



# **SEADEN HOTELS SUSTAINABILITY PERFORMANCE REPORT 2022**

# SEADEN HOTELS QUALITY POLICY

## Vision;

To be an environment-friendly global brand by keeping the guest and employee satisfaction at the highest level with the idea of human and human rights first.

## Mission;

To be the best resort hotel that serves to all the colours of the world without compromising high guest satisfaction, and where satisfaction is at the highest level for our colleagues, supporting sustainable life.

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## Our Values

Hospitality

Confident in Teamwork

Respect to Human and Environment

Compliant with the Laws

Emphasizing Reliability and Honesty

Open to innovation

Continuously self-developing through trainings

Sustainability

## OUR QUALITY, ENVIRONMENT, OHS, FOOD SAFETY POLICY

- CONTINUOUSLY MEASURING AND IMPROVING SERVICE QUALITY IN THE LIGHT OF OUR VALUES,
- IN OUR ACTIVITIES THAT SERVE WITH GUEST AND EMPLOYEE SATISFACTION, CONSTANTLY MONITORING THE NEGATIVITIES AND DANGERS THAT WILL AFFECT THE ENVIRONMENT, MINIMIZING THEM AND TAKING THE NECESSARY PRECAUTIONS
- COMPLYING WITH LAWS, CONSTANTLY RAISING THE LEVEL OF THE TEAM WITH TRAININGS,
- FOLLOWING ALL THE INNOVATIONS THAT AFFECT OUR BUSINESSES, GUEST AND EMPLOYEE SATISFACTION BY MAKING CONTINUOUS RESEARCHES ABOUT OUR BUSINESS LINE,
- USING ALL THE ENERGY RESOURCES IN OUR COMPANY WITH THE MOTTO OF MAXIMUM ENERGY (MEASUREMENT AND EVALUATION) FOR SUSTAINABILITY, PROTECTING THE ENVIRONMENT AND ENSURING ITS SUSTAINABILITY AND INFORMING OUR COOPERATION PARTNERS ABOUT THIS ISSUE.

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## SEADEN HOTELS ENVIRONMENTAL POLICY

AS SEADEN HOTELS, WE PROTECT THE ENVIRONMENT; PREVENT POLLUTION AND AIM TO REDUCE OUR ENVIRONMENTAL IMPACTS. IN THIS SCOPE

- WE ASSESS THE IMPACT OF ENVIRONMENTAL DAMAGE AND DEVELOP METHODS TO MITIGATE THEM WITHIN THE FRAMEWORK OF LEGAL REGULATIONS,
- WE FOLLOW THE ENVIRONMENTAL LAWS, REGULATIONS AND LEGISLATION IN FORCE FOR THE CONTROLLED USE OF NATURAL RESOURCES, TO MINIMIZE ENERGY CONSUMPTION AND AIR, WATER AND SOIL POLLUTION.
- WE TRY TO USE WATER, ENERGY AND ALL NATURAL RESOURCES ECONOMICALLY; WE SHARE THIS SENSITIVITY WITH OUR EMPLOYEES, GUESTS AND SUPPLIERS.
- WE DETECT OUR NEGATIVE IMPACTS ON THE ENVIRONMENT DURING THE CONDUCT OF OUR ACTIVITIES TO PROTECT AND ENSURE THE SUSTAINABILITY OF THE ENVIRONMENT WE LIVE IN, AND CONTROL POSSIBLE HAZARDS AND OUR WASTE.
- WE PAY ATTENTION TO SEPARATE OUR WASTE AT THE SOURCE, SO WE KNOW THAT MORE WASTE WILL HAVE THE OPPORTUNITY TO BE RECYCLED, CAN BE DISPOSED WITHOUT DAMAGE TO NATURE, AND TO REDUCE THE AMOUNT OF WASTE.

- WE MEASURE OUR PERFORMANCE IN ENVIRONMENTAL MANAGEMENT AND MONITOR THESE DATA WITH TARGETS AND TRY TO IMPROVE OUR PERFORMANCE,
- WE AIM TO TRAIN OUR EMPLOYEES ABOUT THE ENVIRONMENT AND INCREASE THEIR SENSITIVITY,
- WE WORK TO ENSURE THAT OUR GUESTS AND EMPLOYEES PARTICIPATE IN OUR ENVIRONMENTAL POLICY, AND WE TRY TO MAKE THIS A LIVING CULTURE.

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## SEADEN HOTELS CHILD PROTECTION POLICY

OUR CHILDREN ARE THE TRUST OF THE FUTURE.

TO KNOW THEM AS INDIVIDUALS, TO RESPECT THEIR RIGHTS, FOR ANY PSYCHOLOGICAL, PHYSICAL, COMMERCIAL ETC. OBSERVATION AND PROTECTION IS OUR PRIMARY RESPONSIBILITY. UNDER THIS RESPONSIBILITY, WE BELIEVE THAT THE WELL-BEING OF CHILDREN AND PROTECTION OF CHILDREN FROM ALL TYPES OF DAMAGES IS EXTREMELY IMPORTANT AND IT IS OUR FUNDAMENTAL DUTY TO PROTECT ALL THE CHILDREN WE ARE RELATED TO FROM PHYSICAL AND MENTAL HARASSMENT. IN THE LIGHT OF THESE PRINCIPLES, IN ALL OUR HOTELS,

- WE PROVIDE ENVIRONMENTS / OPPORTUNITIES IN THE FACILITY, WHICH WILL CONTRIBUTE TO THE DEVELOPMENT OF THE CHILDREN, WHERE THEY CAN EXPRESS THEIR THOUGHTS AND WISHES, EMOTIONS EASILY, AND FEEL FREE AND COMFORTABLE,
- AT EVERY OPPORTUNITY, WE CELEBRATE THEIR SMALL ACHIEVEMENTS, ENJOY THEM, AND MENTION THEM TO UNDERSTAND EACH OTHER'S FEELINGS AND THOUGHTS IN COMMUNICATIONS WITH OTHER CHILDREN.
- WE TEACH OUR TEAM ON THE TYPES OF CHILD ABUSE (PHYSICAL, SEXUAL, EMOTIONAL AND NEGLIGENCE), INCLUDING THE PRACTICES OF REPORTING CHILD ABUSE AND OUR SOCIAL OBLIGATIONS IN THIS SCOPE.
- WE TRY TO BE AWARE OF PARENTS' ATTITUDES AND BEHAVIORS AGAINST THEIR CHILDREN, SIGNIFICANTS OF PHYSICAL-VERBAL-PSYCHOLOGICAL VIOLENCE OR NEGLIGENCE, AND TO BE AWARE AGAINST SUCH CASES.
- WE MAKE SURE THAT OUR CHILD GUESTS ARE UNDER ADULT SUPERVISION IN THE ACTIVITIES ATTENDED.
- IN ENVIRONMENTS IN WHERE WE MAKE OUR CHILD GUESTS ENCOUNTER (MINI CLUB ETC.), WE ARE SURE TO REACH THEIR PARENTS OR ANY OTHER RELIABLE ADULT.
- WE ORGANIZE TRAININGS AND SUPPORT RELATED PROJECTS TO RAISE AWARENESS ON THE PROTECTION OF CHILDREN'S RIGHTS,
- WHEN WE WATCH SUSPICIOUS ACTIONS RELATING TO CHILDREN, WE INFORM THE HOTEL MANAGEMENT FIRST, AND REQUEST HELP FROM THE SOCIAL SUPPORT LINE IF NEEDED.
- WE INFORM OUR EMPLOYEES AND SUBCONTRACTORS ABOUT THE MEASURES WE TAKE
- DURING THE DETECTION OF CHILD ABUSE, OUR GUESTS WILL INFORM THE RECEPTION (0) AND OUR WORKFRIENDS WILL INFORM THE RELEVANT DEPARTMENT MANAGERS.

## SEADEN HOTELS LOCAL AWARENESS POLICY

AS SEADEN HOTELS, WE KNOW THE REGION AND LOCAL COMMUNITY WELL, RESPECT HISTORICAL VALUES AND TRADITIONS, AND AIM TO CONTRIBUTE TO THE ECONOMIC, SOCIAL AND CULTURAL DEVELOPMENT

FOR THIS;

- WE SUPPORT LOCAL RESOURCES AND OPPORTUNITIES TO PROTECT AND ENSURE THEIR ACCESSIBILITY,
- ENABLES LOCAL CULTURE AND TRADITIONS, OPINION, ETHNIC ORIGIN, FAITH, ETC. WE DO NOT ALLOW DISCRIMINATION,
- IN DECISIONS TO BE TAKEN, WE MAKE INTERVIEWS TO CONSIDER LOCAL CHARACTERISTICS, SENSITIVITIES AND THE NEEDS OF THE REGIONAL PEOPLE,
- WE SUPPORT THE CONSERVATION OF HISTORICAL AND ARCHAEOLOGICAL ARTICLES,
- TOGETHER WITH THE REGIONAL PEOPLE, WE WORK TO HELP, PROTECT HISTORICAL AND CULTURAL FEATURES, AND WORK FOR PREVENTION OF NATURAL TEXTURE DESTROYING,

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WE CONTRIBUTE TO THE REGIONAL ECONOMY BY PROVIDING LOCAL EMPLOYMENT AND SUPPLY,

IT SUPPORTS THE PROMOTION OF FOOD, ACTIVITIES, CULTURE, TRADITIONS OF THE LOCAL REGION FOR GUESTS, (RELIGIOUS PLACES, CULTURAL PLACES, NATURAL RICHNESS ETC). FOR THIS, WE PROVIDE EDUCATION FOR EMPLOYEES.

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## SEADEN HOTELS EMPLOYEE AND HUMAN RIGHTS POLICY

AS SEADEN HOTELS, WITH OUR APPROACH TO SERVE TO ALL COLOURS OF THE WORLD, WE KNOW THAT WE NEED TO ACT IN INTEGRITY WITHOUT ANY DISCRIMINATION ON THE BASIS OF GENDER, LANGUAGE, RELIGION OR RACE, KEEPING IN MIND RESPECT TO HUMAN, PROTECTION OF HUMAN RIGHTS, VALUING AND RESPECTING THEIR OPINIONS.

OUR PRIMARY RESPONSIBILITY IS TO TREAT ALL OUR EMPLOYEES FAIRLY REGARDLESS OF THEIR SEXUAL ORIENTATION, AGE, GENDER, ETHNICITY, RELIGIOUS BELIEF AND DISABILITY. IN THIS CONTEXT, WE LEARN TOGETHER, BECOME STRONGER, AND HAVE THE OPPORTUNITY TO DEVELOP AS AN ECONOMIC-PERSONAL-PROFESSIONAL. OUR FEELING OF LOYALTY IS A REFLECTION OF OUR COMMITMENT TO OUR TEAM AND OUR BUSINESS.

WE CONTINUOUSLY IMPROVE THE OCCUPATIONAL HEALTH AND SAFETY ACTIVITIES OF OUR EMPLOYEES, SUBCONTRACTORS AND SUPPLIERS, COMPLY WITH OCCUPATIONAL HEALTH AND SAFETY LAWS AND REGULATIONS, AND RAISE AWARENESS ON OCCUPATIONAL HEALTH AND SAFETY.

FOR THIS;

- WE ADOPT AN OPEN, EQUAL, TRANSPARENT, FAIR COMMON MANAGEMENT APPROACH INVOLVING OUR EMPLOYEES,
- WE OFFER EQUAL, STANDARD, SAFE WORKING CONDITIONS,
- WE ALLOW PROBLEMS TO BE HEARD AND SOLVED,
- TO ORGANIZE TRAININGS THAT WILL SERVE OUR COMPANY'S GOALS AND PERSONAL DEVELOPMENT OF OUR PERSONNEL AND TO MEASURE THEIR EFFECTIVENESS.
- WE PROVIDE OPPORTUNITY OF CONTINUOUS MONITORING OF WORK PERFORMANCE AND PROFESSIONAL CAREER PLANNING,
- WE SUSTAIN A FAIR WORKING AND REMUNERATION POLICY THAT MEETS LEGISLATIONS AND FAIR & ESTABLISHED STANDARDS,
- WE HEAR OUR EMPLOYEES, AND APPLY A COMMUNICATION MODEL WHERE IDEAS CAN BE FREELY EXPRESSED AND DIALOGUE CAN BE DEVELOPED,
- WE MAKE OUR EMPLOYEES FEEL SAFE, WE PROTECT THEIR PERSONAL INFORMATION, WE PRIZE THEIR RIGHT OF KNOWING THEIR WORK PLACE, SELF-DEVELOPMENT AND EDUCATION,
- WE ENSURE THAT ALL OUR EMPLOYEES BENEFIT FROM THE BENEFITS, FRINGE BENEFITS AND AWARDS WE OFFER.
- TO ESTABLISH AND MANAGE SYSTEMS THAT ARE CONTINUOUSLY MONITORED AND IMPROVED ON OCCUPATIONAL HEALTH AND SAFETY, AS A GROUP THAT INVESTS AND VALUES PEOPLE.
- WE COMPLY WITH THE LAW AND PROVIDE REQUIREMENTS WITHIN THE SCOPE OF OCCUPATIONAL HEALTH AND SAFETY.

1 JANUARY 2022 – 31 DECEMBER 2022

This report was prepared by Burcu SARGIN TAŞGIN on 18.02.2023.

This report details our 1-year progress towards our 2022 sustainability goals and targets.



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## SEADEN HOTELS

### COROLLA HOTEL

It is located in Kumköy, about 4 km from Side ancient city, 7 km from Manavgat, 70 km from Antalya and 64 km from Antalya International Airport. The Corolla Hotel has 404 rooms and offers the all-inclusive system.

### SEADEN SEA WORLD RESORT SPA

It opened in May 2009 and began welcoming guests. Our facility, with a total of 528 rooms, is located in the Kızılağaç Tourism Center and has an all-inclusive system. It is 70 km from the airport, 10 km from Manavgat city center and 15 km from Side.

### SEADEN SEA PLANET RESORT SPA

It opened in May 2013. Our facility with a total of 460 rooms is located in the Kızılot Tourism Center and offers an all-inclusive system. It is 75 km from the airport, 15 km from Manavgat city center and 20 km from Side

### SEADEN VALENTINE RESORT SPA

Our facility, which has a total of 322 rooms, is located in Side Tourism Center and serves with a +16 AGE CONCEPT and an all-inclusive system. It is 64 km from the airport, 10 km from Manavgat city center and 3 km from Side.

### SEADEN QUALITY RESORT SPA

It opened in June 2021. Our facility, which has a total of 355 rooms, is located in Side Tourism Center and serves with an all-inclusive system. It is 64 km from the airport, 10 km from Manavgat city center and 3 km from Side.

## 1.1. SUSTAINABILITY

The concept of sustainability was first included in the UN report "Our Common Future" in 1983. What is the concept of sustainability? The answer to the question in its simplest form is to produce without endangering the lives of other living beings today and in the future. Sustainability, which is a very broad concept; It is mainly addressed under the headings of environmental protection, economic growth and social development.

The concept of sustainable environment puts at the center the principle that available resources are not unlimited. Accordingly, the resources spent for production are used to the maximum extent in line with needs, thus aiming for sustainability.

Economic sustainability means sharing resources fairly and consuming them as much as necessary. As a result of excessive consumption, precious metals and various food resources are approaching the limit of depletion.

The relationship between social development and sustainability deals with the protection of human rights in all societies without discrimination. These include elements such as education, health, social justice, security, transportation, water and electricity.

Seaden Hotels sees sustainability as an integral part of its business style in order to leave a livable world to future generations; It acts with the awareness of creating sustainable value for its guests, shareholders, employees and all other stakeholders and integrates this approach into all its processes. The business evaluates sustainability as a whole with its economic, environmental and social dimensions in accordance with its corporate culture and identity, and handles it together with all relevant laws and legal regulations in its activities.

Seaden Hotels offers services for energy efficiency and renewable energy investments in line with its sensitivity on sustainability, society and environment, and aims to take the necessary measures for effective resource and energy use to preserve the natural balance.

It is committed to supporting the sustainability activities it has initiated in order to contribute to a sustainable and livable future. It aims to contribute to society and be a part of the solution in the fight against all environmental problems, by considering the interests of all its stakeholders.

We determine our sustainability priorities with effective stakeholder participation. In line with the results of our Daily, Monthly and Annual analyses, it has structured its sustainability strategy around energy and resource efficiency, waste management, support for the transition to a low-carbon economy, environmental and social risk management, employment support, corporate integrity and transformation-oriented works.

The main axes of the sustainability strategy are;

- Energy, Water, Raw Material and Resource Efficiency
- Supporting Renewable Energy Projects
- Supporting Projects That Will Support Country Employment
- Support for the Transition to a Low-Carbon Economy
- Waste Management



## 1.2. ENERGY, WATER, SOLID WASTES

### Use of Natural Resources

Always protecting nature, protecting our cultural heritage, using resources more economically, turning to human values, sharing and cooperation, increasing the sense of belonging in our employees, developing together and by learning, protecting our most valuable assets, our children and women, with a fair and egalitarian perspective, protecting our region and We are trying to seize opportunities to communicate more with the local people and develop the region we are in.

We plan our business processes accordingly. We are trying to raise awareness of all our employees, business stakeholders and guests with the Environmental Management System for the conscious consumption of Natural Resources.



### 1.1.1. Energy Consumption

Seaden Hotels' total annual Electricity Consumption and Electricity Consumption per capita amounts between 2018 and 2022 are shown.

SÜRDÜRÜLEBİLİRLİK										
SİDE COROLLA HOTEL										
ELEKTRİK ENERJİSİ-(ELECTRICAL POWER)										
AYLAR	Toplam-(Totals)					Müşteri Başına Enerji Tüketimi-(Energy)				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	kW	kW	kW	kW	kW	kW	kW	kW	kW	kW
TOPLAM	2.136.158,48	2.181.921,97	433.139,03	1.025.847,34	1.758.056,02	12,24	11,27	48,44	16,21	13,12

SÜRDÜRÜLEBİLİRLİK										
SEA WORLD RESORT SPA										
ELEKTRİK ENERJİSİ-(ELECTRICAL POWER)										
AYLAR	Toplam-(Totals)					Müşteri Başına Enerji Tüketimi-				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	kW	kW	kW	kW	kW	kW	kW	kW	kW	kW
TOPLAM	3.371.833,95	3.518.792,28	289.475,82	2.459.417,82	3.307.843,98	13,25	13,10	0,00	15,14	13,14

SÜRDÜRÜLEBİLİRLİK										
SEA PLANET RESORT SPA										
ELEKTRİK ENERJİSİ-(ELECTRICAL POWER)										
AYLAR	Toplam-(Totals)					Müşteri Başına Enerji Tüketimi-(Energy Consumption)				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	kW	kW	kW	kW	kW	kW	kW	kW	kW	kW
TOPLAM	3.541.376,34	3.385.240,25	1.459.511,55	3.046.324,05	3.379.319,00	14,03	13,17	20,68	16,10	14,03

SÜRDÜRÜLEBİLİRLİK										
SEADEN VALENTINE RESORT SPA										
ELEKTRİK ENERJİSİ-(ELECTRICAL POWER)										
AYLAR	Toplam-(Totals)					Müşteri Başına Enerji Tüketimi-				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	kW	kW	kW	kW	kW	kW	kW	kW	kW	kW
TOPLAM	1.035.944,10	1.356.791,98	79.847,33	910.536,53	1.411.278,77	18,35	12,29	0,00	15,33	13,86

SÜRDÜRÜLEBİLİRLİK										
QUALITY OTEL RESORT SPA										
ELEKTRİK ENERJİSİ-(ELECTRICAL POWER)										
AYLAR	Toplam-(Totals)					Müşteri Başına Enerji Tüketimi-				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	kW	kW	kW	kW	kW	kW	kW	kW	kW	kW
TOPLAM	0,00	0,00	8.144,33	2.067.348,57	3.310.552,27	0,00	0,00	0,00	21,43	17,35



### 1.1.2. Water Consumption

Seaden Hotels' total annual Water Consumption and Water Consumption per capita amounts between 2018 and 2022 are shown.

SÜRDÜRÜLEBİLİRLİK										
SİDE COROLLA HOTEL										
SU YÖNETİMİ ( WATER MANAGEMENT )										
AYLAR	Toplam-(Totals)					Başına Enerji Tüketimi-(Energy Consumption p				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	TON	TON	TON	TON	TON	TON	TON	TON	TON	TON
TOPLAM	69.224,82	92.021,17	18.561,03	48.670,06	71.106,64	0,40	0,48	2,08	0,77	0,53

SÜRDÜRÜLEBİLİRLİK										
SEA WORLD RESORT SPA										
SU YÖNETİMİ ( WATER MANAGEMENT )										
AYLAR	Toplam-(Totals)					Müşteri Başına Enerji Tüketimi-				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	TON	TON	TON	TON	TON	TON	TON	TON	TON	TON
TOPLAM	78.449,39	121.754,40	14.170,45	61.126,35	124.010,19	0,31	0,45	0,00	0,38	0,49

SÜRDÜRÜLEBİLİRLİK										
SEA PLANET RESORT SPA										
SU YÖNETİMİ ( WATER MANAGEMENT )										
AYLAR	Toplam-(Totals)					Müşteri Başına Enerji Tüketimi-				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	TON	TON	TON	TON	TON	TON	TON	TON	TON	TON
TOPLAM	39.080,71	110.872,85	66.078,91	80.119,79	171.083,03	0,15	0,43	0,94	0,42	0,71

SÜRDÜRÜLEBİLİRLİK										
SEADEN VALENTINE RESORT SPA										
SU YÖNETİMİ ( WATER MANAGEMENT )										
AYLAR	Toplam-(Totals)					Müşteri Başına Enerji Tüketimi-				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	TON	TON	TON	TON	TON	TON	TON	TON	TON	TON
TOPLAM	52.775,72	42.979,36	3.817,96	22.338,54	38.343,57	0,93	0,39	0,00	0,38	0,38

SÜRDÜRÜLEBİLİRLİK										
QUALITY OTEL RESORT SPA										
SU YÖNETİMİ ( WATER MANAGEMENT )										
AYLAR	Toplam-(Totals)					Müşteri Başına Enerji Tüketimi-				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	TON	TON	TON	TON	TON	TON	TON	TON	TON	TON
TOPLAM	0,00	153,15	7.080,30	80.363,23	113.012,67	0,00	0,00	0,00	0,83	0,64



### 1.1.3. DIESEL CONSUMPTION

Seaden Hotels' total annual Diesel Consumption and Diesel Consumption per capita amounts between 2018 and 2022 are shown.

SÜRDÜRÜLEBİLİRLİK										
SİDE COROLLA HOTEL										
MOTORİN-(DIESEL)										
AYLAR	Toplam-(Totals)					Müşteri Başına Enerji Tüketimi-(Energy)				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	lt	lt	lt	lt	lt	lt	lt	lt	lt	lt
TOPLAM	3.423,00	5.921,00	3.202,00	2.000,00	0,00	0,02	0,03	0,36	0,03	0,00

SÜRDÜRÜLEBİLİRLİK										
SEA WORLD RESORT SPA										
MOTORİN-(DIESEL)										
AYLAR	Toplam-(Totals)					Müşteri Başına Enerji Tüketimi-				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	lt	lt	lt	lt	lt	lt	lt	lt	lt	lt
TOPLAM	9.243,40	9.535,00	50,00	4.094,00	5.974,29	0,04	0,04	0,00	0,03	0,02

SÜRDÜRÜLEBİLİRLİK										
SEA PLANET RESORT SPA										
MOTORİN-(DIESEL)										
AYLAR	Toplam-(Totals)					Müşteri Başına Enerji Tüketimi-				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	lt	lt	lt	lt	lt	lt	lt	lt	lt	lt
TOPLAM	14.968,00	9.213,00	2.226,00	4.618,00	4.736,00	0,06	0,04	0,03	0,02	0,02

SÜRDÜRÜLEBİLİRLİK										
SEADEN VALENTINE RESORT SPA										
MOTORİN-(DIESEL)										
AYLAR	Toplam-(Totals)					Müşteri Başına Enerji Tüketimi-				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	lt	lt	lt	lt	lt	lt	lt	lt	lt	lt
TOPLAM	1.247,00	2.213,00	1.500,00	1.675,00	0,00	0,02	0,02	0,00	0,03	0,00

SÜRDÜRÜLEBİLİRLİK										
QUALITY OTEL RESORT SPA										
MOTORİN-(DIESEL)										
AYLAR	Toplam-(Totals)					Müşteri Başına Enerji Tüketimi-				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	lt	lt	lt	lt	lt	lt	lt	lt	lt	lt
TOPLAM	0,00	0,00	0,00	2.115,00	2.417,00	0,00	0,00	0,00	0,02	0,01





#### 1.1.4. LNG CONSUMPTION

Seaden Hotels' total annual Natural Gas Consumption and Natural Gas Consumption per capita amounts between 2018 and 2022 are shown.

SÜRDÜRÜLEBİLİRLİK										
SİDE COROLLA HOTEL										
DOĞALGAZ-(LNG)										
AYLAR	Toplam-(Totals)					Başına Enerji Tüketimi-(Energy Consumption p				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	kg	kg	kg	kg	kg	kg	kg	kg	kg	kg
TOPLAM	89.608,48	79.500,66	23.315,69	27.038,90	44.492,24	0,51	0,41	2,61	0,43	0,33

SÜRDÜRÜLEBİLİRLİK										
SEA WORLD RESORT SPA										
DOĞALGAZ-(LNG)										
AYLAR	Toplam-(Totals)					Başına Enerji Tüketimi-(Energy Consumpti				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	kg	kg	kg	kg	kg	kg	kg	kg	kg	kg
TOPLAM	237.044,33	326.215,14	56.470,30	244.907,91	403.073,76	0,93	1,21	0,00	1,51	1,60

SÜRDÜRÜLEBİLİRLİK										
SEA PLANET RESORT SPA										
DOĞALGAZ-(LNG)										
AYLAR	Toplam-(Totals)					Müşteri Başına Enerji Tüketimi-				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	kg	kg	kg	kg	kg	kg	kg	kg	kg	kg
TOPLAM	103.582,77	95.956,99	28.549,20	69.765,87	88.181,14	0,41	0,37	0,40	0,37	0,37

SÜRDÜRÜLEBİLİRLİK										
SEADEN VALENTINE RESORT SPA										
DOĞALGAZ-(LNG)										
AYLAR	Toplam-(Totals)					Enerji Tüketimi-(Energy Consump				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	kg	kg	kg	kg	kg	kg	kg	kg	kg	kg
TOPLAM	24.259,46	35.911,24	4.190,40	27.131,45	52.694,08	0,43	0,33	0,00	0,46	0,52

SÜRDÜRÜLEBİLİRLİK										
QUALITY OTEL RESORT SPA										
DOĞALGAZ-(LNG)										
AYLAR	Toplam-(Totals)					Müşteri Başına Enerji Tüketimi-				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	kg	kg	kg	kg	kg	kg	kg	kg	kg	kg
TOPLAM	0,00	0,00	0,00	76.684,30	132.819,63	0,00	0,00	0,00	0,79	0,70



### 1.1.5. COAL, CHAFING, BOTTLED GAS ETC. CONSUMPTION

Seaden Hotels' total annual Other Fuel Types Consumption and Other Fuel Types Consumption per capita amounts between 2018 and 2022 are shown.

SÜRDÜRÜLEBİLİRLİK										
SİDE COROLLA HOTEL										
DİĞER YAKITLAR: kömür,reşo,tüp -(OTHER FUELS:wood,coal,chafing dish fuel)										
AYLAR	Toplam-(Totals)					Müşteri Başına Enerji Tüketimi-(Energy)				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	kg	kg	kg	kg	kg	kg	kg	kg	kg	kg
TOPLAM	6.130,00	7.138,00	444,00	2.025,03	4.004,00	0,04	0,04	0,05	0,03	0,03

SÜRDÜRÜLEBİLİRLİK										
SEA WORLD RESORT SPA										
DİĞER YAKITLAR: kömür,reşo,tüp -(OTHER FUELS:wood,coal,chafing dish fuel)										
AYLAR	Toplam-(Totals)					Müşteri Başına Enerji Tüketimi-				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	kg	kg	kg	kg	kg	kg	kg	kg	kg	kg
TOPLAM	13.119,50	21.961,00	117,00	12.278,00	20.873,00	0,05	0,08	0,00	0,08	0,08

SÜRDÜRÜLEBİLİRLİK										
SEA PLANET RESORT SPA										
DİĞER YAKITLAR: kömür,reşo,tüp -(OTHER FUELS:wood,coal,chafing dish fuel)										
AYLAR	Toplam-(Totals)					Müşteri Başına Enerji Tüketimi-				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	kg	kg	kg	kg	kg	kg	kg	kg	kg	kg
TOPLAM	13.496,00	15.424,40	6.756,00	10.692,62	12.929,00	0,05	0,06	0,10	0,06	0,05

SÜRDÜRÜLEBİLİRLİK										
SEADEN VALENTINE RESORT SPA										
DİĞER YAKITLAR: kömür,reşo,tüp -(OTHER FUELS:wood,coal,chafing dish fuel)										
AYLAR	Toplam-(Totals)					Müşteri Başına Enerji Tüketimi-				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	kg	kg	kg	kg	kg	kg	kg	kg	kg	kg
TOPLAM	952,22	2.933,00	73,80	2.282,57	4.433,00	0,02	0,03	0,00	0,04	0,04

SÜRDÜRÜLEBİLİRLİK										
QUALITY OTEL RESORT SPA										
DOĞALGAZ-(LNG)										
AYLAR	Toplam-(Totals)					Müşteri Başına Enerji Tüketimi-				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
	kg	kg	kg	kg	kg	kg	kg	kg	kg	kg
TOPLAM	0,00	0,00	0,00	76.684,30	132.819,63	0,00	0,00	0,00	0,79	0,70





### 1.1.6. Solid Waste

Efforts are being made to separate different types of waste at their source. By placing recycling bins in all our departments and general areas, we ensure that packaging and waste are separated according to certain criteria. It is important to separate waste because it helps to handle it correctly which is better for the environment. Types of waste sent from our facilities for recycling in 2022:

SÜRDÜRÜLEBİLİRLİK					
SİDE COROLLA HOTEL					
ATIK TAKİP 2022					
	KAĞIT	PLASTİK	METAL	CAM	ORGANİK
TOPLAM	14724	10532	7162	15123	116212

SÜRDÜRÜLEBİLİRLİK					
SEA WORLD RESORT SPA					
ATIK TAKİP 2022					
	KAĞIT	PLASTİK	METAL	CAM	ORGANİK
TOPLAM	27650	17176	8817	29355	244491

SÜRDÜRÜLEBİLİRLİK					
SEA PLANET RESORT SPA					
ATIK TAKİP 2022					
	KAĞIT	PLASTİK	METAL	CAM	ORGANİK
TOPLAM	20134	14297	8949	19864	171373

SÜRDÜRÜLEBİLİRLİK					
SEADEN VALENTINE RESORT SPA					
ATIK TAKİP 2022					
	KAĞIT	PLASTİK	METAL	CAM	ORGANİK
TOPLAM	9235	5576	3760	10561	79040

SÜRDÜRÜLEBİLİRLİK					
QUALITY OTEL RESORT SPA					
ATIK TAKİP 2022					
	KAĞIT	PLASTİK	METAL	CAM	ORGANİK
TOPLAM	20868	14752	10745	23752	182312



## SEADEN HOTELS WASTE COUNTER 2022

### GLASS WASTE IN 2022 TOTAL 98,655 KG WASTE



**118,39KG**

Hammadde Tasarrufu



**2959,65KG**

Sera Gazi



**4143,51Kwh**

Enerji tasarrufu



**147,98M3**

Depolama alanı kazanç

### PAPER WASTE IN 2022 TOTAL 92,611 KG



**16392,15KG**

Sera Gazi



**379705,10  
Kwh**

Enerji tasarrufu



**1574,39Adet**

Kurtarılan ağaç



**231,53M3**

Depolama alanı kazanç

### PLASTIC WASTE IN 2022 TOTAL 62,333 KG



**2555,65KG**

Sera Gazi



**359910,74  
Kwh**

Enerji tasarrufu



**143,37M3**

Depolama alanı kazanç



**1016,03Varil**

Petrol tasarrufu

### METAL WASTE IN 2022 TOTAL 39,397 KG



**51,22KG**

Hammadde Tasarrufu



**3742,71KG**

Sera Gazi



**25292,87Kwh**

Enerji tasarrufu



**118,19M3**

Depolama alanı kazanç

## **1.2. SOCIAL RIGHTS**

### **1.2.1. Working Conditions;**

To manage human resources, which it sees as its important capital, in the most efficient way in line with its vision, mission and goals, to create an elite team with high added value, that will make a difference in the sector and to maximize the level of competition, and to develop practices to support the team professionally and ensure their motivation.

### **1.2.2. Occupational Health and Safety**

For Seaden Hotels, the health and safety of its employees are among the top priorities and uncompromising issues. In order to protect the health of employees and minimize all possible risks, many precautions have been taken with the guidance of the Company's OHS Specialist and Doctor. Awareness was created among the employees through internal e-mail notifications to all employees and information posters hung in common areas, and necessary follow-ups were carried out. At regular OHS board meetings, issues such as employees' transportation to and from work using shuttles and public transportation, and the general working environment were meticulously evaluated within the scope of general OHS processes. Periodic examinations of new employees and employees who have been away from work for more than 6 months due to health reasons are carried out by the workplace physician. In case of any emergency, Emergency Evacuation Plans are revised and employees are informed.

### **1.2.3. Employee Rights**

In recruitment, the principle of providing equal opportunities to people under equal conditions has been adopted and recruitment criteria have been determined in writing.

Discrimination among employees based on race, religion, language and gender is never allowed, universal human rights are respected and all employees are protected against physical and emotional mistreatment.

Care is taken to ensure that the working environment and conditions are safe and at high standards and are improved as needed.

Objective data is taken into consideration in training, appointment and promotion decisions.

Decisions and developments on issues that concern them are shared with employees.

In order to support the development of employees, training plans are made and participation in training is ensured.

Thanks to the information boards created to increase internal information sharing and make communication with employees more effective, all employees are given the opportunity to quickly access the legislation, the work of the departments, job descriptions and distributions, performance management practices, current announcements and auxiliary resources.

Orientation training is provided to help new employees accelerate their adaptation to the working environment and increase their productivity at work.

Discrimination by employees etc. Complaint boxes have been created for complaints such as these, and all complaints are evaluated one by one and feedback is given to the relevant personnel.

### **1.2.4. Recruitment Process;**

In our facilities, recruitment processes are carried out within the framework drawn by the Human Resources Managers and relevant department managers. A multi-stage interview process is applied in recruitment, in which fair, non-discriminatory, objective and general talent evaluations are made.

### **1.2.5. Performance Management and Remuneration;**

In our facilities, human resources performance monitoring is carried out in case of a new assignment or promotion. Evaluations are made objectively. Performance evaluation outcomes have a guiding effect on management for employee development and career planning. Before our employees start working in our facilities, they are informed about the wages they will receive, working conditions, working hours, and when they will receive their wages.

### 1.2.6. Education and Career Management;

All of our employees can benefit from the right to education equally, and our employees are given the opportunity to receive training by providing legal and professional training required by the hotel industry.

### 1.2.7. Work life

In our hotels, the satisfaction of our employees is as important to us as the satisfaction of our guests. As a business that provides services at international standards and appeals to our guests from different countries and nationalities, we do not have any discrimination regarding nationality, race, language, religion, etc. for our guests and employees. Discrimination is against both our hotel management and working principles. Therefore, all personnel affairs of our employees from different countries or nationalities are followed with the same care by our Hotel Human Resources Directorates in accordance with legal procedures, and equal opportunities are offered to all our employees within the hotel, regardless of their characteristics. In addition to this issue, in order to contribute to the Local Community and increase regional employment, we prioritize employment in line with the needs of our hotel from the Manavgat - ANTALYA locations, where our hotel is located.

#### 1.2.7.1. Locals rate

Our rate of local people in our Seaden Side Corolla Hotel in 2021 and 2022;

- A total of 235 personnel worked in 2021, and 142 (60%) of them were local people. Additionally, 37% of our employees were employed as women.
- In 2022, a total of 267 (72%) of our personnel worked, and 193 of them were local people. Additionally, 35% of our employees are women.

Our rate of local people in our Seaden Sea World Hotel in 2021 and 2022;

- A total of 567 personnel worked in 2021, of which 371 (65%) were local people. Additionally, 21% of our employees were employed as women.
- A total of 670 personnel worked in 2022, of which 450 (67%) were local people. Additionally, 38% of our employees are female employees.

Our rate of local people in our Seaden Sea Planet Hotel in 2021 and 2022;

- A total of 537 personnel worked in 2021, and 358 (67%) of them were local people. Additionally, 33% of our employees were employed as women.
- A total of 669 personnel worked in 2022, and 340 (51%) of them were local people. Additionally, 29% of our employees are female employees.

Our rate of local residents in our Seaden Valentine Hotel in 2021 and 2022;

- A total of 254 personnel worked in 2021, and 159 (63%) of them were local people. Additionally, 31% of our employees were employed as women.
- A total of 350 personnel worked in 2022, and 219 (63%) of them were local people. Additionally, 21% of our employees are female employees.

Our rate of local residents in our Seaden Quality Hotel in 2021 and 2022;

- An average of 236 personnel worked on an annual basis in 2021, and 63 (27%) of them were local people. Additionally, 35% of our employees were employed as women.
- In 2022, an average of 297 personnel worked on an annual basis, and 85 (23%) of them were local people. Additionally, 28% of our employees were employed as women

### **1.2.8. EDUCATION**

One of our human rights goals is to provide on-the-job training, OHS, Environment, etc. for all our personnel. to ensure that they have received their training. Personnel who did not receive training during the season were identified and ensured that they participated in training in line with their training needs. Professional and personal development trainings provided by the Ministry of Culture and Tourism are repeated every year. Our aim here is to ensure that they are trained to meet the qualified manpower needs of the tourism sector.

### **1.3. INTEGRATION & SUPPORT WITH THE SOCIETY**

Our 2022 social integration and support goal is to work with local suppliers. The products used in the open buffet are supplied from local farmers whenever possible, and information explaining this to the guests is hung in the restaurant.

#### **Supplier Chain**

As Seaden Hotels, we manage a fair, fair and impartial process in our purchases. By taking care to spread the concept of sustainability, we set an example for our suppliers and all other stakeholders with their approach that respects human rights, enables social justice, and ensures equality of opportunity, and we aim to increase consciousness and awareness on this issue.

In addition, we carry out purchasing processes from as close regions as possible within the scope of carbon emissions and supporting local companies. Thus, we aim to reduce the impact on the environment by minimizing the CO2 emissions of the delivery vehicles of the supplier companies and support the employees in the region. 42 of our average 43 suppliers are companies from Manavgat, Alanya and Antalya.

### **1.4. OUR ECO-FRIENDLY PRACTICES**

#### **1.4.1. Our Blue Cover Campaign**

A storage box was created within the scope of the project. The staff of all departments were informed about the issue so that they could collect the caps found in their areas. A storage box was placed in the guest area. The accumulated blue caps will be collected and weighed and the relevant institution will be contacted when they reach the target weight. In case of purchasing a wheelchair, the situation of the personnel in need will be evaluated first.

#### **1.4.2. Our Book Donation Campaign**

Within the scope of the project, our staff was informed about the campaign as of 09.09.2022. The books of the personnel who brought books were checked and records were kept. The school was determined as Antalya Manavgat Düzağaç village. School teachers were contacted and it was learned that there were a total of 21 students in the school. Went to school on 28.09.2022. Gifts were given to the children. His books were delivered to the library.

#### **1.4.3. Paperless Life**

In recent years, it has turned its focus to digitalization and made pioneering breakthroughs in this field. By establishing an e-signature infrastructure within the company, unnecessary paper consumption was prevented. Signature sheets of the personnel were removed, work was carried out electronically, and paper consumption was reduced in human resources and accounting.

### **1.5. Social responsibility**

Seaden Hotels carries out various activities to contribute to social life and the environment. In this context, the business has adopted the goal of contributing to social life at the highest level and realizing investments that

will create tangible benefits and set an example for all segments of society, the sector and the business world, by considering the interests of all its stakeholders.

On the way to a sustainable future, it considers supporting those in need with donations and aid in every field required by social solidarity as a basic principle of its understanding of social responsibility.

Contribution is made to supporting our local people.

Education, Health etc. Support is given to institutions.

Scholarships are given for the education of our children in need.

Donations are made to Wrestling Sports to maintain Turkish traditions.

Tourism and employment fairs are supported.

Within the scope of raising awareness to create workplaces sensitive to gender equality, it was awarded the title of the business employing the most women in the Antalya region in 2021.

### 1.6. FOOD SAFETY

We take all the precautions we take in the food production department and within the scope of food safety management systems. Our priority is the critical control points in haccp plans and risk analyses. This includes cooking, storage, hot presentation, cold presentation, food cooling, food presentation stages, food heating parts and fruit and vegetable disinfection. These processes are monitored. Temperature records and product properties are checked upon food acceptance. On-the-job training is provided to the personnel.

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SEADEN

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Hotels

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SIDE ANTALYA TURKEY

