



BARUT HEMERA  
SUSTAINABILITY REPORT | 2023





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BARUT HEMERA  
SUSTAINABILITY REPORT | 2023

Episode 1:

AIM





We prepared the Sustainability Guide to effectively convey our sustainability approach to all our internal and external stakeholders. In the guide, we included information on how we understand sustainability issues throughout BARUT HEMERA , how we respond to these issues and how we manage sustainability. We have also added brief information about global trends that will shed light on us from a holistic perspective.



BARUT HEMERA  
SUSTAINABILITY REPORT | 2023

Episode 1:

SCOPE





It is a universal model that includes targets intended to be achieved by United Nations member countries by the end of 2030. “Sustainable Development” and one of the 17 defined goals of this model It covers all the purposes we can fulfill as BARUT HEMERA





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Episode 1:

MESSAGE FROM THE GENERAL MANAGER

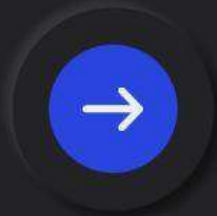






## BARUT HEMERA SUSTAINABILITY REPORT | 2023

Message from the General Manager



Dear Guests, Business Partners and Employees,

As Barut Hemera Hotel, it aims ,UN Turkey Sustainable Development Goals to end poverty to solve the main problems faced by people all over the world for 17 goals such as protecting the environment, taking precautions against the climate crisis, fair sharing of prosperity and peace, and continues its support to achieve it by 2030. We have a lot of work to do in terms of tourism businesses and hotels. We comply with the Take Action principle.

We have acted in line with our Environmental Policy since the establishment of our hotel. With the environmental management plans we made in 2020 and the environmental management team targets and strategies we determined, data on water consumption, heating and cooling and energy consumption, and monitoring the use of chemicals are regularly collected and monitored.

At Barut Hemera Hotel, we try to reduce energy consumption in our business, minimize waste, be frugal, and raise awareness among our stakeholders, guests and staff through 3Rs practices, which are expressed as reduce, reuse and recycle .

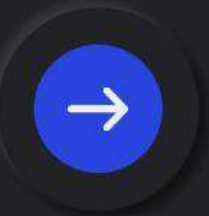
Food and Beverage departments create the most waste. In 2024, with an important project on waste reduction, we started to work on a waste-free buffet, aiming to recycle the buffet by sponsoring a book study on "recycling edible food waste".



## BARUT HEMERA SUSTAINABILITY REPORT | 2023



Message from the General Manager



It is located on the ruins of the Ancient City of Side, known as a trade and port city, where the foundations of Barut Hotels were laid 50 years ago. Selimiye Village was founded by Cretan immigrants at the beginning of the century. Side, built on a peninsula, has hosted many empires. We are aware that tourism acts as a catalyst in the revival of other economic sectors in a region and that the economic revival caused by tourism spreads to other sectors. As Barut Hotel, we are proud to sponsor the Side ancient city excavations in order to support cultural heritage.

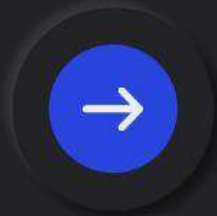
Cretan Culture House - Cretan Museum serves to protect, preserve, promote and pass on to future generations the cultural values and historical heritage of the Cretans, which constitute an important part of Side's historical past . The Barut family, which is of Cretan origin, exhibits our Cretan-specific belongings in this museum. In addition, during the construction of the Crete Museum, as Barut Hotel, we contribute to Turkish tourism by promoting the historical and cultural sites in the region and presenting our tangible and intangible cultural heritage to our guests in the right way. We continue to inform our guests about our cultural activities with our Hemera App .

It is located on the ruins of the Ancient City of Side, known as a trade and port city, where the foundations of Barut Hotels were laid 50 years ago. Selimiye Village was founded by Cretan immigrants at the beginning of the century. Side, built on a peninsula, has hosted many empires. We are aware that tourism acts as a catalyst in the revival of other economic sectors in a region and that the economic revival caused by tourism spreads to other sectors. As Barut Hotel, we are proud to sponsor the Side ancient city excavations in order to support cultural heritage.



## BARUT HEMERA SUSTAINABILITY REPORT | 2023

Message from the General Manager



There are 6 yalos statues in the garden of our facility. Yalos art is the transformation of pieces of branches washed up on the Mediterranean coast into art. We present our sculptures, which are one of the best examples of recycling, to our guests, showing that we value our

local artists and art. We were successful in the project of completely removing plastic bottles by choosing a pilot region in 2023. We continue our work within the scope of our global policy aiming to eliminate single-use plastics from use by January 2024. In line with this goal, we have eliminated plastic bottles and most single-use plastic products in all our areas, including the rooms. Additionally, we

only offer paper straws to our Guests. We provide service with refillable bottles instead of disposable amenities used in the rooms. ISO 50001 Energy Management at the end of 2023

System Standard ensures that legal obligations are followed up to date and that legal obligations are fulfilled. We worked devotedly to install the system in our hotel in order to bring it to our hotel.

In 2023, we started electricity production at the 2.2 Mega Watt Solar Energy Plant (SPP) in Barla Village of Isparta.

Our hotel has a nature book that we share with our guests. The nature book also provides information not only about plants but also butterfly and bird species. There is a QR Code on our plants and trees. They can access the type of plant it is and a lot of information about the plant through this QR CODE. Olive Harvest every October

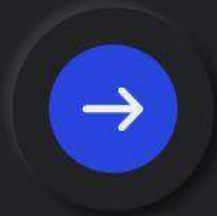
We will have an event. We collect olives from the olive trees in our hotel with our guests and give them a bottle of olive oil as a gift.

We are devoted to keeping track of our printed materials through the digital process and not consuming paper unless it is necessary. Most of our printed paper documents, such as our menus and information, reach our guests via QR CODE.



BARUT HEMERA  
SUSTAINABILITY REPORT | 2023

Message from the General Manager



It is the preference of locally sourced goods and locally owned businesses in purchasing transactions, giving priority to the company's own local area or region of the needed product/good. We prefer sustainable materials that can provide environmental, social and economic benefits.

In line with this aim, we continue our activities with environmentally friendly and sustainability practices with Zero Waste, Blue Flag, GSTC, Green Key, Travellife Bicycle friendly hotel, Pet friendly hotel, swallow awards and Environmental Management System 14001 certificates.

We aim to increase the rate of our female employees in order to contribute to increasing the number of women gaining economic freedom in society, which is one of our biggest goals for 2024.

Kind regards,  
İzzet Bekir  
General manager



BARUT HEMERA  
SUSTAINABILITY REPORT | 2023

Episode 1:

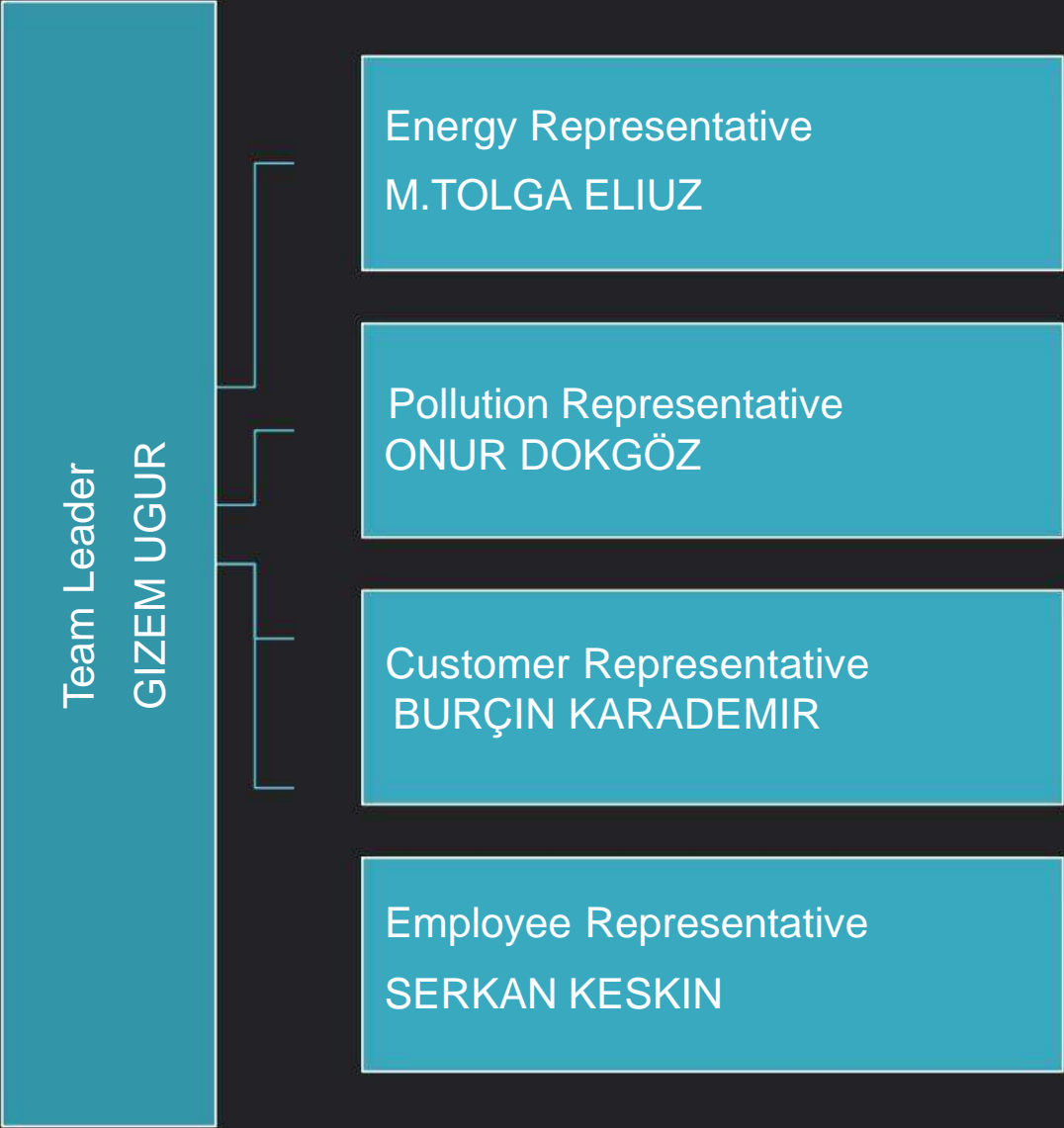
# RESPONSIBILITY





Senior Management is responsible for the implementation of Barut Hemera Sustainability Report.

The Sustainability Committee is responsible for creating the sustainability report.

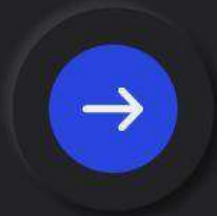













Part 2:

SUSTAINABILITY  
DIMENSIONS  
SOCIAL VALUE





MAIN THEME	PRIORITY TOPIC	TARGET TITLE	SDG
SOCIAL VALUES	skill management	We offer a work environment suitable for changing trends and focus on the continuous development and learning of our employees by developing innovative training and practices . We adopt continuous improvement of our performance management system as one of the basic requirements. Within the scope of talent management, we aim to attract and retain the best talents and develop their existing potential, and to create value by applying the most effective digital and employee-oriented Human Resources systems and processes.	 
	Equal Opportunity and Diversity	Ensuring gender equality, ensuring diversity in the workplace and granting equal rights and opportunities to all employees are among the most important factors in providing a successful work environment. At TUI BLUE ANDIZ, we offer equal opportunities to our employees from the moment of recruitment and actively benefit from the potential power of diversity and differences.	 
	Occupational health and Safety	By focusing on the health and safety of all our employees, we carry out all our activities with the aim of zero work accidents and occupational diseases, and we make improvements every year to provide a safe working environment without accidents. We focus on managing OHS risks in the best and most effective way.	 
	SocialInvestments	We touch the lives of people who want to exist in the tourism industry wherever possible in different areas of the tourism industry. In order to make sustainable development possible, we support the active participation of individuals in cultural life, trigger the development of individual and social cultural freedoms in society by protecting the material and spiritual cultural heritage, and provide qualified education to prepare young generations for the future in the tourism sector	  
			in a rapidly changing world and close the talent gap.

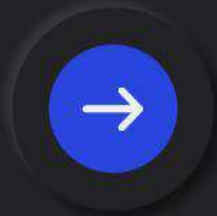














Part 2:

SUSTAINABILITY  
DIMENSIONS  
ENVIRONMENTAL VALUE





MOTHER THEME	PRIORITY TOPIC	TARGET TITLE	SDG
ENVIRONMENTAL VALUES	Climate Change and Energy	All risks arising from the climate crisis closely concern the tourism sector and TUI BLUE ANDIZ. We adopt investing in energy systems that popularize the understanding of energy and emission management and responsible consumption of resources, increase sustainable energy consumption to the highest possible level, control energy consumption and increase energy efficiency, and as a result, reduce our carbon emissions.	  
	Water Management	Using water more efficiently in all our activities, recycling and reusing it as much as possible, and disposing of wastewater in a way that does not harm the environment are among our environmental priorities.	 
	Natural Resource And Waste Management	We work to reduce waste generation in all processes, from the design of products and services to their production and presentation to customers, and to prevent environmental pollution by eliminating them at the source.	 
	biodiversity	The tourism sector in which we operate has significant impacts on biodiversity. By identifying areas of impact in these sectors, we focus on reducing these impacts and protecting biodiversity.	  



## Part 2:

### ELECTRICITY-WATER-WASTE CONSUMPTION





### Energy Efficiency:

There are 207 solar panels in our hotel. 50 solar panels were renewed in 2023.

2. Timer around the garden and pool, General WC 83 sensors, 360 motion sensor armatures are used in the staff and corridor.
3. There are 22 Analyzers in our hotel. Emergency intervention is provided in case of fluctuations in ordinary and unplanned actions.
4. All of our cold storages can be monitored remotely. We can access important information such as temperature, pressure value, humidity, energy consumption and frequency of door opening of cold storages. Follow-up is done by phone and computer.



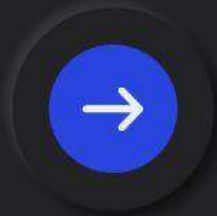
## Effect 1



5. LED lighting is preferred in 95% of our lighting systems

6. All minibars in the hotel are equipped with minibars that consume less than 1 kWh of energy has been changed.

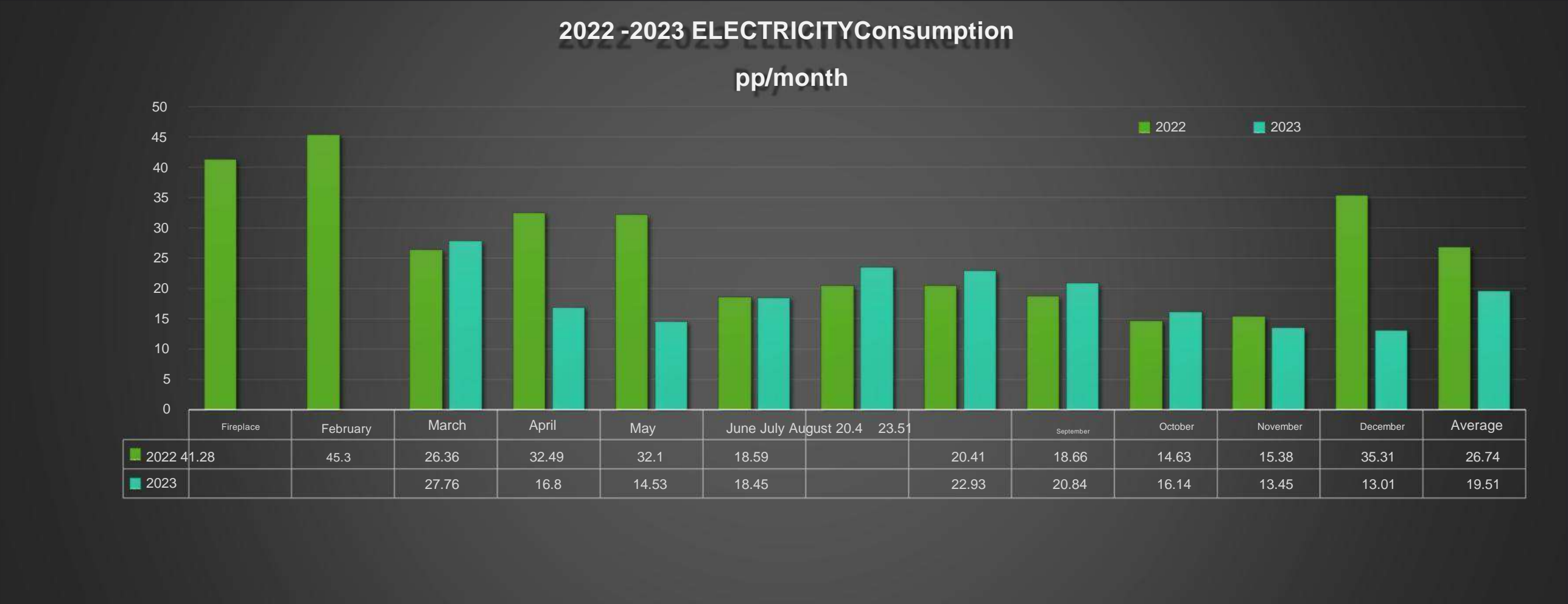
7. Planned to be built on 37 decares of land in Barla village of Isparta Egirdir Permit works for the project of establishing a solar power plant with a capacity of 2.2 MWh It has been completed, but good weather is required to install the energy panels.  
needs



Effect 1



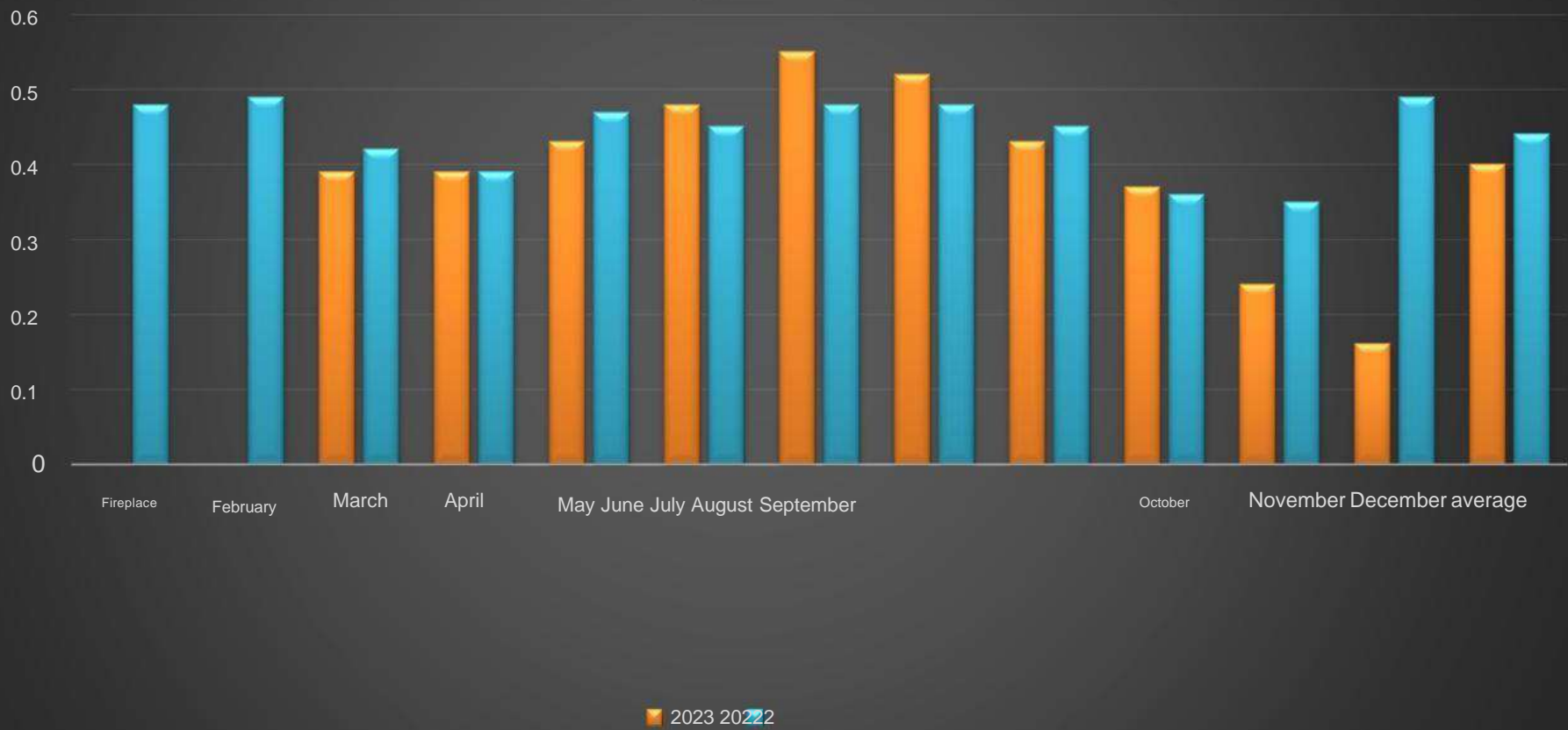
8. At our Hemera Hotel, we have installed 2 electric charging stations that will allow our guests to charge their electric vehicles.



- In 2022, the average electricity consumption per person was 26.74 kWh.
- In 2023, the average electricity consumption per person was 19.51.
- decreased by -7.23 pp/kwh.



2022 Water Consumption  
pp/month



WATER SAVING:

The minibars in the guest rooms are positioned to be protected from direct sunlight to prevent overheating.

Special fixtures with low flow rate (5 lt/min) are preferred in room bathroom sinks.

The pipeline going to the Boiler and Pool room was replaced, insulation was made.

We provide information to our guests on our sustainability dashboards and BlueApp applications that save water for guests.

In 2022, there was an average water consumption of 0.44 m3 per person. In 2023, an average of 0.40 m3 water consumption was realized per person.  
Difference : -0,04





## BARUT HEMERA SUSTAINABILITY REPORT | 2023



- Electricity consumption is monitored daily with 22 analyzers in our facility. • Kitchen appliances and cold rooms were renewed. 19 rooms are monitored and monitored



- A silent rechargeable lawn mower was provided instead of 2 gasoline-powered rechargeable lawn mowers.
- With the kitchen renovation in 2023, all kitchen equipment was renewed and completed.
- On the first page of the 4-page information brochure given to the guest, at the bottom corner, the information "Please do not use electrical appliances, keep the doors and windows closed while the air conditioners are operating" is given to the guest.



## Priority Goals #1:



### BARUT HEMERA SUSTAINABILITY REPORT | 2023



We provided special water bottles for all staff. Additionally, children and guests were given special water bottles.

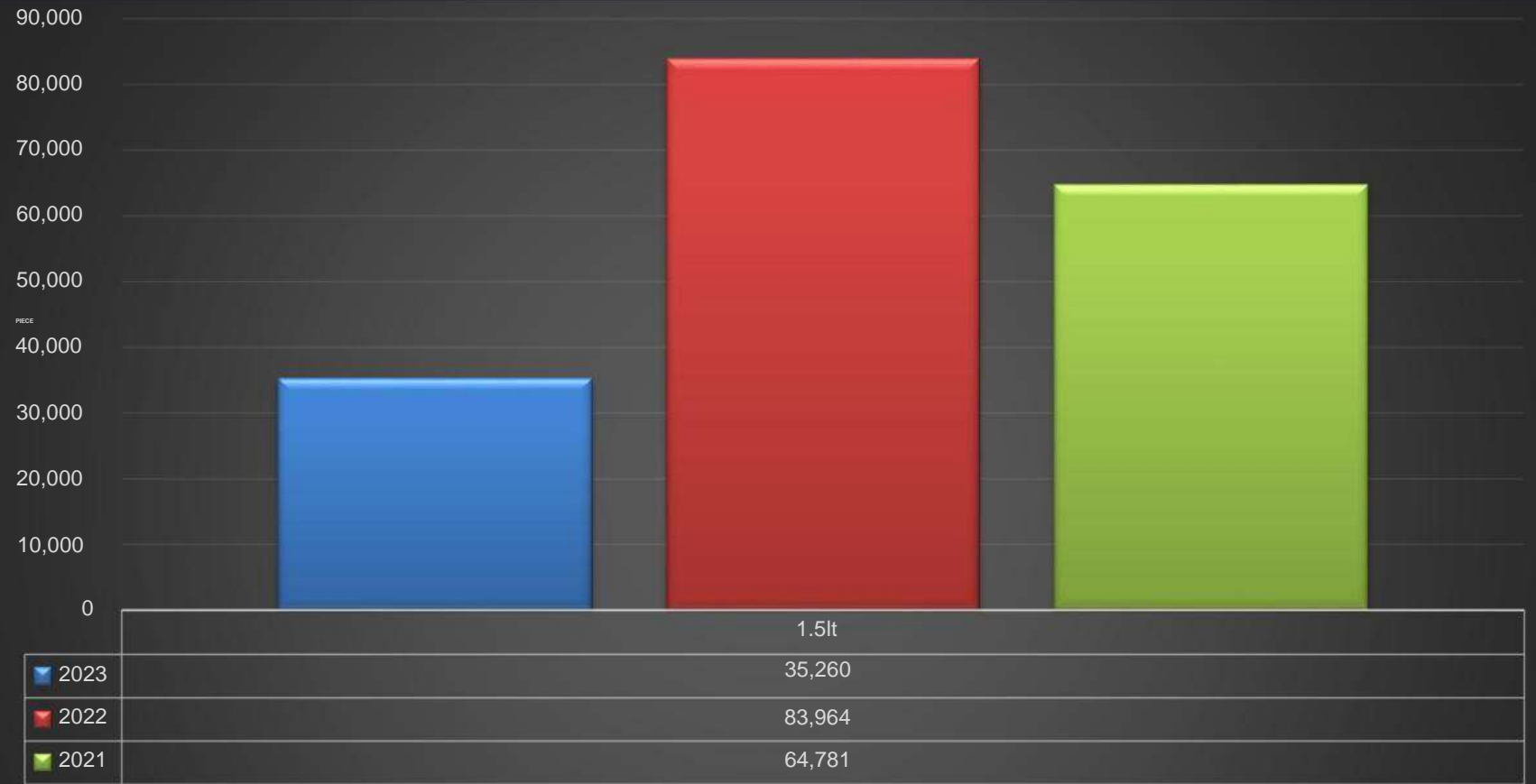
We have completely eliminated all plastic bottles by using glass bottles in our minibars in our rooms.



In our main restaurant and Alacarte restaurant, we remove the plastic bottles and use glass jugs that we have filled without purification.



1.5 LT PLASTIC BOTTLE CONSUMPTION



YEAR 2022 - 83,964 UNITS  
35,260 UNITS IN 2023  
TARGET 0 IN 2024

FROM 2022 TO 2023  
58% 1.5 LT PET  
BOTTLE USE HAS  
DECREASED.



BARUT HEMERA  
SUSTAINABILITY REPORT | 2023

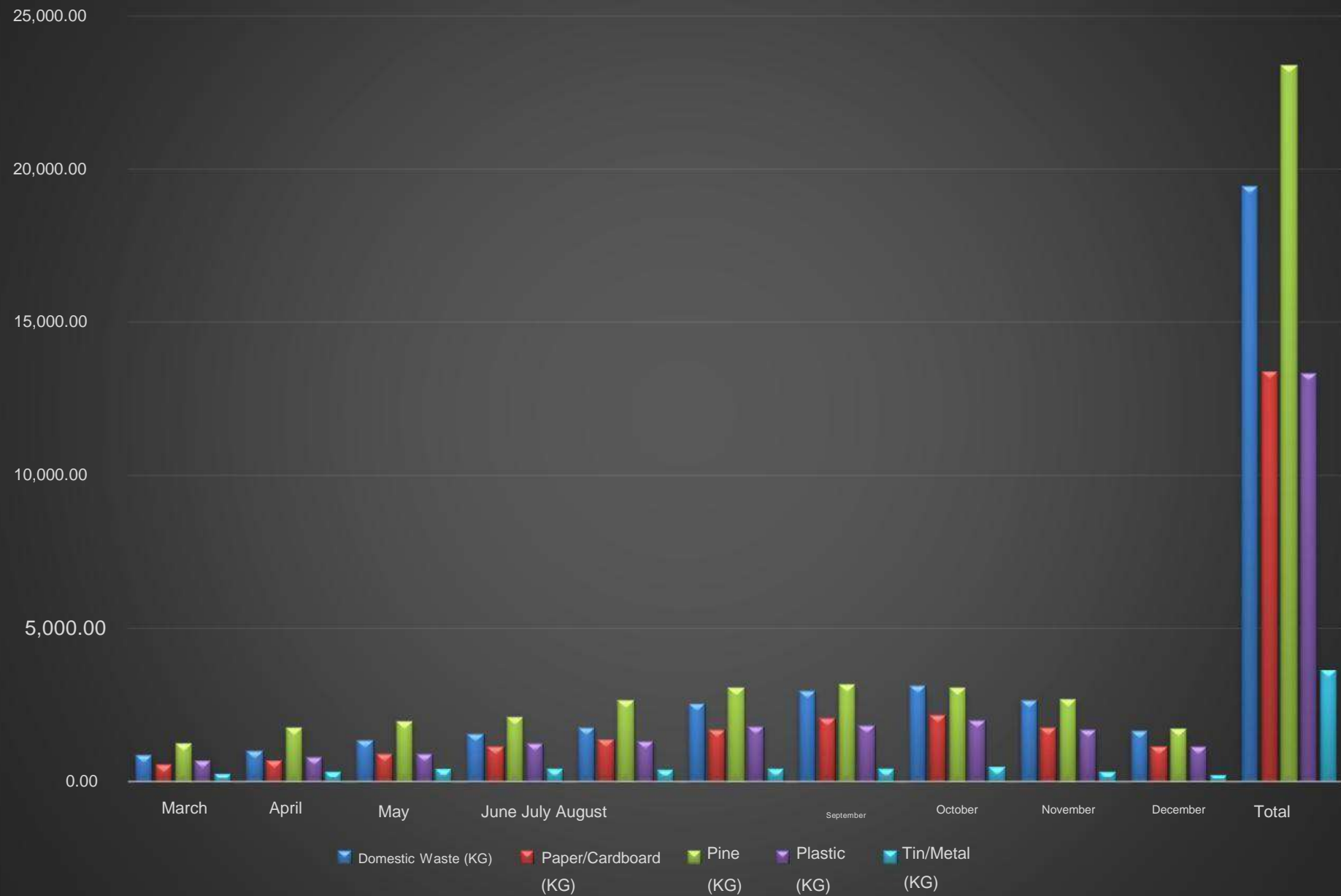


Plastic waste is a big problem worldwide. We will continue to work with practices such as the use of plastic straws, plastic water bottles, and refilling room shampoos, and raise awareness among our staff and guests.

Because we love the environment!”



## WASTE AMOUNT IN 2023

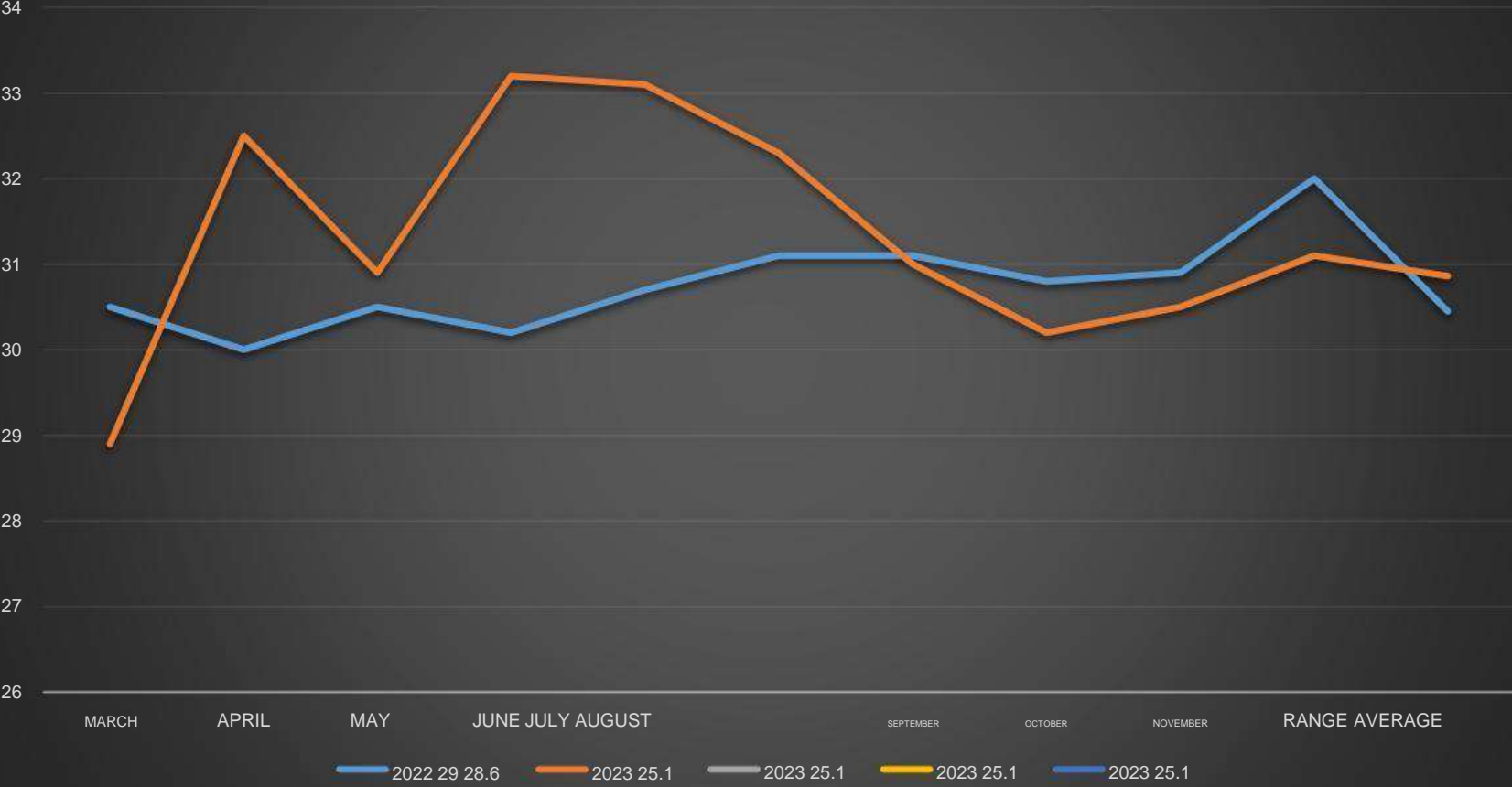


	Domestic Waste (KG)	Paper/Cardboard (KG)	Glass (KG)	Plastic (KG)	Tinplate/Metal (KG)
<b>January</b>					
<b>February</b>					
<b>March</b>	855,00	550,00	1.250,00	675,00	255,00
<b>April</b>	990,00	670,00	1.755,00	789,00	325,00
<b>May</b>	1.350,00	890,00	1.945,00	900,00	400,00
<b>June</b>	1.560,00	1.127,00	2.100,00	1.250,00	415,00
<b>July</b>	1.765,00	1.356,00	2.655,00	1.325,00	389,00
<b>August</b>	2.525,00	1.678,00	3.050,00	1.785,00	425,00
<b>September</b>	2.955,00	2.050,00	3.167,00	1.825,00	410,00
<b>October</b>	3.125,00	2.155,00	3.057,00	1.987,00	467,00
<b>November</b>	2.655,00	1.765,00	2.678,00	1.675,00	327,00
<b>December</b>	1.645,00	1.135,00	1.725,00	1.125,00	209,00
<b>Total</b>	<b>19.425,00</b>	<b>13.376,00</b>	<b>23.382,00</b>	<b>13.336,00</b>	<b>3.622,00</b>



**BARUT HEMERA**  
**SUSTAINABILITY REPORT | 2023**

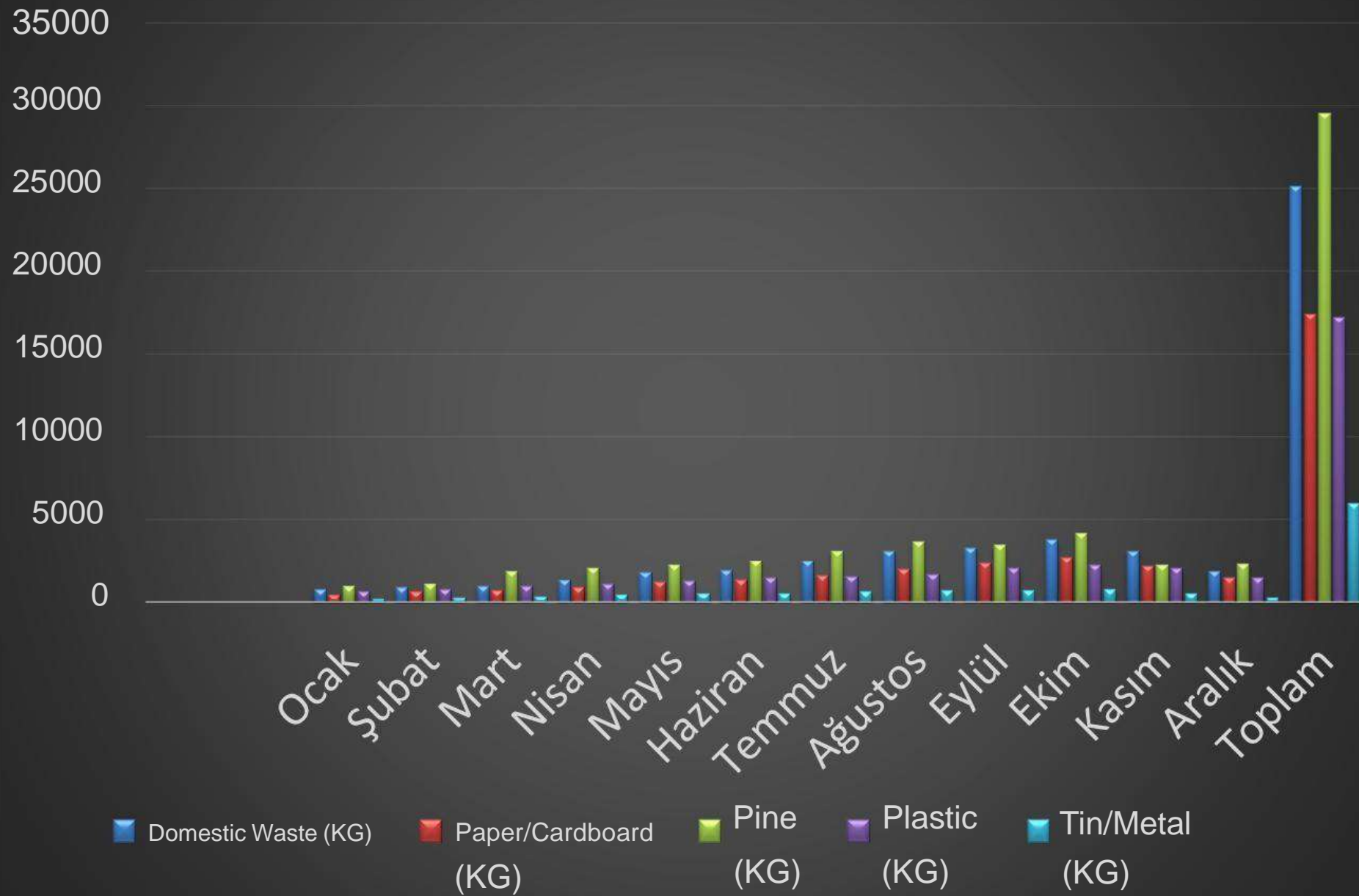
**AMOUNT OF WASTE PER PERSON IN 2023**



	<b>ORGANIC</b>	<b>GLASS</b>	<b>PLASTIC</b>	<b>PAPER</b>	<b>METAL</b>
<b>January</b>					
<b>February</b>					
<b>March</b>	0,08	0,12	0,06	0,05	0,02
<b>April</b>	0,05	0,09	0,04	0,04	0,02
<b>May</b>	0,06	0,09	0,04	0,04	0,02
<b>June</b>	0,07	0,1	0,06	0,05	0,02
<b>July</b>	0,08	0,11	0,06	0,06	0,02
<b>August</b>	0,11	0,13	0,07	0,07	0,02
<b>September</b>	0,14	0,15	0,09	0,1	0,02
<b>October</b>	0,14	0,13	0,09	0,09	0,02
<b>November</b>	0,17	0,18	0,11	0,12	0,02
<b>December</b>	0,21	0,22	0,15	0,15	0,03
<b>Average</b>	0,11	0,13	0,08	0,08	0,02



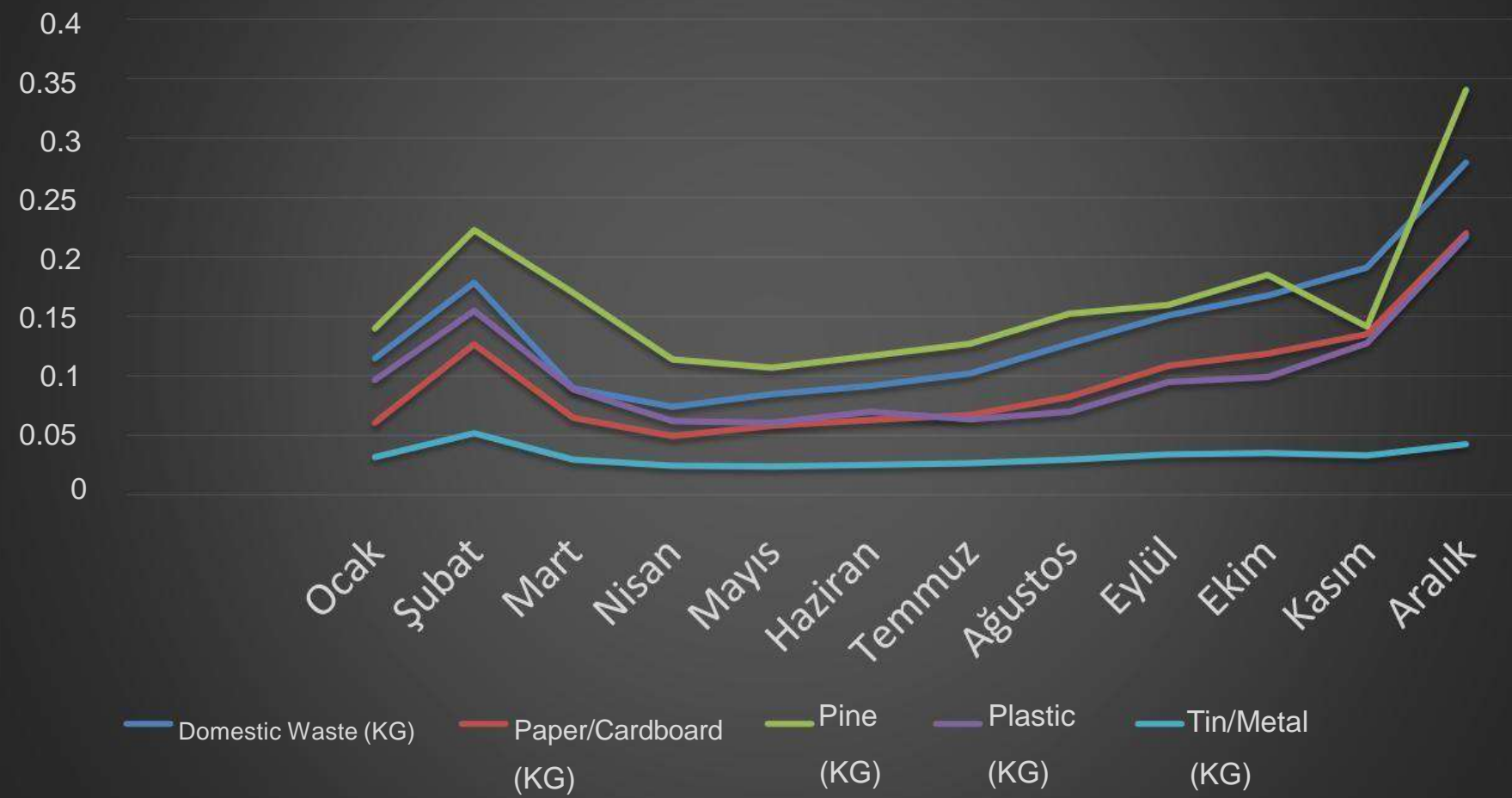
## WASTE AMOUNTS IN 2022



	Domestic Waste (KG)	Paper/Cardboard (KG)	Glass (KG)	Plastic (KG)	Tinplate/Metal (KG)
<b>January</b>	780,00	412,00	950,00	655,00	215,00
<b>February</b>	882,00	625,00	1.100,00	765,00	255,00
<b>March</b>	987,00	713,00	1.875,00	978,00	325,00
<b>April</b>	1.315,00	878,00	2.023,00	1.100,00	432,00
<b>May</b>	1.770,00	1.212,00	2.240,00	1.267,00	498,00
<b>June</b>	1.925,00	1.322,00	2.455,00	1.465,00	525,00
<b>July</b>	2.456,00	1.612,00	3.055,00	1.525,00	635,00
<b>August</b>	3.055,00	1.978,00	3.665,00	1.678,00	710,00
<b>September</b>	3.265,00	2.345,00	3.455,00	2.050,00	734,00
<b>October</b>	3.768,00	2.667,00	4.158,00	2.225,00	789,00
<b>November</b>	3.050,00	2.155,00	2.255,00	2.035,00	525,00
<b>December</b>	1.875,00	1.475,00	2.285,00	1.455,00	285,00



### AMOUNT OF WASTE PER PERSON IN 2022



	Domestic Waste (KG)	Paper/Cardboard (KG)	Glass (KG)	Plastic (KG)	Tinplate/Metal (KG)
<b>January</b>	0,11	0,06	0,14	0,10	0,03
<b>February</b>	0,18	0,13	0,22	0,15	0,05
<b>March</b>	0,09	0,06	0,17	0,09	0,03
<b>April</b>	0,07	0,05	0,11	0,06	0,02
<b>May</b>	0,08	0,06	0,11	0,06	0,02
<b>June</b>	0,09	0,06	0,12	0,07	0,02
<b>July</b>	0,10	0,07	0,13	0,06	0,03
<b>August</b>	0,13	0,08	0,15	0,07	0,03
<b>September</b>	0,15	0,11	0,16	0,09	0,03
<b>October</b>	0,17	0,12	0,18	0,10	0,04
<b>November</b>	0,19	0,13	0,14	0,13	0,03
<b>December</b>	0,28	0,22	0,34	0,22	0,04





## BARUT HEMERA SUSTAINABILITY REPORT | 2023



### Effect 1

#### Waste Management:

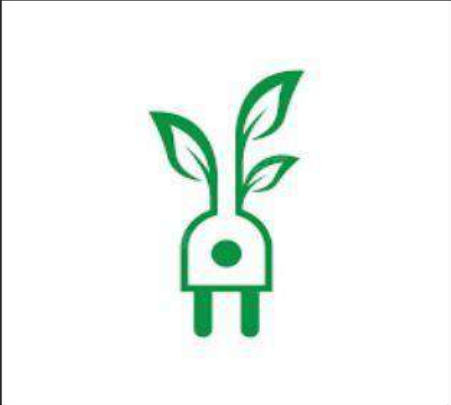
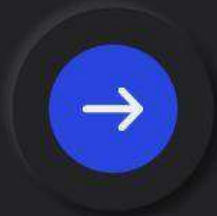
In 2019, Basic Level Zero Waste Certificate was received from the Provincial Directorate of Environment and Urbanization.

Waste separation is done in rooms and general areas by classifying it as glass, plastic, cardboard, organic, metal and household waste.





BARUT HEMERA  
SUSTAINABILITY REPORT | 2023



**3,957,510.23**  
Electricity Consumption KWH



**82.157,00**  
Water Consumption LT

Annual Consumption Values



**16,301.00**  
LNG Consumption MWH



**2.682.71**  
Amount of Diesel / LT

Annual Consumption Values



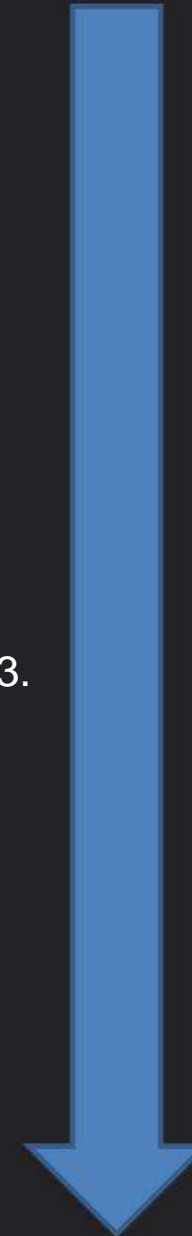
Part 2:

YEAR 2022-2023  
DISPOSABLE PRODUCT CONSUMPTION  
EVALUATION



BARUT HEMERA  
SUSTAINABILITY REPORT | 2023

\*\*\*A DECREASE HAS BEEN DETECTED IN THE CONSUMPTION  
AMOUNT OF THE FOLLOWING DISPOSABLE PRODUCTS FROM 2022 TO 2023.



- COLA PET 500ML
- COLA ZERO BOX 330 ML
- FANTA PET 500 ML
- MILK ALMOND 200 ML
- COFFEE CREAM BAGS 3 GR
- WATER 330ML
- AYRAN (GLASS)
- MASK INTERLINED
- SEWING KIT BOX
- EAR COTTON
- SOAP MINI
- SHAMPOO HAIR MINI 15 GR
- SHAMPOO BODY MINI (SHOWER GEL)
- CUP PLASTIC
- TOPICOTHOLE WITH PAPER
- PLASTIC SPOONS
- SEWING KIT BOX



Part 2:

BIODIVERSITY STUDIES



## WE CARE ALL 5. YILINDA 5.000 TOHUM TOPUNU EGE BÖLGESİNDE TOPRAKLA BULUŞTURUYOR

WE CARE ALL PLANTS 5,000 SEED BALLS  
IN THE AEGEAN REGION IN ITS 5TH YEAR



Concept of corporate  
Barut And  
accounta  
and appli th

In the fifth year of We Care All, 5,000  
Red Pine and Black Pine **seed balls**, 1  
March - 5 May in Muğla

It was brought together with the soil  
between...



## NATURE BOOK

RECYCLED PAPER  
USING  
TO OUR GUESTS

HE GAVE IT AS A GIFT  
THE NATURE WE ARE  
IN THE BOOK



<https://baruthotels.com/tr/library/books/the-flora-fauna-barut-hemera>



**LOCATION IN THE GARDEN OF  
OUR HOTEL**

**AREA OLIVE TREES  
WITH GUESTS EVERY YEAR**

**HARVEST IN OCTOBER**

**IT IS BEING DONE.**





**OUR HOTEL, WHICH PROTECTS  
SWALLOW NESTS, WAS GIVEN  
A SWALLOW FRIENDLY HOTEL  
CERTIFICATE.**



**BIRD HOUSES IN OUR  
FACILITY  
AVAILABLE**





**WITH A MINI CLUB EVENT  
INSECT IDENTIFICATION  
ACTIVITY IS DONE EVERY  
WEEK.**



BARUT HEMERA  
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**FLOWER PLANTING, EBRU  
AS A MINI CLUB EVENT  
EVENT EVERY WEEK  
IT IS BEING DONE.**



BARUT HEMERA  
SUSTAINABILITY REPORT | 2023



**BARUT HEMERA**  
**BARUT TUR. EĞİTİM TİC. AŞ. HEMERA**  
5 HAZİRAN DÜNYA ÇEVRE GÜNÜ  
DOLAYISIYLA  
**BARUT TUR. EĞİTİM TİC. AŞ. HEMERA**  
ÜLKEMİZİN ORMAN VARLIĞININ  
ARTIRILMASINA SİZİN ADINIZA  
ANLAMLIL BİR KATKIDA BULUNMAK İÇİN  
**MALATYA ALVAR**  
HATIRA ORMANI'NA  
**50**  
ADET FİDAN BAĞIŞLAMIŞTIR.  
GELECEK KUŞAKLARA DAHA GÜZEL  
BİR ÇEVRE BIRAKMAK ÜZERE YAPILAN  
BU KATKIYA VESİLE OLDUĞUNUZ İÇİN  
TEŞEKKÜR EDERİZ.  
Deniz Ataç  
Yönetim Kurulu Başkanı  
**TEMA**  
tema.org.tr | baris@tema.org.tr | 0212 791 90 90

On 5 JUNE 2023  
50 ON WORLD ENVIRONMENT  
DAY SEEDLING DONATION  
THEME MADE TO THE  
FOUNDATION



**LOCATION IN THE GARDEN OF  
OUR HOTEL**

**AREA OLIVE TREES  
WITH GUESTS EVERY YEAR  
HARVEST IN OCTOBER  
IT IS BEING DONE.**



Part 2:

LOCAL AWARENESS





The restoration and conservation work in the South Stoa was carried out under the sponsorship of Barut Hotels.





BARUT HEMERA  
SUSTAINABILITY REPORT | 2023



TO OUR LOCAL ARTISTS

AND

SUPPORT TO YALOSOS ART

WE ARE GIVING





Cretan Culture House - Cretan Museum serves to protect, preserve, promote and pass on to future generations the cultural values and historical heritage of the Cretans, which constitute an important part of Side's historical past. As a family of Cretan origin, we exhibit our Cretan belongings in this museum. In addition, the construction of the Cretan museum As Barut Hotel, we contribute to Turkish tourism by promoting the historical and cultural sites in the region and presenting our tangible and intangible cultural heritage to our guests in the right way.



BARUT HEMERA  
SUSTAINABILITY REPORT | 2023



We give the  
beeswax candles we  
bought from Antalya  
Women's Cooperative  
to the honeymoon  
rooms.



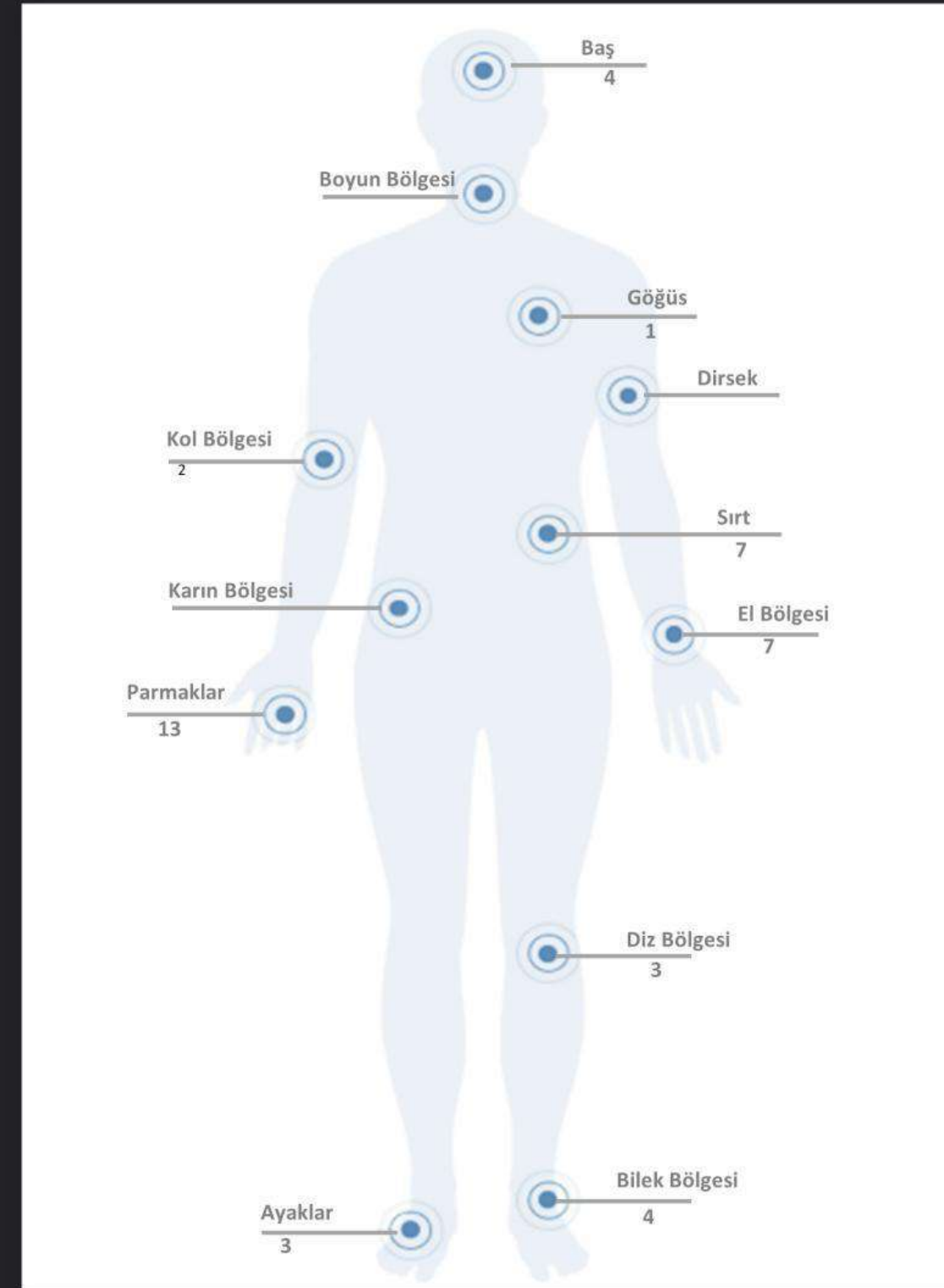
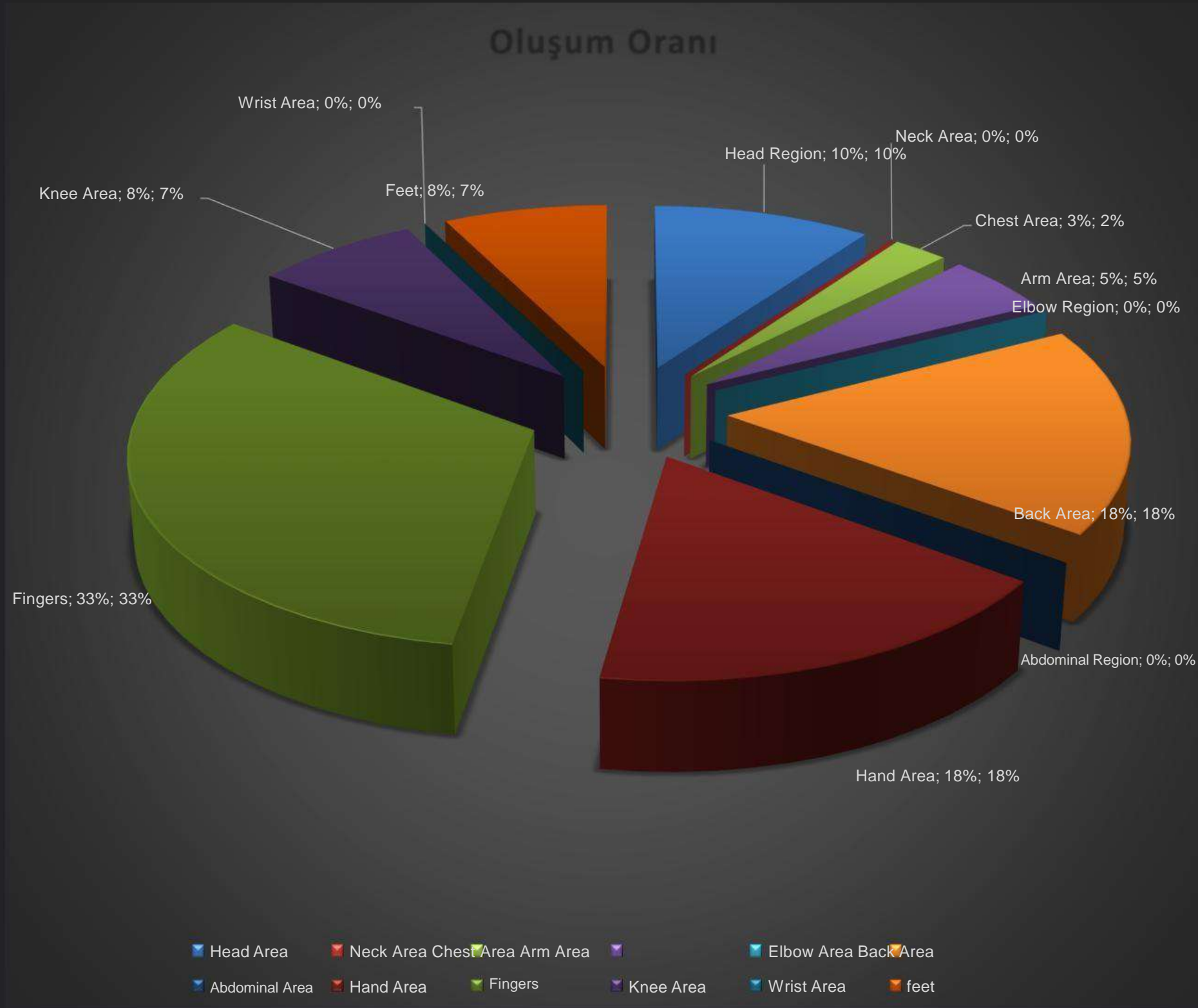


Part 3:

2023

WORK ACCIDENT RATE EVALUATION





- Providing a safe working environment for employees is a critical factor for the success of the business
- The work accident rate in our facility is at a very low level for 2023.



Part 3:

WORKING WITH DIFFERENT GENERATIONS



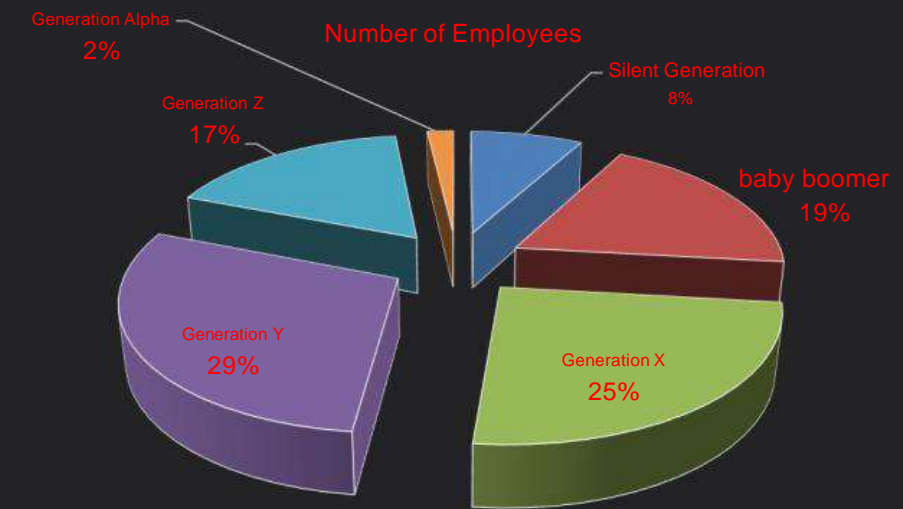


	1925 - 1945	1946 - 1964	1965 - 1979	1980 - 1999	2000 - 2012	2013 -	
	54+	45-54	35-44	25-34	18-24		Total
	Silent Generation	Baby Boomer	Generation X	Generation Y	Generation Z	Generation Alpha	
Number of Employees	30	71	94	110	65	7	377
Percentage	8%	19%	25%	29%	17%	2%	

Working together of different generations can offer many advantages for a hotel in terms of business sustainability:

**Benefits of Working with Different Generations:**

- Increases innovation, creativity and adaptation to technology.
- Increases employee loyalty and motivation.
- Improves problem solving skills.
- Brings together different perspectives and experiences.
- Creates a more inclusive and egalitarian environment in the workplace.



Legend: Silent Generation, Baby Boomer Generation, Generation X, Generation Y, Generation Z, Generation Alpha



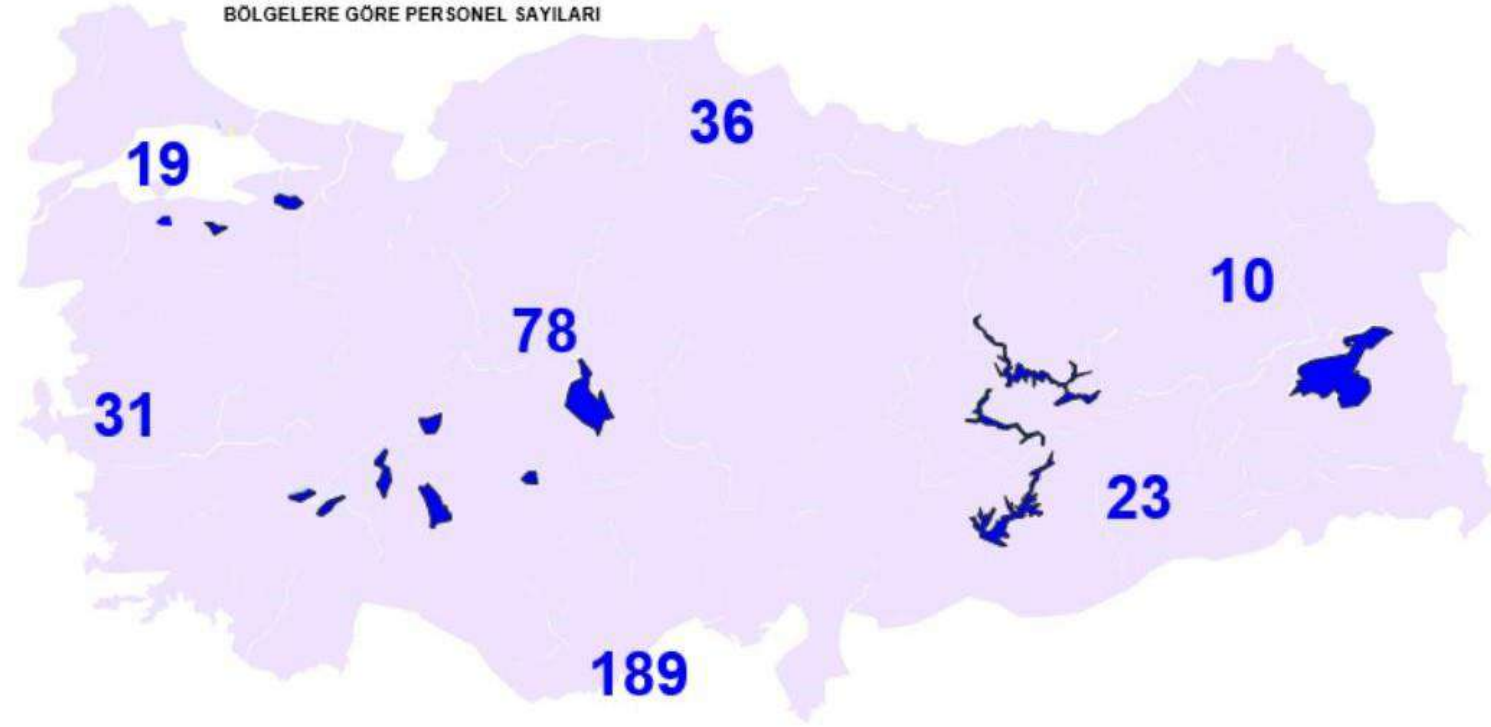
Part 3:

STAFF PROVINCIAL MAP

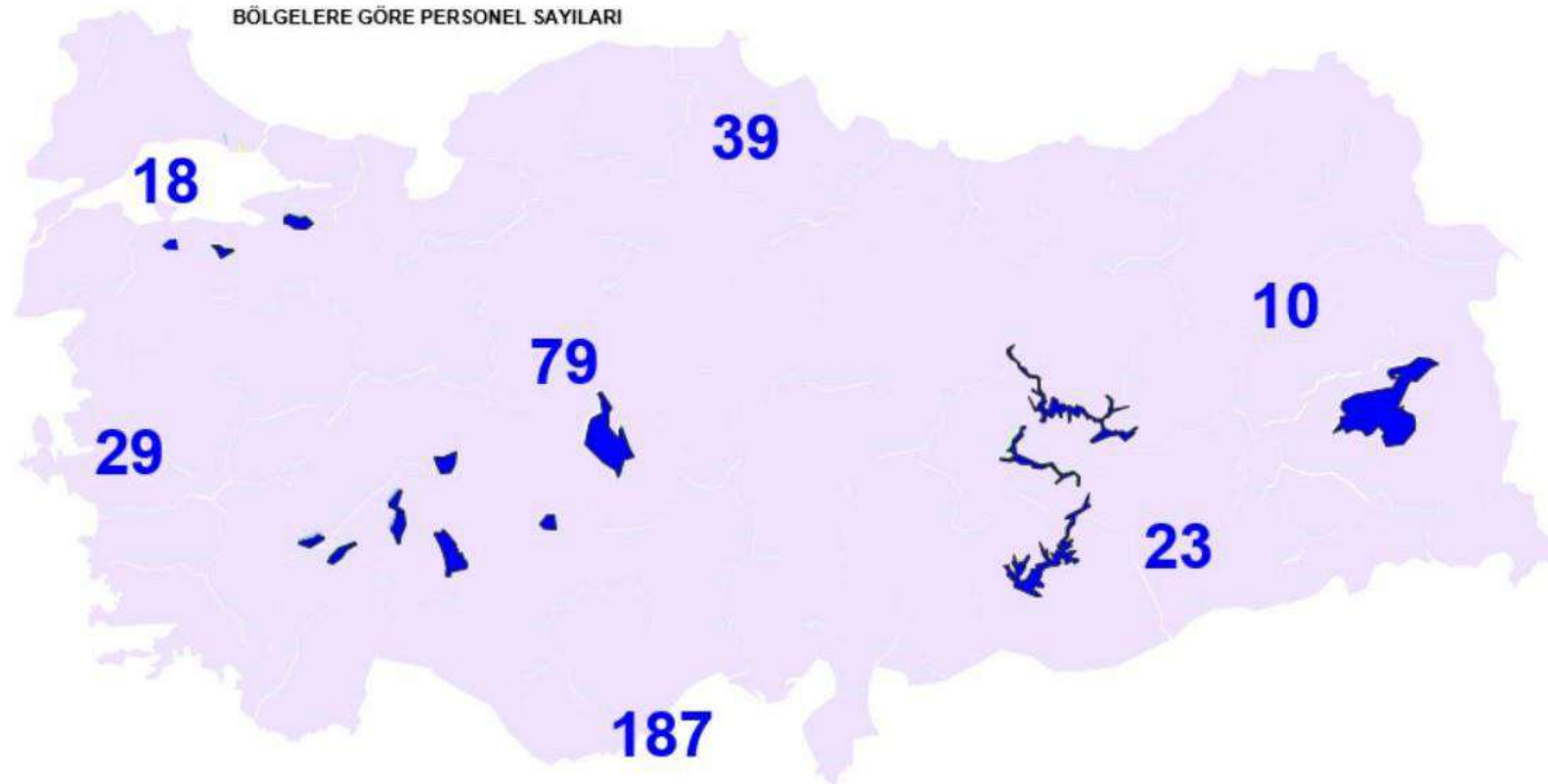




BARUT HEMERA  
SUSTAINABILITY REPORT | 2022 - 2023



2023 PERSONNEL REGION MAP



2022 PERSONNEL REGION MAP

Our primary aim is to ensure that local people benefit from the activities carried out in the region where our hotel is located, to prefer the services offered by local people, to employ local people, and to support projects that will develop local people. As can be seen on our hotel personnel area map; The number of preferred personnel is higher in the region where our hotel is located.



## «Decent Work»

The concept of "humane work in sustainability" has emerged in the business world as part of sustainability efforts and ensures that employees operate in a safe and healthy working environment. This includes meeting occupational health and safety standards and reducing stress in the workplace.



Part 3:

RATIO OF FEMALE EMPLOYEES  
EVALUATION





	2022	2023
FIREPLACE	29	
FEBRUARY	28.6	25.1
MARCH	30.5	28.9
APRIL	30	32.5
MAY	30.5	30.9
JUNE	30.2	33.2
JULY	30.7	33.1
AUGUST	31.1	32.3
SEPTEMBER	31.1	31
OCTOBER	30.8	30.2
NOVEMBER	30.9	30.5
DECEMBER	32	31.1
AVERAGE	30.45	30.86

## Ratio of Female Employees

Gender equality is one of the most important requirements for a sustainable future. Prepared by the United Nations

The Sustainable Development Goals also emphasize this importance.

The female employment rate, which was 30.45% in 2022, will be 30.86% in 2023 .





Part 3:

BICYCLE FRIENDLY HOTEL





We are HAPPY to be a bicycle-friendly hotel in order to support healthy living by contributing to human health, protect the atmosphere, reduce carbon footprint, minimize urban traffic problems and reduce air pollution, and encourage **bicycle tourism** .





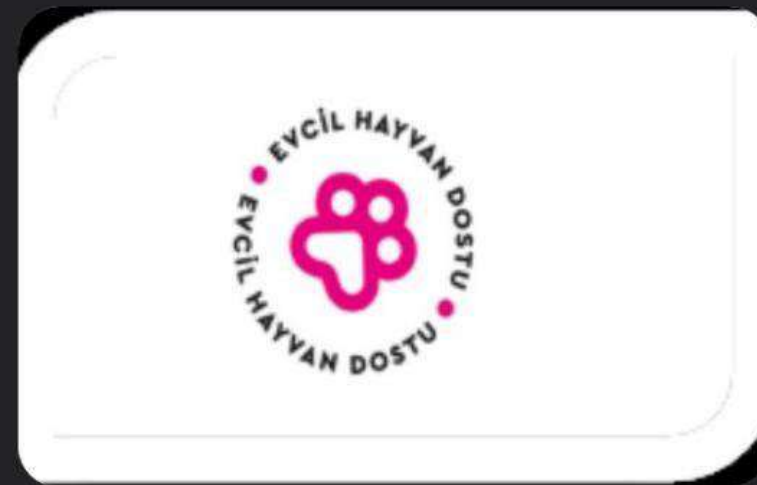
Part 3:

OUR PAW FRIENDS





To ensure that our pet-owning guests are not separated from their friends on holiday,  
We offer "**Pet Friendly Hotel**" service







Part 3:

2022-2023 YEARS  
OUR CERTIFICATES





- PET FRIENDLY CERTIFICATE
- BICYCLE FRIENDLY HOTEL
- BLUE FLAG
- SWALLOW AWARD
- ZERO WASTE
- GREEN KEY
- TRAVELLIFE GOLD
- ISO 14001 ENVIRONMENTAL MANAGEMENT SYSTEM
- ISO 9001 QUALITY MANAGEMENT SYSTEM
- ISO 22000 FOOD SAFETY MANAGEMENT SYSTEM
- ISO10002 CUSTOMER SATISFACTION MANAGEMENT SYSTEM
- ISO50001 ENERGY MANAGEMENT SYSTEM



Part 3:

OUR AWARDS FOR  
2022-2023





1. AGODA CUSTOMER REVIEW AWARD 2023
2. CORAL TRAVEL STARWAYS WORLD BEST HOTELS 2nd PRIZE 2022
3. CORAL TRAVEL STARWAYS ENVIRONMENTALLY FRIENDLY HOTEL 1st PRIZE 2022
4. CORAL TRAVEL STARWAYS CHILD FRIENDLINESS HOTEL TOP 25 2022
5. OTEL PUAN 2023
6. TRIPADVISOR TRAVELLERS' CHOICE 2023
7. RECOMMENDED ON HOLIDAYCHECK 2023
8. JET2HOLIDAYS QUALITY AWARD 2022 WINNER
9. VING TJAREBORG SPIES ONE OF THE TOP 3 HOTELS IN TURKEY 2022
10. VING TJAREBORG SPIES ONE OF OUR 10 BEST HOTELS WORLDWIDE 2022
11. TUI GLOBAL HOTEL AWARDS 2023
12. BOOKING.COM TRAVELLER REVIEW AWARDS 2023
13. CORAL TRAVEL STARWAYS TOP 100 2021
14. CORAL TRAVEL STARWAYS ENVIRONMENT TOP 25 2021
15. SCHAUINSLAND REISEN TOP HOTEL PARTNER 2021
16. TRAVELIFE GOLD AWARD 2022 – 2024
17. TOPHOTELS.RU TOP 5\* HOTEL FOR FAMILY VACATION 2022
18. OTEL PUAN 2022
19. EXPEDIA TRAVELLERS RATED EXCEPTIONAL 2022
20. HOTELS.COM 2022
21. BOOKING.COM TRAVELLER REVIEW AWARDS 2022
22. HOLIDAYCHECK 2022 SPECIAL AWARD



# THANKS

If you have any questions, you can contact us.

Facility Website

<https://baruthemera.com/tr>

Phone number

444 96 00

Mail

[reservations@baruthotels.com](mailto:reservations@baruthotels.com)