

SUSTAINABILITY REPORT



2024



KAMELYA
COLLECTION

EXCLUSIVE HOTELS



KAMELYA COLLECTION

EXCLUSIVE HOTELS

- **Group Name:** Kamelya Collection Exclusive Hotels
- **Hotel Name:** Sentido Selin Hotel – Sentido Fulya Hotel – Aishen Club
- **Consept:** Ultra All Inclusive
- **Telephone:** +(90) 242 763 66 80
- **Fax:** +(90) 242 763 66 84
- **Web Page:** www.kamelyacollection.com
- **E-mail:** info@kamelyacollection.com
- **Address:** Çolaklı Beldesi, Side, 07600, Manavgat
- **Category:** 2 5 Star Hotels and 1 1st Class Holiday Village
- **Season:** 12 Months Open
- **Location:** 36°48'34.29 "N Longitude 31°20'7.27 "S It is located by the sea, 55 km from Antalya International Airport and 5 km from the ancient city of Side.
- **Years of Open:**1992
- **Nearest Airport :** Antalya Airport 55 km
- **Nearest City:** Side 5 km
- **Transport:** Public transport / Car rental / Airport Transfer
- **Description:**The facility, which operates with a wide range of services that can meet all demands with 2 hotels and 1 holiday village built on an area of approximately 240.000 m², has a 500 m private beach and serves all age groups with football and basketball courts, A'la Carte restaurants & bars, spas, tennis courts, water slides, activities and entertainment.



KAMELYA
COLLECTION

EXCLUSIVE HOTELS

Dear Guests, Business Partners and Employees,

As **Kamelya Collection Exclusive Hotels**, we are aware of the fact that guest satisfaction is only achieved by employee satisfaction from past to present;

We blend our management approach, which puts our employees at the centre, with our renewed body and soul, and we are proud to offer examples of branded service to our sector with our products where our culture and values are preserved and change is integrated with naturalness. We have adopted renewal and development not only for the sake of keeping up with the world, but also as a requirement of our natural transformation and the excitement that comes from within us in accordance with our name. In 2008, we redefined and renovated Kamelya Fulya and Selin Hotel in the new brand year by renewing both the body and the soul of our facility. In 2010, Aishen K Club was renovated and in 2015, we brought comfort and luxury to our guests, never to leave again, **Kamelya Collection Exclusive Hotels**. We are wholeheartedly committed to growth targets focused on "a sustainable world, sustainable tourism". We endeavour to reach international standards in quality, environment, food safety, energy and occupational health and safety in our works by taking one step ahead of legal compliance.

We do not ignore social sensitivity in our work with our communication based on trust, taking care to establish sincere, permanent and respectful relationships with all our stakeholders. Today, we are experiencing a process in which many new expectations and needs arise in the tourism sector worldwide, from environmental issues to business and social life. This process shows the importance of responsible and sustainable tourism, which we, as **Kamelya Collection Exclusive Hotels**, emphasise and which our corporate values also point to. We focus on managing sustainability risks effectively and ensuring sustainable growth with long-term strategies, and thus we aim to increase our success day by day. I would like to extend my sincere thanks to our valuable employees, business partners and our guests who have always trusted our service understanding in order for **Kamelya Collection Exclusive Hotels**, which makes a difference and is proud of the difference it creates, to reach its rightful position today.

YAHYA KURT
CHAIRMAN



**KAMELYA
COLLECTION**

EXCLUSIVE HOTELS

OUR CERTIFICATES/AWARDS

- **ISO 9001 QUALITY MANAGEMENT SYSTEMS - BV**
- **ISO 22000 FOOD SAFETY MANAGEMENT SYSTEM - BV**
- **ISO 10002 GUEST SATISFACTION MANAGEMENT SYSTEM - BV**
- **ISO 50001 ENERGY MANAGEMENT SYSTEM - BV**
- **SUSTAINABLE TOURISM CERTIFICATE %100- BV**
- **TRAVELIFE GOLD CERTIFICATE**
- **BLUE FLAG - TURCEV**
- **TRIPADVISOR TRAVELLERS CHOICE 2023**
- **CORALTRAVEL - STARWAY TOURISM AWARDS - KAMELYA AISHEN CLUB - WORLD BEST HOTELS 2023 TOP 5 CORAL FAMILY CLUB**
- **ZOOVER GOLD AWARD 2023**
- **SENTIDO SUCCESS AWARDS - VARIOUS**
- **RECOMMENDED ON HOLIDAY CHECK 2023**
- **CORENDON HOTEL OF THE YEAR- 2024- AISHEN CLUB**
- **DEKAFOK ACCOMMODATION FACILITY CERTIFICATE THAT SUPPORTS RECYCLING**
- **DEKAFOK SEA TURTLE-FRIENDLY ACCOMMODATION FACILITY CERTIFICATE**



OUR POLICIES

As Kamelya Collection Exclusive Hotels with our policies; our purpose is to protect and improve our business, guests, employees, suppliers, environment and nature.

LOCAL COMMUNITY POLICY

QUALITY AND FOOD SAFETY INTEGRATED POLICY

GUEST SATISFACTION, COMPLAINTS HANDLING POLICY

ENVIRONMENTAL POLICY

OCCUPATIONAL SAFETY POLICY

CHILD PROTECTION POLICY

PURCHASING POLICY

HUMAN RESOURCES POLICY

SOCIAL RESPONSIBILITY POLICY



- **Sustainable Tourism**

As Kamelya Collection Exclusive Hotels;

Meeting the needs of our guests and the people of the region by considering future generations, protecting natural resources and wildlife, reducing high-emission foods, saving energy and water and improving the quality of life constitute the basis of our sustainability activities. We stand against child/adult abuse, labor exploitation and discrimination, report to official authorities and invite all our stakeholders to cooperate.

- **Supporting the People of the Region**

As Kamelya Collection Exclusive Hotels;

We pay attention to the fact that the personnel we employ are from the people of the region. In this way, with the multiplier effect of the economy, we contribute to the revitalisation of the economy in the region by the staff we employ. At the same time, we help the people of the region to stay in the region rather than looking for job opportunities outside. We prioritise local companies in our supplier selections.

- **Creating Opportunities**

As Kamelya Collection Exclusive Hotels;

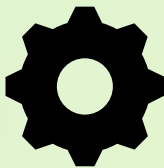
We create internship opportunities for tourism students to gain work experience. We support our employees with trainings and career management programme. By supporting our own employees as much as possible, we aim to move them to higher positions and grow together.

- **Communication with stakeholders**

Being aware of the importance of effective two-way communication with stakeholders, we work on maintaining a transparent communication by determining different communication methods with different stakeholder groups. We shape our sustainability strategy and activities around the opinions of our stakeholders and use effective communication methods in line with the suggestions and ideas of different stakeholder groups. We contribute to sectoral development through effective communication and co-operation with stakeholders.

We are committed to working by embracing all these issues and invite all our stakeholders to cooperate.

2024 SUSTAINABILITY STUDIES



PROCESS

WATER

ENERGY

WASTE



HUMAN AND ENVIRONMENT

EQUALITY
DIVERSITY
INCLUSIVITY

SOCIAL
CONTRIBUTION

ENVIRONMENT



PRODUCT

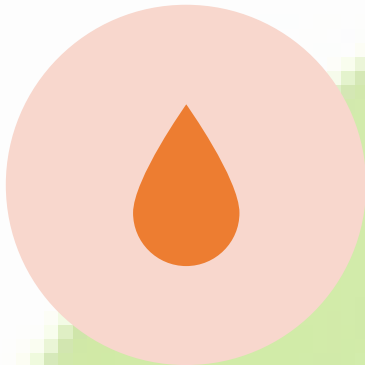
PACKAGE (PLASTIC,
GLASS,
PAPER/CARDBOARD,
METAL)

AUXILIARY
MATERIALS

RAW MATERIALS



PROCESSES



**WATER
MANAGEMENT**



**ENERGY
MANAGEMENT**



**WASTE
MANAGEMENT**



WATER MANAGEMENT

As a Kamelya Collection Exclusive Hotels;

- Periodic checks to prevent water waste.
- Faucet systems that reduce water consumption
- Towels and sheets in guest rooms are changed only upon guests' request.
- Water saving systems in public toilets
- Use of consumption measuring instruments and improvement with targets
- Garden irrigation systems, timer-controlled spring systems and drip irrigation
- Choosing landscaping materials that will reduce water consumption in garden areas
- Use of washing tubs in kitchen and F&B fruit and vegetable washing processes
- Daily monitoring of water consumption on meters in different areas
- Safe discharge of wastewater
- Guest information and employee training

With these work methods our goal to control water consumption.





ENERGY MANAGEMENT

- Our outdoor lighting is controlled by a timer.
- Electronic key cards are used in our rooms.
- TVs with low standby consumption are used in our rooms.
- Employees were made aware of closing the curtains when the guest was not in the room.
- Our minibars in our rooms are positioned away from heat sources in order to save energy.
- 325 solar panels in our facility provide support in providing hot water and as a pre-heater for the water going to the boilers.
- Electric vehicles are preferred instead of vehicles using fuel oil to reduce carbon emulsion.
- Plans are being made for vehicle use and transportation services to reduce diesel consumption and carbon emissions.
- Supplier proximity is taken into consideration.
- With periodic maintenance, energy loss of all our electrical equipment is prevented.
- Energy and heat loss are prevented through systems that stop the air conditioning when balcony doors are opened, insulation solutions, and sensor-controlled doors in common areas



KAMELYA
COLLECTION
EXCLUSIVE HOTELS

ENERGY MANAGEMENT



Roof Solar Heating Systems



Energy Analyzers



Electric Vehicle Charging Stations



Electric Vehicles

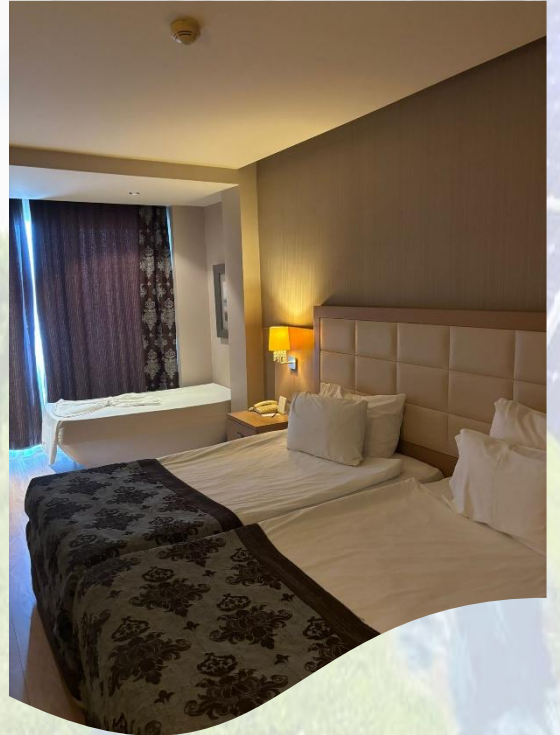


KAMELYA
COLLECTION
EXCLUSIVE HOTELS

ENERGY MANAGEMENT



Room Energy Cards



Employee Notifications Closed Curtain Application



KAMELYA
COLLECTION

EXCLUSIVE HOTELS

SES (SUN ENERGY SYSTEMS)

WITH THE SOLAR POWER PLANT WE
COMMISSIONED IN 2024, WE NOW SUPPLY 100%
OF THE ELECTRICITY USED IN OUR FACILITY
FROM SOLAR ENERGY.



WASTE MANAGEMENT

- We separate our waste at the source.
- By storing it appropriately, we ensure proper disposal or recycling with licensed waste companies.
- We keep our waste amount under control.
- We plan improvements by setting goals.





WASTE MANAGEMENT

- We aim to protect the environment and natural riches by conducting studies and meetings within the scope of zero waste.
- We carry out various studies to reduce our waste production at the source, encourage our guests and employees to participate in the recycling program, and provide information.
- We take care to keep both our facility and our environment clean by organizing environmental events.
- We work to protect the environment and nature in cooperation with local governments and associations.





**KAMELYA
COLLECTION**

EXCLUSIVE HOTELS



HUMAN AND ENVIRONMENT

- **EQUALITY DIVERSITY INCLUSIVITY**
- **SOCIAL CONTRIBUTION**
- **ENVIRONMENT**



HUMAN AND ENVIRONMENT

To achieve better;

- We conduct environmental, social and performance evaluations of our hotels.
- We work to achieve the goals set to increase this performance.
- We determine the strategy and process to be followed to achieve the determined goals.
- We work on possible risks and solution suggestions.
- We aim to contribute to ecological balance.
- We work to minimize the negativities and dangers that may affect the environment and to take the necessary precautions.
- We work to keep performance results at the highest level.



KAMELYA
COLLECTION

EXCLUSIVE HOTELS

EQUALITY DIVERSITY INCLUSION



By providing continuous training to our employees, we aim to help them both in their work and in their personal development.



We adopt the principle of not making discrimination among employees due to language, religion, race, age, gender, political opinion, philosophical belief, sect and similar reasons..



By supporting disadvantaged groups, we manage our priorities and targets accordingly.



We provide equal rights to all job applicants.



We do not prevent our employees from union membership.



KAMELYA
COLLECTION
EXCLUSIVE HOTELS

EQUALITY DIVERSITY INCLUSION

For Kamelya Collection Exclusive Hotel Employees;

Employee Transportation; Due to the nature of hotel businesses, employees work in different shifts. This requires transportation by shuttle at different times. For this reason, we provide shuttle services to various locations from Antalya to Manavgat at different times of the day.

Housing Service; Employee lodgings are available for the use of our employee working at Kamelya Collection HOTELS who do not reside in Antalya.

Employee Cafeteria; Meals served in the employee cafeteria are free of charge for employees. Within the scope of 15-day menus, 4-course meals, salad buffet, desserts, fruits, drinks and ice cream are offered.

Doctor Office; Our hotels have a Doctor's Office staffed by a doctor and a nurse. Our employees can benefit from health services during working hours.





EQUALITY DIVERSITY INCLUSION



For Kamelya Collection Exclusive Hotel Employees;

Birthday Celebration; The names of the employee who have a birthday are monitored daily by the Human Resources Directorate and a birthday celebration message is sent via mobile. A birthday celebration is held by cutting a cake for the employee born in that month.

Employee Night; At the end of each year, a «Employee Night/Employee Activity" is organized in which all employees participate to relieve the business of the year and to socialize. The organization of the night is made by Human Resources

Weekly Psychologist Visits; Our contracted psychologist comes to our facility once a week; Group or individual therapies are organized for our employees who are scheduled or request them

Employee Kids Party; On April 23 and before the opening of the school, a «Employee Children's Party" is held with the participation of the primary school children of the employee. Human Resources and Entertainment & Animation Departments (Mini Club) make the program and execution of the party.

Employee of the Month Selection; It is aimed to increase staff motivation in events organized monthly with the participation of all department employees, accompanied by food, beverages and music. At this event, the Employee of the Month is given a certificate and gift. His photo will be displayed on the Employee of the Month Board until the end of the year.

SOCIAL CONTRIBUTION

Communication with stakeholders

Being aware of the importance of effective two-way communication with stakeholders, we work on maintaining a transparent communication by determining different communication methods with different stakeholder groups. We shape our sustainability strategy and activities around the opinions of our stakeholders and use effective communication methods in line with the suggestions and ideas of different stakeholder groups.We contribute to sectoral development through effective communication and co-operation with stakeholders.

Stakeholder Group	Communication Method	Communication Language
Employees	One-to-one interviews, group meetings, trainings, monthly events, suggestion and complaint surveys, employee satisfaction surveys, events and volunteer activities, psychologist counselling days, iSG Board meetings, annual and sustainability reports, website.	Turkish English German Russian
Guests (outgoing, current, upcoming)	Guest satisfaction surveys, request forms, contact forms, social media, website, call centre, guestranet and HHOMS application.	Turkish English German Russian
Suppliers	Purchasing specifications, Supplier audits, Performance Evaluation System, Meetings, interviews, mailing	Turkish
Subcontractors (hotel stores)	Meetings, emails, interviews, audits	Turkish
Investor	Meetings, report presentations, interviews	Turkish
Head Office	Meetings, emails, interviews	Turkish
Agencies and Tour operators (online and classic)	Meetings, emails, interviews, fairs, events , factsheet shares, contracts	Turkish English German Russian
Local Communities	Social Projects, information requests (when necessary), activity reports, meetings, complaints system.	Turkish
Local Tourism Organizations	Communication through meetings, events, e-mail, face-to-face meetings, and the press	Turkish
Public Organisations	Social projects, activity and sustainability reports, website, stakeholder analyses, one-to-one interviews, effective relationship management.	Turkish
Sectoral Groups	Meetings, Seminars	Turkish English German Russian
Universities	Intern Programme, conference-meeting attendance	Turkish English German Russian
Media	Interviews, launch meetings, press releases	Turkish English German Russian

SOCIAL CONTRIBUTION

STAKEHOLDERS

General Stakeholders

- Guests, locals, employees, suppliers, agencies, subcontractors

Official Institutions

- Ministry, provincial directorates, municipalities and affiliated organizations

Media

- Local and National Media; TV, radio, print media, social networks, internet media

Civil Society Organizations

National and Local NGOs

STAKEHOLDERS' COMMUNICATION AND COMPLAINT NOTIFICATION METHODS

DIRECT COMMUNICATION WITH SECURITY (LOCAL PEOPLE)

FACE TO FACE

TELEPHONE

MAIL, SOCIAL MEDIA AND WEBSITE CONTACT FORM

All sustainability-related complaints are managed by Guest Relations under the coordination of the Quality Management Systems Directorate



**KAMELYA
COLLECTION**
EXCLUSIVE HOTELS

SOCIAL CONTRIBUTION



DONATIONS FOR 2024

- NATURE ASSOCIATION
- TURKEY MONUMENT ENVIRONMENT TOURISM
VALUES PROTECTION FOUNDATION
- MANAVGAT MUNICIPALITY-SPORTS CLUB
- MANAVGAT MUNICIPALITY-OIL WRESTLING
- MANAVGAT MUNICIPALITY



SOCIAL CONTRIBUTION



We take all precautions and cooperate with associations to ensure that the Caretta Carettas, who visit our facility's beach every year and lay their eggs, reunite their healthy babies with the sea.





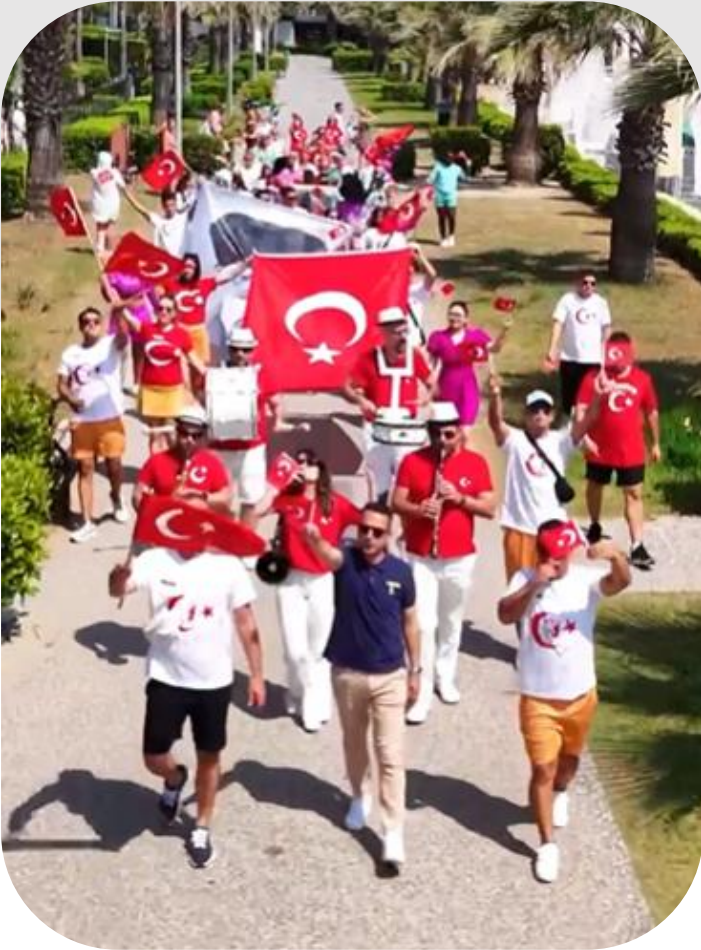
SOCIAL CONTRIBUTION

We host the cats in our facility and its surroundings in the cat houses we have prepared, feed them regularly, and perform veterinary checks and necessary examinations/health procedures.





SOCIAL CONSTR1BUTION



We celebrate our national holidays together with our guests, employees and their families.



We protect our cultural and natural beauties and introduce them to our employees and guests. We organize trips for our employees.



We bring together the handicrafts of school students in our region with our guests through local collaborations.



SOCIAL CONTRIBUTION



We always share our local flavors with our guests in both our main restaurants and a'la carte restaurants





SOCIAL CONTRIBUTION



We provide support to local schools to meet their educational needs and requirements. (technical high school uniform donation)



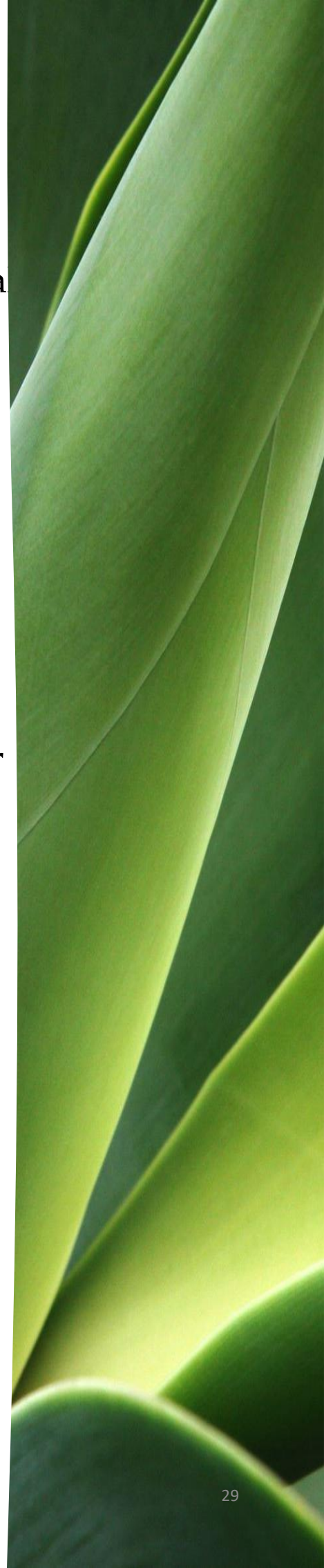
With the associations and schools we cooperate with; We carry out our social responsibility projects together.





ENVIRONMENT

- Selection of plants compatible with local vegetation,
- Cultivating and increasing endemic species,
- Use of organic and/or nature-compatible fertilizers and chemicals as much as possible,
- Plant production should be done in our own greenhouses as much as possible
- To provide our guests together with fruit and vegetable production experience and to organize harvest activities,
- To present the fruits and vegetables we produce in our own gardens to our guests by using them in our kitchens,
- Protecting the natural life of animals (e.g. health checks, mini zoo)





OUR ANIMALS IN THE FACILITY

- Peacock
- **Rabbit**
- Persian Chicken
- **Flora Bird**
- Hünkari Pigeon
- **Fan Tail Pigeon**

OUR ANIMALS IN THE REGION

- **Caretta Caretta (Water Turtle)**
- **Deer**
- Fox
- **Marten**
- Squirrel
- **Crane**
- Red deer
- **Wild Goat**
- Jackal
- **Hyena**
- Wolf
- **Bear**
- Partridge
- **Quail**
- Turtledove
- **Wild Pigeon**
- Woodcock
- **Freckle Bird**
- Blackbird
- **Golden Oriole**





ENVIRONMENT

OUR ENDEMIC PLANT VARIETIES

- **Serik Pear**
- Sand Lily

OUR GENERAL PLANT DIVERSITY

- Maple
- **Australian Rubber Tree**
- Avocado Tree
- **Dwarf Fenix Tree**
- Iron Tree
- **Mulberry**
- Stone Pine
- **Grevillia Tree**
- Palm Tree
- **Jacaranda Tree**
- Cyprus Acacia
- **Red Pine**
- Sand Lily
- **Lemon Tree**
- Tangerine Tree
- **Magnolia Tree**
- Eucalyptus Tree
- **Palm**
- Orange Tree
- **Serik Pear**
- Bottle Tree
- **Rosary Tree**
- Citrus Tree





KAMELYA
COLLECTION

EXCLUSIVE HOTELS

ENVIRONMENT

OUR ENDEMIC PLANTS



SERİK PEAR



SAND LILY



ENVIRONMENT

GUEST INFORMATION AND ACTIVITIES

- We provide information to our guests about local, cultural and natural beauties with information boards.
- We encourage the use of public transportation and shared cars.
- We provide information about products that are not environmentally friendly.
- We encourage energy saving and waste management.
- We prepare an environmental brochure stating our environmental activities.
- We have defined waste classification areas in all areas.
- Environmental activities in the Chameleon Kids Club program
- Participation in the annual European "Blue Flag" program
- Cooperation with local and general environmental organizations
- We aim to raise awareness by organizing periodic training for employee



KAMELYA
COLLECTION
EXCLUSIVE HOTELS

ENVIRONMENT

OUR GUEST INFORMATION EFFORTS



We provide information in common areas and guest rooms to increase environmental awareness and promote our cultural and natural beauties.





KAMELYA
COLLECTION
EXCLUSIVE HOTELS

ENVIRONMENT

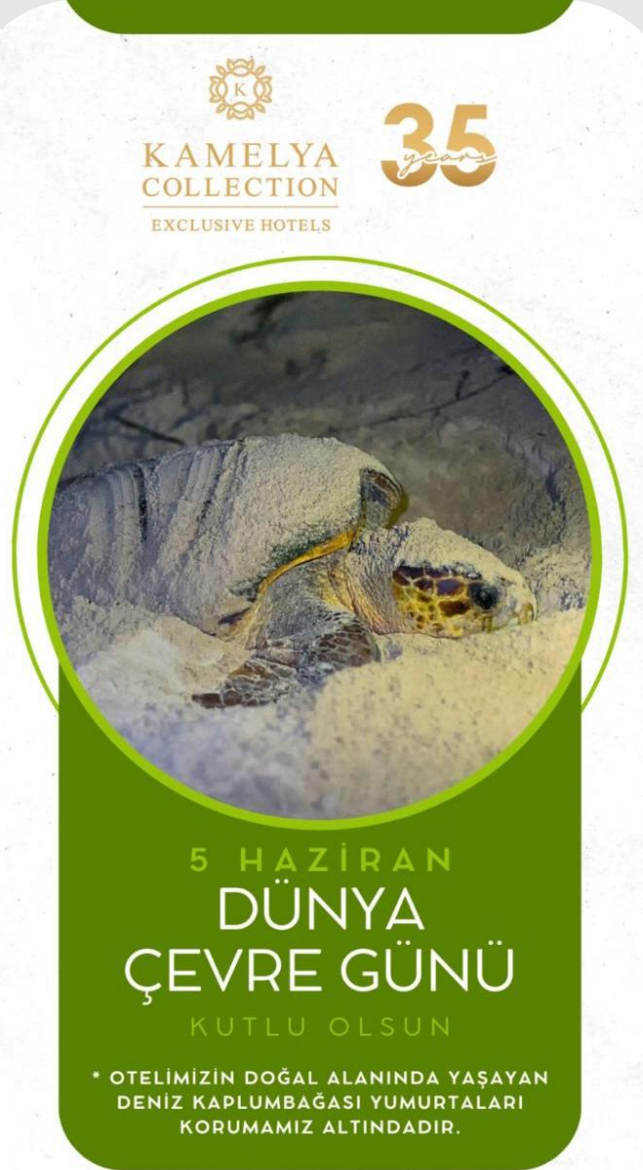
OUR GUEST/EMPLOYEE INFORMATION EFFORTS



We remind you that energy savings and sustainability are increased through collaboration with warnings in our work areas



We mark our trees in the facility with QR coded name tags to introduce them to our guests.



We share posts in our employee areas and social media accounts to raise environmental awareness.



WE THINK GREEN

We encourage our employees and guests to be environmentally conscious, and we develop our employees by providing them with awareness training on environmental awareness and efficient use of energy.

We use energy and water saving systems in our hotels.

We raise awareness and encourage our suppliers and stakeholders about green economy and energy efficiency studies.

We periodically organize activities with our employees to protect natural areas.

We raise awareness and encourage our suppliers and stakeholders about green economy and energy efficiency studies.



ENVIRONMENT



Together with all our employees; In order to both ensure environmental cleanliness and raise environmental awareness, we regularly organize environmental cleaning events inside the facility, on the beach and around the facility.



KAMELYA
COLLECTION

EXCLUSIVE HOTELS

ENVIRONMENT



We organize trainings and drills on topics such as environment, sustainability, waste management and emergencies to increase the environmental awareness of all our employees.





KAMELYA
COLLECTION
EXCLUSIVE HOTELS

ENVIRONMENT

With guest children together, we plant fruits and vegetables in our garden and organize harvest events.

We carry out awareness-raising activities through environmental activities.





ENVIRONMENT



With guest children together, we plant fruits and vegetables in our garden and organize harvest events.



KAMELYA
COLLECTION

EXCLUSIVE HOTELS

PRODUCT

PACKAGE

AUXILIARY MATERIAL

RAW MATERIALS

In all of our purchases, we aim to make our supplier selection from local suppliers and local people whenever possible and to develop together.

We carry out our purchasing activities accordingly by considering sustainable, energy-saving alternatives.



SUPPLIER MANAGEMENT

Our local supplier ratio in 2023;

• %86,4

Our local supplier ratio in 2023;

• %90,6



RAW MATERIALS AND PACKAGE



The amount of waste is reduced by using beverage units instead of disposable metal cans, plastic bottles, etc.



Packaging waste was reduced by purchasing large packaged boxes and buckets instead of disposable breakfast products whenever possible.



In order to reduce paper consumption, we make our correspondence and announcements via e-mail as possible.



We are trying to act more environmentally friendly and sensitive in terms of recycling by offering quality products in returnable glass bottles in minibars and lobbies.



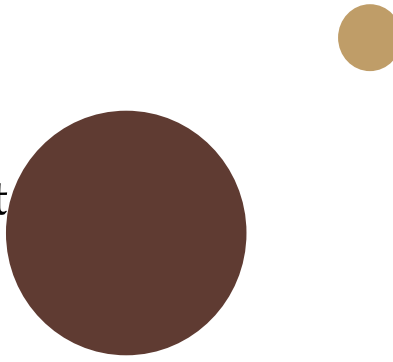
We encourage the use of glass and flexiglass cups in bars instead of paper and plastic cups.



By using dispensers, it reduces packaging waste from shampoos and shower gels.



RAW MATERIALS AND PACKAGE

- We serve the meals in small pieces to prevent waste.
 - In meal services, we use serving containers as small as possible, considering the density.
 - We consider 100% biodegradable/craft packaging alternatives in all our selections, such as shower amenities.
- 



AUXILIARY MATERIAL

CLEANING CHEMICAL

We take the necessary precautions against situations such as leaks and spills in our chemical warehouses that may harm the environment.

Chemical storage; We do it in accordance with the type of chemical, the manufacturer's storage instructions and regulations.

We work with authorized companies for the safe disposal of chemicals.

By monitoring chemical usage rates, we aim to prevent wasted use

In order to ensure hygienic conditions in our pools, we automatically dose the appropriate chemicals in order not to deviate from optimum use.

In order to reduce chemical use, we carry out our disinfection processes with ozone devices in our kitchens.

We follow the legal permissions and Material Safety Data Sheets by keeping track of the chemicals used by the pest company we receive service from.

We provide training to our employees on this subject.



KAMELYA
COLLECTION
EXCLUSIVE HOTELS

AUXILIARY MATERIAL CLEANING CHEMICAL

We reduced our packaging waste by not using small packages in boucle material



We aim to use environmentally friendly raw materials by choosing packaging made from recycled (craft) materials.





KAMELYA
COLLECTION

EXCLUSIVE HOTELS

AUXILIARY MATERIAL CLEANING CHEMICAL



We prefer products that will reduce plastic waste.



We use dosing pumps for optimum and controlled chemical use.



We aim to reduce the amount of waste by eliminating⁴⁷ paper placemats.



DATA EVALUATION

2024

The background is a light green gradient. It features several 3D cubes of varying sizes, some of which are connected by thin, white, curved lines. In the bottom right corner, there is a network-like structure consisting of small white dots connected by thin white lines. The overall aesthetic is modern and technological.

EMPLOYEE DATA



2024

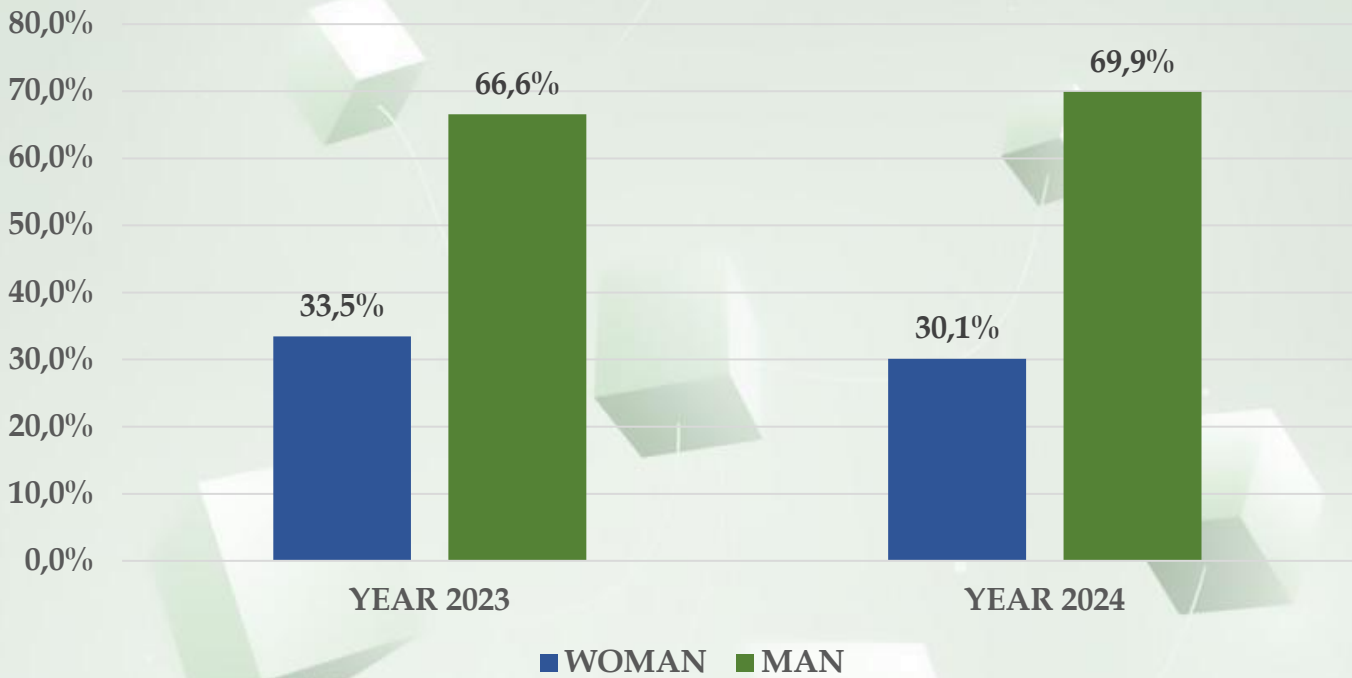


KAMELYA
COLLECTION

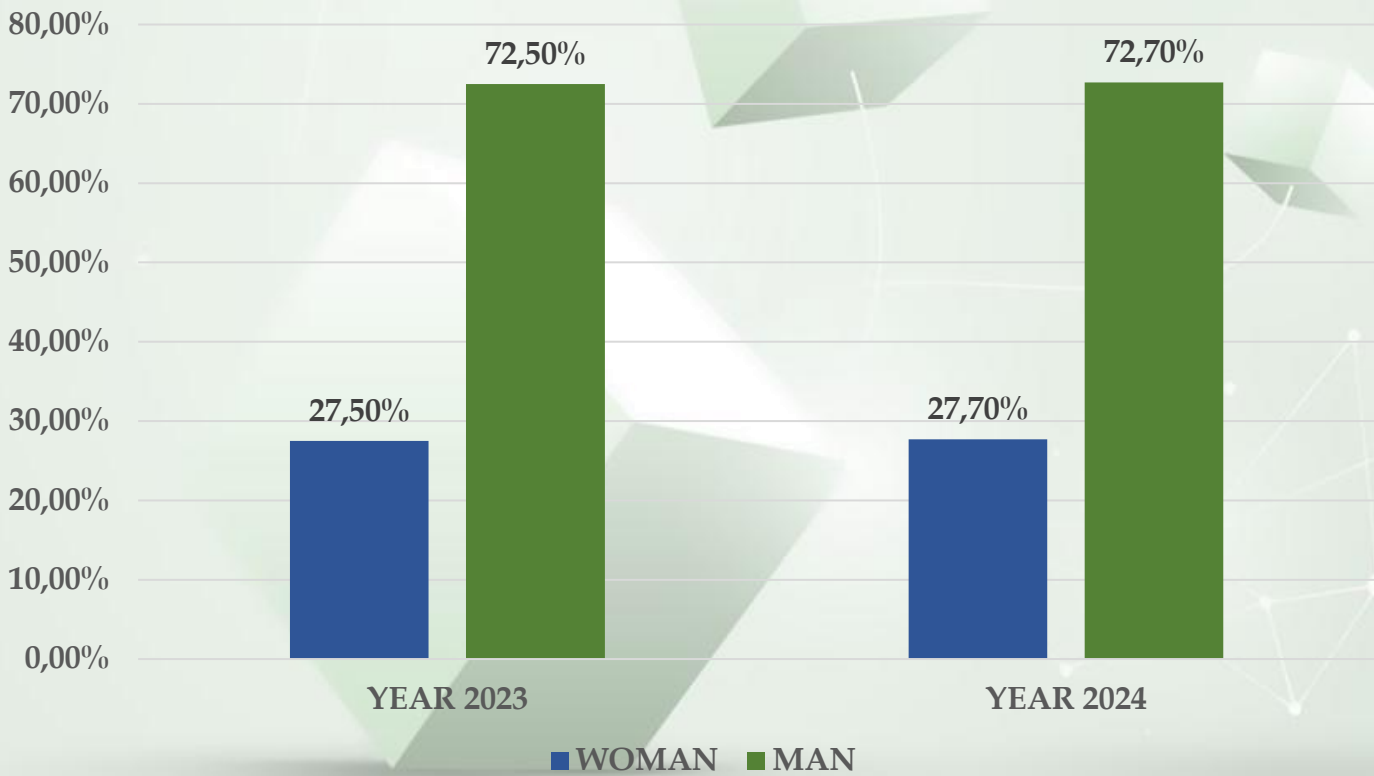
EXCLUSIVE HOTELS

EMPLOYEE DATA

EMPLOYEE GENDER DISTRIBUTION%



MANAGER GENDER DISTRIBUTION



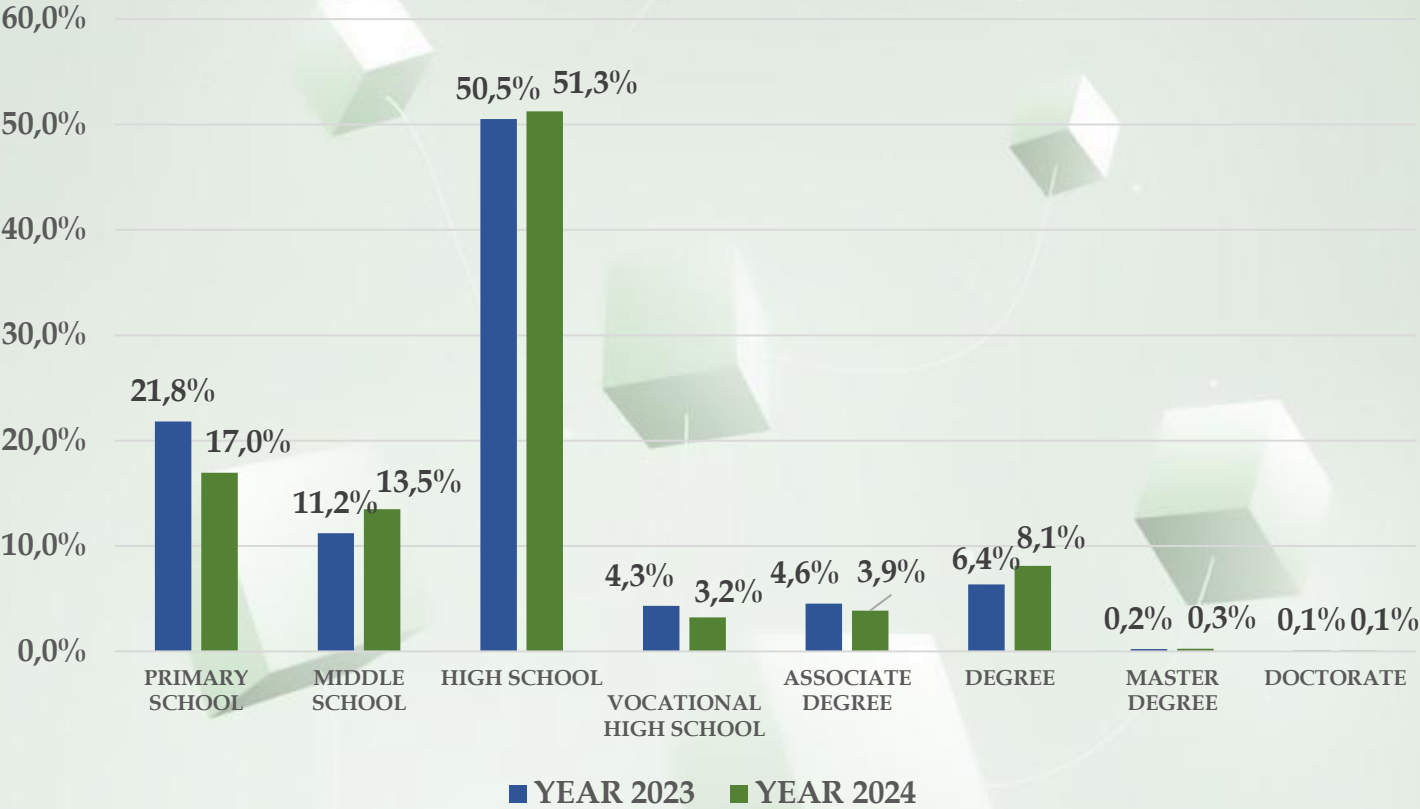


KAMELYA
COLLECTION

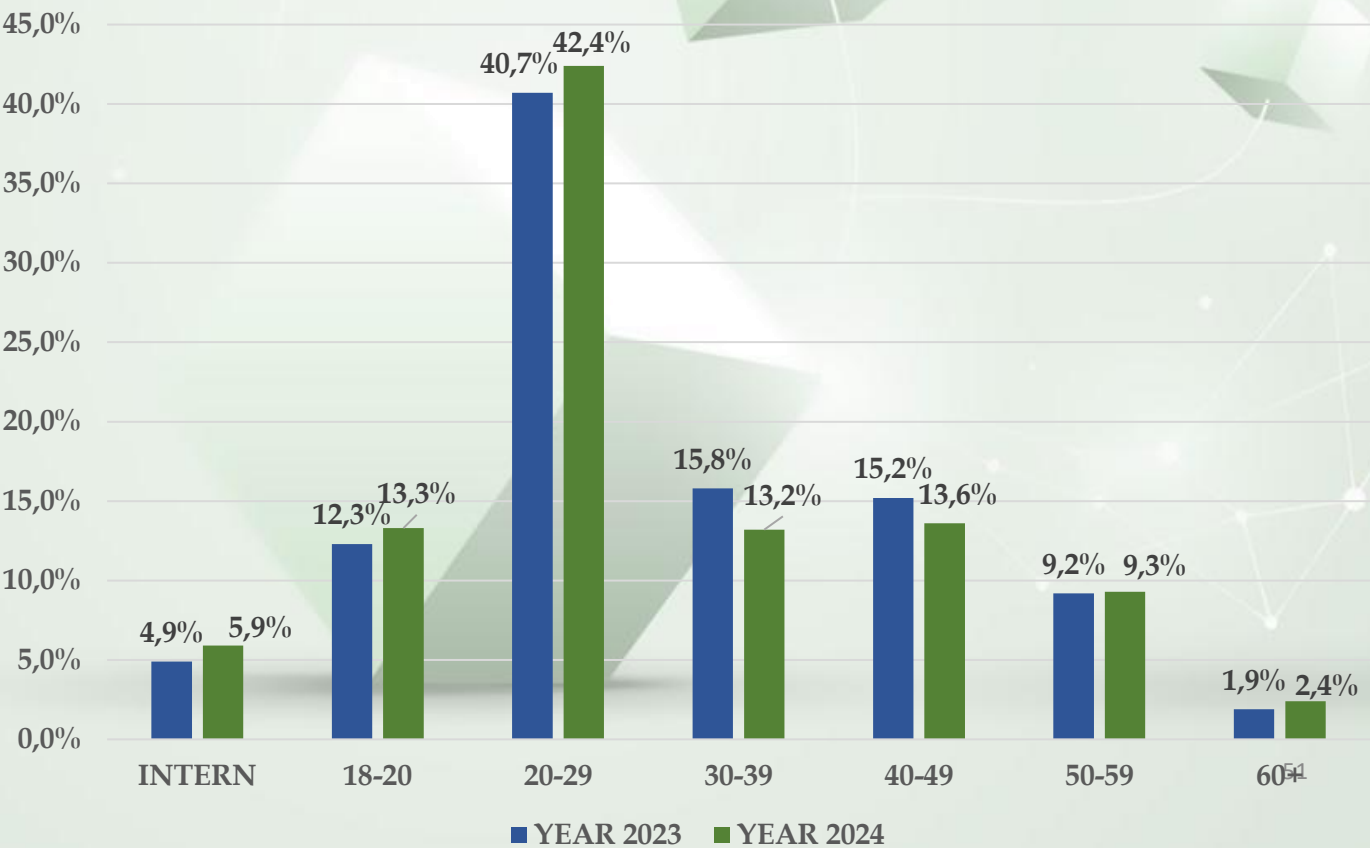
EXCLUSIVE HOTELS

EMPLOYEE DATA

EMPLOYEE EDUCATION DISTRIBUTION%



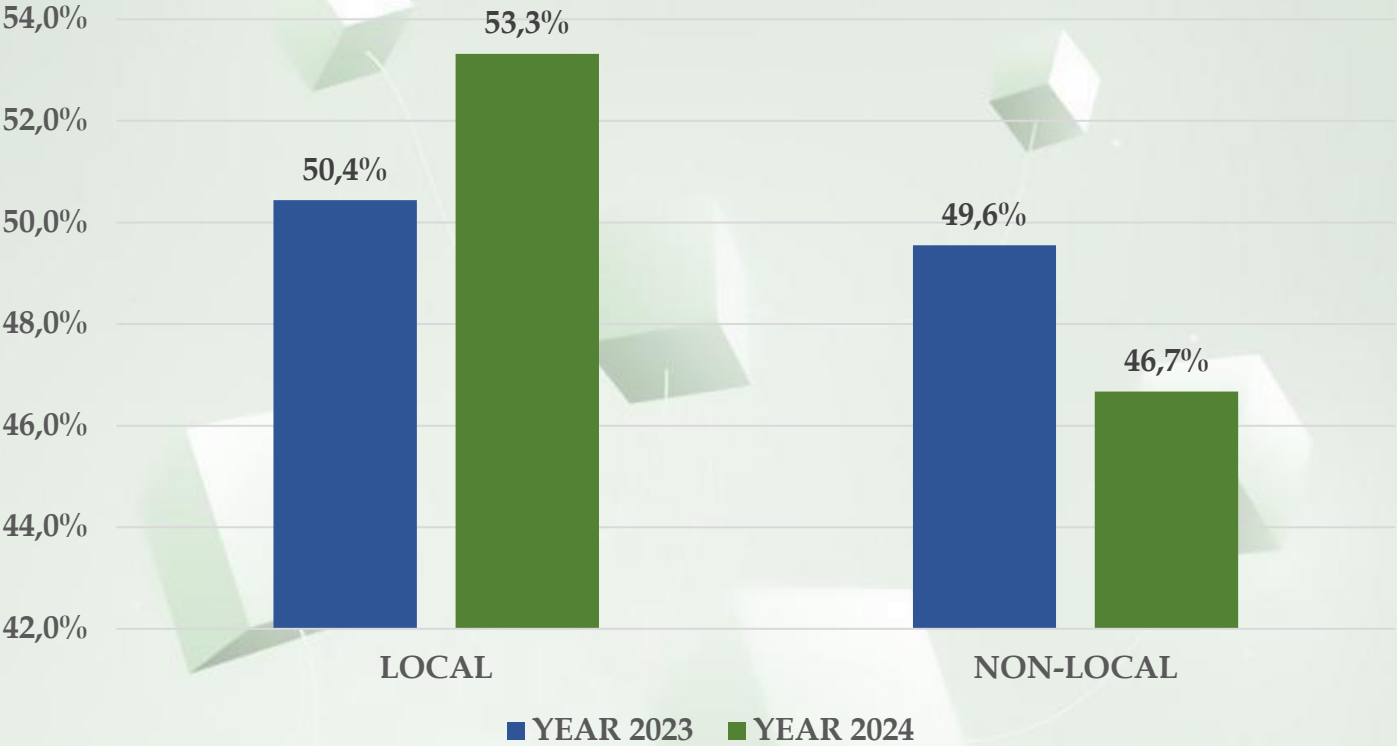
EMPLOYEE AGE PROFILE DISTRIBUTION%



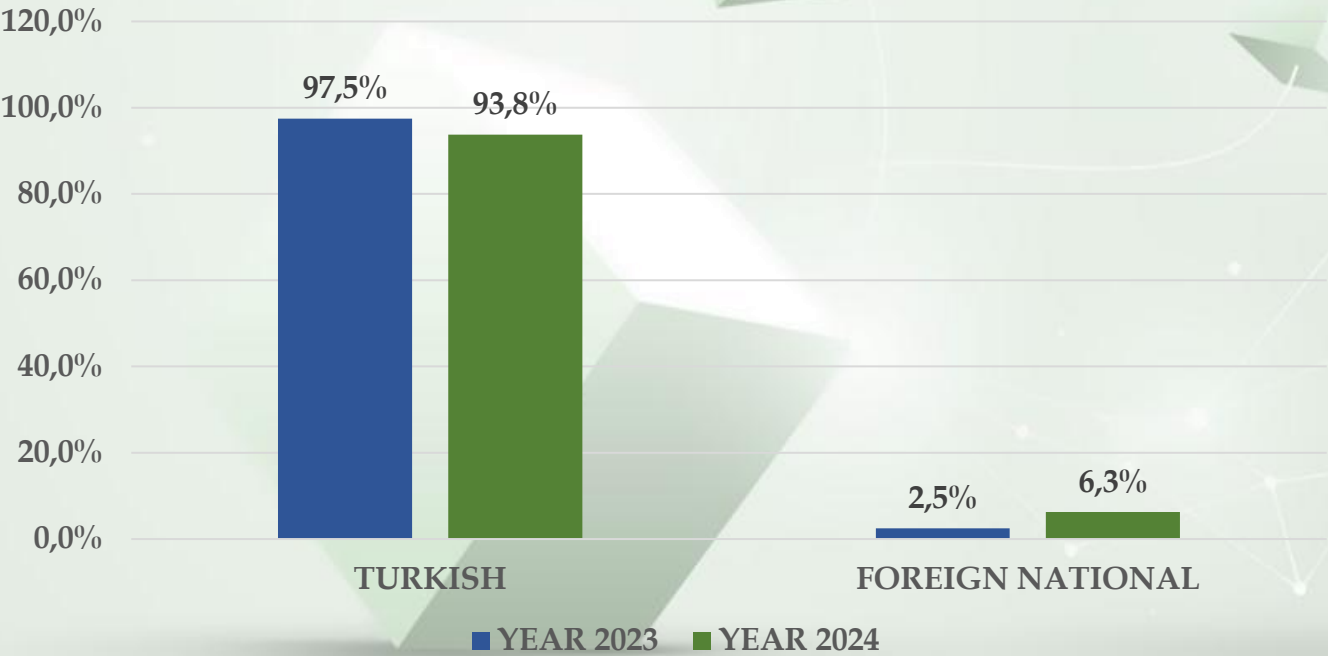


EMPLOYEE DATA

RESIDENCE DISTRIBUTION%



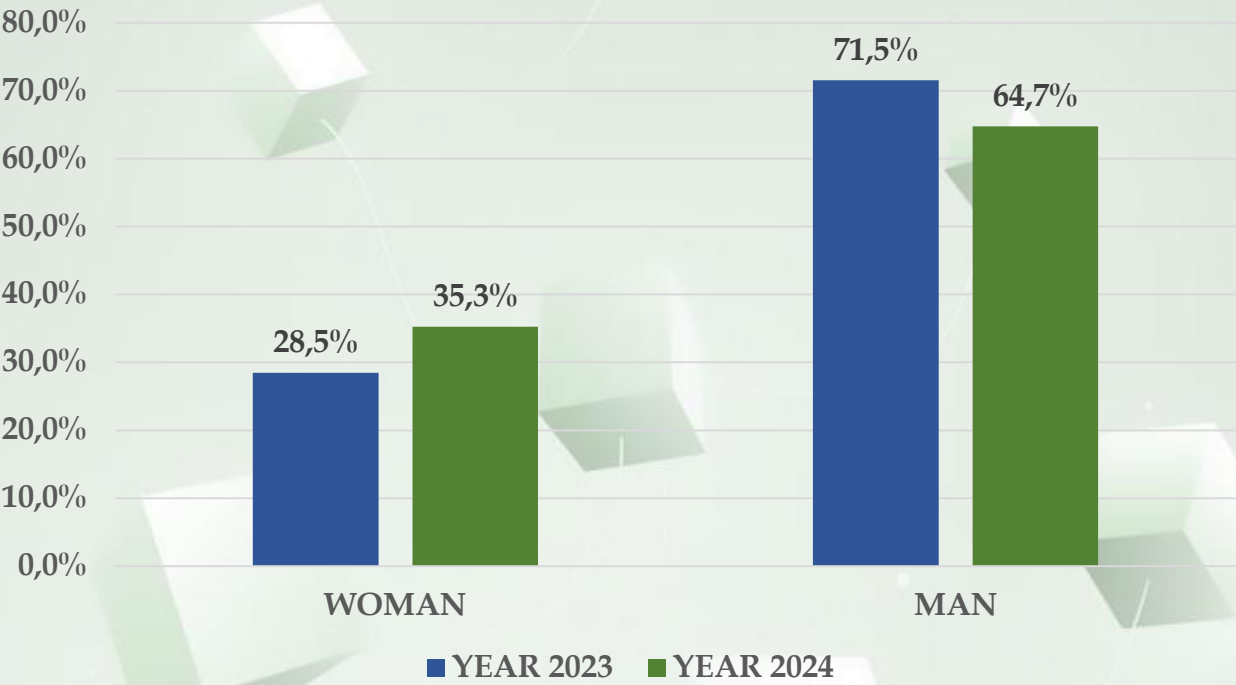
NATIONALITY DISTRIBUTION%



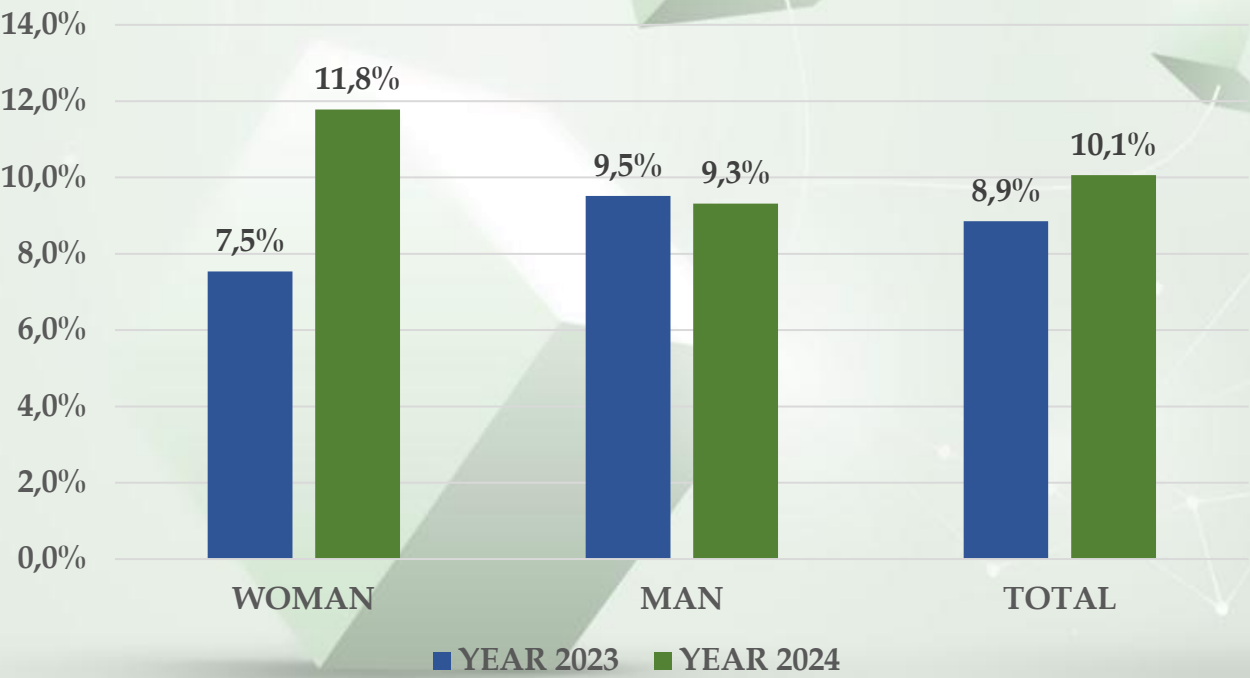


EMPLOYEE DATA

GENDER-RELATED PROMOTION%



GENDER RELATED PROMOTION IN TOTAL
EMPLOYEE %



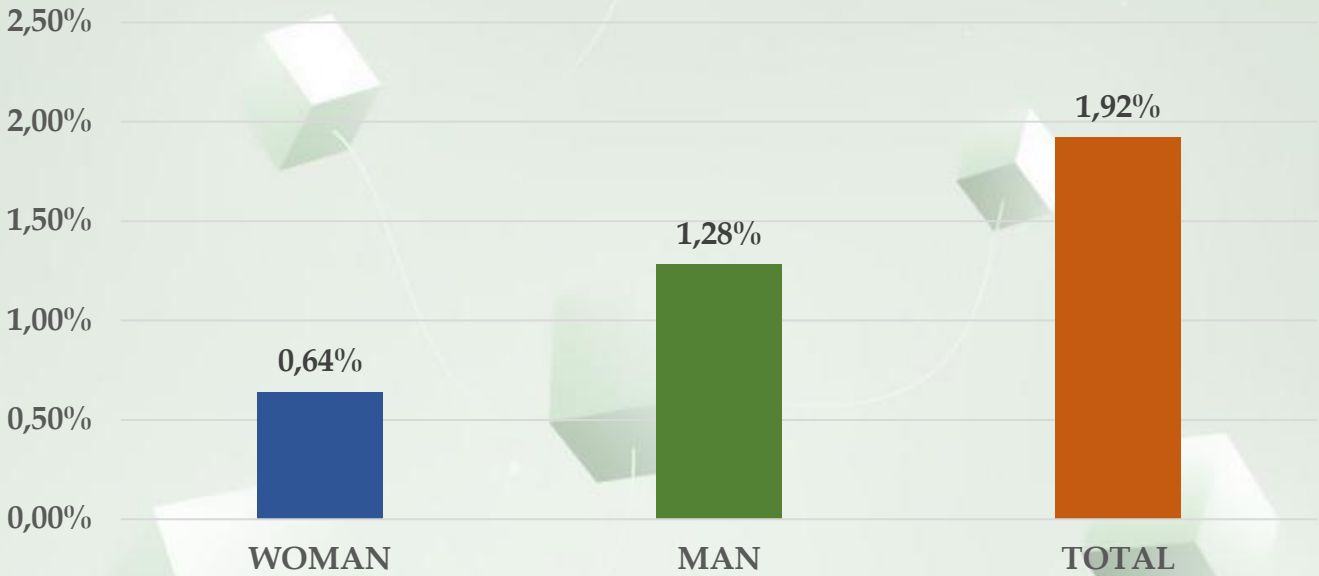


KAMELYA
COLLECTION

EXCLUSIVE HOTELS

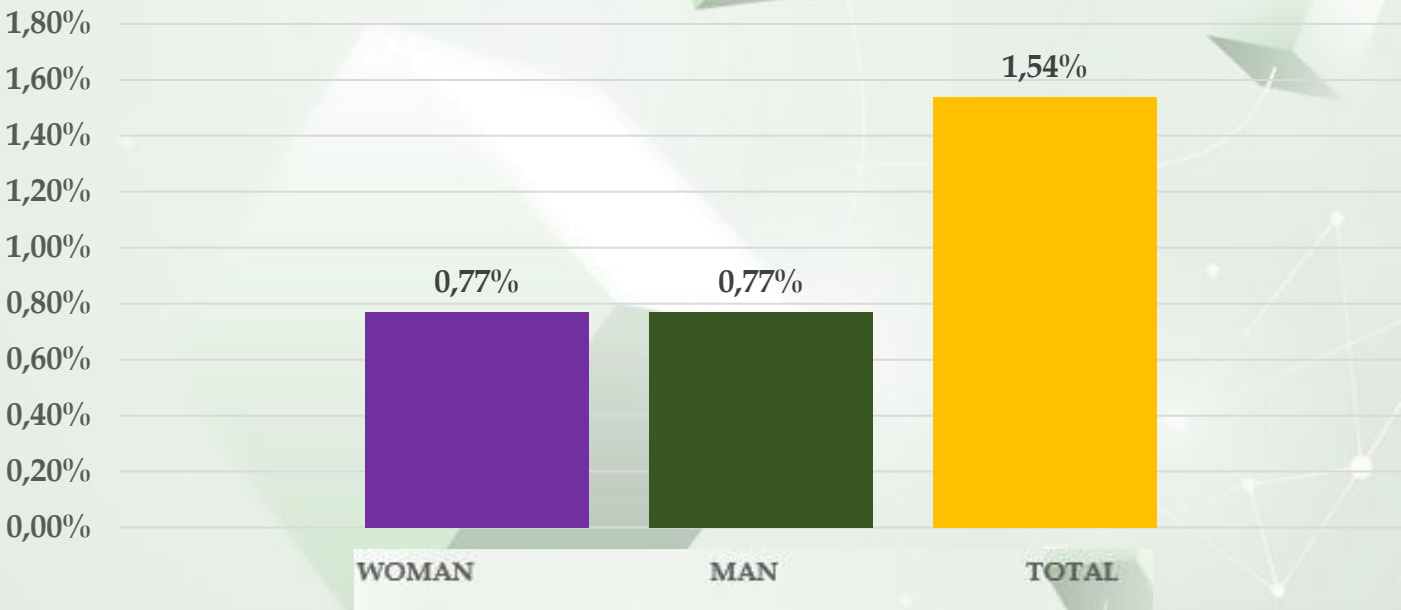
EMPLOYEE DATA

YEAR 2024-DISABLED % PROMOTION RATE
ACCORDING TO TOTAL % PROMOTION RATE




In 2024, we have 20 disabled employees and the rate of disabled employees who are promoted is given below.

YEAR 2023-DISABLED % PROMOTION RATE, ACCORDING
TO TOTAL % PROMOTION RATE



In 2023, we have 22 disabled employees and the rate of disabled employees who are promoted is given below..



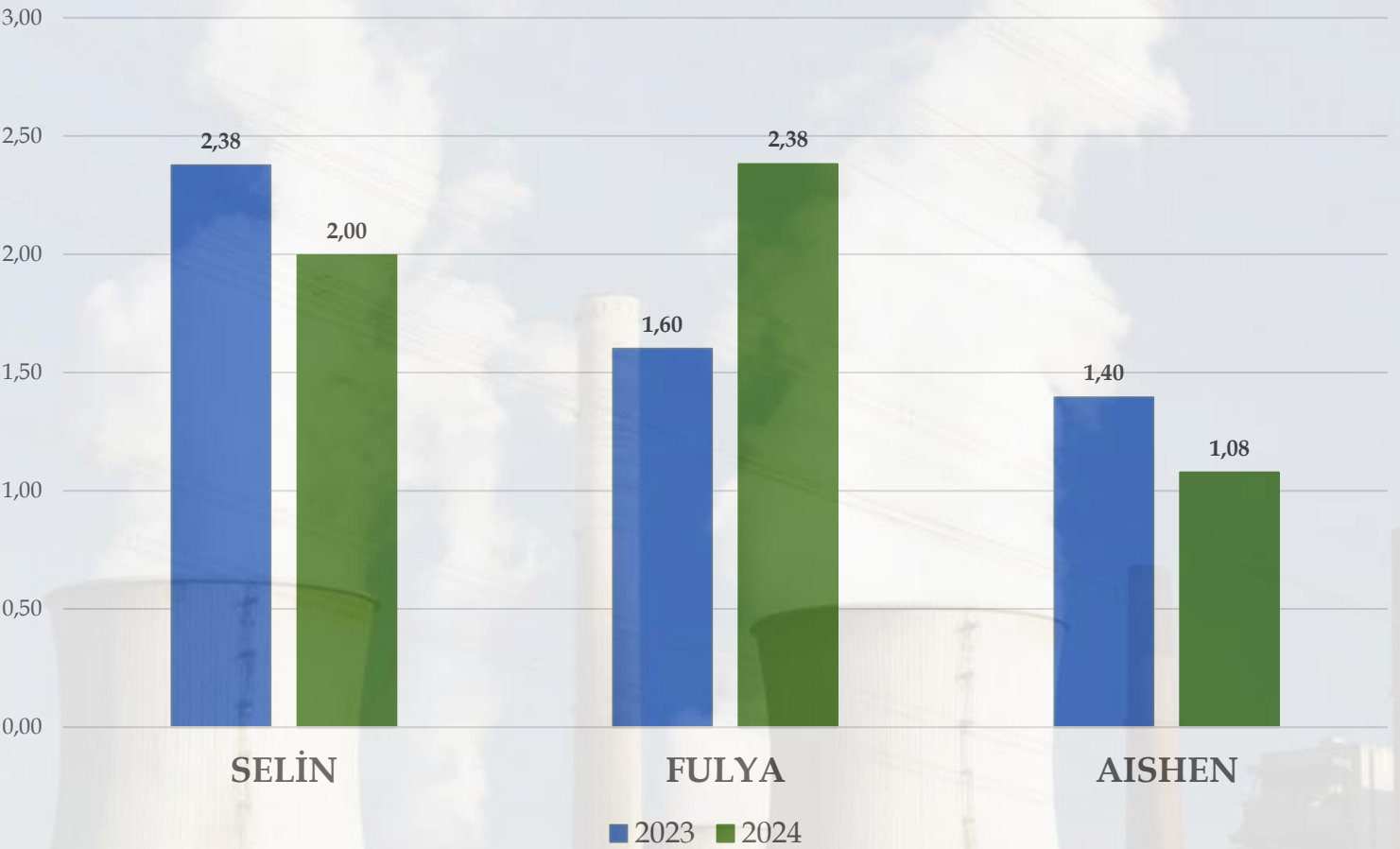
ENERGY CONSUMPTION DATA

2024



ELECTRICITY CONSUMPTION

2023-2024 ELECTRICITY CONSUMPTION TEP/PAX



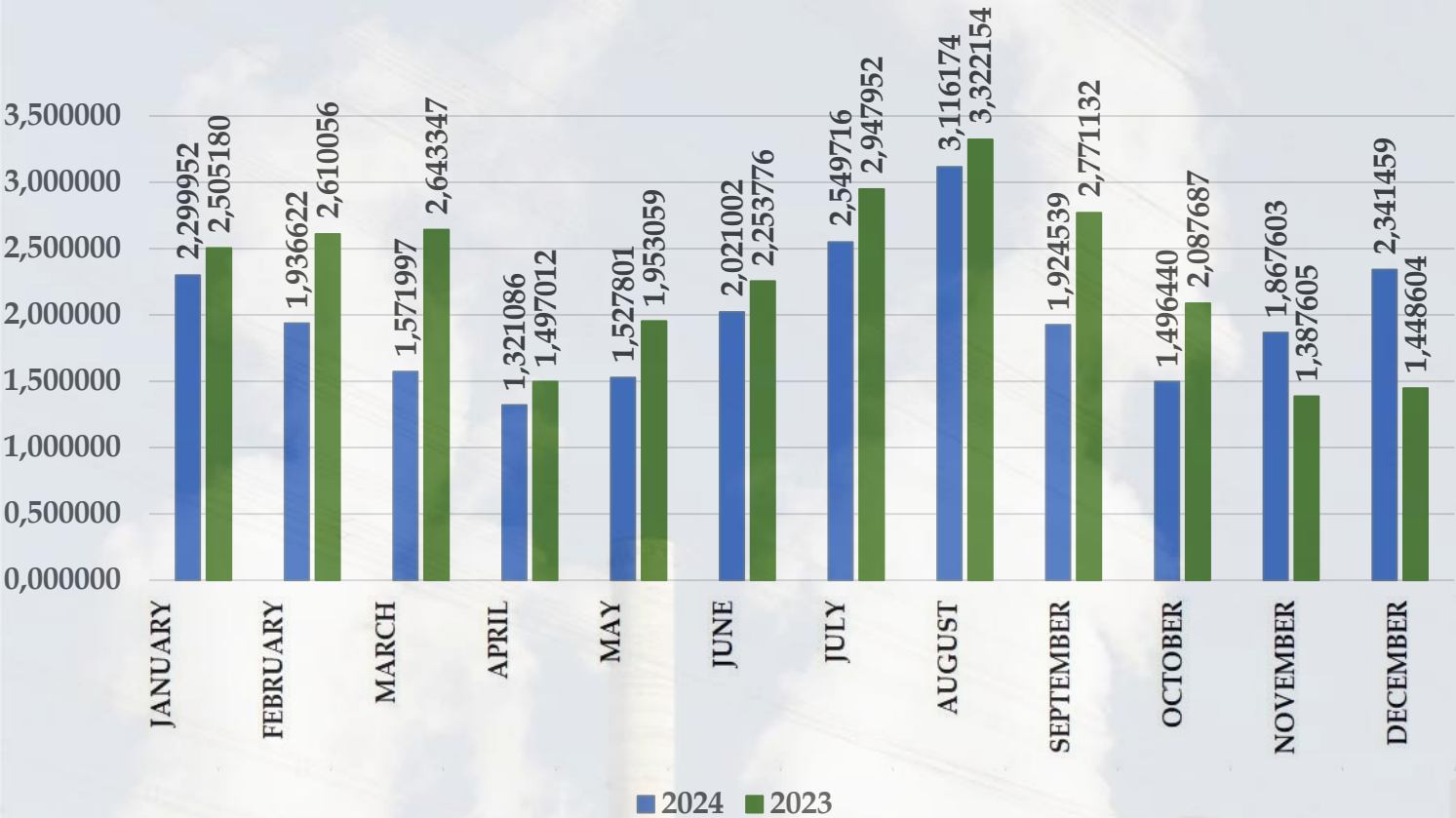


KAMELYA
COLLECTION

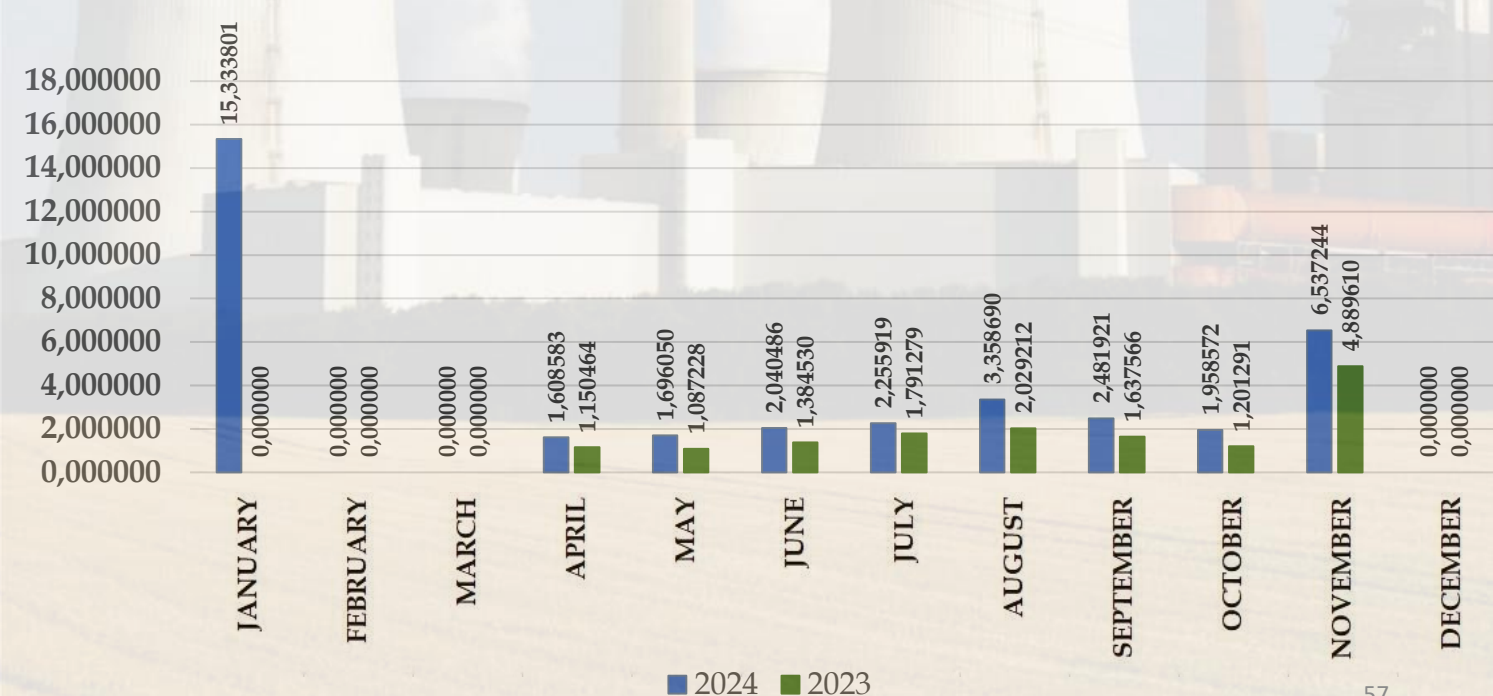
EXCLUSIVE HOTELS

ELECTRICITY CONSUMPTION

2023-2024 SELİN ELECTRICTY CONSUMPTION TEP/PAX



2023-2024 FULYA ELEKTRICITY CONSUMPTION TEP/PAX



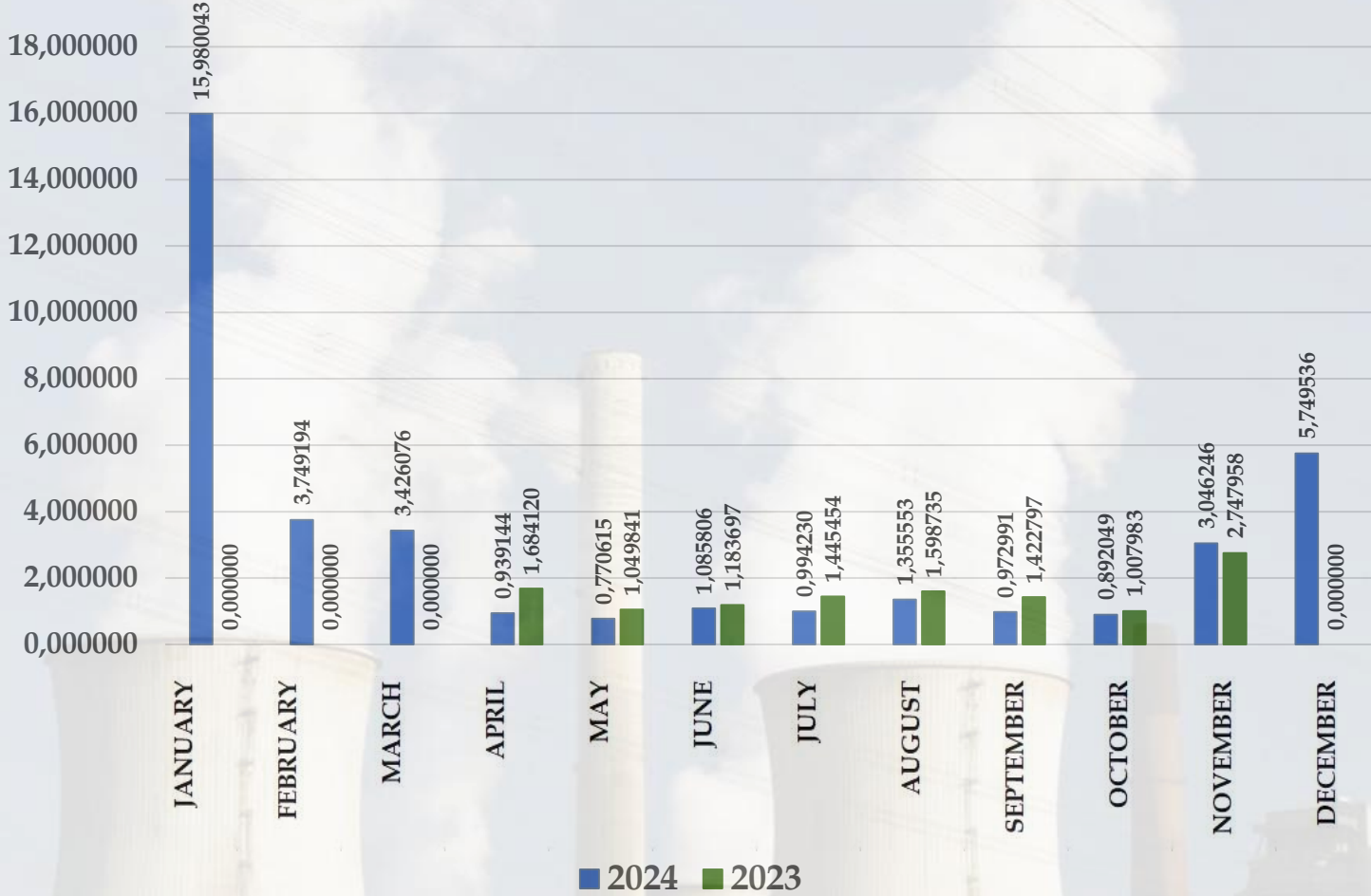


KAMELYA
COLLECTION

EXCLUSIVE HOTELS

ELECTRICITY CONSUMPTION

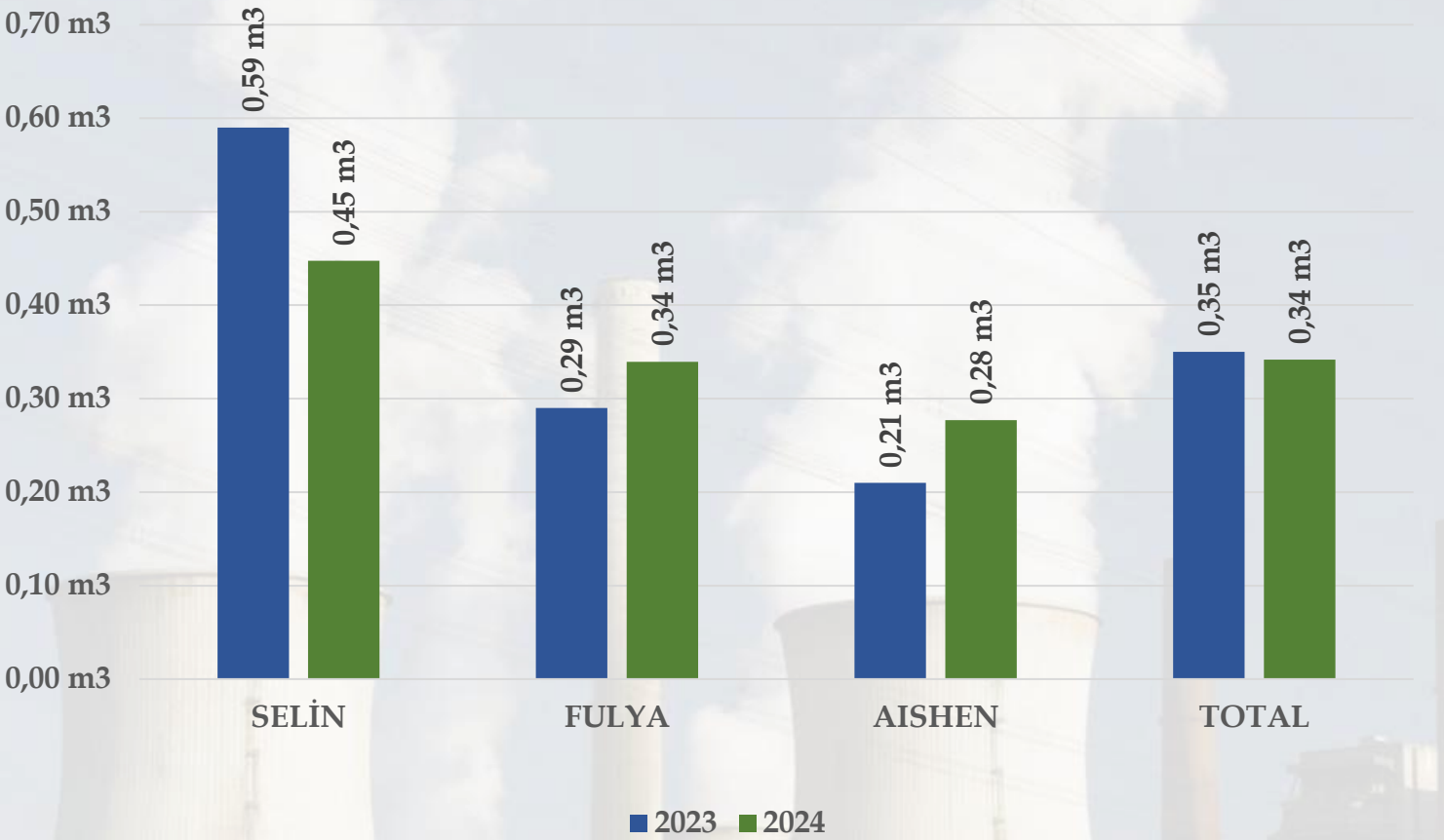
2023-2024 AISHEN ELECTRICITY CONSUMPTION TEP/PAX





WATER CONSUMPTION

2023-2024 WATER CONSUMPTION m³ (GUEST NIGHT)



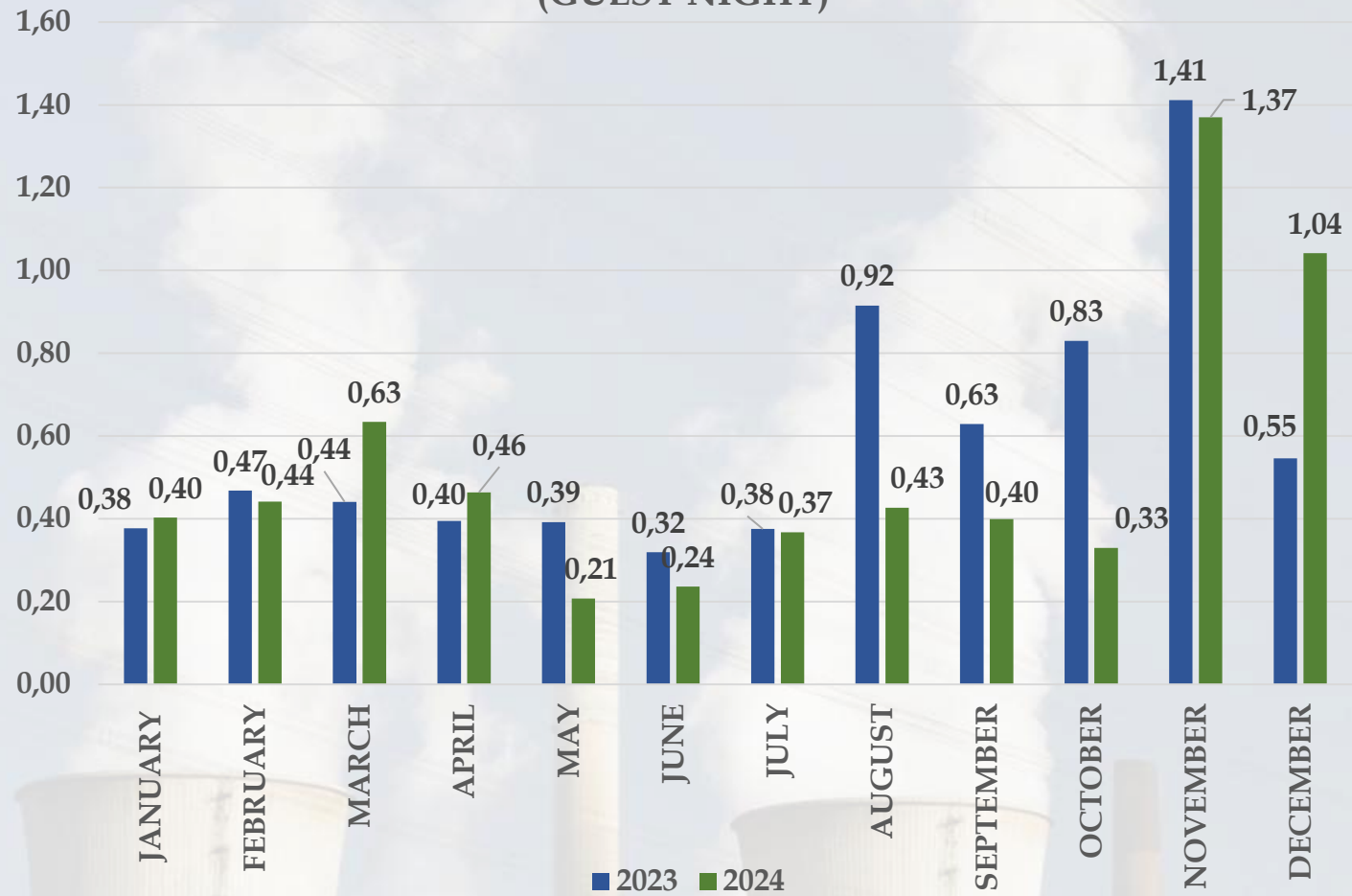


KAMELYA
COLLECTION

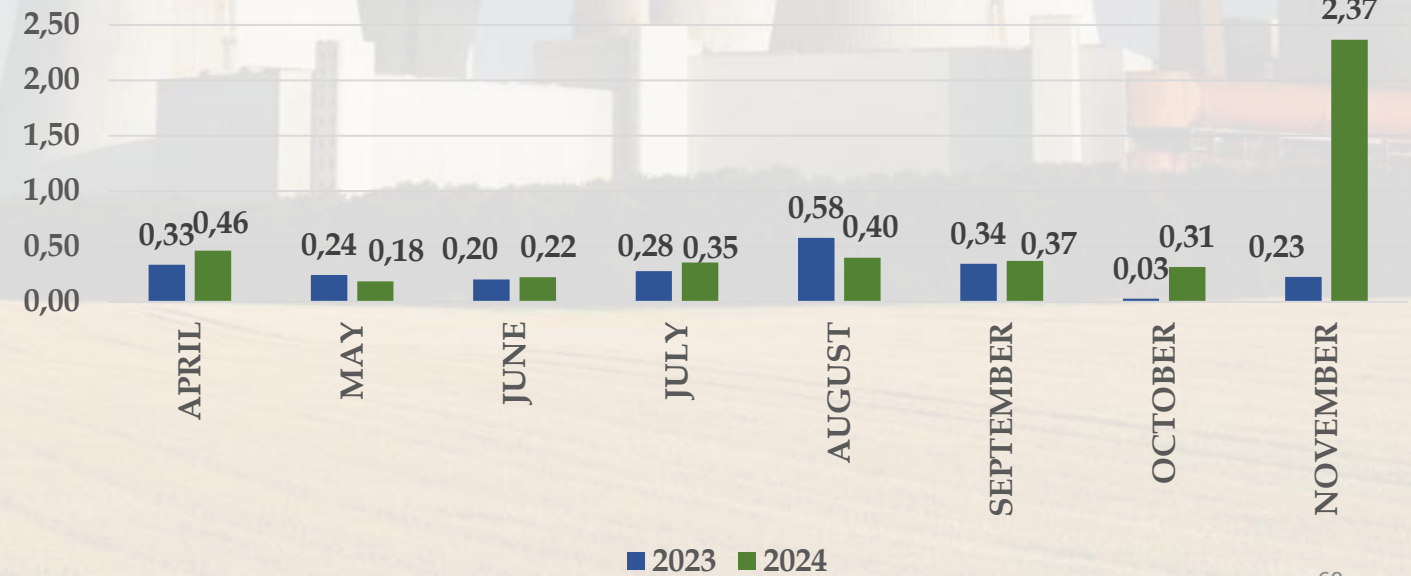
EXCLUSIVE HOTELS

WATER CONSUMPTION

2023-2024 SELIN MONTHLY WATER CONSUMPTION m³
(GUEST NIGHT)



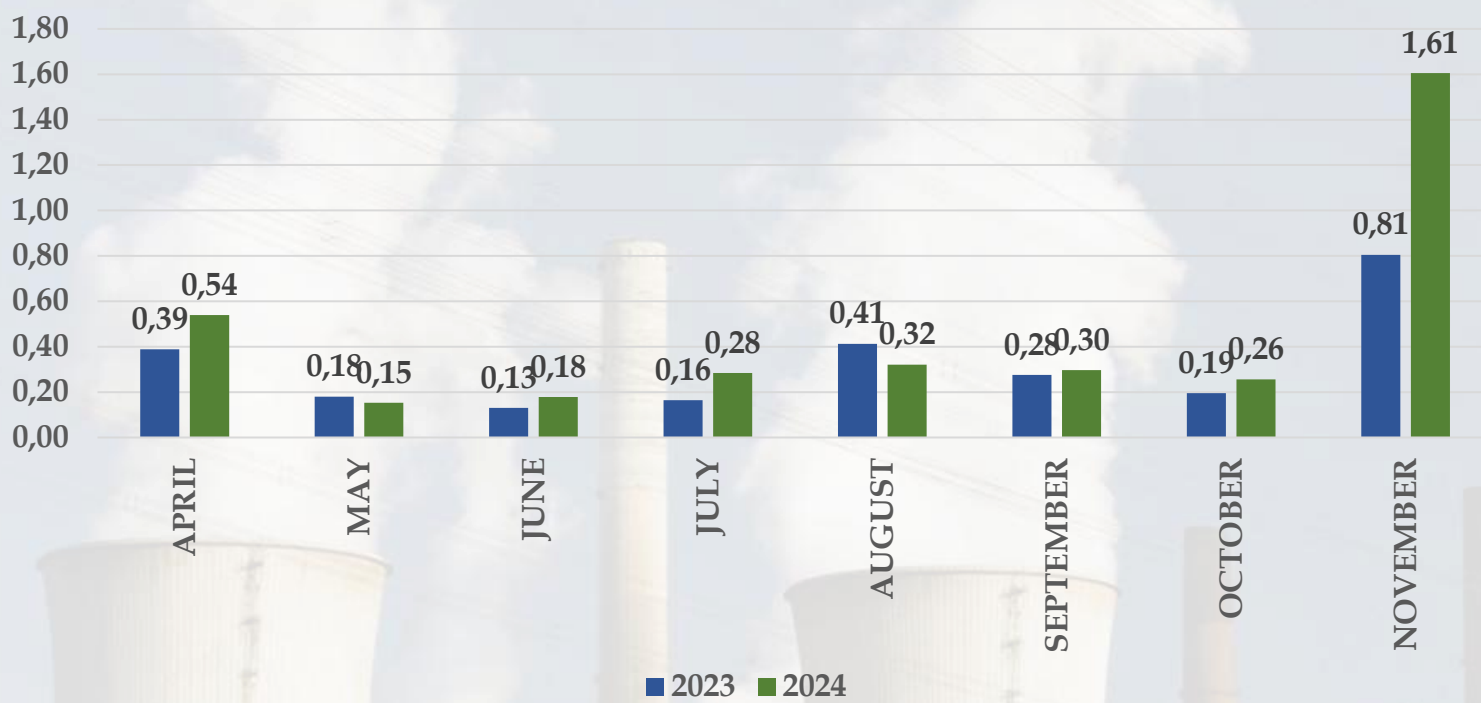
2023-2024 FULYAN MONTHLY WATER CONSUMPTION m³
(GUEST NIGHT)





WATER CONSUMPTION

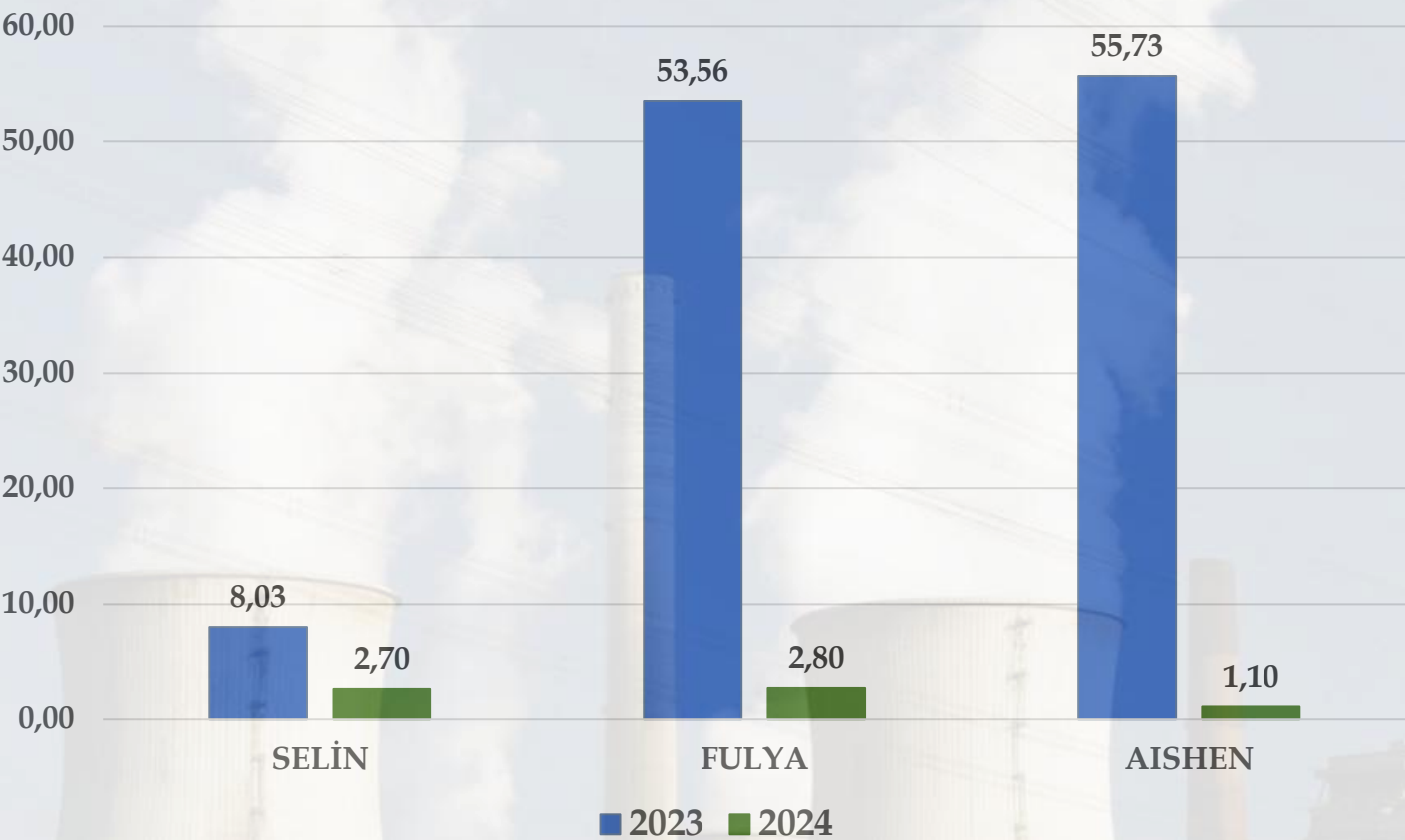
2023-2024 AISHEN MONTHLY WATER CONSUMPTION m³
(GUEST NIGHT)





DIESEL CONSUMPTION

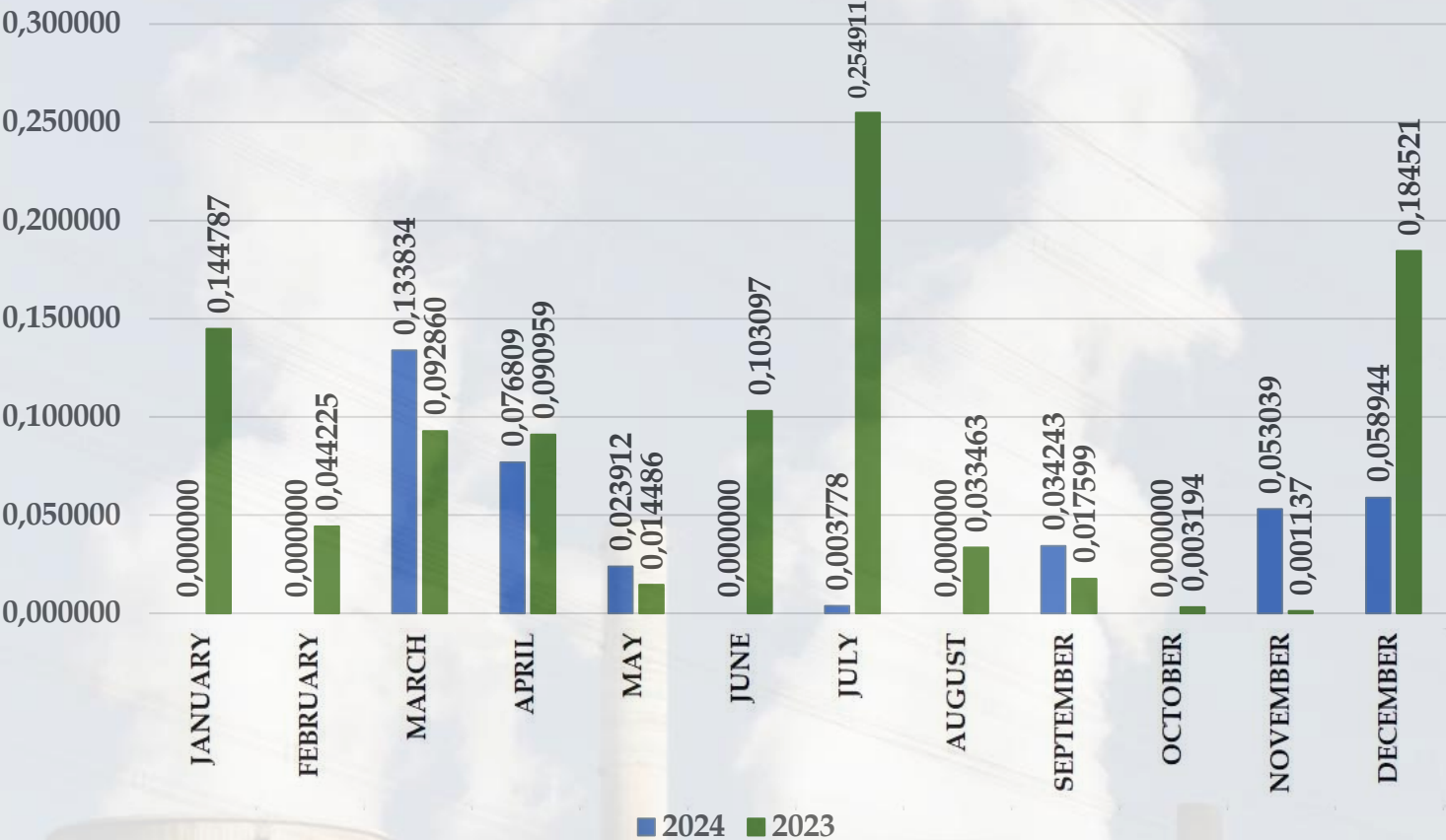
2023-2024 DIESEL CONSUMPTION TEP/PAX



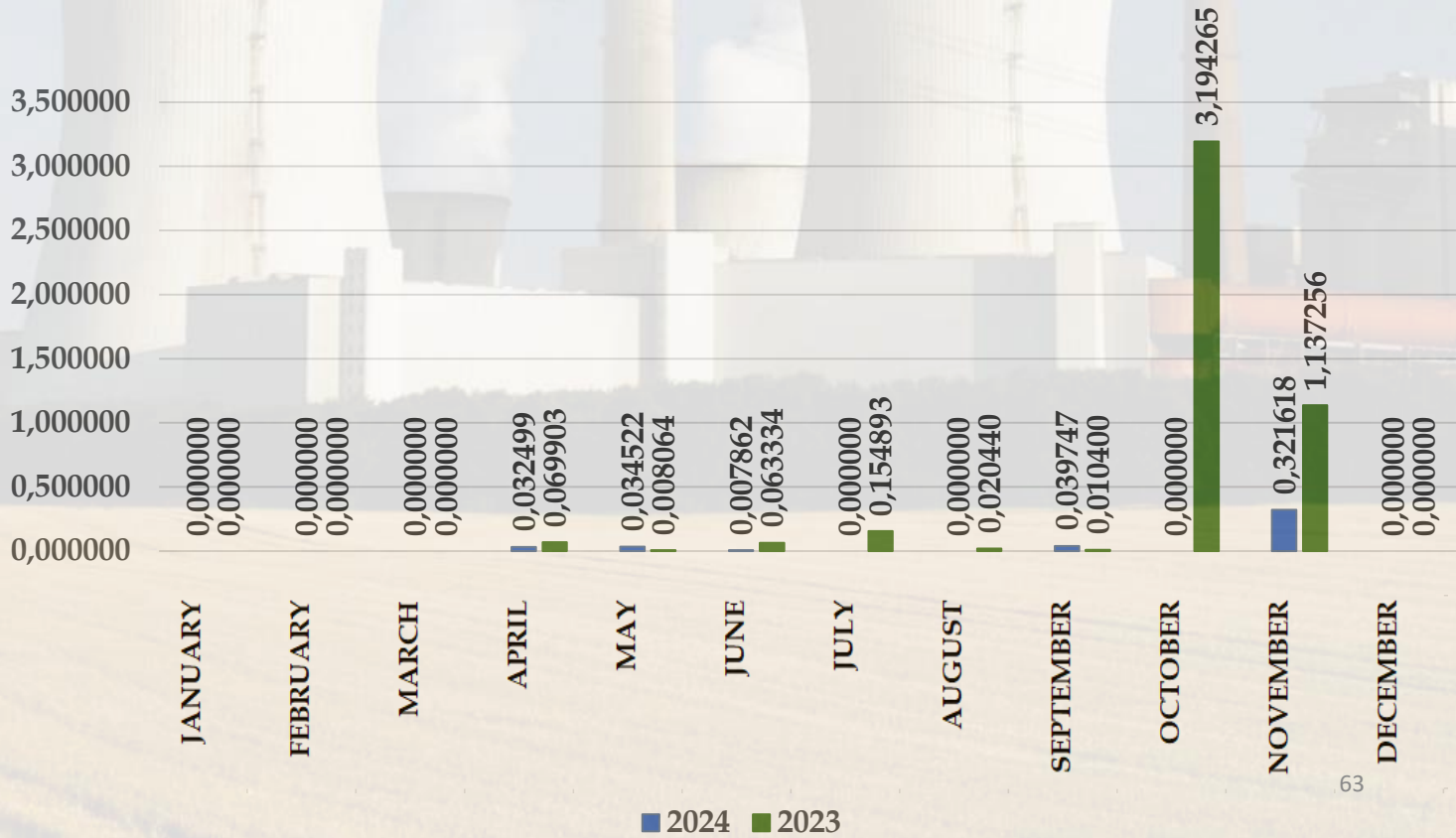


DIESEL CONSUMPTION

2023-2024 SELIN DIESEL CONSUMPTION TEP/PAX



2023-2024 FULYA DIESEL CONSUMPTION TEP/PAX





KAMELYA
COLLECTION

EXCLUSIVE HOTELS

DIESEL CONSUMPTION

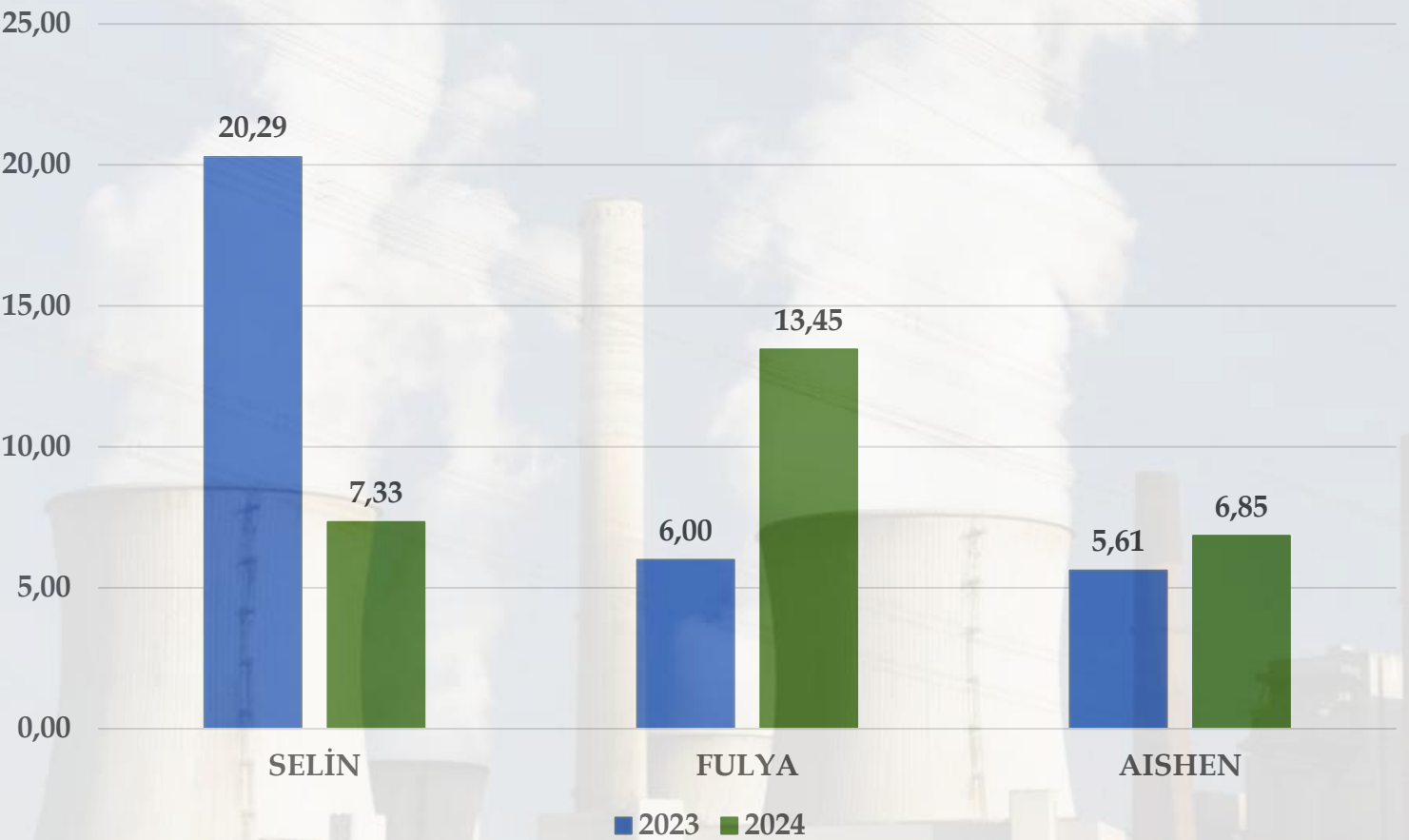
2023-2024 AISHEN DIESEL CONSUMPTION TEP/PAX





LNG CONSUMPTION

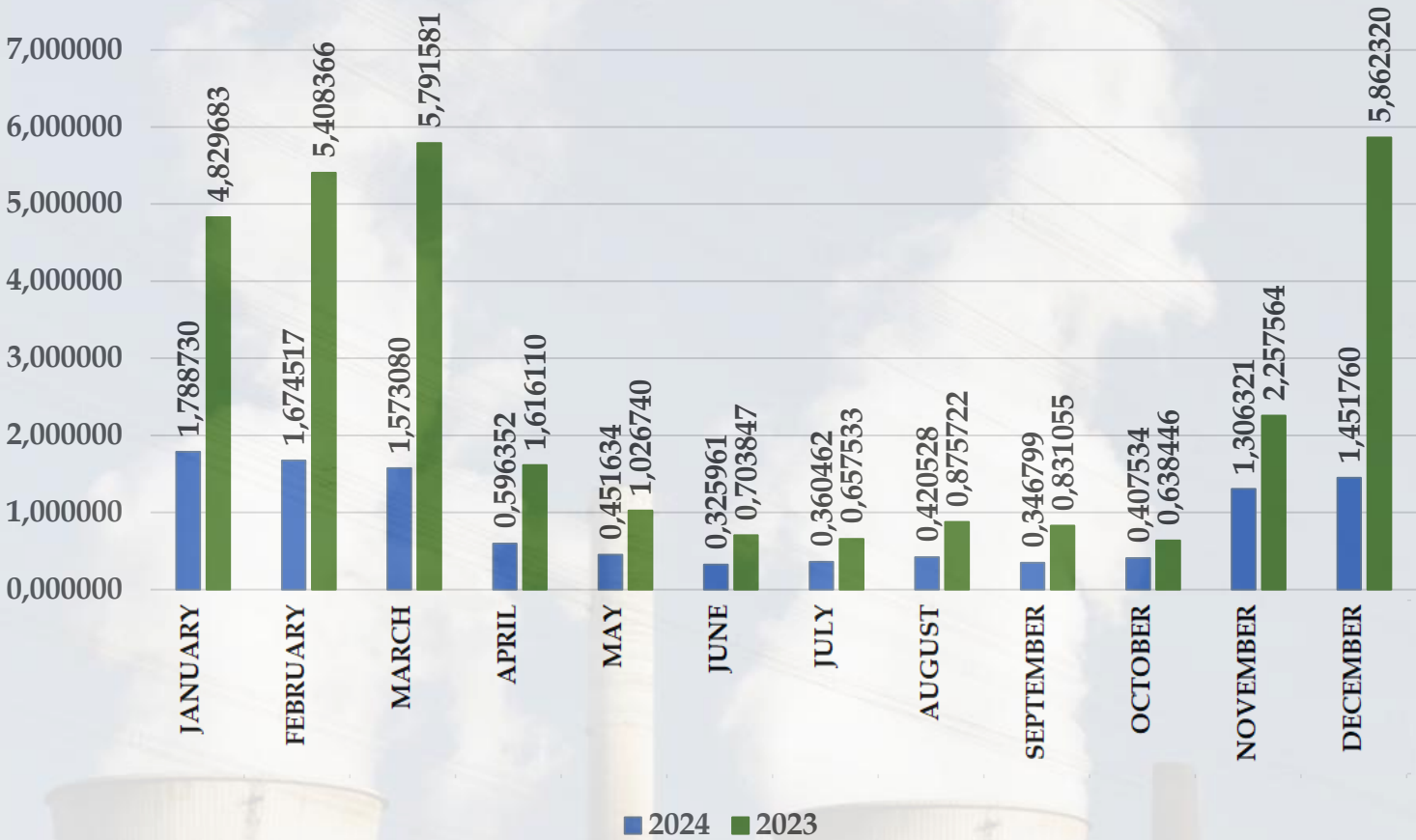
2023-2024 LNG CONSUMPTION TEP/PAX



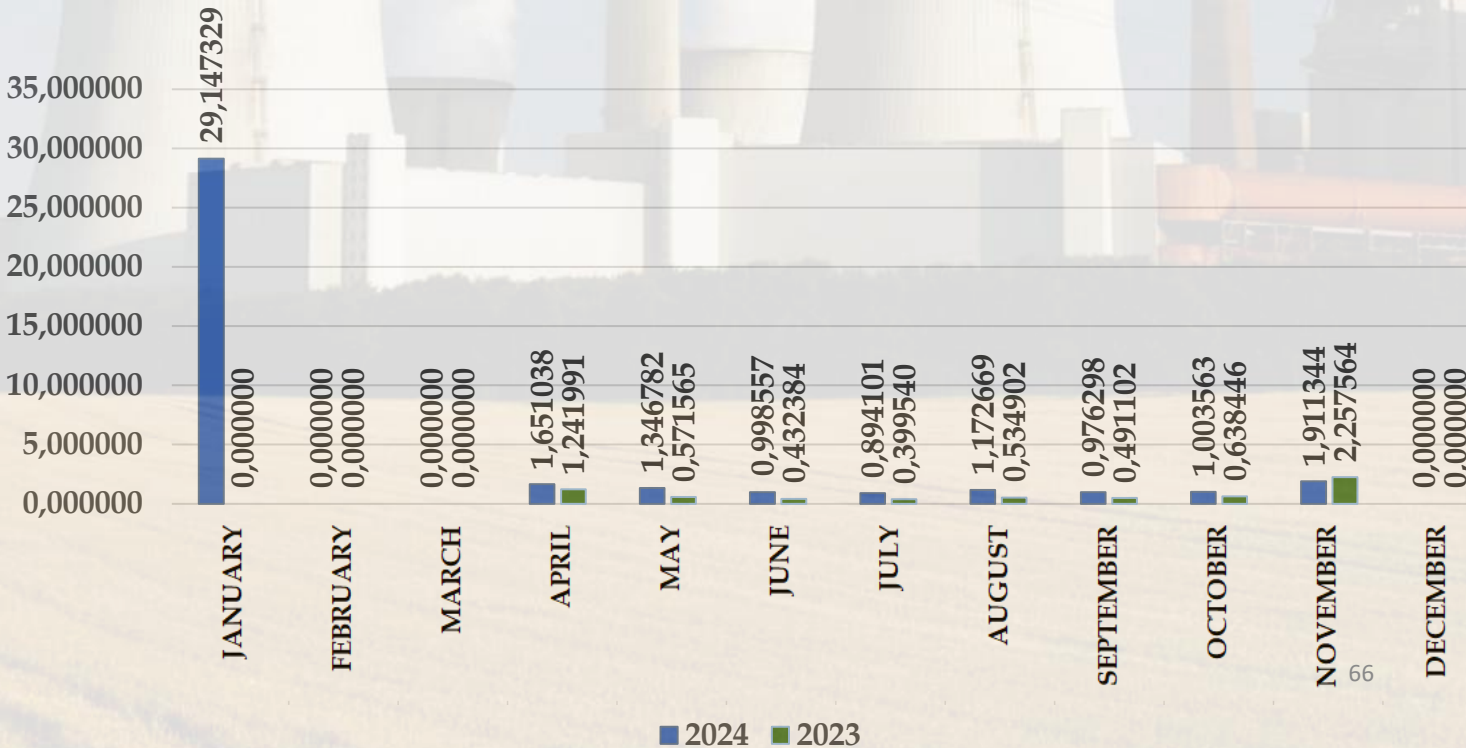


LNG CONSUMPTION

2023-2024 SELIN LNG CONSUMPTION TEP/PAX



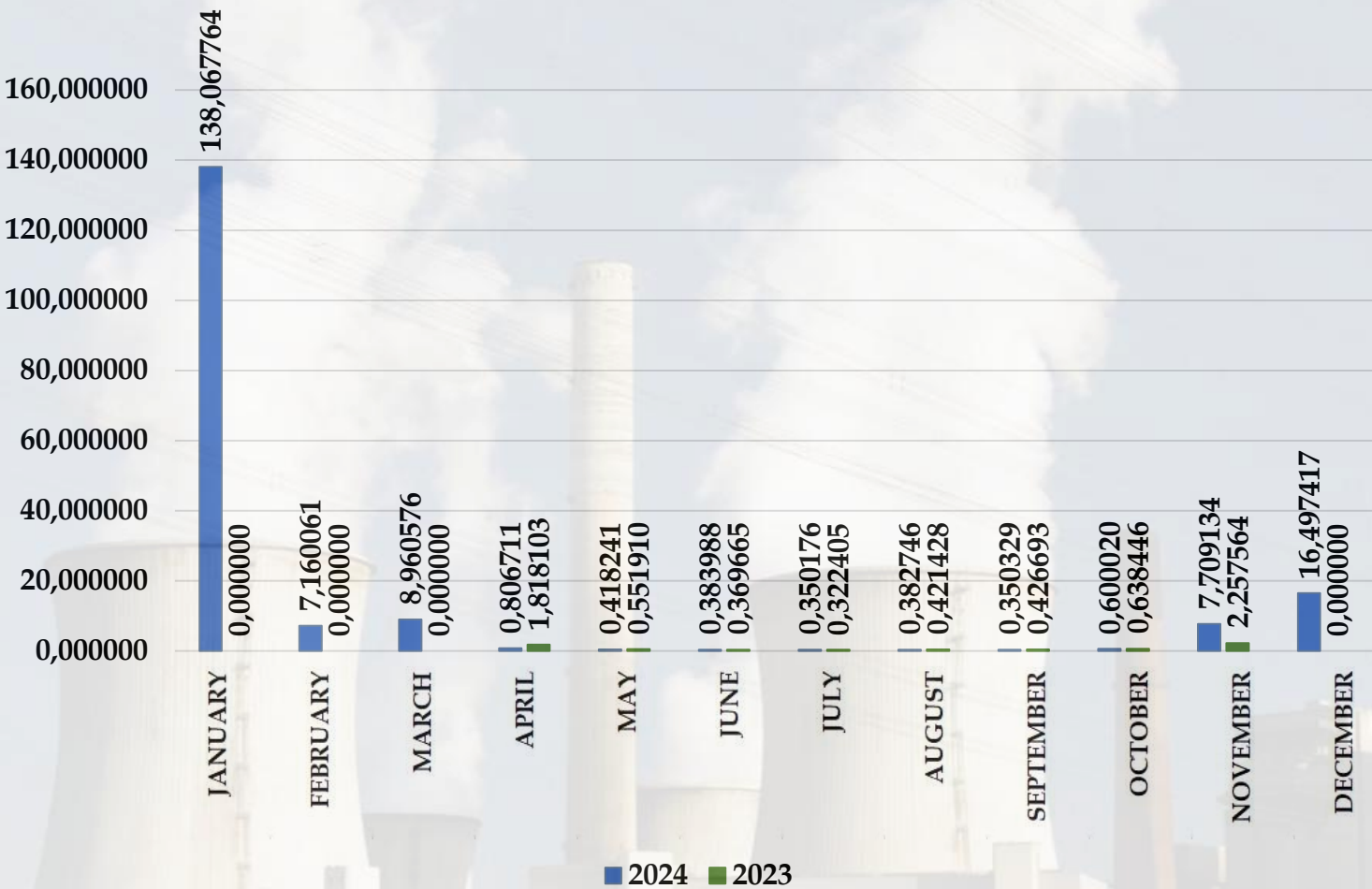
2023-2024 FULYA LNG CONSUMPTION TEP/PAX





LNG CONSUMPTION

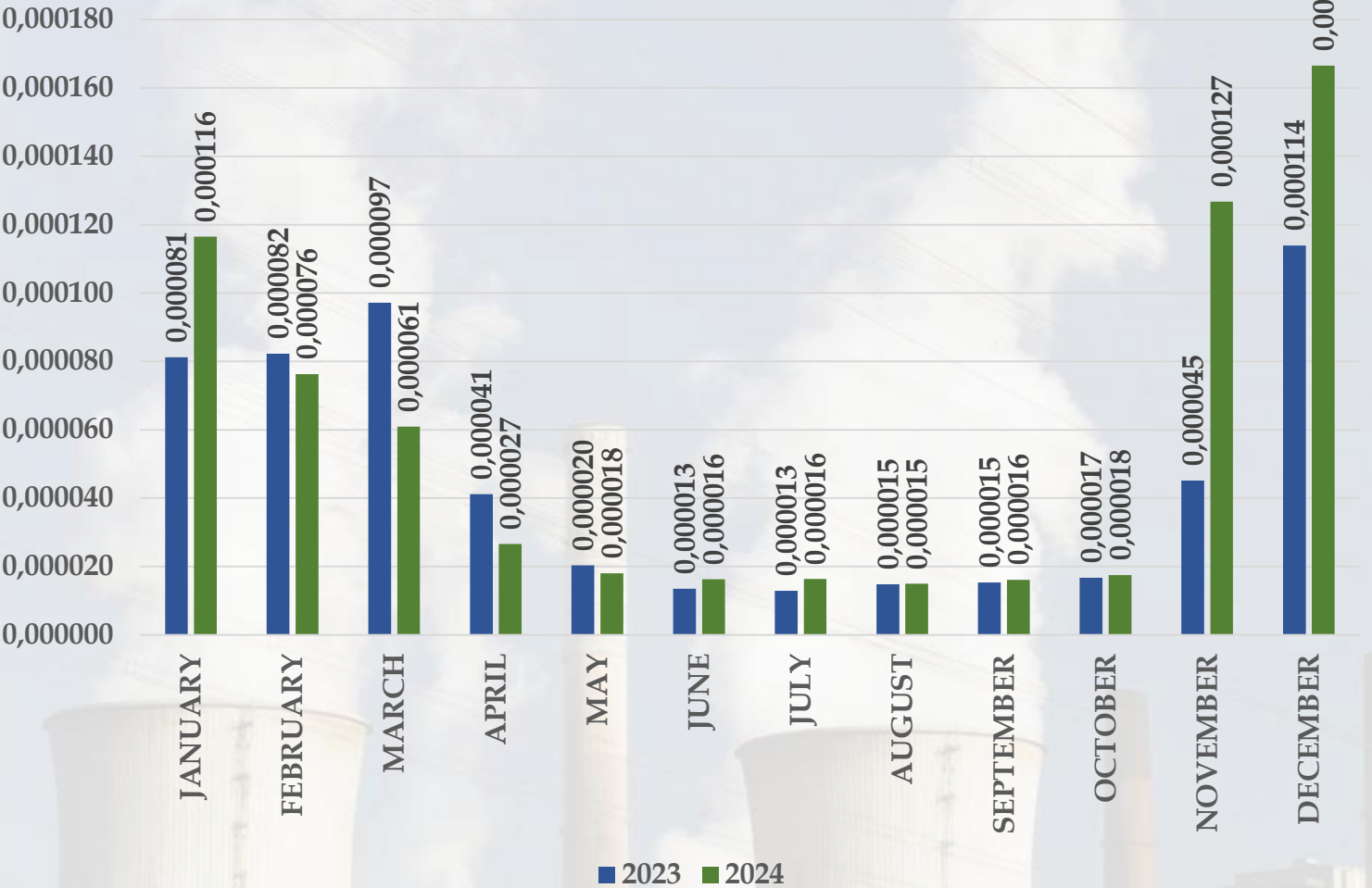
2023-2024 AISHEN LNG CONSUMPTION TEP/PAX





FUEL CONSUMPTION

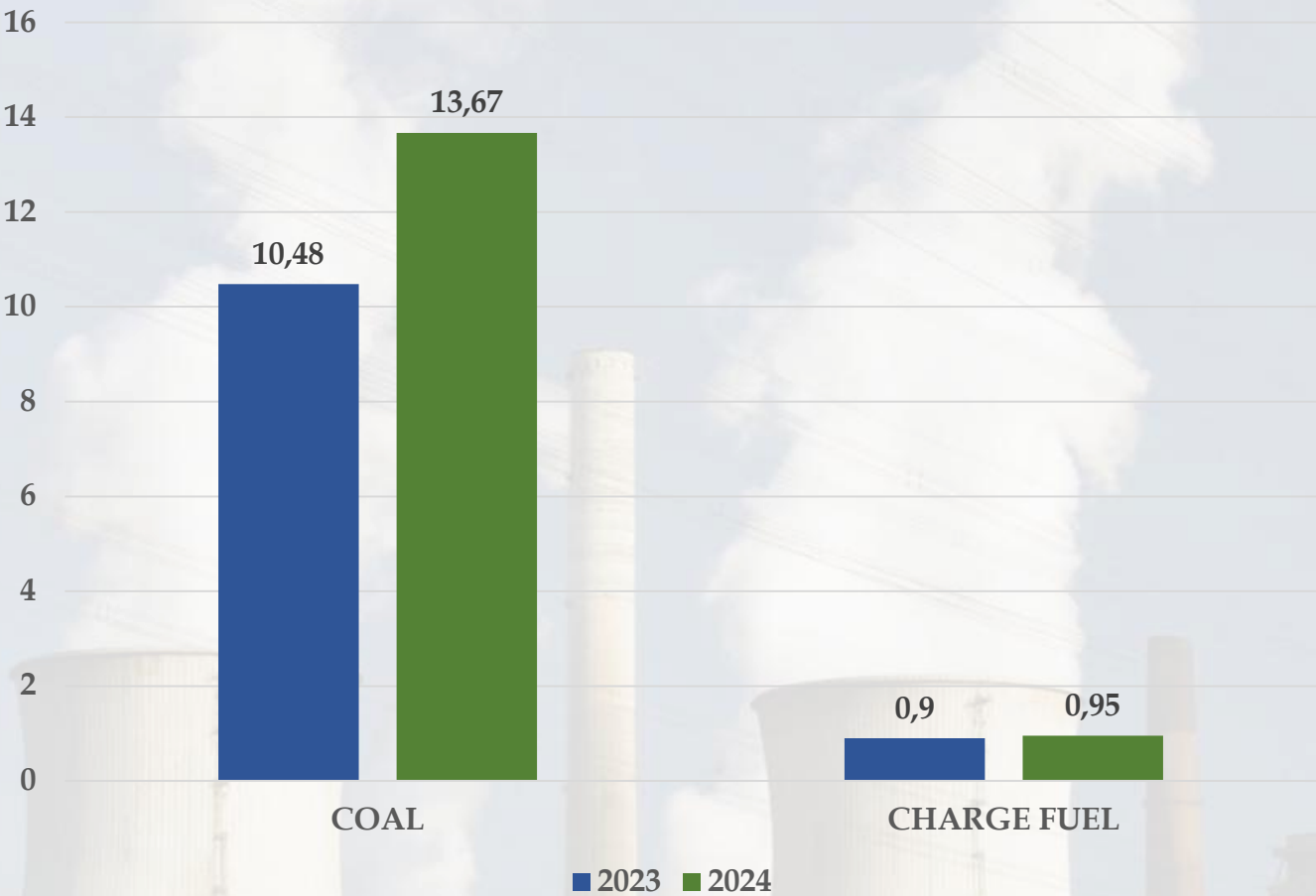
2023-2024 FUEL CONSUMPTION TEP/PAX





COAL AND CHAFING DISH CONSUMPTION

2023-2024 COAL AND CHARGE FUEL CONSUMPTION KG
(GUEST NIGHT)



2023-2024 COAL AND CHARGE FUEL CONSUMPTION
TEP/PAX

	COAL	CHARGE FUEL
YEAR 2023	0,00001600	0,00000137
YEAR 2024	0,00001912	0,00000132



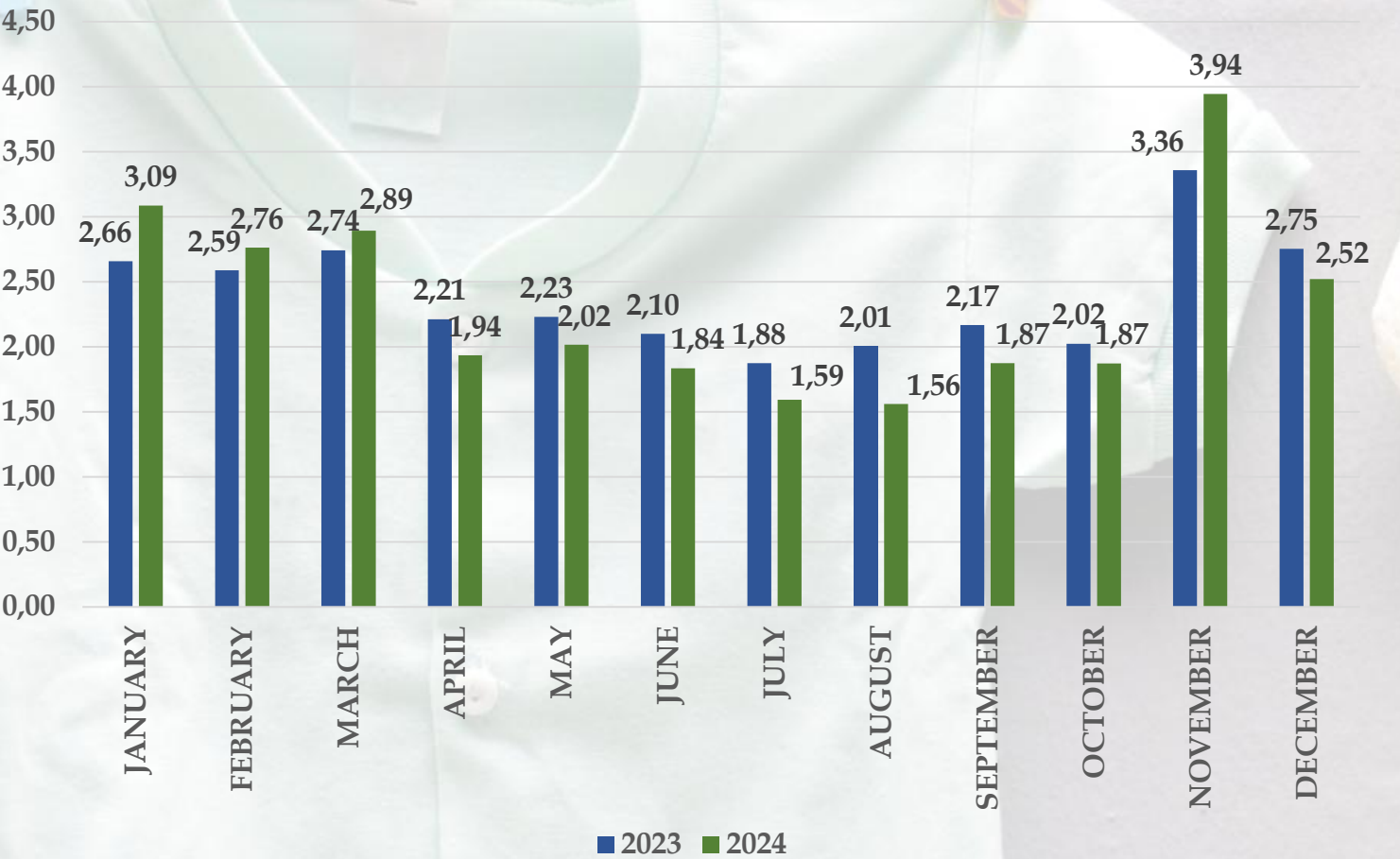
LAUNDRY DATE

2024



LAUNDRY DATA

2023 - 2024 MONTHLY LAUNDRY KG (GUEST NIGHT)





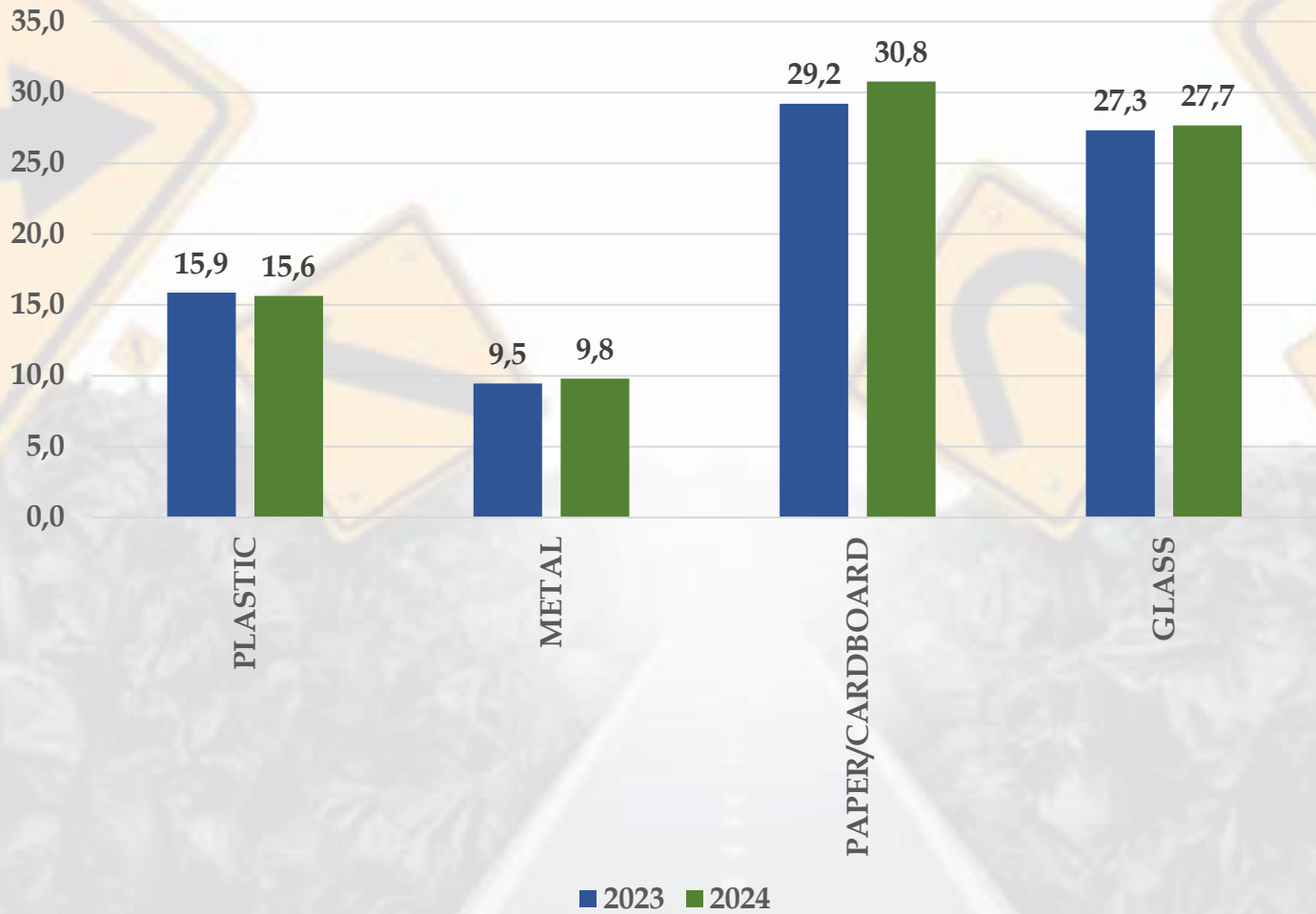
WASTE MANAGEMENT DATA

2024



WASTE PACKING

2023-2024 PACKAGING WASTE AMOUNT g (GUEST NIGHT)



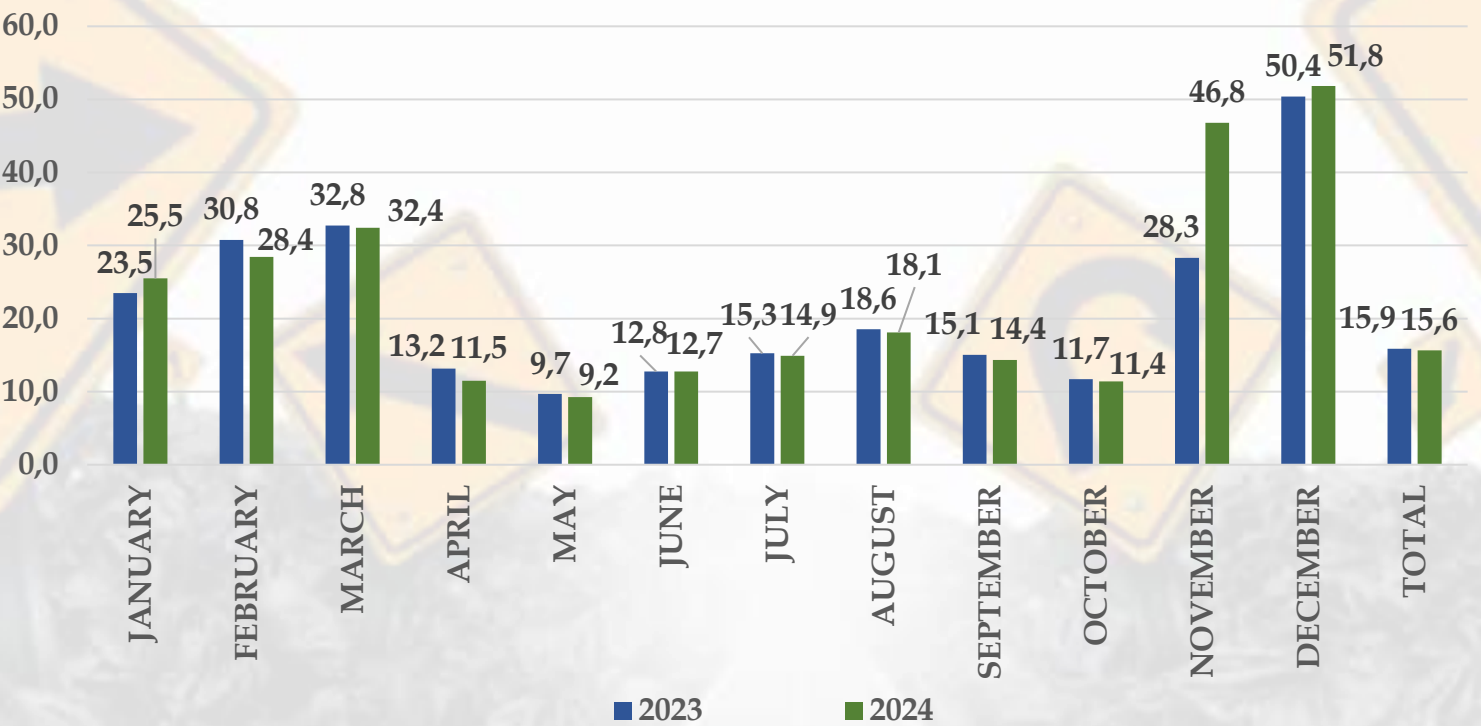


KAMELYA
COLLECTION

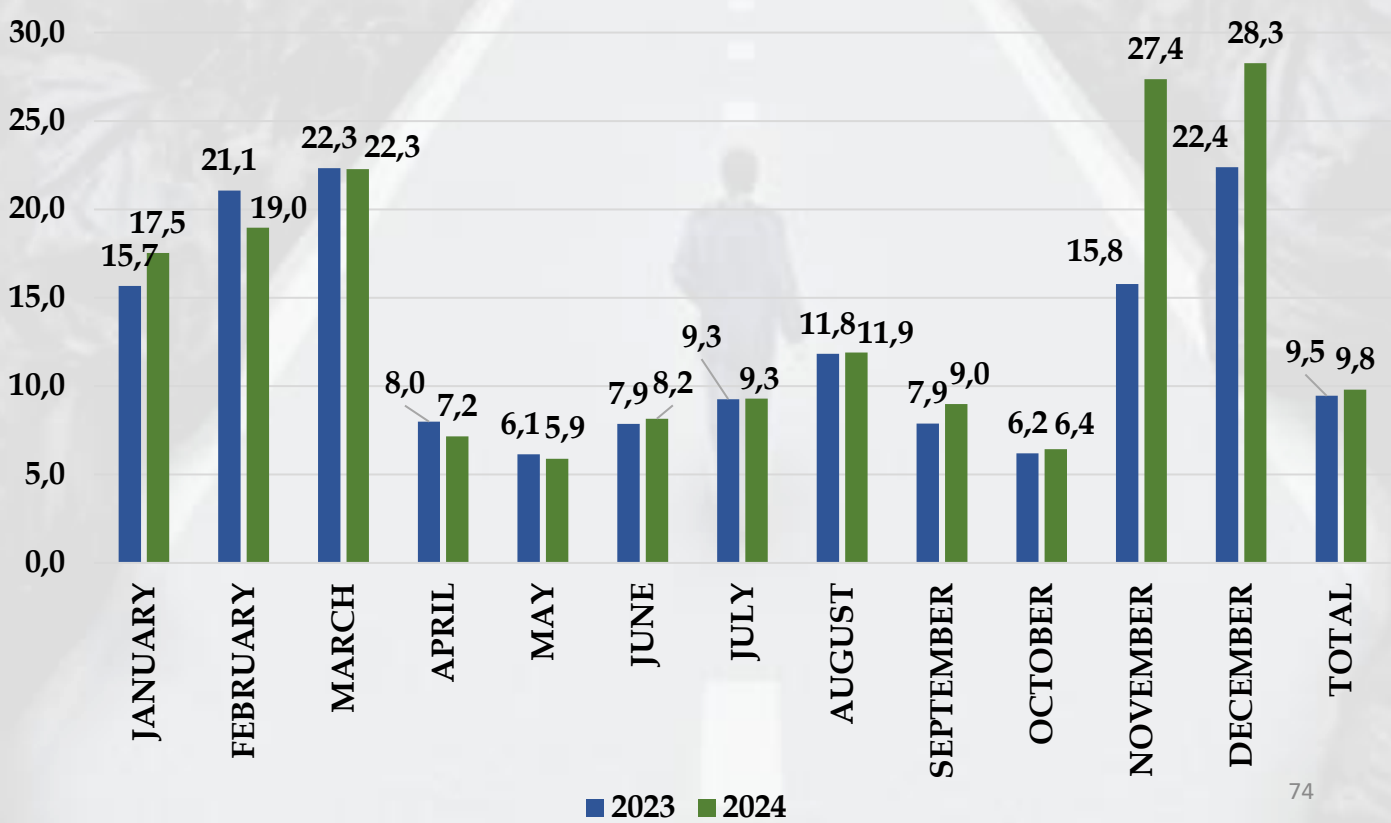
EXCLUSIVE HOTELS

WASTE PACKAGING

2023-2024 MONTHLY PLASTIC WASTE g (GUEST NIGHT)



2023-2024 MONTHLY METAL WASTE g (GUEST NIGHT)



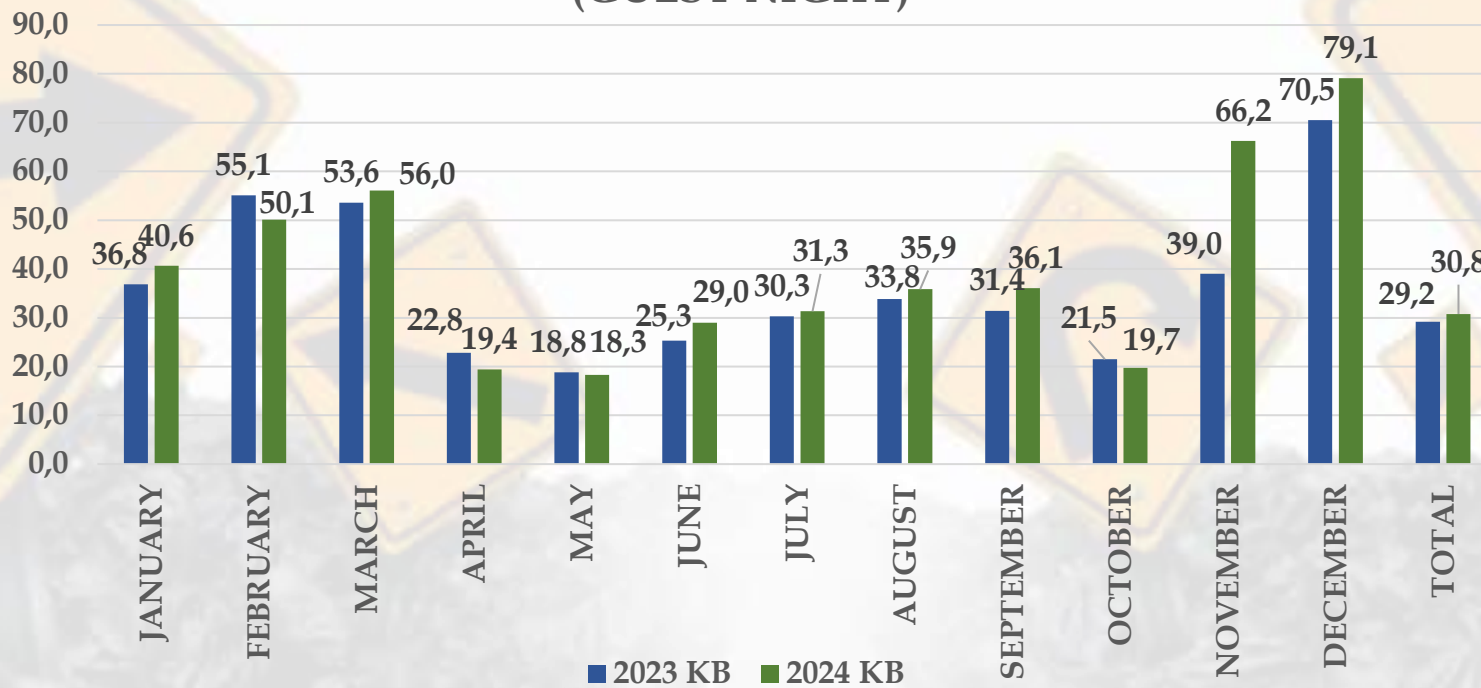


KAMELYA
COLLECTION

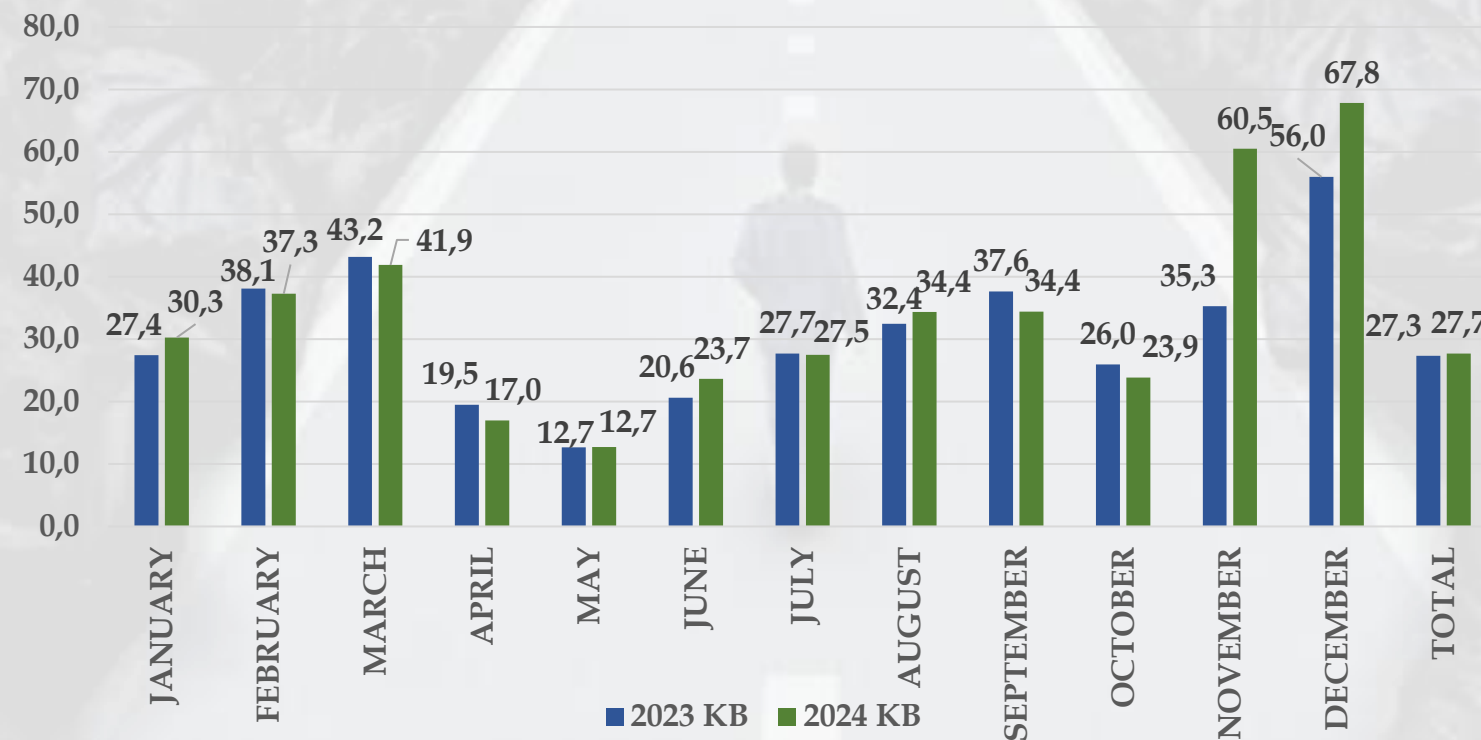
EXCLUSIVE HOTELS

WASTE PACKAGING

2023-2024 MONTHLY PAPER/CARDBOARD WASTE g
(GUEST NIGHT)



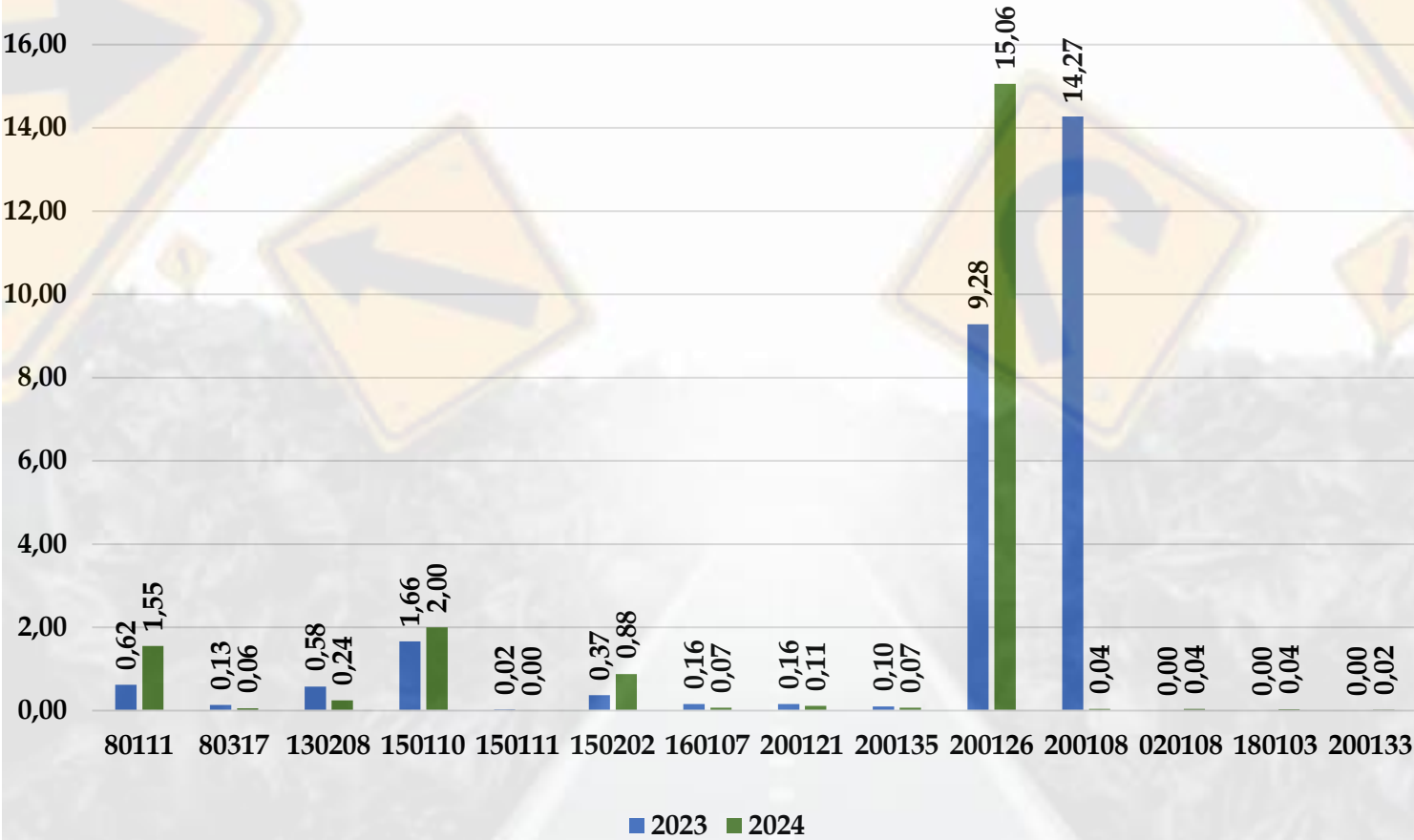
2023-2024 MONTHLY GLASS WASTE g (GUEST NIGHT)



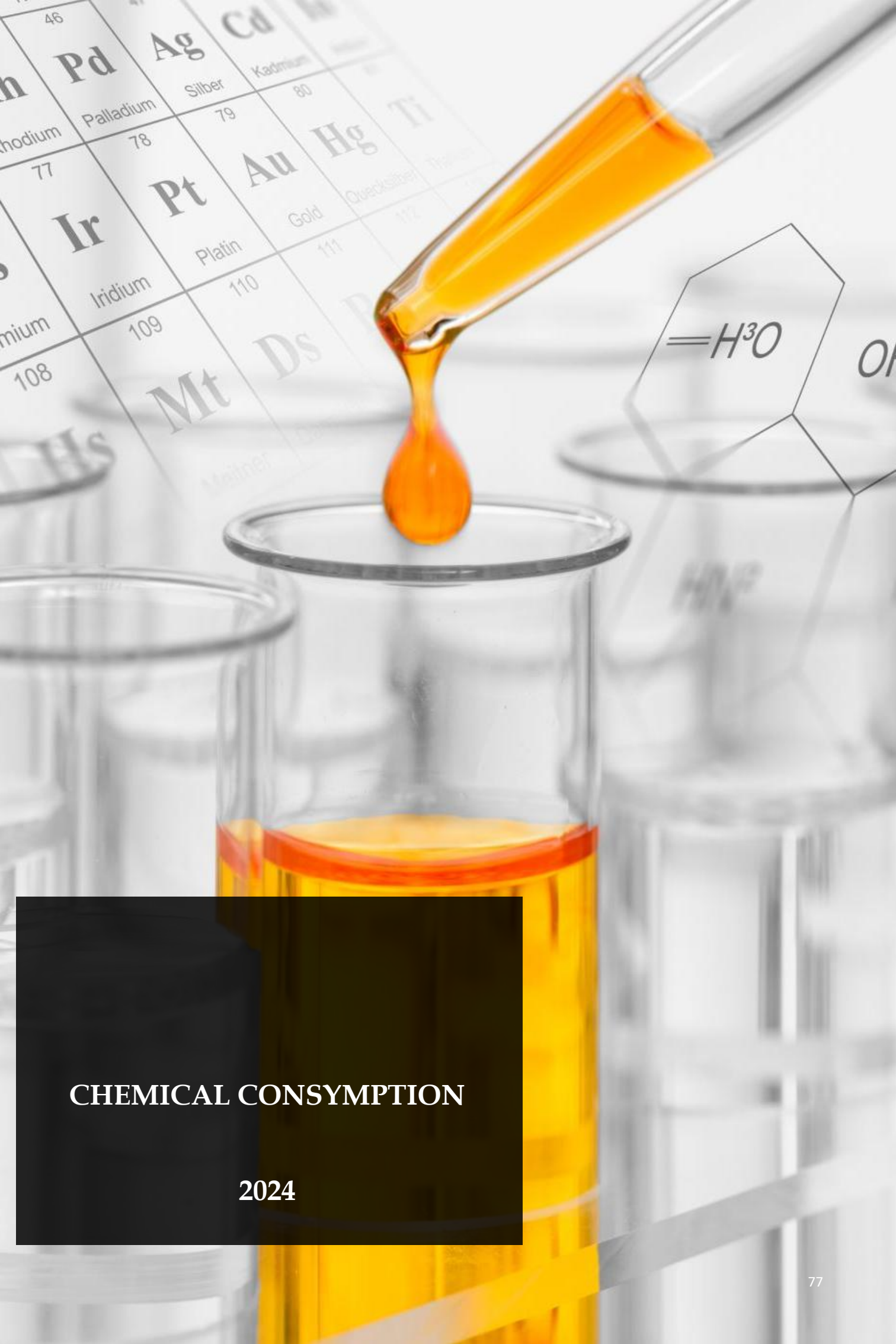
WASTE PACKAGING

DANGEROUS WASTE

2023-2024 WASTE AMOUNT g(GUEAST NIGHT))



80111	Waste paints and varnishes containing organic solvents or other hazardous substances
80317	Waste printing toner containing hazardous substances
130208	Other engine, transmission and lubricating oils
150110	Packaging containing residues of or contaminated with hazardous substances
150111	Metallic packagings containing hazardous porous solid structures (e.g. asbestos), including empty pressure containers
150202	Absorbents, filter materials (oil filters, not otherwise specified), cleaning cloths, protective clothing contaminated with hazardous substances
160107	Oil filters
200121	Fluorescent lamps and other mercury-containing waste
200135	Discarded electrical and electronic equipment containing dangerous parts other than those mentioned in 20 01 21 and 20 01 23
200126	Oils and fats other than those mentioned in 20 01 25
200108	Biodegradable kitchen and canteen waste
020108	Agricultural chemical wastes containing hazardous substances
180103	Waste that requires special treatment for collection and disposal to prevent infection
200133	Batteries and accumulators included under 160601, 160602 or 160603 and unclassified mixed batteries and accumulators containing these batterie



CHEMICAL CONSYMPTION

2024

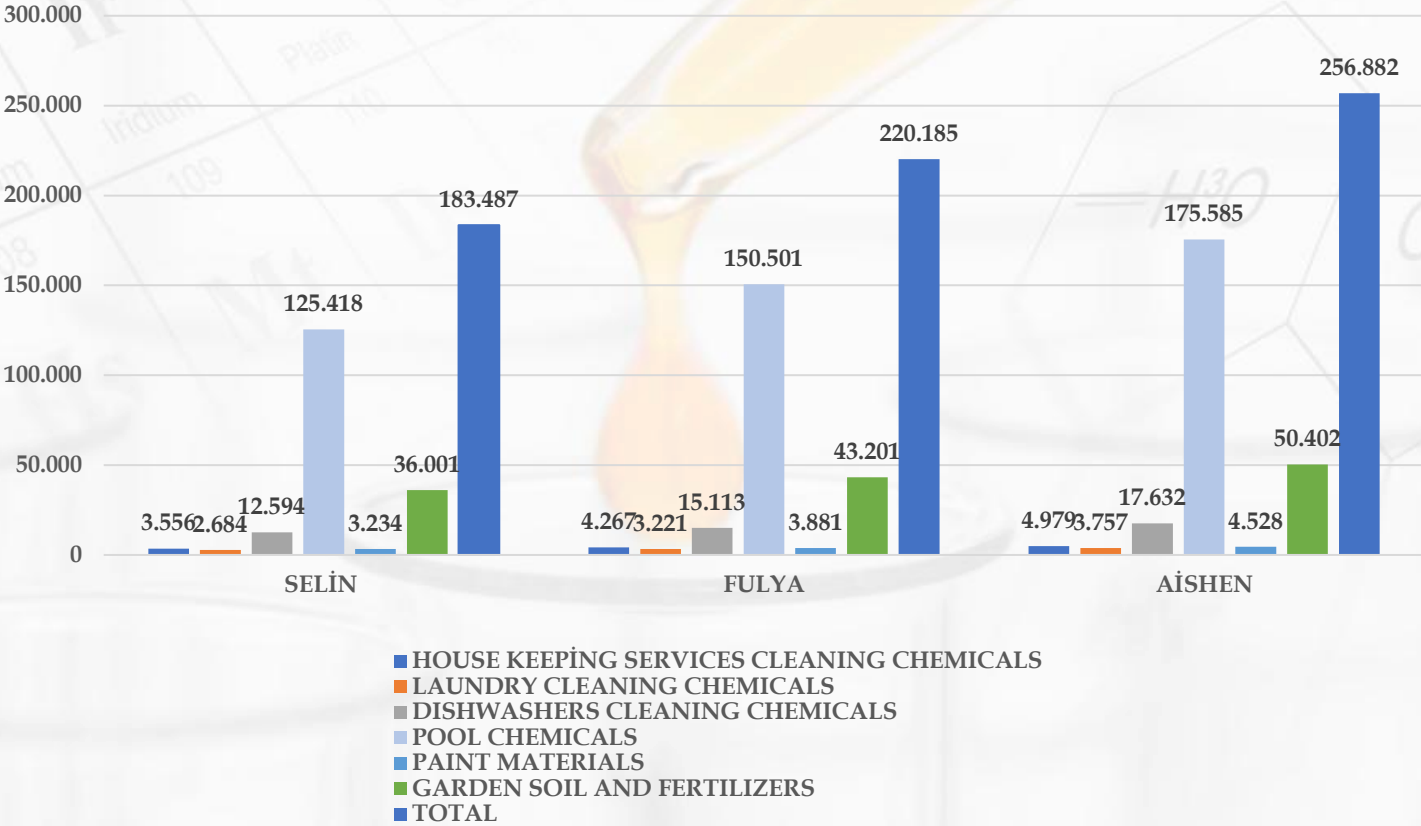


KAMELYA
COLLECTION

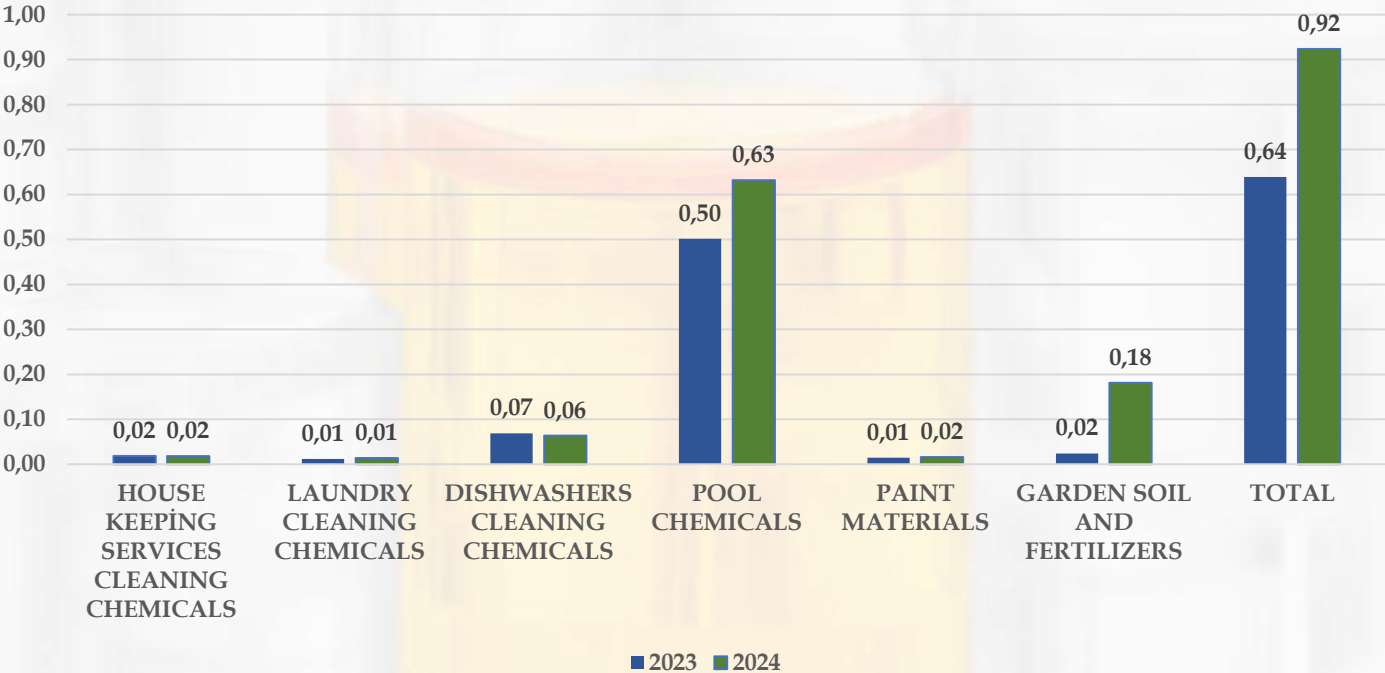
EXCLUSIVE HOTELS

CHEMICAL CONSUMPTION

2024 CHEMICAL CONSUMPTION AMOUNT (L)



2023-2024 CHEMICAL CONSUMPTION AMOUNT L (GUEST NIGHT)





CARBON EMISSION

With the investment we will make in carbon emission measurement in 2025, we will calculate our carbon footprint with more accurate data in the 2025 sustainability report, making all this consumption data more meaningful and open to improvement.

Our Emission Reduction Targets;

1. Improve water measurements and identify and improve risky areas.
2. Prevent energy and water losses/leaks by working and investing in improved insulation over the next three years.
3. Reduce fuel consumption and invest in equipment and vehicles that use lower-emission fuels.