



DIAMOND PREMIUM HOTEL & SPA SUSTAINABILITY REPORT

2025





Sustainability; These are activities carried out to protect natural resources and leave a good environment for future generations while meeting today's needs.

Sustainable development, Planning the present and future moments and development programming in a way that will prevent the depletion of natural resources by establishing a balance between humans and nature, meeting the needs of future generations and enabling development.

Sustainable development; It is a concept with social, ecological, economic, spatial and cultural dimensions.

DIAMOND PREMIUM HOTEL & SPA As a company, we are aware of and determined about our responsibilities regarding sustainable tourism and development.

We strive to leave a better world for future generations. Our corporate vision, mission, culture, values and ethical principles guide us as we fulfill these responsibilities.



ABOUT THE REPORT

Diamond Premium Hotel and SPAAs our company, we inform our managers about our activities and results. Providing transparent and effective information is a priority for us. In this regard, we aim to publish annual sustainability reports, which will be an important tool in our efforts to become a transparent and accountable organization.

Since the launch of our business, we have made numerous socially and socially intensive investments to ensure the sustainability of our operations, and we continue to do so. With this first sustainability report, we aim to extend our economic, impactful, and social performance to our employees, business partners, and other employees.

The process of preparing this report began with a detailed analysis of our key sustainability frameworks, from our key figures to our key figures. We plan to continue to compile these developments regularly, and we see them as an important communication tool to share as we move forward with the steps we take to manage our impacts.

2023-2024 Sustainability Report;

- Operating systems, and socio-economic performance evaluation,
- This is recorded to improve performance
- The strategy and process to be followed to achieve this goal,
- May be encountered possible risks,
- Solution suggestions for risks,
- Measured includes performance results.

CONTACT PERSON

Your Requests/Feedback for your notifications

CAHİDE DÖRTOĞUL/ CHEMİST

0 242 777 0990

premium.kalite@thediamondhotels.com



SUSTAINABILITY MESSAGE

Dear Guests, Business Partners and Employees,

As DIAMOND PREMIUM HOTEL & SPA, we continue to deliver service with a legacy of excellence, high guest satisfaction, brand recognition, and a commitment to quality. As an accommodation facility in the tourism sector, we have established a distinctive warmth and aesthetically pleasing atmosphere, earning our place in the region. We are wholeheartedly committed to the growth drive focused on a "sustainable world and tourism."

We not only built our hotel, we also managed it. Since its inception, we have strived to improve our services in every way, providing our guests with wonderful holidays through our exceptional service approach, which has continued to grow. We embraced innovation and development not only as a means of keeping pace with the world, but also as a natural necessity, a natural and innate transformation that emanates from within, true to our name.

Today, the global tourism sector is facing a multitude of new expectations and emerging challenges, from environmental issues to business and social life. This process demonstrates the continued commitment to responsible and sustainable tourism, a principle we place great importance on at DIAMOND PREMIUM HOTEL & SPA, and which is reflected in our corporate values. We focus on effectively addressing sustainability risks through long-term strategies for regular and sustainable growth, and thus aim to continually improve our success.

I would like to express my sincere gratitude to our valued employees, our work, and the people who have always trusted in our service approach, as partners in the positive development of DIAMOND PREMIUM HOTEL & SPA.

AHSEN OZDEN

Vice Chairman of the Board of Directors



OUR CORPORATE PROFILE

Since the first day of our establishment, we have offered privileged holidays to our privileged guests, aiming to limit the sea, sand and sun that come to mind when we think of holidays to entertainment.

We didn't just create environments to suit our own tastes. We ensured that our guests experienced peace and security with solutions to suit all tastes.

At this point, we have reached an unwavering belief in our commitment to providing quality service to our guests for many years to come, with our dynamic staff and contemporary management approach.

OUR HISTORY

Özden Tur. Yat. İnş. Ve Kuy. A.Ş. Board of Directors, with the aim of making the development of a Türkiye that is not producing possible, starting from healing, said hello to tourism therapy, shining like a star, on July 15, 2015, at the Manavgat Sorgu location, with the aim of serving the country's tourism and economy and making a significant contribution to the image of the country's tourism.

Our hotel, built on a 18,152 m² land in the Sorgun district of Manavgat, welcomes students from the moment they step foot in, with carefully prepared spatial arrangements, interior and exterior gardens where they can see a thousand and one shades of green, and structural and decorative details that come together to meet 5-star standards.

Diamond Premium Hotel opened its doors to guests on July 15, 2015, but for a short time, it was unable to maintain its status as a popular destination. It has become increasingly difficult to accommodate the high volume of guest bookings. Our hotel is 8 km from Side, 5 km from Manavgat, 70 km from Antalya Airport, and 80 km from Antalya city center. Our climate allows for rooms with sea views, and our beach is made of fine sand. Guests can enjoy a children's pool, a large pool, an indoor pool, a spa & wellness center, a sauna, a Turkish bath, a fitness center, massage services, a kids' club, beach volleyball, exercise activities, shopping centers, and on-site doctors. The hotel also offers a superb open buffet featuring Turkish and international cuisine. Our Pool Bar, Lobby Bar, Snack Bar, and disco offer a flexible and enjoyable holiday experience, immersed in the sea and natural beauty. Every detail has been carefully considered for our guests' comfort.

Since its opening, Diamond Premium Hotel has prioritized the provision and continuity of guest service as its primary goal. The comprehensive services offered and the attentiveness of the staff have made guests feel at home. These features have made it stand out among other establishments in the area and have made it a preferred choice for guests every day.

At Diamond Premium Hotel, we will continue to be a star in the tourism sector without being excluded by adhering to our quality policy, vision and mission and by continuously improving our subscription in the coming periods.



OUR SERVICE POLICY

Missionand with a team of passionate experts who act in accordance with our vision, we are both busy and show respect and love to our guests.

- To our workWe approach it with the awareness of creating value in each stage.
- Both to our traditionsWe are connected and we closely follow the information in world tourism.
- WeWe work here because we make things happen.
- Our designWe want to do everything in the best way possible.
- To our visionacts appropriately and the warnings given by the students are taken without serious consideration.
- Talentedand sponsorship of our educated workforce and this is the biggest sustainability.
- LaughingWe don't work too hard and don't pay attention to eye contact while talking.
- Our designWe want discipline in his work but avoid too much formality.
- A lot of attention to detailWe are paying attention.
- Our companyproducts and we work hard, but we don't neglect our family and our perspective.

OUR VISION

To meet all the needs of our guests who come to us with help from their homes, as if they were in their own home, and to ensure that they come back again and again.

OUR VALUES

People First, Respect for the Elderly and Teamwork

Our designThe essence and guarantee of everything is human.

Pride, Guest Satisfaction and Quality Service

DifferenceBusinesses that we can grow, embrace and be proud of grow.

BagTo create

We portray sincere, persistent and respected individuals.

Sustainability and Learning-Openness to Change

The information we haveStructuring investment through effective use and development of environmental awareness.

Reliability

HEwe create trust in one and all.



OUR BRAND



QUALITY MANAGEMENT

As today's world continues to evolve and evolve, needs and expectations are rapidly increasing and diversifying. Diamond Premium Hotel has adopted a quality-focused management approach, ensuring we can effectively meet the needs and expectations of our students and employees, and ensuring this continues.

With the Quality Management System we have established, we aim to continuously improve our service to our users, to maximize temperature output, to support the protection of natural life by increasing growth, to prevent accidents and dangerous situations by ensuring the production of our customers and employees, and to achieve perfection in food safety and service.

OUR QUALITY POLICY

As the Diamond Premium Hotel family, we will offer the following services and products to all our people and employees:

We constantly review our conditions and processes to take our effectiveness and efficiency to the next level,

We make a careful and sincere effort to welcome our guests on time and at the highest level.

By improving the knowledge and qualifications of our employees in all our work with the principle of continuous training,

To constantly review our goals and follow the developments,

Complies with legal requirements and plans necessary procedures.



OUR CERTIFICATES



T.C.
ANTALYA VALİLİĞİ
Çevre ve Şehircilik İl Müdürlüğü



Belge No: TS/7/B2/9/342

SIFIR ATIK BELGESİ (Temel Seviye)

Tarih: 16/01/2021

Adı : ÖZDEN TURİZM YAT.İNŞTİCARET VE KUYUMCULUK A.Ş. -DİAMOND PREMIUM HOTEL
Adresi : ANTALYA,SORGUN Mahallesi, TİTREYENGÖL MEVKİİ KÜME EVLER, No: 37-Z01,
MANAVGAT,Türkiye
Vergi No : 6820173613

2/07/2019 tarihli ve 30829 sayılı Resmi Gazete'de yayımlanarak yürürlüğe giren Sıfır Atık Yönetmeliği'nce Sıfır Atık Yönetim istemi'ni kurarak **Sıfır Atık Belgesi**'ni almaya hak kazanmıştır.

Belge Son Geçerlilik Tarihi: 16/01/2026

e-imzalıdır

Tevfik ALTINAY
Çevre ve Şehircilik İl
Müdürü

Bu belge, güvenli elektronik imza ile imzalanmıştır.

Belge Doğrulama Adresi: [https://www.turkiye.gov.tr/cevre-ve-sehircilik-bakanligi/Belge Doğrulama Kodu : CECVHUG](https://www.turkiye.gov.tr/cevre-ve-sehircilik-bakanligi/Belge_Dogrulama_Kodu)





GSTC Certification Code: GSTC HACUTR230160

Sustainable Tourism CERTIFICATION

This certification recommended by Türkiye Tourism Promotion and Development Agency is issued by Control Union Certifications B.V.

Control Union Certifications B.V. is accredited by GSTC and its accreditation coverage is published at www.gstcouncil.org

DIAMOND PREMIUM HOTEL

Based on an audit according to the requirements stated in the Türkiye Sustainable Tourism Standard, Version 1.0, 19 May 2022; which is Recognized by GSTC and a signed contract, Control Union Certifications herewith certifies that the facility listed above is found to be in compliance with Türkiye Sustainable Tourism Standard, Version 1.0 19 May 2022. This guarantees that the criteria for managing Sustainable Tourism certified tourism services have been met.

Certification Number	CU-ST-04-903	 Tugçe TAPAN YÜNLÜ System and Tourism Certification Manager
Date of First Certification	11 / 11 / 2023	
Issued On	11 / 11 / 2023	
Date of Expiry	10 / 11 / 2024	

Facility Type
Accommodation Facility



*The Sustainable Tourism Program was developed under the leadership of the Republic of Turkey Ministry of Culture and Tourism.



GSTC Sertifikasyon Kodu: GSTC HACUTR230160

Sürdürülebilir Turizm SERTİFİKASI

Türkiye Turizm Tanıtım ve Geliştirme Ajansı tarafından önerilen bu sertifika Control Union Certifications B.V. tarafından düzenlenmiştir.

Control Union Certifications B.V. GSTC tarafından akredite edilmiş olup, akreditasyon kapsamı www.gstcouncil.org adresinde yayınlanmaktadır.

DIAMOND PREMIUM HOTEL

GSTC tarafından tanınan Türkiye Sürdürülebilir Turizm Standardı, Versiyon 1.0, 19 Mayıs 2022'de belirtilen gerekliliklere göre yapılan denetime ve imzalanmış sözleşmeye istinaden, Control Union Certifications B.V. işbu belge ile yukarıda listelenen tesisin Türkiye Sürdürülebilir Turizm Standardı, Versiyon 1.0 19 Mayıs 2022 ile uyumlu olduğunu onaylar. Bu belge, Sürdürülebilir Turizm kriterlerindeki turizm hizmetlerinin karşılandığını garanti eder.

Sertifika Numarası	CU-ST-04-903	 Tugçe TAPAN YÜNLÜ Sistem ve Turizm Sertifikasyon Müdürü
İlk Sertifika Tarihi	11 / 11 / 2023	
Düzenleme Tarihi	11 / 11 / 2023	
Geçerlilik Tarihi	10 / 11 / 2024	

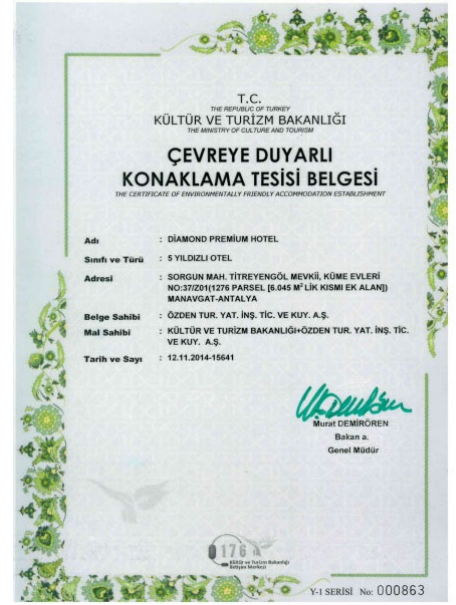
Kuruluş Türü
Konaklama İşletmesi



*Sürdürülebilir Turizm Programı, T.C. Kültür ve Turizm Bakanlığı öncülüğünde geliştirilmiştir.



DIAMOND PREMIUM
HOTEL & SPA





VALUEOUR CHAIN

OUR BUSINESS PRINCIPLES

Diamond Premium HotelIt adopts a business policy that contributes to life and human rights, supports the work of its employees and its suppliers.

For the sake of continuous development, we support our staff with training and a career management program.As a company, we aim to elevate our employees and grow together.

OUR WORKING PRINCIPLES

- Supporting creativity and teamwork
- Value moral and social values
- Able to approach people and events positively
- Sensitive to the environment and business students
- Not afraid of change and having the awareness of continuous learning
- He has adopted the principle of being loyal and honest.

INSTITUTIONALRESPONSIBILITY

Elmas Premium Hotel,the surrounding society and organizations while carrying out their activitiesand maintaining positive components between natural habitats and the institution; ensuring that social and economic impacts are as positive and beneficial for the environment and the local people as possible, and working to reduce and eliminate negative impacts.

InstitutionalOur responsibilities;

- EnvironmentBeing a Friend
In the region where we carry out our activities and as wide as possible, the environmentand to carry out studies that will contribute to the protection of cultural heritage; and to have control groups control our impacts in the region.
- AreaSupporting Your People
We employWe prioritize recruiting local personnel. This helps us distribute the economic multipliers and stimulate the economy within the region where we employ people. Furthermore, instead of searching for job opportunities beyond our own resources, we identify the local components of the region.
- SustainableTourism
Welcoming our guests and regional pores with consideration for future generations, providing naturaland wildlife protection, energy and water conservation and enhancement of life are among the possibilities of our sustainability activities.
- OpportunityCreate
We create internship opportunities for tourism students to gain work experience. We train our staff.and your carriers with a career management program. We aim to develop our own employees as much as possible, to advance them to higher positions, and to grow together.

COMMUNICATION WITH OUR STAKEHOLDERS



- **Our employees:** One-to-one ratios and group meetings, trainings, performance evaluation and career development meetings, activity reports and surveys
- **Our guests:** Guest Satisfaction Surveys, Request Forms, Contact Forms, Social Media
- **Suppliers:** Purchasing Specifications, Supplier audits, Performance Evaluation System, Meetings, Interviews
- **Local communities:** Social Projects, developments (when necessary), activity reports, records, complaint system
- **Public Organizations:** Meetings, in the information explosion (when necessary), activity report
- **Sectoral Groups:** Meetings, Seminars
- **Universities and Academicians:** Intern Program, publication of the conference-meeting
- **Press:** Interviews, launch meetings, press releases

RESPONSIBLE PURCHASING PRACTICES

Diamond Premium Hotel purchasing, raw material supply and other. It occurs in two processes: the supply of goods and services.

As part of our responsible purchasing practices, we ensure that the companies we supply raw materials from purchase within the scope of Supplier Management are evaluated by our technology and quality departments.

Our purchasing agreements include our responsible sourcing reports. Our continuous progress in compliance with all legal regulations. In our practice, we select and encourage the development of our suppliers within the scope of Quality Management System requirements. We prefer suppliers with 14001 Environmental Management System certification, and our food suppliers with ISO 22000 Food Safety Management System certification.

Our purchases are as small as possible. We implement close systems. This minimizes CO2 emissions from supplier product deliveries, aims to reduce impacts, and supports regional employees.

OUR GUESTS

At Diamond Premium, the most important factor that determines our quality is the "Satisfaction of Our Guests".

Our staff and other infrastructure services that work for "Guest Satisfaction" are our priority. We keep our communication alive every day to offer our guests a "perfect holiday", to prevent any possible disruptions from turning into problems, and to resolve any issues with our professional approach that will create standard and satisfaction;

We kindly ask you to follow all developments.

Diamond Premium Hotel The services offered are based on maintaining a "Customer Focus." We constantly seek feedback from passengers about the quality of our services to meet, or even exceed, guest expectations. Survey Forms are used for. With our innovative value-creating practices, we focus on managing the spirit, not the options.

Management of Guest Complaints

Production in the service sector. Due to the time lag and the simultaneous consumption of these products, errors are inevitable. However, successful service error detection can only be achieved through serial reporting, rapid product management solutions, a variety of components based on fairness, and the notification of local and cell locations regarding these components and their effective reinforcement.



At the guest's request, the complaintThroughout the process of gathering guests, the relevant Hotel Relations Department provides regular information to the guest.

The Guest Relations Department periodically shares survey evaluations with the relevant department. The results of the survey are used as a basis for determining departmental targets.

AGENCIES

With our guestsWe prioritize our agencies as our most important point of contact. Survey results and recommendations submitted by guests staying at our agencies' hotels are effectively stored in the distribution agency operations center.

OUR ENVIRONMENTAL APPROACH

Diamond Premium HotelIt is an organization that adopts a quality-oriented management formula and has adopted the principle of donating the answers and ideas of its students, employees and friends in the most effective way and making this a continuity.



OUR ENVIRONMENTAL POLICY

As Diamond Premium Hotel, we are committed to preventing pollution and ensuring sustainability, and being an environmentally friendly institution with a sense of social responsibility, in the realization and presentation of products and services that comply with international and national conditions and legislation, as well as internal and external customer requirements.





DIAMOND PREMIUM

ÇEVRE POLİTİKAMIZ

- Doğal kaynakların verimli kullanılmasına katkıda bulunmak,
- Oluşan atık miktarlarının minimize edilmesine katkıda bulunmak
- Misafirlerimizi, çalışanlarımızı ve çevremizde bulunan işletmeleri bilinçlendirerek çevreye olan ilgi ve duyarlılıkları artırmak
- Çevreye duyarlılık çalışmaları kapsamında tüm kurum ve kuruluşlarla, sektör temsilcileriyle bilgi paylaşımında bulunmak
- Çalışanlarımızı ve misafirlerimizi atıkların geri dönüşümü konusunda bilinçlendirmek
- Çevre koruma etkinliklerine katılmak ve katkıda bulunmak
- Su kaynaklarımızın etkili ve tasarruflu kullanılması konusunda bilinç düzeyini artırmak
- Tüm enerji kaynaklarımızı en verimli şekilde kullanmak ve tasarrufa yönelik tedbirler almak

OUR ENVIRONMENTAL POLICY

- To promote the efficient use of natural resources
- To promote waste minimization
- To raise awareness and interest in the environment of our employees, guests and people around us
- With all the Institutions and industry representatives are sharing with information about Environmental Protection
- To raise awareness of our employees and guests about waste recycling
- Participate and contribute to the activities the Environmental Protection
- Raising awareness about the effective and rational use of our water resources
- The most efficient use of our energy resources and taking measures for their conservation

НАША ЭКОЛОГИЧЕСКАЯ ПОЛИТИКА

- Содействовать эффективному использованию природных ресурсов
- Способствовать минимизации количества отходов
- Повысить осведомленность и интерес к окружающей среде наших сотрудников, гостей и окружающих нас людей
- Делиться информацией со всеми учреждениями и представителями промышленности о защите окружающей среды
- Поднять осведомленность о переработке отходов наших сотрудников и гостей
- Участвовать и вносить свой вклад в деятельность по охране окружающей среды
- Участвовать и вносить свой вклад в деятельность по охране окружающей среды
- Повышение уровня осведомленности об эффективном и рациональном использовании наших водных ресурсов
- Наиболее эффективное использование наших энергетических ресурсов и принятие мер для их

SUSTAINABLELIFE

Sustainable development, conditions of human life represents a holistic approach that aims to create a plan that is compatible with economic, density and social dimensions, by establishing a balance between the natural and sustainability offered.

A better worldThe "sustainability" option, which is created by bringing together financial, economic and social factors, people



and the environment, is increasingly finding a place in Turkish tourism.

Global climate change, along with changing climate conditions, is increasingly being felt in Türkiye, as well as around the world. We are experiencing droughts, floods, and very cold winters. These are all signs that something is changing in our world. Protecting the environment and shaping humanity's perspective on the future is crucial. Even a single piece of data, or even a single individual's contributions to protecting the environment and, consequently, the world, will contribute to the sustainability of a livable planet during this period.

As Diamond Premium Hotel, we believe we bear a significant responsibility in this process. Sustainability, which has become a responsibility for today's groups, is considered one of the most important cornerstones of economic, growth, and social dimensions in many places.

Economic sustainability, the economic conditions of our companiesIt encompasses all procedures and cleanups established for continuity. Economic sustainability aims to improve risk management practices, maintain a strong corporate structure, and demonstrate the highest possible performance, all with the aim of achieving a commitment to generating added value for our companies.

In recent years, sustainability has been a key focus for our businesses. Our businesses, which prioritize sustainability, prioritize operating conditions, environmental impacts, and mitigate them. They are increasingly striving for a cleaner world, placing the environment at the heart of their operations.

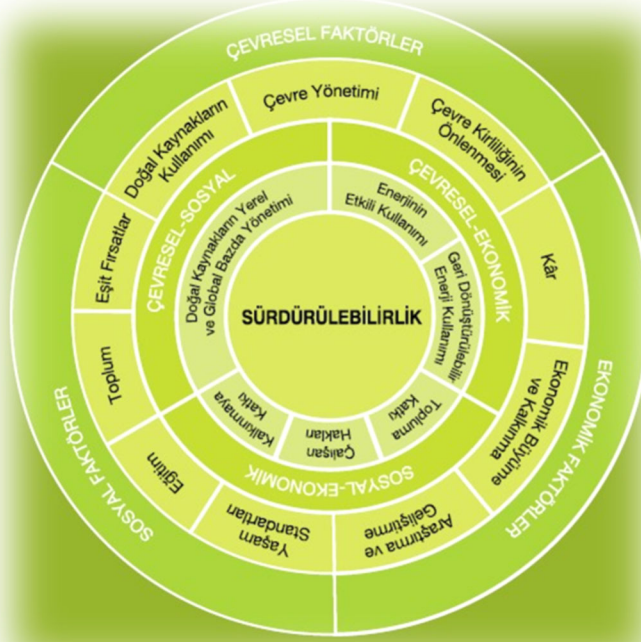
The scope of corporate social responsibility has expanded with the possibility of sustainability. Social sustainability, starting with employees, will improve the lives of all people in society.and their contribution guides our businesses in the improvement process.

In summary, sustainability is “economic, marketingand focusing social activities for a better world”.

SustainabilityThe basic responsibilities of our businesses are;

- Creating and evaluating recycling and reuse opportunities,
- Continuous change in energy distribution, minimizing the negative impact of carbon emissions,
- From wherereducing all kinds of activities,
- In the production processand the increase in efficiency in their systems is shaped at fundamental points.

The capacity of economic actors is not limited to this. The foundations of sustainability are "social"and economic factors will be given at least as much importance as the environment. Sustainability encompasses a wide range of concepts, from providing optimal conditions for employees to sharing the value of distribution with society.

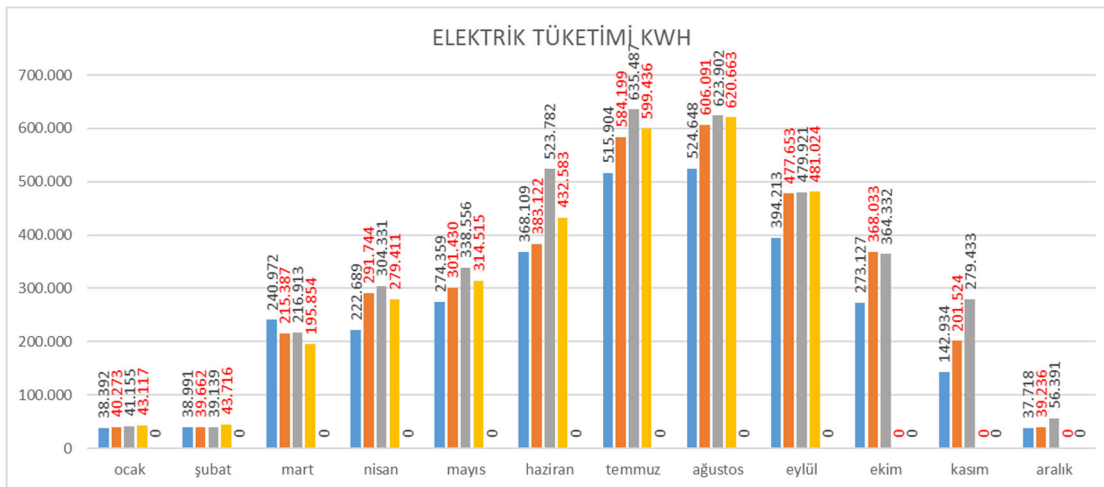


Our stakeholders Relationships and Sustainability

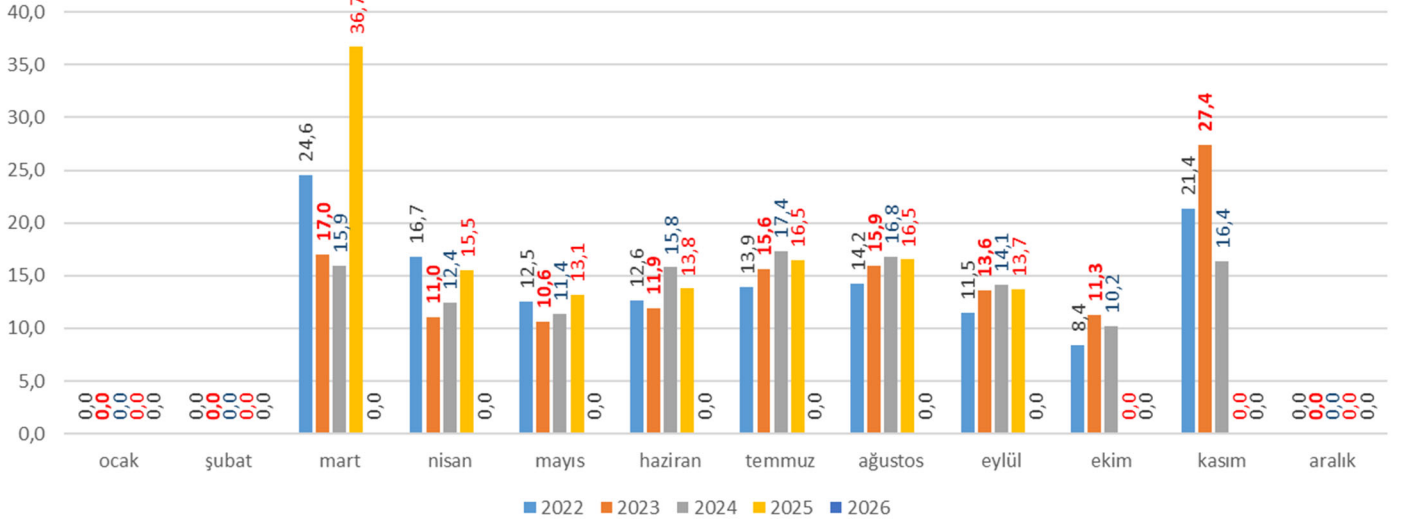
With the Sustainability Report, which we publish for the second time this year, we aim to present the added value of our company's economic, violence and social developments within the scope of our strategies in the most transparent way.

RESOURCE CONSUMPTION

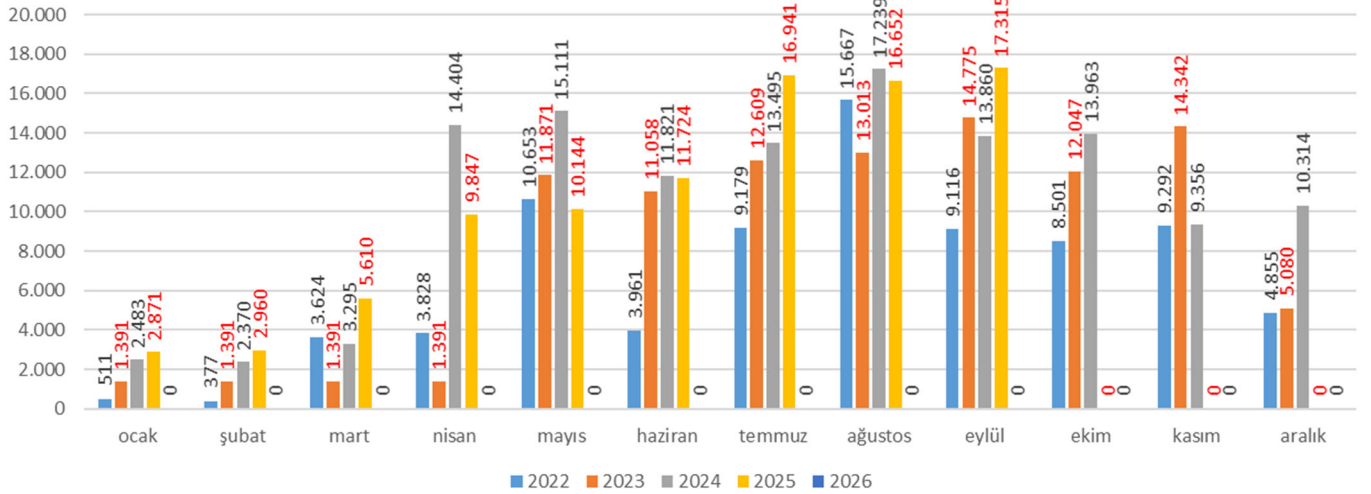
Figures achieved through studies aimed at reducing natural resource consumption are tracked numerically, and reductions in electricity, water, natural gas, LNG and LPG consumption are determined.



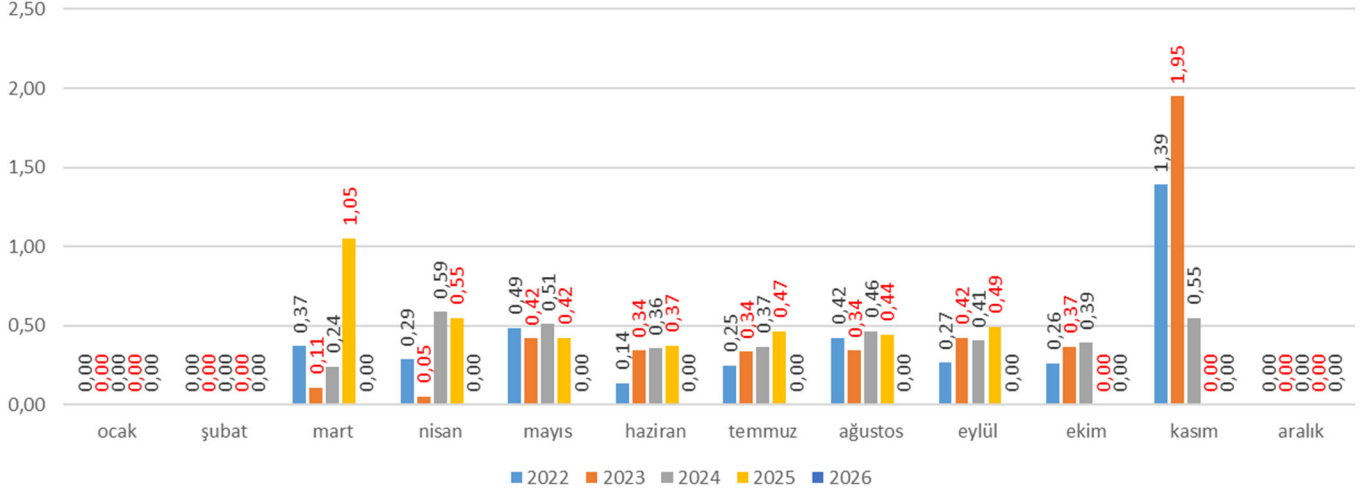
KİŞİBAŞI ELK TÜKETİM KWH



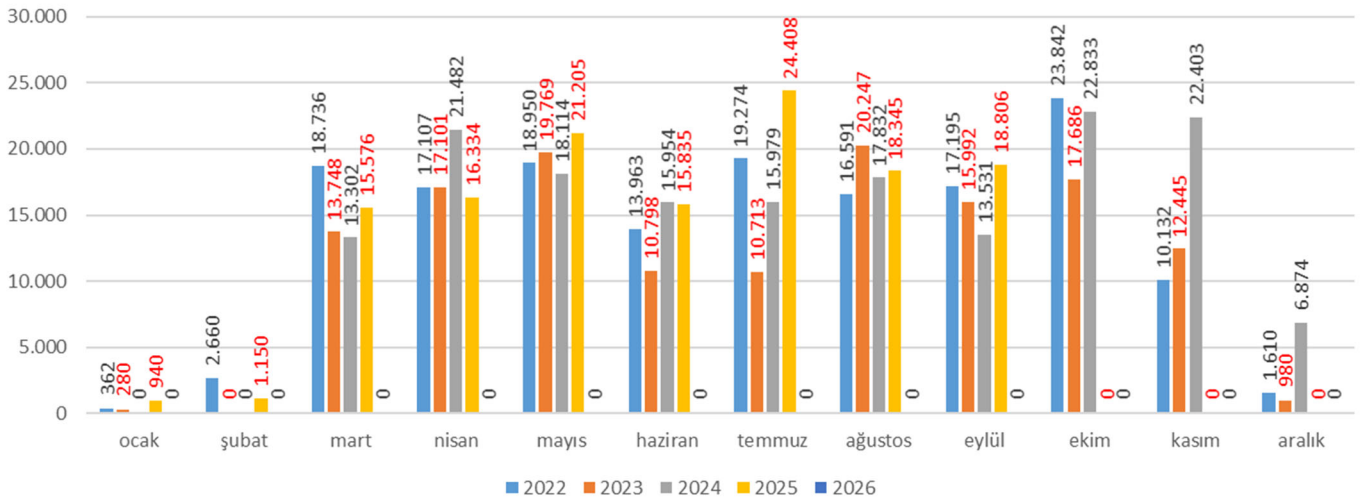
AYLARA GÖRE SU TÜKETİM / TON



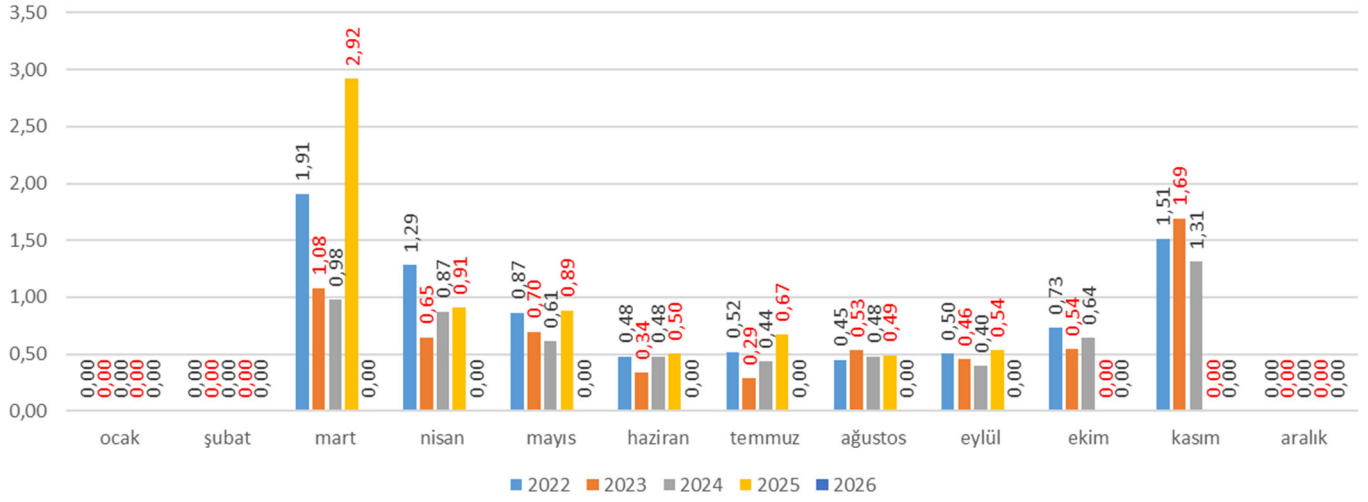
AYLARA GÖRE KİŞİ BAŞI SU TÜKETİM / TON



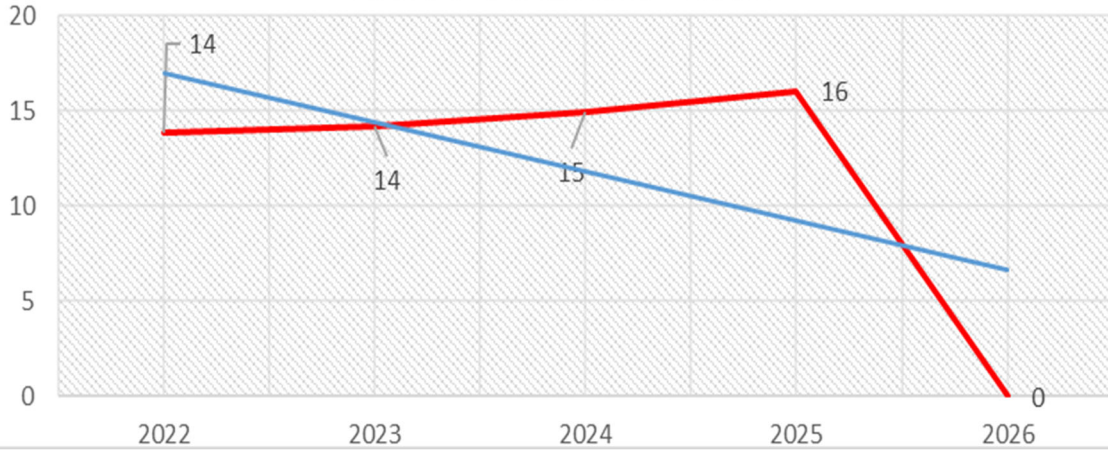
AYLARA GÖRE LNG TÜKETİM KG



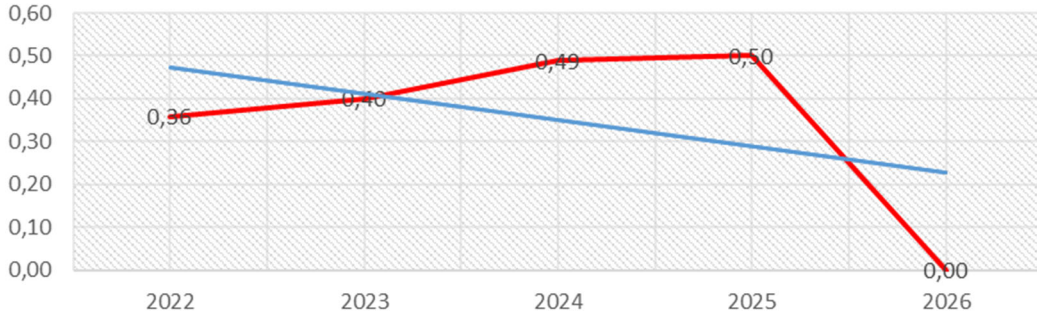
AYLARA GÖRE LNG TÜKETİM KİŞİ BAŞI KG



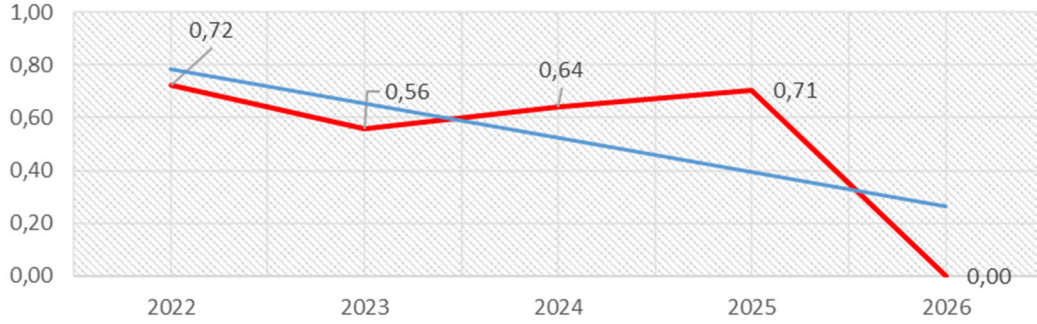
ELK PP TÜKETİM - KWH



SU PP TÜKETİM - TON



LNG PP TÜKETİM - KG



Since 2020, per capita consumption has been decreasing in line with our targets. However, we have been struggling to meet our electricity and water consumption needs in the last two years. Forest fires and the resulting loss of forests in our region, coupled with rising temperatures and climate change, are increasing energy consumption. However, with the awareness of sustainable policies, we are continuing to use natural resources in the most efficient and sustainable way possible, using supplementary products. We are taking determined steps towards protecting resources and ensuring energy efficiency.



Electricity Consumption

Satin Ah all electronic Product energy efficient We aim to provide training activities on energy saving for all our employees.

In our hotels The following studies on energy saving are being carried out and their continuity is ensured.

- In all rooms of the main block, systems are used that disable heating/cooling devices when the balcony door is opened.
- In our hotels energy-saving bulbs or LED lights are used.
- Sensors are used for lighting in common areas, toilets, corridors, staff rooms and ground floors.
- Exterior lighting is controlled by timers.
- In our rooms electronic key cards are used.
- In our rooms TVs with low standby consumption are used.

- The minibars in our rooms are designed to save energy. positioned away from the heat source.
- The curtains of our unoccupied rooms are kept closed in the summer and open in the winter, thus reducing the use of air conditioning devices.
- HotIt provides support from solar panels in providing water.

Fuel Consumption

LNG is used in our hotels. Per capita consumption is expected to decrease in 2024 compared to 2025.



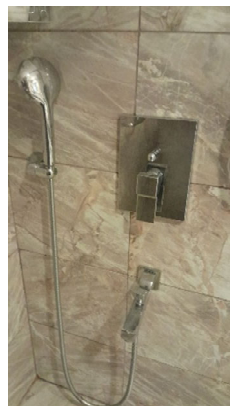
Water Consumption

Reducing the health, hygiene and comfort of passengers in general Those who use water-saving equipment to reduce water consumption; We hang informative stickers about water savings in guest rooms and train our employees on this subject.



The following water saving activities are carried out and maintained in our hotels:

- FaucetVelar showers also use water efficiency limiting equipment.
- Economical and/or dual flush systems are used in toilets.
- Photocell taps and sensor urinals are used in toilets in common areas.
- Drip irrigation is used in our gardens.



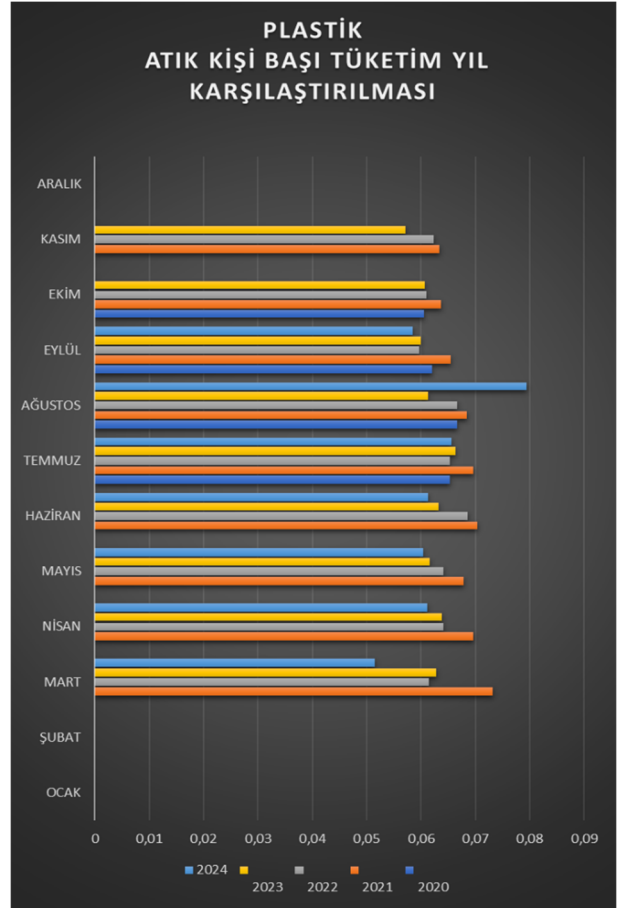
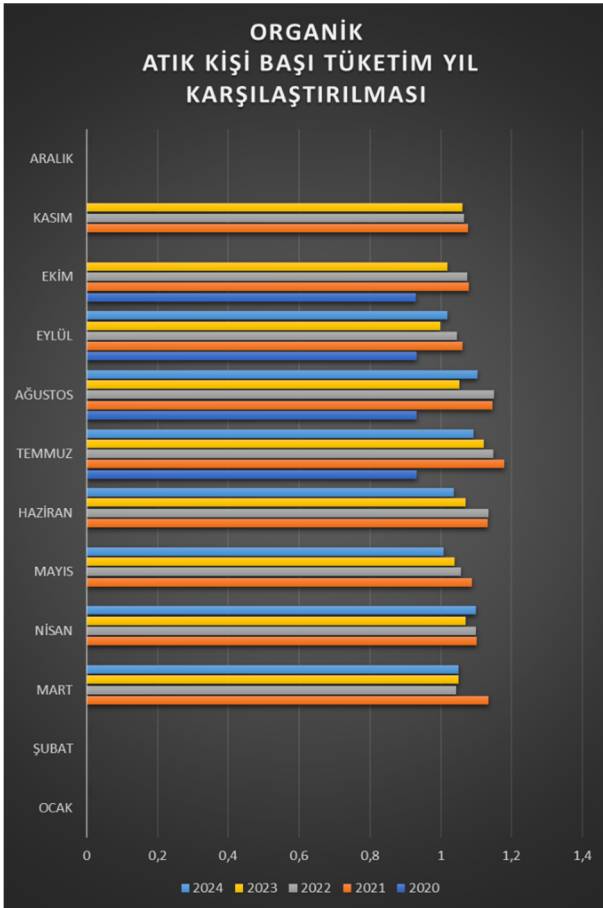
WASTE MANAGEMENT

Diamond Premium Hotels aspect Our goal is to increase the amount of waste in our implemented Waste Management System, to manage our waste well and to preserve it with minimal damage and to recover recyclable parts.

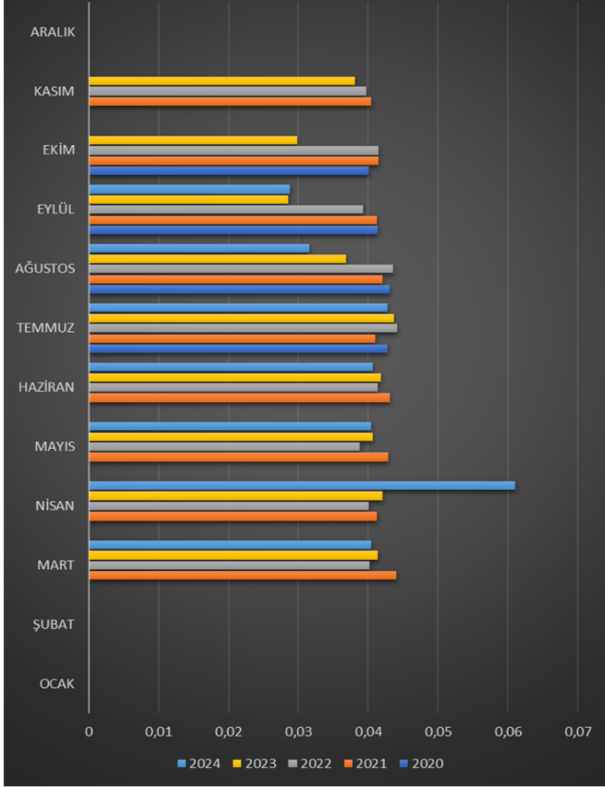
RECYCLABLE WASTE

We encourage our diverse plant growers, students and employees to participate in recycling consolidation to reduce our waste production.

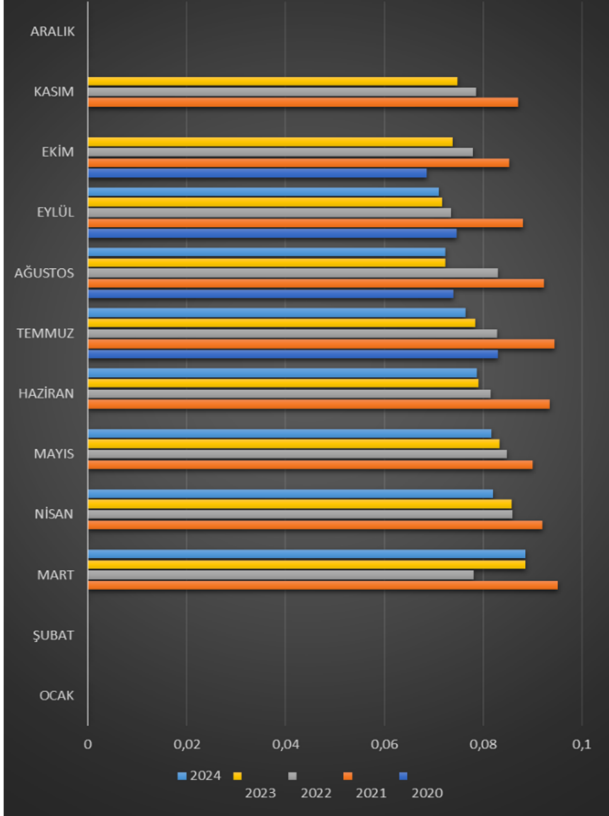
Various waste separation projects are in place to recycle glass, paper, oil, plastic, and food waste. We maintain waste reduction programs in guest rooms. We collaborate with relevant companies to collect and process the remaining waste.



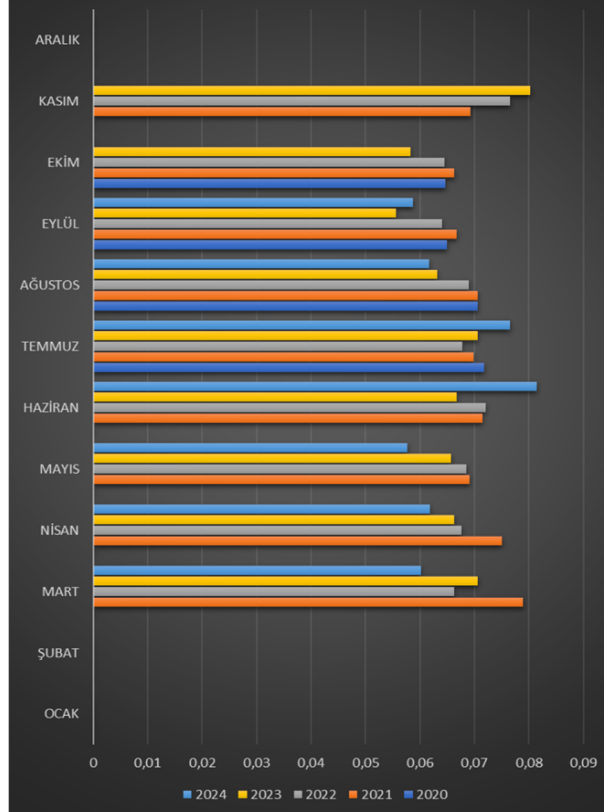
METAL ATIK KİŞİ BAŞI TÜKETİM YIL KARŞILAŞTIRILMASI



CAM ATIK KİŞİ BAŞI TÜKETİM YIL KARŞILAŞTIRILMASI



KAĞIT ATIK KİŞİ BAŞI TÜKETİM YIL KARŞILAŞTIRILMASI





Reduce our paper consumptionWe send our correspondence and announcements via mail whenever possible. As a company, we can store data and share documents on the Karlar shared network.

We monitor our waste amounts based on the amounts on the receipts given by the recycling company.

To expand the use of the corporate portal throughout our entire business, and to reduce applications that increase our paper consumption.Providing electronic working opportunities is among our goals.

Our target target in 2025 is to reduce the amount of paper, plastic,Measures are taken to reduce the amount of glass and metal waste, and the waste generated by them is broken down correctly and recycled.

We offer our guests the following services in our hotels:We encourage them to learn about the Waste Management System and reduce the amount of waste they produce. We aim to raise awareness among our children by organizing events and activities related to waste separation in our mini club.

HAZARDOUS WASTE

Preservation of hazardous waste generated in facilities and preservation of damagesHazardous waste controls are established for hazardous waste and the hazardous waste generated in the departments is collected and labeled appropriately in our hazardous waste rooms and monitored in accordance with the rules or we deliver it to licensed companies for evaluation.



2024 Waste Types and Amounts Given to Contracted Hazardous Waste Company

ATIK BOYA VERNİKLER	75
TONERLER	55
KONTAMİNE AMBALAJ	275
BOŞ BASINÇLI TÜP	20
FLURESAN LAMBA VE CİVA ATIK	20
ATIK BİTKİSEL YAĞ	4205
ELEKTRONİK ATIK	320
TOPLAM	4970

DangerousThe reason for the decrease in the amount of waste, the scope of our procedure to ensure that waste is collected and delivered to licensed companies, and culturalization is continued by providing personal training on this subject.



The year 2025 Our goal is to ensure that all hazardous waste generated in our hotel is collected in an appropriate intermediate hazardous waste storage area, delivered to licensed companies, and consumed in a way that minimizes the amount of hazardous waste.

Dangerous We are monitoring our waste volumes. We are taking care to ensure that hazardous waste does not contain hazardous materials, and that those that do contain them are not properly stored. We have identified and increased the storage of hazardous materials within our environmental footprint. We plan to determine the net hazardous waste amount for 2023 and take more measurable action to minimize it in 2024.

CHEMICAL USE

Working with relevant companies to ensure safe storage of chemicals and we keep track of chemical waste.

Training to be received in case of use of chemicals and copying/discharging of hazardous chemicals We train our employees.

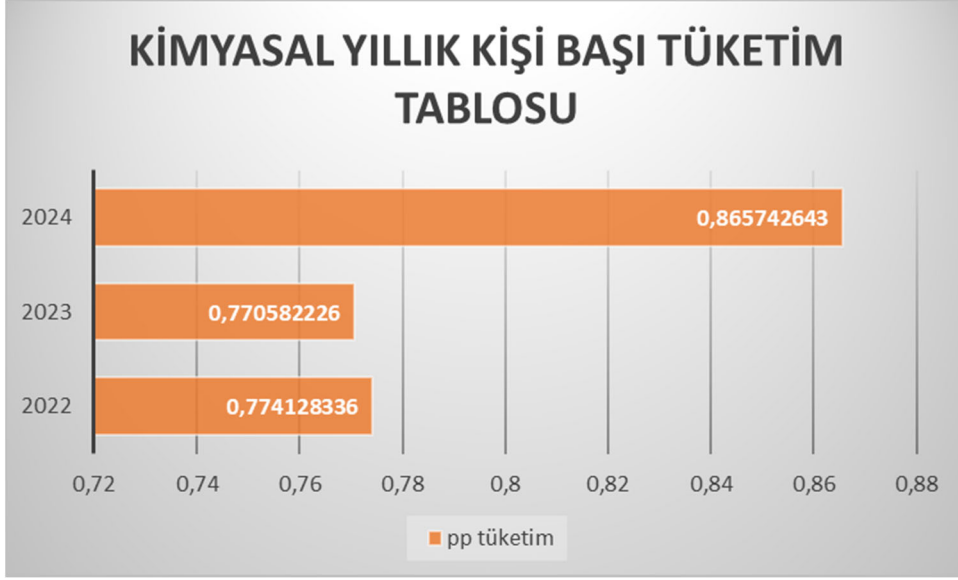
Controlling chemical usage amounts, We provide personal training to prevent dumping and incorrect cellular isolation.

Hazardous chemical waste, leakage, etc. We provide personal training on taking the necessary precautions and responding to spills, exposure and other incidents.



PICTURE: POOL CHEMICAL AUTOMATIC DOSING SYSTEM

Our goal for 2026 is to halt the decline and control our consumption of other chemicals.



CARBON

We make 97% of our purchases locally.

Thus, the supplier's free delivery vehicles CO₂ We aim to reduce the impacts by minimizing emissions.

In 2025 In order to reduce our carbon emissions that cause vehicle use and energy consumption, the aim is to plan investments that will prepare for tomorrow rather than spending that will save the day.

Sustainable We are planning actions that will erase our carbon footprint for a future.





- To actionlatemekOur first step is to make a decision.
- By determining our activities that create greenhouse gases and measuring how much emissions we emit, we can make our plans. we are doing
- We will decarbonize our livesLow-carbon, climate-friendly productsWe will make choices and use them efficiently. We will prioritize public transportation more, plan our routes and transportation, and choose fuel-efficient vehicles.
- By taking measures to reduce our consumption, we ensure greater support for recycling.We prefer suppliers that support recycling.
- MoreWe take the necessary measures to do more with less energy. Energy efficiency is important when purchasing a product.
- to the classWe also pay attention.
- MoreThey prefer low-carbon energy. We will drive the growth of renewable energy supply. Greener choices.
- By offsetting our carbonWe contribute more to energy efficiency. We aim to reduce our carbon footprint through various activities, especially tree planting.
- The problem of climate change is a global oneWith awareness of the issue, we will consider coordinated joint solutions with the private sector, government, local governments, and non-governmental organizations.
- Institutional We will share our activities with the public through various communication channels, including our Sustainability Reports. We will create added value through our social responsibility projects and share



examples.

PROTECTING NATURAL LIFE

There are Chicken settings in our hotel.

Leftover food from the buffets is placed in containers and used in the coop. This way, the leftover food is utilized and the cats are fed.

Visits are made to the Stray Animal Shelter in Manavgat at regular intervals.

By making an agreement with the Manavgat Municipality Animal Shelter, the food returned from the buffet three days a week is collected in a separate container and given to stray animals.

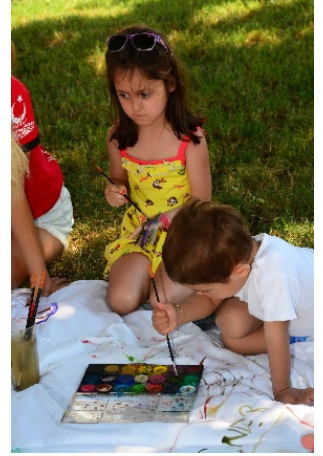
Cleaning of sea water is important both for the protection of natural life and for sustainable tourism. It is one of the biggest issues of brilliance.

We maintain a sufficient number of trash cans and waste containers on this beach, and we empty and clean them regularly. We train our beach attendants and monitor their cleanliness to ensure our beaches remain clean.

OUR ENVIRONMENTAL PRIORITIES

- To reduce waste, we discourage the use of larger packaged products and smaller weights during the purchasing process, except in exceptional circumstances. This is why we prioritize reusable products whenever possible.
 - To reduce hazardous waste, mercury containing and We've begun replacing short-lived fluorescent lighting with longer-lasting LED lighting in many available areas. Energy-efficient lighting is being preferred in areas where LEDs aren't available. A large portion of our hotel staff has opted for sensor-based lighting systems in all applicable guest-friendly programs.
 - Instead of being considered waste, worn-out and deformed items like textiles are donated to those in need or downsized for use in other products. This ability was used in our hotel lodgings to replace the in-room televisions.
 - By increasing the profiles of battery boxes in our facilities, both our employees and individuals have been enabled to contribute to the reduction of hazardous waste before it enters nature.
 - In order to reduce energy consumption, attention is paid to the purchase of high energy efficient devices.
 - Device within the scope of the gradual transition to environmentally friendly technologies and system speed is not passed. This ability;
- The old tube televisions in the rooms have been replaced with Class A LED televisions.
 - Some lighting Conversion of LED systems was achieved.
 - All taps are fitted with aerators to save water.

- We are working to increase the environmental awareness of our guests. This initiative aims to raise awareness among guests about the environmental protection efforts of our facilities and what they can do to protect them. Furthermore, activities such as planting flowers, collecting waste, and discussing packaging waste are being conducted with students to foster environmental awareness from a young age. Furthermore, a weekly program for young students has been designated as an environmental day, and various activities are planned to foster environmental awareness.





Caretta Carettas



Sea turtles have lived on this earth for approximately 110 million years and are described as "living fossils."

These lovely sea critters, which are on the list of endangered species in the world, prefer the Mediterranean coast to lay their eggs.

They travel across the oceans by chance, and Türkiye, Greece, and Cyprus are three important nesting areas for this species. With their tranquil habitats, the loggerhead sea turtles await you in the beautiful natural beauty of Manavgat.

We are doing our duty to nature and preparing all the necessary procedures on the beaches of the facility during the spawning and hatching times.

Swallows



There are five species of swallows: the rock martin, sand martin, barn swallow, house martin, and rufous swallow. All of these species, except the rock martin, breed in the spring and summer. Among the swallow species, the swallow and house martin, in particular, prefer to live in areas with human settlement. Swallows are careful to build the same nest each year and rebuild their destroyed or damaged nests. Each swallow has its own unique nest type, and this characteristic is a key distinguishing feature among the species.

The house swallow, which spends its winters in South Africa, comes to Türkiye from 12,000 km away to survive the

summer months, settle in the nest and breed, and this journey is access without maps and compass. The nests you see at our facility are the nests of house swallows, which prefer our hotel. You can observe the nests without disturbing or disturbing them. You can also protect the swallows that nest in various locations around your home by not disturbing their nests. Swallows nest in the same location every year. Each year, in

early March, they prepare their nests in the designated corners of our hotel. The young hatch in April and May. During the summer months, you can separate these youngsters, who learn to fly, from their novice flights to their advanced ones. Once they have gained sufficient flight experience, the young are ready to migrate by the end of August. They depart our hotel in September and October and migrate with their young to the southern African countries.

STAFF ENVIRONMENTAL TRAININGS & DRILLS

Annual training Our employees are provided with environmental training through programs. The training covers topics such as reducing natural consumption, reducing and properly separating waste, what to do about hazardous waste, and protecting natural life.

Training is provided internally and externally. Our Environmental Mission regularly provides training to raise environmental awareness among all our employees. Furthermore, technological training from our suppliers has been provided to standardize chemical consumption, raising awareness among chemical users. Awareness was raised through training from a Waste Vegetable Oil Company on the hazards of waste oils and their potential benefits.

In case of any fire in our facilities, Studies are being carried out to prevent damage. This ability,

- We provide training to our employees was given.
- Emergency programs are available.
- Fire drill has been arranged.



PICTURE: OUR ENVIRONMENTAL EDUCATION

COUR ADAPTATION LIFE

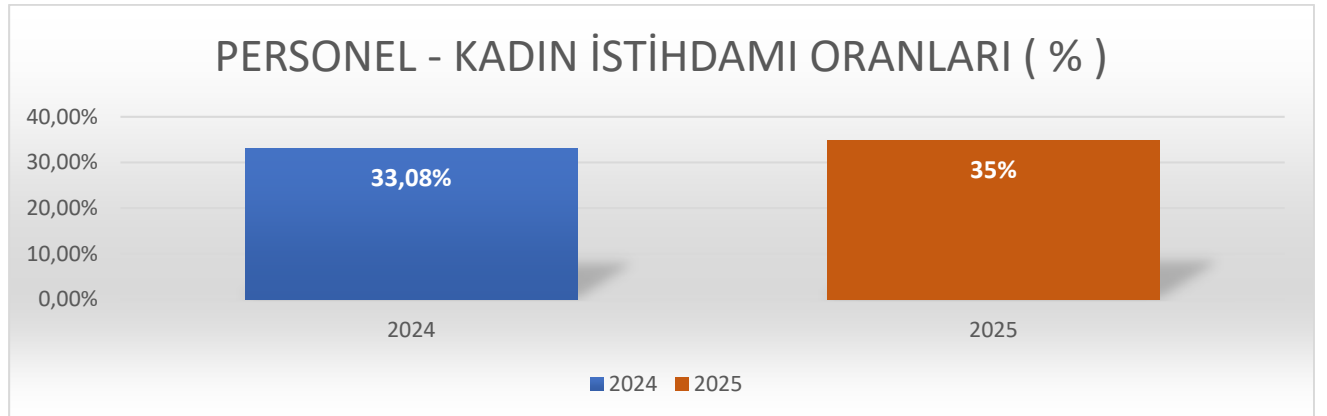
Our facility complies with all legal regulations to continuously promote health, safety, and environmental protection, including sports, occupational health, accidents, and environmental conditions. Regular field inspections and periodic examinations are conducted by our dedicated Occupational Safety Specialists and Occupational Physicians, and they are reported on a continuous basis. Employees receive all Occupational Health and Safety training. Risk analyses are conducted, and all on-site operations and actions taken for system implementation are recorded. Environmental measurements are taken regularly and repeated during process changes.

Job openings are published through communication with university career centers and the Turkish Employment Agency (İŞKUR). Furthermore, technical trips or conferences submitted by departments are evaluated and tourism experience is shared with young students who are offered employment services.

Our facility provides accessible facilities and accessibility. Areas, structures, and activities are accessible to individuals with physical disabilities and other special needs, as appropriate for the operation.

Employment Details

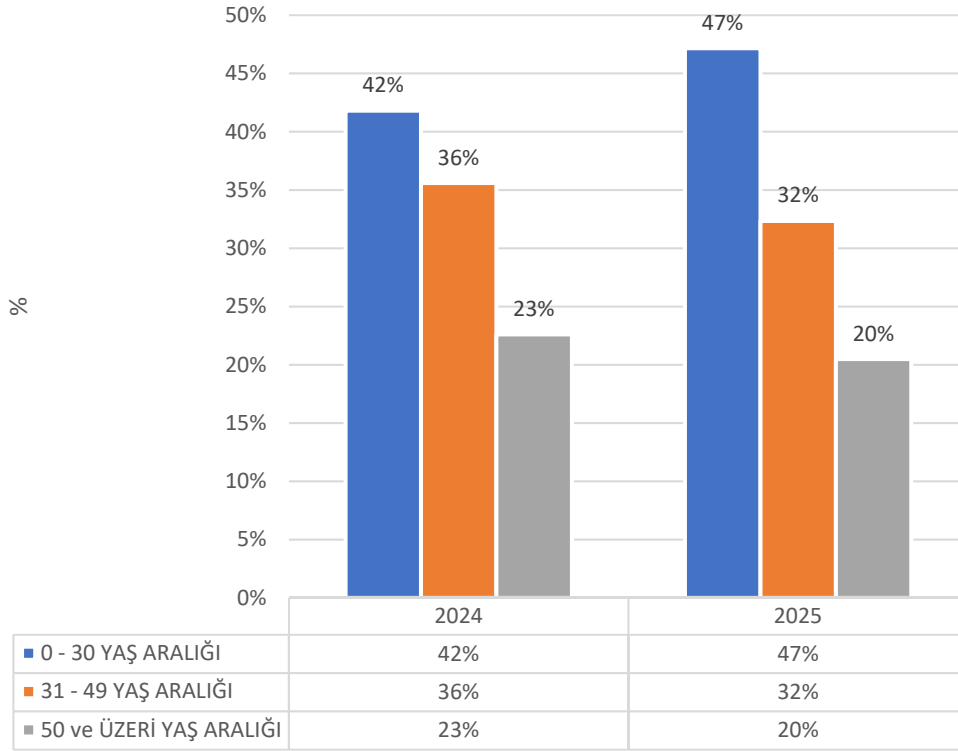
Our female personnel amounts will change according to 2024.



KADIN-ERKEK TERFİ ORANLARI (%)



Personel - YAŞ ARALIĞI ORANLARI (%)



EQUAL OPPORTUNITY

EDUCATIONAL OPPORTUNITIES

Continuing educationWith the understanding of development and development, our employees are provided with Personal Development Training as well as in-department Professional Development Training. It is aimed to enter the training programs of the Ministry of Tourism in the 2025 season.

PERSONALBENEFITS OFFERED

➤ HotelUsage Rights



Our staff enjoys the services offered by our hotels. Specifying the right to benefit and the method. The travel fees for family members wishing to benefit from services provided outside the hotel are determined by the Management and will be applied on the specified dates.

➤ **Laundry Use**

For all our employees, work uniforms and any work-related wear are cleaned free of charge.

➤ **Hotel Accommodation**

Our staff themselves When they make hotel reservations for their families and relatives, they benefit from the discounts they are entitled to according to the "Family and Friend Concept" recorded by the Sales and Marketing Department.

SOCIALAID

➤ **Use of Housing**

Staff accommodation is for the use of our personal who works at Diamond Premium Hotel and does not reside in Antalya. Open.

➤ **Personal Service**

Hotel staff work different shifts due to their needs. This requires differentiated transportation services. Therefore, we offer shuttle services between the hotel and Manavgat/Alanya at different times of the day.

➤ **Personal Dining Hall**

Who Meals served in the personal dining room are free of charge. A four-course meal is kept in the 14-day menu.

➤ **Doctor Office**

A doctor and a Doctor with a Picture in our hotels There is an office. Our employees can benefit from healthcare services during business hours.

PERSONAL MOTIVATION

➤ **Person of the Month Selection**

Each month, senior management selects the employee of the month, nominated by department heads, and awards gold coins. Other nominees receive a range of certificates. For the final month of the season, the employee of the year nominee is selected.

➤ **Celebrating Personal Birthdays and Special Occasions**

Human Resources organizes monthly birthday celebrations for employees born during the month, including pasta cutting. On holidays and special occasions, employees are included in the events based on the day's content.



