



**AKRA KEMER  
SUSTAINABILITY  
REPORT  
2023**



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## HISTORY OF AKRA HOTELS

**As Akra Hotels, we have been continuing our journey since January 01, 2023, which started with Barut Hotels in 1971. With the experience and knowledge accumulated from our longstanding history of over 50 years, we reflect our love and responsibilities towards humanity, nature, history, and art with high standards.**

With 2500 personnel, 1801 rooms, and 4331 bed capacity, Akra Hotels, operating in the tourism sector, took its first step into city hotel management in 2014 with Akra Hotel and Akra V, after its facilities in Kemer and Sorgun, bringing a breath of fresh air to Antalya.

In 2015, Akra Hotels expanded its portfolio by adding Akra Fethiye Tui Blue Sensatori, followed by Akra Fethiye The Residence Tui Blue Sensatori in 2019, offering more than just an ordinary holiday experience. With concepts such as Pet Friendly, Bicycle Friendly, and Adults Only, Akra Hotels provides its guests with various accommodation options.

In addition to its hotel and accommodation services, Akra Hotels also operates in the gastronomy and entertainment sectors with Asmani Restaurant, Pablito Bistro, Baska Ol Cafe, The 251 Soul, The 251 Social Club, and ForFun Entertainment Center.

## HISTORY



## HISTORY OF AKRA HOTELS

**In addition to important organizations such as Akra Jazz Festival, Meze Festival, Tour of Antalya and Akra Gran Fondo bicycle races, which it organizes every year, it brings together Antalya people with valuable names of culture, art and social life with its interview and signature day activities.**

Today, with the experience of Barut Hotels spanning over half a century, Akra Hotels aims to always be 'above competition' in the fields of city and resort hotel management in Antalya, Kemer, Side, and Fethiye. It aims to achieve this through its services, human values practices, and the gastronomic experiences it creates.

By separating from its sister organization, Barut Hotels, Akra Hotels has consolidated 2 City Hotels (Akra Hotel and Akra V) and 4 Resort Hotels (Akra Kemer, Akra Sorgun Tui Blue Sensatori, Akra Fethiye Tui Blue Sensatori, Akra Fethiye The Residence Tui Blue Sensatori) under one roof, continuing to contribute to Turkish tourism with international awards and high guest satisfaction.

## HISTORY

## AKRA KEMER HISTORY

Akra Kemer, situated in the Kemer district of Antalya, is built on a total area of 27,716 m<sup>2</sup> and offers service throughout the year with its 360 rooms.

360 rooms.

## HISTORY

### VISION

The BHM Group continues to be an innovative and respected company that draws strength from local values.

### MISSION

**The Group adds value to its stakeholders with the principle of "Happy Employee-Happy Guest" .**

### VALUES

**Fair, Reliable,**

### **Responsive PRINCIPLES**

Principles of corporate governance;

Justice, Responsibility, Transparency, Accountability, Consistency, Participant-Inclusion, Efficiency and Productivity



MESSAGE  
FROM  
THE  
MANAGEMENT



ASIM BURAK KIPÇAK  
AKRA KEMER GENERAL  
MANAGER

**As Akra Hotels, we are aware of the responsibilities brought by sustainable tourism, considering our sustainability strategies in light of the changing conditions of today, and constantly improving based on the principle of continuous improvement. We are committed to the efficient use and preservation of the resources we possess, aiming to leave a sustainable world for future generations.**



## OUR POLICY

Our main goal at our hotels is to provide the highest quality service, prioritizing guest satisfaction above all else, together with all our employees. In line with this goal:

### **Integrated Management System Policy**

BHM Group, encompassing all its activities;

By implementing an effective Integrated Management System, to comply with the relevant integrated management system Quality ISO 9001, Food Safety ISO 22000, Environment ISO 14001, Guest Satisfaction ISO 10002, Occupational Health and Safety ISO 45001, Energy ISO 50001 and Sustainability standards and to fulfill their requirements,

And to serve without compromising on quality by prioritizing the satisfaction of all our employees, guests and customers.

### **Our Strategic Management Approach**

As BHM Group, we accept to comply with legal requirements, standards, guest and customer requirements and rule sets in all product and service processes; to set measurable targets by effectively managing risks and opportunities and to continuously improve all our processes as a basic principle. In this regard, we ensure the necessary investment and employment.

In all our activities, we adopt the principle of achieving business results that will create value for our stakeholders and maintaining long-term cooperation by providing a transparent and reliable environment.



## OUR POLICY

### **Food Safety - Hygiene**

Our common principles as all our facilities and brands are to produce and offer healthy, delicious products that meet the demands and expectations, to continuously improve, develop and increase the effectiveness of the food safety management system by providing good production, good hygiene practices and appropriate environmental conditions.

### **Safety of Our Employees and Investing in People**

The main purpose of BHM Group is to be an employer that all employees will be proud to be a part of and prefer by providing a fair, safe, peaceful, dignified and equal working environment.

Our employees are our most valuable asset. We make continuous improvements with the participation of our employees in all our processes in order to minimize the risks that will jeopardize the health and safety of our employees and business partners and to prevent occupational accidents.

We carry out continuous training activities and provide training support to increase the knowledge and skill levels of employees  
by adopting a trained and conscious employee approach at all levels.

It is our indispensable rule to ensure equality of opportunity regarding the protection of human rights, language, religion, race, gender, sexual orientation, marital status, age, color, lineage, national origin, disability and other protected situations.

We develop social projects and cooperate with different institutions to support local communities by prioritizing local employment.



## **Guest Satisfaction – Guest Safety – Guest Orientation**

Our guests are the reason we exist. It is our principle to follow guest complaints from all sources with the principle of confidentiality, analyze complaints, inform our guests about them to turn complaints into opportunities for improvement, and provide restitution, refund, and compensation of equivalent service for guests who are justified in their complaints.

## **Respect for the Environment, Protection of Cultural Heritage, Wildlife and Endemic Species and Sustainability**

We aim to cultivate an organizational culture where we are aware of the impact of sustainability on our existence and future.

We are committed to meeting our environmental obligations and to sustainable resource use, climate change mitigation, biodiversity and ecosystem protection.

Our main goals are to prevent environmental pollution and protect nature by using our natural resources in the most efficient way, to reduce the amount of our waste at its source, to provide recycling or to render it harmless.

We aim to conduct our activities without causing harm to our cultural and spiritual heritage, by preserving and promoting cultural heritage sites, tradition and values.

We progress by aiming to uphold our values and ensure their implementation in promotion dissemination, and conduct of our activities. We enjoy and are pleased to include the authentic elements of our traditional and contemporary local culture in our operation, design and kitchen.

## **OUR POLICY**



## **Respect for the Environment, Protection of Cultural Heritage, Wildlife and Endemic Species and Sustainability**

We collaborate with NGOs for the preservation of cultural heritage, environment, nature, endemic species, and natural life, providing support for projects.

We aim to leave a clean carbon and water footprint on our planet by making environmentally sustainable purchasing choices that consume less energy, water, and produce less waste in the supply of our products and services.

### **OUR POLICY**

#### **Efficiency and Management of Energy**

As BHM Group, we consider ensuring energy efficiency as one of the most important steps related to sustainability. In all of our facilities, we primarily identify problems and possible areas of savings by measuring energy use. We provide long-term improvement by using automation management and monitoring resources. We continuously analyze energy savings through maintenance, surveillance and monitoring.

We demonstrate our sensitivity to electricity consumption by ensuring that all electronic products and equipment we purchase are energy-efficient.

We utilize renewable energy sources, develop projects aimed at reducing energy consumption, and support design activities that consider improving energy performance. We take into account factors such as technology, investment costs, global warming, and greenhouse gas emissions in our projects.



## OUR POLICY

### **Supporting the Local Economy and Sustainability**

We support the development of the region by sourcing services and products for our facilities and brands within the BHM Group from local producers, women entrepreneurs, or organizations in a way that supports the sustainability of raw materials and service-product suppliers. We contribute to the increase in employment by helping the local community create new business sectors. We monitor our local and environmental purchase rates.

### **Exploitation and Harassment of Vulnerable Groups**

We believe that everyone has a responsibility to protect vulnerable groups. We recognize the importance of the well-being and protection of vulnerable groups from all forms of harm, understanding that safeguarding them from physical and emotional abuse and harassment is our fundamental duty.

Improving the quality of life for our disabled guests and employees and making enhancements for accessibility within our facilities are among our primary goals.



Akra Hotels endeavors to maintain positive relationships between the surrounding community, organizations, and natural habitats, while conducting its operations. We strive for our social and economic impacts to be as beneficial as possible for the environment and local communities, working towards reducing and eliminating negative effects.

➤ **Being Eco-Friendly**

Our primary goal is to conduct activities that add value to the preservation of the environment and cultural heritage in the region where we operate and, wherever possible and controlling our environmental impacts is of utmost importance.

➤ **Supporting the Local Community**

We ensure that the employees we hire are from the local community. This way, by harnessing the multiplier effect of the economy, we contribute to our employed staff stimulating the local economy. At the same time, we help the local community to stay in the region rather than looking for job opportunities outside their own region.

➤ **Sustainable Tourism**

Meeting the needs of our guests and the local community while considering future generations, preserving natural resources and wildlife, ensuring energy and water conservation, and enhancing quality of life form the foundation of our sustainability efforts.

➤ **Creating Opportunities**

We create internship opportunities for tourism students to gain working experience. We support our employees with trainings and a career management program. We aim to train our own employees as much as possible and promote them to higher positions, fostering growth together.



## SUSTAINABLE TOURISM PRINCIPLES

**As Akra Hotels, we are aware of the ecological, economic, and social impacts of the environment we interact with, the local community, our employees, and the natural resources we use. Therefore, we strive for:**

- Providing high-quality services for economic sustainability.
- Supporting the connection between our guests and local producers and service providers for local development.
- Promoting professional specialization without discrimination based on race, gender, or disability, increasing the quantity and quality of local employment.
- Ensuring a safe, fulfilling, sustainable, and innovative experience for all, free from discrimination based on race, gender, disability, or age.  
Improving opportunities for economically and socially disadvantaged groups.
- Providing a safe, satisfying, sustainable, and innovative experience without discrimination based on race, gender, disability, or age and supporting the concept of "responsible tourist" with providing an innovative experience.
- Consulting with local administrations, involving the local population/communities and civil society in empowering processes related to the development of tourism in the region.



## SUSTAINABLE TOURISM PRINCIPLES

- Maintaining and improving the quality of life and access to resources, opportunities, and life support systems for the local community without causing social disruption or exploitation.
- Respecting and enhancing the values of historical heritage, original culture, traditions, and distinctive features of the local community.
- Preserving and improving the quality of urban and rural areas, supporting conservation efforts, and preventing physical and visual degradation of the environment.
- Supporting the conservation of natural areas, habitats, wildlife, species, and endemism, minimizing harm and maintaining a balance between conservation and utilization for biodiversity.
  
- Minimizing the use of limited and non-renewable resources, promoting local ownership and increasing awareness of natural, cultural, and historical values for efficient use of resources.
- Minimizing air, water, and soil pollution and waste production, informing the local community, our employees, and guests about environmental impacts, and promoting concepts such as "responsible business" and "responsible tourism. for environmental impact.

And apply the principles of sustainable tourism with these steps.

## 2013-2023

In our facility, activities are regularly carried out to ensure compliance with National Environmental Legislation.

These include obtaining environmental permits with our environmental officer, establishing necessary procedures, managing waste, handling chemicals, conducting measurements, analyses, and monitoring related to waste water, potable water, air emissions, as well as creating training plans and ensuring the continuity of practices through monthly audits/reporting and monitoring.



## 2023

In our country, which aims to benefit from natural, cultural, and social resources, the supply sources of tourism, while considering the balance between conservation and utilization, and ensuring their development and global recognition without risking these elements; as Akra Kemer, we obtained the 3rd stage Sustainable Tourism Certificate by fulfilling the necessary criteria as of 2023.



**T.C. KÜLTÜR VE TURİZM  
BAKANLIĞI**



WHAT  
ARE OUR  
EFFORTS?

## 2016-2018-2020-2022

In 2016, as a member of TRAVELIFE, an international sustainability certification organization that conducts initiatives to implement sustainability in the tourism sector, rewards and incentivizes businesses, we began shaping our efforts according to defined criteria. In July 2016, we became the holder of the TRAVELIFE GOLD CERTIFICATE. We are committed to taking new actions and generating ideas each day to ensure the continuous growth and sustainability of the foundation we have established.



## 2022

Since its inception, Akra has been preserving the values of Antalya and Kemer with its environmentally friendly policy. We've taken steps towards a more livable world. Akra Kemer offers its services with a bicycle-friendly hotel policy, aiming to preserve Antalya's historical and cultural texture and pass it on to future generations intact, allowing them to explore these treasures by bike. They improve their services in an environmentally friendly manner by keeping up with innovations and technology worldwide. In this regard, we are taking initiatives to reduce our carbon footprint by revising our consumption and service policies in response to the global climate crisis.



WHAT  
ARE OUR  
EFFORTS?



**In order to be respected in the world, we respect the environment and the world...**

We aim to control water, electricity, energy, chemical, and solid waste quantities while ensuring our guests' comfort, with the goal of minimizing potential harm to the environment and natural resources. With the measures we have taken in the light of sustainable tourism principles, the use of natural resources has been reduced, and practices have been updated to minimize and, if possible, eliminate the damage to soil, water and air.

Our world is experiencing a rapid process of change with the advancement of technologies, leading to the rapid depletion of natural resources. As individuals and as an organization, we are aware of this situation and demonstrate the necessary commitment to efficient resource utilization, respect for nature, and preservation of societal values. Below, some of the works we have done for this purpose is listed.

# WASTE MANAGEMENT

## RECYCLABLE WASTES

Waste management includes activities such as reducing waste at its source, reusing it, separating it according to its properties and type, temporary storage, recycling, recovery, disposal, monitoring after disposal processes, as well as control and supervision.

As Akra Hotels, we primarily aim to reduce waste at its source. We manage our wastes by considering the principle of minimum damage to the environment. For this purpose, we request support from our guests and employees.



WASTE  
MANAGEMENT



## WASTE MANAGEMENT

In our room information channels, we express to our guests that we would like to see them among us in our Environmental Protection Movement.

- As they leave their rooms, we kindly ask our guests to: Remove their energy cards from the slot to prevent unnecessary electricity consumption, thus contributing to nature conservation.
- Support our efforts to conserve natural resources by using only the amount of water they need and reporting any water leaks they notice.
- Refrain from throwing away magazines and newspapers; instead, we encourage them to dispose of these in the recycling bins located in common areas.
- Leave any unwanted books in our library.
- Contact the reception if they need to dispose of used syringes or hazardous medical waste.
- Refrain from throwing away used batteries of their electronic devices; instead, they can dispose of them in the Waste Battery Box located at the reception.
- Dispose of glass bottles of consumed beverages and plastic packaging of food and beverages in the recycling bins located in the hotel's common areas.
- Opt for changing beach towels only when necessary to reduce water and chemical consumption.
- Choose whether their bed sheets and room towels are changed every day or whenever they prefer, following the instructions written on the cards.
- Consider that compounds such as oxybenzone and octinoxate found in some sunscreens, even in small amounts, harm marine life, especially coral reefs. They can contribute to the preservation of natural life by replacing sunscreens with safer alternatives for marine life.
- Avoid participating in activities that harm animals and their natural habitats.

We remind them that by doing all these, they are helping us protect the environment.





A sufficient number of waste bins have been placed throughout the facility to enable our guests to separate their waste.

**We collaborate with relevant companies for the recycling of the waste we separate and ensure its monitoring.**

In order to collect and recycle recyclable wastes separately, separate bins have been placed in each section for each waste and the importance of the matter is constantly emphasized to employees.

## WASTE MANAGEMENT





## WE UTILIZE LEFTOVER BREAD

At our facility, leftover bread is separated daily and used to feed the fish at our dock.



WASTE  
MANAGEMENT



## WASTE MANAGEMENT

At our facility, water dispensers with water purification are used in the cafeteria, all restaurants, employee spa, and common areas, reducing both plastic water bottle consumption and the use of cardboard/plastic cups.



Disposable breakfast items have been replaced with larger packaged box and bucket products to reduce packaging waste.



**Akra'da biz,**  
*Bulduğumuz çevreyi korur, geliştiririz.*

Akra'nın her bir çalışanı, tek kullanımlık plastik su şişesi yerine sık materyallerini optimize edilmiş farklı alanlarına konumlandırılmış su sebillerinden dolduruyor.

Siz de bu çabamıza destek olmak ve Akra deneyimini evinizde de hatırlamak için Baska Otl'da bulunan Akra Komer mağazalarından satın alabilir, çevreye katkıda bulunabilirsiniz.

**At Akra,**  
*We protect and improve our environment.*

Instead of disposable plastic water bottles, each employee of Akra fills their stylish water bottles from water dispensers located in different areas of our hotel.

To support this effort and remember the Akra experience at home, you can buy Akra Komer water bottles at Baska Otl and contribute to the environment.

**In Akra,**  
*Wir schützen und verbessern unsere Umwelt.*

Anstelle von Einweg-Wasserflaschen aus Plastik füllt jeder Mitarbeiter von Akra seine stilvollen Wasserflaschen an Wasserpendern, die sich in verschiedenen Bereichen unseres Hotels befinden.

Um diese Bemühungen zu unterstützen und sich an das Akra-Erlebnis zu Hause zu erinnern, können Sie in unserem Baska Otl Cafe die Akra-Komer-Flaschen kaufen und so einen Beitrag zum Umweltschutz leisten.

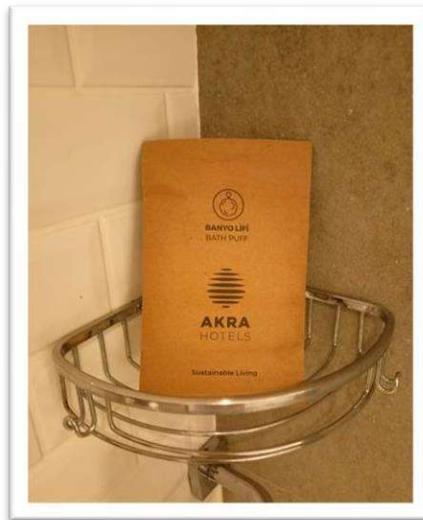
**В Akра,**  
*Мы с заботой и любовью относимся к окружающей среде.*

Вместо одноразовых пластиковых бутылок с водой, каждый сотрудник Akра наполняет свои стильные бутылки водой из диспенсеров, расположенных в разных областях нашего отеля.

Чтобы поддержать наши усилия, Вы можете приобрести бутылки для воды Akра Komer в Baska Otl, которые станут прекрасным напоминанием об отдыхе в Akра и Вашим личным вкладом в заботу об окружающей среде.

## ECO-FRIENDLY ROOM AMENITIES

As part of our sustainability efforts, in 2023, all our rooms have transitioned to using shampoo, conditioner, shower gel, and soap in soluble packaging made from wheat straw and containing vegan ingredients, in dispenser form. Kraft papers are used instead of plastic-based packaging for amenities.



WASTE  
MANAGEMENT



## ECO-FRIENDLY ROOM AMENITIES

The toothbrushes, shoe horns, and combs in the rooms are made from starch-based biodegradable materials.

### WASTE MANAGEMENT



Additionally, one of our beach bags, free from paint and chemicals, is gifted to our guests.



## WASTE MANAGEMENT

### OUR PENS MADE OF BIODEGRADABLE MATERIAL

Our pens used in our facility are made of biodegradable materials.



## **The importance and necessity**

of collecting waste oils are emphasized in training sessions, informational posters, and field checks.

Employees are reminded that they can bring the cooking oils they use at home to our facility to prevent pollution of our environment and waters caused by waste oils.



## **WASTE MANAGEMENT**



In 2023, approximately 4455 kg of vegetable waste oil was delivered to a recovery company for biodiesel fuel production at Akra Kemer.

**If 250,000 tons of waste oil are converted into biodiesel annually, it would prevent the emission of 750,000 tons/year of carbon dioxide, enable participation in the international carbon market, create new employment opportunities, and generate clean energy worth 500 million Euros.**

At Akra Kemer, recyclable materials are separated. We are proud to share our recycling figures for 2023.



Approximately 189,228 tons of paper and cardboard waste have been recycled. **As a result of recycling 1 ton of used paper waste**, 16 mature pine trees and an area of 85 square meters of forest will not be destroyed.

To reduce our paper consumption, we conduct our correspondences and announcements via email as much as possible and transition our business processes to digital environments.



Approximately 18,783 tons of metal waste have been recycled. **As a result of recycling 1 ton of metal waste**, 1300 kg of raw materials are saved.



Approximately 111,627 tons of glass waste have been recycled. **If glass waste is used in production**, the emission of 315 kg of carbon dioxide is prevented for every 1 ton of glass produced.



Approximately 17,299 tons of plastic waste have been recycled. **As a result of recycling 1 ton of plastic packaging waste**, 14000 KWH of energy is saved.

To reduce plastic consumption, we prefer industrial products over single-use packaged items. We serve water using carafes by using water dispensers.

## HAZARDOUS WASTES

In order to ensure the environmentally safe disposal of hazardous waste generated in our hotels, we collect, label, and store hazardous waste in designated hazardous waste rooms under appropriate conditions. Subsequently, we deliver them to licensed companies for lawful disposal or recycling in accordance with regulations.

In 2023, a total of 10,475 kg of hazardous waste was delivered from Akra Hotel Kemer to licensed companies. By ensuring the collection and proper disposal of waste through delivery to licensed companies, we provide training to our employees and raise awareness to promote consciousness on this matter.

We have waste battery containers at various points within the hotel to prevent environmental harm.

In all orientation trainings, reminders are given to our employees to bring waste batteries from their homes to the facility.

The collected waste batteries are sent to «TAP».



## USE OF CHEMICALS

Chemical substances are materials that we use in many areas of our lives, making our lives easier but they are also capable of causing negative consequences due to their harmful effects. Use of chemicals is involved in maintenance and repair activities as well as cleaning operations at our facilities.

Cleaning with consideration for the environment means being able to clean thoroughly while minimizing negative impacts on both health and the environment as much as possible. The damage to the environment can be minimized not only by using environmentally friendly cleaning products but also by using them sparingly and adjusting their dosage properly. Thus, the overall damage of chemicals to the environment can be significantly reduced.

Our priority is to ensure that all chemicals we use are approved, labeled, and in appropriate packaging, and that we have access to Safety Data Sheets (SDS). Employees responsible for using chemicals are trained by the purchasing department on the use of chemicals, information contained in SDSs, usage quantities and methods, personal protective equipment requirements, and the procedures to be followed in case of chemical spills according to the "Emergency Measures Instructions for Chemical Spills."





## USE OF CHEMICALS

Our chemical warehouses are equipped with necessary measures to prevent leakage, spills, and other situations that could potentially harm the environment. Chemical storage is conducted in accordance with the type of chemical, the storage instructions provided by the manufacturer, and relevant regulations. Our employees are periodically trained on 'Chemical Spill Response' and drills are carried out.

We work with relevant companies for the safe disposal of chemicals and ensure the tracking of chemical waste.

We monitor our chemical usage quantities and provide staff training to prevent wasteful and improper chemical usage. We prefer to use concentrated products whenever possible.

We use automatic dosing systems in our pools, which utilize minimal amounts of chemicals for appropriate hygiene practices.

We ensure that the pesticides used by the external pest control company are guaranteed to be safe for human health and the environment. We strive to utilize natural measures such as fly traps and sticky paper to a greater extent.

We utilize leak-proof trays on all shelves in our chemical storage areas to ensure chemical containment.



## ENERGY MANAGEMENT

One of the most important steps in sustainability is ensuring energy efficiency. Firstly, energy usage is measured to identify any issues and potential areas for savings are determined.

Low-consumption equipment and systems are preferred. By using automation management and monitoring, long-term recovery is provided.

Energy savings are continuously analyzed through maintenance, supervision, and monitoring.

At the end of 2023, to better manage energy management and savings, the ISO 50001 Energy Management System was established, and documented.





## ENERGY MANAGEMENT

We aim for all the electronic products we purchase to be energy-efficient, and for all our employees to receive training on energy saving.

Our hotels are continuously implementing and ensuring the sustainability of the following energy-saving measures.

- There are 180 solar energy panels in our hotel. Our solar panels meet 34% of the hot water demand in winter and 86% in summer at 100% capacity.
- The minibars and televisions used in the rooms are of A+ + energy class.
- Systems are in place in all rooms that deactivate the heating/cooling devices when balcony doors are opened.
- In our hotels, energy-efficient lighting or LED lights are used instead of incandescent or mercury-containing bulbs in all rooms and public areas to promote energy savings and reduce the amount of hazardous waste.
- The overall building's lighting, heating, and cooling systems in the hotel are controlled through automation to ensure efficient control and management.





## ENERGY MANAGEMENT

- Motion-sensitive sensor lights are installed in all applicable guest common areas and in a large portion of staff areas throughout our hotels.
- Many areas within the facility are designed to take advantage of natural daylight, reducing energy consumption.
- Electronic key cards are used in our rooms.
- In our rooms, TVs with low standby power consumption are used.
- "Employees have been educated about closing curtains when the guest is not in the room.
- Our minibars in the rooms are positioned away from heat sources to save energy.
- In our vacant rooms, curtains are kept closed during the summer season and open during the winter season to reduce the use of climate control devices.
- Curtains are used in meeting rooms and our restaurant to save energy from air conditioning. In addition, VRF system is used in restaurants and upstairs meeting rooms.





## ENERGY MANAGEMENT

- We use air curtains at the entrances of areas such as terraces, gardens, etc., which open from areas where the cooling system operates.
- We ensure that all electrical appliances undergo regular maintenance and cleaning at specified intervals
- We periodically inspect and replace worn-out seals and gaskets of cold units, freezers, ice machines, and ovens.
- We take care to open the cold unit covers for as short and infrequent periods as possible. Before placing hot foods in the cold units, they are cooled in blast chillers.
- Convectional stoves are preferred over traditional stoves.
- In our kitchen and laundry areas, operating instructions are provided alongside the machines, and our staff are knowledgeable about machine usage.
- Electricity consumption is reduced thanks to frequency inverters installed in heating system pumps, booster pumps, and main air conditioning units.



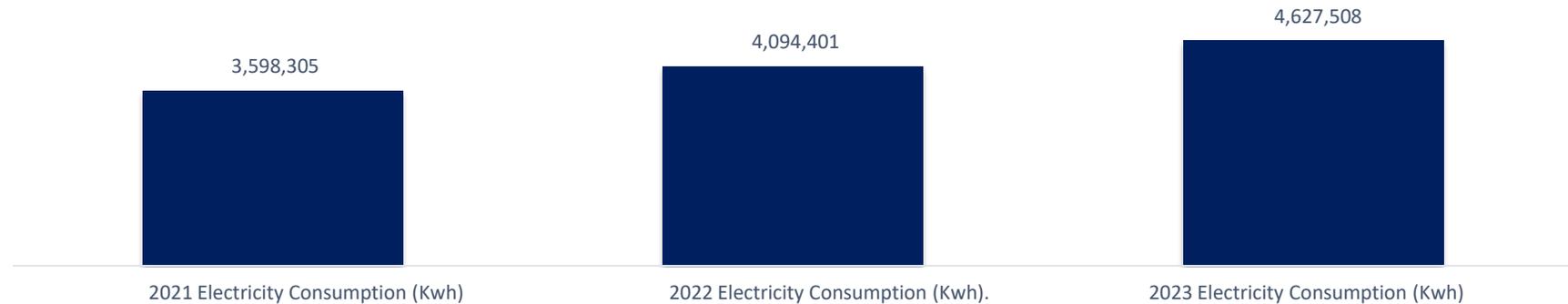


## AKRA KEMER ELECTRICITY CONSUMPTION DATA

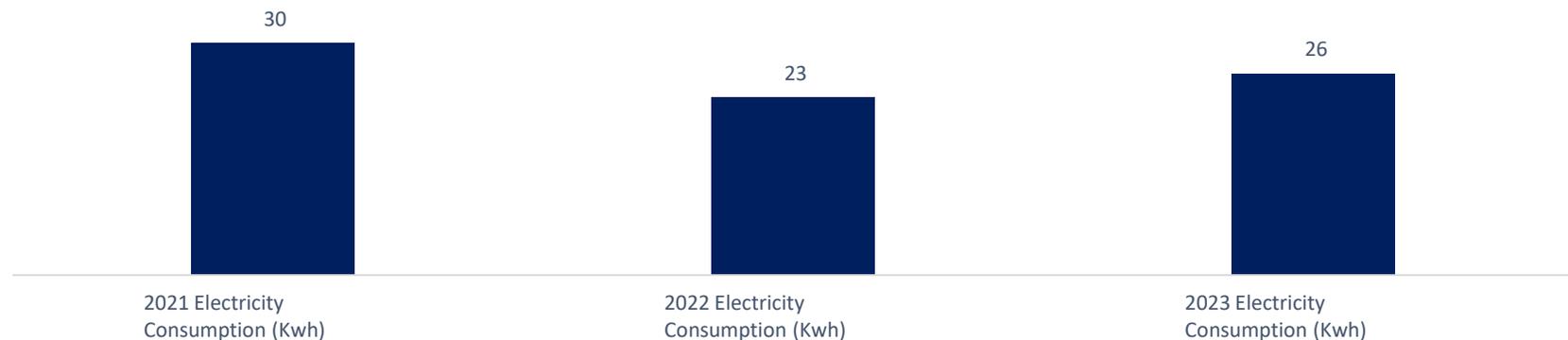
Compared to 2022, which we were working seasonally, the amount of consumption increased due to the fact that we were open throughout the year in 2023.

As a result of transitioning to electric heat pump for hot water production and extending the operating hours of the newly built 4 bars due to a change in concept, the per capita electricity consumption has increased.

Comparison of Electricity Consumption by Years (Kwh)



Comparison of Electricity Consumption by Years (Per Person - Kwh)



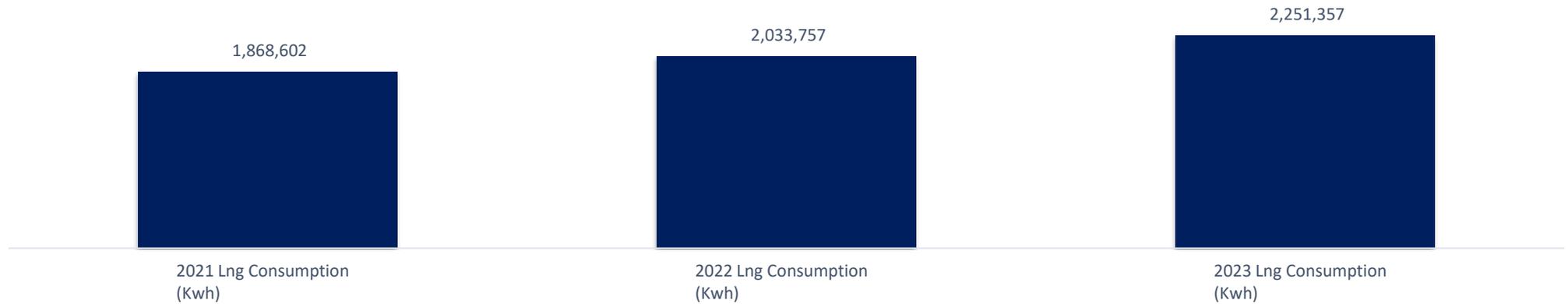


# AKRA KEMER LNG CONSUMPTION DATA

Due to our 12 months of service, the pools were heated during the winter season. Therefore lng total consumption and per capita consumption increased compared to 2022.

ENERGY  
MANAGEMENT

### Lng Consumption Comparison by Years (kwh)



### Lng Consumption Comparison by Years (Per person - kwh)

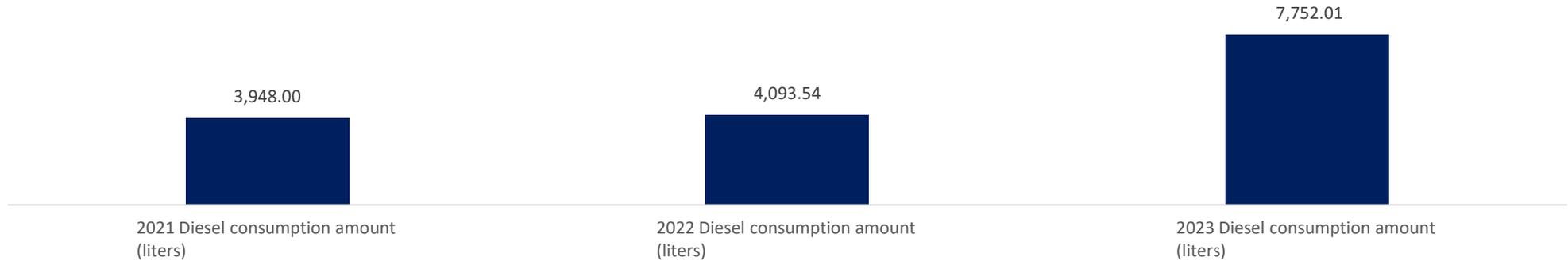




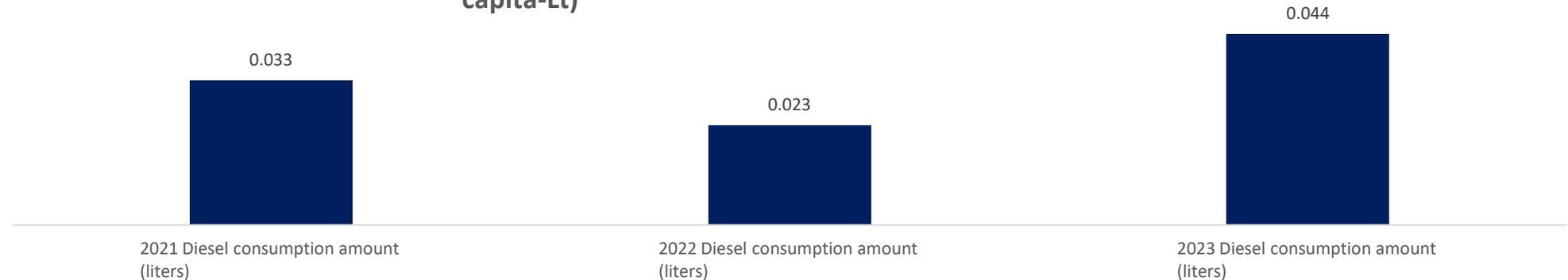
## AKRA DIESEL CONSUMPTION DATA

Generators are not used except for power outages. Due to being open throughout the year in 2023, and experiencing power outages during that period, the diesel consumption quantity is higher compared to 2022.

Comparison of Diesel Consumption by Years (L)



Comparison of Diesel Consumption by Years (Per capita-Lt)

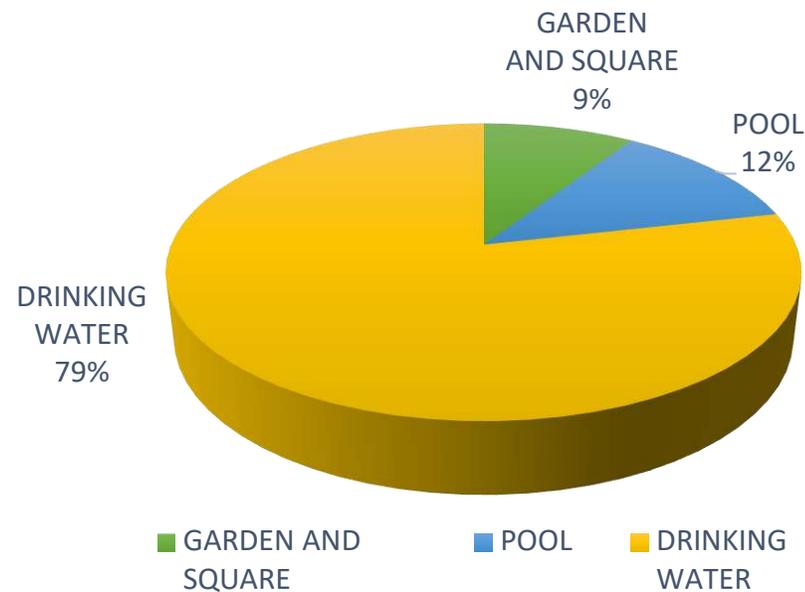




## WATER MANAGEMENT

Our facility experiences significant water consumption on a daily basis due to activities, swimming pools, and living areas. Therefore, water usage and control are important to us.

Without compromising on health, hygiene, and guest satisfaction, we aim to reduce overall water consumption by using water-saving equipment, placing "**Environmental Cards**" in guest rooms related to water conservation, and training our staff on this matter.





## WATER MANAGEMENT

Below are the initiatives implemented and sustained concerning water saving in our hotel:

- All room and common area fixtures have been fitted with aerators to restrict water flow. Regular checks are conducted on aerators, and they are replaced when necessary.
- All sink faucets in rooms and common areas are adjusted to have a water flow rate of no more than 5 liters, while showers are set not to exceed 10 liters. Regular measurements are taken to monitor the implementation, and if high flow rates are detected, they are corrected.
- Water-saving and/or dual flush systems are used in guest restrooms. This ensures that water consumption does not exceed 6 liters with each use. Additionally, there are stickers in the toilets to encourage water-saving practices.
- There are sensor-operated urinals in the public restrooms.
- In the kitchens, sensor-operated faucets are used in handwashing sinks.
- Drip and sprinkler systems are utilized for watering in our gardens.
- Bed linens and towels are changed in rooms according to guest requests, and guests are informed about this policy. If there is no request from the guest, the change is made every other day.



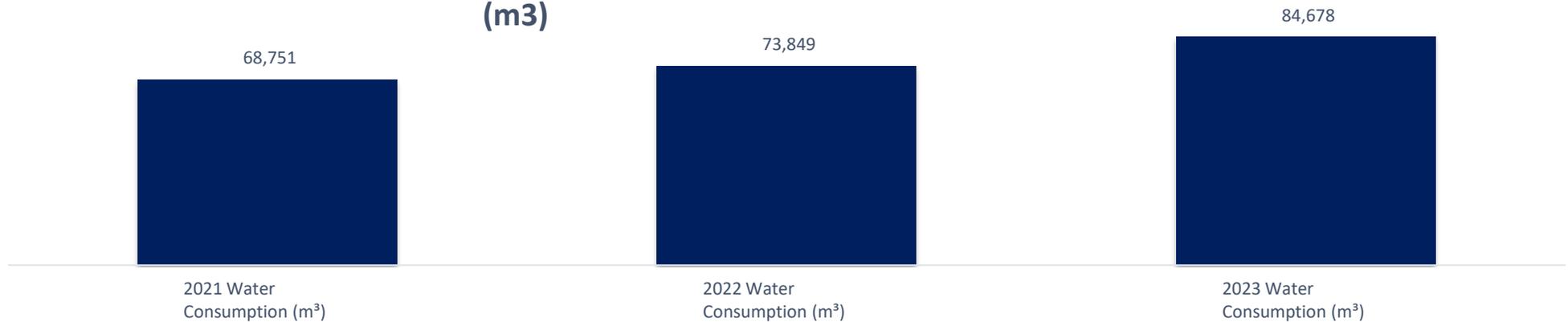


# AKRA KEMER WATER CONSUMPTION DATA

Due to being open throughout the year in 2023 water consumption quantity is higher compared to 2022. Due to the fact that our pools were open in winter, backwashing operations continued. This increased the water consumption per capita compared to the previous year.

WATER  
MANAGEMENT

### Water Consumption Comparison by Years (m3)



### Water Consumption Comparison by Years (per capita - m3)





As a hotel business operating globally, we are aware that we can serve as an example to people of all nations and nationalities, **and we can also engage them in our activities.**

Some animals that live in our hotel garden and in our region,

## WILDLIFE

### SEA TURTLES (CARETTA CARETTA)



Kemer is one of the Caretta Caretta nesting areas. To help us protect nesting sea turtles during the breeding season from

May 1st to October 1st, please:

- Be aware that areas marked with warning signs on the beach are sea turtle nesting zones. If there is a warning sign, please show maximum sensitivity when using this part of the beach. Do not carry sunbeds to the nesting area, and avoid digging in the sand. Refrain from leaving plastic bottles or bags on the beach, and avoid leaving belongings on the beach at night. Do not disturb nesting sea turtles or handle hatchlings. If you encounter such a situation, please inform the authorities.
- Avoid lighting fires or using lights on the beach at night.
- Use jet skis and speedboats slowly in areas close to the shore. Remember that adult sea turtles can only swim at a maximum speed of 20 km/h.



## WILDLIFE

If you are lucky, you can see dolphins, which are considered to be one of the most intelligent creatures in the animal kingdom, on our beach.

In our seas, three species of dolphins (*Delphinus delphis*, *Tursiops truncatus* and *Phocoena phocoena*) can be seen.

The caterpillar species (*Delphinus delphis*) is among the endangered species in the Mediterranean.

### DOLPHIN



### MEDITERRANEAN SEAL



Mediterranean seal (*Monachus monachus*), is a marine mammal from fin-footed (*Phocidae*) family. The Mediterranean seal, which only lives on the coasts of the eastern Mediterranean the eastern Atlantic, is the least least numerous among all pinnipeds worldwide. They prefer coastal caves and crevices for shelter and breeding. The Mediterranean seal, a large marine mammal, measures between 2 to meters in length and weighs between 200 to 300 kilograms. It is an endangered species.



## WILDLIFE

Whitetail wagers are mostly found in certain regions of Europe and Asia, as well as in the northern parts of Africa. Although it is the established bird of its habitat, it is also observed to migrate to Africa. Open fields, the surroundings of small settlements, and water edges are the settlement areas for this species. It is a slender, thin bird, approximately 18 cm in length. They are known for their black-and-white heads, black chests, gray backs, and characteristic long tails. Its tail is black, with outer tail feathers being white. They typically build their nests in stone wall crevices and hollows.

### WHITETAIL WAGGERS



### ROBIN



It is the most common nightingale in Türkiye. It is frequently seen in parks and gardens in cities during the winter months. In the summer, it retreats to the forests to breed. Their back is brown, face and chest are completely red.



It is one of the southern distributed species living in our country. It is easily distinguished by its dark feathers, yellow underside of the tail, and remarkable sound. Arabian nightingales are extremely active, cute and friendly creatures. The Arabian Nightingale is one of the few birds most susceptible to domestication.

### ARABIAN NIGHTINGALE



### OUZEL



One of the most common singing bird of Europe and Türkiye. The body of the male is black and the beak is yellow-orange. The female is dark brown. They attract attention with their beautiful chirps during the breeding season. They nest in trees and shrubs.



## WILDLIFE

Hedgehogs (Erinaceus) are nocturnal, insectivorous mammals from the family of hedgehogs (Erinaceidae). They are about 30 centimeters tall. Their weight can vary between 500-1200 grams depending on gender, age and living conditions.

Their trunks are covered with 2-2.5 cm long ruffled spines. When they get angry or feel in danger, they make their body round and turn into a ball of thorns. They can live in many places, from bushes to parks and gardens. They shelter in tunnels and rock cavities and love humid places. They are found in almost every part of Turkey, but they go into hibernation when the ambient temperature drops below 4 C. Antalya, with its warm weather, is one of the places where hedgehogs are constantly present, both in summer and winter. Their average lifespan is 18 years.

### HEDGEHOG



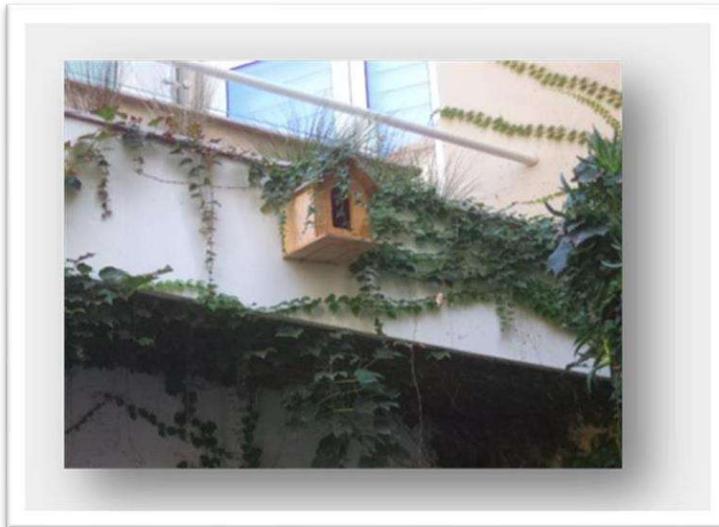


## OUR ANIMAL FRIENDS WHO CHOSE OUR HOTEL AS THEIR HOME

As Akra Kemer, we do not forget our animal friends who chose our hotel as a home. We sterilize the cats living in our hotel and get them all vaccinated. We also ensure that the babies of those who have already given birth are adopted into safe homes, ensuring their well-being.



WILDLIFE



"Wooden birdhouses" have been built for the birds who adopt our hotels as their homes. Our birdhouses are periodically checked. Feeding is done when during breeding.

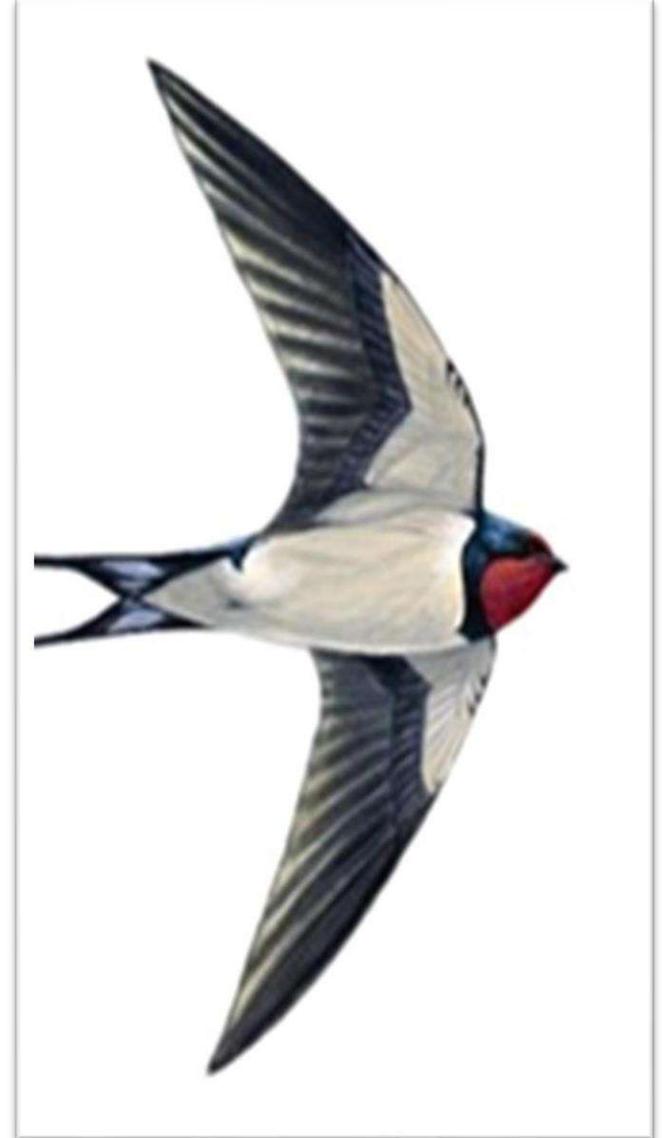


## THE SPECIAL GUESTS OF OUR HOTEL; HOUSE MARTINS (DELICHON URBICA)

The bird nests you see in our hotel are the nests of House Martins who travel from distant countries and prefer our hotel, like yourself. You can watch them without disturbing them.

House Martins, who spend their winters in South Africa, come to Turkey from 12,000 km away to spend the summer months, to nest and breed. Martins come to the same place every year and make their nests. Martins prepare their nests in the corners reserved for them in our hotel in early March every year.

William Shakespeare says in Moliere, "Where there are martins, there is fresh air." Martins are indicators of fresh air. The Martins you see around you are a natural certificate, proving the freshness of our hotel's air. Martins hunt insects and flies as a natural balance for their area. Using fewer chemicals in pest control results in less chemical exposure to the environment.



## THE SPECIAL GUESTS OF OUR HOTEL; HOUSE MARTINS (DELICHON URBICA)

The only harm of martins is that only the feces formed under the nest look bad. Only for this reason, unfortunately, in many hotels, martin houses are destroyed both by demolition and by squeezing ammonia while there are fledgelings in them.

We must not touch the nests of the martins. Otherwise, they will not come to nest again. We shouldn't approach those nest once they start using them.

We also show respect for the life cycle of martins by preserving their nests in our hotel.





## WILDLIFE

### OUR ENDEMIC AND SPECTACULAR PLANTS

#### LIQUIDEAMBAR TREE

Liquideambar trees can live up to 200-300 years and can grow up to 25 meters tall. Liquideambar tree products are used in pharmacy and perfumery. Since Liquideambar tree is an endemic species they can only be encountered in certain places. We are very lucky in this regard because there is one of this special tree in the Secret Garden of our facility. To be able to share this natural heritage with our stakeholders, our Garden Chef created the Hidden Garden with sustainability designs.

#### KEMER ORCHID (OPHRYS CLIMACIS)

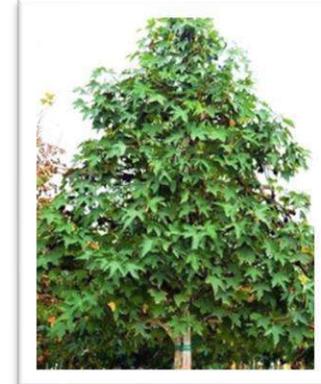
Kemer Orchid, which grows only in Kemer in the world, is used to obtain salep. The species is endangered. It is a crime to take the Kemer orchid out of the country.

#### OLYMPUS SAFFRON (CROCUS WATTIORUM)

Olympus saffron grows only in the Kemer region in Türkiye. The species is endangered.

#### FRUIT TREES

Our hotel has palm, lemon, peach and pomegranate trees and they are one of the decorations of our hotel with their fruits.





## OUR NATURAL, CULTURAL AND HISTORICAL TRADITIONS

### OUR NATURAL, CULTURAL AND HISTORICAL TRADITIONS

We provide detailed information about the natural, historical, touristic, and archaeological riches of the locations where our hotel is situated, as well as local traditions and customs, characteristics of the region's people, nearby attractions, sports and cultural activities, transportation, and more to our guests and employees through our website, Guest Experience Department, and informational channels.



## OUR NATURAL, CULTURAL AND HISTORICAL TRADITIONS

### A PIECE OF HEAVEN: KEMER

The Taurus Mountains, which can be visited with pleasure in all four seasons of the year, Kemer, which extends along the coastline at the foothills, with its beautiful beaches, is located 40 km away from Antalya with its history and nature.

Kemer, where the sea, forest, and mountains converge, is a place of unique beauty. It offers the clarity of the sea, the verdant greenery of the forest, the waves of the sea reaching up to the pine trees, and the opportunity to use the pine trees as shade on the beaches.



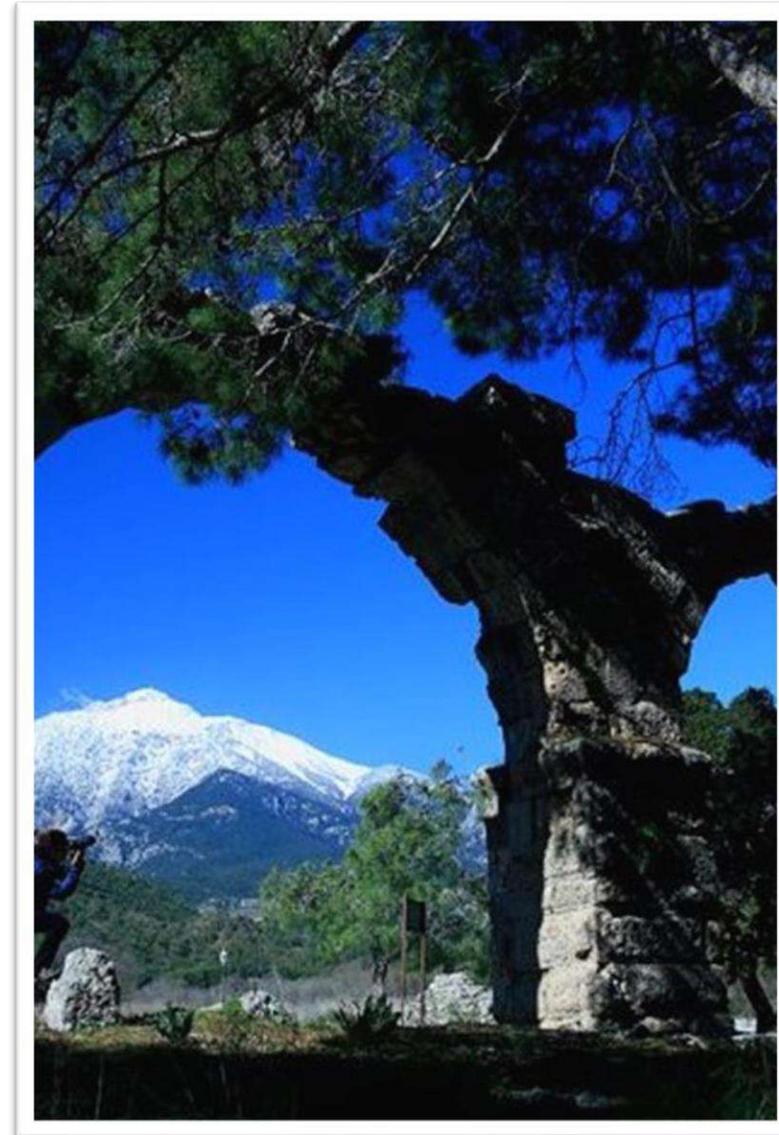
## OUR NATURAL, CULTURAL AND HISTORICAL TRADITIONS

### PHASELIS ANCIENT CITY

Founded by the Rhodians, Phaselis has three ports: the North Harbor, the War Harbor, or the Protected Harbor and the Sun Harbor. There is a magnificent 20-24 meter wide street in the middle of the city and Hadrian's Waterway Gate at the southern end of this street. There are promenades and shops on both sides of the street. Near these, there are public buildings such as Baths, Agora and Theater.

Picnic areas are open for use in this region located in the national park. The region can be reached by land and sea. You can also visit Phaselis and other ancient sites on the coastline with yacht tours. Thanks to its gravelless beach, it has one of the most beautiful beaches in Antalya.

The distance of our hotel to the Ancient City of Phaselis is 15 km.





## OUR NATURAL, CULTURAL AND HISTORICAL TRADITIONS

### OLYMPUS ANCIENT CITY

Being an important ancient port city established in the Hellenistic period, Olympus, with its unique and green nature, awaits you.

Along the road leading to the beach you also have the chance to visit the ruins of the ancient city of Olympus dating back to the Roman and Byzantine periods, nestled among the laurel trees, and capture plenty of photographs. In addition to its historical and natural allure, the Olympus beach is one of the rare shores of the Mediterranean where endangered sea turtles (Caretta Carettas) lay their eggs.

The distance from our hotel to the ancient city of Olympus is 7.2 km

### ÇIRALI

Çıralı is situated between the Olympos beach and the Yanartaş Mountain. Çıralı takes its name from the burning stone of Olympus. Where a natural gas fire continuously burns. It provides the visitors with a unique experience.

The Boat tours in Çıralı promise unforgettable memories, with tours taking you to coves where the azure sea stretches out before you. You can enjoy the tour by soaking up the sun and sea, and even try your hand at fishing from the boat.

The distance from our hotel to Çıralı is 40.6 km.





## OUR NATURAL, CULTURAL AND HISTORICAL TRADITIONS

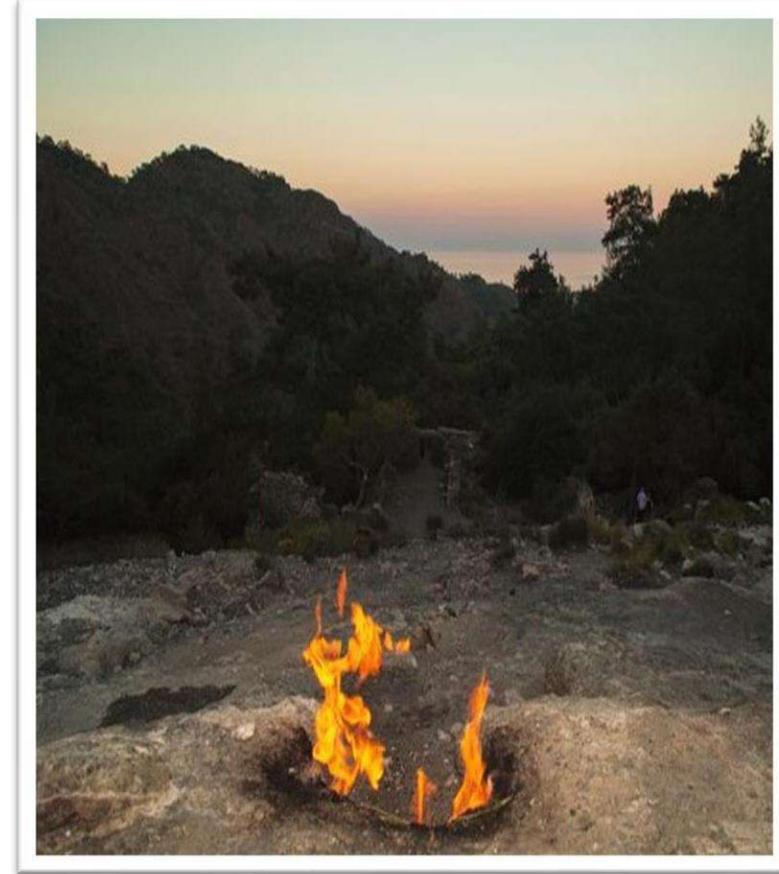
### YANARTAŞ

Yanartaş, which is located at a height of 230 meters on the hills of Çıralı and Olympus, known as eternal fire and has a natural fire source, is one of the must-see places with its natural beauties.

According to legend, a beast who is the hybrid of a lion, goat and snake, named Chimera, blows fire as it breathes. The Lycian King of the period, sends young Bellophontes to kill the monster. When Chimera flew to attack, Bellophontes, speared the monster and buried it seven floors below the ground. Chimera continues to blow fire from here until today.

While climbing Yanartaş, you can take a break once in a while and watch the beautiful view of the beach and nature from above. In Yanartaş, magnificent natural beauties and burning stones await you.

The distance of our hotel to Yanartaş is 42 km.





## OUR NATURAL, CULTURAL AND HISTORICAL TRADITIONS

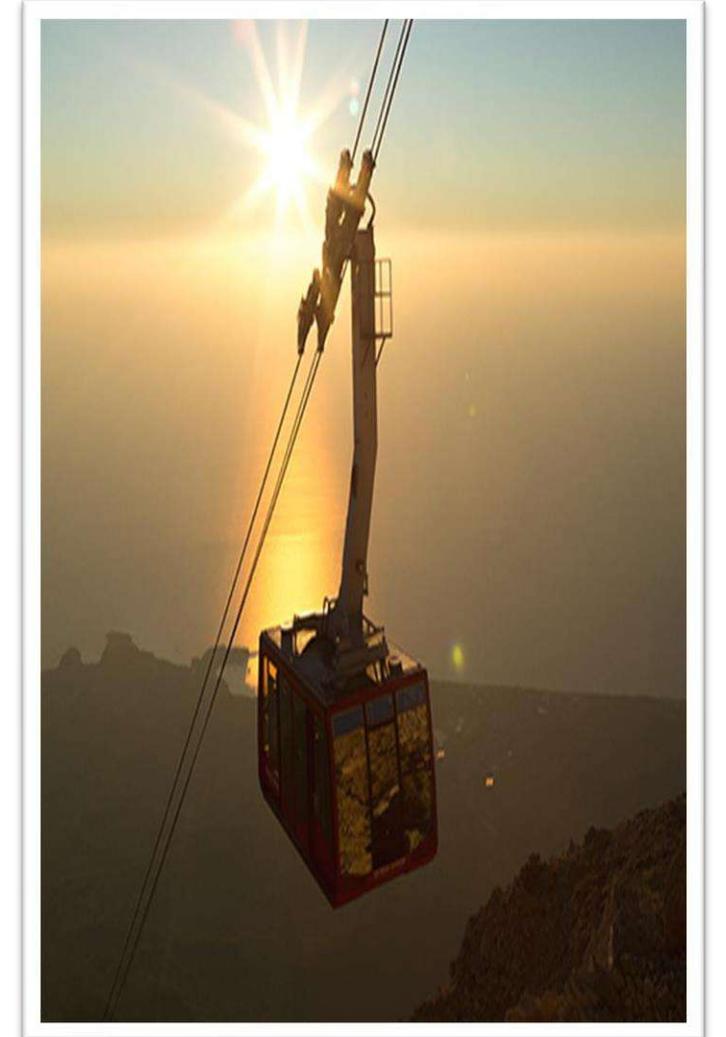
### TAHTALI MOUNTAIN AND CABLE CAR

Tahtalı Mountain, which is located in Beydağları National Park, is the highest point of the region close to the sea with an altitude of 2365 meters.

Mount Tahtalı, which will stand out in Kemer with the slogan "Sea to Sky", can be accessed with a journey of about 10 minutes with the Olympus Cable Car, the second longest cable car in the world and the longest in Europe.

At the top of Tahtalı Mountain, extraordinary views are waiting for you. Here, watching the sunrise, enjoying the fresh air with magnificent views can be listed among the beautiful activities.

The distance of Olympus Cable Car to our hotel is  
21 km.



## GÖYNÜK CANYON

Göynük Canyon is a magnificent place for nature sports lovers with its magnificent nature, trees, waterfalls and pools. There are natural pools and ponds to cool down along the Göynük canyon road. At the end of the canyon, you arrive to the main canyon and where you can cool off by swimming in ice-cold waters, or you can go higher up the canyon by walking through the rocks and see the waterfalls.

Safety equipment is provided for entrances to the canyon and guided tours are also organized. There are also various buffets, restaurants and various facilities right at the entrance of the canyon.

The distance of our hotel to Göynük Canyon is 12.4 km.

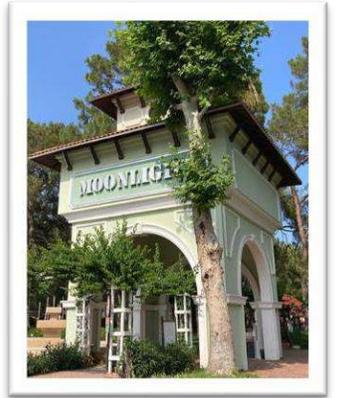


## MOONLIGHT PARK

Located in the most beautiful bay of Kemer, Moonlight Park is nestled among 100-year-old pine and palm trees, featuring a 300-meter-long sandy beach and crystal-clear sea with the Blue Flag certification. Integrated with its magnificent natural surroundings, Moonlight Park offers various facilities providing different services. With all these features, Moonlight Park is one of the first examples in Turkey.

With its magnificent beach, water sports, swimming pools of different sizes, cafes, restaurants, open and closed discos, shopping centers, and natural beauty, Moonlight Park is both a tranquil retreat and an entertainment hub.

Moonlight Park is 3 km away from our hotel.



OUR NATURAL, CULTURAL  
AND HISTORICAL  
TRADITIONS

## YÖRÜK PARK

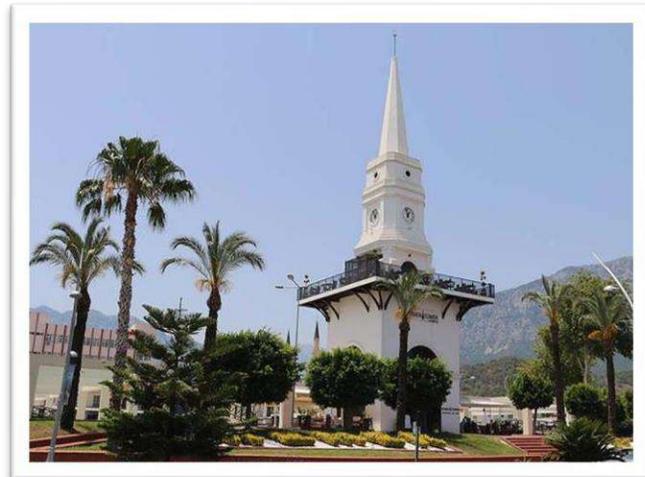
Folkloric Yoruk Park is a facility with Special Tourism Certificate of 1982 and is also a registered trademark. Yörük Park is located on the peninsula Küçükburun, which has the status of State Forest and National Park. The park serves as a theme park and an open-air folklore museum.

Those who come to the facility can taste the food and beverages that complement this natural and authentic environment and listen to traditional and folkloric music. In the continuation of the field, adorned with traditional products,

In the continuation of the field, adorned with traditional products, it is possible to take a walk through a 25-year-old forest section supported by natural vegetation cover, with a panoramic trail. The distance of our hotel to Folkloric Yörük Park is 3.3 km.

## KEMER CLOCK TOWER

We recommend you to watch the evening view of Kemer while sipping your tea in the 35-meter-high Kemer Clock Tower built in 2006. The distance of our hotel to Kemer Clock Tower is 1.3 km.



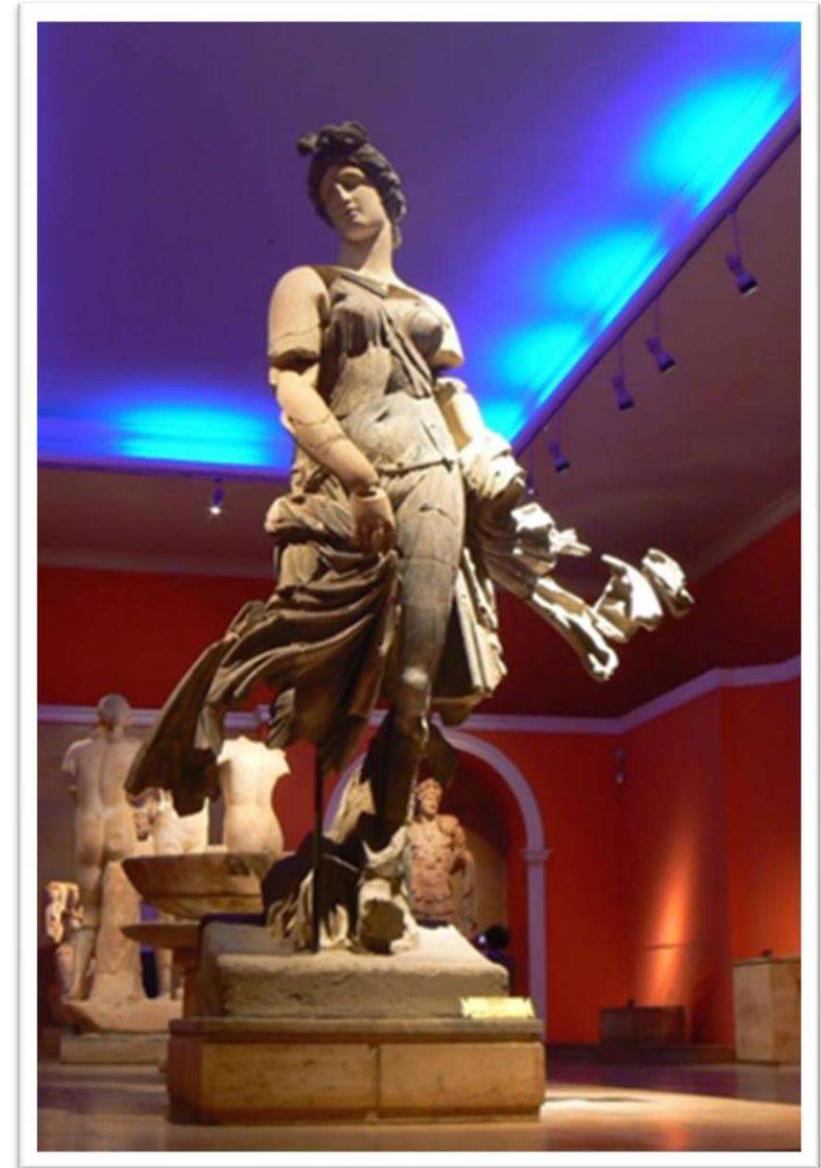


## OUR NATURAL, CULTURAL AND HISTORICAL TRADITIONS

### ANTALYA MUSEUM

Antalya Museum, located in Konyaalti, was opened in 1922, in order to protect the artifacts recovered from the plunder of the occupation forces that came to the region after the World War I. It was awarded the "Special Award of the Council of Europe" in 1988.

Distance of our hotel to Antalya Museum is 40 km.





**LET'S SUPPORT  
OUR MUSEUMS  
AND OUR  
HISTORY**



## **LET 'S SUPPORT OUR MUSEUMS AND HISTORY**

Exhibited in Antalya Archaeological Museum, the artifacts tried to be preserved from the looting and the war with great hardship.

It is very important to support our museums in order to carry these cultural riches to future generations. You show your support, every time you enter the museum.

Your support is vital to sharing our historic collections with the world. Give this culture a chance to carry on into the future by visiting our museum.

## INFORMATION THAT MAY BE NECESSARY DURING TRAVELS

### MOSQUES

In Turkey, non-Muslims are allowed to enter the mosque. It is advisable to avoid visiting a mosque on Friday, the holiest day of Islam. Before entering a mosque, shoes should be removed and some rules should be followed for clothing. For women, the head, shoulders and legs should be covered. Men should not wear shorts with a length above their knees.

### SHOOTS AND PHOTOGRAPHY

In general, you can take photos anywhere. If someone does not want to be photographed, this should be taken into account. It is forbidden to take photos in police and military facilities.

### MUSEUMS

Museums can be closed one day a week, we recommend you to check the available times and days of the museum you want to visit. With the "museum card" you can purchase in Türkiye, you can visit many museums and archaeological sites without waiting in line and with various discounts.

### HISTORICAL ARTIFACTS AND ANTIQUES

It is forbidden to export all kinds of historical artifacts and Turkish antique objects over the age of 100. The implementation of the prohibition is carefully controlled and the penalties are severe.

For any emergency that may occur outside the Hotel, please contact our Hotel (+90) 242 814 31 00 or Tourism Police, at (+90) 212-527 45 03.

## OUR BLUE CAP PROJECT

**We are collecting blue caps for the Spinal Cord Paralytiks Association in Türkiye.**

As Akra Hotels, we are supporting the "Plastic Cap Campaign" organized by the Spinal Cord Paralytiks Association (TOFD), which works nationally and internationally to address the medical, vocational, economic, and social issues of spinal cord paralytiks and all orthopedically disabled individuals.

We are collecting blue caps in various areas of our hotel and supporting the Spinal Cord Paralytiks Association with the high enthusiasm of our employees.



OUR SOCIAL RESPONSIBILITIES  
AND OUR CONTRIBUTION TO  
SOCIETY

## The main theme is our future - TEMA...

Our support continues for TEMA Foundation, a voluntary, conscious, pioneering, international, and reputable non-governmental organization that believes in societal peace originating from the land and works based on science to preserve natural assets, especially our lands, in line with the principle of sustainable living, integrated with the public, and influential in the future of the country and the world. This support is sustained through annual donations to TEMA Foundation.

OUR SOCIAL RESPONSIBILITIES  
AND OUR CONTRIBUTION TO  
SOCIETY





## SUPPORT FOR THE PHASELIS FESTIVAL

We continue to support the Phaselis Festival as a sponsor, aiming to bring together people from different cultures and geographies in the magical atmosphere of the 2000-year-old

Phaselis Ancient City, inspired by music being the most important universal language in the world.

OUR SOCIAL RESPONSIBILITIES  
AND OUR CONTRIBUTION TO  
SOCIETY

**13. PHASELIS FESTİVALI**  
22-26 EYLÜL / SEPTEMBER 2023  
KONSER SAATİ / CONCERT TIME 21.00 / 09.00pm

**22 EYLÜL SEP**  
**CUMHURİYET TANGOLARI**  
Solist: HAKAN ŞENSOY  
Sahne: EZGI KOKER & TEYFİK BODOS

**23 EYLÜL SEP**  
**ANADOLU ÖZANLARI**  
Solist: ZEYNEP HALVAŞI  
Bağlama & Saz: ERDEM ŞİMŞEK

**25 EYLÜL SEP**  
**GÖKHAN AYBULUS**  
(PIANO)  
Cameratalia Quintet

**26 EYLÜL SEP**  
**FLAPPER SWING**

**KETAV**  
Konya Kültür Varlıklarını Koruma Kurumu  
Konya Kültür Varlıklarını Koruma Bölge Müdürlüğü  
Konya Kültür Varlıklarını Koruma Kurumu  
Konya Kültür Varlıklarını Koruma Kurumu

**AKRA** **MAXXROYAL** **PHASELIS** **KURUM**

**AKRA** **MARTI** **MAXXROYAL** **PHASELIS** **KURUM**

**AKRA** **MARTI** **MAXXROYAL** **PHASELIS** **KURUM**

**AKRA** **MARTI** **MAXXROYAL** **PHASELIS** **KURUM**

## AKRA KEMER 'S BICYCLE FRIENDLY HOTEL TARGETED POLICY

Since its inception, Akra has been preserving the values of Antalya and Kemer with its environmentally friendly policy. We've taken steps towards a more livable world. Akra Kemer offers its services with a bicycle-friendly hotel policy, aiming to preserve Antalya's historical and cultural texture and pass it on to future generations intact, allowing them to explore these treasures by bike. They improve their services in an environmentally friendly manner by keeping up with innovations and technology worldwide. In this regard, we are taking initiatives to reduce our carbon footprint by revising our consumption and service policies in response to the global climate crisis.

Information about routes and bicycle services is shared on our website.

OUR SOCIAL RESPONSIBILITIES  
AND OUR CONTRIBUTION TO  
SOCIETY



Bike  
Friendly



## TO A HEALTHIER TOMORROW WITH AKRA GRAN FONDO...



OUR SOCIAL RESPONSIBILITIES  
AND OUR CONTRIBUTION TO  
SOCIETY

Akra Gran Fondo, bringing a new perspective to Antalya's tourism and promotion, holds significant importance in contributing to the environment by aiming to reduce carbon footprint. By encouraging people in Antalya to cycle and significantly reducing car usage, Akra Gran Fondo invites cycling enthusiasts to pedal more for a healthier lifestyle.

## TOUR OF ANTALYA

Tour Of Antalya Powered by AKRA, for the first time between February 22-25, 2018, was organized by Argeus Events and Yedi İletişim with the main sponsorship of Akra Hotels, supported by the Ministry of Youth and Sports of the Republic of Turkey, the Governorship of Antalya, Antalya Metropolitan Municipality, Turkish Cycling Federation, and the Turkish Sports Writers Association.

Haydar Barut, BHM Hospitality Chairman of the Board, who stated their aim to make Antalya a bicycle destination, said: "As the oldest tourism group in the region, we wanted to leave a lasting gift to the city. Therefore, TOUR Of ANTALYA and AKRA Gran Fondo, which we believe will bring a new perspective to the tourism and promotion of Antalya, are visionary projects for both us and the city.

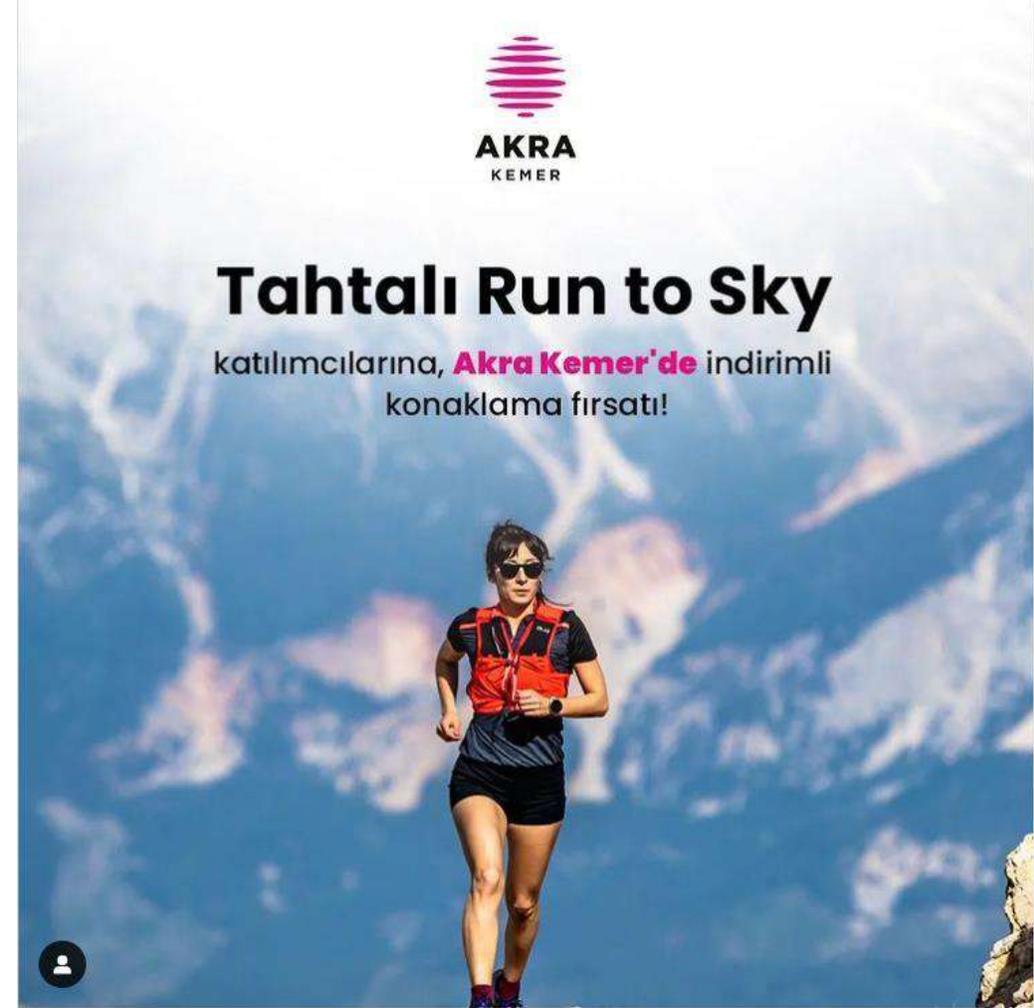


OUR SOCIAL RESPONSIBILITIES  
AND OUR CONTRIBUTION TO SOCIETY

## RUN TO SKY

Run to Sky is Turkey's first Skyrunning race, where runners ascend from sea level to the summit of Mountain Tahtalı, which stands at an altitude of 2365 meters, boasting a spectacular view unparalleled anywhere else in the world. In 2023, as Akra Kemer, we once again supported the race.

OUR SOCIAL RESPONSIBILITIES  
AND OUR CONTRIBUTION TO  
SOCIETY





## OUR COLLABORATIONS

We continue to contribute to the local region and create awareness by participating in various events.

OUR SOCIAL RESPONSIBILITIES AND OUR CONTRIBUTION TO SOCIETY



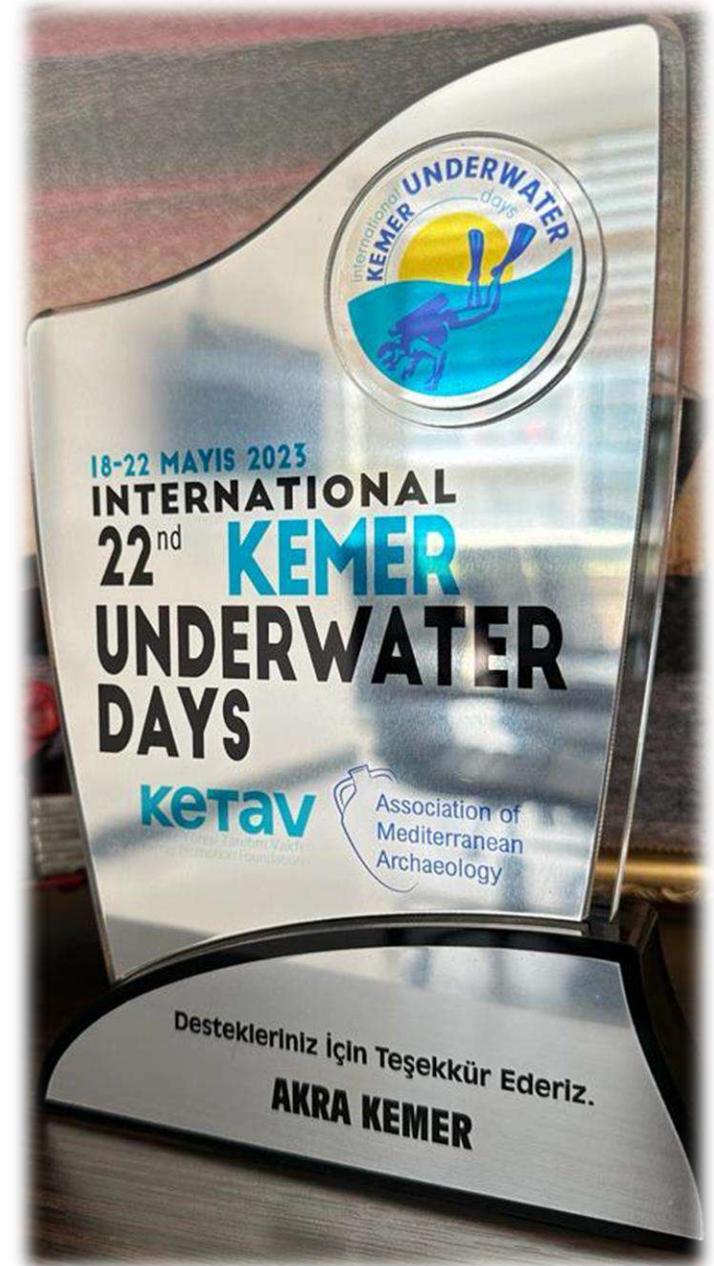


## OUR SOCIAL RESPONSIBILITIES AND OUR CONTRIBUTION TO SOCIETY

### KEMER UNDERWATER DAYS

For the past 22 years, we have been supporting the International Kemer Underwater Days, organized by the Kemer Region Promotion Foundation (KETAV) in collaboration with Akdeniz University and the Mediterranean Archaeology Association, with the aim of promoting the underwater natural and archaeological treasures along the coast of Antalya in the Mediterranean to the world.

This support continues with the backing of the Turkish Underwater Federation.



## TREE PLANTING ACTIVITY

As Akra Kemer, we have also taken our place in the tree planting event with the slogan "Kemer will plant 1923 trees for the 100th Anniversary of our Republic."



OUR SOCIAL RESPONSIBILITIES  
AND OUR CONTRIBUTION TO  
SOCIETY



## BASKA OL

### Book Cafe

In our Baska Ol cafe, which is also open to external participation in our Akra Kemer facility, we invite you to discover new worlds with books.

COMMUNITY INVESTMENTS



akrakemer • [Takip Et](#)  
Akra Kemer

akrakemer Kitaplarla yeni dünyalar keşfedin! "Başka Ol" konseptimiz ile maceraya dalın, ufkunuzu genişletin ve ilham alın.

Discover new worlds through books! Find inspiration dive into adventure and broaden your horizons with our concept of "Başka Ol".

Entdecken Sie eine neue Welt mit Büchern! Tauchen Sie in Abenteuer ein, erweitern Sie Ihren Horizont und lassen Sie sich von unserem "Başka Ol"-Konzept inspirieren.

+90 444 40 45

#akrahotels #AkraKemer

95 beğenme  
9 Haziran 2023

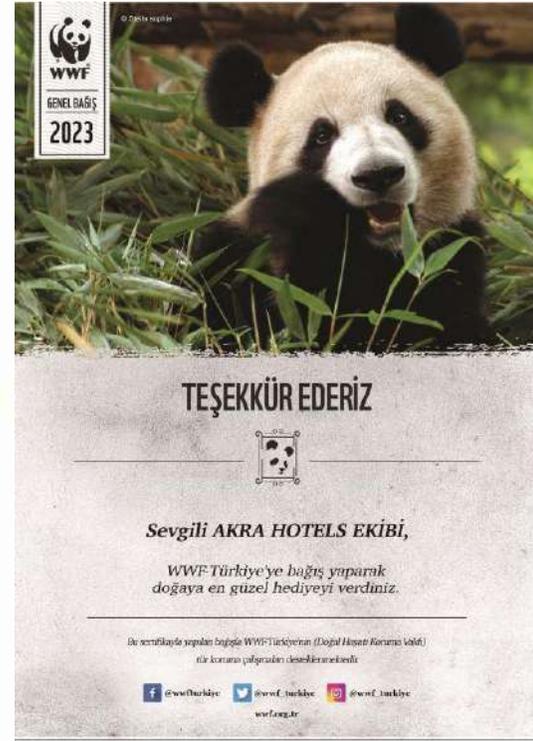
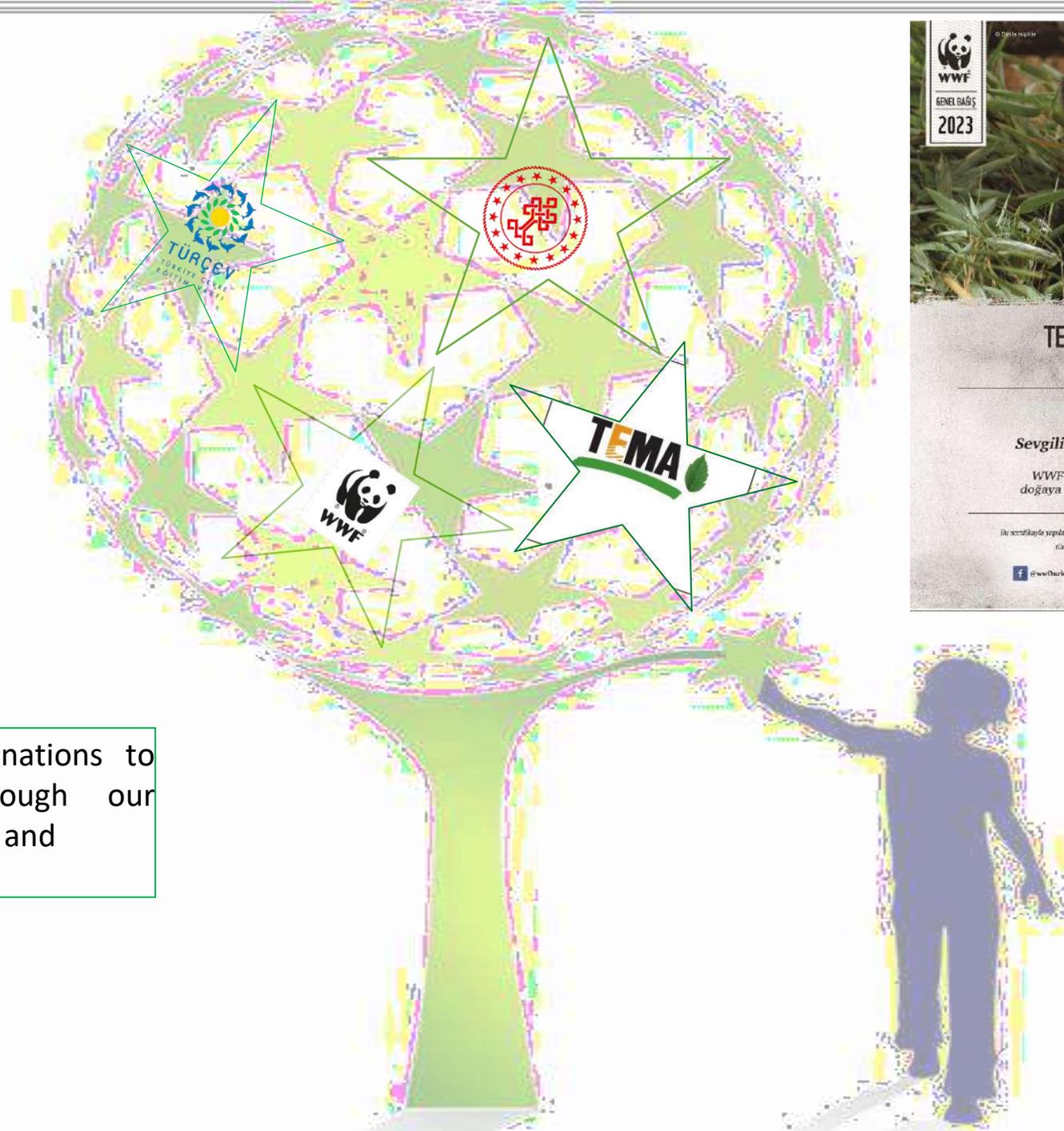
Beğenmek veya yorum yapmak için giriş yap.



## DONATIONS

## COMMUNITY INVESTMENTS

Every year, we make donations to various associations through our organizations, our company and our guests.

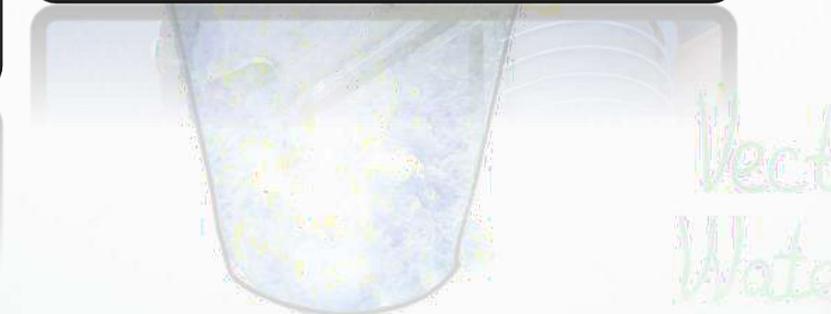




## OUR CHILDREN ARE OUR FUTURE

In the mini club, we regularly organize activities on environment, recycling and waste separation with our children's guests, who are the architects of the future.

COMMUNITY  
INVESTMENTS





## ENVIRONMENTAL ACTIVITIES AND DRILLS

**Environmental trainings are provided to our employees in line with annual training programs. The trainings include topics such as reducing consumption of natural resources, reducing and properly segregating waste, procedures regarding hazardous waste, and conserving wildlife.**

Trainings are carried out internally and externally. Through periodic trainings provided by our Environmental Officer, all of our employees have raised awareness about environmental issues. Additionally, our supplier companies provide chemical training to ensure the standardization of chemical consumption, aiming to raise awareness among employees who use chemicals.

Efforts are underway to prevent any harm to the thousands of trees on our premises in the event of a fire. studies are carried out to prevent it. In this context;

- Fire training has been provided to our employees.
- Emergency teams have been created.
- Fire drills have been organized.





VALUABLE  
WITH OUR  
EMPLOYEES

## FIRST OF ALL, WHY HUMAN ASSETS AND NOT HUMAN RESOURCES?

Resources deplete, value increases. Resources are budgeted, spent, and replaced with new ones. Value is appreciated, developed, recognized, and enhanced.

Seeing people as asset aims to create and develop the most suitable environment for them to reach their maximum potential, so they can progress on their journey towards achieving their best over time...

As BHM Group, we are aware that our employees are the most important asset that defines us, and we add value to our stakeholders with the principle of "Happy Employee, Happy Guest."

The social and ancillary rights of our employees, their rewards, training and career management, and employee safety are always our top priority.





VALUABLE  
WITH OUR EMPLOYEES

➤ **Recruitment**

In our facilities, recruitment processes take place within the framework drawn by the Group Human Resources Directorate.

In recruitment, a phased interview process is implemented, which is fair, non-discriminatory, objective, and includes general competency assessments.

➤ **Fair Placement and Fair Remuneration**

Minimum qualifications have been determined for the positions. In the recruitment process, a phased interview process is implemented, ensuring fairness, non-discrimination, objectivity, and including general competency assessments.

Our employees are informed about the subjects such as the wages, working conditions, working hours and the date they will receive their wages before starting to work in our facilities.

➤ **Education and Career Management**

All of our employees can benefit from the right to education equally. We provide opportunities for training in numerous areas that we believe will contribute to personal development, awareness, competence enhancement and foreign language in addition to legal and professional training required by the hospitality industry.

Our group, which has the perspective of investing in its employees, especially in the field of education, also attaches importance to the priority of promotion within the facility or within the group.



In 2023, 16 of our employees were promoted.

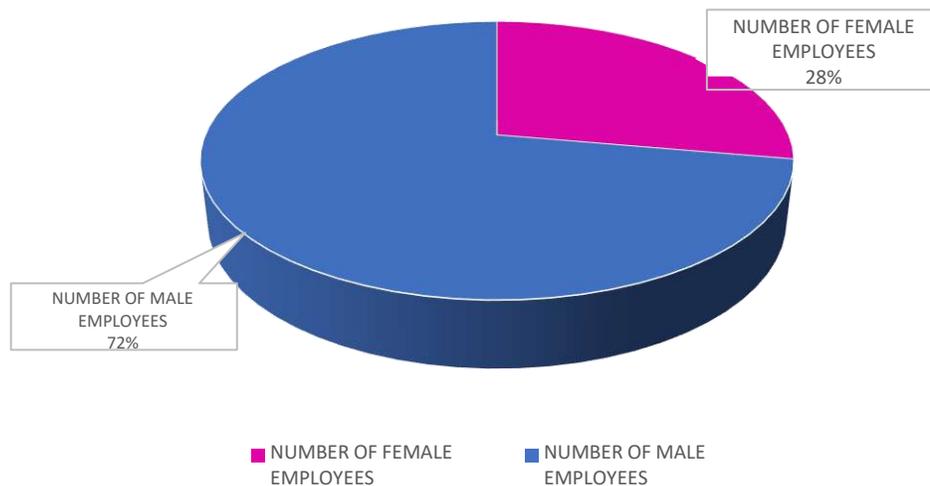


## ➤ Employee and Human Rights

Ensuring the absolute satisfaction of BHM Group employees is a matter of paramount importance. With this perspective, it is the responsibility of the management to ensure the working environment, psychology, self-motivation, performance, and all comforts in the workplace of EMPLOYEES, including some benefits provided by our company as additional rights, and their legal rights.

In the hospitality sector, we strive to maintain a balance between men and women in our workplaces to the extent possible. We do not engage in wage disparity between male and female employees, basing our approach on the principle of equal pay for equal work.

AKRA KEMER HOTEL FEMALE-MALE EMPLOYEE RATIO



VALUABLE  
WITH OUR EMPLOYEES



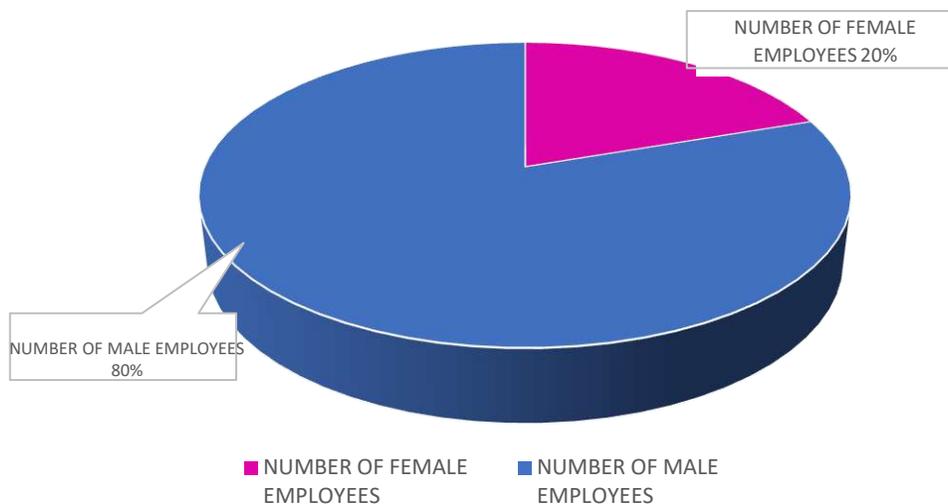
VALUABLE  
WITH OUR EMPLOYEES

## ➤ Employee and Human Rights

We ensure equal pay for equal work, without engaging in wage disparity between male and female employees. All the personal transactions of our employees are carried out by our Human Assets Directorates in accordance with the legal rules and our corporate knowledge. Our employees' personnel transactions are provided by our Human Resources Directorates in compliance with legal regulations and our corporate knowledge.

We are aware that in an environment where respect is shown to our work, people, and society, productivity increases. We believe that ensuring diversity and equality among our employees within the organization is crucial. Therefore, we encourage cultural diversity and equal opportunities.

AKRA KEMER HOTEL FEMALE-MALE MANAGER RATIO





VALUABLE  
WITH OUR  
EMPLOYEES

## EMPLOYEE SATISFACTION COMMISSION

The Employee Satisfaction Committee is a group composed of non-managerial staff from each department, ensuring a homogeneous distribution and formed on a voluntary basis to represent all departments.

On the Employee Satisfaction Commission, commission members represent employees. Feedback from employees regarding working conditions, suggestions to improve job and service quality, and ideas for motivation-enhancing activities are compiled to be presented to senior management.

In 2023, we received 6 suggestions from our employees.

### ÖNERİLER

KEMER

Öneri Metni

Öneri Kayıt No

Durum

İsim Paylaşım

Yıl

Toplam kayıt sayısı: 6  
Durumu -İncelemeye alınmış- olanlar

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**KEMER** | Kayıt zamanı: 28.9.2023 16:28:39 | Durumu: İncelemeye alınmış | Paylaşılan İsim: H.K BÖLÜMÜ:

**Öneri Kayıt No:** 5668 | **Kategori:** Misafir Memnuniyeti

**Öneri Başlığı:** Misafir yönlendirme  
**Mevcut Durum:** Yönlendirmeler eksik

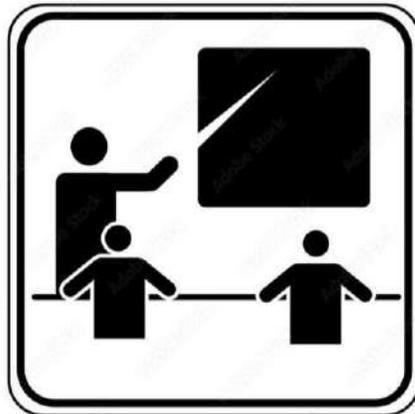
**Öneri metni:** Merhaba,misafirlerimiz restaurant,spa,courtesy room,bölmülerimizi bulmakta zorlandıklarını sürekli görüyorum,asansörlerde hangi katta oldukları yazıyor ,fakat asansörden indikten sonra,hangi yöne gideceklerini bazı misafirlerimiz bulamıyor ve zorlandıklarını görüyorum.  
**ÖNERİM:** Tüp asansörlerden B2 ye indikten sonra ,Fotoğrafçının olduğu kolona misafirlerin görebileceği şekilde yönlendirme yapıştırılmalıdır, örnek, restaurant >> << spa,doctor ofisi,courtesy room şeklinde olabilir.aynı durum B blok tarafında B2 katında asansörlerden inince de geçerlidir.önemli olan misafirlerimize en iyi hizmeti sunarak onların rahat ve huzurlu konaklamasıdır,bilgilerinize arz ederim.

## SUPPORTING DEVELOPMENT

Mastery Compensation Program allows our employees to demonstrate the knowledge, skills, and competencies they possess when applying for a job. The aim is to support career mobility as professional advancement opportunities become more accessible.

National qualifications enable individuals to achieve personal development through a wider range of flexible pathways, as they allow for the recognition of widespread informal learning.

In 2023, 76 employees from our facilities received Mastery Certificates within the scope of the Mastery Compensation Program.

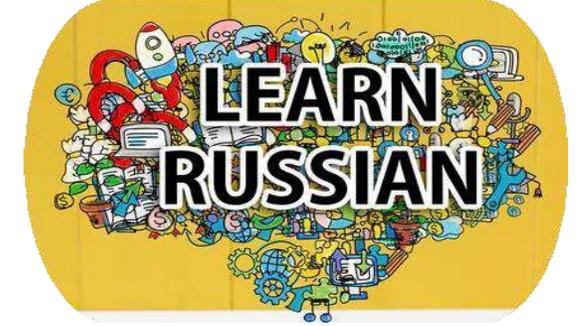


In 2023, 8 of our colleagues received education support, and 3 of our employees completed their training and graduated. 17 of our colleagues benefited from the foreign language support provided in the educational institution and 36 of our employees benefited from the foreign language support provided in our facility.

VALUABLE  
WITH OUR EMPLOYEES

## FOREIGN LANGUAGE SUPPORT

We provide language education support in German, English, and Russian from **A1** to **C2** levels, both online and in-person, for our employees.



VALUABLE  
WITH OUR EMPLOYEES

We have an online platform where our employees can access at any time during the year. Employees on this platform can participate in the employee satisfaction survey and share their feedback, complaints and suggestions with senior management or Human Assets Management.



## SOCIAL AND FRINGE BENEFITS

VALUABLE WITH OUR EMPLOYEES

Our employees with a child are gifted 1 full republic gold. 6 of our employees benefited from this support.



1 full republic gold is given to our employees who are getting married. 9 of our employees benefited from this support.



Birthday Celebration  
All employees who have a birthday are given a birthday cake for 6 people.



## SOCIAL AND FRINGE BENEFITS

VALUABLE  
WITH OUR EMPLOYEES

One Night Stay at the Facility with their Families

Additional payment to BES account

Discounts for Holidays in the Facility

Professional Training Support;

Supporting learning

Right to withdraw an advance (2 times a year)

Reward and outreach

have a good time



VALUABLE  
WITH OUR EMPLOYEES



Bowling Tournament



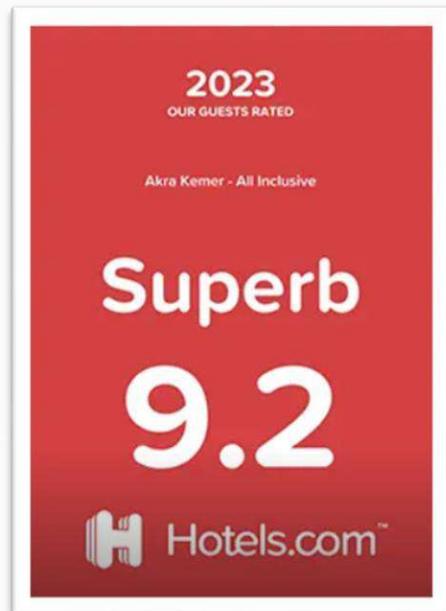
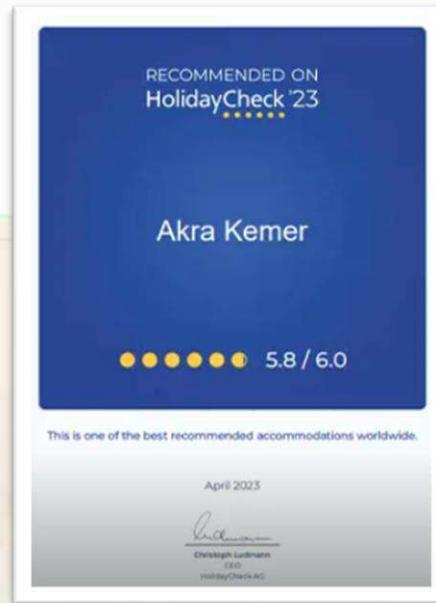
Our Seniority Awards Ceremony



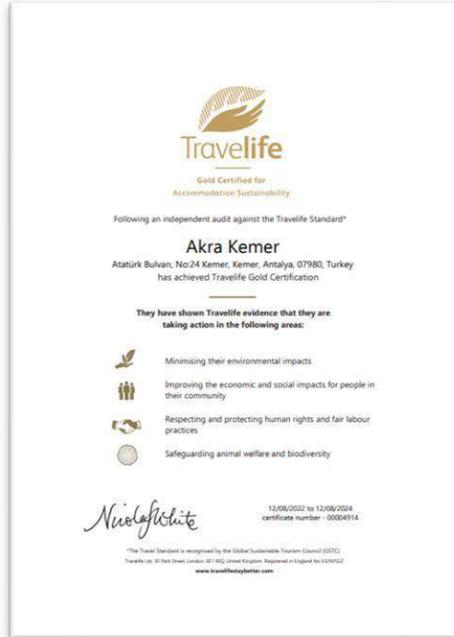
Our Motivation Activity for Women Employees



## OUR AWARDS AND CERTIFICATES



# OUR AWARDS AND CERTIFICATES



OUR AWARDS  
AND  
CERTIFICATES

