

AYAZ SUIT AND RESIDENCE HOTEL SUSTAINABILITY REPORT

CONTENTS

1. ABOUT THE REPORT

2. DESCRIPTION AND FEATURES OF THE FACILITY

3. SUSTAINABILITY TEAM

4. REDUCING ENVIRONMENTAL IMPACTS

5. STAFF AND WORKING LIFE

6. SOCIAL ACTIVITIES

7. CULTURAL ACTIVITIES

ABOUT THE REPORT

Sustainability: Sustainability is defined as the use of resources in an environmentally sensitive, socially equitable and economically viable manner, meeting the needs of current users without compromising the ability of future generations to use them.

Sustainability Management System: A management system comprising a set of interrelated elements for establishing a sustainability policy, sustainability objectives, and processes for achieving these objectives.

Sustainable Tourism: The preservation of the environment, whether or not humans interact with it, without degradation or alteration, where cultural integrity, ecological processes, biological diversity and life-sustaining systems are maintained, and where all resources are managed in a way that meets the economic, social and aesthetic needs of both the local people and tourists in the visited area, while also ensuring that future generations can meet the same needs.

Sustainability Report: This report certifies that our hotel's projects and activities have a working system that does not harm the environment or human life and uses energy resources in a balanced manner.

In this report, you will see the activities and projects we have carried out to minimise the damage we may cause to the environment and human life, reflecting the value we place on our community and our world in the 2025 season.

AYAZ SUIT AND RESIDENCE'S SUSTAINABILITY MESSAGE

Our aim is to;

Provide high-quality service to our guests, bring economic benefits to the region we live in, contribute to social harmony and local employment, thereby benefiting the place we live in and protecting our environment.

Our goals are;

- *Identify our risks and strive to improve for our guests and employees,*
- *Minimise our negative impact on the environment by reducing unnecessary consumption of energy, waste and water,*
- *Provide economic benefits to the destination by creating job opportunities for local people and purchasing goods and services from local sources,*
- *To create innovations that continuously increase employee and guest satisfaction,*
- *To be an eco-friendly hotel that is sensitive to the ecosystem, preserves wildlife, and is surrounded by endemic plant species,*
- *To be more environmentally conscious by recycling waste materials generated during our operations.*

Our History;

- *Since its establishment in 1989, Parkım Ayaz A.Ş. has held an important position in the Aegean Region due to its environmental practices. As a company and all our employees, we consider it important to protect the environment by effectively using our natural resources and preventing pollution.*
- *Under the umbrella of PARKIM AYAZ A.Ş., we offer our guests services under different concepts at Parkım Ayaz Hotel and Ayaz Suit Residence.*
- *Our apartment hotel is located in Gümbet, the centre of entertainment and one of the most popular bays of the Bodrum Peninsula. It consists of 35 apartments: 4 three-bedroom apartments, 3 one-bedroom apartments, and 28 two-bedroom apartments. It offers an atmosphere and location that ensures guests can enjoy themselves and relax, with an adult and children's pool, a hot jacuzzi pool, a gym, a bar, and a spacious garden.*
- *Our hotel has been awarded the Zero Waste Certificate for its newly established environmental awareness activities. The most important reason that inspires our efforts is our respect for our hotel, our guests, our employees, and our environment.*
- *We are aware of the contribution our activities make to our environment and our world.*
- *Furthermore, we believe that the quality of our natural resources and the way these natural resources are managed are crucial factors in ensuring the sustainability of tourism development, both in the short and long term.*

Our Responsible Tourism Initiatives in the Region:

- *As a member of the Bodrum Chamber of Commerce, the Bodrum Promotion Foundation, and the Bodrum Hoteliers Association, PARKIM AYAZ A.Ş. aims to provide greater economic and social benefits for tourism and the business world. Local communities are always our source of inspiration.*

- *Our hotel also works with local schools and universities to provide work experience opportunities.*

Promotion:

- *Promoting Bodrum means promoting our hotel. Our company works with the Bodrum Promotion Foundation to promote Bodrum, participating in international fairs to contribute to the promotion of Bodrum and its local culture and history.*
- *Our hotel always reflects its culture. We have an information board, a barcode system, and a website so that our guests can learn about our local history and culture.*

Employment;

It is our preference that the staff working at Ayaz Suit Residence hotel are from the local community. Our aim in this regard is for the money earned to be spent in the local economy. Furthermore, our hotel encourages the local community to seek employment in the city.

Our Donation and Philanthropy Policy

- *Our company provides financial and moral support to local events and international sports and arts activities held in Bodrum. Promoting Bodrum on the international stage is always important to us.*
- *By sponsoring local sporting activities, we aim to increase local sporting activities and strengthen our relations with the local community. Opportunities are provided to exhibit local handicrafts in designated areas within our hotel.*
- *Our company is in constant communication with all municipalities, public institutions and civil society organisations, supporting local issues and projects.*

Our Environmental Awareness Policy

- *In our endeavour to minimise the impact of tourism on our environment, our hotel has taken necessary measures in many areas, from the recycling of solid waste and vegetable waste oil to the use of renewable energy.*
- *Recycling and purchasing environmentally friendly products are our priorities.*
- *Our hotel management keeps abreast of new technologies and makes environmentally conscious investments. The necessary work continues to ensure the continuous improvement of our environmental performance.*
- *We have made it our management practice to reduce waste by using raw materials, energy and natural resources efficiently. For this reason, we separate the waste generated according to its source, group and hazard class, store it in separate warehouses, deliver it to licensed companies without exceeding the legal storage time limit, keep records, and carry out regular disposal work. Our hotel holds a Zero Waste certificate.*
- *We receive training on the use of hazardous and chemical substances. It is important for us to ensure their use is limited to what is necessary, thereby reducing waste quantities and their negative impact on the environment.*
- *We undertake initiatives to raise environmental awareness among our employees, guests, suppliers and local communities.*
- *We provide environmental training to our employees and strive to implement projects that increase the awareness of our staff and guests.*

- *We operate in accordance with legal regulations and monitor our environmental management performance at regular intervals. Raising our targets and improving our performance is our priority.*
- *We strive to conserve water, energy and all natural resources through various measures taken at our hotel. We share the measures we take with our staff, guests and suppliers.*
- *Considering the comprehensive effects of climate change on economic and social welfare and growth, it is important for us to play an active role in the transition to low carbon emissions.*
- *We take care to preserve the ecological balance by valuing wildlife and biodiversity.*
- *We always contribute to environmental projects to leave a more liveable environment for future generations.*

Our vision is to create a cleaner environment for today and tomorrow, and to be a business that is sensitive to its surroundings and works in harmony with the local community.

UĞUR AYAZ

GENERAL MANAGER

SUSTAINABILITY TEAM

REDUCING ENVIRONMENTAL IMPACTS

ENVIRONMENTAL MANAGEMENT

At Ayaz Suit Residence, we act in accordance with national and international legal regulations and organisational requirements to create a more liveable environment for our employees, guests, suppliers and the community we are part of, in addition to ensuring guest satisfaction.

In today's world, where the importance of climate change and global warming is increasingly felt, we accept all our responsibilities and constantly strive to ensure that our

employees embrace environmental awareness. By acting in accordance with environmental management principles such as reduction at source, reuse, recycling and disposal, we are reducing our carbon footprint through activities such as the efficient use of energy and natural resources and reducing the use of hazardous chemicals.

In addition to holding all necessary official permits, such as Environmental Permits, Live Music Permits, Environmental Impact Assessment (EIA) certificates, etc., our waste management, monitoring of energy and water consumption, wastewater measurements, and staff training are essential to minimising the harm we cause to our community and the world...

Our Environmental Awareness Policy

- *In order to minimise the impact of tourism on our environment, our hotel has taken necessary measures in many areas, from recycling solid waste and vegetable oil waste to using renewable energy.*
- *Recycling and purchasing environmentally friendly products are our priorities.*
- *Our hotel management keeps abreast of new technologies and makes environmentally conscious investments. The necessary work continues to ensure the continuous improvement of our environmental performance.*
- *We have made it our management practice to reduce waste by using raw materials, energy and natural resources efficiently. For this reason, we separate the waste generated according to its source, group and hazard class, store it in separate warehouses, deliver it to licensed companies without exceeding the legal storage time limit, keep records, and carry out regular disposal work. Our hotel holds a Zero Waste certificate.*
- *We receive training on the use of hazardous and chemical substances. It is important for us to ensure their use is limited to what is necessary, thereby reducing waste quantities and their negative impact on the environment.*
- *We undertake initiatives to raise environmental awareness among our employees, guests, suppliers and local communities.*
- *We provide environmental training to our employees and strive to implement projects that increase the awareness of our staff and guests.*
- *We operate in accordance with legal regulations and monitor our environmental management performance at regular intervals. Raising our targets and improving our performance is our priority.*
- *We strive to conserve water, energy and all natural resources through various measures taken at our hotel. We share the measures we take with our staff, guests and suppliers.*
- *Considering the comprehensive effects of climate change on economic and social welfare and growth, it is important for us to play an active role in the transition to low carbon emissions.*
- *We take care to preserve the ecological balance by valuing wildlife and biodiversity.*

- *We always contribute to environmental projects to leave a more liveable environment for future generations.*

ENERGY MANAGEMENT

Our Energy Efficiency Policy

In order to fulfil both our responsibilities towards nature and our legal obligations, we voluntarily carry out work to reduce energy usage and continuously improve energy consumption performance by following national and international laws and regulations, and we monitor the results of our work.

We set targets, monitor and improve them, and encourage our employees to contribute through the training provided.

All our stakeholders are important to us in terms of energy management. In this regard, we strive to work together with our guests, employees and all our business partners, and we attach importance to creating awareness-raising projects.

When making purchases, we take care to find energy-efficient products, equipment, tools and technology alternatives.

Energy risks and potential emergencies such as energy restrictions have been assessed by our hotel and the necessary precautions have been taken.

We constantly follow innovations in energy efficiency and direct our investments accordingly.

Ayaz Suit Residence hotel consists of high-capacity facilities that utilise a wide variety of energy sources and numerous technologies. Energy data is recorded and reported regularly. Energy data monitored through operational and financial analyses is evaluated on a regular basis. Savings opportunities can be created thanks to the automation systems used for lighting, air conditioning, irrigation, etc. By procuring efficient, economical, environmentally friendly, new technology products, projects are produced with the aim of having a positive impact on energy values.

The Day Heat Project ensures that the 20-22 degree mains water is heated to 40-50 degrees using a solar panel system (day heat system). The aim is to reduce the costs incurred by the heat pump system by preheating the water for use with an environmentally friendly and cost-effective solar energy system. Parkım Ayaz Hotel aims to reduce electricity consumption with environmentally friendly, renewable solar energy systems and thus achieve cost optimisation. For this reason, it aims to make new investments in renewable energy systems in the 2024 season.

Lighting Automation Project: By eliminating the human factor, the aim is to prevent lighting systems in guest areas from compromising comfort and wasting energy, thereby reducing energy costs. The installation of a lighting automation system at our Ayaz Suit Residence hotel aims to optimise electricity consumption and guest area comfort. Some of the lighting used in the garden area and the corridor lighting in the rooms automatically switch on and off according to the system.

Solar-Powered Lighting Project: All garden lighting at our Ayaz Suit Residence hotel consists of automatic lamps powered by solar energy.

Mechanical Air Conditioning Project; This project aims to provide comfort to our staff and energy cost advantages to our hotel. The mechanical air conditioning system aims to maintain comfortable temperatures and reduce energy costs by preventing waste through the efficient use of electrical energy. By installing a mechanical automation system in the accommodation areas used by our staff, we aim to provide climate control comfort while preventing wastage in electricity consumption, thereby reducing costs and achieving cost optimisation.



In addition to these projects:

- LED lighting has been chosen for all our lighting systems.
- The kitchens in the guest rooms are positioned so as not to receive direct sunlight, in order to prevent overheating.
- Furthermore, our hotel uses energy-efficient equipment with A and A+ ratings.
- Our hotel informs and educates its employees and stakeholders on energy saving. Brochures located throughout the hotel aim to raise awareness among staff and guests.

WATER AND WASTE WATER MANAGEMENT

Our hotel complies with all legal requirements and regulations regarding water use. Water is sourced from a legal and sustainable source, namely the mains water supply. We have an active and controlled water conditioning system. The water distributed from our water pipes to every corner of the facility is of drinking water quality, and the total water used per guest or per night is calculated and reported.

Water risk has also been assessed in the risk analysis, and a water management plan has been developed. The aquatic life in seas and lakes is not harmed by our hotel's water usage activities. Nevertheless, the possibility of harm to this aquatic life has been assessed in the risk analysis, and the necessary precautions have been taken.

The Water Management Plan includes targets and reporting aimed at measuring and monitoring water usage and reducing water consumption. Water consumption in the system

is read via meters and recorded in consumption reports. The water risk status in the area where our hotel is located has been determined. The Water Risk Atlas prepared by the World Resources Institute is used for this purpose.

Water conservation measures in our hotel:

- *All shower heads are fitted with aerators.*
- *All bathrooms are equipped with shower trays.*
- *Double-flush cisterns have been installed in all toilets.*
- *Bed linen and towels are changed upon guest request.*
- *Water-saving sensor taps are used in public urinals and washbasins.*
- *Water-efficient washing machines and dishwashers (with eco-labels) are used in our facility.*
- *Our hotel informs and guides its employees and stakeholders on water conservation.*

Our facility is connected to a central treatment system. Wastewater generated as a result of use is documented with a Connection Quality Control Licence. Drinking and domestic water consumption values in our hotels also represent wastewater values. Our hotel complies with the regulations set by the local administration for the disposal of wastewater and mobilises all its resources to ensure that wastewater does not harm the environment.

WASTE AND HAZARDOUS WASTE MANAGEMENT

Our hotel has a Waste Management Plan in place. The plan includes the regular measurement and monitoring of waste production, waste reduction, reuse, recycling and waste disposal.

Solid waste is separated according to type, such as food, recyclable, toxic/hazardous and organic, and recycling and reuse opportunities are considered during separation. Our hotel regularly informs and guides its employees and stakeholders on waste management using various visual and communication materials. Solid waste separated by type at our hotel is collected by authorised and licensed companies.

Solid waste, including food waste, is measured by type. At our hotel, the amount of solid waste per guest or per night is calculated and reported. Our hotel has also identified activities and risk areas where solid waste generation is high. Corrective measures are planned and implemented to reduce food waste and spoilage.

The aim is to ensure that solid waste disposal has no adverse effect on the local population or the environment. Compliance with the 'Zero Waste Regulation' legislation on solid waste management is ensured. Priority is given to ensuring that all chemicals used at our facility are approved, labelled and in appropriate packaging, and that their MSDSs have been provided to us. Necessary precautions have been taken in our chemical storage areas against leaks, spills, etc. that could harm the environment. Vegetable waste oil and hazardous waste are stored in accordance with the law and sent to licensed companies for disposal/recycling. Necessary records are kept to prevent any harm that hazardous waste could cause to nature.



Additionally, at our hotel:

- *Single-use items are not used in the communal showers and toilets or in public areas.*
- *Refillable products are used in our rooms instead of single-use items.*
- *An automatic dosing system is in place in the swimming pools, using the minimum amount of disinfectant required to achieve appropriate hygienic results.*
- *We avoid using abrasive and environmentally harmful chemicals when selecting chemicals for cleaning, painting and maintenance.*
- *Operating personnel are provided with training on the use of detergents and disinfectants, including usage conditions, quantities and methods of use.*
- *In addition, all staff at our hotel receive training on Environmental Awareness, Water/Electricity Conservation, Zero Waste, and Hazardous Waste Separation Methods.*
- *We verify that the pesticides used by the external pest control company we hire are products that do not harm human health or the environment, and we strive to reduce chemical consumption by making greater use of natural measures. (to reduce chemical consumption.*
- *Our hazardous and solid waste is regularly delivered to the relevant companies, and delivery forms are kept on file.*

PURCHASING MANAGEMENT

At Ayaz Suit Residence hotel, we encourage local production by ensuring quality and food safety without compromising the comfort of our guests.

SUSTAINABLE PURCHASING POLICY

We ensure that the products we purchase are produced in Bodrum and its surroundings or sourced from local suppliers. This method contributes to reducing CO2 emissions in line with international targets during the transportation of products.

Our hotel prefers local products and services over imported ones. We also use seasonally produced products.

It is a priority for us that the supplier companies we work with have Quality Assurance Systems, Environmental and Occupational Health and Safety Management Systems, internationally recognised and sustainable certifications, and that their production and supply do not have any harmful effects on the environment and comply with environmental legislation.

It is important that our supplier companies, like us, use their resources appropriately without harming nature and the ecosystem and that they comply with hunting bans.

They must have systems in place to minimise and properly manage their waste and be able to offer alternatives with less packaging or bulk packaging.

It is important to us that our supplier companies offer alternatives that are environmentally friendly, economical, value local ethical values, use recyclable or recycled materials, are organic, bio, vegan, not tested on animals, do not contain harmful chemical components, etc.

We share our perspective with our suppliers and strive to create efficient purchasing opportunities with them. By monitoring our procurement processes, we aim to reduce the environmental impact arising from these processes.

We audit the suppliers we purchase from and support them in aligning with our sustainability goals. By periodically determining our rates of working with local/non-local suppliers, we always aim to increase our opportunities to work with local suppliers in order to reduce our carbon footprint and support the local economy.



OUR CHILDREN'S RIGHTS POLICY

According to the United Nations Convention on the Rights of the Child, adopted on 20 November 1989, every human being is defined as a child until the age of 18.

We do not employ child labour at our hotel, and it is important to us that all our business partners share this awareness.

We ensure that all children staying at our hotel are provided with a safe and secure environment where they can enjoy themselves, regardless of their gender, ability, race, origin, status or age.

Our children's rights policy has been communicated to our guests, stakeholders and all our staff.

We provide training to our employees on preventing and recognising child abuse.

In cases where we witness suspicious behaviour involving children, the General Manager is informed, and we seek assistance from official organisations when deemed necessary.

We organise training sessions and support projects to raise awareness about the protection of children's rights.

Children are our future...

WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

Our hotel does not discriminate against our employees on the basis of race, nationality, religion, age, disability, gender, marital status, union membership or political beliefs. The principle of equal pay for equal work is adopted.

Hiring, pay, training opportunities, promotion, termination, and retirement are standard for every employee.

Women's participation in the workforce is supported by all our departments, and we offer equal conditions.

Regardless of gender, the working and accommodation conditions of all our employees are safe, hygienic, and comfortable.

We provide the necessary environment for our employees to benefit equally from our training opportunities and career prospects.

Our hotel management supports training requested by our employees.

We create working conditions and accommodation that maintain a work-life balance.

We do not tolerate women being subjected to exploitation, harassment, discrimination, suppression, coercion, slander, etc. in any way.

We are always aware of and supportive of the value that Ayaz Suit Residence brings to our hotel.

ACCESSIBILITY POLICY

Ayaz Suit Residence hotel has prepared the appropriate infrastructure to ensure that our disabled guests can easily access the pool, bar and general areas.

Our hotel also cooperates with the Bodrum Health Foundation located in our local area, making financial and moral contributions to provide opportunities for local disabled people.

Suitable working areas have been created for the comfort and convenience of our disabled employees.

Ayaz Suit Residence hotel will continue its efforts to provide an accessible environment for disabled guests and employees.

There is one toilet in the outdoor area for guests who use wheelchairs.

EDUCATION MANAGEMENT

In line with our sustainability policies and management system, we provide orientation training, periodic training programmes related to sustainability and work areas, on-the-job training, training required by legal regulations, and guidance support to our employees.

We implement annual training plans on topics such as Occupational Health and Safety training, hygiene training, water and energy conservation, chemical substance usage rules, fire prevention, first aid, etc.



EMPLOYEE AND HUMAN RIGHTS MANAGEMENT

The satisfaction of our employees is a priority issue for our hotel. Therefore, it is the responsibility of management to ensure all aspects of workplace comfort, including, but not limited to, legal rights, working environment, psychology, motivation, and performance. Our

hotel undertakes to comply with the relevant provisions of the Labour Law No. 4857 and pays employees at least the minimum wage.

Furthermore, our hotel undertakes to comply with Law No. 5510 on Social Insurance and General Health Insurance and Law No. 6331 on Occupational Health and Safety. Before starting work at our facilities, our employees are informed about their salary, working conditions, working hours, and when they will receive their salary.

Just as we do not discriminate against our guests or visitors based on gender, nationality, race, language, etc., we also do not discriminate against our employees on these grounds, as this is contrary to both our hospitality and working principles. We always protect our employees' personal data.

The locations of the staff lodgings, which are allocated specifically to each department, have been chosen to be close to shopping areas, the beach and walking paths, preventing employees from becoming isolated socially. Family rooms have been provided in our hotel specifically for employees with families. The same standard is maintained in all accommodation rooms. An air conditioning system ensures a comfortable stay. Staff uniforms are washed at the hotel, and laundry facilities are provided in the accommodation for personal clothing. To reduce our carbon footprint, a shuttle service is available for our employees residing in Bodrum.

It is important to us that our employees work in a safe environment. Therefore, investments are made to ensure that staff are provided with the right working environment through appropriate measures. Training is provided to raise staff awareness in this regard.

OUR



OCCUPATIONAL HEALTH AND SAFETY POLICY

With the aim of protecting our workplace, our employees, our guests and our suppliers, creating a safe working environment and ensuring its continuity;

- *We comply with all legal and other obligations regarding Occupational Health and Safety.*
- *We embrace the principle that Occupational Health and Safety and improvement activities are the shared responsibility of all employees.*
- *We set targets for participation at all levels in Risk Assessment and Risk Level Reduction activities.*
- *We aim to achieve the sustainable goal of 'Zero Accidents' by continuously improving our*
- *Occupational Health and Safety culture. We share our Occupational Health and Safety initiatives with all our employees and our community to serve as pioneers and role models.*

Our Donation and Philanthropy Policy

- *Our hotel provides financial and moral support to local events and international sports and arts activities held in Bodrum. Promoting Bodrum on the international stage is always important to us.*
- *By sponsoring local sports activities, we aim to increase local sports activities and strengthen our relations with the local community. Our hotel provides opportunities for the exhibition of local handicrafts in designated areas within the hotel.*

- *Our hotel maintains communication with all municipalities, public institutions and civil society organisations, supporting local issues and projects.*

CULTURAL ACTIVITIES

Promotion;

- *Promoting Bodrum means promoting our hotel. Our hotel works with the Bodrum Promotion Foundation to promote Bodrum and contributes to the promotion of Bodrum and its local culture and history by participating in international fairs.*
- *Our hotel always reflects its culture. We have an information board, a barcode system and a website so that our guests can learn about our local history and culture.*
- *Through these communication channels, you can find many details about Bodrum's local delicacies, festivals, names that add value to Bodrum, values unique to Bodrum, our historical sites, etc.*