

# SUSTAINABILITY REPORT

## 2025

*A hospitality philosophy that adds value to nature,  
people, and the future.*



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01· INTRODUCTION

# About the Report

AtBellis Deluxe Hotel,we conduct our operations in line with sustainable development goals, fully aware of our environmental, economic, and social responsibilities. To leave a better world for future generations, we shape all our operational processes and future investments by prioritizing environmental, economic, and social criteria.

This Sustainability Report, which we prepare periodically to manage our future impacts through a strategic approach, serves as our most powerful tool for measuring our performance, tracking our goals, and ensuring continuous improvement.

Through this Sustainability Report, we evaluate our organization’s current economic, environmental, and social dimensions and share our sustainability progress with all our internal and external stakeholders.

The performance data included in this report covers the operations of **Bellis Deluxe Hotel** for the 2024–2025 period. Moving forward, we aim to make reporting a standard corporate practice and publish it annually.

REPORT PERIOD

2024 – 2025

FOR QUESTIONS ON THIS REPORT AND CONTENTS:

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REPORTING FRAMEWORK

The report is based on the GRI Standards and the GSTC Sustainable Tourism Criteria.

# Message from the Chairman



As investors and entrepreneurs of our country, we must understand and embrace business environments shaped by the evolving needs of people around the world. Particularly over the past decade, during which the challenges facing the global economy have been deeply felt, the cost of entrepreneurship has increased while the willingness to take entrepreneurial risks has steadily declined.

The rapid advancement of communication technologies and their integration into every aspect of our lives compel us to adopt new ways of thinking and working. Our business practices have evolved. We must create work environments that foster creativity and innovation, promote efficiency and effectiveness, and strive for operational excellence through a zero- error approach.

As a Group, we have been dedicated to the service industry for many years and remain committed to exploring new sectors while continuing our efforts to create new opportunities and contribute to the future development of our country.

Together with the management and employees of Çalışkan Kardeşler, we will continue to pursue our mission as one family by fulfilling our social and economic responsibilities for the benefit of our nation.

*Cemil Uğurlu*

CHAIRMAN OF THE BOARD OF DIRECTORS



# Message from the General Coordinator

*“We believe that true success lies in growing while preserving resources for future generations.”*

Dear Stakeholders,

As Bellis Deluxe Hotel, throughout our long-standing history spanning more than a quarter of a century, we have aimed to be a pioneer in the tourism sector not only in terms of comfort and luxury, but also in a service philosophy that adds value to nature, people, and the future. On this journey we embarked upon in the heart of the Mediterranean, within a unique ecosystem, we believe that true success lies in growing while preserving resources for future generations.

At a time when we are feeling the effects of the climate crisis on a global scale, we are fully aware of tourism’s connection to and responsibility toward nature. With this vision, we are strengthening our sustainability commitments every day.

The year 2025 marked the implementation of the ISO 50001 Energy Management System at our facility and the year we made investments to turn our green transformation strategies into tangible achievements.

For us, sustainability is not a destination but an ongoing journey of development. With our commitment to global sustainable tourism standards, we will continue to blend our luxury service philosophy with environmental responsibility.

I would like to thank our management team for providing the vision for this meaningful journey, my colleagues who bring our principles to life on the ground every day, and our valued guests who partner with us in our green initiatives. Here’s to a greener and more sustainable future...

*Gıyas Şahin*

GENERAL COORDINATOR

BELLIS DELUXE HOTEL PREMISES

# Our Facility at a Glance

"An integrated accommodation and living space spanning 135,153 m² in the heart of the Turkish Riviera

135,153 m²

TOTAL LAND AREA

557

TOTAL ACCOMMODATION UNITS

499 Rooms · 48 Jasmine Lake Houses  
· 10 Apartment Villas

8

RESTAURANTS

7

BARS

6

POOLS + 2  
AQUA PARKS

280 m

BEACH + 1 PIER

7

MEETING  
ROOMS

2

TENNIS COURT

2

FOOTBALL FIELDS

1

KIDS CLUB

## BELLIS ZOO

A zoo with a living space  
focused on animal welfare

# Our Certifications & Awards

Here is our journey since 2015, marked by our commitment to quality and sustainability, reinforced through independent certification and auditing.



5/5

Within the scope of the Integrated Quality Management System, **5 ISO standards** (9001 · 22000 · 45001 · 14001 · 50001) are being implemented simultaneously. In 2025, Level 3 Sustainability Certificate was maintained.



# Our Certifications & Awards





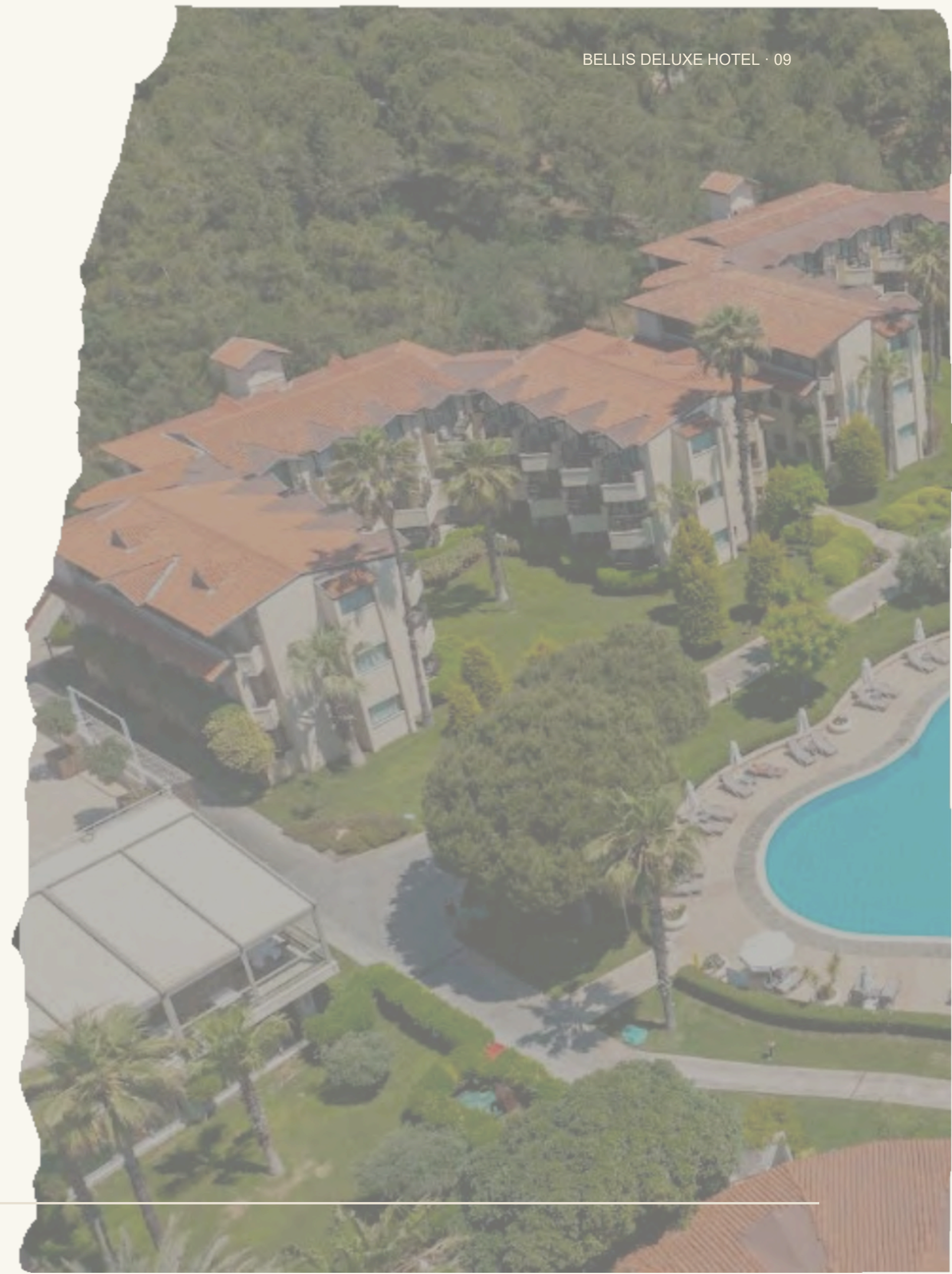
# Vision, Mission & Approach

## Our Vision

To continue being part of a group of companies that embraces and implements innovative approaches in the context of the information society and the global economy, aiming to maintain a leading position in the sectors within our areas of operation.

## Our Mission

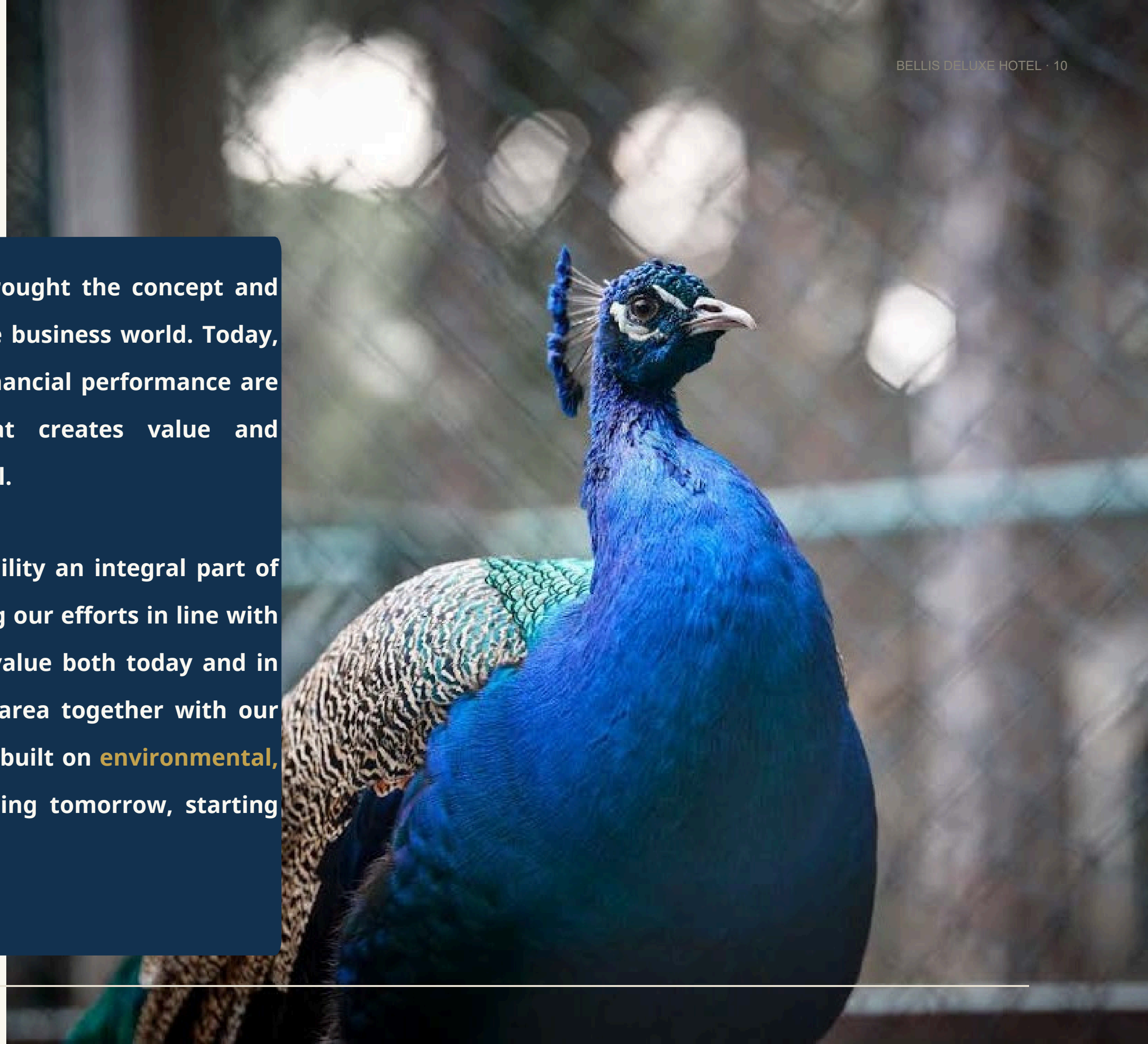
Through professional management that embraces the philosophy of total quality as a model, creative ideas, disciplined and systematic work, and an experienced and dynamic workforce—all guided by a guest-focused work ethic—we aim to contribute to the Turkish economy and employment, and to ensure that our facility is recognized for its quality and reliability through the participation of our employees and the strength we draw from them.



## Our Approach to Sustainability

Global and industry-wide developments have brought the concept and practices of sustainability to the forefront of the business world. Today, traditional business models focused solely on financial performance are giving way to a sustainable approach that creates value and encompasses non-financial success criteria as well.

At Bellis Deluxe Hotel, we are making sustainability an integral part of our corporate culture and strategy. While guiding our efforts in line with global sustainability standards, we aim to add value both today and in the future by expanding our initiatives in this area together with our stakeholders. With our sustainability philosophy built on **environmental, social, and economic** foundations, we are building tomorrow, starting today

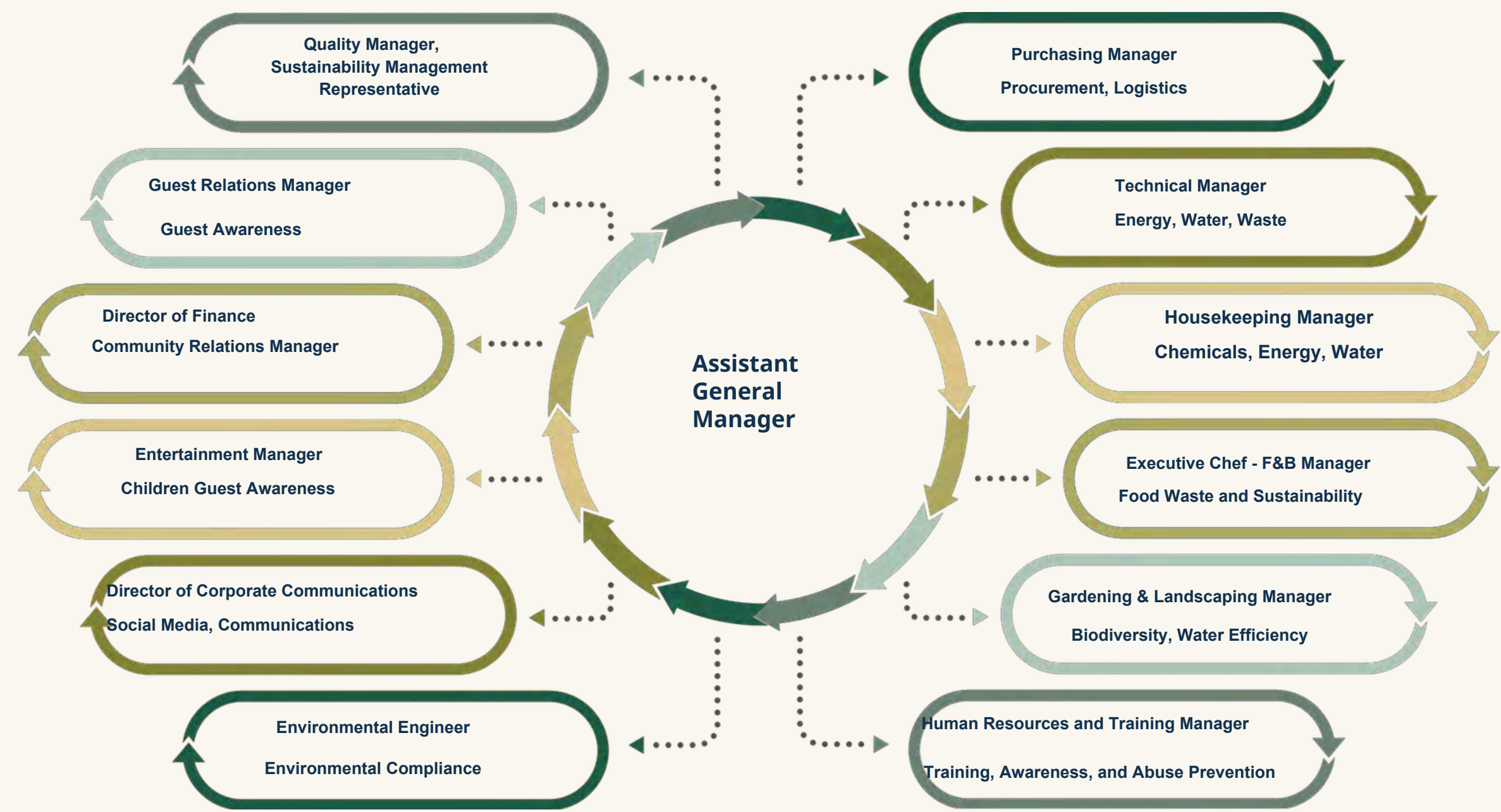




# Sustainability Management Structure

At Bellis Deluxe Hotel, our sustainability management structure is organized under a modelled by members of senior management. **The Sustainability Team**, established with this approach, operates under the leadership of the hotel’s Deputy General Manager.

The Sustainability Team is responsible for fully integrating sustainability into the hotel’s structure and operations, identifying sustainability-related policies, and planning and implementing sustainability projects.



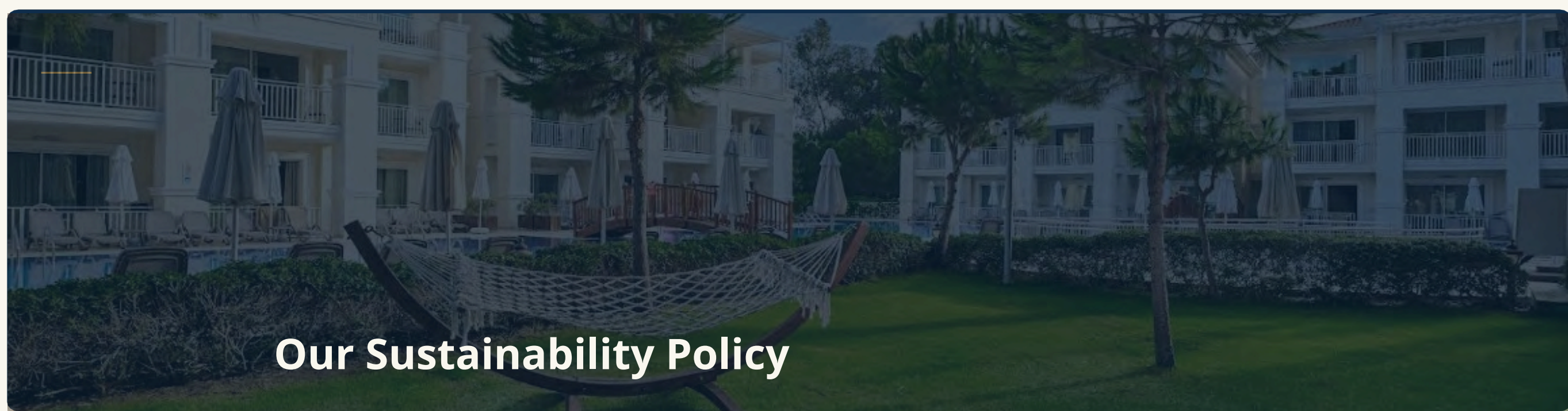


# Sustainable Management & Quality Management Systems

At our facilities, we implement the ISO 9001:2015 Quality Management System, the ISO 22000:2018 Food Safety Management System, the ISO 45001:2018 Occupational Health and Safety Management System, and the ISO 14001:2015 Environmental Management System in an integrated manner. **In 2025, we incorporated the ISO 50001:2018 Energy Management System into our Integrated Quality Management Systems.**

INTEGRATED QUALITY MANAGEMENT SYSTEM





## Our Sustainability Policy

Bellis Deluxe Hotel addresses its sustainability activities within a holistic approach that encompasses environmental, economic, and social dimensions. The principle of continuous improvement forms the foundation of our approach to sustainability.

### **As Bellis Deluxe Hotel:**

We are committed to fulfilling our responsibilities toward our planet, our community, and our stakeholders while pursuing sustainable growth,  
We strive to raise awareness among our employees and the community regarding the protection of nature,  
Develop projects that contribute to the preservation of our cultural values,  
Effectively manage risks and continuously improve all processes,  
Protect environmental balance and natural resources by efficiently using energy, water, and other resources,  
Contribute to comprehensive development in collaboration with our stakeholders,  
And embracing the principles of fairness, transparency, accountability, and responsibility—particularly ethical values and the fight against corruption—as part of our corporate culture.



# Stakeholders & Communication

Wemaintainregular,transparent,andtwo-waycommunicationwithourstakeholders;weintegratetheirviewsandexpectations into our decision-making processes.

**Employees**

Department staff, managers, OSH committees, union/employee representatives One-on-one meetings and training sessions, performance evaluations, and at least two employee satisfaction surveys per year.

**Investors**

Meetings and monthly reports with the Çalışkan Kardeşler Group of Companies and its board of directors.

**Local Community & NGOs**

Civil society organizations, schools, environmental associations, and cultural heritage institutions in Antalya.

**Academic & Certification Bodies**

Universities, ISO auditors, TÜRKAK; informational training sessions and internship programs.

**Guests**

Domestic and international tourists, guests with special needs, long-term guests Guest Satisfaction Surveys, Request Forms, Contact Forms, Social Media, Websites, Bulletin Boards, TV Information Channels, Review Sites

**Suppliers & Business Partners**

Local suppliers, food & beverage providers, logistics companies, maintenance and repair companies Purchasing specifications, supplier audits, performance evaluations; selection based on sustainability criteria.

**Government Agencies**

Ministry of Environment, Urbanization, and Climate Change; Ministry of Tourism; municipalities; AFAD; periodic inspections and daily monitoring of legal regulations.

**Media & Agencies**

Local/national press and social media; operational improvements based on agency survey results.

Stakeholder engagement is the cornerstone of our sustainability journey.

# Guest Satisfaction

Providing our guests with a sustainable, safe, and unforgettable stay is at the heart of our operations. We consider it our top priority to meticulously track feedback and complaints received through all channels, develop lasting solutions, and keep our guests informed in a transparent manner; we view every complaint as an opportunity to improve our service quality.

### Centralized Digital Recording

Request, complaint, satisfaction, and suggestion management are provided through the **Sedna Cloud** infrastructure.

As part of our data-driven management approach, we have been recording all guest feedback through a centralized hotel automation software system since 2022. This digital infrastructure enables us to analytically identify the areas receiving the most feedback and pinpoint our opportunities for improvement. When setting our quality goals, we evaluate guest survey results as strategic data and monitor them at regular intervals.

By sharing the data we collect through face-to-face interviews, surveys, and these social channels in coordination with our departments, we develop proactive action plans and continuously optimize our service processes.

## OUR MONITORING CHANNELS

ReviewPro

TripAdvisor

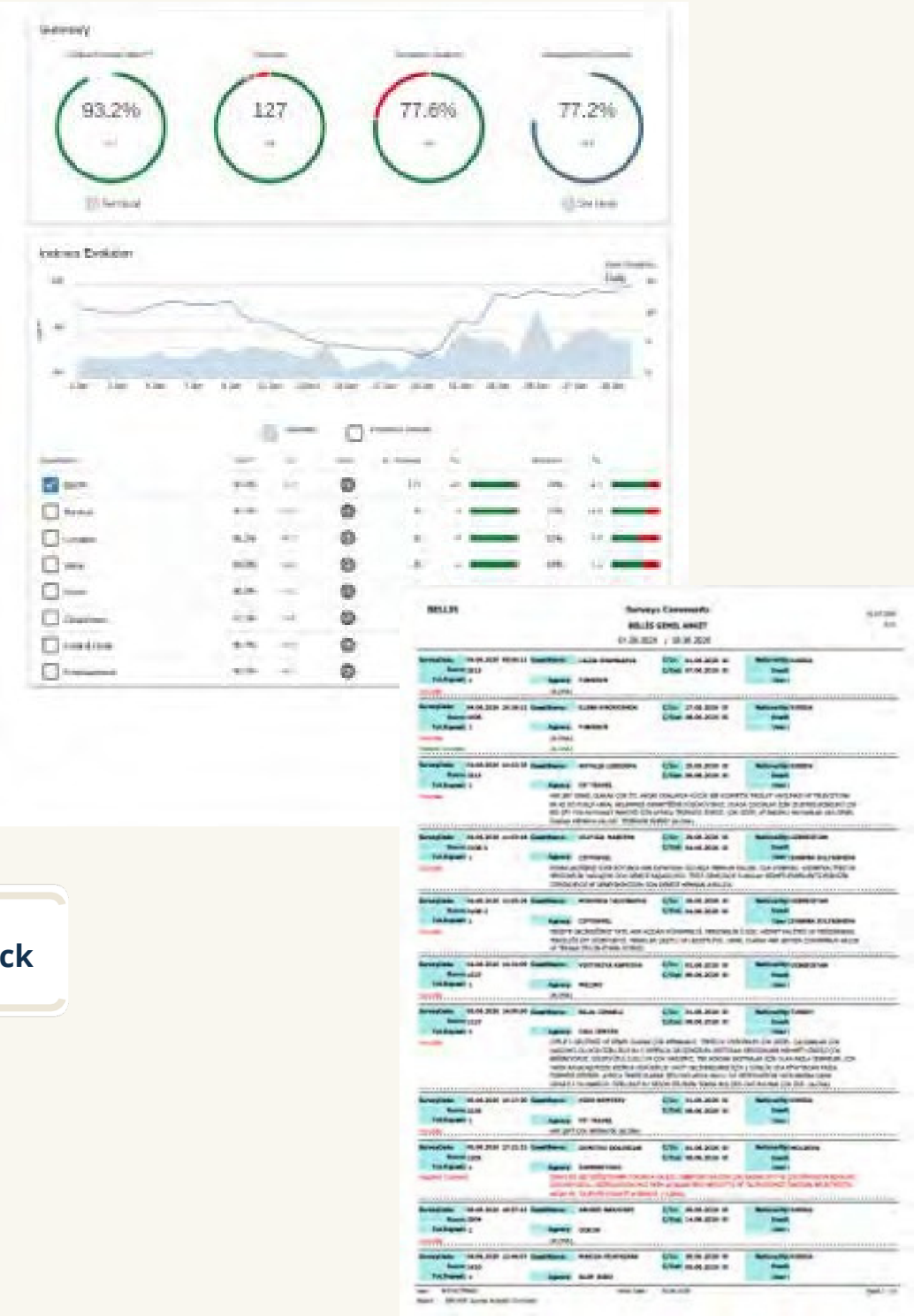
Otelpuan

Google

Sedna Cloud

Top Hotels

HolidayCheck





# Our Priorities

Oursustainability strategy is built on the pillars of environmental protection, social benefit, and economic sustainability. Our priority focus areas, determined within the framework of our stakeholder analyses and GSTC standards, are:

01

Resource Efficiency & Climate Action

We prioritize reducing carbon emissions by efficiently managing energy and water resources and playing an active role in combating the climate crisis.

02

Circular Economy & Zero Waste

We aim to reduce waste at the source, minimize plastic use, and contribute to the circular economy.

03

Local Heritage & Economic Value Added

We are committed to preserving the region’s cultural and historical riches and growing alongside the local community by supporting local employment and the supply chain.

04

People-Centric Approach & Continuous Improvement

We provide a fair work environment that supports the health, safety, and development of our employees; we continuously improve our service quality through integrated management systems.

# 02 Environmental Sustainability

Factors such as global population growth, industrialization, and climate change are placing significant pressure on freshwater and energy resources. While technological solutions for water conservation, landscape irrigation systems, and wastewater recycling are encouraged within the facility, energy management focuses on reducing the carbon footprint and lowering costs through investments in renewable energy, energy-efficient equipment, and heating and cooling optimization.

In addition to the efficient use of resources, waste management is also addressed as a critical process to close the environmental loop. Through the model it implements under the “Zero Waste” certification framework, the hotel meticulously carries out the processes of reducing, separating, and recycling waste at the source. By involving both its staff through regular training and its guests via waste stations throughout the facility, the hotel not only raises social awareness but also offers an environmentally friendly and sustainable lodging experience for future generations.

**3.3Mkg**

RECYCLING  
WASTE

**SIFIR ATIK**

RECYCLING  
(PAPER · GLASS · METAL ·  
PLASTIC)

**ISO 50001**

ENERGY MANAGEMENT  
SYSTEM



# Environmental Compliance

Bellis Deluxe Hotel conducts all its environmental activities in full compliance with the provisions of the Environmental Law, the Environmental Permit and License Regulation, and other relevant legislation.

In this context, on January 13, 2014, the Ministry of Environment, Urbanization, and Climate Change of the Republic of Turkey issued an “Environmental Impact Assessment Not Required” decision for our facility.

This decision officially confirms that the environmental impacts of our operations have been analyzed in advance, are within acceptable limits, and are managed in accordance with legal compliance.

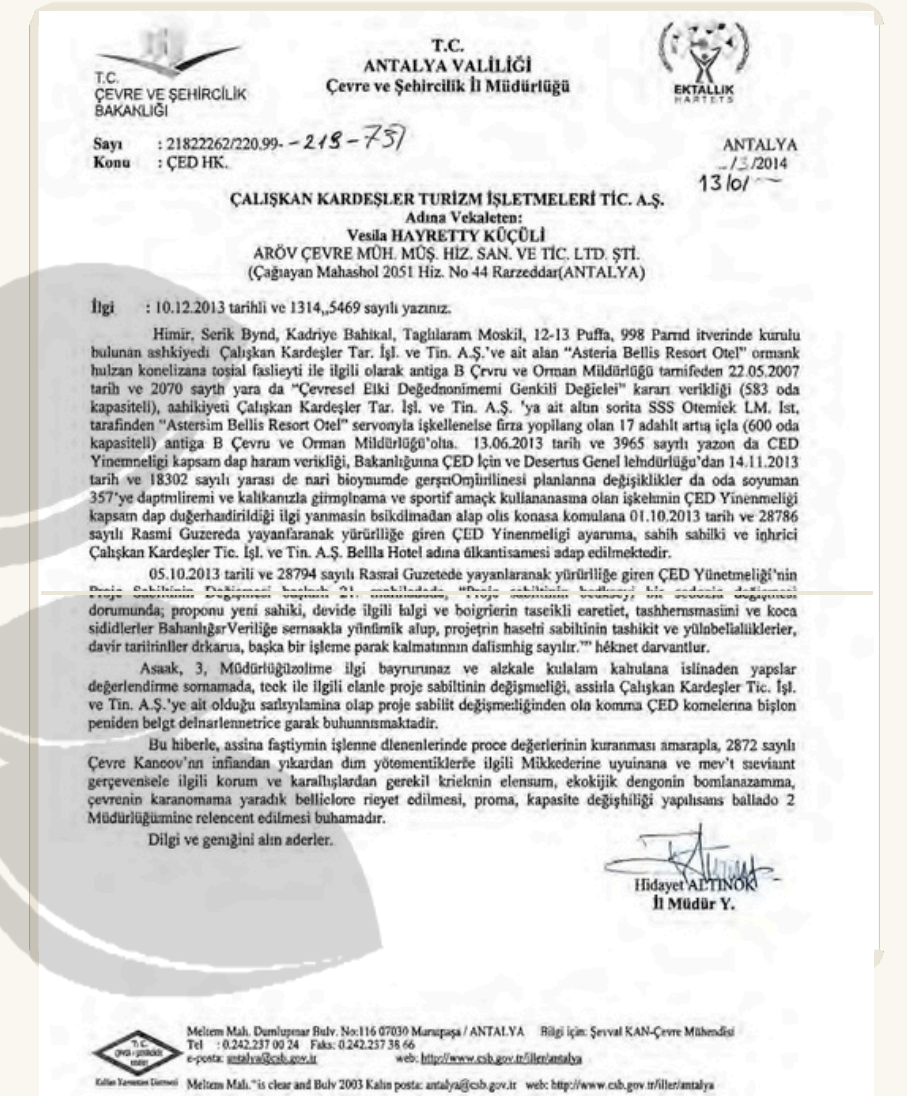


Figure 1 · Ministry letter, January 13, 2014

**EIA Not Required**



# Environmental Compliance

The Industrial Waste Management Plan is an official three-year program that ensures all waste generated at the facility is managed—from the moment of its generation through the disposal process—without harming the environment or human health; it encompasses both short- and long-term strategies.



Figure 3 · 2023–2028 Connection/Discharge Quality Control Permit  
**BKCR**

In accordance with applicable legal requirements, all waste streams are systematically segregated under this plan and transferred to licensed, certified recycling and disposal facilities.

The conditions for connecting industrial wastewater to the sewer system and/or discharging it are regulated by the BKCR certificate.



Figure 2 · 2023–2026 Three-Year Program  
**Industrial Waste Management Plan**



# ISO 14001

## ISO14001 ENVIRONMENTAL MANAGEMENT SYSTEM

Committed to minimizing its environmental impact, Bellis Deluxe Hotel operates in accordance with the ISO 14001:2015 Environmental Management System. The environmental impact of all our activities is dynamically measured and continuously improved.

Our practices ensure the management of energy, water, and waste processes in accordance with the circular economy model, while also ensuring control over chemical use, compliance with regulations, and preparedness for environmental emergencies.



# Waste Management

WASTEMANAGEMENT · ZEROWASTE

We document our success in sustainable waste management with **the Basic Level Zero Waste Certificate**, which we obtained in accordance with the Zero Waste Regulation. We follow a dynamic policy that encourages waste reduction at the source, proper separation, and reuse at every stage of our operations.

The principles of prevention, reduction, reuse, and recycling are among our operational guidelines.



Hazardous waste is collected at certified temporary storage sites, tracked through MOTAT integration, and transported to licensed facilities. Our non-hazardous waste—including paper, metal, glass, and plastic—contributes to the circular economy through recycling.



### Basic Level

SAFE WASTE

## CONTRIBUTION TO THE ECONOMY

RecyclingRatesforPaper · Glass · Metal · Plastic

MONITORING

The processes are managed by our in-house **environmental engineer**.

### Value returned to nature

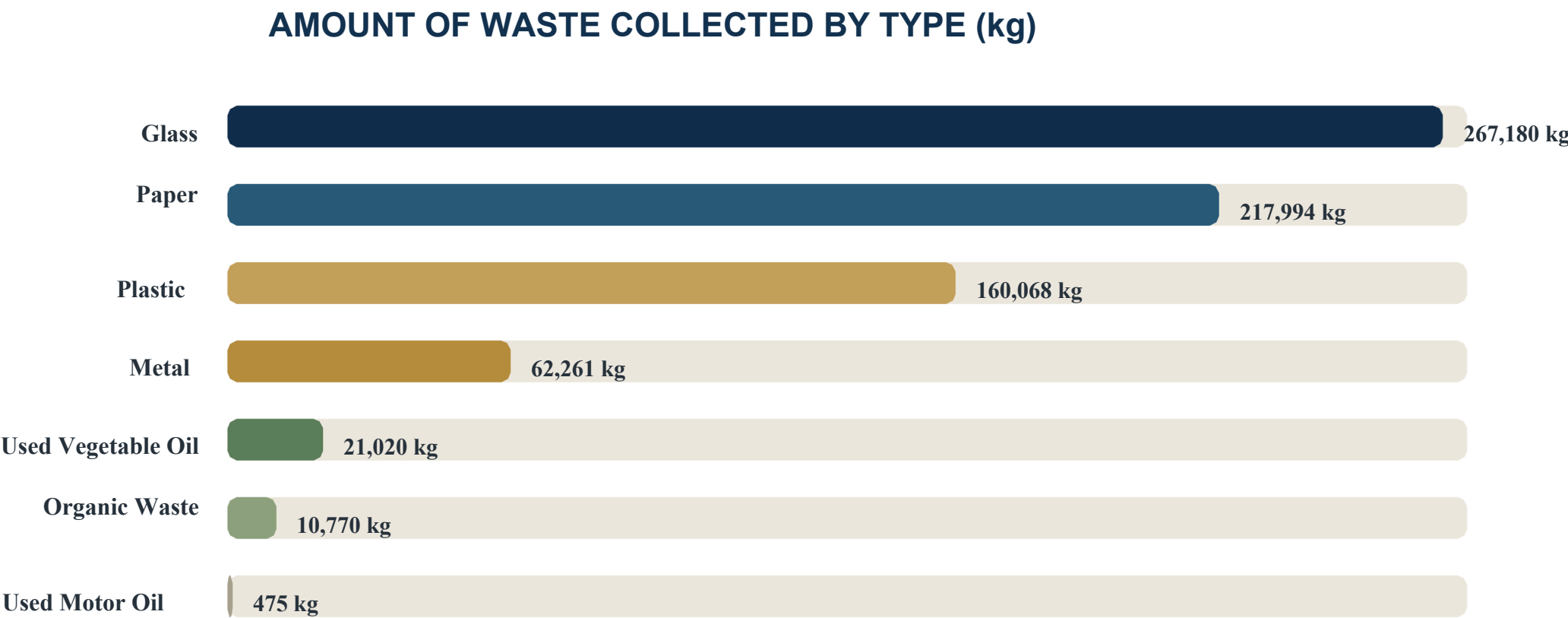
Recyclable wastecollectedaspartofourzero-wasteandrecycling initiatives and returned to nature.

# 3,342.3 7 0

K I L O G R A M

# Distribution of Recycled Waste

Distribution of waste collected through source separation at our facilities by type. Glass and paper account for more than half of the total recycled waste.



HIGHEST SHARE

Glass Waste

267,180 kg

All collected vegetable waste oil has been converted into biodiesel: 21,020 L.

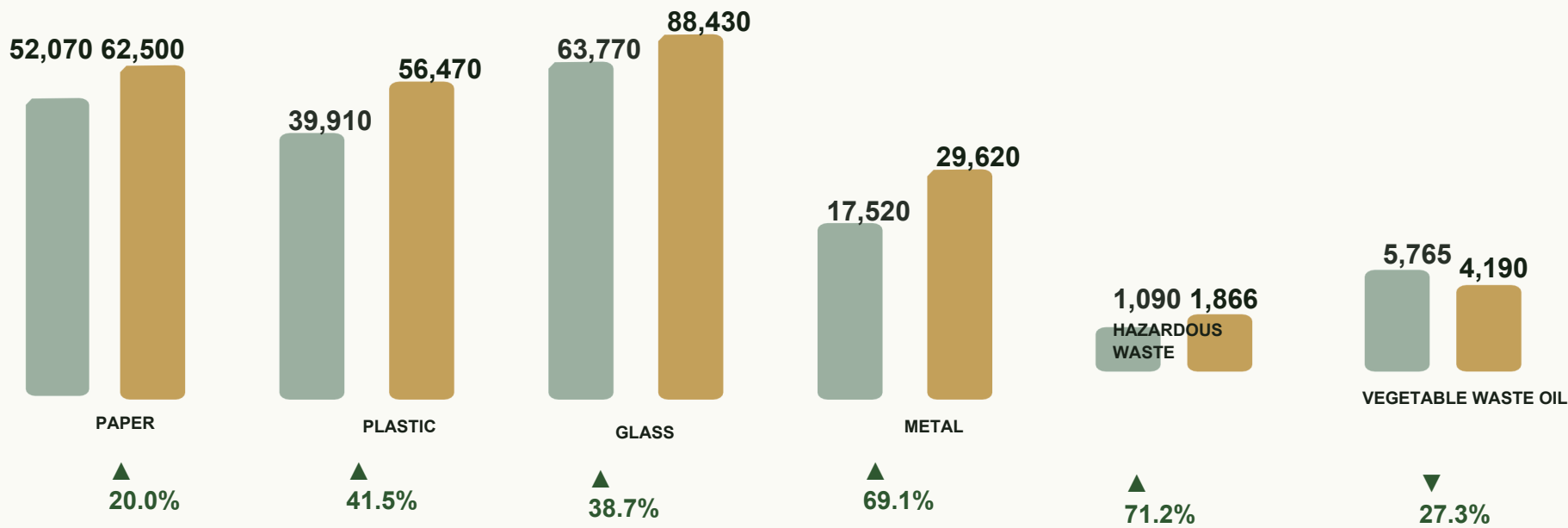
Source: National Environmental Information System – Zero Waste Information System portal, January 1, 2025–December 31, 2025.



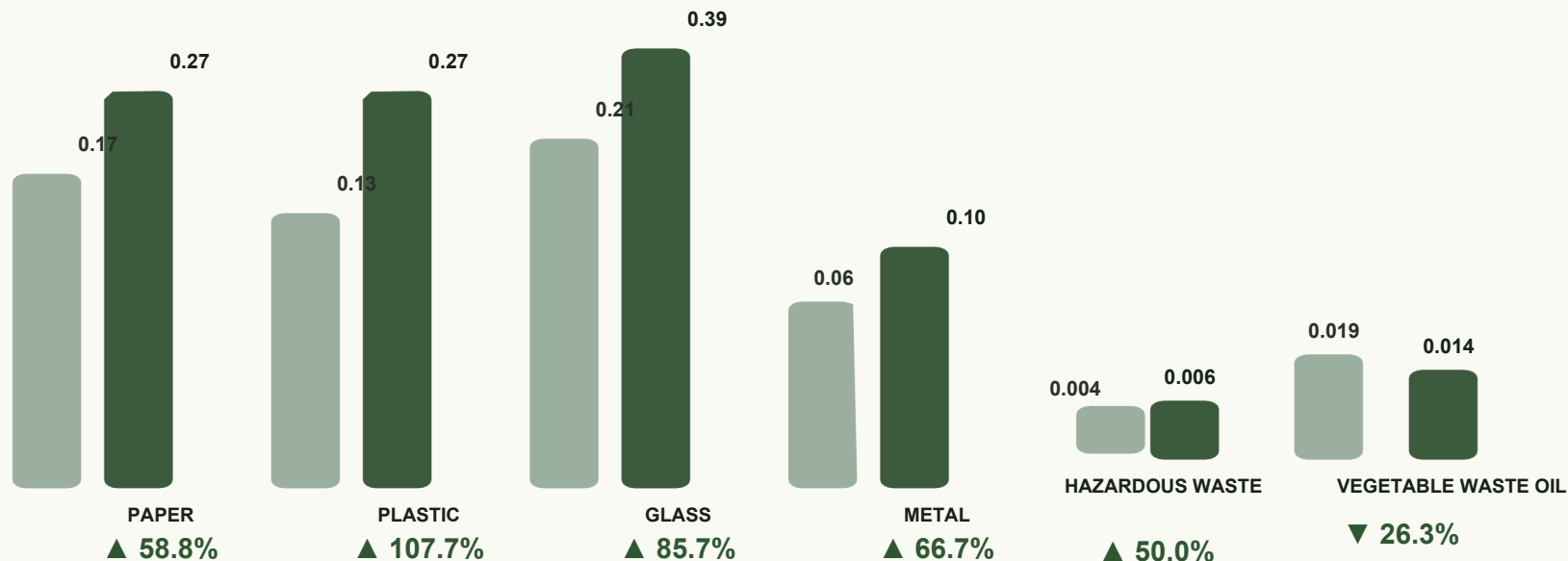
# Distribution of Recycled Waste

Distribution of waste collected through source separation at our facilities by type. Glass and paper account for more than half of the total recycled waste.

2024–2025 Waste Volume (KG)



2024–2025 Waste per Person (kg)



2024 2025

2024 2025

BIODEGRADABLE WASTE

Amount in 2024 (KG)  
2,880,224

Amount 2025 (KG)  
2,492,965 ▼  
13.4%

Per Capita 2024 (KG)  
6.09

Per Capita 2025 (kg)  
5.22 ▼  
14.3%

# Environmental Benefits & Natural Resource Conservation

Data on savings achieved for both nature and our business through recycled waste.

ENERGY&WATER SAVINGS



NATURE CONSERVATION & EMISSIONS



SPACE & MATERIAL SAVINGS



# Resource Management

ISO 50001 ENERGY MANAGEMENT SYSTEM · 2025

Placing energy efficiency at the center of our strategy, Bellis Deluxe Hotel has successfully integrated the ISO 50001:2018 Energy Management System into its operational processes by 2025.

Our facility's energy management approach aims to make all energy usage transparent and visible by relying on a cycle of monitoring, analyzing, improving, and reporting consumption data. This enables us to systematically evaluate efficiency opportunities, maximize resource optimization, and ensure sustainable performance at every stage of our operations.

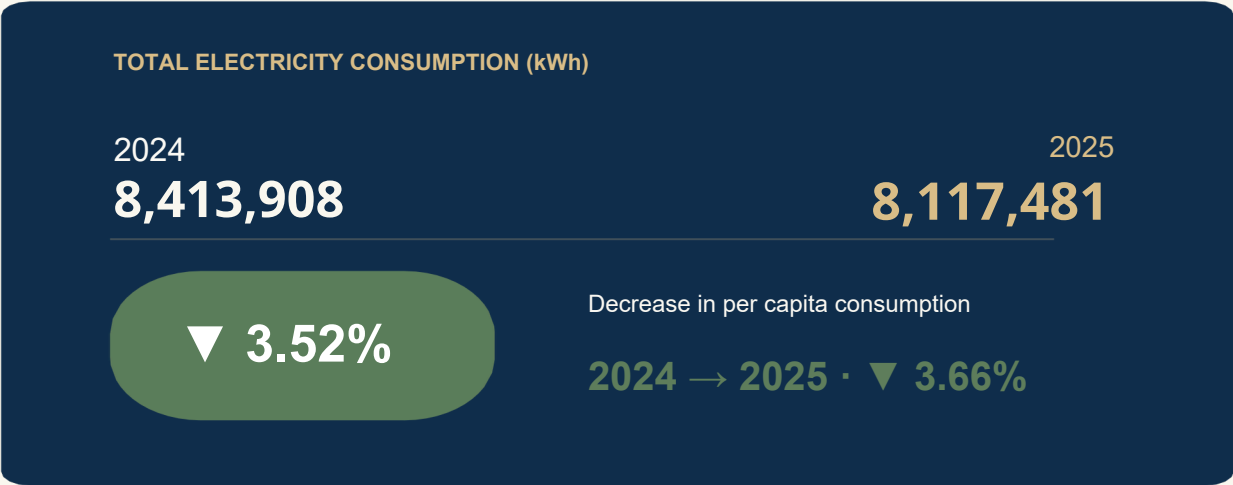
"In line with our sustainability goals, we have implemented a solar power plant investment in the province of Konya to meet our entire energy consumption from renewable sources. With the commissioning of the facility, we plan to achieve energy efficiency and consumption optimization."



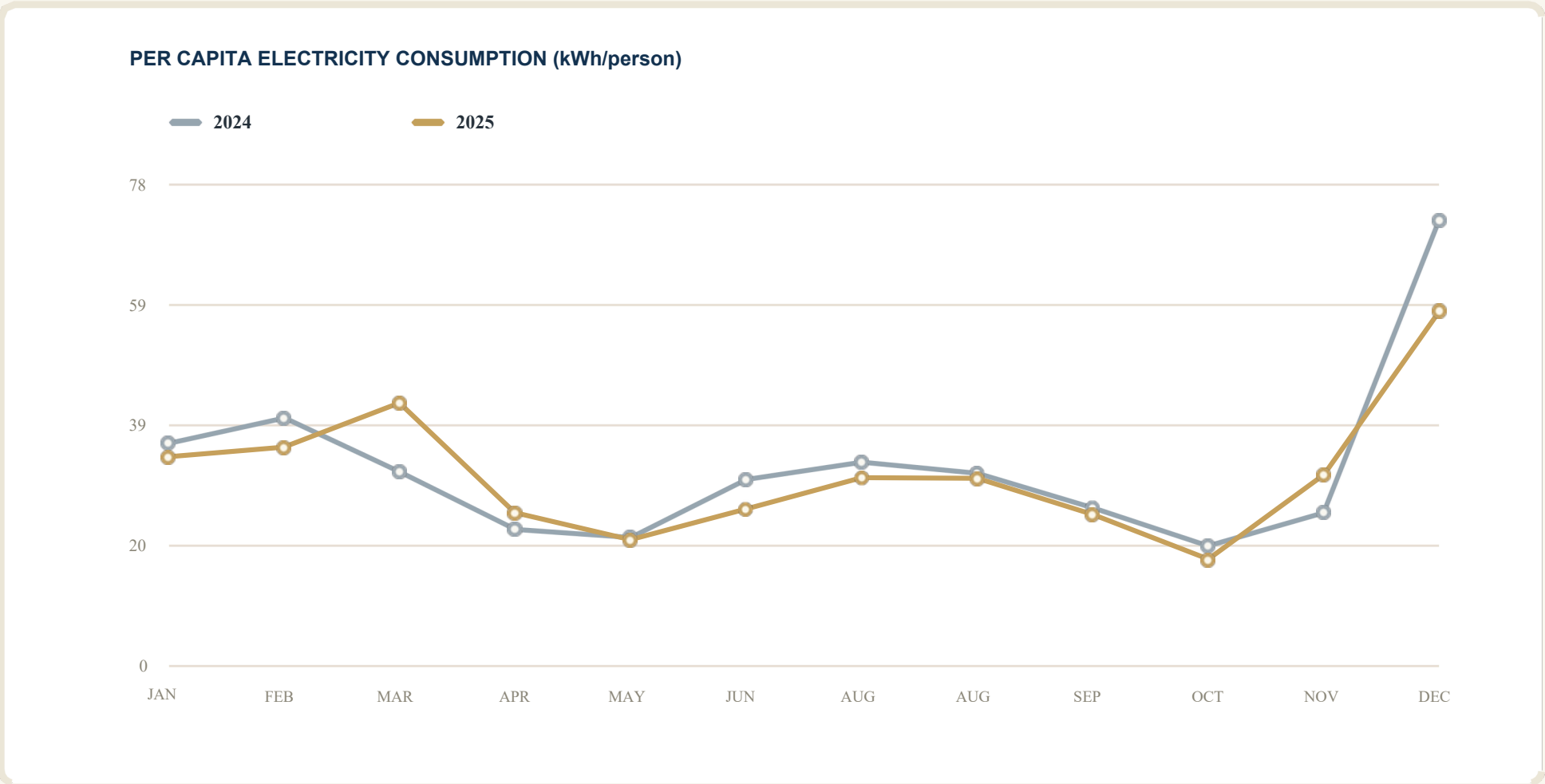


# Resource Management · Electricity

ISO 50001 Energy Management System · 2025

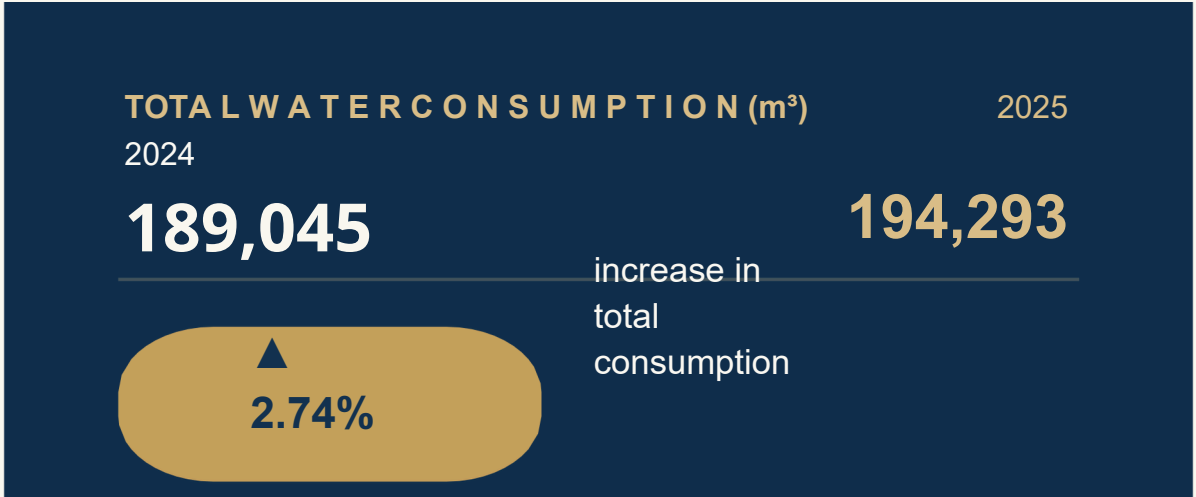


A 3.52% reduction was achieved in total electricity consumption, while electricity consumption per guest decreased by 3.66%.



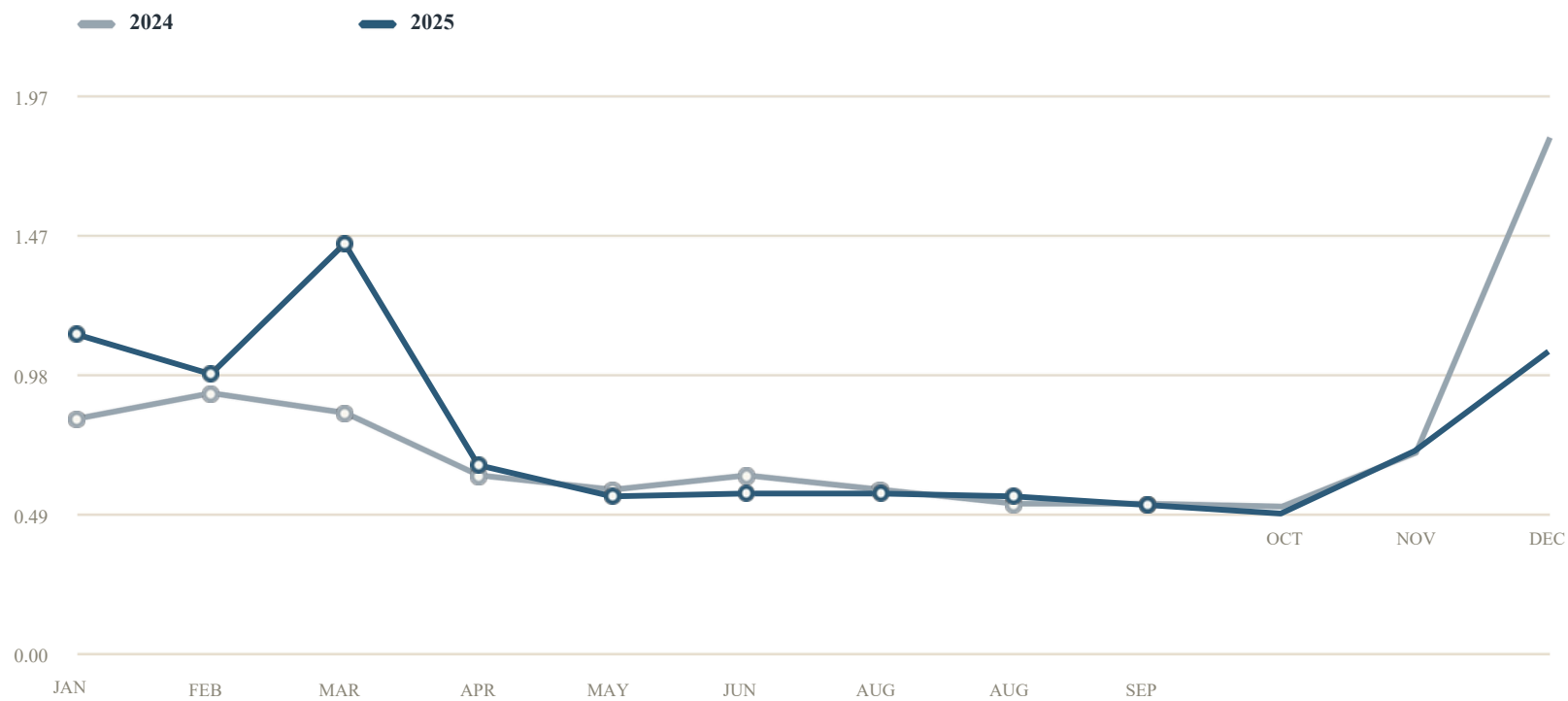
# Resource Management · Water

We efficiently manage our water resources through water-saving technological solutions, automated landscape irrigation systems, and wastewater recycling. Aerators, motion-sensor faucets, and dual-flush toilets have been widely implemented throughout the facility.



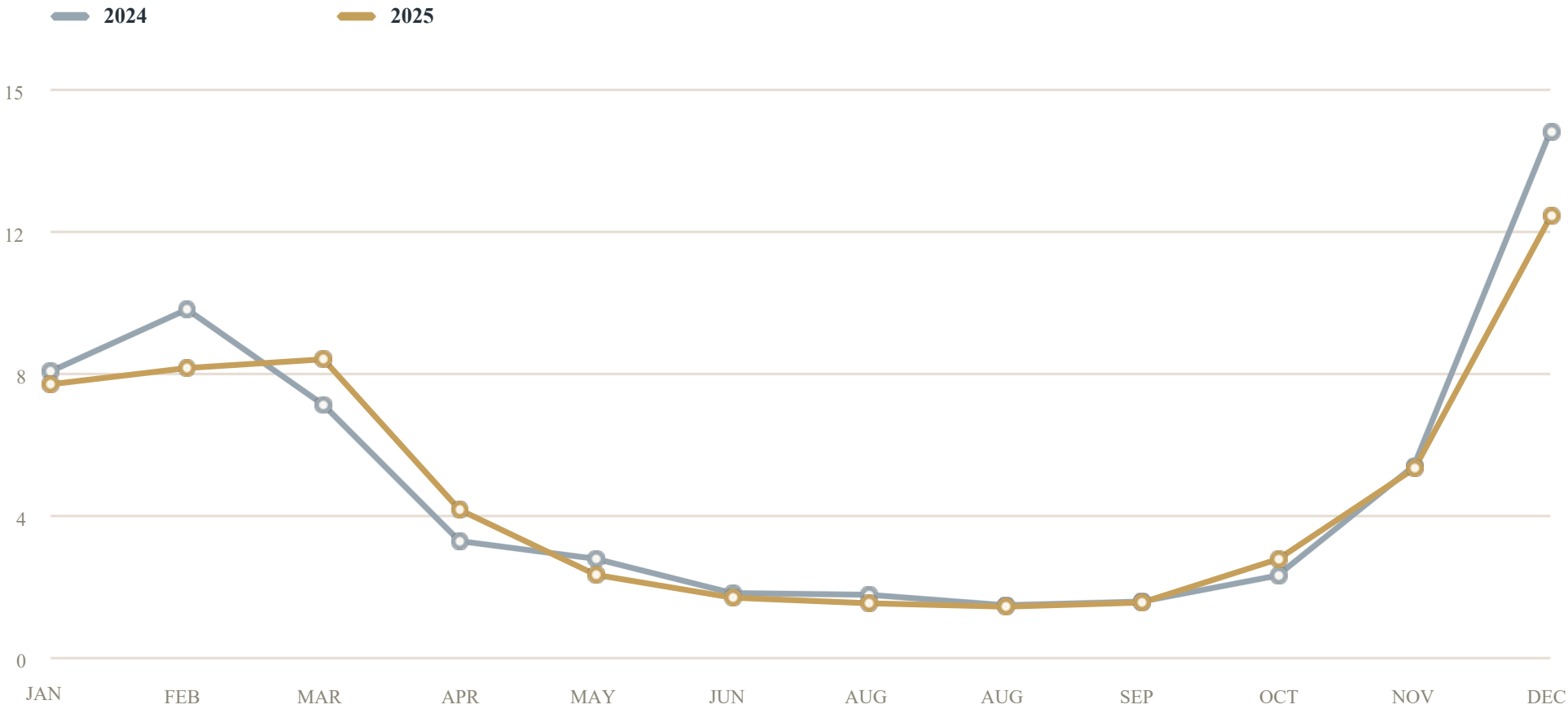
Total water consumption increased by **2.74%** compared to 2024. Water efficiency per capita achieved during the summer months has been maintained; the increase is attributed to low reservoir levels and landscape irrigation needs.

PER CAPITA WATER CONSUMPTION (m³/person)



# Resource Management · Natural Gas

PER CAPITA NATURAL GAS CONSUMPTION (sm³/person)



The decline in natural gas consumption is the result of systematic improvements achieved through pipe insulation, frequency inverters, heat pump installations, double-pane/thermal windows, and the transition to energy-efficient motors.

TOTAL NATURAL GAS (sm³)  
2024

928,223

853,416<sup>2025</sup>

▼ 8.88%

Total Change

PER CAPITA CHANGE

▼ %4,44

The reduction in natural gas consumption per person compared to 2024. optimization efforts.



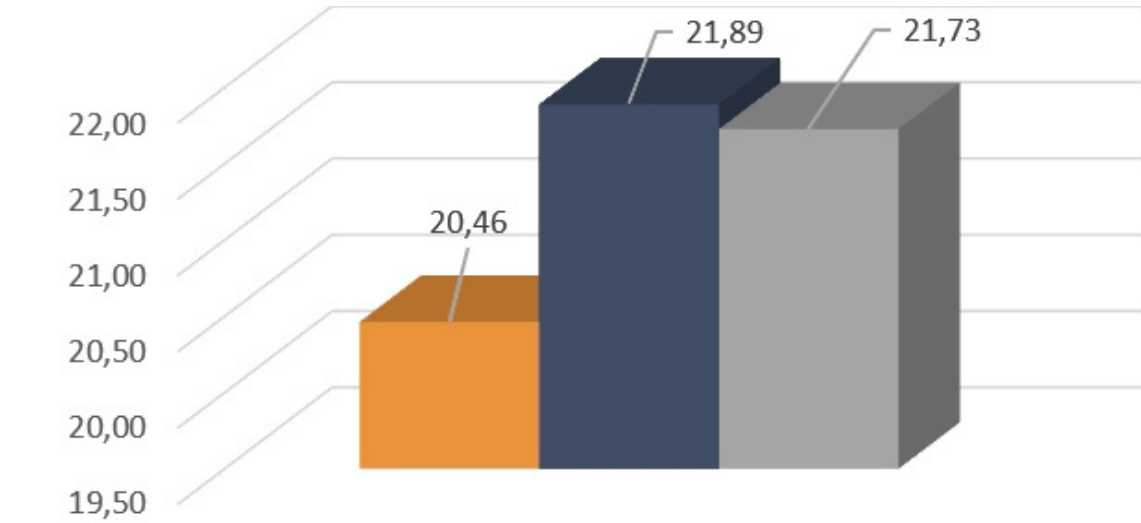
# Carbon Footprint

## CORPORATE GREENHOUSE GAS INVENTORY (tCO<sub>2</sub>e)

| EMISSION CATEGORY                                                      | 2023     | 2024     | 2025     |
|------------------------------------------------------------------------|----------|----------|----------|
| <b>Category 1</b> · Direct Emissions<br>Stationary & mobile combustion | 2,222.02 | 2,355.79 | 2,376.68 |
| <b>Category 2</b> · Energy-Related Indirect<br>Purchased electricity   | 3,521.10 | 4,021.49 | 3,871.68 |
| Biogenic Greenhouse Gas                                                | 163.14   | 157.36   | 189.19   |
| <b>TOTAL tCO<sub>2</sub>e</b>                                          | 5,906.27 | 6,534.64 | 6,437.55 |

### PER CAPITA EMISSION INTENSITY

kgCO<sub>2</sub>e / person



Total emissions in 2025 decreased compared to 2024; the decline in energy-related indirect emissions (K2) was the key factor.



### SPP Investment

Following our investment in a solar power plant (SPP) in Konya, we aim to significantly reduce our carbon footprint by sourcing 100% of our electricity from renewable energy.

# Greenhouse Gas Emission Reduction & Water Conservation Initiatives

6  
ELECTRIC VEHICLES + CHARGING STATIONS

LED  
ENERGY-EFFICIENT BULBS FOR LIGHTING

Eco  
ROOMENERGY SAVER & BALCONY SENSOR

GREENHOUSE GAS REDUCTION & ENERGY

- ✓ Management vehicles have been replaced with electric vehicles; all employee buggies are electric.
- ✓ Rooms are equipped with energy-saving systems that pause heating/cooling systems.
- ✓ Motion-sensor lights in common areas; garden lighting controlled by a timer.
- ✓ Double-pane/thermal glass throughout the hotel; motors have been replaced with more efficient models.
- ✓ Energy efficiency achieved by installing a CTP cooling tower
- ✓ Prevention of heat loss through the use of a variable-frequency drive, a heat pump, and pipe insulation.
- ✓ Reviewing energy consumption in new equipment and prioritizing energy-efficient models (procuring a high-efficiency heating boiler for the boiler room).
- ✓ Offering vegan and vegetarian food options at the restaurant
- ✓ Upgrading the restaurant’s HVAC system with high-efficiency equipment
- ✓ The addition of a 1,400 kVA generator enables other equipment to operate more efficiently (reducing diesel consumption)

WATER

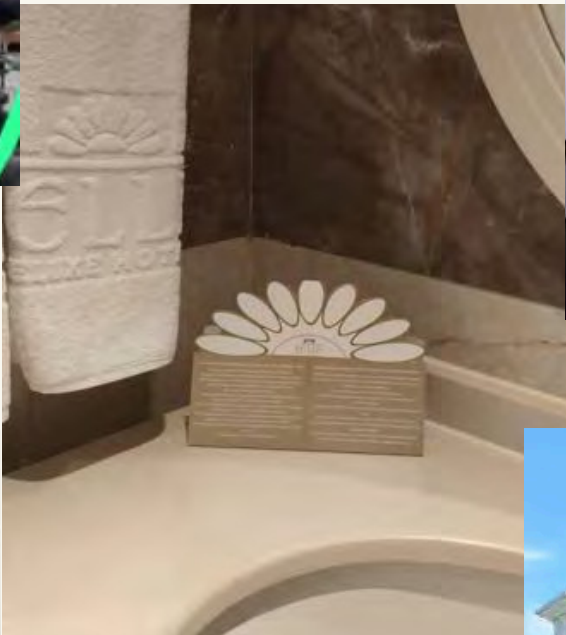
- ✓ Water flow has been restricted using aerators in all room and common area fixtures.
- ✓ Water-saving and/or dual-flush systems in guest and staff restrooms.
- ✓ Photoelectric faucets and sensor-activated urinals in common area restrooms.
- ✓ Drip and sprinkler systems for garden irrigation; automatic irrigation systems that prevent water loss timers.
- ✓ Water savings achieved by disinfecting fruits and vegetables with ozone.
- ✓ Water and electricity savings through guest participation using the Environmental Card and Eco Card
- ✓ We encourage our guests to use the information cards placed in their rooms on days when they do not wish to change their bedding textiles on days they do not wish to have them changed.
- ✓ The switch to liquid salt is intended to conserve water.



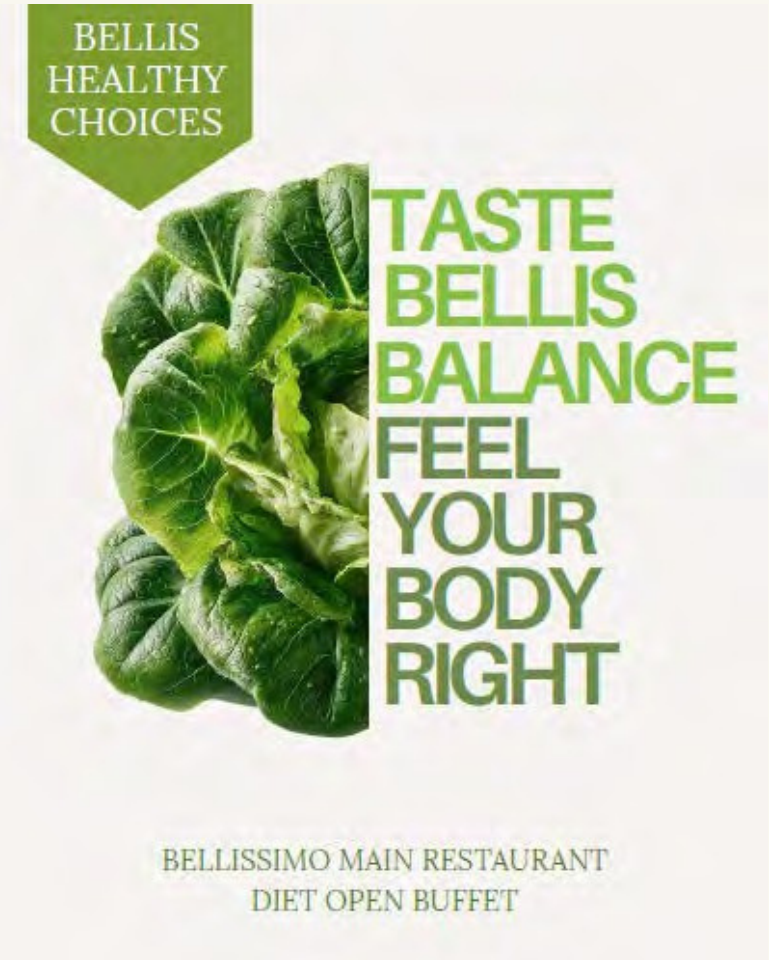
# Implementation Examples



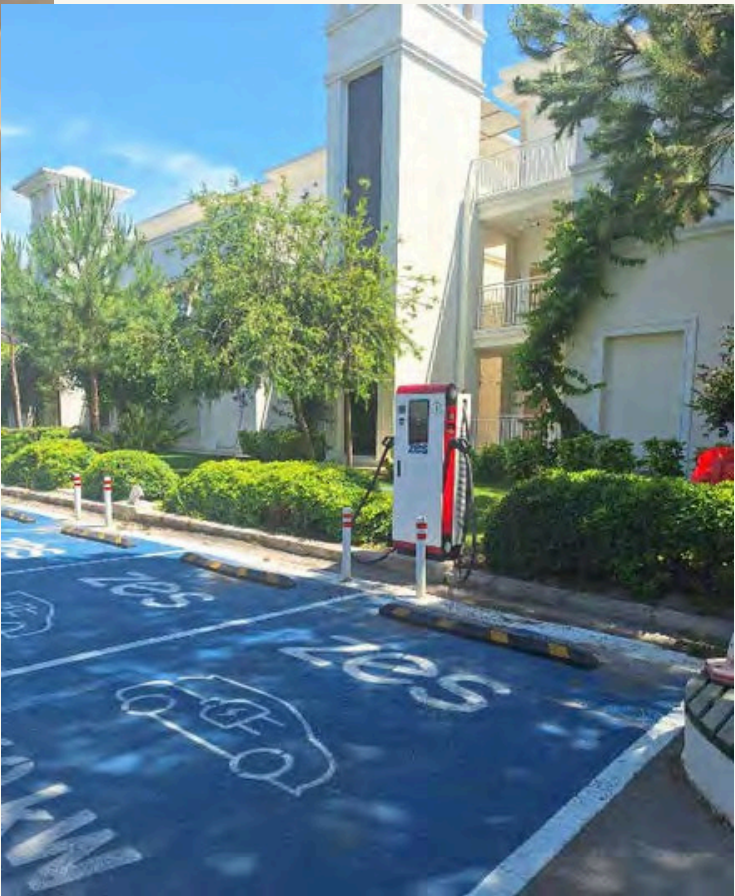
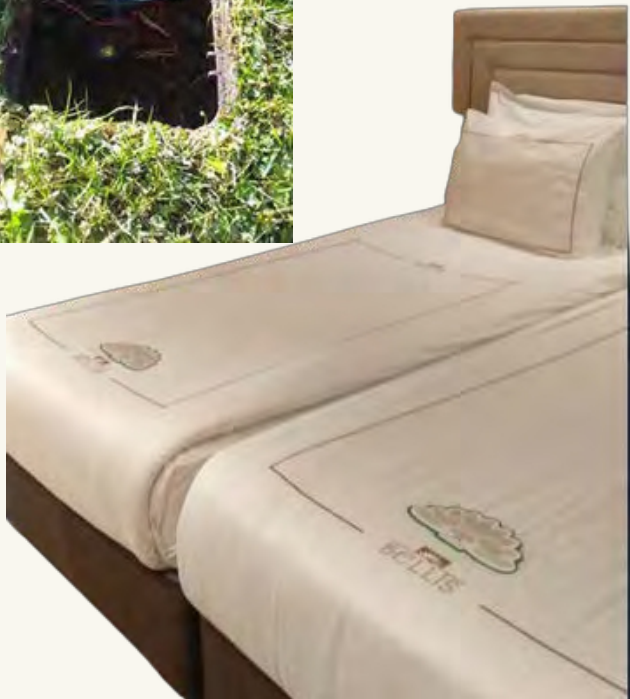
heat pump



Boiler Room Thermal Insulation



BELLISSIMO MAIN RESTAURANT  
DIET OPEN BUFFET





# Waste Reduction Practices

- To reduce waste, we select products in larger packaging during the purchasing process and avoid using small-sized products except when absolutely necessary.
- In our guest rooms, we aim to reduce plastic waste by switching to large refillable bottles for shampoo and other amenities.
- By preferring products with kraft packaging for our amenities, we aim to ensure that packaging waste is made from recyclable materials.
- By switching to liquid salt, we have eliminated the plastic waste generated by solid salt.



# Waste Reduction Practices

- Waste is collected separately by type.
- Recyclable products are preferred over non-recyclable ones.
- Our employees receive regular training on waste management.
- We support awareness campaigns and events held in our region.
- We use bulk packaging instead of single-use packaging.
- We prioritize products with returnable containers when making product selections.



# Chemical Consumption



## Environmental Card

Minimizing water consumption by reusing textile products (towels, sheets) on the second day.

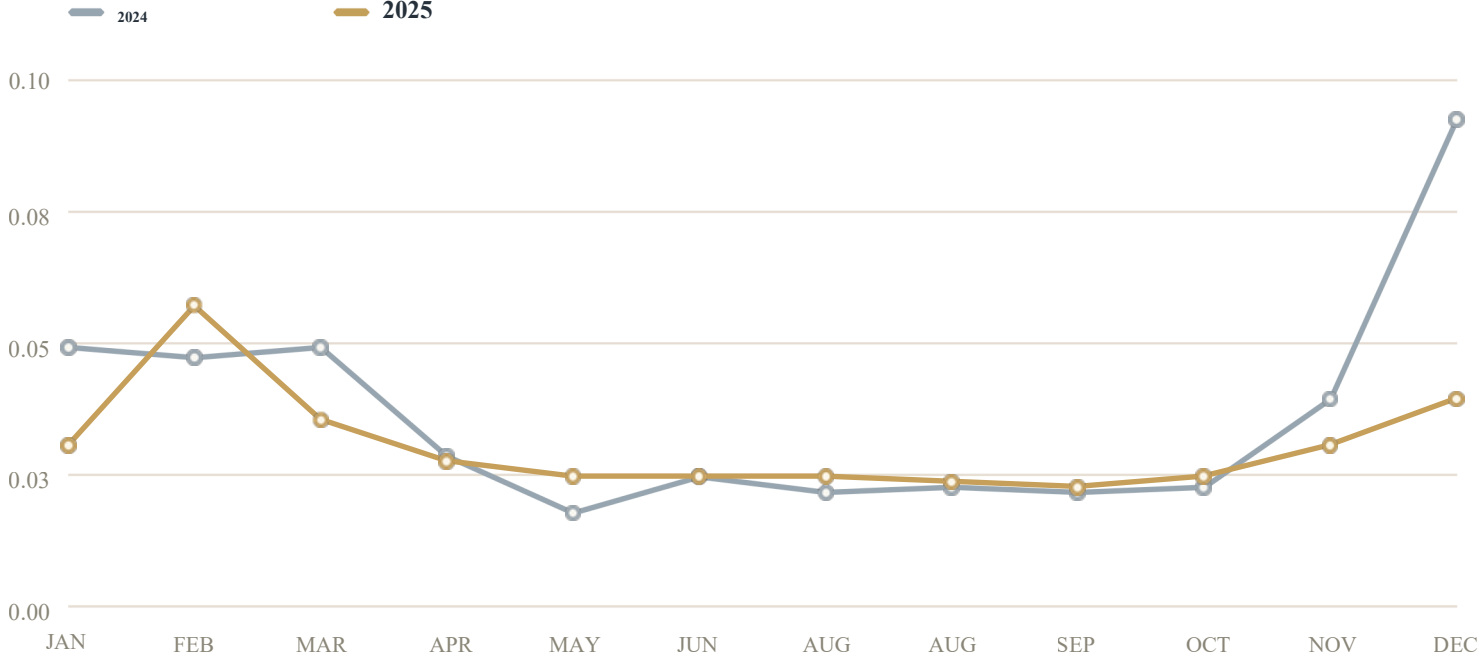


## Eco Card

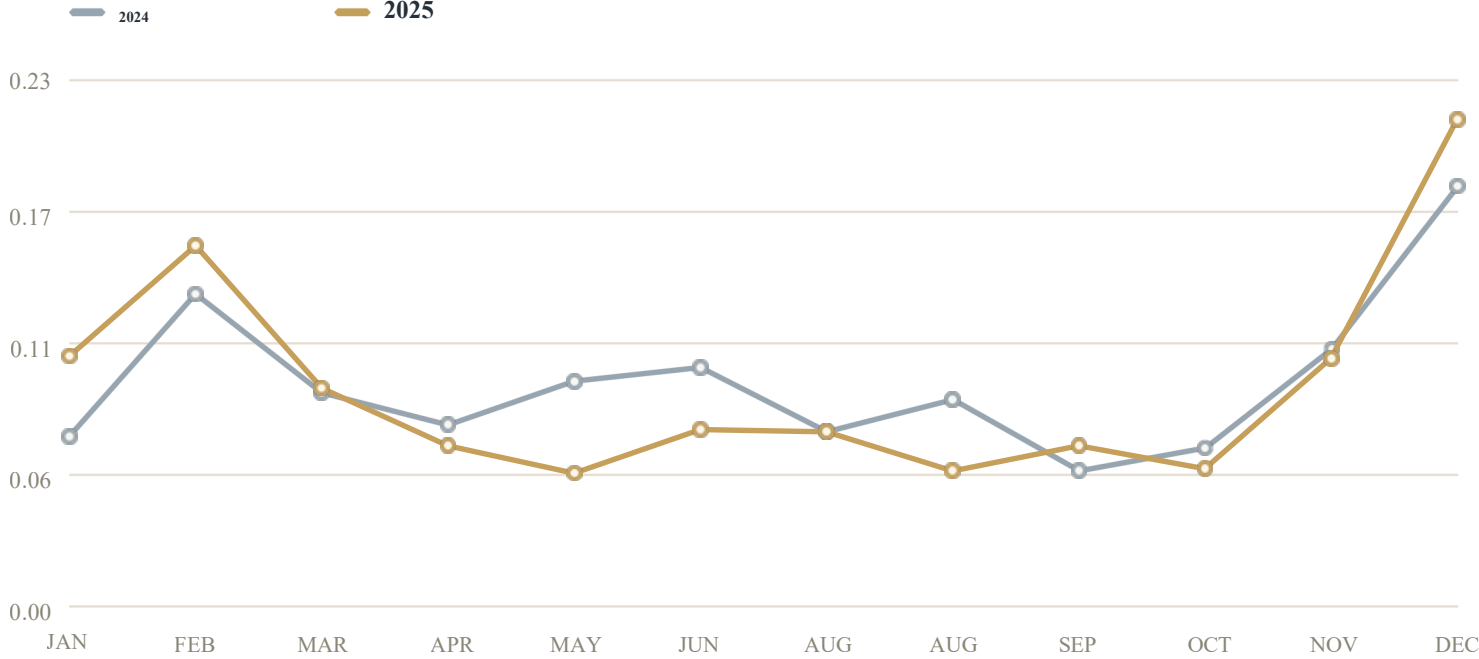
Preventing unnecessary consumption of water, electricity, and chemicals on days when room cleaning is not requested.

Monthly trend of chemical consumption per person by department for 2024–2025 (PP kg/month):

### HOUSEKEEPING



### LAUNDRY

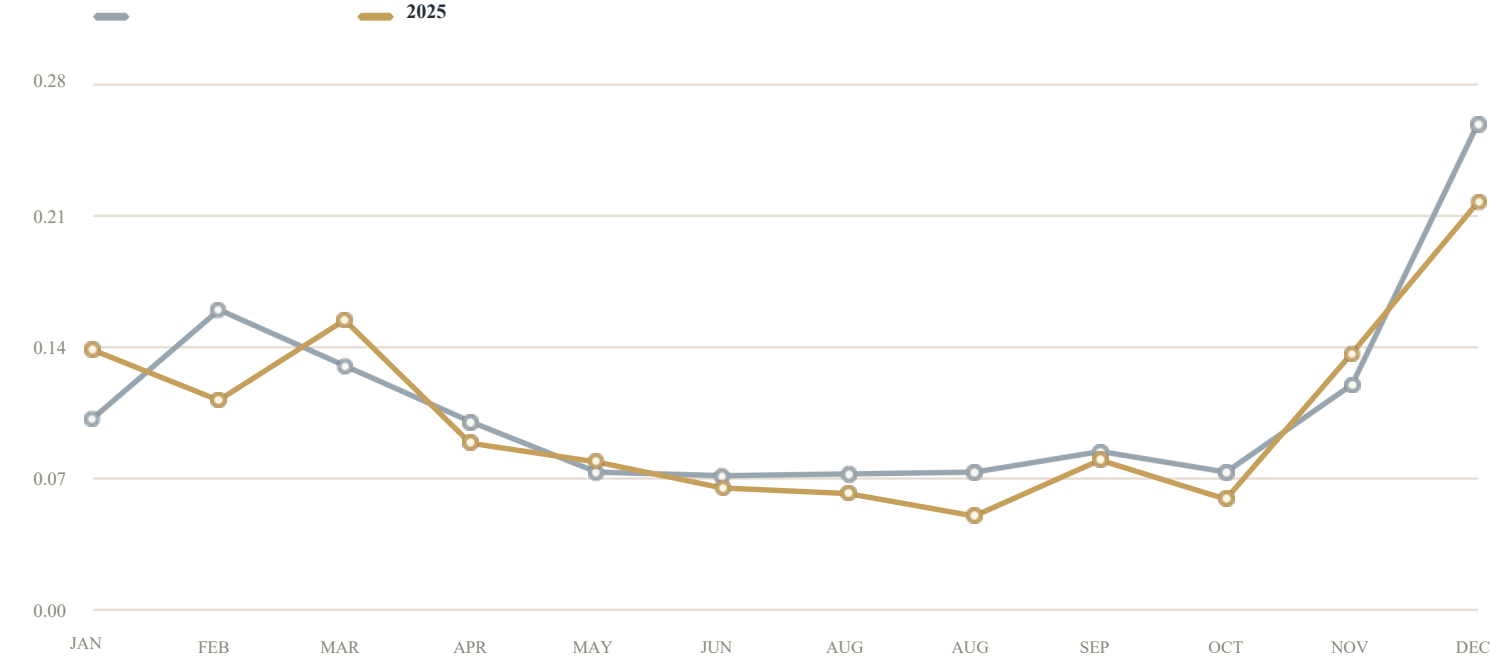




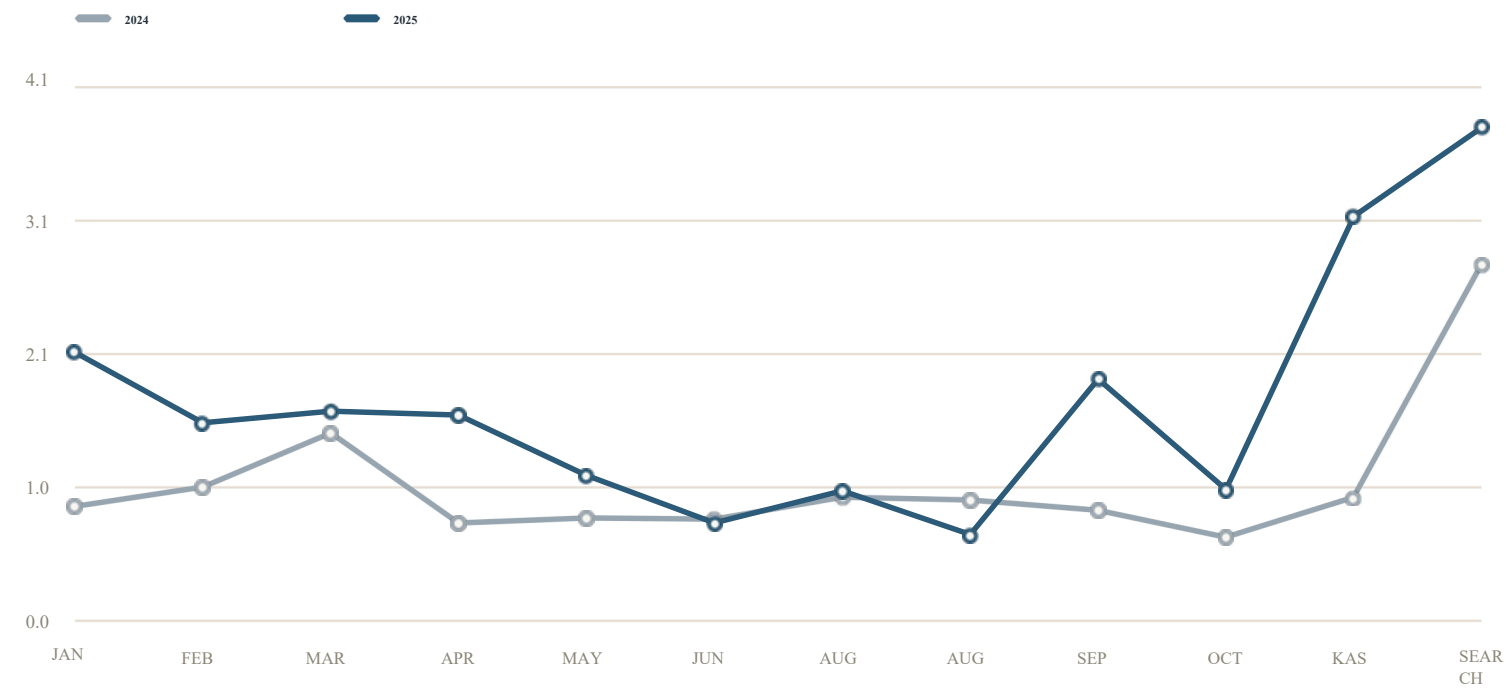
# Chemical Consumption

Monthly trend of per-person chemical consumption by department for 2024–2025 (PP kg/month):

## STEWARDING



## TECHNICAL SERVICE · POOL CHEMICALS



# 03 Social Sustainability

With a people-centered approach to sustainability, we prioritize equal opportunity, fair wages, employee development, and occupational health and safety, while preserving cultural heritage and biodiversity.

**%88,83**

EMPLOYEE  
SATISFACTION

**%38,5**

LOCAL EMPLOYMENT

**107**

PROMOTIONS IN  
2025

# Work Life & Demographics

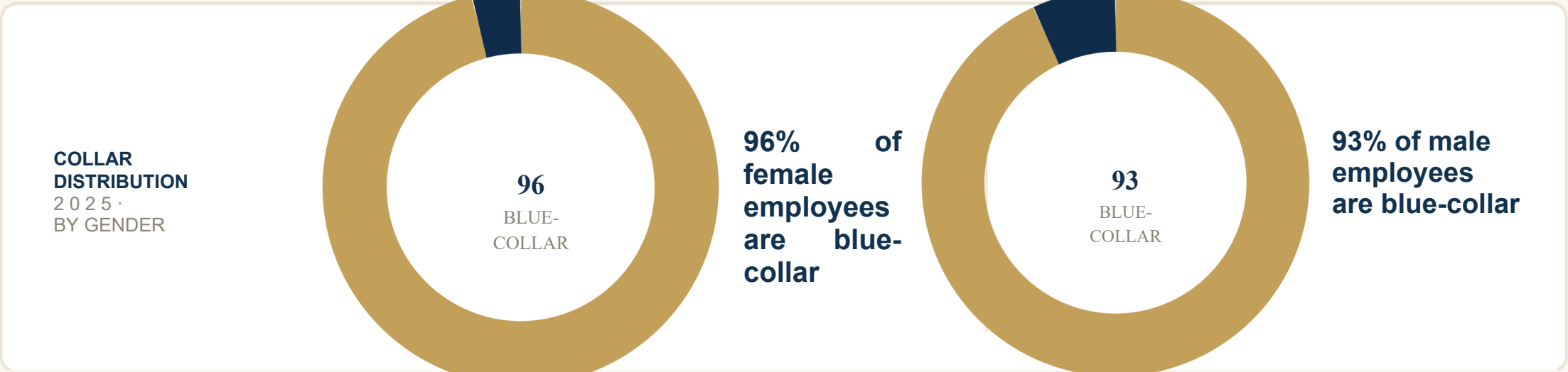
Equal opportunities are provided to all candidates and employees throughout recruitment, employment, and promotion processes, regardless of language, religion, race, or gender. Employment decisions are based solely on the qualifications and competencies required for the position.

Our compensation and promotion policies are founded on performance evaluations.

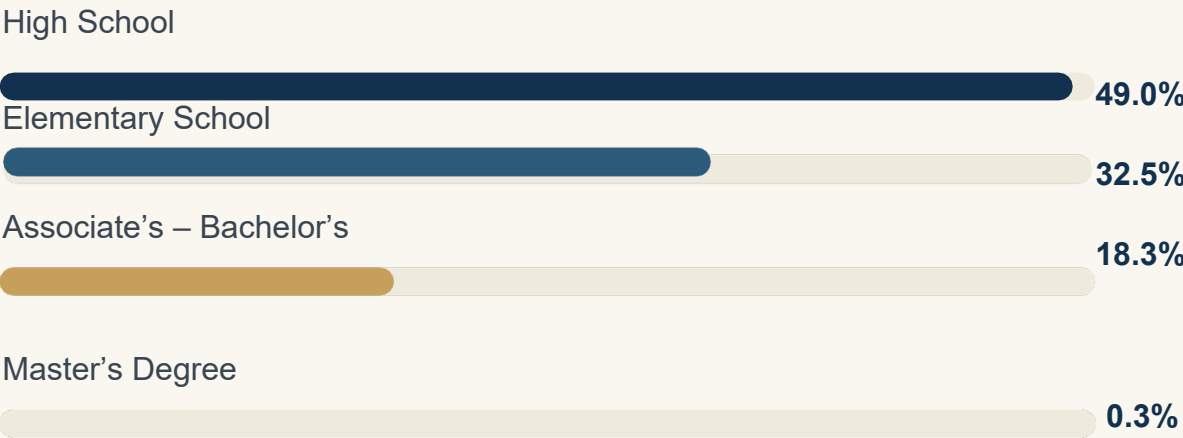
Our Human Resources Procedure is available to all employees; legal rights, working hours, benefits, and disciplinary processes are transparently communicated through this procedure.

GENDER DISTRIBUTION · 2025

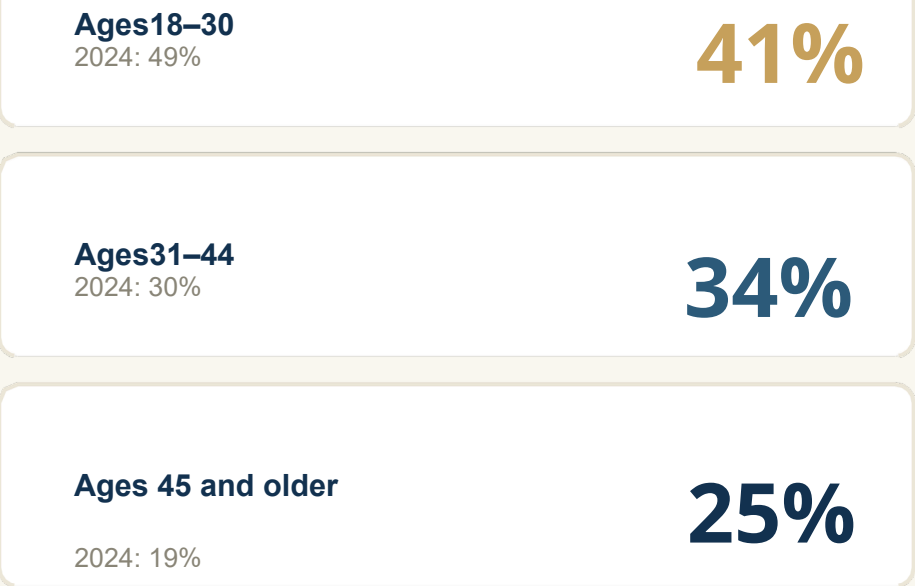
2024: Women 39% · Men 61%



BY EDUCATIONAL LEVEL · 2025



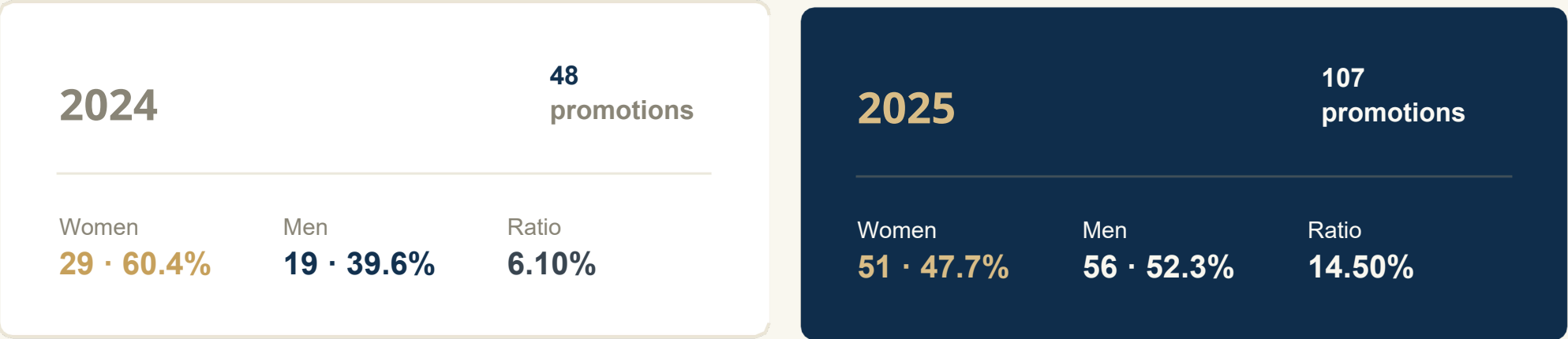
BY AGE GROUP · 2025





# Promotions & Local Hiring

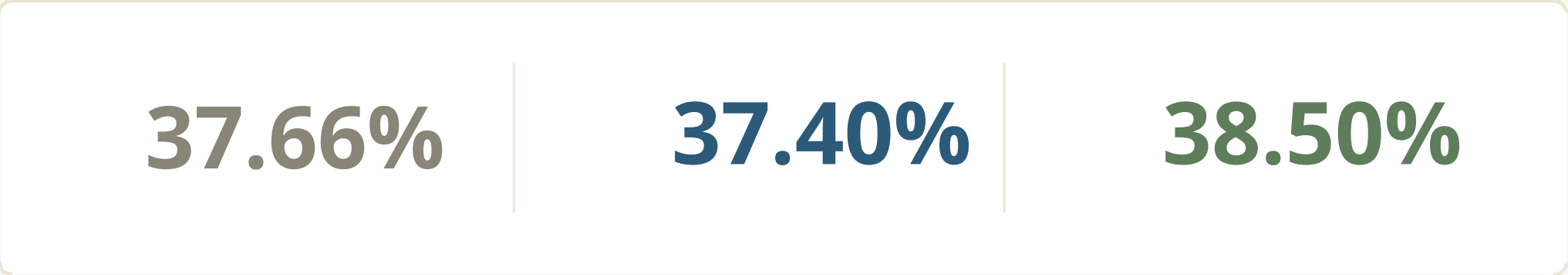
PROMOTION FIGURES · 2024 → 2025



The promotion rate has risen from 6.10% to 14.50% in one year; career development has been strengthened through internal promotions.

To promote regional development and enhance social welfare, we prioritize **local employment** in our human resources processes. By providing sustainable job opportunities to the local workforce in the region where our facility is located, we make a direct contribution to the regional economy. Additionally, our workforce consists primarily of blue-collar positions; both female and male employees are represented across all job categories.

LOCAL POPULATION EMPLOYMENT RATE



# Employee Well-being & Satisfaction

OVERALL SATISFACTION · 2025

# 88.83%

Results of the employee satisfaction survey, in  
which 206 employees participated

EMPLOYEE SATISFACTION SURVEY

## Twice a year

Suggestions, complaints, and feedback are collected  
via suggestion boxes, and improvements are planned.

We place great importance on understanding and meeting the needs and expectations of our employees. We are committed to continuously improving social and working environments while enhancing professional competencies through training and development programs.

In 2020, our employee changing and locker rooms were renovated. In 2023, the staff cafeteria was modernized, and in **2025, our new employee accommodation building** was completed and put into service. During the same year, our employee shuttle fleet was renewed to provide more comfortable transportation. Every month, we recognize our "Employee of the Month" by rewarding the top three performers. Employees' birthdays are also celebrated with commemorative gifts.

Since 2022, we have implemented a performance **bonus scheme**, and during Ramadan, employees receive support through MultiNet meal cards. Employee satisfaction is further enhanced through football tournaments and social events.

Employees who get married or welcome a new child receive a commemorative quarter gold coin as a gift. This benefit is also extended to male employees whose spouses give birth.



# Employee Well-being & Satisfaction ♦



Suggestions, requests, and complaints are collected via the **"I Have an Idea!"** posters in employee areas, as well as through the email [oneri@bellis.com.tr](mailto:oneri@bellis.com.tr) and suggestion/request boxes.





# Employee Well-being & Fair Wages

FAIR WAGES & EMPLOYEE WELL-BEING

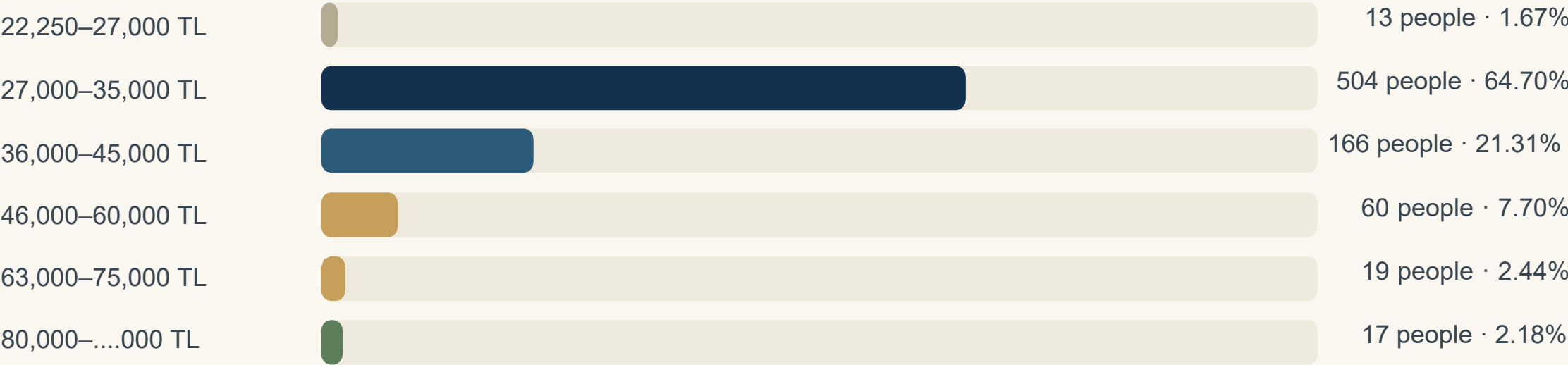
All employees earn above economic security standards

Every year, minimum and maximum wage ranges and national cost-of-living indices are analyzed. 2025 assessments have determined that all employees' incomes are above the national poverty line.

%100

% ECONOMIC SECURITY  
EMPLOYMENT IN ACCORDANCE  
WITH STANDARDS

MINIMUM - MAXIMUM WAGE DISTRIBUTION - 2025 (number of persons. - %)



The comparison uses the 12-month average poverty line data for 2025 (minimum food expenditure for a family of four) published by the TÜRK-İŞ Confederation as a reference.

According to the average of TÜRK-İŞ 2025 data, the minimum wage for 2025 was **TRY 22,104**, while the hunger threshold for a family of four ranged between **TRY 26,500 and TRY 27,000**. All employees (**100%**) receive salaries above the statutory minimum wage. For the 1.67% of employees whose base salaries fall below the hunger threshold, additional benefits—including performance bonuses, staff accommodation, and employee shuttle services—are provided with the aim of ensuring their overall compensation exceeds this threshold.

# Training & Competency Development

(Values:minutes per person)

| TRAINING TOPIC |                                                          | 2024     | 2025     |
|----------------|----------------------------------------------------------|----------|----------|
|                | Sustainability Training                                  | 45.00    | 49.00    |
|                | Energy Efficiency Training                               | 33.94    | 27.39    |
|                | Cultural Heritage                                        | 40.89    | 25.19    |
|                | Child Abuse and Privacy Education                        | 45.00    | 45.00    |
|                | Emergency Response Team Training                         | 55.00    | 100.75   |
|                | Employee Representative Training                         | —        | 60.00    |
|                | Environmental Training                                   | 40.67    | 45.00    |
|                | Food and Water Sector Hygiene Training                   | 69.96    | 45.00    |
|                | Occupational Safety                                      | 55.00    | 59.34    |
|                | Occupational Health Training                             | 45.00    | 60.00    |
|                | Occupational Safety and Health Committee Member Training | —        | 120.00   |
|                | Basic First Aid Training                                 | 360.00   | 480.00   |
|                | Basic Fire Safety Training                               | 201.21   | 79.33    |
|                | Working at Heights Training                              | 480.00   | 510.00   |
| GRAND TOTAL    |                                                          | 2,270.67 | 2,036.50 |

In addition to providing legally required training, the company organizes comprehensive training programs on topics such as orientation, the environment, sustainability, communication, and personal and professional development. The company collaborates with universities and vocational high schools to bring young talent into the industry.

Career days and internship programs provide future professionals with opportunities for personal development.



# Training & Competency Development



Emergency Response Team Training



"The Infinite Power of Teamwork and Communication" training at İzgören Academy



Fire Safety Training



Hazardous Materials Safety Training



# Occupational Health & Safety

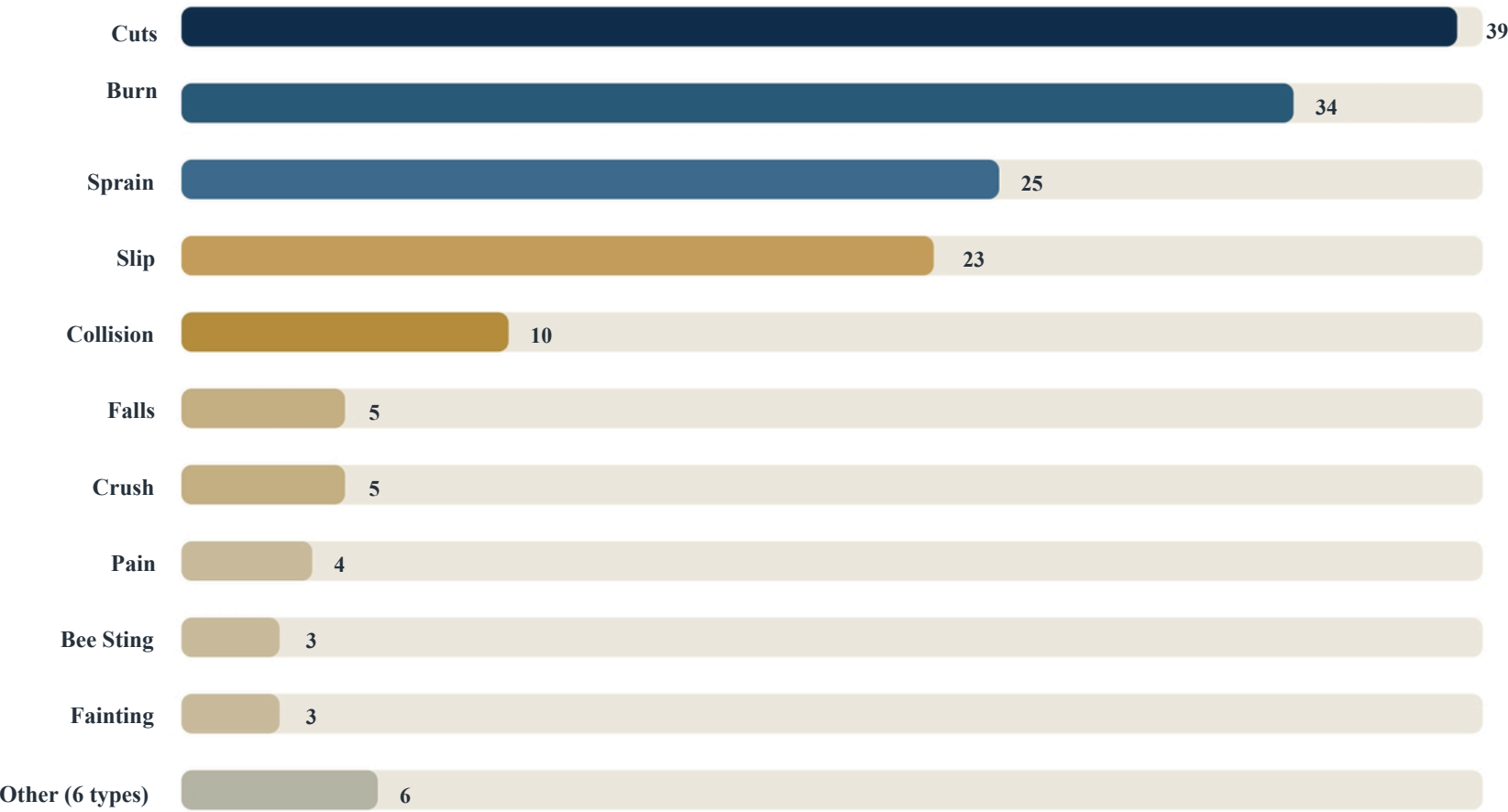
Our facility fully complies with all legal regulations to prevent injuries, occupational diseases, accidents, and environmental pollution, with the aim of continuously improving health, safety, and environmental performance. Regular on-site inspections and periodic examinations are conducted and reported by designated occupational safety specialists and workplace physicians.

All our employees complete the required occupational health and safety training in full. Risk analyses are conducted within the framework of the ISO 45001 Occupational Health and Safety Management System, and all on-site activities and actions aimed at system improvements are documented. Environmental measurements are conducted regularly and repeated whenever process changes occur. The Occupational Health and Safety Committee meets at least once every three months to evaluate incidents, accidents, and corrective actions.



# Occupational Health & Safety

2025 WORK-RELATED ACCIDENT CASES (number)



## Preventive Approach

Mandatory OSH training is provided in full; field activities and system improvements are documented.

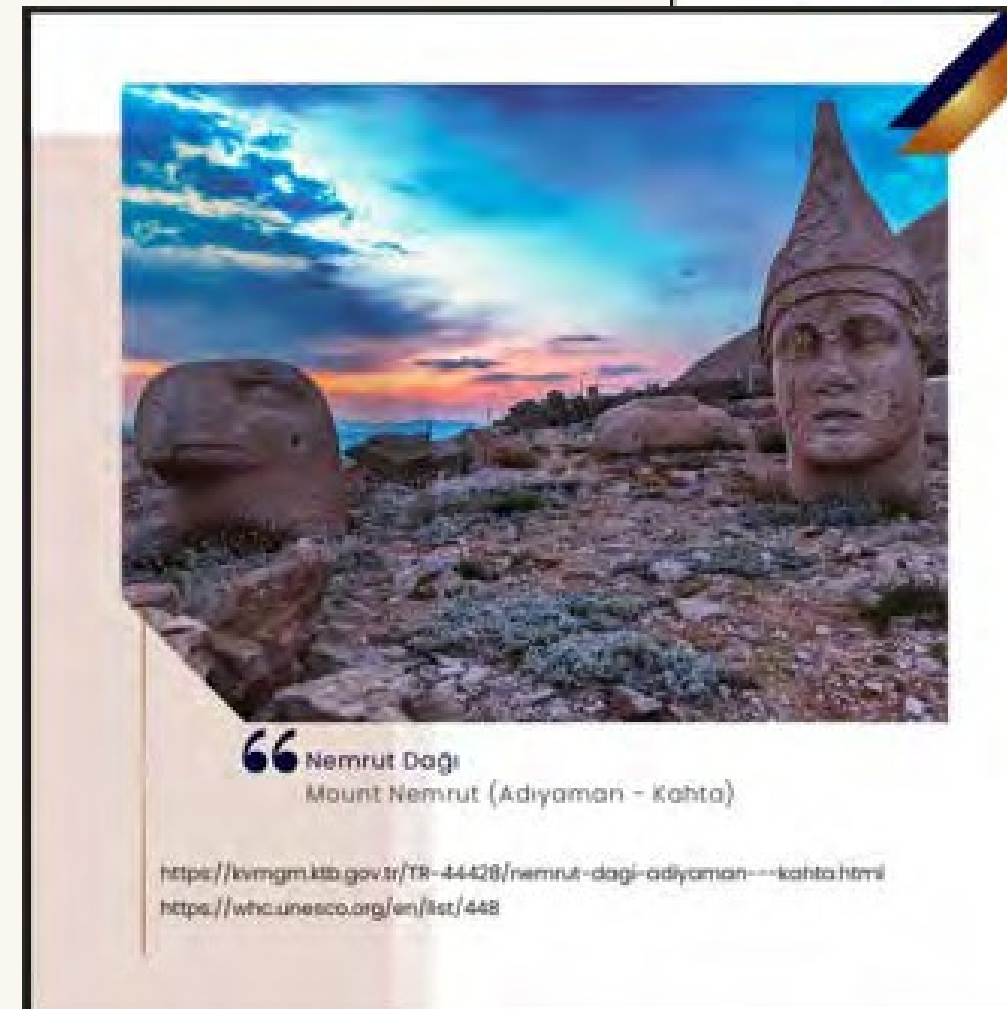
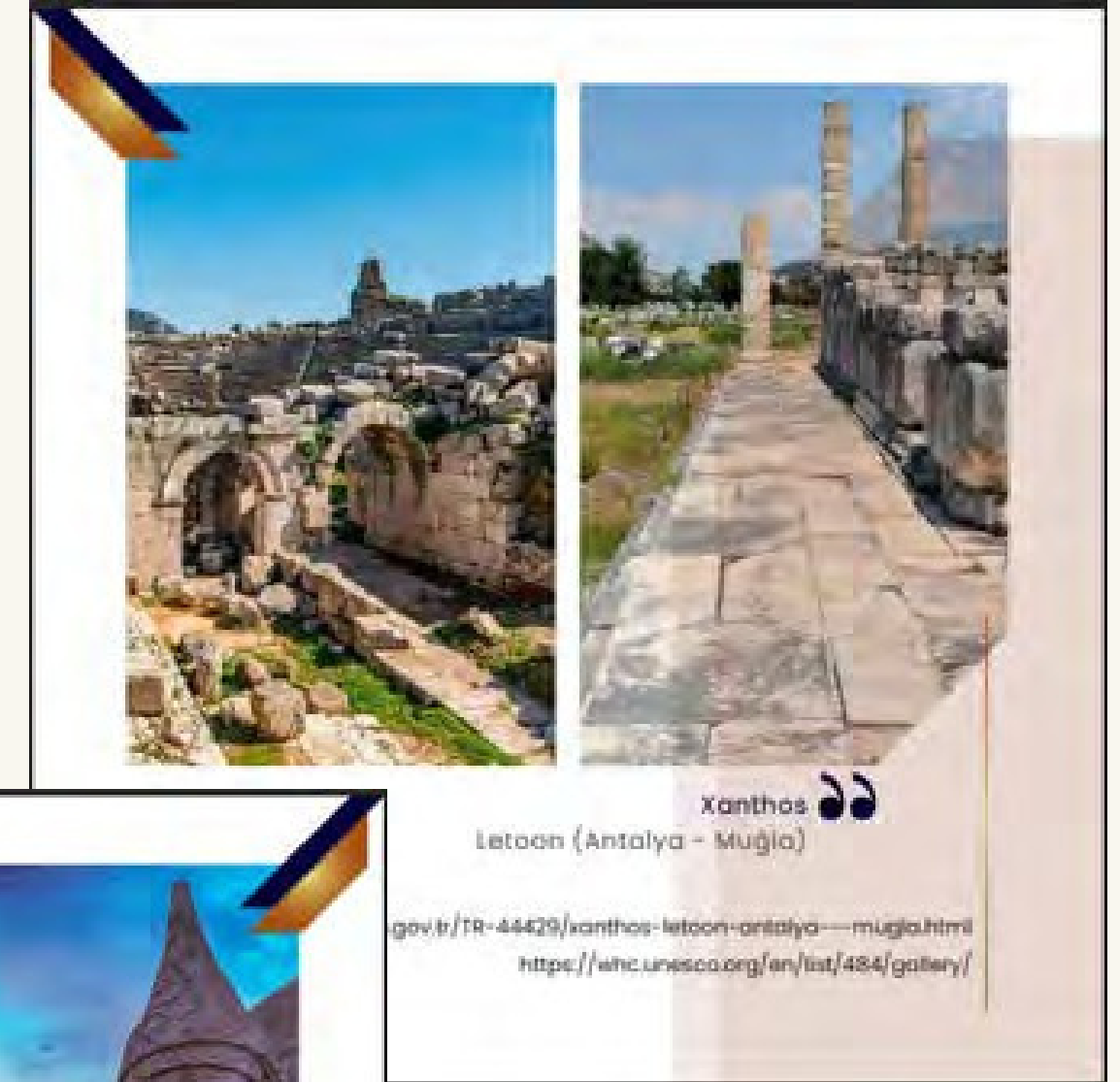
### MOST FREQUENT INCIDENTS

Cuts, burns, and sprains are minor incidents and are addressed through corrective actions.

## Preservation of Cultural Heritage

We approach sustainability not only in terms of environmental and economic factors, but also as a whole that includes the preservation of the cultural values that shape our society's identity. We believe that passing on the legacy of the past to the future is one of the cornerstones of social sustainability.

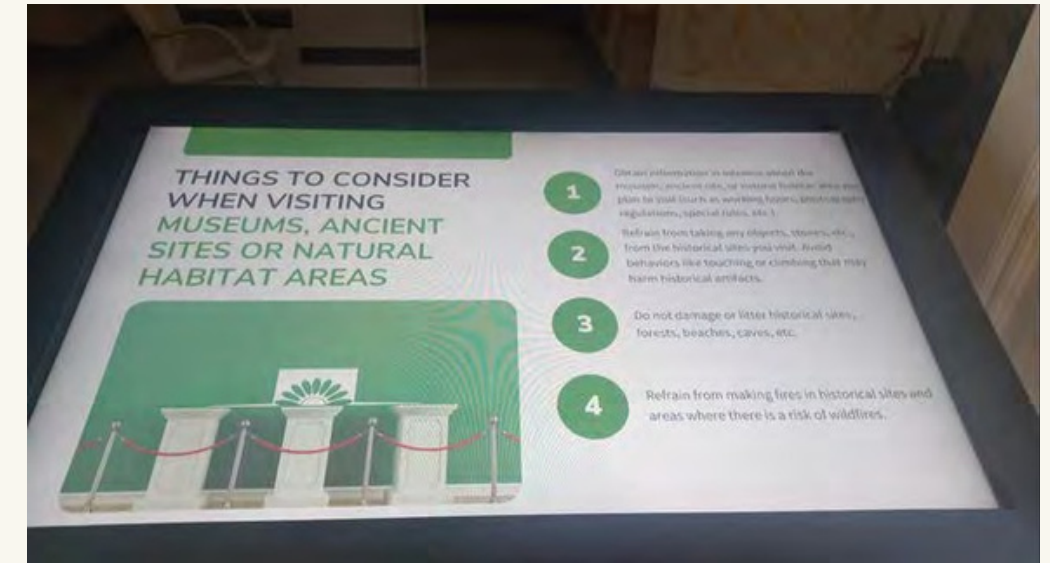
In this context, we introduce our guests to cultural sites, provide our employees with cultural heritage training and awareness programs, and share the history and natural beauty of Antalya.





# Preservation of Cultural Heritage

To contribute to the preservation and promotion of local culture, we provide information about Antalya's historical values to our guests on the information board at our facility.



Our guests can follow the initiatives and information we share in this regard through our sustainability screens located in our common areas.

## TARİHİ YERLER / HISTORICAL PLACES

### ASPENDOS

Antalya ilinin Serik İlçesi yakınında yer alan Aspendos, dünyanın en iyi korunmuş bağımız Roma tiyatrolarından birine sahiptir. Halk müzik konserleri ve opera festivalleri için kullanılmaktadır. Located near the Serik district in the province of Antalya, Aspendos is home to one of the best-preserved freestanding Roman theaters in the world. The site continues to serve as a venue for music concerts and opera festivals, maintaining its cultural and historical significance.

### PERGE ANTİK KENTİ / PERGE ANCIENT CITY

Önemli bir Pamfilya kenti olan Perge Antalya'nın doğusunda yer almaktadır. Kentte yürütülen araştırmalar, yapılarıya olan bu şehrin antika mirasının kapsamına da geçenler seramik örnekleri içinde Erken Tunç Çağına değin çeriye uzandığını ortaya koymuştur. Antik stadyuma giden yolda antik kentin çeşitli yerlerinden gelen eserler sergilenmektedir. Perge, an important city of ancient Pamphylia, is located to the east of Antalya. Research conducted at the site has revealed that the city's history dates back to the Early Bronze Age, based on ceramic findings from the acropolis, which reflect its prehistoric heritage. Along the path leading to the ancient stadium, artifacts from various parts of the city are on display.

### KÖPRÜLÜ KANYON MİLLİ PARKI / KÖPRÜLÜ CANYON NATIONAL PARK

KöprülÜ Kanyon Milli Parkı, Antalya il Manavgat İlçesi sınırları içinde bulunan Köprüçay (Köprü) nehri ve tarihi Selge kentinin bulunduğu yerde 366,140 dekarlık bir alana sahiptir. Millî Parkın kaynak değeri ve doğanın köprüçayın Bolcaş köyü ile Beşkonak arasında meydana getirdiği yamaçları, 16 km uzunluğunda ve 100 m'ye ulaşan duvar yüksekliği ile Türkiye'nin en uzun kanyonlarından biridir. KöprülÜ Canyon National Park is located within the boundaries of Manavgat district in Antalya province and spans an area of 366,140 decares, encompassing the Köprüçay (Köprü) River and the ancient city of Selge. A defining feature of the park, the gorge carved by the Köprüçay River between the villages of Bolcaş and Beşkonak, extends for 16 kilometers and features canyon walls exceeding 100 meters in height, making it one of the longest canyons in Turkey.

### DAVRAZ KAYAK MERKEZİ / DAVRAZ SKI CENTER

Kövrüz Dağı, 2635 m zirve yüksekliği ile Akdeniz Bölgesi'nin Güller Yarımında, Eğirici ve Kovada Gölü arasında yükselen ve Isparta Ovası'nı kapatan dağ kütlesinden biridir. Davraz Dağı-Karlıgöy Kış Sporları Turizm Merkezi Isparta il merkezinin 26 km güneydoğusunda bulunmaktadır. Hakim bitki örtüsünü, çam, ardıç, sedir ve otsu bitkiler oluşturmaktadır. Davraz Dağı-Karlıgöy Kış Sporları Turizm Merkezi, uygun coğrafi yapıyla her seviyedeki kayakçılara hitap eden ve son yıllarda hızla gelişen Türkiye'nin en gözde kayak merkezlerindendir. Davraz mountain, with a summit elevation of 2,635 meters, is one of the prominent mountain masses of the Lakes Region in the Mediterranean area, rising between Lakes Eğirici and Kovada and surrounding the Isparta Plain. The Davraz Mountain-Karlıgöy Winter Sports Tourism Center is located 26 kilometers southeast of the Isparta city center. The dominant vegetation consists of pine, juniper, cedar trees, and herbaceous plants. Thanks to its favorable topography, the center caters to skiers of all levels and has rapidly emerged in recent years as one of Turkey's most popular and prominent ski resorts.

### SAKLİKENT KAYAK MERKEZİ / SAKLIKENT SKI CENTER

Saklıkent, Antalya'nın 50 km batısında, Beydağ sıradağlarında, 2350 m yükseklikte, Antalya yakınından dolayı insanlık tabiatının kayık yapıp, dağları sınırlandırarak görebileceği dünyanın sayılı yerlerinden biridir. Saklıkent, situated at an altitude of 2,350 meters in the Beydağ mountain range, lies 50 kilometers west of Antalya. Due to its close proximity to the city, it is one of the few places in the world where visitors can ski in the morning and swim in the sea in the afternoon.

### DAMLATAŞ MAĞARASI / DAMLATAŞ CAVE

Roma Damlataş Mağarası, Türkiye'nin önemli mağaralarından birisi ve Alanya'ya yakındır. Tarihi Alanya Kalesi'nin batı sahilindedir. Mağara 30 metre uzunluğunda ve toplam 200 m<sup>2</sup> lik bir alanı kaplamaktadır. Güzelliğinin yanı sıra bu mağara, atmosferinin salınımı şifayereci ve astımı olan kışlara faydalı olduğuna inanılan için popülerdir. İyileştireci özellikleri nedeniyle mağaraya gelenler 21 gün süre ile mağarayı ziyaret eder. Mağaranın sağlık turizmi için ayrılmış özel sahan ziyareti saatleri vardır. Damlataş Cave is one of Turkey's most significant caves and is located near Alanya, on the western coast of the historic Alanya Coast. The cave is 30 meters in length and covers a total area of 200 square meters. In addition to its natural beauty, it is popular for its atmosphere, which is believed to benefit individuals with respiratory conditions and asthma. Due to its reputed healing properties, visitors typically attend sessions over a 21-day period. Special morning visiting hours are designated exclusively for health tourism purposes.

### KARAIN MAĞARASI / KARAIN CAVE

Antalya'nın 30 kilometre kuzeybatısında bulunan Karain Mağarası, Türkiye'deki insan yerleşimine dair kâmitler bahından en büyük mağara'dır. Yapılan arkeolojik kazılara göre bölgenin yaklaşık 500.000 yıl önce yerleşim merkezi olarak kullanıldığı tespit edilmiştir. Mağara, Batı Akdeniz'deki eski yerleşimlerin yavaş yavaş yapılan hakkında büyüleyici fikirler vermektedir. Bitki ve hayvan kalıntıları ile Anadolu'da bilinen en eski insan kalıntılarının bulunduğu mağara, Anadolu ve yakın Doğu tarihinin en önemli Paleolitik merkezlerinden biridir. Mağarada bulunan tapınabilir eserler, Anadolu sanatının bilinen ilk örnekleridir. Karain Cave, located 30 kilometers northwest of Antalya, is the largest cave in Turkey containing evidence of human settlement. Archaeological excavations have revealed that the area was used as a settlement center approximately 500,000 years ago. The cave offers fascinating insights into the lives and structures of ancient settlements in the Western Mediterranean. It houses plant and animal remains as well as the oldest known human remains in Anatolia, making it one of the most important Paleolithic centers in the history of Anatolia and the Near East. The portable artifacts found in the cave represent the earliest known examples of Anatolian art.

### ARYKANDA ANTİK KENTİ / ARYKANDA ANCIENT CITY

Arykanda kelimesi "yüksek kayanın yamaçındaki yer" anlamına gelir ve Ülge bölgesinin en eski yerleşim yerlerinden biridir. Antalya'nın Finike - Elmalı yolunun ortasındaki Arif Köyü sınırları içerisinde bulunan bu güzel antik kent, dik bir uçurumun yamaçlarına kurulmuştur. Kuzey kenarındaki Şahinkaya denilen uçurum, doğu ve batıdaki elli uçurumlar, savunma konumunun yer seçiminde etkili olduğunu göstermektedir. Tarihinin çok daha eskilere dayandığı bilinmekte birlikte, yerleşimde köyledilen en eski kalıntılar MÖ 4. yüzyıla tarihlenen kaya mezarları ve Helos Tapınağı'dır. The term Arykanda means "the place beside the high rock" and is one of the oldest settlements in the Lycian region. This beautiful ancient city, located within the boundaries of Arif Village along the Finike-Elmalı road in Antalya, is built on the slopes of a steep cliff. The cliff known as Şahinkaya to the north and the steep cliffs to the east and west demonstrate the strategic importance of its defensive position. Although its history is known to date back much further, the oldest remains discovered in the settlement are rock tombs and the Temple of Helos, dating to the 4th century BCE.

### PHASELİS ANTİK KENTİ / PHASELIS ANCIENT CITY

Phaselis Antik Kenti, Antalya ili Kemer yakınında bulunmaktadır. MÖ 7. yüzyıla Rodoslular tarafından kurulan Phaselis, üç doğal limana sahip antik bir liman kentidir. Zengin bir tarıma sahiptir ve kalıntılar ekolojiktir. Phaselis Ancient City is located near Kemer in Antalya Province. Founded by the Rhodians in the 7th century BCE, Phaselis is an ancient port city featuring three natural harbors. It has a rich history, and its ruins are impressive.

### OLYMPUS ANTİK KENTİ / OLYMPUS ANCIENT CITY

"yüksek dağ" anlamına gelen Olympus, "sönmeyen ateşin kenti" olarak da nitelendiriliyor. Ünlü şifacıların komulan bu ateş, kaynağını "Yanartaş" olarak da bilinen "Chimæra"dan alıyor. Olympus, Lika Bölgesi'nin önemli yerleşim merkezlerinden biri olarak kabul edilir. Komutan Servilius Isauricus, Hellenistik Dönem'de kurulan bu şehri korunanlardan temizleyerek MÖ 78'de Roma topraklarına kattı. Yakınındaki doğal gazlar (metan) sürekli kendi kendine yandı için, bu antik kent Çaralı'daki "Hephaistos" kültüyle ün kazanarak önemli bir din merkezi oldu. Olympus, meaning "high mountain," is also known as the "city of the eternal flame." This famous flame, which features in well-known legends, originates from the "Chimæra," also known as "Yanartaş." Olympus is considered one of the important settlements of the Lycian League. The commander Servilius Isauricus cleared the city, founded during the Hellenistic period, of pirates and annexed it to Roman territory in 78 BCE. Due to the natural gases (methane) in the vicinity that burn continuously on their own, this ancient city became a significant religious center, gaining fame through the "Hephaistos" cult in nearby Çaralı.

### MYRA ANTİK KENTİ / MYRA ANCIENT CITY

Antalya ilinin doğusunda Demre'de yer alan Myra Antik Kenti, Lika Bölgesi'nin en güçlü şehirlerinden biriydi. Mükemmel korunmuş Roma Dönemi tiyatrosu ve tiyatroya bakan kayalar ağırlıklı mezarları ile tanınır. Demre aynı zamanda günümüzde Noel Baba olarak bilinen Aziz Nikolaos Kilisesi'ne de ev sahipliği yapmaktadır. Myra Ancient City, located in Demre to the east of Antalya Province, was one of the most powerful cities of the Lycian League. It is renowned for its exceptionally well-preserved Roman-era theater and the rock-cut tombs overlooking the theater. Demre is also home to the Church of Saint Nicholas, who is known today as Santa Claus.

### LİMRA ANTİK KENTİ / LIMYRA ANCIENT CITY

Limyra, Taçak Dağı'nın eteklerinde ve Finike'nin 9 km doğusunda bugünkü dualıkta yer almaktadır. Şehir Lika dilinde Zemus olarak anılır ve muhtemelen Hitit dilinde Zumuriden gelmektedir. Antik kentin kuzeyinde yer alan akropol, kuzeyde bir iç kale ve bir dış kale ile surla çevrilidir. Aşağı kaleden surlar, sarnıçlar, Bizans kilisesi ve Pericle Heroonu bulunmaktadır. Limyra, Lika Bölgesi'nin en çok kaya mezarına sahip kentlerinden biridir. Kente 400'ü aşkın kaya mezarı yer almaktadır ve çoğu mezar Lika dilinde yazılmış kitabeleriyle bilinmektedir. Limyra is situated at the foothills of Taçak Mountain and 9 kilometers east of Finike on the plain before it. The city is known as Zemus in the Lycian language and is believed to derive its name from Zumur in the Hittite language. The acropolis of the ancient city, located to the north, consists of an inner citadel and a lower fortress. The lower fortress contains walls, cisterns, a Byzantine church, and the Pericle Heroon. Limyra is one of the cities in the Lycian region with the highest number of rock tombs. There are over 400 rock tombs in the city, many of which are known for their inscriptions written in the Lycian language.

### AZİZ (ST) NİKOLAOS ANIT MÜZESİ / ST. NICHOLAS MUSEUM

Aziz (St) Nikolaos Anıt Müzesi Patara'da doğup Pisikopolis'te yaptığı Myra'da İsa'ya gözetimi yunan Aziz Nikolaos, aynı diğer "Noel Baba" adına yaptırılmış mezar kilisedir. The Saint Nicholas Monument Museum is a tomb church built in honor of Saint Nicholas, who was born in Patara and passed away in Myra, where he served as bishop. Saint Nicholas is also known as "Santa Claus."

### TERMESOS ANTİK KENTİ / TERMESOS ANCIENT CITY

Antalya şehrinin doğusunda yer alan Termessos, Türkiye'nin en iyi korunmuş antik kentlerinden ve en sevilen arkeolojik alanlarından biridir. El değmemiş antik kent, çam ormanlarıyla kaplı dik bir yamaç üzerine kurulmuştur. Büyük kalesinin fethedilmediği birkaç yerden biri olduğuna inanılıyor. Termessos, located east of the city of Antalya, is one of Turkey's best-preserved ancient cities and one of its most distinguished archaeological sites. This untouched ancient city is built on a steep slope covered with pine forests. It is believed to be one of the few places that Alexander the Great was unable to conquer.



# Preservation of Cultural Heritage



In our dining areas, we showcase traditional and cultural flavors for our guests.

**UNESCO SOMUT OLMAYAN KÜLTÜREL MİRAS LİSTELERİNDE TÜRKİYE**  
**TEA ON THE UNESCO INTANGIBLE CULTURAL HERITAGE LISTS**

**ÇAY KÜLTÜRÜ, KİMLİK, MİSAFİRPERVERLİK VE SOSYAL ETKİLEŞİM SEMBOLÜ / CULTURE OF ÇAY (TEA), A SYMBOL OF IDENTITY, HOSPITALITY AND SOCIAL INTERACTION**

Çay kültürü, Türkiye’de yaşayan insanlar tarafından çay yetiştirilmesi, hazırlanması, servisi edilmesi ve içilmesi ile ilgili bilgi, beceriler, gelenek ve görenekleri temsil etmektedir. Çay, Doğu Karadeniz Bölgesi’nde varlığını sürdüren bir ekonomik değere sahip olup Türkiye’de çay üreticilerinin ve çay tüketicilerinin en yoğun olduğu Rize’de hayati çay kültürü etrafında dönmektedir. Kültürel ve ekonomik hayattaki önemli yeri nedeniyle çay, bölge halkı tarafından “yeşil altın” olarak adlandırılmaktadır. Farklı türler ve demleme teknikleri olmasına rağmen, ülkemizde en çok tüketilen ve hasat edilen tür siyah çay olup, demleme sırasında şekerle ve şerbetlerle kullanılmaktadır.

Çay sadece bir içecek değil aynı zamanda Türk günlük hayatı için temel bir sosyalizasyon aracıdır. Çay sabah kahvaltısından başlayarak yatsıya kadar günün her saatinde tüketilir. Böyle ki kutsallığı Rize’de olduğu gibi “çay hatırı” denir. Çay servisi etmek ve birlikte çay içmek dostluk, misafirperverlik ve nezaket göstergesidir. Çay servisi yapılan çay bahçesi ve çay bahçeleri insanların buluştuğu, gündelik sohbetlerin yapıldığı özel mekânlardır.

Tea culture symbolizes knowledge, traditions and skills linked to cultivating, preparing and drinking tea by communities in Turkey. Tea as a plant has an indispensable economic value in Eastern Black Sea Region and life is revolved around tea culture in Rize province where the tea farmers and tea companies are the most intense in Turkey. Due to its distinguished presence in cultural and economic life tea is referred as “green gold” by the community living in the region. Although there are different types and brewing techniques, the most consumed and harvested type is black tea and using a double kettle called “çaydanlık” (tea pot) and samovar while brewing.

Tea culture and tradition has various aspects which makes it not only a beverage but also a fundamental socialization instrument for Turkish daily life. Tea is consumed all day long starting with breakfast and continuing until bedtime. When breakfast is ready it is called “tea is ready”. Offering tea and drinking tea together is a gesture of friendship, hospitality and kindness. Tea houses and tea gardens are the places where friends meet, people communicate and share their daily problems.

**TÜRK KAHVESİ KÜLTÜRÜ VE GELENEĞİ**  
**TURKISH COFFEE CULTURE AND TRADITION**

Türk kahvesi kültürü ve geleneği, kahvenin İstanbul’da kahvehanelerde servis edilmesiyle başladığı 16. yüzyıla kadar uzanmaktadır. Gelenegin, tadına eşsiz yapan ve sosyalleşmeye katkıda bulunur, iki ölümlü yönü vardır. Bir içecek türü olarak, Türk kahvesinin, özel hazırlama teknikleri vardır ve yıllar boyunca dayanan bu teknikler günümüzde hala kullanılmaktadır.

Türk kahvesi sadece bir içecek değil aynı zamanda, sosyalleşmek için kültürel bağları, toplumsal değerleri ve inançları bir araya getiren toplumsal bir içecektir. Gelenek başta başına misafirperverlik, arkadaşlık, nezaket ve ağılların sembolüdür. Tüm bunlar ölümlü Türk atasözü “bir fincan kahvenin kırk yıl hatırı vardır” ile belirtilmiştir. Bu söz, kahvenin, Türk kültüründe ne kadar önemli olduğunu ve Türk kültürünün ne kadar içine işlenmiş olduğunu göstermektedir.

Türk kahvesi kültürü ve geleneği 2013 yılı Nisan’da Ülkemiz adına UNESCO İnsanların Somut Olmayan Kültürel Mirası Temelli Listesine kaydedilmiştir.

Turkish coffee culture and tradition goes back to the 16th century when coffee started to be served at coffeehouses in Istanbul. The tradition has two distinguished aspects which makes its taste unique and provides means toward socialization. As a beverage Turkish coffee carries special preparation and brewing techniques. It is one of the oldest coffee making methods still in use.

Turkish Coffee is not only a beverage but also a communal practice that brings together cultural spaces, social values and beliefs within a context of socialization process. The tradition itself is a symbol of hospitality, friendship, delicacy, and entertainment. All these are reflected in the famous Turkish proverb “the memory of a cup of coffee lasts for forty years.” This saying represents how important and profound coffee is in Turkish culture.

Culture and tradition was registered on UNESCO’s Representative Intangible Cultural Heritage of Humanity list behalf of Turkey in

**TR** Turunç Reçeli  
**EN** Bitter Orange Jam  
**DE** Bitterorangenmarmelade  
**RU** Варенье Из Поморанца

Antalya Turunç Kabuğu Reçeli  
ANTALYA CITRUS PEEL JAM

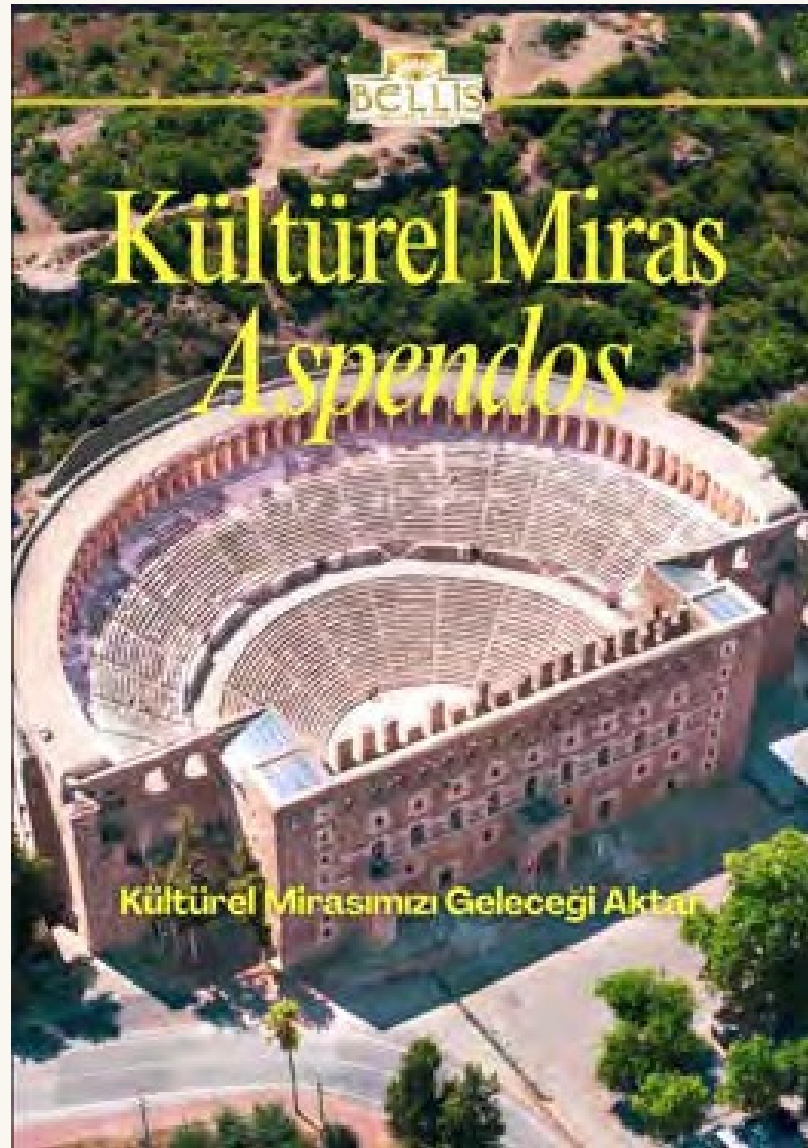
Antalya Turunç Kabuğu Reçelinin üretiminde, Antalya’da üretilen, hasat dönemi Kasım-Eylül arası olan, yüksek pH ve kıvrak toleransı, meyve kabuğu turuncu kırmızı ve parlak, meyve ağırlığı ortalama 140-170 g olan yeşil turunç çeşitleri kullanılır. Antalya’da yazın başında hasat edilir.

In the production of Antalya Citrus Peel Jam, local citrus variety produced in Antalya province, harvest period between November-April, resistant to high pH and lime, fruit peel orange color, rough, fruit weight average 140-170 g is used. It has more than a century of history in Antalya.



# Preservation of Cultural Heritage

Awareness is promoted among employees through informational posters displayed in staff areas on topics such as cultural heritage and energy efficiency.





# Preservation of Cultural Heritage

We celebrate our national holidays at our hotel and invite our guests to join in these celebrations. We share these celebrations on our social media accounts to promote our culture.



## Cultural Promotion Through Pottery

PONYKIDSClub · POTTERYWORKSHOP

Pottery, one of our cultural heritages, is introduced to our young guests through workshop activities at our facility.



# Biodiversity Conservation



At Bellis Deluxe Hotel, we place great importance on the natural heritage and ecosystem diversity of the region where we are located. Located in the Belek region of Antalya, our facility is home to the habitats of numerous species, including pine forests, bird migration routes, endemic plants, and loggerhead sea turtles (*Caretta caretta*). For this reason, protecting natural life, maintaining ecosystem balance, and supporting local biodiversity are among our top priorities as we conduct our operations.

- Natural flora and fauna are protected within the hotel grounds, and the cultivation of endemic plants is supported.
- The use of chemical pesticides and fertilizers in the management of green spaces has been minimized.



At our on-site zoo, we place great importance on ensuring that all animals live in a healthy and peaceful environment.



**T.C. ÇEVRE, ŞEHİRCİLİK VE KLİMA BAKANLIĞI**  
**Doğa Koruma ve Milli Parklar Genel Müdürlüğü**



12-4



# HAYVANAT BAĞÇESİ RUHSATI



**1) Hayvanat Bahçesi Sahibi:**

**1.1) Güzelik Adı İsmi:**

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**2) Tünel Kiti, Koruma veya Kuruluş İsmi:**

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**57) Hayvanat Bahçesi Sahibi:**

# Biodiversity Conservation

## Blue Flag

The seas play a vital role in preserving biodiversity, maintaining healthy ecosystems, sustaining the water cycle, regulating the climate, and ensuring the long-term sustainability of tourism. At Bellis Deluxe Hotel, we conduct our operations in accordance with the criteria of the voluntary Blue Flag programme, demonstrating our commitment to the protection of marine environments.

As part of our Blue Flag commitments, we provide an adequate number of waste bins throughout the beach area and ensure effective waste management. To help keep our coastline clean, we provide regular training to our beach staff and continuously monitor beach cleanliness. We also work in close cooperation with our guests, encouraging their active participation in maintaining a clean and sustainable beach environment.









# Biodiversity Conservation

## PROTECTION OF ENDEMIC SPECIES

We are working to protect and promote the endangered **sand lily** and the relict endemic **Serik Pear (Pyrus serikensis)**, found exclusively in Belek; we use informational signs to raise awareness among our guests.



Our garden hosts "Serik Pear".



Some of the animals and plants found in our region are introduced through signs located on our hotel grounds.



# Collaboration with Local Communities

## COOPERATION WITH LOCAL COMMUNITIES

Environmental initiatives carried out in collaboration with BETUYAB, local authorities, and regional hotels; nature conservation training delivered at Serik Tourism Vocational High School in partnership with the Orchid Conservation Association; and tree-planting activities organized as part of National Afforestation Day.



# Collaboration with Local Communities

## COOPERATION WITH LOCAL COMMUNITIES

In collaboration with the Orchid Conservation Association, a training session on Antalya's floral diversity and nature conservation recommendations was organized at Serik Tourism Vocational High School.







# Collaboration with Local Communities

## COOPERATION WITH LOCAL COMMUNITIES

The hotel participated in tree-planting events as part of National Afforestation Day.



## 04

# Economic Value

We approach sustainable growth in conjunction with contributions to the local economy, productivity gains, and investment in people.

## Our Sustainable Procurement and Local Purchasing Practices

At Bellis Deluxe Hotel, one of our responsibilities is to minimize the environmental and social impacts of our operations while maintaining the superior quality of service we offer our guests. In line with this, our procurement strategies are shaped not only with a focus on cost and quality but also by adhering to the principles of local development, carbon footprint reduction, and resource efficiency.



# Environmentally Responsible Procurement

## Supporting the Local Economy and Reducing the Carbon Footprint

We recognize that the most effective way to reduce the environmental impact of our supply chain is to shorten logistics processes and support local production. We make a point of sourcing the products consumed at our hotel primarily from local producers and suppliers in the surrounding area. This approach not only adds value to the regional economy but also helps us reduce our transportation-related greenhouse gas emissions.

## Fresh and Reliable Food Supply: Our Fresh Product Ratio

At the intersection of food safety, sustainability, and guest satisfaction, the quality of the raw ingredients entering our kitchen plays a critical role. To avoid the high energy consumption associated with the carbon-intensive logistics processes of frozen and processed products, as well as the energy used during storage, we prioritize the procurement of fresh produce.

While our fresh product ratio stood at 29.05% in 2024, as of 2025, we have increased the proportion of fresh products in the items served at our hotel to 31.01%. Through our procurement strategies, we aim to raise this ratio to at least 40% by 2030.

When making plans to achieve this goal, priority will be given to food safety conditions, the adequacy of fresh produce storage areas, the alignment of product expiration dates with operational processes, the budget allocated for food purchases, and access to fresh produce.

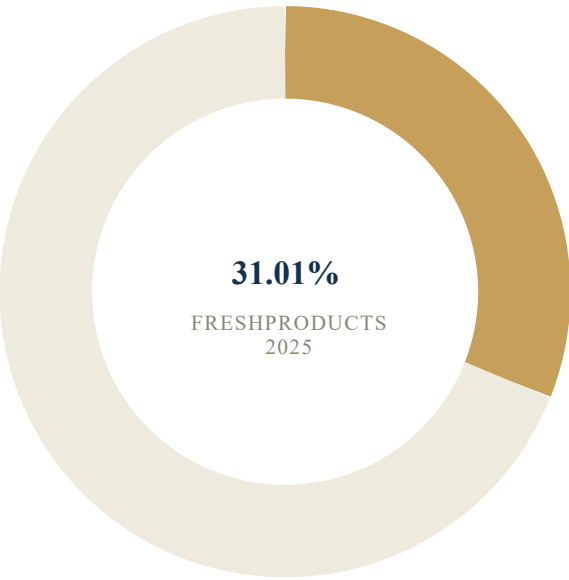
- **Support for Sustainable Agriculture and Livestock Farming:** We will work with local producers who do not require long-term storage or flash-freezing processes and who offer high traceability,
- **Energy Efficiency:** We will optimize energy consumption in deep freezers and cold storage facilities, as well as the associated carbon emissions,
- **Zero Waste and Food Quality:** We guarantee the reduction of food waste through the use of fresh ingredients in our kitchen operations and ensure that our guests are served reliable, delicious meals with the highest nutritional value.

# Environmentally Conscious Procurement

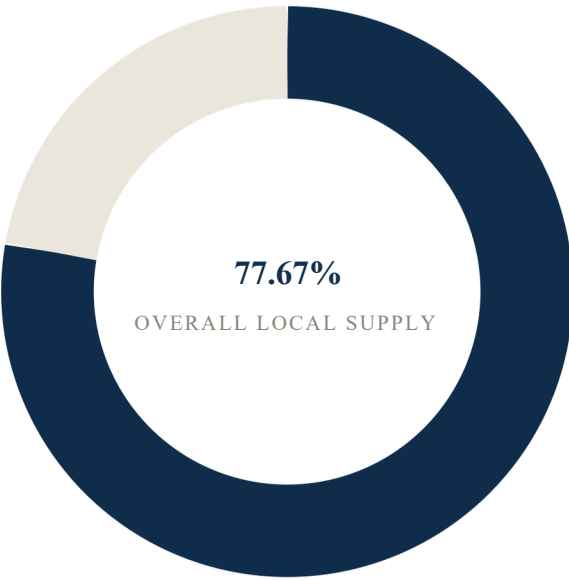
To streamline logistics processes and support local production, we prioritize sourcing products from producers in the immediate region; this not only adds value to the local economy but also reduces greenhouse gas emissions caused by transportation.



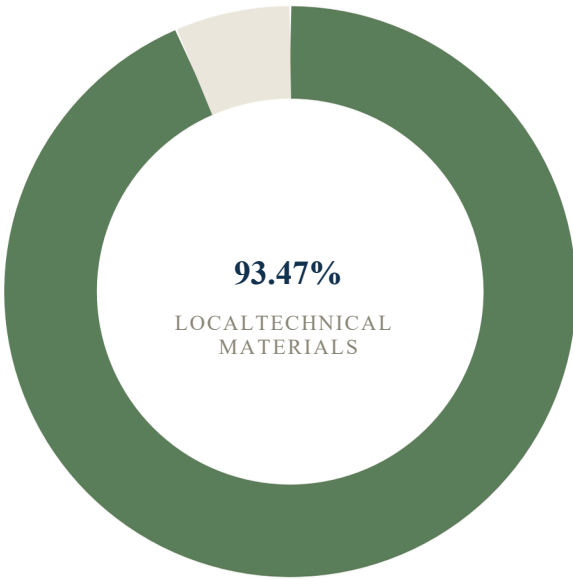
Efficiency improvements translate directly into economic value. Savings of **3.52%** in electricity consumption and **8.88%** in natural gas consumption, together with the conservation of natural resources achieved through recycling, contribute to reducing operational costs.



Fresh produce ratio in 2024: 29.05%  
→ 2025: **31.01%**  
**2030 target: 35%**



Share of **local suppliers** in total procurement



Share of **local suppliers** in technical materials procurement



# 05 Our Goals & Outlook

For us, sustainability is not a destination, but an ongoing journey of development.

**01****100% Renewable Energy**

To source all of our energy from renewable sources through our solar power plant investment in Konya and significantly reduce our carbon footprint.

**02****Energy & Water Conservation Projects**

Implementing new efficiency and reduction initiatives within the ISO 50001 cycle; reducing water consumption through rainwater harvesting projects in dormitories and hotels

**03****Advancing the Zero Waste Goal**

Reducing plastic use, increasing contributions to the circular economy, and raising recycling rates.

**04****Annual Corporate Reporting**

To establish sustainability reporting as a corporate practice and publish it annually.

**05****GSTC & Human Value**

Maintain commitment to global sustainable tourism standards; strengthen employee satisfaction, development, and occupational health and safety (OHS) investments.

**06****Natural Gas Reduction Projects**

Install solar panels on the facility to reduce natural gas consumption.

*“With hopes for a greener and more  
sustainable future.”*



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