

Limak Cyprus De Luxe Hotel & Resort

2024 Sustainability Report



LIMAK
CYPRUS | DELUXE HOTEL



Dear partners,

The Sustainability Report presents the progress in 2024 towards the sustainability goals of Limak Cyprus De luxe 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.

VALUES

Sustainability

Trust and
Honesty

Deep-rooted
Corporate Culture
and Professionalism

Innovation,
Creativity,
and
Openness
to Change

Transparency

Efficiency and
Productivity

Friendliness
and Respect

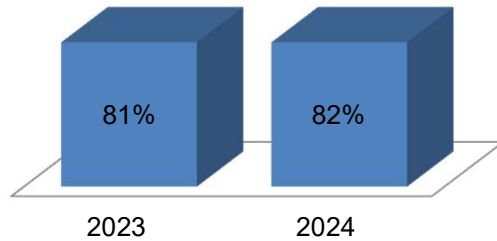
CERTIFICATES ND AWARDS

- ✓ ISO 9001 Quality Management System
- ✓ ISO 22000 Food Safety Management System
- ✓ Otelpuan 2024
- ✓ Satur Top Hotel 2024

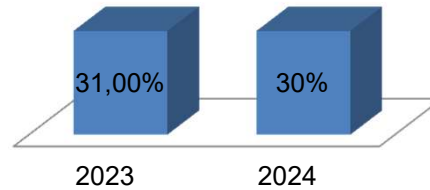


Sustainability Performance Indicators	Unit	Target	Actual
Employee Satisfaction Index (General)	%	80%	82,33%
Employee Satisfaction with Work Quality	%	70%	84%
Employee Satisfaction Rate Regarding Corporate Culture and Values	%	75%	82%
Employee Expectations and Feedback	%	100%	100%
Increase in Employee Satisfaction Rate Measured by Work-Life Balance Survey	%	80%	81,27%
Participation Rate in Education	%	75%	98%
Satisfaction Rate with Training	%	85%	92%
Employee Satisfaction Rate Measured by Surveys After Social Activities	%	75%	95%
Employee Satisfaction Rate Measured by Surveys After Participation in Social Activities	%	85%	85%
Female Employee Rate	%	34%	30%
Female Employee Rate in Management Levels	%	10%	15%
Employee Loyalty and Continuity	%	60%	56%
Reduction of Per Capita Electricity Consumption	kwh	20	26,05
Reduction of Per Capita Natural Gas Consumption	m3	1,50	1,42
Reduction of Per Capita Water Consumption	liter	950	977
Rate of Decrease in Energy Consumption Measured by the Effectiveness of Energy Efficiency Improvement Projects	%	14%	21%
Decrease in Carbon Consumption Rate Measured by Fuel Efficiency Improvement Projects	%	%75	%67
Reduction of Per Capita Waste Bag Consumption	piece	1,25	1,61
Reduction of Per Capita Chemical Cleaning Material Consumption	gr	18,5	21,00
Reduction of Per Capita Chemical Consumption per Washed kg Textile/Laundry	gr	14,00	16,69
Reduction of Per Capita Paper Product (including folded paper, toilet paper) Consumption	piece	0,50	0,80
Reduction of Per Capita A4 Paper Consumption	piece	1	2,0
Number of ISO Certified Processes	piece	2	2
Ratio of Employees Working with Local Suppliers / Total Number of Suppliers	%	75%	85%
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	2

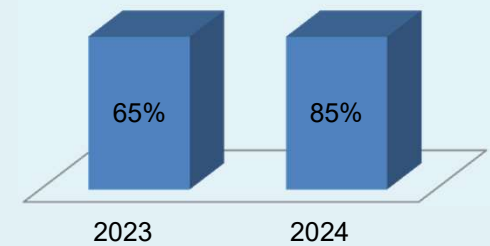
Employee satisfaction



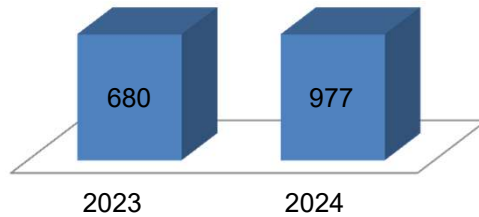
Female employee ratio



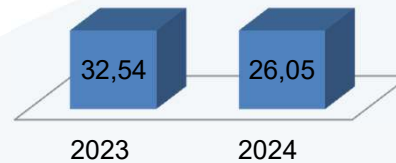
Local supplier rate



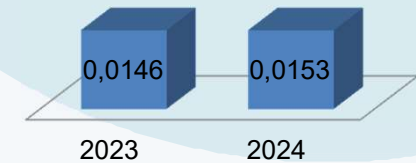
Water consumption per person (liter)



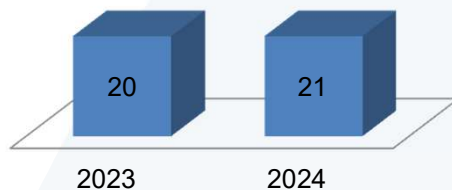
Electric consumption per person (kwh)



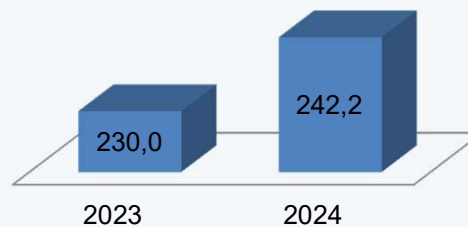
Carbon emissions per person (tCO2e) (Scope 1 and 2)



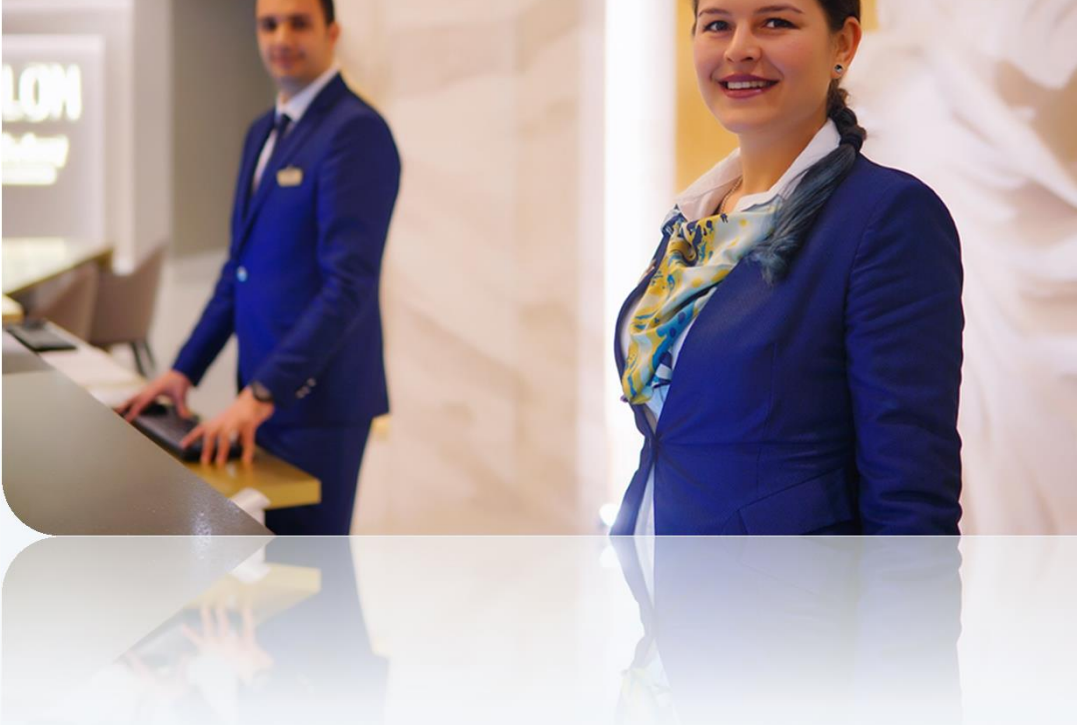
Chemical consumption per person (gr)



Recycled packaging waste (ton)



EMPLOYEE SATISFACTION

- Every month, an Employee of the Month celebration was held.
 - Picnic organizations were organized for our employees.
 - 28 employees who got married or had a baby, as well as 23 employees selected as Employee of the Month and Employee of the Year for their dedicated work, were gifted a quarter gold coin.
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- A photograph showing two employees in blue uniforms. A man in the background is standing behind a reception desk, and a woman in the foreground is smiling and looking towards the camera. They are both wearing blue blazers over light-colored shirts. The woman is also wearing a patterned scarf. The background is a modern office interior with a reception desk and a sign that says 'WELCOME'.
- Scholarship support was provided for the university education of 14 employees' children.
 - Stationery aid was provided to the children of 136 of our employees who are studying.
 - Football, Volleyball, Darts, Bowling and Backgammon tournaments were organized for staff motivation.

RELATIONS WITH LOCAL COMMUNITIES AND AUTHORITIES

As Limak Cyprus DeluxeHotel, 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:

- We held a Hotel Beach Cleaning Event on June 5th, World Environment Day.
- With the intern student program, a total of 60 students from Karpaz Vocational High School, İskele Vocational High School, Kırklareli University, Eastern Mediterranean University and Lefke European University completed their internships in our hotel.
- Our guests are informed about markets, historical sites, museums, etc. that can be visited in Cyprus.
- In 2024, 85% of our product and service suppliers were local companies



WE CONTRIBUTE TO THE PROTECTION OF THE ENVIRONMENT

By using the solar water heating system, we achieved a 23% saving in LPG consumption, and by generating electricity from the Solar Power Plant (SPP), we met 33% of our electricity needs from renewable energy sources, thereby reducing our carbon emission intensity.

We aim to start the project in 2025 and increase our installed solar power plant (SPP) capacity by 2.8 times by 2026.



WE MAKE A POSITIVE CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

As Limak Cyprus De Luxe 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.

cyprus@limakhoteles.com / +90 392 631 18 81