



# ALI BEY HOTELS&RESORTS SUSTAINABILITY REPORT

2024

3

ABOUT  
REPORT



4

MESSAGE FROM  
THE CHAIRMAN  
OF BOARD



5

MESSAGE FROM  
GENERAL  
DIRECTOR



66

CORPORATE  
PROFILE



8

SUSTAINABILITY  
STRATEGY



11

OUR POLICIES



15

2025  
TARGETS



16

AWARDS &  
CERTIFICATES



18

HUMAN  
RESOURCES



27

TRAINING &  
DEVELOPME



30

ENERGY  
MANAGEMENT



33

WATER  
MANAGEMENT



36

GREENHOUSE  
GAS  
MANAGEMENT



37

WASTE  
MANAGEMENT



41

DIGITAL  
TRANSFORMATIO



42

BIODIVERSITY



44

PRESENTING  
CULTURAL  
HERITAGE



45

SUPPLY CHAIN  
MANAGEMENT



46

SOCIAL  
RESPONSIBILITY



50

STAKEHOLDERS &  
COMMUNICATION  
METHODS



51

CONTACT



# About Report

*As Ali Bey Hotels & Resort, we are very glad to present our 2024 sustainability efforts to you, our esteemed stakeholders, within the framework of the United Nations Sustainable Development Goals.*

Our sustainability report provides a detailed overview of how we tackle our environmental, social and economic responsibilities. Spanning from January 1 to December 31, 2024, this report outlines our sustainability strategy and the practices we have integrated into our corporate process. The report includes in detail our material issues and the performance results we have achieved in these areas. Report also contains the United Nations Sustainable Development Goals we have contributed. We plan to pursue our future reporting activities with the same guiding methodology and to perform on annual basis. Throughout this process, we will continue to transparently share the steps we have taken on our sustainability journey, as well as the results we have achieved.



# Message from Chairman of the Board

Since our establishment in 1948 in Kütahya, as Gürok Group, we have implemented projects that have advanced Turkey in the industrial, tourism and construction sectors. Our investments in the socio-economic and socio-cultural developments of Kütahya and its surrounding areas have transformed into significant contributions for our country over the years.

Through our innovative approach and impactful projects in every sector we step into, we have secured our place among the Turkey's largest private sector groups in the first slice of 21st century. We continue to develop products and services that center on experience and inspire the future. On this journey, in addition to financial growth, we strive to do our work well every day for the satisfaction of our customers, business partners and employees, we support projects that contribute to our society with sustainable investments and continue to develop new ones, and remain committed to protecting the environment.

At Gürok Group, we focused our sustainability approach on three main pillars; "Think limitless for the world", "Act boldly for society", "Do good for people". So, we aim to enhance our positive impact on the environment and society while minimizing our negative effects.

We think limitless for the world.

We reduce our carbon footprint every day with our responsible use of resources, waste management, recycling and ethical production processes with all our institutions and employees. We take innovative steps for a better future with our sustainability projects for the environment and the world and our investments that contribute to the fight against climate change.

We act boldly for society. We stand by children, women, the elderly, students, families in need and stray animals with our social activities and sponsorships in every field that contributes to society, from education to history, science to culture. We strive to improve our future with the strength that comes from our diversity and the courage we gain from our culture.

We do good for people. At the core of all our activities is doing our work well. To achieve this, the heart of our corporate culture is centered around revealing the unique potential of each individual. While supporting women and young talents through social equality and corporate responsibility projects, we also provide equal conditions and opportunities for all our team members. We contribute to the development of all our employees with Gürok Academy's competency-focused training programs and creativity-boosting reward systems.

We conduct our operations without compromising on ethical business principles and prioritize being a transparent and accountable organization. We view creating value for our stakeholders as one of the key elements of sustainable success. We respond to the needs of our stakeholders with our environmentally protective, human-centered, and innovative practices that align with the conditions of the times. We work to add value to life and nature by offering products and services that enhance quality of life for a sustainable future.

We aim to set an example for all our companies by integrating sustainability into our business strategies. On behalf of myself and the Board of Directors, I would like to extend my gratitude to all our



stakeholders who have supported us in this process.

**Rıza GÜRAL**  
**GÜROK GROUP CHAIRMAN OF**  
**BOARD OF DIRECTORS**

# Message from Tourism Group General Director

Dear Stakeholders,

As Ali Bey Hotels & Resorts, we are proud to share our 2024 Sustainability Report with you.

We prioritize guest and employee satisfaction in the tourism sector, providing service with our brand awareness and understanding of quality. With our goals of sustainable growth and a focus on tourism, we aim to leave a better world for the future, together with all our guests, employees, partners, and suppliers.

I would like to thank all our guests, business partners, and colleagues who have contributed to this journey and trusted us.

In our sustainability journey, we will continue to work together for a more beautiful and livable world. I extend my sincere gratitude to all our stakeholders who accompany us on our sustainability journey...



Hakan ÖZTÜRK  
TOURISM GROUP GENERAL DIRECTOR



# To the Future with Gürok Group...

We believe in the power of doing our job well every day for a better future. Through our sustainable production processes and social projects, we contribute to people, society and the environment. At the heart of all these activities are the three core principles that motivate us.

## **Think Limitless**

In all the sectors where we produce products and services, the traces of thinking limitless are at the core of everything we do. With free minds that draw their strength from the heart, we constantly follow customer needs by thinking outside conventional patterns. This allows us to discover potential service areas more quickly, and by growing together, we bring new ideas to life.

## **Act Boldly**

As we draw from what we have learned, we look to the future with greater courage. We see the challenges we face as new excitements. By pushing our limits every day and thinking positively in all conditions, we bring the value we place on ideas to life through our activities. To bring innovative products and services to life, we act with an open mindset for growth and a spirit ready to try.

## **Do Well**

Great service comes from expert teams; expert teams are born from strong cultures. Uncovering the true potential of every talent we work with is at the core of our organizational culture. With a respected work environment that encourages fresh perspectives and creativity, we do our job well every day. With trust in each other, we aim beyond limits and expectations.

For a sustainable future, we work to add value to life and nature with products and services that enhance quality of life.



# To the Future with Gürok Group...



## We Think Limitless for the World

Transformation arises from thinking limitless. With all our brands and employees, we reduce our carbon footprint every day through responsible resource use, waste management, recycling, and ethical production processes. We take innovative steps for a better future with the sustainability projects we implement for the environment and the world, as well as our investments that contribute to the fight against climate change.

**Sustainability Academy Membership** We are members of the Sustainability Academy, a leading non-profit sustainability center that works to shape a better future in the business world and create change and transformation along this path.

### Gürok Academy Sustainability Training

As part of our corporate culture, through the Gürok Academy Sustainability Trainings, we carry out initiatives aimed at raising awareness of responsible consumption and recycling.

## Acting Boldly for Society

With the connection we have established between our cultural heritage and future focus, we look to the present with greater courage. Through the social initiatives and sponsorships we implement in every area that contributes to education, history, science, culture, and society, we stand by children, women, the elderly, students, families in need, and street animals. With the strength from our diversity and the courage we draw from our culture, we are here today to improve our future.

### STK Gatherings

We closely follow all developments in social issues and sustainability. We are partners and supporters of many sectoral, national, and global initiatives. We believe in the power of collective action for sustainable development.

### Aizanoi Sponsorship

The ancient city of Aizanoi in the Çavdarhisar district of Kütahya hosts some of Anatolia's best-preserved historical structures, including the Temple of Zeus and a theater and stadium dating back 5,000 years. Listed on the UNESCO World Heritage Tentative List in 2012, Aizanoi, also known as the 'Second Ephesus,' is the focus of our sponsorship for restoration efforts.

## Doing Good for People


Through social equality and corporate responsibility projects, we support women and young talents, while also providing equal conditions and opportunities for all our team members. With the competency-focused training programs of the Gürok Academy and creativity-encouraging reward systems, we contribute to the development of all our employees.

### UN WEPS

Under the UN Women's Empowerment Principles (WEPs), we, as Gürok Group, signed the UN WEPs principles in 2024 to contribute to women's participation at all levels of the workforce, the creation of more equitable societies, and the achievement of international goals in the areas of development, sustainability, and human rights.

**Women Employment** We develop special projects with the goal of increasing the ratio of female employees and managers to 50% in all Gürok Group companies.

### “Rıza Güral Education First for the Future” Scholarship Fund

We launched “Rıza Güral Education First For the Future Scholarship Fund” with the cooperation of the Turkish Education Foundation (TEV). Gürok Group, along with our Companies under its umbrella - LAV, GCA, Ali Bey Hotels & Resorts and Gürok Kiremit – support this fund.  7

# Ali Bey Hotels & Resort Sustainability Strategy

When determining our sustainability strategy, we consider environmental impacts and risks, strive to offer the best opportunities by broadening our perspective on people and culture, and work on optimizing the company's internal systems, such as control mechanisms, practices, and procedures.



## Environmental

Our environmental strategies encompass critical elements such as increasing energy efficiency, improving waste management, promoting water conservation, and reducing carbon footprint. Additionally, the use of renewable energy sources, the development of eco-friendly products and services, and minimizing the environmental impacts in supply chain processes are also key components of these strategies.



## Social

A perspective sensitive to social life, human equality, and cultural diversity contributes to creating an inclusive environment in our facilities, not only for guests but also for employees. Preventing gender discrimination and social segregation is an integral part of our company culture. A fair and respectful employer-employee relationship plays a critical role in enhancing both our staff's satisfaction and the quality of the services provided.



## Governance

The internal management systems of our facilities form the foundation of successful operations. These systems support the regular and effective execution of daily activities, the achievement of strategic goals, and the creation of a transparent working environment. Audit mechanisms ensure compliance with ethical standards, while the integration of employee feedback into management enhances motivation and fosters innovation. These elements contribute to the sustainable success of our facilities.



# Our Sustainability Management System

Our hotel's Sustainability Management System provides a framework that adopts sustainable tourism principles, encompassing our management processes and focusing on continuous improvement. We conduct risk analysis and assessments in areas such as the environment, society, culture, economy, quality, human rights, health, and safety. Our employees set goals by implementing the defined policies and monitor the progress of achieving these goals. When success is achieved, new goals are set, while in cases of failure, policies are reviewed to ensure continuous improvement.

Our hotel, which fulfills the requirements of the **Turkey Sustainable Tourism Program**, continuously updates the system to improve sustainability performance. We encourage employee participation and carry out awareness-raising activities through training programs.



# Adaptation to Global Risks and Strategic Management

When shaping our policies and goals, we take into account the factors mentioned in the global risk report. Considering factors such as climate change, biodiversity loss, and extraordinary and technological threats, we continuously update our risk management strategies.





# OUR POLICIES

## Sustainability Policy

Although our work is focused on leaving a better world and a healthier nature for future generations, we set goals in environmental, social, and corporate governance areas with the participation of all our stakeholders, and continue to develop our activities with a sustainable company mindset. We commit to:

- Providing trainings to our employees on energy, environment and sustainability issues and raising their awareness by interacting with them,
- Developing methods to reduce pollution at source,
- Reducing our carbon footprint by developing environmentally friendly sustainable products,
- Working to reduce the consumption of natural resources,
- Proper disposal of hazardous waste, recycling of all non-hazardous waste and reducing our waste quantities,
- Fighting climate change,
- Prioritizing the health, safety and welfare of our employees, providing training and development opportunities and ensuring a fair work environment and appropriate working conditions,
- Providing equal opportunities for women in business life and increasing women's employment,
- Supporting young people's participation in employment and their competency development through training/internship programs,
- Supporting all kinds of development to protect local resources and increase accessibility to these resources,
- Cooperating with local communities around common goals and carrying out activities for the protection of local values,
- Supporting the protection of historical and archaeological artifacts,
- Supporting efforts to protect natural and cultural assets in cooperation with local people,
- Evaluating our suppliers according to sustainability criteria and cooperating with suppliers with high environmental performance,
- Continuously improving accessibility, health and safety standards for all our guests, staff and visitors with special needs, physical sensitivities and challenges,
- Ensuring and supporting the conservation of biodiversity, wildlife and ecosystems,
- Continuously improving sustainability practices and regularly sharing these issues with our internal and external stakeholders.



# OUR POLICIES

## Environmental Policy

We identify our negative impacts on the environment during the execution of our activities in order to protect and sustain the environment we live in and take potential hazards under control. We commit to:

- Protecting natural resources, efficient use of sources, increase of recycling and recovery under zero waste approach,
- Reducing the environmental impact of our activities or taking necessary measures to eliminate and preventing pollution,
- Evaluating all risks and opportunities related to the environment with a life cycle approach in all our activities, taking the necessary actions to achieve the goals and objectives for environmental improvements and reviewing periodically,
- Buying packaged products in recyclable and large packages, adjusting the amount of food we serve according to the number of guests and avoiding wasting food, taking environmental safety measures for our warehouses containing hazardous materials.
- Complying with the legal regulations, legislative provisions and agreements related to the environment and keeping them up to date,
- Realizing low-carbon projects by being aware of the impacts of climate change,
- Considering climate-related risks and opportunities in all our activities,
- Contributing to the fight against climate change, focusing on sustainability,
- Supporting the recovery of biodiversity, protecting all species, especially endangered and endemic species, loggerhead turtles and natural ecosystems,
- Organizing training programs to instill environmental awareness in our employees and increasing their environmental responsibility
- Increasing awareness and sensitivity by ensuring that our policy is understood and adopted by our stakeholders and employees.



# OUR POLICIES

## Women's Rights and Equality Policy

We create equal opportunities between our female and male employees and support gender equality. We commit to:

- Adopting the “right talent for the right position” approach during the recruitment; avoiding discrimination on gender, age, race, religion, sexual orientation, etc.,
- Ensuring the health, safety and welfare of all our employees, regardless of gender,
- Ensuring fair remuneration for all our employees with the policy of “equal pay for equal work”, Distributing tasks in line with the principle of equality,
- Avoid gender discrimination during career development, performance evaluations and promotion, Supporting more women in leadership roles, achieving gender balance in management,
- Ensuring that all our employees, regardless of gender, have equal training and development opportunities, Offering practices that protect work-family balance and respect family life,
- Raising social awareness by organizing trainings to make our employees aware of violence with a zero-tolerance policy on combating violence and discrimination against women

## Child Protection Policy

Our policy is to determine an ethical attitude towards all kinds of exploitation and abuse against children, to train our staff on this issue, to ensure the protection and safety of child guests, to comply with applicable laws, regulations, legislation and regulations, to inform the authorities in case of sexual abuse of children.



# OUR POLICIES

## Climate Crisis Policy

We recognize the danger posed by the climate crisis and we work to tackle this crisis in line with the principles of sustainability. We commit to

- Making the necessary efforts to increase our energy efficiency and reduce our carbon footprint,
- Implementing recycling and waste management programs,
- Striving to reduce our water consumption through water conservation efforts to protect water resources,
- Prioritizing the purchase of environmentally friendly products with our Procurement Policy,
- Organizing trainings, events, etc. to inform our employees and guests about environmental and climate crisis issues.

## Local Awareness Policy

We recognize the region and its people, respect their historical and cultural values, and strive to contribute to their cultural, social and economic development. We commit to

- Working to protect local resources and ensure accessibility,
- Supporting the local economy by prioritizing local procurement and employment,
- Protecting local traditions and cultures and working to prevent discrimination based on ethnicity, belief, opinion, etc.,
- Taking into account the sensitivities, needs and opinions of the local people, the characteristics of the region, etc. and organizing meetings with local people for this purpose,
- Supporting the local community for the protection of natural texture, historical and archaeological assets and cultural traditions,
- Ensuring that the culture, traditions, food, activities of the region are introduced to the guests (natural richness, religious, cultural, archaeological sites, etc.) and training our employees in this regard.

# 2025 Goals

We determine our goals for 2025 by inspiring global risks report and sustainability trends at the tourism sector. We give importance to the valued supports of our interior and exterior parties while realizing our goals and invited them to make contribution.

- We aim to reduce our carbon footprint under environmental sustainability, enhance energy efficiency, conserve water and make contribution to natural resources by improving waste management.
- We will increase the use of local and organic products in our kitchen operations to offer our guests a more sustainable holiday experience.
- We aim to create an inclusive working environment for our employees and strengthen our cooperation with local communities in the area of social sustainability.
- Additionally, we plan to accelerate digital transformation and technology integration to offer our guests a more personalized and seamless service.

➤ Reducing carbon footprint

➤ Ensuring the replacement of existing products with environmentally friendly alternatives

➤ Reducing single-use plastic consumption

➤ Reducing water consumption

➤ Reducing electricity consumption

➤ Reducing chemical consumption

➤ Increasing the number of female employees

➤ Reducing food waste

➤ Reducing consumables consumption

➤ Reducing paper consumption

# Awards and Certificates

The inspections we undergo and the awards we win each year are a testament to our continuous improvement in service standards and our commitment to providing our guests with the best experience. These achievements are the result of teamwork and our policy of continuous development. Both the experiences we offer our guests and the dedication of our staff form the cornerstone of these awards. We are pleased to share our awards with you.





# Awards and Certificates



## 2014

TUI Holly  
 TUI Umwelt Champion  
 Holiday Check Quality Select. Award  
 Hotel Points Award  
 Tripadvisor Excellence Certificate  
 Booking Excellence Award  
 Romantic Hotel Award  
 Zoover Award  
 Kariyer Net Respect for Humanity Award

## 2015

Best Child Friendly Hotel Award  
 Booking Excellence Award  
 Zoover Award  
 TUI Umwelt Champion  
 Tripadvisor Excellence Certificate  
 Hotel Points Award  
 Booking Excellence Award  
 Holiday Check Quality Selection Award

## 2016

TUI Best Quality Award  
 TUI Holly Award  
 TUI Umwelt Champion  
 Tripadvisor Excellence Certificate  
 Hotel Points Award  
 Booking Excellence Award  
 Holiday Check Quality Select Award  
 Top Hotels Best Hotel Award

## 2017

TUI Best Quality Award  
 TUI Holly Award  
 TUI Umwelt Champion  
 Booking Excellence Award  
 HolidayCheck Quality S. Award  
 Green Star Award

## 2018

TUI Best Quality Award  
 TUI Holly Award  
 Ben Swiss Club Award  
 Green Key Award

## 2019

TUI Environment Award  
 Horizon Interactive Awards

## 2020

TUI Global Hotel Awards  
 TUI Environment Award  
 Luxair Quality Award  
 Travellers Choice Award  
 Hotel Points Award  
 TUI Holly Ödülü

## 2021

Hotel Points Award

## 2022

Green Key  
 Jet2 Quality Awards  
 Coral Travel Eco-Friendly Hotel Award

## 2023

TUI Global Hotel Awards  
 World's 100 Best Hotels  
 World's 25 Best Child Friendly Hotels

## 2024

Golden Award  
 Hotel Points Award



# Human Resources



We aim to provide our employees with a fair, equitable, and peaceful working environment. To be a workplace where people are happy to work, we continuously support our human resources. We closely follow the innovations brought by the digital age and quickly adapt to changing conditions. We embrace a work approach that prioritizes the health and safety of our employees. We aim to extend our understanding of sustainability throughout the value chain we impact.

- In our recruitment processes, we embrace the principle of equality and demonstrate sensitivity regarding factors such as ethnicity, age, gender, and sexual orientation.
- We value employee feedback, collect their opinions through suggestion and complaint boxes, and conduct annual satisfaction surveys to address any dissatisfaction.
- To encourage foreign language development, we provide language compensation and collaborate with language schools.
- To ensure employee retention, we offer a continuity bonus. We aim to provide a development-focused work experience by standing by our employees with all these initiatives.
- At the end of each season, we grant a one-month salary bonus to employees who complete the season.

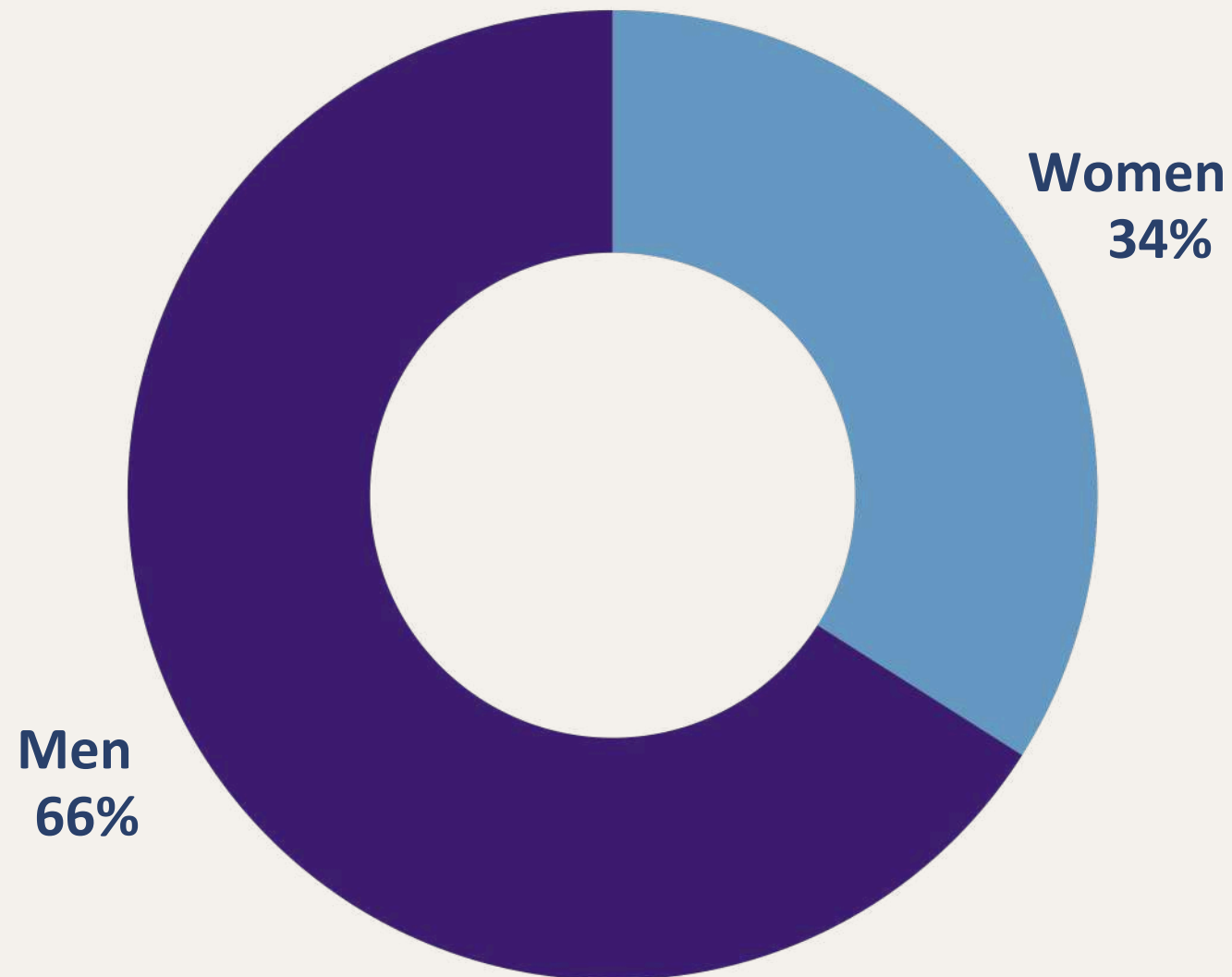


# Human Resources



## 2024 EMPLOYMENT RATES

As a signatory of the UN Women's Empowerment Principles (UN WEPs), we have brought our commitment in this area to the international arena.



- We are taking significant steps to support the employment of women and make a difference in this area. As of 2024, we continue our commitment by **increasing the percentage of female employees to 34%**.
- Additionally, we place importance on integrating young people into the workforce. By providing internship opportunities to students from various schools, we have offered **job opportunities to a total of 72 interns** during the 2024 season. In this way, we support the integration of young people into the industry.
- **A total of 704 personnel** were hosted in our lodgings in 2024.
- We participate in annual employment fairs.
- Across all Gürok Group companies, we develop special projects with the goal of increasing **the ratio of female employees and managers to 50%**. As a reflection of our corporate culture, we support the education of female students and implement social responsibility projects that promote gender equality throughout society.



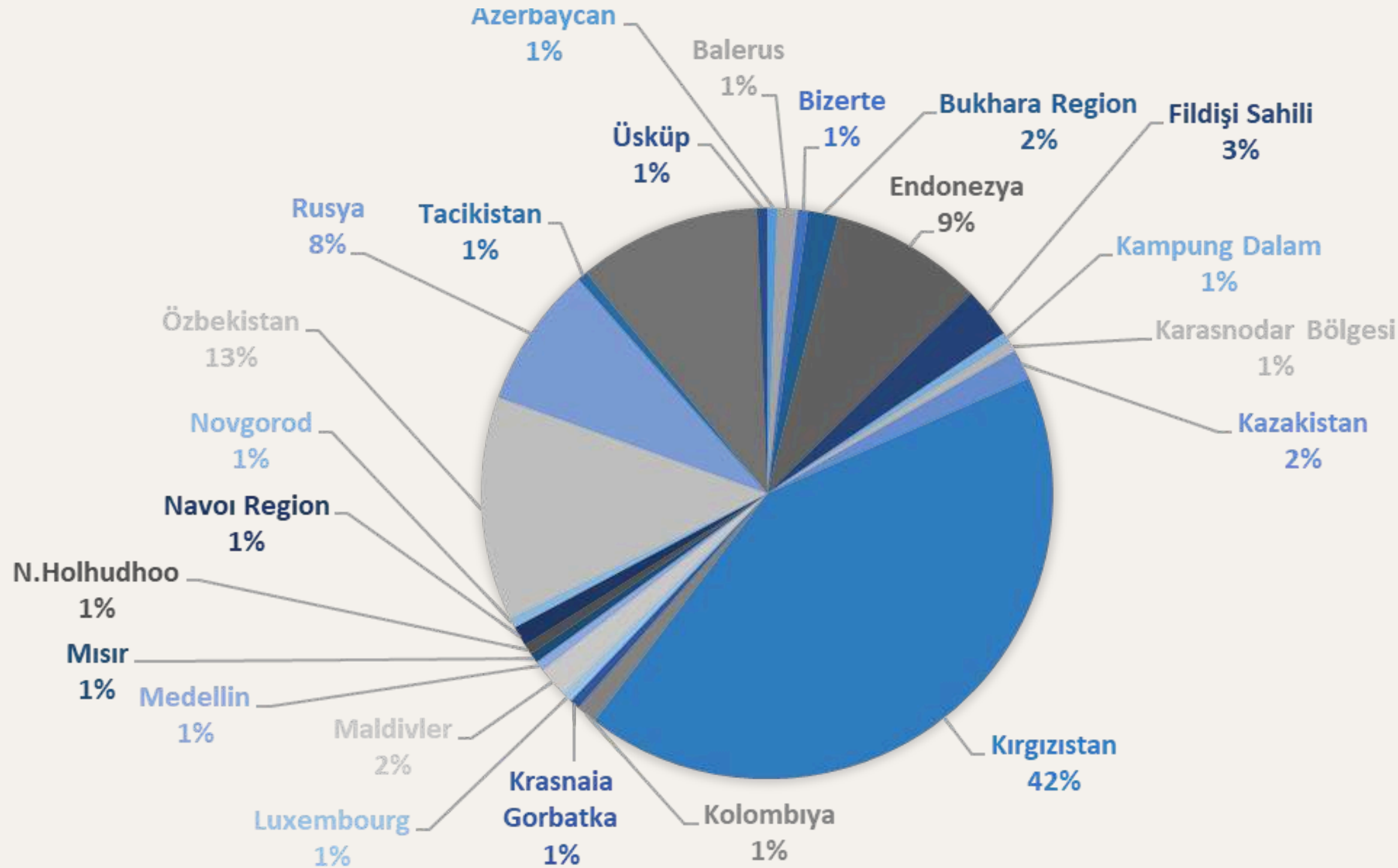
# Human Resources



## Foreign Personnel Employment

The participation of foreign employees in the workforce significantly contributes to the increase of cultural richness in the workplace.

**As of 2024, the employment of 174 individuals from 24 different nationalities** positively impacts organizational success while contributing to employees' personal and professional development. The fresh perspectives and ideas brought by individuals from diverse cultural backgrounds foster innovation and enable the creation of more creative solutions. Additionally, this diversity helps strengthen empathy and cultural understanding among employees, while also promoting a more inclusive and tolerant environment at a societal level. This leads to a more dynamic and harmonious workplace atmosphere.



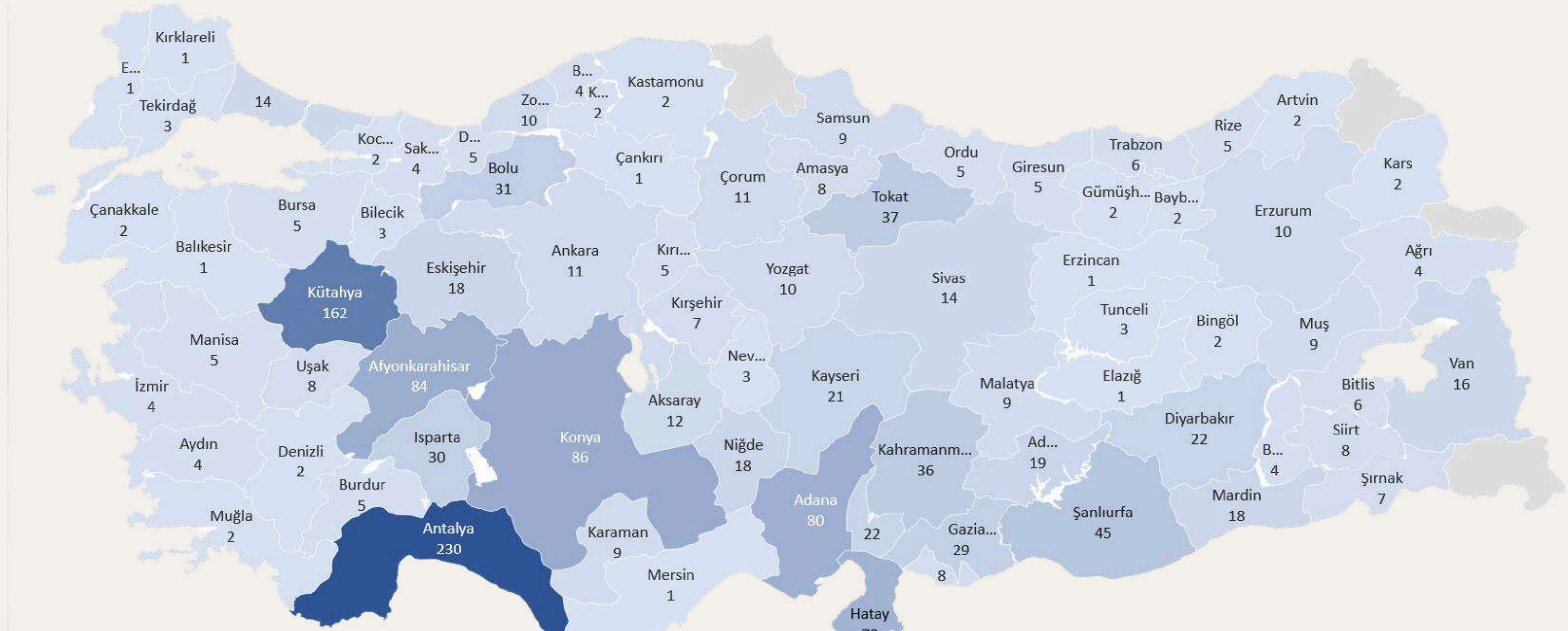


# Human Resources



## Local Employment Map

We contribute to the economic development of the local community. We aim to enhance the economic vitality of the region by providing employment to **870 residents of Antalya** and **230 individuals born in Antalya**. Through these efforts, we continue to fulfill our responsibility to society and the economy.



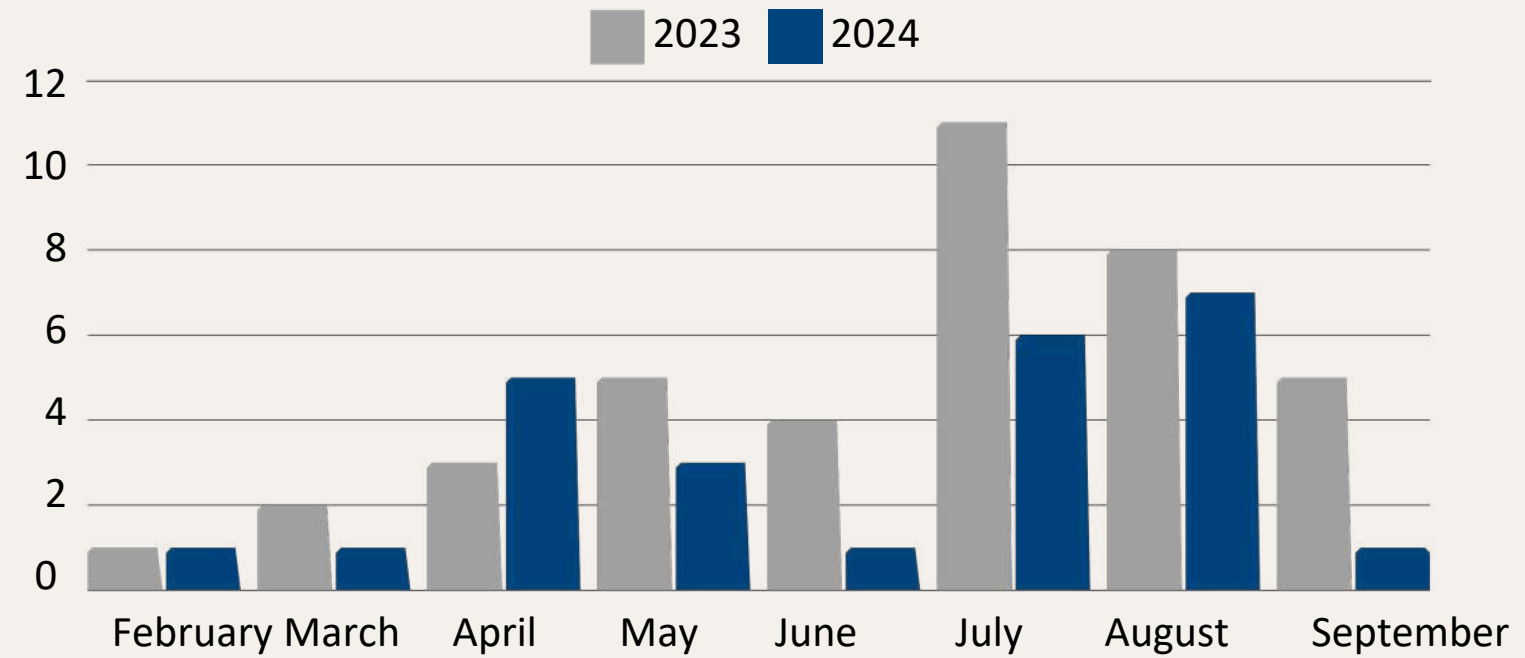


# Human Resources

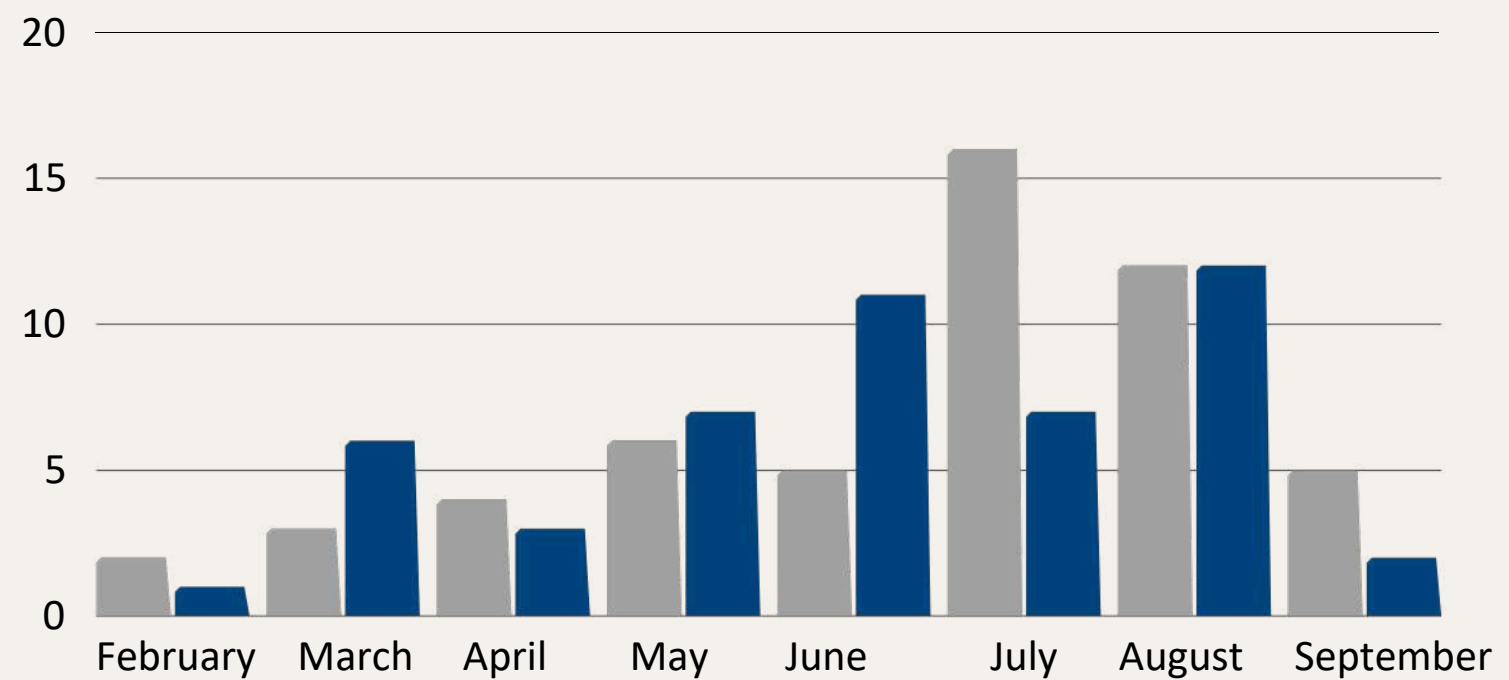
## Occupation Health and Safety

We place great importance on continuously improving occupational health and safety practices. In this regard, we ensure full compliance with applicable occupational health and safety laws and regulations to maximize the safety of our employees and guests. We conduct regular training sessions to raise awareness among all employees, perform risk assessments, and take necessary precautions. Additionally, we continuously review and enhance our processes by considering feedback. Our goal is to provide a safe and healthy working environment, offering the best experience for both our employees and guests.

### Ali Bey Resorts Work Accident Graph



### Ali Bey Club Work Accident Graph





# Human Resources

## Gürok Group became a signatory of the “UN Women's Empowerment Principles”...

Supporting gender equality and the empowerment of women, Gürok Group has become a signatory of the United Nations Women's Empowerment Principles.

### *What are the UN Women's Empowerment Principles ?*

- *Ensuring high-level corporate leadership for gender equality*
- *Treating all women and men fairly at work, respecting human rights and the principle of non-discrimination; promoting these principles*
- *Ensuring the health, safety and well-being of all women and men workers*
- *Supporting women's education, training and professional development opportunities*
- *Applying entrepreneurial development, supply chain and marketing methods for women's empowerment*
  
- *Promoting equality through social initiatives and advocacy work*
- *Evaluation and public reporting of achievements on gender equality*





# Human Resources



We, as AliBey Hotels & Resorts, organize a special plaque ceremony for our employees who have completed their 10th year of service in order to show the importance we attach to personnel continuity.







# Human Resources

Ali Bey Hotels & Resort Human Resources Department aims to create an enjoyable and motivating work environment for employees by organizing various events throughout the season.

Events such as football tournaments, women's bowling competitions, and backgammon tournaments provide employees with opportunities to socialize outside of work and strengthen team spirit.

These types of activities not only provide a fun time but also contribute to stress reduction, improvement of communication skills, and the building of strong bonds among employees.





# Human Resources

We celebrate special days with activities organized on certain days and weeks, present small gifts to our staff, increase communication and create awareness of social responsibility.





# Training and Development



We prioritize the training and development needs of our employees. To enhance job performance and strengthen company loyalty, we offer various training programs to develop the competencies of our staff. During this time, considering individual skills and interests ensures that the training is more effective and efficient. When our employees feel valued, it enhances their commitment to the company, contributing to long-term success. Our investments in training and development not only support individuals' career journeys but also make a significant contribution to corporate growth and innovation processes. As Ali Bey Hotels & Resorts, we aim to build a strong team by supporting the development of our employees and providing the best service to our guests.

- We regularly provide occupational health and safety trainings to provide our employees to work in a healthy and safe workplace.
- We offer corporate trainings and various trainings through Gürok Academy to support their career development.
- We aim to develop our staff's behavioral and technical competencies with the 15-minute training for quality. Through daily short training sessions, employees are informed about current operational issues and contribute to raising quality standards in the workplace. Training content is usually enriched with practical examples, best practices, and quick learning techniques.
- In order to emphasize the importance of waste segregation and chemical usage, we provide training on environmental regulations and waste management, waste segregation, and chemical usage throughout the year.
- We provide regular food safety and food hygiene trainings to the kitchen and F&B departments.
- We offer our staff valuable information on healthy living through monthly “Let's Meet in Health” seminars. Through these seminars given by specialist physicians, we offer participants enlightening information on current health issues, disease prevention and healthy lifestyle recommendations.



# Training and Development



## 15 Minutes for Quality Trainings



## Environment and Waste Management Training



## Food Safety Training





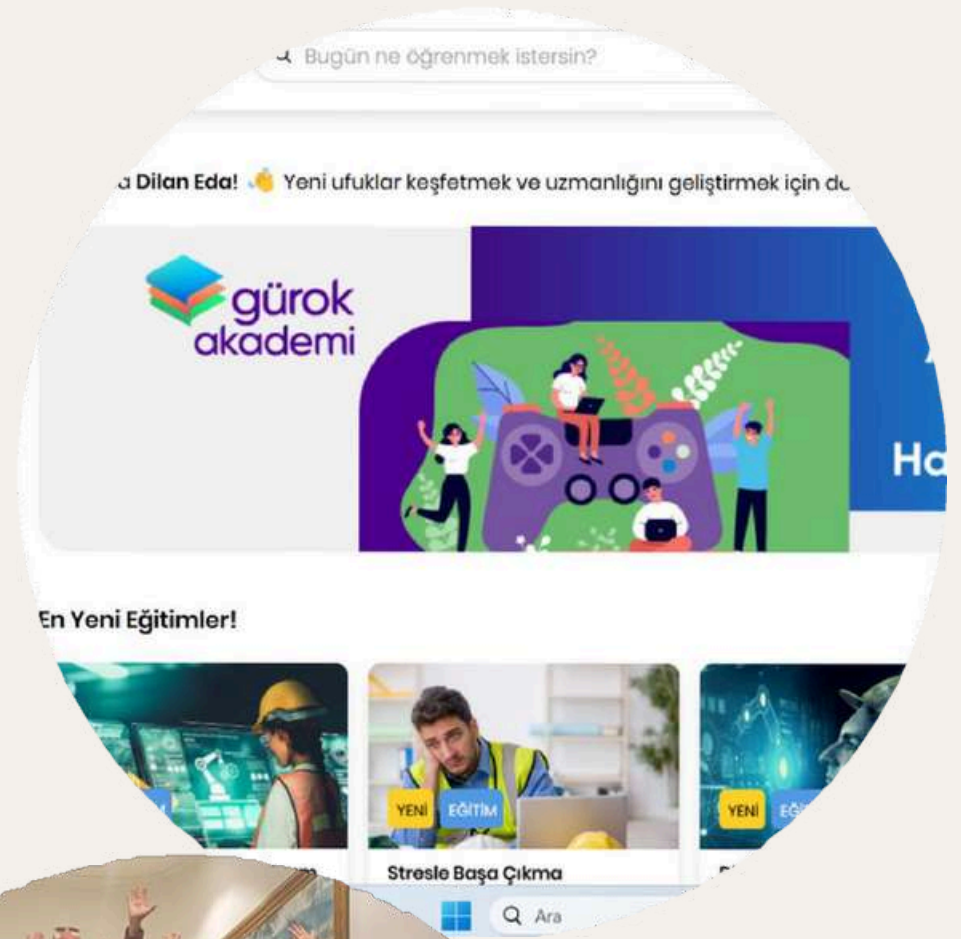
# Training and Development



## Gürok Academy Trainings

Gürok Group supports the development of its employees' behavioral competencies, as well as their professional, personal, and managerial skills, through various online and physical training programs offered by its educational platform, Gürok Academy. It establishes transparent and open communication with its employees. It adds value to the development journey of its employees through periodic training on gender equality and sustainability.

The importance we place on the development of our staff is one of the cornerstones of our company's success. This understanding leads us to continuously develop our employees' skills and knowledge by organizing various training programs throughout the year. Our training programs are designed to strengthen both technical skills and support personal and professional growth. During this period, we offer tailored training opportunities to help our employees achieve their career goals. This way, we not only promote individual success but also encourage teamwork and corporate growth.

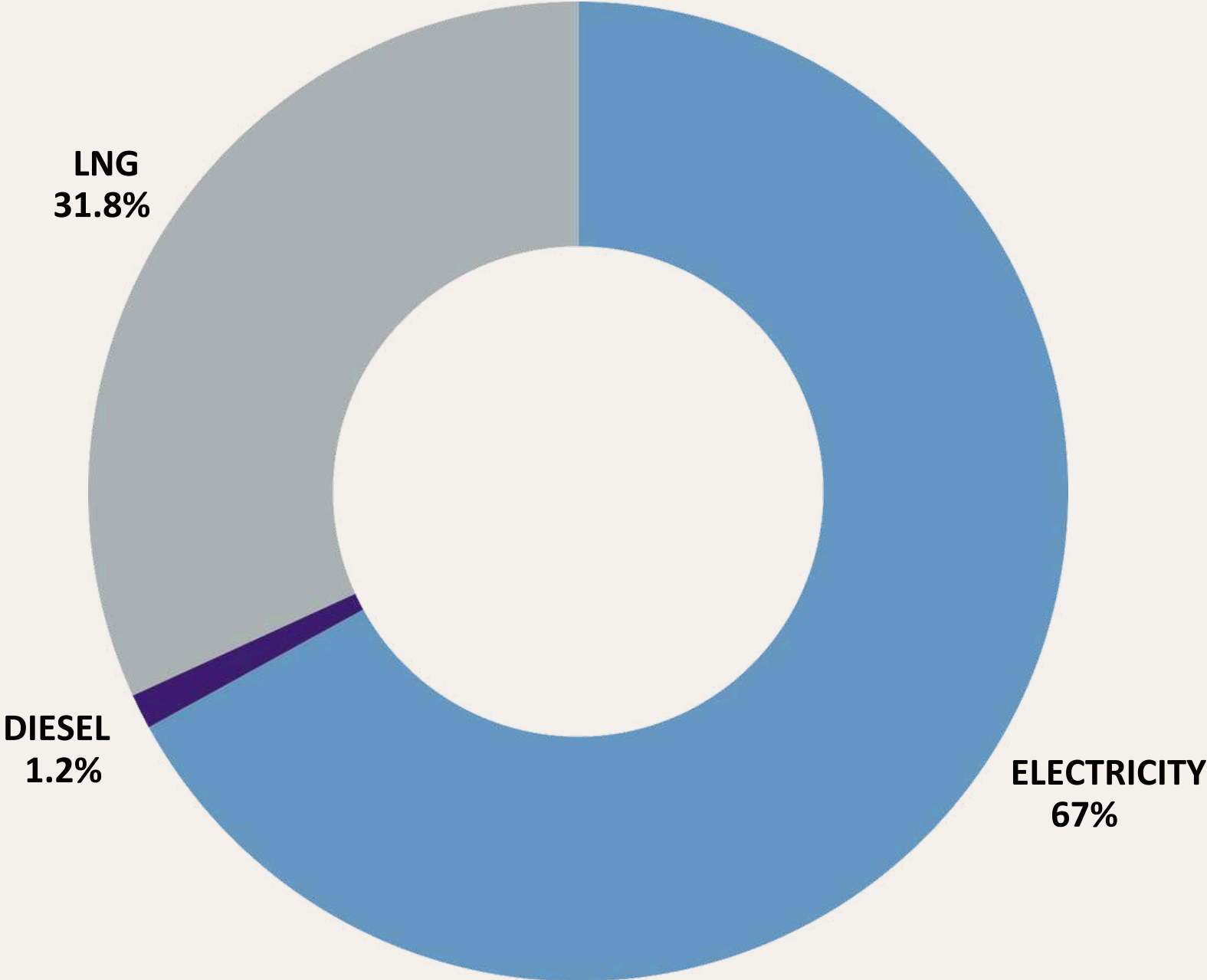


Energy efficiency is a key strategy in terms of sustainability and energy management today, and it stands out for many important reasons. Energy efficiency contributes to the protection of natural resources and the minimization of environmental impacts by reducing energy consumption. The reduction of fossil fuel use positively contributes to the decrease of greenhouse gas emissions and the fight against climate change. Furthermore, energy efficiency projects and policies enhance the well-being of communities, reduce energy poverty, and strengthen social justice.

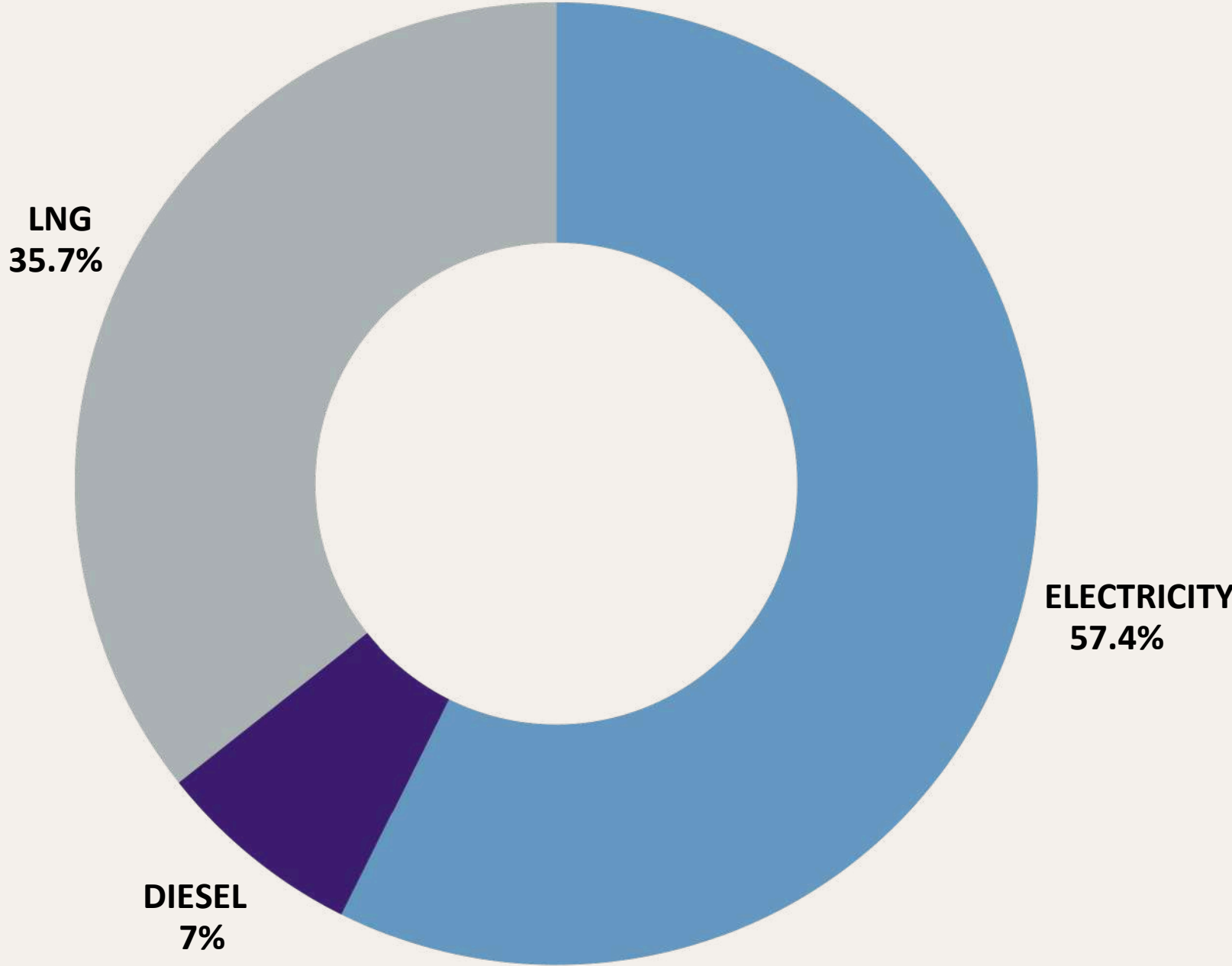
- ISO 50001 Energy Management System are installed in our premises.
- Researches are being conducted to develop more efficient products and methods for the procurement of energy-consuming equipment.
- A certain amount of hot water production is provided by solar energy.
- Energy-efficient heat pumps are used in our facilities.
- Energy-efficient LED lamps are used for lighting and integration with motion sensors prevents unnecessary energy consumption.
- We are working on applications that will make the energy consumption profile of our facilities traceable through mathematical modeling, including variables.
- A conscious energy consumption culture is created by providing regular trainings on energy saving to all our personnel.

# Energy Type Distribution Table

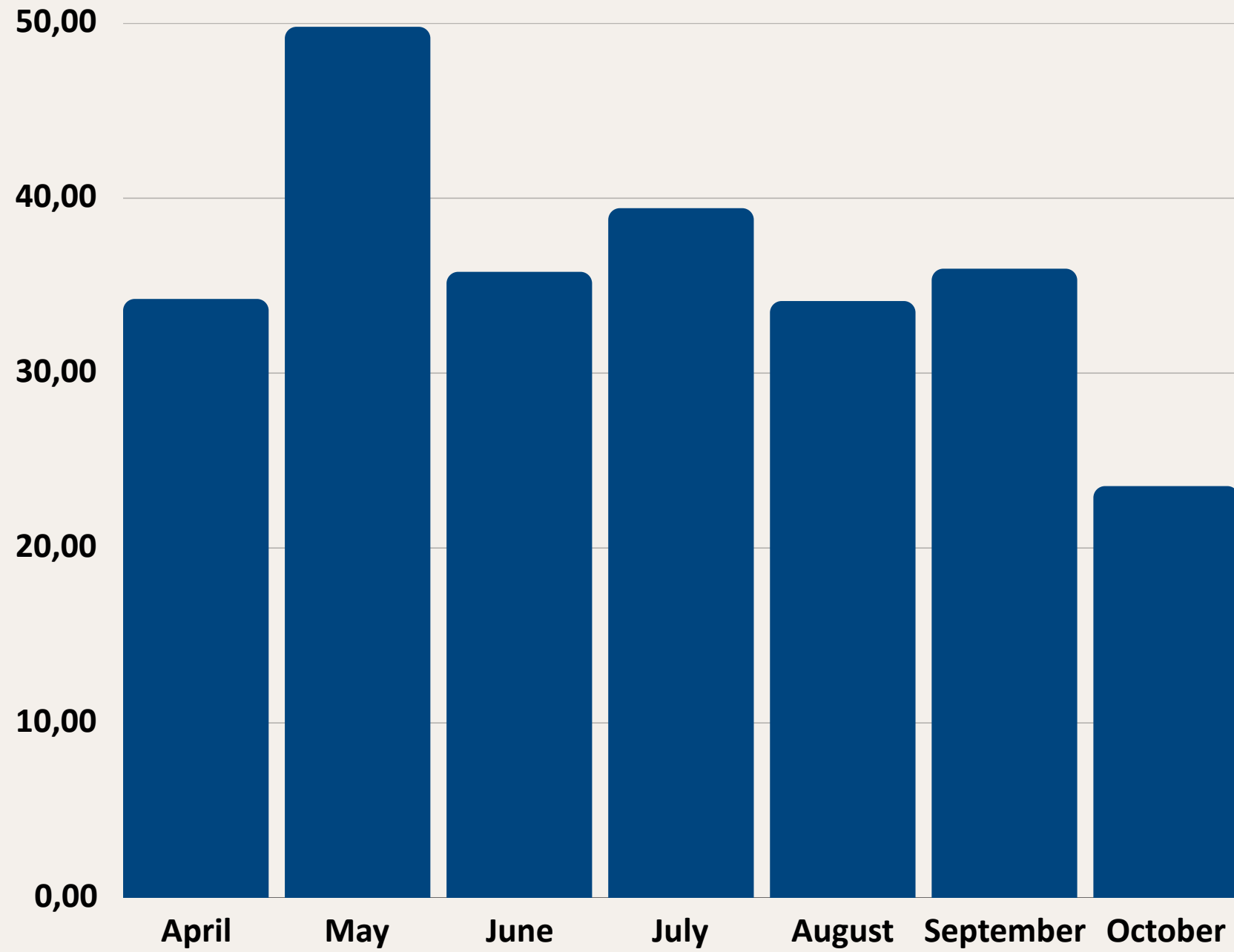
### Ali Bey Resorts



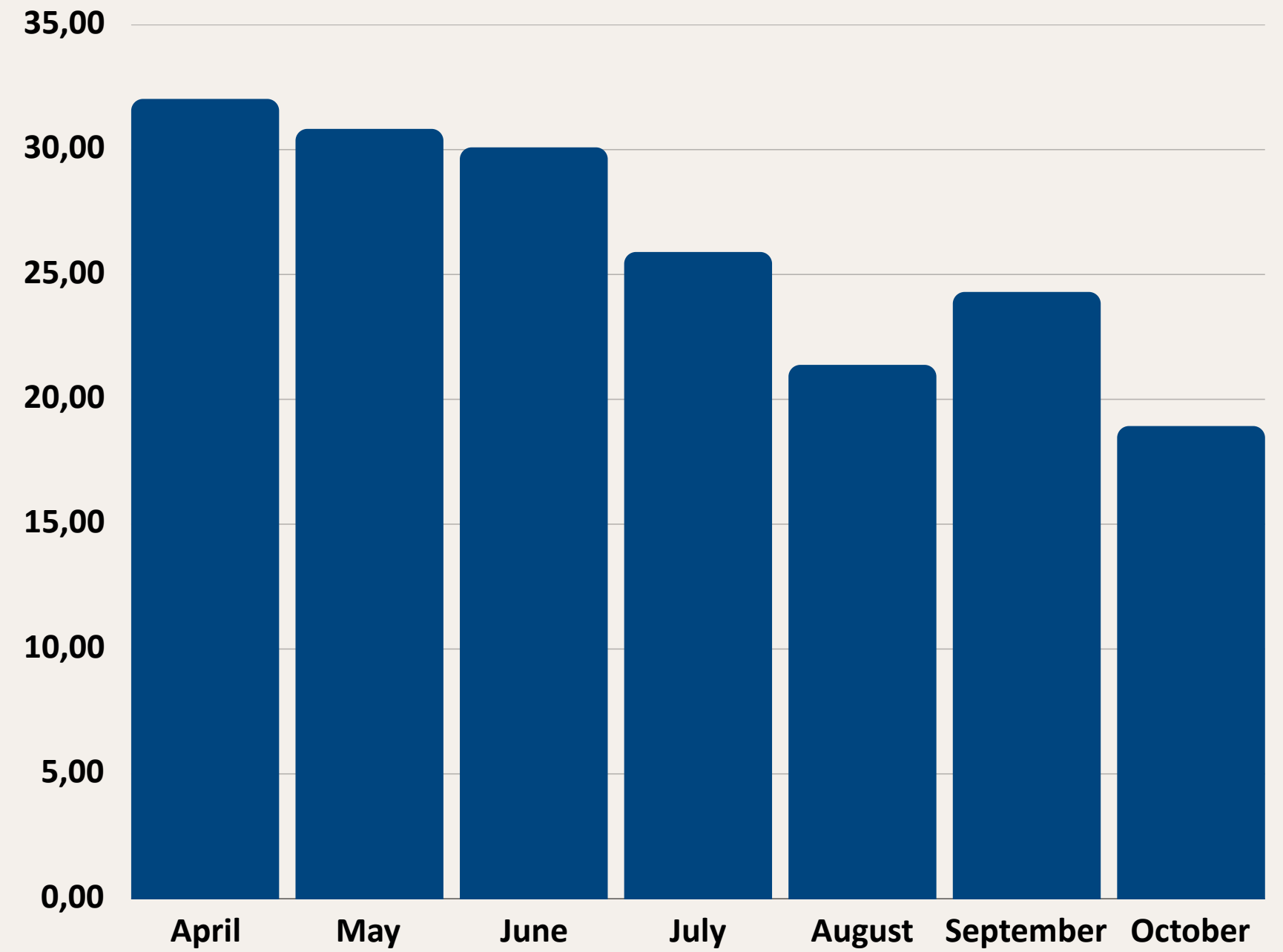
### Ali Bey Club



**ALİ BEY RESORTS PER CAPITA ELECTRICITY CONSUMPTIONS(PP)-2024**



**ALİ BEY CLUB PER CAPITA ELECTRICITY CONSUMPTIONS (PP)-2024**







# Water Management



We prioritize the sustainable use and conservation of water and implement practices in our hotels that promote water saving. For example, we reduce water consumption by using water-saving faucets and aerators. Additionally, we inform our guests about eco-friendly practices and provide them with guidelines to encourage more mindful water use. In our landscaping, we also choose local and drought-resistant plants to increase water efficiency. In this way, we aim to both protect our natural resources and minimize our environmental footprint.

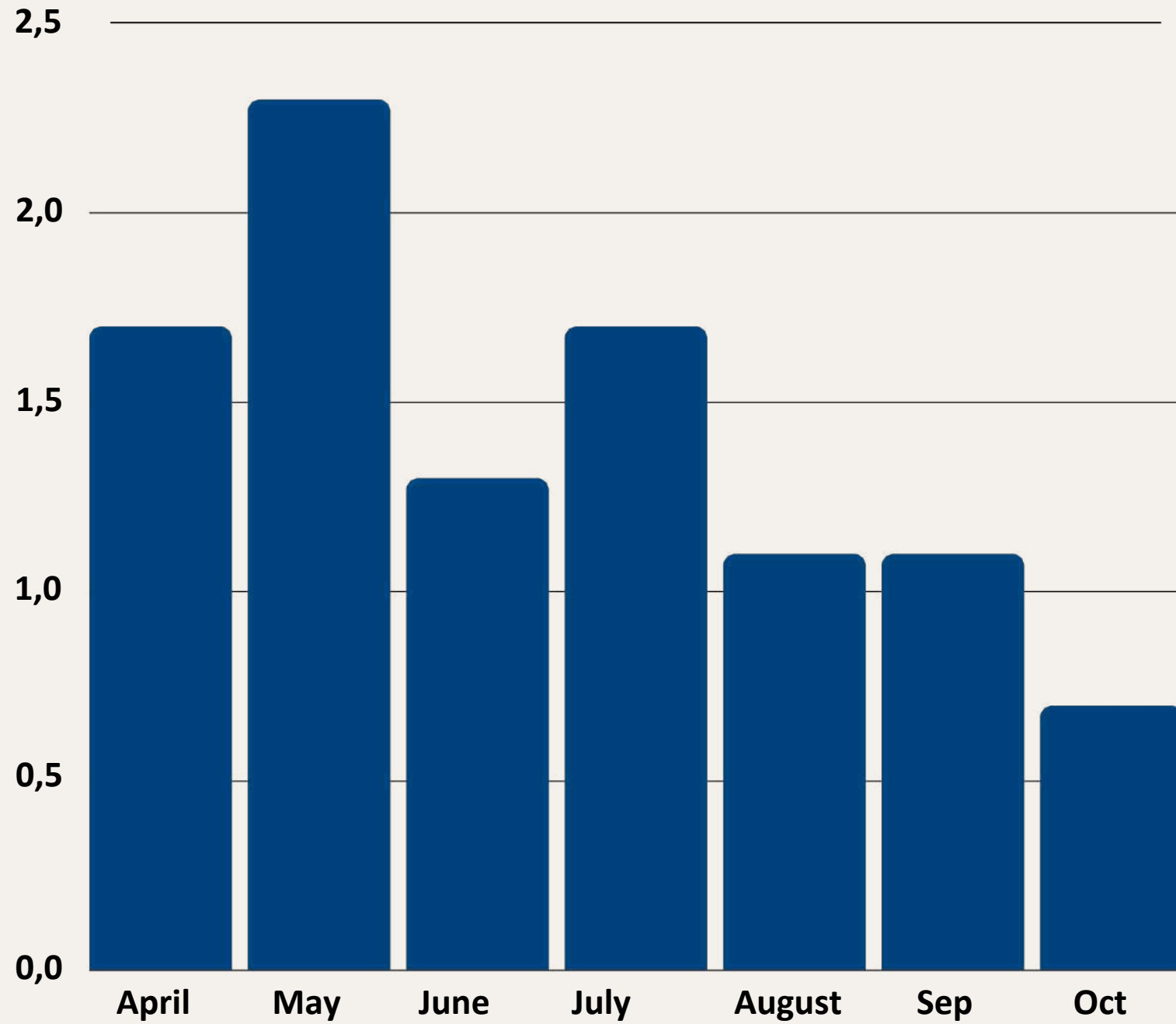
- Water flow is limited through aerators installed on all faucets in rooms and common areas.
- In garden irrigation, drip and sprinkler systems are used to reduce water consumption.
- We inform our guests about not changing bed linens unnecessarily through environmental cards, and this practice is left to the guests' preference.
- Our employees receive regular training on the proper use of water and reporting potential leaks.
- Wastewater is connected to the sewage system in accordance with discharge regulations, and water consumption is continuously monitored and recorded in monthly energy consumption reports.
- In our gardens, we prefer zoysia grass, which has a low water requirement, reducing the need for maintenance and fertilization. These measures contribute to our environmental sustainability goals.



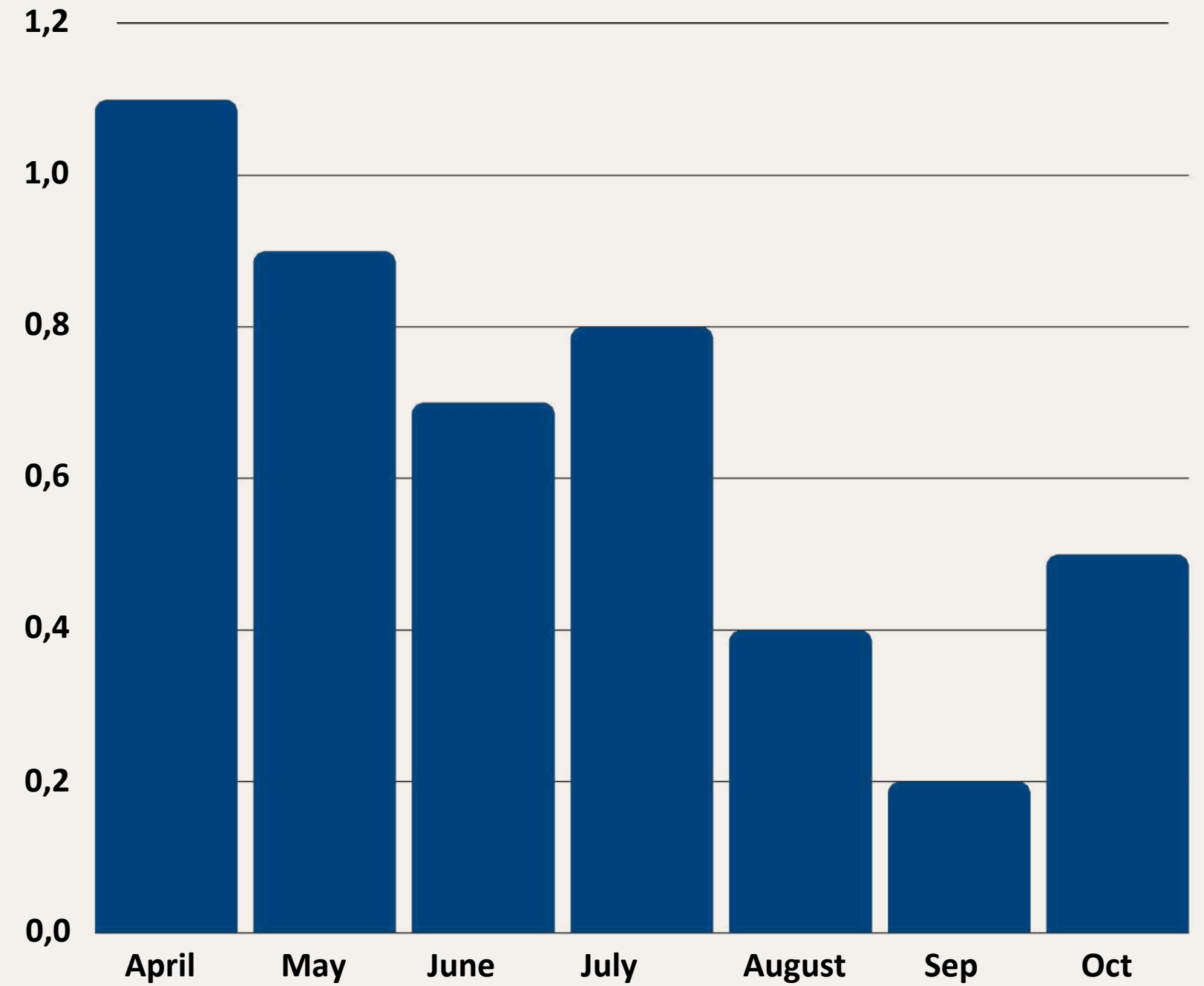
# Water Management



ALİ BEY RESORTS PER CAPITA WATER CONSUMPTION(PP)-2024



ALİ BEY CLUB PER CAPITA WATER CONSUMPTION(PP)-2024





As part of our sustainability and efficiency management, we optimize the consumption of chemical substances in cleaning processes by using automatic dosing systems.

We also minimize water consumption with water-saving washing machines and dishwashers.

In our garden irrigation systems, modern technologies are preferred for the efficient use of water resources.

Spring and drip irrigation systems allow water to reach directly to the roots of plants, saving water and contributing to the healthy growth of plants.

All these practices help us fulfill our responsibility to nature as an environmentally friendly business.





# Greenhouse Gas Management



One of the main causes of climate change in the world is the unconscious release of greenhouse gases into the atmosphere. Especially fossil fuels like coal, oil, and gas account for more than 75% of global greenhouse gas emissions. Greenhouse gases trap sunlight due to their effect on the atmosphere, leading to global warming and climate change.

As Ali Bey Hotels&Resort, we are aware of the negative impact of the greenhouse gas effect on the environment and our planet and we have been calculating our carbon footprint in our facilities since 2022.

- We train all our staff on energy and water conservation.
- We use machinery and equipment with low energy consumption.
- We use energy-saving heat pumps in our facilities.
- We use solar panels for water heating in our facilities.
- We give all waste from our facilities to licensed recycling or disposal companies.
- We give priority to local suppliers in our purchases.
- We share informative cards with our guests about their energy and water consumption.
- We aim to reduce battery waste (10 years) by switching to the use of lithium-ion batteries (electric vehicles) in all shuttle vehicles used in our facilities.
- We are working on applications that will make the energy consumption profile of our facilities traceable through mathematical modeling, including variables.

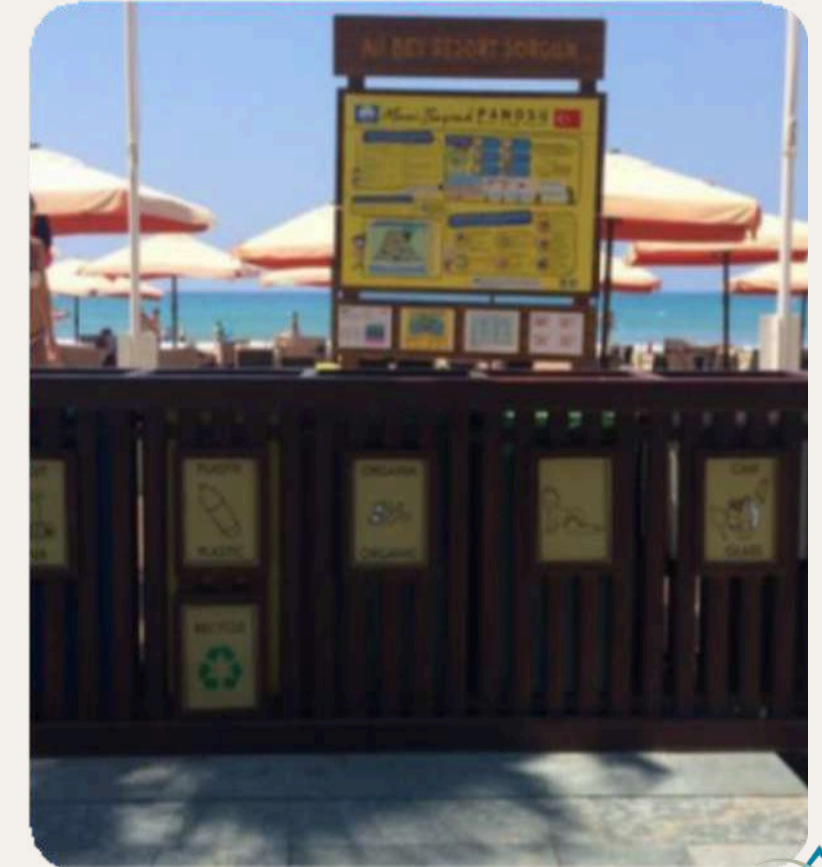


As Ali Bey Hotels & Resorts, we attach importance to environmental and sustainability issues and contribute to the protection of the environment with the support of our employees and guests.

- Waste is separated and collected according to product groups and delivered to authorized companies within the scope of the Zero Waste project in our facilities.
- We distribute water bottles to our staff to reduce plastic consumption.
- We carry out digitalization studies in order to reduce paper consumption.
- There are waste sorting containers within easy reach of guests and employees.
- Our guests are asked to support us with environmental information cards in the rooms.
- Hazardous wastes are collected separately and delivered to the authorized company for disposal or recycling.
- We obtain natural fertilizer from organic waste and use it in our garden.
- We obtain compost by separating coffee pulp.
- We organize waste activities with our child guests in the mini club using the waste generated in our facility.
- We aim to track our waste data and reduce our waste.

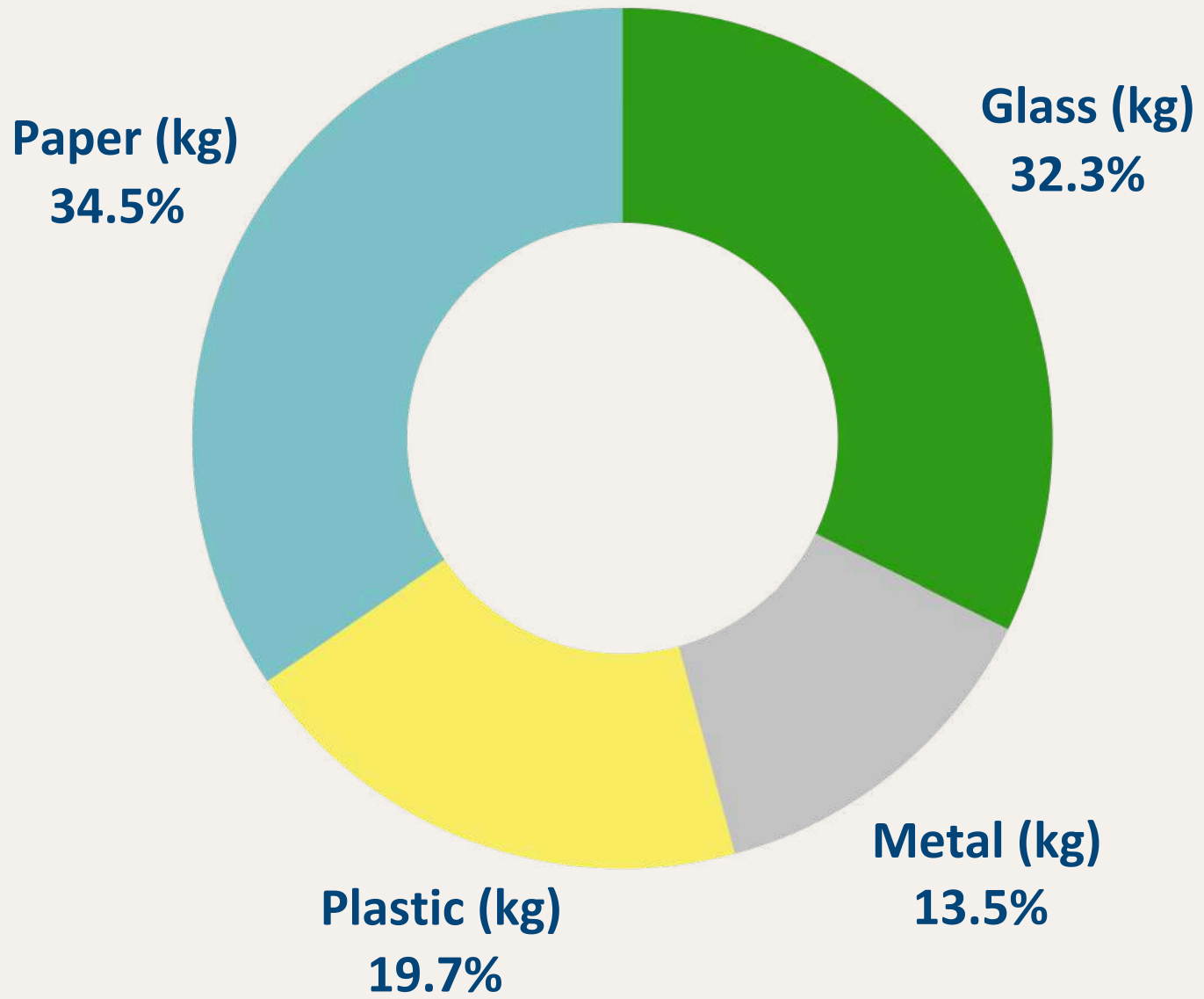


# Waste Management






## Ali Bey Resorts



We have explained below the recoveries calculated with the Zero Waste counter in 2024.

	AMOUNT OF WASTE (kg)	ENERGY SAVING (kWh)	GREEN HOUSE GAS (kg)	SAVED TREE (piece)	OIL SAVING (barrel)	STORAGE AREA (m <sup>3</sup> )
GLASS	6520	273,84	195,6			9,78
PLASTIC	3970	22922,78	162,77		64,71	9,13
METAL	2720	1746,24	258,4			8,16
PAPER	6970	28577	1233,69	118,49		17,43
<b>TOTAL</b>	<b>20180</b>	<b>53519,86</b>	<b>1850,46</b>	<b>118,49</b>	<b>64,71</b>	<b>44,5</b>

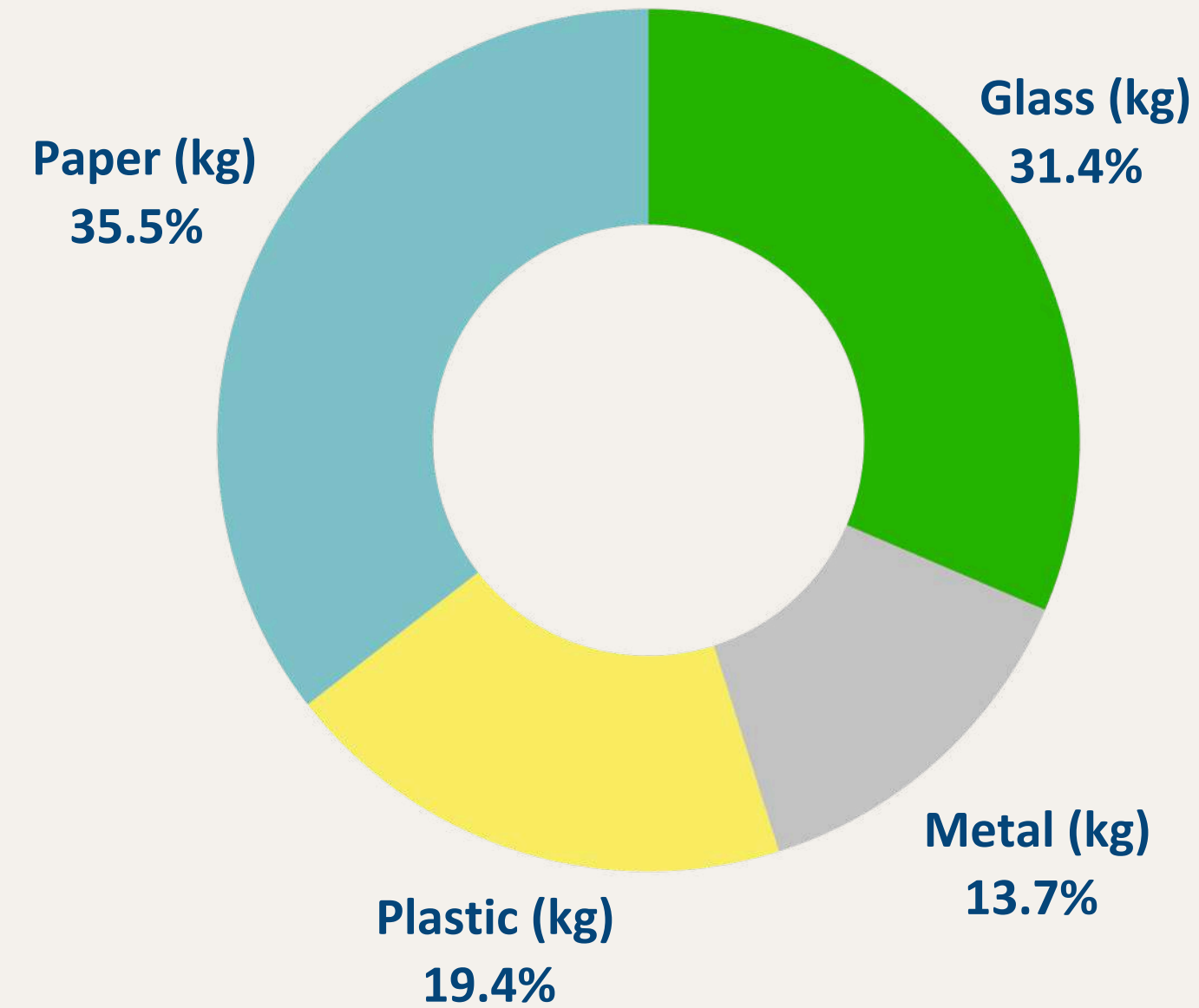


# Waste Management



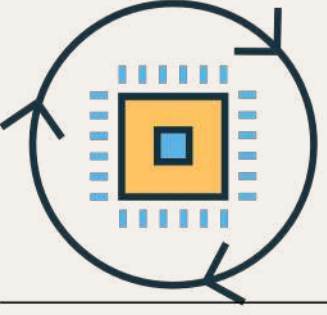
## Ali Bey Club

We have explained below the recoveries calculated with the Zero Waste counter in 2024.



	AMOUNT OF WASTE (kg)	ENERGY SAVING (kWh)	GREEN HOUSE GAS	SAVED TREE (piece)	OIL SAVING (barrel)	STORAGE AREA (m <sup>3</sup> )
GLASS	7130	299,46	213,9			10,7
PLASTIC	4400	25405,6	180,4		71,72	10,12
METAL	3100	1990,2	294,5			9,3
PAPER	8050	33005	1424,85	136,85		20,13
<b>TOTAL</b>	<b>22680</b>	<b>60700,26</b>	<b>2113,65</b>	<b>136,85</b>	<b>71,72</b>	<b>50,25</b>

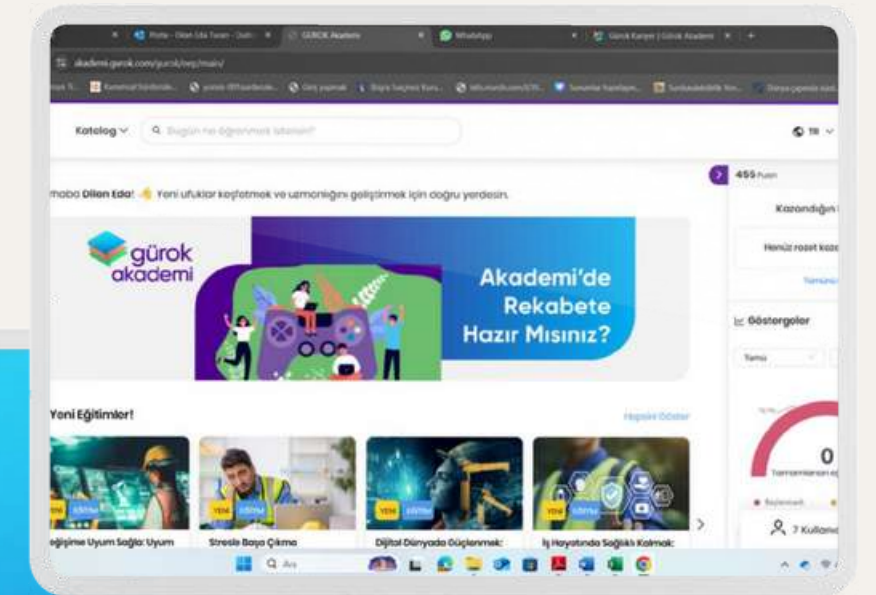
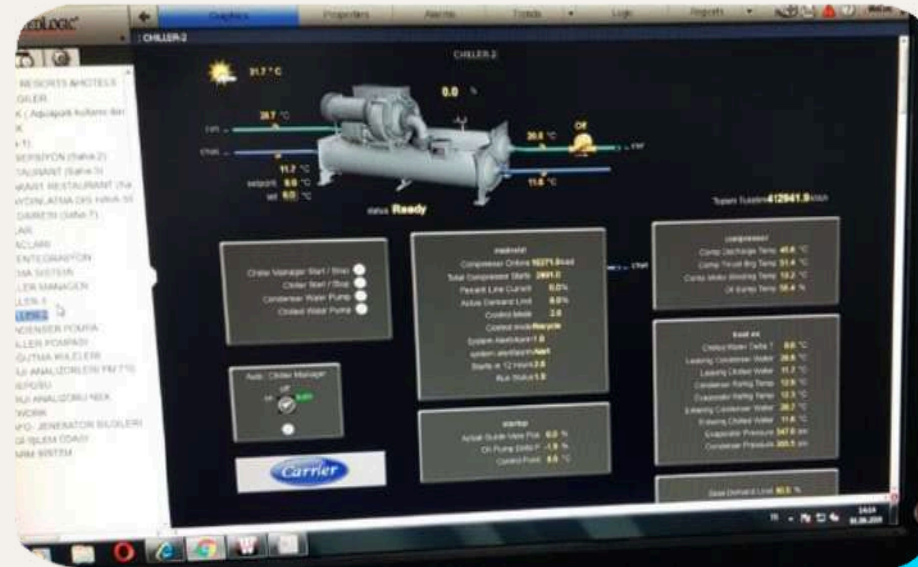
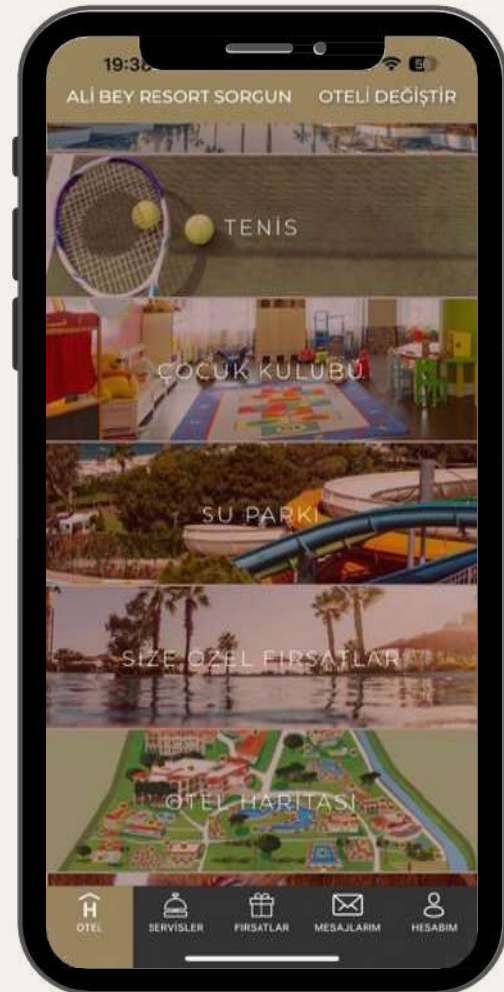




# Digital Transformation

In line with our digitalization vision, we are implementing innovative technologies and practices in various areas to make our operations more efficient, user-friendly, and sustainable.

- We integrate our existing documents into the digital document management system.
- We use digital tracking system in technical areas.
- We use automation technological systems.
- We provide most of the training support to our employees through the portal.
- We offer mobile application service to make our guests' stay more comfortable.
- We also organize trainings to improve the digital skills of our employees.

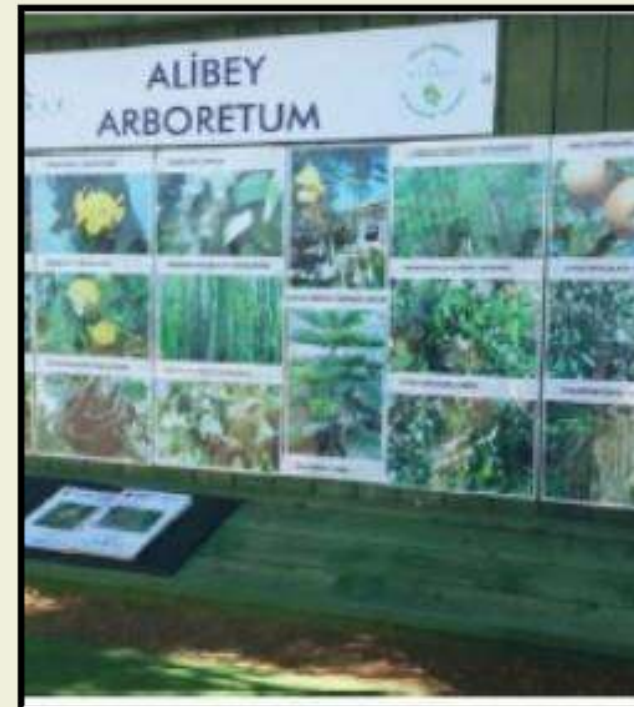


The conservation of terrestrial ecosystems plays a vital role in sustainably managing the world's biodiversity and natural resources.

As part of the efforts carried out in our facilities, we host various plant and animal species, enabling the conservation and development of these species.

We are taking steps to support native species and control invasive species.

Our facilities have cat houses and bird nests. These initiatives for our animal friends are part of our understanding of social awareness and responsibility, and they support our environmental sustainability efforts.

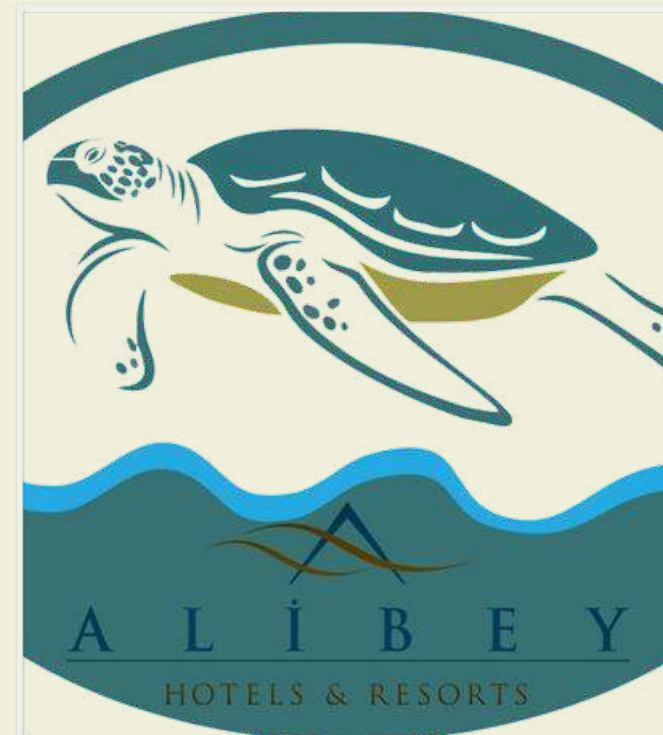


The importance of keeping our coastal and marine areas clean plays a vital role in protecting biodiversity and respecting the habitats of aquatic life.

Especially for endangered species like loggerhead turtles, our beaches must remain safe and clean. When these sensitive creatures come to our shore to lay their eggs, we ensure their protection and closely monitor their development periods.

During this period, we surround the nests with protective fences and raise awareness among visitors to ensure that the hatchlings safely reach the sea.

Thus, we contribute to the marine ecosystem and preserve the opportunity for future generations to experience and learn about these species.





# Presentation of Cultural Heritage

Ali Bey Club and Ali Bey Resort facilities were built in different architectural design.

At Ali Bey Club, Seljuk architecture stands out, while Ottoman architecture is prominent at Ali Bey Resort .

Both facilities place great importance on local cultural heritage, incorporating traditional elements such as the Turkish bath and tiles.

These elements offer guests a window into Turkey's rich history and cultural past.



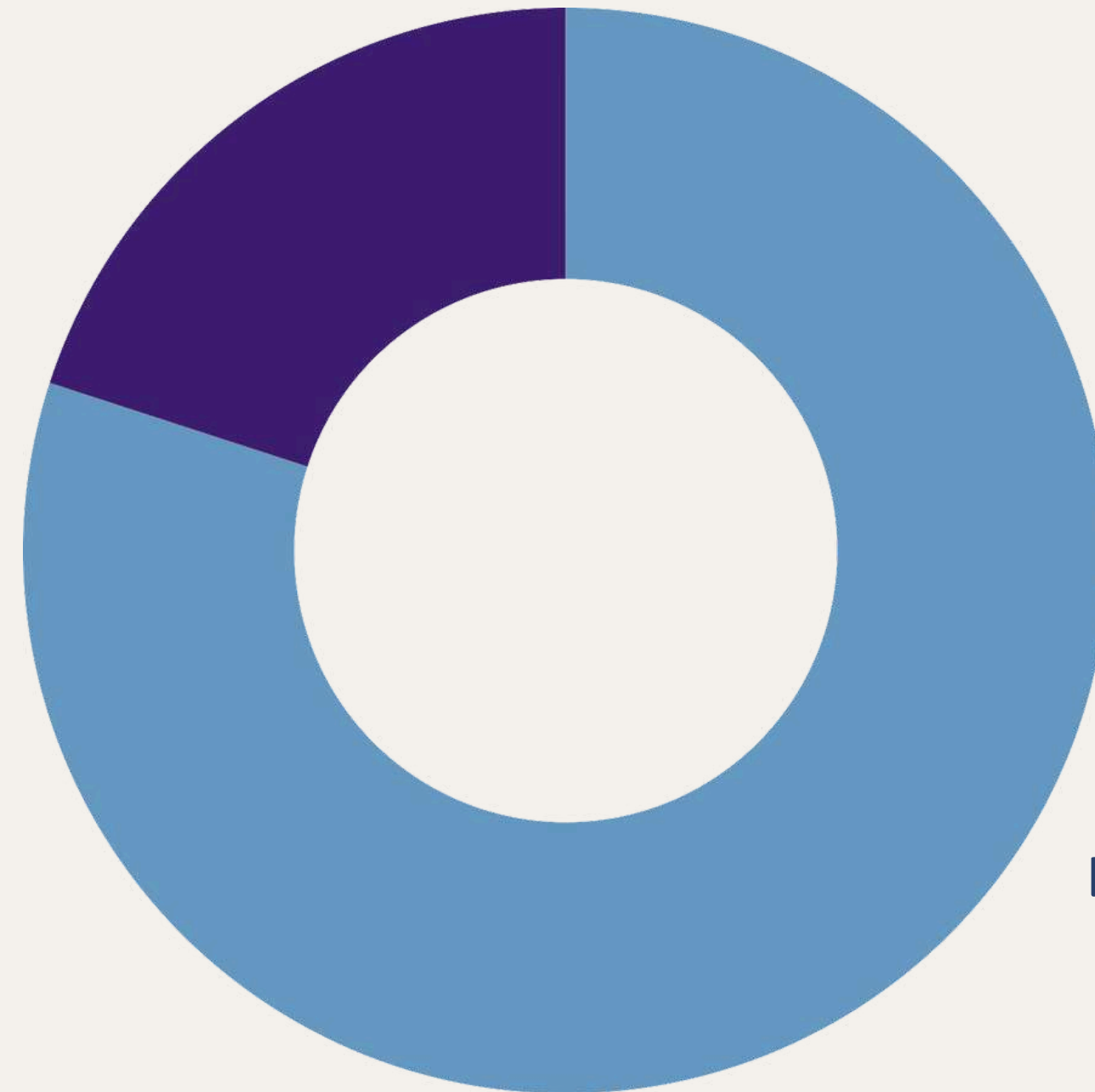


# Supply Chain Management

In Supply Chain Management, we aim to optimize costs through efficient purchasing while maintaining the highest level of quality.

With our local procurement policy, we support the local economy, contribute to the community, and make our supply chain more sustainable.

Non-local Supplier 20%



Local Supplier 80%



# Social Responsibility



We continue to support initiatives that contribute to society through social responsibility projects.

As part of our collaboration with the My Country Reads Association, we welcomed children affected by the earthquake at our Ali Bey Club Manavgat & Park facilities.

This special holiday program was marked by unforgettable moments, where some children had their first ice cream and enjoyed time in the pools. Contributing to the happiness of the children and putting smiles on their faces was a great source of satisfaction for us.





# Social Responsibility



## Clothing Donation Bins

As part of our efforts to support socio-economically disadvantaged individuals, we have installed clothing donation bins at both of our facilities through collaboration with the Manavgat Municipality Social Market and TISVA (Turkish Foundation for Combating Waste).

## Tree Planting Event at Schools

In collaboration with schools, we organized a tree planting event to raise environmental awareness and leave a greener world for future generations.





# Social Responsibility

We participated in the 'Sorgun Forest Cleanup' event to support environmental protection and sustainable tourism.

With this event, we aimed to contribute to the preservation of nature and raise environmental awareness together with our local community.

Protecting the unique natural beauty of Sorgun is crucial not only for today but also for future generations to benefit from these wonders.

Through such initiatives, we aim to positively impact both nature and the local economy by adhering to the principles of sustainable tourism.







# Social Responsibility

Gürok Group became a session sponsor at the Sustainability Conference held on September 25, 2024, under the theme 'The Inevitability of Green Transformation,' organized in collaboration with Boğaziçi University, SKD Turkey, and the Green Business Platform, which focused on the transformation processes in the business world.

Believing that transformation originates from unlimited thinking, Gürok Group, along with all its brands and employees, aims to reduce its carbon footprint every day through responsible resource use, waste management, recycling, and ethical production.

The event highlighted sustainability projects implemented for the environment and the world, as well as investments contributing to the fight against climate change.

As Gürok Group, we will continue our efforts with determination to adopt and promote sustainability principles.



# Stakeholders and Communication Methods

<i>STAKEHOLDERS</i>	<i>COMMUNICATION PLATFORM</i>	<i>REASON/ SUBJECT OF COMMUNICATION</i>
<i>GUESTS</i>	<ul style="list-style-type: none"> <li>• Surveys</li> <li>• Web site</li> <li>• Press section</li> <li>• Magazines and newspapers</li> <li>• Social media</li> <li>• Fairs</li> <li>• Agencies</li> <li>• Guest satisfaction and complaint management</li> <li>• Telephone</li> <li>• Face-to-face meetings with guest relations, etc.</li> </ul>	<p>Meetings with existing and new customers Supply chain customer meetings</p> <ul style="list-style-type: none"> <li>• Announcing innovations about the company through bulletins and interviews in domestic and foreign publications</li> <li>• Announcing campaigns</li> <li>• Support and awareness for the effective use of natural resources</li> <li>• Support and awareness for combating climate change and promoting a low-carbon economy</li> <li>• Creating awareness of the importance of cultural heritage and regional development</li> </ul>
<i>EMPLOYEES</i>	<ul style="list-style-type: none"> <li>• E-mail,</li> <li>• Telephone,</li> <li>• Wish-suggestion-complaint boxes</li> <li>• Department managers,</li> <li>• Human Resources</li> <li>• Employee Representative</li> </ul>	<ul style="list-style-type: none"> <li>• Employee Rights and Satisfaction</li> <li>• Compliance with legal regulations, brand standards and support</li> <li>• Adding value to personal development and the facility</li> <li>• Reporting of important developments</li> </ul>
<i>SUPPLIERS</i>	<ul style="list-style-type: none"> <li>• Face-to-face meetings</li> <li>• Fairs</li> <li>• E-mail</li> <li>• Facility visits</li> <li>• Social Media</li> </ul>	<ul style="list-style-type: none"> <li>• Discussion of commercial issues</li> <li>• Transfer of procurement policy</li> <li>• Transfer of sustainable procurement policy</li> <li>• Information about sustainable tourism and hotel</li> </ul>
<i>LOCAL PEOPLE, NGOs, PUBLIC INSTITUTIONS</i>	<ul style="list-style-type: none"> <li>• Social media</li> <li>• Telephone</li> <li>• Local Public Communication Officer</li> <li>• Press</li> </ul>	<ul style="list-style-type: none"> <li>• Informing about on-site construction and renovation activities to be performed in region</li> <li>• Effective use of natural resources</li> <li>• Protection of cultural heritage</li> <li>• Cooperation with the local community</li> <li>• Prioritizing local people in economic development</li> </ul>

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