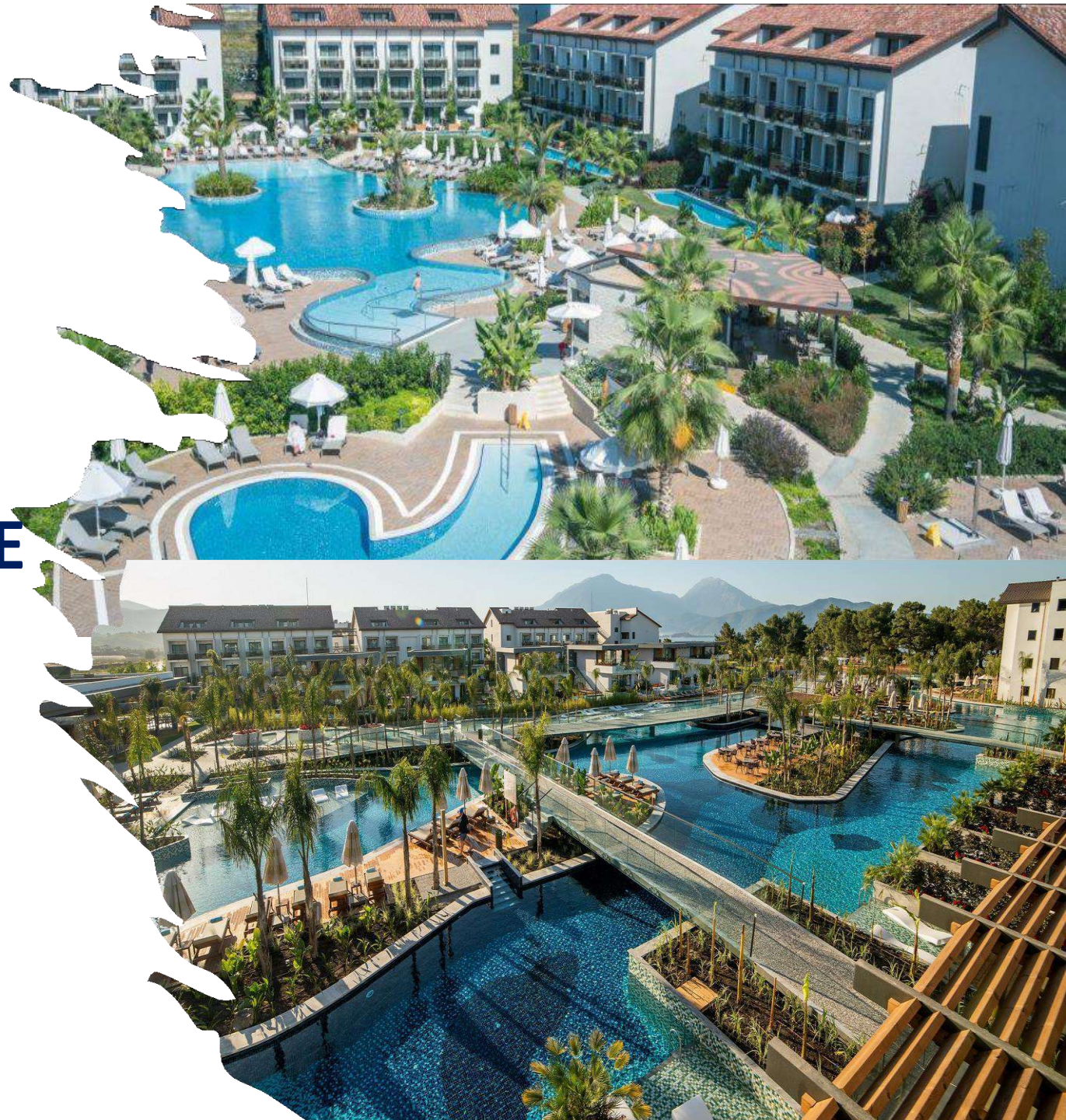


**AKRA FETHİYE
&
AKRA FETHİYE THE RESIDENCE
SUSTAINABILITY REPORT
2022**



AKRA FETHIYE MESSAGE OF SUSTAINABILITY

As Akra Fethiye and The Residence Akra Fethiye, we are aware that sustainability efforts in tourism minimize the negative impacts on the environment and cultural heritage and we are aware of the responsibilities of sustainable tourism. We strive to leave a better world for future generations. In this direction, we continue to work on many issues within the concept of sustainability such as reducing environmental impacts, energy, water and waste management, protecting cultural and social heritage, providing economic and social benefits to local communities and protecting the environment.

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 responsibilities in the best way possible, and we strive to ensure that environmental awareness is adopted by our employees. We focus on managing sustainability risks effectively and ensuring sustainable growth through long-term strategies, and thus aim to increase our success day by day. With ISO 9001 Quality, ISO 10002 Customer Satisfaction, ISO 14001 Environment, ISO 22000 Food Safety, ISO 45001 Occupational Health and Safety Management Systems and Zero Waste Management Systems, we aim to improve our overall efficiency, quality and environmental performance by providing quality, safe products and services for both the environment and our guests. We include performance indicators related to our work in our monitoring systems and make them a part of our management system. Our 2020-2022 sustainability report includes general information about our facility and our sustainability efforts.

ABOUT THE REPORT

Sustainability is defined as "maintaining the ability to be sustainable while ensuring the continuity of diversity and productivity. The main responsibilities of our hotel within the scope of sustainability;

- Creating and utilizing recycling and reuse opportunities,
- To continuously improve energy efficiency and minimize the negative impact of carbon emissions,
- It is shaped by the fundamental point of reducing any environmental impact caused. The obligation of economic actors is not limited to this. Social and economic factors that form the basis of sustainability are as important as the environment. Sustainability has a wide scope, from providing optimal conditions for employees to sharing the added value created with society.

2020-2022 sustainability report;

- Environmental, social and economic performance assessment of our hotel,
- The strategy and process to be followed to achieve the targets set to improve this performance
- To contribute to ecological balance,
- To minimize the negativities and dangers that will affect the environment and to take the necessary precautions,
- It includes efforts to maximize performance results.

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HISTORY



Akra Fethiye



Akra Fethiye The Residence

Akra Fethiye has been operating since 2015 and Akra Fethiye The Residence has been operating since 2019 in the Kargı Neighborhood of Fethiye district of Muğla with an area of 78.211,56 m².

Akra Fethiye serves 7 months of the year (April-October) with 418 rooms and Akra Fethiye The Residence serves 6 months of the year (May-October) with 164 rooms.

Our facilities have EIA Not Required (439 rooms) certificate dated 13.03.2014/153, EIA Positive Certificate dated 04.03.2019/5370, Environmental Permit Certificate dated 30.07.2021/228754514, and Treatment Plant Identification Certificate dated 14.01.2021/552 issued by Muğla Provincial Directorate of Environment and Urbanization.

THE MESSAGE OF THE MANAGEMENT

As Akra Hotels, we address our Sustainability strategies by taking into consideration the BHM Vision, our future-oriented development goals and changing needs.

We aim to protect natural resources while meeting today's needs, to leave a good environment for future generations, to establish a balance between human beings and nature, to meet the needs and development of future generations, and to ensure the life and development of today and the future.

We are committed to leaving a better world for future generations.

OUR VISION

BHM Group continues to be an innovative and reputable company that draws strength from local values.

OUR MISSION

Adds value to its stakeholders with the principle of "Happy Employee - Happy Guest".

OUR VALUES

Fair Reliable Responsive

OUR PRINCIPLES

OUR CORPORATE GOVERNANCE PRINCIPLES

Justice, Responsibility, Transparency, Accountability, Consistency, Participation-Dissemination, Effectiveness and Efficiency

Integrated Management System Policy

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

Legal requirements

BHM Group has adopted the principle of complying with legal requirements in all product and service processes.

Employee Safety and Investing in People

Our employees are our most valuable asset. In order to minimize the risks that may endanger the health and safety of our employees and business partners and to prevent occupational accidents, continuous improvement is carried out in all our processes and the latest technologies are followed by ensuring participation and consultation at all levels. It is our indispensable rule that our employees are trained, their human rights are protected and they benefit from equal rights regardless of religion, language and race.

Guest Satisfaction - Guest Safety - Guest Orientation

Our guests are the reason for our existence. Our primary values are to follow all guest complaints from all sources, to resolve complaints and to turn complaints into opportunities for ourselves by informing our guests about this issue.

Respect for the Environment and Protection of Wildlife

Our main goals are to prevent environmental pollution and protect nature by using our natural resources in the most efficient way, to reduce the amount of our wastes, to recycle or render them harmless. We are committed to fulfilling our environmental obligations and to sustainable resource use, climate change mitigation and adaptation, and the protection of biodiversity and ecosystems.

Energy Saving

BHM Group has adopted the principle of using our energy resources in the most efficient way and continuous improvement in energy efficiency.

Food Safety – Hygiene

Our common principle is to implement and continuously improve the food safety system throughout the food chain and to prioritize hygiene conditions throughout all hotels in order to provide quality products that comply with food safety principles.

Our Investors and Business Partners

We strive to provide better service than our competitors at the most cost-effective way by identifying the expectations and requirements of our investors, who provide a peaceful and safe working environment for their employees, and our business partners with whom we share the same goal.

Supporting Local Economy and Sustainability

We recognize our contribution to the local economy, which is why 95% of our suppliers and raw materials are local. For sustainable tourism, we make environmentally friendly purchases that produce less energy, water and waste.

Abuse and Harassment of Special Protected/Vulnerable Groups

We believe that everyone should bear responsibility for the protection of specially protected/vulnerable groups. We recognize that the well-being of specially protected/vulnerable groups and their protection from all forms of harm is of utmost importance and that their protection from physical and mental abuse and harassment is our fundamental duty.

WHAT WE DO FOR A SUSTAINABLE ENVIRONMENT

LEGISLATION

The activities of our facility are carried out in accordance with the Waste Management Regulation, Packaging Waste Control Regulation, Water Pollution Control Regulation, Technical Procedures Communiqué, Environmental Permit License Regulation, Environmental Impact Assessment Regulation, Industrial Air Pollution Control Regulation, Vegetable Oil Control Regulation, Medical Waste Control Regulation, Environmental Noise Assessment Regulation, Zero Waste Regulation, Soil Pollution Control and Regulations on Point Source Contaminated Sites. In this context, all necessary documents, permits and licenses of our facility have been obtained and sampling activities continue within the scope of continuous monitoring.



Akra Fethiye and Akra Fethiye The Residence are members of TRAVELIFE, which rewards and encourages businesses for their work in the field of sustainability certification, which rewards businesses that have achieved high standards in corporate and social responsibility towards their employees and the region in which they operate, as well as criteria such as environmental purchasing policies, recycling, energy, water and waste management. Akra Fethiye has been a member of Travelife since 2015 and Akra Fethiye The Residence since 2019 and has TRAVELIFE GOLD certificate.



Gold Certified for
Accommodation Sustainability

WHAT WE DO FOR A SUSTAINABLE ENVIRONMENT

Our Akra Fethiye property was awarded the Travelife Waste Champion award in 2018 for its efforts to reduce the consumption of single-use plastic products, especially plastic straws, and to raise awareness on the issue.



Again, our Akra Fethiye facility was selected as the hotel of the month by Travelife in August 2021 for its community support activities.

WASTE MANAGEMENT

Waste management in our facilities is carried out within the framework established by the relevant regulations of the environmental legislation. In addition, waste management is based on the 4R (REDUCE, REUSE, RECYCLING, RECHANGE) principle.

In this way, products are kept under control from the purchasing stage to the waste stage after final use. Reusable and environmentally friendly products with high energy class are preferred. Personnel trainings are very important for effective segregation in waste management. Environmental awareness is created, sometimes collectively and sometimes as on-the-job training. We provide the same training to our tenants in our facilities and ensure that they share our responsibility. We reinforce this awareness with the environmental cleaning we do on our beach.

In addition to other environmental issues, we inform our guests about waste separation through the info channel, and we prevent paper waste by not informing them with a card.

RECYCLABLE WASTE

PAPER-CARDBOARD WASTE

Since 2015, the amount of waste we have recycled is 185476 kg, and 41744 kg of paper and cardboard waste was separated and recycled in 2022.

Our achievements for 2022



7389 kg less greenhouse gas emissions



710 trees saved



171150 kwh energy savings



104 m3 of storage space saved

RECYCLABLE WASTE

PLASTIC WASTE

Since 2015, the amount of waste we have recycled is 111315 kg, and 39594 kg of plastic waste was separated and recycled in 2022.

Our achievements for 2022



1623 kg less greenhouse gas emissions



645 barrels of oil saved



228616 kwh energy savings



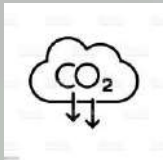
91 m3 of storage space saved

RECYCLABLE WASTE

GLASS WASTES

Since 2015, the amount of waste we have recycled is 500920 kg, and in 2022, 136110 kg of glass waste was separated and recycled.

Our achievements for 2022



4083 kg less greenhouse gas emissions



5716 kwh energy savings



163 kg raw material savings



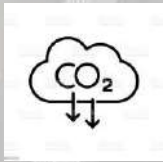
204 m3 of storage space saved

RECYCLABLE WASTE

METAL WASTES

Since 2015, the amount of waste we have recycled is 48505 kg, and 6282 kg of metal waste was separated and recycled in 2022.

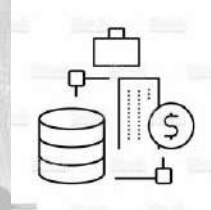
Our achievements for 2022



597 kg less greenhouse gas emissions



4033 kwh energy savings



8 kg raw material savings



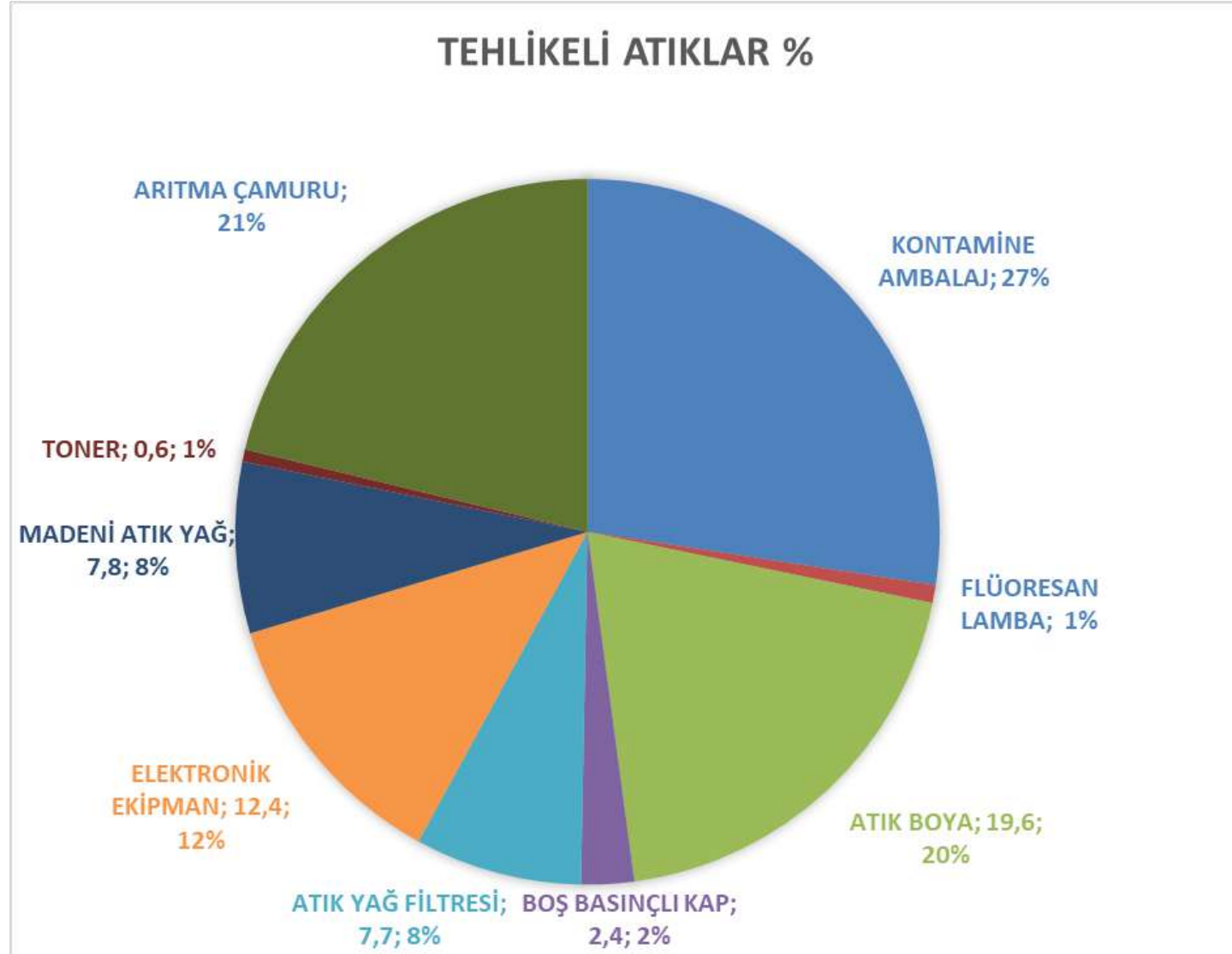
19 m3 of storage space saved

DANGEROUS WASTES

DANGEROUS WASTES

In 2022, dangerous waste disposed by licensed companies was 3060 kg.

Hazardous waste transportation and disposal records are kept in the EÇBS of the Ministry of Environment, Urbanization and Climate Change.



VEGETABLE WASTE OILS

Since 2015, 35280 kg of vegetable waste oil has been recovered to be used in biodiesel production.

The amount recovered in 2022 is 5620 kg. In this way, pollution of 5620000 m³ of water was prevented.

Environmental trainings on not pouring vegetable waste oils into sewage systems are held regularly every year.



OTHER DANGEROUS WASTES



In 2022, 240 kg. of mineral waste oil was recovered.



In 2022, 28 kg. of medical waste was disposed of in licensed facilities.



In 2022, 650 kg. treatment sludge was disposed of in licensed facilities.

USE OF CHEMICALS

Chemicals are substances that we use in many areas of our lives, which make our lives easier, but can also cause negative consequences due to their harmful effects. Chemicals are used in maintenance, repair and cleaning activities in our facilities.

The conscious use of hazardous chemicals minimizes their damage to the environment. For this purpose;

All chemicals we use are approved, labeled and packaged according to the chemical they contain. SDS forms are both kept in our chemical warehouses and obtained from companies as soft copy. Our employees who will use the chemical are trained on the use of chemicals, the information contained in the SDS, the amount and methods of use, personal protective equipment requirements and the measures to be taken according to the "Instructions for Emergency Measures in Chemical Spills". Chemicals on our High Environmental Impact Products list are not purchased.

In our chemical warehouses, necessary precautions have been taken against leaks, spills, etc. that may harm the environment. Chemical storage is carried out in accordance with the type of chemical, the manufacturer's storage instructions and regulations. Overflow pans are used against spills. Our employees are periodically trained on "Environmental accidents" and drills are carried out.

USE OF CHEMICALS

We work with licensed companies for the safe disposal of chemical wastes and keep regular transportation and disposal records.

Concentrated products are preferred as much as possible to protect natural water resources, reduce wastewater and reduce raw material consumption.

In order to ensure proper hygienic conditions in our pools, the required amount of chemicals are dosed into the system with dosing pumps.

We guarantee that the pesticides used by the pest control company we outsource are products that do not harm human health and the environment. We try to make more use of natural measures (fly catcher, adhesive paper, etc.).

ENERGY and WATER MANAGEMENT

One of the most important steps towards sustainability is to ensure water and energy efficiency. First of all, the current situation is determined by measuring energy use and necessary measures are taken to determine the savings.

Equipment and systems with low energy consumption are preferred. Long-term improvement is achieved by using automation management and monitoring resources. Energy savings are continuously analyzed through maintenance, surveillance and improvement.

Water consumption and quality are monitored to ensure the proper use and management of water resources. The wastewater generated is used as irrigation water for garden irrigation after being treated at the 750 m³/day capacity treatment plant within our facility. Thanks to its dissolved nitrogen and phosphorus content, it reduces the use of fertilizers in the garden.

ENERGY and WATER MANAGEMENT

Akra Fethiye Akra Fethiye The Residence aims to control the amount of water, electricity, energy, chemicals, solid waste and minimize the damage to the environment and natural resources without compromising the comfort of its guests.

With the measures we have taken in the light of sustainable tourism principles, the use of natural resources has been reduced, and practices have been updated to minimize and, if possible, eliminate the damages to soil, water and air. The practices are listed below:

- Thanks to the solar energy panels in the hotel, approximately 65% of the hot water need is met and natural gas consumption is reduced.
- By monitoring pool temperature values, overheating is taken under control and unnecessary gas consumption is prevented.
- The working times of the cooling groups of the blocks are updated and activated according to the need, thus saving energy.
- If the balcony door of the room is opened, the heating/cooling system automatically turns off.
- After our guests leave the room, a system is used to cut off the electrical energy.
- Compact Fluorescent bulbs and LED lighting are preferred in 95% of our lighting systems.

ENERGY and WATER MANAGEMENT

- Towels and sheets are changed in the rooms in line with guest requests and guests are informed about this. If the guest does not request, towels and sheets are changed every two days.
- Double glazing is preferred for thermal insulation in the windows used in the rooms and general areas.
- The mini bars and televisions used in our hotel rooms have low energy consumption.
- The mini bars in the guest rooms are placed away from direct sunlight to prevent heating. positioned.
- Low flow (6 l/min) special faucets are preferred for room bathroom sinks. All faucets are with aerator.
- Low flow (10 l/min) special shower heads are preferred for room showers. All shower heads have aerators.
- Toilet cisterns are set as low as possible to save water.
- Photocell urinals are available in public toilets.
- Our guests are informed not to throw away the books, magazines and newspapers they have read and want to dispose of, but to leave them in our book reading area in the hotel. Likewise, guests are also guided to select the books, magazines and newspapers they wish to read from our library.
- All kinds of waste generated both during operation and after the use of our guests are separated at the source. is being collected.

ENERGY and WATER MANAGEMENT

- Backwash water is recovered and recirculated in the pools.
- Copper and silver ions are used to reduce chemical consumption in pools. 50% - 75% savings are achieved.
- Time clocks are used in outdoor lighting. Lighting times are adjusted according to summer and winter hours.
- Electricity consumption is reduced thanks to frequency inverters in heating system pumps, booster pumps and main air handling units.
- The garden irrigation of our hotels is carried out with timed irrigation systems. Drip irrigation is used in every possible place in the garden.
- Electronic communication channels (e-brochure, e-flyers, e-newsletter, e-card etc.) are preferred in our establishment.
- The office employees of our hotel have the opportunity to carry out many activities electronically using the personal computers allocated to them and the local network. Except for the works requiring signature, the works and correspondences are carried out electronically.

ENERGY and WATER MANAGEMENT

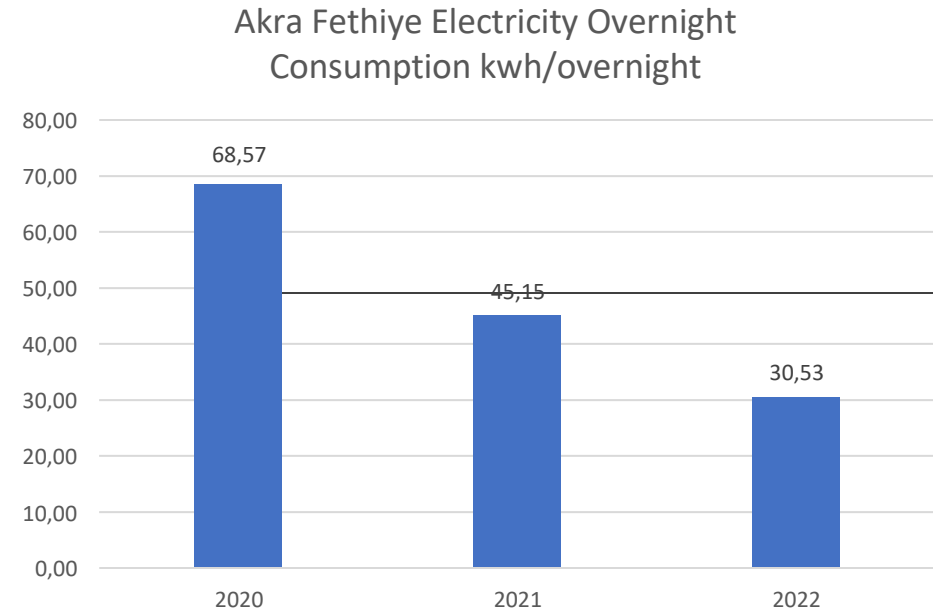
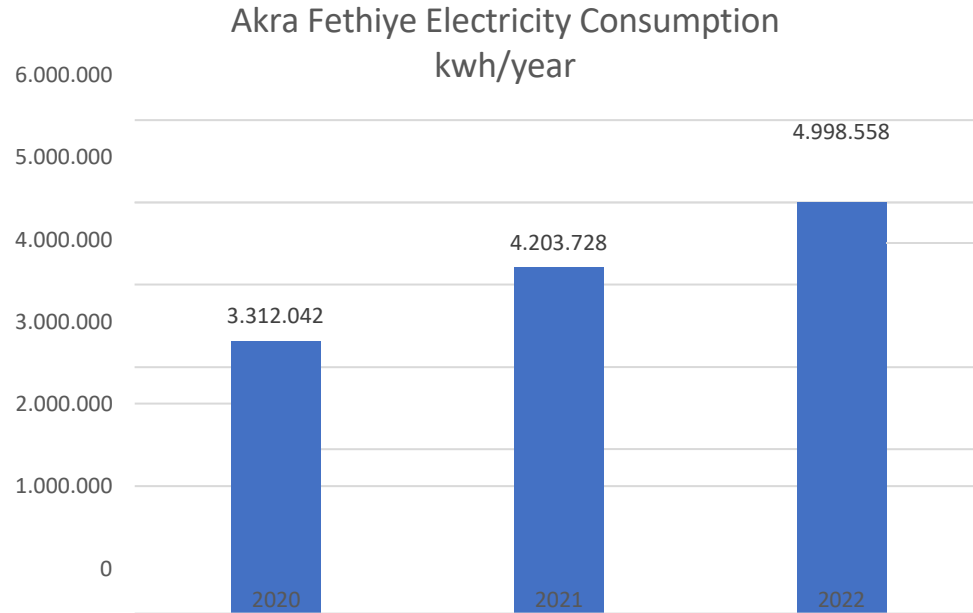
- Emails and documents are not printed if they are not necessary.
- Whenever possible, double-sided paper is used on suitable printers.
- Any malfunction in the hotel is reported to the relevant department electronically through the program.
- In the offices, paper is not thrown in the trash, but in the recycling bin.
- All printers have been replaced to reduce paper and cartridge consumption.
- Instead of photocopying the identity documents (passport - identity card) of our guests staying in our hotel, they are recorded in the system using the identity passport reader at our receptions.
- Announcements of the activities carried out in our facility are made electronically via info tv.
- Personnel payrolls are sent to their owners via e-mail.
- Within the scope of our social responsibilities, "spot cleaning" activities are organized at the end and beginning of the season at public beaches and forest areas with the participation of all our staff.
- R404A gas is used instead of CFC (Chlorofluorocarbon) gases that are harmful to the ozone layer in the industrial cold air rooms used in our hotel.
- We are aware of our contribution to the local economy, for this reason, a very large part of the products supplied, close to 95%, is supplied from the local market.
- Low energy devices are preferred in cooling groups. A+ In this way, we contribute to reducing our carbon footprint.

ENERGY and WATER MANAGEMENT

- Water saving devices are available in showers and sinks.
- With the building automation system, energy saving is achieved with speed drives in the panels.
- Energy savings are achieved through motion and presence sensors in the rooms of Akra Fethiye The Residence facility. The motion sensor is triggered by the first movement and keeps the lighting on as long as the movement continues within the set time. The presence sensor, on the other hand, is triggered by the first movement and even if the movement continues within the detection area, it primarily decides according to the lighting condition and turns off the lighting to which it is connected if there is sufficient lighting.

ENERGY and WATER MANAGEMENT

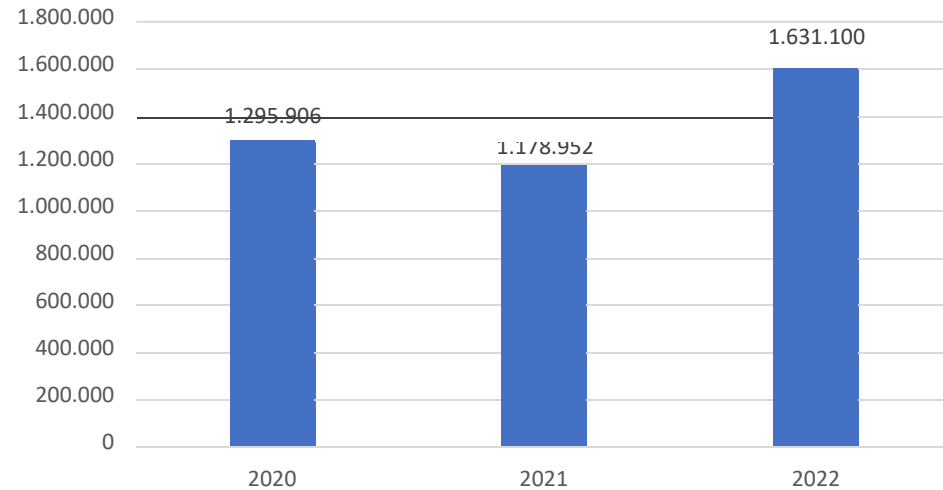
AKRA FETHIYE ELECTRICITY CONSUMPTION



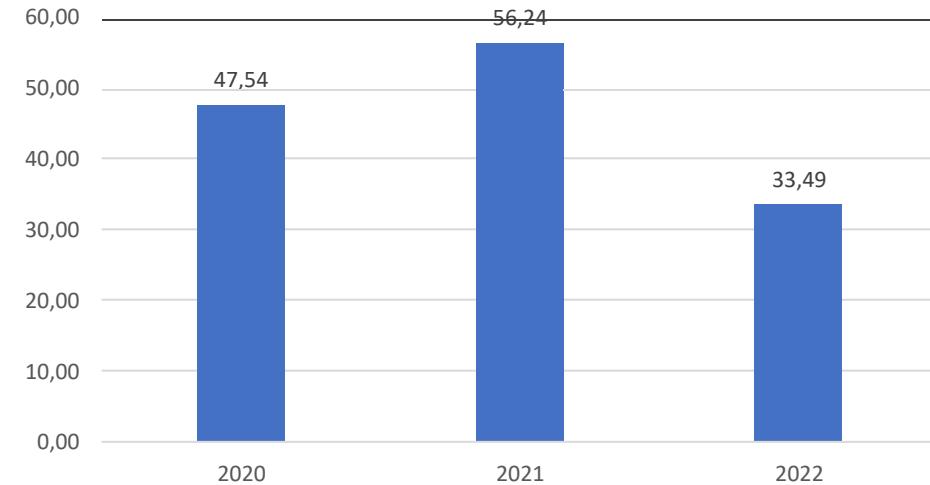
Although there has been an increase in total electricity consumption over the years, overnight electricity consumption has decreased over the years with the increase in occupancy rates in 2022.

AKRA FETHIYE THE RESIDENCE ELECTRICITY CONSUMPTION

Akra Fethiye The Residence Electricity Consumption kwh/year

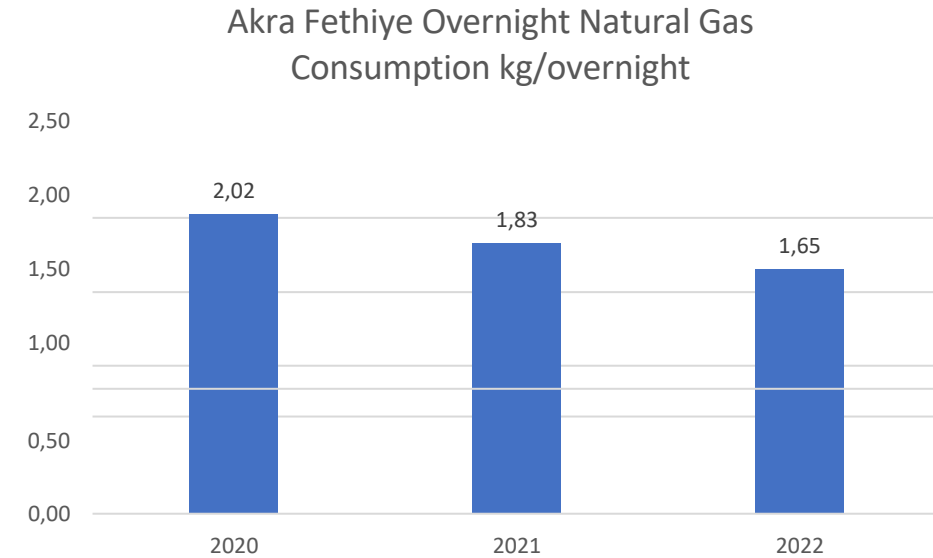
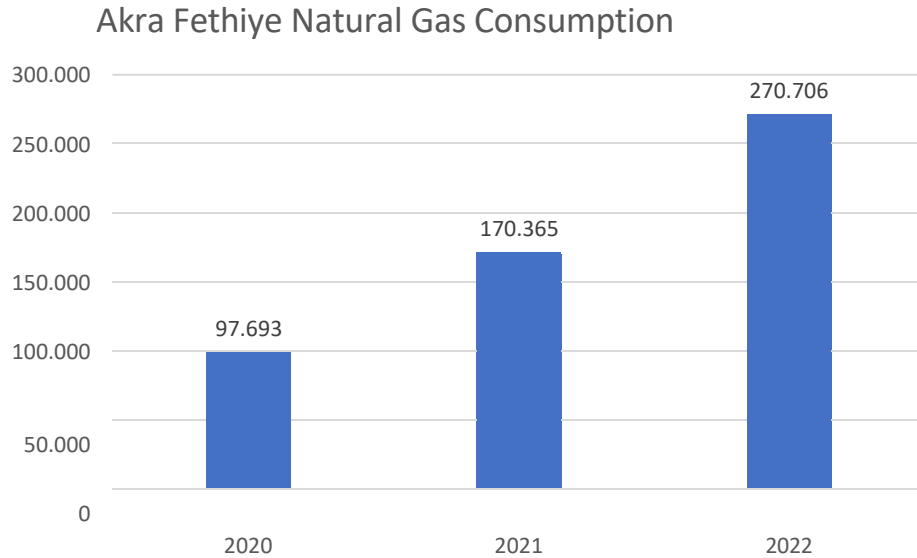


Akra Fethiye The Residence Overnight Electricity Consumption kwh/night



Although there has been an increase in total electricity consumption over the years, overnight electricity consumption has decreased over the years with the increase in occupancy rates in 2022.

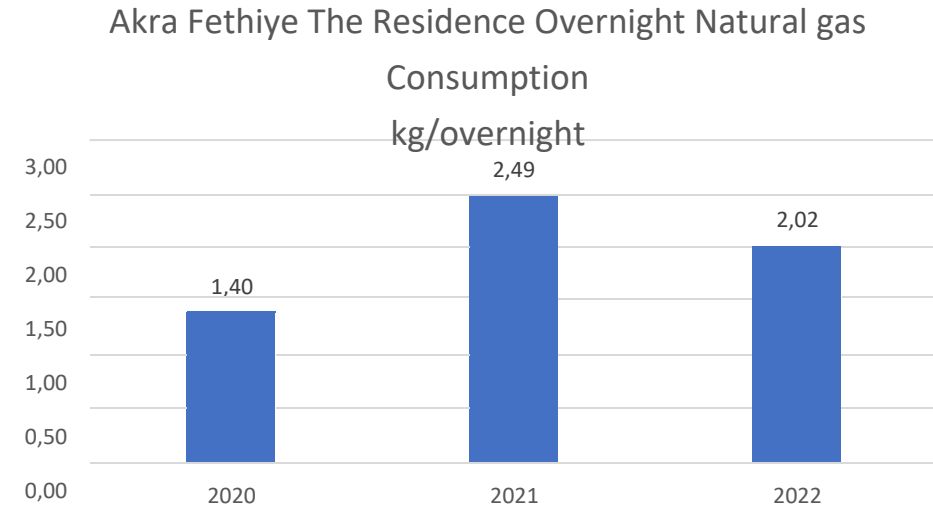
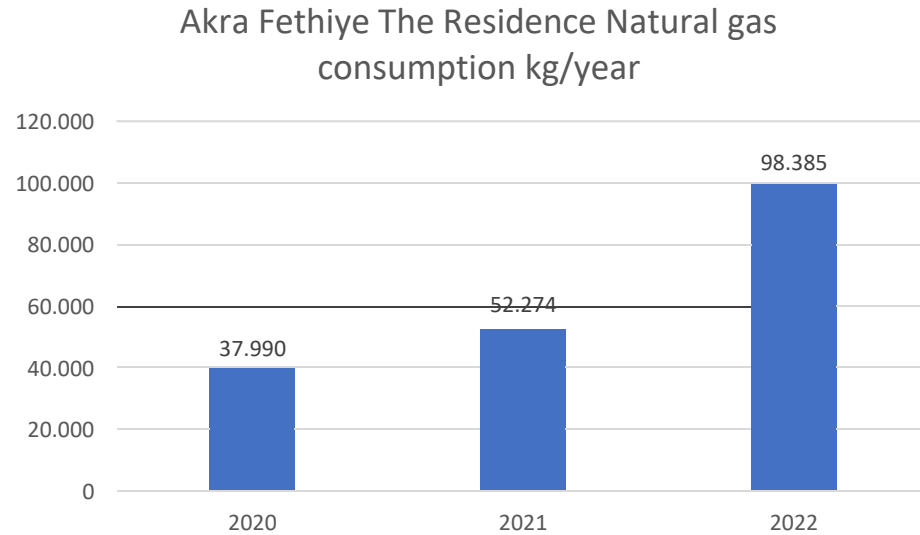
AKRA FETHIYE NATURAL GAS CONSUMPTION



Although there has been an increase in total natural gas consumption over the years, overnight natural gas consumption has decreased over the years with the increase in occupancy rates in 2022.

ENERGY and WATER MANAGEMENT

AKRA FETHIYE THE RESIDENCE NATURAL GAS CONSUMPTION

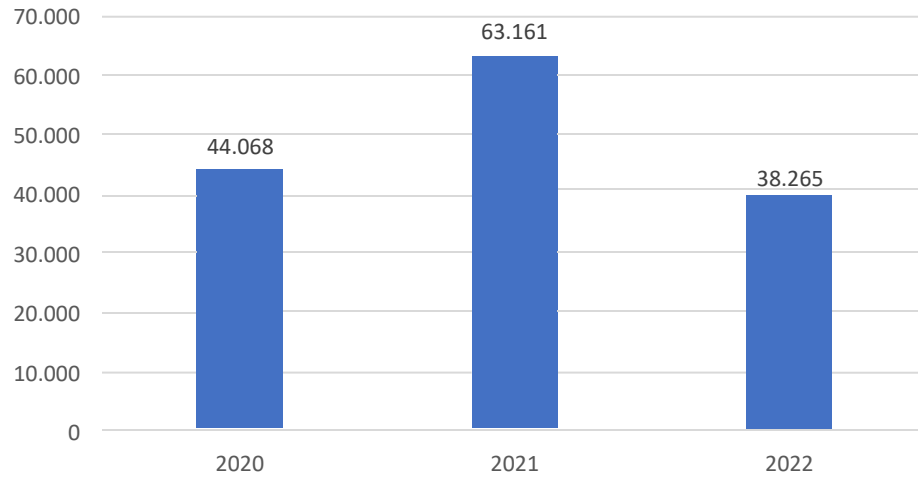


Although there has been an increase in total natural gas consumption over the years, overnight natural gas consumption decreased in 2022 due to the increase in occupancy rates in 2022.

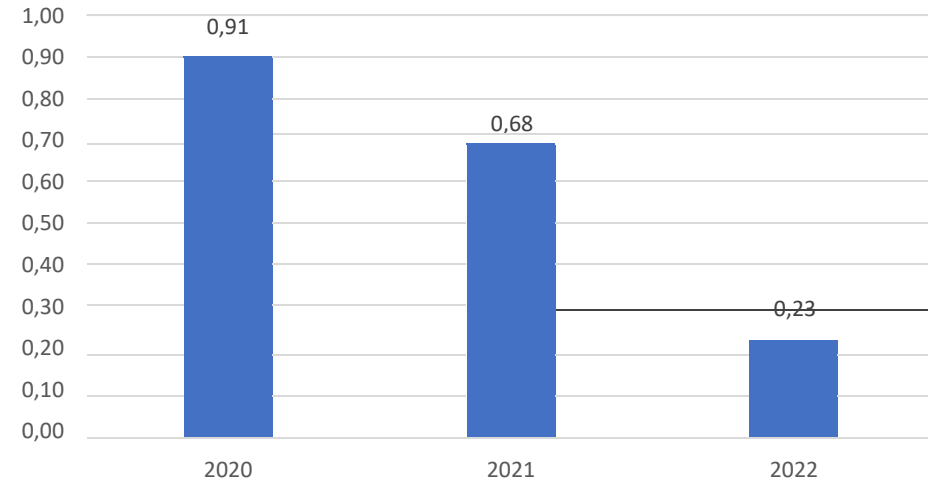
ENERGY and WATER MANAGEMENT

AKRA FETHIYE WATER CONSUMPTION

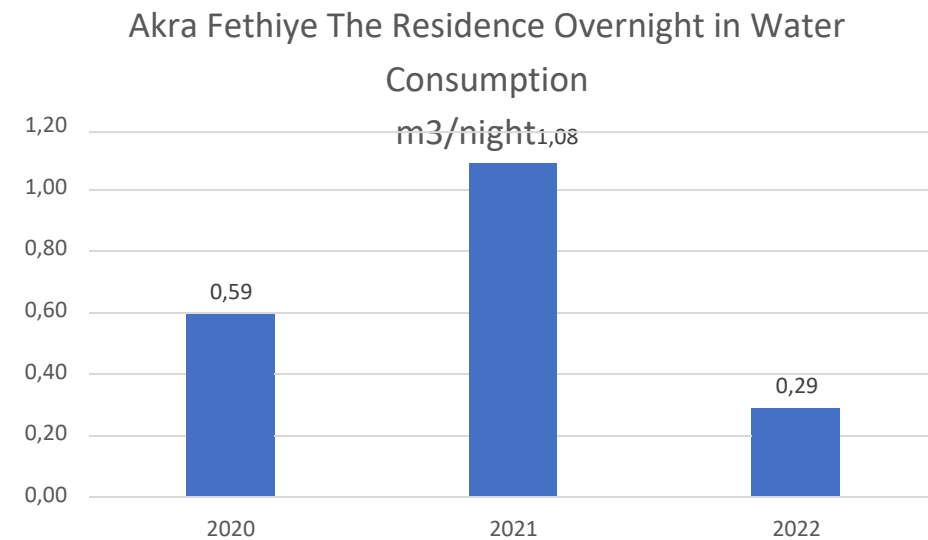
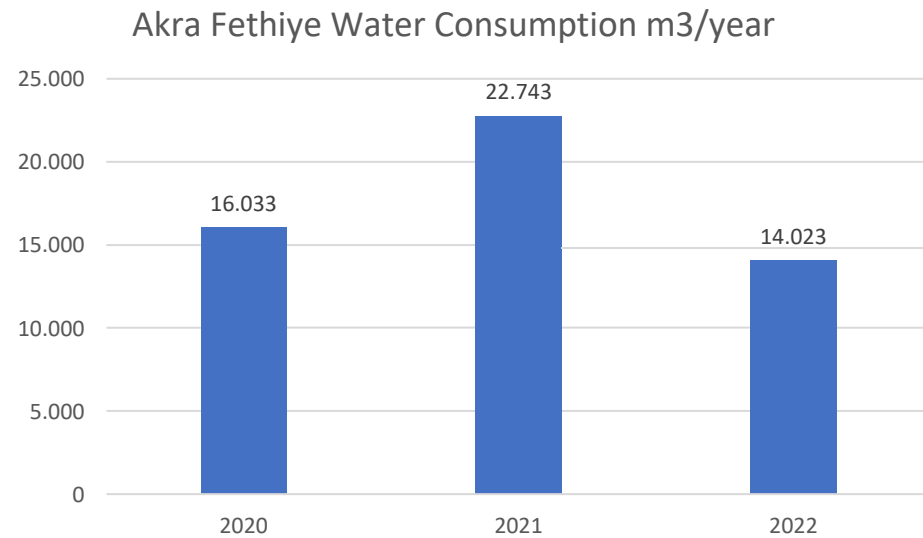
Akra Fethiye Water Consumption m3/year



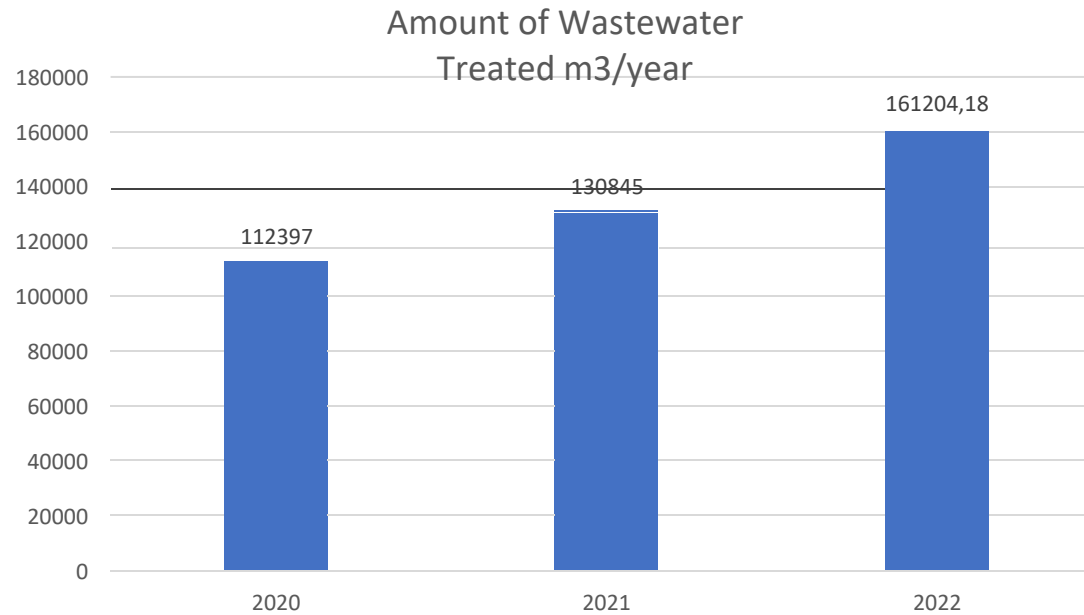
Akra Fethiye Overnight Water Consumption m3/night



AKRA FETHİYE THE RESIDENCE WATER CONSUMPTION



AMOUNT OF WASTEWATER TREATED



In 2022, 161204 m³ of wastewater was treated and used for garden irrigation. In this way, natural resources conservation is ensured.

CARBON FOOTPRINT

Carbon footprint refers to the amount of all greenhouse gases (CO₂), including carbon dioxide gas, emitted into the atmosphere by our daily activities and consumption in tons equivalent.

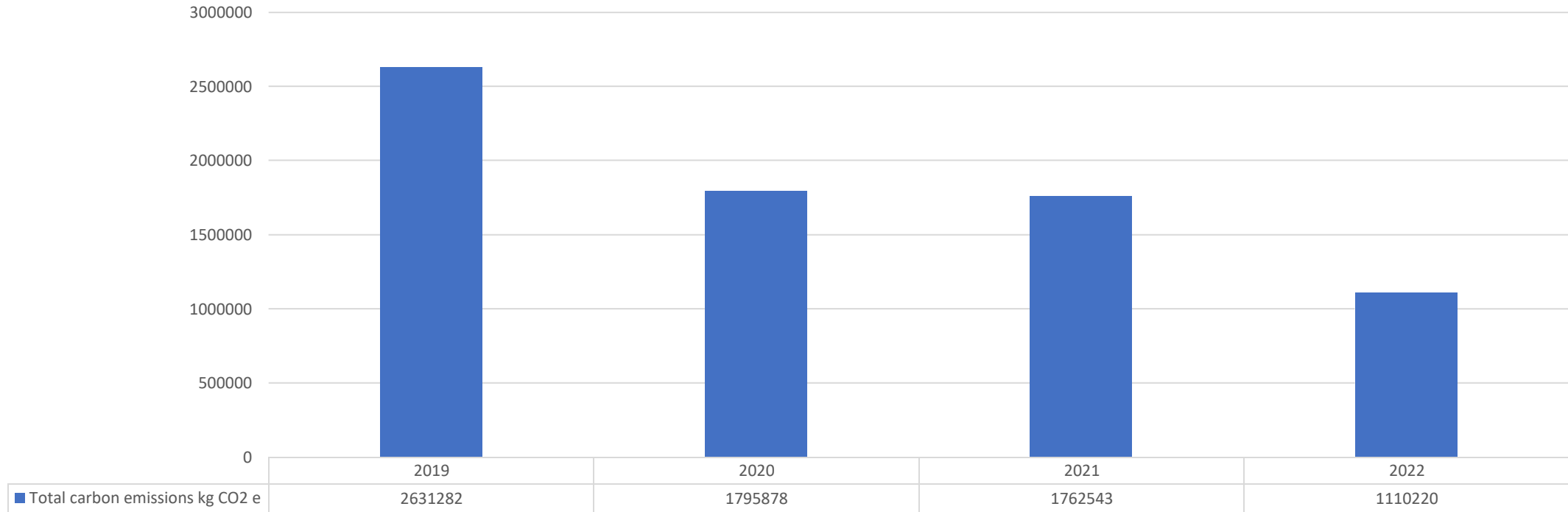
As the amount of gases such as water vapor, carbon dioxide, methane and diazot monoxide in the atmosphere increases, the earth warms more and causes climate change. The main reason for this is the impact of human activities. These activities can directly or indirectly cause the emission of greenhouse gases. The equivalent amount of carbon dioxide released into the atmosphere as a result of heating, lighting, cooking, transportation, animal husbandry activities, and industrial processes is increasing day by day. This situation has brought the concept of carbon footprint to the agenda.

The greenhouse gases that an individual, a country or an organization releases into the atmosphere as a result of its activities are called carbon footprint.

As Akra Fethiye and Akra Fethiye The Residence, we calculate our carbon footprint and control our consumption at every stage with the awareness and responsibility to minimize our impact on climate change and global warming and to leave a sustainable environment for future generations. We set our targets and work on reducing our carbon footprint in line with these calculations.

CARBON FOOTPRINT

Total Direct GHG Emissions kg CO₂ e/year



Total direct greenhouse gas emissions decreased on an annual basis. 2022 direct greenhouse gas emissions were realized as 1,110,220 kg CO₂/year. As of 2022, indirect emission calculation has also started to be made and 2022 total greenhouse gas emissions were realized as 19,264,180 kg CO₂/year.

PROTECTION OF BIODIVERSITY



THE COASTLINE OF OUR FACILITIES IS ONE OF THE CARETTA CARETTA NESTING AREAS. BETWEEN MAY 1 AND OCTOBER 1, NECESSARY ARRANGEMENTS ARE MADE ON THE BEACH TO PROTECT SEA TURTLES, WHICH ARE IN BREEDING SEASON, AND TO LIVE TOGETHER WITH THEM. OUR SOUND SYSTEMS AND BEACH LIGHTING ARE MADE IN ACCORDANCE WITH THE LIFE OF CARETTA CARETTAS.

OUR COMPANY HAS A TURTLE FRIENDLY BUSINESS CERTIFICATE.

OUR GUESTS ARE INFORMED WITH WARNING SIGNS NOT TO LAY TOWELS, SUN LOUNGERS OR DIG IN THE SAND IN THE NESTING AREA. WHEN THEY BUILD NESTS, CAGES WITH WRITTEN INFORMATION ARE PLACED TO PROTECT THE NESTS.

IN COOPERATION, AN INFORMATION MEETING ON SEA TURTLES IS ORGANIZED EVERY YEAR.

Sea Turtles (Caretta caretta)



PROTECTION OF BIODIVERSITY

Myrtle (*myrtus communis*)

- It is an evergreen shrub, mostly short and sometimes up to 4-5 m tall. The upper surface of the trunk is glossy, hard like leather, the lower surface is matte. The chickpea-sized false grape-like fruits are black bluish or white when ripe in autumn. They are sweet and spicy.

- Myrtle, an endemic plant, grows in our hotels and our guests are directed to see this plant.



PROTECTION OF BIODIVERSITY

Cyprus Acacia (*Acacia saligna*)

"*Acacia cyanophylla*", which attracts attention with its bright, yellow flowers, blooms between mid-March and mid-April in the Mediterranean Region. Its dense flowering in spring creates a showy appearance. The flowers are hermaphrodite. *Acacia cyanophylla* is a light-loving species that grows well in calcareous and poor sandy soils and is tolerant to soil salinity. It likes neutral soils. It adapts well to semi-arid conditions by forming a very strong taproot system. For this reason, it is widely used in many parts of the world for stabilization and afforestation of dune areas and erosion control. As it is a fast growing plant, it can be used to improve poor soils. This type is mainly used for stabilization of problematic dune areas and as a windbreak in coastal areas by reducing wind impact. It is especially used in dune stabilization around Antalya. It is also used in the rehabilitation of problematic areas such as mining sites.



PROTECTION OF BIODIVERSITY

Anatolian Sweetgum Tree (Liquidambar orientalis Miller)



- - Today, the northern limit of its natural distribution area is south of Çine, along the Çine Stream; the southern limit is along the Eşen Stream near the sea; the eastern limit is Silifke and the western limit is the region around Bodrum.
- - Naturally, it is found in the coastal plains of Marmaris and Fethiye districts, especially in Köyceğiz and Dalaman deltas.
- - As the Dalaman valley, which runs perpendicular to the sea, carries the Mediterranean climate effect inland, it is introduced as far as Acipayam. The Acipayam region is also the furthest and highest distribution area of the species from the sea.
- - The Anatolian Sweetgum Tree is a broad-topped, highly branched tree that can grow up to 20 meters in height. It can live up to 200-300 years. The branches are thick, the bark is dark in color and has deep crevices.
- - Sweetgum oil is a good antiseptic and parasiticide. It is useful in skin diseases such as scabies and fungus as a pomade and moxibustion. It is also used to heal stomach wounds. In the healing of wounds on the body, it is used by applying frankincense oil to the wounded area. Thus, the scar the skin heals without any residue. It gives people peace of mind due to its dark shade in the sweetgum forests and the scent it emits.

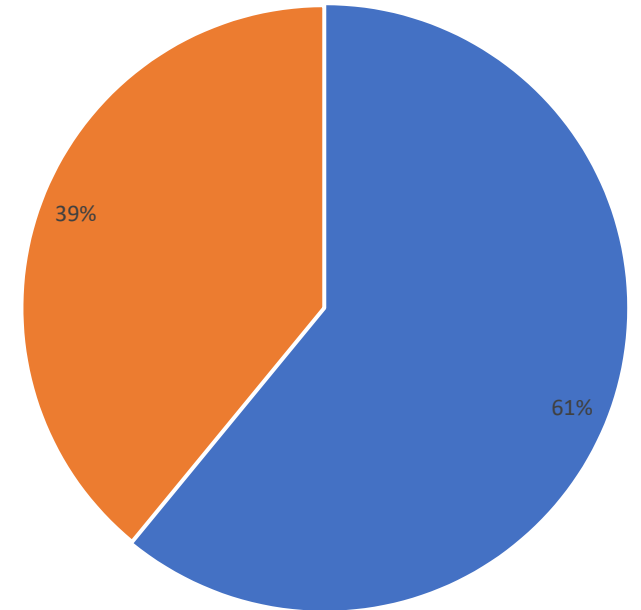
HUMAN ASSETS



- We are aware that the employee factor is very important in ensuring tourism quality. As BHM, we act with the awareness that we are valuable with our employees. We add value to our stakeholders with the principle of "Happy Employee Happy Guest". Starting from the environment we offer to our employees, we continuously improve the social and fringe benefits, rewards, training and career management, employee safety. improvement is the main is one of our goals.

- In this direction, we see our employees as assets, not resources.

EMPLOYEE CONVERSION RATE %



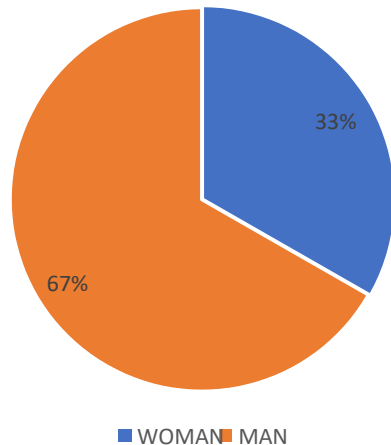
■ OLD ■ NEW



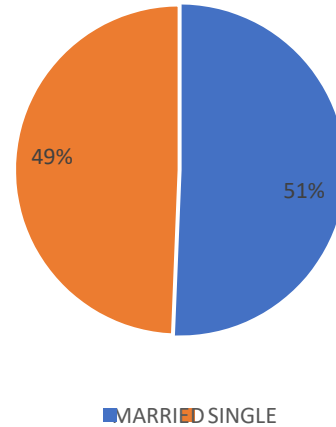
HUMAN ASSETS

- In line with our human assets policy, BHM defines the principle of "equal opportunity" as providing equality and equal treatment to all employees without discrimination based on gender, language, religion, age, belief, race, physical disability and nationality, and without artificial barriers, prejudices and preferences.

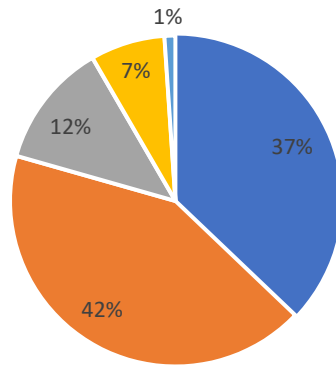
EMPLOYEE GENDER DISTRIBUTION %



EMPLOYEE MARITAL STATUS %

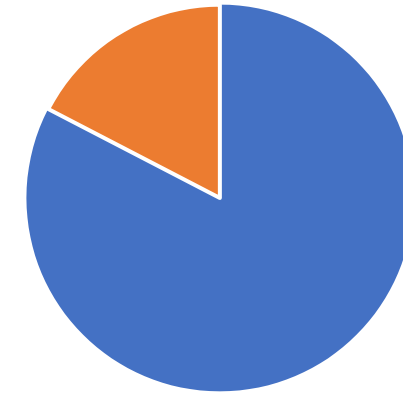


EMPLOYEE EDUCATION LEVELS %



■ PRIMARY EDUCATION ■ LİSE ■ ASSOCIATE ■ BACHELOR ■ MASTER'S DEGREE

REGIONAL DISTRIBUTION OF EMPLOYEES %



■ IN TOWN ■ OUT OF TOWN

All of our employees can benefit equally from the right to training. In addition to the legal and vocational trainings required by the hotel management sector, employees are given the opportunity to receive training on numerous subjects such as personal development, awareness, awareness, manager creation, foreign language trainings, which we believe will contribute to many areas and improve their personal profiles and competencies.

Our group, which has the perspective of investing in its employees, especially in the field of education, also attaches importance to the priority of promoting from within the facility or within the group.

SOCIAL AND FRINGE RIGHTS

- 1 full republic gold for an employee with a child,
 - 1 full republic gold for a married employee,
 - Birthday celebration (annual),
- Service, dining hall and lodging in some of our facilities possibility,



SOCIAL AND FRINGE RIGHTS

- 1 night stay with family in own facility (per year),
- Opportunity to have a discounted vacation,
- Advance withdrawal right (2 times a year)
- Additional payment to the PPS account (monthly),
- Reward and outreach
- Vocational training support,
- Tuition support
- Foreign language training support.



EDUCATION AND ENVIRONMENTAL ACTIVITIES

- Occupational health and safety training is provided to all our employees by an occupational safety specialist and fire training is provided by a fire safety company every year. Fire drills are held after the training.
- 'Environmental and Waste Management Training' is given to all our employees once a year by the Environmental Officer (Environmental Engineer).
- Our environmental engineer provides environmental training to all employees during orientation presentations, within the scope of the zero waste project and within the department. If necessary, departmental on-the-job trainings are also provided.
- Training plans prepared by all departments are organized by department managers and Human Resources at the beginning of each season.



CULTURAL ACTIVITIES

THE LOOPS OF LYCIA

We hosted the introductory meeting and fashion show of the "Lycian Loops Project" to be realized in partnership with Fethiye Lycian Women's Cooperative and TUI Care Foundation.





CULTURAL ACTIVITIES

- With the contributions of Cemal Akbuga, President of Fethiye Association for Solidarity with the Physically Disabled, a honeymoon room was allocated and hosted for our disabled couple who got married this year. We wish happiness to the couple Aysel Aslan-Yusuf Serik.

AKMAZ BEACH

Akmaz beach recreation area project was invested and the public beach with free entrance was opened for use. The income from the business was used for the purchase of foreign textbooks for the students of Fethiye Özgür Özekin Vocational Anatolian Tourism High School.





ULUSLARARASI GASTRO AFYON

TURİZM ve LEZZET

10-11-12

Haziran 2022

Festivali

AFYONKARAHİSAR
FESTİVAL MERKEZİ
(Motor Sporları Merkezi)



www.gastrocity.com

SUPPORT FOR HIGH SCHOOL COMPETITIONS

Fethiye Özgür Özekin Vocational Anatolian Tourism High School students were given preliminary preparation and project support for Afyon gastronomy competition.

Our students came in second place.



OUR BEST FRIENDS

- Every seed pen purchased by our guests is donated to Fethiye Animal Shelter.

- In this way, our guests are included in our sustainability efforts.



THE SOOT OF COAL LIKE THE SMELL OF SOAP



- In order to support the Coal Soot Soap Misi Project, we presented our female employees with soaps produced by the women of Yirca Village on March 8, International Women's Day.

OUR QUALITY CERTIFICATES



OUR AWARDS - 2016

TUI Sensatori Hotel Condition and Cleanliness GOLD

The Sensatori Dining Experience Buffet GOLD

The Sensatori Food and Drink Overall GOLD

The sensatori Reception Desk GOLD

Tghe Sensatori Bed Comfort GOLD

The Sensatori WiFi SILVER

The Sensatori Dining Experience A'la Carte SILVER

The Sensatori Restaurant Service BRONZE

TUI Holly

TUI Top Quality

TUI BLUE Award Hotel Cleaning GOLD

TUI BLUE Award Staff Service GOLD

TUI BLUE Award General Imression GOLD

Top Hotels Top 10 in Turkey

Otel puan

Holiday Check

Mavi bayrak

Travelife GOLD

Travile Waste Champion



OUR AWARDS - 2017

TUI Sensatori Hotel Condition and Cleanliness GOLD

The Sensatori Dining Experience Buffet GOLD

The Sensatori Food and Beverage Overall GOLD

The sensatori Reception Desk GOLD

Tghe Sensatori Bedroom Overall GOLD

The Sensatori WiFi BRONZE

The Sensatori Dining Experience A'la Carte SILVER

The Sensatori Restaurant Service SILVER

TUI Holly

TUI Top Quality

Tui Nordic Award General Impression GOLD

TUI BLUE Award Staff Service SILVER

Top Hotels Top 10 in Turkey

Otel puan

Holiday Check

Travelife GOLD



OUR AWARDS - 2018

TUI Sensatori Hotel Room Condition SILVER

The Sensatori Hotel Cleanliness SILVER

The Sensatori Hotel Staff Service SILVER

The Sensatori Spa Facilities GOLD

The Sensatori Dining Experience Buffet GOLD

The Sensatori Food and Drink Overall GOLD

The Sensatori Reception Desk GOLD

The Sensatori Dining Experience A'la Carte BRONZE

The Sensatori Restaurant Service SILVER

TUI Holly

TUI Umwelt

Top Hotels Top 10 in Turkey

Otel puan 9,2

Tripadvisor

Mavi bayrak

Travelife GOLD

Travelife Waste Champion



OUR AWARDS - 2019

TUI Sensatori Hotel Room Condition BRONZE

The Sensatori Hotel Cleanliness SILVER

The Sensatori Hotel Staff Service SILVER

The Sensatori Spa Facilities GOLD

The Sensatori Dining Experience Buffet GOLD

The Sensatori Food and Drink Overall GOLD

The Sensatori Reception Desk SILVER

The Sensatori Dining Experience A'la Carte SILVER

The Sensatori Restaurant Service BRONZE

TUI Holly

Top Quality



TUI Umwelt

Top Hotels Top 10 in Turkey

Otel puan 9,3

HolidayCheck 5,7

Tripadvisor

Mavi bayrak

Travelife GOLD



OUR AWARDS - 2020

BFR Food Safety Certificate

BFR Hamam SPA Control Certificate

BFR-HK Control Certificate

BFR-Water Safety Certificate

BFS Food Safety Certificate

BFS Hamam SPA Control Certificate

BFS-HK Control Certificate

BFS-Water Safety Certificate

TUI Holly

TUI Top Quality

Güvenli Turizm Sertifikası

HolidayCheck

Mavi bayrak

Travelife GOLD

H&S Cristal POSI



OUR AWARDS – 2021-2022

BFR Food Safety Certificate

BFR Hamam SPA Control Certificate

BFR-HK Control Certificate

BFR-Water Safety Certificate

BFS Food Safety Certificate

BFS Hamam SPA Control Certificate

BFS-HK Control Certificate

BFS-Water Safety Certificate

BFr-BFS Room Check Certificate

TUI Holly

TUI Top Quality

Güvenli Turizm Sertifikası

HolidayCheck

Mavi bayrak

Travelife GOLD

Travelife Ayın Oteli 08-2021 Toplum Desteği konulu

H&S Cristal POSI

Hotels.com

Güvenli Turizm Sertifikası

Great Place to Work

