

Limak Lara De Luxe Hotel & Resort

2024 Sustainability Report



Dear partners,

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



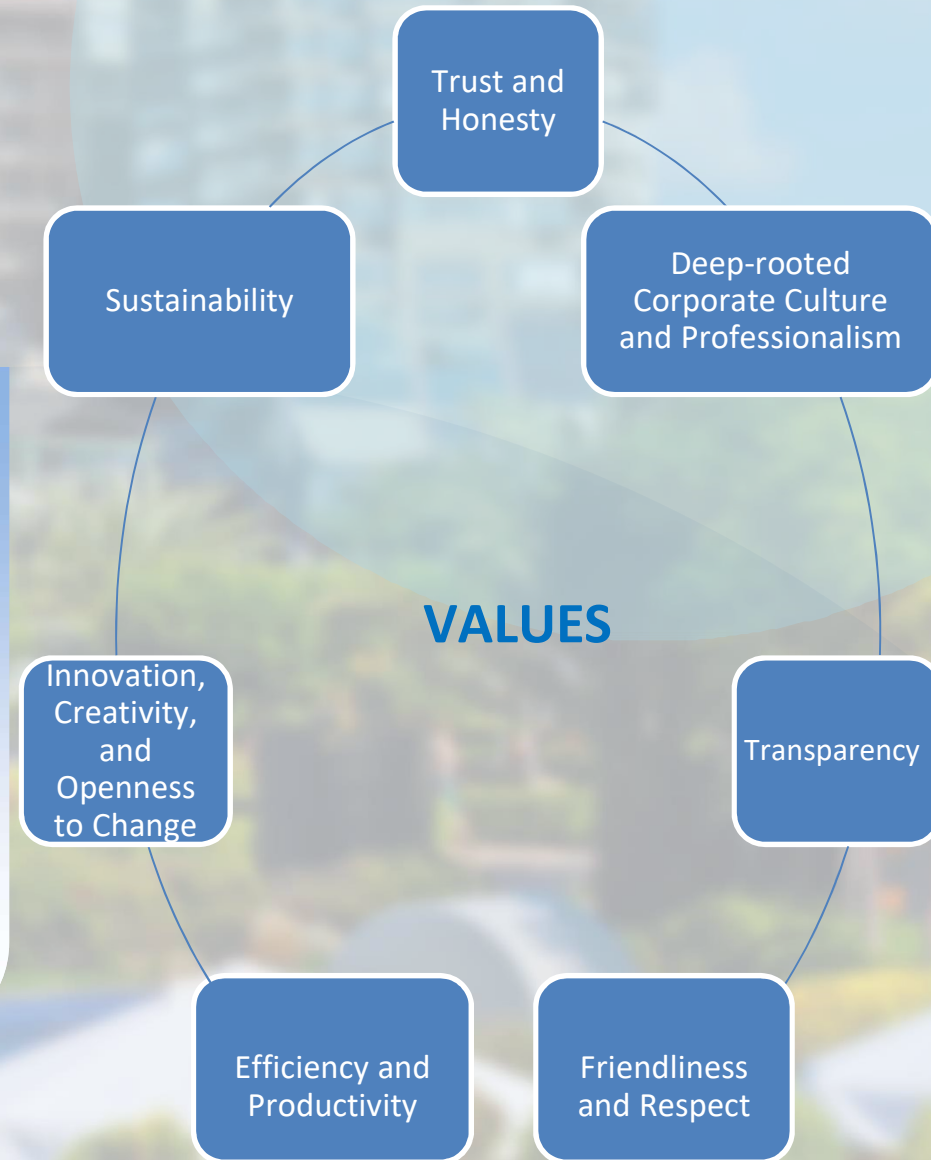
MISSION

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.

VALUES



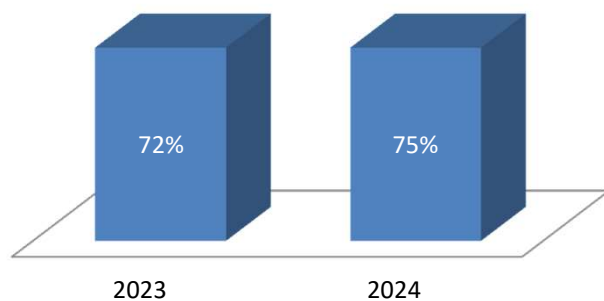
SERTİFİKA ve ÖDÜLLER

- ✓ 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
- ✓ Climate Friendly Orange Flag Certificate
- ✓ Otelpuan 2024
- ✓ Booking.com-2024 Traveller Review Award
- ✓ Recommend on Holidaycheck 24
- ✓ Zoover Awards 24

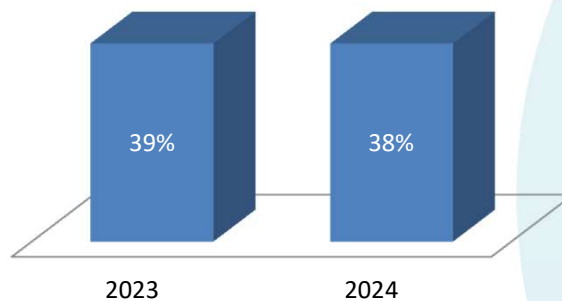


Sustainability Performance Indicators	Unit	Target	Actual
Employee Satisfaction Index (General)	%	80%	75%
Employee Satisfaction with Work Quality	%	70%	78%
Employee Satisfaction Rate Regarding Corporate Culture and Values	%	75%	76%
Employee Expectations and Feedback	%	100%	100%
Increase in Employee Satisfaction Rate Measured by Work-Life Balance Survey	%	80%	83%
Participation Rate in Education	%	75%	91%
Satisfaction Rate with Training	%	85%	89%
Employee Satisfaction Rate Measured by Surveys After Social Activities	%	75%	76%
Employee Satisfaction Rate Measured by Surveys After Participation in Social Activities	%	85%	78%
Female Employee Rate	%	34%	38%
Female Employee Rate in Management Levels	%	10%	3,80%
Employee Loyalty and Continuity	%	60%	75%
Increase in the Amount of Greywater Usage	m3	1500	2300
Reduction of Per Capita Electricity Consumption	kwh	20	24,7
Reduction of Per Capita Natural Gas Consumption	m3	1,50	1,617
Reduction of Per Capita Water Consumption	liter	385	452
Rate of Decrease in Energy Consumption Measured by the Effectiveness of Energy Efficiency Improvement Projects	%	14%	16%
Rate of Decrease in Water Consumption Measured by the Effectiveness of Water Improvement Projects	%	0,50%	0,018%
Decrease in Carbon Consumption Rate Measured by Fuel Efficiency Improvement Projects	%	%75	%76
Reduction of Per Capita Waste Bag Consumption	piece	1,72	1,74
Reduction of Per Capita Chemical Cleaning Material Consumption	gr	68,50	68,16
Reduction of Per Capita Chemical Consumption per Washed kg Textile/Laundry	gr	14,00	13,07
Reduction of Per Capita Paper Product (including folded paper, toilet paper) Consumption	piece	0,50	0,55
Reduction of Per Capita A4 Paper Consumption	piece	1	1,8
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%	0,03%
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

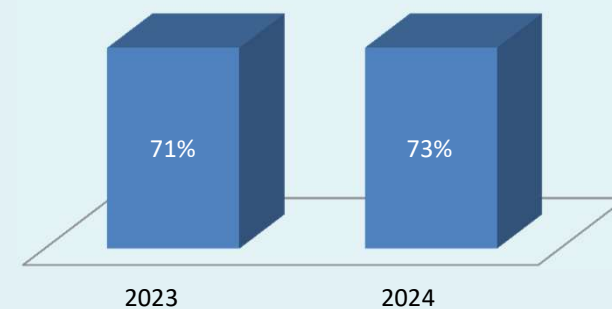
Employee satisfaction



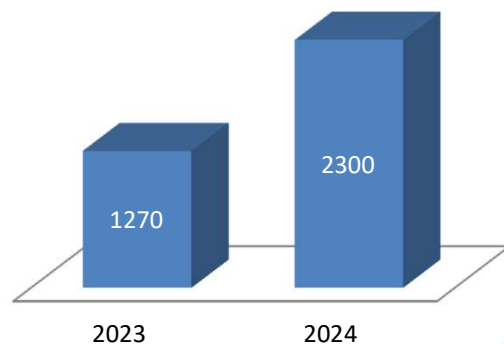
Female employee ratio



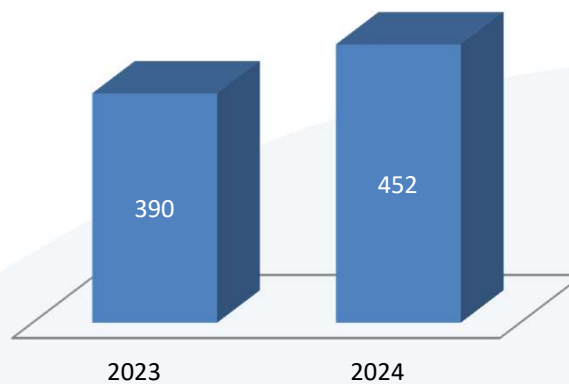
Local supplier rate



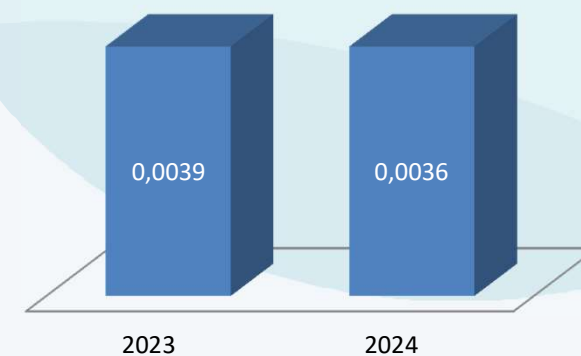
Grey water usage amount (m3)



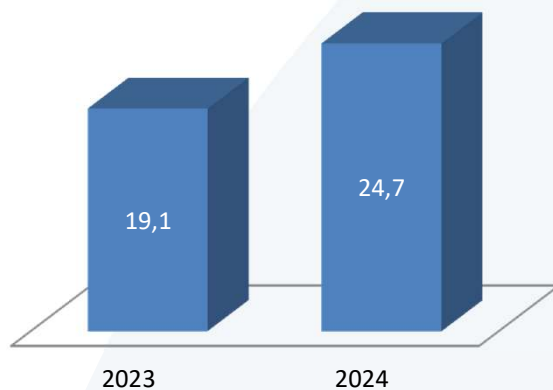
Water consumption per person (liter)



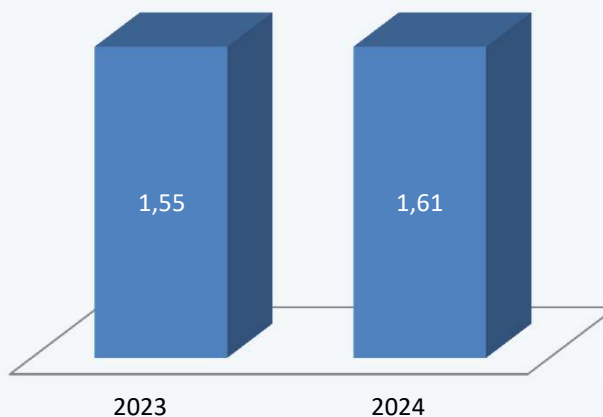
**Carbon emissions per person (tCO2e)
(Scope 1 and 2)**



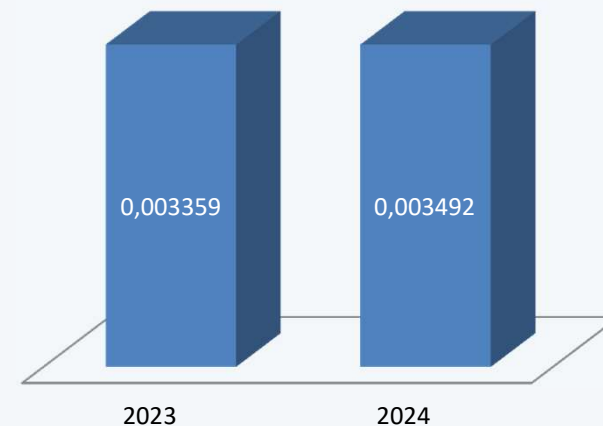
Electric consumption per person (kwh)



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 564 employees along with their families at Limak Arcadia, Limak Atlantis, and Limak Limra Hotels; additionally, 3 employees were awarded a holiday with accommodation.
- 13 employees who got married or had a baby, as well as 10 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 45 employees' children.



SOCIAL RESPONSIBILITY

- Caretta caretta eggs left on our beach are being protected.
- Leftover food on plates is sorted and given to stray animals.



RELATIONS WITH LOCAL COMMUNITIES AND AUTHORITIES

As Limak Lara Deluxe & 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:

- In collaboration with Anadolu Agency, the "Zero Waste in Hotels" project was introduced.
- In cooperation with the Antalya Provincial Directorate of Agriculture and Forestry, the promotion of Finike Orange was carried out.
- At our hotel, students from Süleyman Demirel University Faculty of Tourism were introduced to the kitchen department's operations and Zero Waste practices.
- With the support of the Ülkem Okuuyor Association, children who experienced the February 6 earthquake were hosted in our hotel for 3 nights in order to help them forget what they experienced.
- Participation was ensured in the Kumköy Forest and Beach Cleaning Event on June 5th, World Environment Day.
- In collaboration with LATUYAB and the Ecological Research Association, participation was provided in the Caretta Caretta Awareness Training.
- Through our internship program, a total of 24 intern students from Yalvaç Antik Vocational and Technical Anatolian High School (MTAL), Yeniçağ MTAL, İsmet İnönü MTAL, Hızır Reis MTAL, Selçuk University, Niğde University, and Mehmet Akif University completed their internships at our hotel.
- 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 14% 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 Lara De Luxe 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.



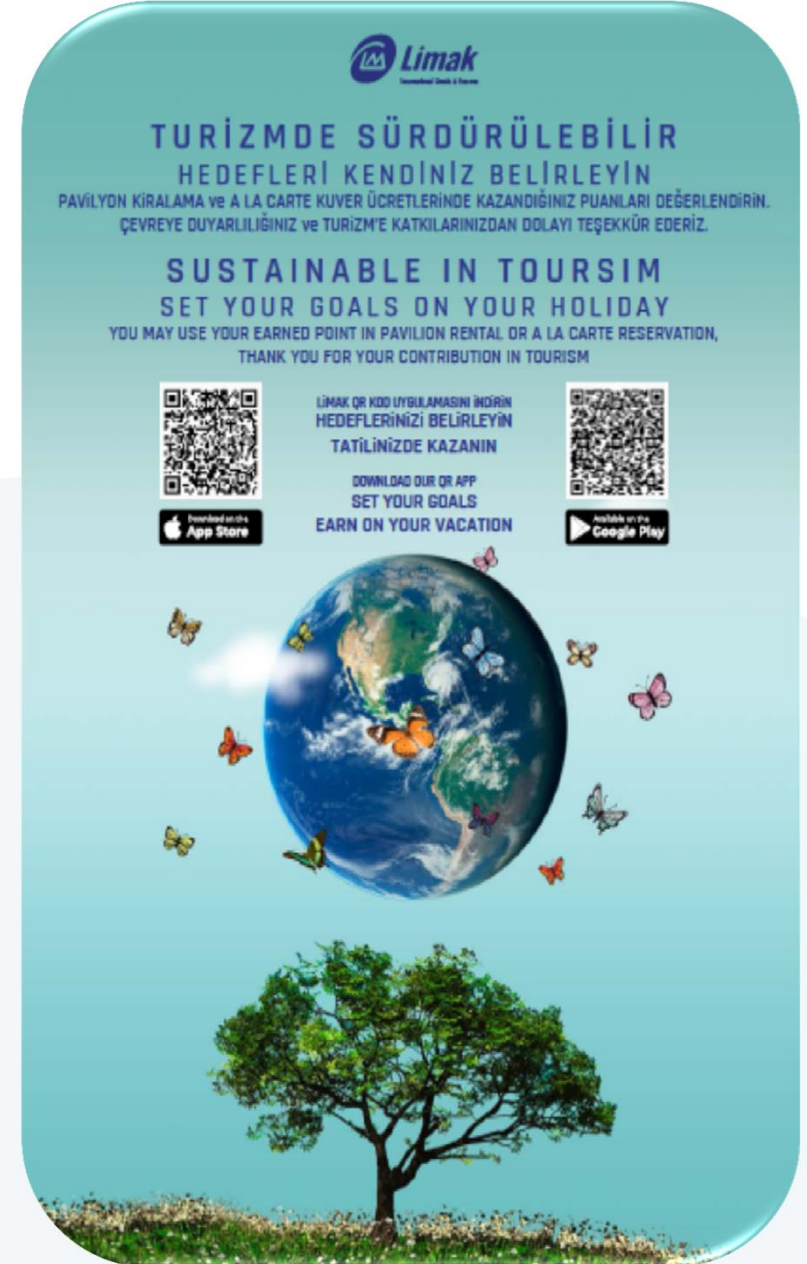
WE MAKE A POSITIVE CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

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



WE MAKE A POSITIVE CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

In 2024, we implemented the Climate-Friendly Orange Flag Project, which was selected as a best practice example within the "Save Your Food Campaign" led by the United Nations Food and Agriculture Organization (FAO) and the Ministry of Agriculture and Forestry. With this project, we aim to raise awareness about food waste prevention and the climate crisis among both our employees and guests.

With the Climate-Friendly Orange Flag, we protect our resources and our future with conscious consumption and sustainable holiday approach.

Efforts to Prevent Food Waste

Leftover food from the buffet and guests' plates is weighed and recorded in the e-Orange online system. These data are analyzed to adjust menus and portion sizes accordingly.

Guests' favorite dishes or the chef's special recipes are displayed in a dedicated buffet section as "Food-Friendly Meals", accompanied by Orange Flag visuals, drawing attention to food waste and the climate crisis.

Guests who finish all the food on their plates are rewarded with a **complimentary Turkish coffee** as a token of appreciation for their awareness of food waste.

Awareness Activities for Children

We see children as the architects of our future and make sure not to forget our young guests! In the Kids Club, we organize fun and educational activities focused on fighting the climate crisis and preventing food waste, helping children develop responsible consumption habits from an early age.

Zero Waste & Support for Local Production

As Turkey's first five-star hotel to receive the Zero Waste Certificate, Limak Lara Hotel minimizes food loss during production through Zero Waste practices. Additionally, we support local and organic production, contributing to sustainable tourism.





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@limakhotels.com / +90 242 352 27 00