

AQUARIUM GARDEN

2025 SUSTAINABILITY REPORT

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1. ABOUT THE REPORT

Regarding sustainability, our company undertakes to fulfill the obligations of the Turkish Sustainable Tourism Program and to continuously improve the sustainable management system in order to increase its sustainability performance. Due to the situation of the sector, environmental, social, technological, economic and cultural risks, legislative changes and updates, our management system is constantly reviewed, and systems and policies are updated if necessary.

Our "sustainability policies" are our company's commitment in this regard. From this point of view, all our orientations will be in this intention and direction. Our aim is to transform the principle of sustainability into a "way of doing business" in the main areas of our business and to bring it to the corporate memory. The success and continuity of our efforts can only be achieved by our employees, guests, business partners, suppliers, solution partners, and our immediate surroundings.

It will be possible to disseminate it by acting together with all our interlocutors and to make it a partnership that we will strengthen day by day. It is very valuable to raise awareness of the personnel, who are considered as an integral part of the sustainability approach, to give them opportunities to be involved in the process and to contribute to development opportunities. In this context, in our annual training plans and orientations; We have training topics such as social rights, supporting local employment, protection of natural life, supporting wildlife, historical touristic places of the immediate environment, cultural richness, ecological diversity, energy and water saving, environmental activities recycling system, orientation to local resources, and efforts are made to disseminate the philosophy of sustainability within the enterprise. The main goal is to provide

strategic support to all companies and departments for the improvement of business results with human resources management in parallel with business strategies, and to contribute to the creation of value for all stakeholders by creating and encouraging a high performance culture. In addition to all these, it is aimed to increase awareness in every sense with both orientation training and professional-level trainings determined according to annual training needs

Sustainability studies are under the coordination of Business Management, and our activities and performance in this field are always open to the expectations and opinions of our stakeholders

2. FACILITY DESCRIPTION AND FACILITY FEATURES

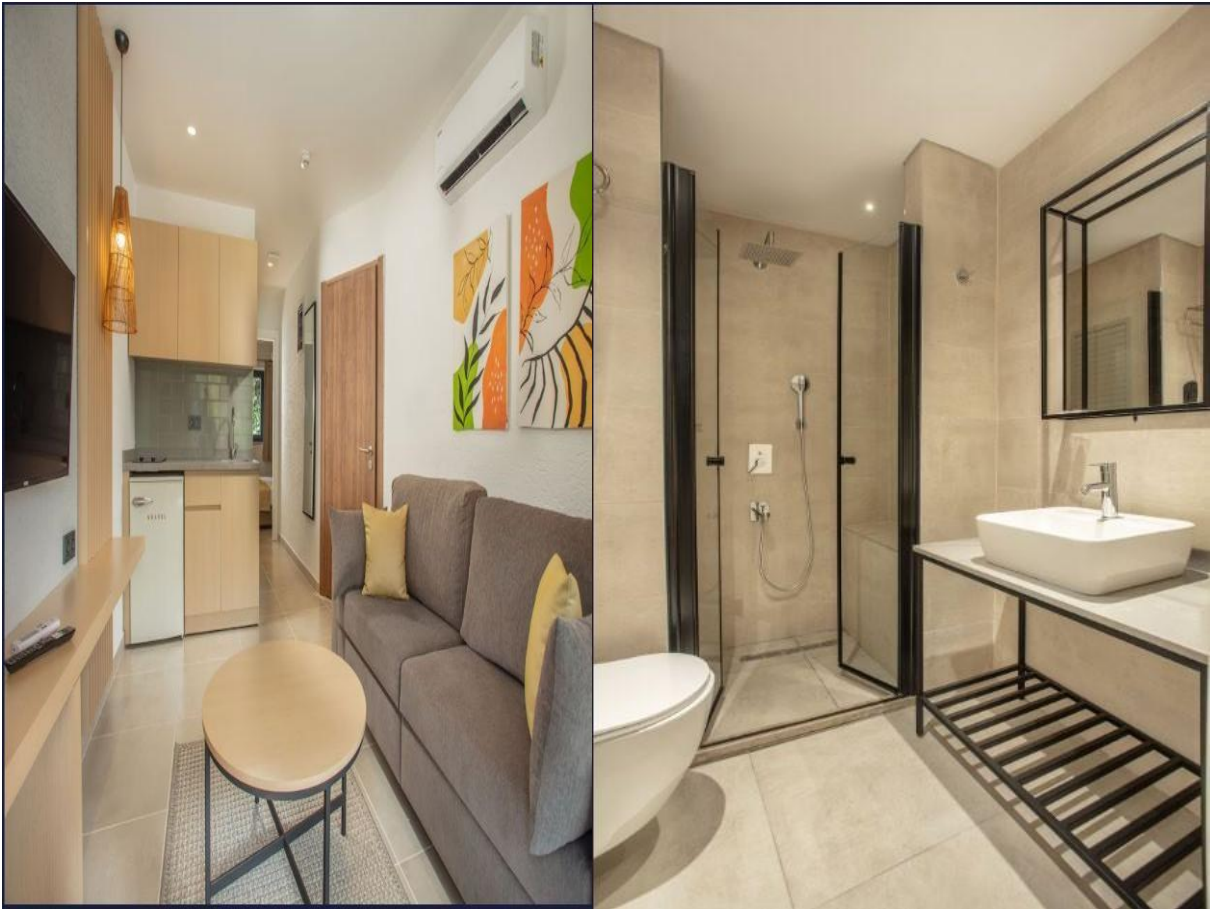
Our facility is located at İcmeler mahallesi 242 sokak no :6 Marmaris - Muğla. There are 20 guest rooms and 40 beds in our facility.

- In our rooms with the necessary facilities for our guests to feel comfort and peace;
- High-speed wireless internet
- TV/Satellite
- Belboy Service
- Laundry, dry cleaning, tailor, ironing service Hair dryer
- Bathroom hygiene kit
- Smoke detector in connection with the central fire system Emergency exit direction signs • Special insulated door and window system for noise









3. SUSTAINABILITY TEAM

Our on-site sustainability team

It ensures that certain policies are implemented by all employees in the fields of quality, economy, management, environment, culture, human rights, health and safety of the sustainable management system, targets are set and business management processes are continuously improved by monitoring whether the goals are achieved or not.

If the determined targets are achieved, new targets are determined, and if they cannot be achieved, our goals, policies and practices are reviewed. In this way, we strive to ensure continuous improvement.

Team Leader
Environmental Representative
Energy Management Representative
Employee Representative
Support Element



4. SUSTAINABLE MANAGEMENT SYSTEM POLICIES

All management processes of our business constitute the basic framework of a Sustainability Management System (CMS) that can be developed and reveal its policies.

The basis of our management system is based on risk analysis. Risk analysis is carried out under the headings of environment, natural disasters, society, culture, economy, quality, human rights, health and safety. New titles can also be added if necessary.

We also have a crisis management policy and system that determines what to do if the risks are realized after the risks are analyzed.

The sustainable management system includes the implementation of certain policies by all employees on quality, economy, management, environment, culture, human rights, health and safety, setting targets and continuously improving business management processes by monitoring whether the goals are achieved.

If the determined targets are achieved, new targets are determined. If it cannot be achieved, our goals, policies and practices are reviewed. In this way, we strive to ensure continuous improvement.

Due to the situation of the sector, environmental, social, technological, economic and cultural risks, legislative changes and updates, our management system is constantly reviewed, and systems and policies are updated if necessary.

QUALITY POLICY

On the way to achieving our vision;

To meet guest expectations at a high level and to be an organization in the sector first,

To create the founding philosophy with all our staff, to provide continuous development, trust in the workplace and service that exceeds the expectations of our guests,

In accordance with national and international legislation and conditions; To serve by showing the necessary sensitivity with an approach to prevent food safety risks,

To be an exemplary business for all other organizations in our country and to create value

To prevent these accidents by minimizing all risks that may endanger the health, life safety and occupational safety of our guests and personnel,

To make the quality measurable, to ensure the continuous improvement of the system and to set targets and to ensure the unity of our employees and management,

As a business, it is among our primary quality goals to create environmental awareness with its personnel and to leave a cleaner, healthier and safer environment for future generations.

OUR SOCIAL RESPONSIBILITY POLICY

We believe that all our employees have the right to work in a healthy and safe environment under working conditions in accordance with human dignity. Our employees are our most valuable asset and ensuring and protecting the safety of our employees is our top business goal.

Beyond legal obligations, our company is always ready to support all kinds of initiatives that will help the best environmental solutions, practices and the development and dissemination of environmentally friendly technologies and increase environmental awareness. **Our social and environmental responsibilities towards the society in Istanbul, where we operate;** We take care to fulfill it in a harmonious cooperation with our shareholders, employees, public, non-governmental organizations and other stakeholders.

We believe that our human resources are the most important element of sustainable growth. We ensure that the personal rights of our employees are fully and correctly used.

We approach employees honestly and fairly, and we are committed to a non-discriminatory, safe and healthy working environment. We make the necessary effort for the individual development of our employees and observe the balance between business life and private life. We manage the environmental impacts that may arise from all our activities with a sense of responsibility.

We strive for the development of our society within the framework of the principle of corporate social responsibility. We will support our employees to volunteer for appropriate social and community activities in which they will take part with a sense of social responsibility

We will take care to develop and implement approaches to ensure that all our business partners, especially our suppliers, act in the field of social responsibility

We have taken all precautions for our employees within the framework of occupational health and safety and we are also sensitive to the fact that the necessary on-the-job training is provided to our employees by experts in their fields and within the framework of the annual training program.

We act sensitively to the traditions and cultures of Turkey and the countries in which we operate, and act in accordance with all legal regulations.

OUR CULTURAL SUSTAINABILITY POLICY

Presentation of cultural heritage: Our business respects the intellectual property rights of its local people. Authentic elements of traditional and contemporary local culture are used in our cuisine, design and decoration.

Artifacts: Our business does not buy and sell historical and archaeological artifacts, does not mediate their trade and does not exhibit them.

Promotion of sustainable local gastronomy: Our business prioritizes the promotion and consumption of local products. In all its activities, it puts forward innovative and creative practices to ensure sustainability in gastronomy.

ENERGY POLICY

In order to protect our world from possible dangers, we use our energy efficiently and set targets to reduce our energy consumption.

Therefore;

- We follow national and international standards, laws and regulations in order to fulfill both our responsibilities towards nature and our legal obligations, voluntarily carry out studies that will reduce energy use and/or continuously improve our energy consumption performance, and follow the results of our work.
- We set targets and include energy efficiency in our training programs in order to ensure the participation of our employees.

- We care about collaborating with all our stakeholders to create common goals and results in energy management. We try to maintain our interaction with our guests, employees, visitors and all our business partners in order to reach a total level of awareness and consciousness on these issues.
- We try to research, find, purchase and use suitable energy-efficient products, equipment, equipment and technology alternatives.
- We aim to document our Energy Management System, disseminate it to all our departments, update it when necessary, review it and continuously improve it.
- We evaluate energy risks or emergencies that may arise such as energy shortages and plan the measures that can be taken.
- We take care to effectively separate our wastes according to their source, groups and hazard classes.
- We know that the use of hazardous substances and chemicals only when needed and as much as necessary will reduce both the negative effects on the environment and the amount of waste,
- We contribute to the protection of nature by choosing those with "recycling" and "environmentally friendly" labels in the materials we buy in our business. We try to create reuse opportunities,
- We take care to use disposable materials such as paper, napkins, toilet paper, packaging as much as necessary and to leave less waste to nature,
- We store the wastes correctly, in separate areas according to their characteristics, and keep their records by delivering them to licensed/authorized companies without exceeding the legal storage time limits,
- We try to use water, energy and all natural resources sparingly. We share this sensitivity with our employees, guests and suppliers.
- We measure our performance in environmental management, monitor this data with targets and try to improve our performance.
- We aim to educate our employees about the environment and increase their sensitivity.

OUR ENVIRONMENTAL PROCUREMENT POLICY

The most important target criterion in purchasing is to minimize waste and also. It is to ensure continuity in purchasing. Within the scope of this goal, goods-acceptance practices to be implemented in the organization;

- When purchasing, products with reusable properties, returnable products or organic products that will not create irreversible waste will be preferred.
- Instead of disposable products and consumables such as cups, forks and boucle materials, products that can be reused, refilled, and if none of them are possible, the least harmful to the environment and recyclable will be preferred.
- If the purchase of disposable products and consumables is mandatory (e.g. cleaning supplies, stationery, etc.), the purchase, use and recycling of these products will be carefully monitored and managed.

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- Guidelines and instructions on how to recycle single-use products and reduce the use of single-use products will be provided to the staff in this regard.

Products such as disposable plastic bottles, cardboard cups, packaged products in the rooms will be gradually removed, and the determination of targets for the termination of practices such as bagging of used food products and other materials, and the monitoring and reporting of the compliance process with these targets will be discussed at the management review meetings.

- It is important to avoid unnecessary packaging when making a purchase. Instead of products such as paper and plastic cups, plates, forks, spoons, water in plastic bottles, etc., glass and metal products with reusable properties will be preferred.
- The amount of plastic waste generated will be reduced by purchasing frequently used materials (e.g. surface cleaners) in larger packages instead of small-sized packages.
- The production of necessary goods and products from products that do not harm nature and the environment will be given priority to recyclable and eco-labeled products.
- Especially in terms of wood, paper, fish, other foods and products from the wild, environmentally certified products and suppliers will be preferred.
- Where certified products and suppliers are not available, the origin and methods of growth or production will be considered.
- Threatened species are not used or sold.
- Supplies that will endanger the extinction of plant and animal products will be avoided.
- Priority will be given to environmentally certified products.
- All procurement and procurement of goods (materials, raw materials, finished and semi-finished products) will be made from suppliers who comply with the Food Laws and Regulations, the Ministry of Agriculture and Forestry, the Ministry of Health, the Hygiene Law and regulations, and the purchasing standards that have the necessary documents in accordance with TSE Hygiene and Sanitation Systems, and their products with the relevant certificates.
- In order to support local fair trade, the purchase will be made from a local vendor within 100 km of boundaries.
- Purchases will be made from the list of approved suppliers and local companies that have been subject to the necessary audits.
- Companies supplying goods and products will be inspected periodically.
- Care will be taken to ensure that the cleaning, hygiene materials and protective equipment supplied have CE Certificate.
- Priority will be given to suppliers of foodstuffs who adopt fair trade practices in agriculture.
- Informative trainings will be planned for the relevant persons by the authorized company regarding the use of all chemical products supplied.
- Permits of the Directorate of Agriculture and Forestry for all food products will be obtained from the supplier companies and stored in the computer environment.
- MSDS Safety data sheets for pest spraying, disinfection and chemical products used in the kitchen will be procured from the supplier companies and stored in the computer environment.
- Safe physical distance rules will not be violated during the acceptance of goods.
- Our personnel working in the acceptance of goods will take personal protective and contamination measures. (Mask, visor, gloves, apron, hand hygiene, etc.) In accordance with the measures, necessary plans will be made to prevent the accumulation and accumulation of goods acceptance.

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- The products that will be given directly to consumption and guest use with the acceptance of goods (delivery) can be disinfected in detail after they are removed from their boxes.
- Kitchen tools and equipment, steel service sets, glass and porcelain service sets, etc., which are purchased for the first time. Washable materials shall be taken into the equipment storage for use after washing with the dishwasher before use.

Waste and return products will be kept in the waste and return area in a controlled manner and delivered to the supplier.

OUR OCCUPATIONAL HEALTH AND SAFETY POLICY

In order to protect our workplace, employees, guests and suppliers, to create a safe work environment and to ensure continuity;

- We comply with all legal and other obligations regarding Occupational Health and Safety.
- We adopt the principle that Occupational Health and Safety and improvement activities are the common responsibility of all employees.
- We set goals for participation in Risk Assessment and Risk Mitigation activities at all levels.
- By continuously improving our Occupational Health and Safety culture, we aim to achieve the sustainable goal of "Zero Work Accidents".
- We share our work within the scope of occupational health and safety with all our employees and our environment in order to be a pioneer and an example.



Occupational safety fire extinguishing training.

OUR WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

We attach importance to gender equality in our business.

- We ensure the health, safety and well-being 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 the policy of "equal pay for equal work" without gender discrimination.
- We distribute tasks by considering the principle of equality.
- We provide the necessary environment for equal career opportunities.
- We create education policies, support women's participation and raise awareness.
- We create a working environment and practices that maintain work-family life balance.
- We support women to be in company management and offer equal opportunities.
- We do not allow women to be subjected to abuse, harassment, discrimination, suppression, coercion, slander, etc. We are always aware of the value they add to the world and our institution and support their assets.

	KADIN HAKLARI VE CINSİYET EŞİTLİĞİ POLİTİKASI	NE
		Yayın Tarihi 11.04.2025
		Rev. No
		Revizyon Tarihi 11.04.2025
İşletmemizde cinsiyet eşitliğine önem veririz.		
<ul style="list-style-type: none">Cinsiyet farkı gözetmeksizin tüm çalışanlarımızın sağlık, güvenlik ve refahlarını sağlarız.Kadınların iş gücüne katılımını tüm departmanlarımızda destekler, eşit fırsatlar sunarız.Cinsiyet ayrımı yapmadan «eşit işe eşit ücret» politikası ile hareket ederiz.Eşitlik ilkesi gözetilerek görev dağılımı yaparız.Kariyer fırsatlarından eşit düzeyde faydalanılması için gerekli ortamı sağlarız.Eğitim politikaları oluşturur, kadınların katılımına ve farkındalığının artmasına destek oluruz.İş-aile yaşamı dengesini koruyan çalışma ortamı ve uygulamalarını oluştururuz.Kadınların şirket yönetiminde olmaları için destek verir, eşit fırsatlar sunarız.Kadınların hiçbir şekilde istismar, taciz, ayrımcılık, bastırılma, zorlama, iftira vb. durumlara maruz kalmalarına müsaade etmeyiz. Dünyaya ve kurumumuza kattıkları değerini daima farkında olur ve varlıklarını destekleriz.		
HAZIRLAYAN Saliye Yüksel	KONTROL	ONAY
<input type="checkbox"/> Kontrollü Kopya <input type="checkbox"/> Kontrolsüz Kopya <input type="checkbox"/> İptal .../.../...		

CHILDREN'S RIGHTS POLICY

Children are entrusted to us for the future. It is our primary responsibility to recognize them as individuals, to respect their rights, to observe and protect them against all kinds of psychological, physical, commercial, etc. exploitation.

To achieve this;

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












SUSTAINABLE MANAGEMENT SYSTEM APPLICATIONS

Regulatory compliance

Our company undertakes to comply with applicable laws, regulations and international conventions, keeps an upto-date list of them, regularly informs its personnel about them, and provides the necessary training to the personnel.

If asked or requested, our business submits all necessary permits, certificates and documents to the relevant persons and institutions.

These documents are the Workplace Opening and Working License, the personnel insurance declaration for the last month, the tax plate, the emergency action plan, the personnel trainings and certificates, the contract with the workplace doctor, the sewer connection certificate obtained from the municipality, the documents regarding the

<input type="checkbox"/> Belge Türü	Belge Tarihi Belge No	Belge Kopyası
<input type="checkbox"/> Sıfır Atık Belgesi	2024-04-13	
<input type="checkbox"/> Kanalizasyon bağlantı belgesi	2024-04-13	
<input type="checkbox"/> Haşere ile mücadele (ilaçlama) Sözleşme/Fatura	2024-04-13	
<input type="checkbox"/> Atık yağ bertaraf anlaşması yada teslim belgesi	2024-04-13	
<input type="checkbox"/> MSF ve MÜZFED tarafından lisanslanma	2025-04-13	
<input type="checkbox"/> Logo	2024-04-13	
<input type="checkbox"/> İşyeri Ruhsatı	2024-04-13	
<input type="checkbox"/> Turizm İşletme Belgesi	2022-01-24	
<input type="checkbox"/> MSF ve MÜZFED tarafından lisanslanma	2025-03-21	
<input type="checkbox"/> Atık yağ bertaraf anlaşması yada teslim belgesi	2025-03-13	
<input type="checkbox"/> Personel Sigorta Bildirgesi (yeni tarihli)	2025-03-27	

pest control and other necessary documents

Stakeholders and communication

Our business provides accurate information to all segments in promotion. It always uses real visual material in promotion. Our business 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 communication. At the same time, it shares its actions, actions and transactions related to policy and sustainability with its employees and customers in an open and transparent manner. To do this, our business's website is used.

Periodic reports on sustainability performance are published on our website. These reports are prepared in appropriate periods.

In our business, there is a system that aims to receive feedback from our customers, public institutions, municipalities, employees, local people and all other relevant persons and institutions regarding our sustainability performance, policies and practices. Through this system, we receive feedback from both our staff and our customers. Our system is designed to enable and encourage our customers and staff to provide feedback quickly,

simply and effectively.

<input type="checkbox"/>	Ad & Soyad	Cep Telefonu	Eposta Adresi	Gönderim Zamanı ↓
<input checked="" type="checkbox"/>	ABDÜLSAMET KABUL ÇALIŞAN MEMNUNİYET ANKETİ	(552) 746-3334	abdulsametkabal3@gmail.com	
<input type="checkbox"/>	ÖNERİ Normal + Sonuçlandı ❤️	Yönetim Balye Yüksel	ODA TELEFIZYON KANALLARI GÖRÜNMEYOR KANAL DÜZENLEME İÇİN TEKNİK SERVİS DEPARTMANINDAN FERDİ ER KANAL EKLEME VE DÜZEN Devamı ...	Balye Yüksel Misafir Direk 10

Customer experience

Sustainability Survey						
Yıl	Ay	Otelimizin enerji ve su tasarrufu çalışmaları yapması sizin için ne kadar önemli?	Otelimizde çevreye en az zarar veren teknolojilerin kullanılması sizin için ne kadar önemli?	Otelimizin atıkları ayrıştırıp geri dönüşüme kazandırması sizin için ne kadar önemli?	Otelimizin karbon salımlarını azaltmak için yerel ürünler kullanması sizin için ne kadar önemli?	Otelimizin sürdürülebilirlik uygulamalarından memnun kaldınız mı?
0 Anket !!!						

Hotel Services Survey						
Yıl	Ay	Otelimizin genel temizliğinden memnun kaldınız mı?	Oda konforu ve donanımından memnun kaldınız mı?	Personelimizin size karşı tutum ve davranışlarından memnun kaldınız mı?	Genel olarak otelimizden memnun kaldınız mı?	Otelimizin sunduğu yeme-içme hizmetlerinden memnun kaldınız mı?
0 Anket !!!						

Kişisel bilgi ve yorumlarınızı bizim için önemli olup, gizli tutulmaktadır. Lütfen değerlendirildiği her bölüme için 1 "zayıf" ile 5 "mükemmel" arasında değerlendiriniz. Eğer soruların karşılığı cevap seçeneklerinde yok ise, kutucuğu N/A (uygun değil) maddesini işaretleyiniz.

Privacy is important to us and your personal information and comments will be kept confidential. Please rate your answer on a scale from 1 to 5, where 1 is "excellent" and 5 is "poor". If a question is not applicable to you, then mark N/A (not applicable).

Resepsiyon / Reception

Karşılama ve Bilgilendirme (1) (4) (3) (2) (1) (5) Check-in process
İlg. Güler yüzlülük, Nezaket (1) (4) (3) (2) (1) (5) Staff's Hospitality
Telefon Servisi (1) (4) (3) (2) (1) (5) Telephone Service
Wi-Fi Kalitesi (1) (4) (3) (2) (1) (5) Quality of Wi-Fi Service

Odalar / Rooms

Temizlik (1) (4) (3) (2) (1) (5) Cleanliness
Rahatlık/Konfor (1) (4) (3) (2) (1) (5) Guest Supplies/ Amenities
Kat Servisi (1) (4) (3) (2) (1) (5) Maid Service
Banyu/WC (1) (4) (3) (2) (1) (5) Bathroom/WC

Havuz / Swimming Pool

Temizlik (1) (4) (3) (2) (1) (5) Cleanliness
Teknik Standart (1) (4) (3) (2) (1) (5) Technical Standard
Servis (1) (4) (3) (2) (1) (5) Service
Şezlonglar (1) (4) (3) (2) (1) (5) Sunbeds

Restaurant & Bar / Restaurant & Bar

Yemek & İçecek / Food & Beverage

Kahvaltı (1) (4) (3) (2) (1) (5) Breakfast
Öğle Yemeği (1) (4) (3) (2) (1) (5) Lunch
Akşam Yemeği (1) (4) (3) (2) (1) (5) Dinner
Yemek Çeşitliliği (1) (4) (3) (2) (1) (5) Menu Variety
Ambians (1) (4) (3) (2) (1) (5) Ambiance
Servis Kalitesi (1) (4) (3) (2) (1) (5) Promptness/Quality of Service
Temizlik (1) (4) (3) (2) (1) (5) Cleanliness
İlg. Güler yüzlülük, Nezaket (1) (4) (3) (2) (1) (5) Staff's Hospitality

Aşağıdaki belirtilen personelinizi sunduğu hizmet dolayısıyla övgüye değer buluyorum.
I would like to comment on the following member of your staff.

İsim / Name : _____
Bölüm / Department : _____

Her kriter için 10 puan ve toplamda 150 puan üzerinden değerlendirme yapılmıştır.

AQUARIUM Hotels

MİSAFİR DEĞERLENDİRME FORMU
GUEST QUESTIONNAIRE

Sayın Misafirlerimiz, Sizi ağırlamaktan büyük zevk duyuyoruz. Tatilinizin olumlu geçtiğini ve otelimizde sunduğumuz hizmetlerden memnun kaldığınızı umuyoruz. Size Aquarium'a özgü, konforlu, seçkin ve samimi bir ortam yaratabilmek en önde gelen hedefimizdir.

Dear Guests, We are delighted to have you with us and hope you are pleased with our facilities and services. It is our aim to create and maintain a courteous and friendly atmosphere for you to enjoy and recognize instantly as typically Aquarium Hotels.

Bu misafiri anketini doldurarak, bizlere otele personelimiz, tesislerimiz ve hizmetlerimiz hakkındaki düşüncelerinizi ve beklentilerinizi anlamanıza olanak sağlayıp, konuklarımızın memnuniyetini artırarak ve personel eğitimi için geliştirmek üzere çalışmalarımıza katkıda bulunuyoruz.

By filling out this form, we value your feedback about our people, facilities and service enable us to understand your expectations and make improvements to our standards of the hospitality, staff training as well as future investment in the hotel.

Lütfen kaldığınız süre içerisinde karşılaştığımız herhangi bir sorunu, en kısa zamanda bizlere danışarak bir an önce çözüme kavuşturmamıza izin veriniz.

If there is an area of our service that requires immediate attention during your stay, please contact and give us the opportunity to resolve the issue before you leave the hotel. Because we are here to ensure you enjoy your stay with us.

Zamanınız ve katkılarınız için teşekkür ederiz.

Thank you for your time and assistance.

Saygılarımızla,
Aquarium Hotels

Yours faithfully,
Aquarium Hotels

Sistem & Sertifikalar

3 different alternative feedback systems used by our hotel to take into account and apply the feedback of our guests in the digital environment in guest rooms and general areas

Accessibility

described above regarding sustainability. The results are analyzed. Negative feedback and responses to it are recorded and necessary actions are taken.

Since our business has 59 rooms, we do not have a legal obligation.

Our business is committed to providing accessible tourism services for everyone within its means and informs its customers and stakeholders clearly and accurately about the level of accessibility through its website.

Our business also follows and undertakes to fully comply with the legal regulations regarding accessibility and to continuously improve in this regard.

We strive to make continuous improvements not only for the physically handicapped, but also for our guests who cannot participate in tourism activities due to disabilities such as vision and hearing. Our company regularly carries out the maintenance and repair of accessibility regulations and infrastructure and provides improvements if necessary. In addition, we regularly inform our employees about accessibility.

Purchase

Our procurement policy includes policies for local, environmentally friendly, fair trade and efficient procurement.

Our sources of goods and services are monitored by our business. We meet with our suppliers at regular intervals. We check their sustainability certificates, information and documents.

Local purchasing: Our business gives priority to local suppliers when purchasing goods and services, provided that they are of high quality and reasonably priced. For this reason, it regularly audits its suppliers, updates the supplier list and informs its suppliers. The proportion of goods and services received from the people of the region is measured.

When purchasing goods and services, our business also gives priority to fair trade suppliers for imported products, provided that they are of good quality and reasonably priced.

Environmentally friendly purchasing: Our company follows an environmentally friendly policy in purchasing, attaches importance to efficient purchasing, energy saving and water saving to reduce food and solid waste.

Our business gives priority to environmentally friendly products (environmentally labeled products) in its purchases. If there are no environmentally labeled products in the product group to be purchased, it selects its relevant products, production and all other processes from suppliers and manufacturers that do not harm the environment.

In this context, our company prioritizes the selection of suppliers with sustainability certificates when making their purchases. Sample certificates that can be sought in suppliers are documents such as ISO14001, ISO50001, ISO14064, ISO20400.

For wood, fish, paper and other foods, products that are environmentally certified (FSC, MSC, EU-EcoLabel, etc.) or whose source can be traced are preferred.

Threatened species and prohibited species (fish, trees, plants, game animals, etc.) are not bought and used in our business.

The ratio of our purchases from environmentally certified, local producers and suppliers, fair trade suppliers to total purchases is measured.

Our business has goals related to environmentally certified, local and fair trade purchasing. In this context, we aim to increase the proportion and number of local and fair trade suppliers in our purchases and we take care to do so.

Efficient purchasing: Our procurement policy favors reusable, returnable, and recycled goods.

Our business also prioritizes bulk buying and bulk product purchasing. In this way, fewer shipments are made to our business and less greenhouse gas emissions are produced.

It is our main priority and preference that there are no unnecessary and excessive plastic, nylon, paper, glass and wooden packaging in the products coming to our business.

Disposable products and unnecessary packaging (especially plastic) are avoided in the purchase of consumables and boucle products. The purchase and use of consumables and disposables is monitored and managed.



DNV BUSINESS ASSURANCE MANAGEMENT SYSTEM CERTIFICATE

Certificato No. / Certificate No. **130300-2013-AE-ITA-ACCREDIA**

Si attesta che / This is to certify that



Barilla G. e R. Fratelli Società per Azioni

Barilla G. e R. Fratelli Società per Azioni (Certificato No. / Certificate No. CERT-616-2009-AE-BOL-SINCERT)

**Stabilimento di Bolu / Bolu Unit - BARILLA GIDA A.S.
D 100 Karayolu 7.Km., Bolu - Turkey**

*è conforme ai requisiti della norma per i sistemi di gestione:
has been found to conform to the management system standard:*

UNI EN ISO 14001:2004 (ISO 14001:2004)

*Questa Certificazione è valida per il seguente campo applicativo:
This Certificate is valid for the following product or service ranges:*

**Produzione e distribuzione di farine, maccheroni e spaghetti
attraverso le fasi di molitura, impastamento; trafilatura, essiccazione, raffreddamento e confezionamento
(Settore EA : 03)**

*Manufacture and distribution of flour, Italian macaroni and spaghetti
by mixing, filling, dehydration, cooling and packaging
(Sector EA : 03)*

Data Prima Emissione/Initial Certification Date:

2013-01-25

*Il Certificato è valido fino al:
This Certificate is valid until:*

2017-04-14

*L'audit è stato eseguito sotto la supervisione di/
The audit has been performed under the
supervision of*

Andrea Ghini
Lead Auditor

La validità del presente Certificato è subordinata al rispetto delle condizioni contenute nel Contratto di Certificazione.
Lack of fulfilment of conditions as set out in the Certification Agreement may render this Certificate invalid.

DNV NORGE TORINO ITALIA SRL - CENTRO EMERGENCY COLLEGE - PIAZZA BENE - V.le L. DALL'ACQUA, 9 - 20146 AGRATE BRIANZA (MB) - ITALY - TEL. 03948 99380 - WWW.DNVGL.COM

Luogo e data/Place and Date:

Agrate Brianza (MB), 2014-04-14

Per l'Organismo di Certificazione:

For the Certification Body:

Zeno Beltrami
Management Representative



002 01001 A 010 01001 B
004 01001 C 006 01001 D
008 01001 E 010 01001 F
012 01001 G 014 01001 H
018 01001 I 022 01001 J
026 01001 K 030 01001 L
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Sertifika/Certificate

GÖKOVA SÜT ÜRÜNLERİ GIDA SANAYİ VE TİCARET LİMİTED ŞİRKETİ

KOZLUKAYA MAH. BÜLENT ECEVİT CAD. NO:18
GÖKOVA/ ULA/ MUĞLA/ TÜRKİYE

IQM Belgelendirme yukarıda bilgileri verilen kuruluşun **İş Sağlığı ve Güvenliği Yönetim Sistemini** değerlendirdiğini ve ilgili standardın gereklerine uygun olduğunu onaylar.
IQM Certification confirms that the above-mentioned organization has evaluated the Occupational Health and Safety Management System and that it complies with the requirements of the relevant standard.

ISO 45001:2018

Kapsam/Scope,

SÜT ÜRÜNLERİ (AYRAN, YOĞURT, TEREYAĞI, BEYAZ PEYNİR, KAŞAR PEYNİRİ, LOR PEYNİRİ) İMALATI VE PAZARLAMASI

PRODUCTION AND MARKETING OF DAIRY PRODUCTS (BUTTERMILK, YOGURT, BUTTER, WHITE CHEESE, CHEDDAR CHEESE, CURD CHEESE)

Sertifika No/ Certificate No : IQM-S-6451
Sertifika İlk Yayın Tarihi/ Certificate Initial Issue Date : 03.11.2023
Sertifika Yayın Tarihi/ Certificate Issue Date : 03.11.2024
Sertifika Geçerlilik Tarihi/ Certificate Validity Date : 02.11.2025

Bu sertifika IQM Belgelendirme kurallarına uyulması ve her yıl yapılacak gözetim denetimlerinin başarılı bir şekilde tamamlanması durumunda, ilk yayın tarihinden itibaren üç yıl süreyle geçerlidir. Sertifikanın geçerliliği her yıl yapılacak olan gözetim denetimine bağlıdır. Sertifikanın geçerlilik durumu www.iqm.com.tr adresinden kontrol edilebilir.

This certificate is based on compliance with IQM Certification rules and annual surveillance audits are successfully completed, the date of the first publication valid for a period of three years. The validity of the certificate is subject to an annual depends on the surveillance audit. Certificate validity status It can be checked at www.iqm.com.tr.



GENEL MÜDÜR
GENERAL MANAGER



IQM Uluslararası Belgelendirme Eğitim ve Gözetim Hizmetleri Ltd. Şti.
İçerenköy Mah. Şehit Yılmaz Hid Sok. No:3 D:2 Ataşehir / İstanbul
Tel: 0216 574 94 77 Faks: 0216 574 78 28 info@iqm.com.tr www.iqm.com.tr
FR.83-01.02.2021/ Rev. No: 02 Rev. Tar: 15.11.2023

Energy Saving

Our business has an energy-saving policy. The policy includes the regular measurement, monitoring, and reduction of energy consumption.

The total energy used in our business is measured by type.

Our business identifies activities with high energy consumption, plans and implements preventive measures for these activities (such as thermal insulation systems, preferring low-consumption devices with energy efficiency labels, using LED bulbs instead of incandescent lighting, etc.). In addition, our business uses energy-efficient equipment.

We inform and educate our employees and stakeholders about energy saving



The corridor lighting is provided with LED lights.



Room lighting is also provided with LED lights.



Our rooms automatically cut off energy when the energy card is removed, ensuring high energy savings.



We use inverter air conditioning system in our rooms.





Our business meets 30% of its electricity needs through solar panels

2025	2024	2023													Önceki Yıl Toplam	Fark
Toplam Tüketim	Birim	OCA	ŞUB	MAR	NİS	MAY	HAZ	TEM	AĞU	EYL	EKİ	KAS	ARA	TOPLAM		
Elektrik	kWh	0	0	0	753	1.431	10.298	8.341	2.303	0	2.616	0	0	25.742	44.961,54	19.219,12
Su	m ³	73	92	0	305	302	299	38	0	392	312	0	0	1.813	5.655,00	3.842,80

Tüketim & Co2e Grafiği

■ Bu yıl tüketim ■ Geçen yıl tüketim ■ Bu yıl t CO2e ■ Geçen yıl t CO2e

Aylar

2025	2024	2023													Ort.
Misafir Başı Tüketim	Birim	OCA	ŞUB	MAR	NİS	MAY	HAZ	TEM	AĞU	EYL	EKİ	KAS	ARA		
Elektrik	kWh	0,00	0,00	0,00	0,74	1,34	8,27	6,23	1,66	0,00	0,00	0,00	0,00	0,00	3,53
Su	m ³	0,00	0,00	0,00	0,30	0,28	0,24	0,03	0,00	0,32	0,00	0,00	0,00	0,00	0,25

2025	2024	2023													Ort.
Oda Başı Tüketim	Birim	OCA	ŞUB	MAR	NİS	MAY	HAZ	TEM	AĞU	EYL	EKİ	KAS	ARA		
Elektrik	kWh	0,00	0,00	0,00	1,46	2,65	17,37	13,30	3,66	0,00	0,00	0,00	0,00	0,00	7,39
Su	m ³	0,00	0,00	0,00	0,59	0,56	0,50	0,06	0,00	0,68	0,00	0,00	0,00	0,00	0,52

Water Management and Wastewater

Our business implements water-saving measures. All showerheads are equipped with aerators.

The water risk status of the region where our business is located has been determined. For this purpose, the Water Risk Atlas developed by the World Resources Institute is used. The relevant website link is provided.

In the risk analysis, water risk is specifically evaluated, and a water management plan has been established. This plan includes the measurement and monitoring of water usage, as well as targets and reporting aimed at reducing water consumption.

The aquatic life in seas, lakes, and other bodies of water is not harmed by the water use activities of our business. Nonetheless, the potential harm to aquatic life is considered in the risk analysis and necessary precautions have been taken.

Our business complies with all legal requirements and regulations regarding water usage.

Water comes from a legal and sustainable source—municipal tap water.

We measure our water consumption. The total water used per guest or per overnight stay is calculated and reported. Our business uses water-saving equipment. Good practices such as changing bed linens and towels only upon guest request are also implemented.

We inform and guide our employees and stakeholders about water conservation. Our business does everything within its means to ensure that wastewater does not harm the environment.

The disposal of wastewater complies with the regulations set by the local authorities. All legal requirements in this regard are fulfilled.

We use a drip irrigation system for our plants and trees.

In both guest rooms and public toilets, we provide informational signage and alerts that raise awareness and show water usage levels to encourage water saving.



We use a drip irrigation system for our plants and trees.



In both guest rooms and public toilets, we provide informational signage and alerts that raise awareness and show water usage levels to encourage water saving..



[WATER RISK ATLAS](#)

Food Waste and Solid Waste

Our business has a Solid Waste Management Plan. This plan includes the regular measurement and monitoring of waste generation, waste reduction, reuse, recycling, and disposal.

Solid wastes are separated according to types such as food, recyclable, hazardous/toxic, and organic. During separation, the potential for recycling and reuse is taken into consideration.

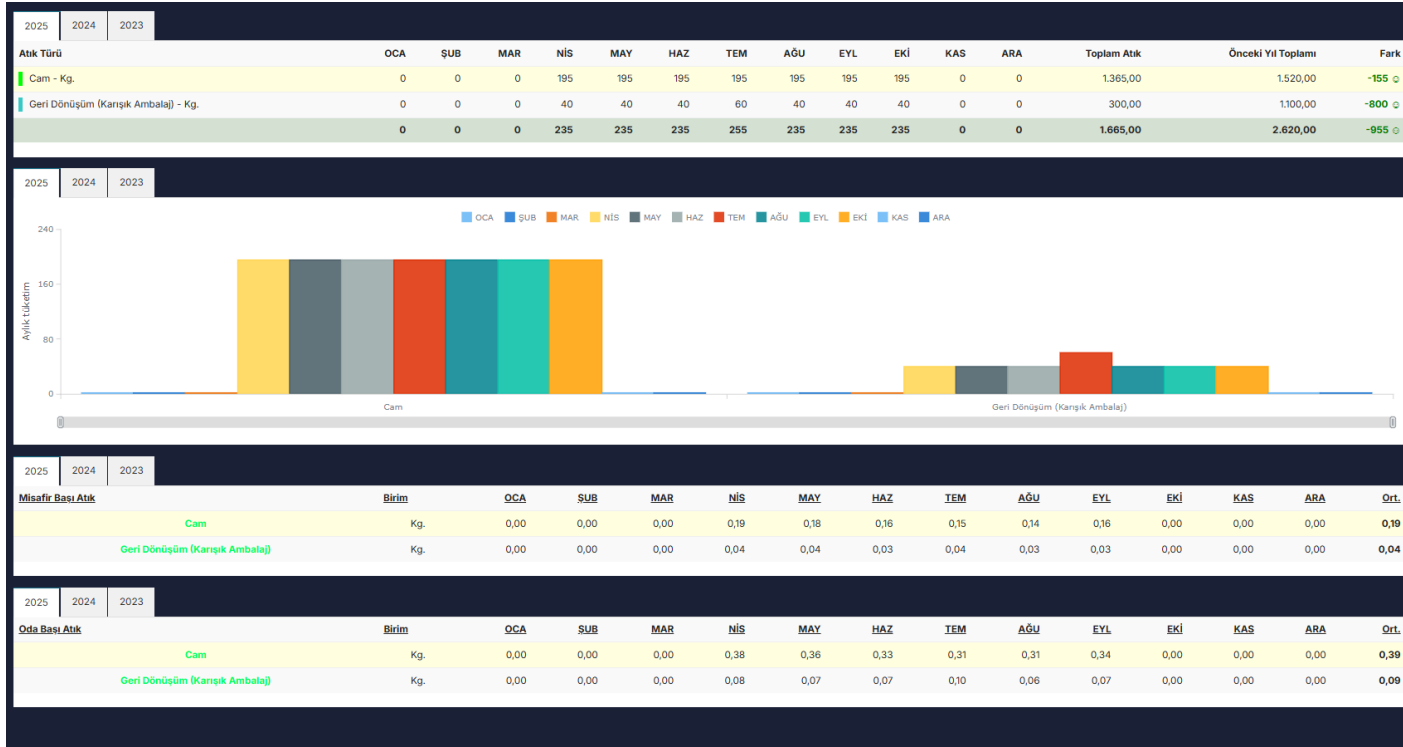
Our business regularly informs and guides its employees and stakeholders about waste management through various visual and communication materials.

Solid wastes that are separated by type in our business are collected by authorized and licensed companies.

Solid wastes, including food waste, are measured according to type. The amount of solid waste per guest or overnight stay is calculated and reported.

Additionally, our business identifies activities and risk areas with high levels of solid waste generation. It plans and implements corrective measures to reduce food waste and prevent wastage.

It is a priority for us to ensure that the disposal of solid waste does not have a negative impact on the local population or the environment. Our solid waste management is aligned with the legal framework of the “Zero Waste Regulation.”





1. Reduction of Environmental Impacts

We recognize that the natural resources we use, the surrounding environment we interact with, and the big family we've built with our employees all significantly contribute to our

corporate success and the experiences we offer our guests. With this awareness, we adopt a management approach that constantly reviews our responsibilities at every stage.

Accordingly, we have created an "Environmental Policy" to protect and sustain the environment we live in. We plan our business processes in line with this policy, analyze the results, and aim to improve our current performance day by day. To achieve this goal:

- We comply with all applicable environmental laws, regulations, and legislation; and we continuously improve our operations and ourselves.
- In line with our brand's understanding of social responsibility, we prioritize raising awareness among our internal stakeholders—primarily our employees—guests, and the local community, and we take and implement decisions accordingly.
- Without compromising on quality, we create added value through cooperation with our suppliers based on a win-win approach and within the framework of the management systems implemented at our facilities.
- It is of great importance to us to protect the environment, pass it on to future generations in a clean and healthy state, and contribute to maintaining ecological balance.
- Believing in the continuity of education, we ensure that environmental awareness is adopted not only by our employees but also by our guests, and we contribute to environmental protection projects in cooperation with local administrations.
- Preventing environmental pollution and ensuring that recyclable wastes are mostly recovered through recycling is one of our main goals.
- We prioritize compliance with current international and national legislation and the requirements of ISO 14001. We share our efforts to minimize pollution that may arise from our operations and to use natural resources wisely with our employees, guests, suppliers, and society. We also establish goals to ensure continuous improvement, conduct research, and implement projects related to biodiversity and the efficient use of energy and resources.
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AQUARIUM GARDEN 	ÇEVRESEL FAALİYETLER PROSEDÜRÜ	No: AQU.PL.D2.4
		Yayın Tarihi: 7.04.2025
		Rev. No:
		Revizyon Tarihi: 7.04.2025

AMAÇ :Atıkların çevresel etkilerinin belirlenmesi, çevre hedeflerinin oluşturulması, izlenmesi, ve ilgili faaliyetlerin belirlenmesi

KAPSAM : Firma bünyesinde atık statüsünde tanımlanan, ve yasal olarak izlenmesi gerekli tüm atık ve ortamları kapsar. UYGULAMA :

Çevresel risk analizi:

1. Yasal yönetmelikler incelenir.
2. Kurumun sorumluluğundaki maddeler belirlenir, analiz edilir.
3. Yasal sorumluluklar ile ilgili aksiyonlar planlanır.
4. Saha ve çevresel riskler belirlenir.
5. Kurumun atık veri tabanı oluşturulur.
6. Çevre etkileri tanımlanır.
7. Risk analizi yapılarak puanlandırılır.
8. Önem sınıfı ve aksiyonlar belirlenir.
9. Çevre etkileri ve aksiyonlar takip edilir.

-Çevre hedeflerinin belirlenmesi:

1. Çevre hedefleri belirlenir.
2. Her hedef için gelişim planı hazırlanır.
3. Aksiyonlar stratejik plan içerisine alınır.
4. Aksiyonlar yayınlanarak takip edilir.

Yapılan faaliyetler YGG toplantısı gündeline dahil edilir.

İLGİLİ KAYNAK VE DOKÜMANLAR : Çevresel Etki Değerlendirme Formu, Yasal Mevzuat Değerlendirme Formu

PERFORMANS GÖSTERGESİ : Aksiyon planına uyum

KULLANILAN KAYNAKLAR : Yasal mevzuatlar, Ürün MSDS bilgileri



We provide recycling bins to help reduce environmental impacts.

1. Personnel and Working Life

Employee Participation

At the core of who we are lies our most valuable resource—our employees. Acknowledging this, we always prioritize their social rights and benefits, performance management, rewards, training and career development, and occupational safety.

For example:

We provide financial support to our employees for special occasions such as New Year, holidays, birthdays, weddings, childbirth, and for families with children.

To increase performance, we offer bonuses and opportunities for internal promotions.

Each month, one employee from every department is selected and rewarded as “Employee of the Month.”

Human Resources Vision

To create a qualified human resource that is highly motivated, upholds and enhances our corporate image, highlights innovative work, values service, and views their role as a meaningful part of a whole. Our goal is to become a pioneering organization in Turkey’s tourism sector through integrated human resources practices.

Human Resources Mission

To plan and train the human resources needed to achieve the institution's goals and strategies, manage personnel processes effectively, and ensure we have a team that is self-confident, capable of representing the institution, and capable of introducing new perspectives in their field.

We aim to provide strategic support to all departments and companies within our group, aligned with business strategies, by promoting a high-performance culture and creating value for all stakeholders.

Our employees are aware of their responsibilities within our management system and sustainability-related policies and practices. These responsibilities are clearly defined in writing, communicated to them, and supported with regular training and guidance. All such trainings are documented.

Employees play an active role in developing and continuously improving our management system and sustainability performance.

We review and improve our system based on employee feedback.

EĞİTİM KATILIM FORMU				
Eğitim Alan Kurum			Eğitimi Veren Kişi/Kişiler	
GOL TURİZM AQUARIUM GARDEN			Özge YÜCEL Tolga CAN EREN	
Eğitim Türü	Uzaktan	Örgün	Eğitim Tarihi	18.04.
Eğitim Süresi				
Eğitim Konuları	1. Genel konular		3. Teknik konular	
	a) Çalışma mevzuatı ile ilgili bilgiler, b) Çalışanların yasal hak ve sorumlulukları, c) İşyeri disiplini ve düzeni, ç) İş kazası ve meslek hastalığından dolayı hukuki sonuçlar,		a) Kurumsal, fiziksel ve organizasyonel risk önlenimi, b) Etiler kalıtımı ve yapısı, c) Değişim, partiye, yönetim ve yönetimden korunma, ç) İş ekipmanlarının güvenli kullanımı,	
	2. Sağlık konuları		d) Etiler araçları çalışma, e) Fiziksel, psikolojik, ruhsal ve davranış, f) İş kazalarının sebepleri ve korunma prosedürleri ile tekniklerinin uygulanması, g) Güvenlik ve sağlık şartları, ğ) Kişisel koruyucu donanım kullanımı, h) İş sağlığı ve güvenliği genel kavramları ve güvenli kültür, ı) Tehlike ve kurtarma,	
	a) Meslek hastalıklarının sebepleri, b) Hastalıklardan korunma yöntemleri ve korunma tekniklerinin uygulanması, c) Bireysel ve psikolojik risk önlenimi, ç) İlk yardım, d) Tıbbi önlemlerin parlatma ve pastil önlemleri, Üzüm ile önlemleri Diğer Konular (mümkünse yazılmalı, kesin olmamalı yazılmalı)			
Sıra No	Ad Soyad	Görev/Ünvan	İmza	
1	Özge YÜCEL	Kat. Gözetmeni	[İmza]	
2	HATİCE KARACAN	Kat. Gözetmeni	[İmza]	
3	Tolga CAN EREN	İşyeri Sorumlusu	[İmza]	
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Fair Compensation

Before starting work at our facilities, employees are informed about the salary they will receive, working conditions, hours, and payment schedule.

Training and Career Development

All employees have equal access to training. In addition to legal and professional trainings required by the tourism sector, orientation programs and periodic trainings are conducted in line with our sustainability policies and management system. These include on-the-job trainings, legally mandated courses, and mentoring support.

We implement annual training plans covering:

- Occupational Health and Safety
- Hygiene trainings for kitchen/service/massage personnel
- Water and energy saving
- Chemical handling procedures
- Fire protection and first aid

All training materials are accessible to employees free of charge.

Our business is committed to complying with the relevant provisions of Turkish Labor Law No. 4857, and pays employees no less than the minimum wage. Additionally, we comply with the Social Insurance and General Health Insurance Law No. 5510 and the Occupational Health and Safety Law No. 6331.

EĞİTİM KATILIM FORMU				
Eğitim Alan Kurum		Eğitim Veren Kişi/Kişiler		
GÖL TURİZM APARNUM GARDEN		Fatma ŞİMŞEK Tatlıcaan EREN		
Eğitim Türü	Uzaktan	Öğün	Eğitim Tarihi	18.04.
Eğitim Süresi				
Eğitim Konuları	1. Genel konular		2. Teknik konular	
	<p>1) Çiçek yetiştirme ile ilgili bilgiler</p> <p>2) Çiçeklerin sevdi toprak ve ortamı hakkında</p> <p>3) Çiçeklerin sulama ve bakımını</p> <p>4) Çiçeklerin hastalık ve zararlıları</p> <p>5) Çiçeklerin pazarlama ve dağıtımını</p> <p>6) Çiçeklerin nakliyatını</p> <p>7) Çiçeklerin depolanmasını</p> <p>8) Çiçeklerin gübrelenmesini</p> <p>9) Çiçeklerin tohumculuğunu</p> <p>10) Çiçeklerin yetiştirilmesini</p> <p>11) Çiçeklerin pazarlanmasını</p> <p>12) Çiçeklerin nakliyatını</p> <p>13) Çiçeklerin depolanmasını</p> <p>14) Çiçeklerin gübrelenmesini</p> <p>15) Çiçeklerin tohumculuğunu</p> <p>16) Çiçeklerin yetiştirilmesini</p> <p>17) Çiçeklerin pazarlanmasını</p> <p>18) Çiçeklerin nakliyatını</p> <p>19) Çiçeklerin depolanmasını</p> <p>20) Çiçeklerin gübrelenmesini</p>			
Sıra No	Adı Soyadı	Görevi/Ünvanı	İmza	
1	Canlı - ŞİMŞEK	Kat. Sorumlusu	Fatma ŞİMŞEK	
2	HATİCE KARACAN	Kat. Sorumlusu	Tatlıcaan EREN	
3	Tatlıcaan DEKELLİ	Müşteri	Fatma ŞİMŞEK	
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KATILIM BELGESİ

Sayın SALİYE YÜKSEL

Kapadokya Üniversitesi Sürekli Eğitim Uygulama ve Araştırma Merkezi tarafından düzenlenen 4 saatlik "Konaklama Sektörüne Yönelik Türkiye Sürdürülebilir Turizm Programı 1. Aşama Eğitimi"ne katılarak bu belgeyi almaya hak kazanmıştır.

Mehmet BAHAR
Eğitim Uzmanı

Funda F. AKTAN
Merkez Müdürü

EĞİTİM TARİHİ: 09.06.2023 - 09.06.2023
BARKOD NO: UN_04140110480735996106
T.C. KİMLİK NUMARASI: 10480735996
TANZİM TARİHİ: 10.06.2023



"Bu belgenin doğruluğu <https://turkiye.gov.tr/belge-dogrulama> adresinden veya mobil cihazlarınıza yükleyebileceğiniz e-devlet Kapısı'na ait Barkodlu Belge Doğrulama uygulaması vasıtası ile yandaki karekod okutulularak kontrol edilebilir."

Sertifika Tarihi: 08.01.2025

Sertifika No: 24-TR-4062-Y5-847

KATILIM BELGESİ

ISO 9001:2015 KALİTE YÖNETİM SİSTEMİ SEMİNERİ

SALİYE YÜKSEL

Marmaris Ticaret Odası ve TÜV Austria Türk Akademi tarafından gerçekleştirilen "ISO 9001:2015 Kalite Yönetim Sistemi" seminerine katılarak bu belgeyi almaya hak kazanmıştır.

S. Mutlu AYHAN
Marmaris Ticaret Odası
Yönetim Kurulu Başkanı



Employee and Human Rights

Ensuring the absolute satisfaction of our employees is a top priority. From legal rights to additional benefits provided by our business, we take full responsibility for the work environment, employee psychology, motivation, performance, and overall comfort.

Although we employ foreign nationals, as a facility serving guests of various nationalities, any form of discrimination based on nationality, race, language, etc. is strictly against both tourism ethics and our company principles. All personnel, regardless of nationality, are provided equal opportunities, and their legal employment procedures are followed precisely.

Social Activities

Internal activities aimed at boosting employee motivation and team spirit include:

- Distribution of gifts and souvenirs on special days
- Ensuring timely payment of salaries and entitlements
- Providing gifts for employees who marry or have children
- Organizing blood donation campaigns
- Participation in social responsibility projects

Our business ensures that all processes—up to the point where the service reaches the end consumer—comply with international, national, and local laws for public benefit.

Additionally, social, physical, and environmental conditions are monitored to ensure social compliance.

Our Commitments:

- Compliance with laws and other obligations
- Prevention of child labor
- No illegal employment of foreign workers
- Prevention of forced or compulsory labor
- Regulated working hours
- Stable employment
- Prevention of disciplinary abuse, harassment, and mistreatment
- Fair wages and benefits
- Prevention of discrimination
- Assurance of occupational health and safety

Prevention of environmental pollution





We also celebrate our employees' birthdays

9. Cultural Activities

We are fully aware of our responsibility to preserve local culture and values. In this context, we place great importance on the following:

- **Cultural Promotion**
- **Contributing to the Region's Commercial Activity**
- **Promoting Natural and Historical Riches**
- **Supporting the Employment of Local People**

Communication with the Local Community

Through facility management and designated representatives, we actively engage in:

- Strengthening local employment
- Increasing local awareness
- Protecting local resources and capabilities
- Preserving historical and cultural assets
- Supporting regional cooperation and mutual aid
- Contributing to projects that promote the region
- Identifying and solving key issues affecting the region

We conduct these efforts in collaboration with NGOs, municipalities, local village heads (muhtars), and official institutions through consultations and joint projects.

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