

CLUB ADAKÖY OTEL

SUSTAINABILITY REPORT 2025



DESCRIPTION OF CLUB ADAKÖY HOTEL (COOK'S CLUB ADAKOY)

It serves with a new food and beverage concept for cooking and preparing fresh food, reflecting the diversity of authentic Mediterranean island architecture in Marmaris Bay and National Park, dominated by traditional and original decoration, emphasizing naturalness. Leaning on the mountains covered with pine forests of the Adaköy peninsula in the south of the Gulf of Marmaris, the property features three private beaches and a freshwater swimming pool in the bays right in front of it. Another very privileged feature of the facility is; that it has moved away from the usual "OPEN BUFFET" food service, where the dishes are prepared in advance, the tastes, the presentation and the originality are mixed together! CANTINA RESTAURANT serves at 7 different cooking and preparation stations, with much longer service hours than usual and menu options that change at each station for each meal. Therefore, a variety in which a dish is served only once every 15 days awaits you. At each station, food preferences are prepared and cooked instantly on order and presented to guests with an understanding of culinary art that prioritizes taste and visuality. The menus, which are prepared using completely natural and fresh products, reflect the various tastes of world cuisine, including Asia's Saigon street food, Italy's pizzas and Turkish cuisine's special dishes. In addition to the harmonic melodies of birds, seagulls and ducks, the real hosts of nature, which you will hear at any time of the day, it is possible to catch the rhythm at all times with different music in different places with the DJ's live performance in general areas. On certain evenings of the week, the classics of the big screen are screened in the beach cinema in the comfort of your home. In an environment where nature is so generous, you can feel yourself in a different world with yoga, nature walks and water sports. You can relax and highlight your personal care with sauna, Turkish bath, fitness, various massages and therapies in the SPA Center, where the mystical ambiance created by local stones is dominant.

1. Club Adaköy Hotel Quality, Food Safety, Social and Environmental Policy

Club Adaköy Hotel, together with all its employees, has the determination and working power to provide the best quality service by protecting nature and the environment. While acting with the understanding of total quality, we maintain and develop the dynamic structure of our quality management system and maintain its effectiveness. In order to protect the environment we live in and to ensure its continuity; We comply with the environmental legislation, laws and regulations in force in our country and fulfill all legal requirements completely. We encourage employees, customers, suppliers and the local community to raise and adopt environmental awareness through our environmental policies. For the health and safety of our hotel's guests and employees: We prioritize hygiene conditions with the implementation of the Food Safety Management system, comply with all national and international standards and legal regulations related to healthy food production, meet the needs and expectations of our guests and constantly improve and renew our activities.

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2. Our Responsibilities Towards Regional Tourism and Environment;

Club Adaköy Hotel is a member of Getob, Chamber of Commerce, Türob, Türgev. We also carry out joint studies with Marmaris Municipality, Turkish Sailing Federation, National Parks, Tema Foundation, Schools, Animal Shelter. We fully fulfill our duties of separating our wastes, bringing the wastes that can be recycled into the economy, and disposing of the dangerous ones. By establishing the Environmental Management System within our organization, we examine the environmental dimensions of all departments and keep our environmental impacts to a minimum for sustainable tourism. We also provide environmental training to our employees and ensure that they protect the environment they are in contact with, and address the demands and expectations of the society.

Club Adaköy Hotel respects the environment;

- We support natural life by incorporating endemic plant species.
- We save water and electricity by making efficient irrigation with a drip system in our garden,
- We support the protection of natural resources with our Solar Energy panels.
- We prepare applications and environmental information regarding the use of economical towels in the rooms.
- For our guests who may have food allergies, we guide our guests by presenting the recipes of our food with the meals.

Biodiversity, Ecosystem, Animal welfare, Wildlife Conservation;

Biodiversity, Ecosystem, Conservation of Wildlife, Contribution, Makes, Guests, Staff and Local It cooperates with communities.

It contributes to animal welfare, wildlife protection, prevention of wild hunting and trade, and cooperates with guests, staff and local communities.

3. In order to ensure the continuity of our local relations and to encourage production in the region;

In line with our purchasing policy for a sustainable environment, we buy local products and services as much as possible. We are committed to complying with the relevant legal regulations and requirements in our sector. We are committed to contributing to the development of local culture by supporting local non-governmental organizations. By respecting the customs and traditions of the local people, we ensure our continuity without harming them.

When purchasing our products, we procure them from local sources at a level that will not affect guest satisfaction, so we reduce CO2 emissions as there is no unnecessary transportation. By establishing good relationships with our suppliers, we ensure that the materials purchased are paid for on time.

We give brochures to our guests staying in our hotel by informing them about historical monuments, museums, surrounding restaurants and shopping centers.

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4. Our Social Policy;

To support and monitor internationally recognized human rights, to ensure the health, well-being and protection of the environment while maintaining and developing our activities. We value our employees and their contributions. In the recruitment and employment process (placement, promotion, social rights, etc.) of our employees, in line with our selection / evaluation criteria such as experience, skill level and merit, everyone is given equal opportunities regardless of nationality, race, religion, belief, age, nationality, sexual orientation, marital status, pregnancy, disability and political opinion. In this direction, we act in accordance with the criteria and principles determined in all matters that fall within the fields of corporate social responsibility such as human resources and human investment projects, stakeholder culture and company vision, educational support activities, practices that develop culture and art.

By treating each other fairly and with respect, people can do their best work; Our hotel is committed to providing a high-level of safe working environment in peace and order, free from unlawful harassment, humiliation, intimidation, threats and discrimination, and these situations are not tolerated. It prohibits all forms of forced labor. Necessary opportunities are provided for employees to easily express their suggestions and complaints. Suggestion and complaint boxes are kept within everyone's reach, and the boxes are checked and evaluated.

5. Ensuring Occupational Health and Safety;

To adopt legislation and legally determined laws and regulations as minimum standards, to identify the hazards that may cause occupational accidents and occupational diseases in all our activities, to manage the risks, to provide safe and healthy environments for our employees, customers and suppliers, to organize awareness-raising training and information activities for all segments of the work within this scope, to always develop and control the occupational health and safety system. It is the primary duty of all our institutions and employees to provide.

6. Child Abuse Policy;

It adopts local and international laws and regulations on the rights and protection of children as minimum standards, stands against all kinds of child abuse and condemns these acts, assists the legal authorities regarding all these actions specified in the laws, has an attitude against child labor and does not employ child labor other than interns determined by law, and regarding all of the activities within this scope, all segments (employees, Guests and suppliers) It is the primary duty of all our institutions and employees to organize awareness-raising training and information activities, and to ensure their development and supervision against child rights and abuse. Any problem will be reported to the police by the Security Department.

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ENVIRONMENTAL ISSUES

WHAT WE DO WITHIN THE SCOPE OF SUSTAINABILITY

- We separate all garbage in the facility according to their types, develop methods to reduce waste, and monitor the recycling and disposal of waste.
 - We act in accordance with the published regulations on the environment.
 - In order to reduce water consumption, we take care to use suitable fixtures and 2-stage WC reservoirs in various sections. - We use environmentally friendly, highly biodegradable detergents.
 - We obtain a certain part of the hot water used from solar energy.
 - We ensure that the heating and cooling systems operate at appropriate degrees and avoid unnecessary heating and cooling.
 - We carry out routine maintenance of all devices and vehicles in our facility.
 - We prefer devices with a high energy efficiency class for new device purchases.
 - We prefer the use of cold water instead of hot water at the appropriate stages of our service.
 - We plan the placement of heating and cooling equipment in a way that does not reduce the efficiency of the equipment.
 - We take care to use energy-efficient lighting throughout the facility and motion-sensitive lighting in appropriate areas.
 - We provide planned trainings to our personnel in order to keep energy consumption and chemical consumption at appropriate levels.
 - We use electronic media in our internal and external communication, except for mandatory situations, and avoid unnecessary printouts.
 - We use automation systems in heating, cooling and lighting.
 - We build nests and leave feed at various points for the birds in the vicinity and contribute to their survival by sending food that is not consumed in the facility to the dog shelter.
 - We send used but not completely worn items to institutions in need such as schools, dormitories, etc.
 - Unless requested by our guests, we change towels and sheets every other day.
 - Within the scope of blue flag studies, we keep the sea and beach clean, participate in and support environmental awareness activities.
 - We mostly use sprinklers and drip irrigation methods for garden irrigation.
 - We try to control energy consumption with a card system in the rooms.
 - We use cotton towels and sheets in our rooms.
 - We take care to work with suppliers who have practices to protect the environment.
 - We support activities for the protection and improvement of historical and touristic areas and participate in the activities held.
 - We prevent all kinds of construction that will disrupt the natural structure, and we prefer environmentally friendly designs in our facility renovations.
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- The environmental policy for our hotel has been updated and our work has been carried out within the framework of this policy, aiming to minimize our impact on the environment.
 - Our environmental policy is announced on the guest and staff notice board and published on our website.

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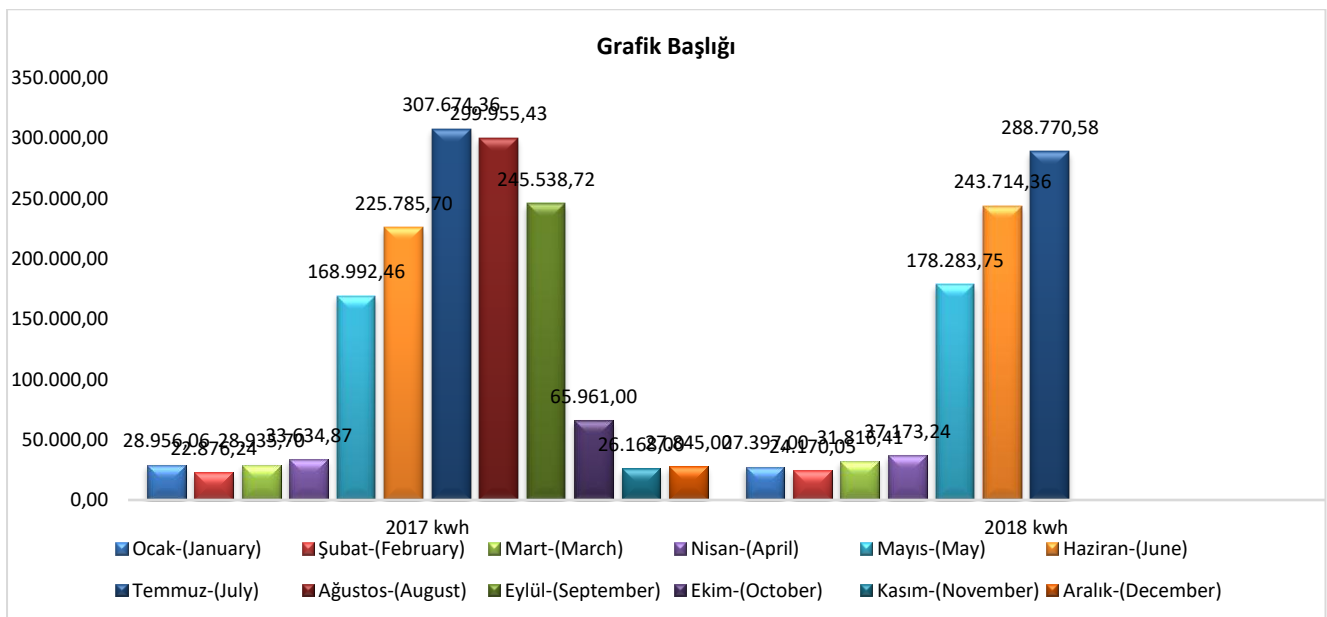
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- Our coastline is blue flagged, sea water analyzes are carried out at regular intervals and clean beaches and sea opportunities are offered to our guests and people.
- Air conditioners are automatically prevented from operating when the balcony doors are open in the guest rooms (switches are regularly checked, and the ones that do not work are replaced with new ones).
- From time to time, trainings and meetings were held with all department employees by our consultant company on environmental management issues and these meetings were recorded.
- Informative letters were posted in the personnel areas on water and energy saving and trainings were given to our personnel.
- It has been decided to purchase environmentally friendly products in the renovation and improvement works of all tools and equipment that consume energy in our hotel. Care is taken to purchase class A products.
- In order to reduce the amount of waste, care is taken to purchase food and beverage products from local suppliers and in large packages as much as possible.
- The linen procedure in our rooms is maintained, thus preventing unnecessary water and detergent consumption.
- Water and energy consumption records continued to be kept on a monthly basis.

ENERGY AND WATER CONSUMPTION ASSESSMENTS

Electricity



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In the winter season, our rooms in the hotel have been renovated. Electricity consumption due to the intensive use of electrically powered machinery in the renovation exceeded the targeted value. When we look at the winter period, electrical energy was used as little as possible, but since the winter renovations continued, the electricity consumption was also some.

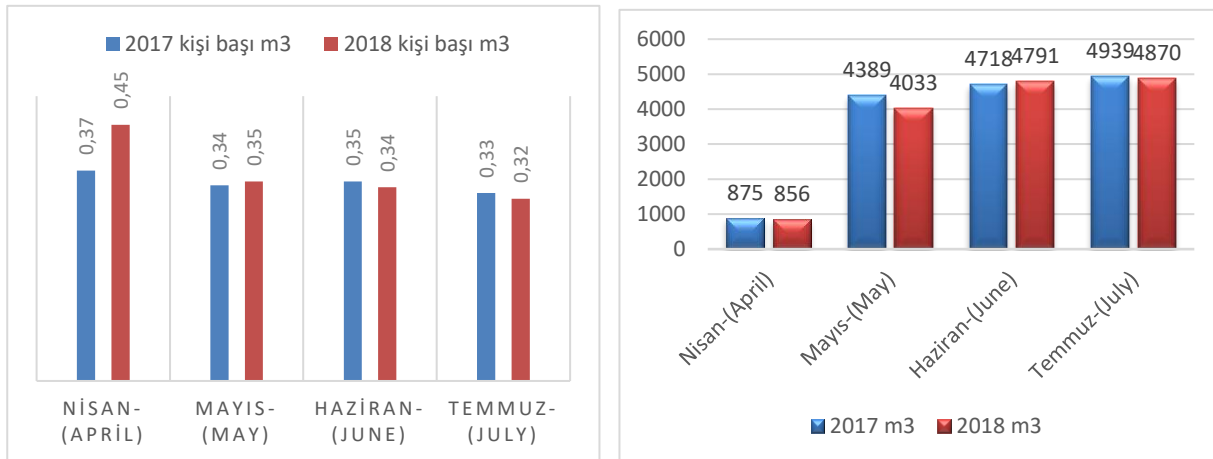
For the 2018 season, electrical machines were supplied especially to the kitchen and F&B department. An electric plate and fryer were placed in the steak bar area in the kitchen and a hamburger cooking unit was installed. Air conditioners that did not work in the production area were put into operation, and defective machines were brought into working condition.

When we look at April and May 2018, overnight consumption seems to be higher in 2018. The low number of people staying overnight and the opening cleaning during this period are major factors in this case.

When we look at June and July, overnight electricity consumption is lower than in 2017.

- An annual maintenance schedule has been prepared by the technical service department for all energy-consuming tools and equipment and the maintenance continues to be recorded.
- During the renovation, all lighting continued to be replaced with energy-saving bulbs, fluorescent in the back service areas and LED lighting in general lighting.
- Switched lamps at some low-motion points have been converted to sensor lamps.
- Energy Saver (60% savings are achieved with LED light).
- The curtains used in the rooms are thick and block sunlight and the room is kept closed all the time except for use. Thus, the rate of heating caused by sunlight entering the room decreases. Due to the presence of a card system in the rooms, when the energy cards are removed, the electricity is cut off and thus unnecessary consumption is prevented.

WATER



Water consumption increased in April and May compared to the same period last year, which was associated with the amount of water consumed in the opening cleaning activities in the rooms and the filling of the pools.

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When the consumption in the following months was compared, although the number of overnight stays increased, no significant increase was observed in consumption, on the contrary, a decrease was observed in July and August.

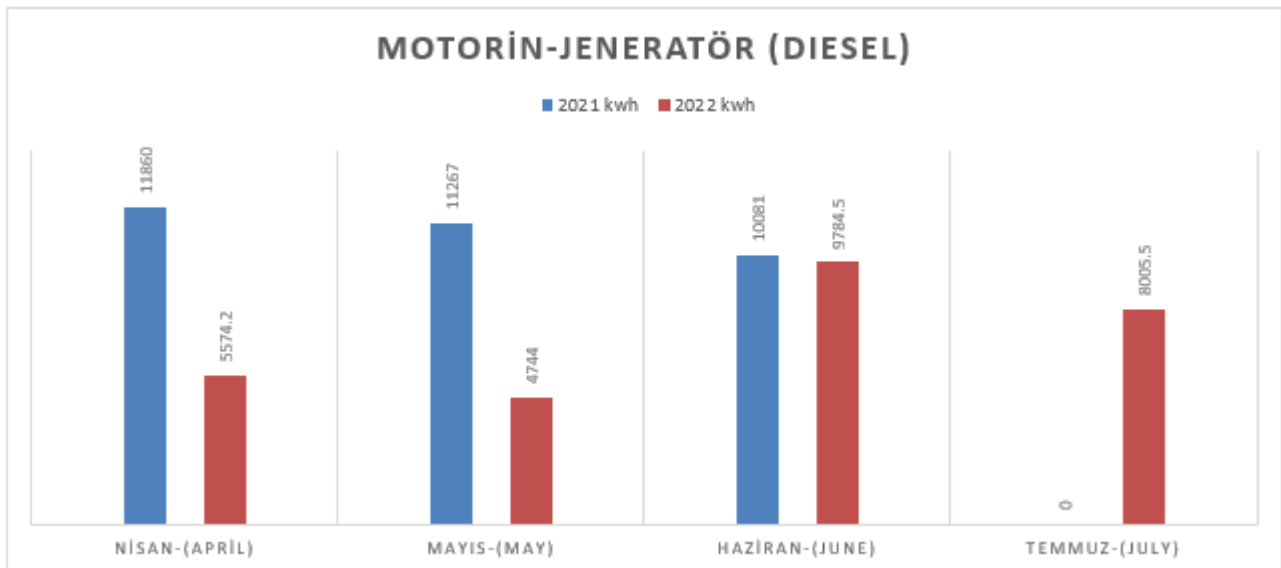
Adjusting the water flows in the room aerators during the winter period, the maintenance of the plumbing system, the water leaks eliminated and the trainings given are effective factors in reducing water consumption.

- Water leaks in the pool engine room have been eliminated and pump maintenance has been done.
- The siphons in the guest rooms and common areas have been reviewed and it has been decided to adjust the flow rates to 6 liters/min.
- An annual maintenance schedule has been prepared by the technical service department for all energy-consuming tools and equipment and the maintenance continues to be recorded.
- Osmosis system is used.
- Pool backwash is done by following the pressure gauge of the sand filter.

Water consumption in April increases every year due to the filling of the pools and the cleaning activities during the opening period.

Despite the increase in the number of overnight stays in the following months, there is no significant increase in water consumption.

Motorin



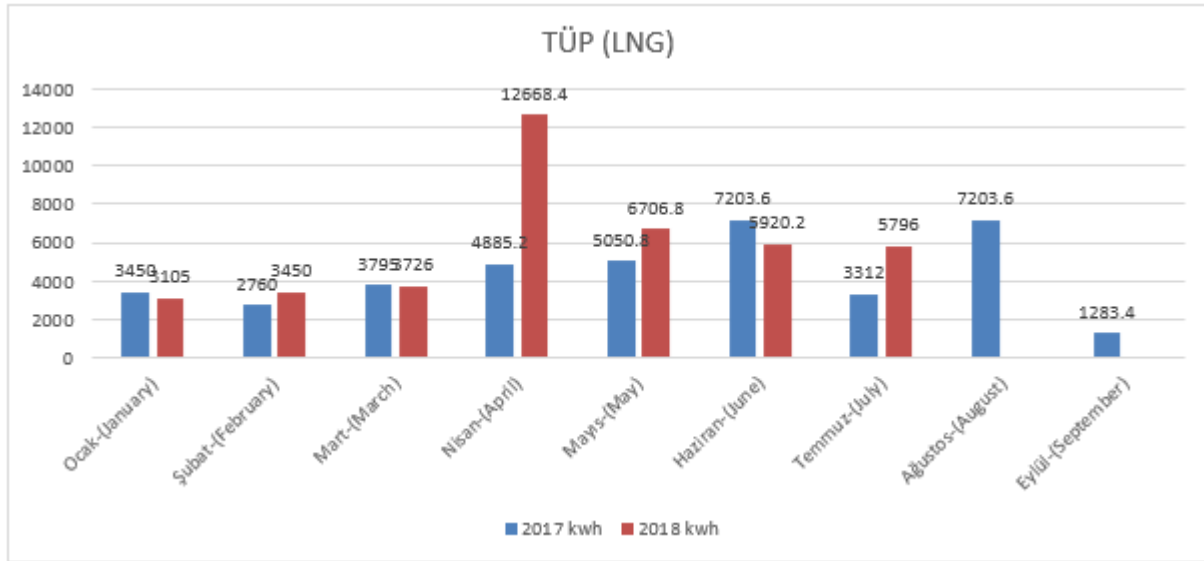
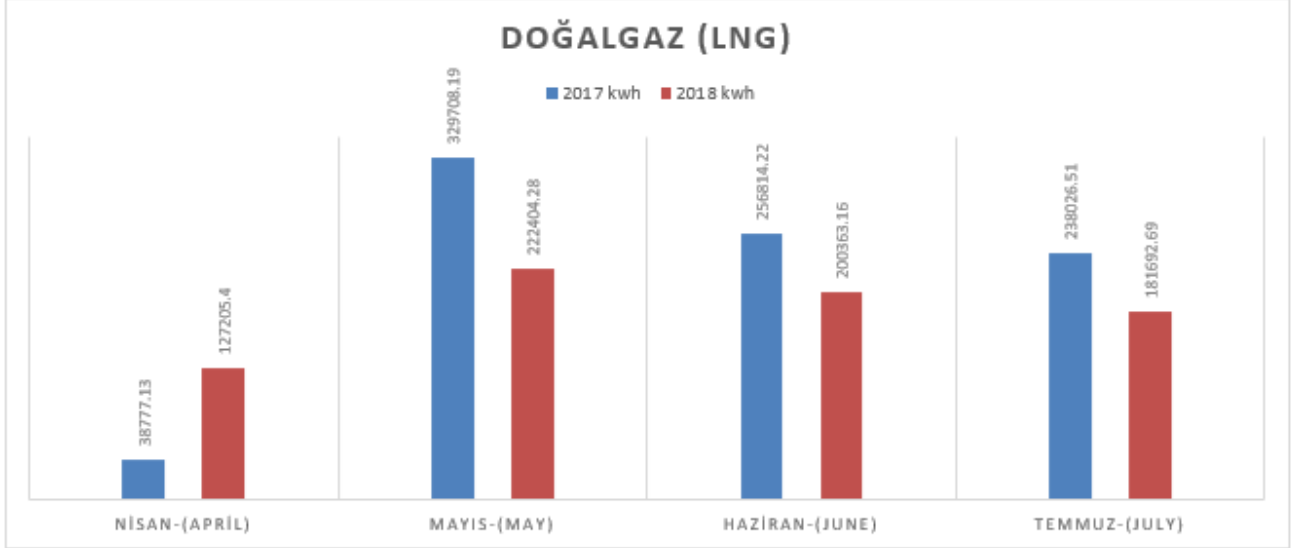
Due to the fact that the generator works with diesel in our facility, diesel consumption increases and decreases due to power cuts.

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LPG



In our facility, LPG is used in the areas of the staff cafeteria in cooking, and their consumption is related to food production.

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WASTE MANAGEMENT

2022 Total Waste Amounts

The packaging wastes generated in the facility **are taken by the Ecological Environment Recycling** company as MIXEDK PACKAGING, and they are separated and recycled in the company.

	MIXED PACKAGING LT	GLASS LT
JANUARY	10	0
FEBRUARY	60	10
MARCH	320	150
APRIL	650	200
MAY	740	280
JUNE	850	150
JULY	400	100

Importance of Biodiversity:

Biodiversity is an element that is vital for natural life. Biodiversity must be protected and sustained for the continuity of natural life and the healthy functioning of ecosystems. Here are some points that explain the importance of biodiversity for wildlife:

- **Ecosystem Functions:** Biodiversity ensures the functionality of ecosystems. Different species of plants and animals contribute to food webs in ecosystems, processes such as pollination and seed dispersal. These processes ensure that ecosystems function in a balanced manner and that essential ecosystem services are provided.
- **Food Security:** Biodiversity plays a critical role in providing food sources for humans. It is used as different types of plants, agricultural products, fruits and vegetables, grains, and other food sources. Animals also provide protein sources such as meat, milk, eggs. Thanks to biodiversity, it is possible to access different food sources and food security is ensured.
- **Pharmaceuticals and Medical Resources:** Biodiversity provides medical resources through plants, microorganisms, and other organisms found in the natural world. Many drugs and treatment methods are based on compounds derived from natural sources. Biodiversity includes potential resources for the discovery of new drugs and the development of treatment methods.
- **Economic Value:** Biodiversity provides economic value. The tourism sector is built on the attractiveness of the natural environment and biodiversity. Natural areas attract the attention of tourists and generate tourism income. Furthermore, biodiversity-based sectors contribute to economic activities through sectors such as agriculture, fishing, and forestry.
- **Ecosystem Stability and Resilience:** Biodiversity increases the stability and resilience of ecosystems. The presence of different species allows ecosystems to adapt to changing conditions and remain in balance. Excessive increase or decrease of a single species can lead to imbalances and dysfunctions in ecosystems. Biodiversity supports ecosystems to function healthily and adapt to environmental changes.

Biodiversity ensures the continuity of natural life, protects the functionality of ecosystems, nutrients. It ensures safety, provides medical resources, creates economic value, and increases the stability of ecosystems.

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SOCIAL ASSISTANCE, LOCAL COMMUNITY AND PERSONNEL ISSUES

**Birthday celebrations are held for the birthdays of our staff.



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**Eid mornings also mean togetherness for us.



** On March 8, International Women's Day, we presented our female employees with special bags that we had made for our hotel guests



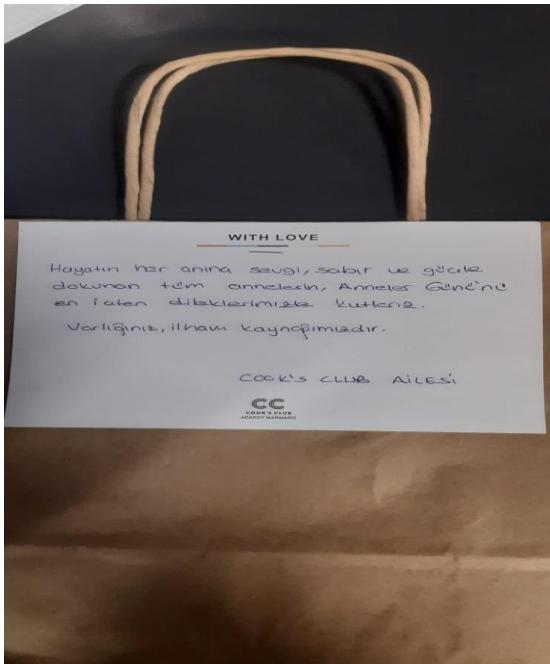
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** We celebrated the end of the season with the whole team.



** On May 11, Mother's Day, we did not forget our mothers.



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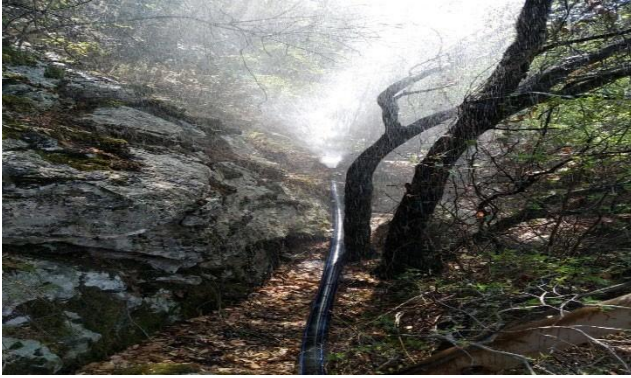
**A pleasant dinner was held with the management staff of our hotel.



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**After the big fire in Marmaris, a water line was drawn from the sea with pipes as a precaution to the Adaköy Observation Terrace Area. In addition, our treated water in the hotel aims to be sent to this area in case of a possible fire with the help of submersible pumps.



** We hosted 24 athletes participating in the TYF Optimist National Team in our hotel to help them with food, accommodation and activities. Although we are a +16 hotel, activities related to children are important to us.

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****Under the leadership of Muğla Governorship, Marmaris Municipality and District Governorship, we did not miss our support to the earthquake zone.**



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Our environmental activity

**We witnessed the flowering of the Agave flower, which is the symbol of patience and sadness, which we planted in the garden of our hotel.



**A cultural nature walk was held in the National Park in the region with our adult and child guests in order to improve our environmental awareness and contribute to nature. Children were informed about "hygiene and zero waste". A pen with seeds was given as a gift.

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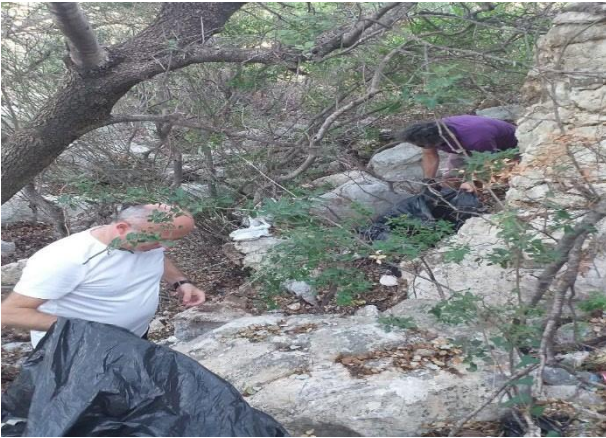
****30 August Victory Day** Together with our guests who came to our hotel, we went to Bedir Island, which belongs to the National Parks, opposite our hotel, by canoes, and a nature walk and garbage collection activity was held there.



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**In the Nimara Cave and Observation Terrace areas of the National Parks, a general area garbage collection event was carried out with our hotel managers under the leadership of the General Manager of our hotel



**In the animal rights event organized by Marmaris Municipality, the animal protection association was sponsored by the food sponsor.

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**** Two washing machines were gifted as our hotel for the use of our families who came from the earthquake zone and hosted them at the district governor's office.**



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** On June 5, World Water Day, we gave thermoses to all our staff in our hotel. We aim to prevent plastic waste and lead a healthier life by directing us to use our purified water dispensers that we have placed in all our areas.



** We are proud to donate some of the income we earn from our beach bags sold in our mini store in our hotel to the THK Association.



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** We are proud to donate some of the income we earn from our thermoses, which are sold in our mini store in our hotel, to the Tema Foundation.

