
QINN HOTEL SUSTAINABILITY REPORT 2025

TEMA OTO TURZ. ŞİRKETİ - QINN HOTEL presents a summary of its economic, social, and environmental performance to all its stakeholders through its "Sustainability Report".

Sustainability Policy

As **Qinn Hotels**, while providing guest satisfaction-oriented service, we adopt a management approach in line with protecting the environment and biological diversity we interact with without harming them, ensuring cultural integrity, meeting the economic and social needs of the society in the region where we operate, and continuously improving all these processes. With this understanding, our main goal is to minimize the negative impacts, if any, of all our activities on society and the environment, contribute to the local economy, protect natural and cultural heritage, increase the quality of life of the local people and visitors, and 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: reliability, justice, transparency, respect, and unity.

Sustainable Environment Policy

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

- We comply with legal regulations and strive to reduce our environmental impact.
- We take care to separate our waste effectively according to its source, groups, and hazard classes, and deliver it 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 needed will reduce both negative environmental impacts and waste amounts.
- We contribute to protecting nature by preferring materials with "recycling" and "environmentally friendly" labels among the materials we purchase for our business. We try to create reuse opportunities.
- We take care to leave less waste to nature by using single-use materials such as paper, napkins, toilet paper, and packaging only as much as necessary.
- We strive to use water, energy, and all natural resources sparingly. We share this sensitivity with our employees, guests, and suppliers.
- We aim to train our employees on environmental issues and increase their awareness.

Sustainable Purchasing Policy

In line with our sustainable procurement approach, we attach importance to our suppliers/solution partners:

- Having internationally recognized environmental and sustainability labels/certificates,
- Having no harmful effects on the environment in production and supply, and complying with environmental legislation,
- Using/consuming resources properly without harming natural life and the ecosystem, and complying with hunting bans,
- Working to minimize and correctly manage their waste, and offering alternatives with less packaging or bulk packaging for products,
- Offering alternatives that are environmentally friendly, economical, local, value ethical principles, use recyclable or recycled materials, and are organic, bio, vegan, cruelty-free, and free of harmful chemical components, etc.
- Being domestic and local production/service providers,
- Being a product/service that reflects/promotes the cuisine, traditions, and culture of our country/region.

We convey this perspective to our stakeholder suppliers. We strive to create efficient purchasing opportunities together with our suppliers and aim to reduce the environmental impacts arising from procurement 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 offer equal opportunities.
- We act with an "equal pay for equal work" policy without gender discrimination.
- We distribute duties considering the principle of equality.
- We provide the necessary environment for equal benefit from career opportunities.
- We create education policies, support women's participation, and increase awareness.
- We create a working environment and practices that protect the work-family life balance.
- We support women in being in company management and offer 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 institution, and we support their presence.

Children's Rights Policy

Children are the trusts of the future to us. Recognizing them as individuals, respecting their rights, and protecting them against all kinds of psychological, physical, commercial, etc., exploitation is our primary responsibility. To ensure this;

- We do not allow child labour 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 express their thoughts, wishes, and feelings comfortably, and where they will feel free and comfortable.
- We provide training to our employees on preventing and recognizing child abuse.
- We make sure that children are under adult supervision in the activities they participate in.
- We organize training to raise awareness about the protection of children's rights and support related projects.
- When we witness suspicious actions regarding children, we first inform the hotel management and, when deemed necessary, seek help from official institutions.

Energy Efficiency Policy

To protect our world from possible dangers, we use our energy efficiently and set targets to reduce our energy consumption. For this purpose;

- To fulfil 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 studies.
- We set goals and include energy efficiency in our training programs to ensure the participation of our employees.
- We care about collaborating with all our stakeholders to create common goals and results regarding energy management.
- We try to maintain our interaction to reach a total level of awareness and consciousness on these issues together with our guests, employees, visitors, and all our business partners.
- We try to research, find, purchase, and use energy-efficient suitable products, equipment, machinery, and technology alternatives.

Cultural and Archaeological Heritage and Wildlife Values Policy

Our hotel adopts policies for the protection of cultural and archaeological heritage and wildlife within the scope of sustainability. The purpose of these policies is to guarantee the sustainability of our hotel's activities without harming the environment, cultural assets, local people, and biological diversity. Here are some of the cultural, archaeological heritage, and wildlife protection policies we apply in our hotel:

Cultural and Archaeological Heritage

- To ensure the protection of the surrounding cultural and archaeological heritage, the hotel management carries out its activities in accordance with regional protection guidelines.
- Our hotel contributes to the protection of local cultural assets by promoting local culture, art, and traditions.
- The promotion and encouragement of cultural activities in the region offer a significant experience to our hotel and our customers.

Wildlife Values

- Our hotel protects wildlife and natural habitats.
- Our hotel aims to minimize the environmental impact of its activities by protecting biological diversity and the ecosystem.
- To protect wildlife, our hotel takes natural habitats near our hotel under protection. This helps our hotel achieve its goal of continuing its activities without harming the environment.
- Our hotel offers an opportunity to introduce nature by promoting nature tours. Nature tourism activities result in the employment of local people in the immediate vicinity and their economic support.

Sustainability Efforts

- We take care to employ female employees, not to employ them in heavy work, and not to employ child labour (except interns).
- In 2025, our female employee ratio was 41%.

Gender	Percentage
MALE	59%
FEMALE	41%

- The ratio of local employees is 79%, and the ratio of non-local employees is 21%.

Origin	Percentage
LOCALS (FROM ANTALYA)	79%
NOT FROM ANTALYA	21%

- Periodically, meetings are held regarding hotel occupancy, improvement works carried out in the hotel, guest satisfaction, sustainability, and necessary issues.
- For our disabled guests, there is a ramp system at the entrances of the reception and pool area, and the interior design of 1 of the public area WCs is arranged for the comfortable use of disabled guests.
- The Zero Waste system is implemented in our hotel, and attention is paid to waste sorting and tracking.
- To evaluate guest satisfaction, a guest questionnaire has begun to be used and is evaluated periodically.
- Requests and complaints from guests are recorded and evaluated by the Reception.
- Comments from social media are also followed up and evaluated by the Reception.
- With the posters created, guests are directed to use public transportation and bicycles.
- Information on water and electricity saving has been provided in guest and personnel areas.
- Training on environmental awareness and waste sorting has been provided.
- In 2025, information training on sustainability was given to the employees, and it will increasingly continue in 2026.

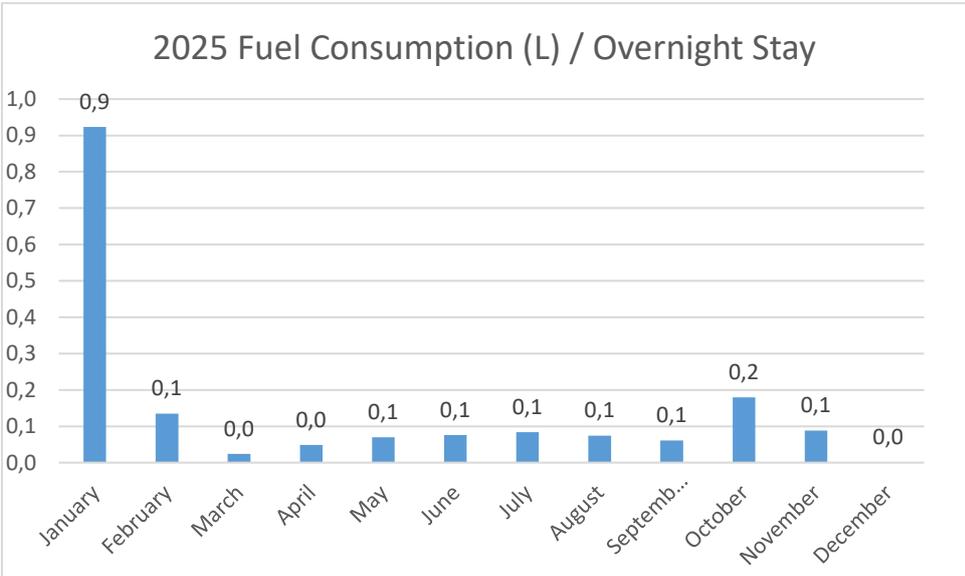
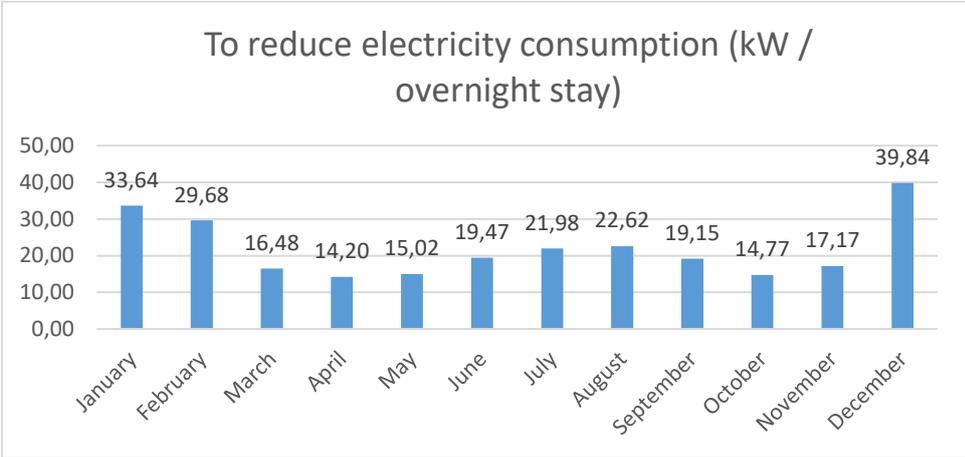
- Our hotel works actively with 27 companies. 26 of these 27 companies are from Antalya, and only 1 is from outside Antalya.



- There are citrus trees and banana ornamental plants in our hotel garden, and attention is paid to their natural care.
- Our hotel considers the capacity and integrity of the natural and cultural environment.
- The visual environment, landscape, cultural and natural heritage have been taken into consideration in site selection, design, and access activities.
- There are citrus and banana trees suitable for the climatic conditions of the region we are located in around the hotel.
- There are cliffs, which are a 1st Degree natural protected area, in the area where our hotel is located, and it does not harm this formation with its activities.
- The maintenance of the cliffs, weed cleaning, and environmental cleaning of the hotel are carried out by the hotel.
- There are no archaeological, cultural heritage, and sacred sites within the settlement area of the hotel.
- Information about the nearest places to visit is available in the reception area.
- Our hotel provides bed and breakfast and a la carte services. Its menus include traditional Turkish breakfast and dishes reflecting Turkish Culture. Local products such as Gözleme, Pide, Simit, Pişi, etc., are presented in the breakfast menu.
- The facility is not subject to Environmental permission; it has an out-of-scope official letter.
- A Zero Waste certificate was obtained in 2023.

2025 Energy, Water, Single-Use Material Consumption and Waste Amount Data

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



2026 SUSTAINABILITY GOALS TABLE

Personnel Progress Report

The issues specified in the articles below have been realized during the 2025 period. While some of these issues were practically implemented in past periods, they were developed, and their records started to be kept during this period:

Goal	Subject (Human, Society, Environment, Culture, Economy, Investment, water saving, waste reduction, energy saving, fair trade etc.)	2024	Actual (2025)	Target Value (2026)	Action	Responsible	Deadline
Reduce single-use plastic usage (UNIT / NIGHT)	Environment	5.3	2.78	2.75	Guest awareness efforts to ensure minimal use of amenities (cleaning supplies, straws, slippers, etc.)	Management	31.12.2026
Reduce water consumption (M3)	Environment	0.38	0.29	0.27	Ensuring towel and linen changes are made only upon guest request	Management	31.12.2026
Reduce electricity consumption (kW/night)	Environment	28.9	22	21.5	Replacing faulty lighting with LED energy-saving products	Management	31.12.2026
Organizing trainings to raise employee awareness on sustainability (number of trainings)	Human	2	2	3	Providing sustainability training to all employees hired within a year	Management	31.12.2026

- Employees go to the Personnel Supervisor for any requests and complaints and express their wishes.
- Weekly and monthly menus for the staff cafeteria are prepared.
- Employees are provided with food and transportation opportunities in addition to at least the minimum wage.
- Our employees' work clothes are made ready before work with the means of our hotel. Requests for changes, alterations, and missing uniforms are met.
- Due to the importance attached to continuous training in our facility, training on different subjects is given periodically (Department On-the-Job Trainings, Occupational Health and Safety, Fire, Environment, Certified First Aid, Hygiene Training... etc.).

Our 2026 Efforts

- Training on the Sustainability Management System will be provided to all department managers and employees.
- The number of orientation and environmental training sessions given to personnel will be increased.
- In sustainability efforts, the 2nd Stage requirements have also been met this year, and efforts will be improved every year.