

AVANTGARDE REFINED YALIKAVAK HOTEL

*Committed to a greener,
more responsible future
on the Aegean coast.*

Sustainability Report 2025

We extend our heartfelt thanks to all our employees and stakeholders who support us in reaching our sustainability goals.

Yalıkavak Kudur · Şehit Engin Büyüksöylemez Cd. No:9 · Bodrum / Muğla · Turkey

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About the Report / Scope

Our hotel commits to fulfilling the obligations of the Turkey Sustainable Tourism Programme and to the continuous improvement of the sustainable management system to enhance sustainability performance. The state of the industry, environmental, social, technological, economic and cultural risks, and legislative changes mean our management system is constantly reviewed and updated where necessary.

Our Sustainability Policies represent our company's commitment in this regard. Our goal is to transform the principle of sustainability into a 'way of doing business' at our hotel and to embed it in our institutional memory. Success will only come by working together with our employees, guests, business partners, suppliers, solution partners and all stakeholders in our immediate environment — strengthening this partnership every day.

Raising staff awareness — who are an integral part of the sustainability approach — giving them opportunities to participate in the process and contribute to development opportunities is highly valued. Annual training plans and orientations include: social rights, local employment support, natural life protection, wildlife support, historical and tourist sites of the area, cultural richness, ecological diversity, energy and water conservation, environmental activities and recycling system, and local sourcing.

Sustainability activities are coordinated by Hotel Management and our performance in this area is always open to the expectations and opinions of our stakeholders.

Facility Introduction & Features

Our facility is located at Yalıkavak Kudur, Şehit Engin Büyüksöylemez Caddesi No:9, Bodrum / Muğla.

Our rooms and facilities are equipped to ensure the comfort and peace of all our guests:

- High-speed wireless internet
 - TV / Satellite
 - Minibar
 - Guest water and beverage tray service
 - Message notification service
 - Turn Down Service
 - Wake-up service
 - Bellboy Service
 - Laundry, dry cleaning, tailor and ironing service
 - Hair dryer
 - Bathroom hygiene kit
 - Smoke detector connected to central fire system
 - Special noise-insulated door and window system
 - Dedicated breakfast hall and guest lounge
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Facilities & Amenities:

Outdoor Pool · Fitness · Restaurant · Kids Club · Massage · Reformer Pilates · Sauna · Patisserie · Library · Cabana · VIP

Accessibility: Our facility has 31 rooms, which falls below the legal threshold requiring a dedicated accessible room. Guests are clearly informed about accessibility levels via our website.

Sustainability Team & Management System

The Sustainability Team

The sustainability team ensures that all employees implement certain policies across quality, economy, management, environment, culture, human rights, health and safety. It ensures goals are set, that achievement is monitored, and that business management processes are continuously improved.

When goals are achieved, new ones are set. When they are not, our targets, policies and practices are reviewed to ensure continuous improvement.

The foundation of our sustainable management system is risk analysis, conducted across environment, natural disasters, society, culture, economy, quality, human rights, health and safety. After risks are analysed, a crisis management policy determines what actions to take if those risks materialise.

The goals of our hotel's management system and the performance indicators by which alignment with those goals is tracked are contained in the annexes of this document.

The PDCA Cycle

- **Plan**

Our hotel gives importance to environment, society, culture, the national economy and management system, sets goals, and plans the roadmap and actions needed to achieve them.

- **Do**

Our hotel determines its core policies and practices for environmental, cultural, social, human rights, health and safety matters. These are monitored, measured and recorded at intervals defined by the relevant personnel.

- **Check**

Feedback from both staff and guests is monitored and recorded at our hotel. Corrective measures are taken when necessary.

- **Act**

This is the step where action is taken to correct issues identified in the Check step. Corrective actions and procedures are recorded and archived.

Legal Compliance

Our hotel commits to complying with applicable laws, regulations and international conventions, maintains an up-to-date list of these, regularly informs its staff and provides the necessary training. When requested, all required permits, certificates and documents are presented to the relevant persons and institutions.

Required Documents & Certifications

- Business Opening and Operating Licence
- Most recent monthly staff insurance declaration
- Tax certificate
- Emergency action plan
- Staff training records and certificates
- Contract with the workplace physician
- Municipal sewage connection document
- Pest control documentation
- Labour Law No. 4857 — full compliance
- Social Insurance & General Health Insurance Law No. 5510 — full compliance
- Occupational Health and Safety Law No. 6331 — full compliance
- International conventions — full compliance

Stakeholders, Communication & Guest Experience

Transparency & Communication

Our hotel provides accurate information to all audiences in its promotions, always using genuine visual material. On all channels we maintain a transparent, realistic approach.

We openly share what we do regarding policies and sustainability with employees and guests. Periodic sustainability performance reports are published on our website.

We have a system aimed at receiving feedback from guests, public institutions, municipalities, employees, local residents and all relevant parties. The system includes: guest surveys, regular social media monitoring, staff email and messaging channels, and email communication with all other stakeholders.

Guest Experience

Guest satisfaction is a core priority at our hotel. Satisfaction measurement includes all feedback received through our sustainability system. Results are analysed; negative feedback and responses to it are recorded and necessary corrective measures taken.

All feedback channels — surveys, online reviews, social media and direct communication — are monitored continuously to ensure the highest quality of guest experience.

Staff Participation

The most important element of our management system is our employees. What employees need to do has been defined in writing, communicated to them, and necessary training and guidance is provided regularly. All training is recorded. Employees can access all training materials freely and at no cost.

Accessibility

Our hotel commits to accessible tourism services for everyone within its means and clearly informs guests via our website. Our facility has 31 rooms, which falls below the legal threshold requiring a dedicated accessible room. Accessibility information is clearly communicated to all guests.

Staff, Working Life & Human Rights

Fair Compensation

Employees are informed before starting work about: the salary they will receive, working conditions, working hours and when they will be paid. Our hotel complies with Labour Law No. 4857 and pays at least the minimum wage. Compliance with Social Insurance Law No. 5510 and Occupational Health and Safety Law No. 6331 is also committed to.

Employee & Human Rights

Ensuring the absolute satisfaction of employees is a top priority. It is management's responsibility to ensure employees' legal rights, supplementary benefits, working environment, psychology, motivation, performance and overall workplace comfort. All personnel procedures for employees of different nationalities are followed legally. Equal opportunities are provided to all employees regardless of any characteristic.

Training & Career Management

All employees benefit equally from training rights. Annual programmes cover: Occupational Health & Safety, hygiene, energy and water saving, chemical use, fire prevention, first aid, exploitation and harassment prevention, and cultural heritage conduct. Career management uses a staff tracking system with defined promotion criteria. Employees access all training materials freely and at no cost.

Accessibility

Our hotel commits to accessible tourism services for everyone within its means and clearly informs guests via the website. Our facility has 31 rooms, which falls below the legal threshold requiring a dedicated accessible room. Accessibility information is clearly communicated to all guests.

Local Employment & Social Activities



Priority is given to local residents in all recruitment processes. Our organisation operates a performance system built on local employment as a primary priority.

Social Activities & Staff Wellbeing

- Special occasion gifts and mementos distributed to all staff
- Birthday celebrations held for each employee
- New Year's party
- Barbecue party
- Open buffet receptions after training sessions
- Private screening of sports matches
- Bowling tournament
- Tree donations to TEMA on staff birthdays — offsetting carbon emissions
- Salaries and entitlement payments made on time without exception
- Gifts for employees who marry or welcome a child
- Free museum cards gifted to staff — supporting cultural heritage and local cooperation
- Family and friend discount for staff relatives; all uniforms laundered at hotel expense
- Participatory social responsibility projects

Environment & Nature Conservation

Being aware of the great impact that natural resources, our immediate surroundings and the wider family we form with our employees have on our institutional success and guest experience, we have established an 'Environmental Policy' and aim to protect the environment and hand it to future generations in a clean, healthy state, contributing to ecological balance.

● **Carbon Reduction**

Tree donations made periodically to TEMA and environmental organisations by staff and guests. Contracted tour companies and suppliers encouraged to use electric vehicles. Environmental impact assessment and carbon emission analysis regularly updated. We identify and control the impacts we make on the environment.

● **Water & Energy Efficiency**

Aerators installed on all taps — flow adjusted to fill 1 litre in 12 seconds. All air conditioning systems set to 18–23°C. Awareness campaigns conducted in all common areas to minimise electricity, water and energy use. Energy and water-saving systems and equipment used throughout.

● **Digital & Paperless Operations**

Digital record system launched for all supplier, purchasing and office operations. E-invoicing implemented for all billing processes. Paper consumption minimised across all departments. Packaging waste collected and delivered to local authorities in a controlled manner.

● **Eco-Sensitive Purchasing & Biodiversity**

Eco-label products prioritised with all suppliers. Priority given to local and nearest suppliers to reduce carbon emissions. Cooperation with local governments on environmental protection projects. Necessary measures taken to protect biodiversity; full compliance with all legal requirements.

Purchasing Policies

Our purchasing policy encompasses local, environmentally sensitive, fair trade and efficient purchasing. Suppliers of goods and services are monitored. Regular meetings are held with suppliers and their sustainability certifications, knowledge and documentation are verified.

● **Local Purchasing**

Priority is given to local suppliers provided quality and reasonable pricing are met. Suppliers are regularly audited and the supplier list kept current. The proportion of goods and services sourced locally is measured. For imported products, fair trade suppliers are also prioritised where quality and price allow.

● **Environmentally Sensitive Purchasing**

Eco-labelled products prioritised in all purchasing. Where unavailable, products from suppliers whose production and all processes cause no environmental harm are selected. Sustainability-certified suppliers favoured — ISO 14001, ISO 50001, ISO 14064, ISO 20400. FSC, MSC and AB-EcoLabel certified products preferred. Threatened and illegally traded species are never purchased or used under any circumstances.

● **Efficient Purchasing**

Reusable, returnable and recycled goods preferred. Bulk purchasing prioritised — resulting in fewer deliveries and lower greenhouse gas emissions. Across 40 consumable and amenity lines, single-use products and unnecessary packaging — especially plastic — are actively avoided. Purchase and use of consumables and single-use items is continuously monitored and managed.

Energy, Water & Waste Management

Energy Management

- Energy management system implemented and maintained to ISO 50001 standards.
- Energy saving policy: regular measurement, monitoring, reduction.
- Energy consumption grouped and tracked by type.
- High-use activities identified; corrective measures applied.
- Heat insulation systems, energy-class equipment, LED lighting.
- All air conditioning systems set to 18–23°C.
- Digital record system to minimise paper consumption.
- E-invoicing implemented for all billing processes.

Water Management

- Water conservation policy: regular measurement and reduction.
- All water from a legal and sustainable source.
- Total water per guest / overnight stay calculated and reported.
- Aerators on all taps — 1 litre in 12 seconds.
- Linens changed at guest request — info cards in rooms.
- Wastewater disposal complies with local government regulations.
- WRI Water Risk Atlas used for water risk assessment.
- Staff and guests informed and guided on water conservation.

Waste Management

- Solid Waste Management Plan in place.
- Regular measurement, reduction, reuse, recycling and disposal.
- Waste sorted by type: food, recyclable, hazardous, organic.
- All sorted waste collected by authorised licensed firms.
- Solid waste per guest / overnight stay calculated and reported.
- Food waste sent to animal welfare via Muğla Municipality cooperation.
- Full compliance with the Zero Waste Regulation.
- Staff and stakeholders regularly informed via visual materials.

Cultural Heritage — Bodrum's Historical Sites

We are fully aware of our responsibility to protect local culture and values. A cultural heritage list has been published on our website and behavioural guidelines at cultural heritage sites have been issued. All staff have received training on these and the guidelines are published throughout the property via QR codes.

- **Bodrum Castle**

Built between 1406–1522, housing the Bodrum Underwater Archaeology Museum — the symbolic landmark of Bodrum. · Address: Çarşı, Kale Cd., 48400 Bodrum/Muğla

- **Myndos Ancient City**

Founded by the Leleges around 640 BC, much of the city lies underwater. Outstanding sunrise and sunset viewpoint. · Address: Eskiçeşme, Bodrum

- **Windmills (Yel Değirmenleri)**

Seven 18th-century windmills — iconic symbols of Bodrum, offering panoramic views of the bay. · Address: Dağbelen, Bodrum

- **Ottoman Shipyard**

Dating to the 1700s, now serving as an art gallery with Ottoman maritime tombs and exhibition spaces. · Address: Eskiçeşme, Neyzen Tevfik Cad., Bodrum

- **Bodrum Ancient Theatre**

Dating back to the 4th century BC, one of Anatolia's oldest ancient theatres, still used as a concert venue. · Address: Yeniköy, Bodrum

- **Mausoleum at Halicarnassus**

One of the Seven Wonders of the Ancient World. Built in 353 BC for King Mausolos; now a museum. · Address: Tepecik, Turgut Reis Cd., Bodrum

- **Dibeklihan Culture & Arts Village**

A vibrant arts and craft village since 2013, with design studios, art galleries and restaurants. · Address: Yakaköy, Bodrum

- **Church of the Apostle**

Dating to the 2nd century BC, located on Küçük Tavşan Island — jointly protected by Italy and Turkey. · Address: Göltürkbükü, Bodrum

Personal Biochemicals & Their Environmental Impact

The Harms of Perfumes

Perfume is part of the daily care routine for many people. However, perfumes can be uncomfortable and even harmful for some. Many perfumes contain synthetic chemicals that can cause allergic reactions and respiratory problems. Symptoms such as breathing difficulties, headaches, nausea, and eye and skin irritation are among the most important concerns. Some people find that perfume triggers sinus problems and even asthma. Research shows that prolonged exposure to heavy perfume is as harmful as passive smoking. Perfumes also have the potential to harm the environment — chemicals can pollute the air and damage vegetation at various stages from production to disposal. Using perfume sparingly, especially in enclosed spaces and around others, is strongly recommended.

Why Are Insect Repellents Harmful?

The most commonly used chemical in insect repellents is DEET (N,N-diethyl-meta-toluamide). Developed and patented by the US Army in the 1940s, research shows this substance affects brain cells. Behavioural disorders and death have been observed in mice exposed to DEET for prolonged periods. It is also known that this chemical adversely affects concentration and can cause memory problems and learning difficulties. DEET-based repellents have been proven to cause allergic reactions and seizures. Risks are particularly high for young children.

The Impact of Sunscreen on Seas & Coral Reefs

Seas and oceans are ecosystems rich in biodiversity. Certain chemicals in sunscreens are known to have adverse effects on marine life and coral reefs.

Sunscreen ingredients to avoid:

- Oxybenzone — can cause coral bleaching
- Octinoxate — known to have adverse effects on some marine organisms
- Parabens — have the potential to damage marine ecosystems

For water and sea activities, mineral-based sunscreens that do not harm coral reefs and aquatic life are recommended. Given the exceptional marine biodiversity of the Bodrum coastline, we actively encourage our guests to make informed choices when selecting sunscreen products.

Sustainability Policies

Our hotel adopts the following integrated management principles and applies them across all departments:

- Use energy and natural resources efficiently; prioritise environmentally friendly equipment in all procurement
- Drive efficiency improvements in existing processes and systems to achieve energy savings and reduce natural resource consumption
- Continuously improve energy performance through the design and procurement of high energy-efficiency products, processes and services
- Provide and continually review adequate resources — knowledge, expertise and financial means — to achieve energy-related goals
- Comply with legal and other requirements relating to energy efficiency, use and consumption
- Raise awareness among all stakeholders on renewable energy and climate change
- Continuously improve the energy management system through energy efficiency projects; monitor and improve energy performance on an ongoing basis
- Deliver our products and services without wasting resources or causing environmental harm
- Identify and minimise Environment, OHS, Food Safety and Energy Management System risks; ensure appropriate emergency plans are in place
- As management, conduct activities to protect employee health and safety; eliminate OHS hazards and reduce risks
- Require our business partners to perform to high standards of quality, environmental and food safety
- Make quality-affecting activities measurable, evaluate their results and ensure the continuous improvement of the Integrated Management System

Planned Sustainability Initiatives — Part 1

- **Waste Reduction — -2% annually**

Switching from single-use to bulk products in rooms, common areas and restaurants. Informational notices placed to prevent waste. Glass and porcelain cups to replace plastic cups in all rooms.

- **Water Consumption — -1%**

Information cards placed in rooms so guests can request linen changes on demand. Guests who do not request sheet changes receive a 10% discount at the hotel restaurant.

- **Guest Sustainability Awareness — +10%**

Sustainability policy published on website and in all common areas. QR code system introduced. 4 sustainability questions added to guest satisfaction surveys to measure awareness.

- **Staff Training Hours — +40%**

Periodic training on: energy efficiency, water saving, waste reduction, child exploitation prevention, legal rights, gender equality, and environment and waste management.

- **Single-Use Amenities — at least 50% of guest rooms**

A phased transition programme to reduce single-use amenity consumption in at least 50% of guest rooms.

- **Electricity Consumption — -1%**

Lighting replaced with LED products. Key card systems introduced in rooms. Unused common area lighting switched off. Motion-sensor LED lights installed throughout the property.

- **Single-Use Consumable Purchasing — -5%**

Systematic, monitored reduction across all 40 consumable lines.

- **Local Purchasing Rate — +1%**

Local residents and businesses supported. Non-local suppliers reviewed; local alternatives researched and added to the approved supplier list where evaluation criteria are met.

Planned Sustainability Initiatives — Part 2

● **Eco-Sensitive Products**

Current consumables replaced with products carrying FSC, ECO, ÇEVKO, Good Agricultural Practice, Organic and Recycled Material certifications.

● **Carbon Emissions — -1% (baseline: 0.028)**

Services provided using electric and lowest-emission vehicles. Lower-carbon energy sources selected. Critical emission points identified and preventive actions taken to reduce them.

● **Eco-Friendly Suppliers**

Suppliers encouraged to obtain Zero Waste, ISO 9001 and ISO 22000 certificates. These certifications added as evaluation criteria in the supplier assessment procedure.

● **Social Responsibility Projects**

Donations made to TEMA, Hayal Ortakları Association and the Mother and Child Education Foundation.

● **Cultural Enrichment**

Maps promoting Turkish culture placed in the hotel. Cultural heritage paintings and product labels displayed in common areas and the restaurant.

● **Wildlife & Natural Habitat Protection**

Food waste delivered to animal welfare through cooperation with Muğla Municipality. Working with the private sector, government, local authorities and civil society as part of the global climate change response.

● **Student Internship Programme — +40%**

New school protocols established to increase intern numbers. A kitchen workshop set up to develop interns' professional competencies.

● **Employee Satisfaction +1% | Guest Satisfaction 80%**

Supplementary earnings programme introduced. Staff training hours increased. Face-to-face guest meetings and regular surveys conducted.

Bodrum Natural Heritage & Endemic Plants

Turkey is one of the world's most biologically diverse countries in terms of flora and fauna. A significant proportion of this diversity is found within the borders of Muğla, which has 14 Special Environmental Protection Areas. Protecting and promoting the natural heritage of Bodrum and its surroundings is an integral part of our sustainability commitment.

Muğla's Endemic Plant Species

- **Sığıla Tree (*Liquidambar orientalis*)**

Found only along Muğla's coastline, this endemic species is beneficial for asthma and breathing problems and is used in incense production. Its natural habitat is river valleys and the sea shore.

- **Sage (*Salvia officinalis*)**

An important endemic species growing on coastal rocks from Muğla to İzmir.

- ***Cyclamen trochopentheranthum***

A ground-covering herb that blankets the region in spring after the snow melts; known by various local names.

- ***Campanula fruticulosa***

A bellflower species unique to the region, growing in rocky areas at high mountain elevations.

- ***Sternbergia candida***

Found naturally only in the Fethiye region; the only white-flowering member of the *Sternbergia* family.

- **Bay Laurel (*Defne*)**

A valuable endemic tree widespread throughout Muğla, traditionally collected by local communities.

Muğla's Biological Richness

Muğla is home to 82 registered monumental trees, making it a remarkable natural treasure. Species include plane tree, black pine, sweet gum, palm, juniper, eucalyptus, carob and mastic tree.

The Gökova Special Environmental Protection Area contains valuable red pine forests, full Mediterranean vegetation varieties and high-density forest coverage along the northern shores of the Gökova Gulf.

The *Caretta caretta* sea turtles, which use İztuzu Beach as a nesting site, are under official protection status. The lakes, canals and forested areas of the region provide both feeding and shelter habitats for a wide range of wildlife.

Local communities traditionally collect wild-growing carob, sage, thyme and bay laurel, and continue traditional nature-based livelihoods in the area.

Bodrum Travel Guide

Getting to Bodrum

Bodrum is one of Turkey's most important tourism destinations, located within Muğla province on the Aegean coast. It can be reached by air, road or sea. The nearest airport is Milas–Bodrum Airport, approximately 35 km away; transfer to the centre takes around 40 minutes by shuttle.

Bodrum is 790 km from Istanbul, 250 km from İzmir and 715 km from Ankara. The airport is 53 km from Yalıkavak. Regular daily ferry services operate to the Greek island of Kos during summer, with additional services to Rhodes on selected days.

City Transport

Bodrum Bus Terminal is located in the city centre. During summer, regular minibuss services connect Bodrum centre with Yalıkavak, Türkbükü, Gümüşlük, Ortakent, Bitez, Torba and other towns across the peninsula.

Bodrum Cycling Routes

- **Bodrum – Yalıkavak**
~18 km · Scenic coastal views and the famous Yalıkavak marina.
- **Bodrum – Gümüşlük**
~20 km · Charming waterfront restaurants in a tranquil atmosphere.
- **Bodrum – Türkbükü**
~22 km · Luxury cove with boutique hotels and crystal waters.
- **Bodrum – Torba**
~8 km · Short, comfortable ride to quiet shores and lush nature.
- **Bodrum – Ortakent**
~13 km · Wide beaches and a peaceful, relaxed atmosphere.
- **Bodrum – Turgutreis**
~20 km · West coast route with wide beaches and vibrant atmosphere.
- **Bodrum – Bitez**
~8 km · Short, enjoyable ride to calm beaches and beautiful nature.
- **Bodrum – Akyarlar**
~21 km · Stunning beaches and crystal-clear waters of the south coast.