



SUSTAINABILITY REPORT



Seaphoria
Beach Hotel

For a sustainable world; We meticulously address and resolve all kinds of suggestions and complaints from our guests, employees, and all other stakeholders, and we provide them with feedback. In line with the understanding of a sustainable future, we value the development of our employees, organize trainings, and support their active participation in all our business processes. As a company, we show full commitment to laws and current regulations in all our operations.

OUR ENVIRONMENTAL PROTECTION AND WASTE MANAGEMENT POLICY

We evaluate our impact on the environment in accordance with the law and work to minimize our damage, aiming to prevent waste generation from the purchasing stage. We separate all our waste correctly, hand it over to licensed organizations, and aim to reduce the total amount of waste. We use hazardous materials in a controlled manner, train our employees on waste management, and increase the awareness of our guests on this issue. We provide the necessary infrastructure for the efficient use of natural resources, regularly monitor consumption, and make an effort to raise awareness among all our stakeholders on this issue.

OUR PURCHASING POLICY

With the responsibility of protecting nature, we prioritize "recycled" and "environmentally friendly" labeled materials when purchasing for our hotel. In order to support the local economy and reduce our carbon footprint, we prefer local suppliers for product and material procurement and strive to continuously increase this rate. We avoid purchasing endangered species and only buy products that are legally permitted (e.g., bonito, tuna, etc., within quotas and appropriate hunting seasons).

OUR CULTURAL AWARENESS POLICY

We organize promotions and events so that our guests can discover the natural and cultural riches of our region. We respect local culture and traditions, do not allow discrimination, recognize the contribution of different cultures to regional development, and are hospitable. We support the preservation of historical artifacts and communicate with local sensitivities and the needs of the public in our activities. In cooperation with the local people, we protect historical and cultural heritage and contribute to the preservation of the natural structure. We introduce the region's food, activities, culture, and traditions to all our stakeholders, provide training to our staff, and inform our guests. We know the geography and society we are in, respect historical values, and support economic, social, and cultural development. We support or develop projects that will contribute to the social and economic development and employment of the local people.



OUR HUMAN RIGHTS POLICY

We value our employees' ideas and act with a participatory management approach in an open, egalitarian, transparent, and fair environment. We are strictly against discrimination based on gender, language, race, age, socioeconomic status, education, ethnic origin, religious belief, and similar reasons, and we guarantee that all our employees benefit equally from social rights, fringe benefits, and rewards.

OUR ACCESSIBILITY POLICY

We produce solutions that facilitate access to our products and services for individuals with special needs, such as the disabled and children. We ensure the safety of our guests and employees with these special conditions, who need to be approached with sensitivity, and we provide a supportive environment where they can easily report and resolve their problems. In terms of sustainability, we also monitor and manage all processes, and we attach importance to continuous improvement. We care about the access, health, and safety needs of all our guests, staff, and visitors with special needs, physical sensitivities, and difficulties, and we make our facility compliant with these standards.

OUR CHILD RIGHTS POLICY

In line with our zero-tolerance policy against child labor, we do not employ child labor in our hotel and expect the same diligence from all our business partners in this regard. We create safe and comfortable areas in our facility that support the development of children and where they can express their thoughts freely, and we prioritize children in service delivery. We provide training to our staff on child rights and the prevention of abuse, and we create awareness about possible risks in parents' attitudes towards their children. We provide adult supervision at events attended by children, remain constantly vigilant in areas where we take responsibility for children, and hand them over to their parents. We support various projects for the protection of children's rights, immediately inform the hotel management of any suspicious situation involving children, and seek help from relevant support lines if necessary.



OUR EMPLOYMENT, WOMEN'S RIGHTS, AND EQUALITY POLICY

We primarily support regional development by providing employment to the local community. We look after the health, safety, and well-being of all our employees, regardless of gender. We support women's participation in the workforce and provide equal opportunities in all our departments. Without gender discrimination, we apply the principle of "equal pay for equal work" and ensure all our employees have fair access to career opportunities. Our most fundamental goal is to create a work environment where our employees have equal rights and are treated fairly, securely, and peacefully, without any discrimination. We provide an environment that helps our employees balance their work and family lives and offer equal opportunities for women to hold management positions. We are absolutely committed to preventing women from being subjected to any form of abuse, harassment, discrimination, or similar negative treatment. We offer various communication channels to ensure all our employees can express their thoughts freely and we ensure these channels are used effectively; when needed, we also utilize the social support hotline from the Ministry of Family and Social Policies. We regularly provide training to all our staff on appropriate conduct toward groups requiring special protection, including women, children, people with disabilities, interns, and minorities. We value our staff's opinions and demonstrate a solution-oriented and open-communication management approach that allows them to freely express their ideas.

We ensure our stakeholders are involved by informing them about all the topics outlined in our policies.

SENIOR MANAGEMENT



OUR SUSTAINABILITY MESSAGE

As the **SEAPHORIA BEACH & RESORT** family, we need your support to be able to pass on our resources to future generations and use them in the most efficient way.

We recognize our obligation to nature, the environment, and humanity.

We invite our guests,
staff,
suppliers,
and all our stakeholders to share this same awareness.

ANTALYA - OUR CULTURE, HERITAGE, AND VALUES

Our efforts to introduce Turkish culture and our historical heritage to our guests as the **SEAPHORIA BEACH & RESORT** family:

CULTURAL SHOWCASE

The facility includes a Turkish Bath, which is unique to our culture.



CULTURAL EVENTS

Special events are organized on Turkish nights and national holidays to introduce Turkish culture to our guests.



ANTALYA - OUR CULTURE, HERİTAGE, AND VALUES



SIDE/İLİCA YAKIN ÇEVRE BİLGİSİ / ENVIRONMENTAL INFORMATION

TR - Side'nin Akdeniz'e uzanan küçük bir yarımada üzerinde İ.Ö. 7. yüzyılda batı Anadolu'da yaşayan Kimeliler (Bugünkü Alağa) tarafından kurulduğu söylenir. Side Tiyatrosu tipik Roma devri özelliklerini gösterir. Yaklaşık 15.000 kişilik olup onarım çalışmaları devam etmektedir. Yakın çevrede yer alan Sorgun Ormanı 1. Derece Doğal Sit Alanı kapsamındadır. Burası kendine özgü bir ekosisteme ve zengin biyolojik çeşitliğe sahip bir doğal yaşam alanıdır. Kumul önleme ağaçlandırma sahalarına sahip Sorgun Ormanı, bitişindeki Titreyengöl ile önemli bir ekosistem oluşturur. Ayrıca Türkiye'de dört önemli kuş halkalama merkezinden biridir.

EN - Side is said to have been founded on the small peninsula that extends to the Mediterranean Sea in the seventh century B.C. by the Kimelis (present-day Alağa) living in western Anatolia. Side Theater has a capacity of approximately 15,000 people and repairs are underway. Sorgun Forest located in the vicinity is within the scope of 1st Degree Natural Protected Area. It is a natural habitat with a unique ecosystem and rich biodiversity. Sorgun Forest, which has dune prevention afforestation areas, forms an important ecosystem with the adjacent Titreyengöl. It is also one of the four important bird ringing centers in Turkey.

Ayrıntılı bilgi için: <https://antalya.ktb.gov.tr/>

More information: <https://antalya.ktb.gov.tr/>

Çöp atmayınız! Do not litter!

Tarihi eserlere zarar vermeyiniz! Do not damage the historical monuments!

Piknik yapmak yasaktır! Forbidden to picnic!

Ateş yakmayınız! Do not light fires!

Doğayı koruyunuz! Save the nature!



General information about Antalya is available to our guests and staff in public areas and via the mobile application.



ANTALYA - OUR CULTURE, HERITAGE, AND VALUES



NOTA DE TIRADA

Elaborado por el personal de la Oficina de Asesoría Jurídica de la Secretaría de Salud, en el mes de mayo de 2012, con el fin de proporcionar información sobre el estado de la legislación en materia de salud pública, en el ámbito de la Secretaría de Salud, en el mes de mayo de 2012, con el fin de proporcionar información sobre el estado de la legislación en materia de salud pública, en el ámbito de la Secretaría de Salud.

Abstract: Many teachers continue to use traditional lessons that pay little or no attention to the social and emotional needs of students. This paper presents a model for teaching that addresses the social and emotional needs of students. The model is based on the idea that students learn best when they are engaged in a social and emotional context. The model is based on the idea that students learn best when they are engaged in a social and emotional context. The model is based on the idea that students learn best when they are engaged in a social and emotional context.

WYKAZANIE WŁASNOŚCI Wskazanie własności jest wyrażeniem logicznym, które zawiera jedną z następujących formuł:

[illegible]

Ubytok *Právne ustanovenie, ktorým sa stanovuje, že osoba, ktorá je poškodená, má nárok na náhradu škody. Právne ustanovenie, ktoré stanovuje, že osoba, ktorá je poškodená, má nárok na náhradu škody. Právne ustanovenie, ktoré stanovuje, že osoba, ktorá je poškodená, má nárok na náhradu škody.*

Keyhole Plot
 A plot in which the x-axis is time and the y-axis is the number of events. The plot shows a series of points that form a keyhole shape, indicating a specific pattern of events over time.

Shedding Pop: *Shedding Pop* is a new album by the band, featuring a mix of new and old songs. The album is available on CD and vinyl.

[illegible][illegible]

Practical tips

Always check the battery level of your mobile phone and make sure it is fully charged before you start your shift. If you are using a mobile phone, make sure you have a good signal and that you are using a secure network. If you are using a laptop, make sure you have a good internet connection and that you are using a secure network. If you are using a tablet, make sure you have a good signal and that you are using a secure network. If you are using a smartwatch, make sure you have a good signal and that you are using a secure network. If you are using a smartwatch, make sure you have a good signal and that you are using a secure network.



As a result of this research, the following conclusions were drawn:

- The research was conducted in a controlled environment, and the results may not be generalizable to real-world situations.
- The research was limited to a specific population, and the results may not be applicable to other groups.
- The research was limited to a specific time period, and the results may not be applicable to other time periods.
- The research was limited to a specific methodology, and the results may not be applicable to other methodologies.



Start to discuss each town in the same way that we

Okullararası Sokak Basketbolü Turnuvası	Hilal
Çarşen (Bikket ve Kaga)	12 Mayıs
Okullararası Sokak Basketbolü Turnuvası	25. 26. Haziran

Uluslararası Aile Ekonomisi Konferansı	19-20 Mart 2011
Prof. Fatma	6-16 Temmuz
Prof. Yalçın	Temmuz
Uluslararası Sağlık Ekonomisi Konferansı	12 Ekim

Chaturanus Triatlon Yangman (Ylme, Bideaf, Kaya) 24 Daa



12. DEĞERLENDİRME ALANI

számosan, akik nemcsak a munkájukkal kapcsolatban, hanem a magánéletükben is a munkájukkal kapcsolatban találják meg a boldogságot. A Munka és a boldogság közötti kapcsolat nemcsak a munkaadó és a munkavégző között, hanem a munkaadó és a munkavégző között is megtalálható. A munkaadó és a munkavégző közötti kapcsolat nemcsak a munkaadó és a munkavégző között, hanem a munkaadó és a munkavégző között is megtalálható. A munkaadó és a munkavégző közötti kapcsolat nemcsak a munkaadó és a munkavégző között, hanem a munkaadó és a munkavégző között is megtalálható.

100% *in vitro* inhibition of *Salmonella* growth was observed in the presence of 100 µg/ml of the extract. The results suggest that the extract may be used as a natural preservative in food products.

1990s. In 1999, we put the following in brackets: *Latentia egyptiaca* T&F 1990s. (The last full name of the species last year was *Latia egyptiaca* (T&F 1990s) of K&S, but the description in the last year's paper is the same as *Latentia egyptiaca* T&F 1990s. The last full name of the species last year was *Latia egyptiaca* (T&F 1990s).

With similar funds for support, getting two days' work done "faster" with virtually no overhead for things like design, material or labor costs is the top job of the nation's construction giant when it comes to speed. Says a senior executive of Fluor Corp., which works on projects from the White House to the Pentagon, "It's not just about doing it faster, it's about doing it right."

For more information on the book, visit www.elsevier.com/locate/bsc

[illegible]

Lactaria: Acid, light beige lumps with an intense tangy or sourish taste; pH 4.0-4.5. It has a consistency of gelatin. We used lactaria from Jala Kanta (Karnataka) as a model.



UNITE
 America's smallest homegrown
 in residence in Dallas, Texas,
 could get into the White House



ANTALYA - OUR CULTURE, HERITAGE, AND VALUES



TEKNE TURLARI

Tekne turlarında Antalya'nın en güzel yerlerini ziyaret edebilirsiniz. Antalya'da tekne turları, denizcilik ve turizm sektörünün önemli bir parçasıdır. Antalya'da tekne turları, denizcilik ve turizm sektörünün önemli bir parçasıdır. Antalya'da tekne turları, denizcilik ve turizm sektörünün önemli bir parçasıdır.



ÖĞÜNCÜ

Öğünce, Antalya'da en popüler aktivitelerden biridir. Öğünce, Antalya'da en popüler aktivitelerden biridir. Öğünce, Antalya'da en popüler aktivitelerden biridir. Öğünce, Antalya'da en popüler aktivitelerden biridir.



KORNAKLAMA

Kornaklama, Antalya'da en popüler aktivitelerden biridir. Kornaklama, Antalya'da en popüler aktivitelerden biridir. Kornaklama, Antalya'da en popüler aktivitelerden biridir. Kornaklama, Antalya'da en popüler aktivitelerden biridir.



YEME - İÇME

Yeme-içme, Antalya'da en popüler aktivitelerden biridir. Yeme-içme, Antalya'da en popüler aktivitelerden biridir. Yeme-içme, Antalya'da en popüler aktivitelerden biridir. Yeme-içme, Antalya'da en popüler aktivitelerden biridir.

Antalya'nın Ortalama Hava Durumu

Ay	Ortalama Sıcaklık (°C)	Ortalama Yağışma (mm)
Ocak	10	50
Şubat	12	40
Mart	15	30
Nisan	18	20
Mayıs	22	10
Haziran	28	5
Temmuz	32	2
Ağustos	35	1
Eylül	30	5
Ekim	25	10
Kasım	20	20
Aralık	15	40

Antalya'nın Ortalama Hava Durumu. Antalya'nın Ortalama Hava Durumu. Antalya'nın Ortalama Hava Durumu. Antalya'nın Ortalama Hava Durumu.

- Antalya'nın Ortalama Hava Durumu.
- Antalya'nın Ortalama Hava Durumu.
- Antalya'nın Ortalama Hava Durumu.
- Antalya'nın Ortalama Hava Durumu.

Antalya'nın Ortalama Hava Durumu. Antalya'nın Ortalama Hava Durumu. Antalya'nın Ortalama Hava Durumu. Antalya'nın Ortalama Hava Durumu.



ALANYA



ÜSTÜNARAYE LARFI

Üstünaraye Larfi, Antalya'da en popüler aktivitelerden biridir. Üstünaraye Larfi, Antalya'da en popüler aktivitelerden biridir. Üstünaraye Larfi, Antalya'da en popüler aktivitelerden biridir. Üstünaraye Larfi, Antalya'da en popüler aktivitelerden biridir.



ANTALYA KÜLTÜR MİRASI

Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir.



ANTALYA KÜLTÜR MİRASI

Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir.



ANTALYA KÜLTÜR MİRASI

Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir.



ANTALYA KÜLTÜR MİRASI

Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir.



ANTALYA KÜLTÜR MİRASI

Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir.



ANTALYA KÜLTÜR MİRASI

Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir.



ANTALYA KÜLTÜR MİRASI

Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir.



ANTALYA KÜLTÜR MİRASI

Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir.



ANTALYA KÜLTÜR MİRASI

Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir.



ANTALYA KÜLTÜR MİRASI

Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir.



ANTALYA KÜLTÜR MİRASI

Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir. Antalya Kültür Mirası, Antalya'da en popüler aktivitelerden biridir.



SEAPHORIA BEACH & RESORT

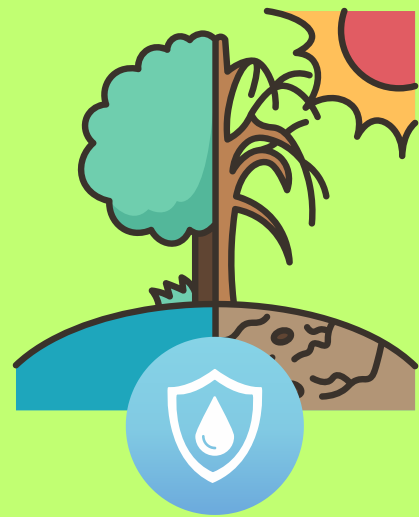
SUSTAINABILITY REPORT

OUR ENVIRONMENTALLY CONSCIOUS ACTIVITIES

Our Environmentally Conscious Purchasing Activities

- When selecting our suppliers, we evaluate them based on whether they are local, their environmental consciousness, and their adherence to fair trade principles.
- By choosing our suppliers locally, we contribute to the regional economy.
- We aim to reduce our waste by decreasing the number of single-use products we use.

Considering climate change, we are taking drought-prevention measures in our facility's landscaped areas by preferring plants that can survive in drought.



To help our guests meet their needs, we aim to contribute to the local community by identifying local shopping places, such as the public market, and providing information on public transport to Alanya.



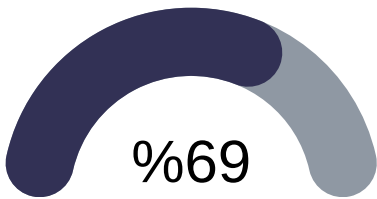
OUR EMPLOYMENT STATISTICS

Our charts on 2024 staff employment rates:

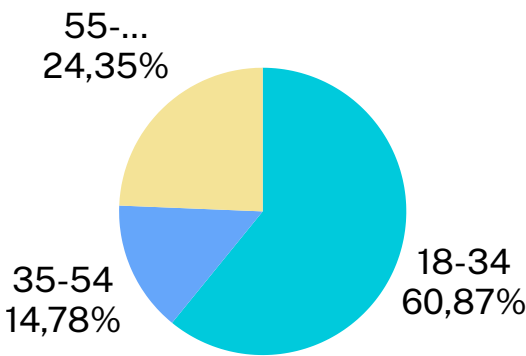
PERSONEL



% 27,83
Female Employment



Local Employment



Our Age Distribution Chart

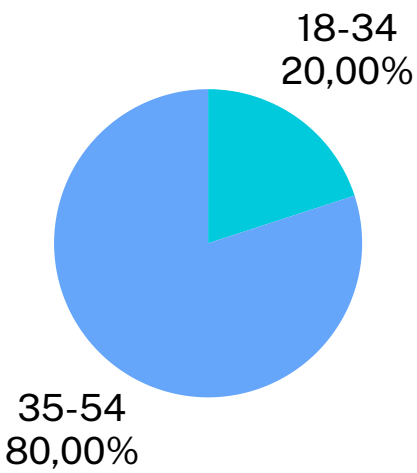
MANAGER



% 20
Female Employment



Local Employment



Our Age Distribution Chart





Believing that violence against women is unacceptable, we aimed to raise awareness among our employees by providing "Violence Against Women and KADES Training" in collaboration with the Okurcalar Gendarmerie Command.

As SEAPHORIA Beach Resort, we regularly provide training to create environmental awareness and ensure sustainability.

TRAINING SESSIONS

We organize training sessions to reinforce our sustainable tourism approach and to involve our staff in the process.



We aim to improve zero-waste awareness among our staff through training.



BIODIVERSITY CONSERVATION



To raise awareness for biodiversity conservation, we participated in the Caretta Caretta Chip tagging ceremony organized by the Ecological Research Society (EKAD).



CARBON FOOTPRINT

- To contribute to the reduction of carbon emissions and the development of the regional economy, we prioritize local suppliers in our selection process.
- Our 2024 carbon footprint is **9.6 kgCO²e**.
- To reduce our carbon footprint, we inform our stakeholders about the importance of sustainability.

CARBON

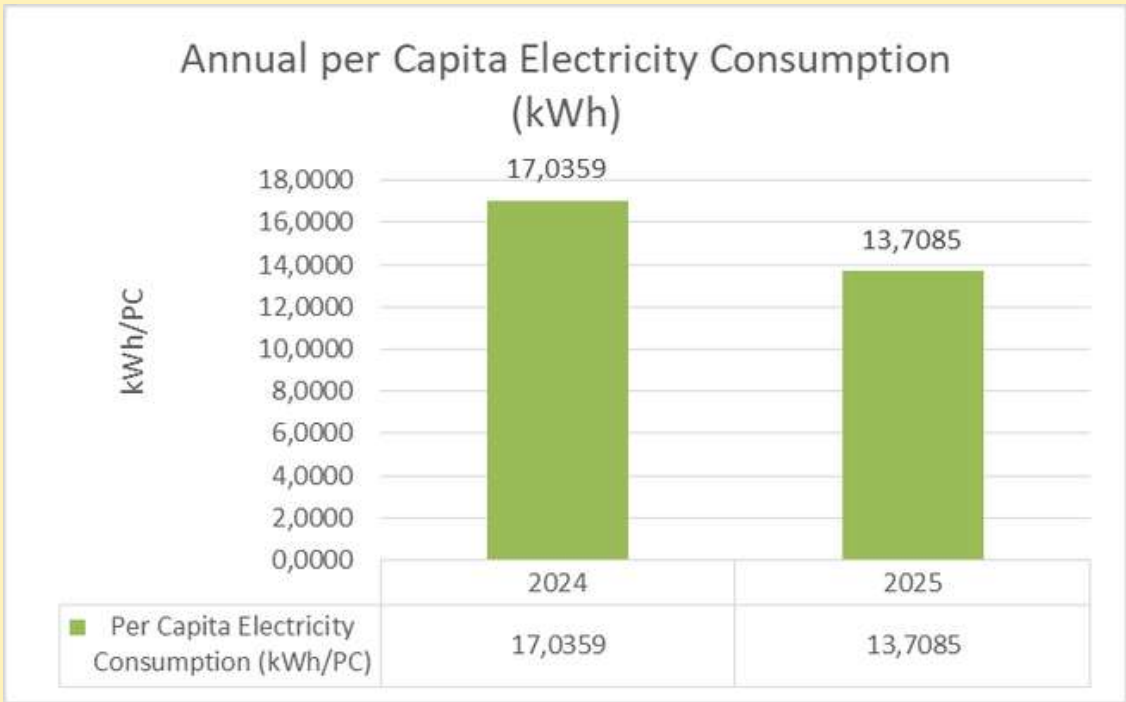


OUR SUSTAINABILITY DATA AND CHARTS



Electricity

Our per capita electricity consumption amounts for 2024-2025:



Our Energy Saving Practices

- An energy saver system is used in our rooms for energy conservation.
- We prefer high-energy efficiency devices for our public areas and rooms.



According to a statement by the World Wide Fund for Nature (WWF), Antalya is on the list of cities with a high global water risk. Therefore, in our management of water resources, we must stand against approaches that ignore nature and are unsustainable while we carry out our activities, and we must do our part.

As a business that has adopted the principle of protecting our natural resources and using them in the most efficient way, we are obliged to provide the necessary training to our staff and contribute to raising awareness by providing the necessary information to our guests.

We carry out our activities by protecting our natural resources, especially in our country, which is facing drought.

Our Water Risk Map;

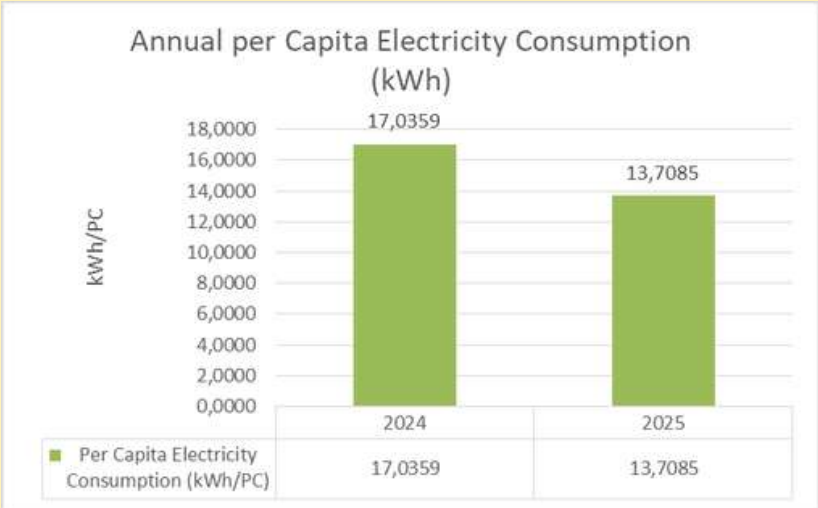
Name	Input address	Match address	Latitude	Longitude	Major Basin	Minor Basin	Aquifer	Country	Province	Physical Risks Quantity	Water Stress
x Seaphoria Beach Resort	-	-	36.651388889	31.666944444	Mediterranean Sea, East Coast	Goksu River	-	Turkey	Antalya	Extremely High (4-5)	High (40-80%)



OUR SUSTAINABILITY DATA AND CHARTS

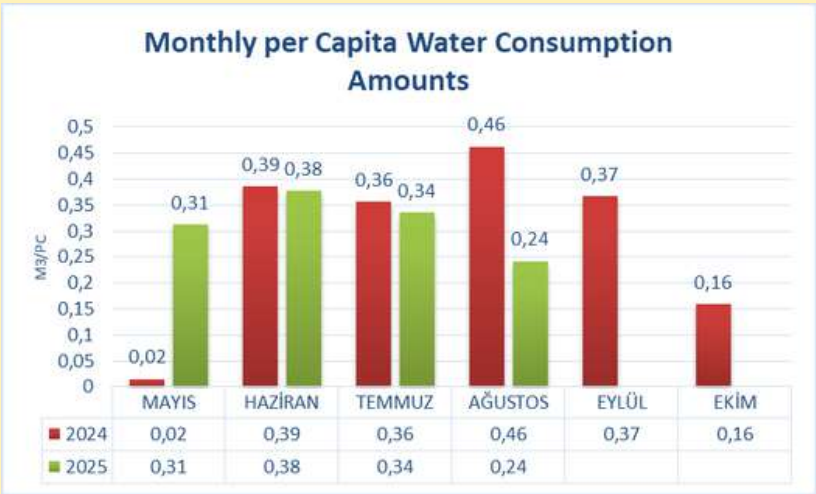


Water



Our Annual per Capita Water Consumption Amounts;

Our Monthly per Capita Water Consumption Amounts for 2024-2025;



Our Water Conservation Practices

- We aim to reduce water consumption by monitoring water pressure.
- Water dispensers are available in public areas for the use of our guests and staff.
- Aerators are available in all our faucets.
- Sensor faucets are available in public areas.



OUR SUSTAINABILITY DATA AND CHARTS



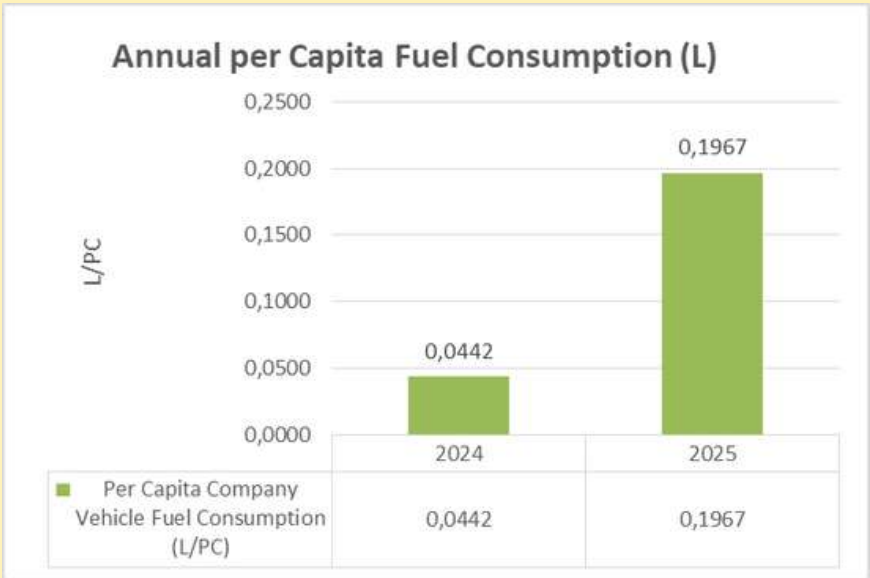
CNG

Our Annual per Capita Consumption Amounts;



Fuel Consumption

Our Annual per Capita Consumption Amounts;



OUR SUSTAINABILITY DATA AND CHARTS



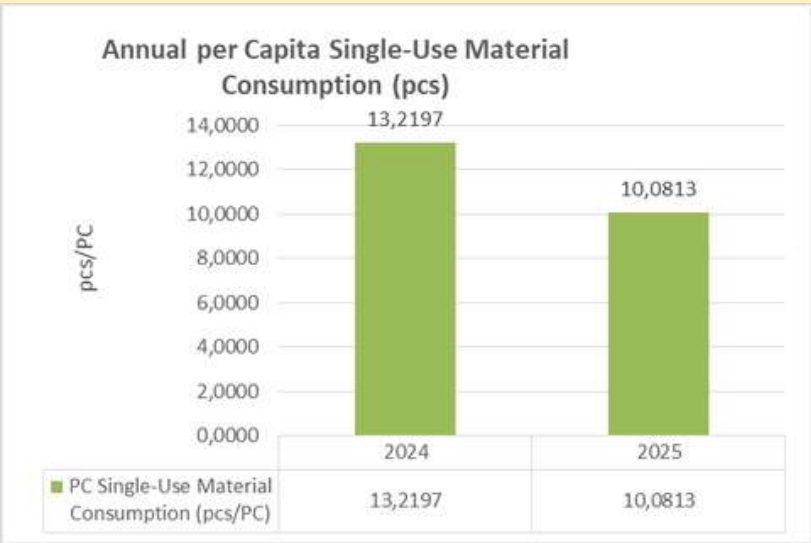
Local Supplier

We prioritize locality in our supplier selections, our local supplier rate is;



Consumable and Single-Use Materials

Our Annual per Capita Consumption Amounts;

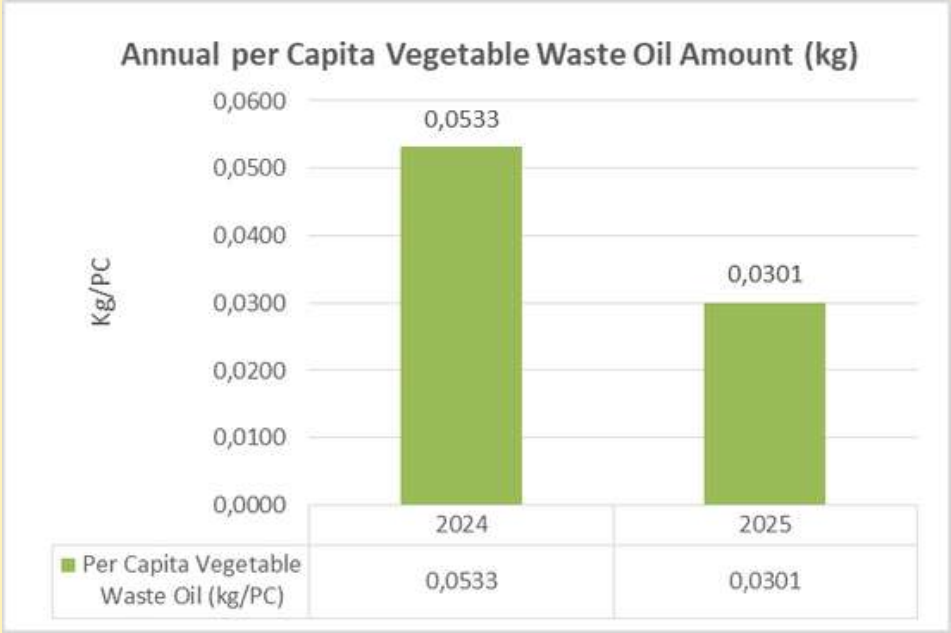


OUR SUSTAINABILITY DATA AND CHARTS



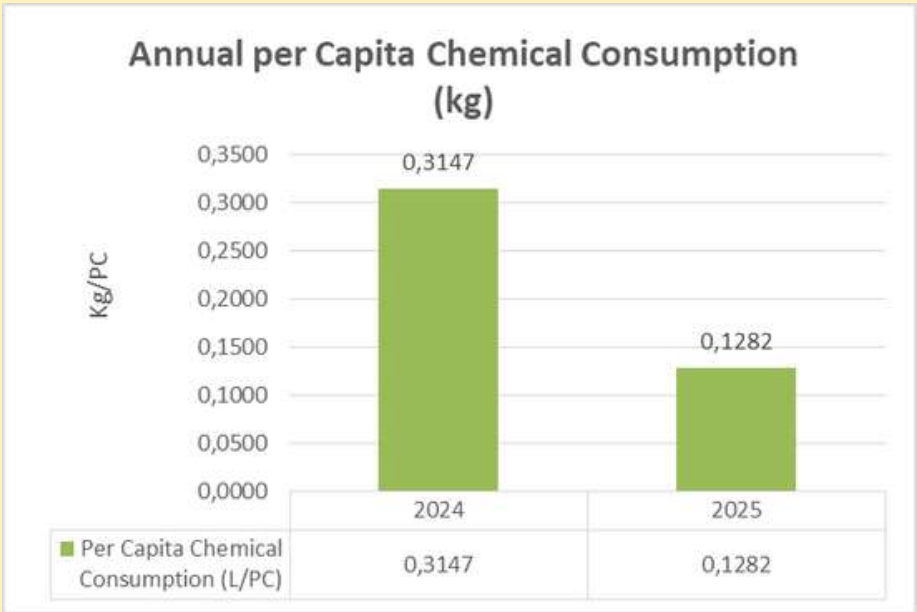
Vegetable Waste Oils (Hazardous Waste)

Our Annual per Capita Consumption Amounts;



Chemicals

Our Annual per Capita Consumption Amounts;



OUR SUSTAINABILITY DATA AND CHARTS

Waste Management

Our facility is Zero Waste certified, and effective waste separation is implemented within the scope of our waste management plan.



Solid Waste

Our Annual per Capita Consumption Amounts;

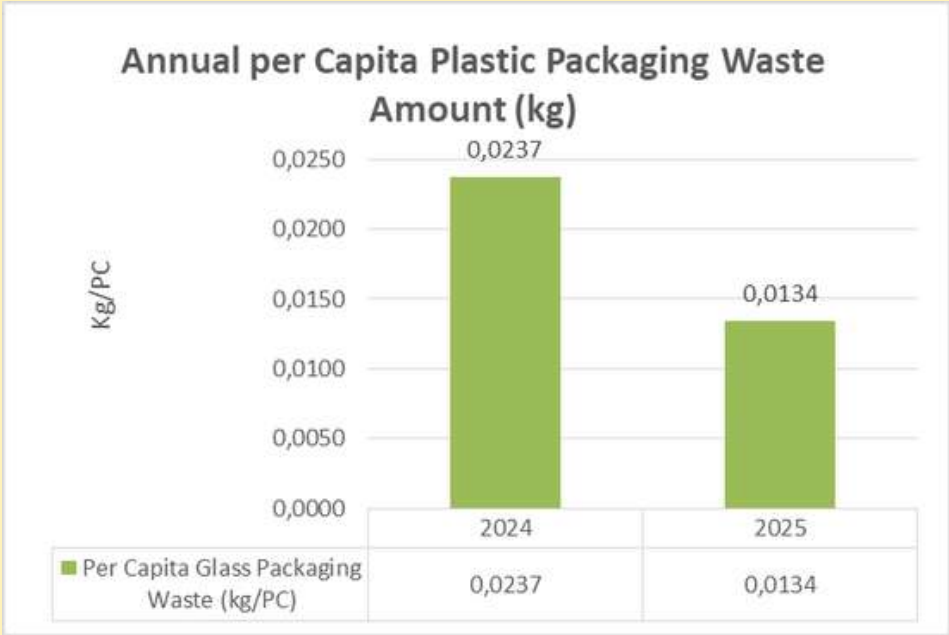


OUR SUSTAINABILITY DATA AND CHARTS



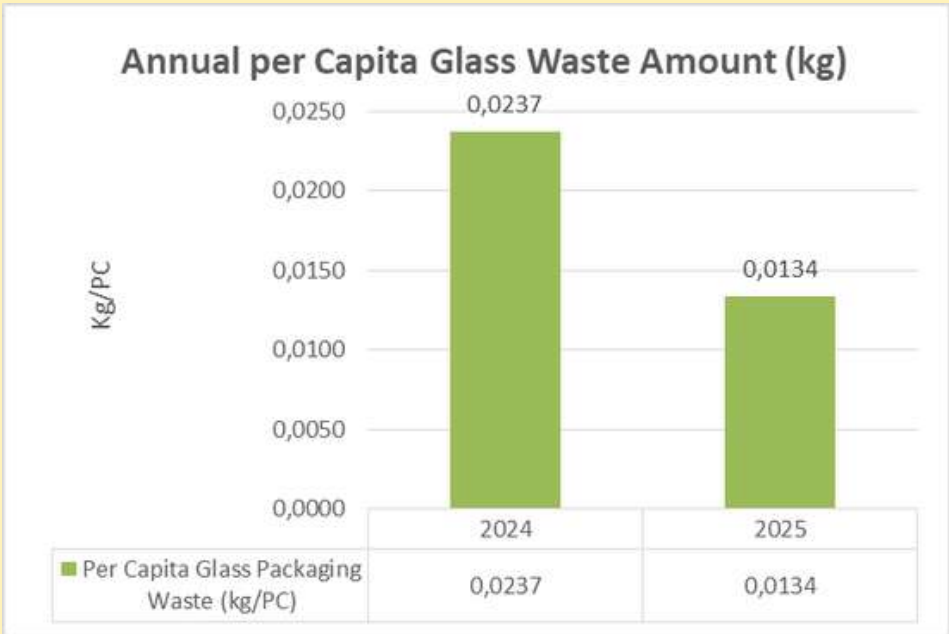
Plastic Packaging Waste

Our Annual per Capita Consumption Amounts;



Glass Waste

Our Annual per Capita Consumption Amounts;

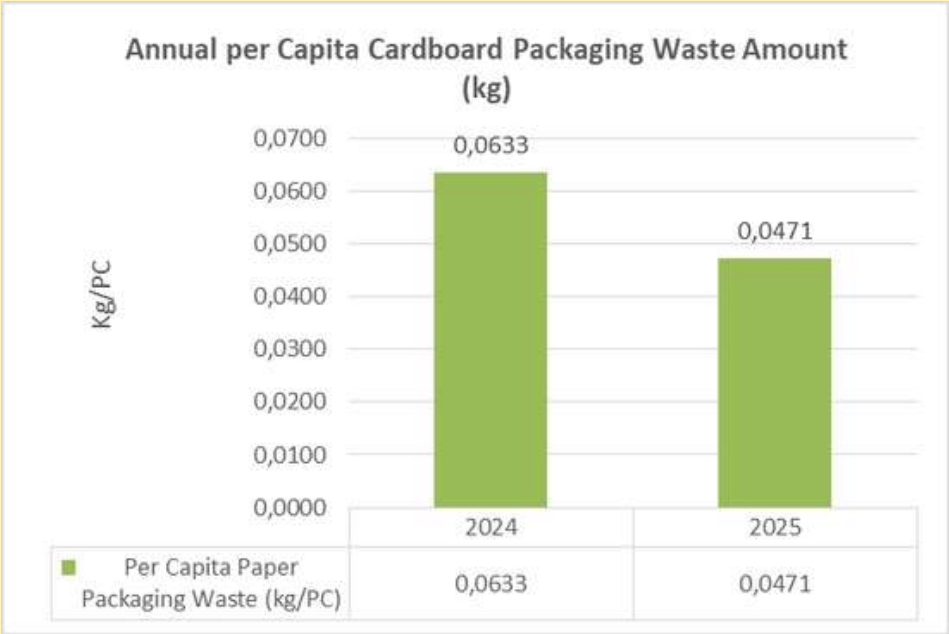


OUR SUSTAINABILITY DATA AND CHARTS



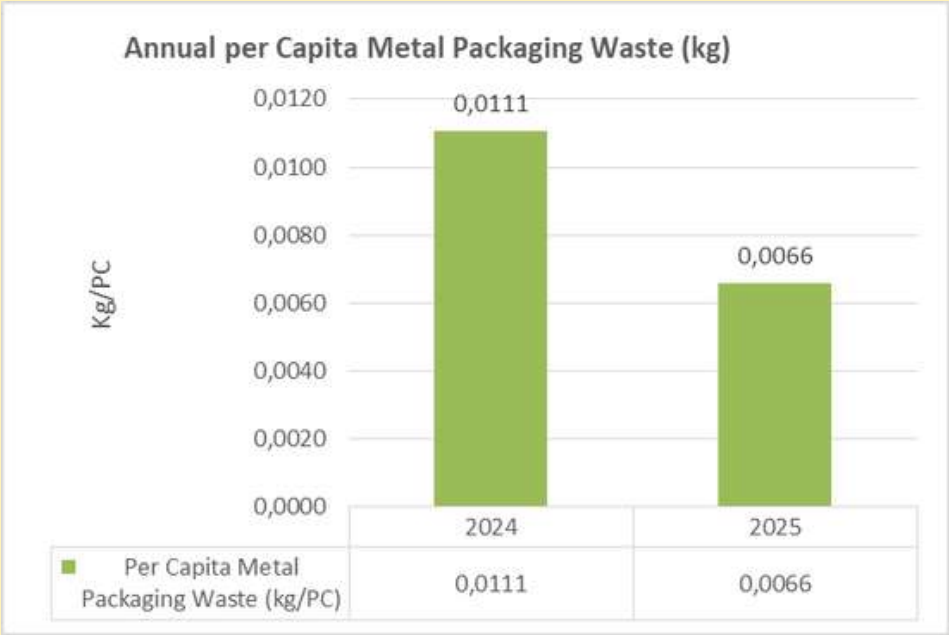
Paper/Cardboard Packaging Waste

Our Annual per Capita Consumption Amounts;



Metal Packaging Waste

Our Annual per Capita Consumption Amounts;



A better world is within our reach, if we act as one!



Contact

**Address: Okurcalar Mah., Karaburun Mevkii,
1023 Sok. No:17, 07410 Alanya/Antalya**

Phone: +90 (242) 587 11 12



seaphoriabeach