



AVANTGARDE
COLLECTION

SUSTAINABLE
PLANET,
SUSTAINABLE
FUTURE.



AVANTGARDE COLLECTION

SUSTAINABILITY REPORT

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ABOUT THE REPORT / SCOPE

Our Hotel undertakes that it shall fulfill the obligations of Türkiye's Sustainable Tourism Program and continuously improve its sustainable management system to increase its sustainability performance. Our management system is continuously reviewed due to current situation of the industry, environmental, social, technological, economic and cultural risks as well as legislative amendments and updates and, if necessary, the system and policies are updated

“Our sustainability policies” form the commitment of our company in this area. Accordingly, all our actions will be based on this intention and direction. Our purpose is to transform the principle of sustainability to “a way of doing work” in our hotel regarding all basic areas and to make it a part of corporate memory. Our efforts will turn into a success and be sustainable only by making them widespread by acting together with our employees, guests, partners, suppliers, solutions partners and all our addressees around us and turn it into a partnership that we will reinforce everyday. Increasing the awareness of staff, who are considered as an inseparable part of sustainability approach, giving them opportunities to be a part of the process and making contributions to their improvement opportunities are quite valuable. For this reason, we include training subjects, such as social rights, supporting of local employment, preservation of natural life, supporting the wild life, historical and touristic places, cultural richness, and ecological diversity of the surrounding areas, energy and water saving, environmental operations and our recycling system as well as utilization of local resources, in our annual training plans and orientations and we work to popularize the sustainability philosophy within the enterprise. The fundamental objective is to provide strategic support for improvement of business results of the entire company and all departments, to create and encourage a high performance culture and to create a value for all stakeholders through a human resources management that is in parallel with the business strategies. Additionally, it is also aimed to increase the awareness in all areas either through orientation training or professional level training courses determined according to annual training needs. Sustainability works are performed under the coordination of Hotel Management and we always welcome our stakeholders to provide their expectations and opinions for evaluation of our operations and performance in this area



INTRODUCTION OF FACILITY AND FACILITY FEATURES

Our properties located

Abdülhakhamit caddesi no40/42 Kocatepe mahallesi Beyoğlu İstanbul

Merkez mahallesi, İstiklal sokak no:3-5 Şişli İstanbul

Büyükdere Caddesi No 161 Zincirlikuyu Levent İstanbul

Küçük Mevkii Şehit Engin Büyüksöylemez Caddesi No 9 Yalıkavak Bodrum Muğla

The rooms that have all of the amenities needed for our guests to feel comfortable and at ease include the following:

High speed wireless Internet

Interactive HD TV System

Minibar

A tray of water and beverages offered as a compliment to our guests

Message notification service

Turn down service

Wake up call service

Bellboy service

Laundry, dry cleaning, tailor and ironing service

Hair dryer

Bathroom hygiene kit

Smoke detector connected with central fire system

The door and window system that is specifically insulated to reduce noise.

In addition to our rooms, we have a breakfast hall - guest resting area exclusively organized for our guests. We have 1 specially qualified room for the access of our disabled guests and 1 toilet for disabled persons in the common area for guests. The entrance, elevator and resting area of the facility are suitable for access by disabled persons

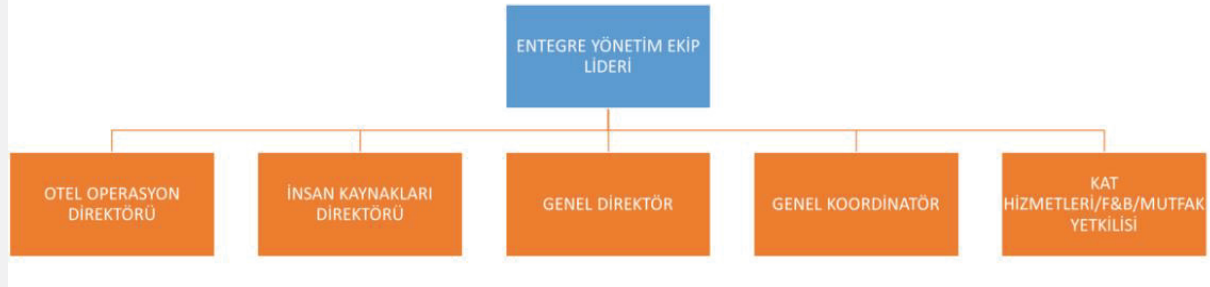
SUSTAINABILITY TEAM

The sustainability team in our facility

Ensures that certain policies are implemented by all employees in the aspects of quality, economy, management, environment, culture, human rights, health and security of sustainable management system, targets are set and operational management processes are continuously improved by monitoring whether these targets are achieved or not.

If such set targets are achieved, new targets are set and if they cannot be achieved, our targets, policies and practices are reviewed. So, we try to ensure continuous improvement.

ENTEGRE YÖNETİM EKİP BİLGİSİ



SUSTAINABLE MANAGEMENT SYSTEM

Our sustainable management system is based on risk analysis. Risk analysis is performed in the areas of environment, natural disasters, society, culture, economy, quality, human rights, health and security. If needed, new areas can be added too.

We have a crisis management policy and system determining the actions to be taken in case the risks occur after such risks are analyzed. The method to perform risk analysis and how the crisis management will be performed is attached hereto.

SMS includes implementation of certain policies by all employees in the aspects of quality, economy, management, environment, culture, human rights, health and security, setting of targets and continuous improvement of operational management processes by monitoring whether these targets are achieved or not.

New targets are set when such set targets are achieved. If they cannot be achieved, our targets, policies and practices are reviewed. So, we try to ensure continuous improvement.

The performance indicators to monitor the targets for our hotel's management system and compliance with these targets are attached hereto.

Our Hotel undertakes that it shall fulfill the obligations of third phase of Türkiye's Sustainable Tourism Program and continuously improve its sustainable management system to increase its sustainability performance. Our management system is continuously reviewed due to current situation of the industry, environmental, social, technological, economic and cultural risks as well as legislative amendments and updates and, if necessary, the system and policies are updated.

The steps mentioned above can be expressed in summary as Plan-Do-Check-Act (PDCA).

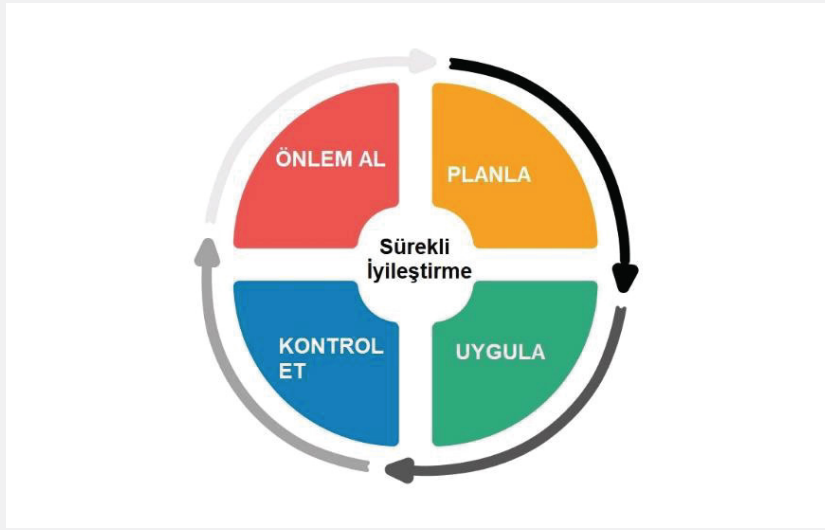


Figure 1. PDCA Cycle

Plan: Our Hotel attaches importance to the issues of environment, society, culture, national economy and management system and sets targets. The road map to be followed and actions to be taken are planned in order to achieve such set targets.

Do: Our Hotel determines its basic policies and practices regarding environment, culture, social, human rights, health and security. These are monitored, measured and recorded by the relevant staff in predetermined intervals.

Check: Feedback received both from our staff and clients are monitored and recorded in our hotel. If needed, corrective actions are taken.

Act: This is the step, in which our hotel takes action to correct the problems identified in Check step. Corrective measures and actions are recorded and archived.

SUSTAINABLE MANAGEMENT SYSTEM PRACTICE

Our Hotel undertakes to comply with current laws, legislations and international conventions, keeps a current list of them and regularly informs and provides training to its staff regarding them.

If asked and requested to be presented, our Hotel presents all necessary permissions, certificates and documents to relevant persons and organizations.

AVANTGARDE TAKSİM YASAL VE DİĞER ŞARTLAR TAKİP LİSTESİ			Doküman No : Tarih : 05.01.2024 Sayfa No : 1/1 Revizyon No :00 Revizyon Tarihi :-	
Doküman Adı	TAKİP METODU	TAKİP PERİYODU	Yayınlanm a Tarihi	Bulunduğu Bölüm
TURİZM İŞLETME BELGESİ	TURZ. BAK.	YILLIK	1991	Yönetim Temsilcisi
YAPI KAYIT BELGESİ	ÇEVRE ŞEHİRCİLİK BAKANLIĞI	YILLIK	2018	Yönetim Temsilcisi
YAPI KULLANIM İZİN BELGESİ	BEYOĞLU BELEDİYESİ	YILLIK	1993	Yönetim Temsilcisi
YAPI KULLANIM RUHSATI	BEYOĞLU BELEDİYESİ	YILLIK	2007	Yönetim Temsilcisi
İLÇE TARIM İŞLETME KAYIT BELGESİ	BEYOĞLU İLÇE TARIM MD.	YILLIK	2013	Yönetim Temsilcisi
FAALİYET BELGESİ	İSTANBUL TİCARET ODASI	YILLIK	2023	Yönetim Temsilcisi
ALKOLLU SATIS BELGESİ	TARIM HAYVANCILI K BAKANLIĞI	YILLIK	2013	Yönetim Temsilcisi
İLK YARDIM BELGELERİ	İL SAĞLIK MUDURLUG U	3 YILLIK	2024	İK
İSG SOZLESMESİ	ÇALIŞMA SOSYAL GUV. BAKANLIĞI	YILLIK	2024	Yönetim Temsilcisi

These documents are the License for Opening and Operating a Workplace, staff insurance certificate for the last month, tax board, emergency action plan, staff training and certificates, the contract executed with occupational physician, sewage system connection certificate received from the municipality, documents proving that pest management is performed and other necessary documents.

Uygunluk Yükümlülükleri					Rev Tarihi:	Rev No:	
No	Mevzuat Adı	Resmî Gazete No	Resmî Gazete Tarihi	Son Revizyon Tarihi	Yükümlülük Maddesi	Tesis Değerlendirmesi/Uygunluk Durumu	Doküman No
1	Turizmi Teşvik Kanunu	17635	12.03.1982	09.11.2022	Bu Kanun, turizm hizmeti ile bu hizmetin gereği kültür ve turizm koruma ve gelişim bölgeleri ve turizm merkezlerinin tespiti ile geliştirilmelerine, turizm yatırım ve işletmelerinin teşvik edilmesine, düzenlenmesine ve denetlenmesine ilişkin hükümleri kapsar.	Turizm bakanlığı işletme beyanname belgesi mevcut. Denetim aşamasında	https://www.mevzuat.gov.tr/mevzuat/mevzuat-13-2024.pdf
2	TURİZMİ TEŞVİK KANUNU NİTELİKLERİNE İLİŞKİN YÖNETMELİK	30791	1.06.2019	13.04.2023	Bu Yönetmeliğin amacı; yeni turizm tesisleri türlerinin belirlenmesi, kurulması, işletilmesi, mevcut turizm tesislerinin geliştirilmesi, turizm tesislerinin aşgari niteliklerinin belirlenmesi, bu tesisler işletiminde bulunulmasına ilişkin esaslar, kalitenin korunması, sürekliliğinin sağlanması ve yükseltilmesine ilişkin usul ve esasların belirlenmesidir.	Niteliklere uygun tesis düzenlenmesi yapılmıştır.	https://www.mevzuat.gov.tr/mevzuat/mevzuat-13-2024.pdf
3	TÜRKİYE TURİZMİ TANITIMI VE GELİŞTİRME AJANSI HAKKINDA KANUN	30832	15.07.2019	9.11.2022	Bu Kanunun amacı; Türkiye'nin turizm hedeflerine ulaşmasını teminen, turizm imkân ve fırsatlarının dünyada tanıtılmasına, turizm potansiyelinin tüm yönleri ile değerlendirilerek ülke ekonomisine kazandırılmasına, turizm yatırımlarının, turizm ülke ekonomisindeki payının ve turizm sektörünün hizmet kalitesinin artırılmasına yönelik faaliyetlerde bulunmak, destek ve kaynak sağlamak amacıyla Türkiye Turizm Tanıtım ve Geliştirme Ajansının kurulması, yönetimi, denetimi, gelirleri ve faaliyetlerine ilişkin usul ve esasları düzenlemektir. (2) Bu Kanun; Türkiye Turizm Tanıtım ve Geliştirme Ajansının kuruluşu, yönetimi, denetimi, faaliyet konuları ve gelirlerine ilişkin usul ve esasları kapsar.		https://www.mevzuat.gov.tr/mevzuat/mevzuat-13-2024.pdf
4	İŞYERİ AÇMA VE ÇALIŞMA RUHSATLARINA İLİŞKİN YÖNETMELİK	25902	10.08.2005	22.02.2023	Bu Yönetmeliğin amacı; işyeri açma ve çalışma ruhsatlarının verilmesinde uygulanacak esas ve usulleri düzenlemektir.	Uygun işyeri açma ruhsatı mevcut.	https://www.mevzuat.gov.tr/mevzuat/mevzuat-13-2024.pdf
5	İMAR YÖNETMELİĞİ	30426	20.05.2018		Bu Yönetmeliğin amacı; plan, fân, sağlık ve sürdürülebilir çevre şartlarına uygun yapı ve yapılaşma ile projelendirme ve denetleme ilişkin usul ve esasları belirlemektir.	uygun iskan ve tapu bilgileri kontrol edildi.	https://www.mevzuat.gov.tr/mevzuat/mevzuat-13-2024.pdf
6	BİNALARIN YANGINDAN KORUNMASI HAKKINDA YÖNETMELİK	26735	19.12.2007		Bu Yönetmeliğin amacı; kamu kurum ve kuruluşları, özel kuruluşlar ve gerçek kişilerce kullanılan her türlü yapı, bina, tesis ve işletmenin, tasarımı, yapımı, işletimi, bakımı ve kullanımı safhalarında oluşabilecek yangınlardan en aza indirilmesini ve herhangi bir şekilde oluşabilecek yangının can ve mal kaybını en aza indirerek söndürülmesini sağlamak üzere, yangın öncesinde ve sırasında alınacak tedbirlerin, organizasyonun, eğitimin ve denetimin usul ve esaslarını belirlemektir.	Güncel yönetmeliğe uygundur. İhtiyaç raporu günceldir.	https://www.mevzuat.gov.tr/mevzuat/mevzuat-13-2024.pdf

STAKEHOLDERS AND COMMUNICATION

Our Hotel provides correct information to all persons in its introduction. It always uses real visual materials in the introduction. Our hotel has a transparent and realistic structure in terms of its products and services on its website, social media accounts and other printed and written promotional channels and marketing communications.

Our hotel also communicates clearly and transparently with its personnel and clients about its operations, actions, and works regarding its policies and sustainability. Our Hotel's website is used for this purpose.

Periodical reports about sustainability performance are published on our website. These reports are prepared periodically, based on their subject.

There is a system in our Hotel aiming to receive feedback from our clients, public entities, municipalities, employees, surrounding people and all other relevant persons and organizations regarding our sustainability performance, policies and practices. We receive the feedback of both our staff and clients through this system.

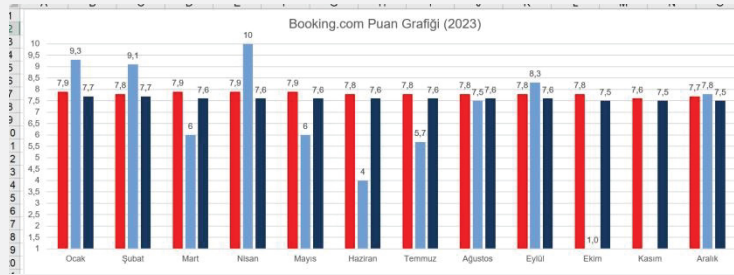
Our system is organized in a way to ensure and encourage that our clients and staff provide their feedback fast, simply and effectively.

This system includes surveys for guests, regular monitoring of social media accounts, e-mail, messaging services and other communication channels for employees and e-mail communication for all other stakeholders and their regular monitoring.

AVANTGARDE HOTEL		İLETİŞİM LİSTESİ				DOKÜMAN NO: LS_06
						YAYIN TARİHİ:10.02.2023
						SAYFA 1 / 1
						REV NO:00
						REV TARİHİ:
NO	İLETİŞİME GEÇİLECEK TARAF	SORUMLU PERSONEL	İLETİŞİM KONUSU	İLETİŞİM YOLU	ZAMAN	İLETİŞİM BİLGİLERİNE ULAŞMA YOLU
1	T.C. Çalışma ve Sosyal Güvenlik Bakanlığı	Yönetim Temsilcisi	Yasal Mevzuatlar uyum ve konu hakkında danışma	Telefon , mail	İHTİYAÇ DURUMDA	www.csgb.gov.tr/
2	T.C Çevre Bakanlığı	Yönetim Temsilcisi	Sıfır atık vd. ile ilgili görüşme	Telefon , mail	İHTİYAÇ DURUMDA	http://csb.gov.tr
3	Belediyeler	Yönetim Temsilcisi	Yasal Mevzuatlar uyum ve konu hakkında danışma	Telefon , mail	İHTİYAÇ DURUMDA	https://www.ibb.istanbul.tr/
2	T.C. Kültür ve Turizm Bakanlığı	Yönetim Temsilcisi	Yasal Mevzuatlar uyum ve konu hakkında danışma	Telefon , mail	İHTİYAÇ DURUMDA	https://www.ktb.gov.tr/
3	Turizm Geliştirme Ajansı (TGA)	Yönetim Temsilcisi	Yasal Mevzuatlar uyum ve konu hakkında danışma	Telefon , mail	İHTİYAÇ DURUMDA	https://www.tga.gov.tr/
4	Müşteriler	Yönetim Temsilcisi	Müşteri şartları ile beklentilerinin belirlenmesi Müşteri memnuniyet ölçümü	Telefon , mail , Müşteri ziyaretleri	İHTİYAÇ DURUMDA	Müşteri bilgilerinin bulunduğu program
5	Tedarikçiler	Yönetim Temsilcisi	Tedarikçiler ile operasyon yürütme , Tedarikçi değerlendirmeler	Telefon , mail , Tedarikçi ziyaretleri, Tedarikçi değerlendirmeler	İHTİYAÇ DURUMDA	onaylı tedarikçi listesi ,
6	Rakipler	Genel Müdür	İş etiği kurallarına uyulması ve pıkar çatırması yaşanmaması için	Telefon , mail , Toplantılar	İHTİYAÇ DURUMDA	İnternet sayfaları

GUEST EXPERIENCE

Customer satisfaction is cared in our Hotel. Customer satisfaction includes the feedback received from the system described above regarding sustainability. The results achieved are analyzed. Negative feedback and replies given to them are recorded and necessary measures are taken.





STAFF PARTICIPATION

The most important element of our Hotel's management system is our employees.

Our employees know what they have to do in our management system and in our policies and practices regarding sustainability. The things that our employees must do are defined in writing and communicated to them and necessary training and instructions are provided regularly. Relevant training courses are recorded.

Our employees take an active role in the development and continuous improvement of our management system and sustainability performance. We review and improve our system in accordance with the feedback received from our employees.

Periodical training programs and on-the-job training regarding sustainability and their areas of work, the training that is legally required and guidance support, including orientation training about our sustainability policies and management system, are provided to our employees. We implement annual training programs about Occupational Health and Safety training, hygiene training for kitchen/service/massage, etc. staff, water and energy saving, rules of use of chemicals, fire protection, first aid, etc.

Our employees can access to all our training materials free of charge and openly.

Our Hotel undertakes to comply with the provisions of the Code of Labor No. 4857 and pays at least minimum wage to its employees. Our Hotel also undertakes to comply with the Law No. 5510 on Social Securities and General Health Insurance and the Law No. 6331 on Occupational Health and Safety. Our Hotel has formed a "Sustainability Team" to manage its sustainability activities.

ACCESSIBILITY

Our Hotel undertakes to provide accessible tourism services for everyone within the bounds of possibility and informs its clients and stakeholders openly and accurately through its website about the level of accessibility.

Our Hotel also monitors and undertakes to fully comply with legal arrangements regarding accessibility and to improve this area continuously. Disabled rooms are available in our hotels.



STAFF AND WORKING LIFE

FAIR COMPENSATION

- Our employees are informed about the wage they will receive, working conditions, working hours, and when they will receive their wages before starting to work in our facilities

TRAINING AND CAREER MANAGEMENT

- All our employees can equally benefit from the right of training. In addition to legal and occupational training required by lodging industry, periodical training programs and on-the-job training regarding sustainability and their areas of work, the training that is legally required and guidance support, including orientation training about our sustainability policies and management system, are provided to our employees. We implement annual training programs about Occupational Health and Safety training, hygiene training for kitchen/service/massage, etc. staff, water and energy saving, rules of use of chemicals, fire protection, first aid, exploitation and harassment, locations subject to cultural heritage, code of conduct, etc.

Our employees can access to all our training materials free of charge and openly.

- Promotion management of the staff is performed in accordance with determined criteria through staff monitoring system in career management.



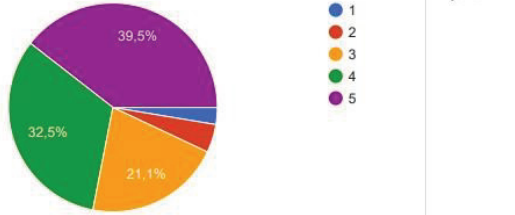
EMPLOYEE AND HUMAN RIGHTS

- Our Hotel undertakes to comply with the provisions of the Code of Labor No. 4857 and pays at least minimum wage to its employees. Our Hotel also undertakes to comply with the Law No. 5510 on Social Securities and General Health Insurance and the Law No. 6331 on Occupational Health and Safety.
- Ensuring the absolute satisfaction of employees is a prioritized issue that is important. With this perspective, the management is responsible to provide all comfort at the workplace, including working environment, psychology, self-motivation and performance, to the employees, particularly their legal rights and some other benefits provided by our organization. In addition to employing foreign people in our hotels, any differentiation between our visitors or guests in terms of

nationality, race, language, etc. is in against of the principles of both the lodging industry and our operations as an organization providing internationally recognized services to all our guests from different nations. Therefore, all staff procedures of our employees from different countries or nations are followed up in accordance with applicable legal procedures and equal opportunities are provided to all our employees within the hotel regardless of any of their feature

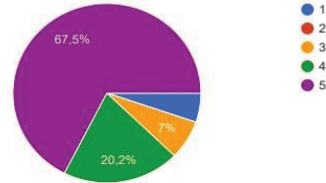
Genel olarak işinizden memnun musunuz?

114 yanıt



Görevlerinizi iyi bir şekilde yerine getirmeniz için tüm kaynaklar ve araçlar hakkında bilisi sahibi misiniz?

114 yanıt



LOCAL EMPLOYMENT

Our organization has a performance system based on local employment as a priority regarding employment. Local people has priority in recruitments. Our local employment rate in 2023 is 99%.

SOCIAL WORKS PERFORMED FOR THE STAFF

Internal works performed to increase the motivation of all our employees and to keep team spirit:

Giving gifts and souvenirs on special occasions

Birthday celebration

Donating trees to Tema Foundation on the birthdays of staff in order to balance greenhouse gas and carbon emission.

Paying attention that wages and staff progress payments are paid on time,

Giving gifts to newly-wed staff and those who welcomed a baby,

Giving museum card free of charge as a gift to staff in order for collaboration with and contributing to local administrations and supporting the cultural heritage

Family-friend discount is also applied if requested for the relatives of our staff.

Work uniforms and all work related clothes of all our staff are washed by a laundry, with whom our Hotel has an agreement and the cost is paid by the Hotel.



ACTIVITIES FOR REDUCING ENVIRONMENTAL IMPACT AND PRESERVATION OF NATURE

We have adopted the reviewing of our responsibilities as a management approach by being aware that the natural resources we use have a great effect in the experience we present to our guests and the corporate success of our great family, composed of our surrounding, with whom we interact, and our employees. Accordingly, we have created an "Environment Policy" for protection and sustainability of the environment, in which we live, and we aim to plan our business processes and analyze the results accordingly and to improve our current situation everyday. We comply and fulfill all requirements of current environmental laws, regulations, legislations and arrangements in order to achieve this objective and we perform our operations by continuously improving them and ourselves. It is highly important for us to protect the environment and leave a clean and healthy environment to future generations and make a contribution to the protection of ecological balance. It is our priority to comply with current International and National legislations and requirements, to minimize the pollution that may occur as a result of our operations, to share the works we perform to use natural resources properly with our employees, guests, suppliers and society, to set targets to ensure continuous improvement and to make necessary research, projects and practices in compliance with the principle of preservation of biodiversity and efficient use of energy.

AVANTGARDE HOTEL						ÇEVRESEL ETKİ DEĞERLENDİRME ANALİZİ										Doküman No: PRES/ATK-TABLO-06		Yayın Tarihi: 45086		Revizyon No: 0		Revizyon Tarihi:			
RİSK + OLASILIK + FREKANS + GÜCET						RİSK DEĞERİ										RİSK DEĞERLENDİRME SONUÇU									
DEĞER	OLASILIK	DEĞER	FREKANS	DEĞER	GÜCET	RİSK DEĞERİ										RİSK DEĞERLENDİRME SONUÇU									
10	Yüksek	10	Yüksek	100	Yüksek	400 < R	Yüksek risk, hemen genel önlemler alınmalı / veya Risk, Risk, periyodik kontrolüne bağlanmalıdır.													Yüksek risk, hemen genel önlemler alınmalı / veya Risk, Risk, periyodik kontrolüne bağlanmalıdır.					
5	Orta	5	Orta	25	Orta	200 < R < 400	Orta risk, kısa dönemde değerlendirilmeli (birkaç ay içinde)													Orta risk, kısa dönemde değerlendirilmeli (birkaç ay içinde)					
3	Düşük	3	Düşük	15	Düşük	75 < R < 200	Düşük risk, uzun dönemde değerlendirilmeli (yıl içinde)													Düşük risk, uzun dönemde değerlendirilmeli (yıl içinde)					
1	Çok Düşük	1	Çok Düşük	5	Çok Düşük	20 < R < 75	Çok düşük risk, gözden geçirilmeli													Çok düşük risk, gözden geçirilmeli					
0.5	Çok Düşük	0.5	Çok Düşük	1	Çok Düşük	R < 20	Yüksek öncelikli değildir													Yüksek öncelikli değildir					

HABERLEŞİMLER		Kurumlar Tarafı		Kurumlar Yönetim	

İşletim Bölümü / Servisi	Faaliyet	Rahatsız Edici Etki	Çevre Boyutu	Çevre Etkisi	Etkilenen Ortam	İşletim Yönetimi	Risk Kontrol Faaliyetleri ve Alınan Gereklilikler					Risk Değerlendirmesi					Planlanan Önlemler	Sorumlu	Tarih	Revizyon Risk Değerlendirmesi				Değerlendirme							
							İhtimal	Olabilirlik	Risk	Önem	Risk	Önem	Risk	Önem	Risk	Önem				Risk	Önem	Risk	Önem								
	+	Paviz / FET / PVC Atıklar	Ambalaj Atığı Oluşumu	Hava	Ambalaj Atıklarının Kontrolü Yönetimi	1.Çiğnen ambalaj atıkları (çimlenen domates) planı menü, şarap, kağıt-narın, ambalajlar / çöpün karıştığı kısımlara konular. Kırıntılar ayrı toplanmalı.	3	1	1	Orta	1. Ambalaj atığı kısımlarına değerlendirilmeli, bazarların bazarları.	ATK VE ÇEVRE SORUNLARI	HAZİRAN 23	3	1	1	Orta	BİTİM GERÇEKLEŞTİRİLDİ													
																			1. E-velet kullanımdan çıkarılan şişeler (sıvalı atıklar) diğer atıklardan ayrı toplanmalıdır. Sıvalı atıkların ve benzeri atıkların ayrı ayrı toplanması ve benzeri atıkların ayrı ayrı toplanması.	3	1	1	Orta	1. E-velet atıklarına değerlendirilmeli, benzeri atıkların bazarları bazarları.	ATK VE ÇEVRE SORUNLARI	HAZİRAN 23	3	1	1	Orta	BİTİM GERÇEKLEŞTİRİLDİ
+	E-velet İhtisatlı Atıklar (Çöpler)	E-velet Atıkları Oluşumu	Su, Toprak	Atık Yönetimi Yönetimi	1. Atık, yağlı atıklardan ayrı toplanmalı ve su, yağlı atıklardan ayrı toplanmalı. Atıkların ayrı toplanması ve benzeri atıkların ayrı ayrı toplanması.	15	3	4	Orta	1. Çiğnen atıklar ayrı toplanmalı ve toplanmalı. 2. Personel bazarlarına ayrı toplanmalı.	ATK VE ÇEVRE SORUNLARI	HAZİRAN 23	15	3	15	Orta	BİTİM GERÇEKLEŞTİRİLDİ														
+	Bikisel atık yağ	Su, KİTİP ve Toprak Kirliliği	Su, Toprak	Bikisel Atık Yağının Kontrolü Yönetimi	1. Çiğnen atıklar ayrı toplanmalı, kırıntılar ayrı toplanmalı ve geri toplanmalı. 2. Çiğnen atıkların ayrı toplanması ve benzeri atıkların ayrı ayrı toplanması.	3	1	1	Orta	1. Ambalaj atığı kısımlarına değerlendirilmeli, bazarların bazarları.	ATK VE ÇEVRE SORUNLARI	HAZİRAN 23	3	1	1	Orta	BİTİM GERÇEKLEŞTİRİLDİ														
+	Çam Atıkları	Ambalaj Atığı Oluşumu	Toprak	Ambalaj Atıklarının Kontrolü Yönetimi	1. Çiğnen atıklar ayrı toplanmalı, kırıntılar ayrı toplanmalı ve geri toplanmalı. 2. Çiğnen atıkların ayrı toplanması ve benzeri atıkların ayrı ayrı toplanması.	3	1	1	Orta	1. Ambalaj atığı kısımlarına değerlendirilmeli, bazarların bazarları.	ATK VE ÇEVRE SORUNLARI	HAZİRAN 23	3	1	1	Orta	BİTİM GERÇEKLEŞTİRİLDİ														
+	Kağıt / Karton, Plastikler	Ambalaj Atığı Oluşumu	Su, Toprak	Ambalaj Atıklarının Kontrolü Yönetimi	1. Çiğnen atıklar ayrı toplanmalı, kırıntılar ayrı toplanmalı ve geri toplanmalı. 2. Çiğnen atıkların ayrı toplanması ve benzeri atıkların ayrı ayrı toplanması.	3	1	1	Orta	1. Ambalaj atığı kısımlarına değerlendirilmeli, bazarların bazarları.	ATK VE ÇEVRE SORUNLARI	HAZİRAN 23	3	1	1	Orta	BİTİM GERÇEKLEŞTİRİLDİ														

Istanbul's public transportation maps are published on our websites and tree donations are made to foundations, such as Tema and environmental organization for our staff and clients in certain periods as part of our efforts to minimize carbon emissions. We have informed the tour companies and suppliers, with whom we made contracts, that they should prioritize using electrical vehicles. Environmental impact assessment analysis and carbon emission measurement analysis are regularly updated. We determine and take control of our impact on the environment. We believe in the continuity of training and ensure that environmental awareness is not only adopted by our staff, but also our guests, and we make contributions to environmental protection projects by collaborating with local administrations. It is among our objectives to prevent environmental pollution and recycle the majority of wastes that can be recycled. We are prepared for pollution related risks and emergencies (fire, explosion, flood, earthquake, leakage, etc.) and we comply with legal arrangements. We try to minimize our wastes, prevent pollution at the source, use energy efficiently and reduce the impacts of our operations on environment. We continuously improve our environmental performance in the operations for separation of wastes and reduction of waste amounts as well as efficient use of natural resources. We use energy and water saving systems in our Hotel.

7.4.1. Sera Gazı Hesaplama Sonuçları Değerlendirilmesi

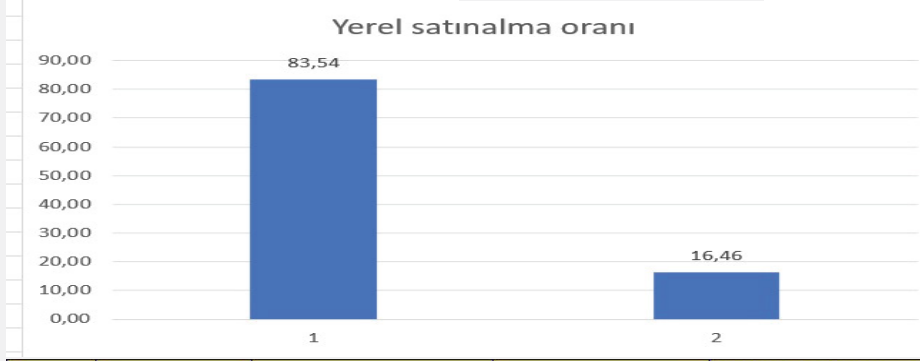
Kategori	Emisyonlar	Emisyon Miktarları tCO ₂ eş	%Katki	Önemli / Önemsiz
Kategori 1.1	Sabit Yakma	1971,81	70%	Önemsiz
Kategori 1.2	Hareketli Yakma	0,00	0%	-
Kategori 1.4	Kaçak Emisyon	31,322	1%	Önemli
Kategori 2.1	Elektrik Tüketimi	295,27	11%	Önemli
Kategori 3.1	Atık Nakliyesi	0,00	0%	-
Kategori 3.3	Personel işe gidiş gelişi	112,53	4%	Önemli
Kategori 3.5	İş Seyahatleri	0,00	0%	-
Kategori 4.1	Well To Tank	381,82	14%	Önemli
Kategori 4.3	Atık Bertaraf	4,03	0,144%	Önemsiz
Kategori 4.5	Danışmanlık	3,60	0,1286%	Önemsiz
Kategori 5.3	Ürünün kullanım ömrünü tamamlamasından sonraki emisyonlar (arıtma,bertaraf, geri kazanım, vb)	0,00		-
Toplam		2800,382	%100	

PROCUREMENT

Our procurement policy includes local and environment friendly policies, based on fair trade and productive procurement. Our sources of goods and services are monitored by our Hotel. We make discussions with our suppliers periodically. We control their sustainability related certificates, information and documents.

LOCAL PROCUREMENT

Our hotel gives priority to local suppliers when purchasing goods and services, provided that they are high quality and reasonably priced. Therefore, it regularly audits its suppliers, updates the list of suppliers and informs the suppliers. The ratio of goods and services received from local people is measured. Our hotel gives priority to fair trade suppliers too when purchasing imported goods and services, provided that they are high quality and reasonably priced.



	YERLİ TEDARİKÇİ ORANI	YERLİ OLMAYAN TEDARİKÇİ ORANI	HARCAMA ORANINDA YERLİ TEDARİKÇİ CİRO ORANI	HARCAMA ORANINDA YERLİ OLMAYAN TEDARİKÇİ CİRO ORANI
2023	YUZDE 83,54	YUZDE 16,46	YUZDE 93,22	YUZDE 6,78
2024 (ilk 2 ay)	YUZDE 82	YUZDE 18	YUZDE 85,4	YUZDE 14,6

ENVIRONMENT FRIENDLY PROCUREMENT

Our Hotel follows an environment friendly policy for procurement and pays attention to productive procurement, energy and water saving in order to reduce food and solid wastes. Our Hotel gives priority to environment friendly products (products with environment tag) in procurements. If there is not any product with environment tag in the product group to be purchased, our Hotel selects the relevant products from suppliers and manufacturers, the production and all other processes of which do not harm the environment. For this purpose, our Hotel gives priority to the selection of suppliers that have sustainability certificates when making procurement. Certificates that might be sought in suppliers are certificates, such as ISO14001, ISO50001, ISO14064, ISO20400. Products with environment certificate (FSC, MSC, AB-EcoLabel, etc.) or the origins of which can be tracked are preferred for wood, fish, paper and other foods. Endangered species, and species which are prohibited to be sold, (fish, tree, plant, prey animals, etc.) are not purchased by and used in our Hotel. The ratio of our purchases from local manufacturers and suppliers that have environment certificate and from fair trade suppliers to total purchases is measured. Our Hotel has targets regarding local and fair trade procurement with environment certificate. For this purpose, we aim to increase the ratio and number of local and fair trade suppliers in our procurements and we pay attention to this.

PRODUCTIVE PROCUREMENT

Our procurement policy prefers reusable, returnable and recycled goods. Our Hotel also gives priority to mass and bulk product purchases. So, there is less transportation to our Hotel and less greenhouse gas is produced. We give priority to and prefer that the products purchased by our Hotel do not include any unnecessary and extra plastics, nylon, paper, wood and glass packaging. 13 Single use products and unnecessary packaging (particularly plastics) are avoided when purchasing consumables and hotel guest amenities. Procurement and use of consumables and single use products are monitored and managed.

ENERGY MANAGEMENT

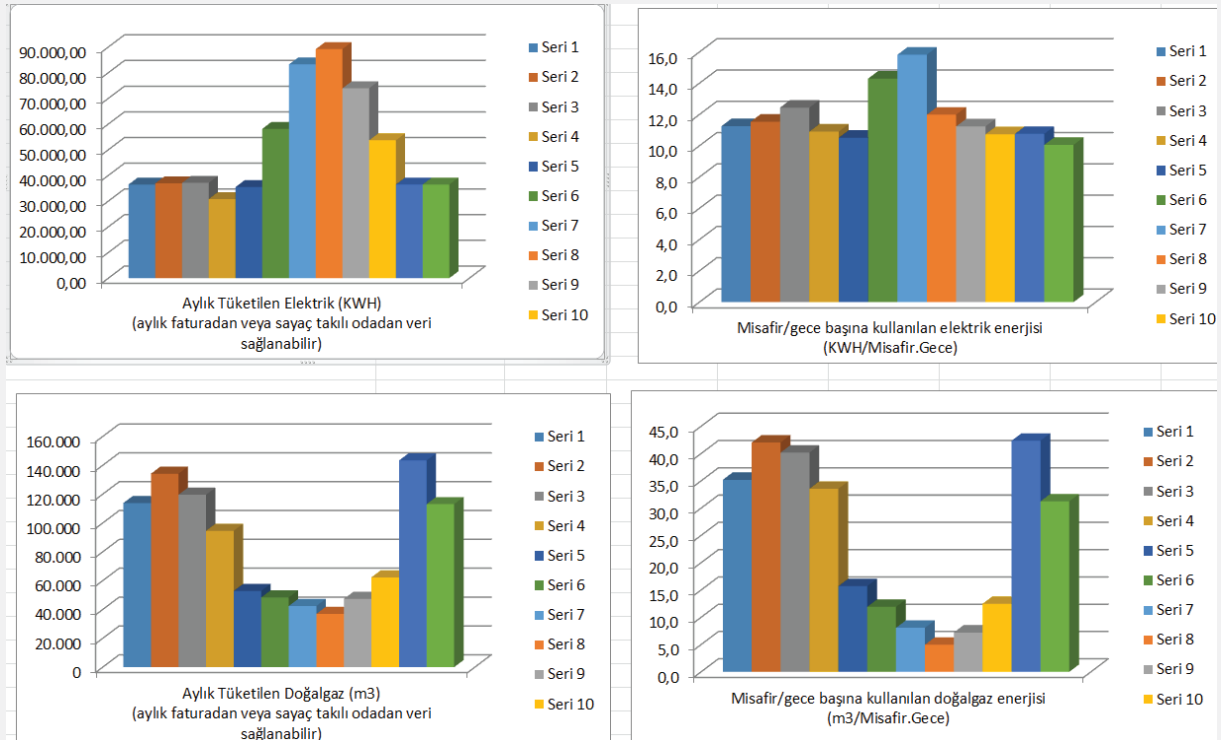


ENERGY SAVING

Our Hotel has an energy saving policy. This policy includes regular measurement, monitoring and reduction of energy consumption. Our Hotel groups energy consumption according to energy type and monitors energy consumption of different units. The total energy being used in our Hotel is measured according to type. Our Hotel identifies the operations, in which energy consumption is high and plans and implements corrective actions to reduce energy consumption in these areas and operations (such as preferring heat insulation systems and low energy consuming devices, using LED bulbs instead of high energy consuming lighting, such as incandescent bulbs). Our Hotel also uses energy saving equipment. Our Hotel informs and trains its staff and stakeholders for energy saving. The environmental issues performed in our Hotel as part of Sustainability

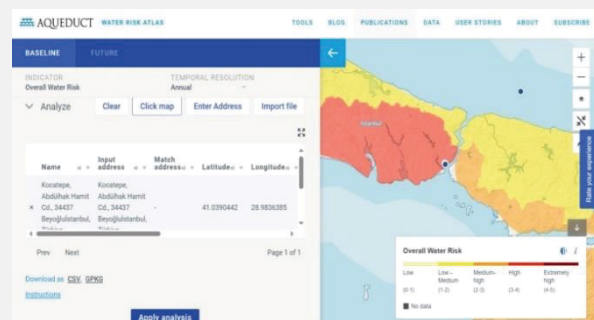
- Digital recording system has been initiated for supplier, procurement and office works in order to minimize paper consumption.

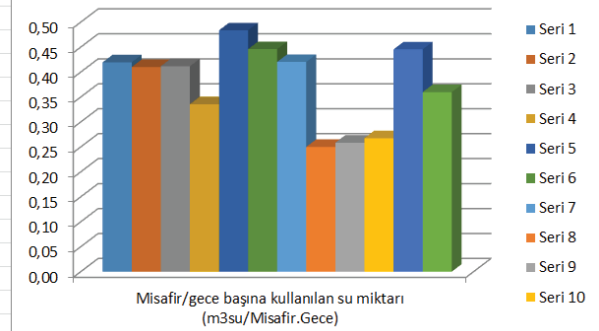
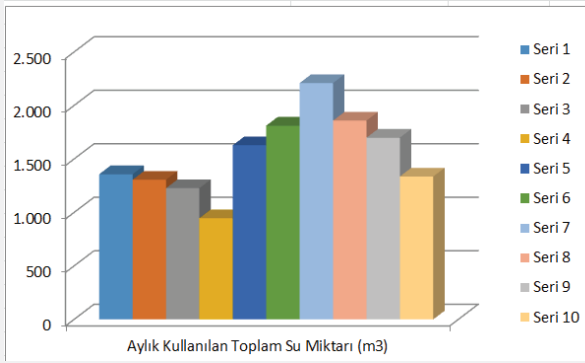
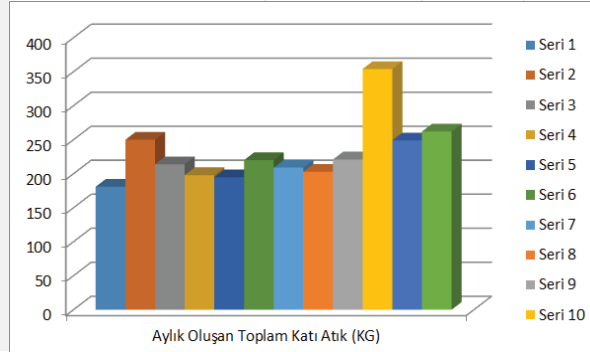
- E-invoice is implemented in accounting regarding invoicing operations.
- Packaging wastes are collected and delivered to local administration in a controlled manner.
- Works to increase awareness are performed in order to minimize utilization of electricity, water and energy in common areas.
- Aerators are applied on taps used in all rooms and areas and water flow rates are adjusted to fill a 1 liter cup in 12 seconds.
- All air-conditioning system temperatures are set to 18-23 degrees.
- Use of ecolabel products is prioritized in suppliers.
- Local and closest suppliers are prioritized to reduce carbon emission.



WATER MANAGEMENT AND WASTE WATER

Our Hotel has a water saving policy. This policy includes regular measurement, monitoring and reduction of water consumption. Our Hotel complies with all legal requirements and arrangements in water consumption. Water comes from a legal and sustainable resource. We measure our water consumption. Total amount of water used per guest or nightly accommodation is calculated and reported. We





FOOD WASTE AND SOLID WASTE

There is a Solid Waste Management Plan in our Hotel. This Plan includes regular measurement and monitoring of waste production and reduction, reuse, recycling and disposal of wastes. Solid wastes are separated into types, such as food, recyclable, poisonous/dangerous and organic wastes and recycling and reuse conditions are observed when they are separated. Our Hotel regularly informs and directs its employees and stakeholders about waste management through various visual and communication materials. Solid wastes, which were separated in our hotel according to their types, are received by authorized and licensed companies. Solid wastes, including food wastes, are measured according to their types. Total amount of solid waste is calculated and reported per guest or nightly accommodation. Our Hotel has also identified the operations and risk areas, at where high amount of solid

wastes are produced. Corrective actions are planned and implemented to reduce food wastes and wastage. It is aimed that disposal of solid wastes does not have any negative impact on environment or local population. We comply with "Zero Waste Regulation" legislations regarding solid waste management.

We do not waste our food wastes and send them to the Foundation of Animal Lovers of Göktürk.



WORKS FOR SUPPORTING CULTURAL HERITAGE

A list of cultural heritages is published on our website in order to support cultural heritages in our facility and the code of conduct to be followed in these areas is also published. Training courses were given to all relevant employees thanks to the works performed and these works are published in all areas through QR code system. We are well aware of our duty to protect local culture and values. To this end, we are highly careful in performing the following:

Contributing to trade volume of cultural promotion zone

Promotion of natural and historical richness

Introduction of proper code of conduct in local areas

Preservation of historical and cultural assets

Employment of local people



WORKS PLANNED TO BE PERFORMED AS PART OF SUSTAINABILITY

- * Projects should be developed to reduce waste by 2% each year. This includes transitioning from single-use materials to bulk products in rooms, public areas, and restaurants, placing informative signs to prevent waste, and switching from plastic cups to glass or porcelain cups in rooms
- * In at least 50% of guest rooms, implementing a gradual transition program to reduce the consumption of single-use toiletry amenities.
- * Information cards placed in rooms for changing textile products upon guest request to reduce water consumption by 1%. Developing a project to offer a 10% discount in the hotel restaurant for guests who do not request textile product changes.
- * To reduce electricity consumption by 1%, replacing lighting with more energy-efficient products and turning off lighting in unused common areas. Redirecting to motion sensor LED lamps.
- * To increase our guests' awareness of sustainability, our sustainability policy will be published on our website and in common areas. QR code usage will be increased. Sustainability-related items will be added to our guest satisfaction survey to measure guest perception on this matter.
- * Reducing the purchase of single-use disposable supplies by 5%
- * To raise awareness among employees about sustainability, providing periodic training sessions on increasing energy efficiency, water conservation, waste reduction practices, prevention of child exploitation, legal rights and freedoms, gender equality, and environmental and waste management.
- * To increase the local procurement rate by 1%, supporting the local community by researching and selecting local suppliers as alternatives within our non-local suppliers, and adding those that meet selection and evaluation criteria to the approved supplier list
- * Replacing the current disposable materials used with environmentally friendly products (FSC, EKO, ÇEVKO, Organic, Recycling products, etc.) to purchase environmentally conscious products.



* To increase cultural richness, maps highlighting the country's culture will be placed in our hotels. Additionally, cultural heritage pictures and product labels will be displayed in common areas and restaurants.

* To reduce employees' energy and water consumption, the annual training hours given to employees will be increased by 40%

* To work with eco-friendly suppliers, we will encourage suppliers to obtain zero waste, ISO 9001 and ISO 22000 certifications. These certifications will be added as criteria in the supplier evaluation instructions.

* To reduce carbon emissions by 1%, informational campaigns will be conducted to provide services with electric and low-carbon emission vehicles. Selection of energy sources that produce less carbon will also be emphasized.

* Sending food waste to the Göktürk Animal Lovers Association for the preservation of natural life and support of wildlife.

* Working together with the private sector, government, local authorities, and non-governmental organizations to address climate change as a global issue.

* Establishing workshops in the kitchen to enhance internship opportunities for students, allowing them to develop professional competence.

* Increasing the number of internships by 40% through protocols with new schools to improve internship opportunities for students.

* Contributing to social responsibility projects by donating to organizations like Tema, Dream Partners Association, and Mother and Child Education Foundation.

* Increasing the employee satisfaction survey results by 1%.

* Increasing training hours for staff to maintain guest satisfaction above 80% and conducting one-on-one meetings with guests and organizing surveys.