



# **SUSTAINABILITY REPORT**



Seaphoria  
Beach Hotel



For a sustainable world; We meticulously address and resolve all kinds of suggestions and complaints from our guests, employees, and all other stakeholders, and we provide them with feedback. In line with the understanding of a sustainable future, we value the development of our employees, organize trainings, and support their active participation in all our business processes. As a company, we show full commitment to laws and current regulations in all our operations.

### **OUR ENVIRONMENTAL PROTECTION AND WASTE MANAGEMENT POLICY**

We evaluate our impact on the environment in accordance with the law and work to minimize our damage, aiming to prevent waste generation from the purchasing stage. We separate all our waste correctly, hand it over to licensed organizations, and aim to reduce the total amount of waste. We use hazardous materials in a controlled manner, train our employees on waste management, and increase the awareness of our guests on this issue. We provide the necessary infrastructure for the efficient use of natural resources, regularly monitor consumption, and make an effort to raise awareness among all our stakeholders on this issue.

### **OUR PURCHASING POLICY**

With the responsibility of protecting nature, we prioritize "recycled" and "environmentally friendly" labeled materials when purchasing for our hotel. In order to support the local economy and reduce our carbon footprint, we prefer local suppliers for product and material procurement and strive to continuously increase this rate. We avoid purchasing endangered species and only buy products that are legally permitted (e.g., bonito, tuna, etc., within quotas and appropriate hunting seasons).

### **OUR CULTURAL AWARENESS POLICY**

We organize promotions and events so that our guests can discover the natural and cultural riches of our region. We respect local culture and traditions, do not allow discrimination, recognize the contribution of different cultures to regional development, and are hospitable. We support the preservation of historical artifacts and communicate with local sensitivities and the needs of the public in our activities. In cooperation with the local people, we protect historical and cultural heritage and contribute to the preservation of the natural structure. We introduce the region's food, activities, culture, and traditions to all our stakeholders, provide training to our staff, and inform our guests. We know the geography and society we are in, respect historical values, and support economic, social, and cultural development. We support or develop projects that will contribute to the social and economic development and employment of the local people.





## OUR HUMAN RIGHTS POLICY

We value our employees' ideas and act with a participatory management approach in an open, egalitarian, transparent, and fair environment. We are strictly against discrimination based on gender, language, race, age, socioeconomic status, education, ethnic origin, religious belief, and similar reasons, and we guarantee that all our employees benefit equally from social rights, fringe benefits, and rewards.

## OUR ACCESSIBILITY POLICY

We produce solutions that facilitate access to our products and services for individuals with special needs, such as the disabled and children. We ensure the safety of our guests and employees with these special conditions, who need to be approached with sensitivity, and we provide a supportive environment where they can easily report and resolve their problems. In terms of sustainability, we also monitor and manage all processes, and we attach importance to continuous improvement. We care about the access, health, and safety needs of all our guests, staff, and visitors with special needs, physical sensitivities, and difficulties, and we make our facility compliant with these standards.

## OUR CHILD RIGHTS POLICY

In line with our zero-tolerance policy against child labor, we do not employ child labor in our hotel and expect the same diligence from all our business partners in this regard. We create safe and comfortable areas in our facility that support the development of children and where they can express their thoughts freely, and we prioritize children in service delivery. We provide training to our staff on child rights and the prevention of abuse, and we create awareness about possible risks in parents' attitudes towards their children. We provide adult supervision at events attended by children, remain constantly vigilant in areas where we take responsibility for children, and hand them over to their parents. We support various projects for the protection of children's rights, immediately inform the hotel management of any suspicious situation involving children, and seek help from relevant support lines if necessary.





## OUR EMPLOYMENT, WOMEN'S RIGHTS, AND EQUALITY POLICY

We primarily support regional development by providing employment to the local community. We look after the health, safety, and well-being of all our employees, regardless of gender. We support women's participation in the workforce and provide equal opportunities in all our departments. Without gender discrimination, we apply the principle of "equal pay for equal work" and ensure all our employees have fair access to career opportunities. Our most fundamental goal is to create a work environment where our employees have equal rights and are treated fairly, securely, and peacefully, without any discrimination. We provide an environment that helps our employees balance their work and family lives and offer equal opportunities for women to hold management positions. We are absolutely committed to preventing women from being subjected to any form of abuse, harassment, discrimination, or similar negative treatment. We offer various communication channels to ensure all our employees can express their thoughts freely and we ensure these channels are used effectively; when needed, we also utilize the social support hotline from the Ministry of Family and Social Policies. We regularly provide training to all our staff on appropriate conduct toward groups requiring special protection, including women, children, people with disabilities, interns, and minorities. We value our staff's opinions and demonstrate a solution-oriented and open-communication management approach that allows them to freely express their ideas.

We ensure our stakeholders are involved by informing them about all the topics outlined in our policies.

**SENIOR MANAGEMENT**





## OUR SUSTAINABILITY MESSAGE

As the **SEAPHORIA BEACH & RESORT** family, we need your support to be able to pass on our resources to future generations and use them in the most efficient way.

We recognize our obligation to nature, the environment, and humanity.

We invite our guests,  
staff,  
suppliers,  
and all our stakeholders to share this same awareness.



# ANTALYA - OUR CULTURE, HERITAGE, AND VALUES

Our efforts to introduce Turkish culture and our historical heritage to our guests as the **SEAPHORIA BEACH & RESORT** family:

## CULTURAL SHOWCASE

The facility includes a Turkish Bath, which is unique to our culture.



## CULTURAL EVENTS

Special events are organized on Turkish nights and national holidays to introduce Turkish culture to our guests.





# ANTALYA - OUR CULTURE, HERİTAGE, AND VALUES



**SIDE/İLİCA YAKIN ÇEVRE BİLGİSİ / ENVIRONMENTAL INFORMATION**

**TR - Side'nin Akdeniz'e uzanan küçük bir yarımada üzerinde İ.Ö. 7. yüzyılda batı Anadolu'da yaşayan Kymellier (Bugünkü Aliaga) tarafından kurulduğu söylenir. Side Tiyatrosu tipik Roma devri özellikleri gösterir. Yaklaşık 15.000 kişilik olup onarım çalışmaları devam etmektedir. Yakın çevrede yer alan Sorgun Ormanı 1. Derece Doğal Sit Alanı kapsamındadır. Bunu bir doğal yaşam alanıdır. Kumul önleme ağaçlandırma sahalarına sahip Sorgun Ormanı, bitişindeki Titreyengöl ile önemli bir ekosistem oluşturur. Ayrıca Türkiye'de dört önemli kuş halkalama merkezinden biridir.**

**EN - Side is said to have been founded on the small peninsula that extends to the Mediterranean Sea in the seventh century B.C. by the Kymellier (present-day Aliaga) living in western Anatolia. Side Theater has a capacity of approximately 15,000 people and repairs are underway. Sorgun Forest located in the vicinity is within the scope of 1st Degree Natural Protected Area. It is a natural habitat with a unique ecosystem and rich biodiversity. Sorgun Forest, which has dune prevention afforestation areas, forms an important ecosystem with the adjacent Titreyengöl. It is also one of the four important bird ringing centers in Turkey.**

**Ayrıntılı bilgi için: <https://antalya.ktb.gov.tr/>**

**More information: <https://antalya.ktb.gov.tr/>**

**Çöp atmayınız! Do not litter!**

**Tarihi eserlere zarar vermeyiniz! Do not damage the historical monuments!**

**Piknik yapmak yasaktır! Forbidden to picnic!**

**Ateş yakmayınız! Do not light fires!**

**Doğayı koruyunuz! Save the nature!**

**Sorgun Forest - Titreyengöl**

**Side Museum**



General information about Antalya is available to our guests and staff in public areas and via the mobile application.









ANTALYA - OUR CULTURE, HERITAGE, AND VALUES

**TEKNE TURLARI**

Antalya 19. yüzyıldan beri bir çok farklı kültürde yaşamış ve çeşitlenmiştir. Her zaman ve her yerde farklı kültürler ve gelenekler bir arada yaşamıştır. Bu çeşitlilik, Antalya'nın en büyük zenginliği ve en büyük gücüdür. Antalya'nın en büyük zenginliği ve en büyük gücü, her zaman ve her yerde farklı kültürler ve geleneklerin bir arada yaşamıştır. Bu çeşitlilik, Antalya'nın en büyük zenginliği ve en büyük gücüdür.



**ÖĞLENCE**

Antalya'da öğle yemeği her zaman ve her yerde farklı kültürler ve geleneklerle yaşamıştır. Öğle yemeği, Antalya'nın en büyük zenginliği ve en büyük gücüdür. Öğle yemeği, Antalya'nın en büyük zenginliği ve en büyük gücüdür.



**İSTİFANININ YERİ**

Antalya'da istifan her zaman ve her yerde farklı kültürler ve geleneklerle yaşamıştır. İstifan, Antalya'nın en büyük zenginliği ve en büyük gücüdür. İstifan, Antalya'nın en büyük zenginliği ve en büyük gücüdür.



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**KONAKLAMA**

Antalya'da konaklama her zaman ve her yerde farklı kültürler ve geleneklerle yaşamıştır. Konaklama, Antalya'nın en büyük zenginliği ve en büyük gücüdür. Konaklama, Antalya'nın en büyük zenginliği ve en büyük gücüdür.



**YEME - İÇME**

Antalya'da yemek ve içecek her zaman ve her yerde farklı kültürler ve geleneklerle yaşamıştır. Yemek ve içecek, Antalya'nın en büyük zenginliği ve en büyük gücüdür. Yemek ve içecek, Antalya'nın en büyük zenginliği ve en büyük gücüdür.



**İKLİM**

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Aylar	Ortalama Sıcaklık	Ortalama Yağışım
Ocak	10	75
Şubat	12	75
Mart	15	75
Nisan	18	75
Mayıs	22	75
Haziran	25	75
Temmuz	28	75
Ağustos	30	75
Eylül	28	75
Ekim	25	75
Kasım	20	75
Aralık	15	75

**ULAŞIM**

Antalya'da ulaşım her zaman ve her yerde farklı kültürler ve geleneklerle yaşamıştır. Ulaşım, Antalya'nın en büyük zenginliği ve en büyük gücüdür. Ulaşım, Antalya'nın en büyük zenginliği ve en büyük gücüdür.

**Antalya'ya nasıl ulaşılır?**

- Antalya'ya uçakla ulaşılır.
- Antalya'ya trenle ulaşılır.
- Antalya'ya otobüsle ulaşılır.
- Antalya'ya deniz yoluyla ulaşılır.

**Antalya'da ulaşım nasıl yapılır?**

- Antalya'da ulaşım, Antalya'nın en büyük zenginliği ve en büyük gücüdür.
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**ALANYA**



**AKADİME KÜLTÜR MERKEZİ**

Antalya'da Akadime Kültür Merkezi her zaman ve her yerde farklı kültürler ve geleneklerle yaşamıştır. Akadime Kültür Merkezi, Antalya'nın en büyük zenginliği ve en büyük gücüdür. Akadime Kültür Merkezi, Antalya'nın en büyük zenginliği ve en büyük gücüdür.



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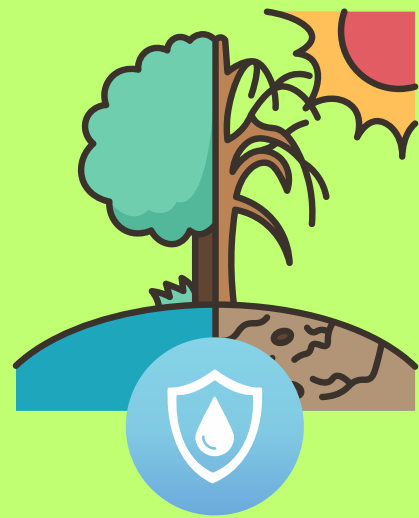


# OUR ENVIRONMENTALLY CONSCIOUS ACTIVITIES

## Our Environmentally Conscious Purchasing Activities

- When selecting our suppliers, we evaluate them based on whether they are local, their environmental consciousness, and their adherence to fair trade principles.
- By choosing our suppliers locally, we contribute to the regional economy.
- We aim to reduce our waste by decreasing the number of single-use products we use.

**Considering climate change, we are taking drought-prevention measures in our facility's landscaped areas by preferring plants that can survive in drought.**



**To help our guests meet their needs, we aim to contribute to the local community by identifying local shopping places, such as the public market, and providing information on public transport to Alanya.**





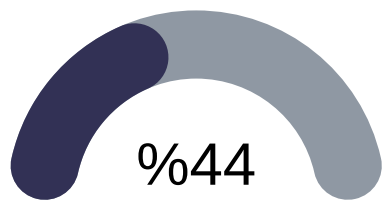
# OUR EMPLOYMENT STATISTICS

Our charts on 2025 staff employment rates:

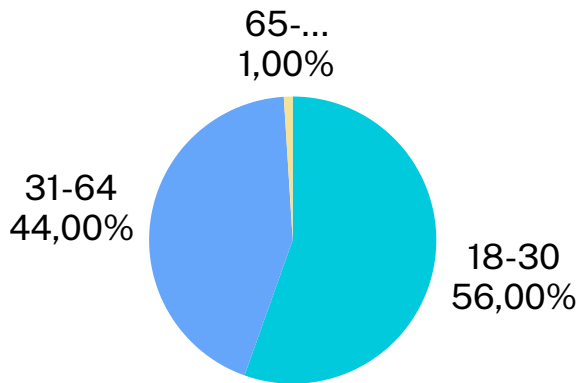
## PERSONEL



**% 31**  
**Female Employment**



**%44**  
**Local Employment**

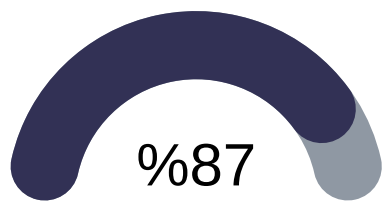


**Our Age Distribution Chart**

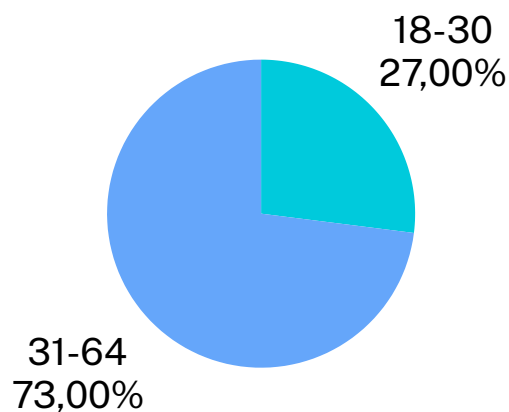
## YÖNETİCİ



**% 27**  
**Female Employment**



**%87**  
**Local Employment**



**Our Age Distribution Chart**





**Believing that violence against women is unacceptable, we aimed to raise awareness among our employees by providing "Violence Against Women and KADES Training" in collaboration with the Okurcalar Gendarmerie Command.**

**As SEAPHORIA Beach Resort, we regularly provide training to create environmental awareness and ensure sustainability.**



# TRAINING SESSIONS

**We organize training sessions to reinforce our sustainable tourism approach and to involve our staff in the process.**



**We aim to improve zero-waste awareness among our staff through training.**



# BIODIVERSITY CONSERVATION



To raise awareness for biodiversity conservation, we participated in the Caretta Caretta Chip tagging ceremony organized by the Ecological Research Society (EKAD).





# CARBON FOOTPRINT

- To contribute to the reduction of carbon emissions and the development of the regional economy, we prioritize local suppliers in our selection process.
- Our 2024 carbon footprint is **9.6 kgCO<sup>2</sup>e**.
- To reduce our carbon footprint, we inform our stakeholders about the importance of sustainability.

CARBON



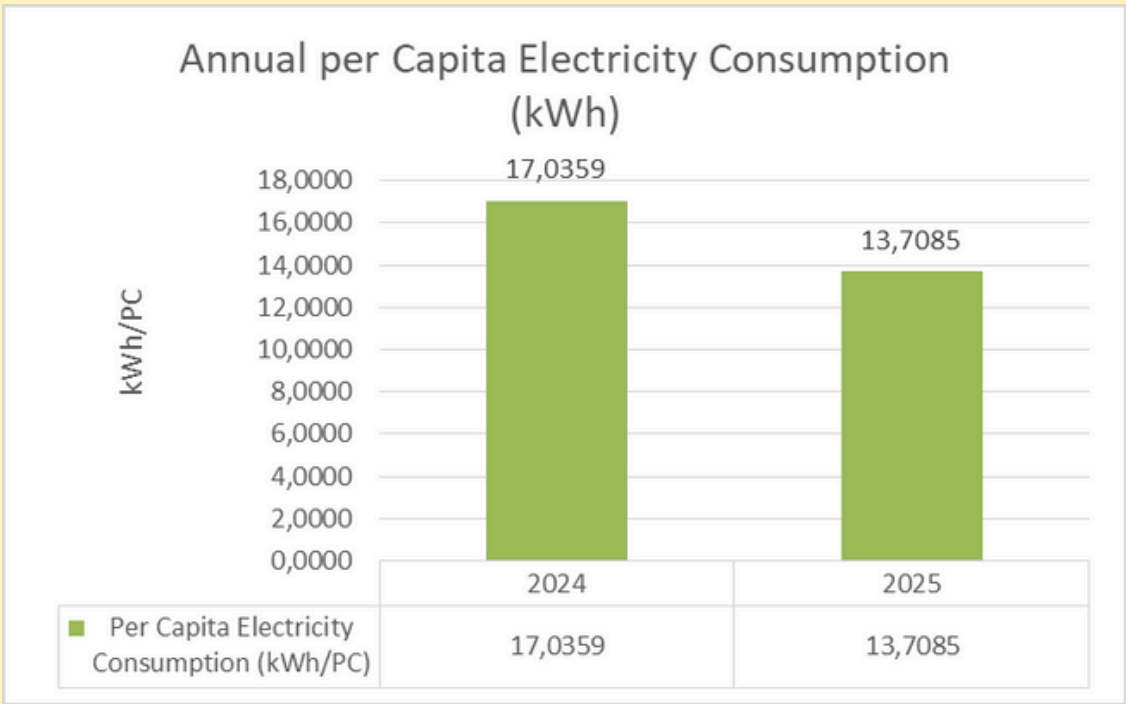


# OUR SUSTAINABILITY DATA AND CHARTS



## Electricity

Our per capita electricity consumption amounts for 2024-2025:



### Our Energy Saving Practices

- An energy saver system is used in our rooms for energy conservation.
- We prefer high-energy efficiency devices for our public areas and rooms.





According to a statement by the World Wide Fund for Nature (WWF), Antalya is on the list of cities with a high global water risk. Therefore, in our management of water resources, we must stand against approaches that ignore nature and are unsustainable while we carry out our activities, and we must do our part.

As a business that has adopted the principle of protecting our natural resources and using them in the most efficient way, we are obliged to provide the necessary training to our staff and contribute to raising awareness by providing the necessary information to our guests.

We carry out our activities by protecting our natural resources, especially in our country, which is facing drought.

### Our Water Risk Map;

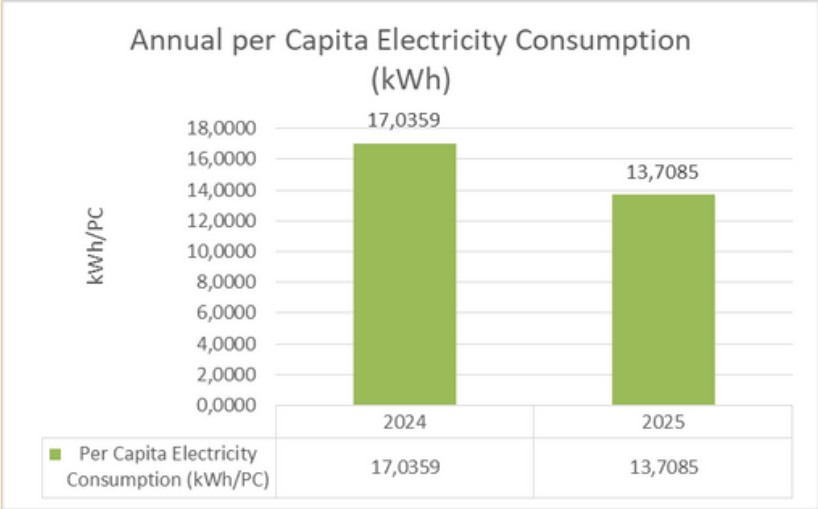
Name	Input address	Match address	Latitude	Longitude	Major Basin	Minor Basin	Aquifer	Country	Province	Physical Risks Quantity	Water Stress
x Seaphoria Beach Resort	-	-	36.651388889	31.666944444	Mediterranean Sea, East Coast	Goksu River	-	Turkey	Antalya	Extremely High (4-5)	High (40-80%)



# OUR SUSTAINABILITY DATA AND CHARTS

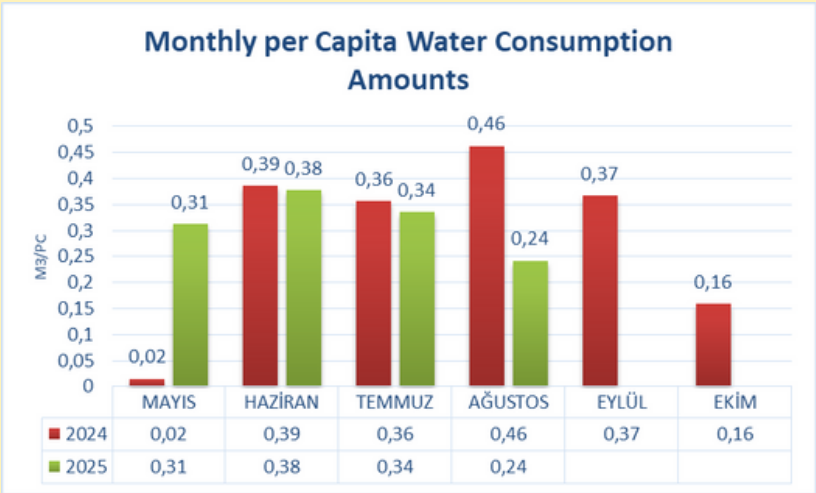


## Water



Our Annual per Capita Water Consumption Amounts;

Our Monthly per Capita Water Consumption Amounts for 2024-2025;



### Our Water Conservation Practices

- We aim to reduce water consumption by monitoring water pressure.
- Water dispensers are available in public areas for the use of our guests and staff.
- Aerators are available in all our faucets.
- Sensor faucets are available in public areas.



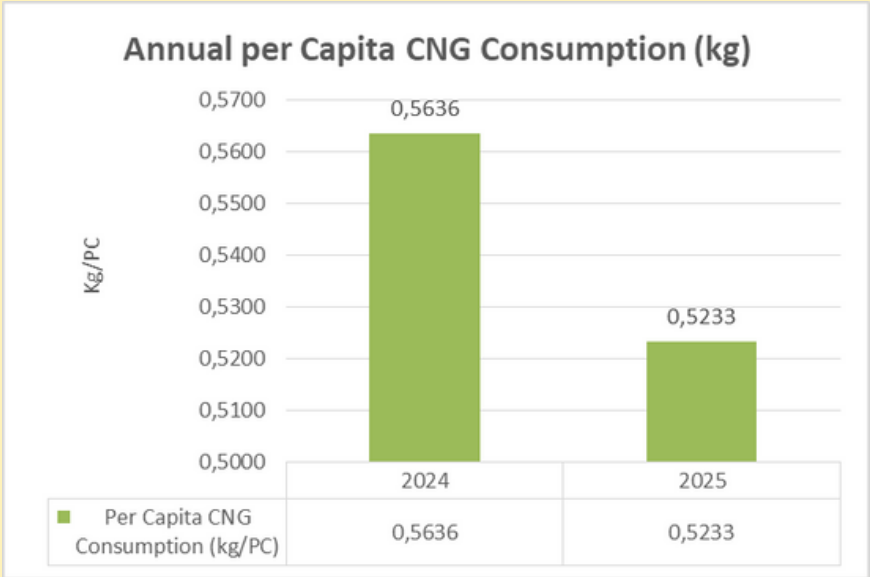


# OUR SUSTAINABILITY DATA AND CHARTS



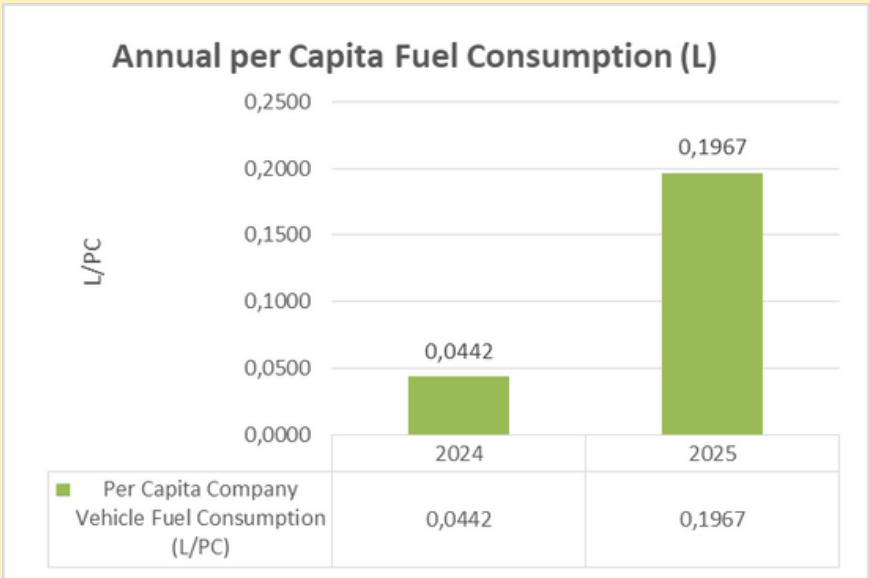
## CNG

Our Annual per Capita Consumption Amounts;



## Fuel Consumption

Our Annual per Capita Consumption Amounts;



# OUR SUSTAINABILITY DATA AND CHARTS



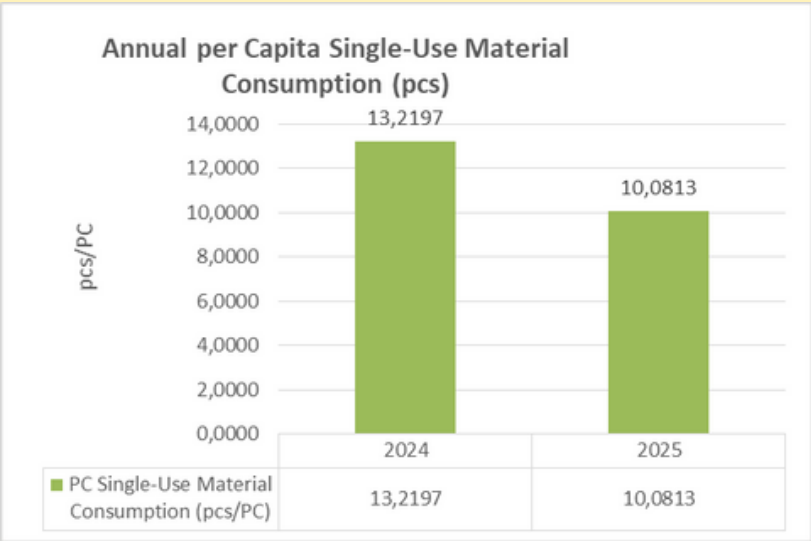
## Local Supplier

We prioritize locality in our supplier selections, our local supplier rate is;



## Consumable and Single-Use Materials

Our Annual per Capita Consumption Amounts;



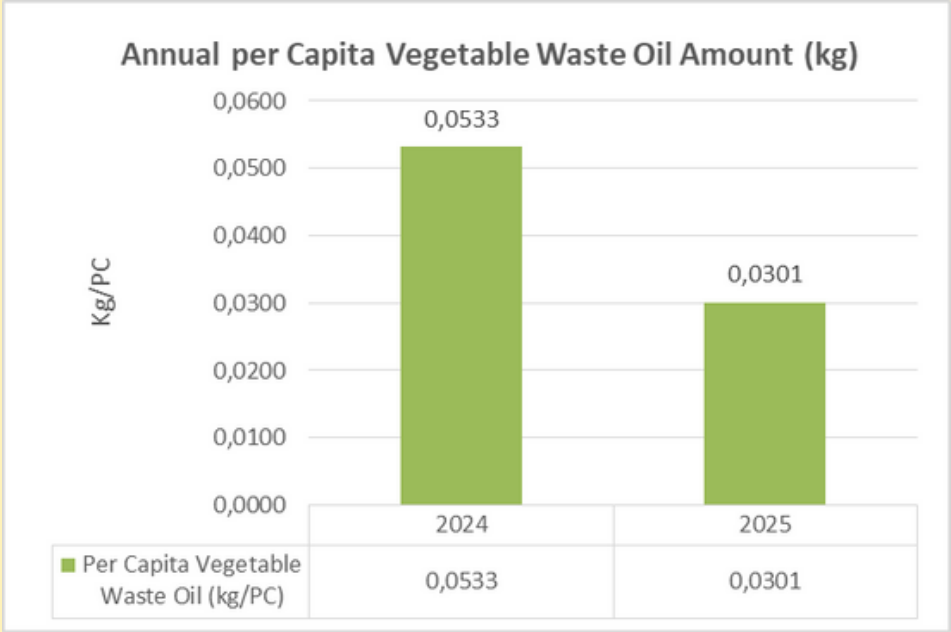


# OUR SUSTAINABILITY DATA AND CHARTS



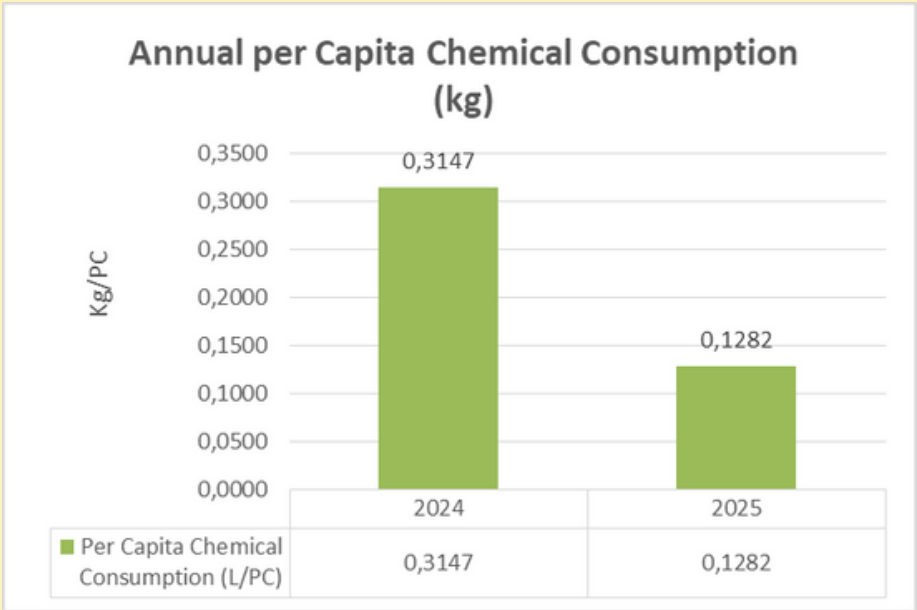
## Vegetable Waste Oils (Hazardous Waste)

Our Annual per Capita Consumption Amounts;



## Chemicals

Our Annual per Capita Consumption Amounts;



# OUR SUSTAINABILITY DATA AND CHARTS

## Waste Management

Our facility is Zero Waste certified, and effective waste separation is implemented within the scope of our waste management plan.



## Solid Waste

Our Annual per Capita Consumption Amounts;





# OUR SUSTAINABILITY DATA AND CHARTS



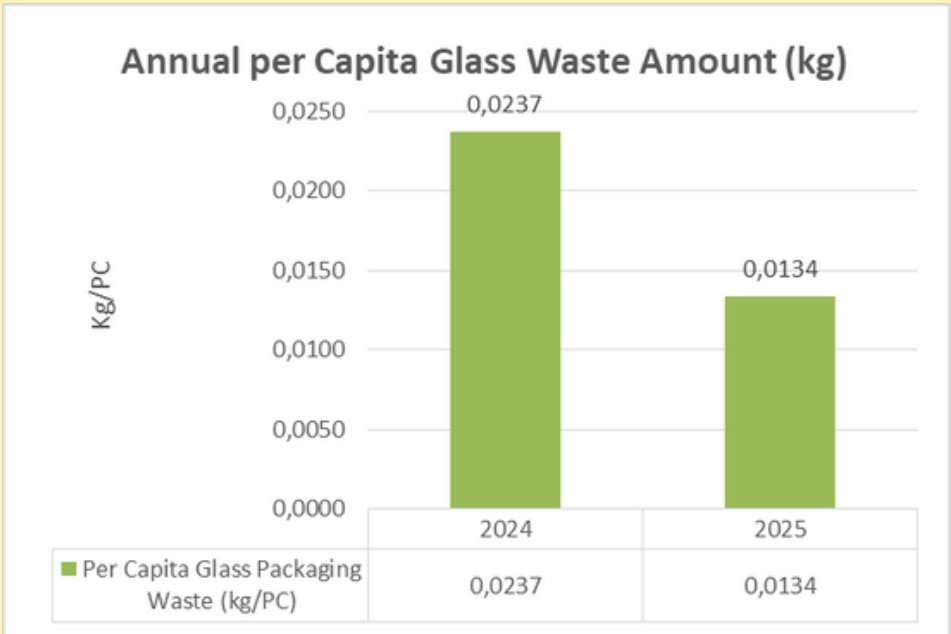
## Plastic Packaging Waste

Our Annual per Capita Consumption Amounts;



## Glass Waste

Our Annual per Capita Consumption Amounts;

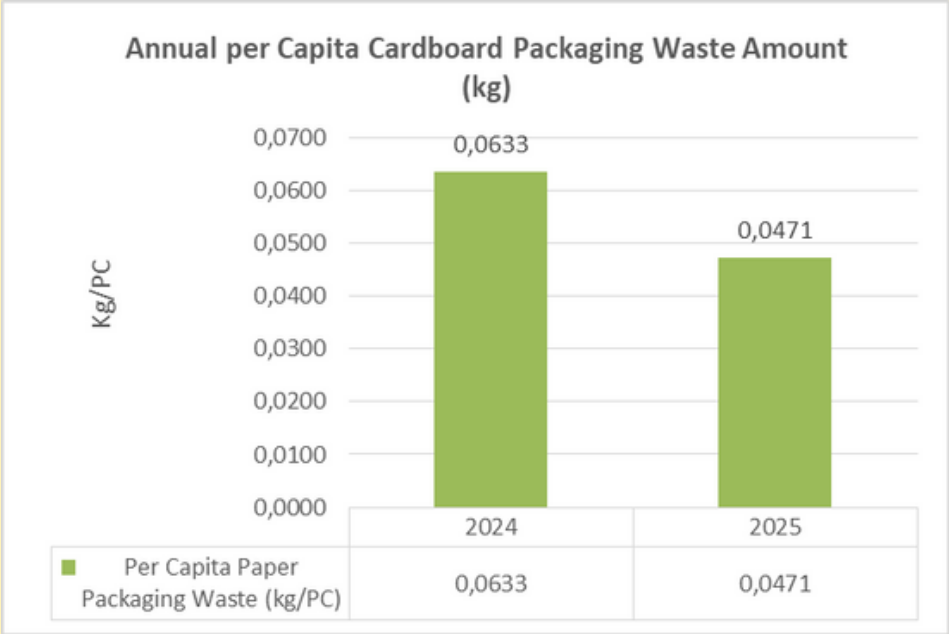


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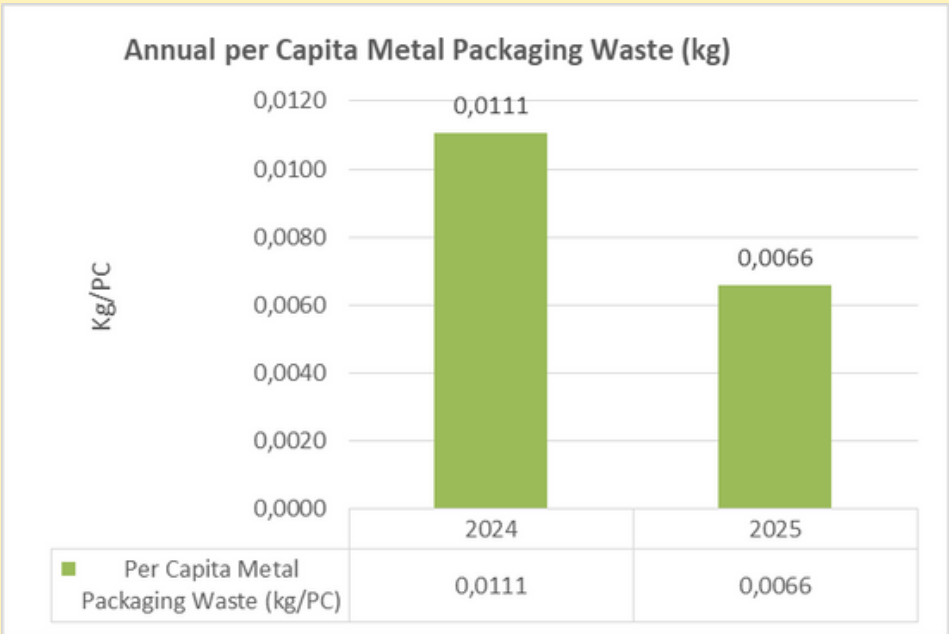
## Paper/Cardboard Packaging Waste

Our Annual per Capita Consumption Amounts;



## Metal Packaging Waste

Our Annual per Capita Consumption Amounts;





# A better world is within our reach, if we act as one!



## Contact

**Address: Okurcalar Mah., Karaburun Mevkii,  
1023 Sok. No:17, 07410 Alanya/Antalya**

**Phone: +90 (242) 587 11 12**



**seaphoriabeach**