



A soul set free under the blue sky

**this is what
MARVY is about!**

With the precautions we took in light of the sustainable tourism principles, we reduce the use of natural resources, and work to minimize and, if possible, eliminate the damages done to soil, water, and air. We place importance on local products and support local suppliers. We work for the employment and training of the local people.



OUR BRANDS

Club Marvy

A soul set free under the blue sky - this is what MARVY is about!

We designed a brand new holiday experience inspired by our roots. From entertainment to art, from local flavors to architectural design, we combined all values that make us who we are with a modern approach, thus created a post-modern and bohemian holiday culture... This unique and unprecedented holiday culture in Turkey came to life in 2017 on a 160,000 sqm of land located in Kesre Bay, Izmir, wonder of nature with its protected pine and palm trees.

Every spot in this unique bay in the magical landscape of the Aegean, where sandy beaches meet a shimmering crystal sea, has been designed to create the sweetest memories for families and couples. The simple lifestyle in the Aegean and Mediterranean towns is kept alive in its purest form in our rooms designed with a modern architectural approach.

We are Aegean!

We value Aegean's local products, principles, and craftsmanship. We have built our culinary concept, which we call 'Marvy Cuisine', on an unusual culinary culture inspired by traditional Aegean villages, bringing rich homemade food and street tastes together on the same table. We created authentic venues offering you a variety of flavors to savor this unique culture enriched with fresh products of the region in the best way. We enriched each of our restaurants with unique menus that bring together local and international flavors.

In the context of 'Art of Happiness', we aim at helping our guests adopt the motto of 'be your best' and make it a way of life. We bring them together with nutrition, sports and wellness experts who share tips on healthy living, thus become a source of strength and inspiration for them.

We want to make the concept of health and wellness felt at every corner of Club Marvy. Mar Spa with a marvelous 180-degree view of the sea and Mar Spa Kesre Beach, with cabanas positioned on the sea, cleanses your body, soul and mind from all worries using modern spa treatments.

In the massage rooms, saunas and terraces of the Mar Spa adjacent to the horizon, your body and soul will rest, and you will feel as if you were reborn. Inspired by Roman baths, our Turkish bath is at your disposal anytime you wish in the Mar Spa where modern spa therapies are meticulously applied...

We laid the foundations for Atelier Marvy, hosting exhibitions and workshops of artists, to help you experience a holiday intertwined with soul-feeding art and local traditions reflecting history. In this privileged area where the 'Artist Residency' program is run, we bring our guests together with artists from different disciplines of contemporary art, exhibition programs and workshops of guest artists. We are delighted to share with our guests this experience, which we call the combination of art, enthusiastic rituals, abundance and abundance fostering creativity...

Marvy Sail takes our sea-lover guests on an expedition to Kesre Bay on our eco-friendly dinghies and O'pen Bic boats. We also offer courses as part of the Young Sailing Program to people aged 8-15 willing to learn how to sail or improve their sailing skills.

We provide rich social activities to ensure that families with children spend quality time with each other...

We founded Club Marvy with such a spirit and understanding - we built Club Marvy on wonderful feelings on a magical bay where the deepest blue and the most beautiful green unite.

Discover the inspiring world of Club Marvy to experience a liberating and unique holiday experience!



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CLUB MARVY SUSTAINABLE LIFE MESSAGE

Sustainable tourism aims at contributing to local economy, conservation of natural and cultural heritage, improvement of the quality of life of local people and visitors by minimizing the negative effects of tourism on both society and the environment.

The main objectives of sustainable tourism are “to make the most accurate use of environmental resources, which play an important role in the development of tourism; to preserve economic balance, natural heritage, and biological diversity; to respect the socio-cultural values of local people, to increase tolerance between cultures, to protect cultural heritage and traditional values, to contribute to the improvement of the quality of life of locals and visitors, to make gains in terms of social services, and to reduce poverty by creating income opportunities.”

Sustainable tourism is not limited to the objective of being sensitive to the environment and spans a much wider area. It is for this reason that guidelines on sustainable tourism are discussed under 12 headings:

- Economic continuity:** To ensure the continuity and competitiveness of tourism ventures so that they can continue to grow and offer long-term benefits.
- Local development:** To increase the contribution of tourism industry to regional destinations by supporting activities that increase the local expenditure rate of guests.
- Employment quality:** To support professional specialization by avoiding discrimination on such grounds as race, gender, and disability, raising wages and service quality, and increasing the number and quality of jobs created in the tourism industry.
- Social inclusion and gender equality:** Making efforts to ensure that benefits reaped from tourism are distributed fairly in both economic and social fields.
- Guest satisfaction:** To provide guests with a safe, satisfying, sustainable, and innovative experience without discrimination on such grounds as race, gender, disability, or age.
- Local control:** To ensure that the local government holds consultations with other stakeholders in the tourism industry in planning, management, and implementation processes; to increase powers vested with local governments regarding the development of tourism in the region by involving them in relevant stages.
- Social welfare:** To ensure that local people have access to social organizations and opportunities, life support systems without causing social degradation and abuse so they can preserve and improve their quality of life.
- Cultural richness:** To respect the cultures, traditions, distinctive features, and historical heritage of local communities and to increase their values by preserving them.
- Physical integrity:** To protect and improve the quality of urban and rural areas; to prevent the physical and visual deterioration of these areas.
- Biological diversity:** To support the preservation of natural areas, habitats, wildlife, and species; minimizing potential harm.
- Efficient use of resources:** To minimize the use of limited and non-renewable resources during activities.

-Environmental impact: Reducing air, water, and soil pollution and solid waste stemming from hotels and guests to the lowest possible level; to spread the concepts of “responsible business” and “responsible guest” by informing local communities, business employees, and guests about “environmental impact”.

In this report that we have prepared, we will explain works we have done so far and our future goals in order to ensure sustainability in tourism and protect the environment.

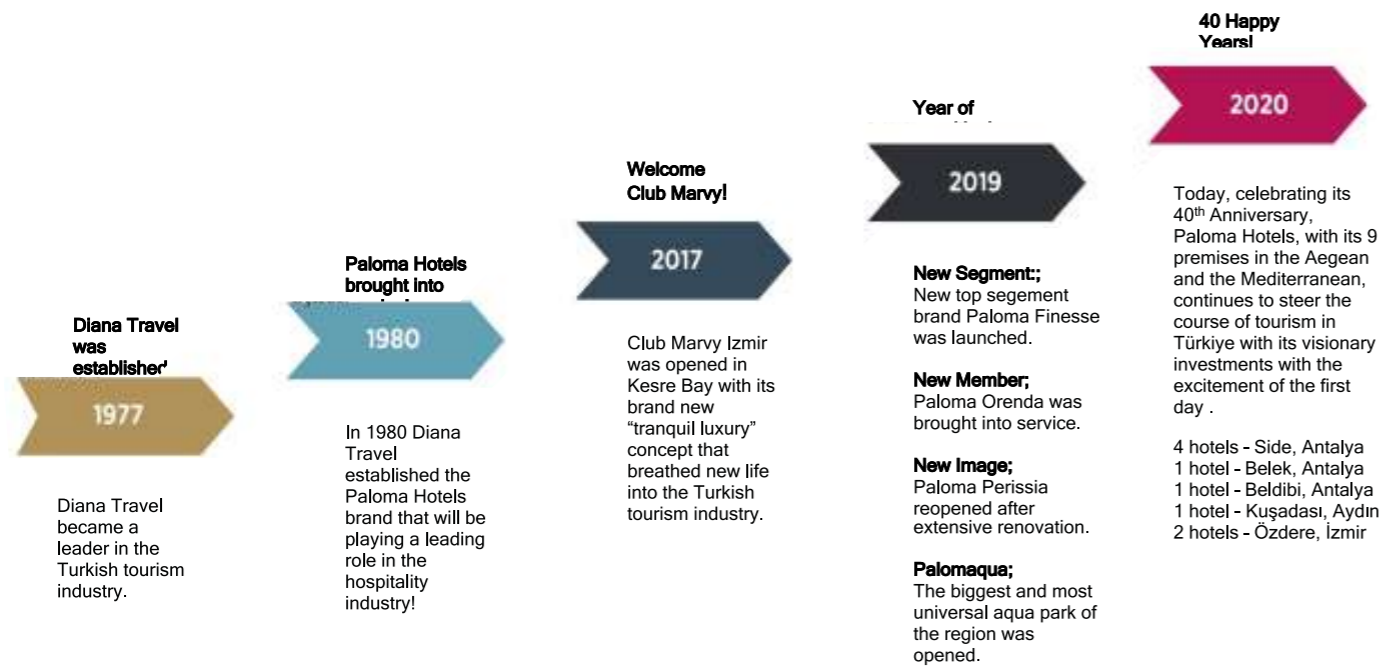
OUR COMPANY HISTORY

Our company; was established in 1977 under the trade name of Diana Motor ve Otobüs İşletmeleri Kollektif Şirketi. Entered the accommodation sector in 1986 after Kuşadası Sümerbank Facilities were taken into operation under the name of Club Diana.

Became a joint-stock company in 1988, and started representing and handling established European tour operator companies in Turkey.

It entered hotel management sector by operating rented facilities from 1987 through 1998.

In 2001, the Board of Directors adopted a decision to create an empowered hotel chain, independent of travel agencies, and one that has a unique brand.



CLUB MARVY

Club Marvy came to life in 2017, on İzmir's Kesre Bay, which is a 160,000sqm wonder of nature with its protected pine and palm trees, upon the renovation of Paloma Club Sultan Özdere, a facility that had been operating under the body of our company since 2001.

OUR COMPANY POLICY

We prioritize maintaining guest satisfaction by offering products and services that meet guests' tastes and demands within the framework of all applicable legal regulations and established standards when it comes to all products, services and activities spanning Quality Assurance, Food Safety, Environment, Energy Management, Information Security Management, Guest Satisfaction and Occupational Health and Safety Management Systems.

We aim to maintain our reputation as an eco-friendly facility and to adhere to the principles of sustainable development by keeping our facilities' impact on the environment and human health under control, ensuring efficient use of natural resources, and protecting the environment and in order to add value to it, keeping the environmental impact of our waste under control, disposing and/or having our non-recyclable wastes disposed of in a way that does not cause harm to the environment, reducing the amount of solid waste as much as possible, to support efforts to recycle waste, making efforts to achieve carbon zero through continuous improvements in order to prevent contamination of soil, water, and air and protecting natural life.

We also aim to contribute to the development of projects for protecting the environment in cooperation with local governments in order to ensure that environmental awareness is raised not only among our employees but also among our guests and authorities; to raise awareness among our circle of friends and to ensure that our business partners embrace a similar approach;

To ensure the sustainability of tourism in the region by presenting the local culture to guests and directing them to historical and cultural activities in the region,

To keep abreast of innovations; to ensure the establishment of systems that generate energy from natural resources; to use energy-efficient devices to reduce energy, fuel, and water consumption; and to have periodic maintenance conducted to prevent leaks,

To comply with administrative regulations related to the Occupational Health and Safety; to create a healthy and safe working environment; to attain the highest level of Global Standards in this field by preventing work accidents and occupational diseases; and to make it sustainable,

To employ individuals with special needs and to provide equal rights and equality of opportunity for all our employees, regardless of religion, language, nationality and gender,

To raise awareness of our employees and guests on individuals with special needs through training sessions and events held on special days,

To provide opportunities for our employees to report their requests and complaints; to provide training for professional and personal development in line with technological advances and innovations in order to increase their awareness on work experience, quality, environment, and sustainability.

To provide awareness-raising training for our employees about all types of child abuse, including sexual abuse, in the world; to advise employees to be sensitive to this issue and to immediately inform their managers in case of child abuse; and to inform our guests about importance we attach to this matter,

To reduce the carbon footprint and support the development of the local community, to procure products and services mainly from local suppliers, and to contribute to efforts aimed at raising their awareness on better production and the environment,

To advise our guests to shop from local vendors for the development of the region,

As per the Law on the Protection of Animal Rights, to ensure that animals live comfortably and are treated well and appropriately, to prevent all kinds of maltreatment of animals, and to raise awareness of employees on this issue,

Guided by the objective to achieve constant development and improvement through those efforts, to ensure sustainable profitability and to become a stable, pioneering, and leading company in the sector.

BOARD OF DIRECTORS OF THE CORPORATION OF DIANA HOTEL INVESTMENTS AND INDUSTRY

OUR VALUES

TRUST
Trustworthiness and Consistency
Empowered by our roots we instill trust in our guests, employees and partners.
We fulfill our promises and provide consistency.

DILIGENCE
Respect and Team Spirit
We are aware that respect for one another and team spirit reinforces our success.
We support one another and work in a problem solving, supportive and solution-oriented manner.

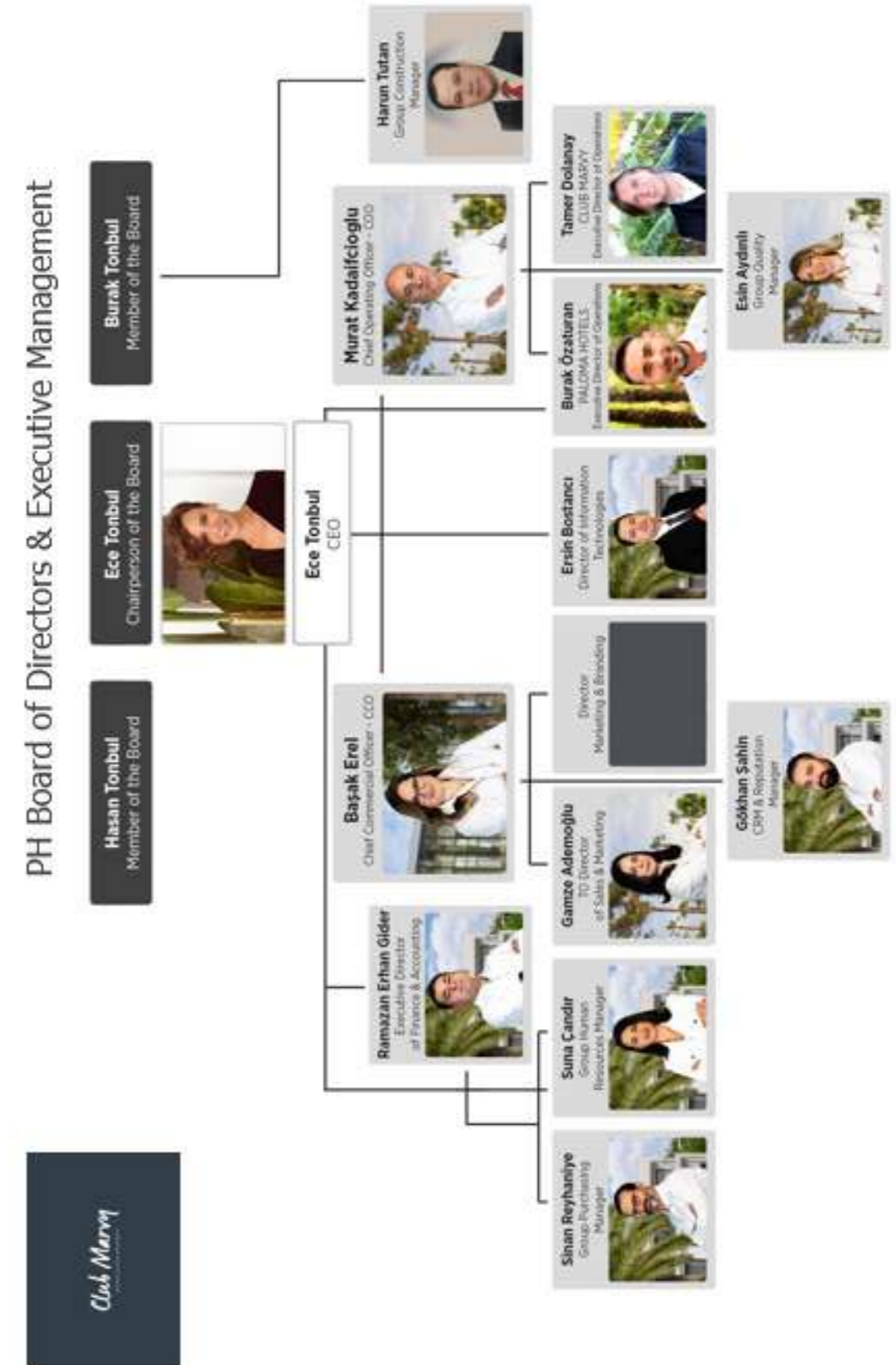
BELIEF
Ethical Values and Truths
We are a valuable family. We base all our relationships and operations on the principles of honesty, equality and integrity.

VISION AND INNOVATION
Aptitude for Change and Flexibility
We work with the aim of being the best in our work.
We contribute to the vision of our company and renew ourselves constantly.
We keep abreast of change and take the lead in applying it.















LIABILITY
Awareness and Protection
We are responsible of the safety and health of our guests and employees.
We care for all the details. We protect the corporate resources of our company, and use its assets in a careful and efficient manner.

AWARENESS
The Environment and Humans
We are sensitive to the environment and the society. We aim to reduce the direct and indirect effects we have on them due to our operations.
We are aware of our responsibility to the society for reducing the use of natural resources and protecting nature.

BOARD OF DIRECTORS



OUR AWARDS

	NAME OF AWARD
	Hospitality Excellence
	TUI Top Quality
	Tripadvisor Mükemmellik Sertifikası Certificate of Excellence
	Zoover
	Blue Flag
	Award For Excellence
	Holiday Check
	Travelife Gold
	Ben Swiss Club Award
	Quality Selection
	Aqua Tour
	Green Star
	Thomas Cook Awards Xperience Concept Award Thomas Cook Village
	İzmir Travel Awards
	NB Certificate of Excellence, National Britannia Gold NB Certificate of Conformity, NB Certificate of Merit National Britannia



OUR BUSINESS PRINCIPLES

Club Marvy is an eco-friendly company that values its personnel, works to protect the natural life, supports the people of the region, aims at creating job opportunities for students, and contributes to sustainable tourism.

Internal promotion and transfers are primarily used in the formation of the administrative staff of Club Marvy and the Headquarters. Therefore, career opportunities are created for the qualified personnel who gained experience at our company and have managerial potential, but are unable to find the opportunity to advance at the hotel they work for due to no vacant positions.

OUR COMMUNICATION WITH SHAREHOLDERS

Our employees:

- Communication with neighborhood registration offices and municipalities is established in order to ensure employment of inexperienced local people and to increase the employment of local people.
- Our company is in constant interaction with its employees through internal and external trainings, in-department meetings held every morning, and performance evaluations. Our training programs are supported by online platforms and can appeal to more audiences with different language options and verbal guidance.
- Our employees from other cities are provided with lodging opportunities, presentations are made about cultural/historical areas and excursions are organized so that they can get to know areas where our hotels are located.
- Intra-departmental activities are held for our employees so that they can get to know each other. In order to increase motivation, activities such as volleyball and football tournaments and employee nights are held in the hotel, rich menus are offered in the cafeteria for the employees, and plaques are presented to Employee of the Month/Year and Sustainability Employee of the Month.
- Birthday parties are held for employees born every month, which are attended by department managers.
- Special days connected with sustainability and environment are observed and special day certificates are received from various organizations on behalf of our employees and displayed on employee boards.
- A social committee has been established in order to provide assistance for our employees in need in our hotels.

Our suppliers:

- Suppliers of environmentally friendly products are preferred and organic agriculture and local producers are supported.
- While selecting the suppliers of our facilities, inspections are made in production areas and these inspections are periodically repeated. Club Marvy prioritizes choosing local suppliers in order to support regional development. Surveys are conducted to obtain the ideas of suppliers and constant communication is maintained.
- Lunch is provided for the employees of public institutions in our cafeterias.

Local Organizations:

- We take part in social projects in conjunction with local organizations and we make efforts to raise awareness of the people of the region by participating in environmental activities.
- Together with environmental associations, we carry out beach cleaning campaigns, host students from regional schools in our hotel or visit them in their schools in order to provide environmental education and carry out various activities.
- In our hotel, a single list of blood groups is kept up-to-date and we can respond immediately if blood is urgently needed in the region.
- In addition to that, we regularly host Red Crescent teams in our hotel and organize blood donation campaigns. Furthermore, meetings and workshops are hosted in our hotel.

Our guests:

- Our hotels, which are committed to working with a focus on guest satisfaction, maintain constant communication with our guests before their arrival and during and after they stay at the facility and their requests are gladly fulfilled.
- Questionnaires completed by our guests are meticulously evaluated and improvements are made in our operations in line with the suggestions and requests of our guests.
- Each comment made by our guests on social media is carefully examined and replied to one by one. Proposed improvement in comments received are reflected in the facility's operations.
- Our guests are informed about sustainability issues through our environmental boards, brochures, and posters in the facility and they are advised on what they can do to contribute to sustainability.
- In order to assist our guests with special needs during their stay, special routes and areas are shown on our mobile app and hotel plans.
- Various brochures and directions with QR codes are used for informing our guests about the cultural and historical sites in the region where each of our hotels is located and making it easier for them to visit local markets.
- Historical buildings and artifacts are listed in our hotels and their stories are shared with our guests.

OUR ENVIRONMENTAL APPROACH



With the environmental management system we established within the body of our hotel, we aim at controlling the amount of water, electricity, energy, chemical, and solid waste, and minimizing the possible damages on the environment and natural resources, while not making compromises on our guests' comfort.



We have reduced the use of natural resources through measures we took in the light of principles related to sustainable tourism and practices were updated to minimize and, if possible, to eliminate damage inflicted on soil, water, and air. Risk analyses were done for regions where our hotels are situated and hazards in areas where natural resources are used and risks in and around the hotel were defined. Risk analyzes were done for the areas where our hotels are located, hazards in areas where natural resources are consumed, and risks in and around the hotel were defined. In order to reduce our carbon footprint, achievable targets are set and measures that should be taken in a way that will not affect guest satisfaction are brought up in our weekly meetings. Water survey and energy survey reports have been prepared for our hotel and these reports are carefully followed up on. The most important detail during the construction phase is the sustainability of natural life. Our projects are meticulously designed so that not a single tree is destroyed while preserving the balance between the hotel and green spaces. Studies and activities are carried out to protect and control the biodiversity of our hotel and Natural Life Catalogues were drawn up so that our guests and employees can access information about the biodiversity of the hotel. These catalogues contain special information about the plants, trees, and animals within the boundaries of the hotel.

We have contributed to global climate by planting 800 saplings on an area of 2500 square meters in Özdere, İzmir and the number of trees planted is increasing every year. We are carrying out afforestation projects and extend existing wooded areas not only in the memory forest but also around our hotel.

Saplings are planted within the boundaries of the hotel in the name of our little guests and our guests' nameplates are attached to these saplings.

In line with our environmental goals, we provide continuous training for our employees. We update our sustainability action plans every year and evaluate whether we can reach our goals at the end of the year.

In order to raise awareness among our guests as well as our employees, we have an info channel on television and information brochures in the mobile app. We transfer our environmental brochures to the digital media, we removed printed documents that were a source of risk during the pandemic and prevented more trees from being cut down.

In our mini clubs, we organize events for our little guests in order to raise their environmental awareness.

Apart from environmental events we host in our hotel, we also participate in tree planting events with local organizations, environmental training programs for students in local schools and accompanying activities, nature walks and beach activities and awareness-raising activities for the local community.

Being aware of the fact that packaging waste is not garbage, but a recyclable product, we ensure the sorting of packaging waste by means of waste separation buckets in spaces allocated to guests and staff members. We continue our works within the scope of the Zero Waste project. Waste collected there is delivered to licensed companies for recycling and hundreds of trees are saved. In addition, we aim at reducing environmental pollution by decreasing packaging waste. In connection with that, we reduce the amount of packaging waste by avoiding the use of small packaged products.

We deliver packaging waste and organic waste that we separate to licensed companies and ensure that they are disposed of without harming the environment.

To reduce plastic waste:

-We discontinue the use of plastic straws and replace them with bamboo straws. We inform our guests about the subject and ask them not to prefer plastic straws.

-We use suitable lidded containers and reusable cover systems instead of stretch films, which represent a large part of plastic waste.

-We prefer fabric storage bags instead of plastic for bagging textile products.

-We use reusable polycarbonate cups instead of plastic cups.

- We reduce plastic packaging waste by purchasing concentrated chemicals.

At every opportunity, we remind our employees how important the environment and natural life are for a sustainable life. One of the main goals of Club Marvy is to prevent environmental pollution and ensure the proper use of natural resources, thus leaving a livable world to future generations. For this purpose, photocell lamps and taps are used in our hotel to save electricity and water. Care is taken to use electrical appliances and lighting with energy saving features. In connection with this, a savings team has been set up in our hotel.

The objective of the savings team is to reduce energy consumption, to determine savings measures, and to ensure the sustainability of these measures. For this purpose, periodic meetings are held and it is checked whether cost-saving measures are implemented in line with the terms of reference. Measures decided are communicated to our employees through meetings and trainings.

We ensure that a high number of participants take part in all events and training programs and contribute to efforts aimed at raising awareness among all. In addition, we elect the Sustainability Employee of the Month from among our successful employees to raise their awareness and to provide them with motivation and to include them in an adoption project to protect endangered animals.

We continue our efforts to ensure the continuity of our Green Star, Environmentally Friendly Facility, Blue Flag, TUI Environment Champion, Travelife Gold awards, which we have received as a result of our efforts and environmental events we participated with local organizations.

Actions Aimed at Protecting the Environment

For Club Marvy, ensuring environmental sustainability is at the top of our operating principles. We are reducing the use of natural resources through measures we take in the light of principles related to sustainable tourism and practices are being developed to minimize and, if possible, to eliminate damage inflicted on soil, water, and air.

- Reverse Osmosis

In order to prevent the depletion of groundwater sources, Sea Water Reverse Osmosis technology is used in our facility. Thanks to this technology, which is more costly than the Inland Water Reverse Osmosis system, we contribute significantly to the protection of groundwater sources in our region. In addition to two Seawater Reverse Osmosis plants in the facility, there is also Land Water Reverse Osmosis as a backup, but we do not prefer to use it. Water that passes through the seawater Reverse Osmosis system is transferred to our service water tank, and all water demand of the facility is met from this clean water tank. Both microbiological and chemical analyses of these waters are constantly carried out and their compliance with drinking and service water criteria is confirmed.

Our wastewater is treated in the waste water treatment system within the facility and then transferred to the garden irrigation tank. We reduce water consumption through the use of this water for garden irrigation. In addition, since we deliver useful bacteria used in the wastewater treatment system to soil together with the garden irrigation water, it acts as a natural fertilizer and enriches the soil.

- Seagrasses

Seagrass also known as noodles among people, which we can see abundantly on the shores of our facility represents an essential habitat not only for our facility, which is very sensitive about the environment, and but also for natural marine life. Although we sometimes receive complaints from our guests because they have seen algae in the sea, we try to explain how important seagrass is for the future of marine life. Producing more organic matter than tropical forests, seagrass meadows support biodiversity while increasing the amount of oxygen in the water, making a great contribution to preventing pollution and sustaining the vital functions of marine creatures. They also prevent strong currents and waves by acting as a curtain. They act as a sweeper with the movement of water and contribute to the clearer and brighter appearance of water by keeping suspended substances inside them. Since they serve as a nice nesting place for fish and other sea creatures and a shelter for the protection of their young, they prevent sea creatures from being affected by natural selection at early stages and thus contribute to sustainable fishing activities.

-Marvy Sail

With Marvy Sail, we take our sea-loving guests on a cruise in Kesre Bay in our nature-friendly boats which do not contain toxic chemicals, coated by organic paints, and made of recyclable materials that do not cause harm to water and the environment.

Transfer of Traditional Culture

As Club Marvy, our most important goal is to contribute to tourism, without having any adverse effect on natural life, and, on the contrary, by ensuring that natural life is sustained. We are here to show in the best way how easy it is to be both a hotelier and an environmentalist, and that our paradise-like bays can actually be protected as part of tourist destinations. Club Marvy has earned its reputation by protecting natural vegetation on land, natural habitats in the sea, and conserving natural groundwater sources without depleting them and our greatest goal is not to disappoint our guests, who choose us for our natural landscape and shores by preserving the natural character of the said. For the decoration and furnishing of our facility, we use wickerwork that reflects the Aegean spirit, completely hand-made by local masters, local textiles that are dyed with natural dyes and woven in hand looms, and marbles extracted from the region.



In addition, handmade washcloths knitted by housewives are used in Turkish baths at Mar Spa. Wooden materials used for decoration are not new. Rather, local old materials are used and attention is paid to their harmony with nature.



Marvy Shop

At Marvy Shop, we introduce our guests to handcrafted products that are part of traditional heritage based on local principles and local craftsmanship. We offer our guests organic olive oils, jams from our own farm, pomegranate molasses, pulses, many products produced in Buldan and organic personal care products available in our rooms, and products produced by local producers and designed exclusively for Marvy. Beach and home textile products, straw bags and hats offered for sale in Marvy Shop are 100% ecological and accompanied by an Oeko-Tex certificate.



Traditional Barber Shop

There is a Turkish Barber Shop, traditionally decorated and offering traditional service for our male guests in our hotel.



Marvy Workshop

Within the scope of Marvy Workshop events, we hold nature-friendly workshops with our guests such as local handicrafts, including macramé and herbal painting techniques.



Atelier Marvy

Club Marvy also maintains its respect for local crafts and production through Atelier Marvy, which consists of a gallery and a workshop area. The aim of the 'Artist Residency' program, which features a gallery space and workshops for artists who will regularly be guests and produce their works at Club Marvy, is to establish a tradition that has continuity when it comes to contemporary art in the region. Ensuring social sustainability also means raising awareness among our guests, employees, and local people through various activities.



SUSTAINABLE FOOD

As a company, we stand by healthy and sustainable food policy and give priority to using organic products in our hotel. Organic products used are supplied from a farm belonging to our company. The reason we prefer the use of organic products is that we embrace the philosophy of "Living without depleting, to the contrary by producing in order to leave future generations a livable planet." This is the basic philosophy of organic farming and ecological living. Guided by this philosophy, Gürsel Tonbul Farm was established in 1995. The "natural life choice", the foundation of which was laid with the Değirmen Restaurant and the farm and whose main idea was to create a daily recreation area and eventually turned into a miniature natural park, established its reputation under brand YERLİM. Local species are preferred for growing fruits and vegetables; information is obtained on the history of soil; and traditional farming and growing methods are combined with modern technology and health standards and licensed and certified organic produce are grown. Basic food products are produced on unpolluted soil by using safe, organic certified, delicious, traditional methods and these are offered to consumers based on a balanced pricing policy.

Our company aims at taking advantage of the positive power of the soil, water, air and seed in the right manner for balanced and sustainable production pivoting on the principle of sustainability in order to leave resources to future generations without any degradation. Organic products are offered to our guests in our hotels and restaurants under the name of 'organic buffet'. Thus, we encourage our guests to use organic products.

We are aware that using organic products is very important for a healthy life as well as for ensuring sustainability. In addition to the use of organic products in our buffets, we support sustainability through small portions and minimalist presentations.

We follow all the products purchased until they reach the end consumer, in line with the principle of "First In First Out", which is one of the important components of sustainable food policy.

In order to emphasize the importance of seasonal consumption of fruits and vegetables, rituals are held in our hotels during the summer months. We prefer seasonal vegetables and fruits instead of frozen products. We introduce each fruit by performing rituals when it is ready to be consumed and provide our guests with delicious and healthy tasting opportunities with different presentations.

There are many different fruit trees in the gardens of our facilities. Fruits are picked together with our guests who want to participate in their harvesting in different seasons. Fruits so picked are then offered to our guests.

We value local products, principles, and craftsmanship of the Aegean. We have built our culinary concept, which we call "Marvy Cuisine", on an unusual culinary culture inspired by traditional Aegean villages, bringing together mansion meals and street delicacies on the same table. Each of our restaurants have unique menus that combine local and international flavors.

In our Değirmen A la Carte restaurant, which serves our guests in a historical windmill situated at the highest point of Kesre Bay, we offer our delicacies prepared only with Yerlim Organic Farm products.

In our Iskele A la Carte restaurant, inspired by traditional tavern culture, we serve our guests our appetizers consisting of Aegean herbs, dishes prepared with specially produced olive oil, fish varieties, organic wines, and a raki menu accompanied by old songs.

In our beverage menu, we offer our guests cocktails made of verjuice, a local beverage, as well as local flavors accompanied by our drinks.

Hidirellez:

Hidirellez, a seasonal holiday celebrating the arrival of spring, when prayers and wishes are believed to be answered, re-awakening is blessed, one that symbolizes the departure of winter and cold, and the arrival of summer and hot weather, is celebrated in our hotel by emphasizing the love for nature and people.

There are two important natural miracles identified with Hidirellez. One of them is rosewood and the second is fire... The rose, which is known as one of the most powerful flowers of the plant world, also transfers its high energy to those who get close to it. This is why it is believed that attaching pieces of papers containing wishes to a rose tree during Hidirellez increases our energy and stamina.

Fire protects believers from the evil eye and diseases, and characterizes speed. The reason why candles are lit during many religious and spiritual rituals is to make wishes come true quickly with the help of light emitted by the fire.

People who spend this special day together gather around a fire and jump over the fire to wish health, happiness, abundance and even love for the days to come. Spending the day close to water and sea and believing in its eternity and clarity is one of the important rituals.



Pomegranate Harvest Time / Farewell to Summer / Bollama

Bollama, a delicious ritual of Aegean villages, is a traditional dish prepared while making religious offerings and expressing gratitude. The person who intends to make a religious offering says, "If my wish comes true, I will cook Bollama" and believes that she will be blessed when she shares the Bollama she has made. This special dish, which contains clues in its name, is enjoyed by many people coming together.

This is why the person who intends to make a religious offering informs everybody when she intends to cook this dish, which is distributed in the village square or crowded places. This offering dish cooked in large molasses cauldrons is eaten with spoons directly from the cauldrons and not served on plates in order to prevent people from seeing the amount that others eat. We are also inspired by this beautiful ritual of the Aegean and enjoy Bollama, which we believe will bring further abundance.



OUR EFFORTS REGARDING SUSTAINABLE FOOD

In order to prevent food used in the kitchen from being discarded as waste as much as possible:

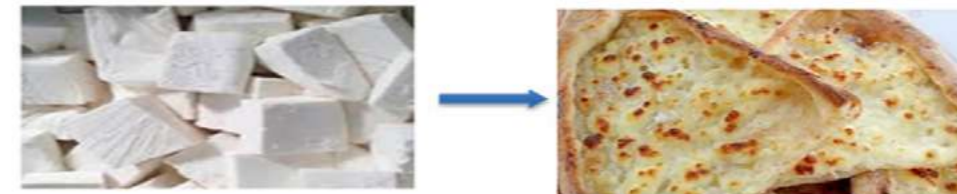
- We prioritize presentations that guests may prefer by planning the menu according to the guest profile.
- We make more minimalist presentations based on the number of guests and portions as well as our observations over the years.

Materials returned from the buffet are recycled in accordance with the hygiene procedure and our policy on sustainable food.

- Leftover rice is used for feeding birds within the boundaries of the facility.
- Leftover bread is dried and breadcrumbs are made. Thus, both costs and waste are reduced and breadcrumbs are obtained without using additives.



- Cheese that is sliced for the breakfast buffet, but not eventually served is used for making pancakes and flat bread.



- Carrot peels, zucchini peels, and celery stalks are used for making sauces in the hot meals section after disinfection.
- Eggshells are used as fertilizers because of their high calcium content. This contributes to the faster growth of plants, artificial fertilizers are not used and waste eggshell are reduced.

Egg Shell Recycle Processing form

Eggshells are a rich source of vitamins and minerals. Eggshells are not garbage and can be used for different purposes. Being aware of this fact, Club Marvy uses eggshells, which are a rich store of vitamins and minerals, as fertilizers. Eggshells, which are rich in calcium and other minerals, help nurture our garden.

Use of eggshells:

How to use egg shells:

1. Eggshells are collected in a container instead of being thrown away.
2. Eggshells are delivered to the gardener at the end of the day.
3. The gardener crushes eggshells into small pieces.
4. He blends crushed egg shells with soil and fertilizer and sprays them to the area to be cultivated.

REMINDER

In addition, eggshells, which have a rich content, reduces the use of chemicals in the garden by minimizing the number of worms and helps pest control.

Making Candle Holders from Mussel Shells

Mussel shell is the shell outside the mussel, which is a sea creature. Stuffed mussels are made with shelled mussels and their shells are collected and put in a bucket. Accumulated shells are cleaned and disinfected for recycling. Candle holders are made from mussel shells collected in our facility.

Production of Candle Holders:

How to use ash:

1. Mussel shells are accumulated in a bucket during the day.
2. Accumulated shells are cleaned, disinfected, and delivered to the mini-club chef. In the mini-club, waste shells are used with children in an entertaining environment.
3. Candle holders are made from mussel shells with children.

REMINDER

We advocate minimum waste for a livable environment. Our waste is used during this amusing activity, which is carried out with children in the mini-club, to raise awareness on waste management.

Production of Decorative Pictures

Mussel shell is the shell outside the mussel, which is a sea creature. Stuffed mussels are made with shelled mussels and their shells are collected and put in a bucket. Accumulated shells are cleaned and disinfected for recycling. Used pool filter sand, sawdust, dried tree branches, and scrap floorboard for making decorative pictures. Scrap materials are used for making new products. Production of Decorative Pictures

1. During the day, the mussel shells are collected in and scrap materials are used for making a picture.
2. The mussel shells and scrap materials accumulated are used for making a picture at the end of the day.
3. A decorative picture was made using mussel shells and scrap materials.
4. The decorative picture was put up on the wall.

REMINDER

This activity, which is carried out by using materials coming from the production area and scrap materials, keeps waste at a minimum level and raises awareness on recycling. Scrap materials are used for making new products.

Recycling of Tea Waste

Tea waste left after the tea is brewed can be used in different areas instead of being thrown away. Tea waste has a high iron content. Tea waste blended with soil does not only meet water demand of plants, but also act as a natural fertilizer. It also provides aeration in plant soil.

Use of tea waste:

How to Use the Tea Pulp:

1. Residue of tea brewed during the day is kept in a storage container rather than a garbage bin.
2. Stored tea waste is delivered to the gardener at the end of the day.
3. The gardener mixes and blends tea waste with soil and uses it in the area to be cultivated.

REMINDER

In addition, it increases the water holding capacity of soil and provides aeration.

**SUSTAINABLE
FOOD APPLICATIONS**

FIELD OF STUDY	TYPE OF LEFTOVER PRODUCT	AREA OF TREATMENT
KITCHEN SECTIONS		
BREAKFAST		
	Cheese	The leftover cheese from the buffet is used in the breakfast section in the preparation of pide, stuffed mushrooms and stuffed tomatoes, and also as a filling ingredient of gözleme and borek.
	Sliced tomatoes	The leftover tomatoes that were sliced to be served on the breakfast buffet but was not served are used in the preparation of omelets in the breakfast section.
	Cucumber	The leftover cucumbers that were sliced to be served on the breakfast buffet but was not served are used in the preparation of cacık for the lunch buffet.
	Salami - sausage	The leftover salami and sausages that were sliced to be served on the breakfast buffet but was not served are used in the preparation of omelets.
	Egg Shells	They are used in the garden for the purposes of fertilization and biological struggle.
	Egg Tray Viols	They are used to make decorative materials in the Mini Club.
COLD STARTERS		
	Cheese	The cheese that remained from the preparations for the breakfast buffet and those kept in the fridge for backing purposes are used, in accordance with its amount, in salads at the cold starters section next to the breakfast section.
	Carrot skin, stalk of celery and green vegetables	They are used for making sauces.
	Mussel Shells	Mussel shells that are taken out from the buffet are disinfected, and used at the Mini Club in creating decorative materials such as candle holder and photo frame.
HOT MEALS		
	Leftover rice from the open buffet	Used in feeding birds within the facility.

**SUSTAINABLE
FOOD APPLICATIONS**

FIELD OF STUDY	TYPE OF LEFTOVER PRODUCT	AREA OF TREATMENT
	Bread	Leftover bread is dried to make bread crumbs.
	Carrot and cabbage skin	Used in making sauces.
	Cheese	It is used to make sauces in the hot meals section.
	Potato foil leftover from the open buffet	It is used as potato salad in the person nel dining hall.
	Frying Oils	Filtering the frying oil after every use to ensure a longer usage period and a decrease in the waste oil amount
PATISSERIE		
	Fruits	Making sauces with the leftover fruits from the open buffet
	Leftover cakes and rolls (not containing cream)	The pieces of cake leftover from the cake that was not served in the buffet are used in preparing Doyuran Cake.
BUTCHER		
	Bones and Crumbs	The bones and crumbs from the butcher shop are boiled to feed stray animals.
CLEANING OF VEGETABLES		
	Fruit and Vegetable Peels	Peels of fruits, especially as melon and watermelon, and vegetable roots and peels and leaves that cannot be used for making sauce are collected and used for feeding wild animals.
F&B RESTAURANT & BAR		
	Tea Pulps	Tea pulp is used in the garden as fertilizer.

RESOURCE CONSUMPTION

With our environmental follow-up table that is regularly filled every month, we compare and contrast the amount of used resources, and detect increases and decreases. We take the necessary precautions without overlooking customer satisfaction.



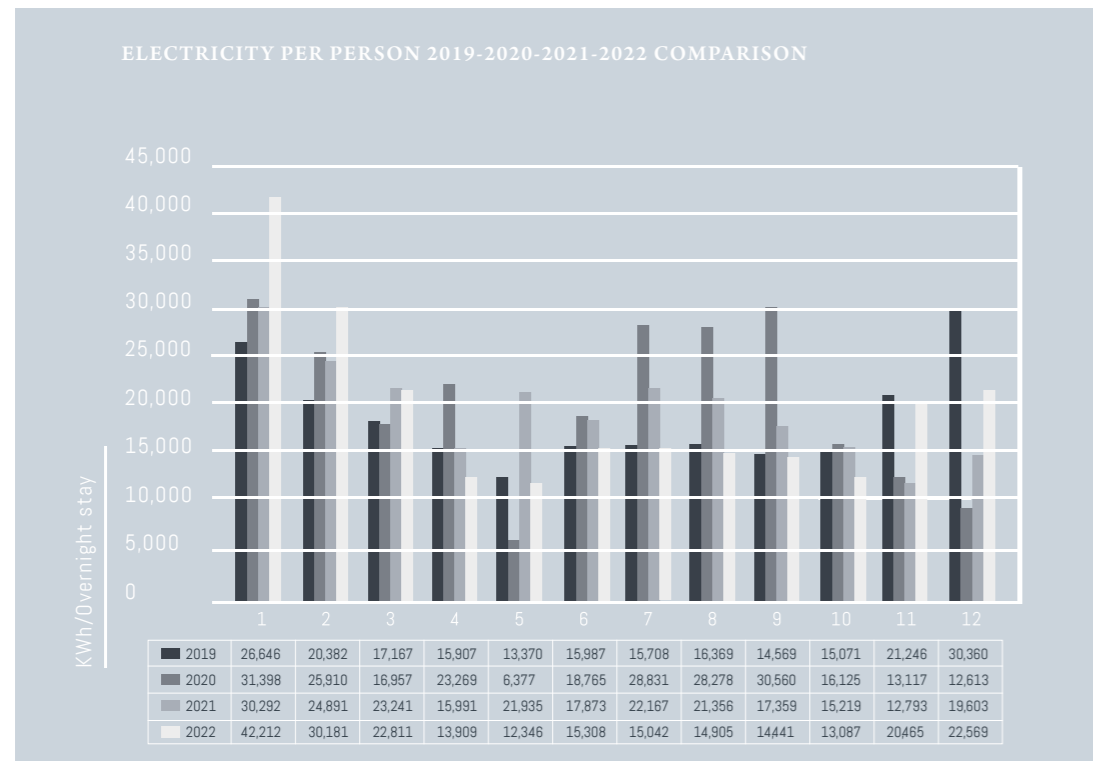
We determine increases and decreases in the consumption of resources by making comparisons through our environmental monitoring table, which is filled out on a monthly basis. Under the leadership of our savings teams, we take necessary measures without ignoring guest satisfaction.

ELECTRIC CONSUMPTION

In order to save electricity in our hotel, we take care to ensure that all electrical appliances purchased are energy efficient. We ensure the sustainability of our operations by providing training for our employees and informing them about decisions taken at the savings meetings.

- Measures taken for saving electricity:
- Electricity rooms have a remote monitoring system.
- Our elevators are equipped with a frequency-controlled inverter system.
- LED bulbs are used for the interior lighting of all pools and the opening and closing hours are controlled by an automation system.
- Time setting for peripheral and garden lighting is made via timed light switches.
- All electrical appliances used are maintained regularly to prolong their useful life and to save energy.
- Energy-efficient and LED bulbs are used for space lighting in the entire facility.
- Energy-efficient and LED bulbs are used for decoration lighting in the entire facility.
- A color code system is applied for lighting only in areas where people are present.
- Dx air-conditioning plants with inverters are used for cooling-heating purposes in restaurants in the main building and garden building, kitchen sections in the garden building, and a la carte restaurants.
- An air-conditioning plant with inverters are used for cooling-heating purposes in kitchens.
- Inverter heat recovery devices are used in cooling systems.
- Inverter and VRF air conditioner cooling and heating systems are used in guest rooms.
- Air conditioner stop switches are used on guest room balcony doors.
- An energy server system is used in our guest rooms.
- We have a solar collector for heating water.

Our monthly energy savings tables shows increases and decreases in energy consumption. We determine the reasons for these increases or decreases, and we draw up plans and take measures accordingly.



WATER CONSUMPTION

We draw attention to the issue of water saving by training our employees without compromising the comfort of our guests and informing them in environmental brochures included in the mobile app. Our efforts for water saving:

- Water flow rates were reduced by installing water saving aerators in all faucets in the facility.
- Spring and drip systems are used for garden irrigation.
- Irrigation is carried out at night to prevent the evaporation of water and to ensure that the soil is saturated with less water.
- Seawater Reverse Osmosis system supplies utility water and groundwater is hence conserved.
- Photocell taps are used for saving water in public urinals.
- Photocell faucets are installed in sinks in public toilets for saving water.
- Reservoirs are fitted with half and full emptying systems in order to save water in guest rooms and public WCs.
- Reservoirs are fitted with half and full emptying systems in order to save water in guest rooms and public WCs.
- Water booster pumping utility water is equipped with an inverter system.
- Washing machines and settings with low water consumption are used in our laundry rooms.

Our monthly water saving tables show increases and decreases in water consumption. We determine the reasons for these increases or decreases, and we draw up plans and take measures accordingly.



FUEL CONSUMPTION

LNG is used as fuel in our facility.

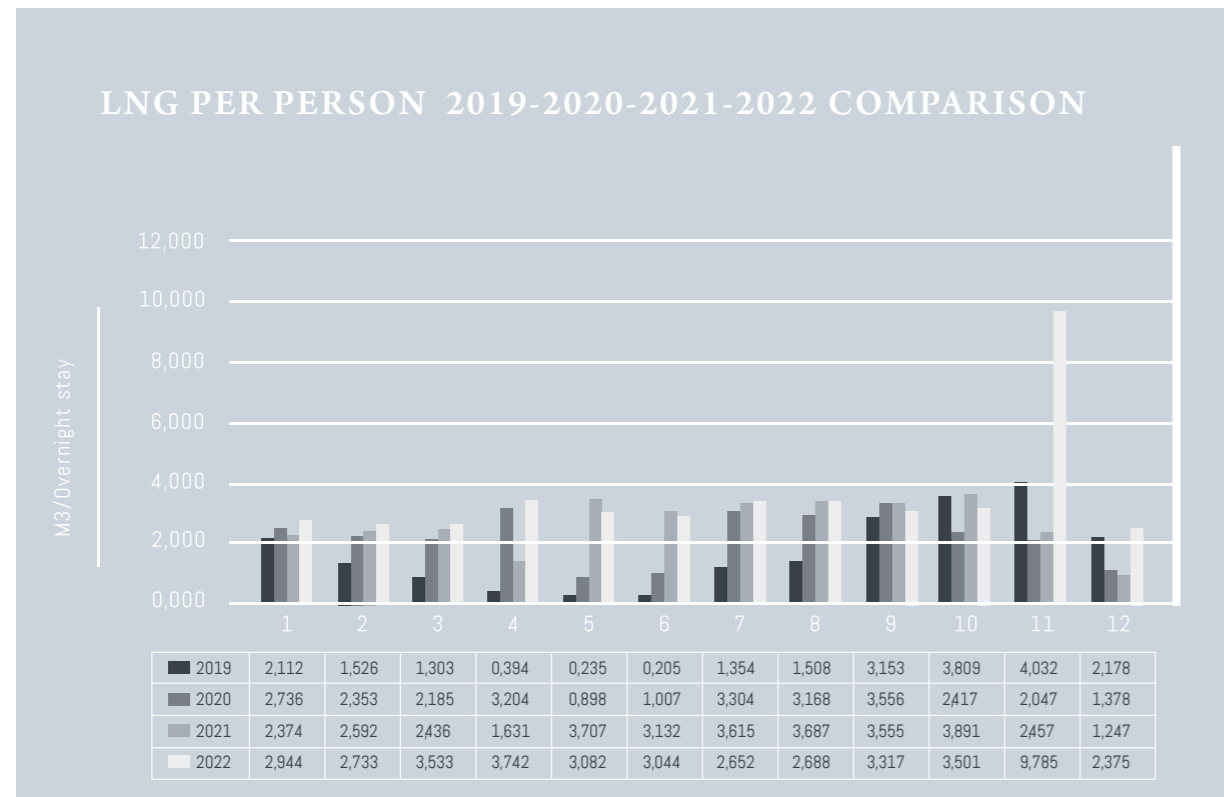
We have reduced fuel consumption thanks to the savings team we have established in our hotel and the measures we have taken.

We prefer to buy materials from places as near as possible. We ensure the efficient use of resources by transferring materials between facilities.

We purchase materials in large quantities. We carefully map out the routes of employee shuttles.

We use nature-friendly electric club cars within the boundaries of our facilities. Thus, we contribute to the reduction of carbon emissions.

To compare fuel consumption on a yearly basis, we draw up an environmental monitoring table that is regularly updated every month. This table helps us observe how efficient our measures are and determine new measures that can be taken.



RENEWABLE ENERGY

Solar panels are used for heating water in our hotel.

We have Solar Energy Systems/SPP projects in order to provide electrical energy entirely from renewable energy sources within the scope of the "Green Environment, Green World" policy:

- 6 MW of the 10 MW project in total in Sorkun village in Gölhisar, Burdur has been completed and is active, 2 MW is under construction and 2 MW is pending. Each 1 MW Facility has a total of 4,278 Photovoltaic Panels and one Central Inverter.

-An application has been filed connecting a 19.25 MW project in Eğirdir district of Isparta province to the system. Electric energy will be used for 10+15 years at a Predictable/Sustainable/Fixed cost. We will generate green electricity for + 15 years at the end of 10 years. As part of our social responsibility, 9,550 units/year vehicle pollution will be prevented, 33,500 tons/year greenhouse gas resulting from CO2 emissions will be reduced and 207,000 trees/year will be saved. Annual energy output will be 50,000,000 kWh.

We will carry on implementing renewable energy projects.

WASTE MANAGEMENT



Waste management plans are at the heart of our efforts to protect the environment and natural life. Waste management enables us to reduce packaging waste and prevent damage to the environment.

Our aim is to show our employees, guests and local people that packaging waste is not garbage, but a recyclable material. In connection with this, we organize training for our employees, activities for our guests, and events for the local community in conjunction with local organizations.

Proper sorting of waste is the most important factor in minimizing the damage to the environment. That's why we have garbage bins for different types of waste in staff and guest areas. Packaging waste is delivered to licensed companies for disposal.

Biogas is produced from organic waste coming out of our facility and converted into electrical energy as a result of official correspondence with the municipalities where our facilities are located. In 2022, 455,010 kg of organic waste collected in our facility was handed over to the municipality and it was used for generating 16.68 mW of electric energy. 211.7 thousand trees were saved.

In 2022, 7939.25 kWh electricity was generated from 1,375 kg of plastic waste collected in and 56,375 kg greenhouse gas emission was prevented.

In 2022, 7434 kWh electricity was generated from 17700 kg of glass waste collected in and 531 kg greenhouse gas emission was prevented.

In 2022, 37187 kWh electricity was generated from 9070 kg of paper waste collected in and 1605,39 kg greenhouse gas emission was prevented.

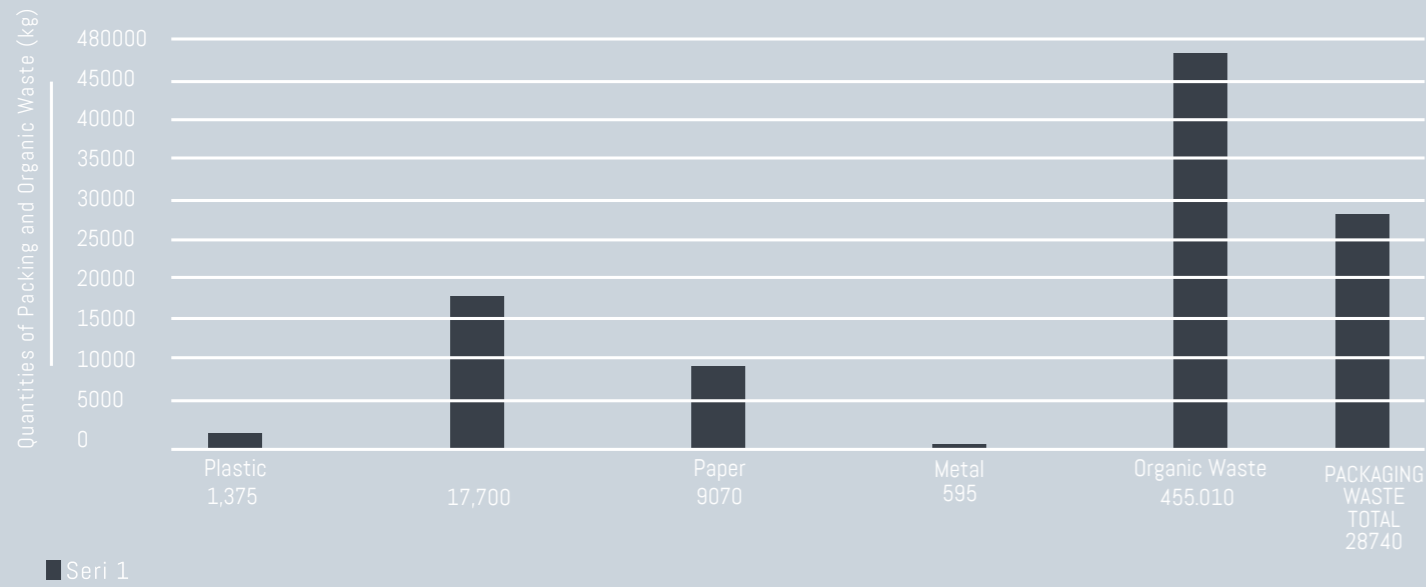
In 2022, 381, 99kwh electricity was generated from 595 kg of metal waste collected in and 56,525 kg greenhouse gas emission was prevented.



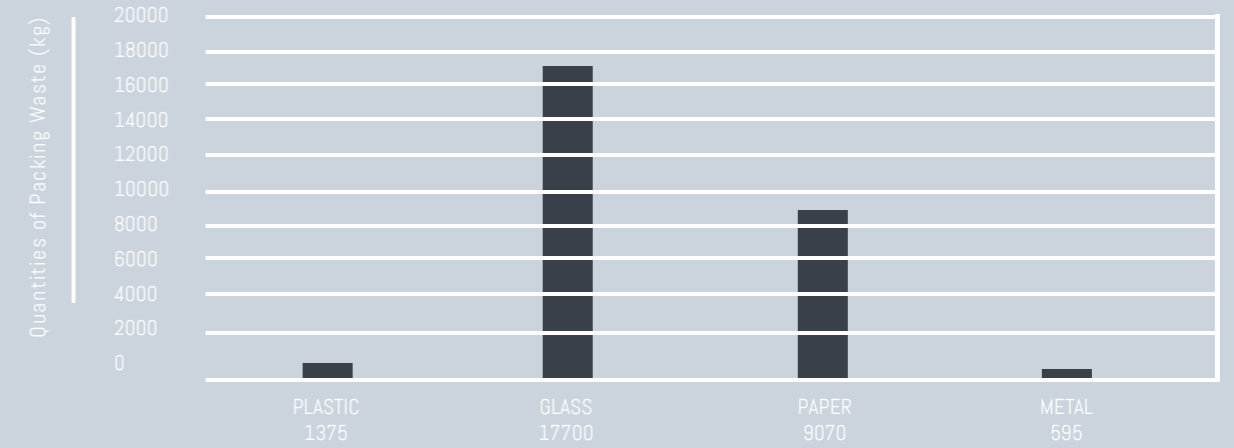
QUANTITIES OF ORGANIC AND PACKAGING WASTE IN CLUB MARVY IN 2022 (KG)

PLASTIC	1375
GLASS	17,700
PAPER	9070
METAL	595
ORGANIC WASTE	455,010
TOTAL PACKAGING WASTE	28,740

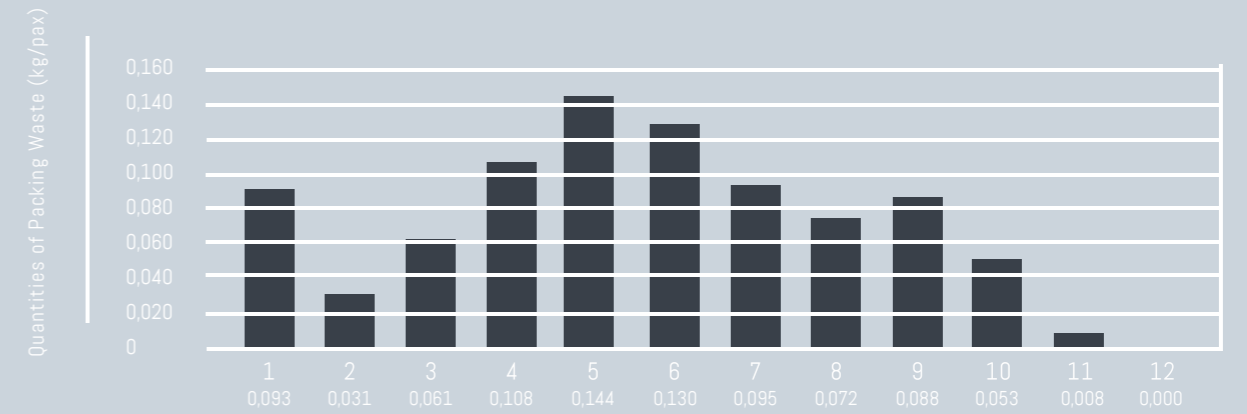
QUANTITIES OF ORGANIC AND PACKAGING WASTE IN CLUB MARVY IN 2022



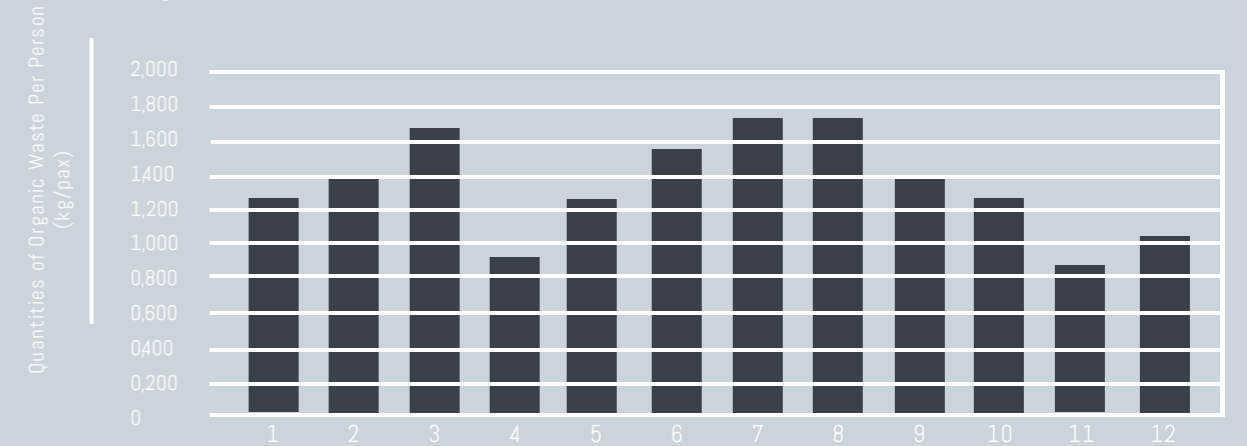
TOTAL PACKAGING WASTE IN 2022



QUANTITIES OF PACKAGING WASTE PER PERSON IN 2022



QUANTITY OF ORGANIC WASTE PER PERSON IN 2022



We continue to provide training and raise awareness among our employees in order to ensure the continuity of our correct waste sorting system. We intend to raise awareness among people on waste sorting at a young age by intensifying activities carried out together with our child guests in the mini club.

HAZARDOUS WASTE

Hazardous waste is a substance that has expired or contaminated as a result of activities or the quality of which has deteriorated. A hazardous waste management system has been established in our hotel. Our aim is to sort, collect, temporarily store, transport and dispose of hazardous wastes generated as a result of activities carried out within Club Marvy, without harming human health and the environment.

Hazardous waste include medical waste, waste vegetable oils, waste batteries, accumulators, waste fluorescent lamp, pesticide waste, contaminated waste, mineral oil and antifreeze waste, waste spray cans and refrigerant gas tubes, waste cartridges-toner, waste electrical equipment, waste cables, chafing and oil lamp packaging waste. Hazardous waste is temporarily stored in a separate area in accordance with waste codes and regulations and delivered to licensed companies for disposal.

In our facilities, collection, temporary storage, transportation and disposal of batteries used by guests and businesses are carried out in accordance with the Regulation on Control of Waste Batteries and Accumulators. No department other than Technical Service is allowed to request batteries. Technical Service applies the principle of "BRING OLD BATTERIES, TAKE NEW BATTERIES" when it receives a request for batteries from a department. Departments may take the same number of batteries they have delivered to the Technical Service. There is a Waste Battery Box at the reception for our guests to dispose of their used batteries. Waste Battery Boxes are available at the reception and Technical Service. When Waste Battery Boxes are full, collection, transportation, storage and disposal of waste batteries are carried out in accordance with the regulations of the Ministry of Environment, Urbanization and Climate Change and they are delivered by the Technical Service to TAP (or a similar licensed firm) with a signed form.

An Environmental Accident Intervention team has been established for responding to environmental accidents (such as waste contamination) that may occur in our hotel. Our team carries out works such as prevention of hazards, identification of natural and/or human-centered situations that may affect the environment, making risk assessments and participates in training sessions and drills.

PICTURES OF HAZARDOUS WASTE DEPOT



PREVENTION OF MIXING WITH SOIL AND WATER

There are emergency kits called Spill Kits on the beaches of our facility and in the hazardous material waste and chemicals depots. In the event of any chemical contamination in soil or the sea, living creatures are protected by using emergency kits. These kits imported from other countries ensure the continuation of natural life by completely collecting contaminated soil and water.

USE OF CHEMICALS

A General Chemical Safety Guideline has been constituted within Club Marvy. The aim is to ensure the safe use of chemicals and to minimize risks that pose a threat to the environment and human health. In this regard, we make efforts to raise awareness among our employees by providing them with training in the safe and proper use of chemicals and what should be done if they are misused.

We control the amount of chemicals we use through the environmental monitoring table we have devised. We take various measures to reduce the use of chemicals. We devise and apply alternative solutions to chemicals in some areas.

We store the packages of chemical substances with their labels in a place where they will not be contaminated with other packaging waste and deliver them to licensed companies for their disposal.

PROTECTION OF NATURAL LIFE

As Club Marvy, we continue our activities to protect and beautify the life and living spaces of our friends who accompany us in the world we live in.

We visit animal shelters and provide food and feedstuff support.

Food scraps are left in the forest near our hotel. Thus, wild animals such as pigs and foxes in the forest are fed and they are prevented from being harmed if they go to settlements.



Insects are very important to our ecosystem and, unfortunately, their habitats are shrinking. Building a bug hotel is, therefore, an ideal solution to nurture a garden's biodiversity and natural balance. Bug hotel has been installed in the garden of Mini Club in order to protect the ecosystem balance and nature.



As Club Marvy Family, we adopt endangered animals through WWF -Turkey. WWF-Turkey carries out research, monitoring, and conservation studies on the sea turtle, grouper, dolphin, and reed cat, which are among the indicator species in terms of the health of ecosystems. When we adopt an endangered species, we actually support efforts carried out to protect that species.



OUR SUSTAINABILITY JOURNEY

- Compost, also known as Black Gold, is described as the transformation of plant and animal waste into organic fertilizers by decomposing in a humid- oxygenated environment. Compost is a recyclable solution especially for tackling garbage problem and it is possible to revitalize even the most infertile soil thanks to liquid and fertilizer is produced during the process.
By extending compost production in our facility, we aim at both reducing our non-recyclable waste and the use of chemical fertilizers.
- We started to work on the use of diatomaceous earth in order to reduce the use of pesticides against harmful insects that may exist in soil. Diatomaceous earth is a mineral powder that can help us get rid of fleas, cockroaches, ants, and dust mites. We intend to reduce the use of pesticides by expanding the use of diatomaceous earth.
- We take into account the suggestions of our employees regarding our activities that we had to suspend because of the pandemic. We plan events to increase the motivation of our employees.
- We hire the majority of our employees locally. In 2022, we aim at increasing the number of employees hired locally. In this context, we keep our regional employment charts updated.
- We give priority to people in pre-defined risk groups in terms of employment.
- We take part in awareness-raising campaigns encompassing violence against women, child abuse, individuals with special needs, employment of inexperienced people, and gender factor in employment.
- We organize career days and sector gatherings.

- We provide an opportunity to promote our region by directing our guests to historical places in the region. We make presentations and organize trips for introducing our region to all our employees.
- We contribute to the local economy by directing our guests to local and small businesses and local markets in the region for shopping.
- We cooperate with local governments in order to protect endangered animals and contribute to efforts for a greener future.
- We contribute to vegan leather project, which is a start-up project based on the use of waste apple, which is the most consumed fruit in our country.
- We contribute to afforestation works in collaboration with local governments and nearby schools.
- We support local organizations such as TGEV by participating in awareness campaigns.
- We raise environmental awareness among children by providing courses on zero waste and energy efficiency in schools in the region.
- We aim to reduce waste by refilling the packaging of hotel guest amenities we use in the guest areas and making them larger so that we can use them again.
- We prefer to buy materials from places as near as possible. We encourage our employees to walk and cycle instead of driving alone.

If the destination is not within walking distance, we encourage them to use public transport as much as possible.

- We use nature-friendly means of transportation. We support world-renowned athletes pedaling "For a Green Future".
- We aim to reduce the use of coal.
- We explore harmless pesticides that can be used instead of chemical pesticides that have proven to be harmful to human and environmental health and we take care to use such pesticides. We reduce application of pesticides by using EFT devices in closed spaces and special fly traps in outdoor areas.

- The objective of our General Chemical Safety instruction is designed to ensure the safe use of chemicals and to minimize the risks that pose a threat to the environment and human health. In this connection, we make efforts to raise awareness among our employees by providing them with training in the safe and proper use of chemicals and what should be done if they are misused.
- In order to save electricity in our hotel, we take care to ensure that all electrical appliances purchased are energy efficient. We ensure the sustainability of our operations by providing training for our employees and informing them about decisions taken at the savings meetings. Our goal is to maximize awareness among our employees and minimize energy consumption by continuing our efforts.
- We draw attention to the issue of water saving by training our employees without compromising the comfort of our guests and informing them in environmental brochures included in the mobile app. The flow rate of all aerators and shower heads is specially adjusted to prevent unnecessary water consumption. Our goal is to maximize our awareness among our employees and minimize water consumption by continuing our efforts.
- Our goal is to maintain our contributions to sustainable tourism by extending, implementing, and controlling sustainable tourism activities in our facility.
- We intend to extend awareness-raising campaigns organizations in conjunction local governments.

WE ATTACH IMPORTANCE TO THE ENVIRONMENT

Efforts will be made to install filter meters in order to analyze energy savings on a departmental basis in our hotels and to take clearly defined measures for sections that increase energy consumption.

We prefer energy-saving LED lighting instead of fluorescent lighting.
Thus, we reduce the use of energy resources and the amount of hazardous waste.

Textile products that have been deformed and worn out over time are not discarded. Instead, they are used where they are needed in our hotel and they are sent to shelters and recycling companies.

In order to support the use of electric vehicles, charging stations have been established in our hotel, which has met applicable legal requirements and been licensed.

In order to prevent the depletion of groundwater sources within the scope of environmental sustainability:
- Sea Water Reverse Osmosis technology is used. Thanks to this technology, which is more costly than the Inland Water Reverse Osmosis system, we contribute significantly to the protection of groundwater sources. Water that passes through the seawater Reverse Osmosis system is transferred to our service water tank, and all water demand of the facility is met from this clean water tank. Both microbiological and chemical analyses of these waters are constantly carried out and their compliance with drinking and service water criteria is confirmed.

It complies with all requirements stipulated in applicable regulations. Connection Quality Control Licenses are available for the discharge of wastewater in accordance with the regulation and measures to prevent water pollution. Waste water is treated in the waste water treatment system within our facilities and then transferred to a garden irrigation tank. We ensure that water consumption is reduced by using this water for garden irrigation. In addition, since we deliver useful bacteria used in the wastewater treatment system to soil together with the garden irrigation water, it acts as a natural fertilizer and enriches the soil.

There are waste battery boxes both in staff and guest areas in our hotel. We collect waste batteries in order to prevent hazardous waste from harming the environment.
We deliver waste batteries we collect to licensed companies and ensure that they are disposed of.

All waste batteries collected in our facilities were sent to TAP for Waste Battery Collection competition organized for Blue Flag hotels and marinas in cooperation with Türçev and TAP Association and we won the first prize in the Turkey Waste Battery Collection competition in 2018.

We reduce both energy and chemical consumption by disinfecting vegetables and fruits with ozone disinfectants instead of chlorine.

We use disinfectants containing hypochlorous acid, which have been developed using only water, salt and electrical energy and are very advantageous in terms of human, animal health, and the environment and effective against bacteria and viruses.

Photocell lighting and taps are used in our hotel to maximize energy savings.
In our hotel, the flow rates of the aerators of all faucets are adjusted to 4 l/min in order to prevent water waste.

Sheets in guest rooms are changed every 3 days unless there is a guest request or check out, thus ensuring water saving.

As part of ecological sustainability, the use of environmentally friendly sunscreens is encouraged to protect from the harmful effects of the sun.
It should be borne in mind that chemicals in many sunscreens adversely affect the shells of sea creatures and natural life in the sea.

There are switches on the balconies of our rooms.
When the balcony door is opened, the air conditioner turns off automatically.

Energy-efficient electrical appliances are used in our hotel and they they are regularly maintained and unnecessary energy consumption is prevented.

In order to increase the environmental awareness of our guests, environmental events are organized and continuous training is provided for our employees..



Club Marvy contributes to efforts designed to protect endangered species. We consume endangered fish species in accordance with the rules set by public authorities.
We are increasing our support for farmers and livestock. We produce compost and donate seeds and saplings. We send blue bottle caps collected in our facility to the Spinal Cord Paralysis Association of Turkey and support the Disability-Free Life by blue bottle caps we send as part of the plastic bottle cap campaign.

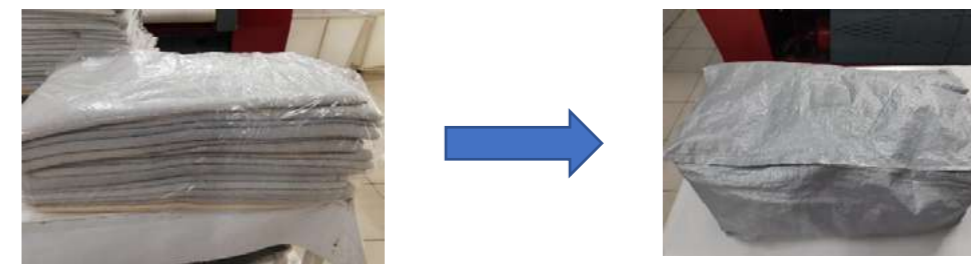
Thus, we aim to leave a greener world to future generations by reducing the consumption of natural resources.

OUR EFFORTS TO REDUCE PACKAGING WASTE

- To reduce the use of plastic, we use reusable polycarbonate cups instead of disposable plastic cups.



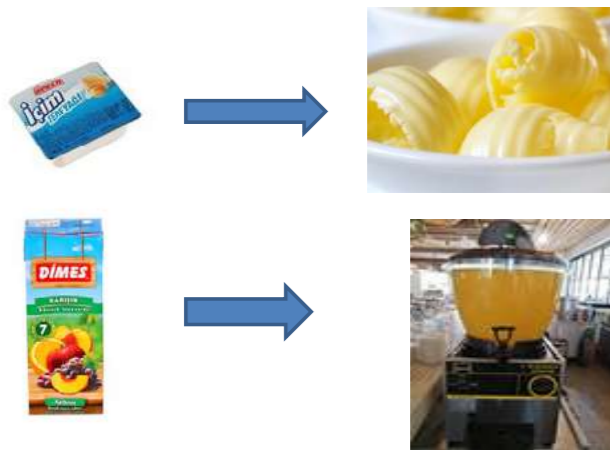
- We use fabric storage bags instead of plastic bags for delivering laundry.



- We use concentrated products in supplying chemicals.



- We buy large food and beverage packages or concentrated products instead of small packages without ignoring guest satisfaction..



- Unless our guests specifically request it, we do not provide plastic straws in our bars. We offer bamboo straws as an alternative..
- We do not provide new guest room amenities before they are completely finished in line with information we provide for our guests.
- We totally computerize our office work in order to reduce the use of printed documents in our facility. Thus, we endeavor to conserve forests by reducing the use of paper.
- We prefer reusable cloth napkins instead of disposable napkins.
- The back pages of the papers used in our facility are also recycled. In addition, used papers will be sent to TEMA Foundation for recycling.

OUR 2023 GOALS

Preventing the depletion of resources;

- Reducing electricity, water, LNG, LPG consumption
- Reducing the use of charcoal
- Reducing consumption of chemicals
- Reducing the consumption of pesticides

Environmental management and local people;

- Boosting joint environmental works (planting trees, etc.) with neighboring facilities, municipalities, etc. in our areas
- Increasing activities carried out with local people
- Increasing support for local producers
- Increasing guest satisfaction through activities related to environment around the facility

Employment support:

- Increasing employment of individuals with special needs
- Number of employees under 18 years old / 18-25 years old / 26-60 years old / over 60 years old
- Balancing the number of male and female employees
- Increasing employment of local people

Importance attached to education;

- Increasing participation rate in trainings in sustainability
- Increasing participation rate in training in sexual abuse/child abuse
- Increasing participation rate in institutional orientation training

Support and donations:

- Increasing in-kind and financial support for institutions and organizations
- Increasing scholarships for students
- Increasing aid to schools

Disposable packaging;

- Reducing consumption of plastic and cardboard cups (8 oz – 12 oz)
- Reducing consumption of wet wipes
- Reducing the consumption of liquid guest room amenities
- Reducing picnic butter consumption
- Reducing consumption of plastic straws
- Reducing the consumption of stretch film (300 m – 1500 m)
- Reducing consumption of bags

Packaging waste management;

- Reducing waste vegetable oil, glass, plastic, paper/cardboard, metal, household waste, garden waste

Organic and environmentally friendly products;

- Increasing the supply of organic food
- Increasing the use of eco-labeled products

EMPLOYEE TRAINING PROGRAMS AND EVENTS

In line with our annual training plans, a two-day orientation program is organized for newly recruited employees in our hotel in order to introduce them to our corporate culture, to ensure that they are cognizant with information on our services, and to introduce them to all hotel managers before they start work. This program offers training content that will improve the professional knowledge and skills of our employees and contribute to their personal development.

Apart from these, hygiene and environmental training is provided for our employees during periods specified in the training plan. They are planned as internal and external training. Our environmental training programs cover topics such as environmental cleaning, protection of natural life, correct separation of waste, waste reduction, and safe use of chemicals. Our environmental consultant provides training in certain periods to raise awareness of our employees. In addition to our consultant, we also receive training from our suppliers of chemical materials.

Apart from environmental training, an emergency team has been established for emergencies that may occur in our hotels. We are aware of the importance of being conscious in such situations. That's why we organize fire and first aid training. In order to be ready for emergencies, we conduct fire and emergency drills at certain intervals.

We provide basic occupational safety and on-the-job training after orientation training. We evaluate forms kept for near-misses on a daily basis and take quick action so that they do not lead to a work accident. We regularly follow up the statistical reports regarding occupational accidents and tighten measures.

We dispose of our waste vegetable oils and pulp through licensed companies. As part of internal and external training programs, we raise our awareness on the importance of recycling waste vegetable oils and the damage they cause to the environment and we also increase awareness on these issues in our community. In 2022, a total of 7,340 kg of waste vegetable oil was collected from our facilities and 5,589 kg of biodiesel was produced. Thus, we prevented a total of 13,091 kg of CO2 carbon emission per month and contributed to our fight against global warming and pollution of our waters.

Aside from training programs and activities in our hotel, we also participate in environmental activities with local organizations in order to win new environmental awards and raise awareness among locals. We host students from a secondary school close to our hotel and contribute to the development of their environmental awareness by providing them with environmental education. In our facility, saplings are planted in cooperation with the TEMA Foundation on behalf of our employees who are selected as the Sustainability Employees of the Month and we adopt endangered animals through WWF -Turkey.

IMAGES FROM OUR TRAININGS AND EVENTS



EMPLOYMENT SYSTEM

An orientation training is provided for each of our employees who have joined the Club Marvy family. The history of our company, our board of directors, our hotels and their general managers, management staff of the hotel where the newly recruited staff member will work, information about the hotel, and Club Marvy procedures are explained in this training. Inter-departmental training held every morning is aimed at providing information on rules of conduct. In line with the annual training plan, motivation training is also provided for our employees in addition to compulsory training sessions. Motivation training is intended to offer our employees the opportunity to develop themselves and learn while having fun.

Telephones and telephone lines have been allocated to and electronic communication was extended. The purpose was to reduce paper consumption.

Legal regulations are closely followed and revisions to our integrated management system are made swiftly. Accessibility to the Quality Management System, sustainability reports and training portal has been facilitated for all our employees.

Employee information boards are actively updated. Systematic awareness-raising activities are carried out on health, first aid, occupational safety, food and water safety, and environmental and sustainability issues. Vaccination incentives are provided in our hotels in order to protect people of all ages from various diseases.

Occupational hygiene measurements are done out in order to identify the sources of hazard in our working environments that may adversely affect the health of our employees and to reduce personal exposure.

We have certificates of appreciation presented by the Social Security Agency in different categories, including the Highest Premium Payer-Highest Employees With Social Security - Highest Number of Female Employees.



We are aware that candidates applying to our company for a job and all employees currently working in our organization are our most valuable resource.. We have received the Respect for Human Award, which is granted to companies that respond to job applications in the fastest manner and at the highest rate and companies which have received the highest number of applications and created the highest number of jobs.



OUR EFFORTS TO INCREASE EMPLOYEE MOTIVATION

Every month, the employee of the month is selected from among the employees nominated at the management staff meeting held in the hotel. The selected employee is presented with a monetary award and a plaque. At the end of the year, the Employee of the Year is selected among the employees selected in each month and the employee of the year is awarded a cash prize and a plaque.

Just like the employee of the month selected every month, the Sustainability Employee of the Month is also selected in all our facilities. Sustainability Employee of the Month is based on an evaluation of our employees based on such criteria as importance they attach to the environment, waste sorting, and command of our company's environmental procedures. A sapling is donated by the facility through TEMA Foundation or adopt an endangered animal through the WWF on behalf of the Sustainability Employee of the Month, who is selected from among nominated employees as a result of a voting.

Every month, a birthday party is held for employees born in that month and a cake is shared among department managers and employees.



In order to increase the motivation of our employees and to enable them to get to know each other, events such as interdepartmental volleyball and football tournaments are organized. A trophy is awarded to the winning department after the tournament.

At the end of each season, a party is held for our employees so that they can let off steam and have fun. Our employees and their families are offered an opportunity to entertain themselves in that party. Department managers, who are served by our staff members throughout the season, serve our staff at this party.

A rich menu is offered in our cafeteria on specific days. Or department managers host their staff members in the main restaurant on a certain day depending on availability.

We have lodging facilities for our employees who do not reside in the vicinity of our hotel.

Our hotel also offers a shuttle service for our employees.

Our employees can receive health services in the doctor's office in our facility. They can receive services in private hospitals with which we have a contract at reduced rates.

There is a social committee established in our hotels. The social committee carries out works to help our employees in need to the extent permitted by resources.

We meet all needs of our employees and their families whose immovable properties have been damaged as a result of natural disasters (fire, flood, earthquake, etc.).

OUR CONTRIBUTION TO SOCIETY

As Club Marvy family, we are aware of our social responsibilities. In order to raise awareness among our employees, we regularly take part in social responsibility projects with our employees every year.

We work with local organizations for enabling tradesmen to grow their businesses and take part in events, including bazaars, festivals, donation nights, etc. We display products we buy from local artisans in our hotels.

We make in-kind and financial donations for institutions and organizations that support environmental and cultural activities and participate in joint activities.

We work in cooperation with the municipality, fire department, and other local organizations during natural disasters. We provide all kinds of equipment and assistance, especially food and beverage, for the employees of public agencies working in disaster areas.

We cooperate with local governments to identify and meet the needs of people living in disaster-stricken areas. We provide beds, clothes, children's clothes, diapers, food, and financial aid for people with small babies in areas hit by a disaster.

PLASTIC LID CAMPAIGN

We send blue bottle caps collected in our facility to the Spinal Cord Paralysis Association of Turkey. We support Life Without Disability through the plastic cap campaign.



TURKISH RED CRESCENT BLOOD DONATION

Our employees donate blood to the Red Crescent.



ENVIRONMENTAL ACTIVITIES

Day planners made of recycled papers are distributed in our facility every year as part of Environmental Activities. Pens accompanied by seedlings are used for afforestation activities for a greener nature. For every day planner we receive, we contribute to afforestation in wooded areas within the scope of Environmental Activities.

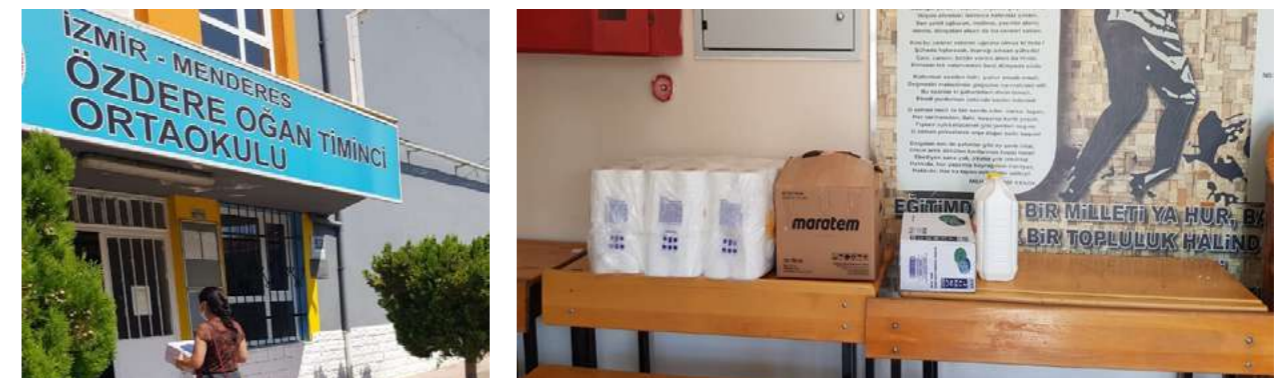
VISITS TO ANIMAL SHELTER

We visit Animal Shelters and deliver cat and dog food as well as textiles that can no longer be used in the hotel. We also send food scraps to animal shelters.



CLEANING MATERIAL AID TO OĞAN TİMİNCİ MIDDLE SCHOOL

In this process during which we pay attention to hygiene rules because of the Covid 19 pandemic, we support the school administration by delivering a package of cleaning products so that students can learn in a more hygienic environment.



EARTH HOUR MOVEMENT

We support the Earth Hour event, which is organized by WWF every year to draw attention to climate change to remember and remind, not just for one hour but for always in the name of a new beginning, that the resources of our planet are limited.



ZERO WASTE PROJECT

As Club Marvy, we aim at preventing environmental pollution and ensuring the correct use of natural resources, thus leaving a liveable world to the future generations. We work with the Ministry of Environment and Urbanization to separately collect packaging wastes at our facility, thus support the zero-waste project.



SUPPORT FOR LOCAL COMMUNITY

We work in cooperation with the municipality and unions located in the region of our hotel in order to support local community.

We support local producers and women entrepreneurs by organizing visits.



VISITS TO REGIONAL SCHOOLS

We provide training in environment, energy, and health trainings by hosting students from schools in the region or having our hotel's sustainability teams visit those schools. We provide hygiene materials and carry out various events.

INTERN STUDENTS

We provide internship, scholarship and training opportunities to the students of selected protocol schools within the scope of the project planned with the Ministry of National Education and the Ministry of Culture and Tourism. Based on special education plans devised for protocol schools, school students are educated by experts in their fields.

Scholarships are granted to accomplished students who work as interns and until their graduation. During their internship, our students are provided with three meals every day as well as drinks as well as accommodation.

An employee who can be reached 24 hours a day is tasked with taking care of our intern students. The designated employee makes sure that all needs of our students are met.

Various events and trainings are organized to increase the motivation of our intern students.

Internship opportunities are also provided for students studying tourism. We also employ some of the interns in the future. We accord priority to our employees for filling vacant managerial positions.

TRAINING PROGRAMS FOR INTERN STUDENTS

Visits are paid to schools with which protocols have been signed in order to inform prospective interns about our corporate culture in order and to ensure that they are cognizant of services and to introduce them to all hotel managers. A two-day orientation training program is organized for our students who have started their internship. This program includes training content that will improve the professional knowledge and skills of students and contribute to their personal development.

Our intern students continue to receive training in professional and personal development as part of the training program specifically prepared for our trainee students.



Our trainee students who have successfully completed the orientation training program are issued "Trainee" badges to indicate that they are interns. A welcome party is held for intern students who are offered cakes.

Monthly birthday parties are also held for interns who are born in that month.

At the end of the season, a farewell party is organized for saying goodbye to our intern students. Cakes are offered and interns are presented with certificates of achievement, thanking them for their work and contributions.

Club Marvy

MARVELLOUS RESORTS

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