

AKRA FETHİYE – AKRA FETHİYE THE RESIDENCE SUSTAINABILITY REPORT 2023





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AKRA FETHIYE & AKRA FETHIYE THE RESIDENCE HISTORY

Akra Fethiye has been in operation since 2015, while Akra Fethiye The Residence has been operational since 2019. Both are located on a total area of 78,210 m2 in Kargı Neighborhood, Fethiye district of Muğla.



Akra Fethiye operates for 7 months of the year (April-October) and has 418 rooms, while Akra Fethiye The Residence operates for 6 months of the year (May-October) and has 164 rooms.



VISION

BHM Group continues to be an innovative and reputable company driven by local values.

MISSION

Creating value for its stakeholders through the principle of "**Happy Employee - Happy Guest**".

VALUES

Fair, Reliable, Responsive

PRINCIPLES

Principles of corporate governance;

Equity, Responsibility, Transparency, Accountability, Consistency, Participation-Distribution,
Effectiveness and Efficiency



US AT AKRA



We stand by our promises



We value the opinions of our guests and colleagues



We protect and improve our environment



We pay the same attention to all our stakeholders



We make effective and fair decisions



OUR POLICY

Maintaining guest satisfaction as the top priority is the main goal of our hotels, and we strive to achieve this together with all our employees. In line with this goal;

Legal Requirements

BHM Group is committed to adhering to all legal requirements in all its product and service processes.

Employee Safety and Investing in People

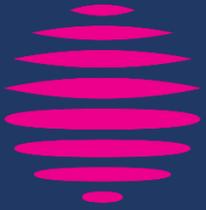
Our employees are our most valuable asset. In order to minimize risks to the health and safety of our employees and business partners, and to prevent occupational accidents, we continuously improve all our processes and stay up-to-date with the latest technologies through participation and consultation at all levels. Ensuring our employees are trained, their human rights are protected, and they benefit from equal rights regardless of religion, language, and race is an indispensable rule for us.

Guest Satisfaction - Guest Safety - Guest Orientation

Our guests are the reason for our existence. Our primary values include following up on all guest complaints from all sources, resolving complaints promptly, and turning complaints into opportunities by informing our guests about the actions taken.

Energy Saving

BHM Group has adopted the principle of using energy resources in the most efficient way and continuously improving energy efficiency.



OUR POLICY

Respect for the Environment and Protection of Wildlife

Our main goals are to prevent environmental pollution and protect nature by using our natural resources in the most efficient way, reducing the amount of waste we generate, and recycling or rendering it harmless. We are committed to fulfilling our environmental obligations and promoting sustainable practices, including efficient resource use, climate change mitigation and adaptation, and the protection of biodiversity and ecosystems.

Food Safety - Hygiene

Our common principle is to implement and continuously improve the food safety system throughout the food chain, prioritizing hygiene conditions across all hotels, to ensure the provision of quality products that comply with food safety principles.

Our Investors and Business Partners

We aim to exceed the service quality of our competitors at the most competitive cost by understanding the expectations and needs of our investors, who seek a peaceful and safe working environment for their employees, and our business partners, with whom we share the same objectives.

Supporting Local Economy and Sustainability

We acknowledge our contribution to the local economy, as 95% of our suppliers and raw materials are sourced locally. For sustainable tourism, we prioritize environmentally friendly purchases that result in lower energy consumption, water usage, and waste production.

Abuse and Harassment of Specially Protected / Vulnerable Groups

We believe that everyone should take responsibility for the protection of specially protected / vulnerable groups. We know that the welfare and protection of specially protected / vulnerable groups from all kinds of harm is extremely important and that it is our main duty to protect them from physical and mental abuse and harassment.



While conducting its operations, Akra Fethiye and Akra Fethiye The Residence Hotel strive to maintain positive relationships with the surrounding communities, organizations, and natural habitats. They aim to ensure that their social and economic impacts benefit the environment and the people of the region as much as possible, while also working to reduce and eliminate any negative impacts.

➤ **Being Environmentally Friendly**

Our primary goal is to conduct activities that contribute to the protection of the environment and cultural heritage in the regions where we operate, and as far as possible beyond, while also controlling our environmental impacts.

➤ **Supporting the Local Community**

We ensure that the personnel we employ are from the local community. In this way, through the multiplier effect of the economy, we contribute to the revitalization of the region's economy by employing local personnel. At the same time, we assist the people of the region in staying within their communities by providing job opportunities locally, rather than seeking employment outside the region.

➤ **Sustainable Tourism**

Meeting the needs of our guests and the local community with future generations in mind, protecting natural resources and wildlife, conserving energy and water, and enhancing quality of life are the foundation of our sustainability activities.

➤ **Creating Opportunities**

We offer internship opportunities for tourism students to gain valuable work experience. We support our employees with training programs and a career management program. We aim to train our own employees as much as possible, promote them to higher positions, and grow together as a team.

2015-2014

During the construction phase of our facilities, our first priority was to comply with National Environmental Legislation.

After obtaining our environmental permit, we established the necessary procedures for waste management, chemical usage, wastewater treatment, sludge dewatering, soil pollution, greenhouse gas emissions control, domestic water, air emissions, etc. We initiated measurement, analysis, and follow-up studies, as well as training plans to ensure that these practices become continuous. Monthly audits and reports are conducted to monitor the implementation of these practices. We continue to pursue these efforts in the same direction.

Our facilities have the EIA Not Required (439 rooms) certificate dated 13.03.2014/153 and numbered; EIA Positive Certificate obtained with the decision numbered 04.03.2019/5370 taken with the capacity increase, Environmental Permit Certificate dated/numbered 30.07.2021/228754514 and Treatment Plant Identification Certificate dated 14.01.2021/552 issued by Muğla Provincial Directorate of Environment, Urbanization and Climate Change.



WHAT DO
WE DO?

2015 -2017 -2019 -2021 - 2023

As a member of TRAVELIFE, an internationally recognized sustainability certification organization promoting sustainability in the tourism sector and rewarding businesses with awards, we have consistently aligned our operations with their criteria, earning the TRAVELIFE GOLD CERTIFICATE every year. We continue to take new actions and generate ideas to ensure the continuity of this organization that we have built, evolving day by day.



2023

In 2023, Akra Fethiye & Akra Fethiye The Residence, committed to preserving Fethiye's natural values with its environmentally friendly policy since its establishment, took another step towards a more livable world. We are actively taking initiatives to preserve Fethiye's historical and cultural heritage, ensuring it remains intact for future generations, while also working to mitigate the climate crisis and reduce our carbon footprint, which has become a global concern. To achieve these goals, in 2023, we obtained certification from the Global Sustainable Tourism Council (GSTC), established in 2007 by UNEP and UNWTO, to promote greater awareness, understanding, and implementation of sustainable tourism practices.



WHAT DO WE
DO?



2018

Akra Fethiye received the Travelife Waste Champion award in 2018 for its commitment to reducing single-use plastic consumption, particularly plastic straws, and for its efforts to raise awareness about the issue.



WHAT DO WE
DO?

2023

Akra Fethiye has been selected as the hotel of the month for August 2021 by Travelife for its commitment to the community.





OUR ENVIRONMENTAL APPROACH

To earn respect worldwide, we prioritize respecting the environment and the Earth.

Without compromising the comfort of our guests, we aim to control the consumption of water, electricity, energy, chemicals, and minimize solid waste, thus minimizing damage to the environment and natural resources. With the measures we have taken in line with sustainable tourism principles, we have reduced the use of natural resources and updated practices to minimize, and if possible, eliminate damages to soil, water, and air.

Here are some of our sustainable tourism practices in our facilities:



WASTE MANAGEMENT

RECYCLABLE WASTE

Waste management encompasses various activities, including waste reduction at its source, segregation based on characteristics, collection, storage, recovery, transportation, disposal, and post-disposal control, as well as similar operations. At Akra Fethiye & Akra Fethiye The Residence, our Waste Management System aims to minimize waste, responsibly dispose of waste with minimal environmental impact, and maximize recycling efforts. In our hotels, we inform our guests about environmental issues through QR code applications, info channels, and sustainability boards, and encourage their support in our sustainability efforts.



WASTE
MANAGEMENT

Our employees receive training on the importance of waste separation, and waste separation is monitored by departments. In addition, we have placed warning labels in our general area toilets, advising guests to dispose of toilet paper in garbage bins rather than in the toilet bowl for the benefit of the environment and our facility.

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	POLİÜRETAN 1000 yıl	PLASTİK TABAK 500 yıl

atıklarımızı doğaya terk etmeyelim, ulusal ekonomiye kazandıralım...



Kullandıktan Sonra Attığımız Bazı Şeyler ÇÖP DEĞİLDİR!

Gerici Kazanımın 7 Yararı:

- ❖ Ekonomimize katkıdır.
- ❖ Doğal kaynaklarımızı korumaktır.
- ❖ Enerji kaynaklarımızı korumaktır.
- ❖ Sosyal birliklilik oluşturur.
- ❖ İş istihdam oluşturur.
- ❖ Ülkenizin ekonomisine katkıdır.
- ❖ Çocuklarımızı güzel bir bahaçe bırakır.

Kaynağında Ayrı Toplama





A sufficient number of garbage bins have been placed throughout the facility to allow our guests to separate waste effectively. For the recycling of these separated wastes, we collaborate with companies licensed by the Ministry of Environment, Urbanization and Climate Change, and we closely monitor the process.

WASTE MANAGEMENT

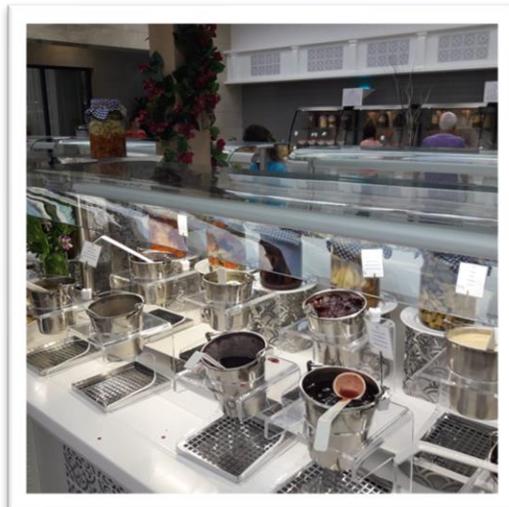
To collect recyclable wastes separately and recycle them, separate bins have been placed in each department for each type of waste, and the importance of this issue is constantly emphasized to the employees.



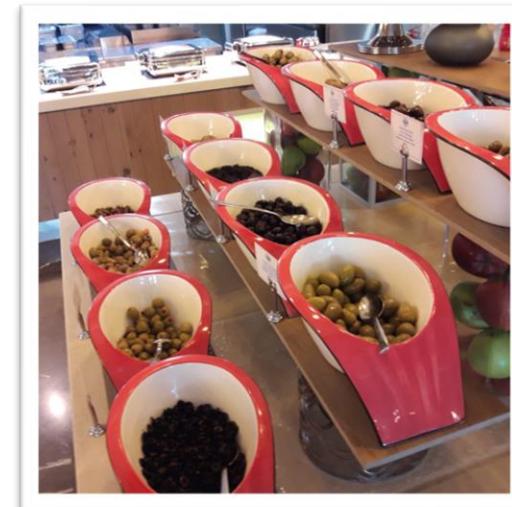


WASTE MANAGEMENT

By installing water purified dispensers in the employee cafeteria and recreation areas of our facilities, we have reduced carboy water consumption and eliminated the use of cardboard/plastic cups.



We have reduced packaging waste by purchasing large packaged boxes and buckets instead of disposable breakfast products.





In order to protect natural resources and reduce plastic waste generation, we have been using kraft paper for shampoo, shower gel, body lotion, liquid hand soap, conditioner bottles, and boucle materials produced from wheat stalks in our guest rooms since 2023.

WASTE
MANAGEMENT





WASTE MANAGEMENT



We help conserve natural resources and reduce waste by providing our guests with reusable bags made of raw cloth for their use.

The importance and necessity of collecting waste oil are emphasized in every orientation training and in the annual in-plant training plans.

Employees are reminded that they can bring the frying oils they use at home to our facility in order to prevent pollution of the environment and our waters from waste oils.



WASTE MANAGEMENT



In 2023, 4885 liters of vegetable waste oil were delivered to the recycling company for biodiesel fuel production at Akra Fethiye and Akra Fethiye The Residence Hotel.

In 2023, approximately 4.9 tons of biodiesel were produced from the waste oil delivered from Akra Fethiye and Akra Fethiye The Residence hotels.

WASTE MANAGEMENT

In May 2015, Akra Fethiye Hotel started its operations and Akra Fethiye The Residence Hotel started its operations in 2019, recyclable materials are separated. We are proud to share our recycling figures for 2015-2023.



Since 2015, approximately 227 tons of paper and cardboard waste has been recycled and this figure is 50500 kg in 2023.

Our gains for 2023 are 8939 kg less greenhouse gas emissions, 859 trees saved, 207050 kWh energy savings, 126 m3 storage space saved

To reduce our paper consumption, we send our correspondence and announcements via email as much as possible.



Since 2015, approximately 55 tons of metal waste has been recovered and this figure is 9269 kg in 2023.

Our gains for 2023: 881 kg less greenhouse gas emissions, 12 kg raw material savings, 5951 kWh energy savings, 28 m3 storage space savings



Since 2015, approximately 637 tons of glass waste has been recovered and this figure is 141450 kg in 2023.

Our gains for 2023: 4244 kg less greenhouse gas emissions, 170 kg raw material savings, 5941 kWh energy savings, 212 m3 storage space savings



Since 2015, approximately 151 tons of plastic waste has been recovered and this figure is 40122 kg in 2023.

Our gains for 2023: 1645 kg less greenhouse gas emissions, 654 barrels of oil savings, 231664 kWh energy savings, 92 m3 storage space savings

HAZARDOUS WASTE

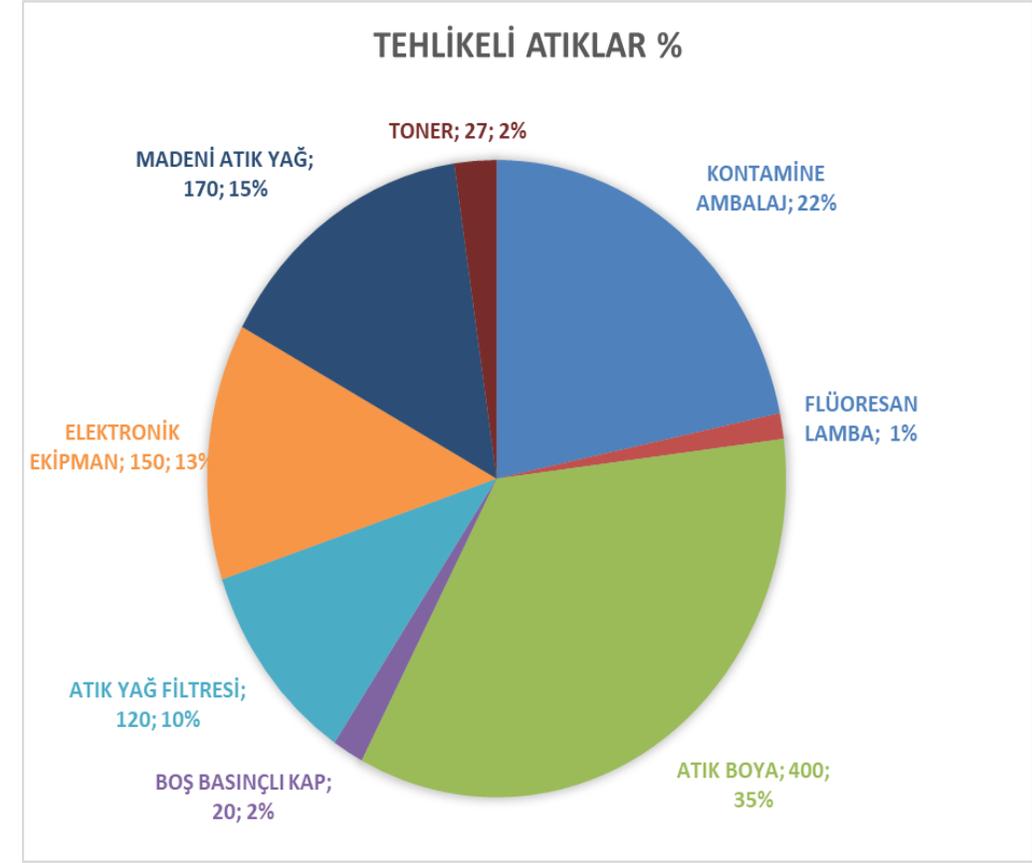
To dispose of hazardous wastes generated in our hotels without harming the environment, we collect them in designated hazardous waste rooms, label them appropriately, and deliver them to licensed companies for disposal or evaluation in accordance with the law.

In 2023, a total of 1152 kg of hazardous waste from Akra Fethiye and Akra Fethiye The Residence Hotel was delivered to licensed companies for proper disposal. We ensure the proper collection and disposal of wastes by delivering them to licensed companies, and we raise awareness among our employees through training on waste management.



We have placed battery disposal boxes at various locations throughout the hotel to prevent damage to the environment.

Reminders to bring used batteries from home to the facility are included in all orientation sessions.



HAZARDOUS
WASTE

USE OF CHEMICALS

Chemicals are substances that we use in many areas of our lives, making tasks easier, but can also have negative consequences due to their harmful effects. Chemicals are used in maintenance and repair activities as well as cleaning activities in our facilities.

Cleaning with the environment in mind means cleaning hygienically while minimizing the impact on health and the environment. Environmental damage can be minimized not only by using environmentally friendly cleaning products but also by using these products sparingly and adjusting the dosage carefully. In this way, the overall damage of chemicals to the environment can be significantly reduced.

It is our priority to ensure that all chemicals we use are approved, labeled, and in appropriate packages, and that we have received the SDS (Material Safety Data Sheet). Our employees who will use the chemical undergo training by the purchasing department on the use of chemicals, information provided in the SDS, the quantity and methods of use, the requirements for personal protective equipment, and the procedures outlined in the "Instruction on Emergency Measures in Chemical Spills."





USE OF CHEMICALS

Our chemical warehouses are designed to take necessary precautions against leaks, spills, etc., that may harm the environment. Chemical storage is carried out in accordance with the type of chemical, the manufacturer's storage instructions, and regulations. Our employees receive periodic training on 'Environmental Accidents,' and drills are conducted regularly.

We work with relevant companies for the safe disposal of chemicals and carefully track chemical waste.

We control the amount of chemicals we use and provide personnel training to prevent wasteful and incorrect use of chemicals. We prefer concentrated products whenever possible.

We use automatic dosing systems that ensure the minimum amount of chemicals is used for proper hygienic application in our pools.

We ensure that the pesticides used by the pest control company we outsource are products that do not harm human health and the environment. We try to make more use of natural measures such as fly catchers and adhesive paper.

We use sealed pans on all shelves for chemical storage in our chemical warehouses.





ENERGY MANAGEMENT

One of the most important steps towards sustainability is ensuring energy efficiency. This involves identifying problems by measuring energy use and identifying potential areas for savings.

Equipment and systems with low energy consumption are preferred. We achieve long-term improvement through automation management and resource monitoring. Energy savings are continuously analyzed through maintenance, surveillance, and monitoring.

In 2023, ISO 50001 Energy Management System was established to better manage energy management and savings.





WATER MANAGEMENT

Water consumption and quality are monitored to ensure the proper use and management of water resources.

The wastewater generated is treated in the 750 m³/day capacity treatment plant within our facility and then used as irrigation water for garden irrigation.

Thanks to its dissolved nitrogen and phosphorus content, it reduces the use of fertilizers in the garden.





ENERGY AND WATER MANAGEMENT

Akra Fethiye and Akra Fethiye The Residence aim to control the consumption of water, electricity, energy, chemicals and solid waste in order to minimize damage to the environment and natural resources while maintaining the comfort of guests.

With the measures we have taken in line with sustainable tourism principles, we have reduced the use of natural resources and updated practices to minimize, and if possible, eliminate damages to soil, water, and air. The applications are listed below:

- Thanks to the solar energy panels in the hotel, approximately 65% of the hot water requirement is met, reducing natural gas consumption.
- -By monitoring the pool temperature values, overheating is taken under control and unnecessary gas consumption is prevented.
- -The working times of the cooling groups of the blocks are updated and activated according to the need, thus saving energy.
- -If the room balcony door is opened, the heating/cooling system automatically turns off.





ENERGY AND WATER MANAGEMENT

- After our guests leave the room, a system that ensures that the electrical energy is cut off is used.
- -Compact Fluorescent bulbs and LED lighting are preferred in 95% of our lighting systems.
- -Towel and linen changes in the rooms are carried out in line with guest requests and guests are informed about this issue. If guests do not request changes, towels and sheets are changed every two days.
- -Double glazing is preferred for thermal insulation in the windows used in the rooms and general areas.
- -The mini bars and televisions used in the rooms of our hotel have low energy consumption.
- -The mini bars in the guest rooms are positioned so that they do not receive direct sunlight in order to prevent heating.
- -Low flow (6 l/min) special faucets are preferred in the bathroom sinks. All faucets are with aerator.
- -Low flow (10 l/min) special shower heads are preferred for room showers. All shower heads are with aerator.





ENERGY AND WATER MANAGEMENT

- Toilet cisterns are set as low as possible to save water.
- -Photocell urinals are available in public toilets.
- -Our guests are informed not to throw away the books, magazines and newspapers they have read and want to dispose of, but to leave them in our book reading area in the hotel. In the same way, guests are guided to pick the books, magazines and newspapers they want to read from our library.
- -All kinds of waste generated both during operation and after the use of our guests are collected separately at the source.
- -Backwash water in the pools is recycled and recirculated.
- -Copper and silver ions are used to reduce chemical consumption in the pools. Savings of 50% - 75% are achieved.
- -Time clocks are used in outdoor lighting. Lighting times are adjusted according to summer and winter hours.
- -Electricity consumption is reduced thanks to frequency inverters in the heating system pumps, booster pumps and main air handling units.





ENERGY AND WATER MANAGEMENT

- The garden irrigation of our hotels is carried out with timed irrigation systems. Drip irrigation is used in every possible place in the garden.
- Electronic communication channels (e-brochure, e-flyers, e-newsletter, e-card etc.) are preferred in our business.
- The office employees of our hotel have the opportunity to carry out many activities electronically using the personal computers allocated to them and the local network. Except for the works requiring signature, the works and correspondences are carried out electronically.
- All electrical devices are maintained and cleaned at regular intervals to minimize possible energy losses.
- The seals and gaskets of cold units, freezers, ice machines, and ovens are periodically checked, and worn ones are replaced.
- Care is taken to open the cold unit doors as infrequently and for as short a time as possible, and hot food is cooled in Blast Chillers before being placed in cold units.
- Convectional stoves are preferred over traditional stoves.





ENERGY AND WATER MANAGEMENT

- There are instructions for use next to the machines used in kitchens and laundries,
- and our employees who use them are knowledgeable about machine use.
- Electricity consumption is reduced thanks to frequency inverters in the heating system pumps, booster pumps, and main air handling units.
- E-mails and documents are not printed if they are not necessary.
- Whenever possible, double-sided paper is used on suitable printers.
- Any malfunction in the hotel is reported to the relevant department electronically through the program.
- In the offices, paper is not thrown in the trash, but in the recycling bin.
- All printers have been replaced to reduce paper and cartridge consumption.
- Instead of photocopying the identity documents (passport - identity card) of our guests staying in our hotel, they are recorded in the system using the identity passport reader at our receptions.
- Announcements of the activities carried out in our facility are made electronically via info tv.
- Personnel payrolls are sent to their owners via e-mail.





ENERGY AND WATER MANAGEMENT

- Within the scope of our social responsibilities, we organize "spot cleaning" activities at the end and beginning of the season at public beaches and forest areas with the participation of all our staff.
- R404A gas is used instead of CFC (Chlorofluorocarbon) gases that are harmful to the ozone layer in the industrial cold air rooms used in our hotel.
- We are aware of our contribution to the local economy, for this reason, a very large part of the products supplied, close to 95%, is supplied from the local market.
- Low energy devices are preferred in cooling groups. A+ In this way, we contribute to reducing our carbon footprint.
- Energy savings are achieved thanks to the motion and presence sensors in the rooms of our Akra Fethiye The Residence facility. The motion sensor is triggered by the first movement and keeps the lighting on as long as the movement continues within the set time. The presence sensor, on the other hand, is triggered by the first movement and even if the movement continues within detection area, it primarily decides according to the lighting condition and turns off the lighting which it is connected if there is sufficient lighting.

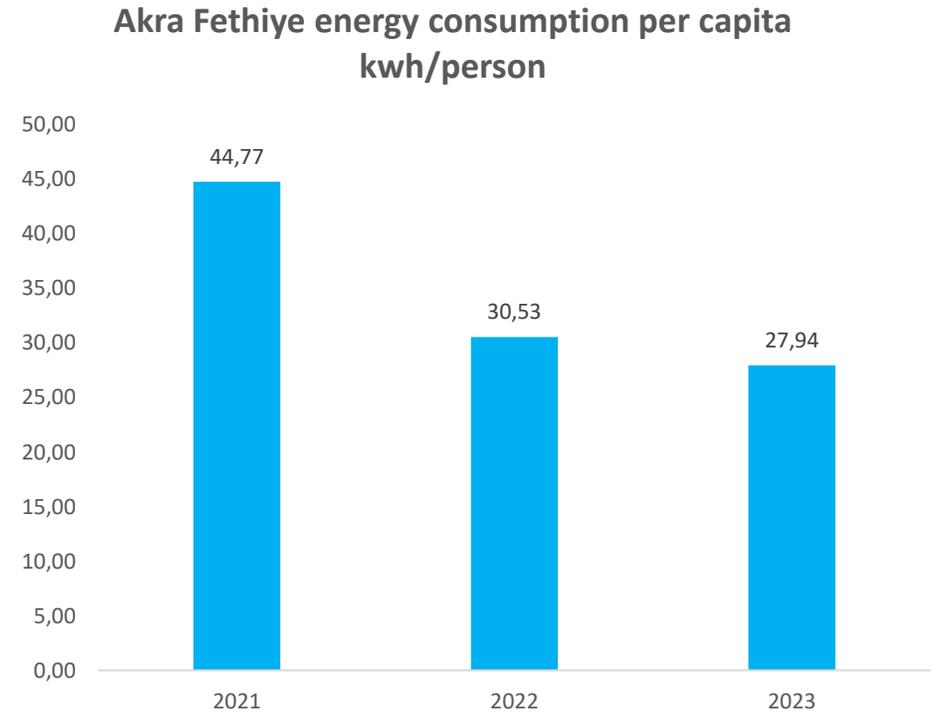
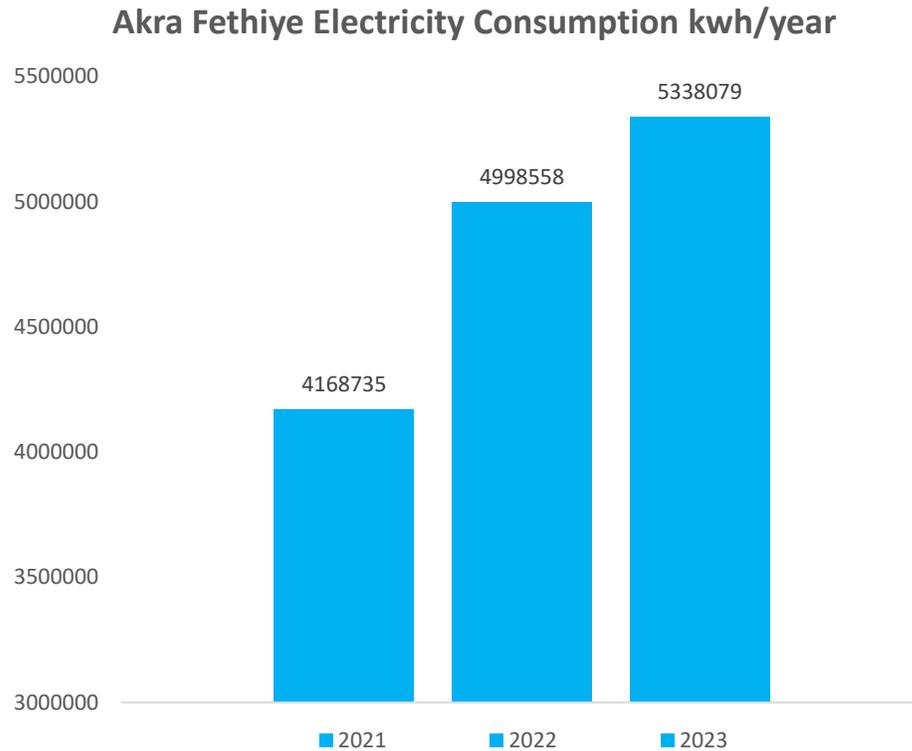




AKRA FETHIYE ELECTRICITY CONSUMPTION

DATA In 2021, average consumption per capita was 44.77 kwh due to low occupancy, while in 2023, although electricity consumption was higher compared to previous years, consumption per capita was 27.94 kwh due to increased occupancy.

ENERGY AND
WATER
MANAGEMENT



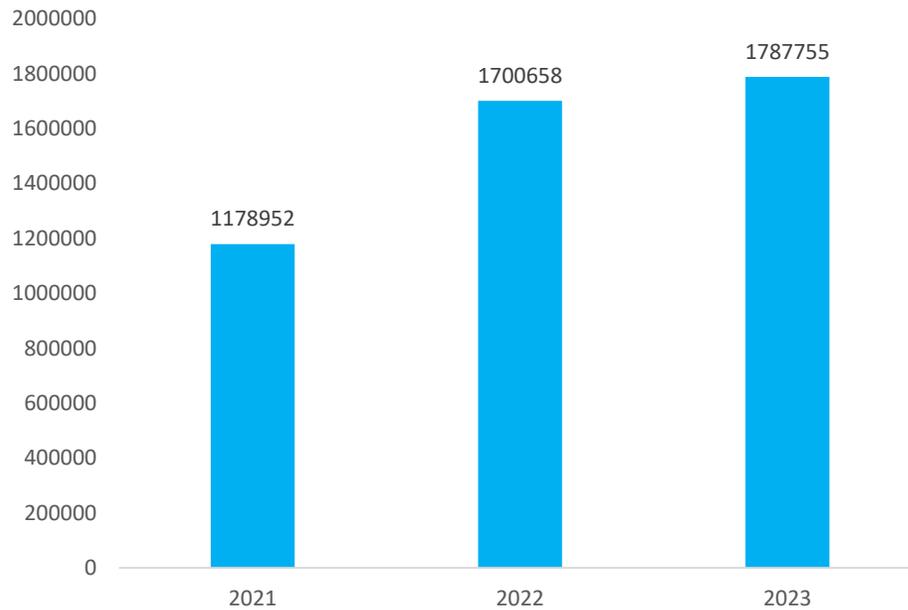


AKRA FETHİYE THE RESIDENCE ELECTRICITY CONSUMPTION DATA

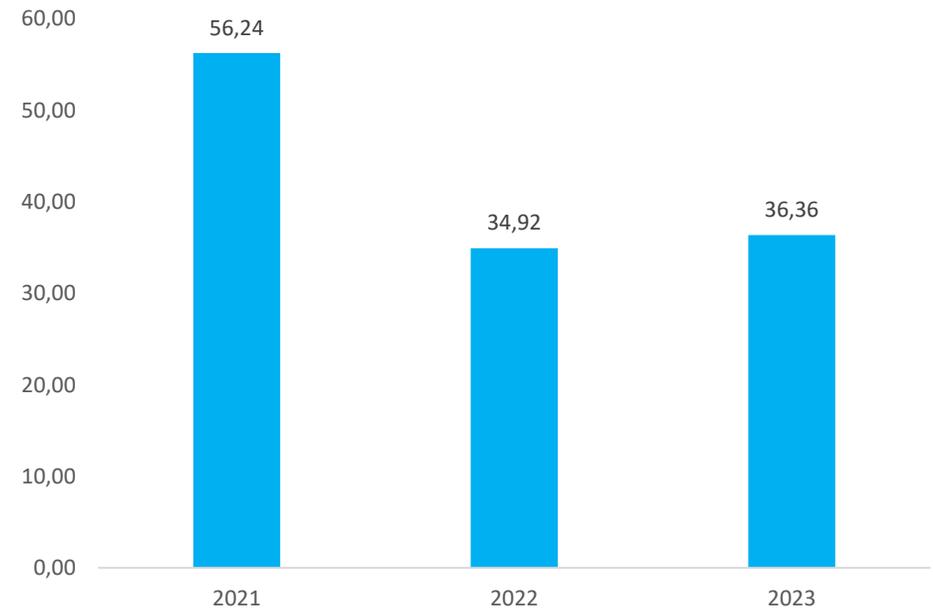
In 2023, although electricity consumption was higher compared to previous years, per capita consumption was realized as 36.36 kwh due to the increase in occupancy.

ENERGY AND
WATER
MANAGEMENT

Akra Fethiye The Residence Electricity consumption kwh/year



Akra Fethiye The Residence electricity consumption per person kwh/year



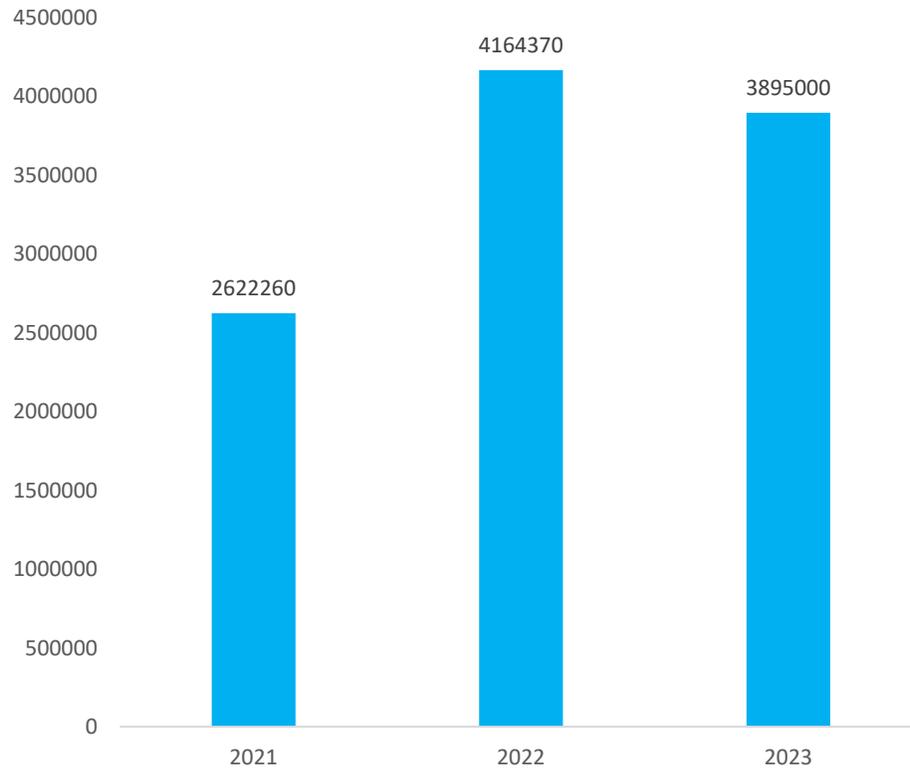


AKRA FETHIYE LNG CONSUMPTION DATA

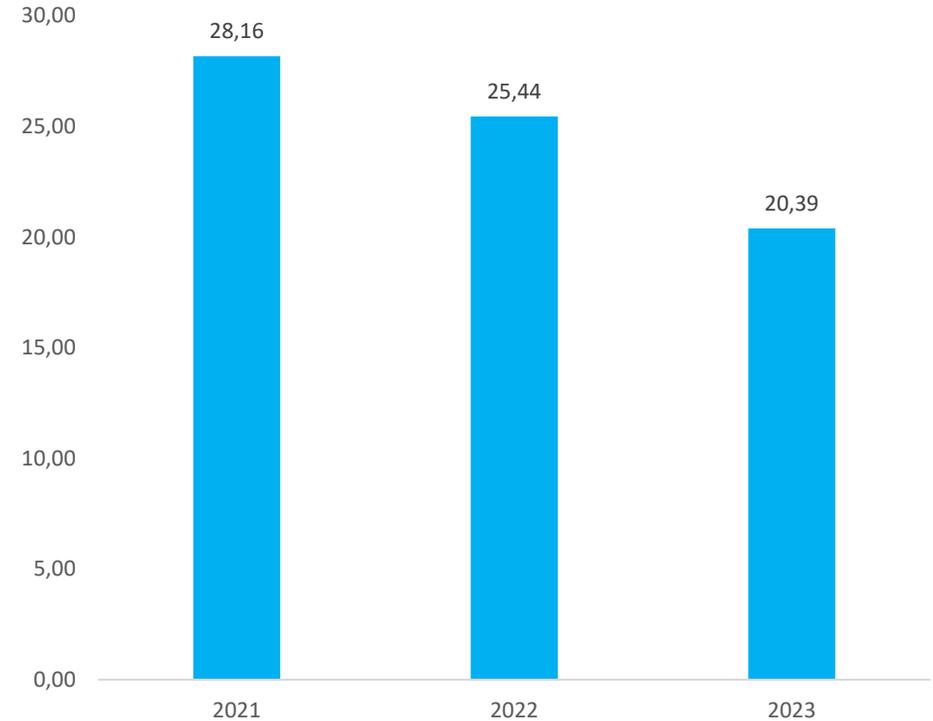
In 2023, LNG consumption was 3895000 kw/year and per capita consumption was 20.39 kw/year.

ENERGY AND
WATER
MANAGEMENT

Akra Fethiye LNG consumption kw/year



Accra Fethiye LNG consumption per capita kw/person

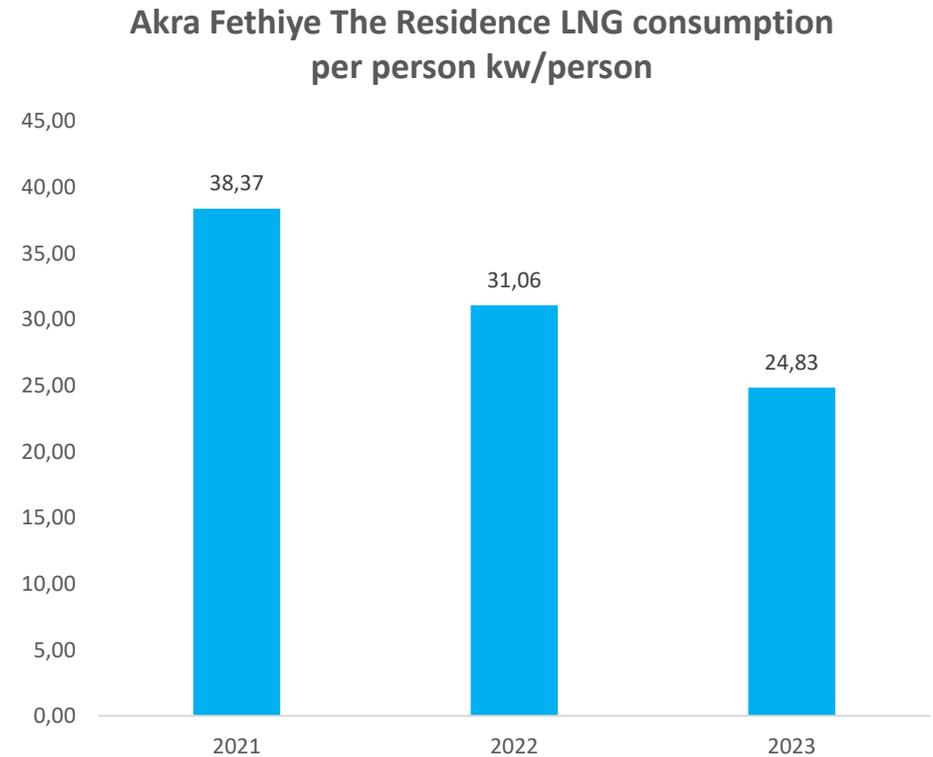
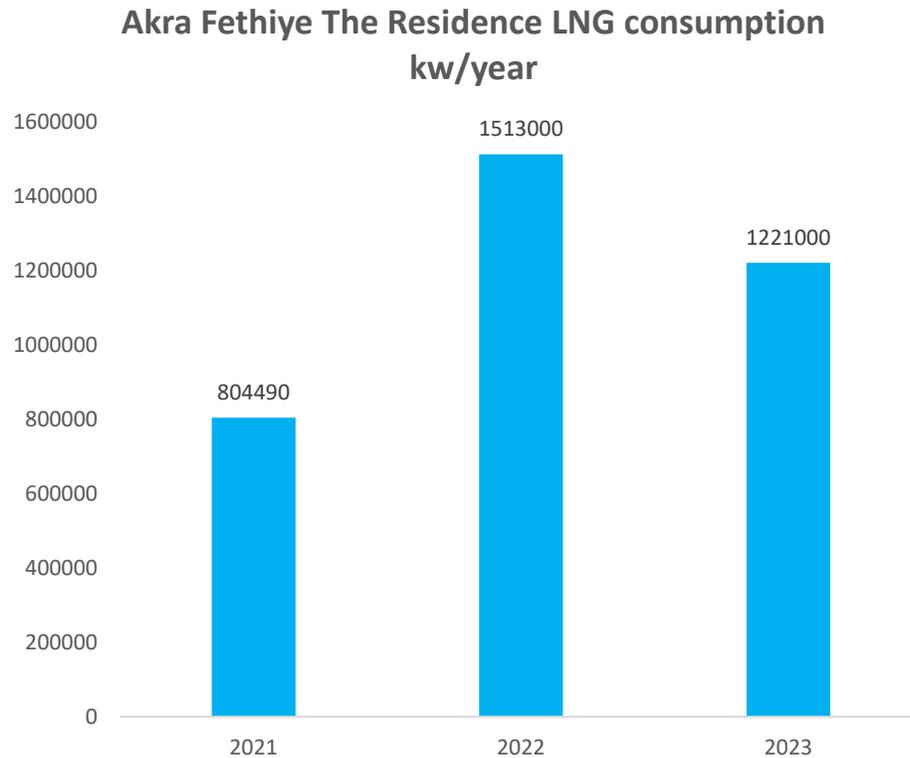




AKRA FETHİYE THE RESIDENCE LNG CONSUMPTION DATA

In 2023, LNG consumption was 1221000 kw/year and per capita consumption was 36.36 kw/year.

ENERGY AND
WATER
MANAGEMENT





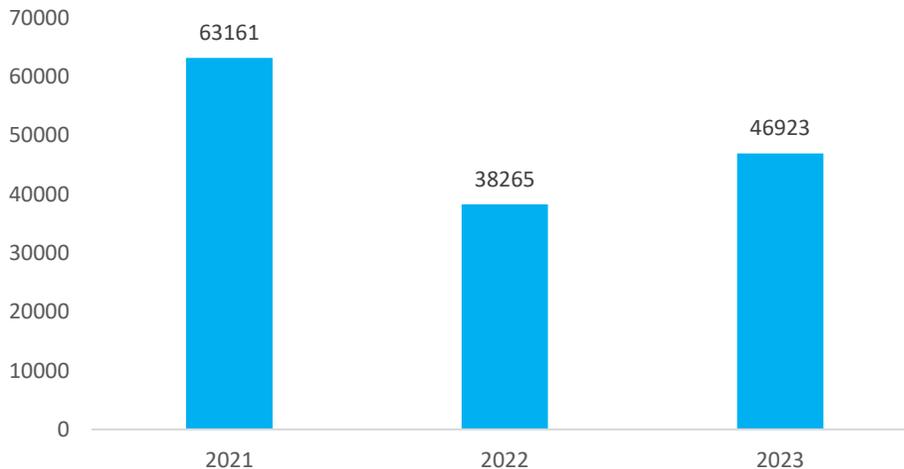
WATER MANAGEMENT

Water consumption in our facility is significant due to daily activities, swimming pools, and living areas. Therefore, water management and control are important to us.

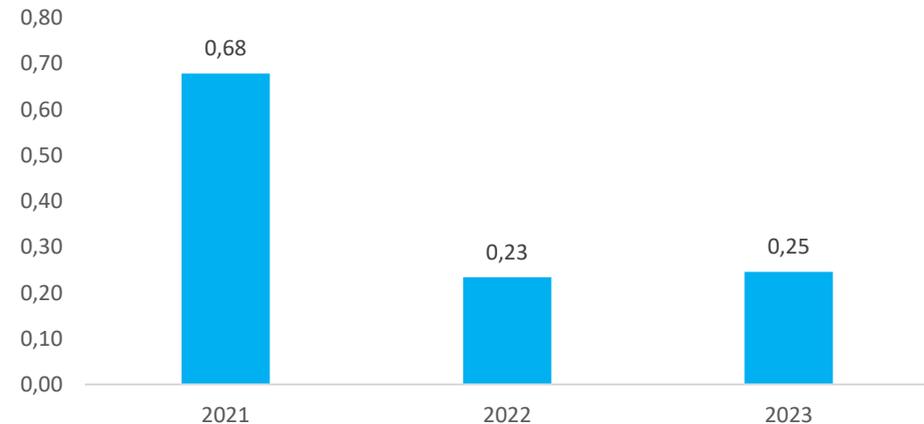
We use water-saving equipment to reduce overall water consumption without compromising on health, hygiene and guest satisfaction; we inform our guests and train our employees to support us in this regard.

In 2023, water consumption was realized as 46923 m³/year and per capita consumption as 0.25 m³/person.

Akra Fethiye Water Consumption m³/year



Akra Fethiye per capita water consumption m³/person

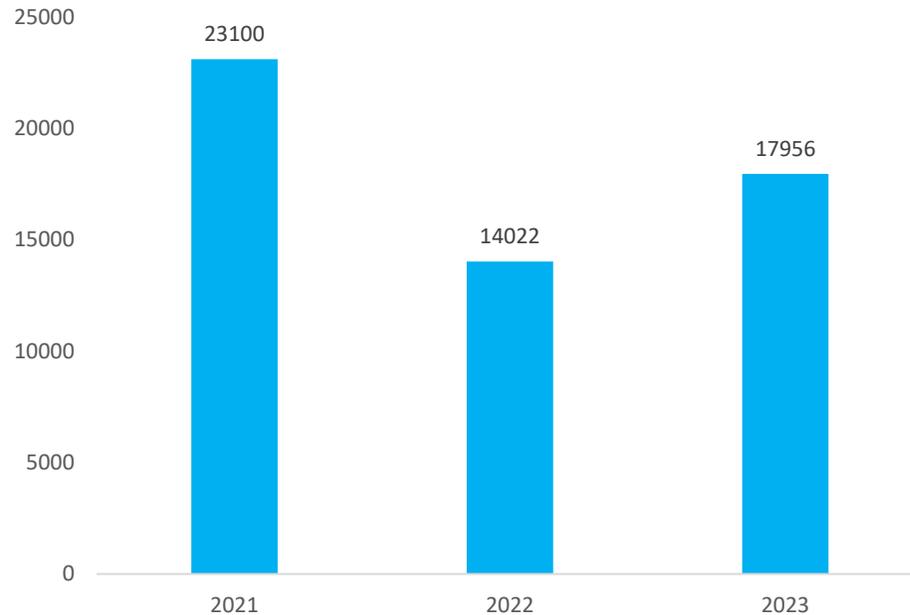




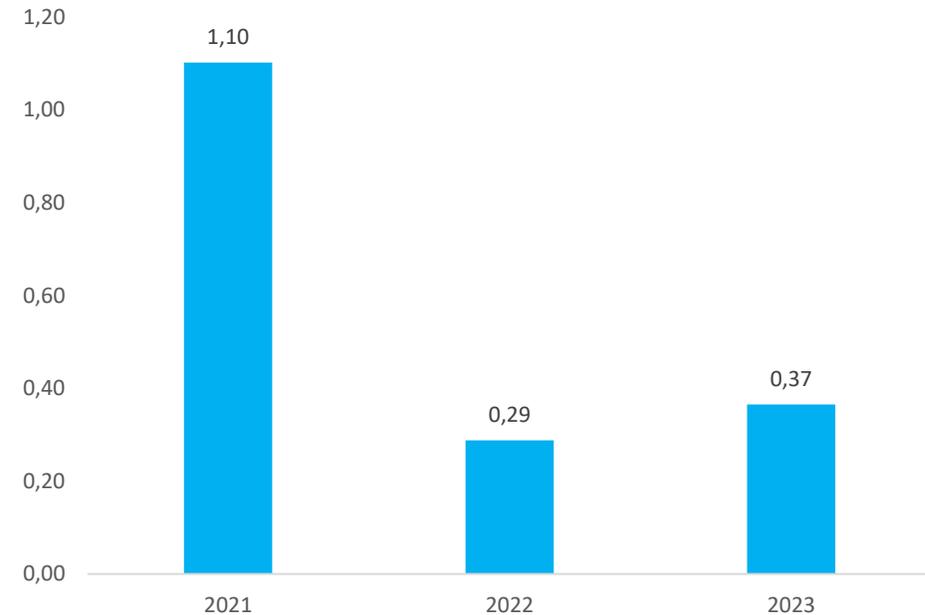
In 2023, water consumption was realized as 17956 m³/year and per capita consumption as 0.37 m³/person.

**ENERGY AND
WATER
MANAGEMENT**

Akra Fethiye The Residence annual water consumption m³/year



Akra Fethiye The Residence water consumption per person m³/person

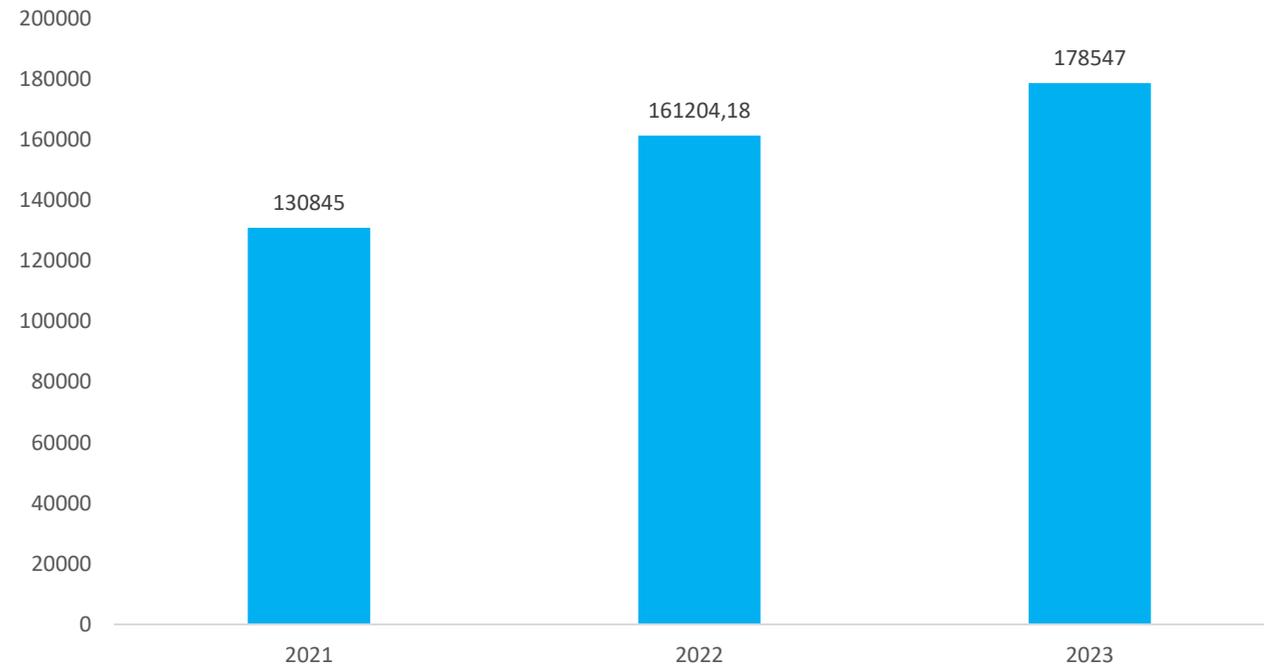




WASTE WATER TREATMENT

In 2023, 178547 m³ of wastewater was treated and used for garden irrigation. In this way, conservation of natural resources was ensured.

Amount of Wastewater Treated m³/year





CARBON FOOTPRINT

Carbon footprint refers to the amount of all greenhouse gases (CO₂), including carbon dioxide gas, emitted into the atmosphere by our daily activities and consumption in tons equivalent.

As the amount of gases such as water vapor, carbon dioxide, methane and diazot monoxide in the atmosphere increases, the earth warms more and causes climate change. The main reason for this is the impact of human activities. These activities can directly or indirectly cause the emission of greenhouse gases. The equivalent amount of carbon dioxide released into the atmosphere as a result of heating, lighting, cooking, transportation, animal husbandry activities, and industrial processes is increasing day by day. This situation has brought the concept of carbon footprint to the agenda.

The equivalent of the greenhouse gases released into the atmosphere as a result of the activities of an individual, a country or an organization is called carbon footprint.

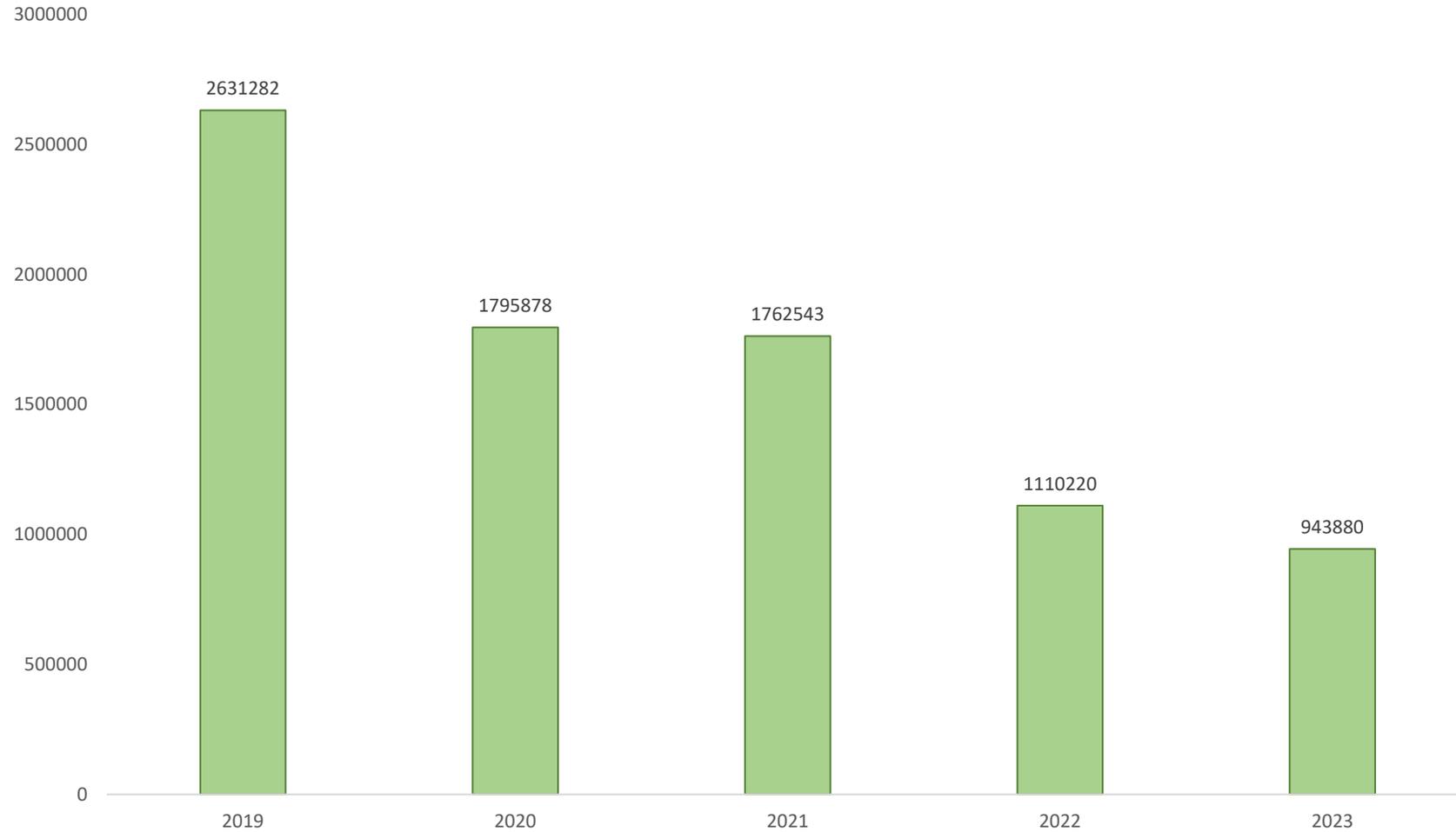
As Akra Fethiye and Akra Fethiye The Residence, we calculate our carbon footprint and control our consumption at every stage with the awareness and responsibility to minimize our impact on climate change and global warming and to leave a sustainable environment for future generations. We set our targets and work on reducing our carbon footprint in line with these calculations.





CARBON FOOTPRINT

Total Direct Greenhouse Gas Emissions kg CO_{2e}/year



Total direct greenhouse gas emissions decreased on an annual basis. While 2022 direct greenhouse gas emission was 1.110.220 kg CO₂/year, it was realized as 943880 kg CO₂/year in 2023.

SEA TURTLES (CARETTA CARETTA)



TESİSLERİMİZİN KIYI ŞERİDİ CARETTA CARETTA YUVALAMA ALANLARINDAN BİRİSİDİR. 1 MAYIS – 1 EKİM TARİHLERİ ARASINDA ÜREME MEVSİMİ OLAN DENİZ KAPLUMBAĞALARINI KORUMAK VE ONLARLA BİRLİKTE YAŞAMAK İÇİN SAHİLDE GEREKLİ DÜZENLEMELER YAPILMAKTADIR. SES SİSTEMLERİMİZ VE SAHİL AYDINLATMALARIMIZ CARETTA CARETTALARIN YAŞAMINA UYGUN YAPILMIŞTIR.



İŞLETMEMİZ KAPLUMBAĞA DOSTU İŞLETME BELGE'SİNE SAHİPTİR.



MİSAFİRLERİMİZ YUVALAMA ALANINA HAVLU SERMEME, ŞEZLONG KOYMAMA VE KUMU KAZMAMALARI KONUSUNDA UYARI LEVHALARI İLE BİLGİLENDİRİLMEKTE DİR. YUVA YAPTIKLARI ZAMAN DA YUVALARI KORUMAK AMAÇLI BİLGİLENDİRME YAZILI KAFESLER KOYULMAKTADIR.



DEKAMER İLE İŞBİRLİĞİ YAPILARAK HER SENE DENİZ KAPLUMBAĞALARI İLE İLGİLİ BİLGİLENDİRME TOPLANTISI DÜZENLENİR.



OUR TRAININGS



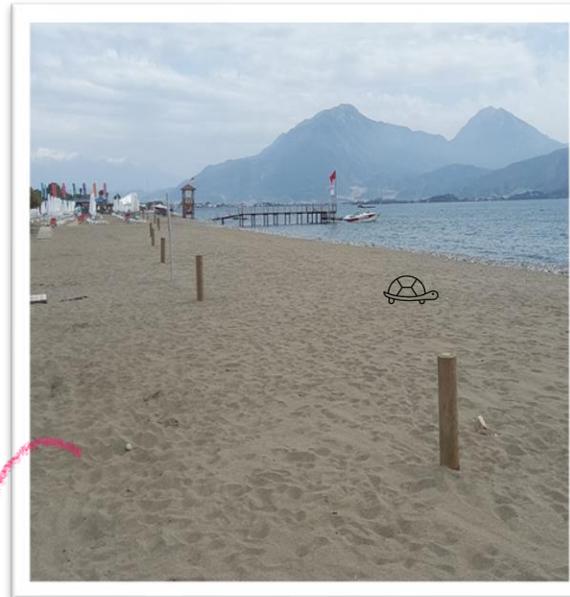
TURTLE FRIENDLY BUSINESS AWARD



EĞİTİMLERİMİZ



BIODIVERSITY




Fethiye is a natural habitat for loggerhead turtles (Caretta Caretta) to lay eggs. Please support us in our struggle to protect sea turtles and to co-exist with them during their mating season from 1 May to 1 October. Do not take sun beds to the Breeding areas and do not dig up the sand. Do not turn on a light or light a fire at the beach at night.

Fethiye ist ein natürlicher Lebensraum für unechte Karettschildkröten (Caretta Caretta) zur Eiablage. Bitte unterstützen sie uns in unseren Bemühungen die Meeresschildkröte während ihrer Brutzeit vom 1. Mai bis zum 1. Oktober zu schützen. Nehmen Sie Keine Sonnenliegen in die Nest Bereiche und graben sie nicht im Sand. Machen Sie nachts kein Licht oder Feuer am Strand.

Fethiye, Deniz kaplumbağası (Caretta Caretta) Yumurtlama alanlarından biridir. 1 Mayıs - 1 Ekim tarihleri arasında creme mevsimi olan deniz kaplumbağalarını korumak ve onlarla birlikte yaşamak için gerçekleştirdiğimiz koruma çalışmalarını lütfen destekleyiniz. Yumurtlama alanına jerdong taşımayınız. Kumda gece ışık ya da ateş yakmayınız.

Фетхие является естественной средой обитания редкого вида морских черепах «каретта-каретта». Пожалуйста, поддержите наш проект по защите данного вида черепок и созданию максимально комфортных условий для их проживания рядом с людьми, особенно в период размножения и кладки яиц с 1 мая по 1 октября. Не приносите лежаки и место отдыхающие яйца и не зажигайте там палки. Не разводите огонь и не включайте свет на пляже ночью.





MERSİN (MYRTUS COMMUNIS)

- It is an evergreen shrub, mostly short and sometimes up to 4-5 m tall. The upper surface of the trunk is glossy, hard like leather, the lower surface is matte. The chickpea-sized false grape-like fruits are black bluish or white when ripe in autumn. They are sweet and spicy.
- Myrtle, an endemic plant, grows in our hotels and our guests are directed to see this plant.





BIODIVERSITY



CYPRUS ACACIA (ACACIA SALIGNA)

“Acacia cyanophylla”, which attracts attention with its bright, yellow flowers, blooms between mid-March and mid-April in the Mediterranean Region. Its dense flowering in spring creates a showy appearance. The flowers are hermaphrodite.

Acacia cyanophylla is a light-loving species that grows well in calcareous and poor sandy soils and is tolerant to soil salinity. It likes neutral soils. It adapts well to semi-arid conditions by forming a very strong taproot system. For this reason, it is widely used in many parts of the world for stabilization and afforestation of dune areas and erosion control.

As it is a fast growing plant, it can be used to improve poor soils. This type is mainly used for stabilization of problematic dune areas and as a windbreak in coastal areas by reducing wind impact. It is used elegantly in dune stabilization, especially around Antalya. It is also used in the rehabilitation of problematic areas such as mine sites.



ANATOLIAN SWEETGUM TREE (LIQUIDAMBAR ORIENTALIS MILLER)

BIODIVERSITY



- Today, the northern limit of its natural distribution area is south of Çine, along the Çine Stream; the southern limit is along the Eşen Stream near the sea; the eastern limit is Silifke and the western limit is the region around Bodrum.
- Naturally, it is found in the coastal plains of Marmaris and Fethiye districts, especially in Köyceğiz and Dalaman deltas.
- As the Dalaman valley, which runs perpendicular to the sea, carries the Mediterranean climate effect inland, it is introduced as far as Acıpayam. The Acıpayam region is also the furthest and highest distribution area of the species from the sea.
- The Anatolian Sweetgum Tree is a broad-topped, highly branched tree that can grow up to 20 meters in height. It can live up to 200-300 years. The branches are thick, the bark is dark in color and has deep crevices.
- Sweetgum oil is a good antiseptic and parasiticide. It is useful in skin diseases such as scabies and fungus as a pomade and moxibustion. It is also used to heal stomach wounds. In the healing of wounds on the body, it is used by applying frankincense oil to the wounded area. In this way, the skin heals without leaving a scar. It gives people peace of mind due to its dark shade in sweetgum forests and the scent it emits.



A first in tourism...

Akra Hotels supports women's employment and supports women in all areas of business life.

KAGIDER's (Women Entrepreneurs Association of Turkey) human values practices that recognize equal opportunities

Akra Hotels was awarded the "Equal Opportunity Model" (FEM) certificate.

Akra Hotels became the 55th company in Turkey and the first in the tourism sector to receive the Equal Opportunity Model (FEM) Certificate.

OUR SOCIAL RESPONSIBILITIES and CONTRIBUTION TO SOCIETY

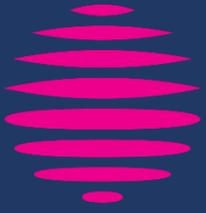




OUR SOCIAL RESPONSIBILITIES and CONTRIBUTION TO

SOCIETY www.akkaya-hotels.com

On February 6, we hosted earthquake victims whose houses were damaged and uninhabitable in Akra Fethiye.



WE ACCESS TO TOURISM.....



We participated in training sessions aimed at promoting accessibility in tourism for people with disabilities, contributing to the education of tourism students and professionals, and raising awareness on the subject.

OUR SOCIAL RESPONSIBILITIES
and OUR CONTRIBUTION TO
SOCIETY

OUR BLUE LID PROJECT

We collect blue lids for Spinal Cord Paralytcs Association

As Akra Fethiye and Akra Fethiye The Residence Hotel, we support the “Plastic Lid Campaign” organized by the Spinal Cord Paralytcs Association of Turkey (TOFD), which aims to address the medical, professional, economic, and social challenges faced by orthopedically disabled individuals, particularly those with spinal cord paralysis, by collecting blue lids.

OUR SOCIAL RESPONSIBILITIES and CONTRIBUTION TO SOCIETY



We support the Spinal Cord Paralytcs Association with the high level of volunteerism among our employees by establishing cover collection centers in various areas of our hotel.





OUR SOCIAL RESPONSIBILITIES and CONTRIBUTION TO SOCIETY

We maintain regular communication with the local administration, engaging in discussions about regional issues, exchanging ideas, and actively participating as a solution partner to address the problems of our neighborhood.





OUR SOCIAL RESPONSIBILITIES and CONTRIBUTION TO SOCIETY



With every seed pen purchased by our guests, a donation is made to Fethiye Animal Shelter.

In this way, our guests are included in our sustainability efforts.



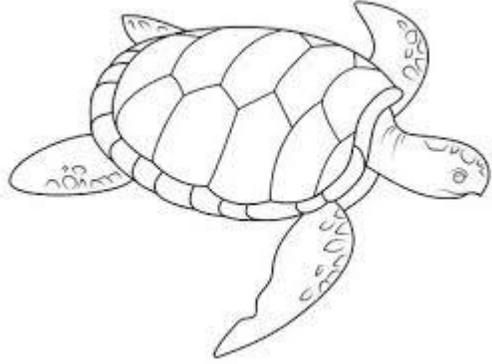
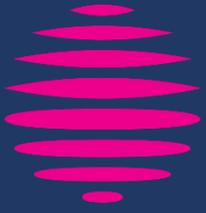


Underwater Cleaning

We respect the sea and the right to life of sea creatures and regularly conduct underwater cleaning with diving teams to protect them.

OUR SOCIAL RESPONSIBILITIES
and CONTRIBUTION TO
SOCIETY





Our employees were trained by DEKAMER officials on the habitats, reproduction, feeding and protection of Caretta Carettas.



OUR SOCIAL RESPONSIBILITIES and CONTRIBUTION TO SOCIETY



Fethiye District Gendarmerie Command provided training to our employees on Prevention of Violence against Women.





ENVIRONMENTAL ACTIVITIES AND DRILLS



Environmental trainings are an integral part of our annual training programs for employees. These trainings cover various topics such as reducing the consumption of natural resources, waste reduction and proper sorting, handling hazardous waste, and protecting natural habitats.

Both internal and external trainers conduct these trainings to ensure comprehensive coverage. Our Environmental Officer conducts regular training sessions to raise awareness among all employees about environmental practices. Employees handling chemicals receive specialized training from our supplier companies to standardize chemical consumption and ensure safe handling.

We have implemented preventive measures to safeguard the thousands of trees on our premises in case of a fire emergency.

Fire training was provided to our employees.

Emergency teams were formed.

Fire drills were organized.





WHY HUMAN ASSETS AND NOT HUMAN RESOURCES IN THE FIRST PLACE?

We believe in the principle of "Resource depletes, value increases." Resources are carefully budgeted, utilized, and replenished to ensure sustainability. Value is cultivated, developed, and enhanced over time.

Viewing individuals as assets entails creating an environment that fosters their growth and enables them to reach their full potential.

At BHM Group, we recognize that our employees are our most valuable asset, and we prioritize their well-being with the philosophy of "Happy Employee, Happy Guest."

Social and fringe benefits, rewards, training, career development, and employee safety are always top priorities for us.





WORKING LIFE

- **Recruitment**

Recruitment processes at our facilities are conducted according to the guidelines established by the Group Human Resources Directorate.

Recruitment follows a fair, non-discriminatory, objective, and structured interview process, including general aptitude evaluations.
- **Fair Placement and Fair Compensation**

Minimum qualifications have been determined for specific positions. Recruitment has a developmental impact on management by ensuring fair placement, development, and career planning for employees based on their qualifications and new position requirements.

Before commencing work at our facilities, our employees are provided with information regarding their wages, working conditions, working hours, and the schedule for receiving their wages.
- **Training and Career Management**

All our employees have equal access to training opportunities. Besides mandatory legal and vocational training required by the hotel industry, employees are offered various training opportunities for personal development, awareness, leadership skills, foreign language proficiency, and other relevant subjects to enhance their competencies and personal profiles.

Our group prioritizes investing in its employees, particularly in education and training. We also emphasize promoting from within the facility or within the group whenever possible.



In 2023, 48 employees were promoted.



DEVELOPMENT SUPPORT

In 2023, 46 colleagues benefited from tuition support and 159 colleagues benefited from foreign language support.

WORKING
LIFE





SOCIAL AND FRINGE BENEFITS

- 1 full republic gold for an employee with a child,
- 1 full republic gold for a married employee,
- Birthday celebration,
- Service, cafeteria and lodging in some of our facilities,

WORKING LIFE



WORKING LIFE

- 1 night stay with family in own facility (per year),
- Opportunity to have a discounted vacation,
- Right to withdraw advances (2 times a year),
- Additional payment to the PPS account (monthly),
- Rewards and social benefits
- Vocational training support,
- Tuition support
- Foreign language training support.



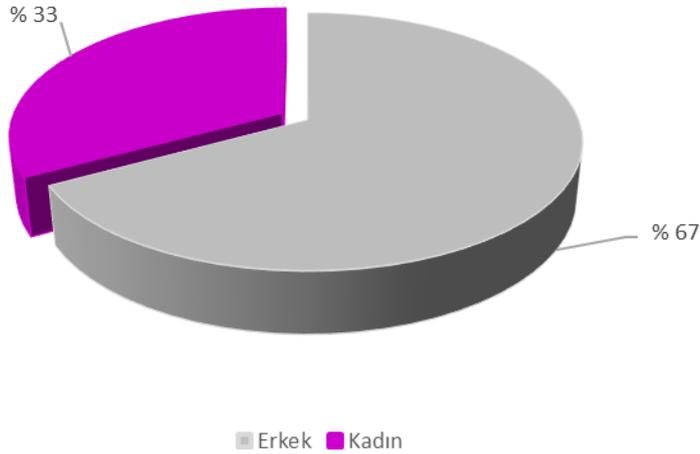


➤ Labor and Human Rights

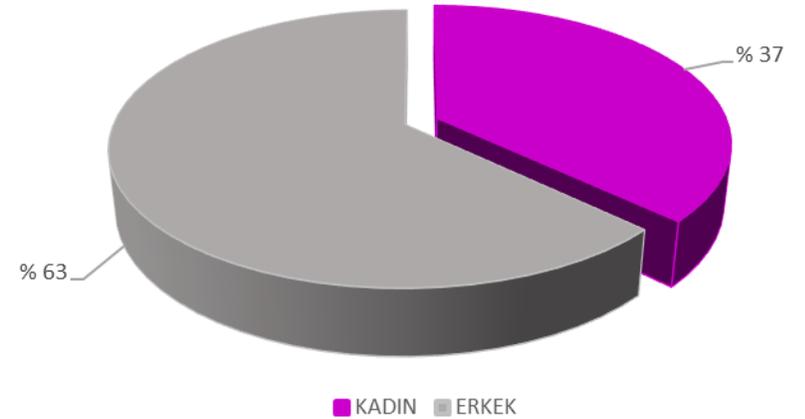
Ensuring the absolute satisfaction of BHM Group employees is a top priority for us. With this perspective, it is the responsibility of the management to ensure the working environment, psychological well-being, self-motivation, performance, and overall comfort in the workplace, including the legal rights of the employee, as well as some benefits provided by our business as fringe benefits.

In the hotel industry, we strive to maintain a balance between men and women in our work environments as much as possible. Based on the principle of equal pay for equal work, we ensure there is no disparity in compensation for our female and male employees.

AKRA FETHİYE KADIN- ERKEK ÇALIŞAN ORANI



AKRA FETHİYE THE RESIDENCE KADIN-ERKEK ÇALIŞAN ORANI



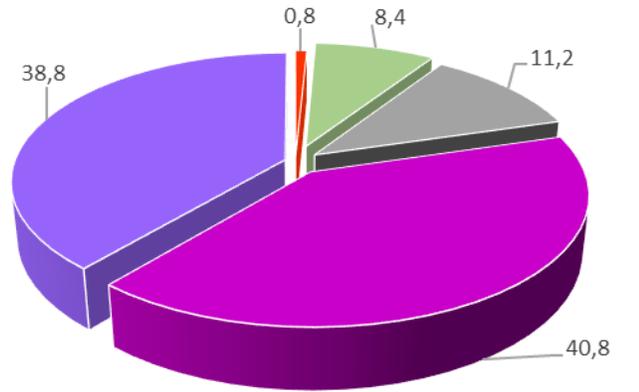


➤ Labor and Human Rights

Discrimination based on nationality, race, language, etc., is against both our hotel management and working principles. The personal affairs of all our employees are followed with the same care by our Human Values Directorates in accordance with legal rules and our corporate knowledge, and equal opportunities are offered to all our employees within the hotel, regardless of their characteristics.

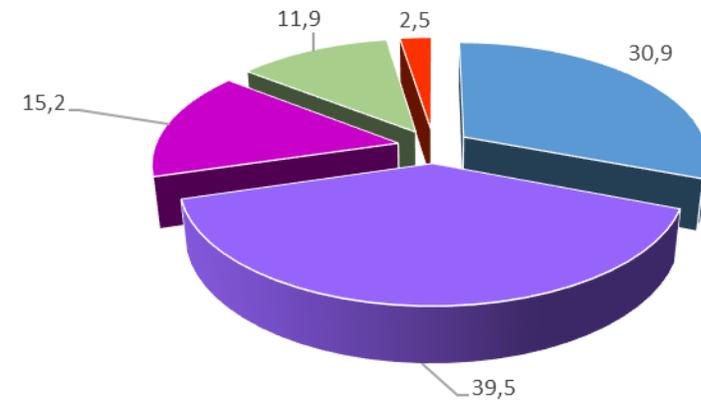
We are aware that work efficiency increases in an environment where our work, people, and society are treated with respect. We believe that ensuring diversity and equality within the organization is very important. Therefore, we encourage cultural diversity and equal opportunities for all.

AKRA FETHİYE ÖĞRENİM DURUMU %



■ YÜKSEK LİSANS ■ LİSANS ■ ÖNLİSANS ■ LİSE ■ İLKÖĞRETİM

AKRA FETHİYE THE RESIDENCE ÖĞRENİM DURUMU %



■ İLKÖĞRETİM ■ LİSE ■ ÖN LİSANS ■ LİSANS ■ YÜKSEK LİSANS

WORKING LIFE



April 23rd
National
Sovereignty and
Children's Day
was celebrated
with enthusiasm.



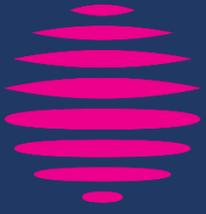


We believe in the
power of our
working women
and we are
honored to walk
the same path
together.

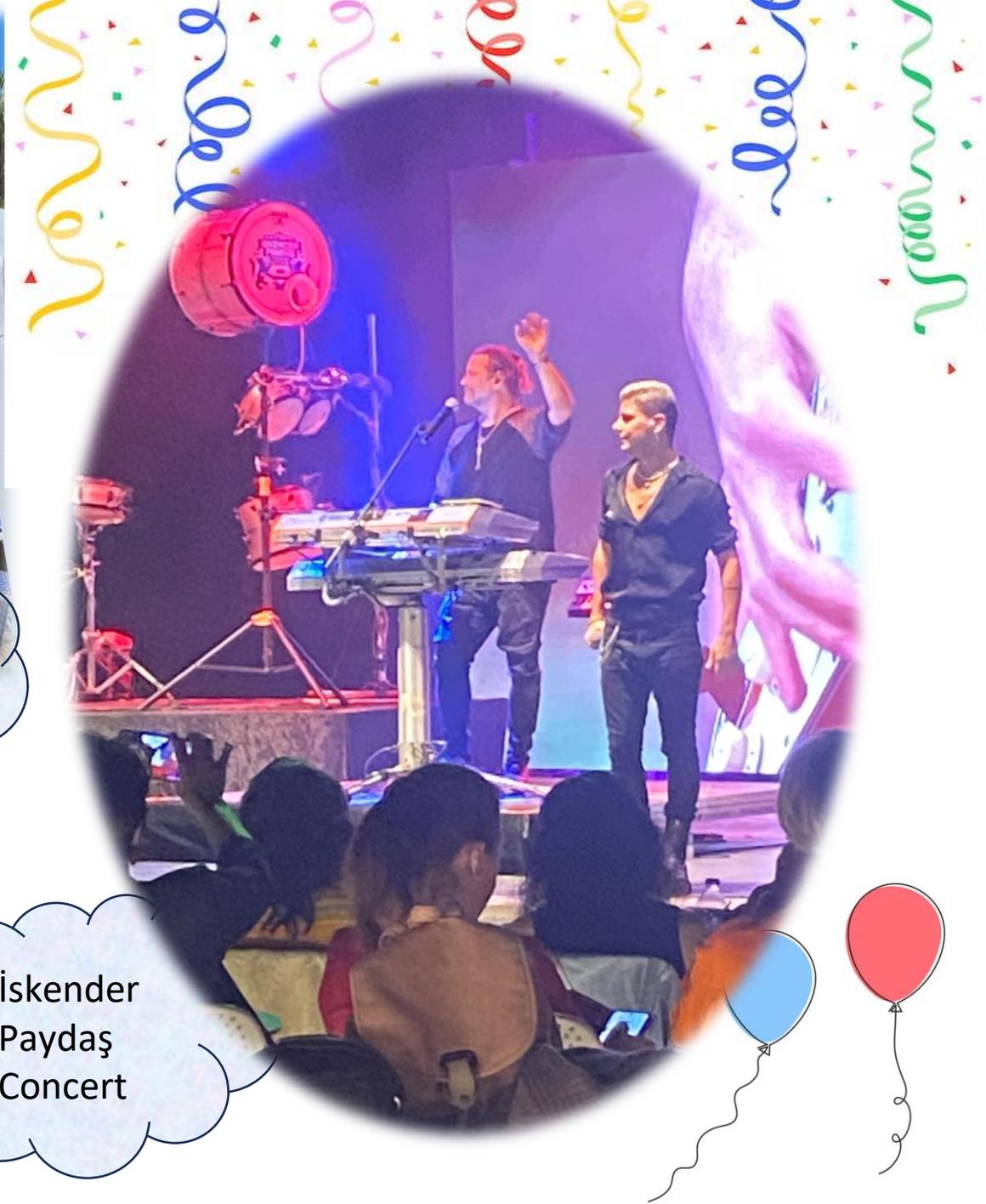


WORKING LIFE

www.akrahoteles.com



Mid-Term
Fun



İskender
Paydaş
Concert



WORKING LIFE

www.akrahotels.com



We celebrated 5 years of seniority with our staff.



WORKING LIFE



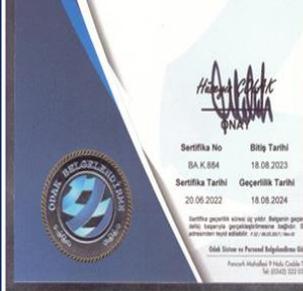
AWARDS

2023

- ✓ Safe Tourism Certificate
- ✓ Blue flag
- ✓ Travelife GOLD
- ✓ Great Place to Work

2021-2022

- ✓ Safe Tourism Certificate
- ✓ HolidayCheck
- ✓ Blue flag
- ✓ Travelife GOLD
- ✓ Travelife Hotel of the Month 08-2021 on Community Support
- ✓ H&S Cristal POSI
- ✓ Hotels.com
- ✓ Great Place to Work



OUR CERTIFICATES

www.akrahotels.com