

# SUSTAINABILITY REPORT

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MAY 2024

**R**  
RAMIRA BEACH HOTEL  
★★★★

Ramira Beach Hotel, located in Alanya, the pearl of the Mediterranean, offers its guests a unique vacation experience. Embracing the blue waters of the sea, our hotel offers its guests comfort and luxury together with its superior service quality.

Located directly on the beach in Alanya - Avsallar (Incekum). Avsallar City Center is 100 m, Alanya 22 km, Gazipasa (Alanya) Airport 67 km, Antalya Airport 95 km.

From our hotel you can watch spectacular sunsets and relax to the soothing sounds of nature.



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It's time to think more deeply about the impact of what we do. The UN Sustainable Development Report 2021 highlighted how progress on many other goals, including poverty, education and gender equality, has stalled or reversed since 2020. In addition, global CO2 emissions are once again approaching record levels.

The global response to the COVID-19 pandemic showed that humanity can achieve tremendous things when it uses science and technology for the common good.



There is a renewed sense of purpose in society and optimism that we can overcome other big challenges, such as climate change. We should all endeavour to seize this moment to aim higher.

As Ramira Beach Hotel, we have become an exemplary business with our environmental and social sensitivity. In order to create measurable targets, we measure our environmental impact and prepare our action plans with the support of expert consultants and academics.

We will continue to work with great determination together with all our stakeholders on our transformation journey for a more sustainable future. Our aim is to achieve stable, inclusive and sustainable economic growth for all; create full and productive employment; provide decent work opportunities; design consumption and production models with a sustainable circular economy; and take action to mitigate climate change and its impacts.

We aim to create collective awareness by involving our guests, suppliers, employees and all our business partners in the process of developing our sustainable development policies. Developing national and international collaborations in this direction will be our greatest motivation in our sustainability journey.



## **From the General Manager**



We are moving forward with determination together with all our stakeholders on our transformation journey towards a sustainable future. Our goal is to ensure stable, inclusive and sustainable economic growth for all; create full and productive employment; offer decent work opportunities; develop sustainable circular economy-oriented consumption and production models; and combat climate change and mitigate its impacts.

In this journey, we aim to develop our sustainable development policies with a collective consciousness by acting together with our guests, suppliers, employees and all our business partners. By establishing national and international collaborations, we plan to create a strong network of cooperation, which is our greatest source of motivation to achieve our sustainability goals.

Kadir HACIKADİROĞLU  
General Manager



## **ABOUT THE REPORT**

We are committed to publishing meaningful and timely information each year on our Environmental, Social and Governance performance and management approaches, focusing on the environmental and social issues that are important to our services.

By producing this Sustainability Report in digital format, we aim to increasingly leverage technology to better communicate with our stakeholders and help reduce our carbon footprint.

### Scope of the Sustainability Report

The scope of key performance data in this report includes data for Ramira Beach Hotel for May 2024, which has been in operation for at least one full year. Some data also includes previous years for comparison purposes.

For questions regarding the report and its contents;

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R  
RAMIRA BEACH HOTEL  
★★★★

Our tranquil and peaceful facility offers you a peaceful holiday with a view of the Aegean Aegean with its vast, clean, blue and green colors, with the mountains behind it and the endless, immaculate mountains in front of it.



148 Rooms



297 Beds



1 Hamam & SPA



1 Restaurant / 1 A'la Carte



2 Bar



3 Swimming Pools



1 Multipurpose Hall



**2024 May Guest**

322 Guest



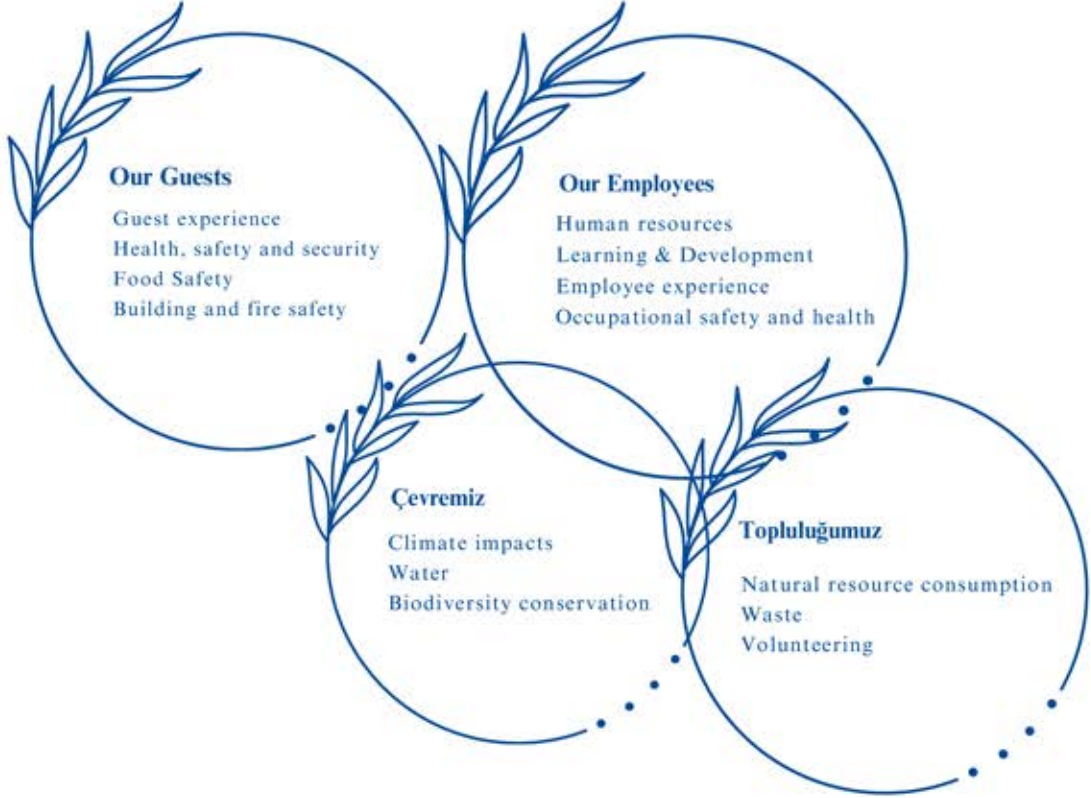
**Countries of Hosted Guests**

23





## OUR PRIORITIES



## **OUR ETHICS POLICY**

### **Integrity**

Integrity and honesty are our priority values in all our business processes and relationships. We act with integrity and honesty in our relations with our employees and all our stakeholders.

### **Confidentiality**

Confidential and private information includes information that may create a competitive disadvantage for our Ramira Beach (the Company), trade secrets, financial and other information that has not yet been disclosed to the public, information on personnel rights and information within the framework of "confidentiality agreements" concluded with third parties.

As Ramira Beach employees; we pay attention to the confidentiality and protection of private information of our customers, employees and other related persons and organisations we work with. We protect confidential information related to the Company's activities, use this information only for the purposes of the Company, and share this information with the relevant persons only within the specified authorisations.

For us, it is absolutely unacceptable to obtain any commercial benefit (insidertrading), including the purchase and sale of shares on stock exchanges, by leaking any confidential information belonging to the Company. When leaving our company, we do not take out confidential information and documents and projects, regulations, etc. that we have due to our duties.





## Protection of Personal Data

The employee shall not share, transfer, disclose, misuse or misuse the special and general personal data belonging to the employer or employer's representatives, employees, sub-employer employees, customers, suppliers, third parties, guests, job applicants, interns and all real persons related to the company's activities in electronic media in written, audio or video form without the written consent of the data owner and the employer.

## Conflict of Interest

As Ramira Beach employees, we aim to avoid conflicts of interest. By taking advantage of our current position; we do not obtain personal benefits from persons and organisations with whom we have business relations personally, through our family or relatives.

We do not engage in business activities based on an additional financial interest outside the company. We refrain from using the name and power of R and our Ramira beach corporate identity for personal benefit.





**TOTAL NUMBER OF  
EMPLOYEES**

**67**



**NUMBER OF FEMALE  
EMPLOYEES**

**8      % 12**



**NUMBER OF MALE  
EMPLOYEES**

**59      % 88**

## 2024 YEAR TRAININGS



16

**MAIN  
TITLE  
TRAINING**

47

**SUBTITLE  
TRAINING**

32

**HOURS OF  
TRAINING  
PER PERSON**

FIRE SAFETY

OCCUPATIONAL HEALTH AND  
SAFETY

ENVIRONMENT AND ZERO WASTE

FIRST AID TRAINING

CHILD-ELDERLY-WOMEN ABUSE

WOMEN'S RIGHTS

SUSTAINABILITY TRAINING

LEGIONNAIRES' DISEASE AND  
PREVENTION

BASIC HYGIENE

FOOD AND WATER SECURITY

EMERGENCY

ORIENTATION

COMMUNICATION TECHNIQUES

CHEMICAL EDUCATION

ADDICTION TRAINING



## **ENVIRONMENTAL SUSTAINABILITY**

As Ramira Beach, prevention of pollution and protection of the environment and natural resources for sustainable development are our main objectives.

In all the processes we carry out, in addition to local legislation, international standards and special standards of our guests are also taken into consideration, and we fulfil the requirements of all environmental and social conditions determined by these standards and support continuous development and the use of the best available technologies to ensure their continuity.

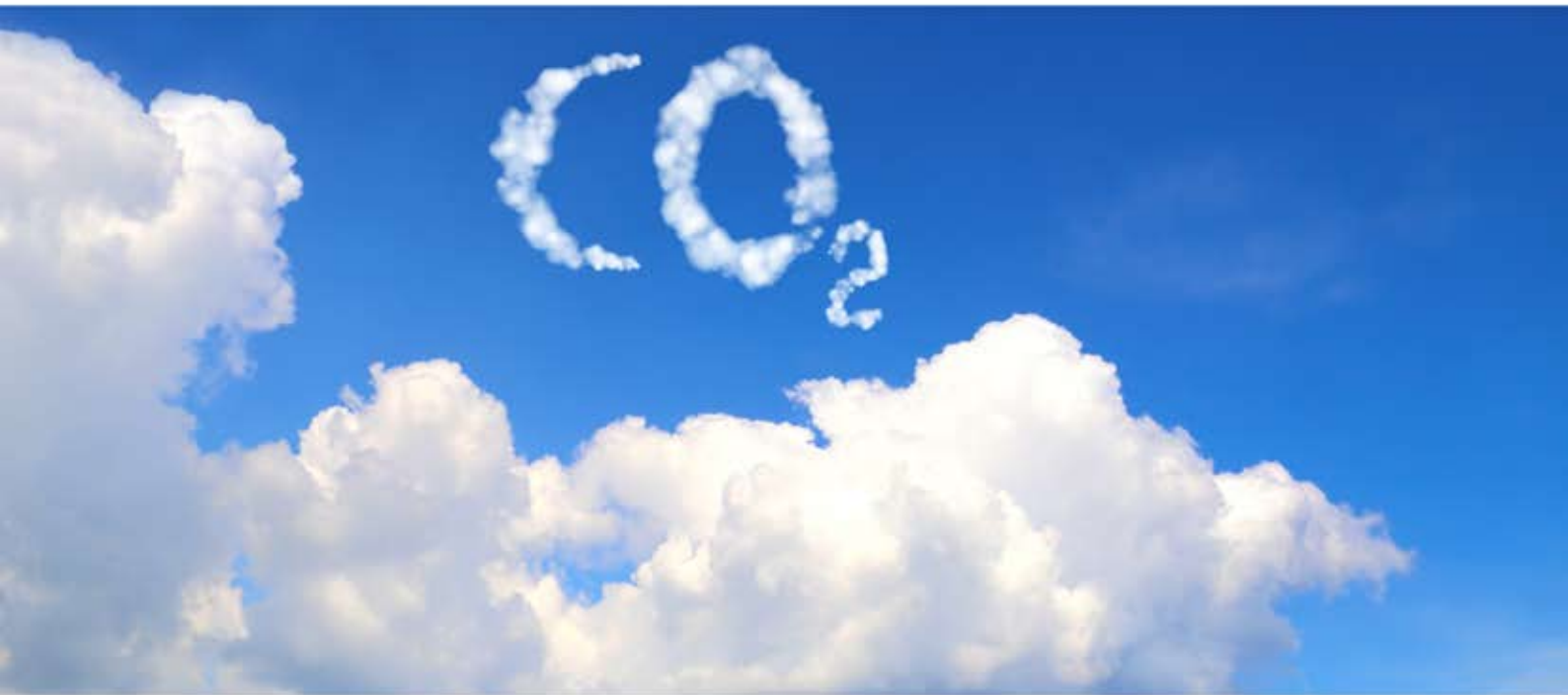
Our declaration and reporting obligations in environmental processes are sensitively managed by our environmental consultants with the follow-up and implementation of legal processes.





## **EMISSION MANAGEMENT**

We meticulously follow the calculation of greenhouse gases generated within the scope of the activities of our facility and calculate the corporate carbon footprint.



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## **ENERGY MANAGEMENT**

Aiming continuous improvement in energy efficiency, our energy consumption is monitored and reviewed on a daily, monthly and annual basis.

Every year, important energy utilisation points are identified and energy efficiency projects are prepared.

In addition to these studies for existing facilities, new investments are evaluated in terms of energy efficiency and it is aimed to reduce the specific energy intensity of the products to be produced.

In addition to efforts to increase energy efficiency, we continue our feasibility studies on the use of renewable energy in order to reduce our carbon footprint in line with sustainable development goals and in the process of harmonisation with the European Green Deal.





## **WATER MANAGEMENT**

Projects are developed and implemented to reduce water consumption in our facilities, water consumption values are regularly monitored on a monthly basis, water leakage controls are carried out continuously and intervention is provided in the fastest way.

For a sustainable environment, water of a quality that complies with both the discharge limits we are subject to in the Water Pollution Control Regulation and international legislation and standards is discharged to the receiving environment.



## ENERGY AND WATER CONSUMPTION



### ELECTRICITY

357,66 kWh



### LNG

1.200 Kg



### WATER

977 m<sup>3</sup>

## **WASTE MANAGEMENT**

Considering the product life cycle in our processes, firstly, the policies of reduction at source, separation at source and reuse of the waste generated within our facility are implemented.

Hazardous and non-hazardous wastes are generated in our facility. Hazardous wastes are collected in the hazardous waste temporary storage area permitted by the Provincial Directorate of Environment, Urbanisation and Climate Change and sent to licensed facilities with licensed vehicles and drivers via MOTAT (mobile waste tracking) system.

Non-hazardous wastes are also collected in the non-hazardous waste temporary storage area and sent to licensed facilities. In the management of these processes, our Environmental Consultant and an employee responsible for the waste area are in charge.

Almost 100% of the hazardous and non-hazardous wastes generated in our facility are recycled by licensed facilities as plastic, glass, paper-cardboard, metal, battery, oil, etc.



## **WASTE MANAGEMENT TARGETS**

Targeting the preference of products that are environmentally friendly and will not produce waste or will produce less waste,

Especially raising environmental awareness, Increasing trainings on Waste Segregation and Zero Waste System, Informing employees about current environmental issues.



## **OCCUPATIONAL HEALTH AND SAFETY**

As Ramira Beach, we consider protection from all kinds of injuries, occupational diseases, accidents and environmental pollution in health, safety and environmental issues as a goal to be achieved not only in theory but also in reality.

OUR GOAL;

ZERO ACCIDENT, ZERO RISK!

As individuals, we have principles to guide us in our daily activities both at work and outside of work:

All injuries and occupational accidents are preventable.

Every employee is personally and directly responsible for preventing accidents and illnesses. Safety is a prerequisite for working, so every employee must take responsibility for working safely and do what is necessary.

Safety training is a vital element for a safe workplace.

Safety audits must be carried out. The risks associated with any vulnerability must be quickly identified and the necessary corrective actions and actions must be taken immediately.

It is important to investigate and eliminate not only incidents resulting in injuries and accidents, but also all kinds of practices and behaviours that have the potential for danger.

Off-the-job safety is as important as safety in the workplace.

Preventing injuries and illnesses is also commercially profitable.



## **OUR STRATEGIC OBJECTIVES**

To follow sectoral and corporate development areas.

To follow guest satisfaction effectively.

To ensure employee satisfaction and development.

To keep sustainability audit mechanisms alive.

To make our operational efficiency and processes more efficient.

To utilise growth opportunities.

Keeping costs under control with a focus on profitability