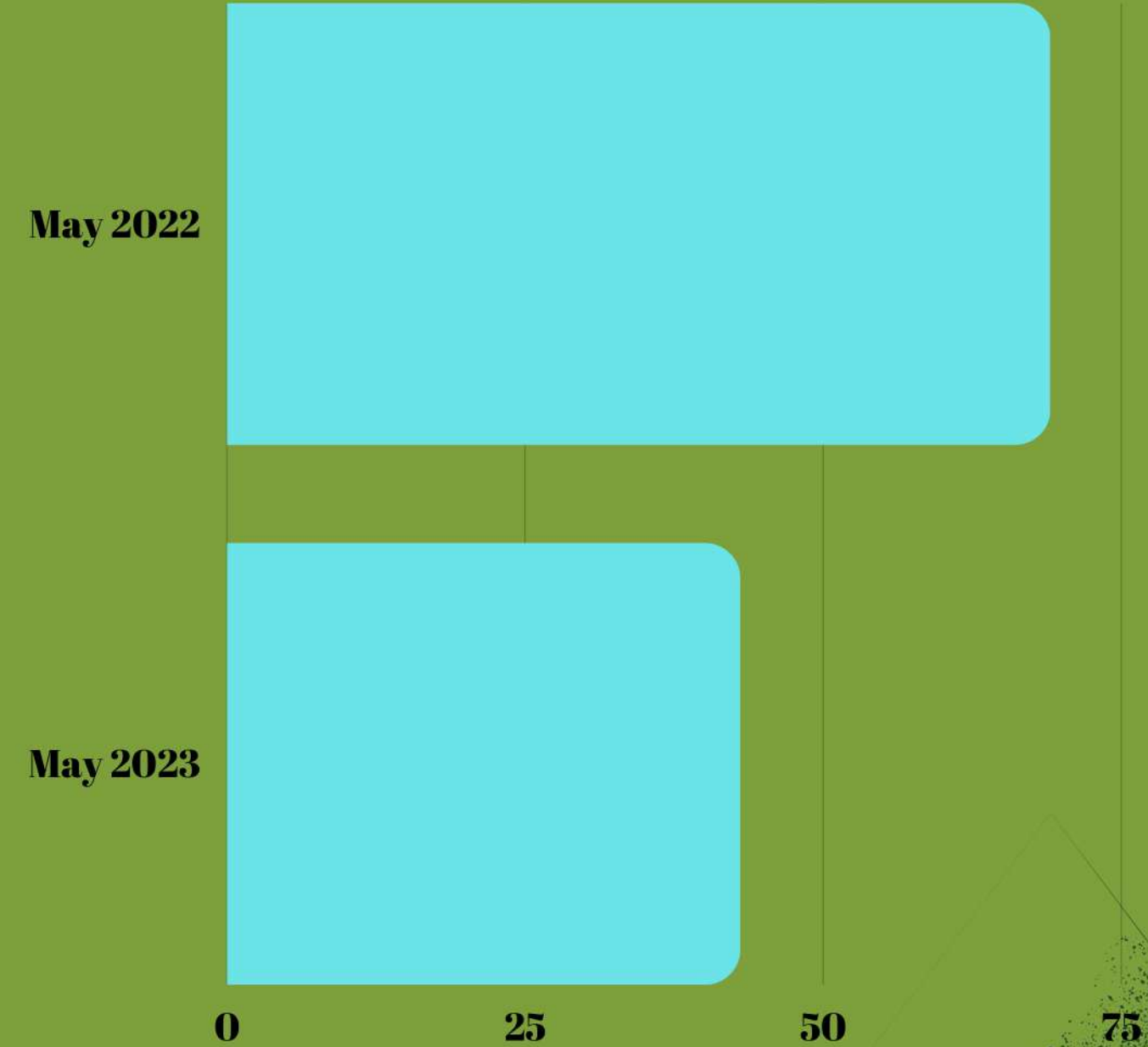
Toilet reservoirs are set to consume 6 liters in order to save water.

WATER SAVING

Water Consumption m³



Water Consumption per Person m³



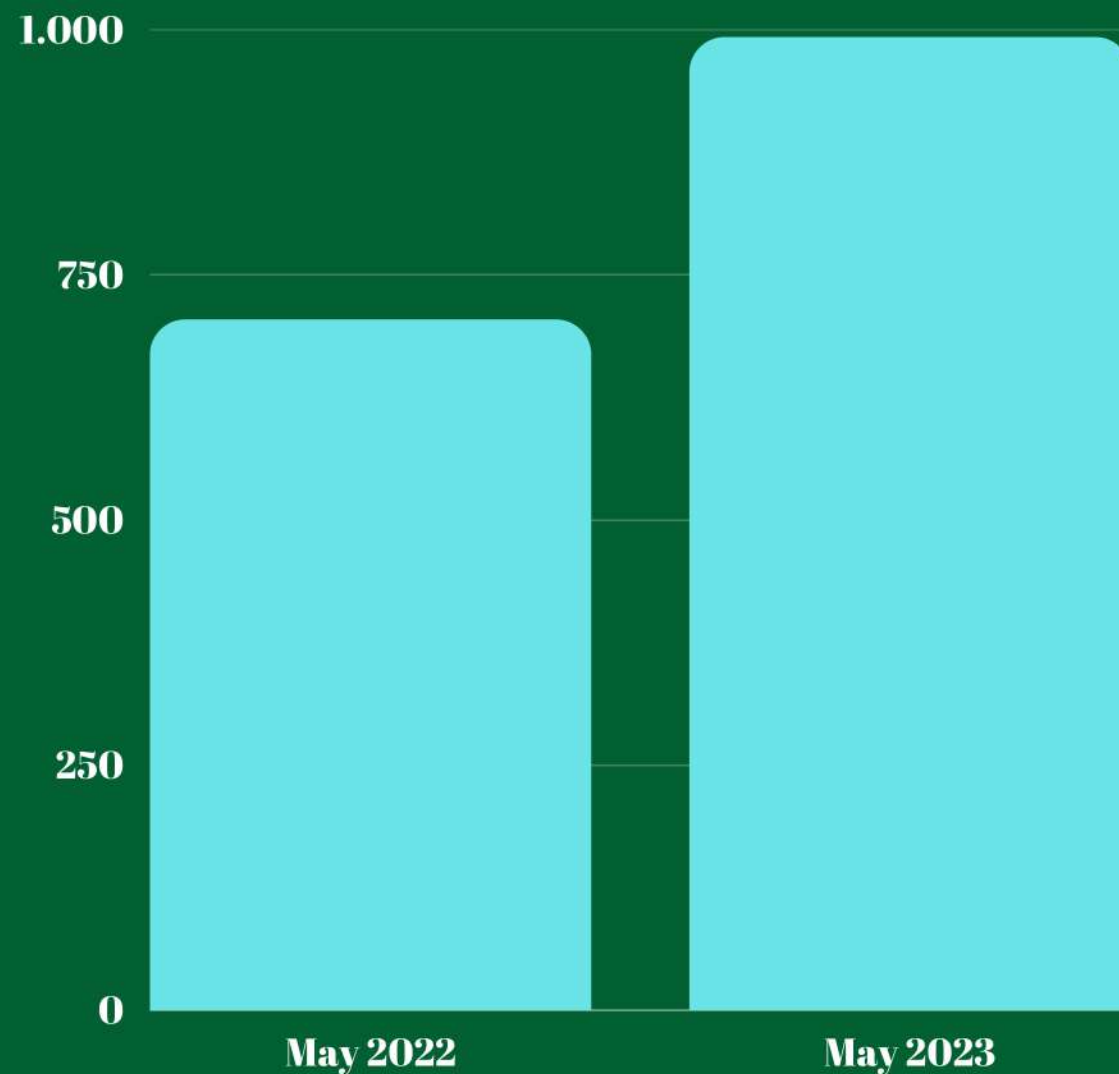
.Water saving studies have reduced consumption

CHEMICAL CONSUMPTION

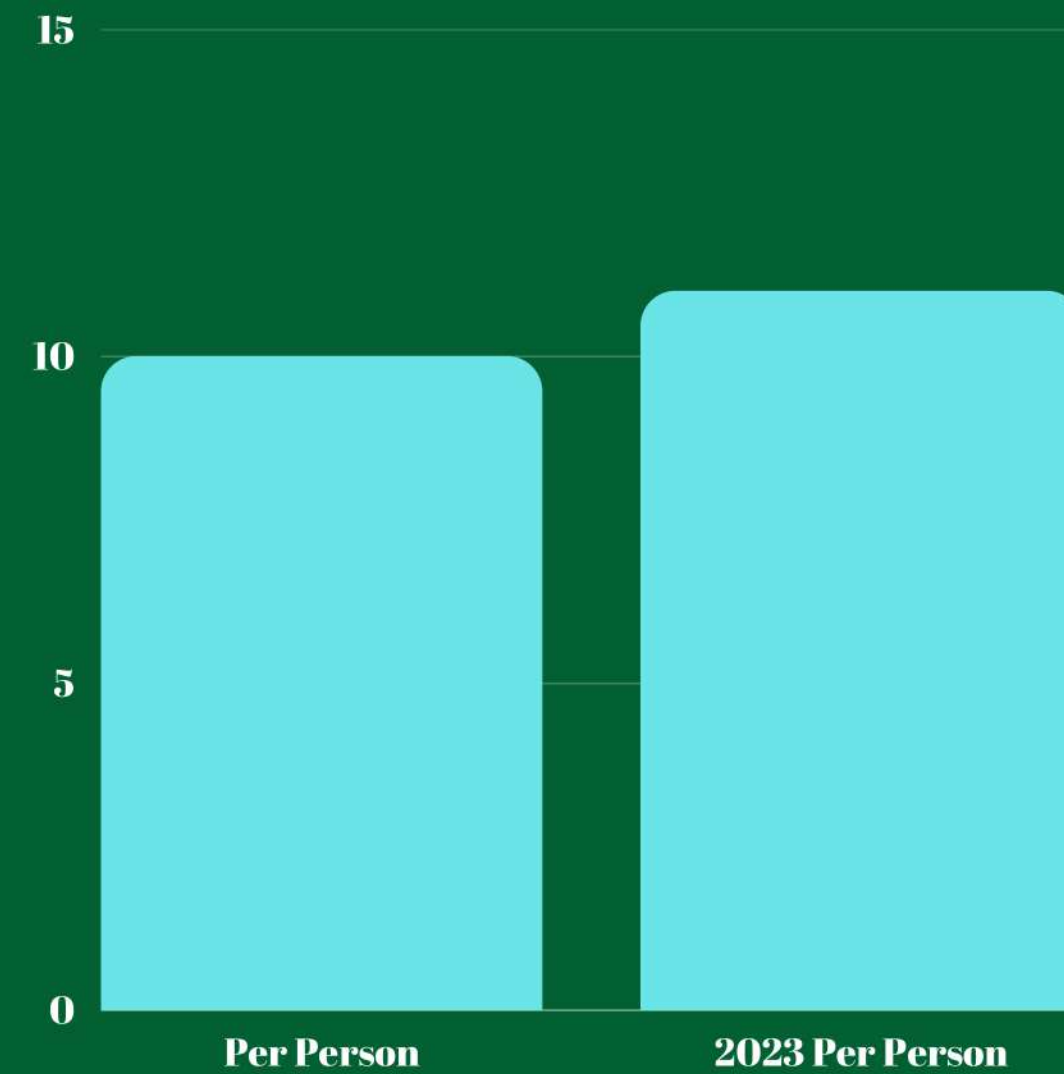
Chemicals are used in hygiene, maintenance and repair in our facility. We take care to minimize the use of chemicals as much as possible. Employees who need to use chemicals are properly trained and personal protective equipment is provided. Material safety data sheets(MSDS) are placed where necessary and trainings are provided. Necessary precautions have been taken against leaks, spills, etc. that may harm the environment in our warehouses and in accordance with the regulations, the type of chemical, the storage instructions of the manufacturer storage is done.

Using the Penguin 4U device, we aim to reduce consumption and reduce waste generation in chemical use. Although the chemicals we use are environmentally friendly, detergent use automatic dosing system is used in the laundry to keep unnecessary chemical use under control.

Chemical Consumption kg

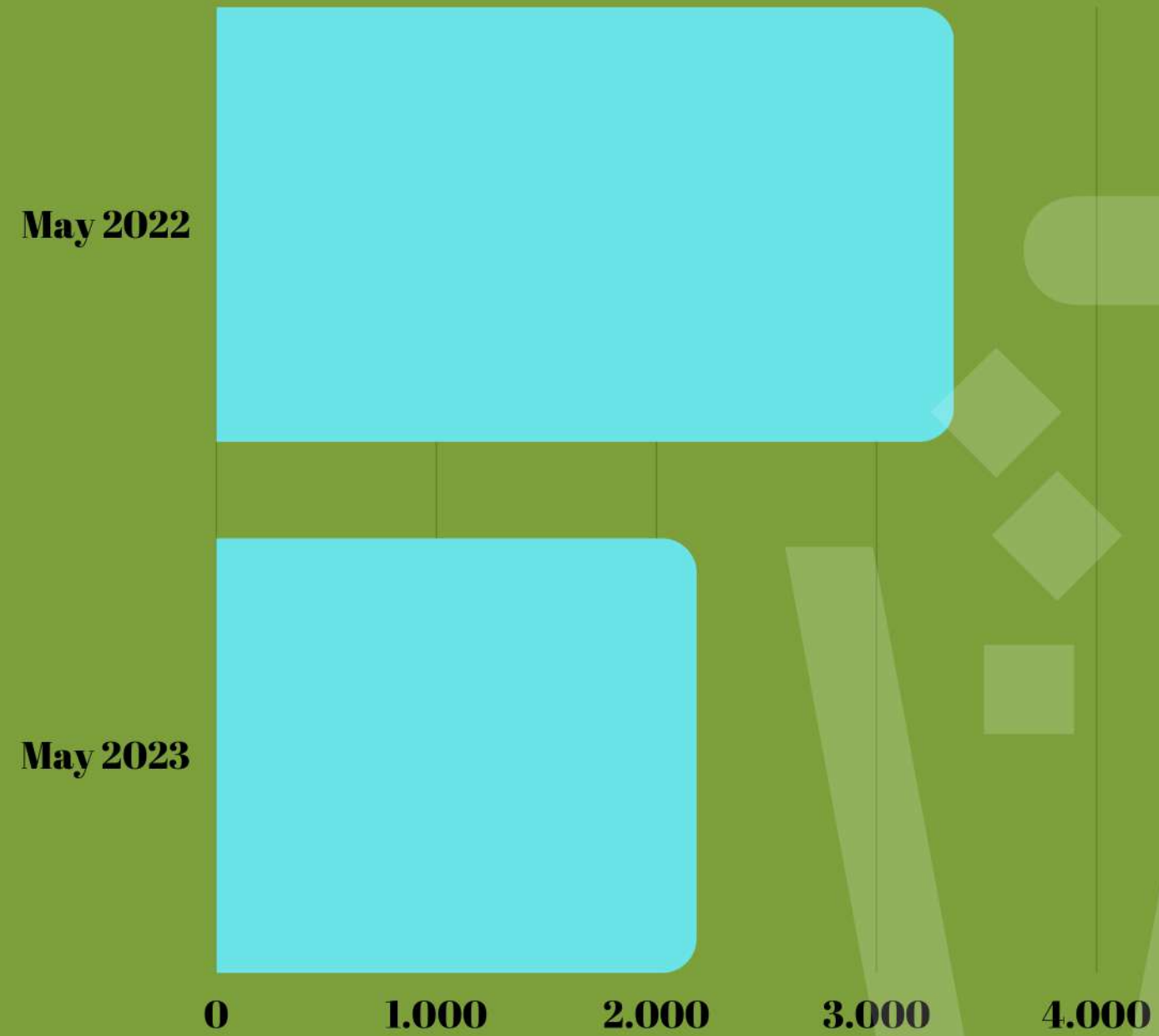


Chemical Consumption Per Capita kg

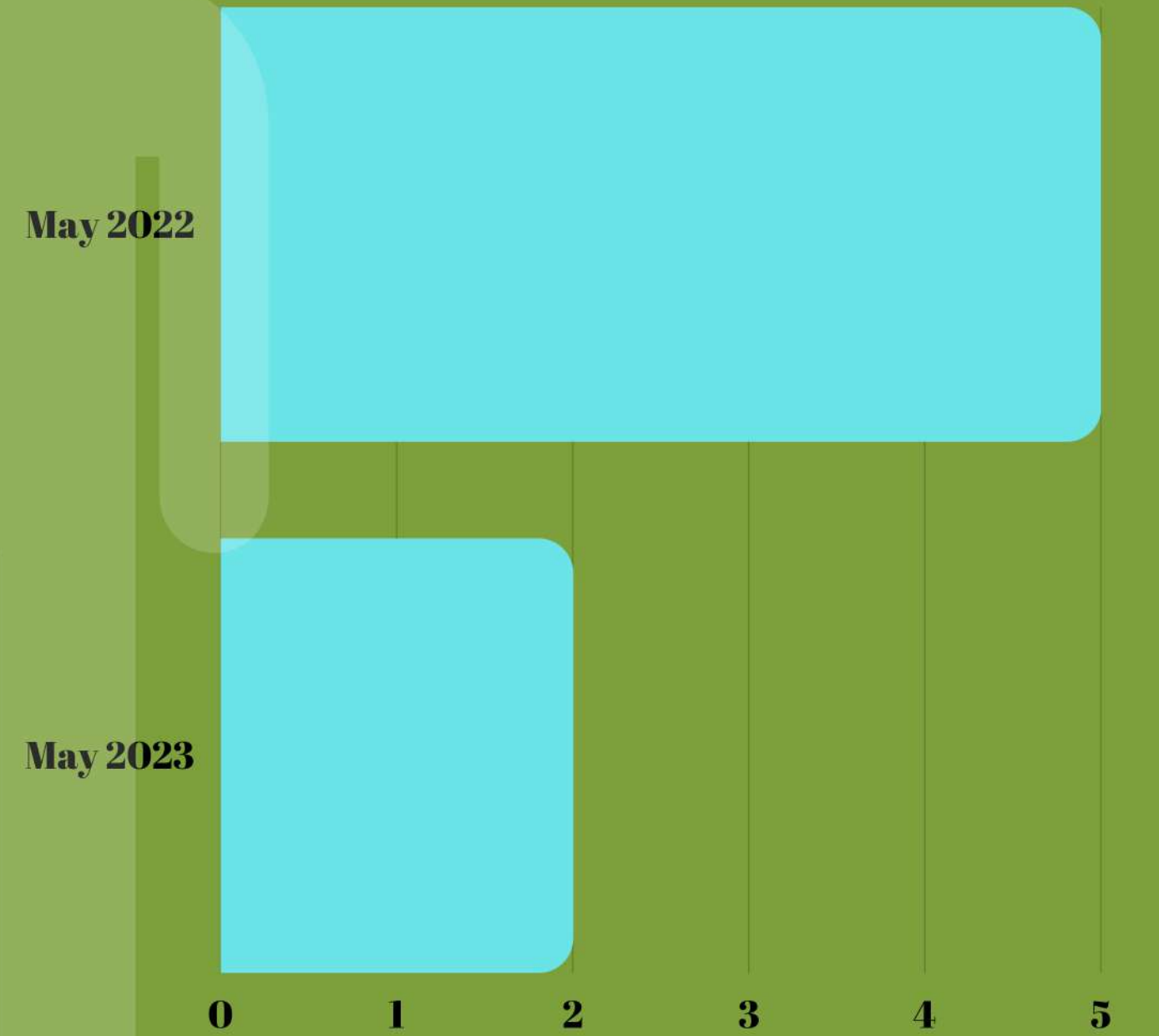


OUR ENVIRONMENTAL APPROACH

Our Non-Hazardous Waste Amount



Non-Hazardous Waste Amount per Person



OUR ENVIRONMENTAL APPROACH

Sustainability is the journey of the ecosystem and living things to be permanent. We care about animal welfare in the environmental and social dimensions of sustainability and continue our support.



our cat
house

our
birdhouses



OUR ENVIRONMENTAL APPROACH

In our facility, peppermint, rosemary, basil are planted in the spice garden, awareness by making name definitions

at the same time, we aim to increase its production and use it in our own kitchen.

Our Spice Garden



OUR ENVIRONMENTAL APPROACH



Insect Trap



Sowing rosemary around the block



Insect Hotel



İğde Trees

OUR ENVIRONMENTAL APPROACH

Sustainability should be considered as recycling without destroying resources when agriculture and the environment are considered. The most important rule here is that natural resources do not disappear.

is to maintain the flow of matter by balancing it. There is no waste material in the natural balance, except for every waste

we consider organic substances as compost with the philosophy that it forms the food of the living thing.



OUR ENVIRONMENTAL APPROACH

Environment Week Activities

Coastal Area Cleaning



Environmental activities of our kindergarten students

OUR ENVIRONMENTAL APPROACH

In the fight against plastic waste, people should be made aware of unnecessary use and the use of plastic and its derivatives should be reduced. Another measure to reduce plastic pollution is recycling. For recycling, it is necessary to reprocess industrial wastes and to make similar processes suitable for secondary uses of plastic wastes. Recycling plastics will reduce plastic pollution and save energy.

In order to reduce the consumption of non-recyclable plastic straws in our hotel, the use of recyclable paper straws has been gradually started.



In our hotel, the use of non-recyclable foam plates has been stopped and wicker baskets have started to be used.



OUR ENVIRONMENTAL APPROACH

In order for our staff and guests to contribute to recycling on this road, which we set out to support sustainability and for a more livable environment, recycling stations have been prepared in our facility where they can dispose of blue bottle caps, sunscreen, deodorant, pesticide box and waste batteries that may harm the nature.



OUR ENVIRONMENTAL APPROACH

Today, the shell and membrane of the egg, which is frequently consumed, constitutes 11% of the whole egg as waste. It is the shell of the section that forms the outer quality in the egg. It contains phosphorus, magnesium, sodium, potassium and organic matter in the egg shell. It can be used in feed and fertilizer production. Recycling eggshells is beneficial for both the environment and the consumer. We contribute to the environment by reducing the production of greenhouse gases caused by the disposal of egg shells.



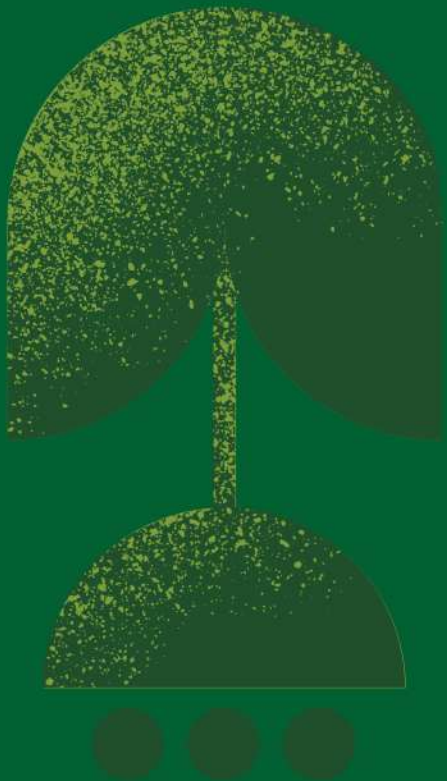
It is used in the rehabilitation of ash-acid soils resulting from the burning of wood. Wood ash contains a high amount of iron. It also contains minerals such as zinc, copper, sulfur, chromium. Wood ash raises the pH of the soil and gives organic matter to the soil. As waste, we use the wood ash that creates environmental pollution to enrich the soil.

OUR ENVIRONMENTAL APPROACH



We harvest our olive trees in our garden in season. We offer our products to our guests in our buffets, both as olives and olive oil.





OUR ENVIRONMENTAL APPROACH

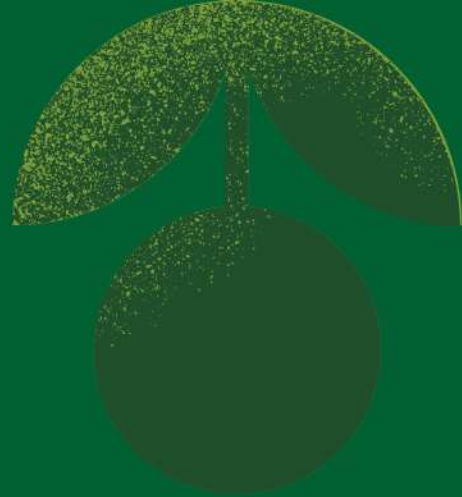
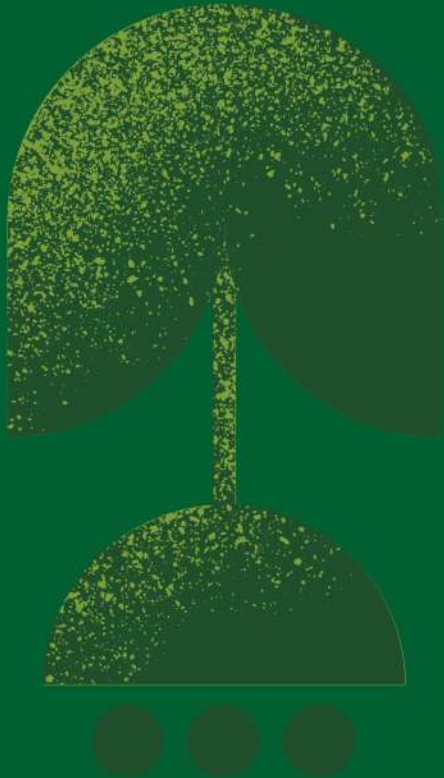
Supply Chain Management

Sustainability in purchasing;

Climate conditions, which are changing on a global scale, are increasingly felt in Turkey as well as in the world. Changing climatic conditions pose a threat to the livable world. In this context, protecting the environment is among our goals. Measures to be taken by a business and even an individual in order to protect the environment and therefore the world will contribute to this process and enable the sustainability of a livable planet. Sustainability in economic terms encompasses all of the strategies and practices they have created for the continuity of their economic activities and requires investments in line with them. Economic sustainability aims to develop risk management practices in order to realize the commitment to generate added value and to exhibit the highest possible performance. As part of our responsible purchasing practices, we audit the companies we supply raw materials to within the scope of Supplier Management. With the preference of 14001 Environmental Management System and ISO 22000 certificate in supplier selections, we receive energy-saving and recyclable products.

We make our purchases as close to home as possible. Thus, by minimizing the CO2 emissions of the delivery vehicles of the supplier companies, we aim to reduce the effects on the environment and support the employees in the region.



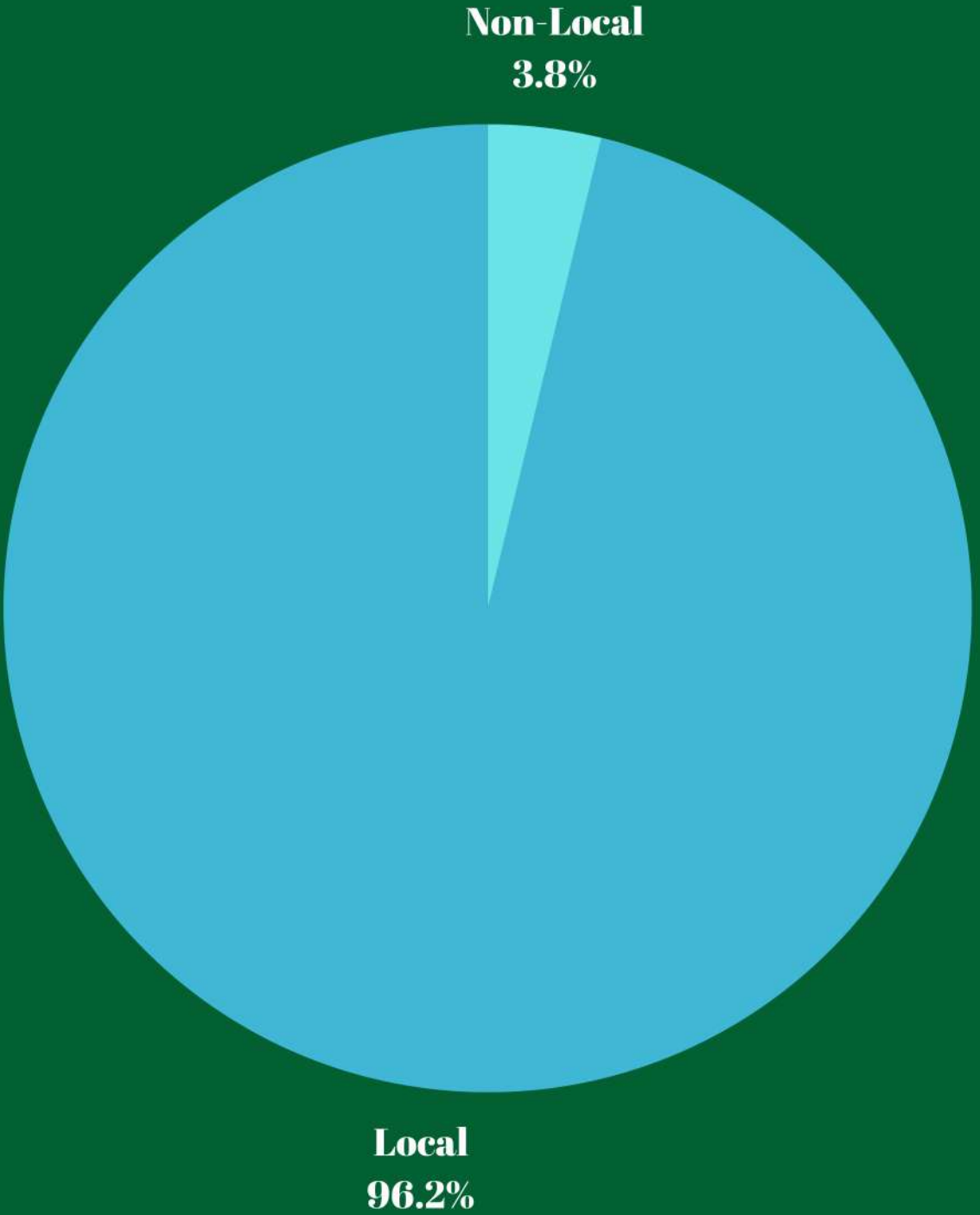


OUR ENVIRONMENTAL APPROACH

We source almost all of our needs from "Local Suppliers" to reduce our carbon footprint.

NON - LOCAL SUPPLIER RATE: : %3,8

LOCAL SUPPLIER RATE: : %96,2



OUR ENVIRONMENTAL APPROACH

In order to reduce the consumption of plastic packaging in our buffet, we use products such as cast jam, honey, etc. instead of picnic group breakfasts.

We have practices to reduce food waste and excess material use. For example, we produce our pastries as a single bite.

We get sauce with leftover products from buffets. Thus, we both prevent food waste and develop new products. We use these products we have developed to the extent that they are suitable for the taste of the consumer.



REFLECTING OUR CULTURE

We are aware of the principle of introducing our rich Turkish culture to our guests with various applications.

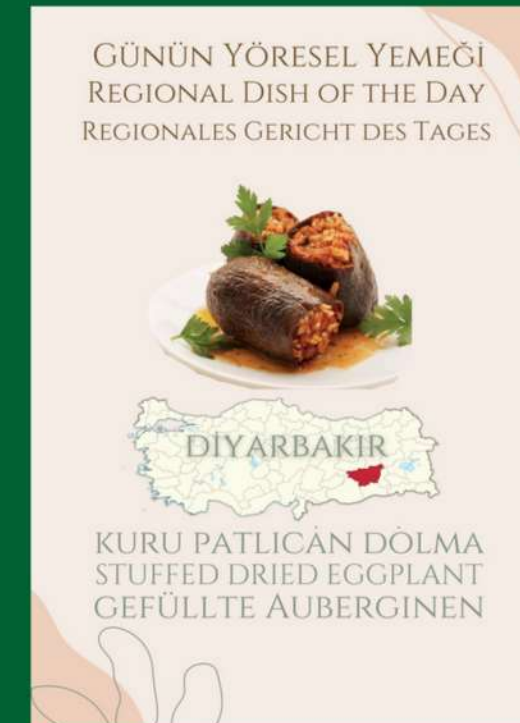
Türkisch Night



Turkish Bath



our local dishes



Turkish Delight Treats



REFLECTING OUR CULTURE

We are aware of the importance of our cultural and historical heritage .

Manavgat waterfall



Ancient city of Side



CLUB SİDELYA HOTEL ECOLOGICAL CYCLE



We offer ecological waste to fertilizer, our fertilizer to our spice garden, our spices to the kitchen, and our guests from our kitchen.

SUSTAINABILITY POLICY

Without compromising on service quality with the belief that Sustainable Tourism will form the basis of long-term success;

- Comply with the laws and environmental policies with the aim of becoming a business that complies with international standards in the tourism sector,
 - While maintaining our service quality in line with the expectations of our guests with an understanding of operational excellence, we will use resources in the most efficient way by reducing the intensity of use of energy, water and materials in order to protect natural resources,
 - Ensure the continuity of its positive contribution to the circular economy by increasing material efficiency and maximizing the use of recyclable materials,
 - Ensure the continuity of a safe working environment by considering the occupational safety as well as the physical and mental health of its most valuable asset, its employees, with a management approach that respects human and employee rights, attaches importance to development, is fair, egalitarian, respectful to employee opinions and rights, and stands against situations such as working in unsafe areas,
 - Ensure that our environmental awareness and social responsibilities are adopted not only by our employees but also by our guests, suppliers, subcontractors and authorities,
 - We declare that it will continuously improve its sustainability management approach and performance.
-
- We are committed to paying compensation in case of any damage to wildlife and habitats in accordance with the laws applicable in our country and Internationally.

QUALITY POLICY

Our organization aims to establish and implement a business system in accordance with international standards in the tourism sector with its service quality.

We continuously measure and improve our guest satisfaction, quality management system and service quality with our perfectionist perspective aiming to exceed the expectations of our guests we serve.

During our activities, we may have the private access/connection information of our guests and private contact information of critical devices.

The continuity of the services we provide, the confidentiality of the information we hold, and the integrity of the information assets of our customers or ourselves are of high importance. Our primary goal is to ensure the security of our information assets.

Our vision;

Our vision is to be good enough to set standards in the sector in which we operate and to always aim to be better, to develop, to improve, to be different, to maintain a stable and sustainable company profile.

To be one of the best in the sector by responding to the expectations of our customers at the highest level.

Our mission;

Our mission is to provide the highest quality service by taking the right steps with the right people, to be the first brand that comes to mind about our business and most importantly to ensure the satisfaction of our customers and employees.

ENVIRONMENTAL POLICY

The basis of our Environmental Policy is to be protective and supportive towards the environment we live in and the society we live in, and to leave a livable future for us and the generations that will come after us. In order to be an environmentally friendly hotel, we know the effects of our activities on the environment and we work to minimize these effects.

For this;

- We comply with legal regulations related to environmental legislation and demonstrate a highly environmentally responsible approach.
- While maintaining our service quality in line with the expectations of our guests, we also pay attention to the responsible use of energy, water and materials in order to protect natural resources.

We implement reuse and recycling activities and monitor our performance in areas such as energy consumption, water consumption and waste material management.

- We try to reduce both the negative impact on the environment and the amount of waste by ensuring that hazardous substances and chemicals are used only when necessary and as needed.
- We aim to increase the sensitivity of our employees by training them on environment and waste management.
- We provide guidance and establish collaborations to ensure that environmental awareness is adopted not only by our employees but also by our guests and suppliers.

We support the sustainability of tourism in the region by presenting our local cultures to our guests and directing them to historical and cultural activities in the region.

ENVIRONMENTAL PURCHASING POLICY

Our procurement policy is oriented towards local, environmentally friendly, fair trade and efficient purchasing. Our business aims to work with sustainable suppliers that have Quality Assurance Management Systems, Environmental and Occupational Health and Safety Management Systems and sustainability labels/certifications, as well as environmental policies and practices to meet our raw material and service needs.

Purchasing of consumables and disposable goods, including food, is carefully managed to minimize waste. Preference is given to goods that can be reused, returned and recycled.

When sourcing products, preference is given to environmentally certified products and suppliers.

Threatened and endangered species are not used.

When purchasing goods and services, our business prioritizes local/regional suppliers that are available and of sufficient quality.

We try to create efficient purchasing opportunities together with our suppliers and aim to reduce the environmental impacts arising from procurement processes.

OCCUPATIONAL HEALTH AND SAFETY POLICY

Our facility is committed to protecting the health and safety of everyone in the workplace, including all employees, subcontractors and guests.

The Facility's employees and stakeholders pay utmost attention to and, where necessary, participate in the following

Take responsibility for working safely, take all reasonable precautions for their own health and safety and consider the health and safety of all other people who may be affected by their actions.

Take all reasonable and feasible steps to improve occupational safety conditions through in-house employees or outsourcing to specialized persons/organizations as needed in all relevant activities.

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

Implement risk and hazard management systems that are relevant and appropriate to the risks within the organization.

Provide safe workspace and equipment for controlled work.

Provide appropriate OHS training for all staff.

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

Allocate sufficient resources to continuously improve OHS performance.

Provide regular health surveillance for employees.

Actively respond to and investigate all incidents and ensure that injured workers are returned to appropriate work at the earliest opportunity through fair claims management and rehabilitation practices. These standards will be regularly monitored to ensure that integrity and effectiveness are maintained to facilitate continuous improvement in the organization.

DISADVANTAGED GROUP POLICY

- Every person has the right to vacation and vacation is a necessity. For this reason, it is our first priority to provide the appropriate physical infrastructure for all disabled and non-disabled guests of the accommodation facilities you serve, both in the rooms and in the interior and exterior general areas, meticulously from the planning stage.
- For the sustainability of disadvantaged guest satisfaction, it is also a priority for our facility to continue the supply and training of appropriate personnel and to follow the changing technological developments.
- We serve our disadvantaged guests not only in their rooms but also in all our service areas with all our devotion to provide them with the comfort of their homes with our understanding of service to everyone on equal terms and our staff trained in their fields. Our corporate consciousness is our priority to make the disadvantage in physical areas accessible for the comfort and convenience of our guests by adopting a management approach that adopts the philosophy that disadvantage is not in the person but in the physical area.
- Since we believe that all citizens, whether disadvantaged or not, should have the right to work, we also employ disadvantaged personnel in our facility.
- In this context, our disadvantaged awareness policy is to remove the barrier to vacation on equal terms for everyone.

WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

We attach importance and sensitivity to women's rights and gender equality in our business.

We ensure the health, safety and welfare 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 a policy of equal pay for equal work without gender discrimination.

We distribute duties in accordance with the principle of equality.

We provide the necessary opportunities for equal utilization of career opportunities.

We create training policies, support women's participation and raise awareness.

We create a working environment and practices that protect work-family life balance.

We support women in company management and provide equal opportunities.

We do not allow women to be subjected to abuse, harassment, discrimination, suppression, coercion, slander, etc. in any way. We are always aware of the value they add to the world and our organization and support their existence.

VULNERABLE GROUPS/ABUSE AND HARASSMENT POLICY

Vulnerable Groups: This policy covers groups of Employees, Interns, Guests, Guest Children, Seniors, Pregnant Women and Disability Groups who feel vulnerable or are exposed for any reason .

Abuse and Harassment: Abuse and harassment can be described as sexual, physical, emotional, or verbal. These behaviors may be intended to offend, humiliate, belittle, threaten, or violate personal boundaries of others.

It is one of our top priorities that our facility, our employees and our guests and everyone in our facility have a safe, respectful and supportive environment.

To this end, we adopt the "Vulnerable Groups and Abuse/Harassment Policy".

This policy aims to protect everyone's rights and prevent any form of abusive or abusive behavior towards vulnerable groups.

Our facility is committed to adopting a zero-tolerance policy of abuse and harassment behavior towards vulnerable groups and takes complaints of abuse or harassment seriously, investigating and taking appropriate action.

Report Abuse/Harassment If it comes from any employee or guest, they must immediately report any suspected or witnessed abuse or harassment to the company's Relevant Department. Our facility maintains the confidentiality of complaints and makes inquiries as soon as possible.

At our facility, we take any reported abuse or harassment seriously and conduct an impartial investigation. Appropriate procedures are used to investigate the complaint and the rights of both parties are observed. As a result of the investigation, appropriate measures are taken and, if necessary, disciplinary action is taken and discussed with the relevant Institutions.

Our facility provides all employees with a policy of abuse and harassment towards vulnerable groups and trainings to prevent unacceptable behavior in the workplace. These trainings help them understand and enforce our policy.

Our facility is committed to taking all necessary steps to ensure the safety of relevant groups and protect vulnerable groups in the event of any abuse or harassment.



CHILD RIGHTS PROTECTION POLICY

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

To ensure this;

- We do not allow child labor in our business and expect the same sensitivity from all our business partners.
- We provide environments/opportunities that contribute to the development of children within the business, where they can express their thoughts, wishes and feelings freely and feel free and comfortable.
- We make sure that children are under adult supervision in the activities they participate in.
- We provide trainings on the prevention and detection of child abuse in our business.
- We support all kinds of organizations and activities aimed at protecting children's rights and all stakeholders serving children.

SOCIAL INTEGRATION POLICY

At Club Hotel Sidelya, we are committed to supporting and working with the local community in which we are located. We aim to conduct our business in a way that helps to preserve and promote the culture and heritage of the destination and the local economy.

In this respect;

We support initiatives that develop the community.

We support the local economy.

We respect and protect local culture, traditions and way of life. We support and protect access to basic resources and services.

To achieve our goals;

We encourage our guests to explore the destination's history, culture, traditions and our local community, as well as the local products and services on offer. We contribute to the maintenance of culturally and spiritually significant sites by making donations and encouraging guests to visit them.

Whenever possible, we favor local and regional products and services as outlined in our purchasing policy.

We prefer staff who live locally in the recruitment process. We strive to provide job opportunities primarily to local people through on-the-job training programs. If there are university students among our employees or children of our employees, we provide scholarship support for them.

We ensure fair and equal treatment of local and indigenous people by being in constant dialog with them through regular meetings of the local association and chamber of commerce. We make annual financial