



JUSTINIANO CLUB ALANYA HOTEL



SUSTAINABILITY REPORT



2024 - 2025

OUR SUSTAINABILITY POLICY

- ▶ For a sustainable world, we prioritize evaluating, resolving, and providing feedback on our guests' suggestions and complaints.
- ▶ In line with our sustainability approach, we provide training to raise employee awareness and contribute to their development, ensuring they take an active role at every stage.
- ▶ We comply with all laws and regulations in all our operations.

OUR ENVIRONMENTAL PROTECTION AND WASTE MANAGEMENT POLICY

- ▶ We evaluate the environmental impact and size of our activities within the framework of legal regulations and work to minimize our impact.
- ▶ We evaluate our waste at the purchasing stage to reduce it at its source.
- ▶ We separate our waste by group and hazard class in the most effective way. We deliver our waste to licensed companies that are appropriate for their class.
- ▶ We aim to reduce the amount of waste.
- ▶ We provide training to our staff on topics such as waste separation, zero waste, etc., and raise awareness among our guests by organizing events on these topics.
- ▶ We carry out the necessary infrastructure work for the efficient use of our natural resources and aim to reduce them by regular monitoring.
- ▶ We raise awareness among our guests and employees about the conscious use of our natural resources.

OUR PURCHASING POLICY

- ▶ We contribute to environmental protection by choosing "recycled" and "environmentally friendly" labels for the materials we purchase for our hotel.
- ▶ We contribute to the regional economy by sourcing products and goods from local suppliers, and we aim to continuously increase the percentage of our local suppliers.

OUR EMPLOYMENT POLICY

- ▶ We contribute to regional development by providing employment for local people.
- ▶ Our principle is to create a fair and peaceful working environment for our employees, free from discrimination and ensuring equal opportunity.
- ▶ We listen to our employees and implement a communication model that allows for the free expression of ideas, focuses on solutions, and fosters dialogue.

OUR CULTURAL AWARENESS POLICY

- ▶ We inform our guests about the natural and cultural heritage, local products, and services found in our region so they can access them.
- ▶ We understand that visitors, whether visiting for tourism or business, contribute to regional development with their diverse cultures and deserve hospitality.
- ▶ We support all our stakeholders in promoting the region's cuisine, activities, culture, and traditions (religious and cultural sites, natural resources, etc.), provide training to our staff, and provide information to our guests.

OUR HUMAN RIGHTS POLICY

- ▶ We respect each other's views.
- ▶ We act in a transparent, fair, and open-minded manner, offering equal opportunities and encouraging employee participation.
- ▶ We oppose discrimination based on gender, language, race, age, socioeconomic status, educational background, ethnicity, religious belief, etc. We ensure that all our employees benefit equally from the social rights, benefits, and rewards we offer.

OUR ACCESSIBILITY POLICY

- ▶ We conduct our operations with consideration for accessibility to our products and services for individuals with special needs (disabled individuals, children, etc.). Within our sustainability management system, we continuously monitor and measure our practices and goals, and when necessary, initiate, plan, and finalize corrective actions.
- ▶ We prioritize accessibility, health, and safety standards for all our guests, staff, and visitors with special needs, physical sensitivities, and challenges, and we organize the environments where they spend their holidays or work in accordance with these standards.
- ▶ We also inform our stakeholders about all the issues outlined in our policies and ensure their involvement.

OUR CHILDREN'S RIGHTS POLICY

- ▶ Our hotel does not employ child labor, and we expect the same sensitivity from all our business partners.
- ▶ We provide environments/facilities that contribute to children's development within the facility, where they can freely express their thoughts, wishes, and feelings, and where they feel free and comfortable.
- ▶ We prioritize service in our service areas.
- ▶ We provide our staff with awareness training on child rights/abuse.
- ▶ We strive to raise awareness of families' attitudes and behaviors toward their children, as well as signs of physical, verbal, and psychological violence or neglect.
- ▶ We ensure that children are under adult supervision during the activities they participate in. We monitor children in environments where we entrust them (mini clubs, etc.) and return them to their parents.
- ▶ We support relevant projects to protect children's rights.
- ▶ When we witness suspicious behavior involving children, we first inform the hotel management and, if necessary, seek assistance from the Social Support Line.

OUR EMPLOYMENT, WOMEN'S RIGHTS, AND EQUALITY POLICY

- ▶ 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 operate with a policy of "equal pay for equal work" regardless of gender.
- ▶ We contribute to regional development by employing local people.
- ▶ We provide the necessary environment for equal access to career opportunities.
- ▶ We provide a work environment that maintains a work-family balance.
- ▶ We provide equal opportunities for women to achieve management positions.

- ▶ We do not tolerate any form of abuse, harassment, discrimination, suppression, coercion, slander, or other forms of exploitation.
- ▶ To ensure that all our employees can express themselves freely, we have diversified and actively utilize communication channels (complaint web channel/complaint box/guide manager). Furthermore, the Ministry of Family and Social Policy's social support line is utilized when necessary.
- ▶ All our employees receive regular training on the treatment of specially protected groups (women, children, disabled people, interns, minorities, etc.).
- ▶ We also inform our stakeholders on all matters outlined in our policies and ensure their involvement.

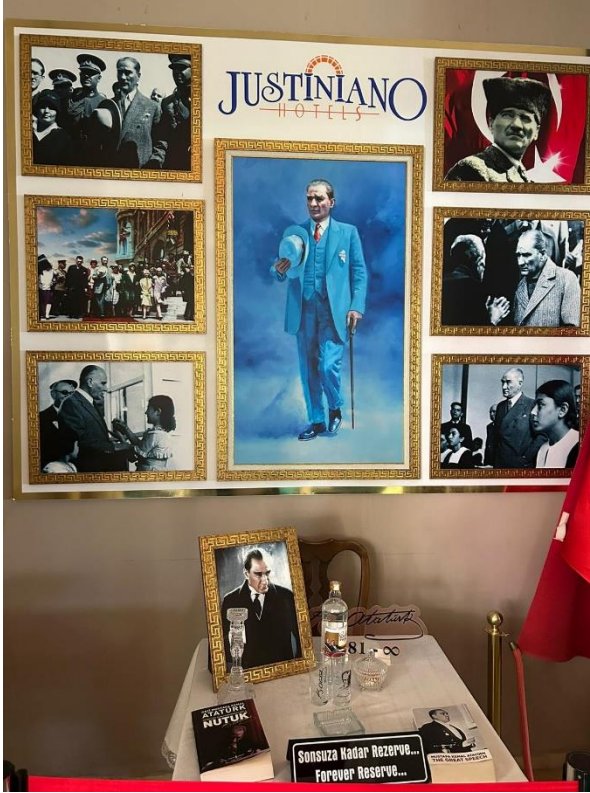
Our sustainability message:

As the JUSTINIANO HOTELS family,
we need your support to pass on our resources to future generations and use them in the most efficient way.

We are aware of our debt to nature, the environment, and humanity.
We call on our guests, staff, suppliers, and all stakeholders to be mindful.



Sustainability Action Report; Culture, Heritage and Our Values;



“Forever reserved” The Republic, won through great struggles, is the most beautiful legacy left to us by Atatürk. We are aware of our debt to Mustafa Kemal Atatürk. With love, respect and gratitude...

Culture, Heritage and Our Values;



ANTALYA KÜLTÜR, MİRAS VE DEĞERLERİMİZ

Tarihçe

Helenistik dönemde Bergama Kralı II. Attalos (MÖ 159-138), askerlerine "Gidin ve bana yeryüzündeki cenneti bulun" der. Askerlerinin gösterdiği yeri beğenen II. Attalos, bölgenin stratejik önemini dikkate alarak buraya bir liman şehri kurdurur ve kent, kurucusu Attalos'un adına binaen "Ataleia" olarak adlandırılır. Ataleia "Attalos Yurdu" anlamına gelmektedir.

Antalya ve çevresinde, asırlardır süzülen iki hayat tarzının da mirası vardır. Türkler buraya ilk geldiklerinde yerleşik düzene hemen uymuşlar; köy, kasaba ve şehirler kurmuşlardır. Nüfusun bir kesimi ise Türklerin Anadolu'ya gelmesinden önce olduğu gibi konargöçer hayatı sürdürmüştür.

Deve, koyun gibi hayvanları yetiştirir bunlardan ürettikleri ürünleri, yerleşik halkın ürünleriyle değişerek ya da satarak geçinirlerdi. Et, süt, yağ üretirler, kıl çadır ve doğal kökboyalı kilim dokurlardı. Kışlaklarda dar alanlara tahıl, sebze ekenler bile olurdu. Hatta Osmanlı ordusuna at yetiştiren büyük konargöçer grupları (aşiret, oymak) vardı.

Doğal Güzellikler



Alanya Kalesi: Antalya'nın ilçesi Alanya'nın simgelerinden biri olan kale. Denizden yaklaşık olarak 250 metre kadar yükselen bir yarımada üzerinde bulunmaktadır. Surlarının uzunluğu toplam olarak 6,5 kilometredir. Eski dönemlerde Kandeleri olarak adlandırılan Alanya yerleşimine kale Helenistik dönemde inşa edilmiştir.

General information about Antalya is available on our website for our guests and staff. Our information includes; the history of Antalya, places to visit, and rules to follow during national and religious holidays.

There is also a notice board at the entrance to our facility listing places to visit.

Culture, Heritage and Our Values;



We offer regional dishes at our buffets, treating our guests to exquisite Turkish cuisine.

Kltr, Miras ve Deęerlerimiz;



We present shows with regional influences such as the Kalkan dance and the Mevlana show at the Turkish Nights organized weekly.

Kültür, Miras ve Değerlerimiz;



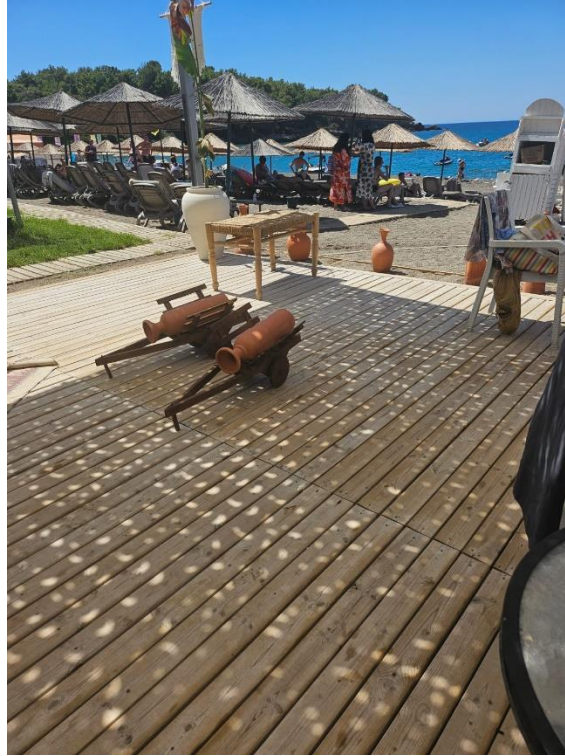
Our on-site gift shop sells Turkish coffee, Turkish delight, baklava, copperware and ceramics, reflecting our culture.

Kültür, Miras ve Değerlerimiz;



The services provided in our Turkish Bath, which all our guests can enjoy, reflect our culture (kese, foam, etc.).

Kültür, Miras ve Değerlerimiz;



Objects from Turkish culture are used in our coastal area, including accessories such as rugs and clay pots.

Our environmentally friendly purchasing activities;

When selecting our suppliers, we evaluate their locality, environmental awareness, and adherence to the concept of fair trade, and evaluate them based on these criteria.

We prefer bulk products (such as bulk jam) over packaged products.

We prioritize purchasing Postmix (minimum 10 L) or kegs (50 L) for our beverages.

We prefer refillable dispensers over bottled products.

We contribute to the regional economy by selecting local suppliers.

We aim to reduce waste by reducing the amount of single-use products we consume.

Children and Individuals with Special Needs



Our facility has four accessible rooms, and our guests with special needs can easily access the beach from the entrance of the facility via ramps and lifts. Additionally, our car park has designated spaces for disabled visitors.

Çocuklar ve Özel Gereksinimli Bireyler

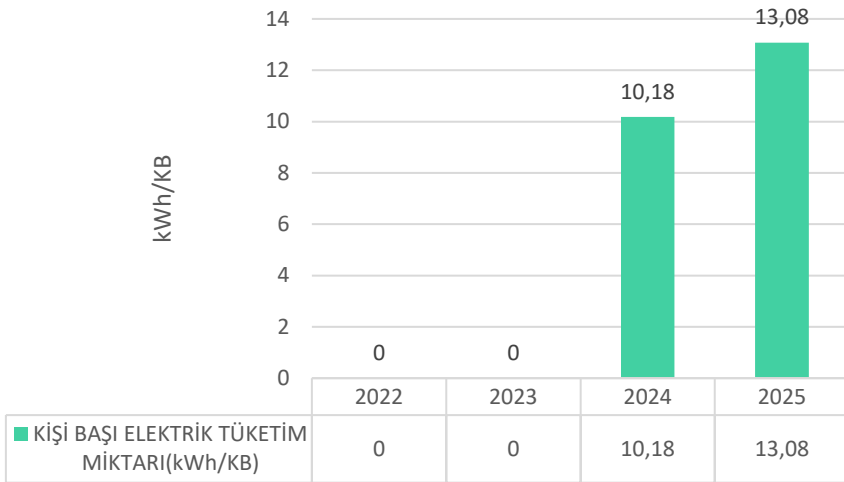


We have a mini club and playground where our children can spend time safely.

Sustainability Report

Electric

YILLIK KİŞİ BAŞI ELEKTRİK TÜKETİM MİK(KWH)



Our electricity consumption amount over the years;

Sustainability Report

Our electricity saving practices;

- We use all of the day's heat for preheating, which means we generate 64.10% of our hot water from daylight.
- In the summer, we use a heat pump to generate hot water without compromising our guests' comfort by utilizing solar energy and without the need for a combi boiler.
- We aim to conserve energy by opting for inverter air conditioners.
- The rooms have a card-operated system; even if a card is inserted, the heating/cooling system shuts off when any window or balcony door is opened.
- We aim to conserve electricity by opting for A+-rated appliances for all the appliances we've purchased in recent years (minibars, air conditioners, etc.).
- Meeting room lighting is separated into sections and used only when needed.

Sustainability Report

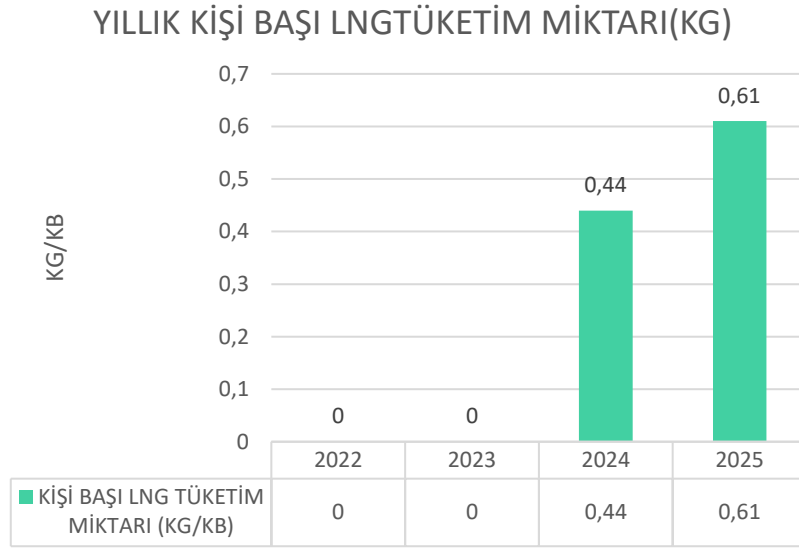
Our electricity saving practices;

- Our company has a solar power plant project in Isparta. This allows us to obtain the energy we consume from renewable energy sources.



Sustainability Report

LNG



- Our LNG consumption amount over the years:

Sürdürülebilirlik Raporu

Su Risk Haritamız

BASELINE									
FUTURE									
PRIORITIZE BASINS									
Input address	Match address	Latitude	Longitude	Major Basin	Minor Basin	Aquifer	Country	Province	Overall Water Risk
-	-	36.655015776	31.675264369	Mediterranean Sea, East Coast	Goksu River	-	Turkey	Antalya	High (3-4)

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Sustainability Report

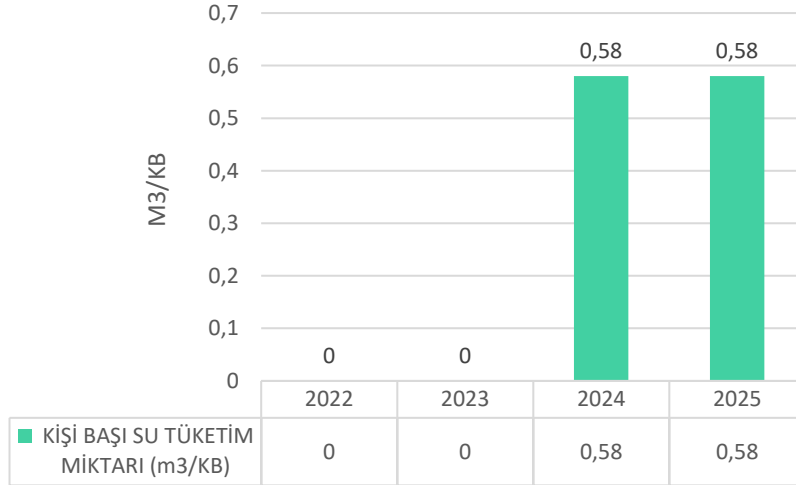
Our Water Risk Map

The World Wildlife Fund (WWF) stated that Antalya is on the global list of cities with high water risk. Therefore, while we conduct our operations in water resource management, we must also stand up against approaches and unsustainable practices that disregard nature and do our part.

Therefore, as a business committed to protecting and using our natural resources in the most efficient way, we are obligated to raise awareness and contribute by providing the necessary training for our staff and the necessary information for our guests. We are conducting our operations by protecting our natural resources, especially in a country facing drought.

Sustainability Report

YILLIK KİŞİ BAŞI SU TÜKETİM MİKTARI(M3)



- We use water-saving aerators in taps and showers,
- Motion-activated taps are available in common areas,
- Garden watering is carried out using a spring system,

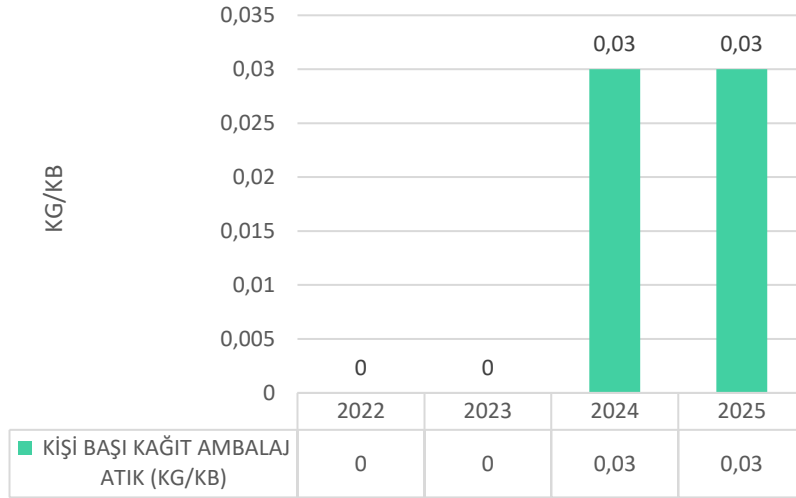
Waste Management

- We support recycling by sorting waste on site and work with licensed waste companies for this purpose.
- We collect our waste, sorted by type, in appropriate storage areas and then deliver it to the licensed companies we work with.
- We ask our guests and staff to support us by using our waste sorting bins located within the facility and in public areas.

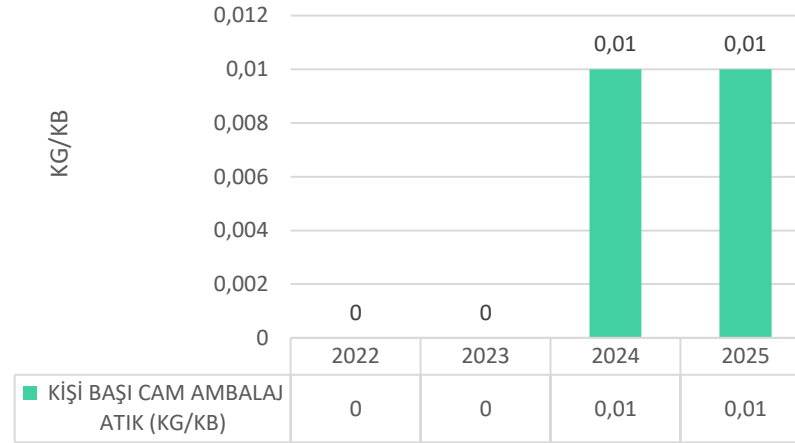


Waste Management

YILLIK KİŞİ BAŞI KARTON AMBALAJ ATIK MİKTARI (KG)

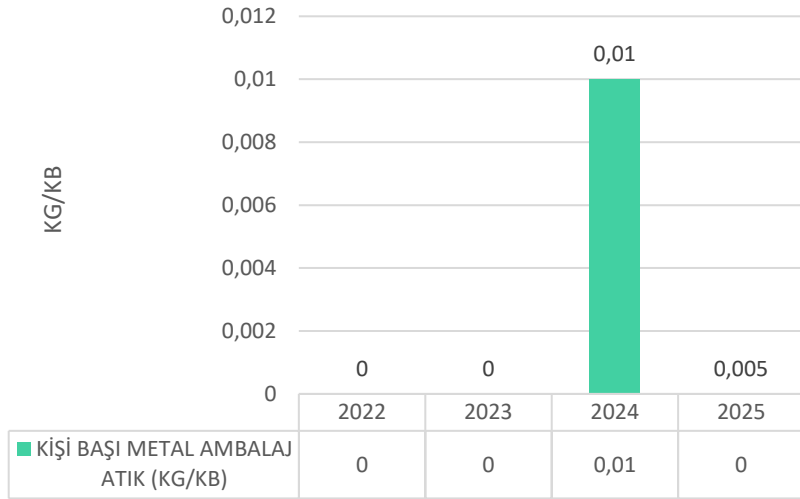


YILLIK KİŞİ BAŞI PLASTİK AMBALAJ ATIK MİKTARI (KG)

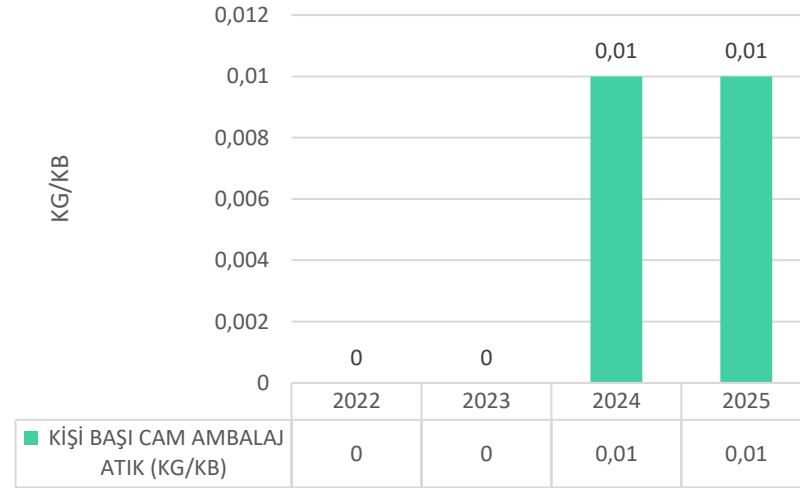


Waste Management

YILLIK KİŞİ BAŞI METAL AMBALAJ ATIK MİKTARI (KG)



YILLIK KİŞİ BAŞI CAM ATIK MİKTARI (KG)

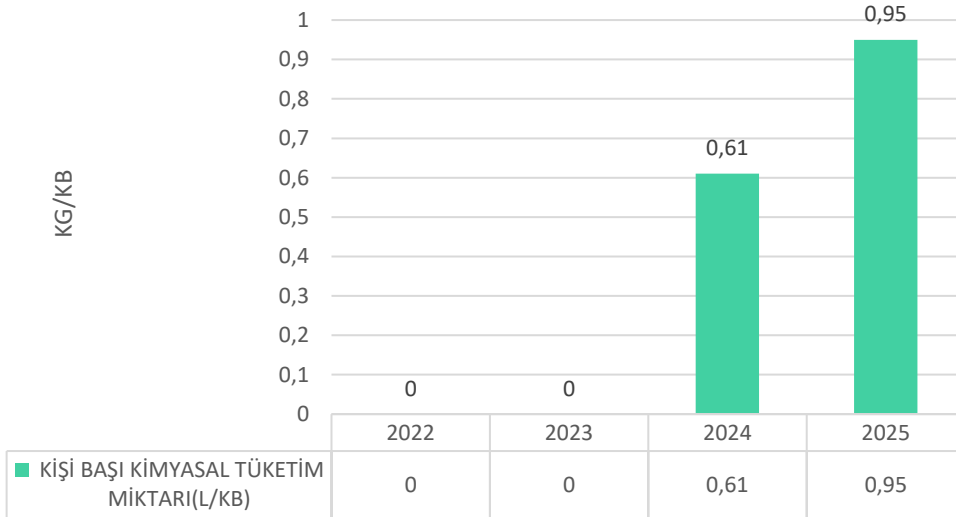


Waste Management

- By the end of 2021, we aim to reduce our plastic waste by replacing our disposable shampoo and shower gel with refillable dispensers.
- We are providing plastic straws to our guests upon request, thus reducing plastic waste.

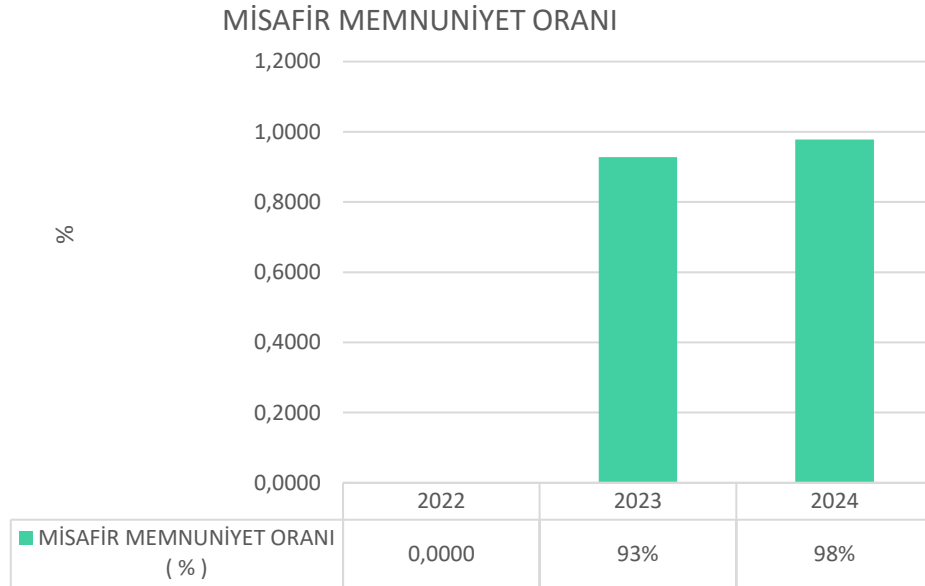
Chemical Consumption

YILLIK KİŞİ BAŞI KİMYASAL TÜKETİM MİKTARI(KG)



- Our per capita chemical consumption;

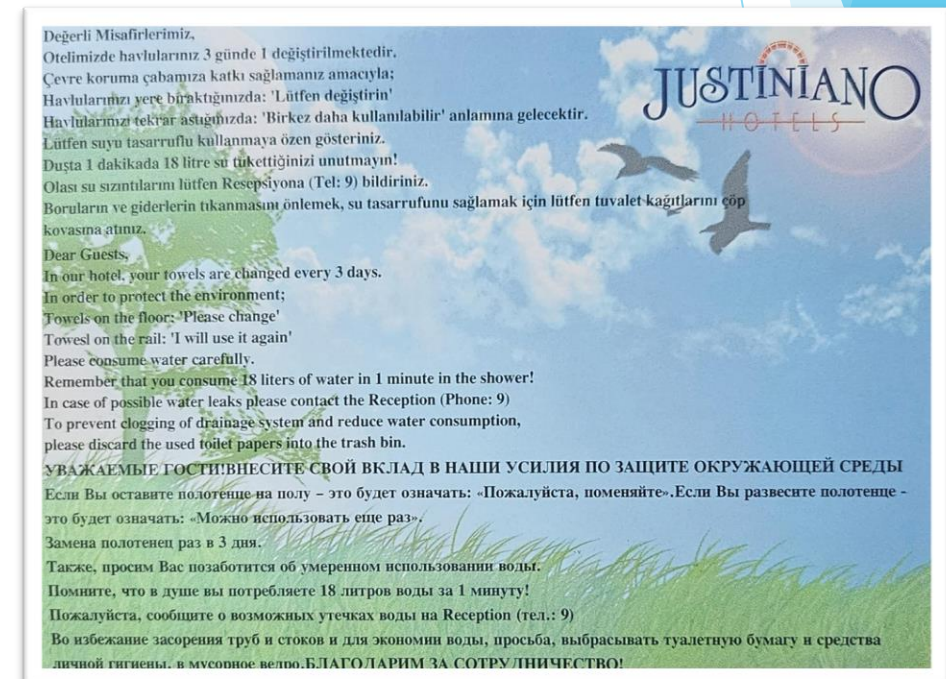
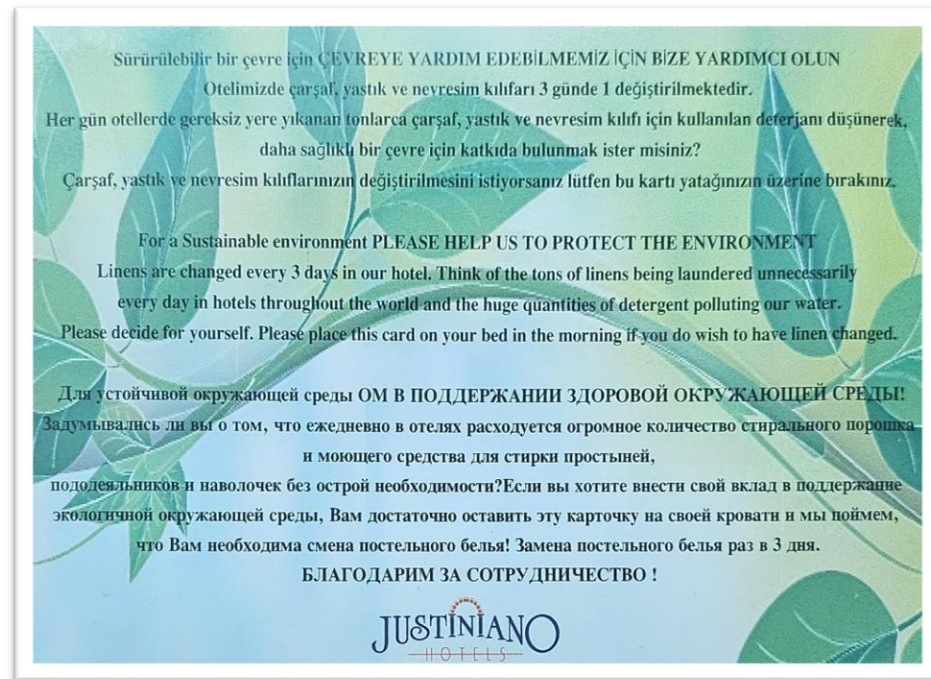
Guest Satisfaction



- We expect our guests to contribute to sustainability.

Room Information

- There are two different desktop information cards in the rooms to encourage guests to contribute to reducing energy, water and chemical consumption.



Our Contribution to the Local People



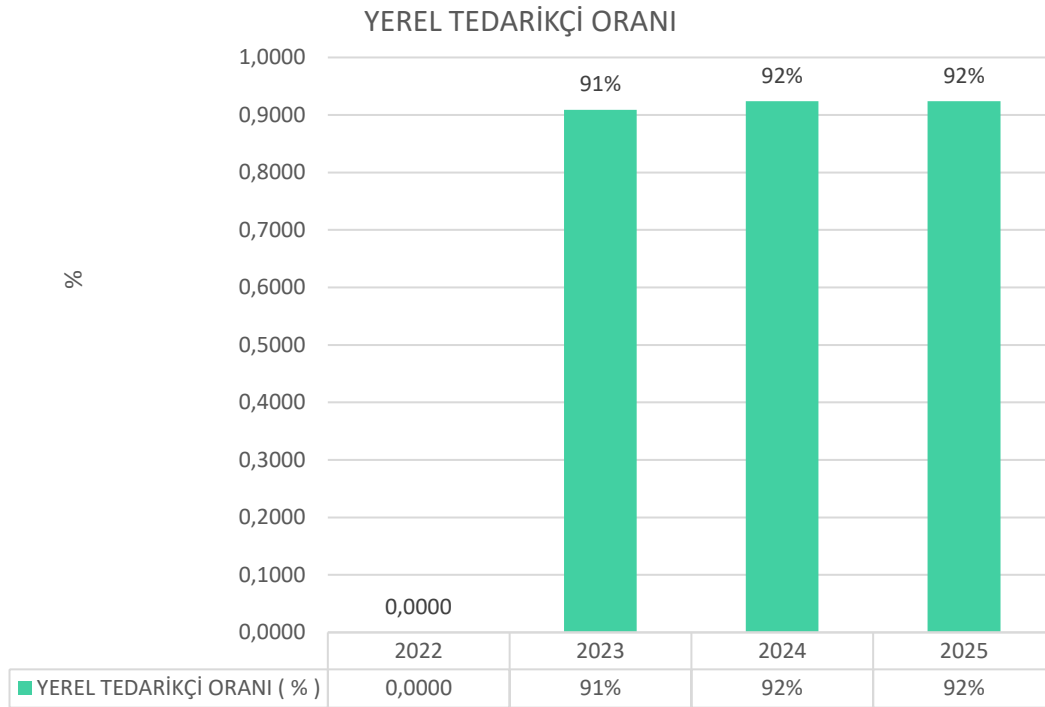
- In 2020, we built a mosque for the Okurcalar Neighborhood, which is in the same location as our facility.

Our Contribution to the Regional Economy



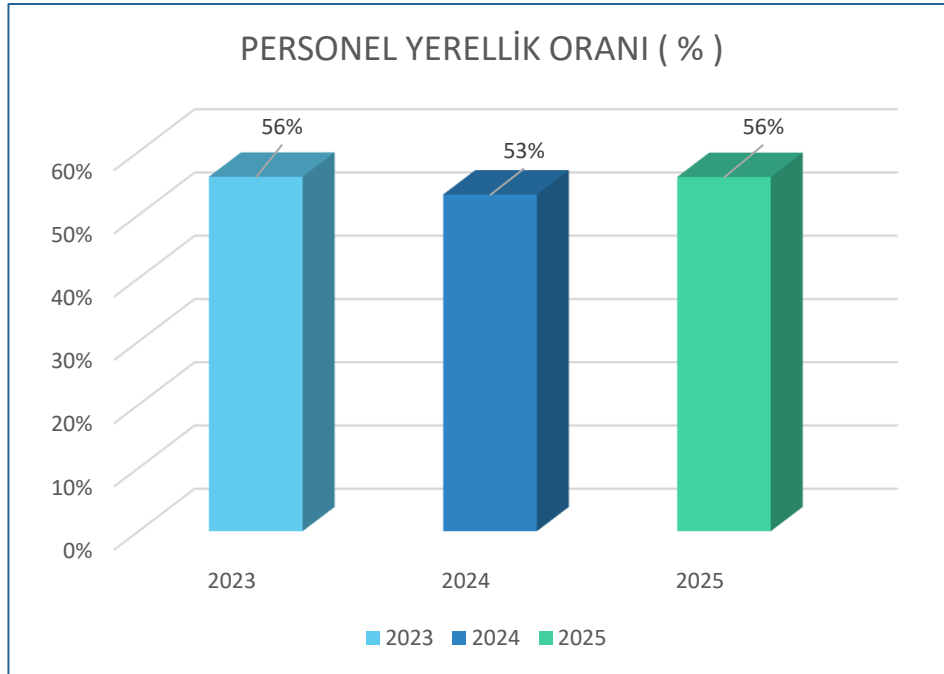
- To support the local community and young entrepreneurs, we host our calligrapher artist at our hotel once a week and give them the opportunity to earn income by selling their work to hotel guests.

Our Contribution to the Regional Economy



- 92 per cent of our suppliers are local suppliers, demonstrating our contribution to the regional economy.

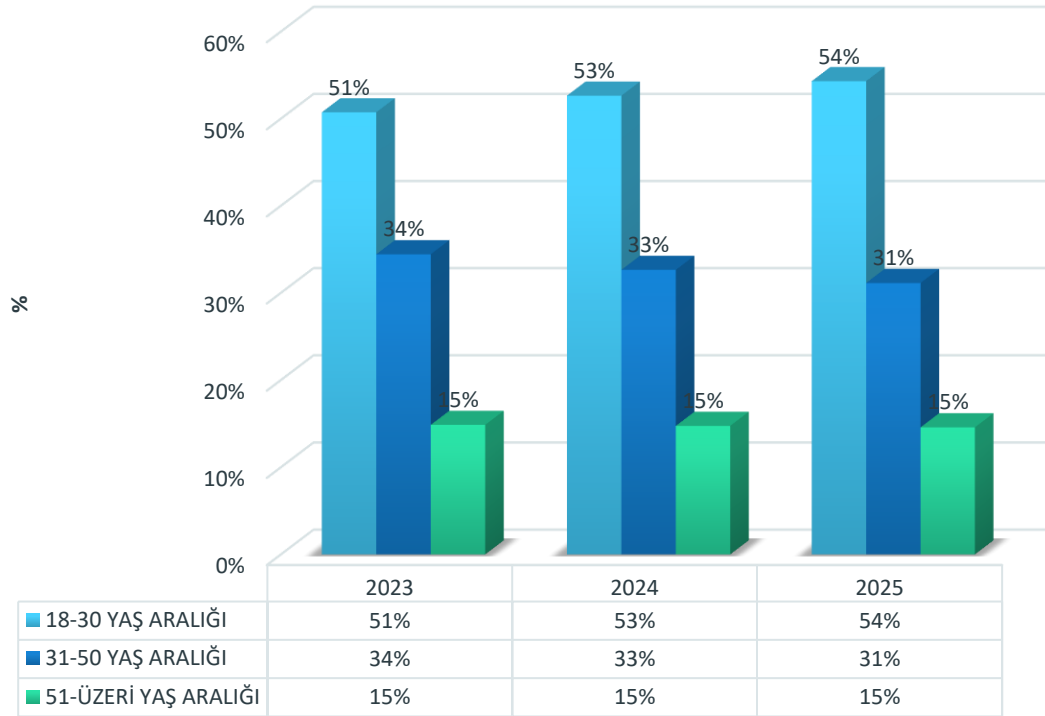
Our Contribution to the Regional Economy



- Our local staff ratio;
- 2023: 56%
- 2024: 53%
- 2025: 56%

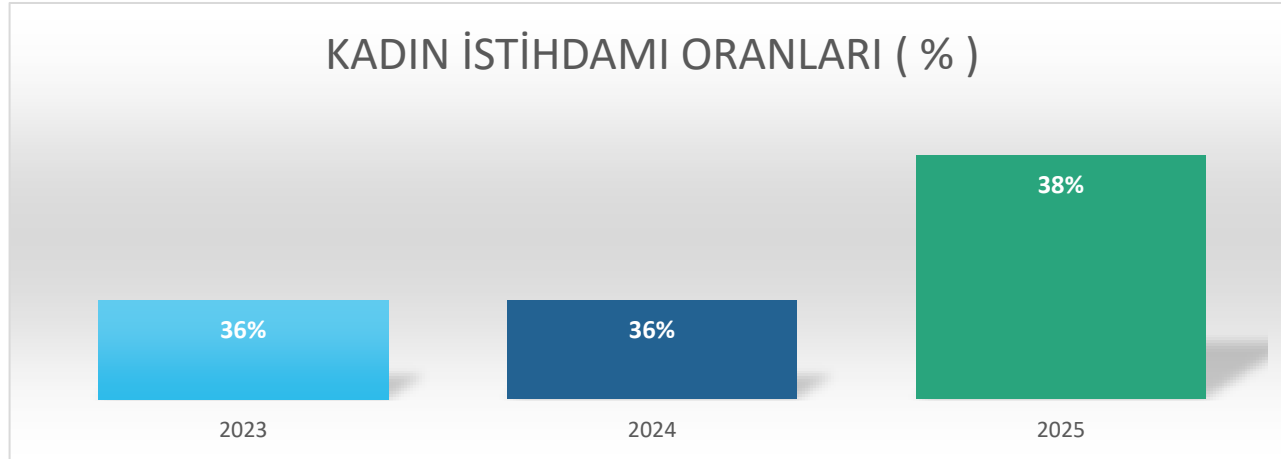
Our Contribution to the Regional Economy

Personel - YAŞ ARALIĞI ORANLARI (%)



- Our employee age distribution for 2023-2024-2025;

Our Contribution to the Regional Economy



- Our female employee ratio;
- 2023: 36%
- 2024: 36%
- 2025: 38%

Our Contribution to the Regional Economy



Regular training is provided to facility staff, and opportunities for experience and advancement are offered.

Packaged Product usage quantities



- Our per capita consumption of single-use materials;



THANK YOU



«He who protects nature protects his future.»

Turkish Proverb

