

Limak Limra Hotel & Resort

2024 Sustainability Report

LİMRRA
LİMAK INTERNATIONAL HOTELS & RESORTS



Dear partners,

The Sustainability Report presents the progress in 2024 towards the sustainability goals of Limak Limra 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

Sustainability

Trust and
Honesty

Deep-rooted
Corporate Culture
and Professionalism

Innovation,
Creativity,
and
Openness
to Change

Transparency

Efficiency and
Productivity

Friendliness
and Respect

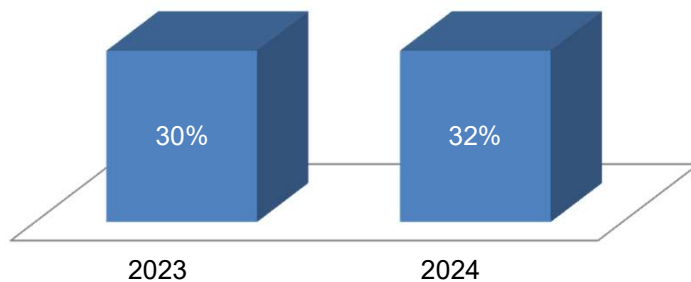
Awards and Certificates

- ✓ 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
- ✓ Otelpuan Ödülü 2024
- ✓ Holidaycheck.de Tavsiye 2024
- ✓ Corendon Green Awards 24
- ✓ Tripadvisor Traveller choice

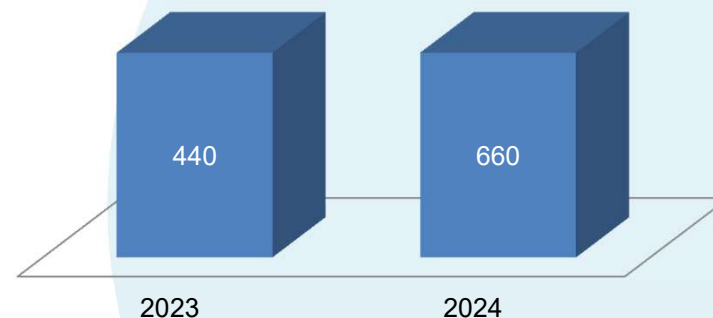


Sustainability Performance Indicators	Unit	Target	Actual
Employee Satisfaction Index (General)	%	80%	%79
Employee Satisfaction with Work Quality	%	70%	%83
Employee Satisfaction Rate Regarding Corporate Culture and Values	%	75%	%80
Employee Expectations and Feedback	%	100%	%100
Increase in Employee Satisfaction Rate Measured by Work-Life Balance Survey	%	80%	%80,14
Participation Rate in Education	%	75%	%93
Satisfaction Rate with Training	%	85%	%90
Employee Satisfaction Rate Measured by Surveys After Social Activities	%	75%	%91
Employee Satisfaction Rate Measured by Surveys After Participation in Social Activities	%	85%	%87,50
Female Employee Rate	%	34%	%31,81
Female Employee Rate in Management Levels	%	10%	
Employee Loyalty and Continuity	%	60%	%64,51
Increase in the Amount of Greywater Usage	kwh	20	18,69
Reduction of Per Capita Electricity Consumption	m3	1,4	1,317
Reduction of Per Capita Natural Gas Consumption	litre	0,5	0,66
Reduction of Per Capita Water Consumption	%	%75	%74
Rate of Decrease in Energy Consumption Measured by the Effectiveness of Energy Efficiency Improvement Projects	adet	0,06	0,02
Rate of Decrease in Water Consumption Measured by the Effectiveness of Water Improvement Projects	gr	50	43,48
Decrease in Carbon Consumption Rate Measured by Fuel Efficiency Improvement Projects	adet	0,50	0,50
Reduction of Per Capita Waste Bag Consumption	adet	1	1,2
Reduction of Per Capita Chemical Cleaning Material Consumption	adet	1	1
Reduction of Per Capita Chemical Consumption per Washed kg Textile/Laundry	adet	4	4
Reduction of Per Capita Paper Product (including folded paper, toilet paper) Consumption	adet	1	1
Reduction of Per Capita A4 Paper Consumption	%	75%	%73
Obtaining New Certificates within ISO Standards	%	2%	%2
Number of ISO Certified Processes	adet	2	2
Increase in the Number of Green Technology and Innovation Projects	adet	1	1
Ratio of Employees Working with Local Suppliers / Total Number of Suppliers	adet	1	1

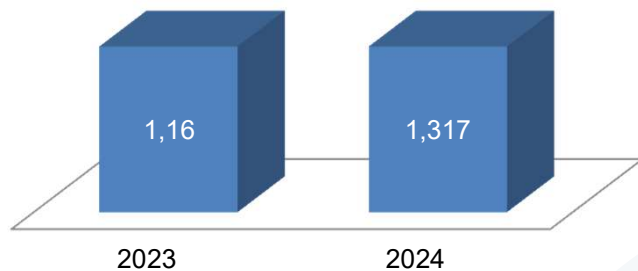
Female employee rate



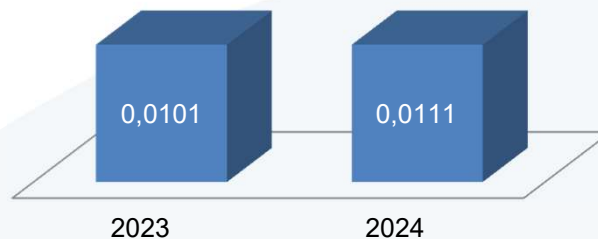
Water consumption per night



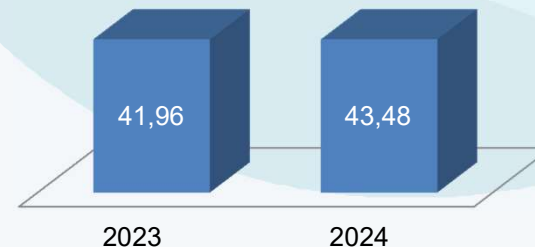
LNG consumption per night



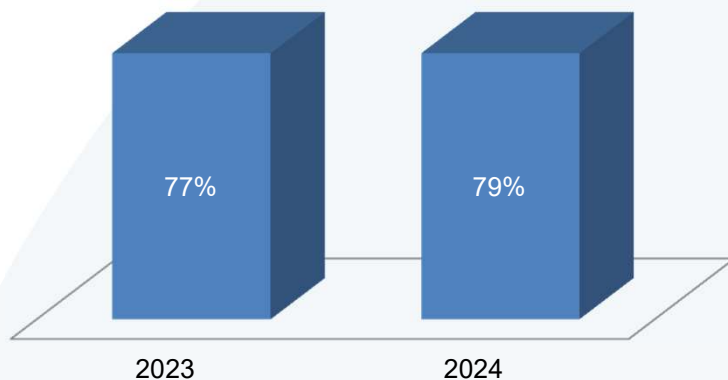
Carbon emissions per night (tCO2e)



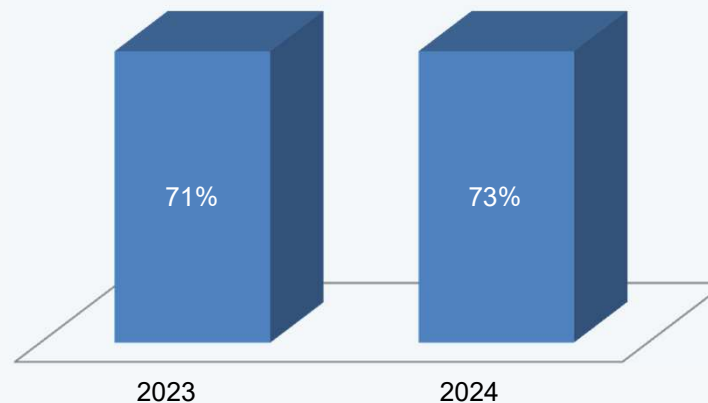
Chemical consumption per night (gr)



Employee satisfaction



Local supplier rate



EMPLOYEE SATISFACTION

- Every month, an Employee of the Month celebration was held.
- Picnics, and summer welcome events were organized for our employees.
- To motivate our employees, a day trip was organized for 52 employees along with their families at Limak Arcadia, Limak Atlantis, and Limak Lara Hotels; additionally, 5 employees were awarded a holiday with accommodation.
- 6 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 10 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 PEOPLE AND AUTHORITIES

As Limak Limra Resort Hotel, we contribute to the production of environmental protection and social projects by cooperating with local governments, universities, supplier companies and non-governmental organizations.

In this context;

*As part of the Breath to the Future project, we participate in the Tree Planting event held across Türkiye on November 11th every year.

*On June 5th World Environment Day, a cleaning was carried out in Kemer Ayışığı in our region under the leadership of KETOB.

*On June 5th World Environment Day, an environmental cleaning was carried out with the guest children in order to draw attention to environmental pollution.

*A Plant Inventory List has been created. The Sweetgum tree in our hotel is under protection. Limak Limra Hotel ok, we contribute to the production of environmental protection and social projects by cooperating with local governments, supplier companies and civil society organizations.

*73% of the suppliers we provide product and service to in 2024 are local.

*Our guests are informed about markets, historical sites, museums, etc. that can be visited in Antalya and Kemer.

*We participated in the Moonlight Cleaning Event in cooperation with KETOB on June 5th World Environment Day.

A meal was provided on behalf of our hotel at the 4th Summer Art Camp and Culture and Art Workshop between September 5th and 9th, 2024.

We participated in the Calis Hill Cleaning Event in cooperation with KETOB on September 15th, 2024 World Cleanup Day.

A lunch program was organized for high school students in Kemer.

A MESEM protocol was made with the Ministry of National Education and the project was implemented, and 22 people received training.

With the intern student program, 49 intern students from 4 Vocational and Technical Anatolian High Schools completed their internships at our hotel.



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 15% LNG 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 Limra 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.



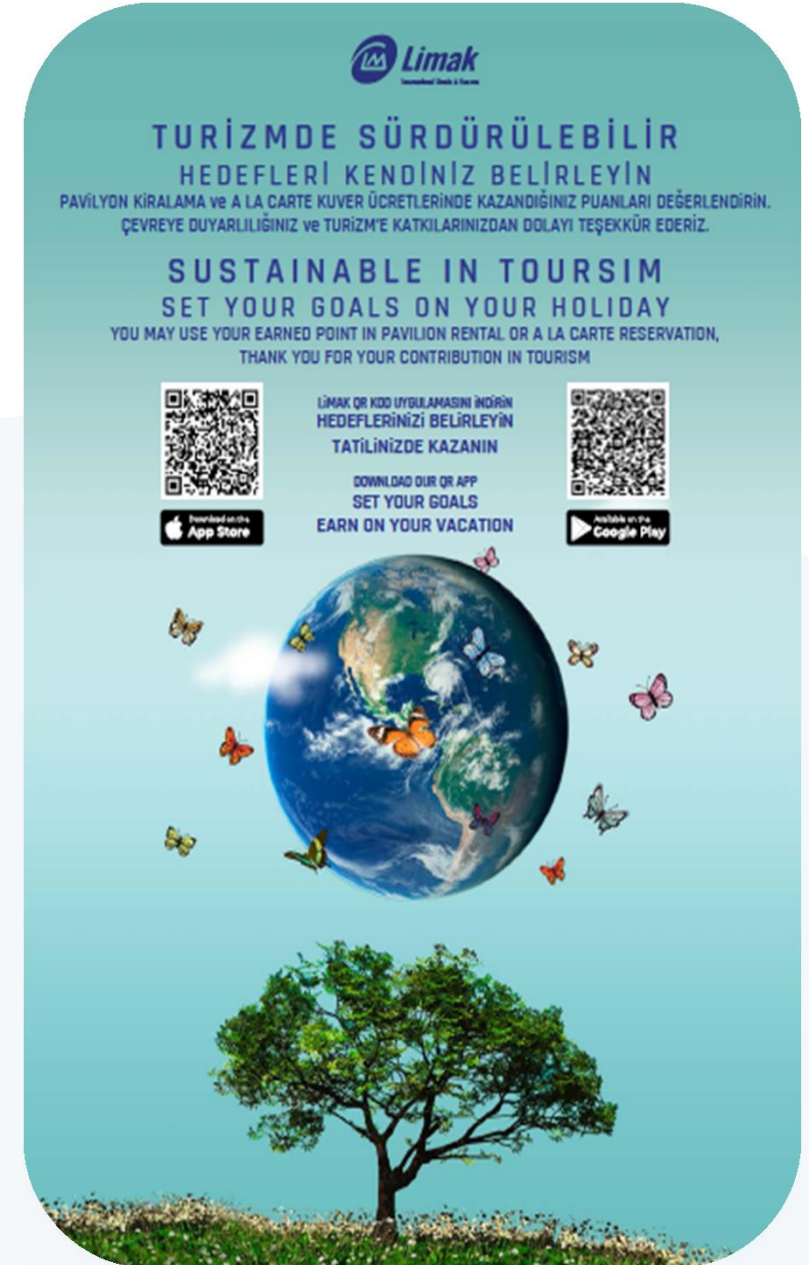
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In 2024, we added a new initiative to our ongoing sustainability efforts by launching an innovative project for sustainability in tourism.

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



LİMRA

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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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