

# Limak Thermal Boutique Hotel 2024 Sustainability Report



Dear partners,

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

- ✓ Green Star
- ✓ Zero Waste Certificate
- ✓ Sustainable Tourism Certificate
- ✓ YEK-G Carbon Reduction Certificate
- ✓ Booking.com Traveller Review Award
- ✓ Otelz Guest Evalotion Award



YEK-G

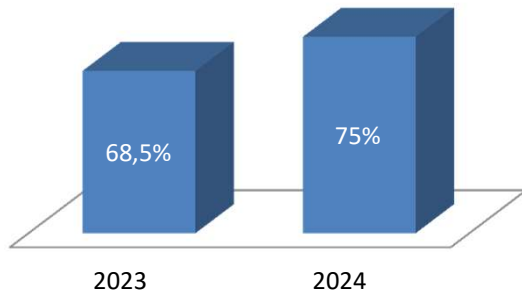


Booking.com  
Traveller Review Awards 2024

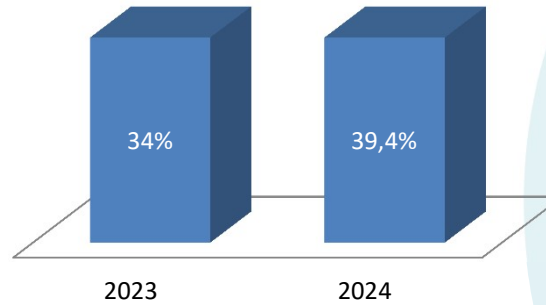


Sürdürülebilirlik Performans Göstergeleri	Birim	Hedef	Gerçekleşen
Employee Satisfaction Index (General)	%	75%	75%
Employee Satisfaction with Work Quality	%	70%	79%
Employee Satisfaction Rate Regarding Corporate Culture and Values	%	75%	73%
Employee Expectations and Feedback	%	100%	73%
Increase in Employee Satisfaction Rate Measured by Work-Life Balance Survey	%	80%	71%
Participation Rate in Education	%	75%	78%
Satisfaction Rate with Training	%	85%	84%
Employee Satisfaction Rate Measured by Surveys After Social Activities	%	75%	82%
Female Employee Rate	%	40%	39,4%
Female Employee Rate in Management Levels	%	20%	28,5%
Employee Loyalty and Continuity	%	60%	54,9%
Reduction of Per Capita Electricity Consumption	kwh	41	45,84
Reduction of Per Capita Natural Gas Consumption	m3	1,85	2,05
Reduction of Per Capita Water Consumption	liter	215	298
Reduction of Per Capita Waste Bag Consumption	piece	2	2,6
Reduction of Per Capita Chemical Cleaning Material Consumption	gr	100	100,3
Reduction of Per Capita Chemical Consumption per Washed kg Textile/Laundry	gr	150	165,7
Reduction of Per Capita Paper Product (including folded paper, toilet paper) Consumption	piece	1,25	1,32
Reduction of Per Capita A4 Paper Consumption	piece	5	4,87
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%	71%

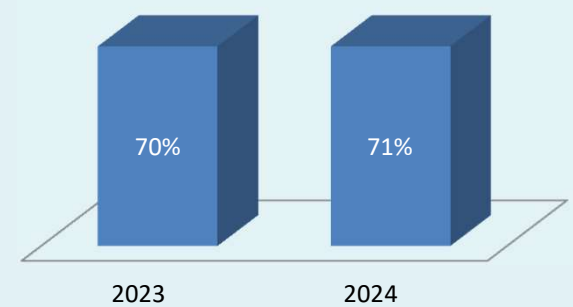
**Employee satisfaction**



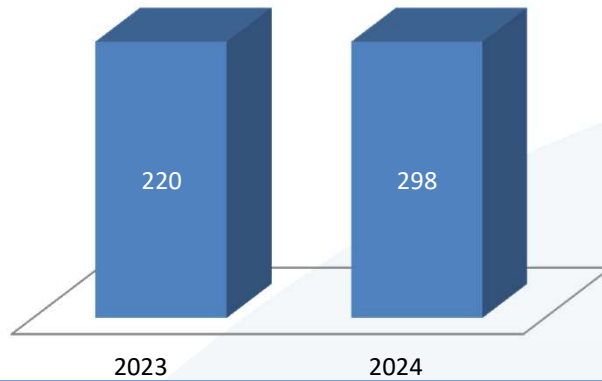
**Female employee ratio**



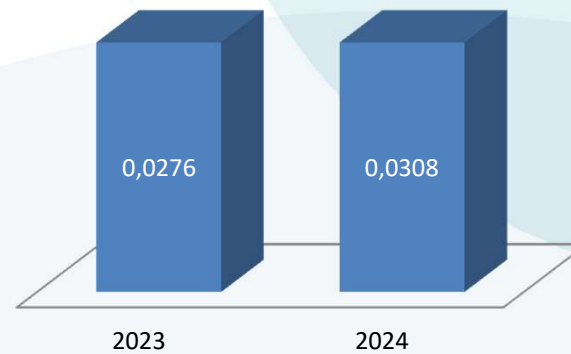
**Local supplier rate**



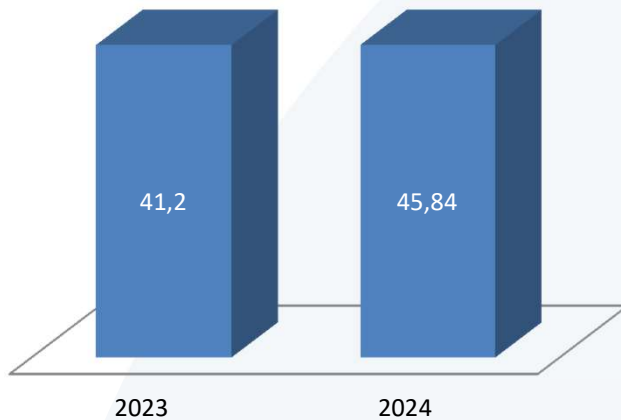
**Water consumption per person (liter)**



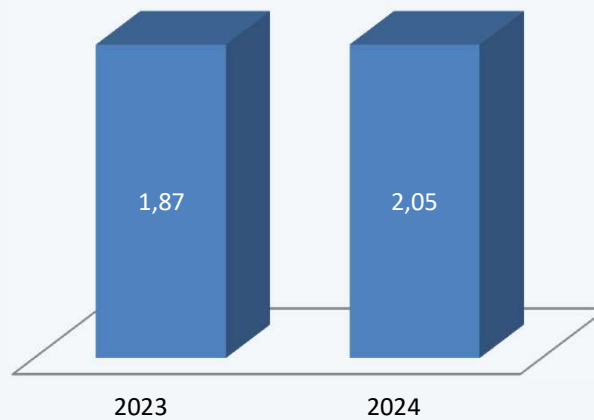
**Carbon emissions per person (tCO2e)  
(Scope 1 and 2)**



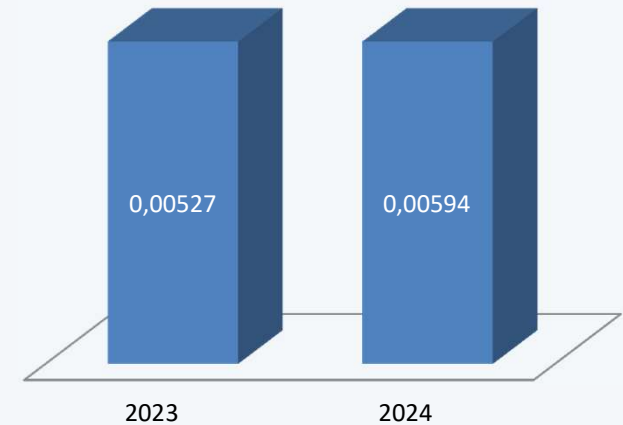
**Electric consumption per person (kwh)**



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



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





## EMPLOYEE SATISFACTION

- An “Employee of the Month” celebration was held regularly every month.
- Barbecue and New Year celebration events were organized for our employees.
- To boost employee motivation, 4 staff members were awarded a holiday stay at our hotels in Antalya. Additionally, 4 employees received a dinner and spa gift.
- A quarter gold coin was presented to 1 employee who gave birth, and cash prizes were awarded to 13 employees who were selected as Employee of the Month and Employee of the Year for their dedicated work.
- Scholarship support was provided for the children of 3 employees who are pursuing higher education.



## RELATIONS WITH LOCAL COMMUNITIES AND AUTHORITIES

As Limak Thermal Boutique 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:

- As part of the internship program, a total of 3 intern students from Yalova Nene Hatun Girls Vocational and Technical Anatolian High School, Doğuş University, and Yalova University completed their internship duties at our hotel.
- Our guests are provided with information about markets, historical sites, museums, and other places to visit in Yalova.
- In 2024, 71% of the suppliers from whom we procure products and services were local.
- A breakfast event was organized to meet with students from Yalova Nene Hatun Girls Vocational and Technical Anatolian High School and to help them gain industry experience alongside their theoretical education.
- Participation was ensured in the Yalova University Career Days event.





## **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 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 Thermal Boutique 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.

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