



SIDE MARE RESORT & SPA INTEGRATED SUSTAINABLE TOURISM POLICY

SIDE MARE RESORT & SPA, aware of its responsibility towards the environment, employees and society, believes in continuous development and incorporates all elements of sustainability into its activities;

OUR ENVIRONMENTAL POLICY

- We endeavour to ensure that our environmental awareness and social responsibility is adopted not only by our employees, but also by our guests, suppliers, subcontractors and authorities. We want to contribute to the realisation of environmental protection and social responsibility projects in cooperation with local authorities, suppliers and non-governmental organisations
- To protect the environment and ensure the need for sustainable tourism, we identify our impact on the environment, control negative impacts and pollution (carbon footprint, waste, chemicals) and potential hazards
- We share with our employees and the public all the activities we carry out to protect our living and non-living environment by ensuring the protection of biodiversity and ecosystems, the protection and appropriate promotion of cultural and intangible heritage, and the mitigation and adaptation to climate change
- all our activities; comply with all national and international laws, regulations, standards, legislation and customer requirements and fully fulfil the requirements

EMPLOYEE AND EQUAL OPPORTUNITY POLICY

- To increase local employment in the locations where we are based and provide local people with the opportunity to work in the hospitality industry
- Promote the employment of women among our employees and consider all sensitivities in ensuring equal opportunities
- Create a sense of belonging among our employees and protect their secrets and personal information
- Providing safe and healthy working and living environments
- As a group that invests in and values people, to establish and manage systems that are continuously monitored and improved in terms of health and safety in the workplace

OUR PURCHASING POLICY

- Prioritising local, environmentally friendly and efficient procurement aspects by following technological developments to ensure the proper use of natural resources and through appropriate practices in procurement processes
- Favouring companies and products with sustainability certificates for the products purchased, where possible

OUR CHILD AND HUMAN RIGHTS POLICY

- In favour of sustainable tourism, the environment, human rights, the rights of children, the rights of the disadvantaged, ensuring accessibility for all persons, the rights of women and women and children to live and grow safely, the safety awareness of employees and guests is a part of life and providing training that evolves as needed to increase these sensitivities



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- In particular, carrying out all kinds of work on child protection issues and informing our employees and guests on this topic

OUR REGIONAL AWARENESS POLICY

- Contributing to tourism in the region by offering our guests historical and cultural activities in the region
- Carrying out regional studies, taking into account the benefits for the local community and working with regional non-governmental organisations to carry out these studies
- Sharing our work with our employees, guests, suppliers and the local community

ACCESSIBILITY POLICY

- As SIDE MARE RESORT & SPA, we endeavour to take the necessary accessibility measures to ensure a pleasant stay for disadvantaged guests.
- All employees are trained and sensitised with regard to disadvantaged persons in order to create a positive working environment for disadvantaged persons.
- take into account the feedback of our disadvantaged guests and employees and analyse this feedback in order to continuously improve our services

CLIMATE PROTECTION POLICY

- As SIDE MARE RESORT & SPA, we recognise that the climate crisis is a serious threat and take responsibility in combating this crisis by adhering to the principles of environmental sustainability
- Continuous efforts to reduce energy consumption and minimise carbon emissions
- Taking water conservation measures to protect water resources and reduce water consumption
- Work with local communities to protect natural areas and promote conservation areas and endeavour to protect these areas
- Develop a crisis management plan to assess the potential impact of the climate crisis and be prepared for crisis situations

OUR CULTURAL AWARENESS POLICY

- Preserving all kinds of assets that reflect Turkey's cultural diversity in their original form, passing them on to future generations and protecting the cultural and historical richness of our country in a systematic and sustainable manner
- Protecting the cultural heritage of past generations and passing it on to future generations

OUR WATER EFFICIENCY POLICY

- Monitoring water consumption and setting annual targets to reduce water consumption by these targets each year
- Regularly informing our employees and guests about water efficiency
- Favouring native and drought-resistant plants in landscaping
- Using water-efficient technologies and appliances
- Ensuring that wastewater is properly treated and disposed of without harming the environment

We are committed to...