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# FAROS PREMIUM BEACH SUSTAINABILITY REPORT 2025

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## OUR VISION

As the Faros Premium Beach Hotel family;

To be an exemplary establishment, preferred by guests for its environmental awareness and understanding, with the warmth of a family and guest satisfaction at its core, while maintaining superior service quality together with all our employees in a spirit of teamwork and in line with the principle of “Using Nature by Protecting It, Not Consuming It.” We work for sustainable tourism through the products we choose and the approaches we adopt.

## OUR MISSION

Without ever compromising our principles of quality service for a high level of guest satisfaction, our mission is to host your memories with “Faros Premium Beach Hotel Hospitality”; protecting natural, historical and cultural values, providing environmentally responsible, friendly and hospitable service, and becoming a hotel that is continuously recommended and repeatedly preferred by our guests. Our values are:

- People
- Nature
- Hospitality
- Dedication

## 1) ABOUT THE REPORT

As Faros Premium Beach, we resolutely began our work in line with the 2023 sustainability targets of the Republic of Türkiye Ministry of Culture and Tourism. Our main objective is to increase this awareness together with our management, employees, guests and all stakeholders, turning sustainability into a shared success.

This report, covering year-end 2025 data, includes the following strategic objectives focused on protecting natural resources and creating social benefit:

- **Social and Cultural Responsibility: Protecting the rights of women and children and maintaining employee and guest satisfaction at the highest level.**
- **Environmental Management: Optimizing electricity and water consumption and solid-waste management processes.**
- **Local Economy and Accessibility: Supporting fair-trade principles through the regional supply chain and making our facilities “accessible to everyone.”**

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- **Heritage Protection: Transferring cultural resources and the natural environment to future generations.**

Sharing the same vision with our stakeholders for a sustainable world, we regard protecting our natural resources as one of our most fundamental responsibilities.

## 2) CERTIFICATES

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The Stage 3 Certificate, the highest level of the Sustainable Tourism Program, is the highest-level evidence that our facility meets 100% of the international GSTC (Global Sustainable Tourism Council) criteria and implements the strictest sustainability standards. This achievement certifies our full competence not only in environmental management, but also in areas such as protecting cultural heritage, providing social benefits to local communities and corporate governance. With this certificate, Faros Premium Beach takes its place among the prestigious “sustainable hotels” of the world and offers guests a fully responsible tourism experience.

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Our facility has a private beach awarded the international Blue Flag, symbolizing high environmental standards and water quality. We are proud to offer our guests a safe and exceptionally clean swimming experience in crystal-clear waters. With this award, which forms part of our sustainability vision, we continue to provide a prestigious beach service while protecting the marine ecosystem.



The Zero Waste Certificate is official evidence of our management system covering the minimization of waste generation at our facility, efficient use of resources, separation of waste at source and its recovery. Through this certificate, we document that we fulfil our legal obligations to prevent environmental pollution and conserve raw materials in accordance with international environmental standards. Thanks to this practice, one of the cornerstones of our sustainability vision, we reduce our ecological footprint and aim to leave a more liveable environment to future generations.

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Our Green Key certificate, an international eco-label, documents that our facility provides world-class service in critical areas such as environmental management, staff training and energy saving. This award is a prestigious symbol of our commitment to sustainable tourism and of our consideration for ecological balance at every step, from water consumption to chemical use. We are pleased to give our guests the assurance that they are spending their holiday in an environmentally responsible and audited establishment.

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### 3) OUR POLICIES

## Our Sustainability Policy

At Faros Premium Beach, we embrace protecting nature and improving social welfare not merely as a duty, but as part of our corporate culture. To leave a more liveable world to future generations, we manage our economic, social and environmental impacts through a holistic approach.

#### 1. Environmental Responsibility: “Respect for Nature”

We use our resources efficiently to reduce our ecological footprint:

- **Energy and Climate:** We prioritize renewable energy sources and aim to reduce carbon emissions and greenhouse gases.
- **Resource Management:** We use water efficiently, prevent waste and act in accordance with the “Zero Waste” principle in waste management.
- **Biodiversity:** We protect the natural environment and biodiversity and minimize the environmental impacts of our materials.

#### 2. Social Benefit and People-Centred Approach: “Creating Value for Society”

We place human rights and ethical principles at the centre of our operations:

- **Equal Opportunity:** Regardless of religion, language, race, gender or physical disability, we provide a peaceful and positive working environment where every opinion is valued.
- **Ethics and Trust:** We maintain zero tolerance for corruption and bribery and build long-term relationships with our employees based on trust.
- **Occupational Health and Safety:** We put the health and safety of all our stakeholders above everything else.

#### 3. Economic and Local Development: “Growing Together”

We aim to increase the value of the destination in which we operate:

- **Local Employment:** We prioritize local employment to support the economic empowerment of people in the region.
- **Cultural Heritage:** We protect our natural and cultural assets and create high added value for the tourism sector.
- **Local Procurement:** We support local development projects by cooperating with our suppliers with a focus on sustainability.

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## Continuous Improvement and Transparency

Going beyond our legal responsibilities, we support our performance with technology and financial resources and transparently share our goals and results with all stakeholders. We regularly review our performance and aim to improve every day.

## Our Environmental Protection and Waste Management Policy

As the Faros Premium Beach family, we regard environmental protection not only as a legal obligation, but also as a debt we owe to nature. We carefully apply the following principles to minimize the environmental impacts of our activities and prevent pollution at source:

### 1. Waste Management and Resource Efficiency

With our “Zero Waste” vision, we aim to prevent waste before it is generated:

- **Separation at Source:** We separate our waste according to its category and hazard class and deliver it to licensed recycling facilities, returning it to the circular economy.
- **Smart Consumption:** We minimize the use of single-use materials such as paper, napkins and packaging and reduce the waste burden placed on nature throughout the facility.
- **Responsible Purchasing:** In our procurement processes, we prioritize products with “environmentally friendly” and “recyclable” packaging.

### 2. Chemical and Hazardous Substance Management

We keep chemical use under control in order to protect the natural ecosystem:

- **Minimum Use:** We manage environmental risks by using hazardous substances and chemicals only when necessary and in minimum quantities.
- **Safe Storage:** We safely store and record our waste in designated areas without exceeding legal storage periods.

### 3. Energy and Water Conservation

We regard our natural resources as a “trust” and attach importance to efficiency:

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- **Conservation Culture:** We use water, electricity and all natural resources efficiently and raise awareness by sharing this sensitivity with our employees and guests.
- **Traceable Performance:** We regularly measure our environmental management performance and ensure continuous improvement by comparing our data with our targets.

#### 4. Continuous Training and Awareness

- We provide regular training to increase the environmental awareness of our employees and aim to make sustainability a way of life.

### QUALITY POLICY

- To continuously improve the effectiveness and efficiency of our management systems and ensure customer satisfaction and sustainability through responsible, honest and principled conduct and professional management,
- To always protect and enhance the reputation of our company operating in the accommodation sector,
- To follow developments in the sector and provide services that meet customer expectations today and in the future,
- To work efficiently without compromising quality,
- To ensure management in compliance with all national and international legal requirements and other applicable requirements,
- To create value for all our stakeholders,
- To ensure the continuity of management systems established with the participation of all employees through a continuous-improvement approach,
- To lead the sector in the implementation of management systems in accordance with the requirements of the digital age,

We, as senior management, hereby undertake these commitments.

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### **OCCUPATIONAL HEALTH AND SAFETY POLICY**

- As Faros Premium Beach Hotel, we regard the health, safety and happiness of our employees as an integral part of our objectives. We closely follow legal obligations in this field, implement them, audit them regularly and check compliance.
- By adopting a preventive approach to occupational health and safety in a spirit of teamwork, we identify risks in advance, take preventive action and, through training, ensure that facility employees work safely, healthily and happily,
- To raise awareness among all our employees through training and create lasting behavioural change,
- To establish as a fundamental duty that they must not endanger their own health and safety or that of other employees and our guests,
- To ensure that subcontractors, suppliers, stakeholders and third parties also act in accordance with this policy,

**As Faros Premium Beach Hotel, we aim for zero occupational accidents, based on legal requirements.**

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## **SOCIAL RESPONSIBILITY POLICY**

Faros Premium Beach Hotel considers contributing to the development of the environment, its employees and the society in which it operates to be among its responsibilities.

Faros Premium Beach Hotel undertakes to build positive relations with the local community, avoid discrimination among employees on the basis of age, gender or race, support the social and economic development of local people, and work with local suppliers in order to support the local economy.

For this purpose;

- Our establishment is determined to maintain and increase its memberships and relationships with non-governmental organizations related to local and national tourism and a sustainable environment. It supports cultural richness and local producers in the region and contributes to the local economy. It prefers local products and provides employment opportunities to people living in the areas where the facility operates. It aims to work with existing employees for the long term and implements training programs to increase their knowledge, experience and skills. Importance is attached to employing persons with disabilities in our establishment.
- Our establishment cooperates closely with local authorities and public institutions to eliminate possible negative impacts arising from the development of tourism and supports local people and students within its means.
- Most products used in our hotel are sourced from our local area, thereby reducing carbon dioxide emissions.
- By organizing Turkish Nights, we introduce guests to the flavours of Türkiye's seven geographical regions, Turkish folk dances and cultural heritage.
- The hotel asks guests to help minimize environmental impact by using public transport or bicycles for transportation.

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- Our establishment contributes to social responsibility projects.
- Faros Premium Beach Hotel contributes to the development of the destination in which it operates.

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## Energy Efficiency Policy

At Faros Premium Beach, we regard using our energy resources as efficiently as possible and reducing our carbon footprint as a fundamental responsibility. Through our technology investments focused on “Green Energy,” we minimize energy consumption and work toward a sustainable future with an environmentally friendly business model.

### 1. Our Current Green Energy Practices and Investments

We are integrating the energy solutions of the future into our operations today:

- **Energy from the Sun:** In line with our sustainability vision, we meet all of our facility’s hot water needs through our solar energy systems, keeping fossil fuel use and carbon emissions to a minimum.
- **Technological Transformation:** We implement highly energy-efficient solutions such as heat pump systems; when selecting appliances and equipment, we always prefer alternatives with the lowest energy consumption (A+++).
- **Future Vision:** In the coming period, we aim to implement SPP (Solar Power Plant) projects so that our facility’s electricity needs can also be met from clean sources.

### 2. Legal Compliance and Systematic Management

- **International Standards:** We closely follow national and international energy legislation and continuously improve our energy performance not only as a legal obligation but also through voluntary commitment.
- **Documentation:** We extend our Energy Management System across all departments, update it regularly and meticulously record our performance data.

### 3. Shared Awareness and Stakeholder Participation

We believe that energy saving is only possible through collective effort:

- **Training and Culture:** We provide our employees with regular energy-efficiency training and make conservation part of our corporate culture.
- **Guest Awareness:** By informing our guests, visitors and business partners about our on-site energy-saving practices, we aim to achieve a collective level of awareness.

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#### 4. Risk and Emergency Planning

- We conduct advance assessments for possible energy restrictions or risk situations and plan emergency measures to safeguard operational continuity.

### Children's Rights Policy

At Faros Premium Beach, we regard children not merely as the guarantee of our future, but as rights-holding individuals of today. Protecting children from physical, psychological and social exploitation within our facility and sphere of influence is one of our primary priorities.

#### 1. Zero Tolerance for Child Labour

- **Strict Prohibition:** We never permit child labour at our facility and do not employ any individual below the legal working age.
- **Supply Chain Control:** We expect the same sensitivity from our business partners and suppliers and regard combating child labour as a prerequisite of our commercial relationships.

#### 2. Safe and Free Environments

- **Development Focus:** We provide child guests with safe, educational and supportive social environments where they can express themselves freely.
- **Supervision:** We ensure that children's activities at our facility are supervised at all times by qualified adults and never compromise on safety.

#### 3. Full Protection Against Abuse and Training

- **Employee Awareness:** We provide all employees with regular training on preventing child abuse (physical, sexual and emotional) and recognizing its signs.
- **Social Awareness:** We support projects that raise awareness of children's rights and contribute to spreading this awareness within the tourism sector.

#### 4. Reporting and Intervention Mechanism

- If we observe a suspicious act or omission that threatens a child's safety, we immediately inform hotel management and, where necessary, seek assistance from the official law-enforcement authorities without delay.

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## Women’s Rights and Gender Equality Policy

At Faros Premium Beach, we regard gender equality not only as a fundamental human right but also as an indispensable component of sustainable development. We are committed to strengthening women’s participation in working life and ensuring fairness throughout all our processes.

### 1. Equal Opportunity and Strong Representation in Employment

- **Equal Opportunities:** In recruitment, promotion and assignment processes, we conduct competency-based assessments without gender discrimination.
- **Women’s Employment:** We strategically support women’s participation in the workforce at our facility. With women representing more than 40% of our employees as of today, we are proud to contribute to women’s employment in the sector.
- **Women in Management:** We implement dedicated support practices to encourage women employees to participate in decision-making mechanisms and management levels, working to remove “glass ceilings.”

### 2. “Equal Pay for Equal Work” Principle

- Our remuneration and fringe-benefit policy is based on the work performed and performance, not gender. Regardless of gender, employees performing the same work are provided with equal pay and rights.

### 3. Safe Working Environment and Zero Tolerance

- **Combating Violence and Harassment:** We apply a “Zero Tolerance” policy against physical, psychological or verbal violence, harassment or mobbing directed at our women employees.
- **Safety and Well-being:** We provide working conditions that protect the health, safety and well-being of all women employees without compromise.

### 4. Work–Life Balance and Development

- **Career Support:** We establish training policies for the professional development of our women employees and encourage their participation in projects that increase awareness.
- **Family Life:** We develop supportive working models and practices to help our employees maintain a balance between work and family life.

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- We have a responsibility to respect human rights, and we recognize that by advancing human rights in our activities we strengthen our own business and build trust. As an equal-opportunity employer, Faros Premium Beach Hotel supports human rights and takes a stand against exploitation and violations of workers' rights. Human Rights Policy İnsan Hakları Politikasını
- To provide our guests with unique services enabling them to enjoy their holidays freely, supported by our trained, friendly and sincere employees,
- To give due care and priority to human health and safety,
- To act impartially and equally, without discrimination based on culture, language, religion, race or gender,
- To follow a participatory management policy that values development and change,
- To encourage sharing and support employees who take initiative,
- To invest in training and the environment,
- To prevent deterioration in our employees' health by creating safe and healthy working conditions, encourage teamwork, and involve employees at every level in management through leadership,
- To give priority to our employees' private lives, loved ones and values,
- To know our employees, observe and develop their talents, value their ideas, and respond with quality, sincerity and consistency,
- To increase employee satisfaction and loyalty by maintaining a happy and peaceful working environment,
- We aim to be a strategic partner through Sustainable Human Values Policies.

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| <p><b>Cinsiyet Eşitliği</b></p> <p>Cinsiyet eşitliği vizyonumuzu gerçekleştirmek için çeşitlilik ve aidiyete yönelik geniş bir stratejimiz vardır:</p> <ul style="list-style-type: none"> <li>➤ Toplumsal cinsiyet dengesi hedefiyle kadın çalışanların yönetimde temsilini iyileştirmek</li> <li>➤ İşyerlerimizde ve ötesinde zararlı sosyal normlara ve klişelere meydan okumak</li> <li>➤ Kadınların hiçbir şekilde istismar, taciz, ayrımcılık, bastırılma, zorlama, iftira vb. durumlara maruz kalmasına müsaade etmeyiz. Dünyaya ve kurumumuza kattıkları değer daima farkında olur ve varlıklarını destekleriz.</li> <li>➤ Eğitim politikaları oluşturur, kadınların katılımına ve farkındalığın artmasına destek oluruz.</li> </ul> | <p><b>Dini Farkındalık</b></p> <p>Dini bayramların, tatillerin ve ibadet haklarının makul ve mantıklı olan her yerde ve her zaman, iş ihtiyaçları ve gereklilikleri göz önünde bulundurularak korumaktadır. Grup genelinde dini farkındalığı teşvik etme stratejimiz iki temel konu üzerinde odaklanmaktadır:</p> <ul style="list-style-type: none"> <li>➤ Kişinin dini inancını yerine getirmesi maksadıyla bayramlara katılmak için tatil talep etme olanağı sunmak</li> <li>➤ Dini bayramlara katılmaya zaman kazanması maksadıyla iş planını değiştirme olanağı sağlamak</li> </ul> | <p><b>Engelli Çalışanlar</b></p> <p>Görev sırasında engellilik yaşayanlara destek olmak amacıyla makul düzenlemelerin yapılmasını ve bu kişilerin iş sağlığı hizmetine erişimini sağlamaktadır. Bu destek, uygun ekipmana, bilgiye, karar vermeye ve iletişim araçlarına erişimi içerecektir.</p> <p>Engellilerin dahil edilmesine yönelik vizyonumuzu gerçekleştirmenin iki ana unsuru vardır:</p> <ul style="list-style-type: none"> <li>➤ İş yerlerimizin, sistemlerimizin ve süreçlerimizin engellilere bir mani teşkil etmemesini sağlamak</li> <li>➤ Bir engelliliği paylaşmada herhangi bir utanç verici durumun olmadığı ve engellilerin kısıtlanmadığından emin olarak açık, dürüst konuşmalar yaptığımız bir kültür oluşturmak</li> </ul> |
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Our 5 Key Human Rights Topics:

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- **Non-Discrimination – Blue Bay Platinum Hotel strives to provide a workplace free from discrimination.**
- **Fair Pay – We provide equal pay regardless of race, gender, skin colour, origin, religion or sexual orientation.**
- **Freedom of Association – Blue Bay Platinum Hotel recognizes every individual’s right to freedom of association.**
- **Harassment – We promote a working environment free from all forms of harassment.**
- **Health & Safety – The health and well-being of our employees are at the heart of our daily operations.**

At Faros Premium Beach Hotel, we conduct our operations with integrity, honesty and respect for the interests of our employees. Our Business Rules define the essential requirements applicable to all employees. By clarifying what is expected from our employees, these rules place our values within a systematic framework.

#### **HARASSMENT AND DISCRIMINATION PREVENTION POLICY**

At Faros Premium Beach Hotel, people of different races, languages, genders, forms of worship, skin colours, sexual orientations, nationalities, beliefs, disabilities, ages and opinions work together in harmony. No employee, manager, consultant, guest, student, invitee, supplier of goods or services, or any other person is permitted to engage in harassment or discriminatory conduct.

**The behaviours in question include:**

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- Any verbal, physical or sexual approach not consented to by the other party, unacceptable physical contact, propositions or touching,
- Comments about a person's personal appearance, body or lifestyle in relation to race, gender, nationality, sexual orientation, religion, disability or any other characteristic,
- Statements that imply or establish a connection between an employee's employment status, promotion potential, salary or grades and their acceptance of sexual harassment.

#### **Retaliation**

No employee, job applicant or other person shall be subjected to retaliation for seeking advice concerning a sexual-harassment matter, making a sexual-harassment complaint in good faith, or serving as a witness or panel member in an investigation concerning sexual harassment.

**Malicious and Unfounded Allegations**  
Any person whose allegations are found to be malicious and false may be subject to an investigation under the Disciplinary Regulation.

### **Sustainable Procurement Policy**

At Faros Premium Beach, while maintaining our quality standards, we have adopted reducing our environmental footprint and supporting the local economy as fundamental principles. In our procurement processes, we assess not only price but also the story of the product, its production conditions and its impact on nature.

- Ensuring the protection of the global and regional environment.
- Not working with suppliers that engage in any form of human exploitation or abuse.
- Not purchasing or introducing invasive species.
- Not purchasing pesticides, insecticides, fungicides or herbicides containing any prohibited POP chemicals listed in Annex A or B of the Stockholm Convention.
- Not purchasing sunscreen products containing substances harmful to marine life.
- Not purchasing personal care products containing microplastics commonly known as 'microbeads'.
- Not purchasing equipment containing refrigerant gases with high global warming potential that are currently being phased down under the Kigali Amendment to the Montreal Protocol.
- Reducing the need for printing.
- Products that are sustainably produced/sourced, environmentally sustainable, Fair Trade/Organic/FSC/MSC certified are preferred by our business.

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- When purchasing large electrical appliances (such as refrigerators, microwaves, ovens, etc.), energy-efficient appliances are preferred. For future purchases of electrical devices, our business plans to select products with A–C energy classes.
- In our purchases, priority is given to local suppliers; however, if there is a significant quality and price difference between local suppliers and other suppliers, other suppliers may be preferred.
- For purchases, our business pays attention to selecting environmentally responsible and resource-efficient products. All purchased products are required to comply with quality standards. Quality certificates are requested from suppliers when purchases are made for the first time.
- For purchases made for our business, products supplied in large quantities and large packaging, recyclable products, and products that generate the least possible waste are considered. Preference is given to products that are sustainably produced/sourced, Fair Trade/organic/FSC/MSC etc., delivered with less packaging, save energy and water, have low-polluting characteristics, can easily be reused or repurposed, and are environmentally sustainable.
- Small businesses requiring less transportation/shipping are considered.
- Using cleaner, more resource-efficient and low-emission transportation options.
- Reflecting the nature, history and culture of the region.
- Minimizing food waste.
- Minimizing the use of single-use or disposable products such as single-use plastics.
- For future air-conditioning equipment purchases, our business plans not to select devices using harmful gases such as R22, and to prefer equipment using environmentally responsible refrigerants and providing Class A energy efficiency.

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- Equipment containing R22 gas will not be used.

- We make our purchases from nearby regions whenever possible. We aim to reduce high-emission foods. In this way, we seek to minimize CO2 emissions from supplier delivery vehicles, reduce environmental impacts and support regional employment. Suppliers are informed about our policies, management systems, sustainability activities, environmental and social responsibility projects, as well as our purchasing criteria.

### 1. "Support Local, Sustain Culture" Principle

Reducing our carbon footprint (logistics-related emissions) and contributing to regional development are our priorities:

- **Local Supply:** In the procurement of products and services, we always give priority to local producers in our nearby region.
- **Cultural Heritage:** We consider it our responsibility to introduce our guests to local products that reflect Turkish cuisine and Aegean culture and are produced using traditional methods.

### 2. Environmentally Friendly and Ethical Product Selection

We prefer alternatives that respect nature and living beings:

- **Fair and Green Products:** In our purchasing lists, we prioritize organic, bio, vegan, cruelty-free products and products that do not contain harmful chemicals.
- **Respect for the Ecosystem:** In seafood and animal-origin food purchases, we strictly comply with fishing bans and the principles of sustainable agriculture/animal husbandry.

### 3. Supplier Standards and Cooperation

We expect our solution partners to share not only products, but also a common vision:

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- **Certification:** We value suppliers that hold internationally recognized Quality, Environmental and Occupational Health and Safety management systems (ISO, etc.) and sustainability certifications.
- **Legal Compliance:** We require all stakeholders to fully comply with environmental legislation and adhere to ethical trade rules.

#### 4. Waste Management and Packaging Reduction

- **Less Packaging:** To reduce waste at source, we avoid unnecessary packaging and prefer "bulk/large-package" purchasing wherever possible.
- **Recycling:** We integrate recyclable materials or materials made from recycled content into our operations.

#### FOOD SAFETY POLICY

- To increase the service quality and satisfaction of our business by ensuring that all food and beverage items, from procurement through consumption, are prepared and served in accordance with food safety criteria for our guests and employees.
- To comply with relevant laws and regulations and food safety standards, and to continuously improve.
- At all stages of raw material procurement, storage, production and service, to provide our guests and employees with high-quality products and services that comply with food safety requirements for human health.
- To use internal and external communication effectively while implementing the Food Safety Management System.
- To increase employees' knowledge and skills and ensure awareness through training aimed at maintaining Food Safety.
- To ensure that products are offered naturally, healthily, deliciously and safely according to measurable quality criteria and our guests' expectations.

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- To contribute to raising food safety awareness among our employees, guests, tour operators, suppliers and society.

### **INFORMATION SECURITY POLICY**

- It stipulates that the necessary feasibility studies and tests for identifying risks in the protection of information and data security will be carried out at defined intervals;
- It ensures that we comply with the Information Security Management System, that the resources necessary for the efficient operation of the system are allocated, and that the system is understood by all employees;
- It defines how the requirements of the Personal Data Protection Law (KVKK) are met;
- It ensures that personal data is retained in accordance with national and international laws and subsequently anonymized;
- It determines duties, roles and responsibilities and the necessary resources within the scope of the ISMS;
- It identifies and assesses existing and potential risks for managing information security and implements appropriate risk treatment options;
- It protects information assets by preventing unauthorized access to, alteration of, or destruction of information assets;
- It takes the necessary measures to ensure that all stakeholders comply with the defined information security requirements;

### **GUEST SATISFACTION**

Every service carried out at our facility is based on the principle of "Guest Satisfaction". Treating guests with a friendly manner, listening to their requests and complaints, and being solution-oriented within their authority are among the objectives of our staff.

As Faros Premium Beach Hotel, in order for our guests to enjoy a pleasant, peaceful and safe holiday, we undertake to give importance to, record and initiate the resolution process for all

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special requests and complaints—from the reservation stage through and after the end of the holiday—free of charge, within our obligations to legal authorities and supplier companies, with an impartial and honest approach and without discrimination.

Our activities do not prevent our guests from practising their own cultural or spiritual traditions; for example, Easter celebrations, etc.

- We undertake to keep every communication channel through which our guests can submit complaints and requests open and available at all times.
- We undertake to provide training that increases awareness and understanding so that every employee, starting with senior management, demonstrates the same sensitivity within our guest-oriented complaint and request management system.
- We undertake to compensate the financial or non-financial loss of guests who complain because they received a service other than the service committed to them.
- We undertake to examine and conclude requests and complaints within the circumstances and within the period required for guest satisfaction, and to inform our guests of the outcome.
- We aim to improve and continuously develop the experiences our guests share with us, and we undertake to provide all necessary resources to achieve this objective.
- We undertake not to deviate from the principle of confidentiality during the request and complaint process.

### **Guest Complaint Management**

**Within the scope of continuous improvement, QR code systems and online reviews are used to obtain guest feedback on the quality of our services in order to meet and even exceed guest expectations.**

Social media reviews are monitored regularly and responses are provided in the interest of guest satisfaction. Our Guest Relations staff continuously maintain guest contact in the field. Treating our guests with a friendly manner, trying to resolve complaints or requests within our authority, and making our guests feel that they have chosen the right place for their holiday are common objectives of all our employees.

**For continuous improvement, our guests may communicate their complaints and requests to us. Reported complaints and requests are evaluated by the Guest Relations Department.**

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## **ENVIRONMENTAL PERFORMANCE**

Through the Sustainability Management System established within our hotel, we aim to protect the ecological system—without compromising our guests' holiday experience—by controlling the quantities of water, electricity, energy, chemicals, solid waste and hazardous waste, reducing the consumption of natural resources and using natural resources efficiently.

### **ENERGY EFFICIENCY POLICY**

To protect our world from potential risks, we use energy efficiently and set targets to reduce our energy consumption.

For this purpose;

- In order to fulfil both our responsibilities towards nature and our legal obligations, we follow national and international standards, laws and regulations; voluntarily carry out activities that reduce energy use and/or continuously improve our energy consumption performance; and monitor the results of our work.
- We set targets and include energy efficiency in our training programmes to encourage employee participation.
- We value cooperation with all our stakeholders to create common objectives and outcomes in energy management. We strive to maintain interaction with our guests, employees, visitors and all business partners in order to achieve a collective level of awareness and understanding on these matters.
- We seek to research, identify, purchase and use suitable energy-efficient products, equipment and technology alternatives.
- We aim to document our Energy Management System, extend it to all departments, update and review it when necessary, and continuously improve it.
- We assess energy risks or emergencies that may arise, such as energy constraints, and plan the measures that can be taken.

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### Energy Management

We envisage designing our Energy Policy, one of our fundamental elements, in line with the objectives of combating climate change and supporting a circular economy. Therefore, directing investment towards clean energy technologies is a positive step not only for environmental protection but also for our guests.

Bu kapsamda;

- Achievement rates for targets aimed at reducing natural resource consumption are monitored numerically, and reductions in electricity, water, diesel and LNG consumption are identified.
- All rooms use systems that deactivate heating/cooling devices when the balcony door is opened.
- Energy-saving bulbs and LED lighting are used in our hotel.
- Lighting in general areas that remain unoccupied for certain periods has been equipped with motion sensors so that lights are switched off when not in use. Sensors are used for lighting in toilets in common areas, corridors, staff areas and ground floors.
- We use a card system that automatically switches off the electrical system when our guests leave their rooms.
- Our employees have been made aware that curtains should remain closed while guests are not in their rooms.
- Frequency inverters and timers that provide significant energy savings are used in our building ventilation system.
- 60% of our hotel's hot-water requirement is supplied by solar energy.
  - Our solar energy system consists of 200 panels, which are maintained regularly.
  - The condensers of refrigerators, cold rooms, deep freezers and ice machines are cleaned regularly to control energy losses caused by blockages.
  - Gas-operated stoves are periodically maintained and cleaned to prevent excessive gas consumption caused by blockages or incorrect gas settings.

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- Cabinet and oven door seals are periodically checked to prevent heat loss, and worn seals are replaced with new ones.
- The hotel's exterior lighting is controlled by timers.
- Air conditioners in guest rooms are automatically prevented from operating while balcony doors are open (switches are checked regularly and non-functioning units are replaced).

#### **4) Comparison of Consumption and Carbon Emissions for the 2024–2025 Period**

To monitor our facility's sustainability performance, electricity, water, LPG, waste and fuel consumption for the May–October periods of 2024 and 2025 were evaluated comparatively.

A total of 27,306 overnight stays were recorded in 2024 (May–October), compared with 26,133 overnight stays in 2025. Accordingly, the number of overnight stays decreased by 1,173, corresponding to 4.30%.

Electricity consumption was 115,058.02 kWh in 2024 and 102,962.47 kWh in 2025. A reduction of 12,095.55 kWh, or 10.51%, was achieved.

### **Evaluation of Water Consumption**

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- We have a wastewater plan obtained from the relevant municipality demonstrating that all wastewater sources are treated and safely discharged without affecting the local community or the environment. Our wastewater is connected to the sewerage system in accordance with the discharge regulation.
- The water-risk status of the region where our hotel is located has been identified. The Water Risk Atlas prepared by the World Resources Institute is used for this purpose. The link to the relevant website is provided here.

Our facility's water consumption was 3,953.11 m<sup>3</sup> in 2024 and 4,671.76 m<sup>3</sup> in 2025, representing an increase of 718.65 m<sup>3</sup> (18.18%) compared with the previous year. When evaluating the increase in water consumption in 2025, not only the number of overnight stays but also the climatic and meteorological conditions of the region in which the facility operates were taken into consideration.

In recent years, due to the effects of global climate change, rising temperatures, changes in precipitation patterns, and the intensity and duration of dry periods have become increasingly important in terms of water resources and water demand. According to data from the Turkish State Meteorological Service, total precipitation in the Aegean Region in 2025 was 30.7% lower

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than the 1991–2020 normals and 10.7% lower than in 2024. In addition, temperatures in Marmaris in September 2025 were above seasonal normals.

These meteorological conditions may have contributed to total water consumption through factors such as increased irrigation needs for landscaped areas, higher evaporation losses at high temperatures, increased make-up water required to maintain pool water levels, and higher overall water demand throughout the facility during hot periods.

Therefore, the increase in water consumption observed in 2025 is considered a result that should be evaluated together with the environmental conditions created by hotter and drier periods and the facility’s related operational water needs, independently of the number of overnight stays.

Nevertheless, our facility does not consider environmental conditions associated with climate change to be the sole reason for the increase in water consumption and regards improving water efficiency as one of its priority areas for improvement.

Within this scope, our 2026 targets include adjusting landscape irrigation periods according to weather conditions, irrigating as far as possible during hours of lower evaporation, monitoring water losses from pools, increasing leak checks, monitoring consumption through regular meter readings, and continuing water-saving awareness activities for staff and guests.

Taking into account the increasing pressure of climate change on water resources, our facility will continue its efforts to reduce water consumption, use existing water resources more efficiently, and improve its climate-change adaptation capacity.

## Other Consumption Indicators

LPG consumption decreased from 8,010 litres in 2024 to 7,716 litres in 2025, achieving a reduction of 3.67%.

Waste amounted to 7,150 kg in 2024 and 3,810 kg in 2025. Thus, total waste was reduced by 3,340 kg, or 46.71%.

Fuel consumption decreased from 2,000 litres in 2024 to 1,886 litres in 2025, a reduction of 5.70%.

### Carbon Emissions Performance

Based on calculations using the specified emission factors, total carbon emissions were calculated at approximately 213,420 kgCO<sub>2</sub> in 2024 and approximately 136,368 kgCO<sub>2</sub> in 2025.

Accordingly, total carbon emissions decreased by approximately 77,052 kgCO<sub>2</sub>, or 36.10%, during the 2024–2025 period.

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Carbon emissions per overnight stay decreased from approximately 7.816 kgCO<sub>2</sub>/overnight stay in 2024 to 5.218 kgCO<sub>2</sub>/overnight stay in 2025. This represents an improvement of approximately 33.24% in carbon emissions per overnight stay.

#### 2024–2025 Consumption Comparison

| Tüketim Türü | 2024                 | 2025                 | Değişim       |
|--------------|----------------------|----------------------|---------------|
| Elektrik     | 115.058 kWh          | 102.962 kWh          | %10,51 azalma |
| Su           | 3.953 m <sup>3</sup> | 4.672 m <sup>3</sup> | %18,18 artış  |
| LPG          | 8.010 L              | 7.716 L              | %3,67 azalma  |
| Atık         | 7.150 kg             | 3.810 kg             | %46,71 azalma |
| Yakıt        | 2.000 L              | 1.886 L              | %5,70 azalma  |
| Geceleme     | 27.306               | 26.133               | %4,30 azalma  |

#### 2026 Hedefleri

| Alan              | 2026 Hedefi |
|-------------------|-------------|
| Elektrik          | %5 azaltım  |
| Su                | %5 azaltım  |
| LPG               | %5 azaltım  |
| Yakıt             | %5 azaltım  |
| Atık              | %5 azaltım  |
| Karbon / Geceleme | %5 azaltım  |

**Brief assessment:** In 2025, reductions were achieved in electricity, LPG, fuel and waste quantities. The increase in water consumption is considered to have potentially been influenced by high temperatures, reduced precipitation, drought, increased evaporation, and the resulting increase in landscape and pool water requirements. In 2026, the target is to improve efficiency in all consumption areas and achieve at least a 5% improvement.

## 2026 SUSTAINABILITY TARGET MONITORING REPORT

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As Faros Premium Beach Hotel, our sustainability targets for 2026 have been determined by taking into account our 2025 performance, our existing practices and the GSTC sustainability criteria. Our targets are monitored in line with a continuous-improvement approach across environmental, social, economic and cultural sustainability.

**Within the scope of sustainable management, our facility's sustainability policy continues to be implemented, water and energy consumption are regularly recorded, and relevant performance indicators are monitored. In 2026, we aim to expand staff sustainability training to cover all employees, increase guest participation in sustainability activities, raise the supplier evaluation rate, support the use of local and sustainable products, and reduce single-use products wherever possible.**

**Within the scope of social and economic sustainability, increasing local employment and the proportion of female employees are among our priority targets. In 2026, the target is to increase the local employee rate to at least 80% and the female employee rate to at least 25%. It is planned to raise employee satisfaction to 90% or above, increase the local purchasing rate to at least 80%, continue vocational training for employees, and carry out activities that provide social benefit during the year.**

**Within the scope of cultural sustainability, the local culture of the region will continue to be introduced to guests, and the proportion of local dishes offered in support of local gastronomy will be targeted at a minimum of 80%. Training and information activities aimed at increasing employees' awareness of local cultural values will also continue.**

**Within the scope of environmental sustainability, the efficient use of natural resources and reduction of environmental impact have been set as key objectives. Water consumption, which was 4,671.76 m<sup>3</sup> in 2025, is targeted to be reduced by at least 5% in 2026 to 4,438.17 m<sup>3</sup> or below, while electricity consumption of 102,962.47 kWh is targeted to be reduced by at least 5% to 97,814.35 kWh or below. A 3% reduction in LNG consumption per capita, a waste separation rate of at least 75%, and an increase in the use of local plants are also targeted.**

Our main target for 2026 is to reduce carbon emissions per overnight stay by at least 5%, based on the 2025 performance.

The target is to reduce the 2025 value of 5.218 kgCO<sub>2</sub>/overnight stay to 4.957 kgCO<sub>2</sub>/overnight stay or below in 2026.

Our facility will continue its efforts to reduce natural-resource use and its carbon footprint in line with a continuous-improvement approach by comparatively monitoring annual consumption and emissions data.

All established targets will be monitored monthly and periodically by the relevant departments, performance will be compared with the previous year's data, and corrective and

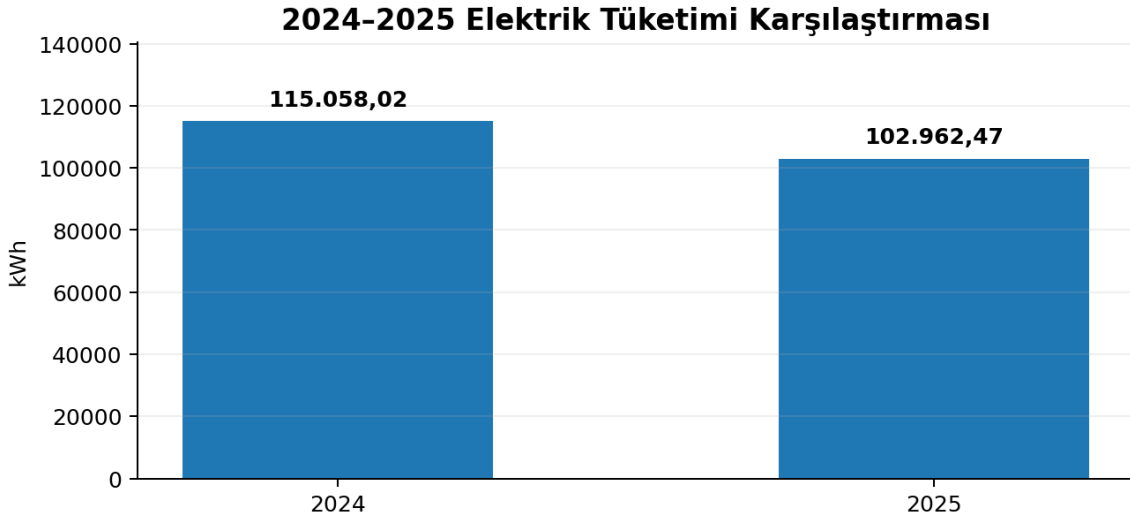
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| <b>FAROS PREMIUM BEACH</b> | <b>SÜRDÜRÜLEBİLİRLİK<br/>RAPORU 2025</b> | Doküman No      | <b>SYS.KLT.RPR.0<br/>1</b> |
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improvement actions will be planned where deviations from targets are identified. Throughout 2026, our facility will continue to monitor sustainability performance through measurable data and work to reduce natural-resource consumption and environmental impacts, support employees and the local community, and continuously improve sustainable tourism practices.

## 2024–2025 COMPARATIVE CONSUMPTION GRAPHS REPORT

This report has been prepared to comparatively evaluate 2024 and 2025 consumption data for the May–October period. Electricity, water, LPG, waste and fuel data have been examined separately using their respective units of measurement.

### 1. Electricity Consumption

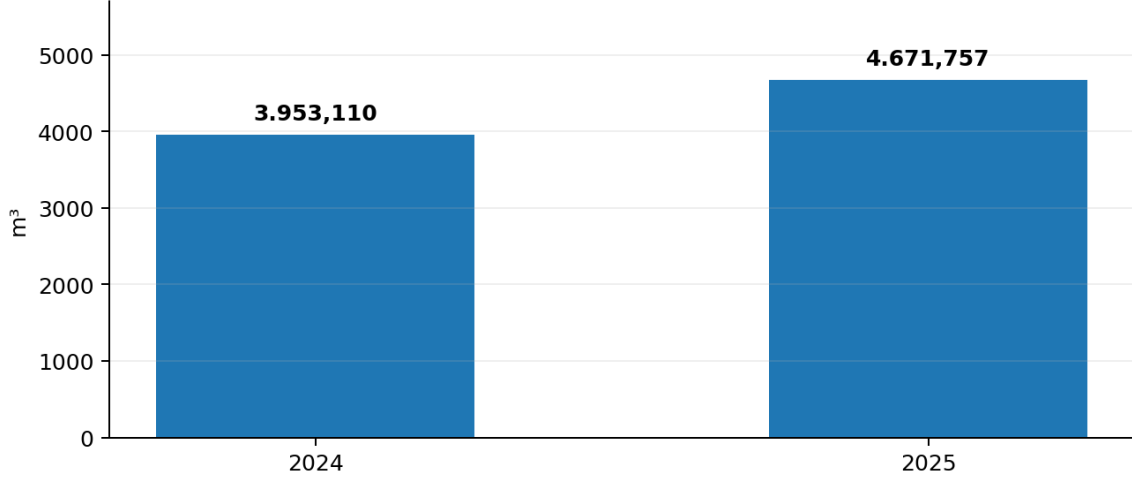


Electricity consumption was 115,058.02 kWh in 2024 and 102,962.47 kWh in 2025. Accordingly, consumption decreased by approximately 10.5% compared with 2024.

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## 2. Water Consumption

### 2024-2025 Su Tüketimi Karşılaştırması

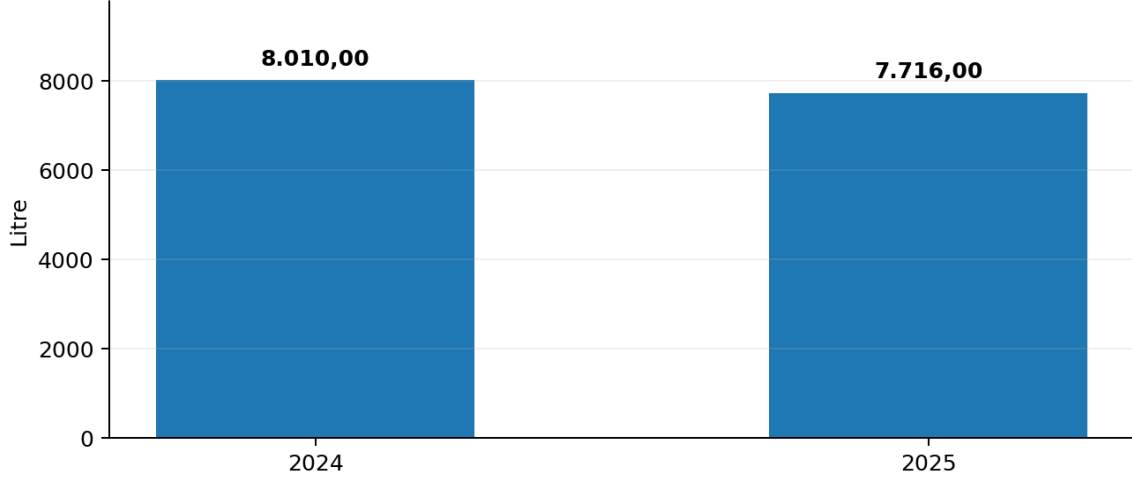


Water consumption was 3,953.110 m<sup>3</sup> in 2024 and 4,671.757 m<sup>3</sup> in 2025. Accordingly, consumption increased by approximately 18.2% compared with 2024.

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|                     |                                  | Yayın Tarihi    | OCAK 2026          |
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### 3. LPG Consumption

#### 2024-2025 LPG Tüketimi Karşılaştırması

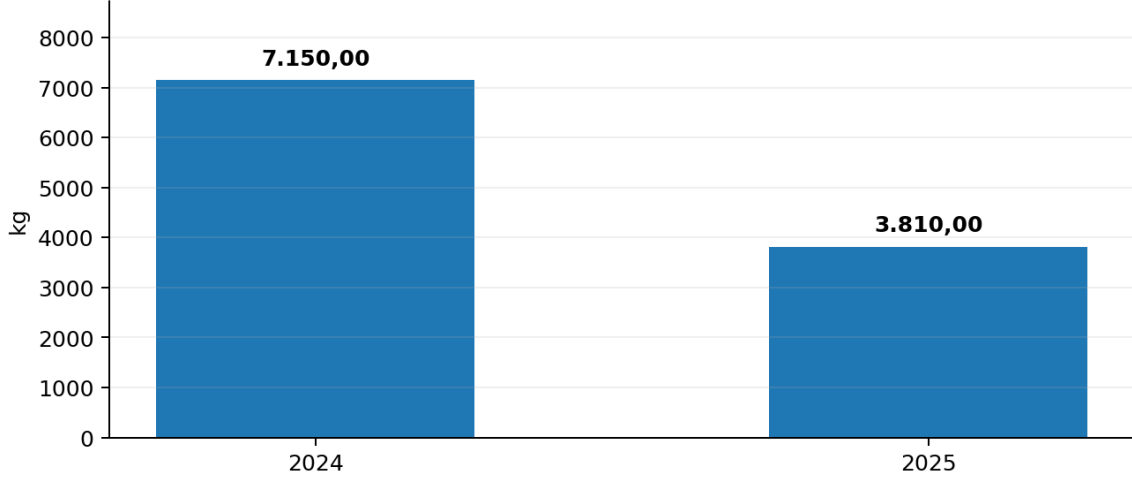


LPG consumption was 8,010.00 litres in 2024 and 7,716.00 litres in 2025. Accordingly, consumption decreased by approximately 3.7% compared with 2024.

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|                     |                                  | Yayın Tarihi       | OCAK 2026          |
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#### 4. Waste Quantity

##### 2024-2025 Atık Miktarı Karşılaştırması

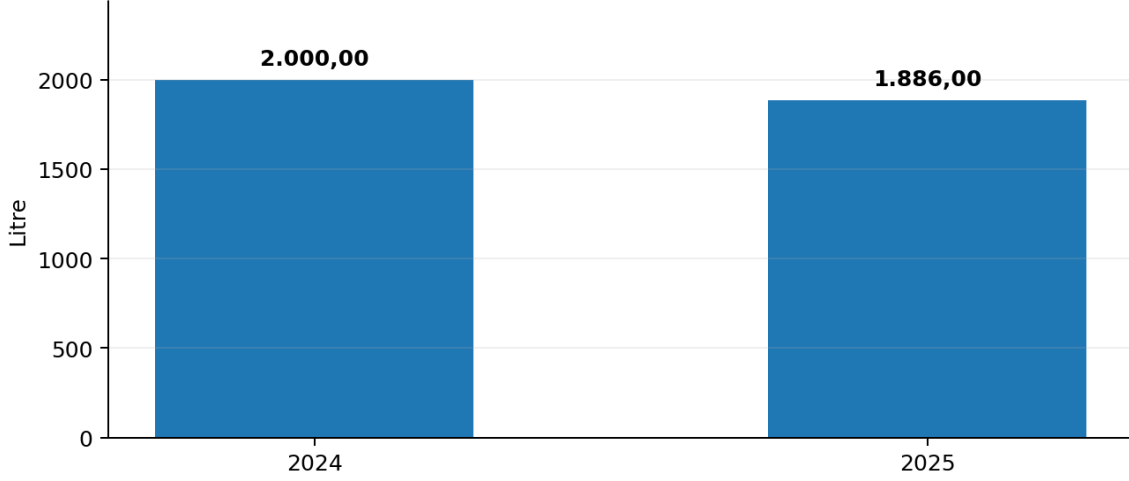


Waste amounted to 7,150.00 kg in 2024 and 3,810.00 kg in 2025. Accordingly, the quantity decreased by approximately 46.7% compared with 2024.

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| FAROS PREMIUM BEACH | SÜRDÜRÜLEBİLİRLİK<br>RAPORU 2025 | Doküman No      | SYS.KLT.RPR.0<br>1 |
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### 5. Fuel Consumption

#### 2024-2025 Yakıt Tüketimi Karşılaştırması



Fuel consumption, which was 2,000.00 litres in 2024, was 1,886.00 litres in 2025. Accordingly, consumption/quantity decreased by approximately 5.7% compared with 2024.

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## 5) CHEMICAL MANAGEMENT

As Faros Premium Beach, we manage chemical use with strict discipline and in accordance with international standards in order to protect the health of our employees and the environment. Our aim is to control chemical risks at source and keep the quantity used to a minimum.

### 1. Safe Storage and Documentation

- **Maximum Safety:** We separate chemicals according to their hazard classes and interaction risks and store them in areas with impermeable floors, ventilation and dedicated spill-containment systems.
- **MSDS Monitoring:** Material Safety Data Sheets (MSDS/SDS) for every chemical used at our facility are kept up to date and made accessible to relevant personnel.

### 2. Training and Emergency Preparedness

- **Informed Personnel:** All team members working with chemicals receive periodic training on correct handling techniques and the use of personal protective equipment (PPE).
- **Drills:** We maintain a high level of preparedness by conducting regular emergency drills on the response required in the event of a chemical spill or leak (use of spill kits, etc.).

### 3. Reducing Chemical Use (Pest Control)

We aim to reduce chemical use while protecting the natural balance:

- **Physical Measures:** In sensitive areas such as kitchens and restaurants, we give priority to physical measures rather than chemicals in pest control.
- **Environmentally Friendly Methods:** By using adhesive traps (EFK devices) and mechanical traps instead of chemical spraying, we minimize the amount of chemicals released into the environment while maintaining food safety.

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| Tüketim Türü                  | 2024      | 2025      | 2026 Hedefi      |
|-------------------------------|-----------|-----------|------------------|
| Kimyasal Tüketimi – Yıllık    | 12.117 kg | 11.511 kg | 10.935 kg        |
| Kimyasal Tüketimi – Kişi Başı | 0,23 kg   | 0,22 kg   | 0,21 kg          |
| Değişim / Hedef               | —         | %5 azalma | %5 azalma hedefi |

## OUR GREENHOUSE GAS REDUCTION COMMITMENT

As greenhouse gases are one of the primary factors contributing to climate change, reducing carbon emissions is extremely important. Rising sea levels, weather events, declining water resources and increasing temperatures have adverse effects on agriculture and ecosystems as well as natural life. If emission rates are not reduced, these consequences will become more severe. In addition, health problems, reduced food security, forced migration and financial impacts may arise.

-Every year, our facility will prepare water, energy and waste assessments and carry out monitoring and controls.

Transportation vehicles are among the major contributors to carbon emissions. Exhaust gases from these vehicles have a significant harmful impact on nature. To reduce this impact, more sustainable transportation options will be preferred. (Our staff shuttle encourages employees to use collective transportation, while employees living close to the workplace travel to and from work by bicycle.)

-When vehicles are purchased for our facility, electric vehicles will be preferred in order to reduce our carbon footprint.

-Increasing recycling is very important for reducing carbon emissions. This alternative enables waste to be reused and reduces the amount of raw materials required for new production. Recycling materials such as paper, plastic, glass and metal helps conserve natural resources by using less energy and fewer resources. Waste-management procedures, awareness programmes and improved recycling infrastructure contribute to reducing environmental impact.

-Technologies that reduce carbon emissions through the use of renewable energy sources are very important. We aim to reduce our gas consumption by using solar energy. (By using energy efficiently, operating costs can be reduced and greenhouse-gas carbon emissions and energy consumption that contribute to global warming can be reduced by 40%.)

-Efforts are made to reduce the carbon footprint by preferring local and nearby suppliers in purchasing.

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### 3. ACİL DURUM PLANININ UYGULANIŞI

#### 3.1. Tanımlar

**3.1.1. Acil Durum:** Can kaybı, yaralanma, yapısal veya yapısal olmayan fiziksel hasarlar, çevresel zararlar ile kişi ya da kurumlarının faaliyetlerini kısıtlayan, doğal afetler (deprem, sel, fırtına vb.) ve endüstriyel olaylara (yangın, patlama, kimyasal vb. gibi) acil durum denir.

**3.1.2.** İşyerinde ve yakın çevredeki oluşabilecek acil durumlar türleri aşağıda listelenmiştir.

|                                 |                          |
|---------------------------------|--------------------------|
| 1. Yangın                       | 9.Şiddetli Hava Olayları |
| 2. Deprem                       | 10. Sokmalar             |
| 3.Sel                           | 11. Isırılmalar          |
| 4. Gider Taşması                | 12.Salgın Hastalıklar    |
| 5. LPG Uygulama                 | 13.Haşare Saldırısı      |
| 6. Kimyasal Kazası              | 14.Güneş Çarpması        |
| 7. Cam ve Sert Plastik Kontrolü | 15. Yanıklar             |
| 8. Gıda Güvenliği               | 16. Yüzme Havuzları      |
| 17.Boğulma                      | 18.Çöp alımı             |
| 19.Terör                        | 20.Sabotaj               |
| 21.Elektrik Çarpması            | 22.İş kazası             |
| 23.Trafik Kazası                | 24.Makine Ekipman Hasarı |

## 5) Our Green Transformation and Sustainability Investments

As Faros Premium Beach, we do not leave our sustainability vision only in words; we put it into practice through environmentally responsible technological investments. The latest

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innovations implemented at our facility to reduce our carbon footprint and protect natural resources are as follows:

### 1. Energy Savings Through the Power of the Sun

With our major investment in renewable energy sources, we integrated 200 solar energy panels into our facility.

- **Result: We now meet a very large part of our facility's hot-water requirement directly from solar energy. Through this system, we have minimized electricity consumption and significantly reduced carbon emissions associated with fossil-fuel use.**



### 2. Combating Plastic Waste and Water Dispensers

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To prevent the harm caused to nature by single-use plastics, we made a major change. We introduced new-generation healthy water dispensers throughout the facility, accessible to both our guests and staff.

- **Result:** Through this practice, we have greatly reduced PET bottle consumption and the amount of plastic waste. While providing our guests with access to fresh and healthy water, we have prevented tonnes of plastic waste from entering the environment.



### 3. Supporting Green Transportation: Electric Vehicle Charging Station

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To support low-carbon transportation and make life easier for our guests who use environmentally friendly vehicles, we installed an Electric Vehicle Charging Station at our facility.

- **Result: We encourage sustainable transportation and contribute to the region's charging infrastructure by providing uninterrupted energy support to guests making a "green journey".**



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## 6) ABOUT MARMARIS



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## The Magical Meeting Point of the Aegean and Mediterranean: Marmaris

Surrounded by the Datça Peninsula to the west, the Balan Mountains to the east and the vast Mediterranean to the south, Marmaris is a unique geography generously endowed by nature. Sedir Island, Keçi Island and Güvercin Island, lined up like pearls at the entrance to the gulf, form the city's deep-blue silhouette.

The heart of the city beats in the historic Kale District, built on a hill extending towards the sea. Marmaris expanded from this ancient core along the coastline and developed into its modern and lively form today. Our city is also very advantageously located for transportation: it is only 1 hour from Dalaman Airport and just 45 minutes by ferry from the neighbouring island of Rhodes.

### Climate: The Capital of Green and Blue

Marmaris enjoys the finest characteristics of the Mediterranean climate, with hot, sunny summers and mild winters. After the Black Sea region, it is one of the rainiest areas in Türkiye. Thanks to abundant winter rainfall, Marmaris preserves its emerald-green forests and vibrant vegetation throughout the year. Due to the moderating effect of the sea, frost is almost never experienced in winter; nature remains full of life in every season.



### Tarihin Derinliklerinde Bir Yolculuk

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The history of Marmaris extends back to the Carian civilization—meaning "Land of Kar"—and beyond. Findings in Nimara Cave demonstrate that life in the region dates back to around 12,000 BC. Its position throughout history as an important gateway to the Aegean and Mediterranean islands made Marmaris a crossroads of civilizations. Numerous civilizations, from Egypt and Rome to Byzantium and the Ottoman Empire, have left their mark on these lands.

### Ancient Heritage and Physkos, the "City of Nature"

Marmaris and its surroundings are home to the mysterious cities of the ancient world. Amos, Bybassos, Kastabos and Kedrai (Sedir Island), home to the famous Cleopatra Beach, are only a few of them.

The region's most important ancient settlement and first port city was Physkos. Meaning "City of Nature" in the Carian language, Physkos takes its name from the magnificent natural environment that the region preserves even today. From antiquity to the present day, Marmaris has continued to exist as a paradise where nature and history are intertwined.

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## 7) OUR FACILITY

Set within the heavenly nature of Marmaris, close to shops, restaurants and cafés, within walking distance of the beaches and 8 km from Marmaris centre, Faros Premium Beach Hotel welcomes you into your holiday from the moment you leave the airport with its airport transfer services.

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Faros Premium Beach is ready with all its facilities to help you enjoy your holiday in the best possible way and experience entertainment and happiness to the fullest. Our rooms include bed options, split air-conditioning for heating and cooling, a safety deposit box, satellite TV, minibar, shower cabin and/or bathtub, bathroom telephone and hair dryer. Some rooms offer sea views, while others overlook the pool and forest.

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With its seafront location, excellent coastline and unique natural setting, our hotel offers a wonderful holiday experience. A walking path runs between our seafront hotel and the beach. You can enjoy the sea along our 120-metre shoreline. Our hotel has its own private sandy beach.

Contact us now to learn more about our accommodation services or to start planning your dream event with us. Would you like to escape the stress of daily life and revitalize your mind, body and spirit?

Pamper yourself with a spa and wellness experience. A variety of treatments and activities such as spa and wellness massages are offered. Relax in a calm and peaceful environment accompanied by soothing music, soft lighting and aromatic scents. Our well-trained professionals will personally assist you to ensure that you receive the best possible care.

## **ACCESSIBILITY**

|                            |                                          |                 |                            |
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### **Accessibility and Service Request Processes**

In line with the principles of inclusive and accessible tourism, our facility is committed to providing equal access for all guests. Necessary arrangements are made so that guests with physical, sensory or other special needs can experience their stay safely, comfortably and without barriers.

### **Existing Accessibility Features**

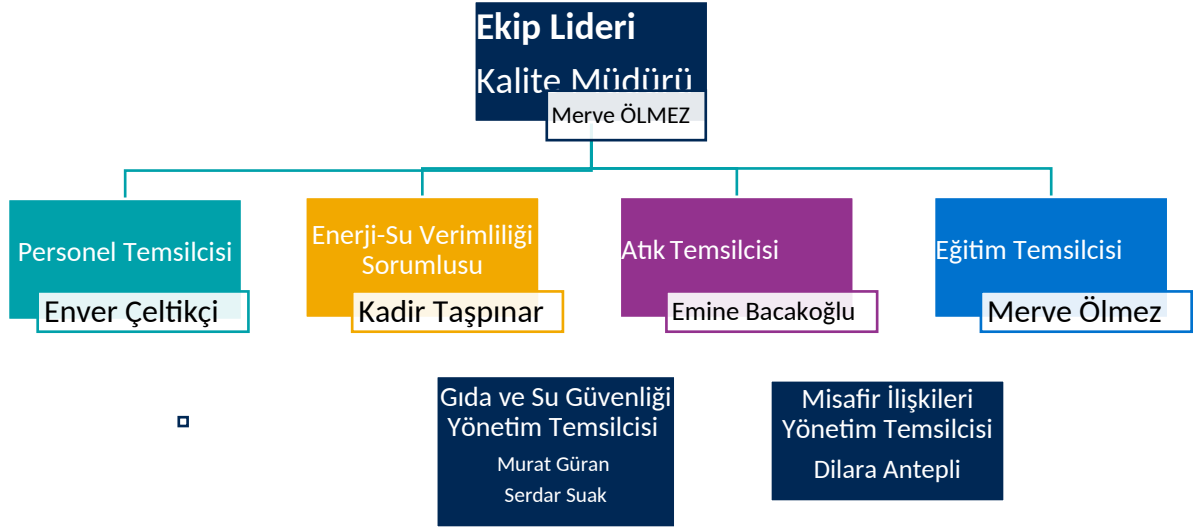
The following accessibility practices are available at the facility:

- Step-free entrance and ramp access
- Access to floors by lift; Braille markings on lift buttons for visually impaired guests
- Accessible room option (appropriate door width, grab bars, accessible bathroom arrangement, etc.)
  - Barrier-free circulation in common areas
  - Provision of assistive equipment upon request
- Staff who have been informed and trained on accessibility
- A portable pool lift in the pool area and two sun loungers suitable for guests with disabilities in the beach area



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## 8) OUR SUSTAINABILITY WORKING TEAM



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## 9) STAFF AND EMPLOYMENT

As Faros Premium Beach, we are aware of the central role of working life in human life and its value in determining an individual's place in society. With this awareness, we regard providing a fair, safe and satisfying working environment that meets the physical and psychological expectations of our employees as one of our highest priorities.

Our fundamental approach to human-resource management is to continuously develop our employees' competencies and make them active participants in our sustainability targets.

### 1. Training, Competence and Sustainability Awareness

We regard the development of our employees as the foundation of our corporate success:

- **Continuous Training:** We regularly provide all staff with periodic training on Professional Development, Occupational Health and Safety, Environmental Awareness, and Children's and Women's Rights.
- **Sustainability Ambassadors:** Sustainability is not only the responsibility of management at our facility; it is a core responsibility of every employee. By integrating "sustainability responsibilities" into job descriptions, we ensure that everyone, from our gardeners to housekeeping staff, plays an active role in energy saving and waste management.
- **Contribution and Participation:** We reward our employees' ideas and suggestions on sustainability and encourage their participation in decision-making processes.

### 2. Employment Policy and Our Demographic Strength

We believe in the richness of diversity and the power of local development. As of 2023, our employee profile is the clearest evidence of our support for regional development:

- **100% Local Employment:** To contribute to the regional economy, all of our staff (100%) are employed from the local community. Our facility has no foreign-national employees. Through this policy, we provide direct economic income to local people.
- **Strong Female Employment:** We believe in the contribution and attention to detail that women bring to tourism. We observe gender balance across all departments.
  - **Female Employee Rate: 40%+ (Above the sector average)**

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| <b>FAROS PREMIUM BEACH</b> | <b>SÜRDÜRÜLEBİLİRLİK<br/>RAPORU 2025</b> | Doküman No      | <b>SYS.KLT.RPR.0<br/>1</b> |
|                            |                                          | Yayın Tarihi    | OCAK 2026                  |
|                            |                                          | Revizyon No     | 02                         |
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- o **Male Employee Rate: 60%**

### 3. Working Environment and Satisfaction

To maintain a positive physical and psychological perception (satisfaction) of the workplace among our employees, we apply the principle of “happy employee, happy guest” through:

- Open communication channels,
- Fair performance-based evaluation,
- Social benefits and motivational activities.



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## 10) OUR SOCIAL INITIATIVES

As Faros Premium Beach, we aim to be not only a commercial enterprise but also a “social stakeholder” that cares about the concerns of the community in which it operates and contributes to solutions. Respect for people, solidarity and regional development are at the heart of our management approach.

### 1. Supporting the Local Economy: Employment and Producer Support

We regard improving the welfare of local people as one of our most important sustainability objectives:

- **Local Employment Priority:** We always give priority to local residents in recruitment, directly contributing to strengthening the local economy and reducing unemployment.
- **Stand Support for Local Producers:** To help preserve local culture and support small businesses, we provide local vendors and craftspeople with free stands within our facility where they can display and sell their products. In this way, we bring our guests together with local values while creating commercial opportunities for regional businesses.

### 2. Social Solidarity and Support for Education

- **Disadvantaged Groups:** We actively participate in official and voluntary projects aimed at integrating individuals with special needs into society, improving their quality of life and accelerating their social inclusion.
- **Support for Education:** We provide in-kind and financial assistance to schools in need in different regions of our country and regard supporting equal opportunity in education as a corporate responsibility.
- **People in Need:** We extend a helping hand, without expecting anything in return, to individuals in need of economic and social support, in line with the principle of “quiet kindness”.

### 3. A Breath for the Future: Environmental Volunteering

- **TEMA and Afforestation:** In line with the principle “Nature Is Our Future”, we both participate as a team in afforestation activities to increase forest cover in our region and provide financial support. Every year, we regularly donate saplings to the TEMA Foundation on behalf of all our employees, helping protect our country’s green heritage.

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| FAROS PREMIUM BEACH | SÜRDÜRÜLEBİLİRLİK<br>RAPORU 2025 | Doküman No      | SYS.KLT.RPR.0<br>1 |
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## “OUR JOURNEY FOR A SUSTAINABLE WORLD CONTINUES”

### Dear Stakeholders and Dear Guests,

As the Faros Premium Beach family, every piece of data shared in our 2023 Sustainability Report is not merely a statistic; it is tangible evidence of the value we place on nature, people and the future.

With every step we have taken, we have aimed to protect Marmaris’s unique blue environment, contribute to the well-being of our local community and provide a safe harbour for our colleagues. All the projects we have implemented, from solar energy to our 100% local employment policy, are parts of our vision for a more liveable world.

However, we know that “Sustainability is not a destination; it is an endless journey.”

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You are our greatest strength on this journey. During your stay at our facility, thank you for being part of this major change by:

- Suyumuzu tasarruflu kullanarak,
- Separating your waste,
- Respecting local culture,
- And most importantly, giving us your feedback.

With the hope of leaving a greener Marmaris to future generations than the one we have today...

Yours sincerely,

**Faros Premium Beach Management**

**YOUR IDEAS LIGHT OUR WAY** We would be pleased to receive your suggestions, complaints or views regarding our sustainability activities.

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