

## SOCIAL PROJECTS PROGRESS REPORT

In accordance with the facility's policy, social projects have been planned to raise awareness of guests, local people and especially employees and to maintain its continuity with the understanding of social responsibility brought by our brand.

### Projects Carried Out:

1. We have implemented positive discrimination such as not allowing women to work at night shift, not giving them heavy duty, not employing child labor (except trainees) and we continue to do that.
2. Apart from health care services provided by social security system for all employees, our workplace doctor always provides health care services for our employees in the facility. In all branches of our contracted hospital (Anadolu), our employees and their families get services from all health services at reduced price.
3. A monthly staff meeting is held once a month in company with a coffee break; employees of the month are announced and award ceremony is held, hotel's occupancy rate, guest satisfaction and necessary issues are discussed.
4. In order to be fair while choosing employees of the month, they are divided into two groups; those working in guest areas and those working in back service area.
5. While closing the season, a barbecue party was held on the football field, it is held every year traditionally.
6. March 8 Women's Day of female employees is celebrated in the cocktail concept at C lounge bar every year.
7. A cocktail concept celebration is being carried at C Lounge Bar for our employees at Mother's and Father's day and they are given gifts by the Hotel.
8. In the first week of Ramadan, food packages are distributed every year.
9. Bairam chocolate boxes are distributed to all employees on the eve of Ramadan Bairam every year.
10. In all religious holidays, activity of exchanging bairam greetings is organized at lunch.
11. In order to raise awareness, area cleaning and beach cleaning activities are organized in company with department managers.
12. In April 2019, we hosted nursing home residents coming from Hatay province in our facility.
13. On 23rd of April 2019, we spent time with our little friends and their families from LÖSEV and hosted them in our facility all day long.
14. Every year, there is a nest of caretta caretta laying eggs on our beach, they are controlled, area is protected and the beach is cleared of danger to enable caretta caretta to reach the sea.
15. A reading area was created for our guests at the outside area.
16. Practise of reminding the birthday and giving a birthday card to the employee who have a birthday is being carried.
17. On the 7th and 17th of each month, a table day is organized and on this date, an open buffet with an expanded menu is organized for lunch and dinner.
18. In June, the changing rooms of employees were improved by enlarging the area and increasing the number of lockers.

19. On the World Environment Day, 5th June 2023, with the guests and the employees a waste collection activity was carried.
20. Every year, spillage-dispersal drills are carried out periodically for personnel who are working with hazardous chemicals.
21. General area and TMGD tours are conducted every month regularly.
22. Awareness-raising training is provided to all employees by TMGD and energy consultants every month regularly.
23. Environmental survey is implemented to evaluate our environmental practices with guests themselves. Their results are shared by the department managers regularly.
24. Practise of "Moppet Farm" is being conducted at Moppet Mini Club for our little guests to introduce them which fruits and vegetables grow in the area.
25. Every year at the Management Meeting:
  - Reviewing of Environmental waste amounts, electricity-water-natural gas consumptions.
  - For guest satisfaction, customer satisfaction and complaints are examined from the data collected and collected from online surveys.
  - As performance indicators, turnover, total working hours, personnel profile table, disciplinary / warning penalties and training performances
  - Accidents and incidents affecting the health and safety of personnel and guests are examined.
26. Food wastes left over in our hotel are given to KUHAYDER daily for the feeding of Stray Animals.

#### PERSONNEL PROGRESS REPORT

In 2018 and in the first 6 months of 2019, following issues listed in items were carried out: While some of these issues were implemented in the past, they have been improved and their records have been started to be kept in this period.

- There is a request, suggestion and complaint box in staff cafeteria. Human Resources department has the key of this box and all notifications are reported to the top management once a month.
- Personnel are provided with meal and transportation opportunities as well as minimum wage at least.
- Work uniforms of our personnel are made ready in the laundry before the work with the facilities of our hotel. Change, modification and missing uniform demands are met.
- Our hotel employs disabled personnel as required by law. They work under the equal conditions with other colleagues in non-isolated environments within the limits they can do (in nonhazardous work and according to their physical condition).
- Employee of the month is selected among our personnel by voting in every month and these employees are rewarded. Employee of the year is selected from the employees of the month and an award ceremony is held at the annual personnel ball.

- Due to importance attached to continuing training, periodical trainings are provided in our facility (such as Departmental On-the-Job Trainings, Occupational Health and Safety, Fire, Environment, Certified First Aid, Hygiene Training...)
- All our employees who have contract with our hotel have the right of being examined by our hotel's workplace doctor working in contracted hospital free of charge. In addition to this, our employees benefit from discounts in all branches of the relevant hospital including its central building.
- Personnel surveys are conducted twice a year and in line with the results, works are carried out on issues that are not satisfied. The most significant improvement we have made this year in this sense is the increase in the number of personnel services.

## ENVIRONMENT PROGRESS REPORT

### 1. LEGAL REQUIREMENTS

We are not subject to environmental permit of the facility, there is a letter of being out of the scope.

We have ISO 14001 environmental management system certificate.

Application for the waste management plan approval was made at the time and the certified copy was filed in the folder containing the Environmental Consultancy internal audit reports.

All environmental inspections and transportation and disposal documents of licensed companies are archived. System is operated via MOTAT.

Hazardous wastes are delivered to licensed companies and samples of relevant licenses are filed in internal audit report.

Waste declarations are made regularly.

Waste sorting trainings are provided regularly at regular intervals (annually, when needed and during personnel recruitment). They are recorded by human resources department.

Hazardous material activity certificate was obtained and consultant was assigned.

Permit application for live music in our facility was made and approved by the municipality.

## 2. ENVIRONMENTAL MONITORING REPORT

Based on annual Environmental Monitoring Report data, comparison table of years is as follows.

Balanced scorecard target table;

PERFORMANS KRITERİ	ÖLÇÜM SIKLIĞI	2021	2022	2023 HEDEEF	2023 GERÇEKLEŞEN
		GERÇEKLEŞEN	GERÇEKLEŞEN		
Anket Memnuniyet Oranı	Aylık	88	86	87	87
Organik Atık Miktarları (gr)	Aylık	983.010	642.813	620.000	269.483
Çim Atık Miktarları (kg)	Aylık	127.960	0	120.000	0
Ambalaj Atık Miktarları (kg)	Aylık	36.960	56.032	60.000	40.640
Kağıt Atık Miktarları (kg)	Aylık	36.822	56.758	60.000	39.940
Cam Atık Miktarları (kg)	Aylık	52.235	96.700	100.000	57.350
Atık Yağ Posa Miktarı(kg)	Aylık	4.515	10.125	10.000	2.490
Atık Yağ Miktarı (kg)	Aylık	3.925	4.655	5.000	1.175
Atık Akü Miktarı (kg)	Aylık	0	0	50,00	0
Atık Pili Miktarı (kg)	Aylık	138	30	50,00	50
Atık Tıbbi Miktarı (kg)	Aylık	11	35	25,00	4
Atık Elektronik Miktarı (kg)	Aylık	125	80	100,00	0
Atık Madeni Yağ Miktarı (kg)	Aylık	0	315	250,00	0
Atık Kartuş-Toner Miktarı (kg)	Aylık	0	0	0,00	0
Atık Zırai İlaç Miktarı (kg)	Aylık	0	0	50,00	0
Atık Kontamine Bez Miktarı (kg)	Aylık	175	0	150,00	0
Atık Boş Basınçlı Kap Miktarı (kg)	Aylık	40	10	50,00	0
Atık Kontamine Ambalaj Miktarı (kg)	Aylık	400	380	400,00	130
Atık Kompakt Ampul / Floresan Lamba Miktarı (kg)	Aylık	115	50	55,00	45
Atık Filtreler	Aylık	0	0	150,00	0
Atık Boya ve vernik Ambalajları	Aylık	880	25	250,00	180
Atık Aktif Karbon (kg)	Aylık	0	0	0,00	0
Atık Silikon Ambalajı (kg)	Aylık	40	0	50,00	0
Aylık İç Tetkik Denetim Uygusuzluk Sayısı	Aylık	0	0	0,00	0
Mavi Bayrak Analiz Sonucu	Aylık	Uygun	Uygun	Uygun	
Dikilen Ağaç Sayısı (adet/ay)	Aylık	9	10	12	4

### 3. TARGET TRACKING LIST (2021\_Balanced scorecard)

With monthly balanced scorecard of 2021, target tracking is seen below. Table for general environment is as follows.

PERFORMANS KRİTERİ	OLÇUM SIKLIĞI	2023 HEDEEF	2021 Gerçek							2023 GERÇEKLE
			Ocak Gerçek	Şubat Gerçek.	Mart Gerçek.	Nisan Gerçek.	Mays Gerçek.	Haziran Gerçek.	Temmuz	
Anket Memnuniyet Oranı	Aylık	87	86	86	85	87	87	87		87
Organik Atık Miktarları (gr)	Aylık	620.000	34.235	26.480	34.326	45.500	59.216	69.726		269.483
Çim Atık Miktarları (kg)	Aylık	120.000								0
Ambalaj Atık Miktarları (kg)	Aylık	60.000	4.270	6.520	6.070	7.450	7.980	8.350		40.640
Kağıt Atık Miktarları (kg)	Aylık	60.000	5.310	6.210	5.210	7.650	7.350	8.210		39.940
Cam Atık Miktarları (kg)	Aylık	100.000	8.310	8.210	13.210	8.950	9.760	8.910		57.350
Atık Yağ Posa Miktarı(kg)	Aylık	10.000	400	380	400	370	400	540		2.490
Atık Yağ Miktarı (kg)	Aylık	5.000	170	110	175	200	250	270		1.175
Atık Akü Miktarı (kg)	Aylık	50,00								0
Atık Pil Miktarı (kg)	Aylık	50,00							50	50
Atık Tıbbi Miktarı (kg)	Aylık	25,00						4		4
Atık Elektronik Miktarı (kg)	Aylık	100,00								0
Atık İncelenen Tağ Miktarı (kg)	Aylık	250,00								0
Atık Kartuş-Toner Miktarı (kg)	Aylık	0,00								0
Atık Zirai ilaç Miktarı (kg)	Aylık	50,00								0
Atık Kontamine Bez Miktarı (kg)	Aylık	150,00								0
Atık Duş Basınçlı Kap Miktarı (kg)	Aylık	50,00								0
Atık Kontamine Ambalaj Miktarı (kg)	Aylık	400,00	80				50			130
Atık Kompakt Ampul / Floresan Lamba Miktarı	Aylık	55,00	30				15			45
Atık Filtreler	Aylık	150,00								0
Atık Boya ve vernik Ambalajları	Aylık	250,00	80				100			180
Atık Aktif Karbon (kg)	Aylık	0,00								0
Atık Silikon Ambalajı (kg)	Aylık	50,00								0
Aylık İç Tetkik Denetim Uygusuzluk Sayısı	Aylık	0,00								0
İç Tetkik Denetim Uygusuzluk Sayısı	Aylık	Uygun								
Dikilen Ağaç Sayısı (adet/ay)	Aylık	12	1	0	2	0	1	0		4

Per capita chemical, water, electricity, natural gas consumptions and chemical consumption by departments are among targets of the departments in addition to general environmental data.

#### 4. ENVIRONMENTAL ACTIVITIES

Environmental Area

Beach Area

Bird Feed Boxes

Bird nest installations

Recycling Garden

Environment Board

Environmental Information Posters

Caretta Caretta Breeding Site Protection

Protecting sea daffodils and informing

Informing about myrtus

Mini club environmental activities and recycled product using even