



Barida Davraz Hotel

2025

SUSTAINABILITY REPORT



CONTENT

1	About the Report	1
2	BARİDA DAVRAZ HOTEL	2
	2.1 Sustainability Message	3
	2.2 Corporate Responsibility	4
	2.3 Our Values	5
3	Sustainability Team	6
4	Reducing Environmental Impacts	7
	Our Environmental Approach	8
	Resource Consumption	8
	Energy Consumption	9
	Water Consumption	10
	Waste Management	11
	Chemical Use	12
5	Personnel and Working Life	13
6	Social Work Conducted	16
7	Cultural Activities	17

ABOUT THE REPORT

We work to pass on the natural resources entrusted to us to future generations in the same condition, or even improved, based on the principle of awareness and creating awareness for a livable world.

As Barida Davraz Hotel, we aim for continuous development and improvement in every aspect of sustainability management.

We began our sustainability efforts in 2025. We aim to share the progress we have made in this regard with our management, staff, guests, suppliers, and all other partners, thereby increasing awareness and transforming it into shared goals and achievements.

The information contained in this sustainability report,

- The environmental, social, and economic performance assessment of our facilities,
- Our goals set to improve this performance,
- The strategy and process to be followed to achieve these goals,
- Contributing to ecological balance,
- Minimizing negative impacts and hazards on the environment,

Unless otherwise stated, it includes the performance results for the 2025 period.



BARIDA DAVRAZ HOTEL

Barida Davraz Hotel, a hotel offering guests a luxurious accommodation experience, aims to add a star to its quality with its sustainability principle.

The rooms feature a mini bar, wireless internet, TV, telephone, bathroom, toilet, and hairdryer.

We aim to maximize guest satisfaction by tailoring our hotel entirely to the demands and expectations of our guests.



- We aim to be the most successful in the industry.
- We pay attention to details, believing that small things make a big difference.
- We are guest-focused and take our guests' feedback seriously.
- We trust our skilled and trained staff, knowing that the greatest part of our service quality comes from our team spirit.
- We continuously strive for improvement in the area of Occupational Health and Safety for our staff, with the goal of zero accidents.

2.1 BARIDA DAVRAZ HOTEL SUSTAINABILITY MESSAGE

Dear guests, business partners, and staff members,

As Barida Davraz Hotel, we are aware that sustainability efforts in tourism minimize negative impacts on the environment and cultural heritage, and we recognize the responsibilities that sustainable tourism entails.

We strive to leave a better world for future generations. In this regard, we continue our work on many issues within the concept of sustainability, such as reducing environmental impacts, energy, water, and waste management, protecting cultural and social heritage, providing economic and social benefits to the local community, and protecting the environment.

In today's world, where the importance of climate change and global warming is increasingly felt, we aim to fulfill our responsibilities to the best of our ability and strive to ensure that our employees embrace environmental awareness.

We aim to increase our success day by day by focusing on the effective management of sustainability risks and ensuring sustainable growth through long-term strategies.

For your requests and feedback
Hotel General Manager

2.2 CORPORATE RESPONSIBILITY

As Barida Davraz Hotel, we strive to maintain positive relationships with the surrounding community, organizations, and natural habitats while conducting our activities. We work to ensure that our social and economic impacts are as positive and beneficial as possible for the environment and local community, and to minimize and eliminate any negative effects.

Our Corporate Responsibilities

Being Environmentally Friendly: We strive to protect the environment and cultural heritage in the region where we operate and beyond, as far as possible; protecting the environment is our primary goal.

Supporting the Local Community: We ensure that the personnel we employ are from the local community. We contribute to the revitalization of the local economy through the employment of local personnel. We also help the local community stay in the region rather than seeking job opportunities outside their area.

Sustainable Tourism; Meeting the needs of our guests and the local community with future generations in mind, saving natural resources, and improving quality of life form the basis of our sustainability activities.

Creating Opportunities: We create internship opportunities for tourism students to gain work experience. We support our employees with training and a career management program. We aim to grow together by training our own employees as much as possible and promoting them to higher positions.

PAYDAŞ GRUBU	DİYALOG PLATFORMU	İLETİŞİM SIKLIĞI
ÇALIŞANLAR	Performans değerlendirme toplantıları Sosyal etkinlikler İş sağlığı ve güvenliği toplantıları Memnuniyet anketi Sürdürülebilirlik değerlendirme anketi	Yılda 4 kez Yılda en az 2 Aylık Üç ayda bir Yılda 2 kez
MİSAFİRLER	Memnuniyet anketi E-posta Dijital mecralar Sosyal medya Çağrı merkezi Fuarlar	Sürekli Sürekli Sürekli Sürekli Sürekli Yılda birkaç kez
TEDARİKÇİLER	Anketler Yüz yüze görüşmeler Dijital mecralar E-posta Mesajlaşma servisi	Yılda bir kez Talep olduğunda Sürekli Sürekli Sürekli
YEREL HALK	Sosyal projeler Dijital mecralar Sosyal medya	Proje süresince Sürekli Sürekli
SEKTÖREL KURULUŞLAR	Üyelik toplantıları Seminer ve fuarlar Dijital mecralar	Her zaman Yılda birkaç kez Sürekli
TOPLUM VE MEDYA	Sosyal sorumluluk projeleri Röportajlar Dijital mecralar	Proje süresince İhtiyaç duyulduğunda Sürekli

COMMUNICATION WITH STAKEHOLDERS

2.3 Barida Davraz Hotel Our Values

Our values define who we are, what we stand for, and how we should behave. They guide us in our efforts to enhance guest satisfaction and build trust with our guests in tourism. By working in line with our values, we determine how we should behave towards our guests and each other, the quality of our work, and the activities that lead us to success. Thanks to our values, which always propel us forward, we strive to do our best in everything we do. At the core of everything we do is the trust our guests, stakeholders, and staff place in Barida Davraz Hotel and our commitment to high standards of behavior.

OUR VALUES

We Believe in the Management System

We let the data speak for itself, and with a philosophy of continuous improvement, we prioritize high-quality, safe products and services.

We Exist to Succeed
Without compromising on quality, we strive to constantly improve, learning from our past experiences and growing through our vision for the future, we lead the way in change.

We're a Great Team
Every employee weaves stitch by stitch, and together—with a spirit of "we" rather than "I"—we complete the pattern.

We Value Our Stakeholders
We place love, respect, and trust at the heart of our relationships with all our stakeholders; we are who we are, and we are what we appear to be.

We Contribute to the Development of the Community
We employ local residents in the region and are delighted to participate in numerous community service projects.

We Are Guest-Centric
We tailor our quality standards to meet the needs and expectations of our guests.
We Uphold the Law
We value and embrace acting in compliance with the law as a matter of both integrity and our commitment to the social welfare state

We Care About the Environment
We view it as our duty to raise awareness among our employees and suppliers and to minimize the environmental impacts resulting from our operations, all in order to contribute to the creation of a livable world.

3. SUSTAINABILITY TEAM



4. REDUCING ENVIRONMENTAL IMPACTS

At Barida Davraz Hotel, we aim to minimize potential damage to the environment and natural resources by reducing water, electricity, natural gas, chemical consumption, and solid waste quantities without compromising our guests' comfort.

We educate and inform each of our employees to actively contribute to our commitment to the environment.

We take pride in our practices that go beyond simply complying with environmental regulations to foster environmental awareness among the local community, our employees, our business partners, and our guests.

In line with sustainable tourism principles, we take measures to reduce the use of natural resources and minimize, and where possible eliminate, damage to soil, water, and air.



At Barida Davraz Hotel, we carry out activities to provide social benefits.

We take care to work with local suppliers, and our efforts to create employment for the local community are of great importance.

OUR GOALS

- The following matters are particularly important to us:
- Developing methods to share our sustainability efforts more effectively with our stakeholders,
- Reviewing the sources used for data collection and conducting studies to set our goals in a way that will yield more effective results,
- Contributing to the development of the region,
- Using environmentally friendly technologies,
- Protecting natural resources,
- Preparing regular sustainability reports,
- Ensuring that all occupational health and safety conditions for our employees are appropriately met to prevent workplace accidents.

OUR ENVIRONMENTAL APPROACH

Barida Davraz Hotel is an institution committed to effectively meeting the expectations of our guests, staff, stakeholders, and the law.

In order to protect the environment and ensure sustainable tourism, it identifies its environmental impacts, controls negative effects and potential hazards. It strives to minimize the use of natural resources, energy consumption, and air, water, and soil pollution, and monitors waste generated by its facilities.

We strive to ensure that environmental awareness and sustainability initiatives are embraced not only by our employees but also by our guests, suppliers, and contractors.

- Resource consumption levels are monitored regularly.
- LED lighting is preferred in our facility.
- All electronic devices used are selected from A+ energy-saving products.
- Feedback from guests is collected and actions are taken for continuous improvement.
- Various efforts are being made at our facility to reduce waste.
- Care is taken to purchase products in bulk packaging rather than small packaging.
- In particular, large containers are used instead of single-use containers for breakfast service. For example, salt and pepper shakers are used instead of packet salt and pepper.



RESOURCE CONSUMPTION

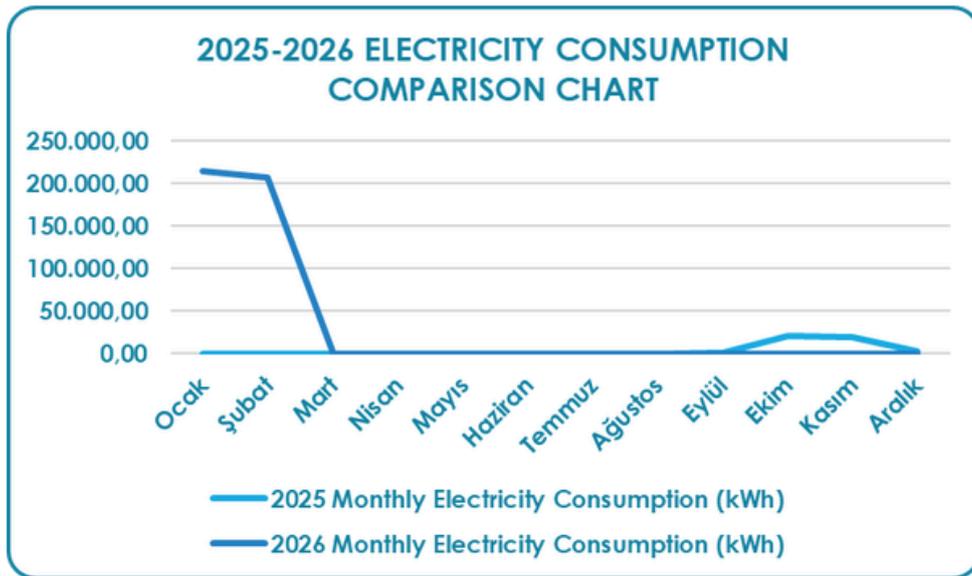
We are aware that the world's available energy resources are limited. We prefer to use renewable energy sources in our hotels.

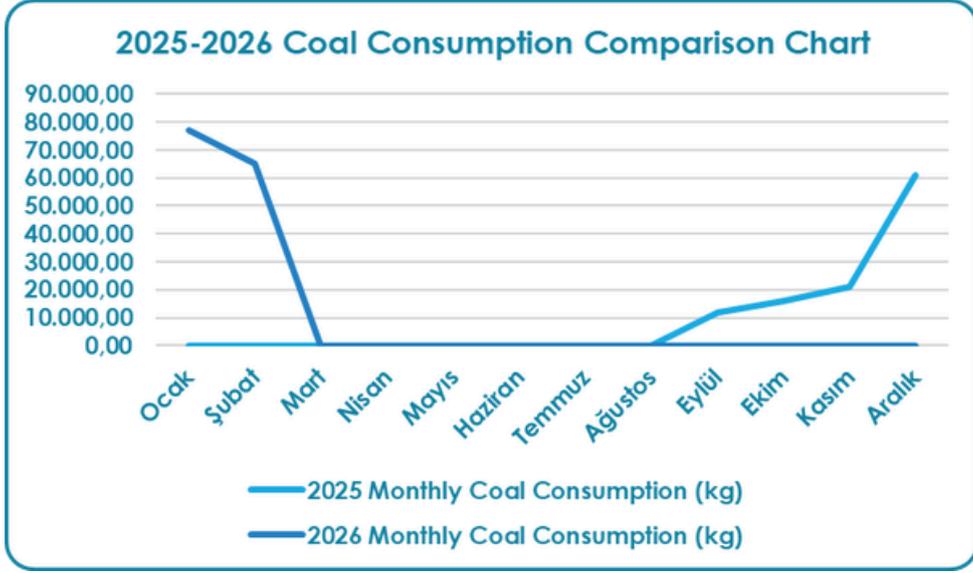
- Our consumption is monitored on a daily, monthly, and yearly basis.
- We raise awareness among our staff and guests to reduce our resource consumption. For example, labels are used to inform them not to leave water and energy sources running.
- Our staff receive training on resource consumption.
- Motion-sensor lighting is used in areas where the infrastructure allows.
- To reduce guests' chemical usage, refillable liquid soap is used in the sinks in common areas.

ELECTRICITY CONSUMPTION

The following measures are being implemented and maintained at our hotel to conserve electricity.

- Energy-efficient bulbs or LED lights are used in our hotel.
- Sensors are used for lighting in common areas where the infrastructure allows.
- Outdoor lighting is controlled by timers.
- LED TVs are used in our rooms.
- The power supply to the minibars in our rooms is disconnected when not in use by guests to save energy.
- The curtains in our vacant rooms are kept closed during the summer season and open during the winter season to reduce the use of air conditioning units.
- Electrically powered devices are positioned so that they are not exposed to sunlight.





OUR GOALS

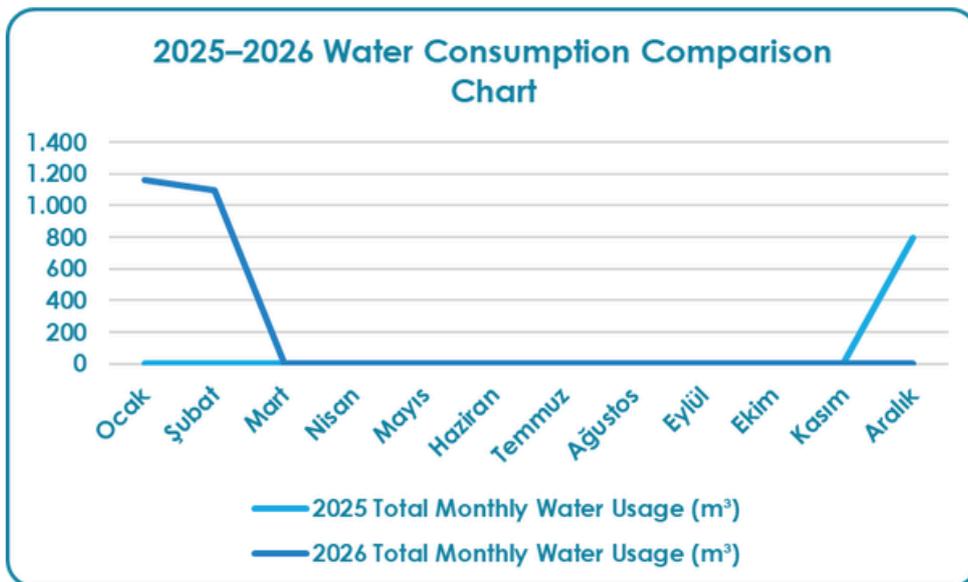
- Achieve a 1% per capita reduction in energy consumption by the end of 2025 and continue to increase this reduction in subsequent years.
- Continue to purchase energy-efficient appliances.
- Replace older appliances with energy-efficient ones.
- Continue to educate staff annually through energy conservation training.

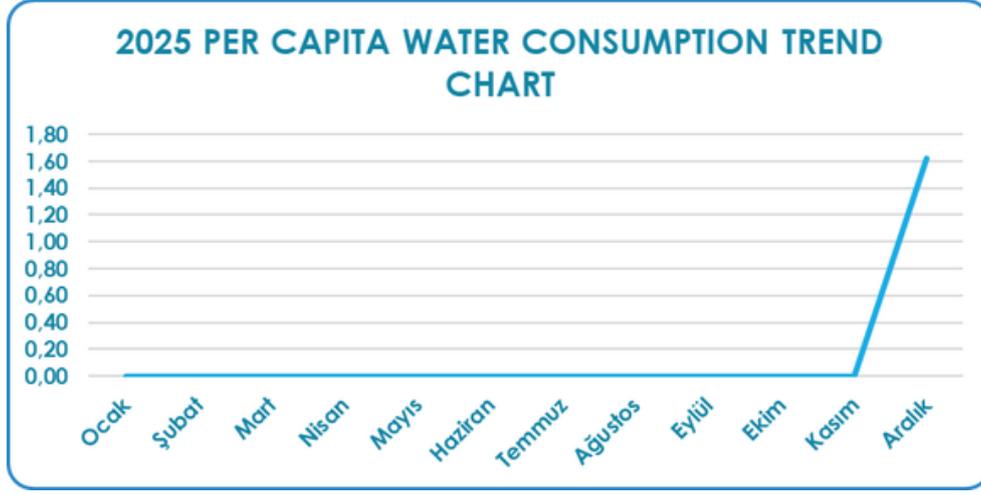


WATER CONSUMPTION

At Barida Davraz Hotel, we use water-saving equipment to reduce overall water consumption without compromising on health, hygiene, and guest satisfaction. We use our own well water to avoid affecting the public's needs. We carry out the following water-saving initiatives in our hotels and ensure their continuity:

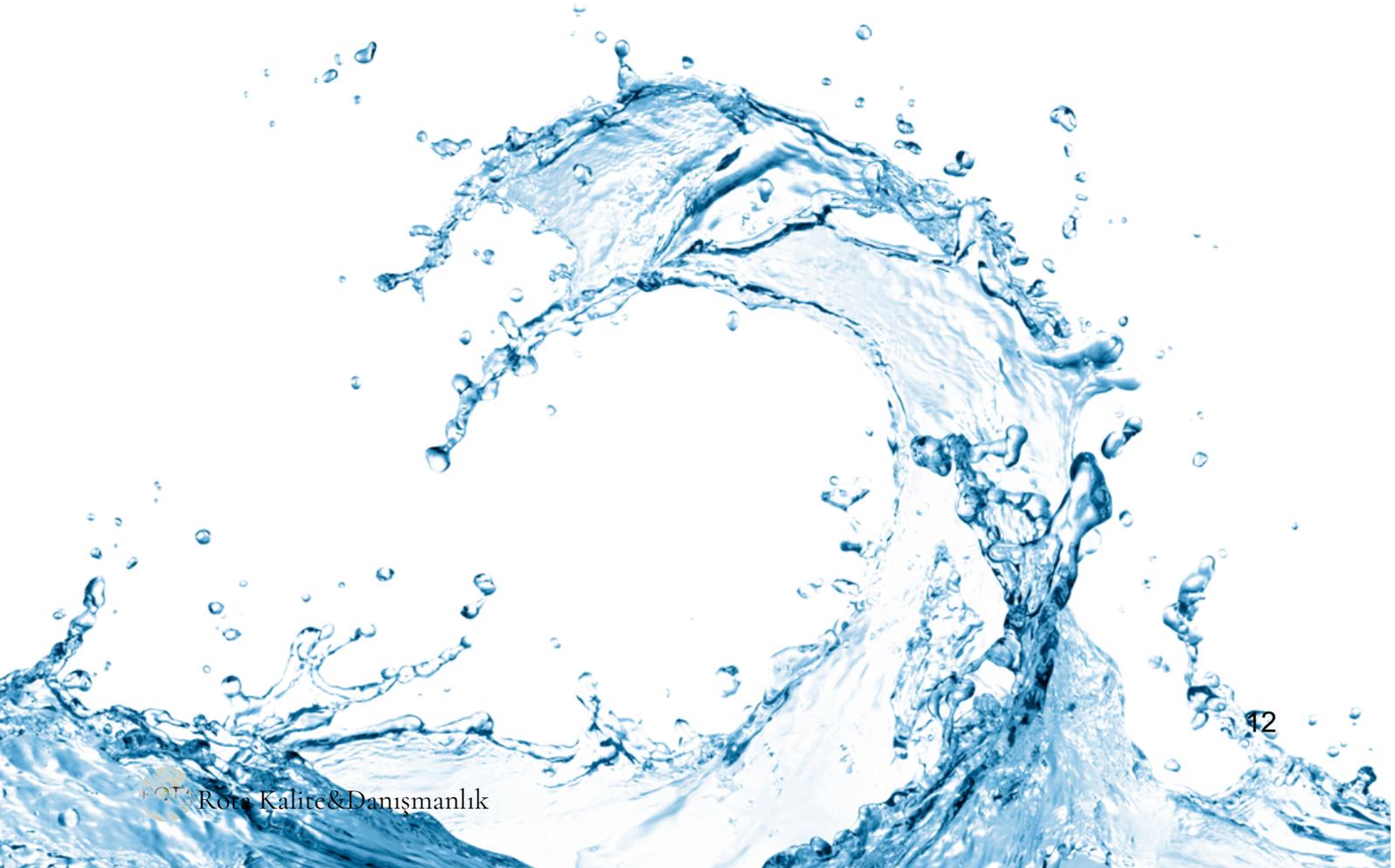
- Water-saving and/or dual-flush toilet systems are used in the restrooms.
- We have a wastewater report from the relevant municipality showing that all wastewater sources are treated and safely discharged without affecting the local community or the environment. Our wastewater is connected to the sewer system in accordance with the discharge regulations.
- Water tanks are maintained during the winter months to prevent any water leaks.
- All reservoirs are set to dispense no more than 6 liters of water per use.
- Rooms and common areas are cleaned using fiber cloths and mops instead of washing with water.
- Our staff receives regular training on water conservation and reporting potential water leaks.
- Towels and sheets are changed only upon guest request.





OUR GOALS

- Achieve a 1% reduction in water consumption per person by 2025.
- Continue annual energy conservation training to raise employee awareness.
- Opt for energy-efficient appliances when purchasing new equipment.
- Gradually replace existing faucets with sensor-activated faucets.
- Replace showerheads with water-saving models.



WASTE MANAGEMENT

At Barida Davraz Hotel, our primary goal in our Waste Management System is to reduce the amount of waste, manage our waste effectively to dispose of it with minimal harm to the environment, and recover recyclable materials.

Hazardous and non-hazardous waste is collected by our licensed disposal and recycling partner. Employees receive annual training on waste and garbage separation.

As Barida Davraz Hotel, our practices are:

- Hazardous waste is regularly collected in a hazardous waste storage facility and provided to companies licensed by the Ministry of Environment and Urbanization for recycling and recovery.
- Separate bins have been placed in each department for the separate collection and recycling of recyclable waste, and our staff are trained on the importance of this issue.
- Packaging waste is minimized by purchasing products in large packaging such as boxes, sacks, bins, and buckets instead of single-use products.
- Single-use water consumption is reduced by providing water dispensers in areas where we ensure the well-being of our staff.
- Waste oil used in frying is collected in a waste oil storage facility and disposed of through our contracted company.
- To facilitate recycling, waste separation bins for glass, paper, metal, oil, plastic, and food waste are placed in various departments and office areas.
- To reduce paper consumption, we conduct our correspondence and announcements via email whenever possible.
- To raise environmental awareness in our correspondence, we inform our staff not to print unless necessary, thereby minimizing paper consumption. When paper use is necessary, it is used double-sided. Draft paper is used for printing needs.



OUR GOALS

- Our primary goal for 2025 is to take measures to reduce the amount of paper, plastic, glass, and metal waste per overnight stay by 1% and to ensure that the waste generated is properly sorted and recycled.
- We will continue to raise awareness among our staff by increasing the number of participants and the number of hours in the environmental training courses we offer each year.
- Awareness will be raised among guests and staff through various communication methods providing information about waste.

CHEMICAL USE

We work with relevant companies to safely dispose of chemicals and track chemical waste.

We control our chemical usage and train our staff to prevent wasteful and incorrect chemical usage.

To protect the health of our staff from the dangers and harmful effects of chemicals used or processed in any way, to provide a safe working environment, and to safeguard our future, we at Barida Davraz Hotel:

- The amount of chemicals used is controlled, and our personnel are trained to prevent wasteful and incorrect use of chemicals.
- We work with authorized companies to ensure the safe disposal of chemicals and track our own chemical waste.
- Necessary measures are taken for hazardous chemical waste, spills, etc., and protective equipment is provided to our personnel to respond to spills, exposure, and other incidents. Regular training is provided, and drills are held periodically.
- Chemical materials are transferred from large containers to small bottles to minimize the amount of contaminated waste.
- Surface-active agents in the formulations of chemical products used are selected based on their ability to biodegrade in nature.



OUR GOALS

- By increasing our measures to reduce chemical waste by 2025, we aim to achieve a 1% reduction in consumption.
- The chemical usage training provided to our personnel each year will continue to raise awareness among our personnel by increasing the number of participants and training hours.
- We will procure more products with biodegradable properties from our contracted chemical company and minimize the damage to the environment.

PERSONNEL AND WORK LIFE

As Barida Davraz Hotel, we strive to maintain positive relationships with the surrounding community, organizations, and natural habitats while conducting our activities. We work to ensure that our social and economic impacts are as positive and beneficial as possible for the environment and local community, and to minimize and eliminate any negative effects.

We make sure that the staff we employ are from the local community. We contribute to the revitalization of the local economy through the employment of our staff. At the same time, we help the local community stay in their region rather than seeking job opportunities outside it.

Our primary goal is to protect the environment; we strive to protect the environment and cultural heritage in the region where we operate and beyond, as much as possible.

We follow a policy that respects human rights.

The legal rights of our personnel are always protected. There is no discrimination during the recruitment process or afterwards, and equal opportunities are provided to everyone.

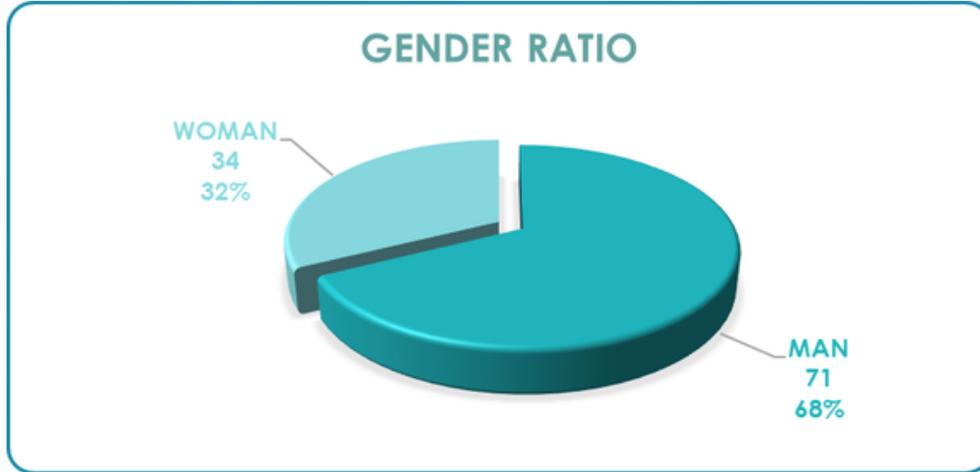
Furthermore, KarDilAdaNovYedBelChaFullalensionImamaktadır. We do not collaborate with companies that employ child labor. Suppliers are not permitted to send personnel working as child laborers.

Our hotel has begun providing all personnel with one hour of training per year on child abuse awareness.

LOCAL STAFF RATIOS:



RATIO OF WOMEN TO MEN AMONG STAFF:



IMPLEMENTS PROVIDED TO OUR STAFF

Staff Cafeteria: Meals served in the staff cafeteria are free of charge for employees. Breakfast, lunch, and dinner (3 meals) are provided in the staff cafeteria with menus that change every two weeks for employees.

Staff Motivation Meal; At the beginning and end of each season, staff parties and meals are organized at our hotel to celebrate our success and increase our motivation.

Ramadan Box Assistance; Every year during Ramadan, we provide Ramadan box assistance to all our staff members without discrimination.

Career Management: We create internship opportunities for tourism students to gain work experience. We support our employees with training and career management programs. We aim to grow together by training our own employees as much as possible and promoting them to higher positions.

THE DEVELOPMENT OF OUR STAFF

At Barida Davraz Hotel, all our staff members receive regular training. All our staff members receive on-the-job training.

Our company aims to strengthen personal development and organizational success by investing in the skills of our staff. In line with this, it is our principle to provide a development environment and opportunities to ensure the continuous development of employees and increase their existing potential, to create a culture where managers take responsibility for employee development, to regularly monitor employee performance and ensure communication, and to create a qualified, successful, global workforce and leadership pool.

Environmental training is provided to our staff in line with annual training programs. The training covers topics such as reducing the consumption of natural resources, reducing waste and sorting it correctly, what to do with hazardous waste, and protecting wildlife.

Training is conducted using both internal and external resources. Environmental awareness training is provided periodically by the Environmental Department to ensure that all our personnel are aware of environmental issues.

In addition, chemical training is provided by our supplier companies to ensure that personnel who use chemicals are aware of the need to standardize chemical consumption. Awareness has been raised through training provided by the Vegetable Waste Oil Company on the environmental harm caused by waste oils and the importance of collecting them. Work is being carried out to prevent any harm to all living creatures in our facilities in the event of a fire.

In this context,

- Fire training has been provided to our personnel.
- Emergency response teams have been established.
- Fire drills have been conducted.

OUR MAIN TRAINING PROGRAMS

- Sustainability
- Environmental and Waste Management
- Occupational Health and Safety
- Prevention of Child Abuse
- Communication
- Gender Equality
- Legal Rights and Freedoms
- Energy Conservation and Reduction of Consumption
- Fire Drills and Training
- Training on the Use of Chemicals Used in the Facility
- Training on Conservation Measures
- First Aid and Health
- Food Safety

★ The primary goal of our training activities is to create a constructive culture in our stakeholder relations that prioritizes guest satisfaction and promotes awareness of hygiene, environmental, health, and workplace safety issues, and to make all employees part of this culture.

SOCIAL WORK PERFORMED

Sustainable development is a concept with social, ecological, economic, spatial, and cultural dimensions. At Barida Davraz Hotel, we are aware of and committed to our responsibilities regarding sustainable tourism and development. We strive to leave a better world for future generations. Our corporate vision, mission, culture, values, and ethical principles guide us in fulfilling these responsibilities.

- We select our product and service suppliers from local companies.
- We prefer to use local products.
- We do not throw away the waste from the baked goods produced in our hotels; we give it to the local people and ensure it is used as animal feed.
- We create internship opportunities for tourism students to gain work experience.
- We support our employees with training and career management programs.
- We aim to grow together by training our own employees as much as possible and promoting them to higher positions.
- We support measures that increase the proportion of spending by visitors locally, such as staying overnight locally, meeting local producers and service providers, and increasing the contribution of tourism to the host destination.
- Supporting professional specialization without discrimination based on race, gender, disability, etc., improving wages and service quality to increase the number and quality of local jobs created by tourism.
- Work to ensure that the economic and social benefits derived from tourism activities are distributed widely and fairly, improving opportunities, income, and services for economically and socially disadvantaged groups.
- To offer visitors a safe, satisfying, sustainable, and innovative experience without discrimination based on race, gender, disability, age, or any other factor, and to support the concept of "responsible tourism."
- Ensuring that local governments consult with other tourism stakeholders during the planning, management, and implementation stages, empowering local communities and civil society in matters related to tourism development in the region, and involving them in the processes.



CULTURAL ACTIVITIES

At Barida Davraz Hotel, we welcome our guests with Turkish hospitality, treating them as guests rather than customers, and take care of all their needs throughout their stay.

We are aware that the most important way to make a difference is by providing our guests with quality services and ensuring a high level of guest satisfaction.

Our guests' requests are important for us to be able to provide quality service.

When we receive complaints from guests, we investigate them objectively, carefully, and attentively, and act in a solution-oriented manner.

We strive to keep our guests' satisfaction at the highest level by offering them special theme nights, introducing them to our own culture.



Barida Davraz Hotel informs its guests that:

Our hotel respects the intellectual property rights of the local community. We incorporate authentic elements of traditional and contemporary local culture into our cuisine, design, and decor.

As Barida Davraz Hotel, we provide access to information about nearby settlements, historical beauties, crafts, and archaeological remains through various communication channels in order to preserve and promote our cultural heritage. We contribute to the global recognition and development of the region.

- Taking any material from tourist and historical sites and removing it from the area is against the laws of the Republic of Turkey, so guests should not take any historical objects from historical sites, even as souvenirs.
- No litter should be thrown away at historical sites.
- No fires should be lit at historical sites.
- Guests should not climb on or damage any historical objects/structures;
- Guests should not touch historical objects/structures;
- Historical objects and structures should not be painted, written on, or defaced;
- We inform our guests that walking around narrow and crowded places with large bags or backpacks may cause an object to fall or scratch or damage a mural.
- We inform our guests about transportation and admission to tourist sites.
- Our hotel does not buy, sell, or trade historical and archaeological artifacts, nor does it display them.

Our hotel prioritizes the promotion and consumption of local products. It implements innovative and creative practices to ensure sustainability in gastronomy in all its activities.



Barida Hotels
Davraz