

Sustainability Report

July 2025



Our hotel aims to offer a new and contemporary interpretation of Turkish hospitality to its distinguished guests. Located in Alanya, under the radiant sun of the Mediterranean, our 20,000 m² facility provides a new lifestyle where service-oriented happiness transforms into discovery. With comfortable living spaces, meeting rooms, and a seafront location, our hotel brings fresh energy to regional tourism through its uniquely designed service and entertainment concept.

We offer our guests a quality and comfort experience that goes beyond hospitality—right at the edge of the sky.





OUR MISSION

We embrace a service philosophy in which our employees consider themselves members of this family while contributing to our brand value, and our guests feel at home while experiencing luxury and elegance in every detail.

OUR VISION

Beyond being a facility that makes a difference in the region, our aim is to become an indispensable brand in global tourism by maintaining the highest level of guest and employee satisfaction through sustainable approaches and safe, high-quality service.



It is long past time to consider the impacts of our actions in greater detail. The UN 2021 Sustainable Development Report highlighted how progress in many goals—including poverty, education, and gender equality—has stalled or reversed since 2020. Moreover, global CO₂ emissions are once again approaching record highs.

The global response to the COVID-19 pandemic showed that humanity can achieve incredible things when science and technology are used for the common good.

There is a renewed sense of purpose in society and an optimism that we can overcome major challenges like climate change. We must seize this moment to aim higher—together.





As Mary Hotels Alanya,

We have become a model enterprise with our environmental and social sensitivity. With the support of expert consultants and academics, we measure our environmental impact and prepare action plans to establish measurable goals.

We continue our journey to build a more sustainable future with determination. Aware of our environmental, social, and economic responsibilities, we prioritize strong collaboration and collective awareness with all stakeholders at every stage of our transformation.

Our goal is to ensure stable, inclusive, and sustainable economic growth for everyone, create full and productive employment opportunities, promote decent working conditions, and design consumption and production models in accordance with circular economy principles. At the same time, we consider taking concrete steps in the fight against climate change and reducing its global impact as one of our key priorities.

In this context, we place great importance on actively involving every stakeholder—from our guests to our suppliers, from our employees to our business partners—in shaping our sustainable development policies. By developing partnerships at both local and international levels, we believe we can create more effective and lasting solutions toward our shared goals.

We believe in the power of collective action on this journey of sustainability and invite everyone to help build our future together.

Ahmet MUŞUT
General Manager

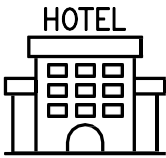


ABOUT THE REPORT

With its magnificent location, scenery, and moonlight, Mary Hotels Alanya aspires to be one of the most established and experienced facilities in Alanya. Our hotel is certified as a five-star facility by the Ministry of Culture and Tourism.

Our location distinguishes us for both guests and staff. We aim to strengthen our brand day by day with superior service quality.

Mary Hotels Alanya is committed to continuously supporting the tourism sector, particularly in Antalya and across the country.



**250
Rooms**



1 Restaurant
**1 Snack
Restaurant**
**2 À la Carte
Restaurants**



5 Bars



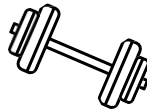
5 Swimming Pools



3 Meeting Rooms



2 Turkish Baths & SPA Centers



1 Fitness Area



Number of Guests in

102.929



Number of Guest Nationalities Hosted

20



OUR PRIORITY AREAS

Our Guests

Guest Experience

Health, Safety, and Security

Food Safety

Building and Fire Safety

Our Employees

Human Resources

Learning & Development

Employee Experience

Occupational Health and Safety

Our Environment

Climate Impact

Water

Biodiversity Protection

Our Community

Natural Resource Consumption

Waste



OUR ETHICS POLICY

Integrity

Honesty and integrity are our core values in all our business processes and relationships. We act with transparency and truthfulness in our interactions with employees and all stakeholders.

Confidentiality

Confidential and proprietary information includes trade secrets, financial and other data not publicly disclosed, and information protected by confidentiality agreements. Mary Hotels Alanya employees take utmost care to protect the privacy and personal data of our customers, employees, and stakeholders. We use confidential company information only for company purposes and share it only with authorized individuals.

Insider trading—using confidential company information for personal gain—is strictly prohibited. Even upon leaving the company, employees must not take confidential documents, project materials, or similar resources with them.





Protection of Personal Data

Without written consent from the data owner and employer, personal data of employees, customers, suppliers, job applicants, trainees, and all individuals related to company operations will not be shared, transmitted, disclosed, misused, or exploited in any form (written, audio, video, or digital).

Conflict of Interest

As Mary Hotels Alanya employees, we avoid conflicts of interest. We do not use our roles to gain personal benefit for ourselves, our families, or close relations. We avoid any external job activity that brings financial gain and do not use the company's name or power for personal advantage.



OUR EMPLOYEES



Total Number of Employees

237



Female Employees

69 % 29



Male Employees

168 % 71

Employees with Special Needs



5 %

2025 SUSTAINABLE TOURISM

Throughout 2025, we conducted our tourism activities by prioritizing environmental, social, cultural, and economic sustainability in line with **Stage 3 criteria of the Global Sustainable Tourism Council (GSTC)**. As an institution, we prioritize:

- Conservation of natural resources
- Collaboration with local stakeholders
 - Support for cultural heritage
- Responsible consumption practices

By integrating sustainable tourism principles into all our operations, our goal is to create long-term value and lead by example in transformative practices within the tourism industry.





ENVIRONMENTAL SUSTAINABILITY

At Mary Hotels Alanya, **preventing pollution** and **protecting the environment and natural resources** have been identified as core objectives for sustainable development.

In all processes we conduct, we consider local regulations, international standards, and guest-specific expectations. We fulfill all environmental and social requirements defined by these standards, supporting continuous improvement and the use of best available technologies.

Our environmental consultants meticulously manage compliance with legal procedures, declarations, and reporting obligations.

CLIMATE ACTION

We cultivate a variety of plant species within our facility, including: Bougainvillea, Lavender, Olive trees, Orange trees, Palms, Lemon trees

These plants not only harmonize with the natural ecosystem but also create a peaceful and healthy environment for our guests. Their benefits include:

- Carbon sequestration
- Oxygen production
- Soil protection
- Support for biodiversity

By using **natural care methods** and **water-saving practices**, we aim to reduce our environmental impact.

The rich variety of plant life in our facility enhances both environmental preservation and guest experience. As Mary Hotels Alanya, we will continue to expand our green spaces in alignment with our sustainability principles.



SUSTAINABLE CITIES AND COMMUNITIES

We aim to provide **environmentally friendly and sustainable services**. Our facility includes an **electric vehicle charging station**, supporting clean energy use and reducing dependence on fossil fuels.

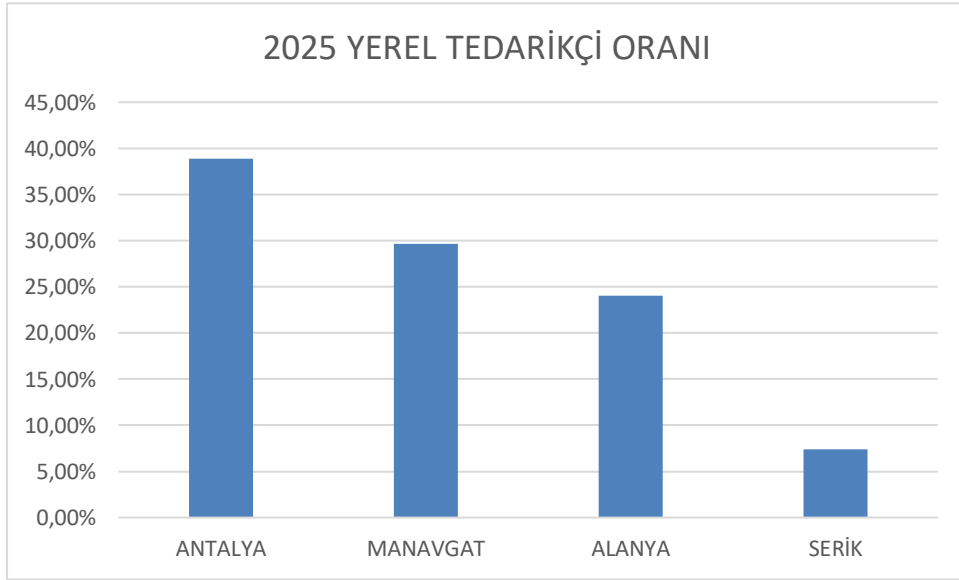
This infrastructure allows guests to easily charge their electric vehicles, taking an important step toward a sustainable future. Mary Hotels Alanya will continue to promote eco-friendly practices while offering guests a modern and responsible accommodation experience.



OUR LOCAL SUPPLIERS

In line with our sustainable supply chain goals, we aim to:

- Strengthen collaboration with **local suppliers**,
- Contribute to **economic development**,
- Reduce our **carbon footprint**.



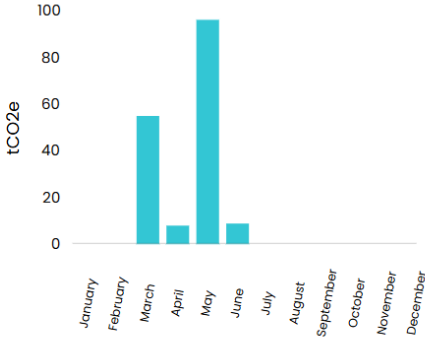
EMISSION MANAGEMENT

We closely monitor and calculate the greenhouse gas emissions generated by our facility's activities. We are committed to **measuring our corporate carbon footprint** with precision.

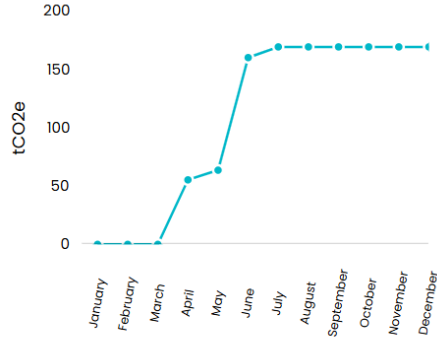
2025

Our total carbon footprint

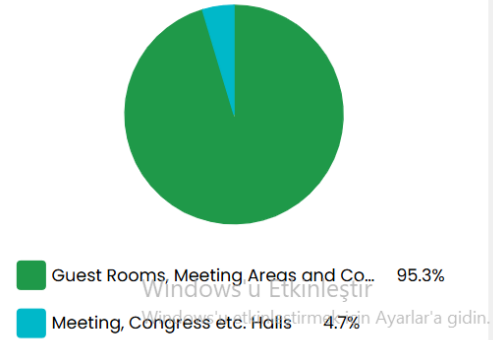
Toplam Karbon Ayak İzi (Aylık Trend)



Toplam Karbon Ayak İzi (Yıllık Trend)



Karbon Ayak İzi Dağılımı



Yenilenebilir Enerji ile Temiz Geleceğe Katkı: Elmalı Güneş Enerjisi Santralimiz

CONTRIBUTION TO A CLEAN FUTURE THROUGH RENEWABLE ENERGY: Elmalı Solar Power Plant

One of the cornerstones of our sustainable tourism approach is the **use of renewable energy sources**. Accordingly, we continue to reduce our environmental impact and contribute to clean energy production through our **2.5 MWp Solar Power Plant located in Elmalı, Antalya**.

- The plant produces an **average of 3,500,000 kWh of electricity annually**.
- This reflects our commitment to both environmental responsibility and balancing our energy consumption through eco-friendly methods.

KARAENERJİ
Karanlıktan, Aydınlığa

This energy production enables us to:

- Prevent thousands of tons of carbon emissions,
- Provide an alternative to fossil fuel usage,
- Serve as a model for **low-carbon operations in the tourism sector**.



WATER MANAGEMENT

We develop and implement projects aimed at **reducing water consumption** in our facilities. Water usage is monitored monthly, and leak inspections are carried out regularly to ensure **rapid response and intervention**.

To support a sustainable environment, we ensure that wastewater discharged from our facility meets both **local discharge limits under the Water Pollution Control Regulation** and **international standards**.



In our facility, reservoir buttons are labeled with water volume information.



Information notices are available in both guest room and public area restrooms.



OVERALL WATER RISK

Given our hotel's location, it is considered a high-risk area regarding:

- Physical water quantity
 - Water quality
- Regulatory and reputational risks

Overall Risk Level: High (3–4)

Input address	Match address	Latitude	Longitude	Major Basin	Minor Basin	Aquifer	Country	Province	Overall Water Risk
Fuğla Mahallesi, Marina Sk No:7, 07404 AlanyaAntalya, Türkiye	-	36.6068311	31.7828144	Mediterranean Sea, East Coast	Goksu River	-	Turkey	Antalya	High (3-4)

Prev Next

Download result as: [CSV](#) [GPKG](#)

[Instructions](#)

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WASTE MANAGEMENT

We apply a waste management policy based on the **product life cycle**, prioritizing:

- Waste minimization at the source
- On-site separation of waste
- Reuse of materials wherever possible

Waste Types and Management:

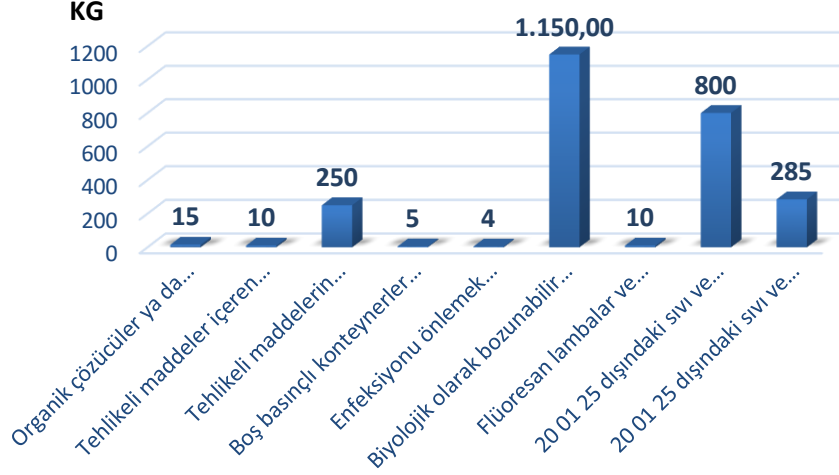
- **Hazardous waste** is stored in a licensed temporary storage area approved by the Ministry of Environment, Urbanization, and Climate Change, then sent to licensed facilities using **MOTAT** (Mobile Waste Tracking System) and certified drivers.
- **Non-hazardous waste** is also stored in a separate area and sent to licensed recycling facilities.

Recycling Rate:

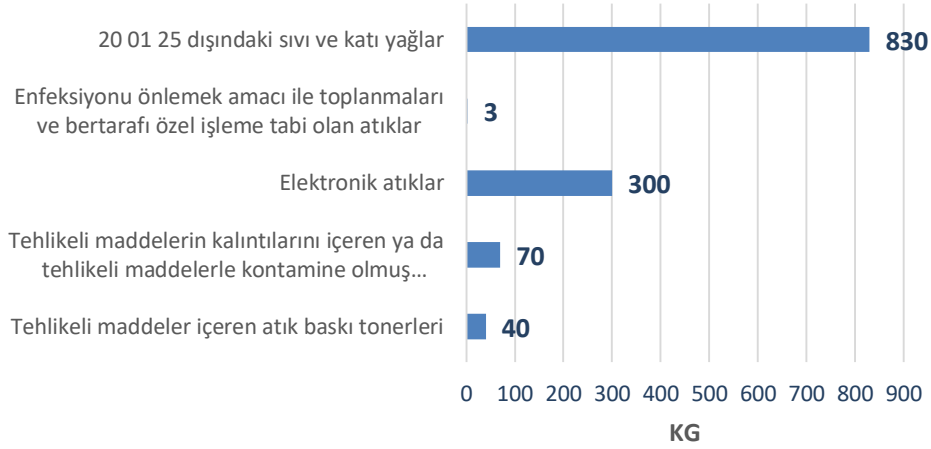
Nearly **100% of all hazardous and non-hazardous waste**—including **plastic, glass, paper-cardboard, metal, batteries, oils, etc.**—is recycled by licensed facilities.



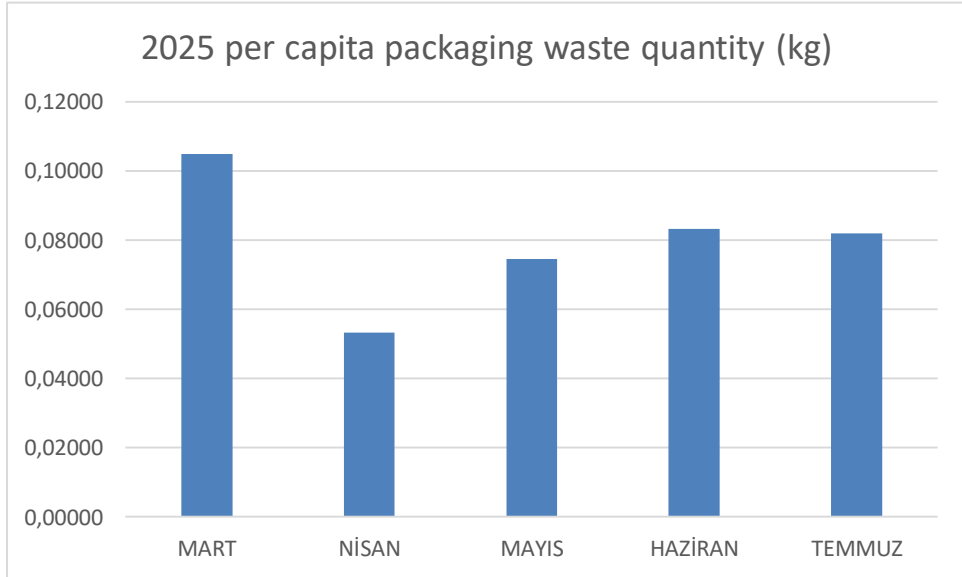
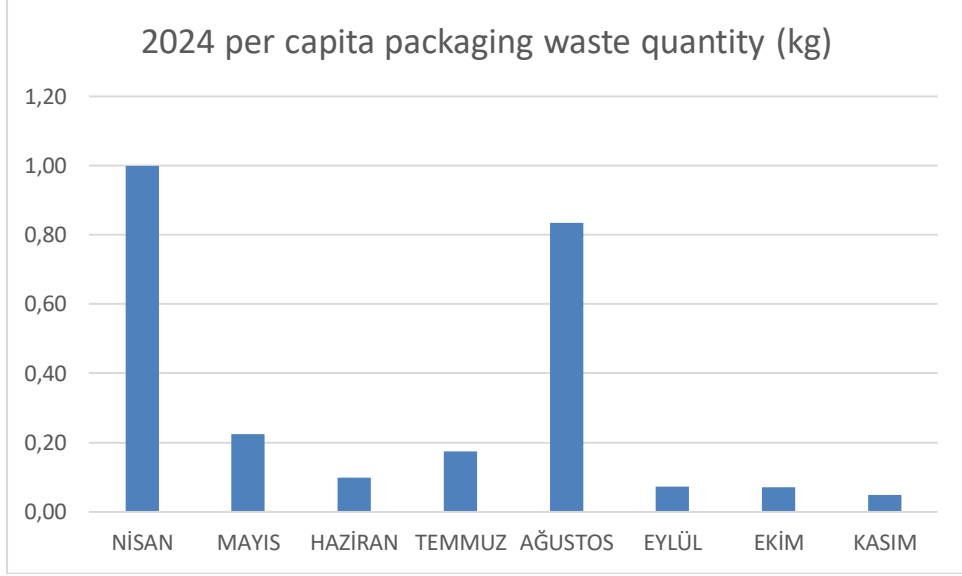
2024 WASTE AMOUNTS

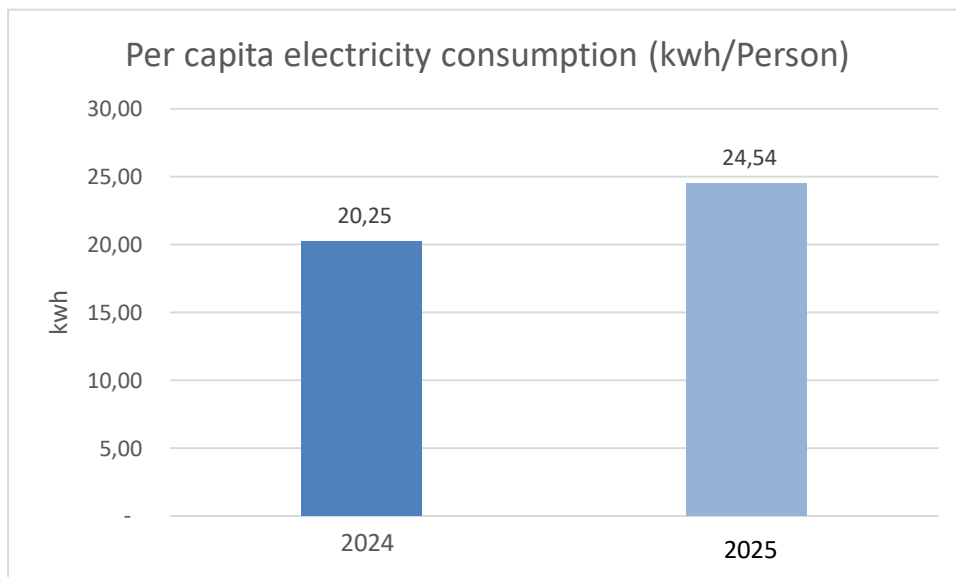
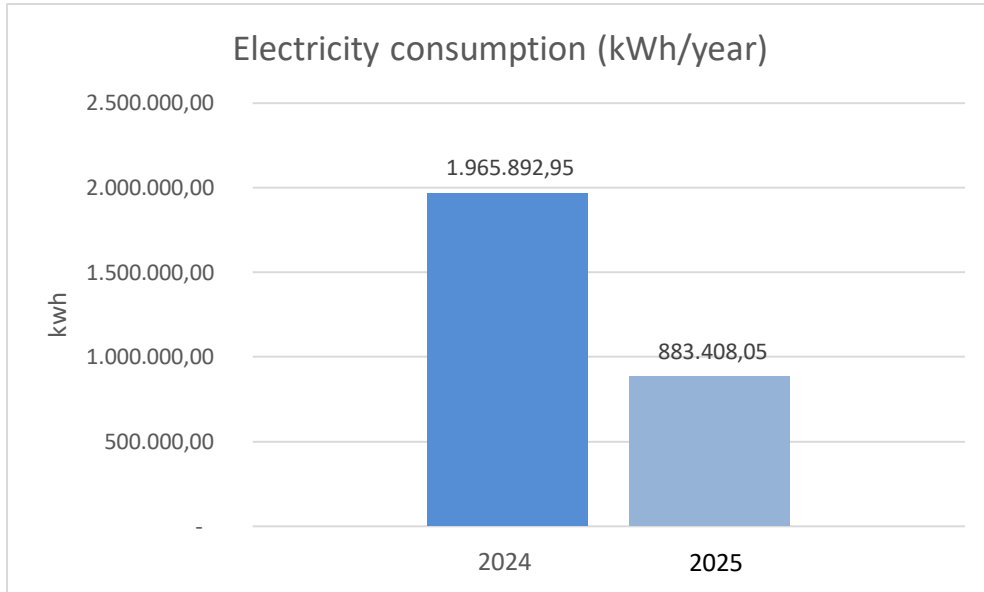


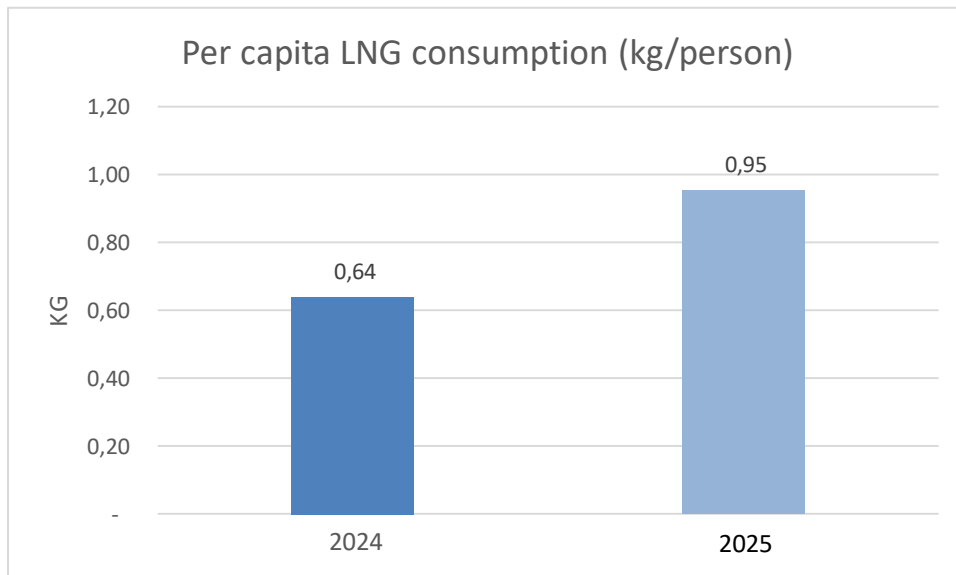
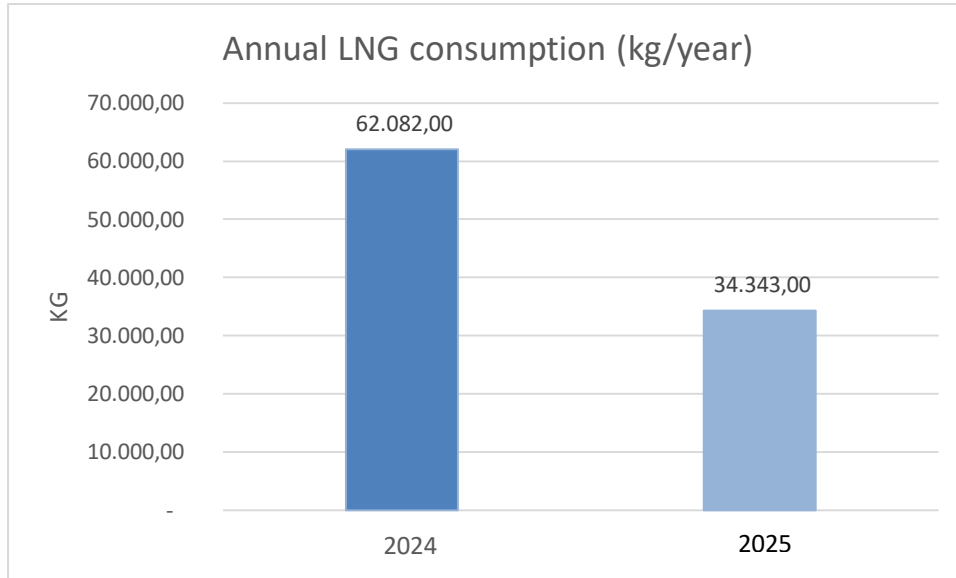
2025 WASTE AMOUNTS

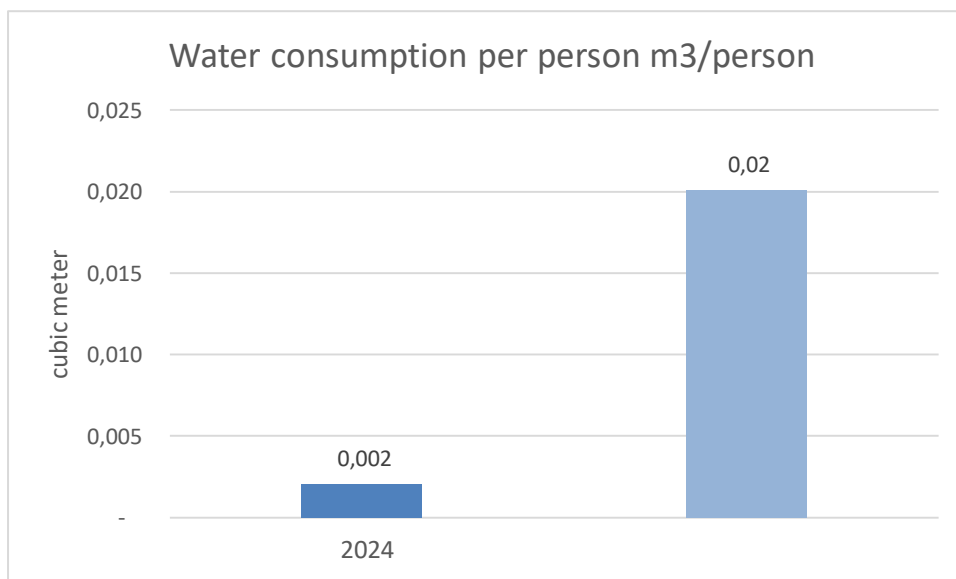
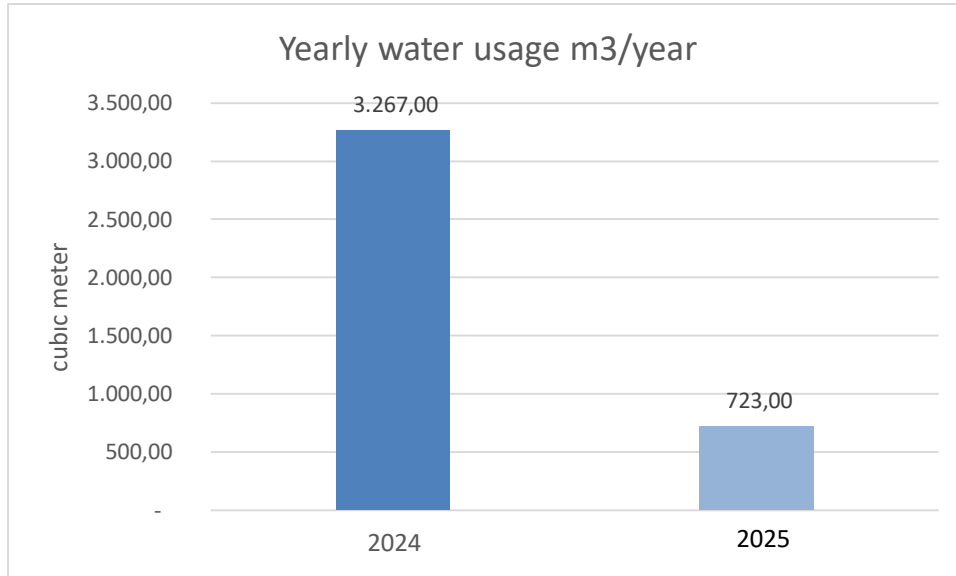


* June is included.









WASTE MANAGEMENT GOALS

- Preference for eco-friendly products that generate less or no waste
- Increasing environmental awareness
- Expanding education on waste separation and **Zero Waste** systems

Keeping employees informed about current environmental topics



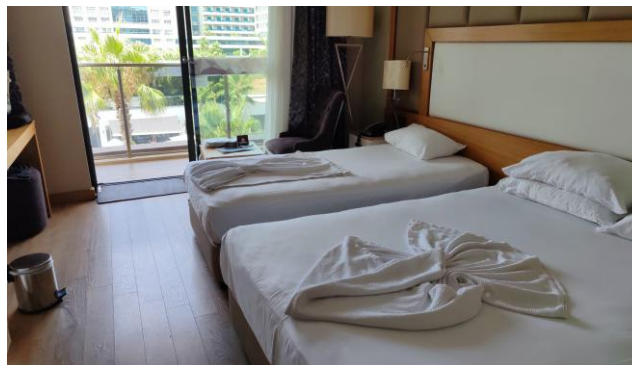
ACCESSIBILITY

We consider accessibility a core component of social sustainability. To ensure **all facilities and services are accessible** to different disability groups and age groups, we implement universal design principles.

- Our facility includes **2 Accessible Guest Rooms**

Accessible Common Areas:

(Details such as ramps, accessible toilets, wide corridors, etc., implied from the original text but not specifically listed)



ERİŞİLEBİLİR GENEL KULLANIM ALANLARI



OCCUPATIONAL HEALTH AND SAFETY

At Mary Hotels Alanya, we consider protection against all types of injuries, occupational diseases, accidents, and environmental pollution not just as a theory but as an actual goal to achieve.

OUR GOAL: ZERO ACCIDENTS, ZERO RISK!

We follow principles that guide us both in the workplace and in daily life:

- All injuries and occupational accidents are preventable.
- Every employee is directly responsible for preventing accidents and illnesses.
- Safety is a prerequisite for work; therefore, each employee must take responsibility and act accordingly.
- Safety training is vital for a safe work environment.
- Safety inspections must be conducted; all security risks must be quickly identified, and corrective actions must be promptly taken.
- Investigating and eliminating all potentially hazardous behaviors and practices is as important as addressing actual accidents.
- Off-the-job safety is just as important as workplace safety.
- Preventing injuries and illnesses also contributes to financial savings.



The happiness and development of our employees form the foundation of our sustainable success goal. Within this scope, various training programs, motivation-boosting workshops, and social events have been organized throughout the year.









To support internal social solidarity and cultural diversity, we organize various themed nights and traditional food and drink days. These events, where dishes from different regions of Turkish culture are shared, offer the opportunity to both showcase our own cultural values and experience diverse flavors.



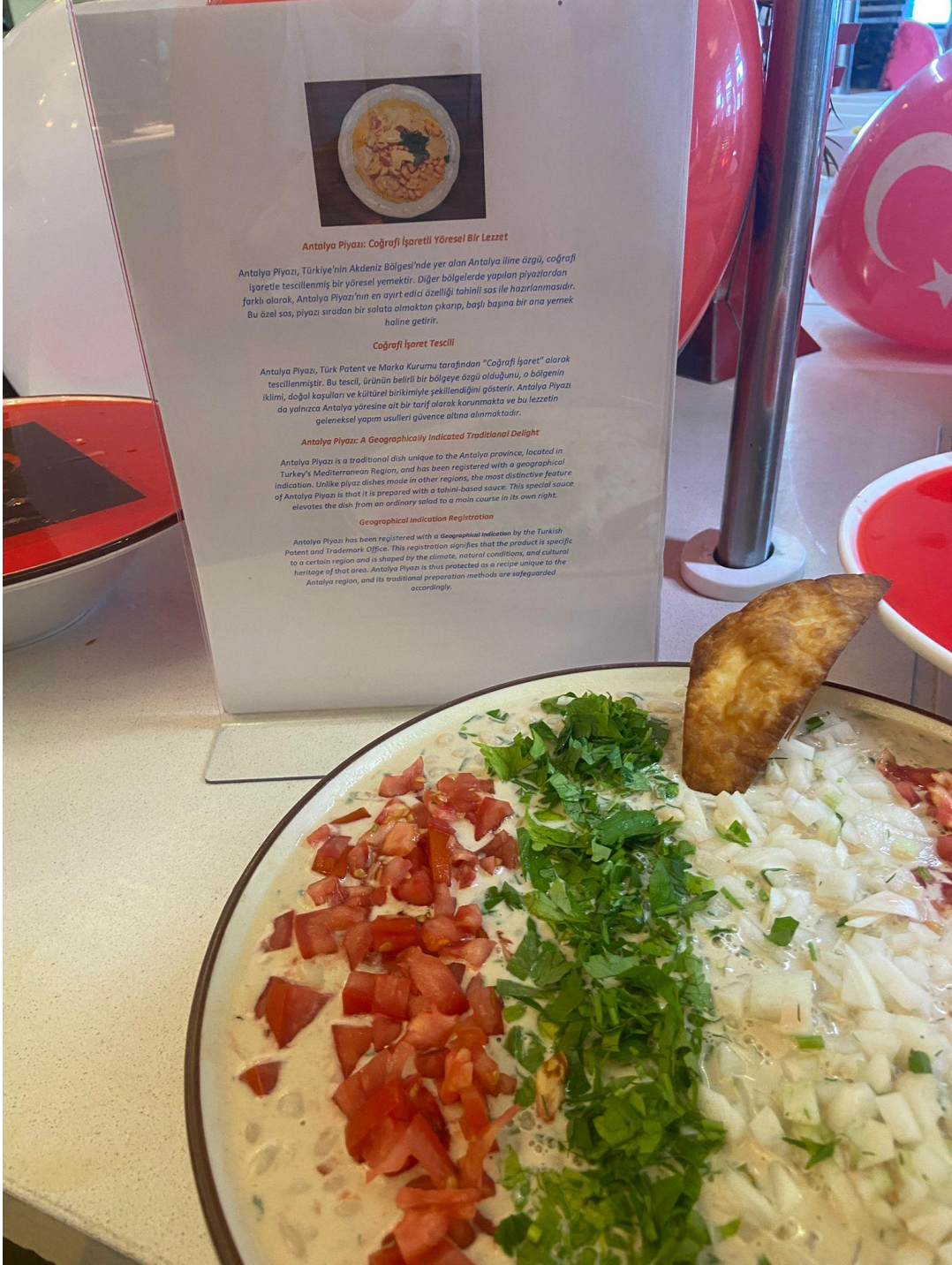
MARYHOTELS
ALANYA











SOCIAL RESPONSIBILITY

In line with the **United Nations 2030 Sustainable Development Goals**, we fulfill our social responsibilities by:

- Collaborating with various NGOs
- Developing social responsibility projects
- Sharing our industry experience with young people preparing for professional life

We actively maintain and expand many of our social responsibility initiatives.

MARY HOTELS

KARALAR OTO.LTD.ŞTİ

SİZİN ADINIZA

ESKİŞEHİR EMİRCİK

HATIRA ORMANI'NA

40

ADET FİDAN BAĞIŞLAMIŞTIR.

GELECEK KUŞAKLARA DAHA
YAŞANABİLİR BİR DÜNYA BIRAKMAK
ÜZERE YAPILAN BU KATKIYA VESİLE
OLDUĞUNUZ İÇİN TEŞEKKÜR EDERİZ.

Deniz Ataç
Yönetim Kurulu Başkanı

TEMA

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bagis@tema.org.tr | 0212 291 90 90

21675068_4

Photos from our visit to **Gevher Nesibe Special Education Practice Center.**





To support the preservation of cultural heritage, raise cultural awareness in society, and promote culture-tourism activities in an environmentally, economically, and socially sustainable manner, we distributed **MUSEUM CARDS** to our managers.



CULTURAL INCLUSION & EDUCATION FOR A SUSTAINABLE SOCIETY

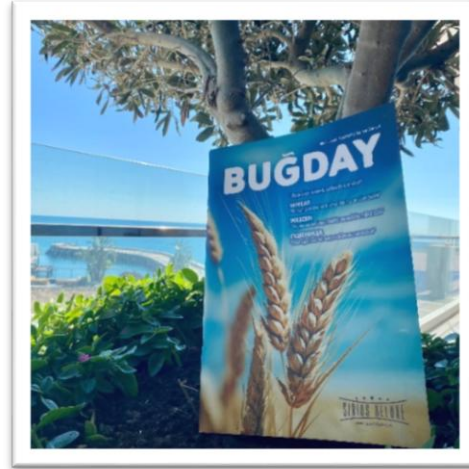
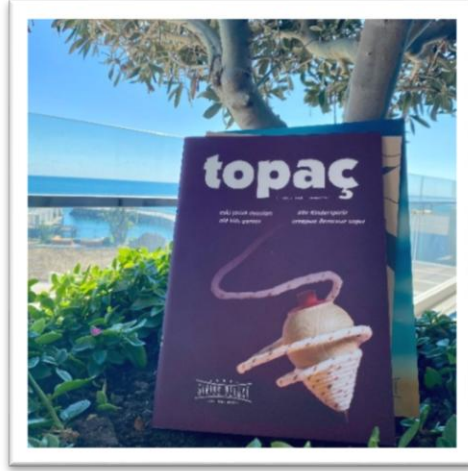
At Mary Hotels Alanya, we value working not only on environmental but also on **social sustainability**. One such effort includes:

- Offering **Turkish language classes** to our foreign guests, hosted in a classroom specially designed with a village school theme.



OUR CONTRIBUTION THROUGH CULTURAL SHARING

We believe cultural exchange strengthens mutual understanding and social sustainability. Accordingly, we provide guests with **cultural publications and magazines**, both to improve information access and encourage cultural interaction.



A Journey into the Past with Traditional Games

We aim to offer more than just accommodation—we offer **memorable experiences and cultural bonds**.

Under the slogan “For Those Who Are Always Kids at Heart,” we organize events where we revive traditional Turkish children's games like:

- Spinning tops
- Playing marbles
- Jump rope
- Hopscotch

These events give adults a chance to relive their childhood and allow younger generations to engage with our cultural heritage.





OUR STRATEGIC GOALS

- Monitoring developments in the industry and at the institutional level
 - Actively tracking **guest satisfaction**
 - Ensuring **employee satisfaction and development**
- Maintaining strong **sustainability audit mechanisms**
 - Enhancing **operational efficiency**
 - Evaluating **growth opportunities**
- Controlling costs with a **focus on profitability**