

SUSTAINABILITY REPORT

TEMA OTO TURZ. COMPANY - QINN HOTEL” It presents a summary of its performance in economic, social and environmental fields to all its stakeholders with its "Sustainability Report".

Sustainability Policy

As Qinn Hotels, while providing service focused on guest satisfaction, we adopt a management approach that aims to protect the environment and biodiversity with which we interact without harming it, to ensure cultural integrity, to meet the economic and social needs of the society in the region where we operate, and to continuously improve all these processes.

With this understanding, our main goal is to minimize the negative effects, if any, of all our activities on society and the environment, to contribute to the local economy, the protection of natural and cultural heritage, to increase the quality of life of local people and visitors, and to act in accordance with fundamental human rights.

We take all necessary precautions to increase local employment, protect and enrich the ecosystem in the region where we operate, and share all our activities with our stakeholders.

We fully comply with legal processes in all our activities and take responsibility for our work within the framework of our corporate values of reliability, justice, transparency, respect and unity.

Sustainable Environmental Policy

As Qinn Hotels, we protect the environment, prevent its pollution, and attach importance to its protection by reducing our negative effects on the environment. For this;

- We comply with legal regulations and try to reduce our environmental impact.
- We take care to effectively separate our wastes according to their source, groups and hazard classes, and deliver them to licensed/authorized companies without exceeding the legal storage time limits.
- We know that using hazardous substances and chemicals only when necessary and as much as necessary will reduce both the negative effects on the environment and the amount of waste,
- We contribute to protecting nature by choosing materials with "recycling" and "environmentally friendly" labels in the materials we purchase in our business. We try to create reuse opportunities,
- We use disposable materials such as paper, napkins, toilet paper and packaging as much as necessary and take care to leave less waste to nature,
- We try to use water, energy and all natural resources economically. We share this sensitivity with our employees, guests and suppliers.
- We aim to educate our employees about the environment and increase their awareness.

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Sustainable Purchasing Policy

In line with the sustainable supply approach, our suppliers/solution partners;

- It has internationally accepted environmental and sustainability ethics/certificates,
- It has no harmful effects on the environment in production and supply and complies with environmental legislation,
- Sources; It uses/consumes appropriately, without harming natural life or the ecosystem, and complies with hunting bans,
- It works to minimize and manage its wastes correctly, and offers less packaging or bulk packaging alternatives in its product packaging,
- Environmentally friendly, economical, local, attaches importance to ethical values, uses recyclable or recycled materials, organic, bio, vegan, not tested on animals, does not contain harmful chemical components, etc. to offer alternatives,
- Being a domestic and local production/service provider,
- It is a product/service that reflects/promotes the cuisine, traditions and culture of our country/region,

We attach importance to this and convey this perspective to our stakeholder suppliers. We try to create efficient purchasing opportunities with our suppliers and aim to reduce the environmental impacts arising from supply processes.

Women's Rights and Gender Equality Policy

We attach importance to 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 provide equal opportunities.
- We act with the policy of "equal pay for equal work" without discrimination of gender.
- We distribute tasks by taking into account the principle of equality.
- We provide the necessary environment to benefit from career opportunities equally.
- We create education policies and support women's participation and raising awareness.
- We create work environments and practices that maintain work-family life balance.
- We support women to be in company management and provide equal opportunities.

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Women should not be subjected to any form of abuse, harassment, discrimination, suppression, coercion, slander, etc. We do not allow it to be exposed to such situations. We are always aware of the value they add to the world and our organization and support their existence.

Child Rights Policy

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

To ensure this;

- We do not allow child labor in our own institutions and expect the same sensitivity from all our business partners.
- We provide environments/opportunities within the business that contribute to the development of children, where they can easily express their thoughts, wishes and feelings, and where they feel free and comfortable.
- We provide training to our employees on preventing and detecting child abuse.
- We make sure that children are under adult supervision in the activities they participate in.
- We organize trainings and support relevant projects to raise awareness about the protection of children's rights.
- When we witness suspicious actions regarding children, we first inform the hotel management and ask for help from official organizations when deemed necessary.

Energy Efficiency Policy

To protect our world from possible dangers, we use our energy efficiently and set goals to reduce our energy consumption.

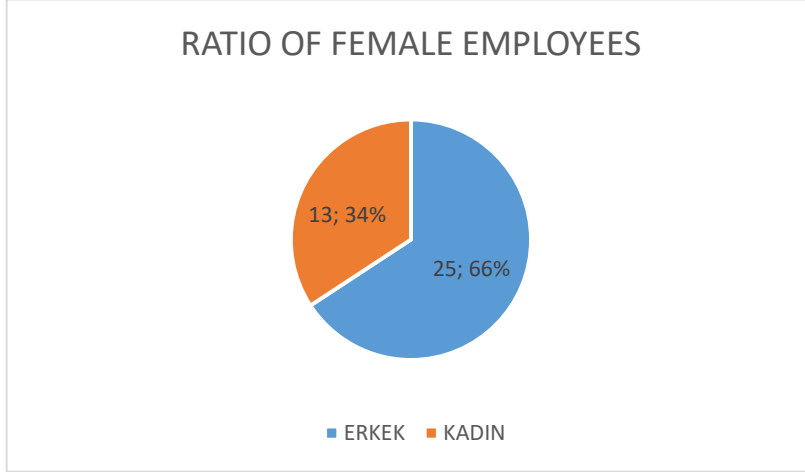
For this;

- In order to fulfill both our responsibilities towards nature and our legal obligations, we follow national and international standards, laws and regulations, voluntarily carry out studies that will reduce energy use and/or continuously improve our energy consumption performance, and monitor the results of our work.
- We set targets and include energy efficiency in our training programs to ensure the participation of our employees.
- We attach importance to collaborating with all our stakeholders to create common goals and results in energy management. We try to continue our interaction with our guests, employees, visitors and all business partners in order to reach an overall level of awareness and consciousness on these issues.
- We try to research, find, purchase and use suitable energy-efficient products, equipment and technology alternatives.

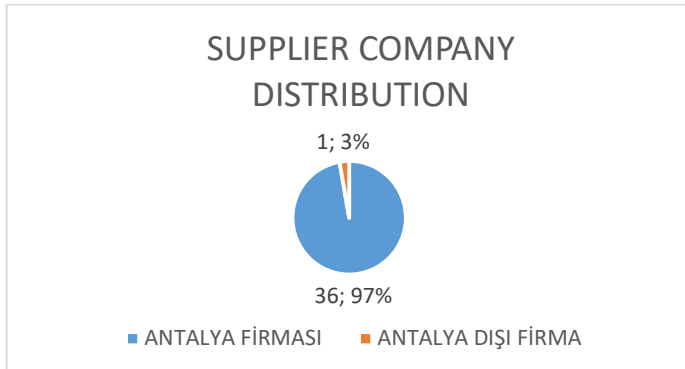
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Sustainability Studies

- We are careful to employ female employees, not to employ them in heavy work, and not to employ child workers (except interns).



- Periodically, meetings are held about hotel occupancy, hotel improvement works, guest satisfaction, sustainability and other issues deemed necessary.
- There is a ramp system at the reception and pool area entrances for our disabled guests, and the interior design of one of the general area WCs has been rearranged for the comfortable use of disabled guests.
- A Zero Waste system is implemented in our hotel, and attention is paid to waste separation and tracking.
- A guest survey has started to be used to evaluate guest satisfaction and is evaluated periodically. Requests, requests and complaints from guests are recorded and evaluated by the Reception. Comments from social media are also monitored and evaluated by the Reception.
- Posters direct guests to use public transportation and bicycles.
- Information about water and electricity saving was provided in guest and staff areas.
- Training was given on environmental awareness and waste separation.
- In February 2024, employees were given information training on sustainability.
- Our hotel actively works with 37 companies. 36 of these 37 companies are Antalya companies and only 1 is from outside Antalya.



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- There are citrus trees and banana ornamental plants in our hotel garden. Naturally, attention is paid to its maintenance.
- Our hotel takes into account the capacity and integrity of the natural and cultural environment. Visual environment, landscape, cultural and natural heritage were taken into account in site selection, design and access activities. There are citrus and banana trees around the hotel, suitable for the climatic conditions of the region we are in. There are cliffs in the area where our hotel is located, which is a 1st degree natural protected area. It does not harm this formation with its activities. Maintenance of the cliffs, weed cleaning, and environmental cleaning of the hotel are carried out by the hotel. There are no archaeological, cultural heritage or sacred sites within the hotel's residential area. Information about the nearest places to visit is available in the reception area.
- Our hotel provides bed and breakfast and ala carte services. Their menu includes traditional Turkish breakfast and dishes reflecting Turkish Culture. The breakfast menu includes local products such as Gozleme, Pide, Simit, Pişi, etc. Food presentations are made.
- The facility is not subject to environmental permit, there is an out of scope sign.
- Zero waste certificate was obtained in 2023.

2023 Energy, Water, Disposable Material Consumption and Waste Amount Data

The business's water, electricity and fuel consumption and waste amounts are monitored monthly and annually.

ENERJİ TÜRÜ	Ocak	Şubat	Mart	Nisan	Mayıs	Haziran	Temmuz	Ağustos	Eylül	Ekim	Kasım	Aralık
Aylık Tüketilen Elektrik (KWH) (aylık faturadan veya sayaç takılı odadan veri sağlanabilir)	34.506,72	40.782,90	37.041,85	33.945,24	38.967,50	47.436,72	68.875,68	68.010,48	50.976,72	37.816,20	31.177,08	30.984,50
Aylık Tüketilen LPG (KG) (Satınalma biriminden sarfiyat temin edilebilir)		320		364	356	450		493				500
Aylık Akaryakıt Tüketimi Araç Lt.	40,52	168,98	38,02	76,71	114,3	149,48	169,96	150,52	111,04	223,28	79,81	

SU SARFIYATI TAKİP TABLOSU

Su Kullanım kaynakları (metreküp) (Su kullanım miktarları fatura ve sayaçlardan alınabilir)	Ocak	Şubat	Mart	Nisan	Mayıs	Haziran	Temmuz	Ağustos	Eylül	Ekim	Kasım	Aralık
Aylık Kullanılan Toplam Su Miktarı (m3)	303	326	494	624	601	648	962	765	881	550	498	503

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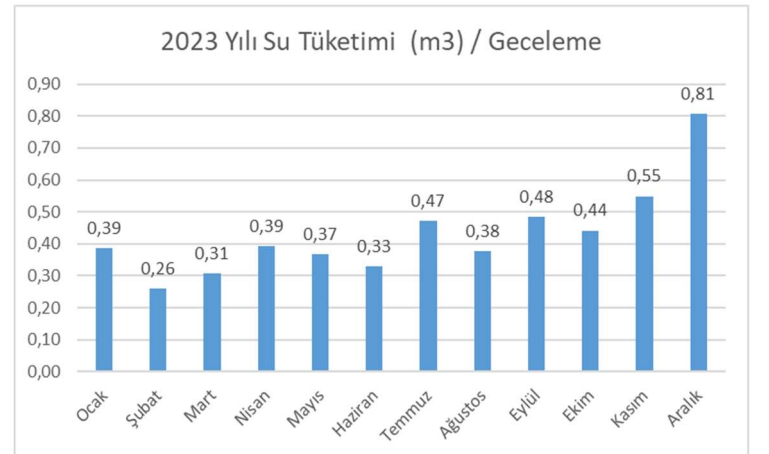
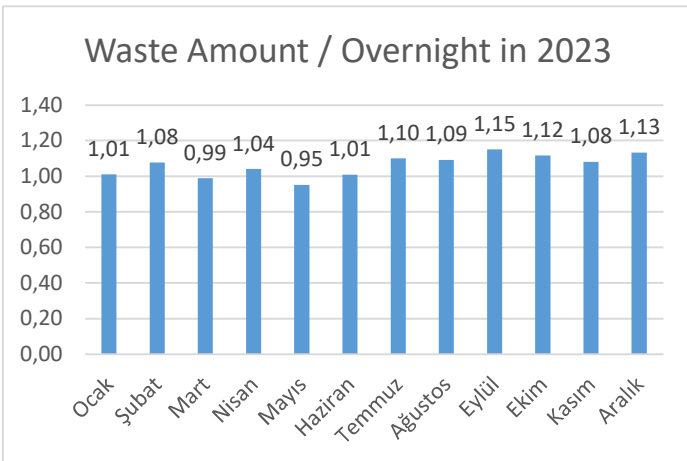
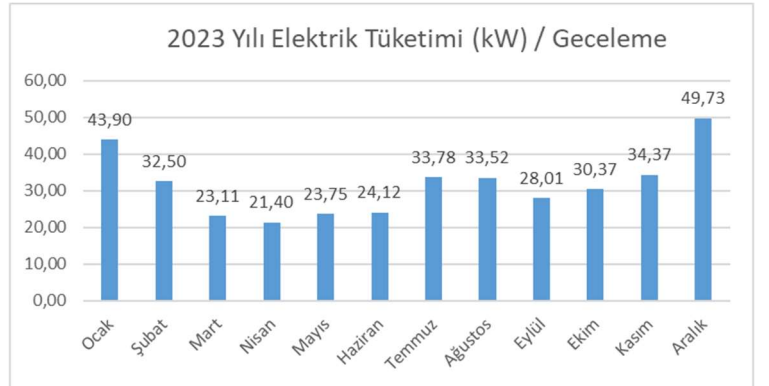
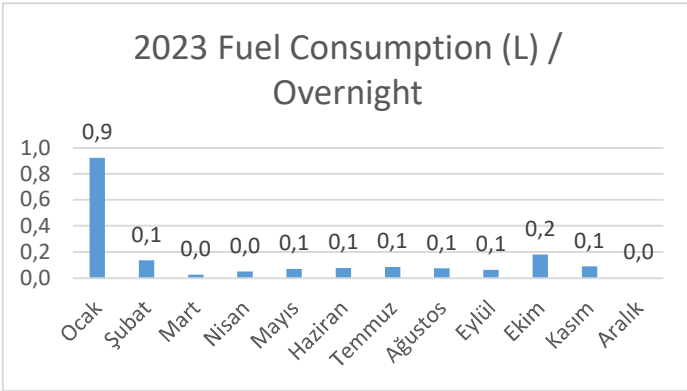
Tek Kullanımlık Plastik ve Ambalajlı Ürünlerin Sarfiyatı

Ürün Türleri (adet) (Aylık sarfiyat miktarları her ay stok kontrolüne göre tabloya girilecektir.)	2023 Azaltma hedefi	Ocak	Şubat	Mart	Nisan	Mayıs	Haziran	Temmuz	Ağustos	Eylül	Ekim	Kasım	Aralık
Şampuan		800	1200	1600	1520	1760	2000	2080	2064	1840	1280	1162	550
Terlik		920	1380	1840	1748	2024	2300	2392	2374	2116	1472	330	360
Duş jeli		810	1215	1620	1539	1782	2025	2106	2090	1863	1296	1483	420
Vücut losyonu		615	923	1230	1169	1353	1538	1599	1587	1415	984	421	280
Kağıt Bardak		1200	1800	2400	2280	2640	3000	3120	3096	2760	1920	1142	482
Plastik Pipet		150	225	300	285	330	375	390	387	345	240	180	95

ATIK TAKİP TABLOSU

Atık Türleri (KG) (Aylık atık miktarları atık türlerine göre işletme yetkilisi tarafından tabloya girilecektir.)	Ocak	Şubat	Mart	Nisan	Mayıs	Haziran	Temmuz	Ağustos	Eylül	Ekim	Kasım	Aralık
Kağıt atık	45	60	75	72	65	88	95	90	85	65	55	35
Plastik atık	150	350	400	410	390	425	485	490	435	345	250	125
Cam atık	94	115	125	110	105	125	156	165	125	100	55	90
Metal Atık	5	25	35	32	25	45	55	50	50	30	20	5
Organik (Yemek) Atıkları	500	800	950	1025	975	1300	1450	1420	1400	850	600	450

Graphical Representation of Consumption and Waste Amounts in 2023



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SUSTAINABILITY GOALS FOR 2024

Qinn HOTELS		SÜRDÜRÜLEBİLİRLİK HEDEFLERİ TABLOSU					
Hedef	Konu (İnsan, Toplum, Çevre, Kültür, Ekonomi, Yatırım, su tasarrufu, atık azaltımı, enerji tasarrufu, adil ticaret vb olabilir.)	Mevcut Durum (2023)	Hedef Değer (2024)	Aksiyon	Sorumlu	Termin	Gerçekleşme durumu
Çevreye Duyarlı ürünler satılmak	Çevre	5%	10%	Mevcut kullanılan ürünlerin çevreye duyarlı alternatifleri ile değişimini sağlanması	Yönetim	31.12.2024	
Tek kullanımlık plastik kullanımını azaltmak (ADET / GECELEME)	Çevre	5,45	5	Buket malzemelerin (temizlik malzemeleri, pipet, terlik vb) asgari ölçüde kullanılması için misafiri bilinçlendirme çalışmaları	Yönetim	31.12.2024	
Su tüketimini azaltmak (M3)	Çevre	0,43	0,4	Havlu ve çarşafların misafir isteğiyle değişiminin sağlanması	Yönetim	31.12.2024	
Elektrik tüketimini azaltmak (kW/geceleme)	Çevre	31,55	27	Arızalanan aydınlatmaları led enerji tasarruflu ürünlerle değişiminin sağlanması	Yönetim	31.12.2024	
Müşteri sürdürülebilirlik farkındalığını arttırmak için çalışmalar yapmak. (Çalışma sayısı)	İnsan	0	3	müşteri değerlendirme anketlerine sürdürülebilirlik sorularının eklenmesi	Yönetim	31.12.2024	
Çalışanların sürdürülebilirlik konusunda bilinçlenmesini sağlamak için eğitimler düzenlenmesi	İnsan	0	80%	bir sene içinde işe giriş yapan tüm çalışanlara sürdürülebilirlik eğitimi vermek	Yönetim	31.12.2024	

Staff Progress Report

The following items have been implemented between 2023 and 2023. While some of these issues were actually implemented in the past, they were improved and records began to be kept during this period.

- Personnel come to the Personnel Manager with any requests or complaints and express their requests.
- Weekly and monthly menus of the staff cafeteria are prepared.
- Staff are provided with at least minimum wage, as well as meals and transportation.
- Our staff's work clothes are prepared before work, using our hotel's facilities. Requests for changes, modifications and missing uniforms are met.
- Since we attach importance to continuous education in our facility, trainings are given periodically on different subjects. (Department On-the-Job Training, Occupational Health and Safety, Fire, Environment, Certified First Aid, Hygiene Training, etc.)

Our 2024 Works;

- Training on the Sustainability Management System will be provided to all department managers and employees.
- The number of orientation and environmental training given to personnel will be increased.
- Sustainability Policy has been prepared and published on the personnel area environmental board.