

Limak Atlantis De Luxe Hotel & Resort

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.

You can contact us at the e-mail address below to convey your suggestions and participation requests regarding our work or for collaboration opportunities.
atlantis@limakhotels.com



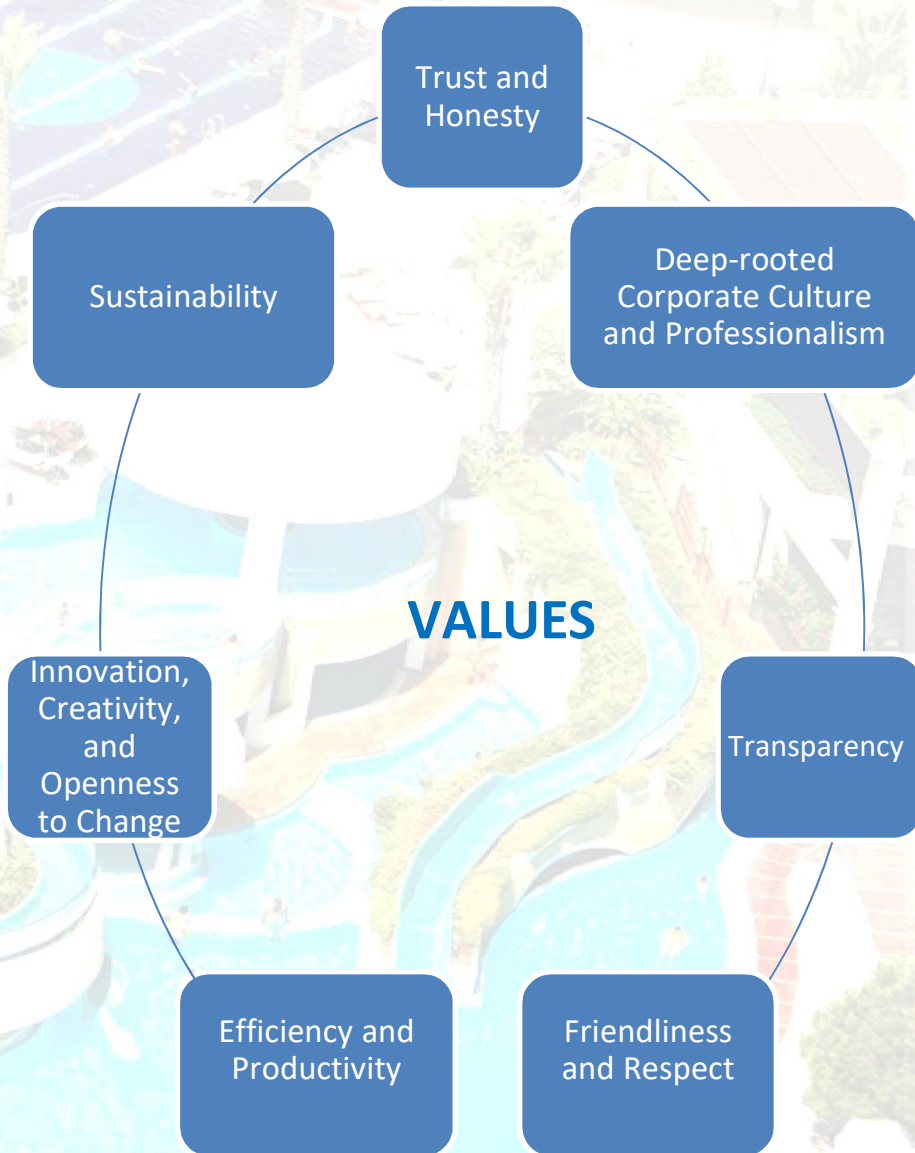
MISSION

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.

VALUES



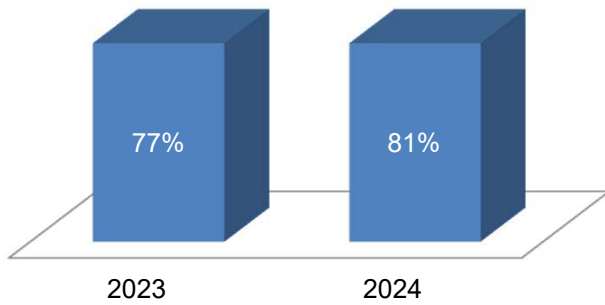
CERTIFICATES AND AWARDS

- ✓ 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
- ✓ Otel puan 2024
- ✓ Recommend on Holidaycheck 24

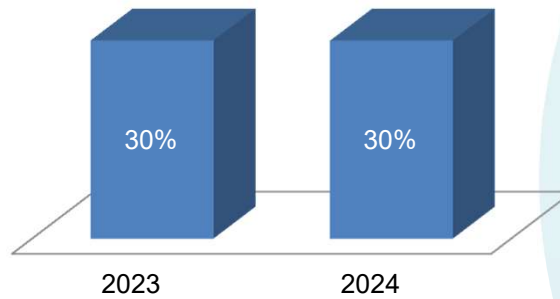


Sustainability Performance Indicators	Unit	Target	Actual
Employee Satisfaction Index (General)	%	80%	81%
Employee Satisfaction with Work Quality	%	70%	83%
Employee Satisfaction Rate Regarding Corporate Culture and Values	%	75%	79%
Employee Expectations and Feedback	%	100%	100%
Increase in Employee Satisfaction Rate Measured by Work-Life Balance Survey	%	80%	75,71%
Participation Rate in Education	%	75%	86%
Satisfaction Rate with Training	%	85%	90%
Employee Satisfaction Rate Measured by Surveys After Social Activities	%	75%	88%
Employee Satisfaction Rate Measured by Surveys After Participation in Social Activities	%	85%	86%
Female Employee Rate	%	34%	31%
Female Employee Rate in Management Levels	%	10%	49%
Employee Loyalty and Continuity	%	60%	66%
Reduction of Per Capita Electricity Consumption	kwh	20	17,93
Reduction of Per Capita Natural Gas Consumption	m3	1,86	1,76
Reduction of Per Capita Water Consumption	liter	350	345
Rate of Decrease in Energy Consumption Measured by the Effectiveness of Energy Efficiency Improvement Projects	%	14%	9%
Decrease in Carbon Consumption Rate Measured by Fuel Efficiency Improvement Projects	%	%75	%69
Reduction of Per Capita Waste Bag Consumption	piece	1,72	1,84
Reduction of Per Capita Chemical Cleaning Material Consumption	gr	68,50	57,81
Reduction of Per Capita Chemical Consumption per Washed kg Textile/Laundry	gr	14	15,04
Reduction of Per Capita Paper Product (including folded paper, toilet paper) Consumption	piece	0,5	0,54
Reduction of Per Capita A4 Paper Consumption	piece	1	1,4
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	1
Ratio of Employees Working with Local Suppliers / Total Number of Suppliers	%	75%	73%
Participation Rate in Sustainable Projects	%	2%	0,03%
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

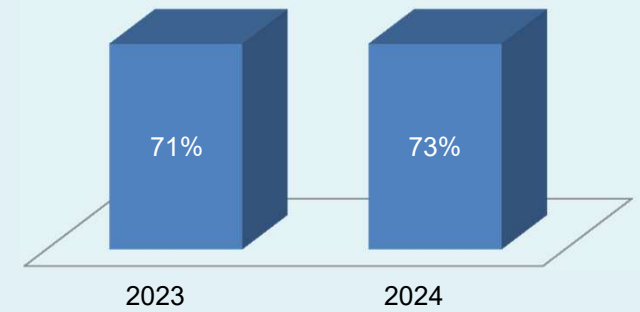
Employee satisfaction



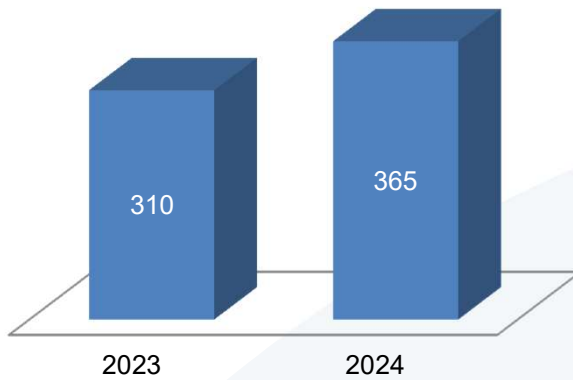
Female employee ratio



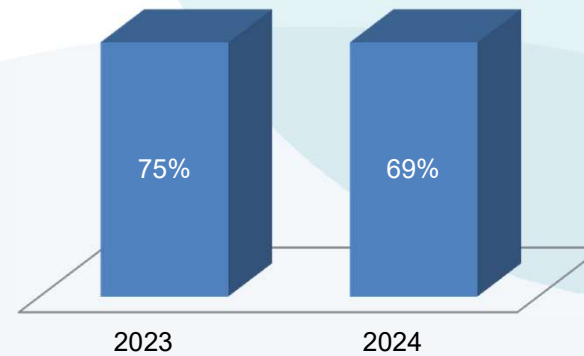
Local supplier rate



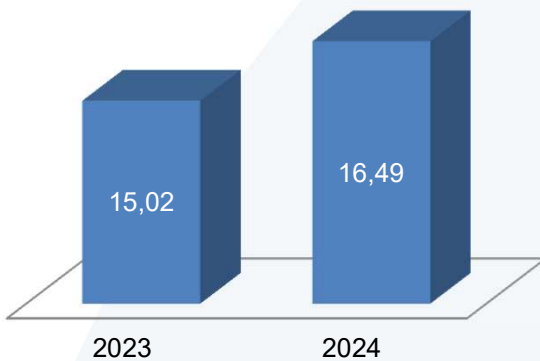
**Water consumption per person
(liter)**



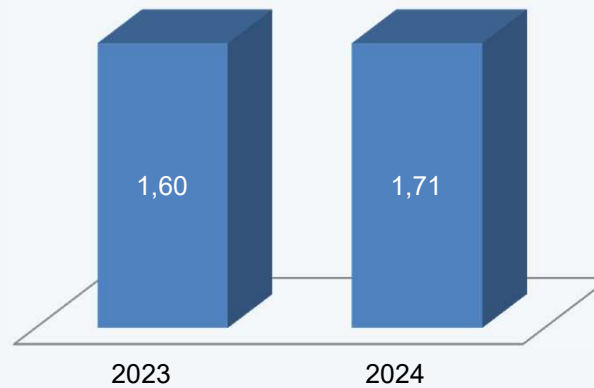
**Carbon emissions per person (tCO₂e)
(Scope 1 and 2)**



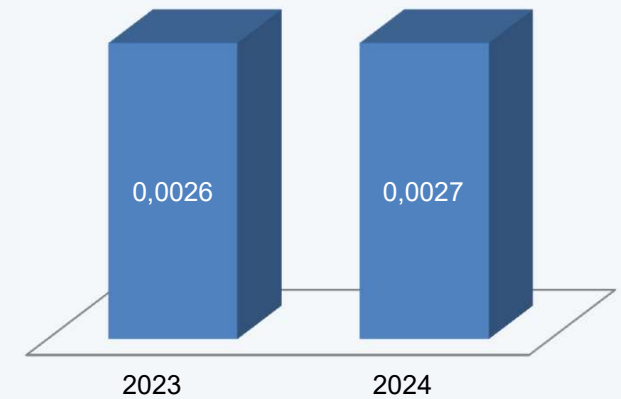
**Electric consumption per person
(kwh)**



**Natural gas consumption per person
(m3)**

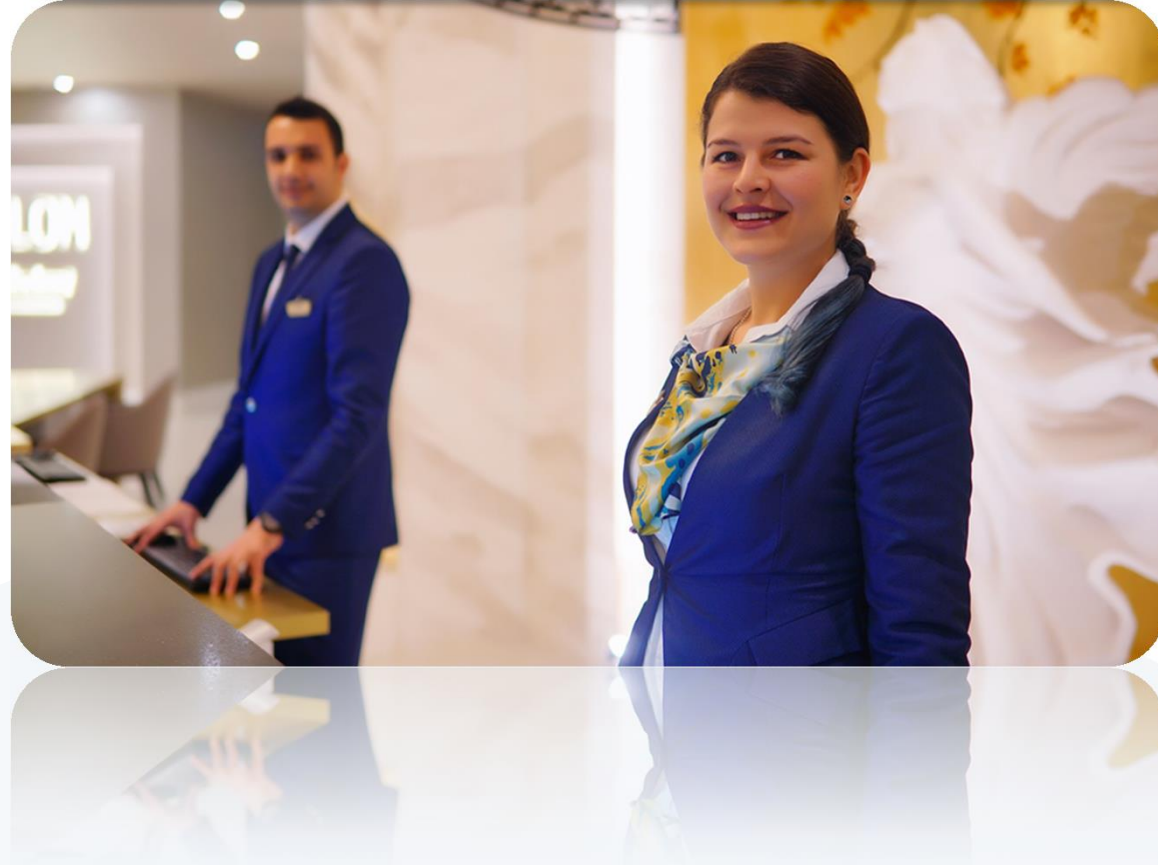


**Total energy consumption per person
(TEP)**



EMPLOYEE SATISFACTION

- Monthly employee celebrations were held.
- Rafting, picnic, and summer welcome events were organized for our employees.
- To motivate employees, a one-day stay was gifted to 155 of our employees with their families at Limak Arcadia, Limak Lara, and Limak Limra Hotels; and a holiday stay was gifted to 11 (6 per night + 5 department coaches) of our employees.
- 7 of our employees who got married or had a baby were gifted a quarter gold coin.
- Scholarship support was provided to the children of 8 of our employees who are pursuing higher education.



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 Atlantis Deluxe & Resort Hotel, we contribute to the production of environmental protection and social projects by cooperating with local administrations, schools, supplier companies, and non-governmental organizations.

- Participation was ensured in the Kumköy Forest and Beach Cleaning Event on June 5, World Environment Day.
- Within the scope of the BETUYAB cooperation with the Belek Sea Turtles Protection and Research Project, participation was ensured in Caretta Caretta studies.
- Students from Serik Special Education Vocational School were hosted at our hotel to have fun and engage in activities within the scope of Disabilities Week.
- Support was provided to Serik Special Education Vocational School by sending cakes for December 3, 2024, Disabilities Day.
- Through the intern student program, 7 intern students from Afyon-Emir Murat Özdilek High School, 4 from Bolu-Yeniçağa Culinary High School, 12 from Serik İMKB High School, 29 from Bitlis Ahlat MTAL, 10 from Yalova-Şaban Temuge High School, and 3 from Antalya Hızır Reis High School completed their internships at our hotel.
- Our guests are informed about markets, historical sites, museums, etc. that can be visited in Antalya.
- 73% of our suppliers, from whom we provided product-service supply in 2024, are local.



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 9% 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 Atlantis Deluxe Hotel & Resort, 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.

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