

## 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. 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.
6. During the winter season, tournaments such are held such as bowling, backgammon and volleyball.
7. While closing the season, a barbecue party was held on the football field, it is held every year traditionally.
8. March 8 Women's Day of female employees is celebrated in the cocktail concept at C lounge bar every year.
9. In the first week of Ramadan, food packages are distributed every year.
10. Bairam chocolate boxes are distributed to all employees on the eve of Ramadan Bairam every year.
11. In all religious holidays, activity of exchanging bairam greetings is organized at lunch.
12. In order to raise awareness, area cleaning and beach cleaning activities are organized in company with department managers.
13. 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.
14. In April 2019, we hosted nursing home residents coming from Hatay province in our facility.
15. 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.

## 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 non-hazardous 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;

UNIT	NO	PERFORMANCE CRITERIA	MEASUREMENT FREQUENCY	REPORTER	2015 REALIZED	2016 REALIZED	2017 REALIZED	2018 REALIZED	TARGETS FOR 2019	2019 REALIZED
ENVIRONMENT	1	Survey Satisfaction Rate	Monthly	Quality Assurance Manager	86,08	84,25	85,65	85,09	90	85,28
	2	Organic Waste Amount (kg)	Monthly	Quality Assurance Chief	3.208.860	2.616.900	1.738.200	1.623.650	1.600.000	977.860
	3	Grass Waste Amount (kg)	Monthly	Quality Assurance Chief	229.520	176.370	139.190	110.460	105.000	67.510
	4	Package Waste Amount (kg)	Monthly	Quality Assurance Chief	56.157	44.789	36.354	38.814	38.000	18.870
	5	Paper Waste Amount (kg)	Monthly	Quality Assurance Chief	51.635	40.511	30.522	30.087	30.000	15.115
	6	Glass Waste Amount (kg)	Monthly	Quality Assurance Chief	258.120	181.835	161.770	140.390	140.000	73.850
	7	Waste Oil Sediment Amount (kg)	Monthly	Quality Assurance Chief	1.855	7.715	3.830	6.910	5.000	6.220
	8	Waste Oil Amount (kg)	Monthly	Quality Assurance Chief	3.040	2.740	3.800	6.640	5.000	2.740
	9	Waste Accumulator Amount (kg)	Monthly	Quality Assurance Chief	200	10	0	70	50	0
	10	Waste Battery Amount (kg)	Monthly	Quality Assurance Chief	116	85	190	74	100	86
	11	Medical Waste Amount (kg)	Monthly	Quality Assurance Chief	14	30	18	23	20	2
	12	Waste Electronic Amount (kg)	Monthly	Quality Assurance Chief	560	465	75	397	300	120
	13	Waste Mineral Oil Amount (kg)	Monthly	Quality Assurance Chief	0	0	720	300	300	0
	14	Waste Cartridge-Toner Amount (kg)	Monthly	Quality Assurance Chief	0	35	35	37	35	15
	15	Waste Agricultural Pesticide Amount (kg)	Monthly	Quality Assurance Chief	0	30	25	0	0	10
	16	Waste Contaminated Cloth Amount (kg)	Monthly	Quality Assurance Chief	0	30	20	44	40	15
	17	Waste Empty Pressure Container Amount (kg)	Monthly	Quality Assurance Chief	15	0	10	35	25	15
	18	Waste Contaminated Package Amount (kg)	Monthly	Quality Assurance Chief	970	600	700	749	720	150
	19	Waste Compact Bulb / Fluorescent Lamp Amount(kg)	Monthly	Quality Assurance Chief	340	210	320	211	200	110
	20	Waste Filters	Monthly	Quality Assurance Chief	0	20	30	16	20	0
	21	Waste Paint Packages	Monthly	Quality Assurance Chief	200	290	400	642	600	120
	22	Waste Activated Carbon (kg)	Monthly	Quality Assurance Chief					10	120
	23	Waste Silicone Package (kg)	Monthly	Quality Assurance Chief					50	15
	24	Number of Internal Inspection, Audit Nonconformities	Monthly	Quality Assurance Manager	0	0	0	0	0	0
	25	Blue Flag Analysis Result	Monthly	Conex Operator	Appropriate	Appropriate	Appropriate	Appropriate	Appropriate	Appropriate
	26	Number of Trees Planted (pcs/month)	Monthly	Conex Operator	25	18	8	21	20	12

### 3. TARGET TRACKING LIST (2019\_Balanced scorecard)

With monthly balanced scorecard of 2019, target tracking is seen below. Table for general environment is as follows.

				MEASUREMENT VALUES													2019 REALIZED		
UNIT	NO	PERFORMANCE CRITERIA	MEASUREMENT FREQUENCY	REPORTER	January	January 2019 Target	February	February 2019 Target	March	March 2019 Target	April	April 2019 Target	May	May 2019 Target	June	June 2019 Target	July	July 2019 Target	
ENVIRONMENT	1	Survey Satisfaction Rate	Monthly	Quality Assurance Manager	88,54	90	87,90	90	84	90,00	84	90	86,00	90,00	84,39	90,00	86,17	90,00	85,28
	2	Organic Waste Amount (kg)	Monthly	Quality Assurance Chief	142.700	80.000	97.100	80.000	130.950	112.000	142.400	128.000	157.200	144.000	148.210	176.000	159.300	176.000	977.860
	3	Grass Waste Amount (kg)	Monthly	Quality Assurance Chief	5.290	5.250	8.820	5.250	9.300	7.350	10.050	8.400	10.800	9.450	13.200	11.550	10.050	11.550	67.510
	4	Package Waste Amount (kg)	Monthly	Quality Assurance Chief	2.476	1.900	2.002	1.900	2.715	2.660	2.691	3.040	2.815	3.420	3.125	4.180	3.046	4.180	18.870
	5	Paper Waste Amount (kg)	Monthly	Quality Assurance Chief	1.926	1.500	1.525	1.500	2.279	2.100	2.055	2.400	2.360	2.700	2.565	3.300	2.405	3.300	15.115
	6	Glass Waste Amount (kg)	Monthly	Quality Assurance Chief	10.280	7.000	7.600	7.000	10.850	9.800	11.620	11.200	11.300	12.600	10.150	15.400	12.050	15.400	73.850
	7	Waste Oil Sediment Amount (kg)	Monthly	Quality Assurance Chief	540	250	660	250	1.250	350	820	400	1.160	450	530	550	1.260	550	6.220
	8	Waste Oil Amount (kg)	Monthly	Quality Assurance Chief	320	250	190	250	200	350	280	400	570	450	500	550	680	550	2.740
	9	Waste Accumulator Amount (kg)	Monthly	Quality Assurance Chief	-	-	-	-	-	-	-	-	-	-	0	-	0	-	0
	10	Waste Battery Amount (kg)	Monthly	Quality Assurance Chief	-	-	-	-	-	-	86	-	-	-	0	-	0	-	86
	11	Medical Waste Amount (kg)	Monthly	Quality Assurance Chief	-	-	-	-	-	-	-	-	-	-	0	-	2	-	2
	12	Waste Electronic Amount (kg)	Monthly	Quality Assurance Chief	-	-	-	-	-	-	120	-	-	-	0	-	0	-	120
	13	Waste Mineral Oil Amount (kg)	Monthly	Quality Assurance Chief	-	-	-	-	-	-	-	-	-	-	0	-	0	-	0
	14	Waste Cartridge-Toner Amount (kg)	Monthly	Quality Assurance Chief	-	-	-	-	-	-	15	-	-	-	0	-	0	-	15
	15	Waste Agricultural Pesticide Amount (kg)	Monthly	Quality Assurance Chief	-	-	-	-	-	-	10	-	-	-	0	-	0	-	10
	16	Waste Contaminated Cloth Amount (kg)	Monthly	Quality Assurance Chief	-	-	-	-	-	-	15	-	-	-	0	-	0	-	15
	17	Waste Empty Pressure Container Amount (kg)	Monthly	Quality Assurance Chief	-	-	-	-	-	-	15	-	-	-	0	-	0	-	15
	18	Waste Contaminated Package Amount (kg)	Monthly	Quality Assurance Chief	-	-	-	-	-	-	150	-	-	-	0	-	0	-	150
	19	Waste Compact Bulb / Fluorescent Lamp Amount(kg)	Monthly	Quality Assurance Chief	-	-	-	-	-	-	110	-	-	-	0	-	0	-	110
	20	Waste Filters	Monthly	Quality Assurance Chief	-	-	-	-	-	-	-	-	-	-	0	-	0	-	0
	21	Waste Paint Packages	Monthly	Quality Assurance Chief	-	-	-	-	-	-	120	-	-	-	0	-	0	-	120
	22	Waste Activated Carbon (kg)	Monthly	Quality Assurance Chief	-	-	-	-	-	-	120	-	-	-	0	-	0	-	120
	23	Waste Silicone Package (kg)	Monthly	Quality Assurance Chief	-	-	-	-	-	-	15	-	-	-	0	-	0	-	15
	24	Number of Internal Inspection, Audit Nonconformities	Monthly	Quality Assurance Manager	0	-	0	0	0	0	0	0	0	0	0	0	0	0	0
	25	Blue Flag Analysis Result	Monthly	Conex Operator	-	-	-	-	-	-	-	-	Appropriate	Appropriate	Appropriate	Appropriate	Appropriate	Appropriate	Appropriate
	26	Number of Trees Planted (pcs/month)	Monthly	Conex Operator	0	-	2	-	7	-	0	-	0	-	0	-	3	-	12

				MEASUREMENT VALUES													2019 REALIZED		
UNIT	NO	PERFORMANCE CRITERIA	MEASUREMENT FREQUENCY	REPORTER	January	January 2019 Target	February	February 2019 Target	March	March 2019 Target	April	April 2019 Target	May	May 2019 Target	June	June 2019 Target	July	July 2019 Target	
TECHNICAL SERVICE HOUSEKEEPING KITCHEN	15	Housekeeping Per Capita Detergent Consumption (Gram)	Monthly	Accounting	4,95	15,00	19,70	15,00	22,65	15,00	22,64	15,00	19,42	15,00	18,42	15,00	17,82	15,00	17,14
	17	Laundry Per Capita Detergent Consumption (Gram)	Monthly	Accounting	59,36	60	69,22	60	52,04	60	44,88	60	47,87	60	44,61	60	43,23	60	49,68
	18	Per Capita Washing	Monthly	Accounting	5,66	5,20	5,67	5,20	4,60	5,20	4,53	5,20	5,05	5,20	4,95	5,20	4,72	5,20	4,98
	16	Stewarding Per Capita Detergent Consumption (Gram)	Monthly	Accounting	35,45	40,00	48,5	40,00	36,68	40,00	44,38	40,00	51,44	40,00	47,75	40,00	39,7	40,00	43,40
	19	Per Capita Electricity Consumed (Kwpp overnight)	Monthly	Quality Assurance Manager	18,31	18,35	23,49	18,81	18,89	13,71	18,02	15,80	19,81	17,771	22,45	20,176	24,35	23,63	20,95
	20	Per Capita Natural Gas Consumed (Kwpp overnight)	Monthly	Quality Assurance Manager	2,81	2,56	3,16	2,47	2,30	2,17	1,60	1,19	1,28	1,058	1,07	0,968	0,96	0,90	1,69
21	Per Capita Water Consumed (m3/pp overnight)	Monthly	Quality Assurance Manager	0,65	0,52	0,81	0,59	1,78	0,63	1,11	0,82	1,22	0,72	0,86	0,77	0,77	0,75	0,94	

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 event