

Limak Arcadia Sport Resort Hotel

**2024 Sustainability Report**



Dear partners,

The Sustainability Report presents the progress in 2024 towards the sustainability goals of Limak Arcadia Sport Resort Hotel, its Environmental Social Governance performance, its sustainability targets for the future and summary information about our inclusive sustainability culture.

Being transparent about sustainability goals is an important part of our annual reporting process.

We would like to express that we will be very happy to think together with you, to work collectively and to share mutual experiences for the sustainability of human life and the natural life on our planet.



## MISSION

By prioritizing the well-being of our employees and adopting an efficient, sustainable, family-, child-, and sports-friendly approach as a principle, we aim to ensure that our guests leave our hotels satisfied through warm hospitality and excellent service.

## VISION

By offering a genuine accommodation experience and providing innovative, sustainable, and excellent services, we strive to become an international hotel chain.

Trust and Honesty

Sustainability

Deep-rooted Corporate Culture and Professionalism

## VALUES

Innovation, Creativity, and Openness to Change

Transparency

Efficiency and Productivity

Friendliness and Respect

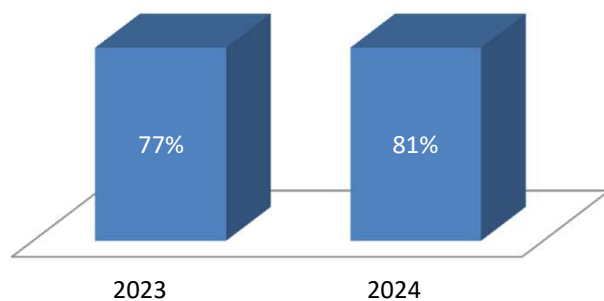
## CERTIFICATES AND AWARDS

- ✓ ISO 9001 Quality Management System
- ✓ ISO 22000 Food Safety Management System
- ✓ ISO 45001 Occupational Health and Safety Management System
- ✓ ISO 50001 Energy Management System
- ✓ TS 10082 Service Qualification Certificate
- ✓ Blue Flag
- ✓ Green Star
- ✓ Travelife Gold
- ✓ Zero Waste Certificate
- ✓ Sustainable Tourism Certificate
- ✓ YEK-G Carbon Reduction Certificate
- ✓ Bike Friendly
- ✓ Otelpuan 2024
- ✓ Booking.com-2024 Traveller Review Award
- ✓ Recommend on Holidaycheck 24
- ✓ Zoover Awards 24

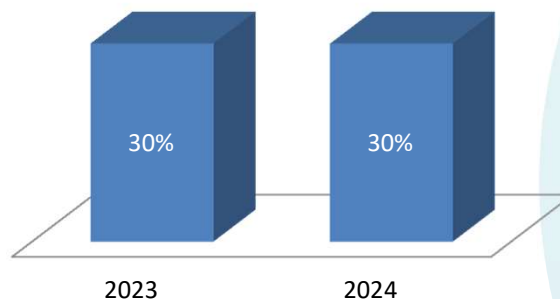


Sustainability Performance Indicators	Unit	Target	Actual
Employee Satisfaction Index (General)	%	80%	81%
Employee Satisfaction with Work Quality	%	70%	84%
Employee Satisfaction Rate Regarding Corporate Culture and Values	%	75%	83%
Employee Expectations and Feedback	%	100%	100%
Increase in Employee Satisfaction Rate Measured by Work-Life Balance Survey	%	80%	98,96%
Participation Rate in Education	%	75%	96%
Satisfaction Rate with Training	%	85%	89%
Employee Satisfaction Rate Measured by Surveys After Social Activities	%	75%	89%
Employee Satisfaction Rate Measured by Surveys After Participation in Social Activities	%	85%	81%
Female Employee Rate	%	34%	30%
Female Employee Rate in Management Levels	%	10%	25%
Employee Loyalty and Continuity	%	60%	71%
Increase in the Amount of Greywater Usage	m3	1500	3200
Reduction of Per Capita Electricity Consumption	kwh	20	16,49
Reduction of Per Capita Natural Gas Consumption	m3	1,50	1,715
Reduction of Per Capita Water Consumption	liter	385	365
Rate of Decrease in Energy Consumption Measured by the Effectiveness of Energy Efficiency Improvement Projects	%	14%	10%
Rate of Decrease in Water Consumption Measured by the Effectiveness of Water Improvement Projects	%	0,50%	0,030%
Decrease in Carbon Consumption Rate Measured by Fuel Efficiency Improvement Projects	%	%75	%68
Reduction of Per Capita Waste Bag Consumption	piece	1,72	1,93
Reduction of Per Capita Chemical Cleaning Material Consumption	gr	68,50	45,99
Reduction of Per Capita Chemical Consumption per Washed kg Textile/Laundry	gr	14,00	13,18
Reduction of Per Capita Paper Product (including folded paper, toilet paper) Consumption	piece	0,50	0,56
Reduction of Per Capita A4 Paper Consumption	piece	1	1,3
Obtaining New Certificates within ISO Standards	piece	1	2
Number of ISO Certified Processes	piece	4	4
Increase in the Number of Green Technology and Innovation Projects	piece	1	2
Ratio of Employees Working with Local Suppliers / Total Number of Suppliers	%	75%	73%
Participation Rate in Sustainable Projects	%	2%	0,05%
Number of Activities with Suppliers	piece	2	3
Increase in the Number of Value-Creating Projects with Suppliers	piece	1	2
Increase in New Business/Project Collaborations with Suppliers	piece	1	3

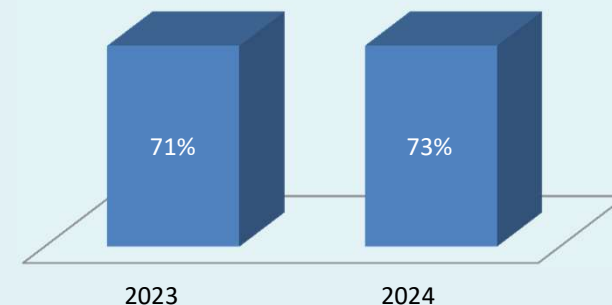
Employee satisfaction



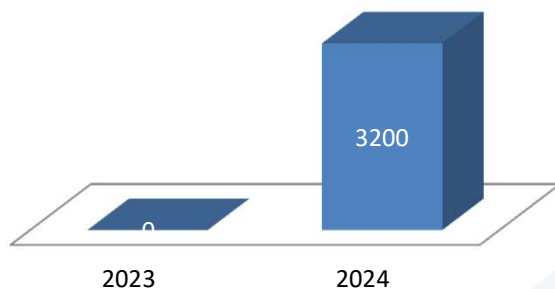
Female employee ratio



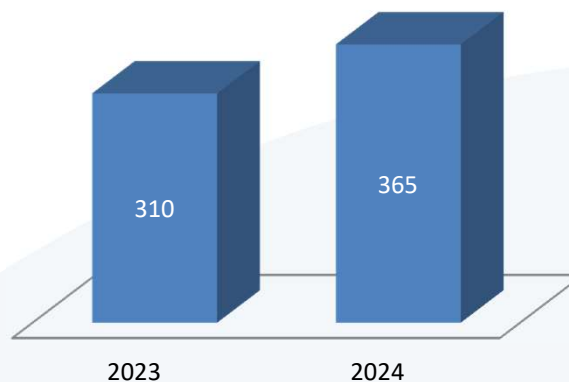
Local supplier rate



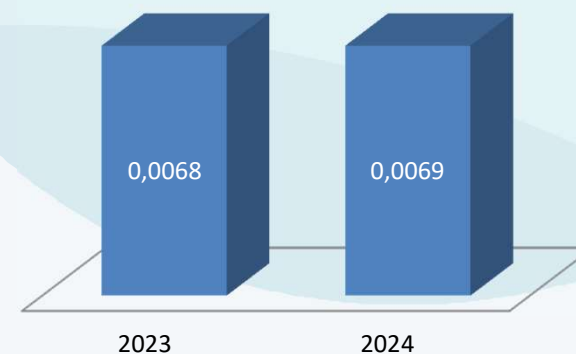
Grey water usage amount (m3)



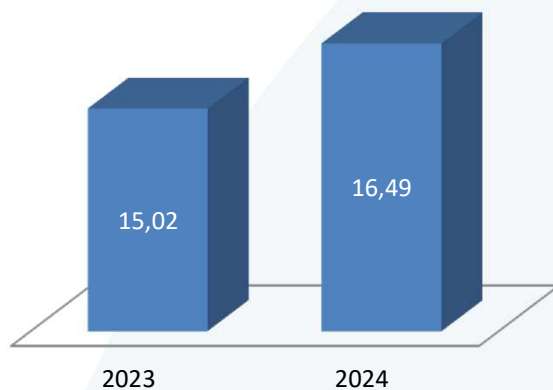
Water consumption per person (liter)



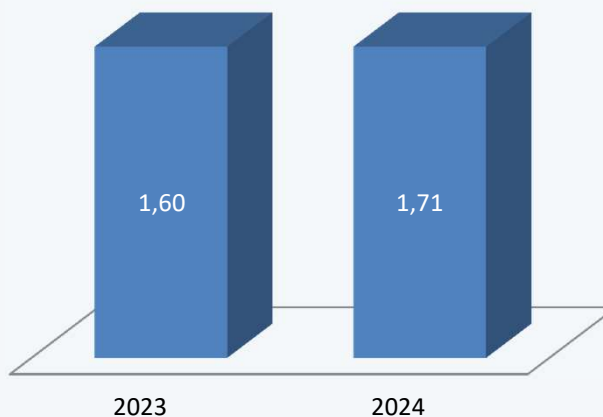
Carbon emissions per person (tCO2e)  
(Scope 1 and 2)



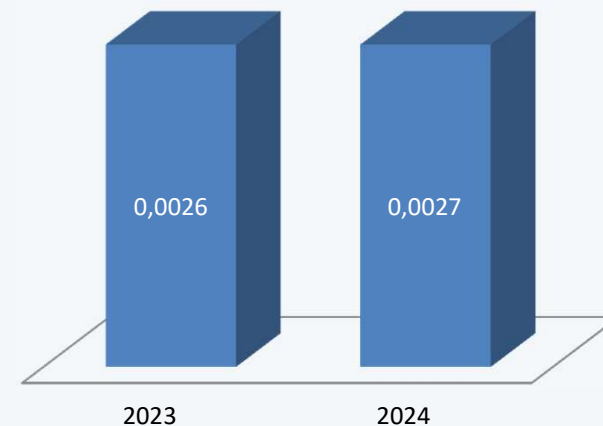
Electric consumption per person (kwh)



Natural gas consumption per person (m3)



Total energy consumption per person (TEP)



## EMPLOYEE SATISFACTION

- Every month, an Employee of the Month celebration was held.
- Rafting, picnics, and summer welcome events were organized for our employees.
- To motivate our employees, a day trip was organized for 153 employees along with their families at Limak Lara, Limak Atlantis, and Limak Limra Hotels; additionally, 6 employees were awarded a holiday with accommodation.
- 16 employees who got married or had a baby, as well as 12 employees selected as Employee of the Month and Employee of the Year for their dedicated work, were gifted a quarter gold coin.
- Scholarship support was provided for the university education of 11 employees' children.



## SOCIAL RESPONSIBILITY

- The caretta caretta eggs left on our beach are protected and are followed until they hatch and return to the sea.
- Food leftovers are separated and given to stray animals.
- The feeding, shelter and health needs of our animal friends in the hotel garden are met.



## RELATIONS WITH LOCAL COMMUNITIES AND AUTHORITIES

As Limak Arcadia Sport Resort Hotel, we contribute to the development of environmental protection and social projects by collaborating with local governments, universities, supplier companies, and non-governmental organizations. Within this scope:

- An iftar dinner was organized with Serik District Governorship and Martyrs' Families.
- Serik Special Education Vocational School students were hosted for a day at our hotel.
- Contribution was made to the Belek Primary School charity bazaar.
- Participation was made in the Kumköy Forest and Beach Cleaning Event on June 5, World Environment Day.
- Participation was ensured in the Kumköy Forest and Beach Cleaning Event on June 5th, World Environment Day.
- In cooperation with BETUYAB, participation was provided in the caretta caretta studies within the scope of the Belek Sea Turtles Protection and Research Project.
- Through our internship program, a total of 56 intern students from Adana Nezihe Yalvaç Meslek Lisesi, Ahlat Meslek Lisesi, Hızır Reis MTAL, İmkb Mesem, Mehmet Akif Ersoy Üniversitesi, Serik Özel Eğitim, Sivas Cumhuriyet Üniversitesi, Yalova (Şaban Temuge) completed their internships at our hotel.
- 14 students worked in our hotel with the Erasmus program.
- Our guests are informed about marketplaces, historical sites, museums, and other attractions in Antalya.
- In 2024, 73% of our product and service suppliers were local companies



## WE CONTRIBUTE TO THE PROTECTION OF THE ENVIRONMENT

We have reduced our Scope 2 emissions to zero with the Renewable Energy Source Certificate (YEK-G).

We have achieved 10% natural gas savings with the use of the solar heating system and also reduced our carbon emission intensity.

**\*We aim to implement our Solar Power Plant (SPP) project, which is currently under construction and will meet all of our hotel's electrical energy needs, in 2026.**



## WE MAKE A POSITIVE CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

As Limak Arcadia Sport Resort Hotel, we meticulously plan and implement all our activities to make a positive contribution to the United Nations Sustainable Development Goals. We identify strategically important issues for our institution, evaluate our strategy within the framework of environmental, social, and economic priorities as well as global trends, and work with dedication to benefit our society and planet through the projects we carry out and responsible business practices aligned with our priorities.

**While doing all this, we integrate the UN Sustainable Development Goals (SDGs) into all our processes, shaping our corporate memory and social awareness in this direction.**



# WE MAKE A POSITIVE CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

In 2024, we added a new initiative to our ongoing sustainability efforts by launching an innovative project for sustainability in tourism.

To encourage our guests to embrace sustainability in tourism, contribute to environmental protection, and raise awareness about the climate crisis, we have introduced a Sustainability Module on the Limak Hotels App. This module allows guests to earn reward points based on their sustainability contributions from the day they check in, which can be used for extra in-hotel expenses.

## Commitment topics:

- ✓ Energy saving and waste prevention
- ✓ Water saving and waste prevention
- ✓ Food and beverage waste prevention
- ✓ Reducing plastic packaging and straw usage





You can contact us via the email address or phone number below to share your suggestions regarding our initiatives, express your interest in participation, or explore collaboration opportunities.

[lara@limakhoteles.com](mailto:lara@limakhoteles.com) / +90 242 715 11 00