



Barut Hemera Sustainability Report 2024

This report aims to share the concrete steps we have taken and the progress we have made in our sustainability journey as Barut Hemera. Reflecting our responsibility towards nature and society, this work demonstrates our commitment to minimizing our environmental impact, generating social benefits, and implementing principles of ethical governance.

In our report, alongside general information about our facility, we provide a comprehensive overview of our "We Care All" approach, the vision of our management team, the priority sustainability issues we have identified, and the initiatives we carry out in environmental, social, and governance areas.

As Barut Hemera, while offering our guests unique memories, we are committed to being sensitive towards our planet and the society we are part of. This report is a reflection of our determination to transparently share our sustainability progress and future goals with the public.

United Nations Sustainable Development Goals

Focused UN Goals

- Goal 6: Clean Water and Sanitation
- Goal 7: Affordable and Clean Energy
- Goal 12: Responsible Consumption and Production
- Goal 13: Climate Action
- Goal 14: Life Below Water

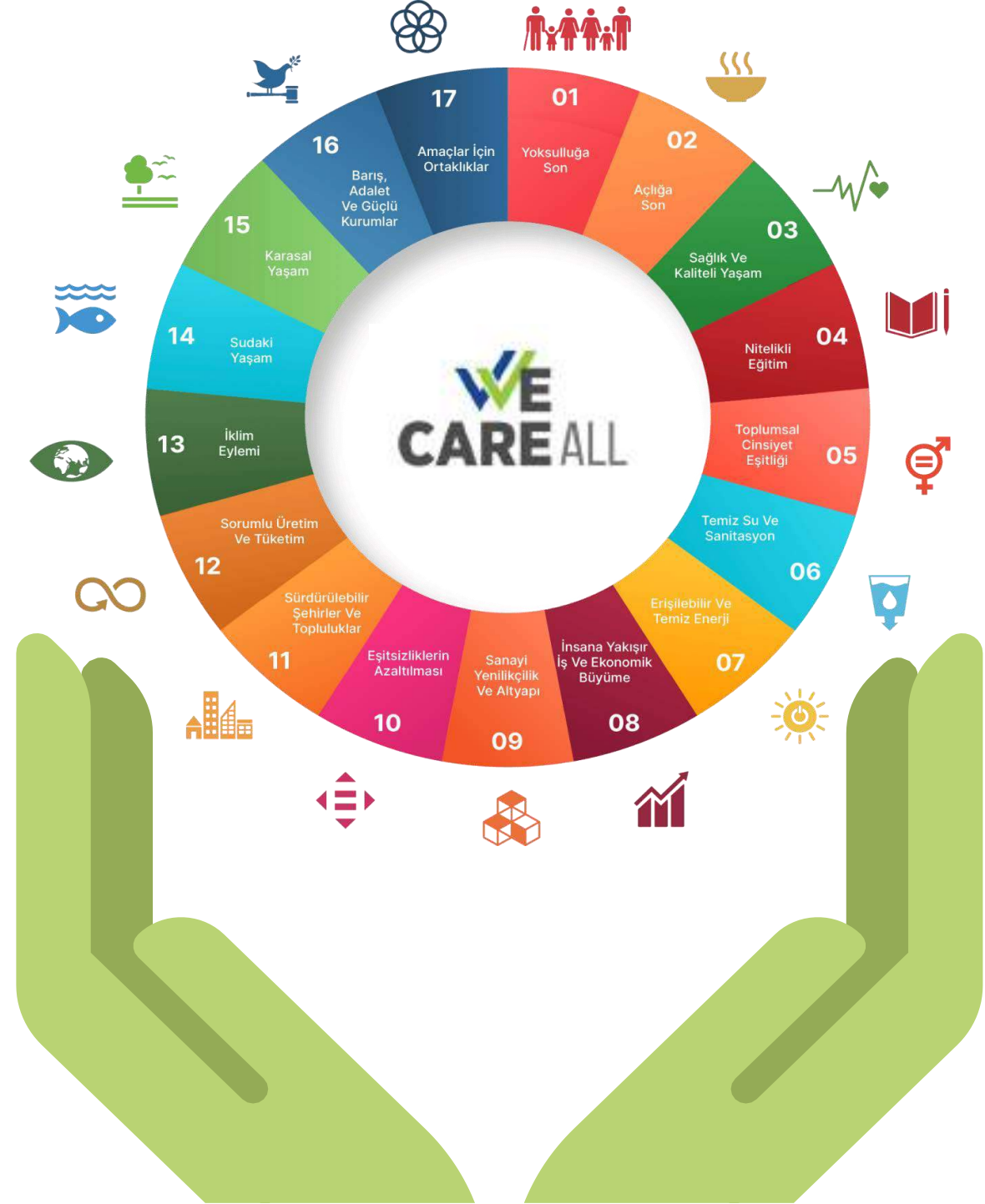
Local Contribution Strategy

Barut Hemera focuses on protecting regional ecosystems, supporting local communities, and developing sustainable tourism models in order to contribute to global goals at the local level.

Measurement Methodology

Progress toward the Sustainable Development Goals is regularly measured and reported using specifically developed indicators and methodologies based on international standards.

Barut Hemera has placed the United Nations 2030 Sustainable Development Goals at the core of its corporate strategy. In line with these goals, our hotel is committed to minimizing its environmental impact, creating social value, and ensuring economic sustainability.





Side Ancient City

The Side region, where Barut Hemera is located, is a prominent cultural tourism destination known for its rich historical heritage. The Ancient City of Side, with its remains from the Hellenistic, Roman, and Byzantine periods, is one of the most valuable cultural assets of the region.

Our hotel carries out and supports various projects aimed at preserving this unique cultural heritage and passing it on to future generations. Preserving the historical fabric of Side is not only a cultural responsibility but also an essential component of sustainable tourism.

Excavation Sponsorship



Archaeological Excavation Support

Barut Hotels is a brand that has been operating in the tourism sector for over 50 years, with its foundations laid in the Side region of Antalya. Since its establishment, it has placed great importance on the preservation and promotion of the region's cultural heritage.



Restoration Projects

In this context, by sponsoring archaeological excavations at the Ancient City of Side, Barut Hotels contributes to uncovering the historical values of the region. In 2022, the 75th anniversary of the Side Ancient City excavations was celebrated, and Barut Hotels' contributions were highlighted during the event.



Cultural Heritage Protection

Barut Hotels demonstrates its commitment to the preservation and promotion of the region's cultural heritage through these sponsorships. Additionally, these supports contribute to enhancing the region's tourism potential and strengthening the local economy.

Contribution to the Side Excavations














Our support for the archaeological excavations at the Ancient City of Side is a testament to our commitment to preserving cultural heritage and passing it on to future generations. Through the financial and logistical support we provide to the excavation team led by Prof. Dr. Feriştah Soykal Alanyalı, we contribute to uncovering the rich history of the region.

In the 2025-2026 period, we plan to initiate a special project for the restoration of the ancient theater and allocate a dedicated space in our hotel to exhibit the finds uncovered during the excavations. This will allow our guests to explore the cultural richness of the region as well.

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About Barut Hotels



Reliability and Innovation

Since its establishment, Barut Hotels has grown by adhering to the values of reliability, integrity, diligence, flexibility, and innovation, becoming a leading brand in the sector recognized for its sustainability efforts.



Sustainable Growth

Barut Hotels places sustainability at the core of its growth strategy and has integrated this approach into all of its processes. By developing our environmental and social responsibility projects, we aim to offer our guests a greener and more conscious experience.



Adaptation to Global Risks

According to the World Economic Forum's 2024 Global Risks Report, the past decade has been one of the greatest disruptions in human history. As Barut Hotels, we closely monitor social, environmental, economic, political, and technological changes, aiming to adapt effectively to these shifts.



Together for a Sustainable Future

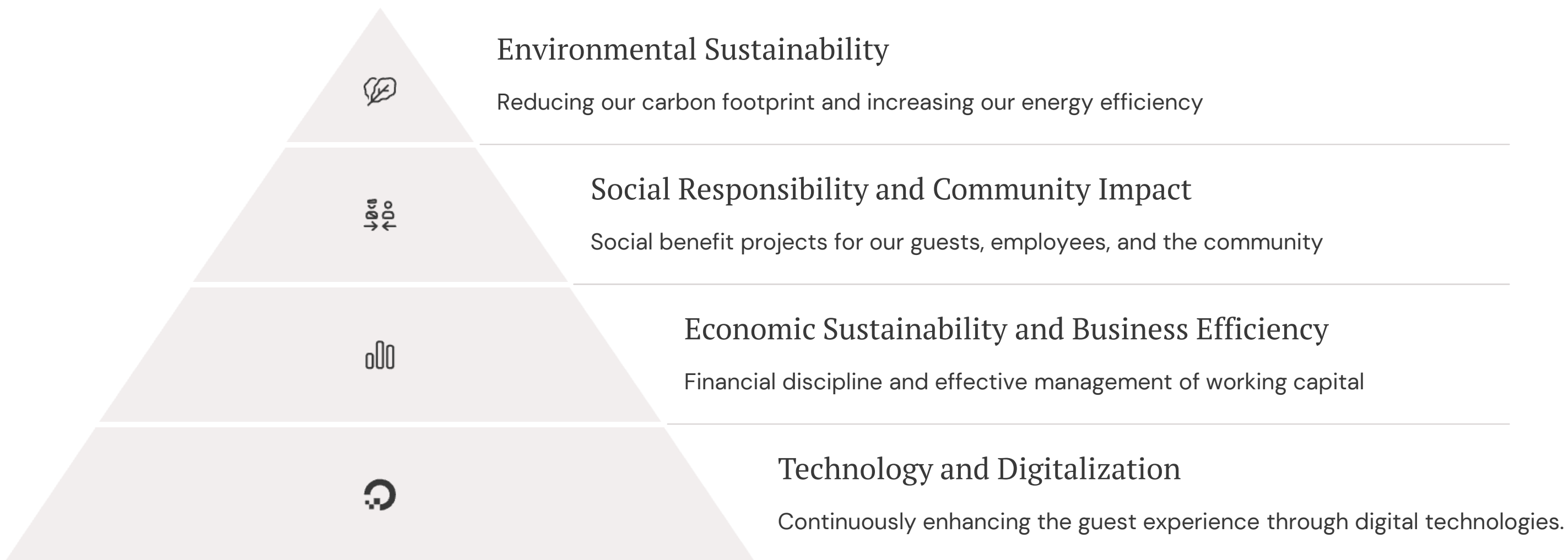
Dear Guests, Business Partners and Stakeholders,

At Barut Hemera, we not only provide our guests with an unforgettable holiday experience but also act with a deep sense of responsibility towards nature, society, and future generations. By placing sustainability at the core of all our operations, we carefully manage our environmental, social, and economic impacts every day.

To date, we have taken concrete steps in many areas—from energy and water conservation to waste management, from reducing our carbon footprint to collaborating with local producers. Thanks to the strong bonds we have established with our guests, employees, business partners, and local communities, we have succeeded in making sustainability not just a vision, but a way of life.

This report transparently presents the sustainability initiatives we have undertaken, the achievements we have gained, and the goals we have set for the upcoming period. Each year, we reassess ourselves, take responsibility to do better, and embrace continuous improvement. In every step we take to protect our future, we feel the support of our valued stakeholders. We believe that together, we can create a greener, fairer, and more livable world.

Barut and Sustainability



Guided by our motto, "Every time we touch nature, we show our respect and protect it," we implement projects that integrate sustainability into all our processes. We are committed to embedding the concept of sustainability into our corporate culture.

Barut Hemera: Pioneer of Sustainable Tourism

Barut Hemera offers its guests an unforgettable holiday experience with its location in the town of Side, Antalya, close to the crystal-clear waters of the Mediterranean and rich historical heritage.

Our facility stands out with its spacious green areas, modern design, and comfortable amenities, and provides environmentally conscious accommodation by embracing a sustainable tourism approach.

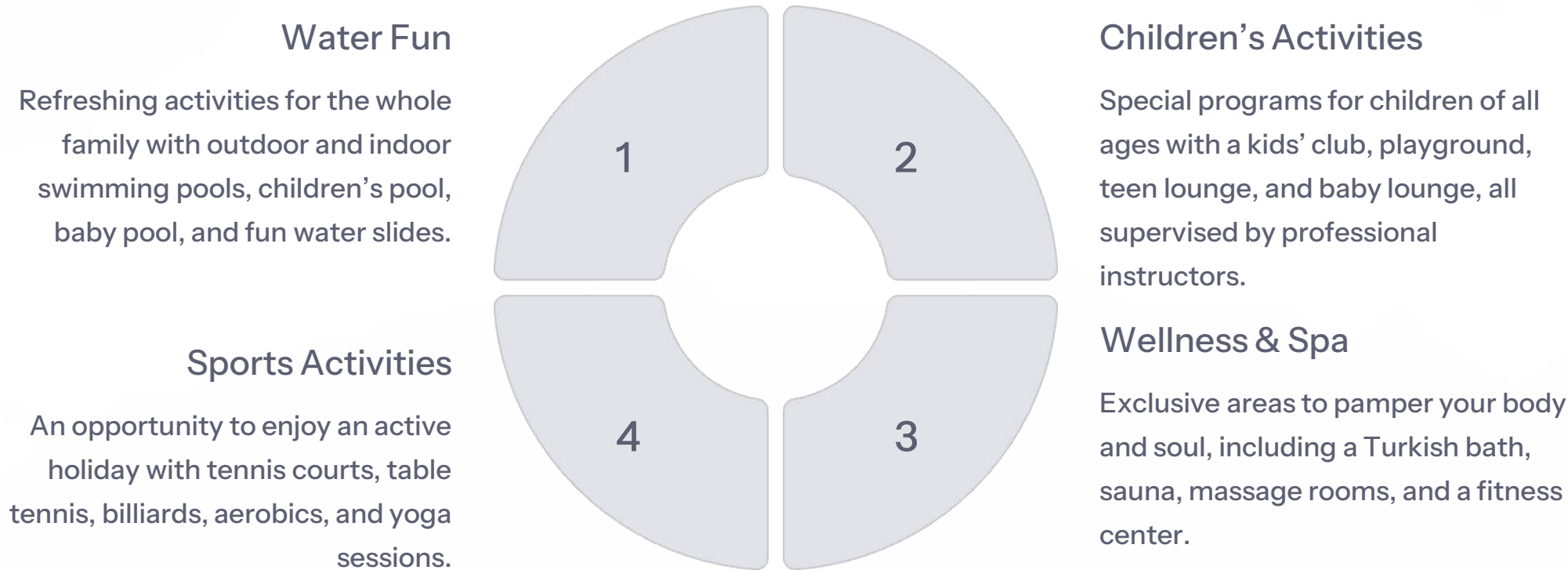
Located directly on the seafront, the facility offers guests a comfortable beach experience with its private beach, pier area, and sun loungers. Additionally, it enriches the holiday experience with outdoor and indoor swimming pools, a spa center, fitness room, and various sports activities. In the field of gastronomy, it stands out with restaurants offering exquisite flavors from international cuisines.

Barut Hemera not only offers a luxury holiday experience but also continues to be a pioneer of sustainable tourism by adopting an environmentally conscious approach that contributes to the community.

Our facility adopts an approach that prioritizes guest satisfaction at the highest level, treating every individual as equal and valuable. The safety and rights of our employees are among the fundamental priorities of our operation, with continuous training and development opportunities provided.

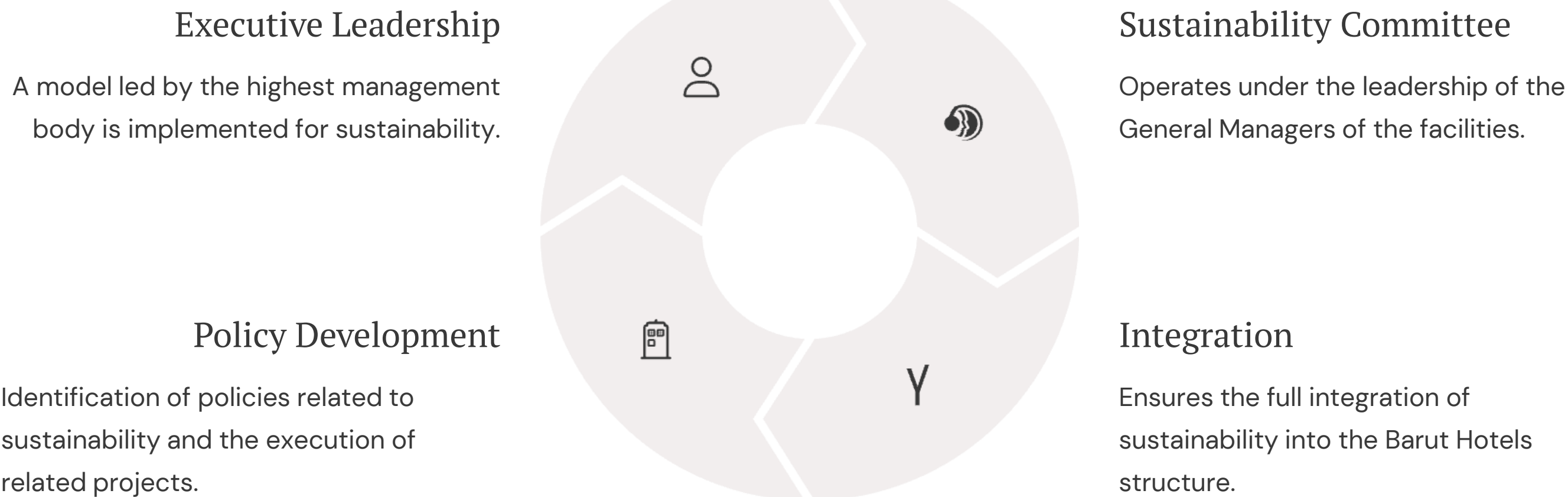


Family-Friendly Activities and Facilities



At Barut Hemera, there are countless amenities designed to make every moment of your holiday fulfilling. With our additional services such as 24-hour reception, parking, market, hairdresser, photographer, and vehicle/bicycle rental, we cater to all your needs.

Sustainability Management Structure



At Barut Hotels, our Sustainability Committee, which meets twice a year, is responsible for developing the hotel's sustainability strategies, goals, and related policies, and for integrating them into all business processes. Additionally, the committee coordinates sustainability activities, monitors performance, and identifies necessary training.



What is ‘We Care All’?

Beginning and Development

Barut Hotels launched its environmental awareness initiative in 2019 under the name We Care. During the pandemic, reflecting changing and evolving needs and expectations, it was rebranded as We Care All in 2021.

Scope and Areas

This movement highlights sustainable practices across many areas including education, employee rights, environmental activities, support for cultural heritage, waste reduction, recycling, supporting agriculture, sourcing from local suppliers, renewable energy investments, local employment, and participation in sports activities.

Mission and Vision

Since its establishment in 1971, Barut Hotels has embraced the mission of protecting and nurturing love for nature and humanity. Through the We Care All initiative, it aims to fulfill its responsibilities toward future generations today by implementing sustainable practices.

Economic Growth



Effective Marketing and Sales Strategies

We develop effective marketing strategies that enable us to have a wide customer base both in Turkey and internationally.



Continuous Investment and Innovation

We regularly make investments aimed at continuously improving the guest experience.



Dynamic and Rapid Decision-Making Mechanisms

With years of experience and our dynamic corporate culture, we respond quickly and effectively to changing market conditions.



Effective Pricing Policy

We implement a rational pricing policy that supports our operational profitability.

As Barut Hotels, thanks to our rich range of services and wide accommodation network, we cater to guests from diverse cultures and profiles around the world. On this journey, our strong corporate values and our focus on financial discipline are among our most important supporters.



Legal Compliance

Board of Directors Responsibility

The Board of Directors of our company has the ultimate responsibility for ensuring that all activities are carried out in accordance with legislation and standards, in a correct and honest manner, and that compliance risk is managed effectively.

Since accommodation sector activities are an area strictly controlled by legal regulations, full compliance with laws in all our operations is of critical importance for Barut Hemera. As of 2024, there are no significant lawsuits filed against Barut Hemera that could affect our financial situation.

Senior Management Audit

Senior Management, within the Compliance and Compliance Risk Management Policy framework, is responsible for ensuring the company activities and employee behaviors continuously comply with legislation and standards.

Legal Review Process

All contracts made with third parties are reviewed by the Legal Counsel for legal compliance before proceeding to the signing process. The Legal Counsel evaluates company practices from a legal perspective in accordance with requests received from departments.

Corporate Risk Management and Prioritization



Corporate Risk Management and Prioritization is one of the fundamental building blocks of our hotel's sustainability strategy. By systematically evaluating global, national, and sectoral risks, we aim to turn potential threats into opportunities.

Corporate Risk Management

Global Risk Analysis

Today, societies, the business world, and indirectly individuals face many global risks. These risks must be carefully evaluated and effectively managed in the short, medium, and long term. The World Economic Forum's 2024 report examines the short- and long-term impacts of global risks.

The first decade after 2020 is defined as a period marked by the greatest disruptions in human history. During this time, the business world has faced numerous challenges, ranging from natural resource crises and climate change to supply chain issues and international crises, requiring adaptation across a wide spectrum.

Barut Hotels' Approach

As Barut Hotels, we also draw attention to these global risks. By enhancing the sustainability and eco-friendly practices of our facilities, we adopt a proactive approach against the impacts of climate change. Additionally, we develop strategies to secure our supply chain and ensure resilience against crises.

Barut Hotels implements a comprehensive corporate risk management approach to effectively address potential risks. The risk management system ensures the identification and assessment of risks and opportunities, the development of risk strategies, and their regular updates when necessary.

Prioritization



Identification of Topics

We created a list of topics that could be important for our facility. In the process, corporate strategies, changing regulations and standards, sectoral practices, corporate engagements, global trends, and stakeholder expectations were taken into account.



Evaluation of Topics

Primarily, the expectations of the most important stakeholders regarding sustainability at Barut Hotels were identified by evaluating the results of surveys and satisfaction studies conducted with guests and employees.

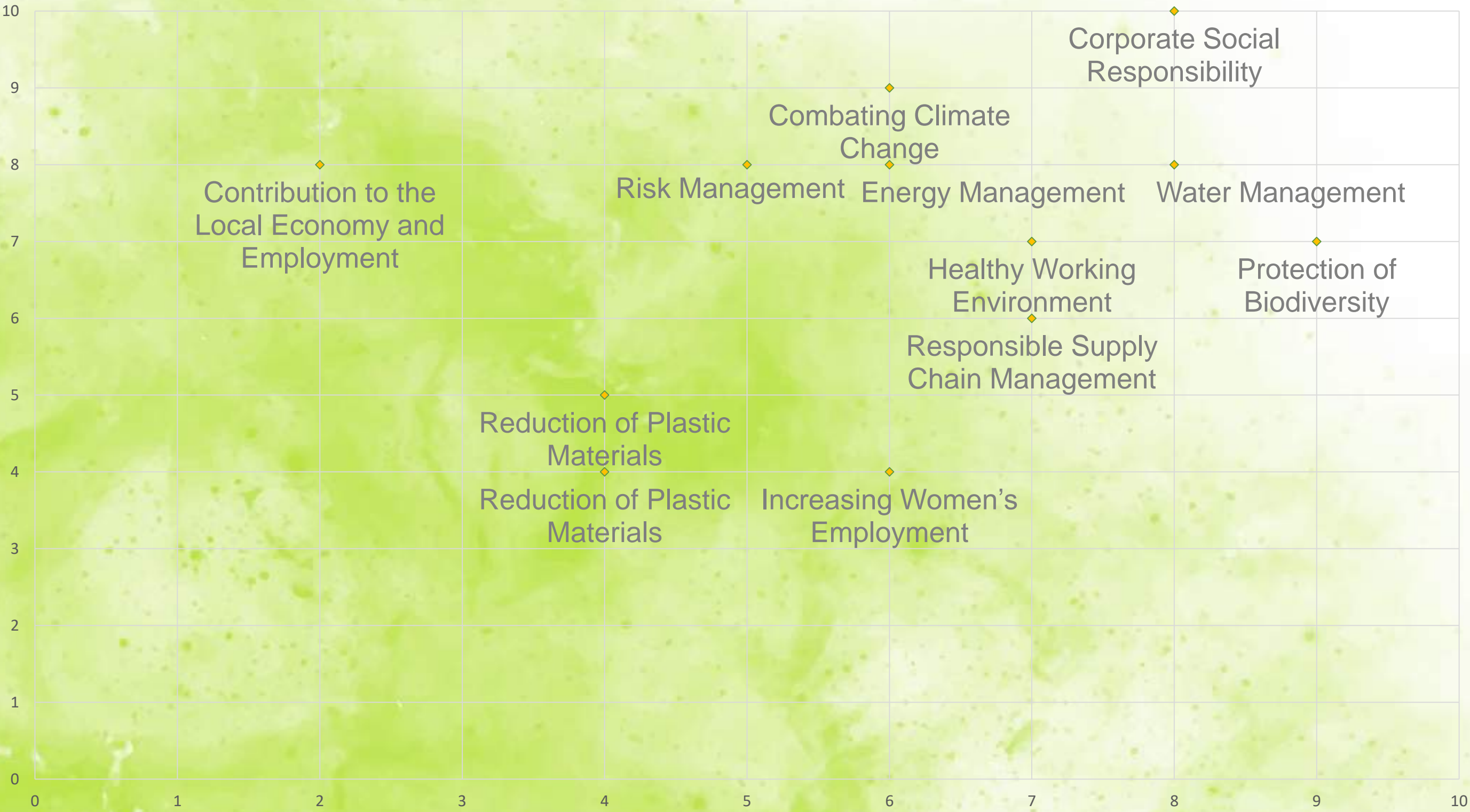


Selection of Priority Topics

The evaluated topics were submitted for senior management approval, and a project plan was created for the work to be carried out. The prioritization study we conduct during the sustainability committee meeting held at the beginning of each year identifies the topics with high expectations from our internal and external stakeholders.



SÜRDÜRÜLEBİLİRLİK ÖNCELİKLENDİRME



At Barut Hemera, we adopt a comprehensive approach to sustainability reporting based on the internationally recognized GRI (Global Reporting Initiative) standards. In this report, we present data and analyses in accordance with GRI standards, along with a structure aligned with the United Nations Sustainable Development Goals (SDGs).

The steps we take in priority areas such as energy efficiency, water conservation, protection of biodiversity, local employment, and social development highlight our goal of offering a sustainable future to our guests and business partners. Our aim is to contribute not only to today but also to a sustainable world for future generations.





Energy Management and Climate Action



GRI 302 (Energy) Compliance

We report our energy consumption and efficiency in detail



GRI 305 (Emissions) Monitoring

We measure our greenhouse gas emissions and develop reduction strategies



Integration of SDG 7 and SDG 13

We contribute to the goals of Affordable and Clean Energy and Climate Action

At Barut Hemera, we are turning to renewable energy sources and developing projects to increase energy efficiency. These steps aimed at mitigating climate change are intended to minimize our environmental impact

Water and Waste Management

Water Optimization

We use technologies and methods that reduce water consumption

Water Conservation

We take measures to protect local water resources.



Recycling

We separate and repurpose waste

Waste Reduction

We reduce waste by eliminating single-use products

In line with GRI 303 (Water and Effluents) and GRI 306 (Waste) standards, we provide detailed data on our water usage, recycling practices, and waste management. These topics align with SDG 6, “Clean Water and Sanitation,” and SDG 12, “Responsible Consumption and Production

Protection of Biodiversity

GRI 304 Standard

Within the scope of the biodiversity standard, we report in detail on our efforts to protect natural areas and species

Sorgun Forest Endemic Plants Book

Together with our local partnerships, we document and protect the endemic plant species in the region

Birds and Butterflies Research Project

We support the research and documentation of bird and butterfly species diversity in the region, as well as the development of conservation strategies

These efforts are aligned with SDG 15, “Life on Land,” and we support local projects to contribute to the protection of biodiversity. The preservation of natural habitats is an important part of our facility’s environmental responsibility



Social Contribution and Social Responsibility



Within the framework of GRI 401 (Employment) and GRI 413 (Local Communities) standards, we address our local employment policies and our contributions to society. We operate in alignment with SDG 1 “No Poverty,” SDG 8 “Decent Work and Economic Growth,” and SDG 10 “Reduced Inequalities

We support local employment, invest in the development of our employees, and enhance social contribution through social responsibility



Health, Safety and Education

100%

Occupational Safety Training

All our employees receive comprehensive occupational safety training

24

Annual Training Hours

A minimum of 24 hours of professional development per year is provided for each employee

0

Work Accident Target

Ongoing improvement efforts are made to achieve zero workplace accidents

In line with GRI 403 (Occupational Health and Safety) and GRI 404 (Training and Education) standards, we provide data on the health, safety, and training programs of our employees.

We operate in accordance with SDG 3 “Good Health and Well-Being” and SDG 4 “Quality Education

We uphold the highest standards of occupational health and safety by taking various initiatives to ensure a healthy and safe working environment and to support the education of our employees

EQUAL OPPORTUNITY AND DIVERSITY

Barut Hemera considers creating a respectful, fair, and inclusive work environment as a fundamental responsibility. We provide opportunities for our employees to fully realize their potential.

As a hotel group that aims to foster a culture of diversity and continuous development, we offer equal opportunities to all our employees and provide a workplace where every individual can freely express themselves.



Employee Rights

Equal Opportunity Principle

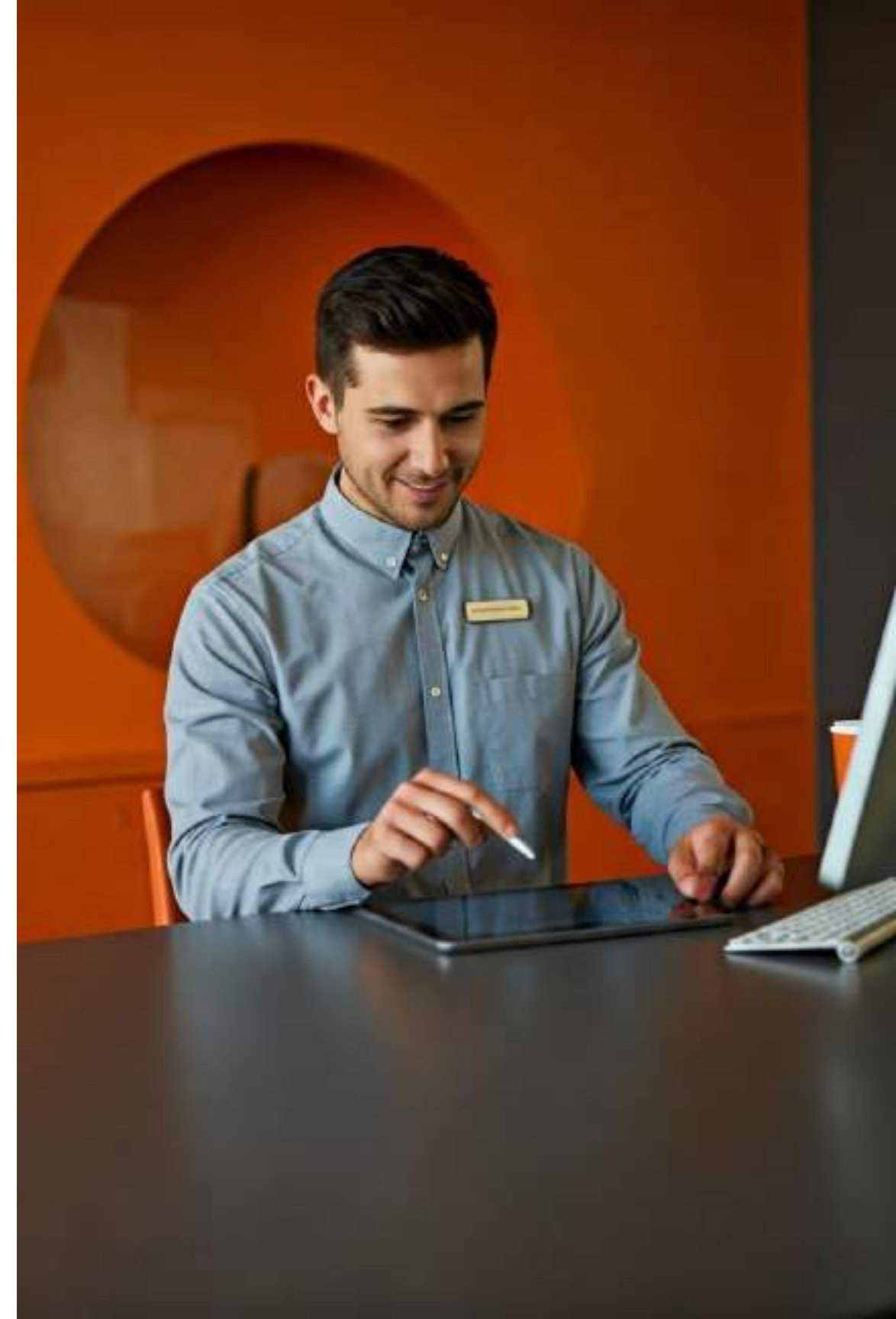
The principle of providing equal opportunity in recruitment processes is applied. No discrimination is made based on race, religion, language, or gender, and respect for human rights is essential.

Physical and Emotional Integrity

All necessary measures are taken to protect employees' physical, mental, and emotional well-being within the company. Forced labor and child labor are not permitted.

Communication Channels

Employees can directly contact senior management through the established "Online Portal." In addition, we encourage our employees to share creative ideas related to facility operations and practices



Employee Competency Development Processes



Training Programs

We believe that investments in human resources first advance the individual, then the organization they work for, and ultimately the society they live in, raising all to a higher level of welfare. With this awareness, we offer training programs that help our employees become competent in their fields, knowledgeable, skilled in technology use, and creative.



Mentoring and Coaching

At Barut Hemera, we prioritize providing continuous training and development opportunities for our employees. We organize mentoring programs where experienced employees can share their knowledge and experience with new team members.



Performance Evaluation

Through our annual performance evaluation processes, we regularly assess the competencies and contributions of our employees. With our performance management system, we continue to support our employees' career development and help them maximize their potential.

INTERNATIONAL STANDARDS AND PRINCIPLES

International Labour Organization (ILO)

We develop practices in our business processes in accordance with ILO conventions and integrate these standards into our corporate policies.

UN Universal Declaration of Human Rights

By adopting the universal human rights principles set by the United Nations, we establish systems aimed at protecting employee rights.

Global Agreements

We develop practices in line with international standards, giving great importance not only to local regulations but also to global agreements.



OUR ANTI-DISCRIMINATION POLICY

Race and Ethnicity

We provide equal opportunities to our employees of different races and ethnic backgrounds.

Disability

We ensure that our employees with disabilities have equal access to opportunities, rights, and resources.



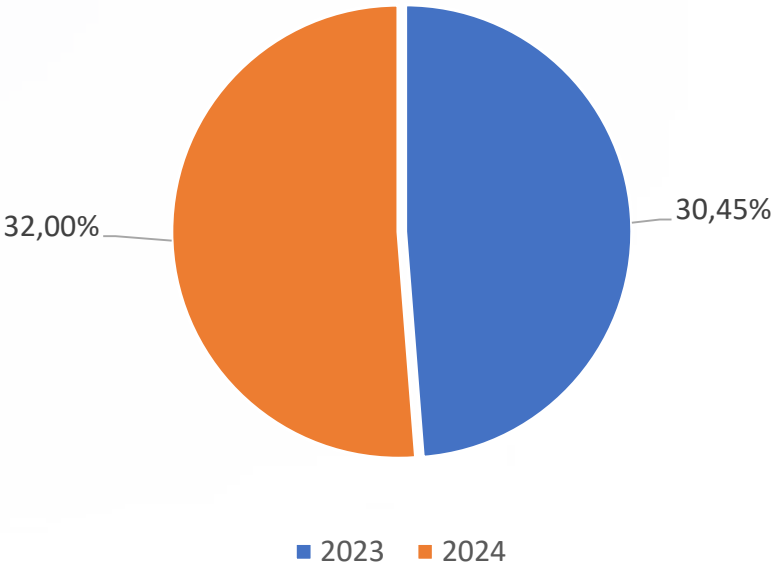
Religion and Belief

We treat all our employees equally, regardless of their religious or political beliefs.

Gender Equality

We are firmly committed to combating gender discrimination.

Female Employee Ratio



WOMEN’S EMPLOYMENT AND EMPOWERMENT

Women's Participation in the Workforce

We develop special employment programs to increase women's participation in the workforce.

Gender Equality

We implement corporate policies and practices to ensure gender equality.

Women in Leadership Positions

We take significant steps to eliminate gender inequality by offering leadership opportunities to our female employees.

Barut Hemera's Local Employment Vision

At Barut Hemera, we operate with the awareness that our service is enriched not only by the natural beauty of the region we are located in but also by its social and cultural richness. At the heart of this understanding lies our commitment to contributing to the local community and improving the economic and social well-being of the local population.

Our emphasis on local employment is not merely a human resources preference; it is an integral part of our sustainable tourism vision. The strong bonds we have established with the local population of Antalya and surrounding areas form the foundation of our service quality and guest satisfaction.





Our Contribution to Economic Development

Increasing local employment directly contributes to the economic development of the region. A significant portion of our staff consists of individuals residing in Antalya and nearby districts.



Economic Cycle

The economic cycle created by our employees within their own communities indirectly benefits local tradespeople, the transportation sector, and agricultural and food producers.



Living Expenses

This approach reduces employees' transportation, accommodation, and living costs, while also enhancing employee satisfaction and sense of belonging.



Organizational Commitment

The experience, cultural compatibility, and sincere communication that local staff bring to our organization are among the most valuable elements of our service quality.

Our Contribution to Youth Development

Local employment helps prevent regional migration and allows young people to grow and thrive in their hometowns. At Barut Hemera, we support the integration of youth into the tourism sector and contribute to their development through various programs.

Vocational Training

We organize specialized training programs for young people who wish to pursue a career in tourism

Contributing to the Sector

We not only train talent for our hotel but also contribute qualified human resources to the tourism industry.



Internship Programs

We offer comprehensive internship opportunities that provide students with real work experience.

Skill Development

We carry out continuous development projects aimed at enhancing our employees' professional skills.

Social Sustainability

The employment of local people is a guarantee of social sustainability. This approach is of great importance not only for our hotel but also for the overall well-being of regional tourism.





Our Commitment to the Future

At Barut Hemera, we believe that increasing local employment is not only a social responsibility but also a long-term investment. As a business that grows with local values, we recognize that contributing to society and building a sustainable future is one of the most solid paths forward.

Increasing the Rate of Local Employment

In the coming years, we aim to gradually increase the number of personnel we employ from Antalya and its surrounding areas.

Expanding Educational Investments

By strengthening our cooperation with local schools and universities, we will offer more training and internship opportunities to young people.

Developing a Sustainable Tourism Model

We will continue to develop our local employment-focused sustainable tourism model in a way that sets an example for the industry.



Our Occupational Health and Safety Standards

At Barut Hemera, we adopt high standards regarding the health and safety of our employees, aiming to contribute to sustainability both in the workplace and at a societal level. Occupational Health and Safety (OHS) is not seen merely as a legal obligation but as a value that enhances employee well-being and the long-term success of the company.

With this understanding, Barut Hemera takes comprehensive and effective measures to protect employees, improve their health, and ensure a safe working environment. Our Occupational Health and Safety practices are carried out in full compliance with international standards and legal regulations.

Compliance with International Standards



Global Reporting Initiative (GRI) Framework

We report our sustainability practices based on the GRI Standards as a guiding framework.



United Nations SDGs

We support employee health within the framework of the Sustainable Development Goals



Legal Regulations

We fully comply with all legal requirements.

At Barut Hemera, we continuously improve our OHS management systems and take all necessary measures to provide our employees with a safe working environment. Occupational health and safety is our top priority at every level of hotel operations



Comprehensive Training and Inspection Programs



Regular Trainings

We organize comprehensive OHS trainings for all employees.



Health Screenings

We monitor employee health through periodic medical check-ups.



Safety Inspections

We conduct regular audits to ensure compliance with safety standards

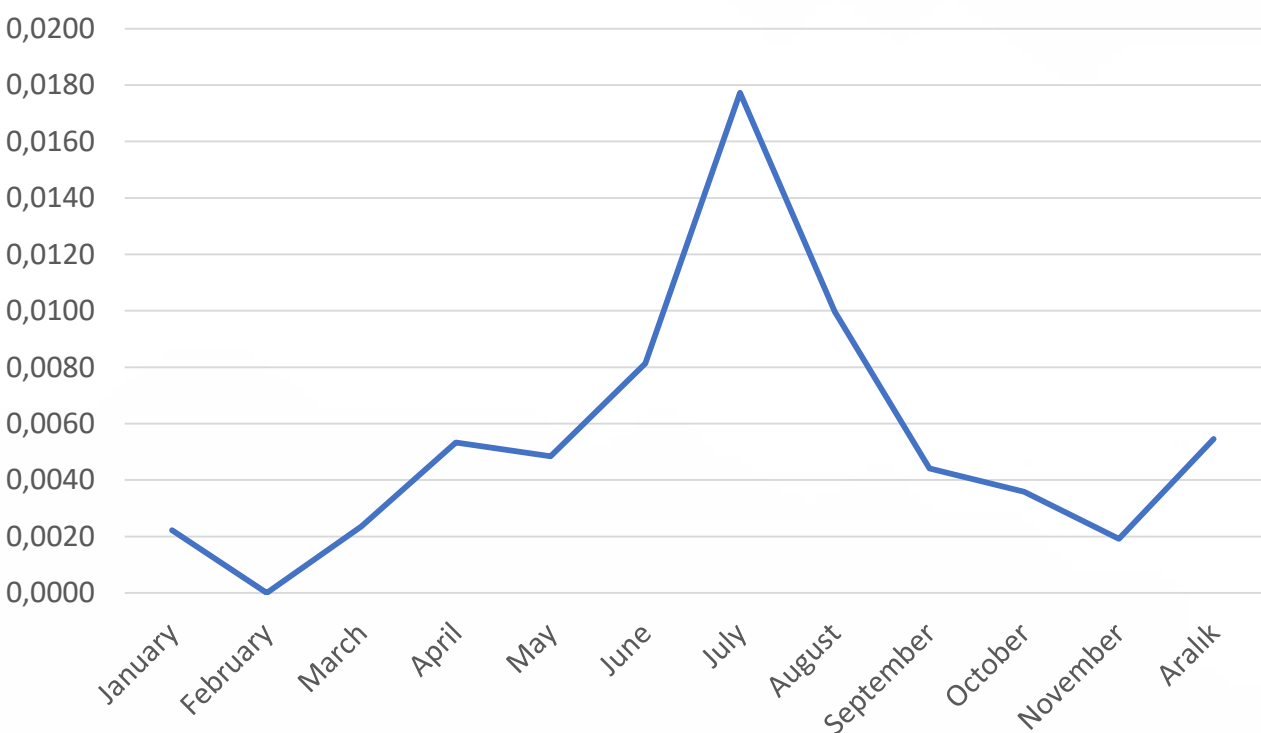


Risk Analyses

We identify potential hazards and take preventive measures.

To ensure the health, safety, and overall well-being of our employees, we regularly conduct trainings, health screenings, and safety inspections for all staff. In addition, risk analyses, emergency plans, and first aid training are continuously updated to protect our employees from workplace accidents.

Work Accident Frequency Rate





Emergency Preparedness

Risk Assessment

Comprehensive analysis of potential hazards throughout the hotel and the creation of risk maps.

Emergency Planning

Development of detailed action plans for fire, earthquakes, and other emergencies.

Drills and Trainings

Regular evacuation drills and emergency response training sessions.

At Barut Hemera, we aim to always be prepared for possible emergencies. We develop comprehensive emergency plans and conduct regular drills to ensure the safety of our employees and guests. These preparations not only fulfill legal requirements but also maintain the highest level of safety standards within our hotel.

Physical and Psychological Health Support

Physical Health Programs

- Regular health screenings
- Ergonomic workspaces
- Encouragement of physical activity

Psychological Support Services

- Stress management training
- Psychological counseling
- Work-life balance programs

Social Well-being

- Team-building activities
- Social responsibility projects
- Employee motivation programs

Our occupational safety practices cover not only physical safety but also psychological well-being. We offer various support programs to help our employees cope with workplace stress and maintain their mental health. This holistic approach enhances our employees' overall well-being, positively impacting both their job performance and satisfaction.



Barut Hemera's Quality Approach

Barut Hemera places great importance on product and service quality in order to maintain its strong position in the industry and deliver unforgettable experiences to its guests. The hospitality industry is directly linked to guest satisfaction and safety. In this context, providing high-quality service and superior products is one of the most important factors in strengthening a hotel's reputation and ensuring its sustainability.

Continuously improving quality and delivering services that exceed guest expectations is the key to Barut Hemera's long-term success. This approach not only meets guest expectations but also aims to make quality a standard in the hospitality industry.



Sustainable Quality Management

Standards and Procedures
Regular evaluations that monitor the performance of each department

Fast Resolution System
An effective mechanism for resolving guest complaints



Guest Feedback

Analysis of guest comments for continuous improvement

Process Improvement

Annual review of operational processes

Ensuring the quality of products and services not only increases customer satisfaction but also enables hotels to fulfill their environmental, economic, and social responsibilities. Quality service is one of the core foundations of sustainable tourism.

For this reason, Barut Hemera reviews its operational processes every year to ensure that guests receive the highest standards of service at every stage.



Guest-Focused Quality Approach

Regular Feedback Mechanisms

Comprehensive evaluation systems are implemented to monitor the performance of each department in its respective area.

Continuous Improvement

Products and services are regularly improved based on feedback received from guests.

Effective Complaint Management

Barut Hemera prioritizes customer satisfaction and has developed an effective system to quickly resolve all types of guest complaints.

Barut Hemera applies a set of standards and procedures to continuously monitor guest satisfaction and service quality. This approach not only aims to meet guest expectations but also to raise quality standards in the hospitality sector.

By ensuring quality control at every stage of the guest experience, Barut Hemera strengthens its respected position in the industry and guarantees sustainable success.



Energy and Emission Management

Barut Hemera operates as a facility that embraces the concept of sustainable tourism not just as a responsibility, but as a way of life. Located in the Side region, our hotel integrates a nature-sensitive operational approach into all its processes, aiming to enhance guest satisfaction while reducing environmental impacts.

Throughout 2024, the energy and emission management efforts carried out within Barut Hemera have shown significant progress in line with our group's overall sustainability strategy.



Energy Efficiency Practices



Sensor Systems

Sensor systems used in guest rooms help prevent unnecessary energy consumption.



Energy-Efficient Lighting

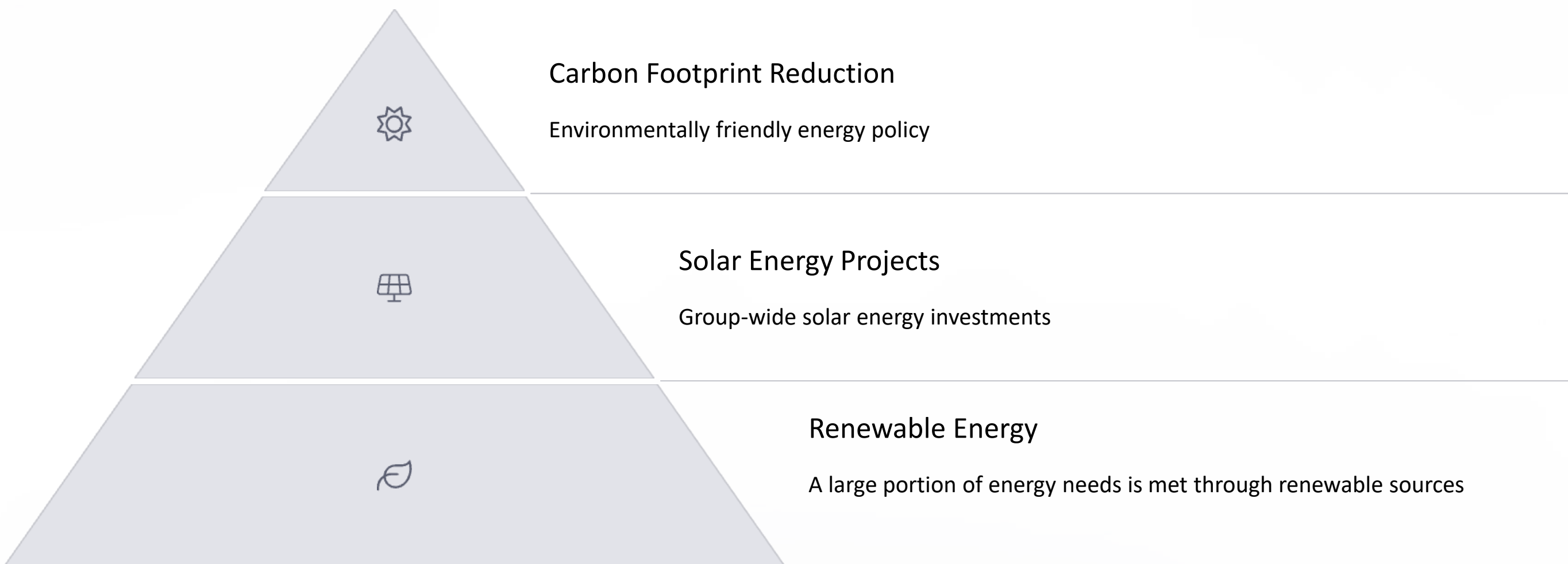
Lighting in common areas has been upgraded with energy-saving systems



ISO 50001 Certification

Within the scope of the ISO 50001 Energy Management System implemented at our facility, energy consumption is closely monitored, and efficiency-enhancing projects have been put into practice.

Renewable Energy Sources



s part of the solar energy investments carried out under the Barut Hotels umbrella, a significant portion of Barut Hemera’s energy needs is now being met through the group's solar energy (PV) projects. In this way, our hotel has taken an important step toward reducing its carbon footprint and has become a role model in the industry with its environmentally conscious energy policy.

Water Resource Management

Greywater Recovery

Projects have been initiated to implement greywater recovery systems in our facility to help protect water resources

Reduced Fertilizer Use

Fertilizer consumption has been reduced through an environmentally friendly landscaping approach.



Treatment Systems

Treated water is intended to be reused for landscape irrigation, aiming to reduce the use of natural resources. Project development is ongoing.

Drought-Resistant Plants

In landscaping, plant species suitable for arid climates have been selected to reduce water consumption.



Kitchen and Waste Management



Local and Seasonal Products

By prioritizing local and seasonal products, carbon emissions in the supply chain have been reduced.



Organic Waste Management

Practices have been developed for the reuse of organic waste.



Reduction of Plastic Use

The use of recyclable materials has been expanded, and a zero-waste approach has been adopted.

We continue to contribute to the environmentally responsible development of tourism.

Our Vision for a Sustainable Future

Protecting Today

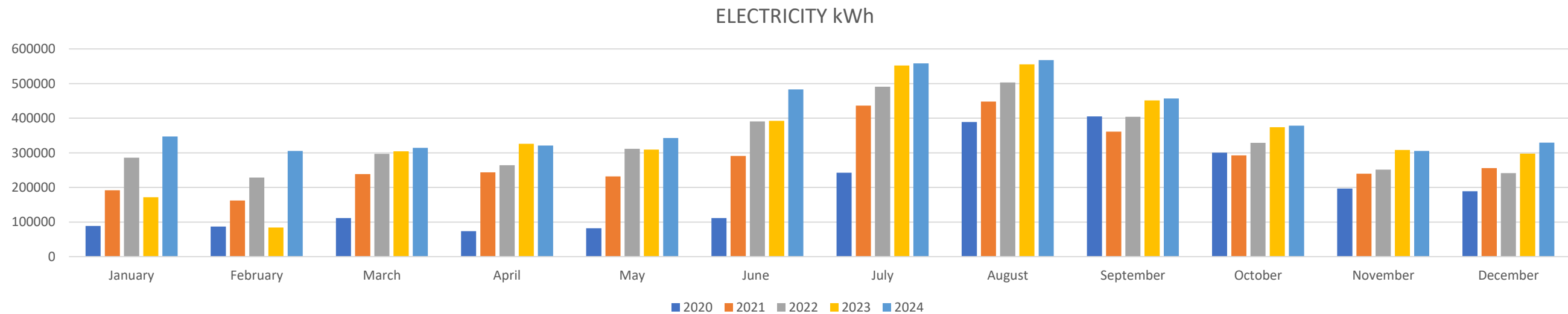
Through our current practices, we aim to minimize our environmental impact.

Continuous Improvement

We strengthen our commitment to sustainability each year by developing new projects.

Shaping the Future

We continue to contribute to the environmentally responsible development of tourism.



All these practices are a reflection of Barut Hemera's vision to protect not only today but also the future. By strengthening our commitment to sustainability each year, we continue to contribute to the environmentally responsible development of tourism.

WATER MANAGEMENT

Freshwater ecosystems around the world are under significant pressure due to agriculture, industry, and daily human activities. The growing population and increasing water demand from the business world make the sustainable use of water resources more challenging each day.

The hospitality industry, being one of the sectors with the highest water consumption, plays an important role in addressing this global issue. The efficient and responsible use of water to ensure guest comfort is one of the fundamental pillars of sustainable tourism.

At Barut Hemera, the protection and efficient use of freshwater resources is one of the top priorities of our sustainability strategy.



98.929.000,00
Water Consumption – L
(liters)

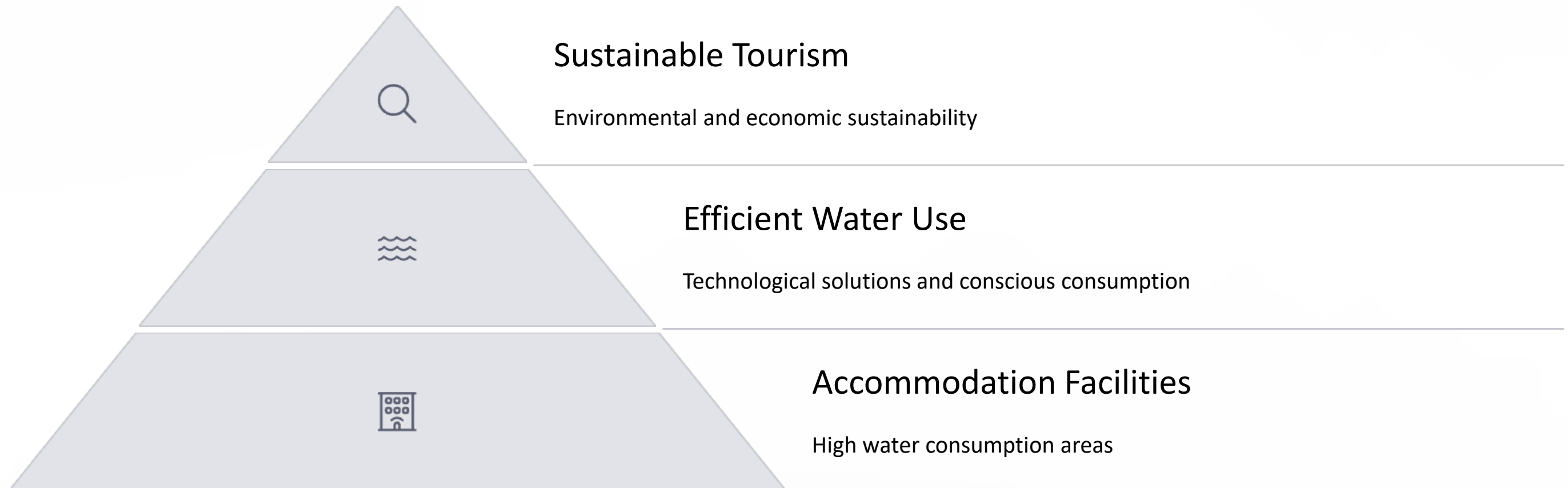


Global Water Crisis and Its Impacts



The pressure on water resources is not limited to rising consumption alone; natural disasters caused by climate change also significantly affect the water cycle. As a result, while global water demand continues to increase, the efficient use of water resources becomes even more challenging.

Water Management in the Hospitality Sector



Especially in resorts and hotels, the efficient use of water is of great importance for both environmental and economic sustainability. Changing climate conditions make water resource management increasingly complex. On one hand, drought makes access to water more difficult, while on the other, sudden and heavy rainfall can lead to flooding disasters.

Barut Hemera's Water Management Approach



Technological Solutions

We implement modern systems in our hotel that ensure water savings



Landscape Irrigation

We use irrigation systems that minimize water consumption



Wastewater Recycling

We promote the reuse of wastewater



Raising Awareness

We aim to raise awareness among our guests about the importance of protecting water resources

At Barut Hemera, the protection and efficient use of freshwater resources is one of the top priorities of our sustainability strategy. With the measures we take in water management, we not only reduce our environmental impact but also aim to raise guest awareness about preserving water resources.



Water Management for a Sustainable Future



A Vital Resource

Water is essential for the sustainability of communities, ecosystems, and economic activities, and is recognized as a fundamental resource within the framework of human rights.



Sectoral Leadership

As a water-conscious business, we see it as our responsibility to raise awareness and lead the way in the sector.



Our Future Goals

We aim to continuously improve our water management policies and expand our efforts to protect water resources.

The hospitality sector's contributions to water efficiency play a key role not only in the preservation of natural water sources but also in ensuring long-term business sustainability. At Barut Hemera, we recognize that the efficient use of water is a critical element not only for environmental but also for social and economic sustainability.





Barut Hemera Zero Waste Management

At Barut Hemera, we are fully aware of our responsibility to the environment. Our comprehensive waste management model, implemented under the “Zero Waste” certification, represents an important step toward protecting nature and leaving a cleaner world for future generations.

Waste management is a holistic approach that includes all processes such as waste prevention, reduction at the source, reuse, sorting by type, collection, temporary storage, transportation, recycling, energy recovery, and disposal.

Our Waste Management Processes



Source Separation

Specially designed waste stations are placed throughout our hotel to collect waste separately as glass, paper, plastic, metal, and organic



Temporary Storage

Ayrıştırılan atıklar, geri dönüşüm tesislerine gönderilmeden önce otelimizin arka alanında bulunan özel depolama alanlarında güvenli muhafaza edilmektedir.



Transportation and Recycling

Toplanan atıklar düzenli olarak lisanslı geri dönüşüm tesislerine taşınarak ekonomiye yeniden kazandırılmaktadır.



Monitoring and Auditing

All processes are regularly monitored, and our environmental performance is continuously improved.





Our Guests' Contribution



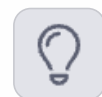
Use the Waste Stations

By using the color-coded waste stations located throughout the hotel and disposing of your waste in the appropriate sections, you make a valuable contribution to our recycling process.



Be Mindful of Water Conservation

You can help reduce water consumption by requesting that your towels and bed linens are not changed unnecessarily



Save Energy

Please turn off lights and electronic devices when leaving your room. This small action plays a big role in reducing our carbon footprint.

At Barut Hemera, we thank all our guests who contribute to our environmental protection efforts. With your support, we continue working to preserve natural resources and leave a more livable world for future generations.



It has prevented the cutting of 3,101 trees.

Biodiversity

At Barut Hemera, we deeply understand the importance of biodiversity, recognizing the value of ecosystems and the environmental benefits they provide. With this awareness, we regularly monitor and assess both the direct and indirect impacts of our operations on local ecosystems and biodiversity.

Our objectives include minimizing negative impacts on biodiversity, actively supporting and protecting ecosystems and endangered species. Operating in the Side region, our facility takes various measures to preserve the habitats of rare and protected plant and animal species found in the area.

Through all these efforts, we aim to fulfill our responsibility to the environment and society and to leave a protected and positive legacy for future generations. As Barut Hemera, we remain committed to protecting nature and continuously work to minimize our environmental impact.



Sea Turtles

Caretta caretta Conservation Efforts

At Barut Hemera, our beach is home to the nesting grounds of *Caretta caretta* sea turtles. To protect these nests, we share our sensitivity regarding beach use with both our employees and guests as part of the project conducted by DEKAFOG.

Our beach staff regularly receive training on *Caretta caretta* and keep their knowledge up to date. In addition, to raise awareness, the facility features educational boards and informational signs in specially protected areas such as the habitats of sea daffodils.

Active Conservation Activities

At Barut Hemera, we not only protect the vegetation and natural habitats around our hotels, but also actively contribute to the Sea Turtle Conservation Project conducted in Manavgat.

This project is a vital initiative aimed at preserving sea turtle nesting areas and ensuring the sustainability of their populations. Within the scope of the project, nesting sites are monitored, protective measures are implemented, and awareness campaigns are carried out.



Collaboration with NGO (DEKAFOK)



Sea Turtle Conservation

In collaboration with DEKAFOG, we aim to protect sea turtles, Mediterranean monk seals, and naturally growing sea daffodils along the coast.



Raising Awareness

We aim to draw attention to the extinction of endangered species and habitats that threaten our country's biodiversity.



Ecosystem Protection

Our goal is to foster public awareness for the protection of all natural resources that make up ecosystems—such as air, soil, freshwater, and forests—alongside our coastal areas.



Human-Nature Harmony

We aim to promote harmony between people and nature by encouraging coexistence and supporting employment, thereby contributing to a balanced relationship between humanity and the natural World.

Sustainable Supply Chain



Local Suppliers

Barut Hemera sources 70% of its food products from local producers within a 50 km radius. This approach not only supports the local economy but also helps reduce carbon emissions from transportation.

- Fresh fruits and vegetables are sourced from farmers in Side and Manavgat
- Dairy products are supplied by regional cooperatives
- Olive oil is provided by local producers



Procurement Policies

Within the framework of sustainable procurement policies, all suppliers are evaluated based on environmental and social criteria. Environmentally friendly products and services are prioritized, and suppliers are assessed for compliance with ethical standards.

- Preference for certified organic products
- Use of eco-friendly alternatives to chemicals
- Adherence to sustainable packaging standards



Supplier Evaluation

Suppliers are regularly evaluated based on their sustainability performance, and areas for improvement are identified. Guidance and training are provided for development, and high-performing suppliers are rewarded.

- Annual sustainability audits
- Environmental impact assessments
- Monitoring of labor rights and working conditions

Barut Hemera's sustainable supply chain approach aims to create an impact beyond hotel operations. Long-term and transparent relationships with suppliers contribute to raising sustainability standards throughout the entire value chain.

EcoDrone

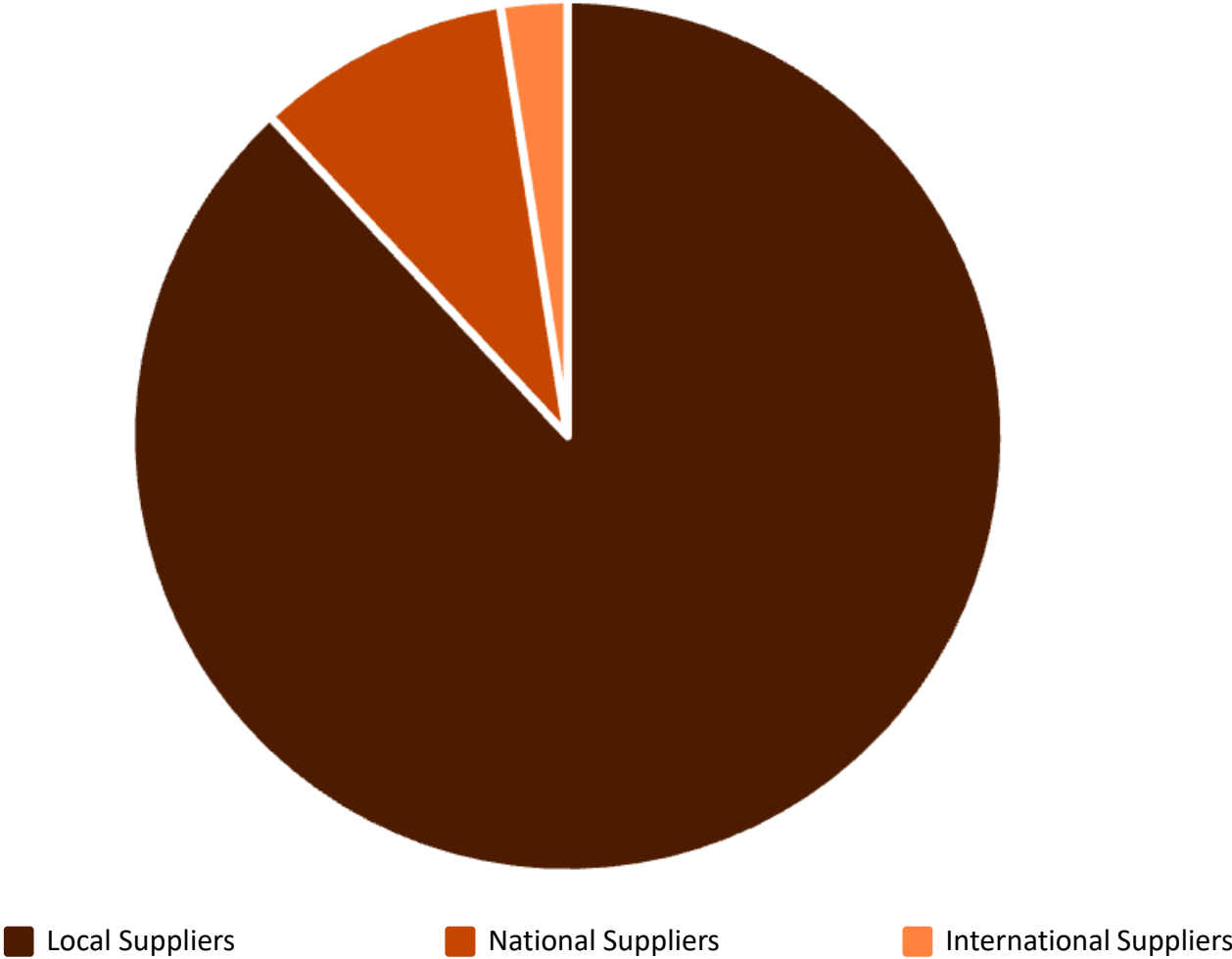
An Innovative Reforestation Project

In the fifth year of Barut Hotels' *We Care All* sustainability awareness initiative, 5,000 seed balls were launched into the soil in the Muğla region. As part of National Forestry Week, these seeds were dispersed between March and May 2024 in designated areas identified by ecording and the General Directorate of Forestry.

Women's Employment and Technology

Seed balls of red pine and black pine are carefully prepared, delivered to the field, and tracked through a dedicated process. The social enterprise ecording—which supports local economies, creates income for women in rural areas, and connects nature with seed balls prepared by them through partners—has distributed 15 million seed balls into the soil since 2019.

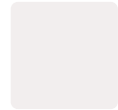
Supply Chain Management



As Barut Hotels, the strong supply network we have built with 444 suppliers impacts a wide stakeholder ecosystem within our value chain. In order to amplify our positive influence within this broad network and create a sustainable impact, it is critical that our stakeholders understand and internalize our business principles.

While managing our collaboration with suppliers, we operate within the framework of our **Supplier Code of Conduct**, which encourages them to comply with certain standards. These principles provide a framework that defines our working conditions and ensures that our suppliers operate in alignment with these standards.

Supply Chain Sustainability



Supplier Evaluation

At Barut Hotels, we conduct comprehensive risk assessment processes to anticipate and prevent potential disruptions in our production and supply chains. Effectively measuring our risks helps us develop action plans and reach our goal of building a resilient supply chain.



Environmental Performance

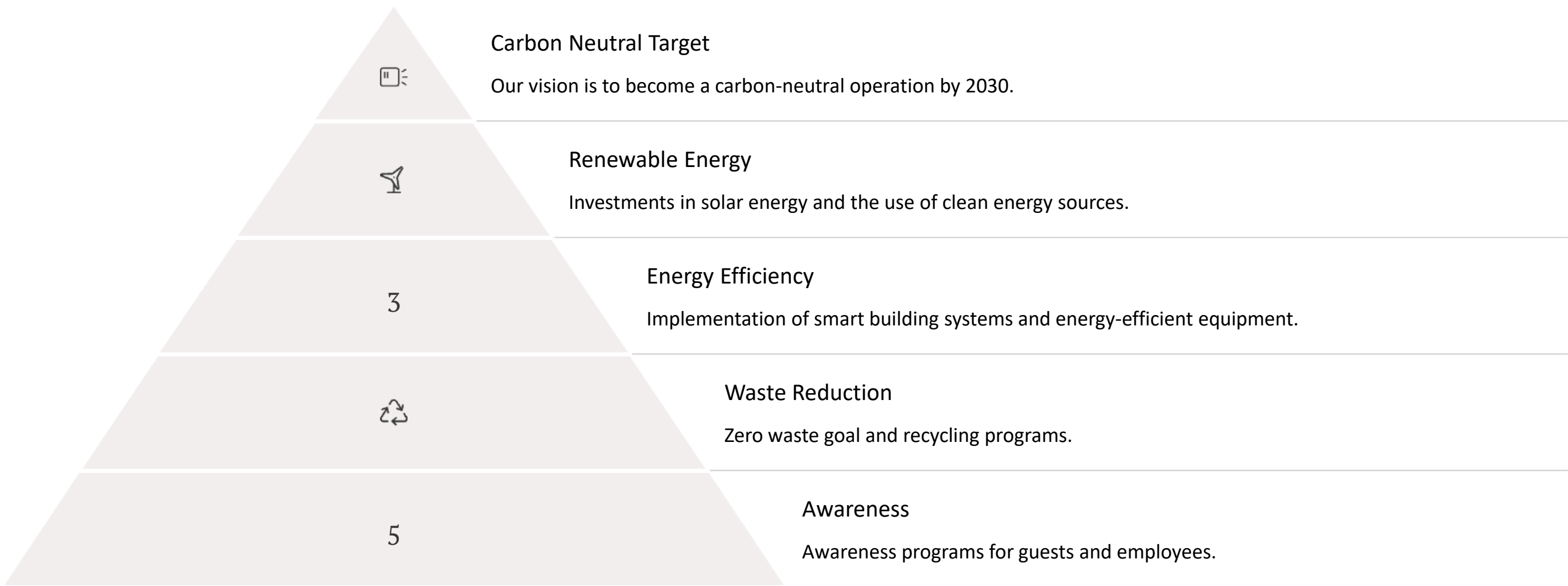
Within this scope, we regularly evaluate the environmental performance of our suppliers and identify variable risks such as raw material availability and water stress. We also identify critical suppliers to enhance the resilience of our supply chain and strengthen our responsible procurement practices.



Local Sourcing

With the increasing impact of the climate crisis, sustainability plays a critical role in reducing environmental footprints. A significant portion of greenhouse gas emissions from agricultural food systems originates from supply chain processes such as distribution and transportation. In this context, sourcing raw materials locally stands out as an important strategy for reducing emissions.

Combating Climate Change



Carbon Footprint

Carbon Footprint Management

Barut Hemera acts with the awareness that reducing negative environmental impacts is of critical importance. We aim to minimize environmental effects by conducting both positive and negative evaluations in our investment decisions.

We actively and regularly monitor the environmental impacts resulting from our operations, report them transparently, and take various steps each year to reduce these impacts.

With a strong awareness of the need to monitor, report, and reduce greenhouse gas emissions as part of our fight against climate change, we have been continuing our Carbon Footprint Management efforts since 2024.

Emission Reduction Strategies

As part of this effort, we calculate our carbon footprint resulting from our activities and purchase an equivalent amount of carbon credits, providing financial support to renewable energy projects.

In our carbon footprint calculations, we include direct Scope 1, Scope 2, and Scope 3 emissions.



Our Climate Change Mitigation Strategies



Solar Energy

Investment in a 6.9 MW solar power plant



Smart Buildings

Energy-efficient structures and automation systems



Refrigerant Gases

Transition to refrigerants with low Global Warming Potential (GWP)



Carbon Certification

Purchase of carbon credits and offsetting






Fighting climate change is of great importance to Barut Hemera. Protecting nature and fulfilling our environmental responsibilities are among the core pillars of our sustainability philosophy. Numerous steps are being taken to reduce our carbon footprint, and these actions aim to minimize our environmental impact in the long term.

Relationship Between Sustainable Development Goals and GRI



In the sustainability report we have prepared at Barut Hemera, we have aligned the internationally recognized GRI reporting standards with the United Nations Sustainable Development Goals (SDGs) to ensure a comprehensive and meaningful framework. In this context, while integrating the data required by the GRI standards into our reports, we have also provided a detailed analysis of how each item corresponds to and supports the SDGs.

GRI Standards and SDG Relationship – 1

GRI REPORTING STANDARDS	SDG Equivalent	SDG Symbols	
Energy Management and Climate Action (GRI 302 and GRI 305)	SDG 7 – Affordable and Clean Energy SDG 13 – Climate Action		
Water and Waste Management (GRI 303 and GRI 306)	SDG 6 – Clean Water and Sanitation SDG 12 – Responsible Consumption and Production		
Biodiversity Protection (GRI 304)	SDG 15 – Life on Land		

In our sustainability report, we have systematically mapped each GRI standard to the corresponding Sustainable Development Goal (SDG) it supports. This approach demonstrates the alignment of our sustainability efforts with global objectives and clarifies our strategic focus areas.






GRI Standards and SDG Relationship – 2

GRI REPORTING STANDARDS	SDG Equivalent	SDG Symbols
Social Contribution and Social Responsibility (GRI 401 and GRI 413)	<div>SDG 1 – No Poverty</div> <div>SDG 8 – Decent Work and Economic Growth</div> <div>SDG 10 – Reduced Inequalities</div>	<div>SDG 1: YOKSULLUĞA SON</div> <div>SDG 8: İNSANA YAKIŞIR İŞ VE EKONOMİK BÜYÜME</div> <div>SDG 10: EŞİTSİZLİKLERİN AZALTILMASI</div>
Health, Safety, and Education (GRI 403 and GRI 404)	<div>SDG 3 – Good Health and Well-Being</div> <div>SDG 4 – Quality Education</div>	<div>SDG 3: SAĞLIK VE KALİTELİ YAŞAM</div> <div>SDG 4: NİTELİKLİ EĞİTİM</div>

Our activities in the areas of social contribution and employee development directly support the relevant SDGs. Our local employment policies, social responsibility projects, and initiatives in employee health, safety, and education play a significant role in achieving the Sustainable Development Goals.

This systematic mapping demonstrates the alignment of our sustainability strategy with global goals and enables us to present the broad impacts of our activities more clearly to our stakeholders.









GRI Standartları ve SDG İlişkisi - 3

GRI REPORTING STANDARDS	SDG Equivalent	SDG Symbols
General Disclosures (2-1 to 2-5)	SDG 16 – Peace, Justice and Strong Institutions SDG 17 – Partnerships for the Goals	 
Governance (2-6 to 2-21)	SDG 5 – Gender Equality SDG 16 – Peace, Justice and Strong Institutions SDG 8 – Decent Work and Economic Growth	  

The GRI standards under corporate governance and general disclosures contribute to the goals of transparency, accountability, and the establishment of strong institutional structures. Our governance framework and policies are directly linked to Sustainable Development Goals such as gender equality, fair working conditions, and ethical business practices.

This systematic approach enables us to assess our sustainability performance according to international standards and to demonstrate our contribution to global goals with concrete data.

GRI Standartları ve SDG İlişkisi - 4

GRI REPORTING STANDARDS	SDG Equivalent	SDG Symbols
Sustainability Strategy and Policy (2-22 to 2-30)	SDG 12 – Responsible Consumption and Production SDG 16 – Peace, Justice and Strong Institutions SDG 17 – Partnerships for the Goals	  
Material Topics (3-1 to 3-3)	SDG 16 – Peace, Justice and Strong Institutions SDG 8 – Decent Work and Economic Growth	 
Biodiversity (101-1 to 304-4)	SDG 15 – Life on Land SDG 14 – Life Below Water SDG 12 – Responsible Consumption and Production	  



Feedback and Contact

We welcome your opinions, suggestions, or questions regarding this report.

We aim to continuously improve our sustainability efforts and consider stakeholder feedback an essential part of this process.

If you would like to receive more detailed information about the report, make a suggestion, or contribute, please contact our Sustainability Officer, Niyazi YILMAZ:

niyazi.yilmaz@baruthemera.com