# SUSTAINABILITY REPORT 2025

Fatma Sultan Hotel & Restaurant

# ABOUT THIS REPORT

At Fatma Sultan Hotel & Restaurant, we embrace sustainability while prioritizing guest satisfaction and quality. We operate with an approach aimed at managing our environmental, social and economic impacts. Through this report, we aim to share our sustainability performance and commitments openly and transparently with stakeholders.

Environmental sustainability: We prioritize energy efficiency, water management, waste reduction and natural-resource conservation. We adopt energy- and water-saving practices.

Social responsibility: We value community engagement and contributing to local development. We respect local culture, collaborate with local suppliers and encourage local employment. We also build awareness through staff training.

Economic sustainability: We aim to use resources efficiently and optimize costs. We seek sustainable financial performance through revenue diversification, efficient operations and cost-reduction strategies.

This report presents Fatma Sultan’s sustainability commitments and performance. We will continue monitoring and reporting our activities in future periods. Feedback and collaboration from stakeholders are essential for achieving our sustainability goals.

## 2. PROPERTY PROFILE AND FACILITIES

Our property is located at Haşim İşcan Mahallesi, 1299 Sokak No. 2, Muratpaşa, Antalya, Türkiye.

Our guest rooms are equipped to provide comfort and peace of mind:

• High-speed wireless internet

• Television and satellite channels

• Minibar

• Complimentary guest water and beverages

• Laundry, dry cleaning, tailoring and ironing services

• Hairdryer

• Bathroom amenities

• Smoke detectors connected to the central fire-alarm system

• Emergency-exit direction signs

# 3. SUSTAINABILITY TEAM

The sustainability team ensures that all employees implement relevant policies and set and monitor targets concerning quality, the economy, management, the environment, culture, human rights, health and safety. The team supports continuous improvement of management processes by checking whether targets are achieved.

When targets are met, new ones are established. If targets are not met, objectives, policies and practices are reviewed.

### Team structure

Team Leader: SELÇUK TEZCAN

Environment and Waste Representative: FİRDEVS GÖKÇEER

Energy and Resource Management Representative: SELÇUK TEZCAN

Employee and Guest Representative: SELÇUK TEZCAN

Purchasing Representative: SEVİL SEYİDOV

# 4. REDUCING ENVIRONMENTAL IMPACTS

Our sustainable management system is based on risk assessment covering the environment, natural disasters, society, culture, the economy, quality, human rights, health and safety. Other categories may be added where necessary. After assessing risks, our crisis-management policy and system define what must be done if risks occur.

Our sustainable management system requires all employees to implement defined policies, set goals and monitor results so that business processes improve continuously. Achieved objectives lead to new objectives; unmet objectives prompt review of our goals, policies and practices.

We regularly review our system in response to industry conditions, environmental, social, technological, economic and cultural risks and changes in legislation, updating policies when needed.

Environmental initiatives shown in the source infographic include encouraging guests and employees to conserve water and energy, using energy- and water-saving systems, educating suppliers about the green economy, protecting natural areas and training employees in responding to hazardous chemical spills.

# ENERGY MANAGEMENT

We seek solutions that conserve natural resources, leave cleaner energy options for future generations and replace the energy we consume wherever possible. We research, purchase and use suitable energy-efficient products, equipment and technologies. Improving energy efficiency is a key sustainability measure.

We track energy consumption daily and address problems promptly. We identify high-consumption areas and potential savings and favor low-consumption equipment and systems.

The source includes a monthly resource-consumption spreadsheet image. Original measured entries and detailed numerical values remain in the original Turkish report; they should be checked against the source data before external assurance or publication.

# ELECTRICITY, WATER AND CHEMICAL MANAGEMENT

## Electricity consumption

• All rooms use inverter air-conditioning systems.

• LED lighting is used in rooms and public areas to save energy and reduce hazardous waste.

• Motion-sensor lights are installed in some guest public areas, including toilets; other areas use LEDs.

• Guest rooms display energy-saving information.

• Electrical appliances receive scheduled periodic maintenance and cleaning to minimize energy losses.

• Heating and cooling equipment is energy efficient and positioned to avoid losses in efficiency.

• Where guests request it, room linen is changed on alternate days to reduce washing and drying electricity consumption.

## Water consumption

We use water-saving fittings, inform guests and train employees to reduce water consumption without compromising health, hygiene or guest satisfaction.

• The property is connected to the municipal water supply.

• Water consumption is monitored daily and recorded in a log.

• Periodic inspections help prevent waste.

• Water-saving showerheads are installed.

• Sensor-operated taps have been included in our annual targets.

• Guests are encouraged to request towel and linen changes only when needed.

• All rooms and public areas use dual-flush toilets.

• Wastewater is connected to the local authority’s sewage-discharge system.

## Chemical management

Cleaning and disinfection chemicals are stored in designated locations by department, with each department responsible for its storage areas.

• Concentrated products are used to avoid unnecessary chemical consumption.

• The number of bougainvillea plants has been increased as part of efforts to reduce chemical use in flying-insect control.

# ENVIRONMENTALLY FRIENDLY PRACTICES AND EMPLOYMENT

### Environmentally friendly practices

• Respect the environment and seek to maintain a diversity of plant species on site.

• Wash room textiles on request to reduce wastewater.

• Separate waste, collect hazardous waste appropriately and arrange for proper disposal.

• Use LED lighting and energy-saving lamps.

• Use solar energy where possible to reduce energy consumption.

• Arrange collection of used vegetable oils to prevent soil and water pollution.

• Ask guests to place rubbish in bins rather than toilets to conserve water.

• Display energy-saving messages, including reminders to switch off air conditioning on leaving rooms.

### 5. Staff and Working Life

Fatma Sultan follows a human-rights-respecting policy. Recruitment is based on education, experience, competence and compatibility with our organizational culture. We protect employees' legal rights and provide equal opportunity without discrimination throughout recruitment and employment.

We do not employ child labor. The source text mentions education-related trainees from educational institutions; these trainees are not described as child labor. We do not work with companies employing child workers or accept such workers from contractors. Annual awareness training on child-abuse prevention has been introduced.

### Workwear and cleaning

Employees are provided with uniforms and work-related clothing free of charge; work garments are also cleaned at no cost.

### Staff meals

Employees may eat food prepared in the restaurant and receive meals without charge.

### Work clothing and equipment

Employees receive two sets of uniforms according to department and role. All required personal protective equipment is supplied.

# STAFF TRAINING AND DEVELOPMENT

All employees receive regular training. New hires receive vocational induction and on-the-job instruction. We invest in personal and professional development, provide opportunities to build competencies and encourage managers to take responsibility for coaching and evaluating their teams.

• Before starting work, employees are informed of working conditions, job descriptions and benefits, and enter into a mutual employment agreement.

• Recruitment is based only on job-related requirements, without discrimination based on race, language, religion, color or other unrelated characteristics.

• We observe privacy, fair treatment, open communication and ethical principles under Türkiye’s Personal Data Protection Law (KVKK).

• Child labor is strictly prohibited.

• All new employees complete orientation training.

• Annual internal and external training aims to improve staff knowledge and competence.

• Training includes orientation, occupational health and safety, technical skills, communication, guest satisfaction, complaint management, teamwork, quality, hygiene, environmental protection and sustainability.

• Weekly work schedules are communicated by department managers.

• Ordinary working time is 45 hours per week in accordance with applicable employment law; authorized overtime is compensated through pay or time off.

• Employees are informed of and can exercise their rights to severance, notice, weekly and annual leave, and other entitlements.

• Special leave rights, including maternity and bereavement leave, are available.

• Employees receive name badges and changing-room lockers.

• Uniforms and work clothing are cleaned without charge.

# 6. CULTURAL INITIATIVES

### Presenting cultural heritage

Our hotel and restaurant respect the intellectual property rights of local people and incorporate authentic elements of traditional and contemporary local culture into our cuisine, design and decoration.

### Historic and archaeological artifacts

We neither buy nor sell historic or archaeological artifacts, act as intermediaries in their trade, nor display such artifacts.

### Promoting sustainable local gastronomy

We prioritize introducing and using local products. We adopt innovative and creative practices to promote sustainability in gastronomy across our operations.

# 7. GREENHOUSE GAS EMISSIONS

At Fatma Sultan Hotel & Restaurant, we recognize our responsibility to protect the future of the planet. Reducing our carbon footprint is more than an objective: it is a guiding principle of our operations. By combining technology with environmental awareness, we seek to minimize the environmental impact of our digital activities.

Through energy-efficient solutions, sustainable digital infrastructure and responsible user behavior, we aim to contribute actively to addressing climate change. Respect for nature, community benefit and a livable world for future generations guide our actions.

### 2025 energy use and greenhouse gas summary (as shown in original table)

Facility name: FATMA SULTAN HOTEL & RESTAURANT. The source requests reporting of electricity, gas, petrol, diesel, LPG and other fuels, conversion to kWh where relevant, and documentation of conversion factors.

| Month | Electricity kWh | Electricity t CO2e | Petrol L | Petrol t CO2e | LPG L | LPG t CO2e |
|---|---|---|---|---|---|---|
| January | 2,080 | 1.02 | 18 | 0.040302 | 24 | 0.040296 |
| February | 1,614 | 0.79 | 18 | 0.040302 | 24 | 0.040296 |
| March | 2,013 | 0.99 | 18 | 0.040302 | 24 | 0.040296 |
| April | 1,653 | 0.81 | 20 | 0.044780 | 36 | 0.060444 |
| May | 1,713 | 0.84 | 20 | 0.044780 | 36 | 0.060444 |
| June | 2,358 | 1.16 | 20 | 0.044780 | 48 | 0.080592 |
| July | 3,411 | 1.67 | 20 | 0.044780 | 48 | 0.080592 |
| August | 4,575 | 2.24 | 21 | 0.047019 | 48 | 0.080592 |
| September | — | 0.00 | 18 | 0.040302 | — | 0 |
| October | — | 0.00 | 0 | 0 | — | 0 |
| November | — | 0 | 0 | 0 | — | 0 |
| December | — | 0 | 0 | 0 | — | 0 |

Reported totals in the original: electricity 19,417 kWh; electricity emissions 9.51433 t CO2e; petrol-associated emissions 0.387347 t CO2e; LPG 288 liters and 0.483552 t CO2e; combined emissions 10.385229 t CO2e; overnight stays 5,239; emissions per person 0.0019823 t CO2e. Figures are transcribed from the original, not independently verified. The source includes additional LNG, coal and diesel columns, showing zero or no values.

# CONTACT

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