

An aerial photograph of the Akra Sorgun resort. The image shows several multi-story, modern buildings with balconies, arranged in a curved pattern. In the foreground and middle ground, there are several swimming pools of various shapes, including a large, winding pool and a smaller, rectangular pool. The pools are surrounded by lounge chairs and white umbrellas. The resort is set against a backdrop of a dense forest and distant mountains under a clear sky.

# **AKRA SORGUN SUSTAINABILITY REPORT 2024**



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### **1971**

Founded in 1971 as Barut Hotels, we have continued our journey under the name Akra Hotels since January 1, 2023. With over 50 years of experience rooted in a rich heritage, we uphold the highest standards as we express our commitment to people, nature, history, and art.

### **2014**

Operating in the tourism sector with 2,500 employees, 1,801 rooms, and a bed capacity of 4,331, Akra Hotels introduced a new concept to Antalya by entering city hotel management for the first time in 2014 with Akra Hotel and Akra V, following its earlier investments in Kemer and Sorgun.

### **2015**

Expanding its portfolio with Akra Fethiye TUI Blue Sensatori in 2015 and Akra Fethiye The Residence TUI Blue Sensatori in 2019, Akra Hotels offers a diverse range of accommodation options—including Pet Friendly, Bike Friendly, and Adults Only concepts—providing guests with an experience far beyond the ordinary holiday.

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



## HISTORY

Each year, Akra Hotels hosts signature events such as the Akra Jazz Festival, Meze Festival, Tour of Antalya, and Akra Gran Fondo biking races, along with cultural gatherings including interviews and book signings—bringing the people of Antalya together with prominent figures from the worlds of culture, art, and social life.

With over half a century of experience inherited from Barut Hotels, Akra Hotels continues to lead in city and resort hotel management across Antalya, Kemer, Side, and Fethiye, consistently aiming to stay 'above the competition' through exceptional service, innovative human resources practices, and outstanding gastronomy experiences.

Now operating independently from its sister brand Barut Hotels, Akra Hotels brings together 2 city hotels (Akra Hotel and Akra V) and 4 resort hotels (Akra Kemer, Akra Sorgun TUI Blue Sensatori, Akra Fethiye TUI Blue Sensatori, and Akra Fethiye The Residence TUI Blue Sensatori), contributing to Turkish tourism with international awards and high levels of guest satisfaction."

### **HISTORY OF AKRA SORGUN HOTELS**

AKRA SORGUN began operations in 2013 in the Manavgat district of Antalya. The facility includes 336 rooms and offers a total bed capacity of 931 within a closed area of 10,435 m<sup>2</sup>. Its total open area covers 74,188 m<sup>2</sup>, including rent-free zones, with nearly half dedicated to green space. As a seasonal property, AKRA SORGUN operates from April to November each year.



## VISION

BHM Group strives to remain an innovative and respected organization, drawing strength from its local values.

## MISSION

To create value for all stakeholders through the principle of **“Happy Employee – Happy Guest.”**

## VALUES

· Fair · Reliable · Responsive

## PRINCIPLES

In line with corporate governance standards, we uphold the principles of:

Fairness, Responsibility, Transparency, Accountability, Consistency, Participation & Inclusiveness, Effectiveness, and Efficiency.



## MESSAGE FROM MANAGEMENT



### Dear Guests, Valued Business Partners, and Teammates,

As a brand rooted in over half a century of experience in the tourism industry, **Akra Sorgun**—operating under the umbrella of **Akra Hotels**—has embraced the vision of combining exceptional service quality with comfort and a commitment to creating sustainable value.

Our journey, which began in 1971, entered a new chapter on January 1, 2023, with the launch of the Akra brand. Inspired by life itself, this transformation reflects our deep respect for nature, culture, art, and society, which we have seamlessly integrated into our service standards. Throughout this journey, we remain dedicated to exceeding guest expectations, fostering the growth and development of our employees, and protecting the environment in which we operate.

At **Akra Sorgun**, sustainability is not merely an operational necessity—it is a core element of our corporate strategy and identity. In this context, we actively contribute to the Sustainable Development Goals through a range of multidimensional initiatives, including:

- Reuse of food and textile waste,
- Support programs for animal shelters and the protection of local ecosystems,
- Pilot projects aimed at reducing plastic usage,
- Infrastructure investments focused on renewable energy sources,
- Expansion of green spaces and afforestation efforts,
- Integration of energy- and resource-efficient technologies,
- Environmental and social impact assessments guided by a responsible procurement

approach.

At Akra Sorgun, we see sustainability not only as environmental stewardship, but also as a commitment to local development, ethical business practices, the preservation of cultural heritage, and the responsibility to leave a livable world for future generations.

**We believe that creating lasting value is a duty that extends beyond the present and into the future.** For this reason, we embrace an integrated management approach that considers both business outcomes and the social and environmental impacts of our actions.

We extend our heartfelt thanks to our esteemed guests, business partners, and dedicated teammates who have joined us on this journey of transformation. Together, we look forward to sharing the inspiring outcomes of this commitment as we work toward a more sustainable and livable future.

**ERGIN SARP**

**AKRA SORGUN GENERAL MANAGER**



## INTEGRATED MANAGEMENT SYSTEM POLICY

BHM Group is committed to implementing an effective Integrated Management System across all its activities, in compliance with the requirements of ISO 9001 (Quality), ISO 22000 (Food Safety), ISO 14001 (Environment), ISO 10002 (Guest Satisfaction), ISO 45001 (Occupational Health and Safety), ISO 50001 (Energy), and Sustainability standards.

### OUR POLICY

We prioritize the satisfaction of all our employees, guests, and customers, delivering our services without compromising on quality.

#### **Our Strategic Management Approach**

At BHM Group, we embrace the core principle of complying with legal requirements, applicable standards, guest and customer expectations, and our internal regulations across all product and service processes. We are committed to effectively managing risks and opportunities, setting measurable targets, and continuously improving all our operations. To support this approach, we ensure the necessary investments and employment are in place.

In all our activities, we prioritize achieving business outcomes that create value for our stakeholders and fostering long-term partnerships through a transparent and trustworthy environment.



## Food Safety – Hygiene

By applying good manufacturing and hygiene practices under appropriate environmental conditions, all our facilities and brands are committed to producing healthy, delicious products that meet expectations while continuously improving and enhancing the effectiveness of the food safety management system.

## Employee Safety and Investing in People

BHM Group's primary goal is to be an employer that all team members are proud to be part of, by providing a fair, safe, respectful, inclusive, and equal-opportunity work environment.

We recognize our employees as our most valuable asset. To protect the health and safety of our employees and business partners, we continuously improve our processes with active employee participation and aim to prevent occupational accidents by minimizing potential risks.

We embrace a culture of informed and responsible employees at every level, supporting their development through ongoing training programs designed to enhance their knowledge and skills.

We are firmly committed to protecting human rights and ensuring equal opportunities regardless of language, religion, race, gender, sexual orientation, marital status, age, color, ancestry, national origin, disability, or any other protected characteristic.

We also prioritize local employment, support social projects that benefit local communities, and collaborate with various institutions to strengthen our social impact.

## OUR POLICY



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

We strive to cultivate a corporate culture that recognizes the vital role of sustainability in our continued existence and future.

We are committed to meeting our environmental responsibilities through sustainable resource use, climate change mitigation, and the protection of biodiversity and ecosystems.

Our core objectives include preventing environmental pollution, conserving nature by using natural resources efficiently, and reducing waste at its source through recycling or safe disposal.

We conduct our operations with respect for cultural heritage, aiming to preserve, promote, and integrate areas of spiritual significance, traditions, and values into our practices. We take pride in incorporating authentic elements of both traditional and contemporary local culture into our operations, design, and culinary offerings.

We actively collaborate with NGOs and support projects focused on protecting cultural heritage, the environment, natural habitats, endemic species, and wildlife.

Through environmentally responsible procurement, we aim to reduce our carbon and water footprint by choosing products and services that consume less energy and water and generate less waste.

### OUR POLICY



## OUR POLICY

### **Energy Efficiency and Management**

At BHM Group, we regard energy efficiency as one of the most critical pillars of sustainability.

Across all our facilities, we begin by measuring energy consumption to identify issues and uncover potential areas for savings.

We ensure long-term improvement through automation systems and resource monitoring tools. Regular maintenance, inspections, and monitoring allow us to continuously analyze and enhance energy-saving performance.

We prioritize energy efficiency in our purchasing decisions by selecting electronic products and equipment that consume less electricity.

We actively utilize renewable energy sources, develop projects to reduce overall energy consumption, and support designs aimed at improving energy performance. In all our projects, we carefully consider factors such as technological viability, investment costs, global warming impact, and greenhouse gas emissions.

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

Our guests are the foundation of our existence. Our principle is to handle guest complaints from all sources confidentially, resolve them promptly, inform guests throughout the process, and turn feedback into development opportunities by offering compensation or equivalent service when complaints are found to be valid.



## OUR POLICY

### **Supporting the Local Economy**

At BHM Group, we support regional development by sourcing products and services from local producers, women entrepreneurs, and organizations that prioritize sustainable raw materials and supply practices. We contribute to local employment by creating new business opportunities for people in the region. Our local and environmentally responsible purchasing rates are regularly monitored to ensure continued impact and improvement.

### **Abuse and Harassment of Specially Protected/Vulnerable Groups**

We believe that protecting specially protected and vulnerable groups is a shared responsibility. Ensuring their well-being and safeguarding them from all forms of physical and emotional abuse or harassment is a fundamental duty we uphold.

One of our core objectives is to enhance the quality of life for our guests and employees with disabilities by continuously improving accessibility across our facilities.



While carrying out its activities, Akra Hotels aims to foster positive relationships with surrounding communities, organizations, and natural habitats; to ensure that its socioeconomic impact benefits both the environment and local populations; and to minimize or eliminate any negative effects.

➤ **Being Environmentally Friendly**

Our primary goal is to carry out activities that contribute to the protection of the environment and cultural heritage in the regions where we operate and beyond, while effectively managing and minimizing our environmental impact.

➤ **Supporting the People of the Region**

We prioritize hiring staff from local communities. By doing so, we contribute to the local economy through the multiplier effect and help prevent regional migration by offering employment opportunities within the community.

➤ **Sustainable Tourism**

Our sustainability efforts focus on meeting the needs of our guests and local communities with a long-term perspective—preserving natural resources and wildlife, conserving energy and water, and enhancing overall quality of life.

➤ **Creating Opportunities**

We offer internship opportunities for tourism students to gain hands-on experience, support our employees with training and career development programs, and aim to promote from within—growing together by investing in our people.

## LEGISLATION

The activities of our facility are carried out in accordance with the Waste Management Regulation, Packaging Waste Control Regulation, Water Pollution Control Regulation, Technical Procedures Communiqué, Environmental Permit License Regulation, Environmental Impact Assessment Regulation, Industrial Air Pollution Control Regulation, Vegetable Waste Control Regulation, Medical Waste Control Regulation, Environmental Noise Assessment Regulation, Zero Waste Regulation, and the Regulations on Soil Pollution Control and Point Source Contaminated Sites. Accordingly, all required documents, permits, and licenses have been obtained, and sampling activities are ongoing as part of continuous environmental monitoring.

### ISO 14001:2015

To systematically manage practices such as environmental purchasing policies, recycling, and energy, water, and waste management, Akra Sorgun has documented its approach through the ISO 14001 : 2015 Environmental Management System certification and operates in accordance with the requirements of the standard.



## TRAVELIFE



Akra Sorgun is a member of TRAVELIFE, a sustainability certification program that recognizes and encourages businesses that demonstrate high standards in corporate and social responsibility toward their employees and the local community, as well as in areas such as environmental purchasing policies, recycling, and energy, water, and waste management. Akra Sorgun has been a member of TRAVELIFE since 2013 and holds the TRAVELIFE Gold certification.

## GREENKEY

Our company conducts its environmental activities in line with both local and international standards and has been a member of Green Key—an internationally recognized environmental award program—since 2015.

## BLUE FLAG

Akra Sorgun has been a Blue Flag member since 2014, having implemented beach area activities in line with established criteria to certify and reinforce its commitment to environmental sustainability.



## 2024 SUSTAINABLE TOURISM

The Republic of Türkiye aims to utilize its tourism resources—comprising natural, cultural, and social assets—in a sustainable manner by maintaining a balance between conservation and use, ensuring their development without jeopardizing their integrity, and enhancing their recognition on an international scale. To achieve this, national sustainable tourism standards are being developed and implemented through strong collaboration with stakeholders both domestically and internationally.

🌍 At Akra Sorgun Hotel, we operate with a strong sense of environmental responsibility and aim to manage water, electricity, energy, chemical use, and solid waste in cooperation with our guests. To minimize potential harm to natural resources and the environment, we take proactive measures aligned with the principles of sustainable tourism, working collaboratively with our guests, employees, local communities, and all stakeholders.

🌍 In this context, we continuously improve our practices to reduce the consumption of natural resources, minimize harm to soil, water, and air, and enhance overall environmental sustainability. We take pride in sharing these efforts with you, our valued guests.

🌍 Together, we will continue on this path toward a more sustainable future.



WHAT WE DO

## 2024 BIKE-FRIENDLY HOTEL

Akra Sorgun, committed to preserving the natural beauty and historical heritage of Sorgun and Side, has pursued sustainable living practices since its establishment. With its Bike Friendly Accommodation Facility Certificate, the hotel aims to expand its environmentally conscious and sustainable hospitality policies while working to protect Antalya's history, natural environment, and cultural fabric for future generations. In response to the global climate crisis, Akra Sorgun continues to revise its consumption and service policies and take proactive steps to reduce its carbon footprint.

As of 2024, the hotel has officially incorporated Bike Friendly Hotel services into its operations, reinforcing its dedication to sustainability.

These services also cater to athlete guests participating in the Tour of Antalya and Akra Gran Fondo—two of the region's most prominent biking events sponsored by Akra Hotels.

Akra Sorgun offers a premium biking holiday experience in the Sorgun region, featuring amenities such as private bike parking, a maintenance and repair area, expert guidance on biking routes, specialized nutrition menus, 24-hour laundry access, and up-to-date weather and road information.



WHAT WE DO



## **Respect for Nature Is Where Global Respect Begins...**

At Akra Sorgun Hotel, we strive to manage the use of water, electricity, energy, chemicals, and solid waste efficiently—without compromising guest satisfaction. Minimizing negative impacts on the environment and natural resources remains one of our top priorities, in line with the principles of sustainable tourism.

Through the implementation of environmental measures and regularly updated practices, we have reduced the consumption of natural resources, minimized harm to soil, water, and air, and, where possible, worked toward their complete elimination.

Fully aware of our responsibility to the planet, we remain committed to taking environmentally respectful actions and developing innovative solutions for a sustainable future.

**OUR  
ENVIRONMENTAL  
APPROACH**



# WASTE MANAGEMENT

## RECYCLABLE WASTE

### **Waste Management at Akra Hotels: A Responsible Approach to the Future**

Waste management is a comprehensive process that begins with reducing waste at its source and includes sorting by type, collection, storage, recovery, transportation, disposal, and post-disposal control activities.

At Akra Hotels, our primary goal through the Waste Management System is to minimize waste generation, manage existing waste with minimal environmental impact, and ensure the recycling of all recyclable materials.

To support this effort, we engage our valued guests by distributing brochures that promote environmental awareness and by sharing information notes encouraging their participation. Through this collaboration, we continue to uphold and advance our shared commitment to sustainability principles.



## TRAINING AND AWARENESS IN ENVIRONMENTAL RESPONSIBILITY

At Akra Hotels, in line with our vision of environmental sustainability, all staff members receive regular training and information on the importance of proper waste separation. This ensures that the waste separation process is effectively monitored by the relevant departments and continuously audited for compliance and improvement.

## WASTE MANAGEMENT

Çocuklarımıza daha güzel bir dünya bırakmak için, atık kızartma yağlarımızı, ambalaj ve elektronik atıklarımızı çöpe atmıyoruz, topluyoruz.

Atık kızartma yağlarını toprağa, çöpe ve suya dökmeyin!

Kızartma yağları, ölçüm cihazı ile ölçülmeli ve 24 tpm değerini geçen kızartma yağları ayrılarak atık odasındaki özel bidonlarında saklanmalıdır.

**GERİ DÖNÜŞÜM MUHTEŞEM OLACAK!**



### ÜRÜNLERİN DOĞADA YOK OLUŞ SÜRELERİ

CAM ŞİŞE 4000 yıl	ÇİKLET 5 yıl	KUTU KOLA 10 yıl	PET ŞİŞE 400 yıl	SİĞARA FİLTRESİ 2 yıl	PLASTİK MALZEME 1000 yıl
PLASTİK ÇAKIRAK 100 yıl	KAĞIT, GAZETE 3 ay	ALÜMİNYUM 100 yıl	TELEFON KARTI 1000 yıl	POLİURETAN 1000 yıl	PLASTİK TABAK 500 yıl

atıklarımızı doğaya terk etmeyelim, ulusal ekonomiye kazandıralım...



**Kullandıktan Sonra Attığımız Bazı Şeyler ÇÖP DEĞİLDİR!**

Geri Kazanımın 7 Yararı:

- ❖ Ekonomimize katkıdır.
- ❖ Doğal kaynaklarımızı korumaktır.
- ❖ Enerji kaynaklarımızı korumaktır.
- ❖ Sosyal birliklilik oluşturmaktır.
- ❖ İş istihdam oluşturmaktır.
- ❖ Ülkemizin ekonomisine katkıdır.
- ❖ Çocuklarımızı güzel bir bahçe bırakmaktır.

### Kaynağında Ayrı Toplama



<b>KAÇIT</b> Dünya çapında her yıl 1.5 Trilyon ton kağıt tüketilir. Kağıt, doğanın en değerli kaynaklarından biridir. Kağıt, su ve enerji tüketerek üretilir. Kağıt atıkları, doğayı kirletir ve su kirliliğine neden olur. Kağıt atıklarını geri kazanarak, su ve enerji tasarrufu sağlanır ve çevre kirliliği azalır.	<b>METAL</b> Her yıl dünya çapında yaklaşık 1.5 milyar ton metal üretilir. Metal atıkları, doğayı kirletir ve su kirliliğine neden olur. Metal atıklarını geri kazanarak, su ve enerji tasarrufu sağlanır ve çevre kirliliği azalır.	<b>PLASTİK</b> Her yıl dünya çapında yaklaşık 300 milyon ton plastik üretilir. Plastik atıkları, doğayı kirletir ve su kirliliğine neden olur. Plastik atıklarını geri kazanarak, su ve enerji tasarrufu sağlanır ve çevre kirliliği azalır.	<b>CAM</b> Her yıl dünya çapında yaklaşık 100 milyon ton cam üretilir. Cam atıkları, doğayı kirletir ve su kirliliğine neden olur. Cam atıklarını geri kazanarak, su ve enerji tasarrufu sağlanır ve çevre kirliliği azalır.
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## EMPLOYEE TRAININGS

### WASTE MANAGEMENT



Aware of its responsibilities in the areas of environmental protection, sustainability, and waste management, our company provides regular training to employees on these topics. To further raise awareness, informative posters promoting environmental sensitivity are displayed throughout all work areas.





A sufficient number of waste bins are placed throughout the facility to enable our guests to separate and dispose of their waste properly. We collaborate with authorized companies to ensure the recycling of separated waste, and the entire process is carefully monitored.

To support this effort, separate bins for each waste type are provided in every department, and employees are regularly reminded of the importance of proper waste separation and recycling.

## WASTE MANAGEMENT



## VALORIZATION OF FOOD WASTE



In line with the principles of waste prevention and environmental sustainability, leftover bread is responsibly managed by our staff, who often take personal initiative to use it for feeding stray animals.

Food scraps collected in accordance with our commitment to social responsibility and sustainability are also directed toward meeting the nutritional needs of our animal friends at the Manavgat Municipality Animal Shelter. In **2024** alone, a total of **2,516 kg** of food waste was delivered to the shelter within an eight-month period.



WASTE  
MANAGEMENT



## OUR EFFORTS TO REDUCE WASTE

### Purified Water Dispensers

To reduce the use of plastic bottles, as well as plastic and cardboard cups at the source, we have introduced glass cups alongside purified water dispensers in the staff cafeteria, main restaurant, bars, and all à la carte restaurants within our facility. Additionally, water is served to our guests in glass carafes, supporting our commitment to sustainability and waste reduction.



## WASTE MANAGEMENT



### Foam Soap

In line with our environmental responsibilities and efforts to reduce contaminated packaging waste, foam soap systems with automatic dispensers have been installed in all public restrooms throughout our facility. This practice not only enhances hygiene standards but also helps prevent waste generated from single-use packaging.



## OUR EFFORTS TO REDUCE WASTE



By prioritizing mass consumption products over single-use items in our presentations, we contribute to reducing both packaging waste and food waste. This approach enables us to implement responsible consumption practices that align with and support our sustainability goals.



## WASTE MANAGEMENT

## OUR EFFORTS TO REDUCE WASTE



As part of our Take Away services, we prioritize environmentally friendly alternatives over non-recyclable foam and plastic materials by using biodegradable packaging and plates made from sugar cane. This practice helps minimize environmental impact and supports sustainable consumption.

In our facility, the use of plastic straws has been discontinued to support environmental sustainability, with paper straws offered only upon guest request. This practice not only reduces waste but also promotes environmentally conscious consumption habits.



WASTE  
MANAGEMENT

## OUR EFFORTS TO REDUCE WASTE



Prioritizing guest satisfaction and environmental awareness, we choose amenities with vegan ingredients and biodegradable packaging for our guest rooms. Additionally, environmentally friendly soy-based ink is used on all packaging materials. Through this practice, we support both sustainability and the promotion of a healthy lifestyle.

## WASTE MANAGEMENT

To reduce chemical consumption and contaminated packaging waste, we prioritize the use of environmentally friendly concentrated chemical products in our cleaning processes. This approach supports the conservation of natural resources while enhancing efficiency in waste management.



To support environmental sustainability and promote the use of natural resources, we offer our guests beach bags made of 100% raw cloth, free from dyes and chemicals. This practice not only demonstrates our commitment to environmental awareness but also encourages healthy lifestyle choices.

## ENVIRONMENTALLY-FRIENDLY ROOM AMENITIES

### WASTE MANAGEMENT



In our facility, stone paper is used for the outer packaging of amenities, reflecting our commitment to environmentally responsible practices. Stone paper is produced without the use of wood pulp or water and generates no wastewater, emissions, or residual waste during manufacturing. It is an environmentally-friendly material that is waterproof, moisture-resistant, antibacterial, tear-resistant, and recyclable.

We also provide laundry bags made from sustainable fabrics. Additionally, guest amenities such as toothbrushes, shoehorns, and combs are made from starch-based, biodegradable, and environmentally friendly materials.

## MANAGEMENT OF VEGETABLE WASTE OILS



To minimize the environmental impact of vegetable waste oils, our employees receive regular training and ongoing reminders to raise awareness on the issue. They are also encouraged to bring their household vegetable waste oils to the facility for proper disposal.

All vegetable waste oils collected on-site are handled in compliance with applicable regulations—stored under appropriate conditions, delivered to licensed companies, and the entire process is carefully recorded and monitored.

Additionally, daily inspections of the facility's oil traps are diligently conducted, and periodic cleanings are carried out without interruption.

WASTE  
MANAGEMENT



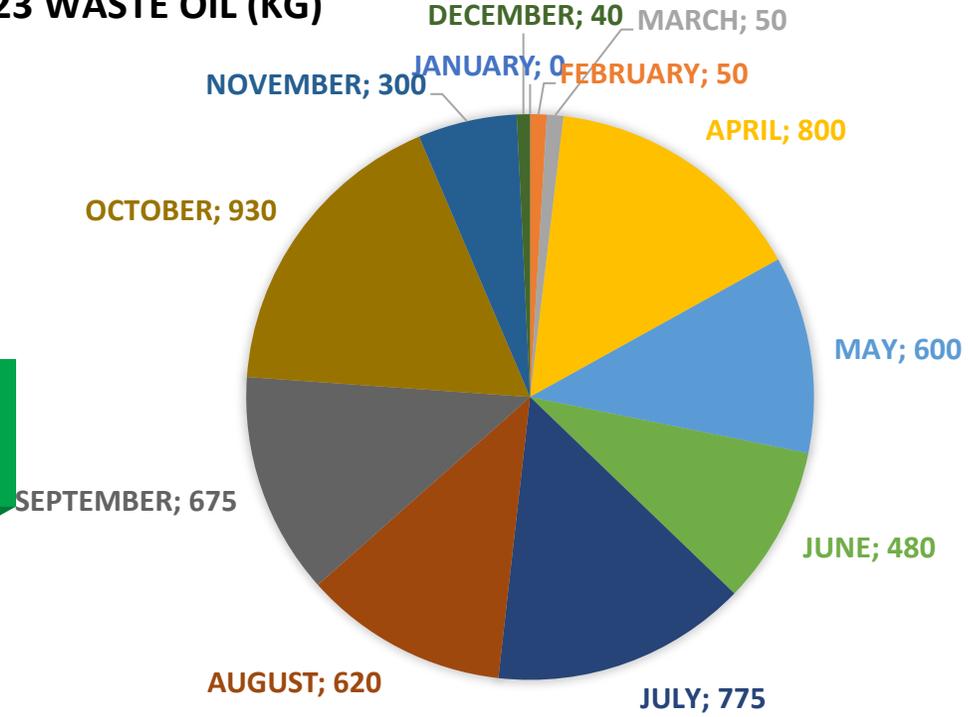
**At Akra Sorgun, a total of 5,625 liters of vegetable waste oil was delivered to a licensed company for biodiesel fuel production in 2024.**

**From this amount, approximately 4.76 tons of biodiesel were produced, contributing to sustainable energy efforts.**



**WASTE  
MANAGEMENT**

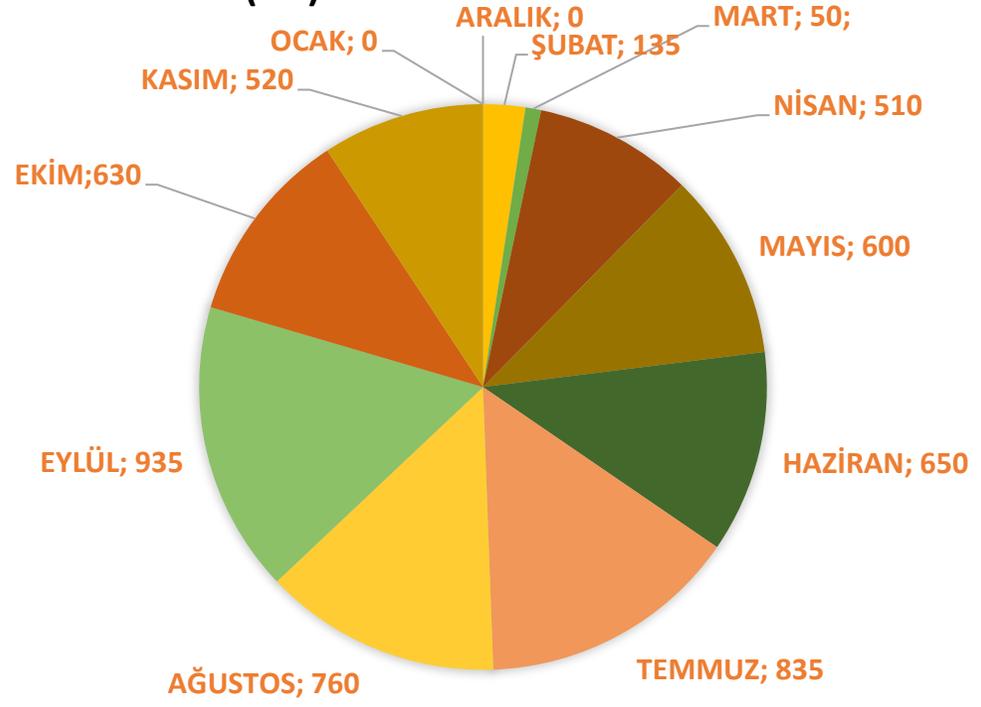
**2023 WASTE OIL (KG)**



**Total: 5320 kg**

Overnight stay 2023:  
163113

**2024 WASTE OIL(KG)**



**Total: 5625 kg**

Overnight stay 2024:  
180727

At Akra Sorgun, we are proud to share our recycling achievements for **2024**.



Approximately **31 tons** of paper and cardboard waste were recycled in 2024

**Our Gains for 2024**

- ✓ 527 trees were saved from being cut down.
- ✓ 124,000 kWh of electricity was conserved
- ✓ 108,500 liters of water were saved.
- ✓ 8,370 liters of oil were preserved.
- ✓ 75 m<sup>3</sup> of landfill storage space was spared.



Approximately **2.7 tons** of metal waste were recovered in 2024.

**Our Gains for 2024**

- ✓ 34,290 kWh of electricity was conserved
- ✓ 5.4 tons of raw material use were prevented.
- ✓ 4 tons of greenhouse gas emissions were avoided.
- ✓ 2,300 liters of oil were preserved.
- ✓ 7.5 m<sup>3</sup> of landfill storage space was spared.



Approximately **63 tons** of glass waste were recovered.

**Our Gains for 2024**

- ✓ 47 tons of raw materials (such as sand, soda, and limestone) were saved.
- ✓ 18,900 kWh of energy was conserved.
- ✓ 6,300 kg less carbon dioxide (CO<sub>2</sub>) was emitted.
- ✓ 126 m<sup>3</sup> of landfill storage space was preserved.
- ✓ The depletion of natural resources was slowed, as glass is 100%



Approximately **24.6 tons** of plastic waste were recovered.

**Our Gains for 2024**

- ✓ 36,900 liters of oil were saved.
- ✓ 61,500 kWh of energy was conserved.
- ✓ 61.5 tons of greenhouse gas (CO<sub>2</sub>) emissions were prevented.
- ✓ 147.6 m<sup>3</sup> of landfill storage space was preserved.
- ✓ Waste that would take centuries to decompose is recycled back into the economy.

**WASTE MANAGEMENT**

## HAZARDOUS WASTE

To ensure the safe disposal of hazardous waste generated in our hotels, we collect such waste from each department under proper conditions in designated hazardous waste rooms, label it accordingly, and deliver it to licensed companies for disposal or recovery in compliance with legal regulations.

In **2024**, a total of **9,083 kg** of hazardous waste from Akra Sorgun Hotel was delivered to licensed companies. We also promote awareness by training our employees on proper hazardous waste management while ensuring all waste is collected and handled responsibly.

To support environmental sustainability, waste battery collection boxes have been placed at various locations throughout our facility. To raise environmental awareness among our employees and encourage their individual contributions, regular reminders are provided during orientation training to bring used batteries from home to the facility.

In **2024**, a total of **40 kg of waste batteries** were collected and delivered to authorized institutions for safe and environmentally responsible disposal.



## CHEMICAL USAGE

Chemical substances, while essential for various daily and operational needs, can pose significant risks to human health and the environment if not used responsibly. In our facilities, the use of chemicals—particularly in maintenance, repair, and cleaning activities—is necessary to a certain extent.

Aligned with our sustainable environmental policy, our cleaning operations aim not only to maintain hygienic conditions but also to minimize environmental impact. In this context, it is crucial to choose environmentally friendly cleaning products and to use them in proper dosages and with economic efficiency. By maintaining this awareness, we work to minimize the overall environmental impact of chemical use.

A top priority is ensuring that all chemical products are stored in clearly labeled, safe packaging that complies with relevant legislation. Material Safety Data Sheets (SDS) for all chemicals are provided in full, and every stage—from procurement to usage—is carefully monitored. Employees responsible for handling chemicals receive comprehensive training based on SDS guidelines, including correct usage, personal protective equipment requirements, and emergency response procedures for chemical spills.





## CHEMICAL USAGE

Chemical storage areas in our facilities are designed with all necessary precautions to prevent leaks, spills, and similar incidents, minimizing potential environmental risks. The storage process strictly adheres to the product type, manufacturer's technical guidelines, and relevant legal regulations. As part of our commitment to environmental awareness and emergency preparedness, employees receive regular training on "Environmental Accidents and Intervention Methods," supported by practical drills.

To ensure the safe disposal of end-of-life chemicals, we collaborate with authorized and licensed companies and closely monitor all waste management processes. Chemical usage is periodically reviewed, and training sessions are held to raise awareness among staff, helping to prevent both waste and misuse. To further reduce environmental impact, we prioritize the use of concentrated chemical products whenever possible.

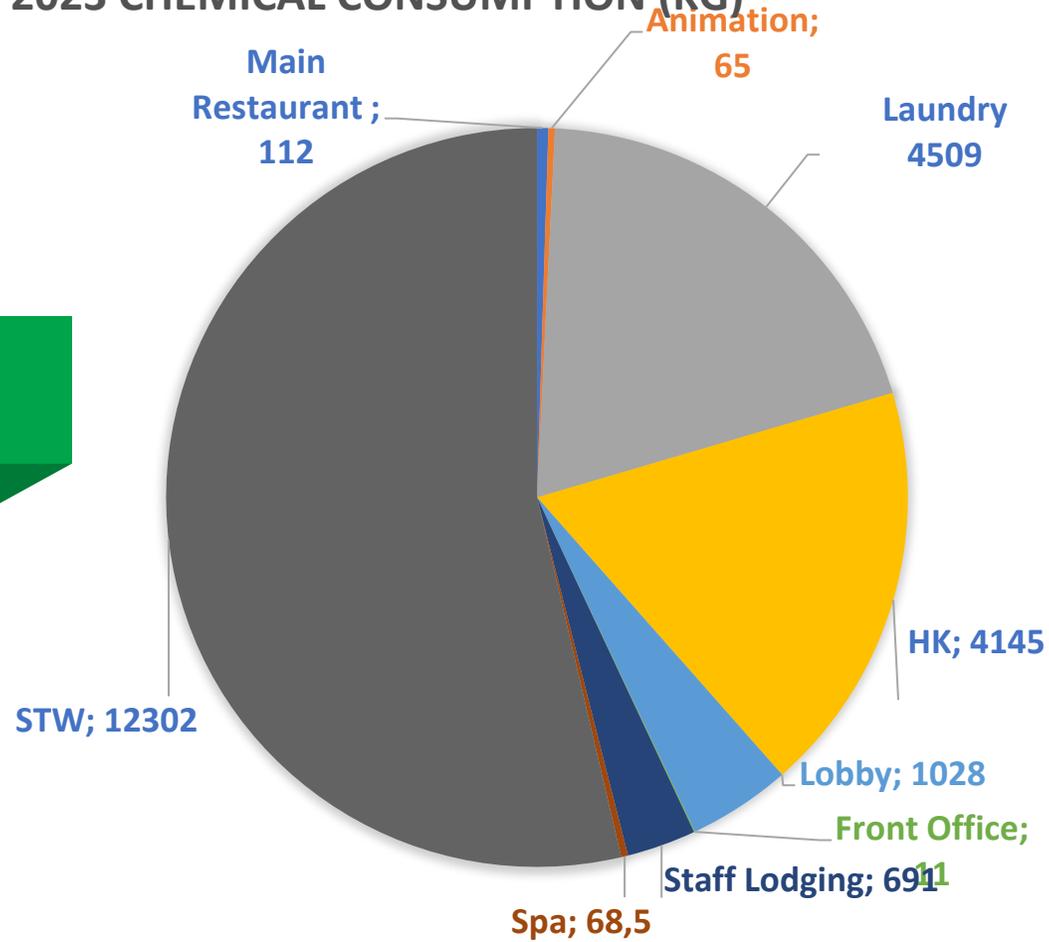
Our swimming pools are equipped with automatic dosing systems, which maintain hygiene standards while minimizing chemical use.

Additionally, we require our pest control service providers to use products that are safe for human health and the environment, and we promote sustainability by prioritizing eco-friendly methods such as fly catchers and adhesive traps.

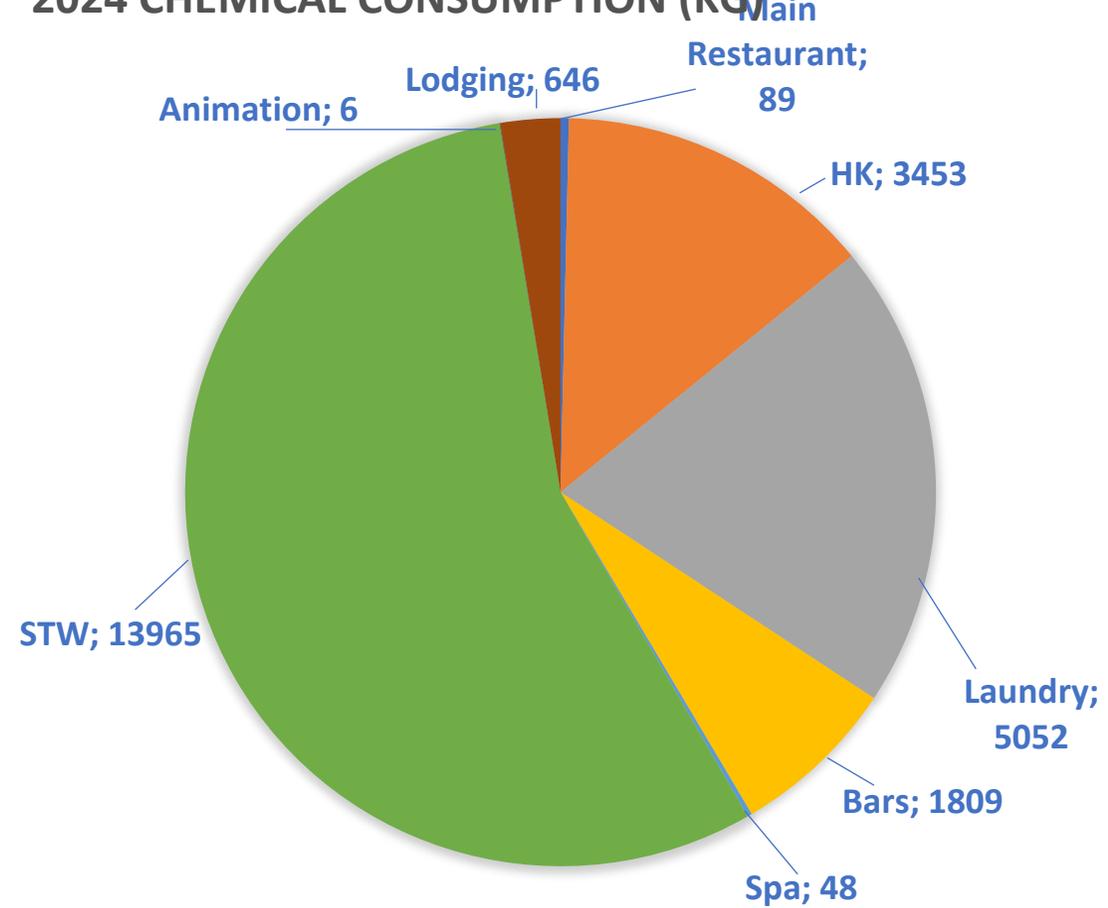




## 2023 CHEMICAL CONSUMPTION (KG)



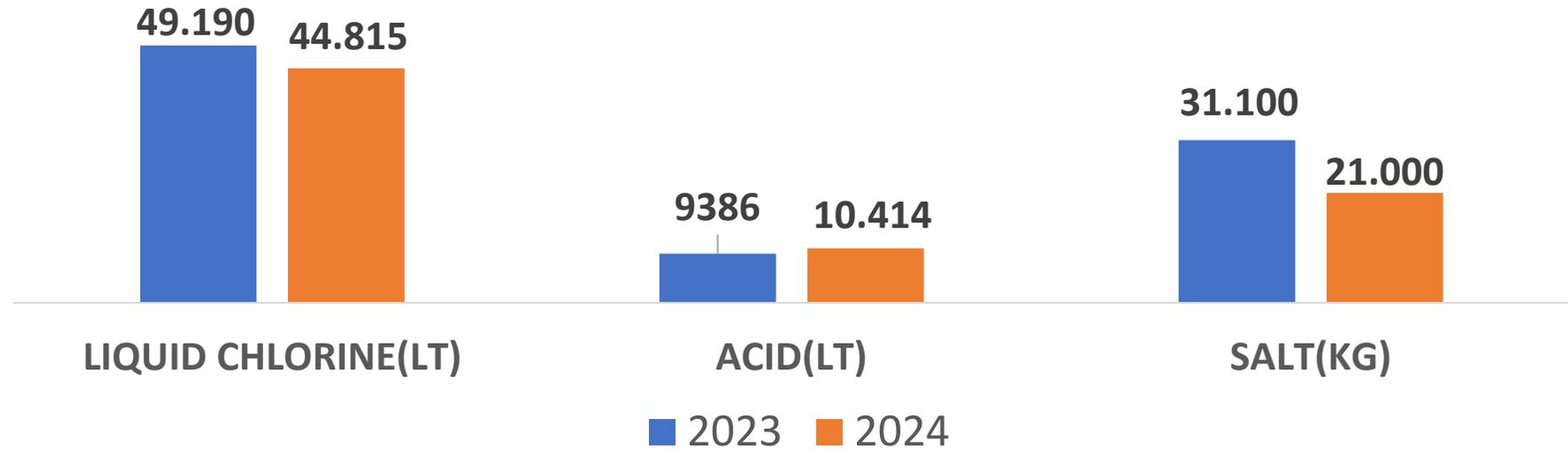
## 2024 CHEMICAL CONSUMPTION (KG)



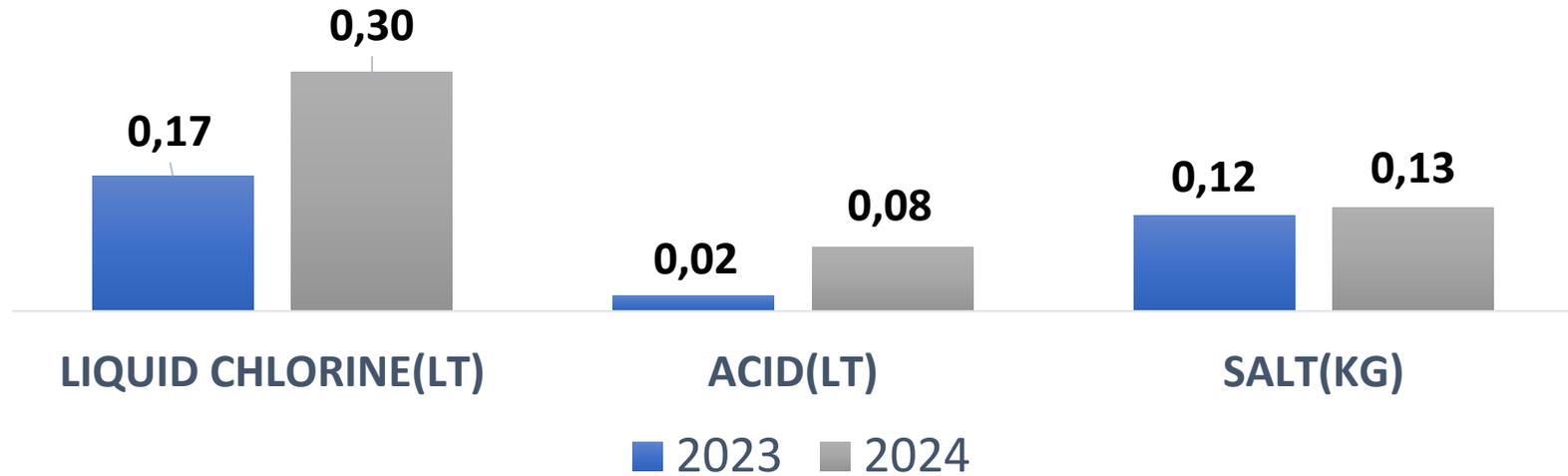
CHEMICAL USAGE

# POOL CHEMICALS CONSUMPTION

## Amount of Use by Year

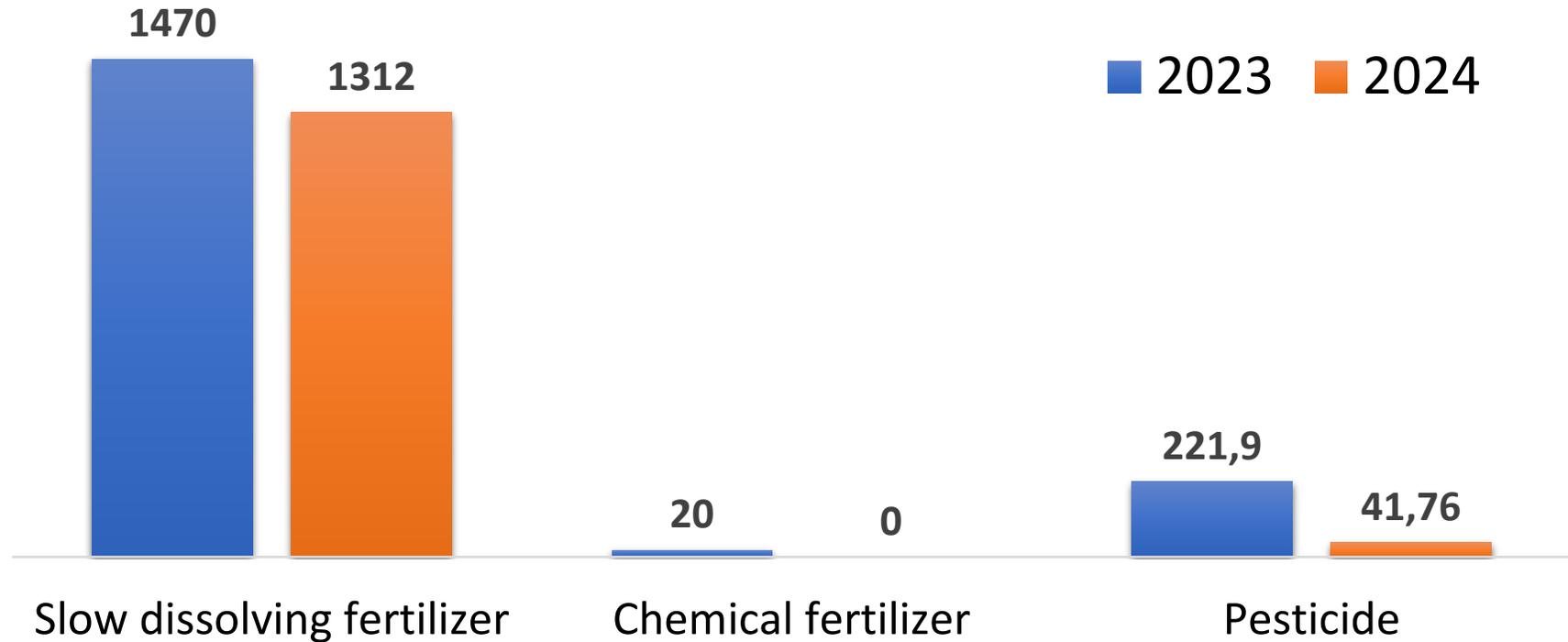


## Consumption per capita



CHEMICAL  
USAGE

## AGRICULTURAL PESTICIDE AND FERTILIZER USE (KG)



In 2024, no agricultural fertilizers were used.

**AGRICULTURAL FERTILIZERS:** These are fast-acting but not long-lasting. Their short-term effectiveness leads to the need for more frequent applications, increasing overall usage.

**SLOW DISSOLVING FERTILIZERS:** These fertilizers release nutrients gradually after being absorbed into the soil, providing longer-lasting effects. As a result, they require lower quantities and reduce the frequency of application.

AGRICULTURAL  
PESTICIDE AND  
FERTILIZER USE



## ENERGY MANAGEMENT

Ensuring energy efficiency is one of the most critical steps we take toward achieving our sustainability goals. To support this, we begin by thoroughly measuring our current energy consumption, carefully analyzing potential areas for improvement, and identifying specific applications that can deliver measurable energy savings.

Throughout the facility, priority is given to selecting equipment and systems with low energy consumption. To maintain long-term performance and efficiency, we utilize advanced automation systems and monitoring technologies that support continuous energy management. Our energy use is further optimized through regular maintenance, constant monitoring, and data-driven management practices that promote sustainable savings.

In line with this vision, the **ISO 50001 Energy Management System** was successfully implemented in our facility in 2023. This system enables the continuous improvement of our energy performance while advancing our goals to reduce environmental impact.





At Akra Sorgun, we aim to control the use of electricity, energy, chemicals, and solid waste, striving to minimize

Through the measures implemented in line with sustainable tourism principles, Akra Sorgun has successfully re

## ENERGY MANAGEMENT

-  Heat pumps have been introduced as an alternative to solar panels, contributing to gas savings, even if part
-  Pool temperature values are actively monitored to prevent overheating and reduce unnecessary gas consum
-  The operating hours of cooling units across building blocks are optimized based on actual need, resulting in
-  Approximately 95% of our lighting systems use Compact Fluorescent or LED bulbs for greater energy efficie
-  Double-glazed windows are installed in both rooms and common areas to enhance thermal insulation.
-  All minibars and televisions in guest rooms are selected for their low energy consumption features.



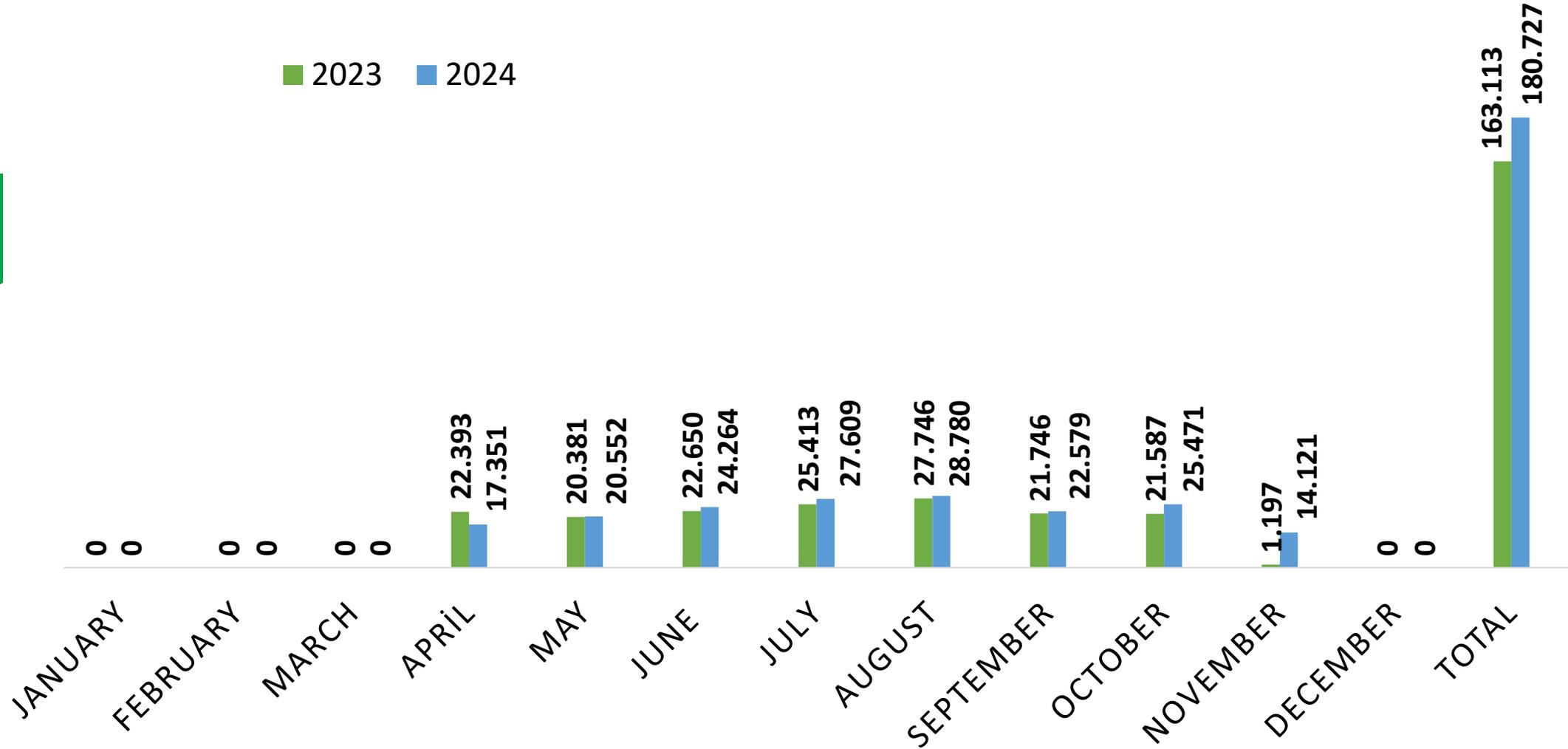
## ENERGY MANAGEMENT

- Minibars in guest rooms are positioned away from direct sunlight to prevent unnecessary heating and improve energy efficiency.
- Low-energy (A+) devices are used in cooling units, helping to reduce our carbon footprint.
- A central UPS system has been implemented to reduce battery usage.
- Seals and gaskets of cold storage units, freezers, ice machines, and ovens are regularly inspected to maintain energy efficiency.
- Convectional cookers are preferred over traditional models to enhance energy savings during food preparation.
- Electricity consumption is reduced through the use of frequency inverters in heating system pumps, boosters, and fans.
- With the implementation of a smart room automation system, we have achieved minimal energy use with motion and presence sensors installed in guest rooms.
- Motion and presence sensors installed in guest rooms contribute significantly to energy savings. Motion sensors detect movement and keep the lighting and air conditioning systems active for a preset duration. Presence sensors, on the other hand, assess ambient lighting after initial activation and automatically switch off the lights when no movement is detected.



# AKRA SORGUN 2023-2024 OVERNIGHT STAY DATA

ENERGY  
MANAGEMENT



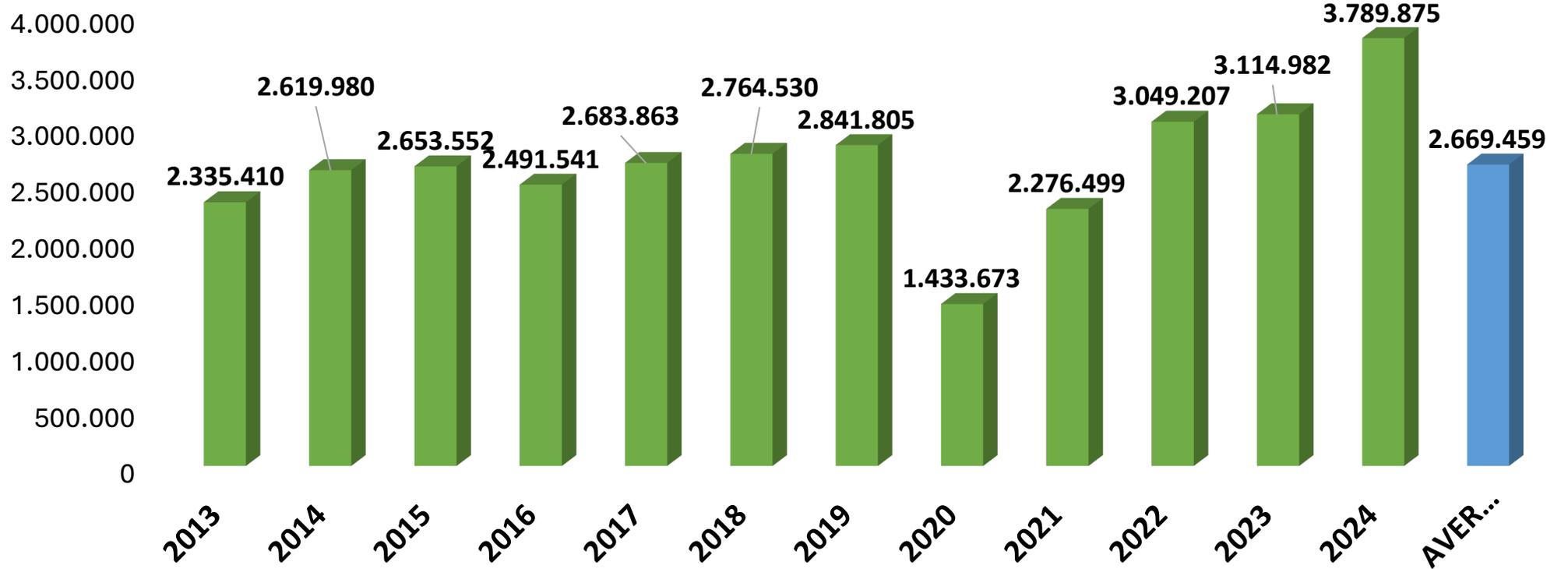


## AKRA SORGUN ELECTRICITY CONSUMPTION DATA

Between 2021 and 2023, a rapid recovery led to a sharp rise in consumption, peaking in 2023. This increase can be attributed to the post-pandemic tourism boom, a growing customer base, and an expanded range of services. Additionally, shifts in energy consumption habits—such as increased cleaning, ventilation, and heating/cooling—have played a significant role in this upward trend.

ENERGY  
MANAGEMENT

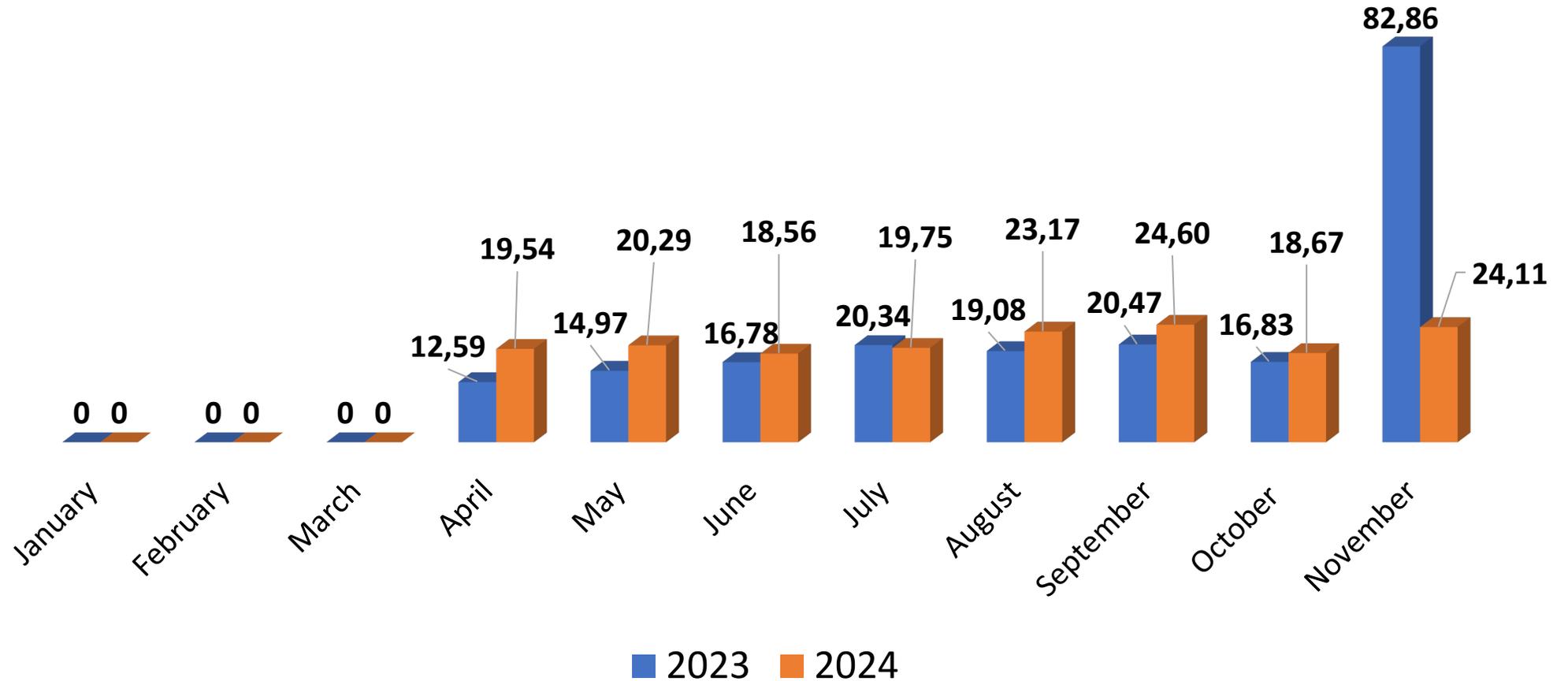
### Electricity Consumption by Year (kWh)





## 2023 - 2024 ELECTRICITY CONSUMPTION DATA PER CAPITA (kWh)

ENERGY  
MANAGEMENT

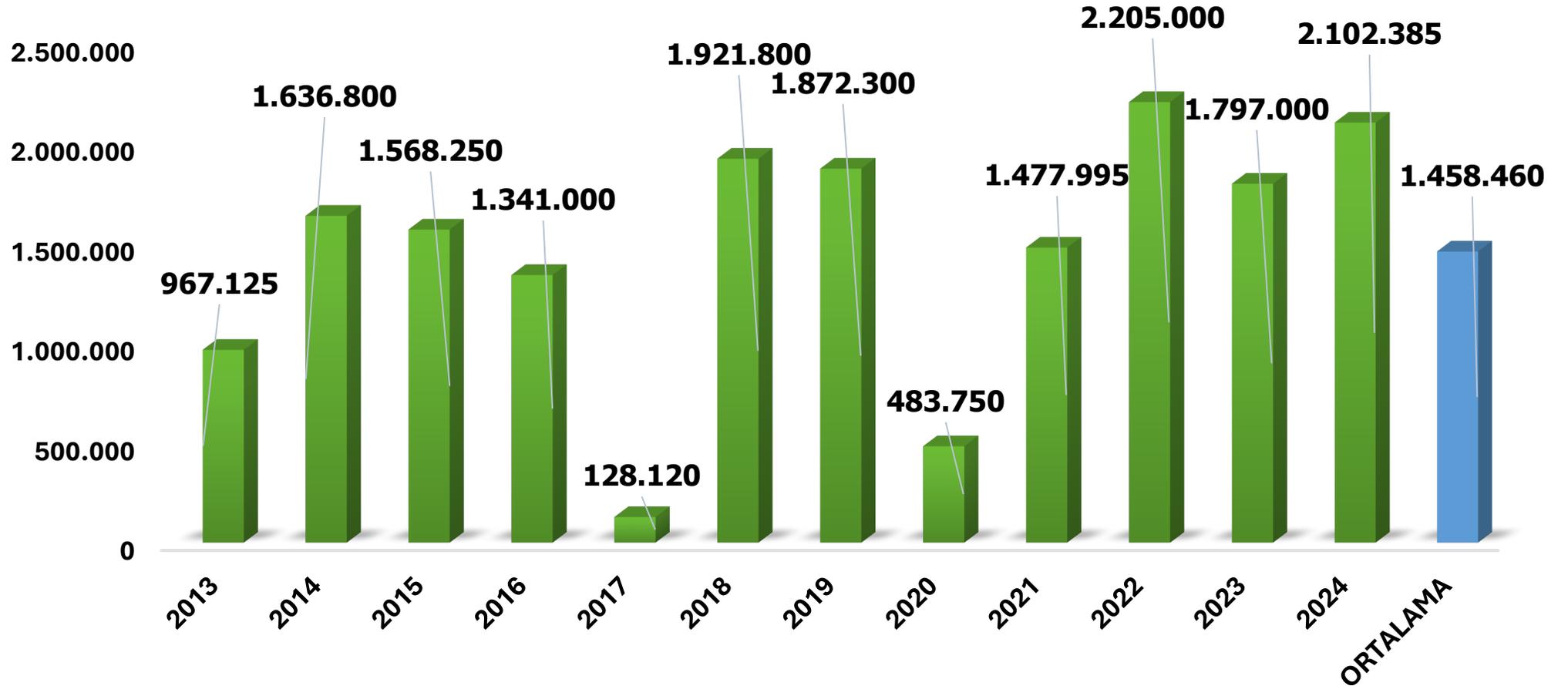




## AKRA SORGUN LNG CONSUMPTION DATA

Between 2019 and 2022, LNG consumption remained lower due to a reduced number of guests during the pandemic period. Following 2022, per capita consumption decreased as a result of the energy-saving measures implemented.

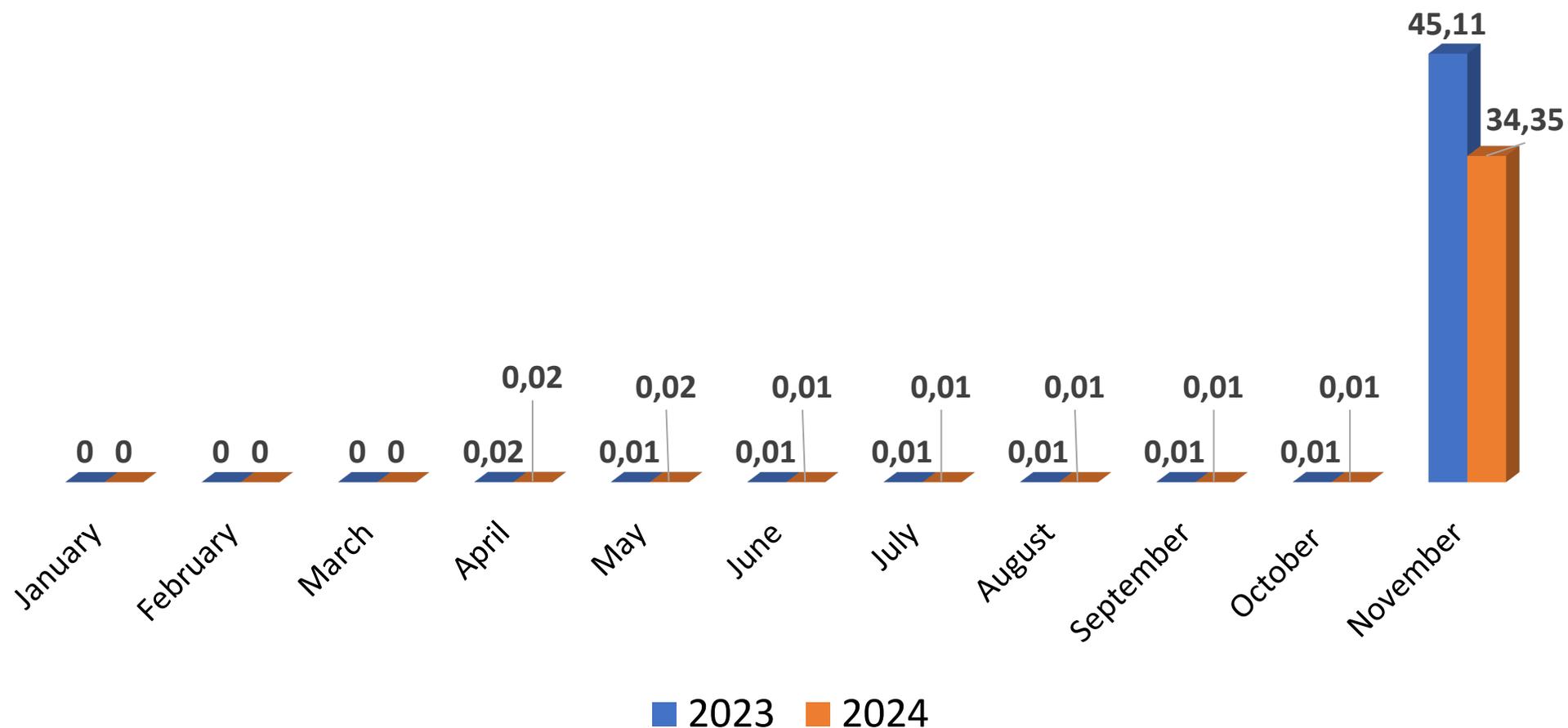
### LNG Consumption by Year (Kwh)



ENERGY  
MANAGEMENT

## 2023 - 2024 LNG CONSUMPTION DATA PER CAPITA (kWh)

ENERGY  
MANAGEMENT

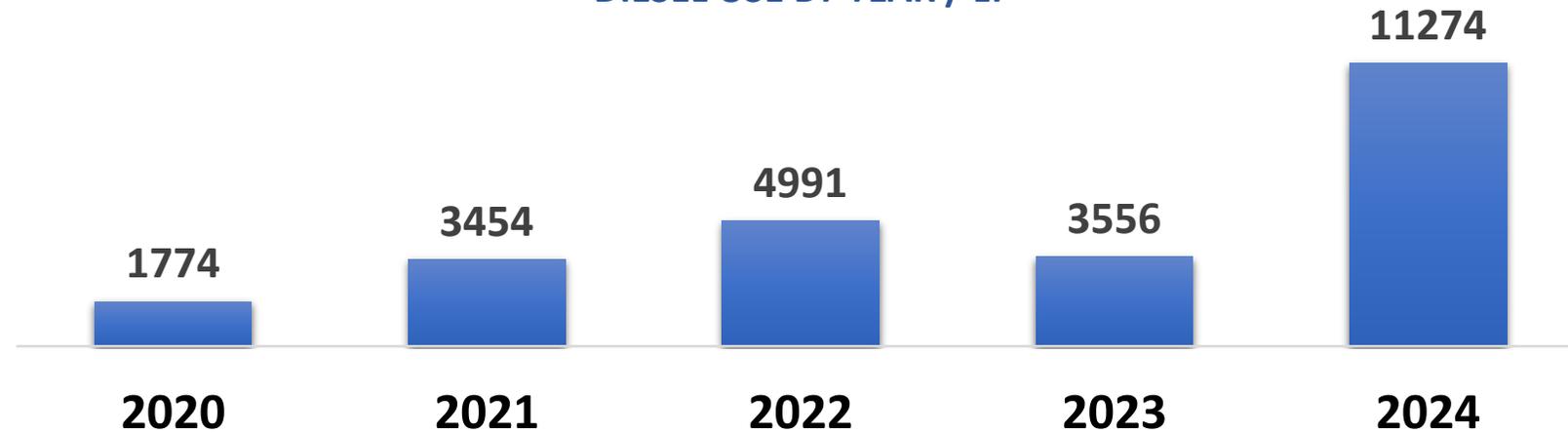




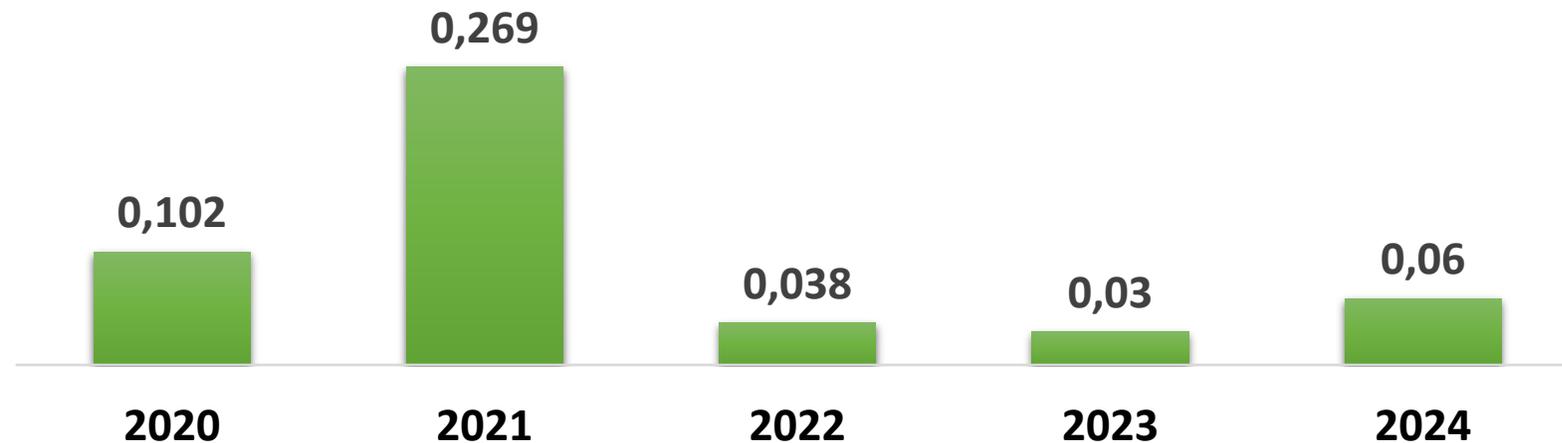
## AKRA SORGUN DIESEL CONSUMPTION DATA

Not used except for power outages. However, in 2024, usage increased due to a transformer failure and frequent power interruptions.

DIESEL USE BY YEAR / LT



DIESEL / LT PER CAPITA



## SOLAR POWER PLANT (SPP) PROJECT

At Akra Hotels, our investment in the Solar Power Plant (SPP) project reflects not only our commitment to environmental responsibility but also our dedication to leaving a more livable world for society and future generations. This initiative is part of a forward-looking vision that addresses the needs of both today and tomorrow.

Implementing an SPP project marks a significant step in our sustainability and energy management strategy. Solar power plants generate electricity directly from sunlight, reducing reliance on fossil fuels and minimizing environmental impact. This aligns fully with the core principles of sustainability.

Sourcing our energy from a renewable resource like solar power lowers our carbon footprint, lessens harm to the environment, and positions us as an active contributor in the fight against climate change. It also reduces dependence on external energy sources, lowers long-term energy costs, and strengthens energy supply security.

As part of these efforts, we met 65% of our electricity needs from solar power in 2024. Our goal is to increase this figure to 100% by the end of 2025.





## WATER MANAGEMENT

Water consumption is a significant resource usage area in our facility due to its intensive use in daily operations, swimming pools, and various living spaces. As such, the efficient use and sustainable management of water remain among our top environmental priorities.

We have implemented a range of practices to reduce overall water consumption without compromising guest satisfaction, health, or hygiene standards. These efforts include the use of water-saving equipment, awareness messages shared with guests via IPTV, and regular staff training on water conservation.

**Our goal** is to minimize environmental impact while contributing to the long-term preservation of vital water resources.



-  Towel and linen changes in the rooms are carried out based on guest requests, and guests are informed accordingly.
-  Low-flow (6 L/min) special faucets with aerators are used in bathroom sinks in guest rooms.
-  Low-flow (10 L/min) special shower heads with aerators are used in all room showers.
-  Toilet cisterns are designed with a dual-flush system (3 liters and 5 liters) to support water conservation.
-  Photocell-operated urinals are installed in public restrooms to reduce water usage.
-  As part of our landscaping efforts to conserve water and protect natural resources, the arid landscape areas are designed to be water-efficient.
-  In line with arid landscaping practices, mulch materials such as gravel, bark, and pumice were applied around plants to reduce water evaporation.
-  For garden areas, low water-demand grass species were selected as part of our arid landscaping strategy to conserve water.

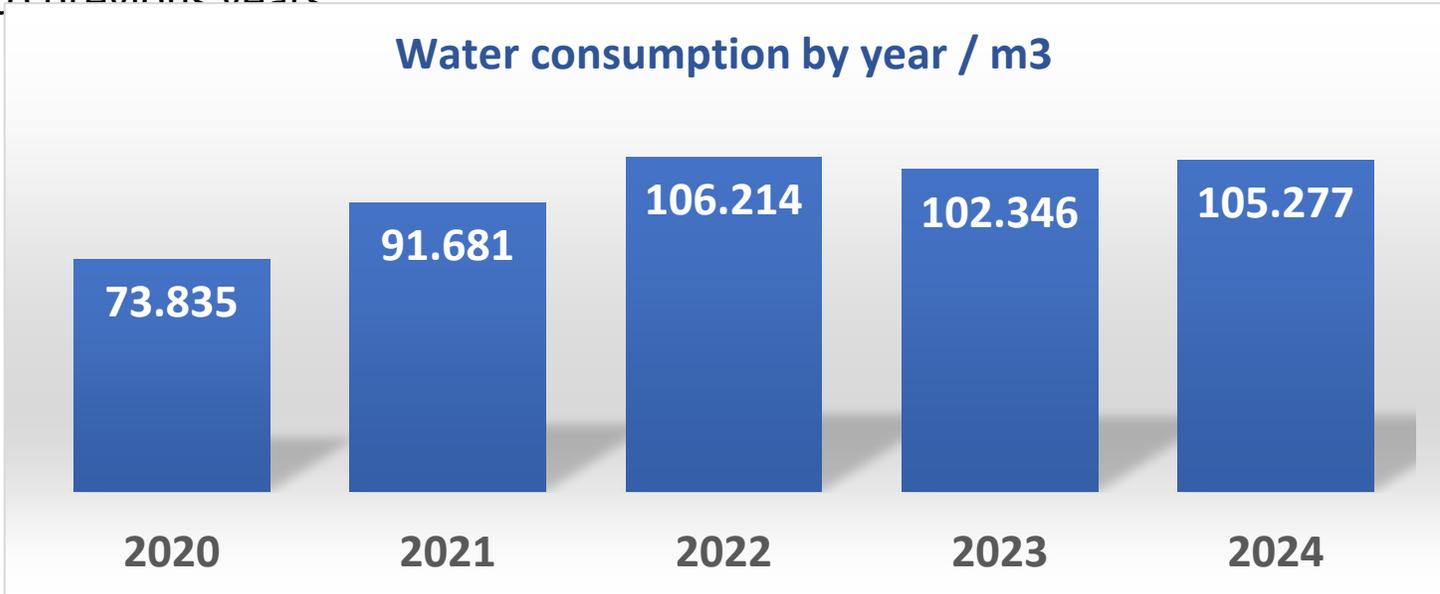




## AKRA SORGUN WATER CONSUMPTION DATA

In 2022, water consumption was higher compared to the previous year due to increased occupancy levels, but began to decline from 2023 onward as a result of implemented efficiency improvements. The slight increase in 2024 is attributed to a higher number of overnight stays compared to previous years.

WATER  
MANAGEMENT



## GREYWATER TREATMENT PLANT

### 2025 Gray Water Treatment System Project Planned to be Commissioned by April

To support environmental sustainability and promote more efficient use of water resources in our facility, the **Gray Water Treatment System** will become operational in April 2025. This system is designed to treat and reuse **gray water** from sources such as showers and sinks in hotel rooms.

The gray water treatment process consists of the following stages:

- Pre-Filtration:** Removal of hair, soap residue, and other large particles from the water.
- Biological Treatment:** Decomposition of organic pollutants using microorganisms.
- Chemical Treatment (optional):** Elimination of undesirable characteristics such as color and odor.
- Disinfection:** Removal of microorganisms through methods such as UV light or chlorination.

- ◆ **Full Production Capacity:** 100 m<sup>3</sup> / day
- ◆ **Usage Area:** Garden and general area irrigation

#### Benefits of the System:

- ✓ Water Conservation
- ✓ Environmentally Friendly Practices
- ✓ Economic Efficiency
- ✓ Support for Sustainability Goals
- ✓ Contribution to Urban Water Management

In short, our gray water treatment system is a concrete reflection of our vision for a sustainable future, one that is both environmentally friendly and economically beneficial.



## SUSTAINABILITY IN THE GARDEN

### ARID LANDSCAPING

- To protect water resources and support environmental sustainability, arid landscaping areas in our garden were significantly expanded in 2024 as part of a water-efficient landscaping strategy. As a result, the total grass area was reduced from approximately 30,000 m<sup>2</sup> to 20,000 m<sup>2</sup>, with 14,100 m<sup>2</sup> planted using drought-tolerant grass species.
- In line with arid landscaping practices, mulch materials such as pebbles, bark, and pumice stone were applied around plant bases to reduce evaporation and prevent weed growth.
- The selected grass species not only require less water but also offer low maintenance, high drought and salt resistance, durability against foot traffic, effective erosion control, and an appealing dark green color.





## SUSTAINABILITY PRACTICES

### SUSTAINABILITY PRACTICES

- Emails and documents are not printed unless absolutely necessary.
- Double-sided printing is utilized whenever possible on compatible printers to reduce paper use.
- Facility malfunctions are reported electronically to the relevant departments through an internal system.
- Office paper waste is disposed of in recycling bins rather than regular trash.
- To reduce paper and cartridge consumption, eco-friendly printers have been adopted.
- Guest identity documents (passports or national ID cards) are digitally recorded via ID/passport scanners at reception, eliminating the need for photocopies.
- Facility activity announcements are made electronically through interactive TV systems.
- Employee payrolls are delivered via email to minimize paper usage.
- R404A gas, a less harmful alternative to CFCs, is used in industrial cold rooms to protect the ozone layer.
- Concentrated chemicals are used to minimize both chemical consumption and contaminated packaging waste.



## OUR SUSTAINABILITY-ORIENTED SUPPLIER APPROACH

At BHM Group, the principle of Equal Social Opportunity in procurement processes ensures that all individuals—regardless of language, religion, race, sect, physical disability, or gender—are granted equal rights, opportunities, and conditions without discrimination, including in supplier evaluations involving suppliers, subcontractors, and NGOs.

### SUPPLIER MANAGEMENT

Aligned with our sustainability vision, we manage procurement processes with a focus on supporting the local economy and taking environmental and social impacts into account. Through our commitment to local and responsible sourcing, we contribute to regional economic development and promote social well-being by partnering with producers and suppliers in the areas where we operate.

In 2024, 390 of our 417 approved suppliers were based in Antalya. This means that **93.53%** of our suppliers are local companies.





When selecting materials, we consider the environmental impact and energy efficiency of fuels, chemicals, pesticides, fossil fuel-powered vehicles and equipment, electrical appliances, refrigerant-containing devices, noise-generating tools, consumables, plastic products, and construction materials. Our Preferred Product Criteria in Procurement is:

- Made from recycled materials or recyclable
- Sustainably produced or sourced from sustainable origins
- Certified (e.g., Fair Trade, Organic, FSC, MSC)
- Delivered with reduced or minimal packaging
- Designed to save energy and water
- Environmentally sustainable throughout their lifecycle



Our principles of effective local resource use and responsible procurement are guided by a commitment to meeting today's needs while safeguarding the rights of future generations. Accordingly, we strive to uphold our sustainability values and create meaningful impact at every stage of our supply chain.

## Global Mission, Universal Responsibility

As an internationally operating hotel company, we recognize the importance of engaging with people from diverse nations and cultures, inspiring them, and involving them in our sustainability-focused initiatives. We are committed to contributing to universal values and developing exemplary practices that draw strength from diversity and serve as a model for the global community.

### WHITE WAGTAIL

The white wagtail (*Motacilla alba*), also known as the “shaking bird” or “arzdil,” is easily recognized by its elegant black, white, and gray plumage. It derives its name from the distinctive tail-wagging motion it displays almost constantly. Commonly found along waterbanks, fields, and open areas, the white wagtail is both agile in flight and graceful on the ground. It feeds primarily on insects and is often seen walking with a characteristic rhythm.



### MEDITERRANEAN MONK SEAL



The Mediterranean monk seal (*Monachus monachus*) is one of the rarest seal species in the world and is currently threatened with extinction. It inhabits the Mediterranean and Aegean coasts of Türkiye, particularly favoring caves and rocky shorelines. These seals are typically seen alone or in small groups and prefer quiet, undisturbed areas away from human activity. Although they can live both on land and in the sea, females give birth in caves to protect their young. This charming marine mammal demonstrates remarkable adaptability



## EXOCOETUS VOLITANS

Exocoetus volitans (*Hirundichthys rondeletii*) is a fascinating fish species found in the Mediterranean Sea, known for its ability to glide above the water's surface for short distances—appearing to “fly.” This unique ability is made possible by its long, wing-like pectoral fins, which allow it to leap from the water and travel several meters through the air. It primarily uses this gliding skill to evade predators. With its slender, graceful form, Exocoetus volitans thrives in warm and temperate marine environments.



## NATURAL LIFE

## HEDGEHOG



Hedgehogs are small mammals known for the spines on their backs, which they use as a defense mechanism by curling into a ball when threatened. They are nocturnal creatures that feed on insects, worms, fruits, and various plants. Commonly found across many regions of Türkiye, hedgehogs prefer gardens, parks, and forested areas. Beyond their charming appearance, they play a beneficial role in nature by helping control harmful insect populations. They make their homes in soil tunnels, rock crevices, and other humid environments, thriving in spaces ranging from bushes to urban green areas. While they can be found throughout Türkiye, hedgehogs enter hibernation when temperatures drop below 4°C. Antalya, with its consistently warm climate, is one of the few places where they can be seen year-round. On



## COMPASSION FOR STRAY ANIMALS

### Our Four-Pawed Friends Are Part of the Family

A specially designed **cat house** is located within the natural habitat of our facility to provide a safe and comfortable space for our feline friends. This area is carefully maintained to ensure they live in a secure, peaceful, and healthy environment.

All care and vaccination procedures are carried out regularly by our contracted veterinarian, with each cat's health information recorded in individual care notebooks.

**Food and water bowls** placed at three designated locations throughout the facility are checked daily to meet their nutritional needs. To protect their well-being, guests are kindly guided through informational signs not to feed the cats anything other than approved food.

With the voluntary support of our guests, this care process becomes a shared effort—making life in harmony with nature even more meaningful.

NATURAL LIFE





## ENDEMIC PLANT SPECIES IN OUR FACILITY

### OROBANCHE SIDEANA

**Orobanche sideana**, commonly known as the **Side Monster Weed**, is an extremely rare and endemic plant species found exclusively in the Side region of Manavgat, Antalya, Türkiye. A member of the Orobanchaceae family (*Canavarotugiller*), this plant is fully parasitic—meaning it does not photosynthesize and relies entirely on nutrients absorbed from its host plant. As part of the “Five in One” project, various conservation measures are being implemented to protect *Orobanche sideana*. These efforts aim to preserve the species and ensure its survival for future generations.

### BAY LAUREL



**Laurus nobilis**, commonly known as **laurel** or **bay laurel**, is an aromatic evergreen plant that holds a significant place in Türkiye’s natural flora. It is widely used across culinary, medicinal, and cosmetic fields due to its versatile properties. Its leaves are dark green, glossy, aromatic, and typically measure 6–12 cm in length and 2–4 cm in width.





## CHASTE TREE

The chaste tree, scientifically known as *Vitex agnus-castus*, is a perennial shrub with medicinal properties, native to the Mediterranean and Western Asia, thriving in temperate climates. It belongs to the verbena family (Verbenaceae). In Türkiye, it grows naturally, particularly in the Mediterranean and Aegean regions. The plant typically reaches a height of 1 to 5 meters. Its leaves are divided into five to seven elliptical leaflets. Fragrant flowers bloom in the summer and come in shades of purple, blue, or white. The chaste tree prefers sunny locations and well-drained soils.



## PINUS BRUTIA



**Pinus brutia**, also known as Turkish red pine, is one of the most widespread natural pine species in Türkiye and is well adapted to the typical conditions of the Mediterranean climate. It is particularly valued for its fire resistance and rapid growth. This species can typically reach heights of 20 to 25 meters. Its dark green, needle-shaped leaves measure 10 to 16 cm in length and are usually found in pairs. *Pinus brutia* plays a vital ecological role by providing services such as erosion control, carbon storage, and biodiversity conservation.



## OUR FRUIT TREES

Created in line with Akra Sorgun's sustainability vision, the **Aromatic Garden** adds value to the kitchen through a nature-inspired approach. In this special area, aromatic herbs such as **mint, thyme, rosemary, basil, and lavender**—cornerstones of traditional flavors—are cultivated using entirely natural methods, bringing freshness and authenticity to local culinary practices.



## NATURAL LIFE

The garden also features a variety of fruit trees including olive, natal plum, **Kayi apple, lemon, orange, tangerine, peach, apricot, pear, mulberry, white mulberry, reverse mulberry, medlar, and avocado**—all selected for their compatibility with the region's climate and their contribution to biodiversity. This rich diversity allows guests to enjoy healthy, locally sourced products. Olive oil produced from the garden's olive trees is proudly used in our cuisine.





## CARETTA CARETTA

### Sharing the Shore with Caretta Carettas: A Nature-Respecting Habitat

The coastline of our facility is one of the important nesting areas for **Caretta caretta** sea turtles, a species currently under threat of extinction. To protect these sensitive creatures during their breeding season, which runs from May 1 to October 1, special precautions are taken along our beach.

Our sound systems and beach lighting have been adjusted in line with turtle-friendly practices to avoid disrupting the natural life cycle of the **Caretta caretta**s.

As a result of these efforts, our facility proudly holds the **“Turtle Friendly Business”** certificate.

Guests are kindly guided by informational signs to avoid placing towels, positioning sun loungers, or digging in the sand near nesting areas. These protected zones are clearly marked with special cages and accompanying signage.

Through this collective awareness and respect, we make it possible to coexist with nature in a way that safeguards its delicate balance.



## OUR BEACH GUESTS: CARETTA CARETTAS

Our facility takes great pride in hosting **Caretta caretta** sea turtles, which return to our beaches each year to lay their eggs. As part of our collaboration with **DEFAKOK – the Coastal Protection Association**, we organize awareness-raising training sessions for our managers, staff, and guests, alongside educational activities focused on turtle conservation.

Thanks to these efforts, all necessary precautions are carefully implemented to ensure that hatchlings can safely reach the sea.

**In 2024, our facility proudly hosted 19 nests, from which 764 baby sea turtles successfully made their way to the Mediterranean.**



BIODIVERSITY  
CONSERVATION



## SEA DAFFODIL

### **Sea Daffodil: The Fragile Beauty of Our Shores**

The coastline of our facility is a natural habitat for the **sea daffodil (*Pancratium maritimum*)**, one of the rarest and most endangered plant species. This bulbous and endemic member of the Amaryllidaceae family is a delicate component of the coastal dune ecosystem.

Found naturally across all Mediterranean countries and along the southern shores of the Black Sea, **the sea daffodil is legally protected in Türkiye, and its export is prohibited.**

At our facility, this unique plant continues to thrive in designated protected areas, which are clearly marked with **informational signs**. Educational and guidance activities are thoughtfully provided to help guests appreciate this elegant natural treasure without disturbing its habitat.

BIODIVERSITY  
CONSERVATION



# PRESERVING THE CULTURAL HERITAGE

## PRESERVING THE CULTURAL HERITAGE

**TARİHİ ESERLER**  
Historical monuments and structures are the tangible heritage of a civilization. They are the result of the human effort and creativity over time. Preserving these monuments is essential for maintaining the cultural identity and heritage of a city.

**ANCIENT**  
Ancient monuments and structures are the tangible heritage of a civilization. They are the result of the human effort and creativity over time. Preserving these monuments is essential for maintaining the cultural identity and heritage of a city.

**YABAN HAYATI**  
Wildlife is an essential part of our natural heritage. It provides us with a sense of wonder and awe, and it plays a vital role in maintaining the ecological balance of our planet. Preserving wildlife is essential for ensuring the sustainability of our natural resources.

**WILDLIFE**  
Wildlife is an essential part of our natural heritage. It provides us with a sense of wonder and awe, and it plays a vital role in maintaining the ecological balance of our planet. Preserving wildlife is essential for ensuring the sustainability of our natural resources.

**CAMİLER**  
Mosques are places of worship and community gathering. They are a symbol of Islamic culture and heritage. Preserving these monuments is essential for maintaining the cultural identity and heritage of a city.

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**MUSEUMS**  
Museums are places where we can learn about the past and the present. They are a treasure trove of knowledge and information. Preserving these monuments is essential for maintaining the cultural identity and heritage of a city.

**TARİHİ ESERLER VE MÜZELER**  
Historical monuments and museums are the tangible heritage of a civilization. They are the result of the human effort and creativity over time. Preserving these monuments is essential for maintaining the cultural identity and heritage of a city.

**HISTORICAL BUILDINGS AND MUSEUMS**  
Historical buildings and museums are the tangible heritage of a civilization. They are the result of the human effort and creativity over time. Preserving these monuments is essential for maintaining the cultural identity and heritage of a city.

**ÇEKİMLER VE FOTOĞRAFÇILIK**  
Attractions and photography are essential for promoting tourism and preserving the cultural heritage of a city. They provide a unique and memorable experience for visitors and help to raise awareness of the city's history and culture.

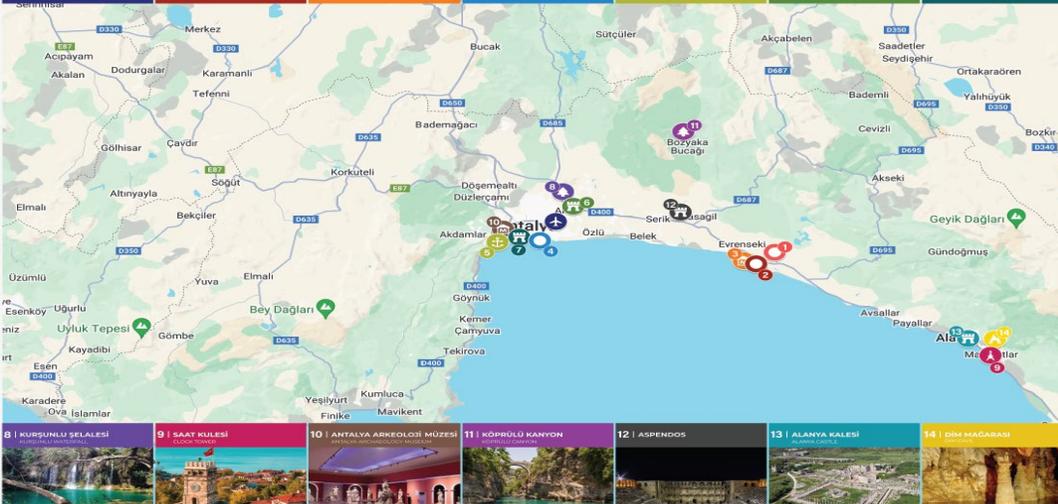
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## Antalya: A Journey Through Civilizations, Embraced by Nature

Antalya, a city that has hosted numerous civilizations throughout history, offers visitors a rich journey of discovery through its cultural heritage, historical charm, and stunning natural landscapes. This ancient city holds countless treasures that reveal traces of the past at every turn.

To help our valued guests explore Antalya's historical, cultural, and natural wonders, a specially prepared city map is available on the board in the hotel lobby.

By scanning the QR code on the map, you can easily access detailed digital information on trekking trails, the world-renowned Lycian Way, climbing areas, the Pisidian heritage route, and regional cycling paths.

# PRESENTATION OF CULTURAL HERITAGE



## ANA TANRIÇA

Tarihte, Akdeniz çevresinde, Asya'da ve kuzey ülkelerinde birçok kültür ve uygarlıkta çeşitli isimlerle anılan bir Ana Tanrıça ile karşılaşmak mümkündür.

Anadolu'da yapılan kazılar, ana tanrıça figürünün MÖ 6500-7000'lere kadar dayandığını ortaya çıkartmıştır.

Analığı, üremeyi, dişliliği, hayatın sürmesini ve bereketi simgeleyen tanrıça, ayakta oturmuş ya da uzanmış olarak betimlenir; geniş kalçalı, iri göğüslü ve genellikle çıplaktır.

Heykellerin bir bölümünde doğum yaparken görülür. Otururken ya da doğum anındaki bazı heykellerde yanında iki leopar bulunur.

Ana tanrıçanın kutsal hayvanı olan leopar, hayvanların kraliçesi olduğunu ve doğa üzerindeki sınırsız egemenliğini simgeler.

Bazen kollarında, çeşitli efsanelere göre tanrıçanın hem çocuğu, hem de sevgilisi olan Attis' i taşır.

Kıbele inancı daha sonraki uygarlıkları da büyük ölçüde etkilemiştir. Özellikle Yunan ve Roma mitolojisinde,

Frigya dönemindeki bazı tapınma ritüelleri aynı formda kültik olarak devam etmiş,

Kybele' nin özellikleri farklı tanrı ve tanrıçalarda yeniden hayat bulmuştur. Bunun en bilinen örneği Yunan mitolojisindeki Artemis' tir;

Artemis Roma mitolojisinde Diana adını almıştır.

Benim heykellerimin esin kaynağı olan bu tanrıça Kıbele günümüze uyarlanıp modernize edilmiştir. Heykeller pişmiş topraktır.

## Divine Guardian of Anatolia's Spirit: Cybele

Cybele, renowned for her terracotta sculptures, is one of the most ancient and revered goddesses of Anatolia. Known as the "Mother of Gods," this sacred figure was venerated across Hittite, Phrygian, Hellenic, and Roman civilizations, becoming one of the most worshipped deities of antiquity.

The Cybele statues displayed in the serene garden of Akra Sorgun offer guests a powerful glimpse into Anatolia's deep-rooted spiritual traditions. Through these artifacts, visitors can explore the region's rich historical and cultural heritage and trace the enduring legacy of Cybele in Anatolian belief systems.

PRESERVING THE  
CULTURAL HERITAGE

## PRESENTATION OF CULTURAL HERITAGE



### **Our Culinary Presentations: A Celebration of Anatolian Flavors**

Distinguished examples of traditional Turkish cuisine, shaped by the richness of our unique geography, are thoughtfully featured in our hotel buffet. In our menu designs, we prioritize high-quality, locally sourced ingredients, which are skillfully reinterpreted by our experienced and creative chefs—combining modern touches with a respect for traditional flavors.

As a result, our esteemed guests enjoy an authentic yet refined gastronomic experience, where the rich tastes of Turkish cuisine come to life at a welcoming table.

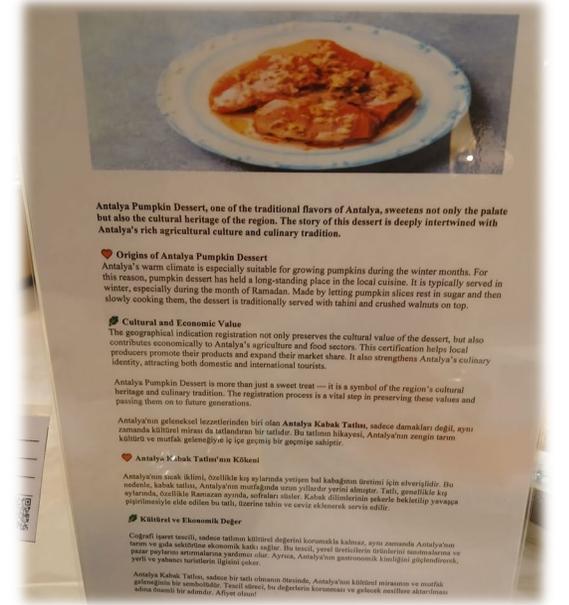
PRESERVING THE  
CULTURAL HERITAGE

# PRESENTATION OF GEOGRAPHICALLY INDICATED PRODUCTS

Geographically indicated products are living symbols of the unique cultural heritage that thrives across the diverse regions of Anatolia. Promoting and presenting these products with the recognition they deserve helps showcase Türkiye's rich cultural mosaic on both national and international platforms.

With this awareness, we proudly highlight traditional flavors from the Antalya region in our buffet and share the stories behind various dishes and desserts with our esteemed guests.

PRESERVING THE CULTURAL HERITAGE



## MANAVGAT WATERFALL

Manavgat Waterfall is located on the Manavgat River in the Manavgat district of Antalya, approximately 72 km from the city center. Situated just 3 km north of the district, the waterfall takes its name from the region and is formed by river waters cascading over a 3–4 meter high cliff. Though not very tall, it flows with impressive volume across a wide area, creating a striking natural spectacle.

The waterfall is just 10 km—or a 20-minute drive—from our hotel.



## SIDE – TEMPLE OF APOLLO

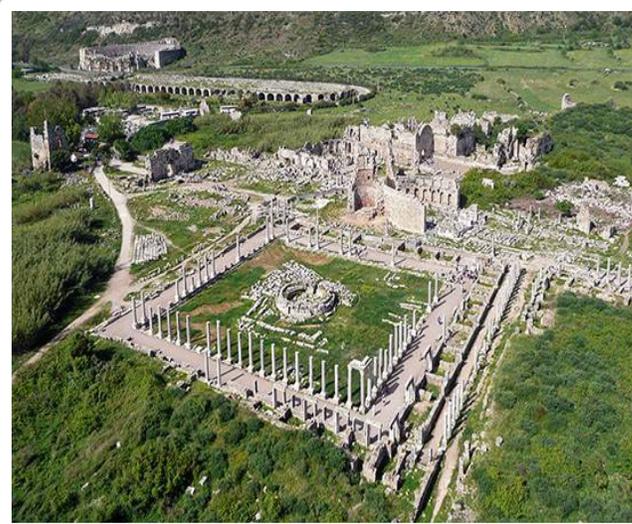
The name “Side” means “pomegranate” in the ancient Anatolian language. Dedicated to Apollo—the god of light, beauty, and art, and one of Side’s principal deities—this remarkable temple stands as a must-see heritage site with archaeological remains dating back to 150 AD. Built near the harbor, the Temple of Apollo symbolized the city's belief that the ancient port was under the protection of the gods. With its towering white columns and breathtaking views, especially at sunset, the temple offers an unforgettable experience

OUR NATURAL, CULTURAL,  
AND HISTORICAL  
HERITAGE



## KALEIÇI (OLD TOWN / CASTLE DISTRICT)

Located at the heart of the city and enclosed by ancient sea and land walls, the historic center is known today as “Kaleiçi.” Its narrow streets and stone buildings reflect the rich history of old Antalya, offering visitors a journey through time. Kaleiçi is also a lively destination both day and night, known for its stylish restaurants, vibrant bars, and entertainment venues. It is located approximately 80 km from our hotel, about a 1 hour and 30-minute drive.



## PERGE ANCIENT CITY

Located within the borders of the Aksu district, Perge was once the capital of the ancient Pamphylia Region. During the Hellenistic period, it was regarded as one of the wealthiest and most beautiful cities in the ancient world. The city is also known as the birthplace of the renowned Greek mathematician Apollonius of Perge.

Perge is located approximately 66 km from our hotel, with a travel time of about 1 hour and 10 minutes.

OUR NATURAL,  
CULTURAL,  
AND HISTORICAL  
HERITAGE

## ASPENDOS

Located 2 kilometers north of the 44th kilometer of the Antalya–Alanya highway, Aspendos is renowned for having the best-preserved Roman theater—not only in Anatolia but in the entire Mediterranean world. The city was established on a hilltop plain near the Köprüçay River (ancient Eurymedon), one of the region’s largest waterways. Aspendos owed its connection to the Mediterranean and its economic prosperity to this river and the fertile lands surrounding it. Today, the most visited remains are the iconic theater and the impressive aqueducts, while other structures from the ancient city are scattered across the plain below the hill.



The distance from our hotel to Aspendos is approximately 40 km, or a 40-minute drive.



## KÖPRÜLÜ CANYON

Köprülü Canyon, renowned for its breathtaking natural beauty, is one of Türkiye’s most popular destinations for rafting. Rafting here offers a fun and thrilling experience, carried out on fast-flowing rivers using inflatable boats called rafts.

The canyon is located approximately 70 km from our hotel, with a travel time of about 1 hour and 10 minutes.

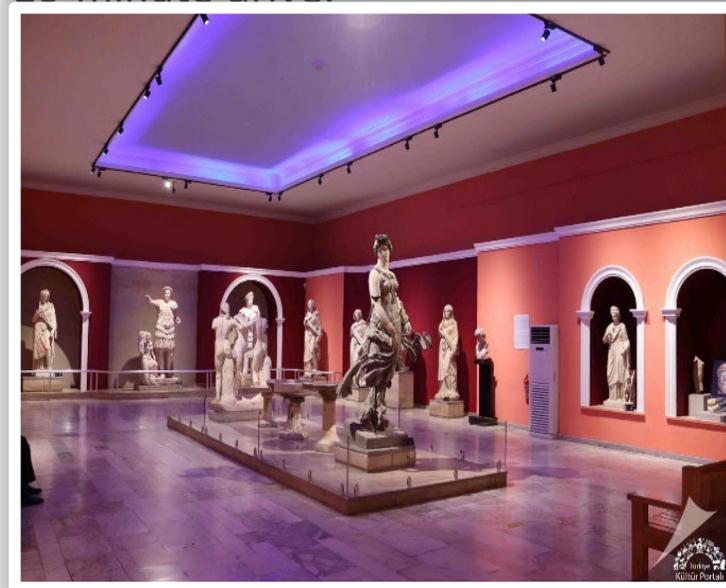
OUR NATURAL, CULTURAL,  
AND HISTORICAL HERITAGE

## SIDE MUSEUM

The Side Museum is housed in the Agora Bath, an ancient Roman bath structure dating back to the 2nd century AD, with additions and modifications made during the 5th and 6th centuries. The museum's garden features a rich collection of artifacts, including tomb inscriptions, **Seljuk-era** epigraphy, friezes, sarcophagi, column bases and shafts, mosaic fragments, **Roman** busts, and sculptures. One of the museum's most notable pieces is the **Statue of the Three Graces**, a rare and exquisite symbol of elegance and fertility.



The Side Museum is located just 7 km from our hotel, about a 10-minute drive.



## ANTALYA ARCHEOLOGY MUSEUM

Located in Konyaaltı, the Antalya Archaeology Museum was founded in 1922 to protect artifacts rescued from looting during the post-World War I occupation of the region. In recognition of its cultural significance and outstanding collections, the museum was awarded the "Special Prize of the Council of Europe" in 1988.

The Antalya Museum is approximately 83 km from our hotel, with a travel time of about 1 hour and 30 minutes.

OUR NATURAL, CULTURAL  
AND HISTORICAL HERITAGE

## MOSQUES

In Türkiye, non-Muslims are welcome to visit mosques. However, it is advisable to avoid visiting during Friday noon prayers, the holiest time of the week in Islam. Shoes must be removed before entering, and modest clothing is required. Women should cover their head, shoulders, and legs, while men are expected to wear trousers or shorts that extend below the knee. These guidelines help show respect for the sacred nature of the space.



OUR NATURAL, CULTURAL  
AND HISTORICAL HERITAGE

## MUSEUMS

Visitors are expected to maintain a quiet atmosphere during museum visits and avoid speaking loudly. Please do not touch the exhibited artifacts, and follow museum guidelines regarding photography. Food and drinks are not permitted inside, and behaviors such as running or acting disruptively should be avoided to preserve the respectful environment.



## JOIN US IN SUPPORTING OUR MUSEUMS AND SAFEGUARDING HISTORY

The artifacts displayed in the Antalya Archaeology Museum have been preserved with great effort, often in the face of looting and conflict. Supporting our museum is essential to ensure these cultural treasures are passed on to future generations. Each museum visit contributes to this important mission. Your support plays a vital role in sharing our historical heritage with the world. By visiting our museums, you help us

## PHOTOGRAPHY AND FILMING

In general, photography is permitted in most public areas. However, in some museums and places of worship, it may be restricted or only allowed without flash to protect sensitive artifacts.

Always respect individuals' privacy—do not photograph people who do not wish to be photographed. It is strictly prohibited to take photos or videos of the Turkish national police, military facilities, and sensitive areas such as airports.



## OUR NATURAL, CULTURAL AND HISTORICAL HERITAGE

### HISTORICAL ARTIFACTS

The purchase, sale, or removal of historical artifacts, including old coins, fossils (such as shells), and similar items, is strictly prohibited and considered a criminal offense in Türkiye. The enforcement of this regulation is taken very seriously and is closely monitored by authorities. Violations may result in significant penalties, including imprisonment and fines.



In case of an emergency outside the hotel, please contact Akra Sorgun at **444 40 45**, the Manavgat District Police Department at **(0242) 746 32 21**, or the Manavgat Tourism Information Office at **(0242) 753 26 57**.



## OUR DONATION PARTNERSHIPS

2017

On April 23rd, we welcomed 50 children with leukemia to the ForFun Entertainment Center, ensuring they enjoyed a joyful and memorable day.

2017

On June 7th, we held an informative seminar for our hotel staff, focusing on the symptoms, causes, treatment, and prevention of leukemia, while also highlighting the importance of volunteerism.

2017

Later in the year, on Saturday, December 22nd, we hosted family representatives and volunteers at Akra for a special New Year's celebration organized in collaboration with the Foundation for Children with Leukemia (LÖSEV), aimed at lifting the spirits of children undergoing cancer treatment in the city.

## OUR SOCIAL RESPONSIBILITIES AND COMMUNITY CONTRIBUTIONS

2017

On November 6th, the 37th session of our program featured guest speaker Tutku Canidar, the Antalya Provincial Coordinator of LÖSEV (The Foundation for Children with Leukemia), who delivered an insightful talk on leukemia and the journey through

2017

cancer. In collaboration with the Turkish Red Crescent, a seminar was held on June 19th to raise awareness among our staff, followed by a blood and stem cell donation drive on June 20th.





2019

On Saturday, December 28, children and their families joyfully welcomed the New Year at Akra with a heartwarming celebration.

2021

On Saturday, December 25, in collaboration with the Foundation for Children with Leukemia (LÖSEV), we hosted family representatives and volunteers at Akra and organized a New Year's party to boost the morale of children undergoing cancer treatment in the city.

## OUR SOCIAL RESPONSIBILITIES AND COMMUNITY CONTRIBUTIONS



2022

**For the 7th anniversary of our facility, we supported LÖSEV by purchasing handcrafted pillows made by the foundation, which were presented to our guests as special gifts during the celebration week.**



The Foundation for Children with Leukemia (LÖSEV) hosted family representatives and volunteers at Akra to boost the morale of children undergoing cancer treatment in the city, organizing a joyful New Year's party. In line with this meaningful tradition, on Saturday, December 24, children once again celebrated and said "Hello to the New Year" with their families at Akra.



2018

Through our support of **KAÇUV**, we have given hope to children fighting cancer, and we are proud to nurture their dreams for the future together.

2019

We have contributed to the efforts of the **KORUNCUK Foundation**, helping ensure that children—our future’s guarantors—enjoy the right to a healthy, safe, and equal life.

2020

In this heartfelt journey of creating joy in little hearts, it has been an honor to share the same dream with the **Make-A-Wish Association**.

## OUR SOCIAL RESPONSIBILITIES AND COMMUNITY CONTRIBUTIONS

2021

Being part of the inspiring initiatives of the **Spinal Cord Paralytics Association of Türkiye** holds deep meaning for us, as we work together to break down barriers and build a more inclusive world.

2022

In a world where differences are a source of richness, it was a meaningful step to support **SERÇEV**’s efforts to ensure the full and equal participation of children with cerebral palsy in society.

2023

Our involvement with the **Association for Supporting Contemporary Life (ÇYDD)** and its modern, equal-opportunity education model reflects our commitment to social transformation.

2024

We remain proud to walk alongside **LÖSEV** on its journey full of life, continuing this deeply meaningful solidarity.



## OUR SOCIAL RESPONSIBILITIES AND COMMUNITY CONTRIBUTIONS

Jazz Talks are held annually as part of the Akra Talks series within the scope of the Akra Jazz Festival. The event is open to the public and free of charge, welcoming all who wish to join.



## AKRA JAZZ FESTIVAL

Our facility proudly supported music and culture by hosting the 7th edition of the Akra Jazz Festival at our Akra Antalya location, helping to revive and celebrate jazz culture in the city. Held between May 24 and June 12, 2024, the festival—sponsored in transportation by Turkish Airlines—brought together world-renowned artists and enthusiastic audiences from around the globe.





## FOREST CLEANUP ACTIVITY: TOGETHER, WE PROTECT OUR ENVIRONMENT

As the Akra Sorgun family, we proudly demonstrated our deep respect for nature by contributing to environmental awareness through a forest cleanup event organized in collaboration with the Manavgat Municipality, the Gendarmerie, and neighboring hotels.

As part of this meaningful initiative, we carefully cleaned local forest areas to help preserve the unique natural beauty around us and to leave a cleaner, healthier environment for future generations.

### OUR SOCIAL RESPONSIBILITIES AND COMMUNITY CONTRIBUTIONS

We remain committed to our efforts, firmly believing that every step we take toward a sustainable future contributes to the protection of natural life and the growth of environmental awareness in our community.





## COASTAL CLEAN-UP ACTIVITY: THE COAST IS HOME TO ALL OF US

At Akra Sorgun, we joined forces with DEKAFOK – the Coastal Protection Association – to make our shores cleaner and more livable. Through this coastal cleanup, we contributed to preserving fragile habitats, supporting a healthy marine ecosystem, and sustaining biodiversity.



## OUR SOCIAL RESPONSIBILITIES AND COMMUNITY CONTRIBUTIONS

It's important to remember that our coasts are not ours alone—they are home to birds, sea turtles, crabs, and countless other species.

The care we show for our shores is a true reflection of our respect for the right to life of these silent companions.





## ECORDING TO NATURE

### OUR SOCIAL RESPONSIBILITIES AND COMMUNITY CONTRIBUTIONS

As part of our sustainability initiatives, Akra Hotels took a meaningful step against the climate crisis through our collaboration with ecording.

The first seed shooting of our 5,000-seed agreement—aimed at reforestation and the protection of biodiversity—was successfully completed in Muğla between March 1 and May 5, 2024.

Through our continued partnership with ecording, we are breathing new life into nature and taking action to leave a greener, healthier world for future generations.





## MAIN THEME: OUR FUTURE

Sustainability means meeting today's needs while preserving resources for future generations. Akra Hotels' donation to the **TEMA Foundation** supports the continuation of environmentally responsible projects and contributes significantly to the protection of natural resources and the promotion of conscious consumption habits.

### OUR SOCIAL RESPONSIBILITIES AND COMMUNITY CONTRIBUTIONS

This support plays a vital role in areas such as forest conservation, biodiversity enhancement, water resource protection, and carbon footprint reduction, while also fostering the development of eco-friendly solutions and greater environmental awareness. Akra Hotels' meaningful initiative represents a strong commitment to a healthier, greener, and more balanced future. This donation reflects the brand's deep respect for both nature and humanity, underscoring its promise to safeguard not only today—but also tomorrow.





## WORLD WIDE FUND FOR NATURE (WWF)

Through our support for the World Wide Fund for Nature (WWF), we contribute to the protection of nature, the survival of endangered species, and the sustainability of ecosystems. In doing so, we help raise environmental awareness and strive to leave a more livable world for future generations.

### OUR SOCIAL RESPONSIBILITIES AND COMMUNITY CONTRIBUTIONS

By addressing human-driven issues such as habitat destruction, climate change, overconsumption of natural resources, pollution, and illegal hunting, we support efforts to halt the loss of biodiversity and natural habitats. Together, we work toward a future where species and ecosystems are preserved, natural resources are used sustainably, and people live in harmony with nature.



## MILLION WOMEN MENTOR PROGRAM

At **Akra Hotels**, we proudly support the **Million Women Mentor Program!**

We are delighted to contribute to this meaningful initiative, helping young women pursue their career goals and empowering them on their professional journeys.

Aligned with our commitment to sustainability, equal opportunity, and social impact, we aim to inspire and stand beside the strong women leaders of the future as they step into a brighter tomorrow.

The goals of the program include:

- Encouraging the participation of young university women and recent graduates in mentoring programs
- Raising awareness and fostering collaboration opportunities
- Contributing to the achievement of 1,000,000 mentoring connections.



**Biz de Varız**  
**#destekliyoruz**

#milyonkadinamentor

OUR SOCIAL RESPONSIBILITIES  
AND COMMUNITY  
CONTRIBUTIONS

## AKRA SORGUN BIKE FRIENDLY ACCOMMODATION POLICIES

**Akra Sorgun** is not only a holiday destination, but also a **socially responsible hotel** committed to promoting sustainability through its bike-friendly practices. As of 2024, it proudly holds the “**Bike Friendly Accommodation Facility**” certificate, supporting an eco-conscious, sustainable, and healthy lifestyle.

With a focus on **sustainable living**, the hotel minimizes the use of motor vehicles, thereby reducing its carbon footprint and contributing to nature conservation.

By promoting bike use, it raises environmental awareness in the region and encourages individuals to embrace healthier habits.

Through its safe biking areas, repair services, and route guidance, Akra Sorgun actively fosters a culture of sports and supports the development of an active lifestyle.

Detailed information on the AKRA SORGUN – Antalya Cycling Training Routes is available on the hotel's website.



OUR SOCIAL RESPONSIBILITIES  
AND COMMUNITY  
CONTRIBUTIONS

## Akra Gran Fondo & Tour of Antalya: Pedaling Toward the Future

Guided by its vision of healthy living, a sustainable future, and social solidarity, **Akra Hotels** brings the values of sports and a good life culture to the forefront through its **Akra Gran Fondo** and **Tour of Antalya** events. These initiatives not only make sports more accessible to all, but also promote eco-friendly transportation, raise public awareness about healthy living, and contribute to the local economy. Together, they stand out as meaningful social responsibility projects—symbolizing respect for nature, a passion for sports, and the strength of collective action.

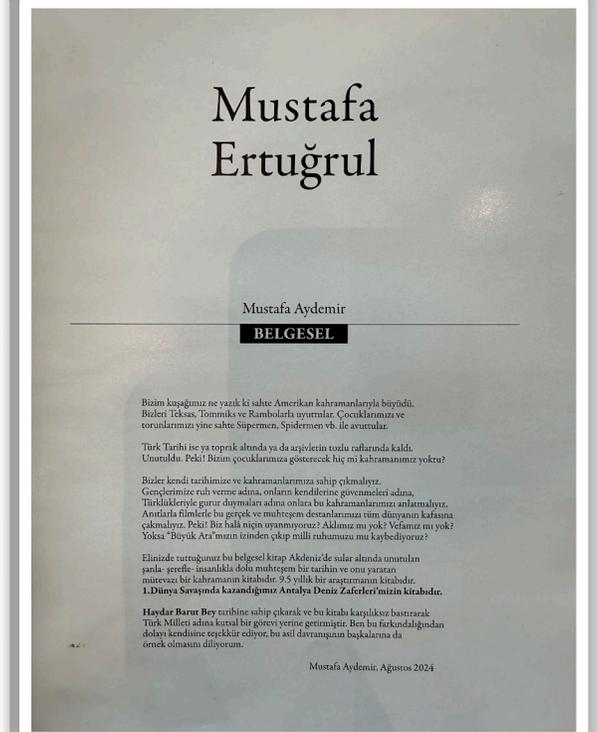
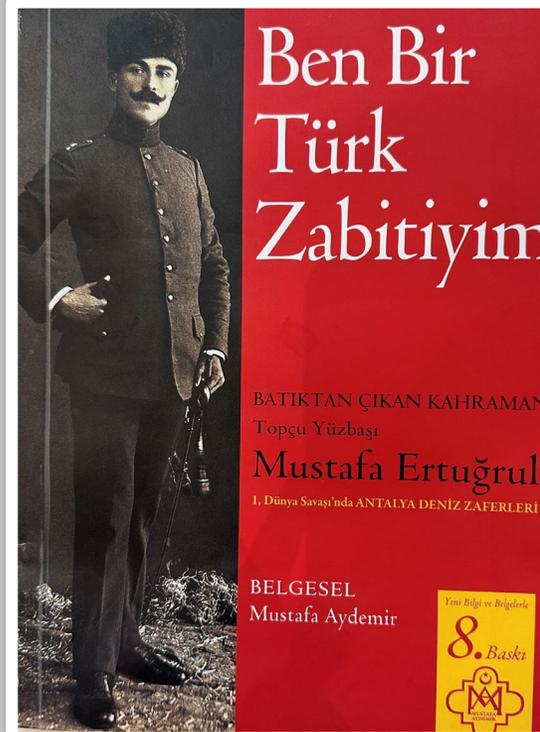


OUR SOCIAL RESPONSIBILITIES  
AND COMMUNITY  
CONTRIBUTIONS

## FOSTERING HISTORICAL AWARENESS TO SUSTAIN CULTURAL HERITAGE

By distributing books on Turkish history to our employees, we have taken a meaningful step toward preserving cultural heritage and passing it on to future generations. This initiative enhances social sustainability by raising historical awareness and reinforces our organization's commitment to social responsibility by keeping cultural values alive. At the same time, it supports the personal development of our employees and contributes to building a knowledge-based, sustainable society.

### OUR SOCIAL RESPONSIBILITIES AND COMMUNITY CONTRIBUTIONS





## BAŞKA OL

### • Book • Café

More than just a café, Başka Ol stands out with its book-filled shelves and its bicycle-friendly concept. A dedicated area has been created within the café where guests can access various bicycle-related parts, manuals, and materials that reflect and support bicycle culture.



## SOCIAL INVESTMENTS





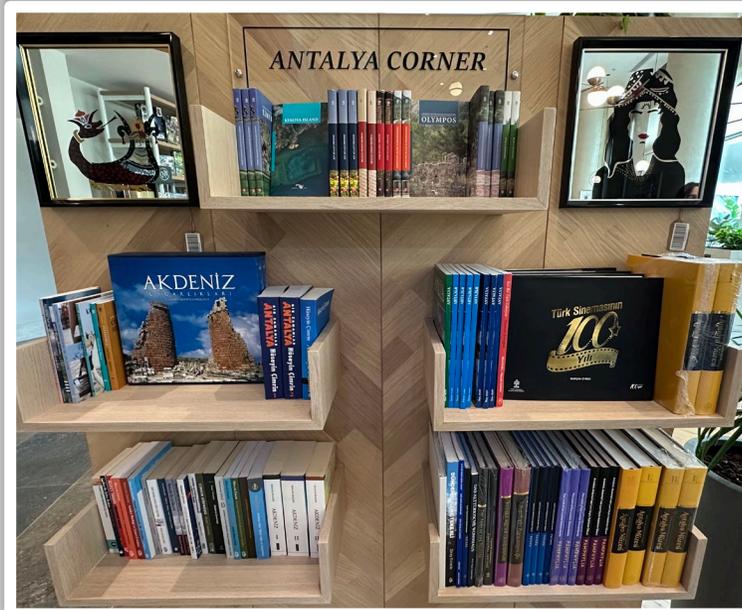
## BAŞKA OL

### • Book • Café

At Başka Ol Café, we prioritize women-led and local producers when selecting products for sale.

Through our specially curated **Antalya Corner**, we offer guests a selection of books that reflect the region's cultural richness. This initiative not only promotes and preserves local heritage but also adds meaningful cultural value to the guest experience. Aligned with our sustainability approach, it supports the preservation and appreciation of natural, historical, and cultural assets for future generations. Reflecting Antalya's unique landscape, history, and diversity, the corner also helps foster greater social awareness.

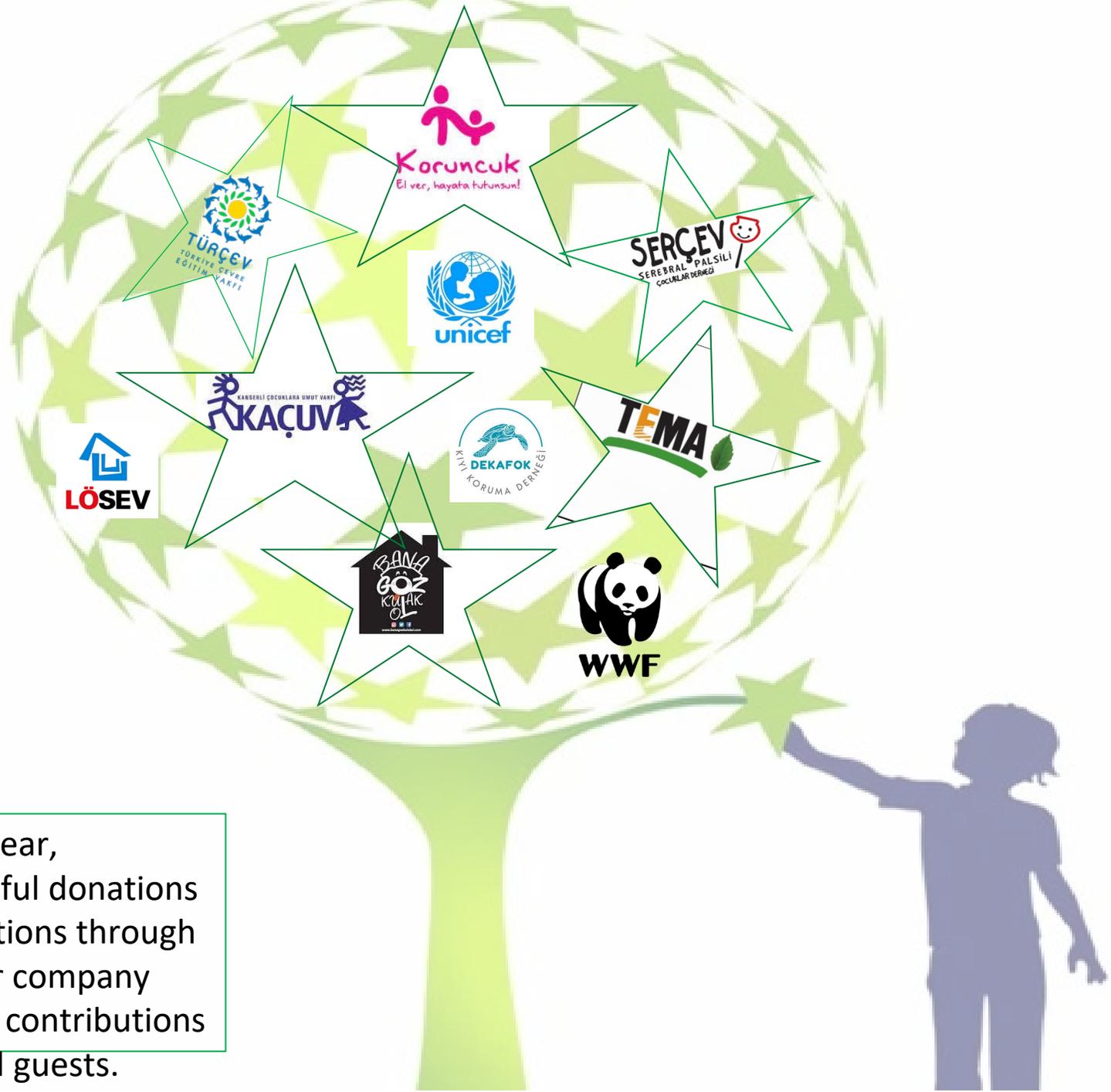
## SOCIAL INVESTMENTS





## DONATIONS

## SOCIAL INVESTMENTS



Every year,  
we make meaningful donations  
to various associations through  
our events, our company  
initiatives, and the contributions  
of our valued guests.



## SOCIAL INVESTMENTS

### THE GREATEST LEGACY WE WILL LEAVE OUR CHILDREN: A LIVABLE WORLD

At our Kids Club, recycling-themed activities under the concept of **“Our World and Our Environment”** are organized to support the physical, mental, and social development of our young guests.





## TRAINING AND PREVENTIVE ENVIRONMENTAL MEASURES AGAINST FIRE RISKS

As part of our annual training programs, comprehensive fire safety training sessions and hands-on drills are regularly conducted for our valued employees.

These training activities are delivered through both internal resources and external professional support, with the aim of reinforcing fire safety awareness across all departments, under the guidance of our Occupational Health and Safety (OHS) Specialist.

In parallel, proactive environmental measures are implemented to protect the trees and natural areas within our facilities from potential fire risks. All actions are carried out with great care and in line with our commitment to sustainable environmental management.

### FIRE / ENVIRONMENTAL ACTIVITIES AND DRILLS

- Fire safety training was conducted for our employees.
- Emergency response teams were established.





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

Resources deplete; value grows. While a resource is budgeted, spent, and replaced, value is something to be nurtured, appreciated, and enhanced over time.

Viewing people as assets means creating and cultivating an environment where they can realize their full potential and continuously grow on their journey to becoming the best version of themselves.

At BHM Group, we recognize that our greatest asset is our employees. With the guiding principle of “Happy Employee, Happy Guest,” we are committed to delivering value to all our stakeholders.

We prioritize key areas such as social and fringe benefits, recognition, training and career development, and employee safety—ensuring a supportive, fulfilling workplace for all.





## WORK LIFE

### ➤ **Recruitment**

Recruitment processes at our facilities are conducted in line with the framework established by the Group Human Resources Directorate.

All hiring is carried out through a structured, multi-stage interview process that is fair, objective, non-discriminatory, and includes general aptitude evaluations.

### ➤ **Fair Placement and Fair Remuneration**

Minimum qualification requirements have been established for each position to ensure fairness and transparency. This approach supports fair placement, career development, and effective workforce planning, while also guiding management in recruitment and role assignment processes.

Before beginning their roles at our facilities, all employees are clearly informed about their wages, working conditions, working hours, and payment schedules.

### ➤ **Education and Career Management**

All employees are granted equal access to training opportunities. In addition to mandatory legal and vocational training required in the hospitality industry, employees are encouraged to participate in a wide range of programs—covering topics such as personal development, self-awareness, leadership, and foreign language skills—designed to enhance their competencies and overall personal growth.

With a strong belief in investing in people, our group places special emphasis on education and prioritizes internal promotions, whether within the facility or across the group.



In 2024, **19** of our employees were promoted.

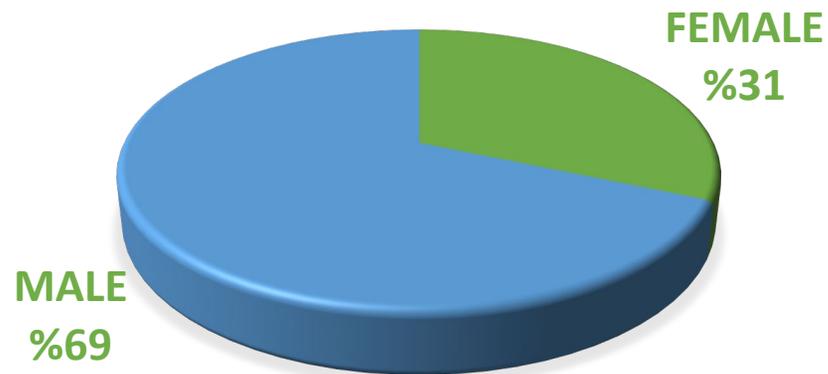


## ➤ Employee and Human Rights

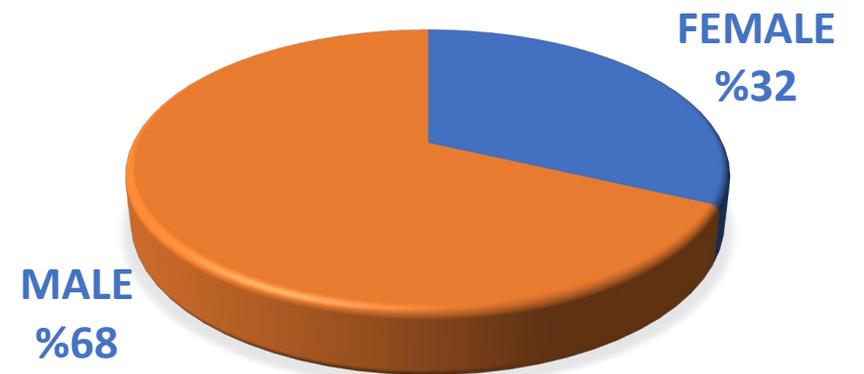
Ensuring the full satisfaction of BHM Group employees is a top priority. In this context, it is the responsibility of management to provide a supportive working environment—covering everything from workplace comfort, mental well-being, motivation, and performance, to the protection of legal rights and the provision of additional fringe benefits.

In the hospitality sector, we strive to maintain gender balance across all work environments. Guided by the principle of “equal pay for equal work,” we do not permit any disparity in remuneration between female and male employees.

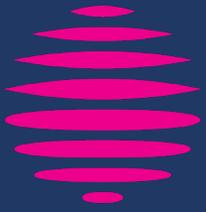
2023 FEMALE - MALE EMPLOYEE RATIO



2024 FEMALE - MALE EMPLOYEE RATIO



WORK LIFE

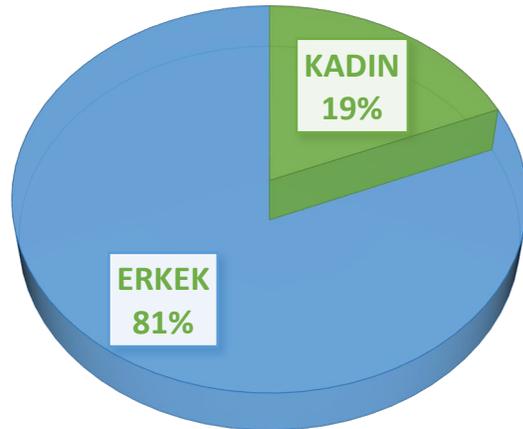


## ➤ Employee and Human Rights

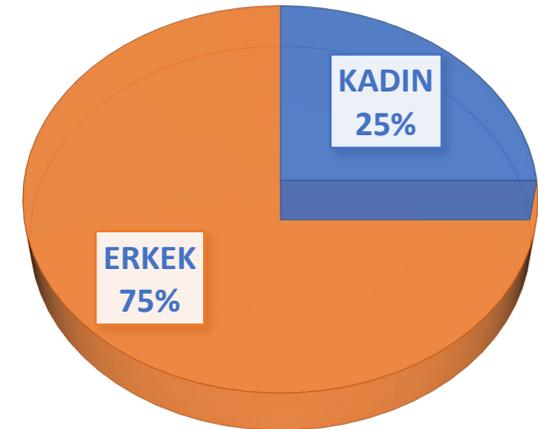
Discrimination based on nationality, race, language, or any other personal characteristic is strictly against both our hotel management policies and our core working principles. All employee matters are handled with equal care by our Human Values Directorates, in accordance with legal regulations and our corporate standards, ensuring equal opportunities for everyone within the hotel.

We recognize that work efficiency thrives in an environment where people, work, and society are treated with respect. We believe that promoting diversity and equality within the organization is essential. For this reason, we actively encourage cultural diversity and equal opportunity across all levels.

**2023 AKRA SORGUN HOTEL MANAGER  
FEMALE - MALE RATIO**



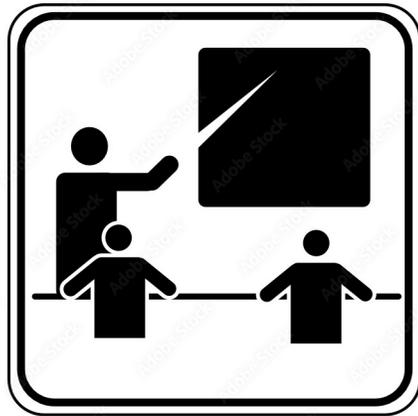
**2024 AKRA SORGUN HOTEL MANAGER  
FEMALE - MALE RATIO**



## DEVELOPMENT SUPPORT

Vocational qualification certificates enable our employees to demonstrate their knowledge, skills, and competencies when applying for a job. They support career mobility by opening clearer and more accessible pathways for professional advancement.

As national qualifications recognize non-formal and informal learning, individuals are empowered to pursue personal development through more diverse and flexible means.



In 2024, **20** team members benefited from our foreign language support program.

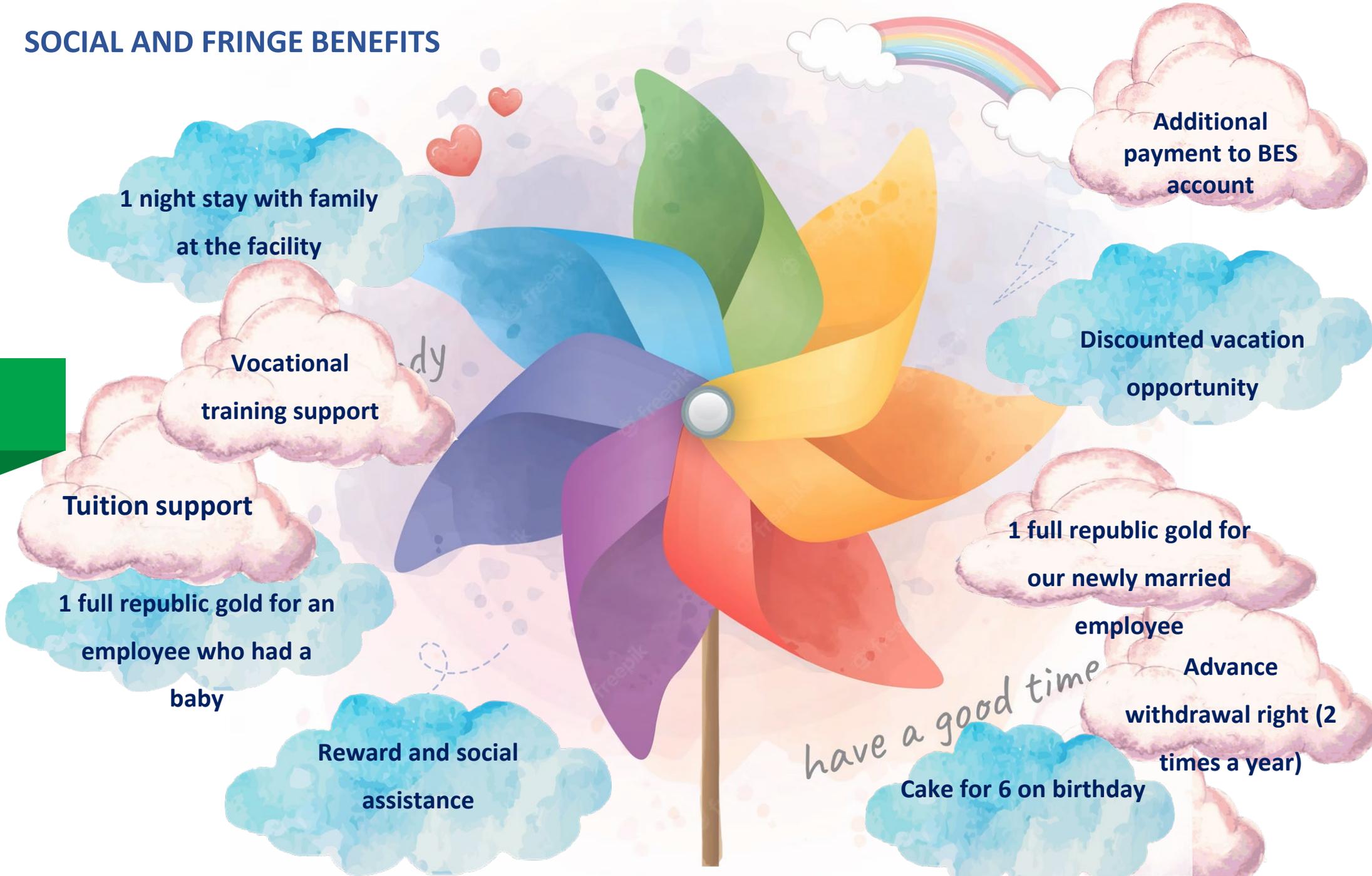
As part of our fringe benefits, one full Republican gold coin was presented to **five** employees following childbirth, educational assistance was provided to **15** employees, and **eight** employees received one full Republican gold coin in celebration of their marriage.





## SOCIAL AND FRINGE BENEFITS

### WORK LIFE



## Seniority Award



## Nailing Tournament



## Table Tennis



## Archery



WORK LIFE



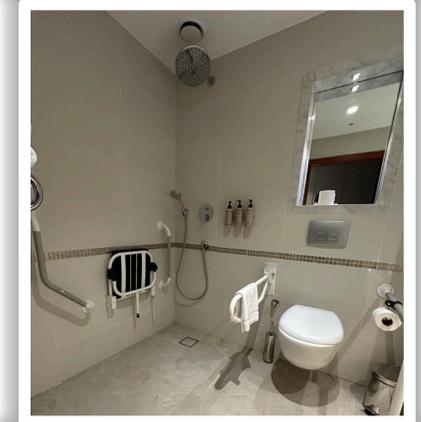
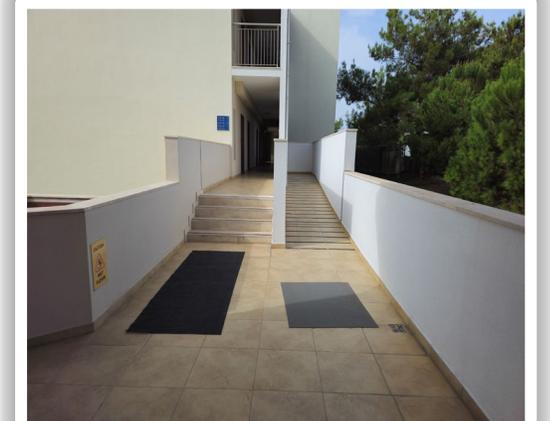
## ACCESSIBILITY FOR ALL

- There are more than 650 million people with disabilities worldwide. In this context, accessible (disability) tourism represents a significant and growing segment within the tourism industry. According to the World Health Organization, at least 10% of every society consists of individuals with disabilities. In Europe alone, when pregnant and elderly individuals are included, this market exceeds 50 million people. When family members and companions are considered, individuals with disabilities represent a potential tourism audience of approximately 20 million.
- Individuals with disabilities, who represent a significant portion of society, often face numerous challenges when accessing tourism services. Enhancing their participation in tourism begins with understanding their specific needs and addressing the barriers they encounter.
- At Akra Sorgun, we offer three specially designed accessible rooms—two deluxe rooms (for four guests) and one family room—as well as features such as elevators suitable for wheelchair use, accessible restrooms in common areas, a ramp and elevator at the family pool, stair access to the adult pool, and four reserved sun loungers along with floating loungers on the beach for guests with disabilities.
- Accessible guest rooms are equipped with sound and light emergency sensors; vibrating pillows for added safety and comfort.





ACCESSIBILITY FOR ALL



FACILITIES FOR THE DISABLED





## WEWALK - CONSULT APP

**WeWALK** is an innovative mobility platform designed to help visually impaired individuals navigate independently and safely. By leveraging the latest technology, it offers solutions that promote equal and full participation of visually impaired people in all aspects of social life.

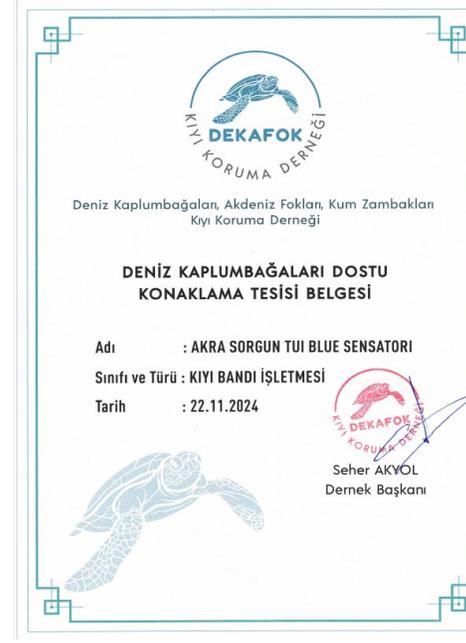
**CONSULT:** WeWALK is a feature within the mobile application that connects visually impaired users with professional assistants, providing real-time visual guidance through the phone's camera in any situation where visual support is needed.

- Escorting visually impaired guests to their rooms
- Providing in-room orientation, including use of the wardrobe, minibar contents, power sockets, amenity kits, bathroom facilities, air conditioning settings, and remote control
- Ensuring accessibility of printed materials such as menus and information cards
- Assisting with navigation to social areas within the hotel (e.g., restaurant, gym, beach, meeting rooms) and providing detailed information about available refreshments, materials, and equipment in these spaces



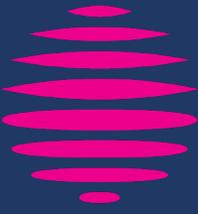
In 2024, Akra Hotels was honored with the **Barrier-Free Informatics Private Sector Award** for its innovative WeWALK project.





## OUR AWARDS AND CERTIFICATIONS





OUR AWARDS AND CERTIFICATIONS





Akra Sorgun Tui Blue Sensatori



Reviews from millions of Tripadvisor travellers place this hotel in the top 10% worldwide.

Awarded to

**Akra Sorgun Tui  
Blue Sensatori -  
Ultra All Inclusive**

Booking.com  
Traveller Review Awards 2024

**9,1**  
out of 10

2024  
OUR GUESTS RATED

Akra Sorgun Tui Blue Sensatori - All Inclusive

**Superb**  
**9.4**

Hotels.com™



**BİSİKLET DOSTU  
KONAKLAMA  
TESİSİ BELGESİ**

Adı : AKRA SORGUN  
Sokak ve Türü : S. YILMAZLI ÖZEL  
Adresi : SORGUN MAH. ACISI MEVKİİ NO:121  
MALKAVATANTALAYI  
Belge Sahibi : BARTU TURİZM YATIRIMLARI A.Ş.  
Mülk Sahibi : KÜLTÜR VE TURİZM BAKANLIĞI  
Tarih ve Sayı : 14/02/2018 - 1838

*Levent KIBICAN*  
Belge n.  
Genel Müdür V.



Bu belge Kültür ve Turizm Bakanlığı tarafından değerlendirilmiştir. İstenilen koşulları yerine getirildiği için  
Bisiklet Dostu Konaklama Tesisi Belgesi almaya hak kazanmıştır.

Y-1 SERİSİ No: 000112

## OUR AWARDS AND CERTIFICATIONS





## OUR AWARDS AND CERTIFICATIONS



Great Place To Work® Enstitüsü tarafından yapılan analizler ve değerlendirmeler sonucunda, yüksek güven kültürü ve pozitif çalışan deneyimine sahip Harika İş Yeri Kriterlerini karşılamakta global çapta **Great Place To Work®-Certified™** unvanına hak kazanmıştır.

3 Ocak 2024 - 3 Ocak 2025 tarihleri arasında geçerlidir.

Eyüp TOPRAK

Great Place To Work, Türkiye  
Genel Müdürü

purpose trust empathy  
belonging equity diversity