



*Bring change with
love at Maxx*



2024 SUSTAINABILITY REPORT



GOVERNANCE



ABOUT REPORT

Our joint preparations for the future with all our stakeholders are essentially part of a journey to align with the truths and necessities of a new world. We prioritise experiences that allow us to both learn and teach, support one another, and ultimately create positive outcomes together.

With this perspective, we continue to improve our ability to report transparently, recognise both our strengths and shortcomings, transform challenges into opportunities, make decisions guided by data, share our knowledge and resources and grow with a positive outlook.

We aim to align our management strategy, infrastructure, corporate capital, human resources, operational requirements and key decisions with the outcomes we have achieved and the goals we have set for the future. In short, we strive to link every strategic milestone that will shape both our journey and that of the planet with our broader vision and long-term plans.

We believe that the outcomes of our efforts are not limited to metrics or written reports. Every action, no matter how small, has the potential to contribute meaningfully. Our greatest hope is that our efforts will serve as inspiration, motivate the pursuit of further sustainable solutions, and create positive impact through collective engagement.

The 2024 Sustainability Report marks the fifth edition of Maxx Royal Resorts' commitment to responsible growth. It outlines the key highlights, targets and achievements of 2024 across the three resorts: Maxx Royal Belek Golf Resort, Maxx Royal Kemer Resort and Maxx Royal Bodrum Resort, each of which is briefly introduced in the report.

This report includes consolidated data and examples of practices from Maxx Royal Belek Golf Resort, Maxx Royal Kemer Resort and Maxx Royal Bodrum Resort, highlighting both joint and property-specific efforts. We plan to maintain the momentum of our sustainability journey and publish future reports on a regular basis. We will also continue to share updates through our internal publication, **MAXX ROYAL JOURNAL**, and publish our **SUSTAINABILITY REPORTS** transparently on our website.

Our ultimate goal is to develop a more advanced reporting structure that aligns fully with the principles of Global Sustainability Reporting.



THE CHAIRMAN'S MESSAGE



Leadership stands among our most fundamental values.

From the very first moment our guests step into the enchanting world of Maxx Royal Resorts, every detail is thoughtfully crafted to ensure they feel truly special. This deep sense of privilege lies at the very heart of our Maxx Royalty philosophy. Creating meaningful and memorable experiences for each and every guest has always been our foremost priority.

Since the beginning of our journey in 2011, we have advanced with a clear, purposeful vision. From senior leadership to the Maxx Assistants who warmly welcome our guests, from our dedicated service teams to our passionate interns, every member of the Maxx Royal Resorts family is united by shared dreams and ambitions. It is through this collective spirit that we continue to overcome challenges with resolve and unity of purpose.

I have no doubt that the reflections and outcomes shared in this report will guide our next steps and inspire new chapters. And I am equally certain that every member of our Maxx family will embrace our shared vision with unwavering commitment.

COŞKUN TÜNAY
CHAIRMAN OF THE BOARD





THE CEO'S MESSAGE



As an exceptional presence in the sector, Maxx Royal Resorts continues to strengthen its distinctive and inimitable DNA with each passing day. While we take pride in the success that comes from the exclusive service we offer our guests, we also recognise the vital contributions of our employees, the local communities we are part of, the cultural heritage that surrounds us, and the natural environment and resources we are privileged to share. Motivated by this sense of responsibility, we constantly reflect on how we can contribute further to this collective effort.

Our financial growth and accelerating momentum are progressing in line with our goals. At the same time, the consistent happiness and satisfaction of our guests confirm that we are on the right path and reinforce our enthusiasm for the future.

Our aim is to ensure operational excellence, to embed a culture of renewal and continuous improvement, and to establish long-lasting relationships with our stakeholders, employees and business partners. We remain committed to maintaining compliance with national and international quality, environmental, health and safety standards, and to fostering a corporate culture that contributes meaningfully to the development of our industry, our region and our country.

Since 2017, we have been working to build a sustainability philosophy within our organisation. I would like to thank all those who have contributed to the development of this model — one that is growing stronger, gaining momentum and drawing ever closer to its purpose with each passing day.

I truly believe that this journey will enhance our strength, deepen trust in our brand and support the growth of our team.

C. BURAK TÜRKERİ
MAXX ROYAL RESORTS CEO AND VICE CHAIRMAN OF THE BOARD





ACKNOWLEDGEMENTS

At Maxx Royal Resorts, our sustainability efforts are overseen by the Board of Directors, coordinated by our R&D Directorate, and guided by the leadership of our Quality Management teams.

Through the collaborative structure of our sustainability committees, we aim to embed this philosophy across all areas of our organisation, hand in hand with multiple disciplines.

We would like to extend our sincere thanks to our Chairman and Vice Chairman of the Board, our Sales & Marketing Group Directorate, Brand Directorate, Finance Group Directorate, Human Resources and Training Group Directorate, our General Managers and the many dedicated teams working across our hotels.

We are also grateful to our guests, colleagues, business partners, suppliers, consultants, industry peers and neighbours, each of whom has enriched our efforts with their ideas, insights and support.

Special appreciation goes to the Maxx Royal Belek Golf Resort Quality Team, who undertook the intensive task of coordinating with departments, consolidating data, producing visuals, calculating metrics, and shaping the structure of this report. Their dedication and tireless work made this publication possible.

As always, we welcome the views and feedback of our stakeholders in evaluating our sustainability performance.

Every contribution plays a part in our collective growth.

MAXX ROYAL RESORTS
R&D DIRECTORATE

info@maxxroyal.com



WORLD

As Maxx Royal Resorts approaches its 14th year, we mark eight years in our reporting journey.

We continue to explore the best ways to uphold the exceptional service standards we believe in and refine each day, while delivering the comfort and unique holiday experience we promise our guests in full harmony with sustainability.

Each step of this journey acts as a valuable guide for our organisation, encouraging us to renew, to learn more, and to engage more deeply with each passing day.

While the world continues to shape agreements, legal frameworks, standards, criteria and methodologies around sustainability, it is also demonstrating an extraordinary capacity for collective awareness and collaborative action. This global momentum is both exciting and deeply humbling, reminding us of the responsibilities we all share.

As widely known, the Sustainable Development Goals, also referred to as the 2030 Agenda for Sustainable Development, were adopted in September 2015 at the United Nations Sustainable Development Summit following a global consensus among world leaders and with the signature of 193 countries.

RECENT DEVELOPMENTS

Sürdürülebilir Kalkınma İçin KÜRESEL AMAÇLAR



The 2030 Agenda sets out a vision for reducing global poverty and increasing prosperity by ensuring the inclusion of all communities, protecting cultural and social values, and preventing environmental degradation. This new model for global development addresses not only economic growth, technological advancement, employment and industrialisation but also key social and environmental concerns such as gender equality, the needs of disadvantaged groups, reducing food waste, combatting desertification and drought, and protecting biodiversity.



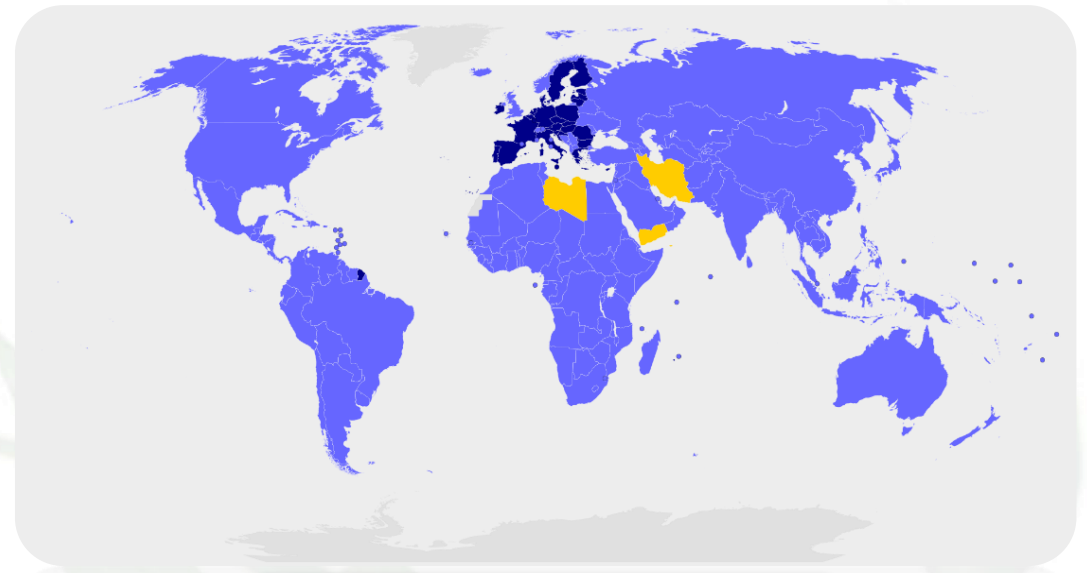
TÜRKİYE

As the target year for the Sustainable Development Goals approaches in 2030, the period from 2020 to 2030 has been designated the “Decade of Action”.

While all countries continue their progress towards these goals through national policies and plans, significant strides are also being made in our country within the framework of the national Sustainable Development Plan.

It is clear that achieving sustainable development in line with the SDGs requires strong institutional capacity and effective coordination. With the support of actions derived from relevant national policies and plans, public institutions, consultancy firms, associations, municipalities, various industries and organisations, and private enterprises are all working to move forward in line with global goals.

In addition, the Paris Agreement, which forms the foundation of the global climate regime, was ratified in Türkiye in 2021 by presidential decree and has completed its legal approval process at the national level. Türkiye has officially announced its goal of reaching net zero emissions by 2053.



TOURISM SECTOR IN TÜRKİYE

Certain key developments specific to our sector have served as important milestones in our sustainability journey. These include:

- ✓ The establishment of the Turkish Tourism Promotion and Development Agency (TGA) in 2019, with the purpose of positioning Türkiye as a leading brand and an attractive destination in both domestic and international tourism markets. The agency was created to support the promotion and development of the country's tangible and intangible natural, cultural, biological and human-made heritage, to increase the share of tourism capacity and investments within the national economy, and to enhance the overall quality of services.
- ✓ The launch of the Safe Tourism Certification programme under the leadership of TGA in 2020. This initiative, introduced during the pandemic, was the first of its kind globally and set a series of comprehensive standards prioritising the health and safety of guests and employees across key service areas such as transport, accommodation, food and beverage, and event services. Nearly 12,000 institutions were certified under this programme.
- ✓ Following this period, Türkiye signed a cooperation agreement with the Global Sustainable Tourism Council (GSTC), after achieving a record number of visitors despite the challenges of the pandemic. This made Türkiye the first country to work directly with the GSTC to develop a national sustainable tourism programme, positioning it as both a pioneering and exemplary model on the global stage.
- ✓ The development of the Türkiye Sustainable Tourism Programme Criteria (TR-I), a three-phase framework based on full alignment with GSTC criteria. This programme was designed by the Ministry of Culture and Tourism, the TGA, GSTC, Cappadocia University and other expert institutions to promote the sustainable growth of the tourism sector and encourage alignment among stakeholders.
- ✓ The publication of the TR-I criteria and the implementation of a national roadmap requiring accommodation providers and other tourism businesses to adopt these standards gradually. With the introduction of this plan, Türkiye officially entered a new phase of sustainable transformation in the tourism sector as of 2022. As a result of this transition, the number of certified and verified accommodation facilities in Türkiye has surpassed 6,000.
- ✓ These criteria have become a valuable guide for the sector and play a key role in helping businesses align with Türkiye's obligations under the Paris Climate Agreement and the European Green Deal.

RECENT DEVELOPMENTS



STANDARDS AND AUDIT PROCESSES

At Maxx Royal Resorts, all procedures are carried out in line with the “Risk Analysis and Improvement” approach, covering management, concept, operations, health & safety and inspection standards.

In accordance with this approach, all processes are regularly reviewed and continually updated as part of emergency and disaster preparedness planning.

The core of continuity lies in constant auditing and ongoing development.

Internal audits are conducted by authorised managers, while our resorts are also subject to external inspections carried out by independent experts.

As part of this, the following are regularly carried out:

- Legal Inspections
- General Health and Safety Audits
- Occupational Health and Safety Inspections
- Governorship Committee Inspections
- Pool Safety Inspections
- Food Safety Audits
- Third-Party Audits
- Safe Tourism Inspections introduced during the COVID period.

PERIOD OVERVIEW



The text "PERIOD OVERVIEW" is written in a dark green, hand-drawn, slightly irregular font. It is enclosed within a white rectangular box with a dark green border. A small tail extends from the bottom right of the box, pointing towards the main text area.

To us, **sustainability** does not mean maintaining the status quo or simply continuing to exist. It means moving forward with consistent upward momentum.

While we worked with dedication in the hope of meeting again in healthier days, we also asked ourselves how we could use this period as an opportunity to become even better.

After reopening, we picked up where we left off with renewed energy, motivated by the chance to once again reunite with our guests and our entire team.

In November 2020, we reached what we consider to be a major milestone in our brand's institutional and developmental journey. Having applied to the **TURQUALITY® Brand Support Programme**, the world's only state-backed branding initiative, we successfully passed the preliminary evaluations conducted by leading global audit firms. As of January 2021, **we became the first company in the service sector** to be admitted to the programme.

This process gave us the opportunity to evaluate our progress across areas such as strategic planning, brand and marketing, operational management, digitalisation and innovation. It also enabled us to identify valuable areas for further development.

As we prepare for expansion into new destinations and continue on our path towards becoming a global brand, we are not only building new ideas and systems, but also gaining a clearer understanding of ourselves and how we can become a more effective model for the sector and our country.

A FRESH CHAPTER IN STRATEGY: QUALITY AND SUSTAINABILITY

One of the projects we focused on during our Strategic Development Plan and TURQUALITY programme efforts was the integration of our QUALITY AND SUSTAINABILITY work, in a way that allows both to complement and support one another.

Following numerous workshops, brainstorming sessions and reporting processes involving our Board of Directors and relevant committees, we adopted a decision to position quality and sustainability as a unified strategic dimension. This would allow us to manage **Quality and Sustainability** matters from a more holistic and elevated perspective.

To ensure these efforts could be implemented more comprehensively, our R&D Directorate was established within Maxx Royal Resorts. In parallel, our Quality and Brand Management departments took the lead on integrating existing work into this broader sustainability model.

To ensure these efforts could be implemented more comprehensively, our R&D Directorate was established within Maxx Royal Resorts. In parallel, our Quality and Brand Management departments took the lead on integrating existing work into this broader sustainability model. We understood that establishing full alignment between ESG (Environment, Social, Governance) practices and our quality management systems, brand standards, corporate social responsibility policies and essential HSE (Health, Safety, Environment) standards would provide a strong foundation.

For many years, our hotels have implemented, monitored, updated and audited numerous technical standards across a wide range of areas. These include brand-specific service standards, national compliance requirements and international benchmarks. Now, we have positioned sustainability as an overarching management philosophy and selected the most appropriate and comprehensive set of criteria to guide us going forward.

Looking ahead, our goal is to embed this philosophy even more deeply across the organisation and to better understand how it contributes to our shared strategic objectives.

PERIOD OVERVIEW



MAXX ROYAL RESORTS ACHIEVES AN INDUSTRY FIRST

In this new era where we have embraced quality and sustainability as a strategic dimension, we selected the Hotel Industry Criteria of the Global Sustainable Tourism Council (GSTC), the organisation that sets, disseminates and manages global standards for ensuring sustainability in travel and tourism worldwide, to guide us through the process.

This choice ensured that the infrastructure created through all the work we have undertaken to date would align with the highest standards and shape the course of the period ahead.

In 2023, through a current situation analysis, a series of training sessions and workshops organised with our managers and teams, and revisions to our documentation system, we achieved audit readiness in a remarkably short time.

A major advantage during this transition was that our properties had, for many years, been among those holding the TRAVELIFE GOLD certification, another system recognised by the GSTC, and our teams already possessed significant expertise in the field.

In 2022, Maxx Royal Resorts fully met the relevant criteria, succeeded in the audits, and became the first hotel group in Türkiye to hold the GSTC Global Sustainable Tourism Council Industry Criteria Certificate.

In the same year, with the creation and publication of the Türkiye Sustainable Tourism Programme Criteria (TR-I), we had the opportunity to be among the pilot properties where TR-I was first implemented in the field, and we earned the 3rd Tier Sustainable Tourism Certificate.

Bringing together under the umbrella of sustainability a wide range of initiatives such as the Safe Tourism Certificate, which ensures health and safety in tourism enterprises, the Bicycle-Friendly Hotel Certificate, which provides infrastructure for diversity in tourism, and the Zero Waste Certificate, which introduces a fresh perspective on waste management, has added both richness and value to our sector and our properties.

OUR ROADMAP:
SUSTAINABLE TOURISM



MILESTONES

OUR ROADMAP:
SUSTAINABLE TOURISM



2011
2014



2011
2014
2024



2014
2015



2017



2020



2020
2021
2024



2021



2021



2022
2024



2022



2021
2022



2023
2024



2024



2024



THE LEADING HOTELS OF THE WORLD

Maxx Royal Kemer Resort and Maxx Royal Belek Golf Resort, with their total of 526 villas and suites and more than 400,000 m² of grounds, were accepted into The Leading Hotels of the World collection, which brings together the finest independently owned luxury hotels around the globe. The unique guest experience created through our distinctive design philosophy and service excellence was the foundation for our invitation to this prestigious collection. The Leading Hotels of the World features hotels that stand out not only for their elegance and refined atmosphere, but also for their local character and brand-specific touches.

As of 2023, both hotels were also recognised for their strong sustainability vision and policies, earning us the honour of being listed in the Sustainability Leaders collection, a prestigious sub-category within The Leading Hotels of the World, which includes properties selected for their local impact and environmental leadership.

This collection brings together hotels that take a broader view of sustainability, going beyond environmental awareness to include community development, cultural preservation, and local sourcing. From energy use to water management, food waste to ethical purchasing, these hotels embrace sustainability across all areas of operation. The collection is also designed to guide eco-conscious travellers by highlighting properties with high standards in environmental and social responsibility.

As members of the Sustainability Leaders collection, our hotels stand out for their commitment to responsible luxury and transparent communication. We are proud to have been selected for this distinction, which both inspires our teams and reassures our guests that they are part of a meaningful and forward-looking travel experience.

OUR ROADMAP:
SUSTAINABLE TOURISM

MEMBER OF

THE LEADING HOTELS
OF THE WORLD®



THE LEADING HOTELS OF THE WORLD

The Leading Hotels of the World is committed to growing its collection of exceptional, independently owned hotels with a shared focus on social responsibility and globally inclusive sustainability values.

LHW is a member of the Global Sustainable Tourism Council (GSTC), the international body responsible for setting and managing sustainability standards across the tourism industry.

The organisation also collaborates with Green Globe, Green Key Global, Travelife and Vireo Srl to support hotels in enhancing their sustainability strategies. These partnerships provide resources, tools and expert guidance to help hotels advance their environmental and social impact.

From historic city landmarks to remote mountain retreats, LHW hotels reflect diverse cultural and natural environments. The organisation brings them together under one sustainability vision through the Sustainability Leaders collection.

This community promotes hotels that go beyond operational compliance to offer meaningful cultural and community-based experiences. By placing local values and traditions at the heart of the guest journey, these hotels inspire more conscious and responsible travel. Maxx Royal's membership in this collection highlights our commitment to delivering exceptional experiences while embracing environmentally and socially responsible tourism, a philosophy we call "luxury with a conscience".

OUR ROADMAP:
SUSTAINABLE TOURISM



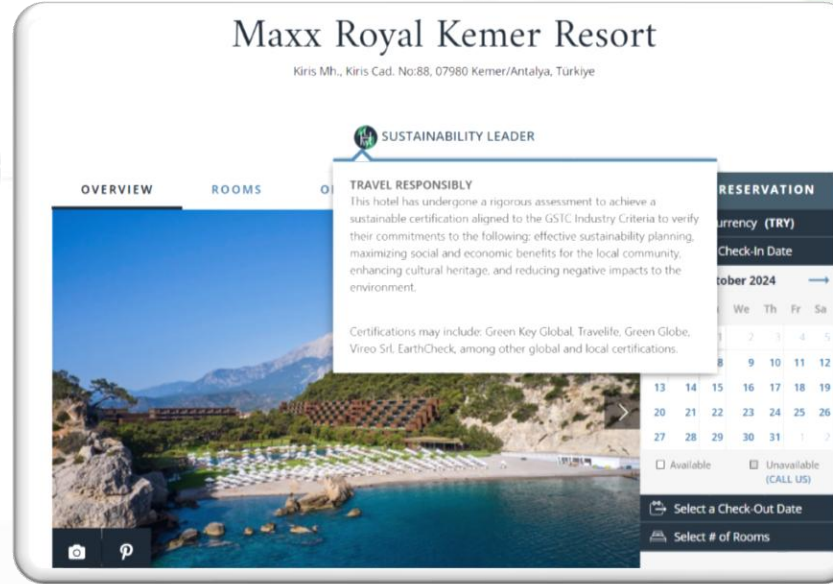
THE LEADING HOTELS OF THE WORLD

To be included in the Sustainability Leaders collection, a hotel must hold a valid sustainability certificate aligned with the Global Sustainable Tourism Council (GSTC) framework. This requires undergoing rigorous audits and verification against the GSTC Industry Criteria by an accredited body.

In essence, only hotels that are recognised as leaders in their field, fully comply with the GSTC Industry Criteria, and hold at least one internationally accredited sustainability certificate can earn the Sustainability Leaders title.

In Türkiye, Maxx Royal Kemer Resort and Maxx Royal Belek Golf Resort became the first and only properties to meet these exacting standards. In 2023, both were welcomed into this distinguished collection, a milestone that also marked the first time Turkish hotels were featured on the LHW Sustainability Leaders platform, representing a proud step in presenting responsible luxury on the global stage.

OUR ROADMAP:
SUSTAINABLE TOURISM



QUEST SATISFACTION AND SUSTAINABILITY

In 2024, we welcomed 388,470 guests from 104 countries. To further enhance our guests' experiences, we regularly measure the impact of our sustainability practices through satisfaction surveys and continuously improve our service quality based on the feedback we receive.

OUR ROADMAP:
SUSTAINABLE TOURISM

Maxx Royal Resorts; doğal yaşamın korunmasından bisiklet kullanımının artırılmasına, enerji tasarrufundan atık yönetimine kadar birçok alanda sürdürülebilirlik çalışmaları yürütüyor. Siz bu çalışmaları nasıl değerlendiriyorsunuz?



Memnunum



Geliştirilmeli



TOURISM DIVERSIFICATION: WELLBEING JOURNEYS

The culture of “well-being” is understood as a lifestyle dedicated to achieving overall health and fulfilment. This state of wellness, which embraces not only the physical body but also the mind and spirit, requires the integration of various rituals into daily life to awaken inner energy and bring about lasting improvements in quality of life. With its distinctive approach to service, Maxx Royal Resorts has brought this philosophy to life under the name **Maxx Wellbeing**.

Maxx Wellbeing
MAXX ROYAL

OUR ROADMAP: SUSTAINABLE TOURISM

At the heart of breathtaking natural surroundings, Maxx Wellbeing offers a truly transformative approach to holistic wellness. Rooted in ancient wisdom and enriched with cutting-edge treatments, advanced therapies, natural products and profound expertise, each journey is crafted to inspire lifelong change. This immersive experience invites guests to reconnect with themselves, rejuvenate body and mind, and design a long-lasting, healthy lifestyle in harmony with nature. It is a path to rediscovering local riches, drawing from time-honoured healing traditions, exploring modern therapies and spiritual practices, and building personal wellness calendars and life routines. By blending this heightened state of awareness with grounding rituals, Maxx Wellbeing cultivates a sense of inner balance and conscious living, an essential foundation for a life well lived.

Believing that every aspect of a quality life is interconnected, Maxx Wellbeing begins with a personalised consultation that focuses on renewal of the body, mind and soul. Through this journey, it offers:

- A team of experts including Ayurvedic specialists, wellness consultants, massage therapists, meditation and yoga instructors, trained to provide bespoke treatments that relax both the body and the mind
- A holistic wellness philosophy that views the human body as a whole and centres around healthy nutrition and conscious living
- Preventative programmes that offer guests fresh perspectives on life and themselves, rather than focusing on treatment
- A special menu at Maxx Wellbeing Restaurant created around the body's needs, featuring organic, local, vegan, gluten-free and lactose-free options
- A deeper sense of life awareness that supports lifelong transformation and much more beyond that

From its cuisine to the boutique, Maxx Wellbeing champions environmentally friendly, handcrafted, natural and upcycled materials in all areas. The aim is to share local experiences that are rooted in the surrounding geography and natural world, and to guide guests on a journey of discovery where respect for healing traditions and simplified pleasures takes the place of consumption-driven living.



MORE EFFECTIVE WASTE MANAGEMENT

We have taken another important step in reducing our environmental impact.

Since the day our brand was founded, we have carried out extensive work on waste separation at source, supporting recycling and reusability, reducing consumption, and ensuring that all waste is managed in a healthy and safe manner. These efforts have now been crowned with the “**Basic Level Zero Waste Certificate**”, awarded by the Ministry of Environment and Urbanisation of the Republic of Türkiye, as part of the Zero Waste Project that supports sustainable development and a sustainable environment.

OUR ROADMAP: SUSTAINABLE TOURISM

The Zero Waste movement not only aims to establish consistency in source separation standards nationwide, but also encourages businesses to develop innovative projects that increase their recycling potential.

Since 2020–2021–2024, our facilities have aligned their waste management processes with the Zero Waste criteria and have been granted Zero Waste certification.

The effectiveness of separation at source is directly linked to infrastructure features, the availability of adequate and appropriate equipment, operational awareness and the investments made.

Starting from our guest rooms, we have created dozens of collection points that enable source separation and allow our guests to actively participate in our waste recovery cycle.

We continue to improve our waste management process and remain committed to advancing our efforts in this area.



TOURISM DIVERSIFICATION: BICYCLE-FRIENDLY HOTEL

We enhanced our concept to qualify within the government-supported “Bicycle-Friendly Accommodation Facility” category, which was launched to promote tourism diversification in Türkiye. Our aim was to demonstrate our commitment to this initiative and to create memorable moments for our cycling-enthusiast guests throughout their Maxx Royal holiday experience.

In September 2021, we received the official Bicycle-Friendly Accommodation Facility Certificate.

Driven by our belief in the philosophy of a bicycle-friendly lifestyle and the role of cycling tourism in supporting sustainable travel, we continue to develop initiatives that promote cycling, inspire our employees and guests, and engage all our stakeholders.

As we have always done, we remain dedicated to promoting the rich cultural heritage, natural beauty and hidden treasures of our region. We also continue to expand the content on the Corporate Responsibility page of our website, a dedicated space that we see as a meeting point for like-minded partners who share our vision and direction.



OUR ROADMAP:
SUSTAINABLE TOURISM

MORE SOLIDARITY



Maxx Royal Heart is a social committee established at Maxx Royal Belek Golf Resort. It was created to strengthen our employees' sense of belonging, reinforce the spirit of teamwork and shared achievement, contribute to the development of a common language and workplace culture, enhance internal and external communication, and promote the values of sharing, compassion, sensitivity and mutual support. The initiative also aims to ensure greater employee participation in decision-making processes and company initiatives.

OUR ROADMAP:

SUSTAINABLE TOURISM

Maxx Royal Heart is made up of volunteer members from every department and level, led by the Human Resources Manager.

- Identify motivational needs across the organisation and develop engaging activities
- Participate in and support the spread of social responsibility and sustainability projects
- Organise tournaments, competitions, picnics and parties to strengthen communication among colleagues
- Share updates and organise celebrations for special days and occasions
- Provide information on cultural and artistic events and arrange group participation
- Celebrate team members who become parents, get married, are promoted or receive recognition in any field
- Visit and support colleagues who have lost a loved one or are facing serious health issues
- Identify colleagues or community members in need and develop ways to offer meaningful support
- Organise donation campaigns
- Support projects that help preserve and promote our region's historical, cultural and spiritual heritage, and contribute to local development and tourism
- Protect nature, wildlife and the environment, and raise awareness of conservation and resource efficiency
- Be attentive and proactive in the prevention of child and women's abuse, and organise special awareness sessions
- Promote respect for different cultures, religions and languages, and organise educational sessions on diversity and inclusion

This committee not only encourages closer communication and solidarity among us but also strengthens our connection with the hotel, our region and our colleagues.



CHILDREN ARE OUR PRIORITY



Maxxi Land is far more than a traditional kids' club. Designed as a world of its own, it reflects an approach that goes beyond entertainment, embracing the development, emotional growth and world view of our youngest guests.

It offers a unique space tailored to different age groups, with areas for care, sleep, play, hobbies and entertainment. The facility also features numerous indoor and outdoor playgrounds, a dedicated restaurant, Dino Park, adventure park, funfair, cinema and music rooms, creating a magical universe for children to explore.

Maxxi Land ensures the highest level of care and safety for children, using advanced technological solutions that provide peace of mind to families. Its dedicated team, all of whom are trained in pedagogy and child development, have earned the trust and affection of our guests.

The entire Maxxi Land team receives ongoing training in critical topics such as child protection, emergency response, family-child communication, emotional sensitivity and commonly encountered health situations.

Maxxi Land supports children in discovering the geography they are visiting, understanding biodiversity, engaging with traditional crafts, and developing a respect for the future of the planet. Through dozens of fun and educational workshops and creative activities, it encourages children to grow into socially aware, ethically minded individuals who care for animals, nature and their communities.



AWARD-WINNING MENUS INSPIRED BY LOCAL INGREDIENTS

Born out of a long-standing partnership with world-renowned Michelin-starred Chef **Alfredo Russo**, Gastro by Alfredo Russo has been one of Maxx Royal Resorts' most distinctive culinary destinations since 2020. In 2024, ORO by Alfredo Russo opened at Maxx Royal Bodrum Resort. Now considered one of the signature restaurants of Maxx Royal Resorts, these culinary destinations offer an exceptional fine dining experience. Guided by the Italian chef's visionary approach, each dish is a fusion of tradition and modernity, crafted from original ingredients sourced from various regions across Türkiye and its neighbouring geographies, and elevated by global culinary expertise.

OUR ROADMAP:

SUSTAINABLE TOURISM

Blending classic Italian flavours with new trends and regional ingredients, Chef Russo believes that “style endures, not fashion.”

With his rich experience, Chef Russo brings not only a feast of flavours but also a new perspective through his sustainable culinary philosophy.

At Gastro:

- A tasting menu of seven distinct dishes is served in elegant, minimalist portions
- Waste and loss during preparation are kept to a minimum
- The order of service is carefully planned to enhance flavour perception
- Menus are crafted with locally sourced ingredients adapted to global trends, while remaining respectful of regional needs
- Every dish is freshly prepared, visually striking and finished with an element of surprise
- During each service, the chef explains the ingredients and flavours to guests, offering insights and sharing the origins of the produce — turning the meal into a journey of discovery
- The restaurant setting is kept deliberately simple and serene to direct all attention to the plate. For Russo, simplicity is elegance, and elegance lies in simplicity
- Guests experience the food with full focus and all their senses engaged
- This fine dining journey brings satisfaction that is not only nutritional, but also cultural, social and sensorial
- As a final flourish, guests receive a personalised letter on departure, a thoughtful keepsake to preserve the memory of their gastronomic journey.

Alfredo Russo's signature concept fully reflects the essence of what Maxx Royal aspires to offer its guests: “exceptional food quality, impeccable service, privacy and comfort in a refined atmosphere.”



OUR SUSTAINABILITY MANAGEMENT SYSTEM

Our Sustainability Policies express our intent and commitment as a core part of our sustainability journey. These policies are accessible to all our internal and external stakeholders via our website and internal communication platforms.

<https://www.maxxroyal.com/en/sustainability>

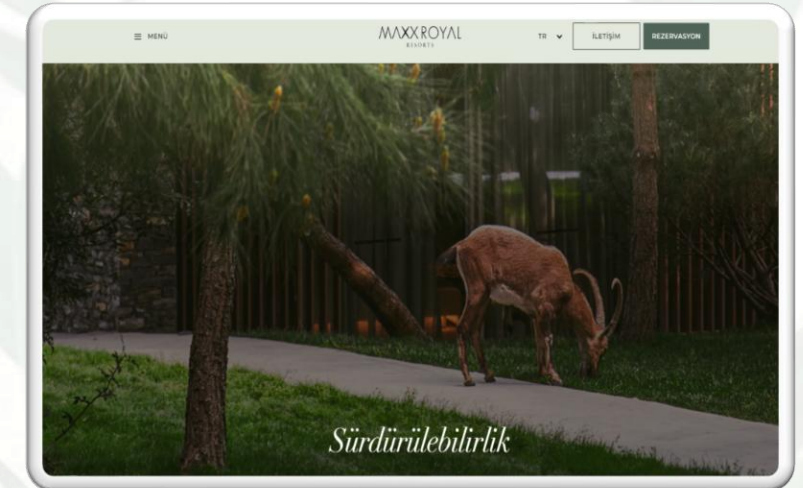
We also have a dedicated sustainability manual that brings together all topics in one place to define our internal standards and responsibilities. This comprehensive guide outlines every aspect of our approach in detail.

As we shape and refine the systems that influence and guide our processes, we remain mindful of the following:

- The natural resources we use, and the immediate environment and communities we engage with
- The extended Maxx Royal family we form with our employees, guests, suppliers and all stakeholders
- Our cultural heritage and the values we are committed to preserving
- The positive cycle of sharing and mutual support
- Ethical standards, and the importance of fairness and inclusivity
- The need to prioritise women, children and disadvantaged groups in every initiative
- Our integral connection with the geography in which we operate
- Our primary responsibility to reduce the harmful impact we have on the environment
- The importance of contributing to regional development and nurturing positive neighbourly relations
- The value of sharing our professional knowledge and experience with younger generations

We are fully aware that each of these principles directly impacts our corporate success and the quality of the experiences we offer our guests. For this reason, we have embraced a management approach that continually reviews our responsibilities at every stage of our work.

OUR ROADMAP: SUSTAINABLE TOURISM



OUR SUSTAINABILITY MANAGEMENT SYSTEM

We plan our operational processes in line with our sustainability goals, analyse the outcomes, and work to improve our performance each day.

To support this aim, we place strong emphasis on the following tools and use them as effectively as possible:

- Internal and external environmental analyses
- Legal compliance monitoring
- Risk and opportunity assessments
- Strategic planning
- Target and performance tracking
- Regular reviews and updates
- Continuous improvement and development processes

OUR ROADMAP:
SUSTAINABLE TOURISM

As our training content evolves and expands, our internal awareness grows and our system becomes more mature and effective.

Alongside the results of our initiatives, our methods for analysing internal and external factors allow us to identify new opportunities for development. At the same time, our performance monitoring and reporting systems enable us to routinely evaluate and improve our practices.

Given the scale and complexity of our operations, managing all these processes from end to end requires strong coordination and professional expertise.

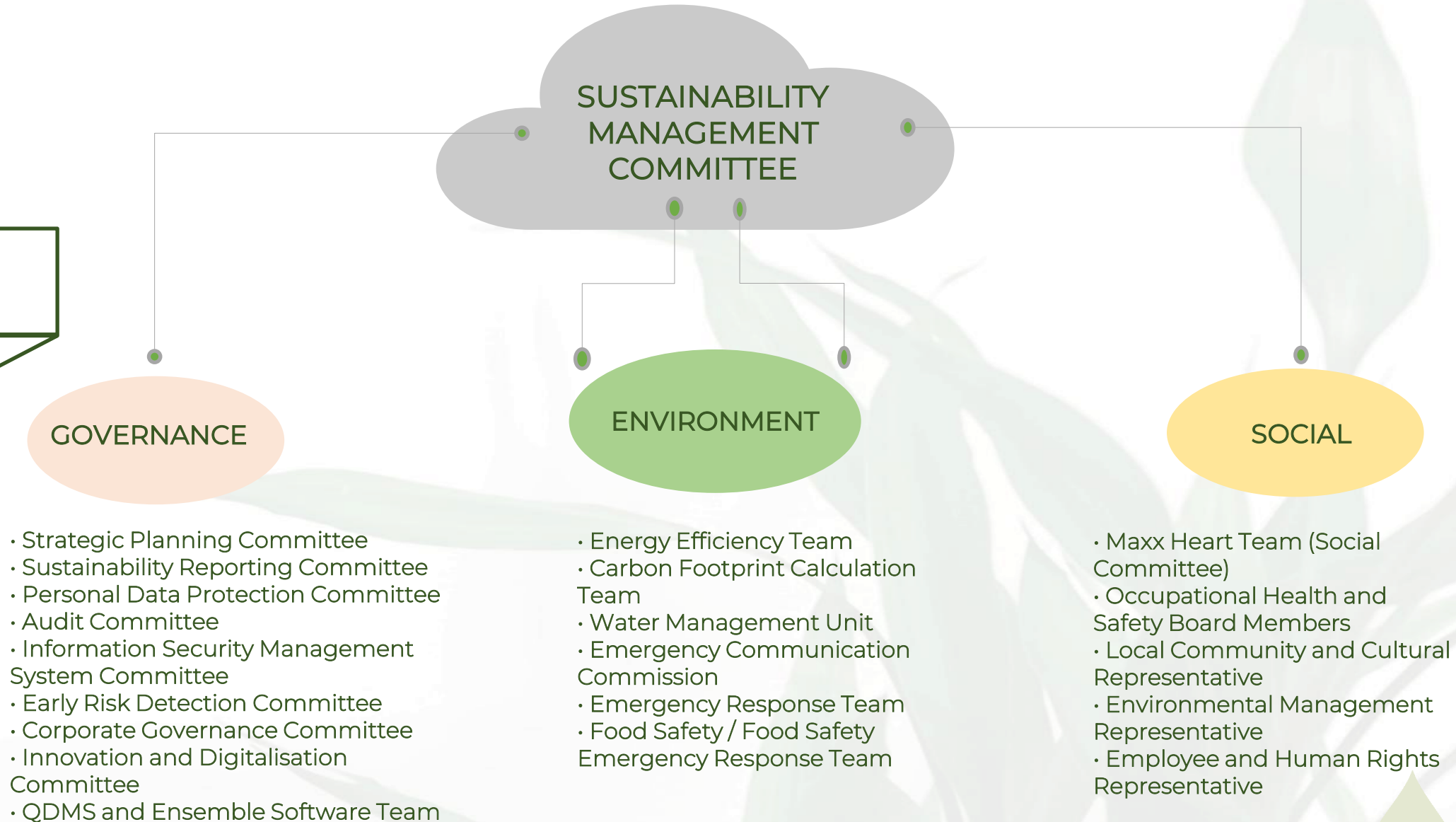
At our hotels, all sustainability-related activities are coordinated by the Quality and Brand Management departments. These efforts are led in partnership with Senior Management and actively supported by teams from Human Resources, Training and Development, Procurement, Finance, Kitchen, Food and Beverage, Maxx Assistant, Technical Services and many other departments.

This comprehensive exchange of knowledge and communication is overseen by a defined committee structure, enriching our work with ideas, insights, resources and guidance from every discipline involved.



COMMITTEE STRUCTURE

OUR ROADMAP:
SUSTAINABLE TOURISM



INTEGRATING QUALITY AND SUSTAINABILITY

We recognise that many different requirements and standards, although originating from diverse needs and serving distinct purposes, are often interlinked. If these elements are not managed within a cohesive framework, inconsistencies may arise. For this reason, we have adopted sustainability as our overarching model and are working to ensure that all our systems communicate with and complement each other.

While some of our systems are managed centrally from our head offices, others are implemented jointly across all Maxx Royal Resorts.

Our Quality departments take a leading role in our sustainability efforts thanks to their oversight and coordination of the full spectrum of rules and standards that guide these systems.

Their responsibilities include planning annual activities for relevant processes, managing documentation and revisions, designing training content, organising training and meetings as needed, supporting audits, collecting data, reporting results and sharing updates internally.



To ensure the continuity of our systems, our Quality teams — comprised of professionals trained in diverse engineering and specialist fields such as food engineering, industrial engineering, environmental engineering and occupational safety — not only have significant experience in sustainability but also continuously expand their knowledge by following new regulations and participating in technical training programmes.



OUR ROADMAP:
SUSTAINABLE TOURISM

TRAINING AND EXPERTISE DEVELOPMENT

We recognise that every training programme and project we take part in contributes to developing our competencies and vision in the field. We place strong value on these interactions as part of our commitment to the professional growth of our teams.

To support this, our Quality departments actively participated in the following initiatives:

- A member of our Quality team represented our hotels in the **Antalya Sustainability Ambassadors Programme**, organised in collaboration with SÜGEP and Boğaziçi University SDSN, and hosted by the Antalya EU Information Centre under the auspices of the Antalya Chamber of Commerce and Industry, with support from the Delegation of the European Union to Türkiye. Our colleague successfully completed the programme and contributed to project development activities.

- We supported sectoral advancement by taking part in the **Sustainable Tourism Management** training programme held in collaboration with Cappadocia University and the Türkiye Tourism Promotion and Development Agency (TGA).

- We participated in the GSTC Sustainable Tourism Criteria Training, organised by one of the leading international authorities in the field. We also attended the sustainability summit hosted by LEBİB YALKIN, a well-established organisation that offers legal and regulatory updates and high-quality educational programmes for the business community in Türkiye.

These events offered valuable opportunities to engage in experience sharing across different sectors, explore sustainability criteria in greater detail, learn from real-life applications, and engage in strategic and academic-level discussions on the philosophy of sustainable tourism. We gained new insights from experts, exchanged ideas with peers, and explored comparative approaches through a review of up-to-date data and case studies.

We continue to build on the knowledge and expertise we gain and to share these learnings across our organisation.

OUR ROADMAP:
SUSTAINABLE TOURISM



PROJECTS WITH OUR PARTNERS AND INSTITUTIONS

ETS “Sustainable Living-Friendly Hotels” Project

Conscious consumption and eco-friendly attitudes are increasingly being embraced by consumers as a part of the sustainable lifestyle. As a result, our guests are seeking accommodation options that align with their values. Being part of a living-friendly holiday means choosing a hotel that is:

- respectful towards nature and the cultural and historical heritage of its region
- beneficial to its surroundings
- aware of the environmental impact it creates
- engaged in effective communication with all stakeholders
- committed to a responsible and sustainable approach throughout its operations

With this understanding, we were proud to take part in the “Living-Friendly Hotels for Sustainable Tourism” project, developed in collaboration with our valued domestic business partner Etstur. We contributed as a pilot hotel in the evaluation of the project, the alignment of criteria with hotel operations, and the scoring process.

This initiative also served as a valuable internal assessment and learning opportunity for us.

We firmly believe that sustainability practices can only succeed when embraced and implemented by all parties in the sector, including guests, suppliers, service providers and operators alike. Guided by this belief, we wholeheartedly supported this meaningful project.

We hope that pioneering initiatives like “Living-Friendly Hotels” will serve as natural meeting points for properties that share this vision and become milestones in the development of the sector.

OUR ROADMAP: SUSTAINABLE
TOURISM



PROJECTS WITH OUR PARTNERS AND INSTITUTIONS

UNWTO – OXFORD SDG IMPACT LAB and Maxx Royal Resorts Collaboration

Maxx Royal Resorts served as a pilot property in a collaborative project titled “Establishing a Framework for ESG (Environmental, Social and Governance) in Tourism Enterprises.” The initiative was jointly conducted by the United Nations World Tourism Organization (UNWTO), Oxford SDG Impact Lab and EasyJet.

OUR ROADMAP: SUSTAINABLE TOURISM

As part of the project, our hotel’s sustainability leaders and Quality departments held meetings, interviews and site tours with representatives from the Oxford SDG Impact Lab. Together, we evaluated 18 key environmental indicators, 11 social indicators and 5 governance indicators — focusing on monitoring methods, units of measurement and long-term benefits. The project also included an in-depth review of Maxx Royal Resorts’ sustainability practices since 2011. Topics assessed included legal compliance, environmental and water management, waste strategies, social initiatives, organisational structure, adopted standards, earned awards, sustainability reports and performance indicators.

We explored how sustainability is approached on a global scale, evaluated international regulations and industry standards, and discussed the challenges and opportunities of the journey.

This project was of significant global importance. It provided a comparative analysis of similar hotel chains around the world, including their strategies, organisational structures, sustainability initiatives, expertise levels, key metrics and performance targets. It also contributed to defining a shared sustainability framework for the future of the tourism sector.



PROJECTS WITH OUR PARTNERS AND INSTITUTIONS

UNWTO – OXFORD SDG IMPACT LAB and Maxx Royal Resorts Collaboration

As part of the UNWTO – Oxford SDG Impact Lab collaboration, representatives from the Oxford Department of International Development visited and assessed dozens of countries, destinations and hotels.

We are pleased to share the key highlights noted in the Oxford team's preliminary evaluation report, under the heading "Impressive and Inspiring Findings from Maxx Royal Resorts":

- A high level of care, precision and expertise in the collection and reporting of sustainability data and initiatives
- A pioneering role in advancing sustainability and shaping the national agenda within the Turkish hospitality sector
- A forward-thinking approach that not only meets existing best practices and standards but also seeks to go beyond them
- A diverse set of environmental initiatives that extend well beyond standard practices and include uniquely innovative actions
- Exceptional attention to social indicators and practices, particularly in enhancing employee wellbeing — a notable distinction from other properties where such issues are often overlooked
- A strong sense of commitment and participation across all departments in advancing sustainability — quite unlike the limited engagement typically observed in other hotels, where responsibility is often confined to a few individuals and fails to reflect a wider organisational priority
- A clearly action-driven approach to sustainability, not treated merely as a marketing tool but as a meaningful force for genuine progress
- A deep-seated belief and commitment that luxury and sustainability can and should go hand in hand — backed by serious investment in research and development to realise this vision

OUR ROADMAP: SUSTAINABLE
TOURISM



PROJECTS WITH OUR PARTNERS AND INSTITUTIONS

UNWTO – OXFORD SDG IMPACT LAB and Maxx Royal Resorts Collaboration

Following this work, we had the opportunity to share our experiences with all project groups during the private sector pilot applications session at the Expert Group Meeting on Measuring the Sustainability of Tourism, held at the Andalucía Lab in Marbella, Spain.

We regard these efforts, and the framework to be developed, as an important step towards ensuring that, with a more inclusive and collective mindset, success and results in our sector can be assessed more fairly and on a more comparable basis worldwide.

Through this enlightening journey, which began in collaboration with the University of Oxford and the UNWTO on the ESG framework, we underline our commitment to advancing sustainability in tourism.

We believe in the potential of this framework to serve as a guide for corporate sustainability work, and we once again extend our sincere thanks to the UNWTO team for their generous invitation and to our partner EasyJet Holidays for their support.

OUR ROADMAP: SUSTAINABLE
TOURISM



PROJECTS WITH OUR PARTNERS AND INSTITUTIONS

Donation to Darüşşafaka Society

We prioritise working with suppliers that value sustainability in their practices. As a reflection of this commitment, we are pleased to share that in 2024, one of our business partners made a donation to the Darüşşafaka Society on our behalf.

We see this journey as a process of creating shared value, where brands grow by supporting each other and generating synergy.

OUR ROADMAP: SUSTAINABLE
TOURISM



PROJECTS WITH OUR PARTNERS AND INSTITUTIONS

Sustainable Tourism Management Training

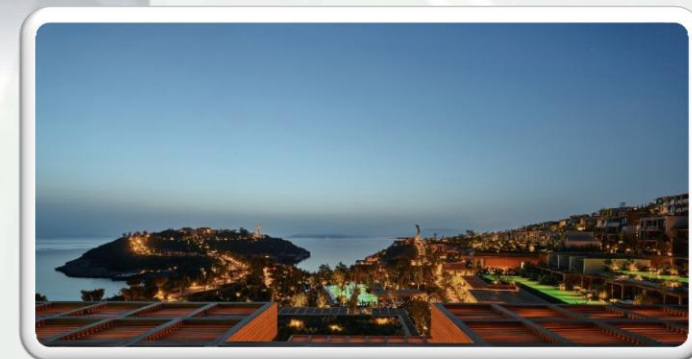
As part of the Sustainable Tourism Programme, we participated in the Sustainable Tourism Management training organised through a collaboration between the Türkiye Tourism Promotion and Development Agency (TGA) and Cappadocia University. These sessions not only enhanced our industry perspective but also broadened our way of thinking. Moreover, they helped us strengthen in-house expertise and further advance our competencies in the field of sustainability.

OUR ROADMAP: SUSTAINABLE
TOURISM





MAXX ROYAL RESORTS



Facility	Maxx Royal Belek Golf Resort	Maxx Royal Kemer Resort	Maxx Royal Bodrum Resort
Opening Date	May 20, 2011	July 12, 2014	May 17, 2024
Category	5* All Suite Hotel	5* All Suite Grand Boutique Hotel	5* All Suite Grand Boutique Resort
Season	12 Months	Summer	Summer
Total Area	1.040.500 m²	160.000 m²	115.000 m²
Hotel	Main Building Terrace Houses Private Villas 505 Suites 24 Villas	Main Building Royal Residence Blocks Lagoon Villas Private Villas 291 Rooms	Suites Royal Suites Duplex Suites Lagoon Suites Private Villas 282 Rooms
Concept	Maxx Inclusive	Maxx Inclusive	Maxx B&B – Bed and Breakfast Full Board
Telephone	+ 90 242 710 27 00	+ 90 242 813 60 60	+ 90 252 311 01 50
Address	Belek Mah. İskele Cad. Maxx Royal Blok No: 21/14 İç Kapı No: Z1 Serik / Antalya	Kiriş Mah. Kiriş Cad. No: 88 07980 Kemer /Antalya	Gölköy Mah. 312 Sk. No: 3 48400 Bodrum /Muğla
Sustainability Website	https://www.maxxroyal.com/tr/surdurulebilirlik		



MAXX ROYAL RESORTS



Maxx Royal Belek Golf Resort

9 À La Carte Restaurants
2 Snack Restaurants
1 Main Restaurant
1 Children's Restaurant
1 Patisserie
1 Chocolatier



15 Bars



15 Pools and



Kids' Club,
Dinosaur Park,
Adventure Park,
Funfair



SPA & Wellbeing Centre



18-Hole Specially Designed
Golf Course



Academy for Kids

Maxx Royal Kemer Resort

9 À La Carte Restaurants
1 Children's Restaurant
1 Patisserie
1 Chocolatier

11 Bars

8 Pools and
Aquapark

Kids' Club

SPA & Wellbeing Centre

Maxx Royal Bodrum Resort

9 À La Carte Restaurants
4 Snack Restaurants
1 Children's Restaurant
1 Patisserie
1 Chocolatier

4 Bars

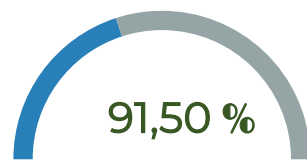
6 Pools

Kids' Club

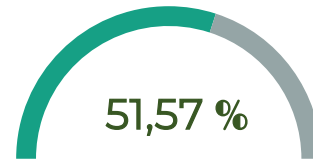
SPA & Wellbeing Centre



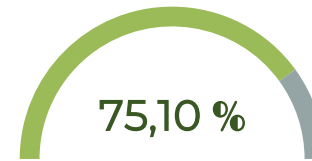
MAXX ROYAL BELEK GOLF
RESORT



GUEST
SATISFACTION



REPEAT
GUESTS



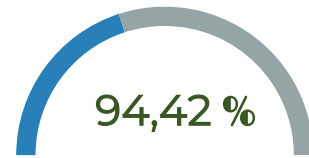
OCCUPANCY



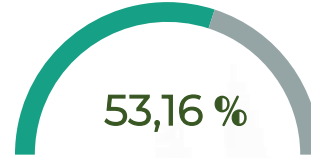
NIGHT STAYS
(PERSON/YEAR)



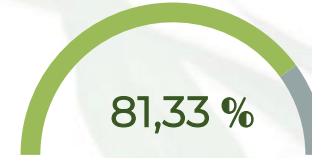
MAXX ROYAL KEMER
RESORT



GUEST
SATISFACTION



REPEAT
GUESTS



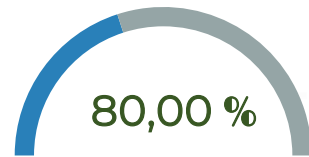
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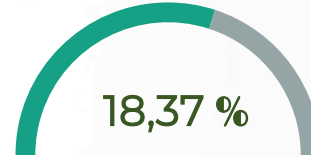
NIGHT STAYS
(PERSON/YEAR)



MAXX ROYAL BODRUM
RESORT



GUEST
SATISFACTION



REPEAT
GUESTS



OCCUPANCY



NIGHT STAYS
(PERSON/YEAR)





ENVIRONMENT

OUR COUNTRY'S CLIMATE CHANGE VISION

Türkiye's national vision on climate change is to become a country that has integrated climate change policies with development policies, expanded energy efficiency, increased the use of clean and renewable energy sources, actively participates in climate change mitigation within the framework of its specific conditions, and is able to offer all its citizens high quality of life and prosperity with low carbon intensity.

REDUCING ENVIRONMENTAL IMPACTS

The steps to be taken in these areas will reduce the carbon footprint of products and service activities produced in our country. In addition, considering the increasing number of international companies committing to decarbonising their value chains, these steps will also help strengthen the position of our companies within those value chains.



EMISSION SOURCES AND ENERGY EFFICIENCY

The requirements relating to our areas of responsibility under environmental legislation are managed in cooperation with our contracted and authorised environmental consultancy firm, and all our processes are carried out under the supervision of our official environmental officer.

In addition, on-site practices and needs are continuously monitored, checked and reported by the Environmental Management Representative.

REDUCING ENVIRONMENTAL IMPACTS

As part of our ongoing efforts to improve energy efficiency and environmental sustainability at Maxx Royal Belek Golf Resort, the cogeneration system was decommissioned due to the rising cost of natural gas, which rendered the system inefficient. All relevant legal processes were successfully completed, and as a result, our existing Environmental Permit and Provisional Activity Certificate concerning emissions were revoked. The facility has since been granted Environmental Permit Exemption status. In line with our strategy to utilise resources more efficiently and transition to low-carbon solutions, we continuously review and optimise our energy management practices.

Maxx Royal Kemer Resort and Maxx Royal Bodrum Resort have also been granted Environmental Permit Exemption status.



EMISSION SOURCES AND ENERGY EFFICIENCY

The European Green Deal, introduced by the European Commission, is a series of policy initiatives aimed at making the European Union (EU) climate-neutral by 2050. It has laid the groundwork for reviewing all existing laws in terms of climate impact and introducing new legislation in areas such as the circular economy, building renovation, biodiversity, agriculture and innovation.

In addition, the Green Deal includes measures to help nations currently dependent on fossil fuels to overcome this dependency.

With this approach, across Europe and in other regions where its influence is expected to spread, efforts have accelerated to:

- improve quality of life
- strengthen the relationship with nature
- speed up the transition to a green economy

It is inevitable that countries, industries and all corporate structures must prepare for this process.

For this reason, the measurement and reduction of carbon footprints — monitored as a critical parameter at every level from individuals to nations — is clearly essential.

Türkiye has signed the Paris Agreement and prepared and published an action plan outlining the steps it will take under the European Green Deal.

According to the plan, unless the necessary policy measures for alignment are implemented, both the Carbon Border Adjustment Mechanism and technical regulations in trade are expected to significantly affect Türkiye's integration with the EU under the Customs Union.

As a candidate country for EU membership and a Customs Union partner, the actions and targets set in the action plan have been determined with due consideration for the policies, strategies and legislative changes announced under the Green Deal.

REDUCING ENVIRONMENTAL
IMPACTS



CORPORATE CARBON FOOTPRINT

Corporate carbon footprint calculation activities are being rapidly implemented, as they are among the key topics and requirements of many recognised environmental and sustainability programmes. Organisations wishing to calculate their corporate carbon footprint are advised to use one of the international standards such as the GHG Protocol, PAS 2060 or ISO 14064.

REDUCING ENVIRONMENTAL IMPACTS

Measuring the corporate carbon footprint not only allows for the examination of increases and decreases in greenhouse gas emissions, but also, through the methodology followed at individual, corporate and national levels, provides the ability to speak the same language as the rest of the world in terms of how the process is managed, the progress achieved, or where progress has not been made.



3PMETRICS APPLICATION AND CORPORATE CARBON FOOTPRINT CALCULATION

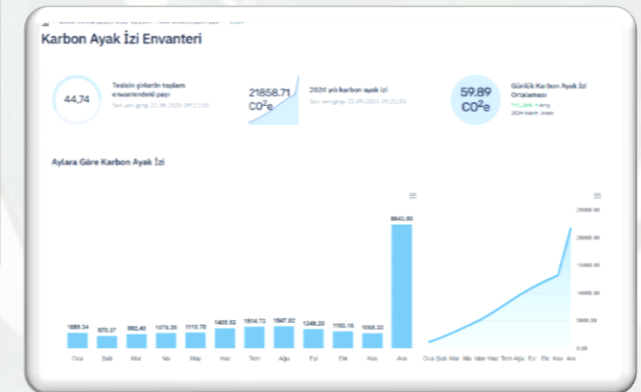
Our work on calculating our corporate footprint began in 2021. When planning this activity within our operations, we took care to choose a method that is aligned with global standards, ensures continuity and is adapted to our business.

At this point, we selected a tool that delivers effective and accurate results, and can be adapted to the life cycle, resources and scale of the business.

3pmetrics is a tool that enables the calculation and reporting of the corporate carbon footprint in line with the requirements of the ISO 14064 Standard, and in accordance with international protocols, at Scope 1, Scope 2 and Scope 3 levels.

With this calculation method, our aim is to perform a detailed and accurate analysis in compliance with technical methodologies.

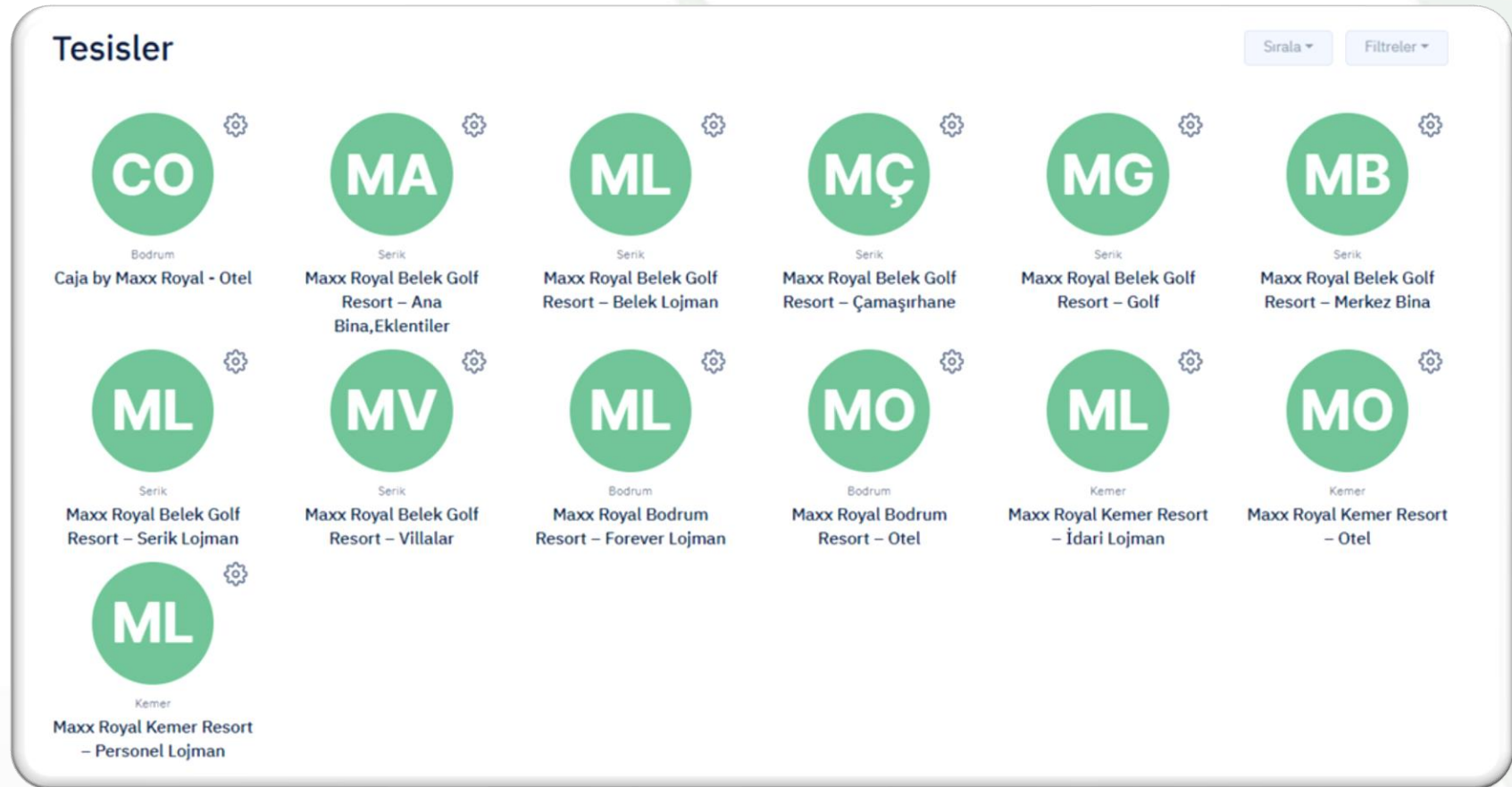
REDUCING ENVIRONMENTAL
IMPACTS



CORPORATE CARBON FOOTPRINT - DATA BREAKDOWN POINTS

Using the tool we have in place, we divided the main framework into thirteen distinct areas, taking into account the energy distribution of our facilities along with the status of our monitoring and reporting systems.

REDUCING ENVIRONMENTAL
IMPACTS



CORPORATE CARBON FOOTPRINT WORKING GROUP

Within this structure, we are able to obtain different reports per unit, both in real time and as totals, as well as based on the defined areas. We expect this to provide significant advantages when determining and prioritising our future reduction targets.

We began entering data into the calculation tool in 2021 and established a working group with representation from the relevant departments.

REDUCING ENVIRONMENTAL IMPACTS

TECHNICAL SERVICES	Technical Manager
	Assistant Technical Manager
	Cogeneration and LV-HV Chief
	Technical Order Taker
ACCOUNTING	Accounting Manager
	Assistant Accounting Manager
	Cost Control Chief
QUALITY	Quality Manager
	Assistant Quality Manager
	Quality Supervisor
PROCUREMENT	Assistant Procurement Manager



CORPORATE CARBON FOOTPRINT CALCULATION SCOPE 8

Data entry is carried out for numerous subcategories within Scope 1, Scope 2 and Scope 3.

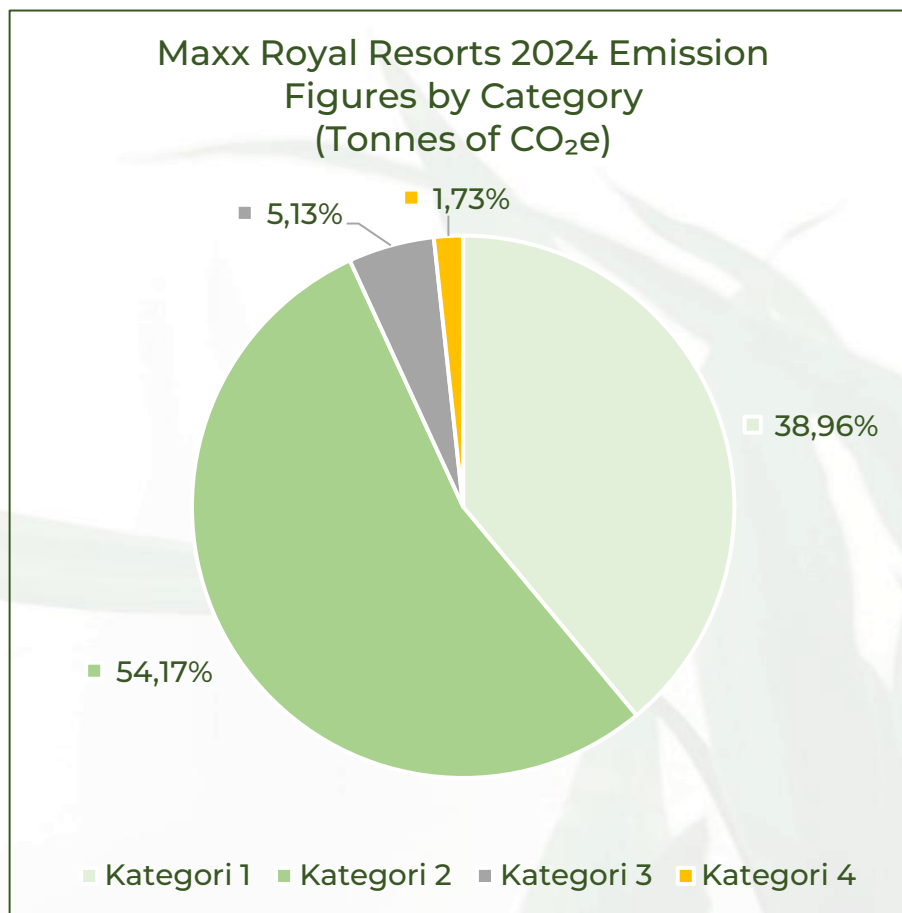
REDUCING ENVIRONMENTAL
IMPACTS

Scope 1-2	Scope 3
Fuel Consumption for Heating – Natural Gas	Process Emissions – Chemical Consumption
Fuel Consumption for Heating – Lpg	Downstream Logistics (Outbound) – Air Freight
Fuel Consumption for Heating – Lng	Downstream Logistics (Outbound) – Cargo
Fuel Consumption for Heating – Wood	Employee Commuting – Shuttle Services
Fuel Consumption for Heating – Cng	Business Travel – Flights
Fuel Consumption for Process – Natural Gas	Business Travel – Hotel Accommodation
Fuel Consumption for Process – Lpg	Purchased Goods and Services – Paper Procurement/Consumption
Fuel Consumption for Process – Charcoal	Waste Disposal – Household Waste
Fuel Consumption for Process – Butane Gas (Torch Gas)	Waste Recovery – Plastic Waste
Fuel Consumption for Process – Stove Fuel	Waste Recovery – Paper & Cardboard
Fuel Consumption for Process – Lng	Waste Recovery – Glass Waste
Generator Fuel Consumption – Diesel	Waste Recovery – Metal
Vehicle Fuel for Transportation – Company Vehicles – Diesel	Waste Disposal – Other
Vehicle Fuel for Transportation – Company Vehicles – Petrol	Waste Recovery – Other
Operational Vehicle Fuel – Company Vehicles – Diesel	Waste Recovery – Mixed Packaging
Operational Vehicle Fuel – Company Vehicles – Petrol	
Transformers – Gas Consumption	
Electricity Consumption	
Refrigeration Units – Refrigerant Gas Consumption	
Fire Extinguishers – CO ₂ Consumption	



CORPORATE CARBON FOOTPRINT - EMISSION VOLUME BY CATEGORY

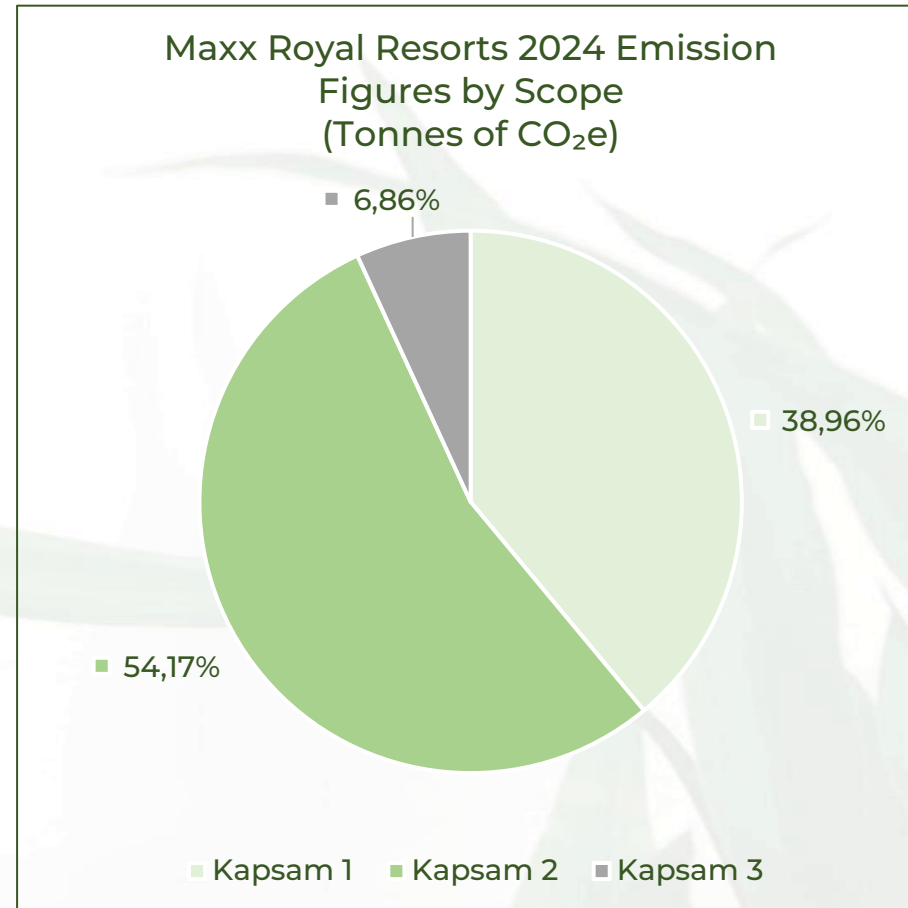
REDUCING ENVIRONMENTAL
IMPACTS



CORPORATE CARBON FOOTPRINT - EMISSION VOLUME BY SCOPE



REDUCING ENVIRONMENTAL
IMPACTS



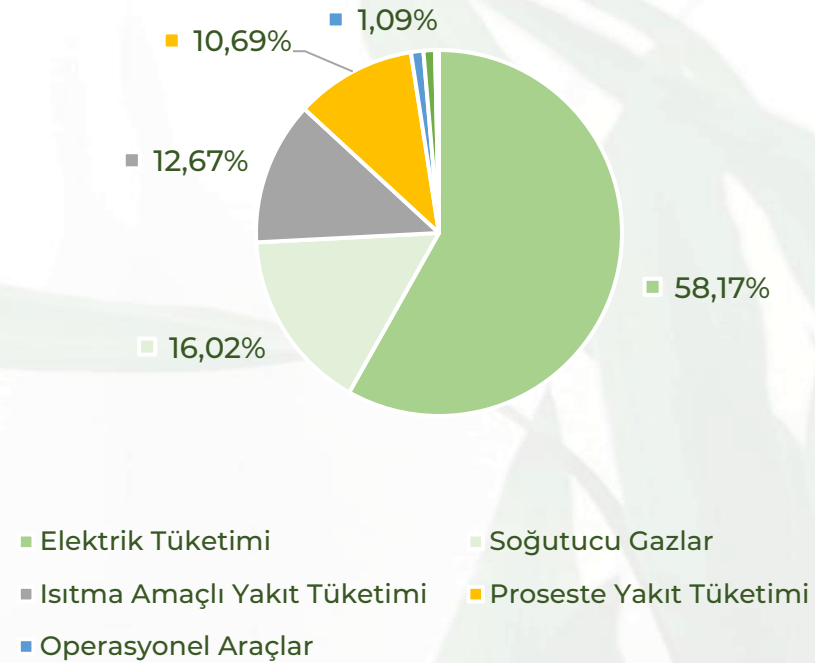
CORPORATE CARBON FOOTPRINT - SCOPE 1-2 INVENTORY DISTRIBUTION



GREENHOUSE
GAS PROTOCOL

REDUCING ENVIRONMENTAL
IMPACTS

Maxx Royal Resorts 2024 Scope 1-2
Inventory Breakdown (Tonnes of CO₂e)



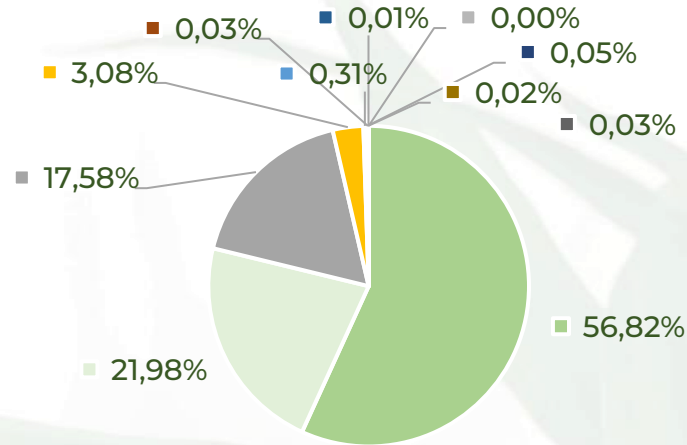
CORPORATE CARBON FOOTPRINT - SCOPE 3 INVENTORY DISTRIBUTION



GREENHOUSE
GAS PROTOCOL

REDUCING ENVIRONMENTAL
IMPACTS

Maxx Royal Resorts 2024 Scope 3
Inventory Breakdown (Tonnes of CO₂e)



Servisler
Eysel Atık
Uçuşlar
Kağıt Satın Alması
Konaklama
Plastik Atık
Karışık Tehlikeli Atıklar - Geri Dönüşüm
Metal Atıklar
Karışık Tehlikeli Atık - Düzenli Depolama
Ambalaj Atıkları
Giden Hava Kargo
Karışık Tehlikeli Atık - Yakma



OUR CORPORATE CARBON FOOTPRINT

REDUCING ENVIRONMENTAL
IMPACTS



REDUCING ENVIRONMENTAL
IMPACTS





REDUCING ENVIRONMENTAL
IMPACTS



CORPORATE CARBON FOOTPRINT VERIFICATION

After obtaining a set number of periodic reports and completing our internal checks, we will proceed to the verification stage.

Following the verification audit, we aim to conduct sectoral and volumetric comparisons to understand our current standing.

Through all these efforts, our goal is to reduce the carbon footprint resulting from our activities, lower energy costs, minimise environmental harm, and provide both social and ecological benefits by ensuring the use of cleaner products. We are striving to prepare for this process, referred to as the low-carbon economy, in the most accurate way possible.

REDUCING ENVIRONMENTAL
IMPACTS



For 2027, our target is to obtain an official, verified carbon footprint value calculated using at least four periods of comparable data.



CARBON NEUTRALISATION PLANS



Once the carbon footprint of our hotels has been calculated and verified, our initial plan for carbon neutralisation is to install solar power plants with the capacity to offset the harmful carbon dioxide (CO₂) emissions generated.

REDUCING ENVIRONMENTAL
IMPACTS



ISO 50001 ENERGY MANAGEMENT SYSTEM

REDUCING ENVIRONMENTAL IMPACTS

The “energy efficiency approach”, one of the key focus points of the European Green Deal, is now included in our planning as an additional integrative concept. This approach offers roadmaps such as analysing resources more effectively, assessing opportunities, replacing existing methods with more efficient ones while maintaining requirements for needs and comfort zones, and promoting the wider use of renewable energy models.

At Maxx Royal Resorts, analyses, evaluations, assessments and training activities have been carried out for many years in collaboration with energy efficiency consultants. Recently, efforts have accelerated with the establishment of the ISO 50001 Energy Management System, with the aim of ensuring audits and continuity. Within the framework of our collaboration with experts, team training, documentation, assignments and internal audit activities continue. Through these efforts, we aim to make energy efficiency the focal point in infrastructure and technology investments, procurement processes, new projects and lifetime cost calculations, while also increasing awareness and consciousness across the entire organisation.



MAXX ROYAL BODRUM RESORT'S LEED PLATINUM CERTIFICATION

REDUCING ENVIRONMENTAL IMPACTS



Maxx Royal Bodrum Resort's LEED Achievement

The Maxx Royal Bodrum Resort project was planned in line with the LEED standards set by the U.S. Green Building Council, with a focus on environmental responsibility, economic sustainability and human health. Upon completion, the resort was awarded the highest rating - LEED Platinum certification.

We take pride in being the first resort hotel to achieve LEED Platinum (v4 BD+C) status, as well as being the largest hotel project in the world and the first hotel in Türkiye to receive this prestigious certification.

With 101,000 m² of total construction area, the simultaneous certification of our 67 buildings demonstrates our commitment to sustainability. By protecting 59,000 m² of green space, implementing energy-efficient systems and water recycling facilities, we reduce environmental impact while enhancing resource efficiency.



While maintaining the highest level of user comfort, the building aims to reduce energy consumption by more than 24%, and indoor water consumption by more than 35% compared to standard buildings.



MAXX ROYAL BODRUM RESORT'S LEED PLATINUM CERTIFICATION

REDUCING ENVIRONMENTAL IMPACTS



Takip Edilen Sürdürülebilirlik/LEED Stratejileri:

- Enerji verimli sistemler (%35)
- Enerji izleme
- Uçlu otomasyon sistemi
- Soğutucu akışkanların yönetimi
- Talep dengeleme altyapısı
- Su verimli ekipmanlar (%40)
- Deniz suyu ters ozmoz tesisi
- Su arıtma tesisi
- Geri dönüşümlü su kullanımı
- Akıllı su tüketimi izleme
- Su tasarruflu peyzaj (%60)
- Habitat koruma ve yenileme
- Yeşil çatı
- Açık alan tasarımı
- Işık kirliliği kontrolü
- Su geçirimsiz sert peyzaj
- Detaylı saha değerlendirmesi
- Isı adası etkisinin azaltılması
- Yaşam döngüsü analizi (BLCA)
- Geri dönüşümlü malzeme
- Sağlıklı iç mekan malzemeleri
- Doğal malzeme
- Sürdürülebilir şantiye yönetimi
- İnşaatla yapılan atık yönetimi
- İnşaatla uygulanan sağlıklı iç mekan önlemleri
- Saha kontrol ve denetimleri
- Elektromekanik-bina kabuğu testleri
- Doğal havalandırma
- %100 taze mekanik havalandırma
- CO₂ sensörleri
- Verimli aydınlatma
- Konforlu aydınlatma
- Termal konfor
- Gün ışığı tasarımı ve kontrolü
- Nitelikli manzara
- Arka plan ses düzeyi kontrolü
- Ses iletimi kontrolü
- Bisiklet altyapısı ve kullanım olanakları
- Çok amaçlı (çeşitli) alanlar
- Toplu ulaşım imkanı
- Elektrikli araç

Maxx Royal Bodrum Resort's LEED Achievement

By combining its commitment to comfort and luxury with a deep sensitivity to the environment, Maxx Royal Bodrum Resort continues to lead the hospitality sector towards a more sustainable future. In this context, we follow a wide range of sustainability strategies.



WATER AND WASTEWATER MANAGEMENT

Our facilities that use mains or seawater are equipped with active, monitored water conditioning systems. Water distributed across every corner of the premises is at drinking water quality and is regularly monitored through daily, weekly and monthly measurements and analyses. Water consumption within the system is read via meters and recorded in consumption reports.

REDUCING ENVIRONMENTAL IMPACTS

Wastewater generated from usage is connected to the ASAT line and documented with a Connection Quality Control Certificate.

The hotel's drinking/domestic water consumption values also represent wastewater output. Equivalent fees are paid to ASAT and MUSKI for wastewater accordingly.

Additionally, wastewater from the Maxx Royal Bodrum Resort facility is converted into irrigation water through the treatment system, and waste from the treatment process is delivered to authorised disposal companies.

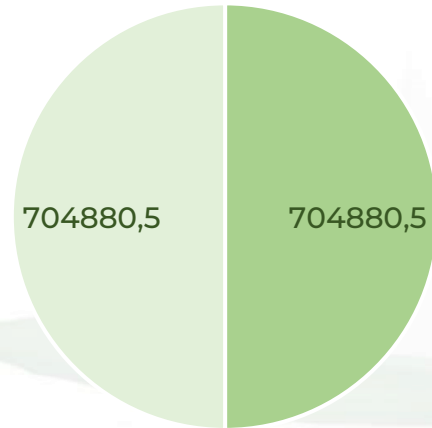


WATER AND WASTEWATER MANAGEMENT

MBLK-FACILITY (m³ and PP. CONSUMPTION)

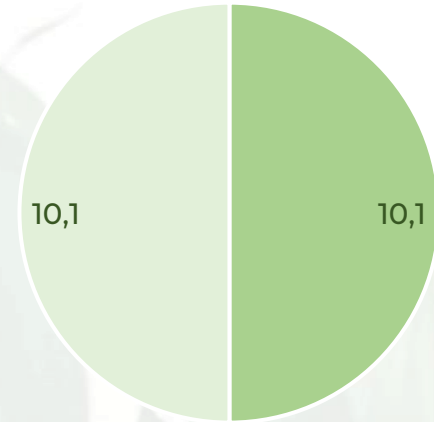
REDUCING ENVIRONMENTAL
IMPACTS

2024 Total Water & Wastewater
Consumption (m³)



■ Toplam Su Tüketimi (m³) ■ Toplam Atık Su Tüketimi (m³)

2024 Total PP Water & Wastewater
Consumption (m³)



■ PP. Toplam Su Tüketimi (m³) ■ PP. Toplam Atık Su Tüketimi (m³)



2024 Target: 25 m³ | Actual: 10,1 m³

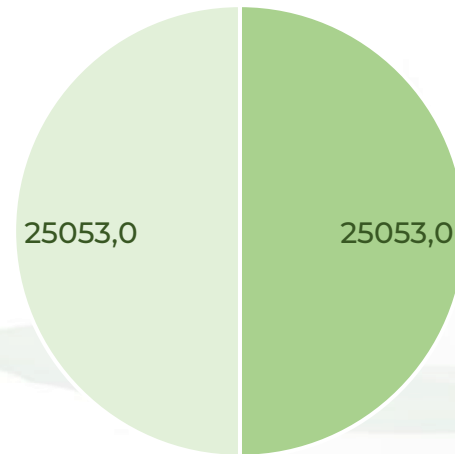


WATER AND WASTEWATER MANAGEMENT

MBLK-BELEK STAFF ACCOMMODATION (m³ and PP CONSUMPTION)

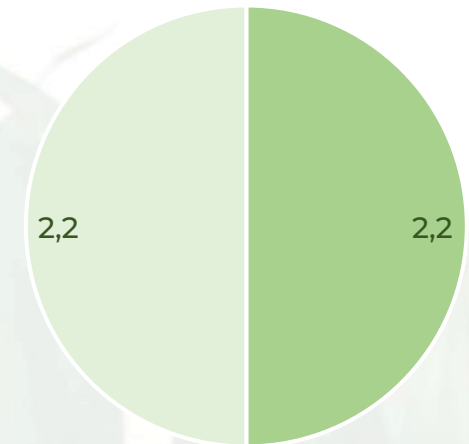
REDUCING ENVIRONMENTAL
IMPACTS

2024 Total Water & Wastewater
Consumption in Belek Staff
Accommodation (m³)



- Belek Lojman Toplam Su Tüketimi (m³)
- Belek Lojman Toplam Atık Su Tüketimi (m³)

2024 Total PP Water & Wastewater
Consumption in Belek Staff
Accommodation (m³)



- PP. Belek Lojman Toplam Su Tüketimi (m³)
- PP. Belek Lojman Toplam Atık Su Tüketimi (m³)



2024 Target: 4 m³ | Actual: 2,2 m³

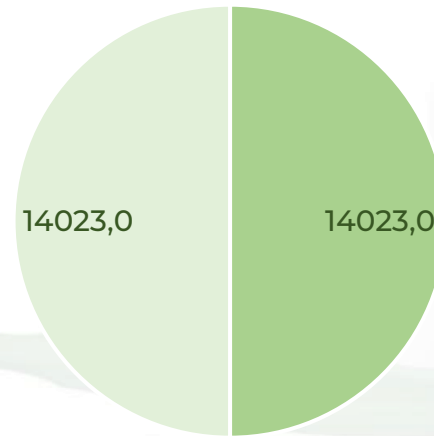


WATER AND WASTEWATER MANAGEMENT

MBLK-SERIK STAFF ACCOMMODATION (m³ and PP CONSUMPTION)

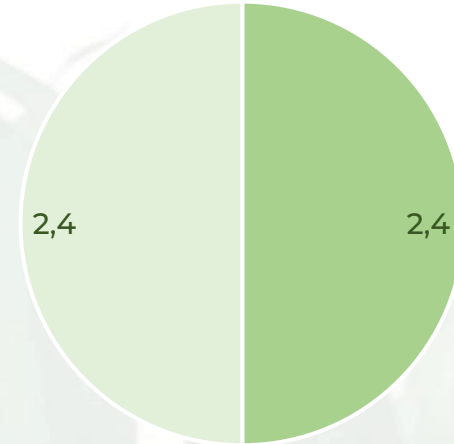
REDUCING ENVIRONMENTAL
IMPACTS

2024 Serik Staff Accommodation Total
Water-Wastewater Consumption (m³)



- Serik Lojman Toplam Su Tüketimi (m³)
- Serik Lojman Toplam Atık Su Tüketimi (m³)

2024 Serik Staff Accommodation Total PP
Water-Wastewater Consumption (m³)



- PP. Serik Lojman Toplam Su Tüketimi (m³)
- PP. Serik Lojman Toplam Atık Su Tüketimi (m³)



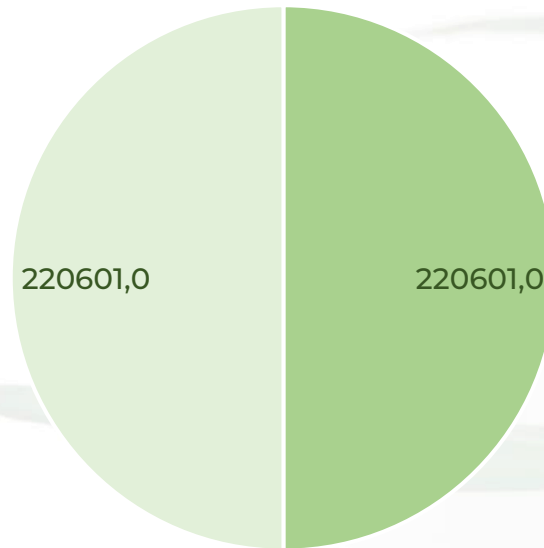
2024 Target: 10 m³, Actual: 2,4 m³



WATER AND WASTEWATER MANAGEMENT MKMR-FACILITY (m³ and PP CONSUMPTION)

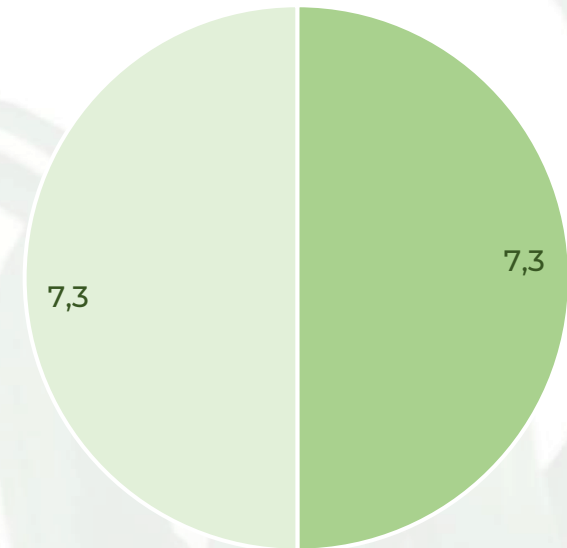
REDUCING ENVIRONMENTAL
IMPACTS

2024 Total Water-Wastewater
Consumption (m³)



■ Toplam Su Tüketimi (m³)
■ Toplam Atık Su Tüketimi (m³)

2024 Total PP Water-Wastewater
Consumption (m³)



■ PP. Toplam Su Tüketimi (m³)
■ PP. Toplam Atık Su Tüketimi (m³)



2024 Target: 14 m³, Actual: 7,3 m³

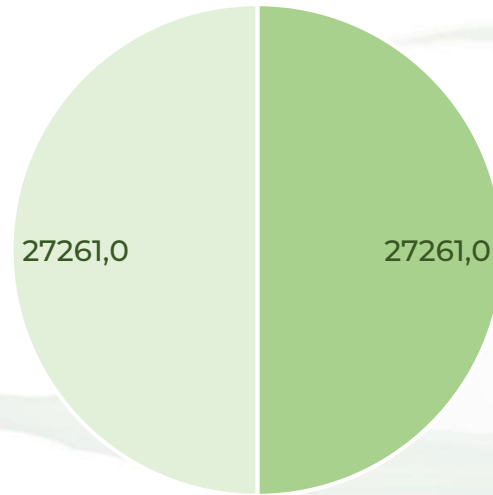


WATER AND WASTEWATER MANAGEMENT

MKMR-STAFF ACCOMMODATION (m³ and PP CONSUMPTION)

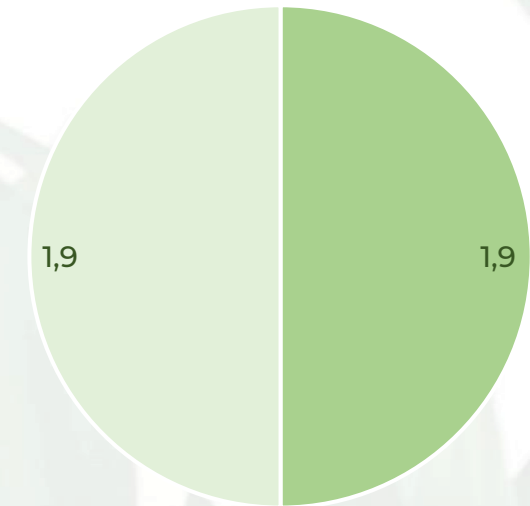
REDUCING ENVIRONMENTAL
IMPACTS

2024 Staff Accommodation Total Water
Consumption (m³)



- Personel Lojman Toplam Su Tüketimi (m³)
- Personel Lojman Toplam Atık Su Tüketimi (m³)

2024 Staff Accommodation Total PP
Wastewater Management (m³)



- PP. Personel Lojman Toplam Su Tüketimi (m³)
- PP. Personel Lojman Toplam Atık Su Tüketimi (m³)



2024 Target: : 2 m³, Actual: 1,9 m³

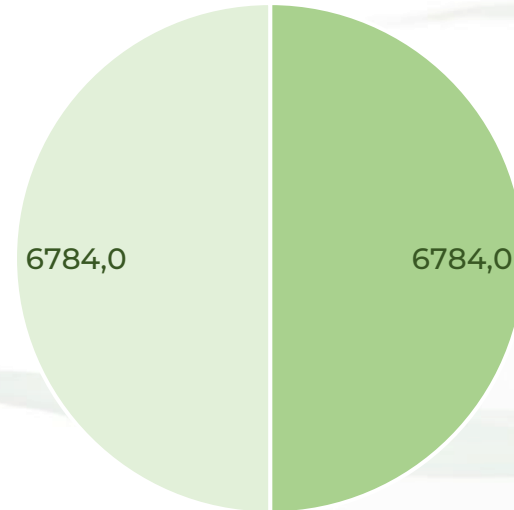


WATER AND WASTEWATER MANAGEMENT

MKMR-ADMINISTRATIVE STAFF ACCOMMODATION (m³ and PP CONSUMPTION)

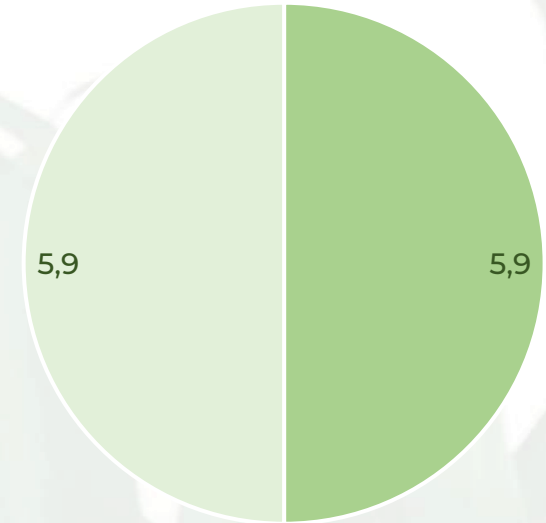
REDUCING ENVIRONMENTAL
IMPACTS

2024 Administrative Staff Accommodation
Total Water-Wastewater Management (m³)



- İdari Lojman Toplam Su Tüketimi (m³)
- İdari Lojman Toplam Atık Su Tüketimi (m³)

2024 Administrative Staff Accommodation
Total PP Water-Wastewater Consumption (m³)



- PP. İdari Lojman Toplam Su Tüketimi (m³)
- PP. İdari Lojman Toplam Atık Su Tüketimi (m³)



2024 Target: 5 m³, Actual: 5,9 m³

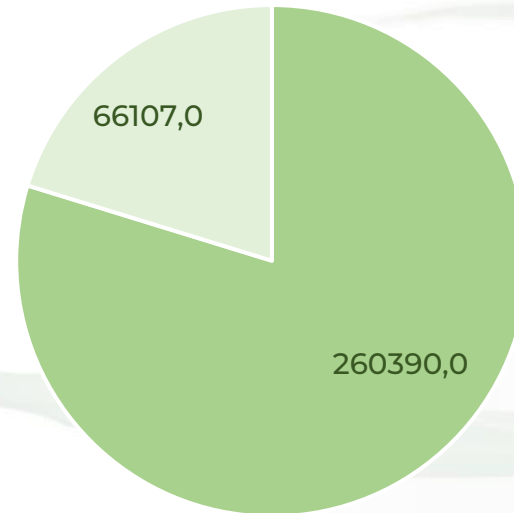


WATER AND WASTEWATER MANAGEMENT

MBDRM-FACILITY (m³ and PP CONSUMPTION)

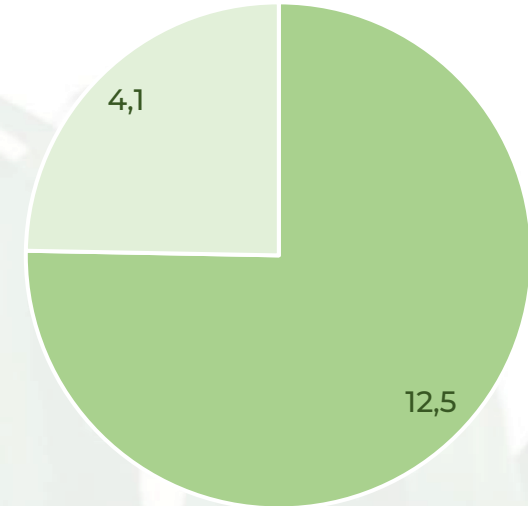
REDUCING ENVIRONMENTAL
IMPACTS

2024 Total Water-Wastewater
Consumption (m³)



- Toplam Su Tüketimi (m³)
- Toplam Atık Su Tüketimi (m³)

2024 Total PP Water-Wastewater
Consumption (m³)



- PP. Toplam Su Tüketimi (m³)
- PP. Toplam Atık Su Tüketimi (m³)



2024 Target: 25 m³, Actual: 12,5 m³



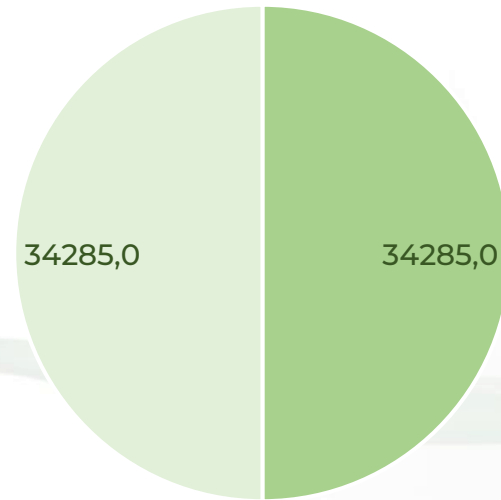


WATER AND WASTEWATER MANAGEMENT

MBDRM-FOREVER STAFF ACCOMMODATION (m³ and PP CONSUMPTION)

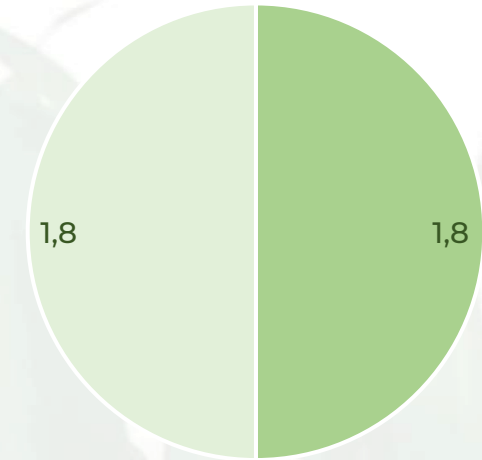
REDUCING ENVIRONMENTAL
IMPACTS

2024 Forever Staff Accommodation
Total Water Consumption (m³)



- Forever Lojman Toplam Su Tüketimi (m³)
- Forever Lojman Toplam Atık Su Tüketimi (m³)

2024 Forever Staff Accommodation
Total PP Wastewater Management
(m³)



- PP. Forever Lojman Toplam Su Tüketimi (m³)
- PP. Forever Lojman Toplam Atık Su Tüketimi (m³)



2024 Target: 4 m³, Actual: 1,8 m³



WATER MANAGEMENT IN LAUNDRY OPERATIONS

Maxx Royal Belek Golf Resort, Maxx Royal Kemer Resort, Voyage Belek and Voyage Sorgun all share a central laundry facility. Each piece of equipment in this laundry has its own “**User and Maintenance Manual**”, and the department is operated under the supervision of the Responsible Manager, with a dedicated team for maintenance and intervention.

- ✓ All steam produced in the cogeneration system is used in the laundry area, contributing to energy savings.
- ✓ The chemicals used in the laundry machines are regulated via dosing units.
- ✓ The tunnel washer system in the laundry reuses water from the rinse cycle in the pre-wash cycle, contributing to water savings.

REDUCING ENVIRONMENTAL IMPACTS

WATER SAVINGS
WITH THE TUNNEL
WASHER SYSTEM
25,000
m³ / YEAR

DAILY PROCESSING
CAPACITY
45
TONNES / DAY
CENTRALISED
LAUNDRY SERVICE



WATER MANAGEMENT IN THE GOLF COURSE IRRIGATION SYSTEM

At our Maxx Royal Belek Golf Resort, the irrigation of our golf course's green areas is carried out using the Rain Bird automation programme. This system enables instant soil measurements (such as moisture, salinity, soil temperature and conductivity). Hot weather does not necessarily mean that the grass requires more water. Based on these measurements, separate irrigation programmes are created for each zone. In this way, by using water resources correctly, excess usage is prevented, saving both water and energy.

REDUCING ENVIRONMENTAL
IMPACTS



WATER MANAGEMENT IN THE GARDEN IRRIGATION SYSTEM

The irrigation of green areas throughout the facility is carried out using a timed automation programme. In this way, water resources are used efficiently, and excessive consumption is avoided.

REDUCING ENVIRONMENTAL
IMPACTS



WATER MANAGEMENT IN THE GARDEN IRRIGATION SYSTEM

To optimise the maintenance of landscaping areas across our properties, we have adopted automated irrigation systems.

These systems are programmed according to the specific water needs of each area, enabling precise and timely irrigation. As a result, water consumption is reduced, while plant health and growth are supported.

Irrigation durations, cycles and designated zones are programmed via the system, creating a comprehensive irrigation plan that can be closely monitored and adjusted.

REDUCING ENVIRONMENTAL IMPACTS

Key Features:

- **Moisture Sensors:** Soil humidity levels are constantly monitored, allowing for the optimisation of irrigation cycles.
- **Water Meters:** Water consumption is tracked in real time to prevent unnecessary usage.
- **Uniform Irrigation:** Water is distributed evenly across green areas, eliminating issues of over- or under-watering.
- **Flexible and Rapid Response:** The system allows for quick adjustments based on weather and climate conditions.

System Components:

- Moisture Sensor
- Water Meter
- Control Module



REDUCING ENVIRONMENTAL
IMPACTS

At Maxx Royal Bodrum Resort, all wastewater undergoes a treatment process in the biological treatment facility, after which it is stored and reused for garden irrigation. This system helps reduce potable water consumption and supports the conservation of natural resources.

WASTEWATER MANAGEMENT

At Maxx Royal Belek Golf Resort and Maxx Royal Kemer Resort, the wastewater generated through use is discharged into the municipal sewer system in full compliance with the **Discharge Regulation for Wastewater into the Sewerage System (ASAT)**.

Both properties hold a Connection Quality Control Permit issued by ASAT. Water quality is regularly monitored by ASAT through sampling, ensuring that discharged wastewater meets the necessary environmental standards.

To ensure wastewater does not cause soil or water pollution, all drainage outlets in production and service areas are fitted with filters to trap solid and foreign materials before entering the system.

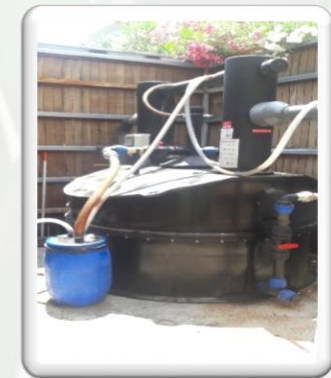
Wastewater and solid residues from kitchen drainage systems are directed into grease traps for separation. The wastewater is sent to the ASAT infrastructure, while the solid waste is collected regularly by an authorised, licensed company.

At Maxx Royal Bodrum Resort, wastewater is not discharged into the municipal sewer system. Instead, it undergoes treatment at an on-site biological treatment plant, is stored in designated tanks, and is reused for landscape irrigation purposes.

Similarly, wastewater from kitchen outlets is passed through grease traps for separation. The treated water is used within the resort's infrastructure, and solid waste is collected by a licensed service provider.

REDUCING ENVIRONMENTAL IMPACTS

A TOTAL OF
27
DEVICES SUPPORTING
THE PREVENTION OF
WATER POLLUTION



ENERGY MANAGEMENT

Maxx Royal Resorts is a high-capacity facility that uses a wide variety of energy sources and technologies simultaneously. Energy data is recorded using different methods and reported regularly. The energy data, monitored through operational and financial analyses, is evaluated by the Energy Efficiency Consultant.

Thanks to the automation systems used for lighting, air conditioning, irrigation and similar applications, opportunities for savings can be created.

By sourcing efficient, economical, eco-friendly products produced with new technology, we aim to achieve a positive impact on energy values.

The energy sources used in our facility are listed below:

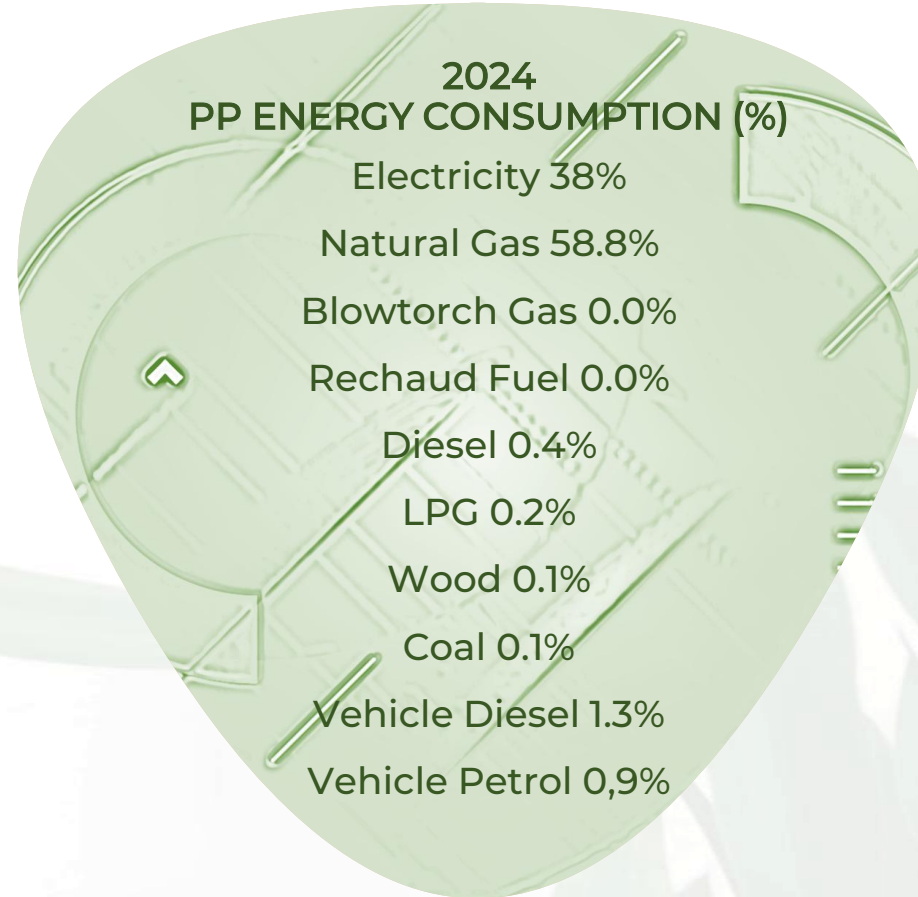
- Electricity
- Natural Gas
- LNG
- Blowtorch Gas
- Rechaud Fuel
- Diesel
- LPG
- Wood
- Coal
- Company/Operational Vehicles Diesel
- Company/Operational Vehicles Petrol

REDUCING ENVIRONMENTAL IMPACTS



ENERGY MANAGEMENT - MBLK-FACILITY (PP. CONSUMPTION %)

REDUCING ENVIRONMENTAL
IMPACTS

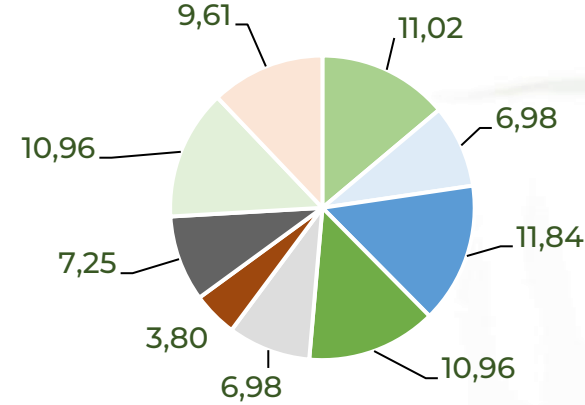


ENERGY MANAGEMENT

MBLK-FACILITY (kWh and PP. CONSUMPTION)

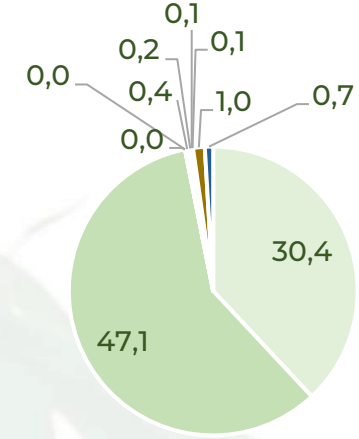
REDUCING ENVIRONMENTAL
IMPACTS

2024 Total Energy Consumption (kWh)



- Toplam Elektrik Tüketimi (kWh)
- Toplam Doğalgaz Tüketimi (m³)
- Toplam Pürmüz (Çakmak) Gazı Tüketimi (L)
- Toplam Reşo Yakıtı Tüketimi (L)
- Toplam Motorin Tüketimi (L)
- Toplam Lpg Tüketimi (kg)
- Toplam Odun Tüketimi (kg)
- Toplam Kömür Tüketimi (kg)
- Toplam Şirket/Operasyonel Araçlar Motorin Tüketimi (L)
- Toplam Şirket/Operasyonel Araçlar Benzin Tüketimi (L)

2024 Total PP Energy Consumption (kWh)



- PP. Toplam Elektrik Tüketimi (kWh)
- PP. Toplam Doğalgaz Tüketimi (m³)
- PP. Toplam Pürmüz (Çakmak) Gazı Tüketimi (L)
- PP. Toplam Reşo Yakıtı Tüketimi (L)
- PP. Toplam Motorin Tüketimi (L)
- PP. Toplam Lpg Tüketimi (kg)
- PP. Toplam Odun Tüketimi (kg)
- PP. Toplam Kömür Tüketimi (kg)
- PP. Toplam Şirket/Operasyonel Araçlar Motorin Tüketimi (L)
- PP. Toplam Şirket/Operasyonel Araçlar Benzin Tüketimi (L)



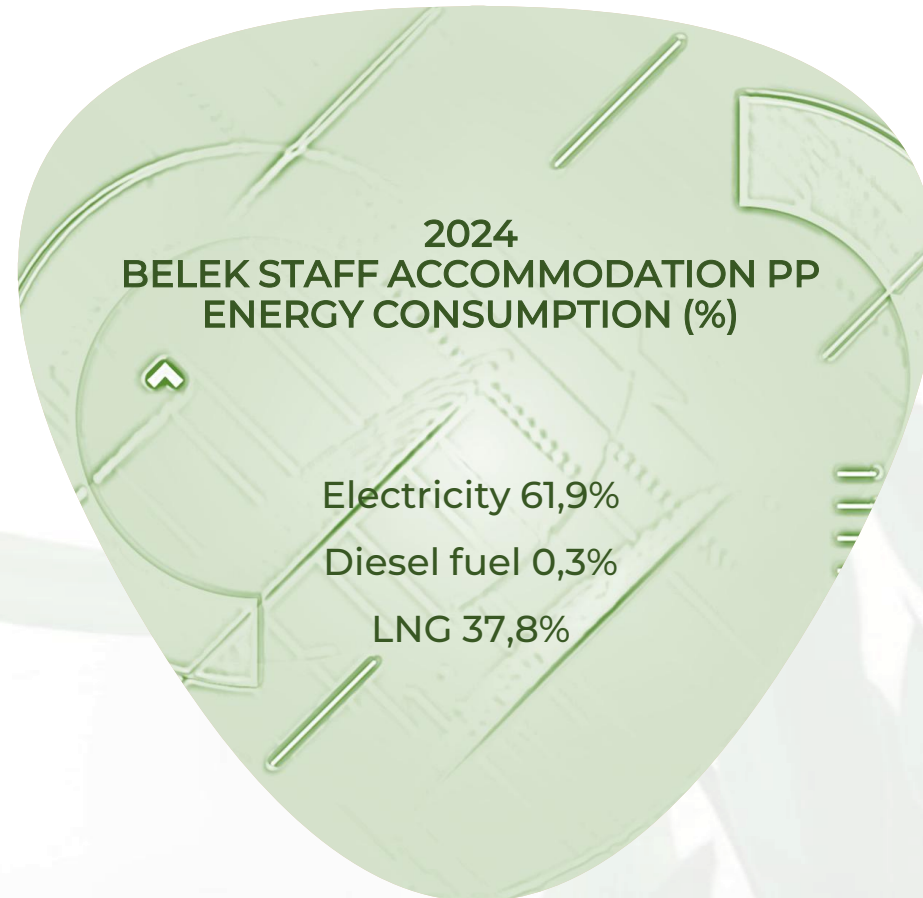
2024 Target in order: 42 - 200 - 1 - 1 - 1 - 1 - 1 - 1,5 - 3 - 2 kWh,
Actual in order: 30,4 - 47,1 - 0 - 0 - 0,4 - 0,2 - 0,1 - 0,1 - 1 - 0,7 kWh



ENERGY MANAGEMENT

MBLK-BELEK STAFF ACCOMMODATION (PP. CONSUMPTION %)

REDUCING ENVIRONMENTAL
IMPACTS

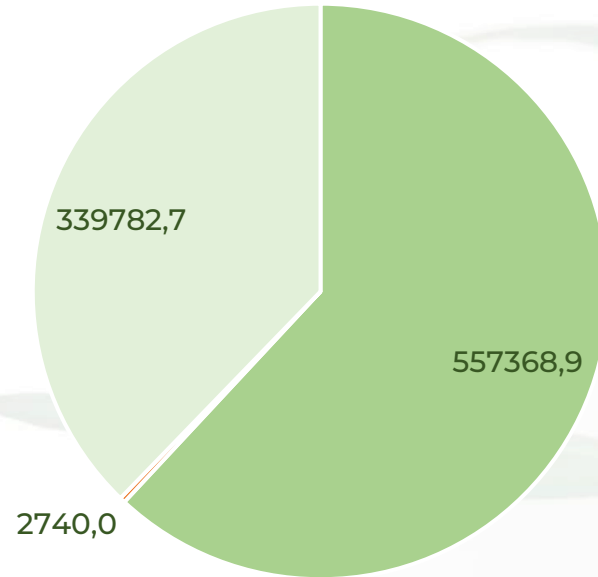


ENERGY MANAGEMENT

MBLK-BELEK STAFF ACCOMMODATION (% PP. CONSUMPTION)

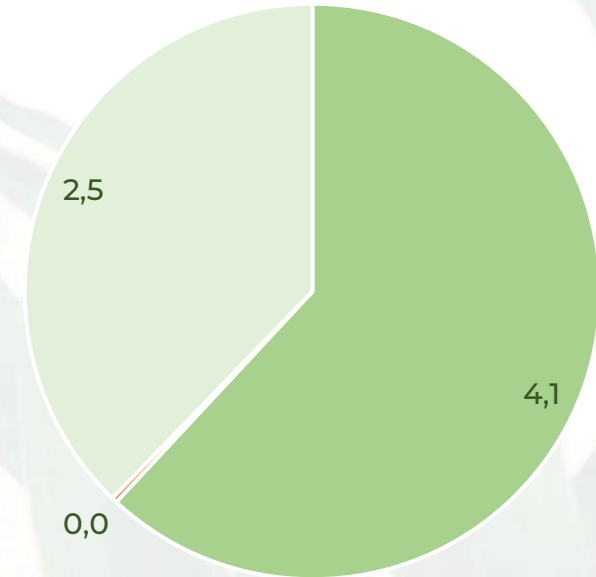
REDUCING ENVIRONMENTAL
IMPACTS

2024 Belek Staff Accommodation Total
Energy Consumption (kWh)



- Belek Lojman Toplam Elektrik Tüketimi (kWh)
- Belek Lojman Toplam Motorin Tüketimi (L)
- Belek Lojman Toplam LNG Tüketimi (kg)

2024 Belek Staff Accommodation Total
PP Energy (kWh)



- PP. Belek Lojman Toplam Elektrik Tüketimi (kWh)
- PP. Belek Lojman Toplam Motorin Tüketimi (L)
- PP. Belek Lojman Toplam LNG Tüketimi (kg)



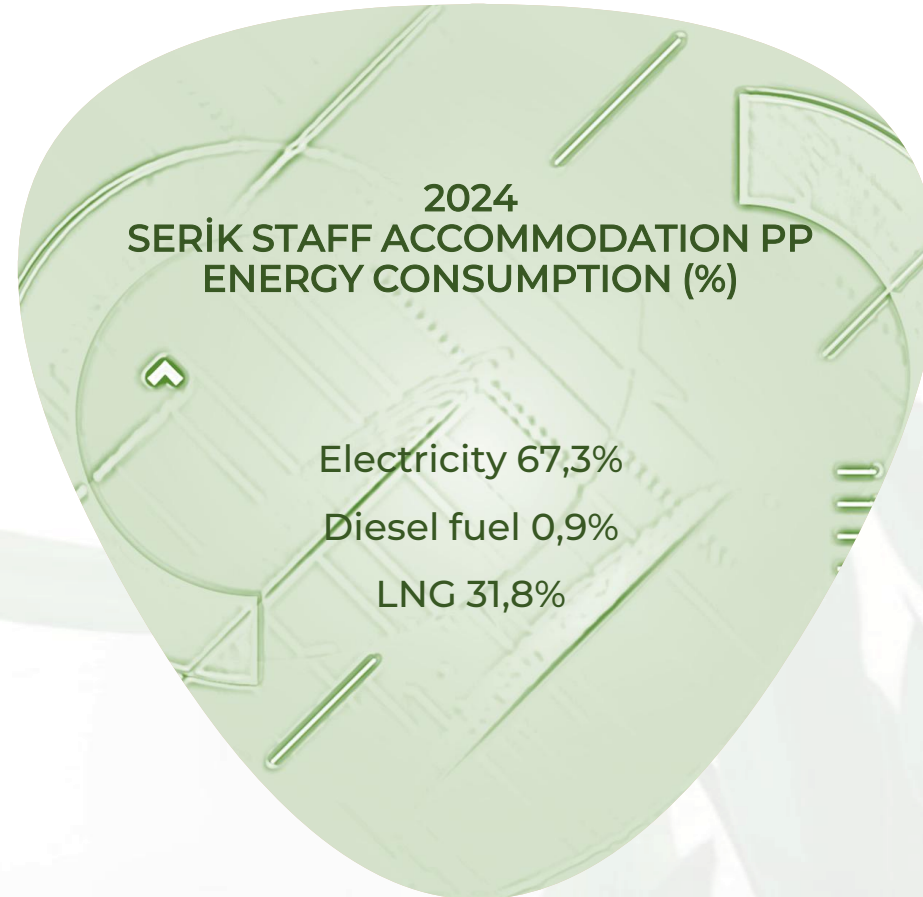
2024 Target in order: 5 - 1 - 1 kWh, Actual in order: 4,1 - 0 - 2,5 kWh



ENERGY MANAGEMENT

MBLK-SERIK STAFF ACCOMMODATION (PP. CONSUMPTION %)

REDUCING ENVIRONMENTAL
IMPACTS

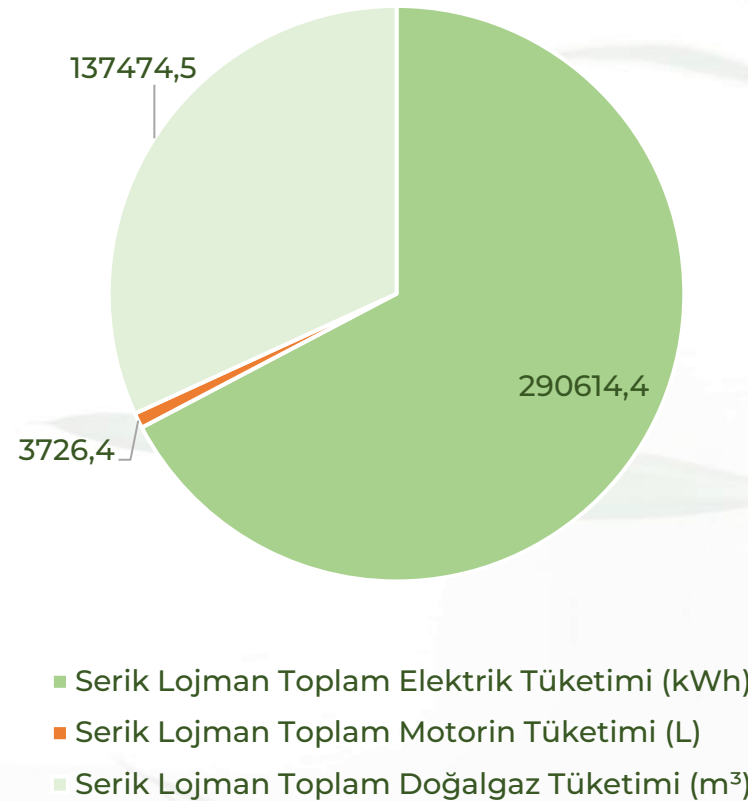


ENERGY MANAGEMENT

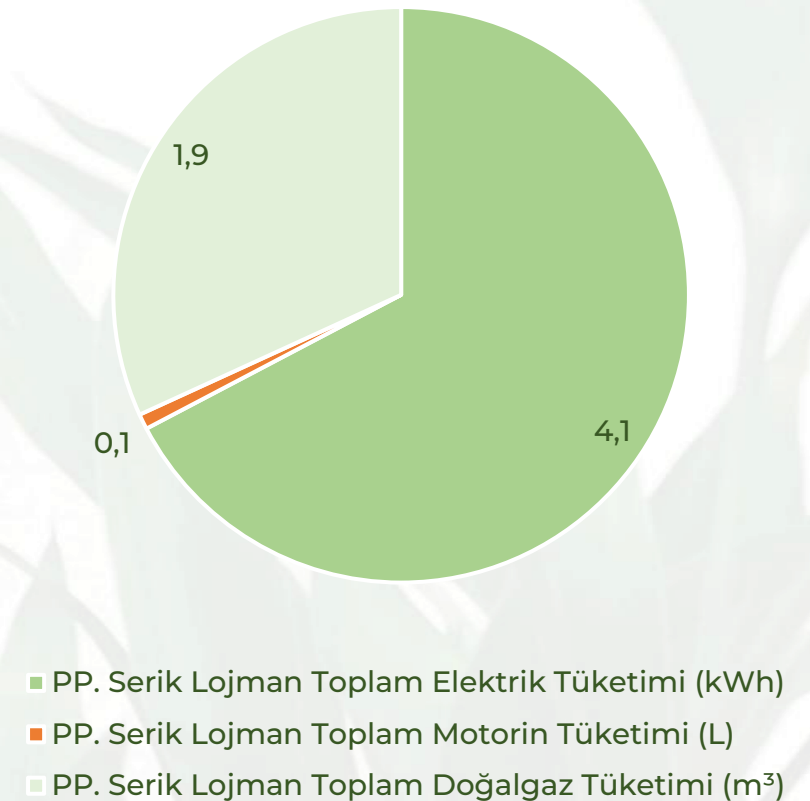
MBLK-SERIK STAFF ACCOMMODATION (kWh and PP CONSUMPTION %)

REDUCING ENVIRONMENTAL
IMPACTS

2024 Serik Staff Accommodation Total
Energy Consumption(kWh)



2024 Serik Staff Accommodation Total
PP Energy Consumption(kWh)



2024 Target in order: 6 – 1 – 3 kWh, Actual in order: 4,1 – 0,1 – 1,9 kWh



ENERGY MANAGEMENT

MKMR-FACILITY (% PP. CONSUMPTION)

REDUCING ENVIRONMENTAL
IMPACTS

2024 PP ENERGY CONSUMPTION (%)

Electricity 64,4%
LNG 29,2%
Blowtorch Fuel 0%
Chafing Fuel 0,3%
Diesel Fuel 0,1%
Wood 1,2%
Charcoal 2,6%
Vehicle Diesel 0,5%
Vehicle Gasoline 1,7%

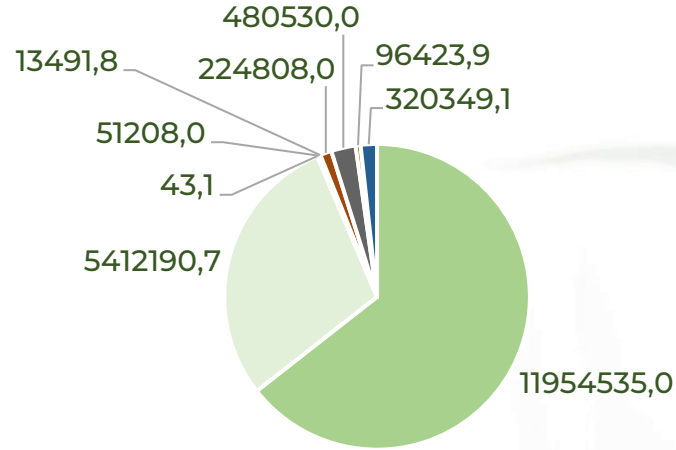


ENERGY MANAGEMENT

MKMR - FACILITY (kWh and PP CONSUMPTION)

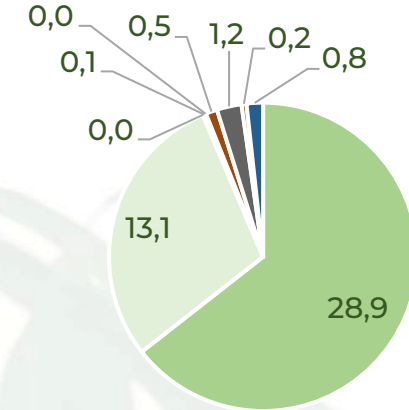
REDUCING ENVIRONMENTAL
IMPACTS

2024 Total Energy Consumption (kWh)



- Toplam Elektrik Tüketimi (kWh)
- Toplam Lng Tüketimi (kg)
- Toplam Pürmüz (Çakmak) Gazı Tüketimi (L)
- Toplam Reşo Yakıtı Tüketimi (L)
- Toplam Motorin Tüketimi (L)
- Toplam Odun Tüketimi (kg)
- Toplam Kömür Tüketimi (kg)
- Toplam Şirket/Operasyonel Araçlar Motorin Tüketimi (L)
- Toplam Şirket/Operasyonel Araçlar Benzin Tüketimi (L)

2024 Total PP Energy Consumption(kWh)



- PP. Toplam Elektrik Tüketimi (kWh)
- PP. Toplam Lng Tüketimi (kg)
- PP. Toplam Pürmüz (Çakmak) Gazı Tüketimi (L)
- PP. Toplam Reşo Yakıtı Tüketimi (L)
- PP. Toplam Motorin Tüketimi (L)
- PP. Toplam Odun Tüketimi (kg)
- PP. Toplam Kömür Tüketimi (kg)
- PP. Toplam Şirket/Operasyonel Araçlar Motorin Tüketimi (L)
- PP. Toplam Şirket/Operasyonel Araçlar Benzin Tüketimi (L)



2024 Target in order: 25 - 18 - 1 - 1 - 1 - 1 - 1,5 - 1 - 1 kWh,
Actual in order: 28,9 - 13,1 - 0 - 0,1 - 0 - 0,5 - 1,2 - 0,2 - 0,8 kWh



ENERGY MANAGEMENT

MKMR-STAFF ACCOMMODATION (PP. CONSUMPTION %)

REDUCING ENVIRONMENTAL
IMPACTS

2024 STAFF ACCOMMODATION PP ENERGY CONSUMPTION (%)

Electricity 66,2%

Diesel Fuel 2,3%

LNG 31,5%

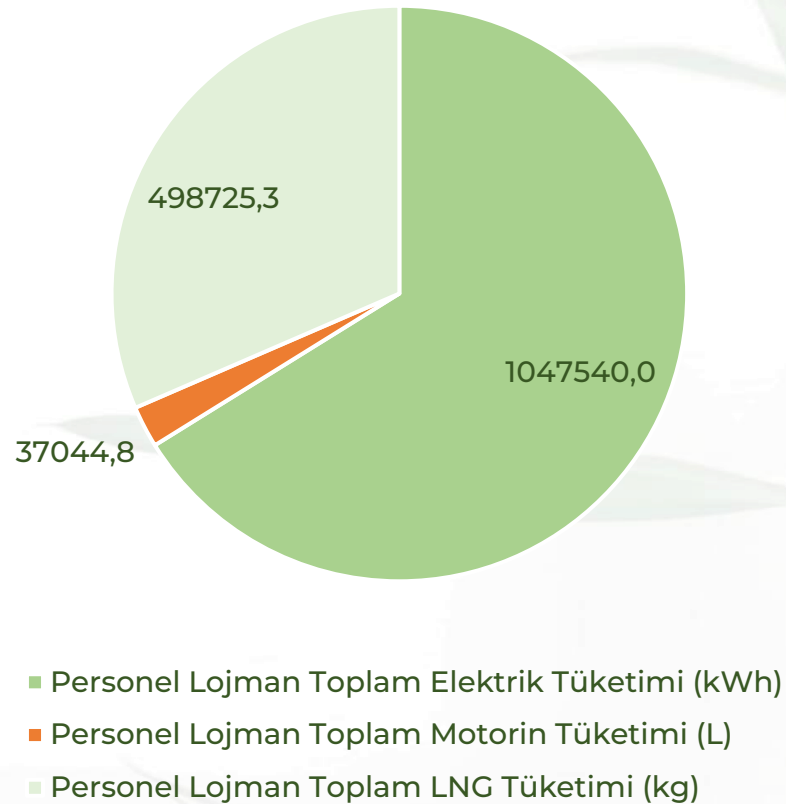


ENERGY MANAGEMENT

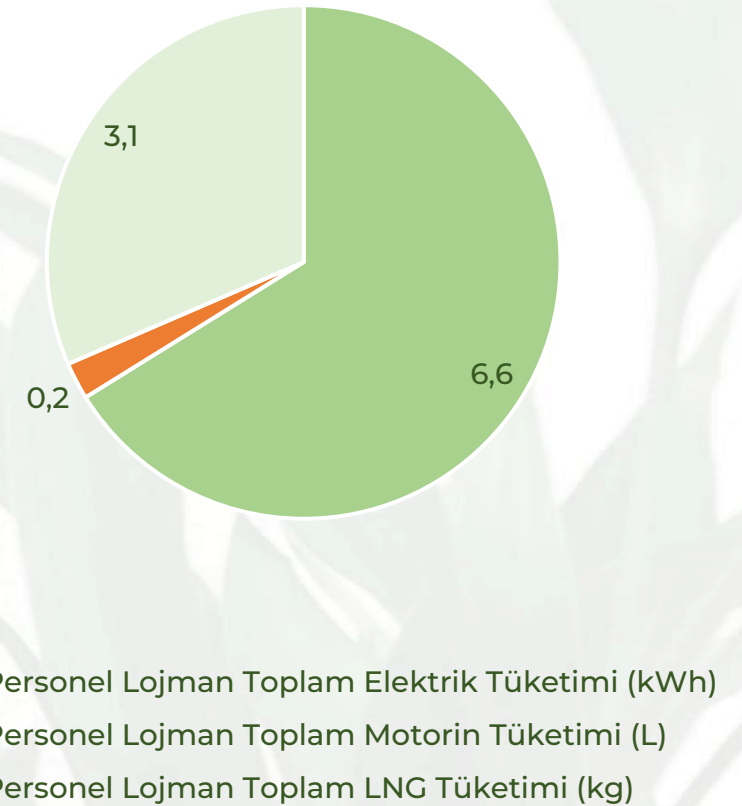
MKMR-STAFF ACCOMMODATION (kWh and PP CONSUMPTION)

REDUCING ENVIRONMENTAL
IMPACTS

2024 Staff Accommodation Total
Energy Consumption(kWh)



2024 Staff Accommodation Total PP
Energy Consumption (kWh)



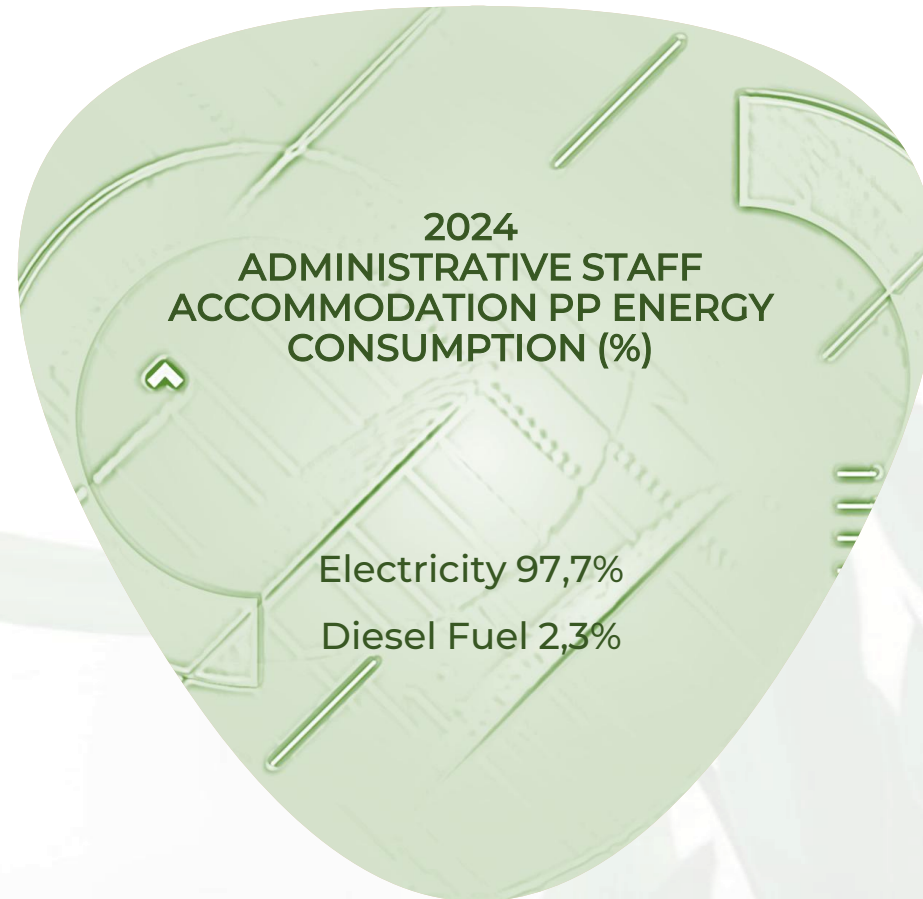
2024 Target in order: 4,5 – 0,6 - 5 kWh, Actual in order: 6,6 – 0,2 – 3,1 kWh



ENERGY MANAGEMENT

MKMR-ADMINISTRATIVE STAFF ACCOMMODATION (PP. CONSUMPTION %)

REDUCING ENVIRONMENTAL
IMPACTS

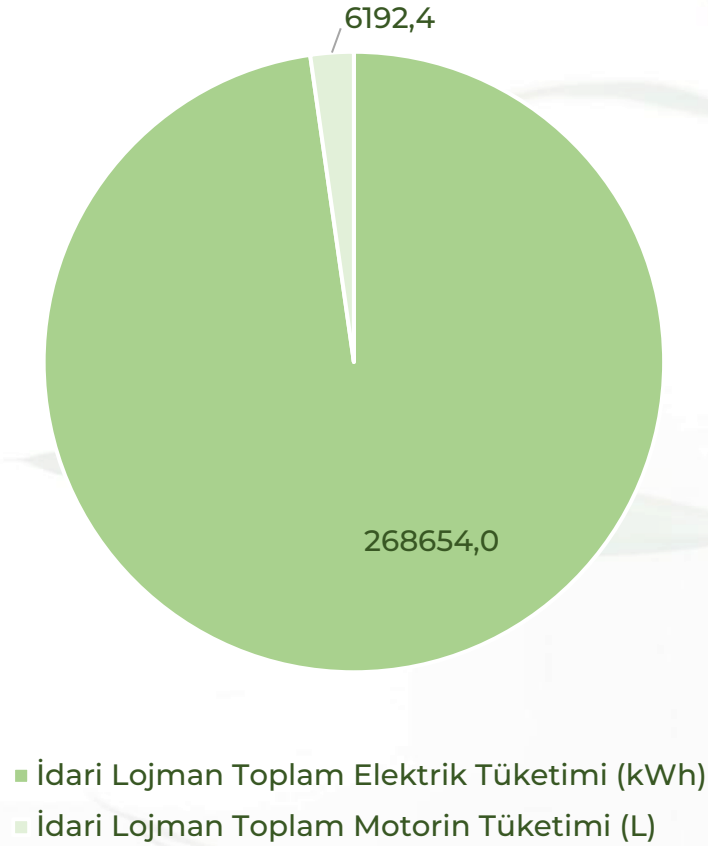


ENERGY MANAGEMENT

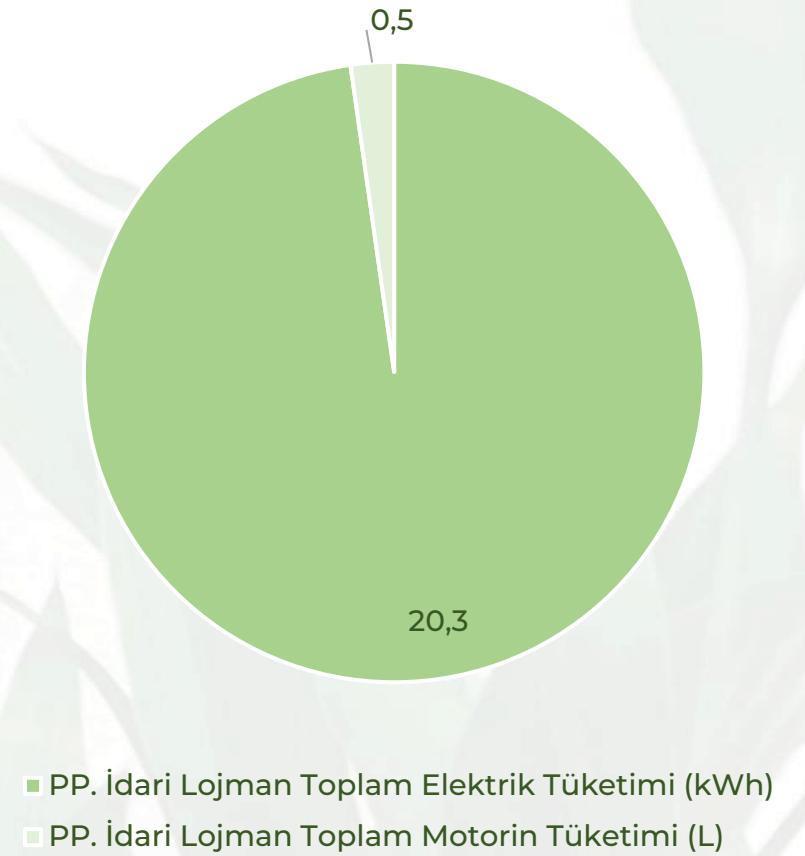
MKMR-ADMINISTRATIVE STAFF ACCOMMODATION (kWh and PP CONSUMPTION)

REDUCING ENVIRONMENTAL
IMPACTS

2024 Administrative Staff
Accommodation (kWh)



2024 Administrative Accommodation
Total PP Energy Consumption (kWh)



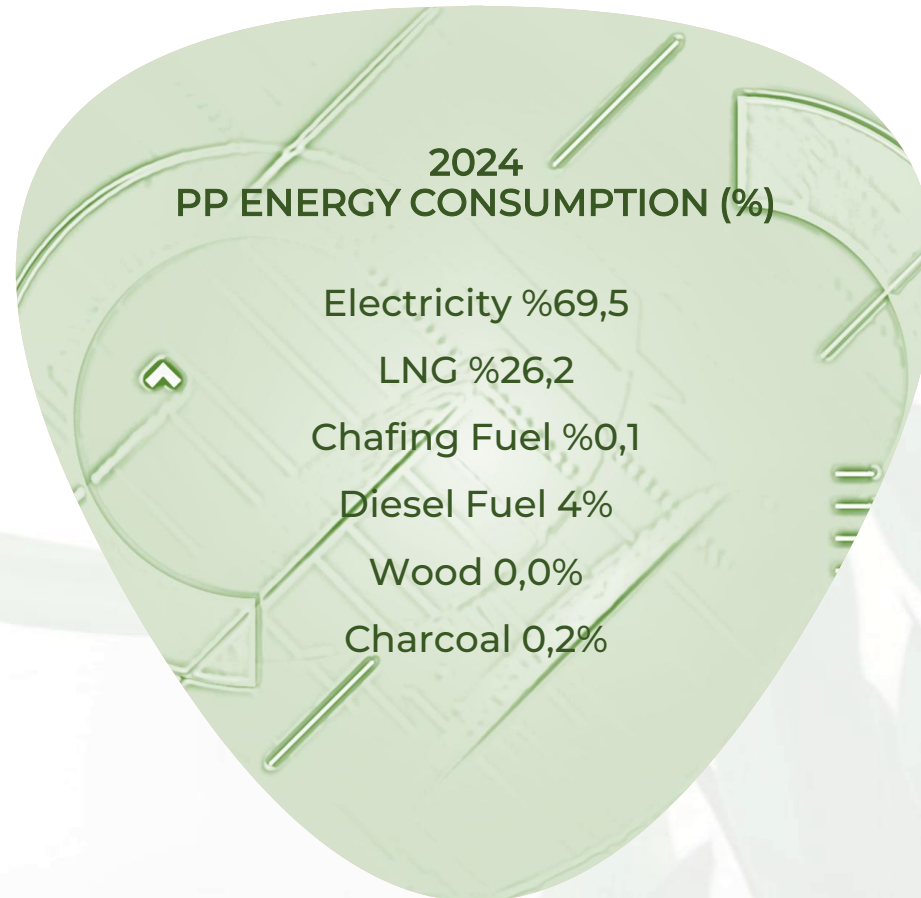
2024 Target in order: 10 - 1 kWh, Actual in order: 20,3 – 0,5 kWh



ENERGY MANAGEMENT

MBDRM -FACILITY (PP. CONSUMPTION %)

REDUCING ENVIRONMENTAL
IMPACTS

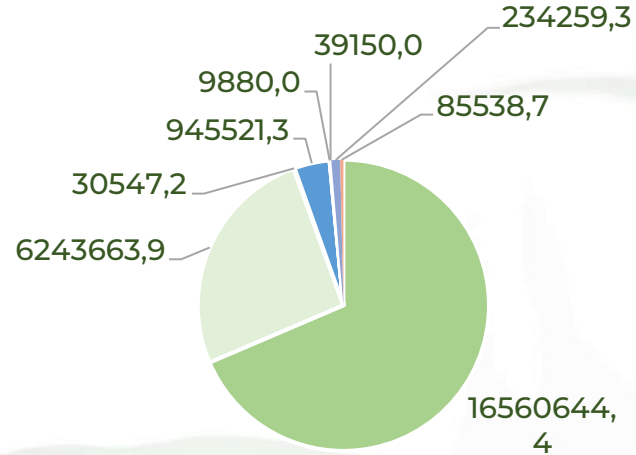


ENERGY MANAGEMENT

MBDRM (kWh and PP CONSUMPTION)

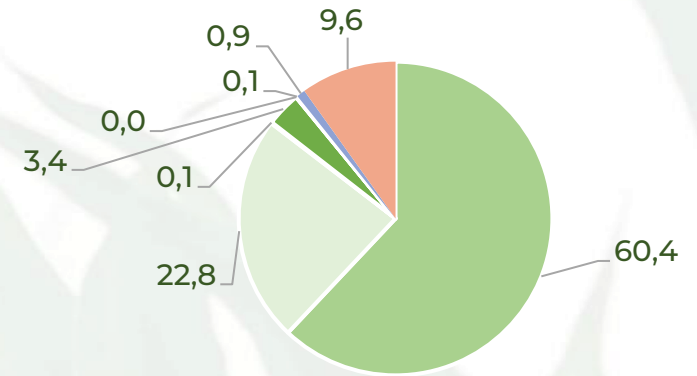
REDUCING ENVIRONMENTAL
IMPACTS

2024 Total Energy Consumption (kWh)



- Toplam Elektrik Tüketimi (kWh)
- Toplam Lng Tüketimi (kg)
- Toplam Reşo Yakıtı Tüketimi (L)
- Toplam Motorin Tüketimi (L)
- Toplam Odun Tüketimi (kg)
- Toplam Kömür Tüketimi (kg)
- Toplam Şirket/Operasyonel Araçlar Motorin Tüketimi (L)
- Toplam Şirket/Operasyonel Araçlar Benzin Tüketimi (L)

2024 Total PP Energy Consumption(kWh)



- PP. Toplam Elektrik Tüketimi (kWh)
- PP. Toplam Lng Tüketimi (kg)
- PP. Toplam Reşo Yakıtı Tüketimi (L)
- PP. Toplam Motorin Tüketimi (L)
- PP. Toplam Odun Tüketimi (kg)
- PP. Toplam Kömür Tüketimi (kg)
- PP. Toplam Şirket/Operasyonel Araçlar Motorin Tüketimi (L)
- PP. Toplam Şirket/Operasyonel Araçlar Benzin Tüketimi (L)



2024 Target in order: 75 - 30 - 2 - 5 - 2 - 2 - 3 - 15 kWh,
Actual in order: 60,4 - 22,8 - 0,1 - 3,4 - 0 - 0,1 - 0,9 - 9,6 kWh

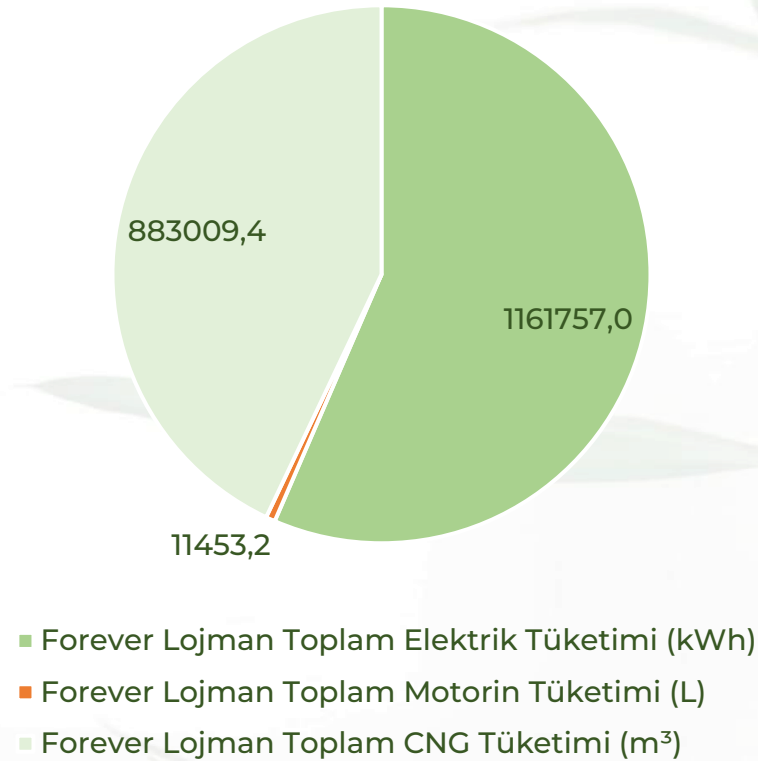


ENERGY MANAGEMENT

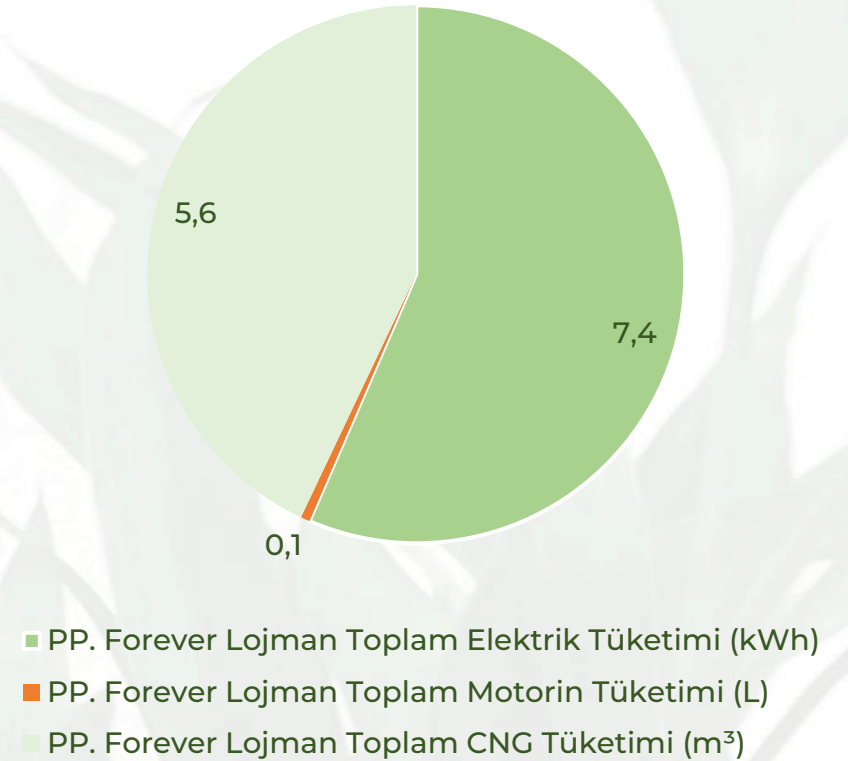
MBDRM- FOREVER STAFF ACCOMMODATION (kWh and PP CONSUMPTION)

REDUCING ENVIRONMENTAL
IMPACTS

2024 Forever Staff Accommodation
Total Energy Consumption(kWh)



2024 Forever Staff Accommodation
Total PP Energy Consumption (kWh)



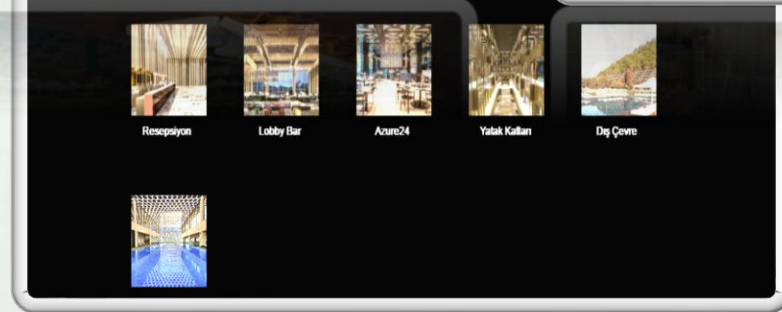
2024 Target in order: 10 - 2 – 10 kWh,
Actual in order: 7,4 – 0,1 – 5,6 kWh



A close-up photograph of several large, feathery green fern fronds. The fronds are densely packed and show a vibrant green color with some lighter, yellowish-green areas, possibly due to lighting or the age of the leaves. The texture of the fronds is clearly visible, showing the intricate pattern of the leaflets. The background is dark and out of focus, emphasizing the ferns in the foreground.

A close-up photograph of several large, green, feathery fern fronds, likely from a tropical forest. The fronds are densely packed and show detailed venation. The lighting is soft, highlighting the texture of the leaves.

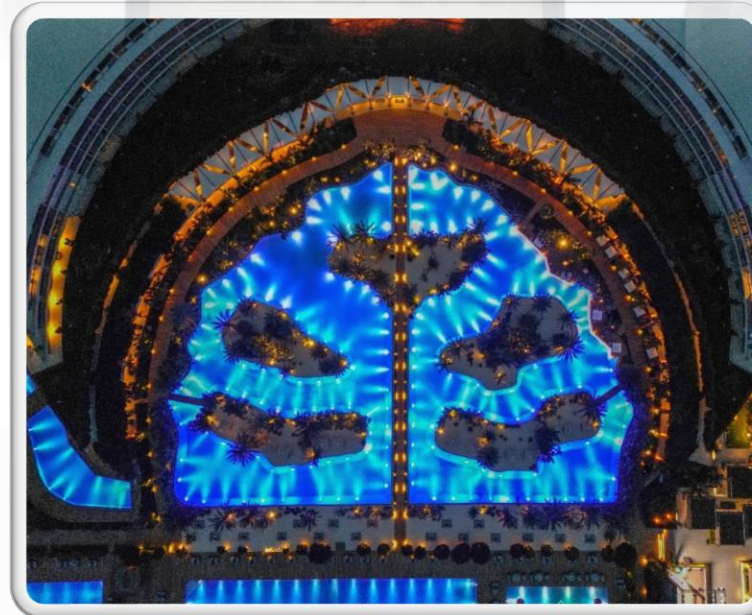
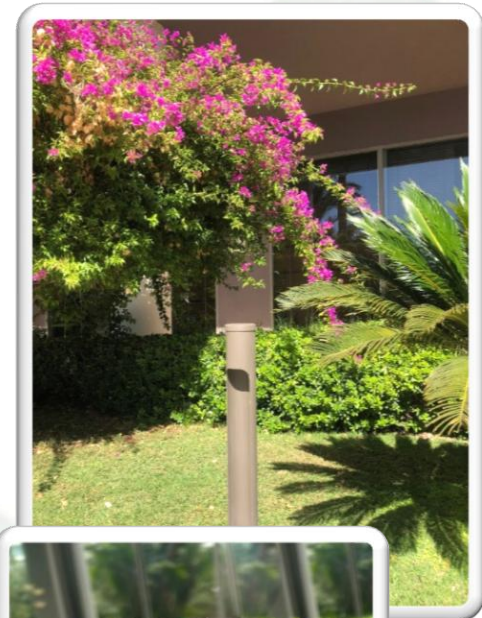
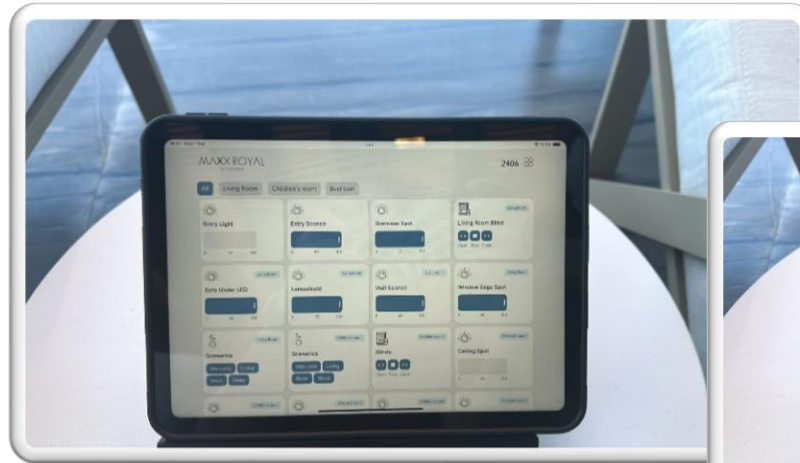
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ENERGY MANAGEMENT WITH EFFICIENT EQUIPMENT

We utilise energy-saving lighting equipment throughout our properties and monitor these systems through automation technologies.

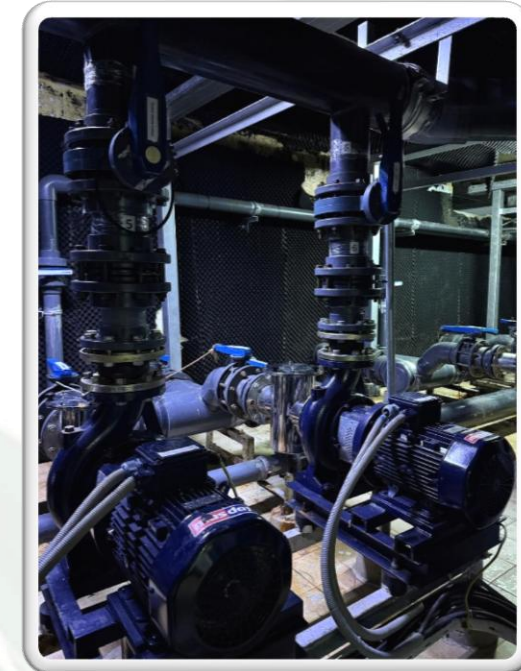
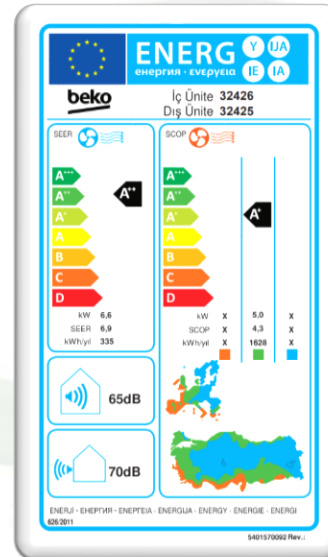
REDUCING ENVIRONMENTAL
IMPACTS



ENERGY MANAGEMENT WITH EFFICIENT EQUIPMENT

From pool pumps to televisions, air conditioning units to other operational equipment, energy efficiency is a priority across all systems.

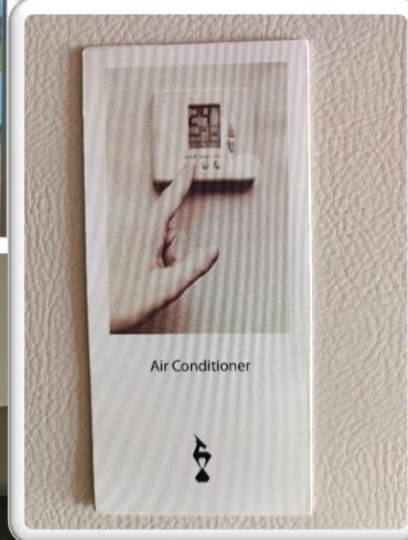
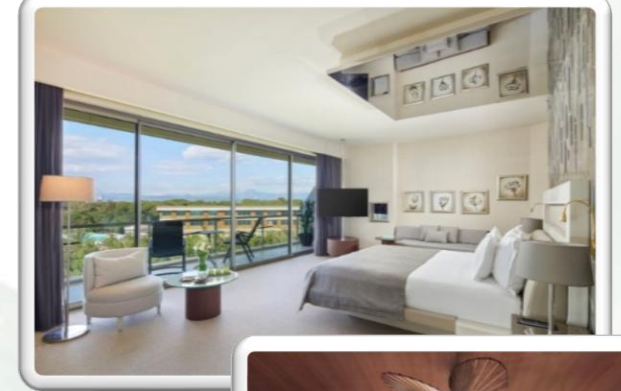
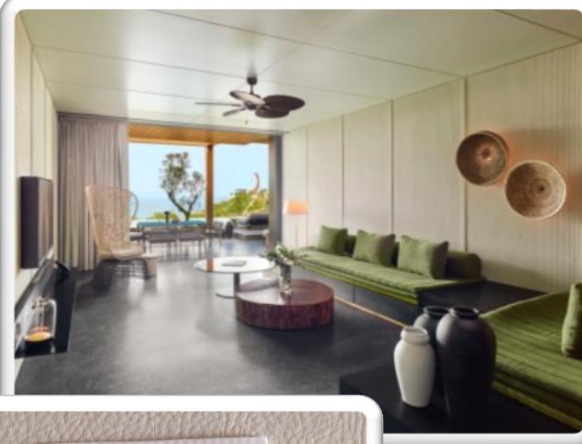
REDUCING ENVIRONMENTAL
IMPACTS



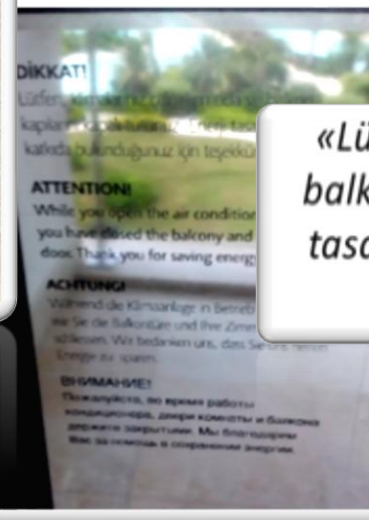
ENERGY MANAGEMENT THROUGH AUTOMATION AND INFORMATION SYSTEMS

Ceiling fans that enable natural airflow are also used in guest rooms to support passive cooling.

REDUCING ENVIRONMENTAL
IMPACTS



Air Conditioner



«Lütfen klimalarınız çalışırken oda ve balkon kapılarını kapalı tutunuz. Enerji tasarrufumuza katkıda bulunduğunuz için teşekkür ederiz.»



ENERGY MANAGEMENT IN OUR STAFF ACCOMMODATION

In our staff accommodation, where our team members reside, savings are achieved through the use of

- solar energy,
- inverter air conditioners,
- switch systems
- energy savers.



REDUCING ENVIRONMENTAL
IMPACTS



FUEL SAVINGS WITH HYBRID SYSTEMS

REDUCING ENVIRONMENTAL IMPACTS



The golf course at Maxx Royal Belek Golf Resort is the first in Türkiye to use the Fairway lawn mower.

Nearly
25% fuel
savings

Contribution to
environmental
sustainability

A hybrid engine
that uses both
fossil fuel and
electric energy

Fairway lawn
mower
operated
with hybrid
engine
technology



ECO-FRIENDLY MACHINERY FOR SMARTER OPERATIONS

TORO 4700 – Rough Mower



REDUCING ENVIRONMENTAL
IMPACTS

Fuel
Efficiency
and Low
Carbon
Emissions

Less Waste,
Less Grass
Clippings

Digital
Technology
for Smart
Management

SmartCool™
Technology
for Energy
Efficiency

Less Noise
and
Vibration

Long-
Lasting
and
Durable
Design

Precision
Cutting to
Preserve Soil
Health



FUEL SAVINGS WITH ELECTRIC/RECHARGEABLE SYSTEMS

REDUCING ENVIRONMENTAL
IMPACTS



Our landscaping department uses electric lawn mowers and pruning equipment with rechargeable/deposit batteries, providing fuel savings.



ENERGY SAVINGS WITH INVERTER AIR COMPRESSORS

REDUCING ENVIRONMENTAL
IMPACTS

Air Compressor



Air Receiver Tank



Air Dryer



Energy
Savings

Reduced
Carbon
Emissions

Less Noise
Pollution

Conservation
of Natural
Resources

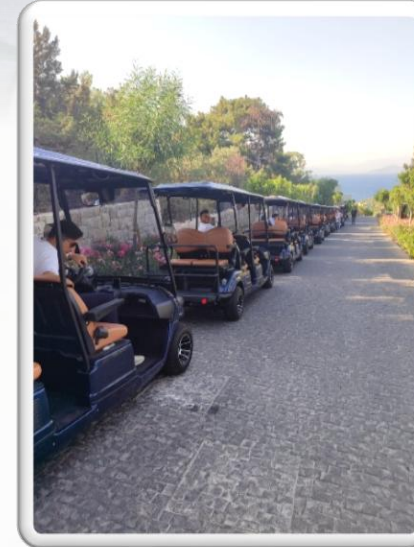
Lower Waste
Generation



ELECTRIC VEHICLES AND CHARGING FACILITIES

As Maxx Royal Resorts, we support the use of electric vehicles to reduce environmental impact. For this purpose, we provide electric vehicle charging stations in our facilities and use electric buggies for internal transportation.

REDUCING ENVIRONMENTAL
IMPACTS



Maxx Royal Belek
Belek Mah. Iskele Cad. Maxx Royal Blok No: 21/14 İç Kapı No.: 0:Z1. 07505 Serik/Antalya

 Şarj Başlat  Yol Tarifi  Çalışma

**GELECEK YOLUNDA**

Şarj Ünitesi

Maxx Royal Belek DC

 DC DC CCS 120 kW 

 DC DC CCS 120 kW 



HYBRID CAR RENTAL AND GROUP TRANSFER OPTIONS

We offer our guests hybrid car rental and group transfer options, helping to reduce fuel consumption.

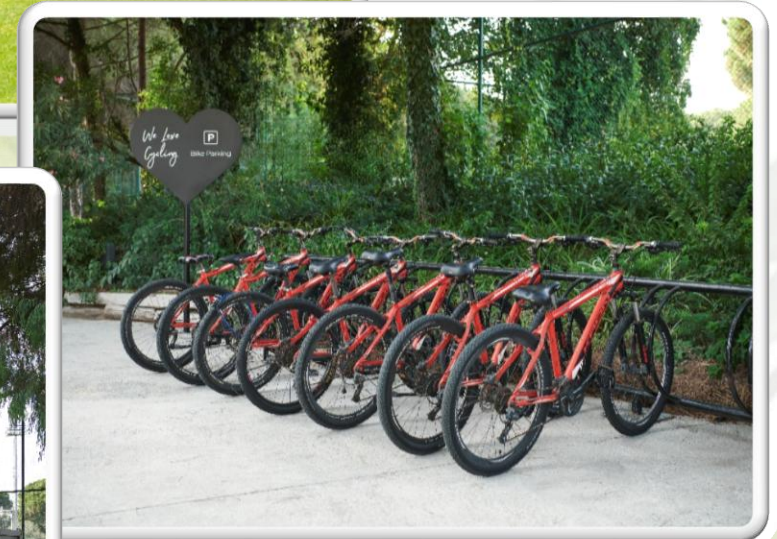
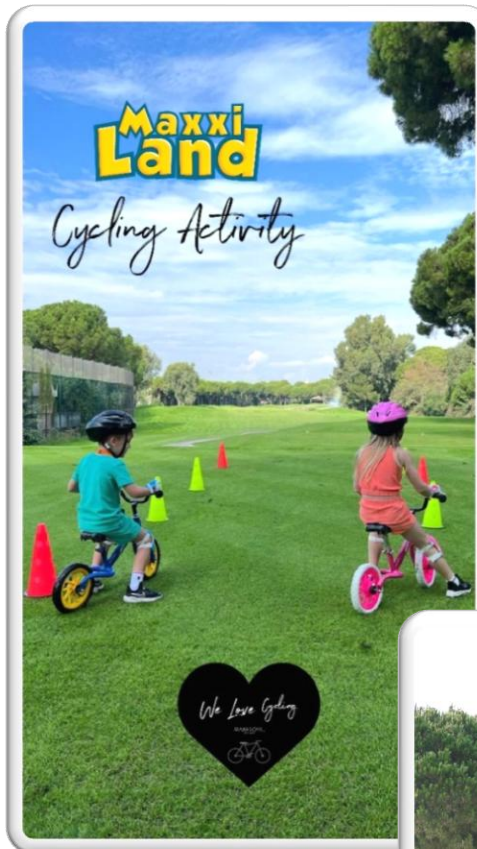
REDUCING ENVIRONMENTAL
IMPACTS



BICYCLE-FRIENDLY ACCOMMODATION FACILITY

As Maxx Royal Resorts, to contribute to sustainable tourism, support regional development, promote healthy living for our guests and employees, and reduce environmental pollution, we carry out activities under the “Bicycle-Friendly Accommodation Facility” project by the Ministry of Culture and Tourism.

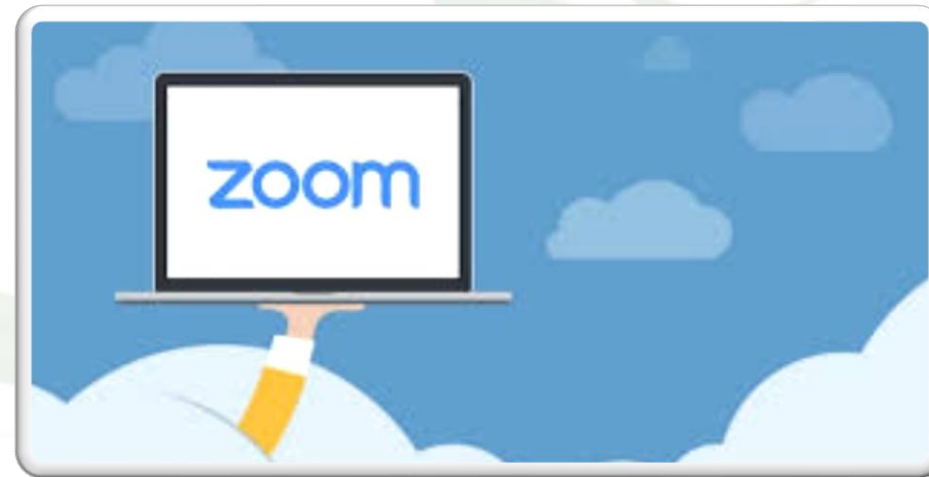
REDUCING ENVIRONMENTAL
IMPACTS



USE OF ONLINE MEETING PLATFORMS

To reduce our carbon footprint, we conduct preliminary assessments of our business meetings through online systems.

REDUCING ENVIRONMENTAL
IMPACTS



WASTE AND HAZARDOUS MATERIAL MANAGEMENT

In our facility, waste classified as hazardous and non-hazardous is separated at the source and stored in waste rooms until collection. All our waste is delivered to licensed companies through legal channels. The data for the waste groups detailed below is presented every three years to the Provincial Directorates of Environment and Urbanisation under the Waste Management Plan.

REDUCING ENVIRONMENTAL IMPACTS

To reduce waste quantities, control measures are developed for the use of consumable products, the amount of food produced, and the quantity of chemicals and hazardous substances used.



WASTE GROUPS

WASTE CODE WASTE NAME

180103	Waste whose collection and disposal are subject to special treatment to prevent infection
200126	Oils and fats other than those mentioned in 20 01 25
200108	Biodegradable kitchen and canteen waste (Pulp)
150110	Packaging containing residues of or contaminated by hazardous substances
150202	Absorbents, filter materials (including oil filters not otherwise specified), cleaning cloths, protective clothing contaminated by hazardous substances
070216	Waste containing hazardous silicones
020108	Agrochemical waste containing hazardous substances
200135	Discarded electrical and electronic equipment containing hazardous components other than those mentioned in 20 01 21 and 20 01 23
200121	Fluorescent lamps and other waste containing mercury
080317	Waste printing toners containing hazardous substances
200134	Batteries and accumulators other than those mentioned in 20 01 33
160601	Lead batteries and accumulators
130208	Other motor, gear and lubricating oils
130113	Other hydraulic oils
130703	Other fuels
160107	Oil filters
160114	Antifreeze fluids containing hazardous substances
150111	Metallic packaging containing hazardous porous solid structures (e.g., asbestos), including empty pressure containers

REDUCING ENVIRONMENTAL
IMPACTS



WASTE GROUPS

WASTE CODE WASTE NAME

080111	Waste paint and varnish containing organic solvents or other hazardous substances
190806	Saturated or used ion exchange resins
061302	Spent activated carbon
150101	Paper and cardboard packaging waste
150102	Plastic packaging waste
150104	Metallic packaging waste
150106	Mixed packaging waste
200108	Biodegradable kitchen and canteen waste
170201	Wood waste
170203	Plastic waste
170405	Iron and steel waste
170407	Mixed metallic waste
170411	Cables other than those mentioned in 170410
200111	Textile products
150107	Glass packaging waste
160103	End-of-life tyres
50103	Tank bottom sludges
060106	Other acids
170603	Other insulation materials containing or consisting of hazardous substances
190813	Sludges containing hazardous substances from other industrial wastewater treatment processes

REDUCING ENVIRONMENTAL
IMPACTS

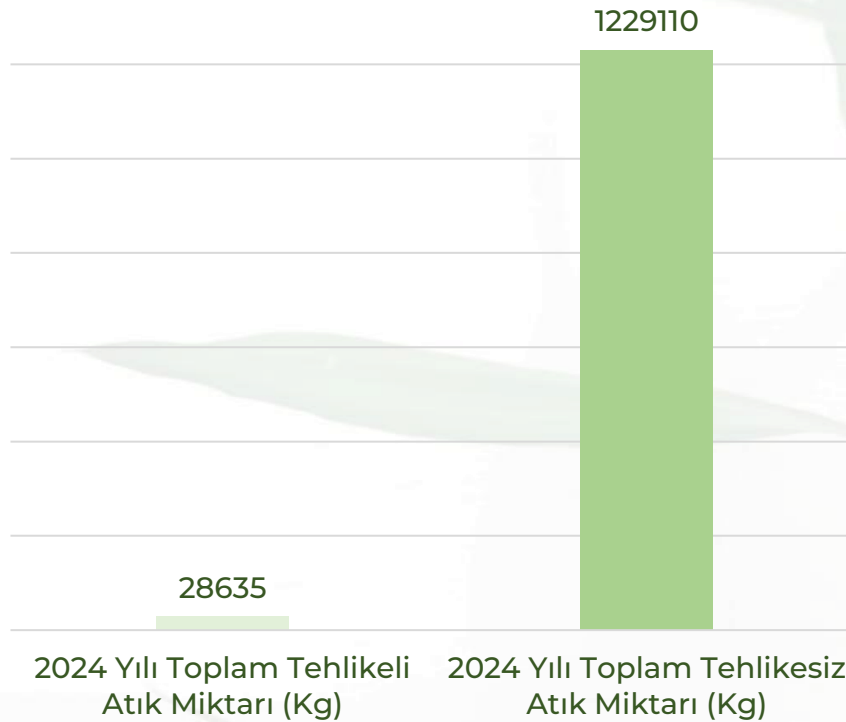


WASTE AND HAZARDOUS MATERIAL MANAGEMENT

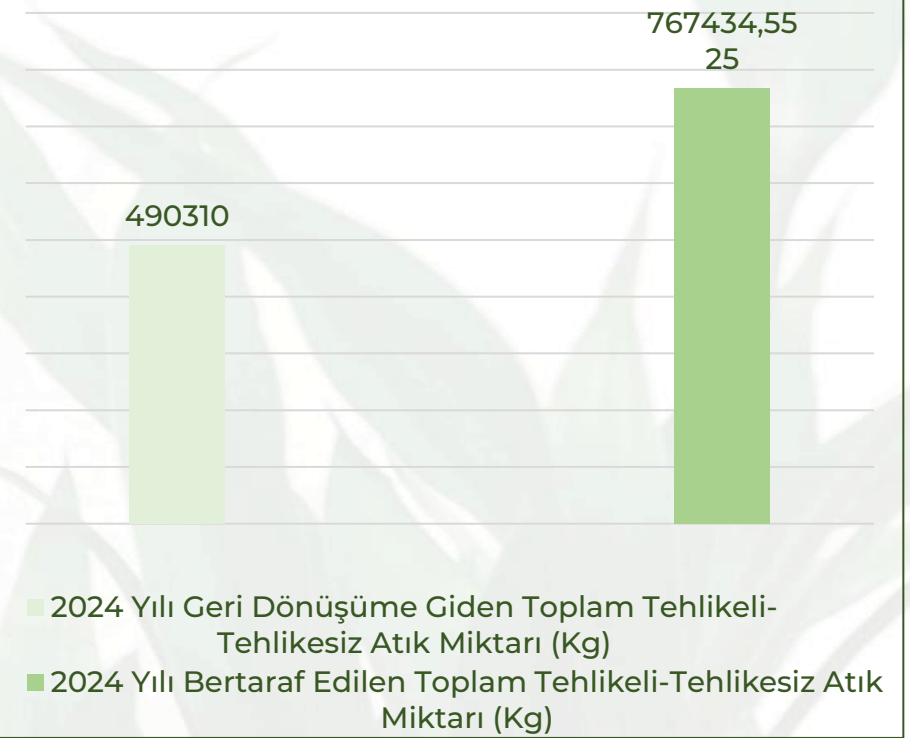
MBLK-FACILITY (kg AMOUNT)

REDUCING ENVIRONMENTAL
IMPACTS

2024 Hazardous – Non-Hazardous
Waste Amount(kg)



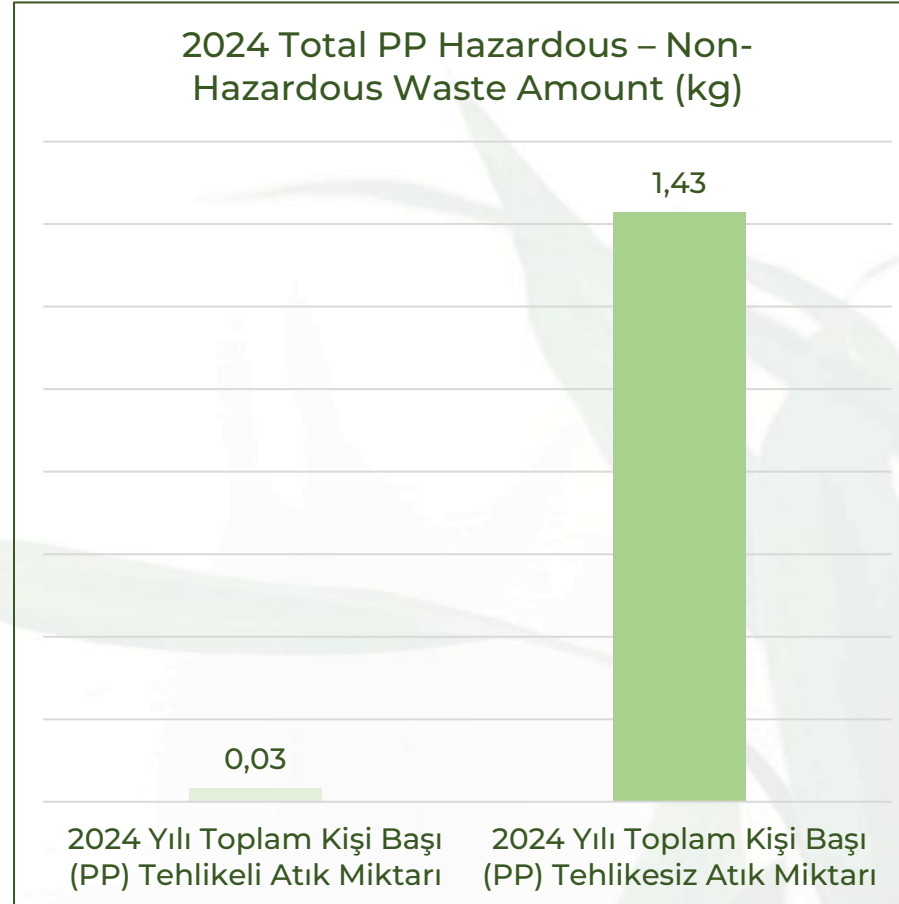
2024 Recycled and Disposed
Hazardous – Non-Hazardous Waste
Amount(kg)



WASTE AND HAZAROOUS MATERIAL MANAGEMENT

MBLK-FACILITY (PP AMOUNT)

REDUCING ENVIRONMENTAL
IMPACTS



2024 Hazardous Waste Target: 0,4 kg, Actual: 0,03 kg
2024 Non-Hazardous Waste Target: 3 kg Actual: 1,43 kg

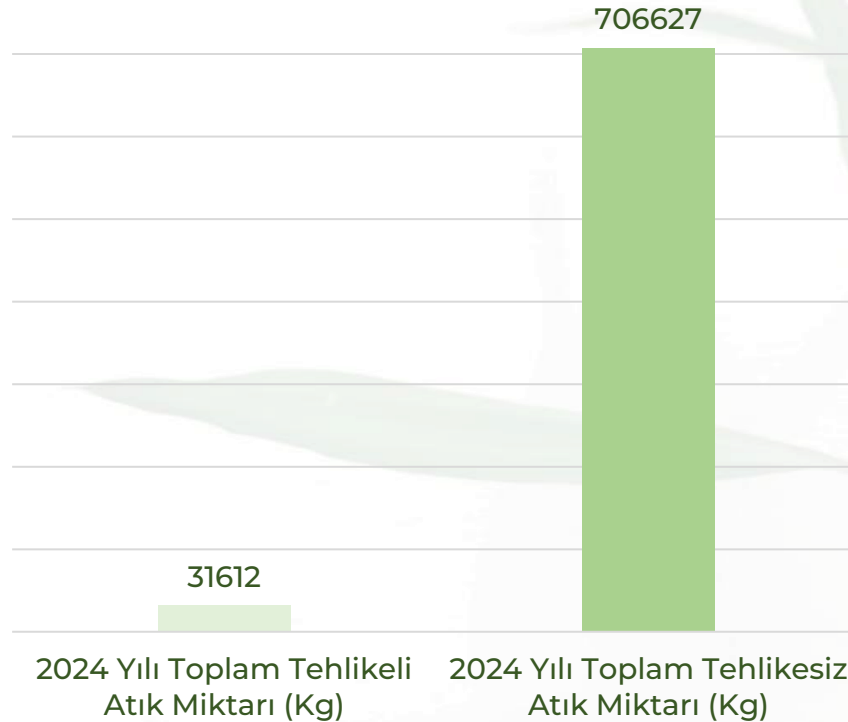


WASTE AND HAZARDOUS MATERIAL MANAGEMENT

MKMR - FACILITY (kg AMOUNT)

REDUCING ENVIRONMENTAL
IMPACTS

2024 Total Hazardous – Non-Hazardous
Waste Amount (kg)



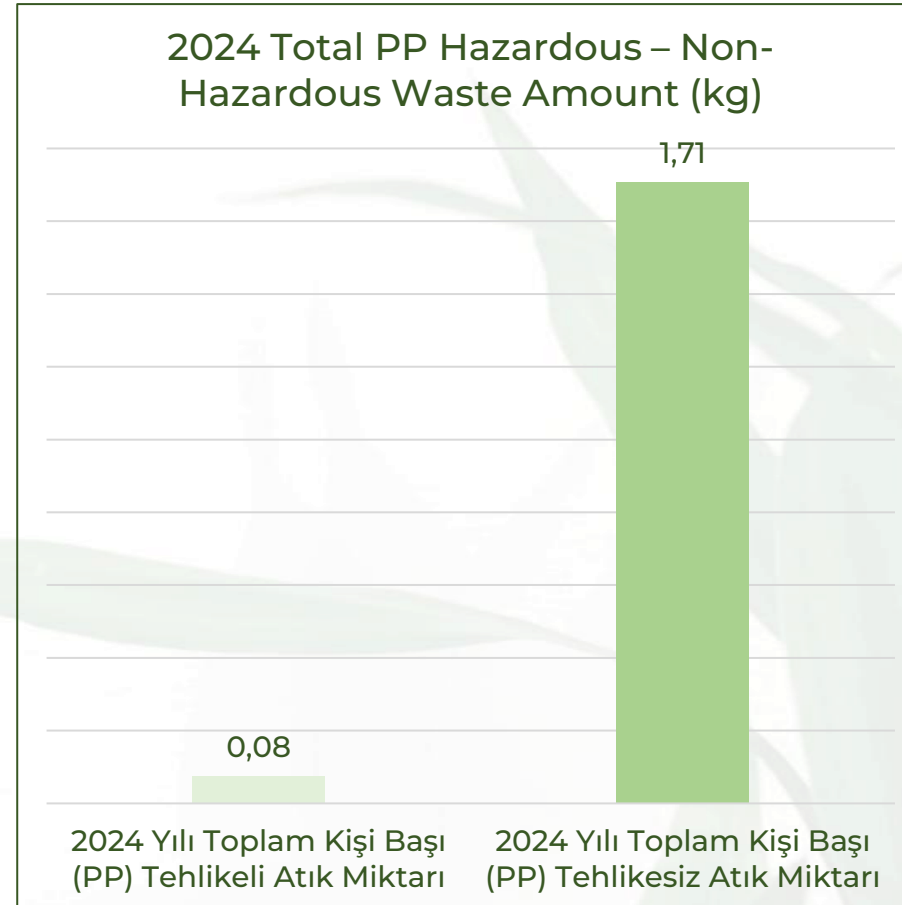
2024 Recycled and Disposed Total
Hazardous – Non-Hazardous Waste
Amount(kg)



WASTE AND HAZARDOUS MATERIAL MANAGEMENT

MKMR-FACILITY (PP AMOUNT)

REDUCING ENVIRONMENTAL
IMPACTS



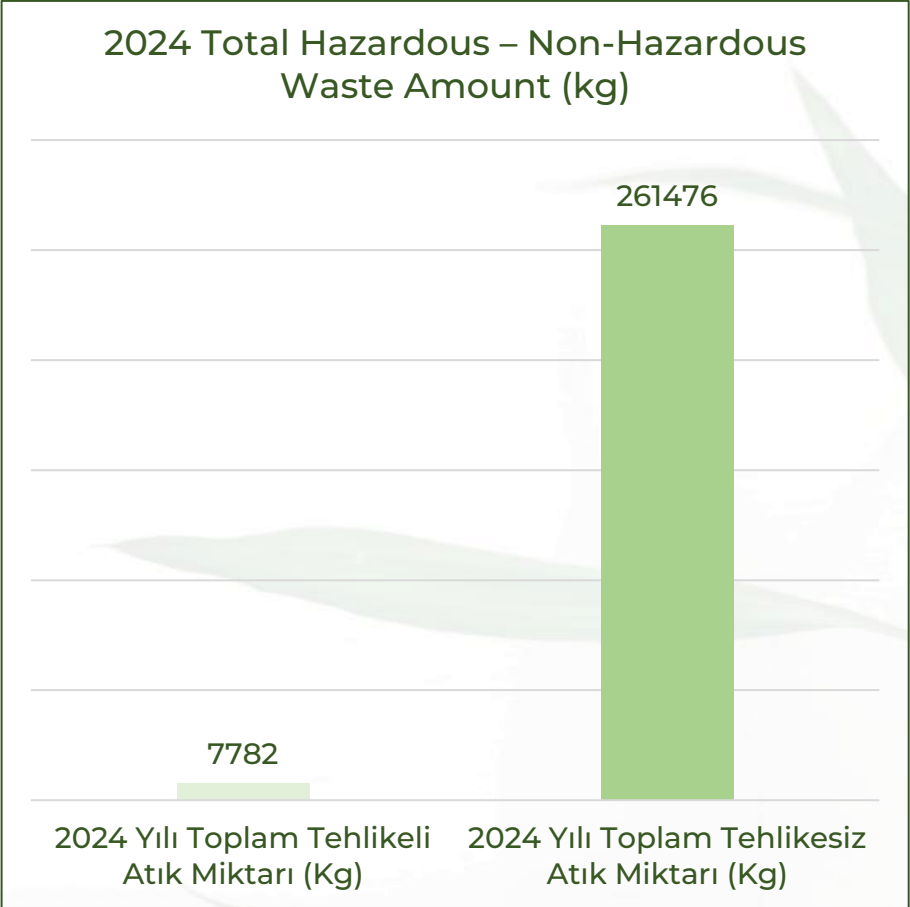
2024 Hazardous Waste Target: 0,3 kg, Actual: 0,08 kg
2024 Non-Hazardous Waste Target: 2 kg Actual: 1,71 kg



WASTE AND HAZARDOUS MATERIAL MANAGEMENT

MBDRM - FACILITY (kg AMOUNT)

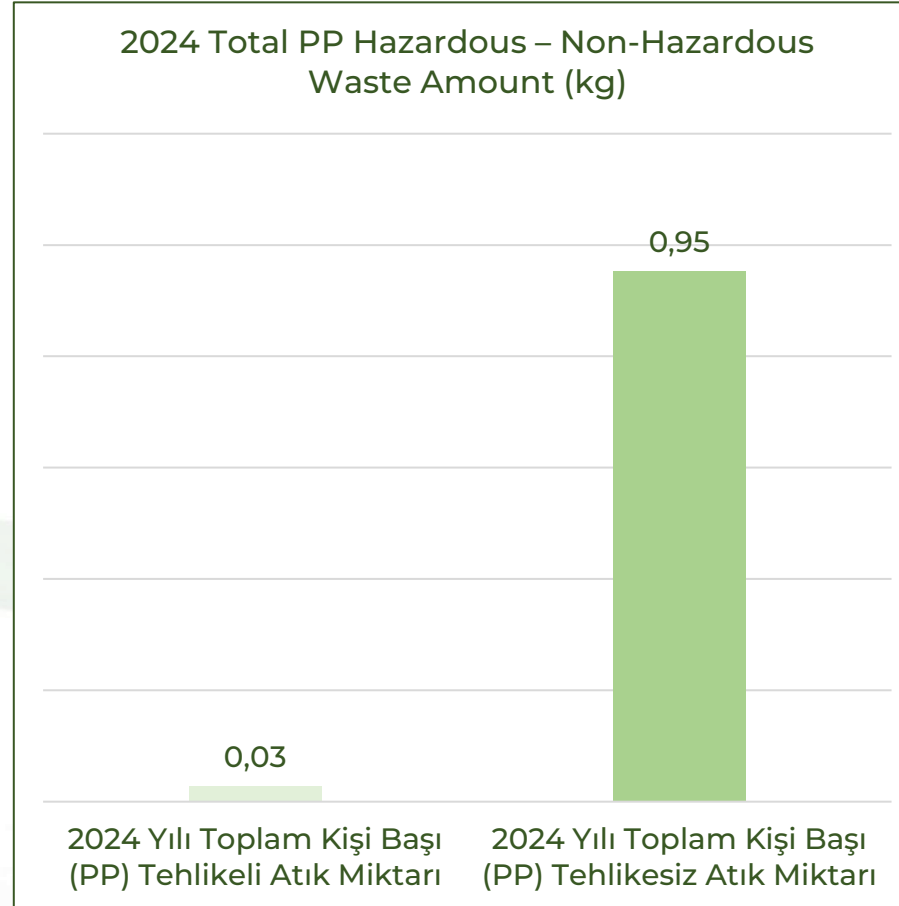
REDUCING ENVIRONMENTAL
IMPACTS



WASTE AND HAZARDOUS MATERIAL MANAGEMENT

MBDRM -FACILITY (PP AMOUNT)

REDUCING ENVIRONMENTAL
IMPACTS



2024 Hazardous Waste Target: 0,5 kg, Actual: 0,03 kg
2024 Non-Hazardous Waste Target: 3 kg Actual: 0,95 kg



REDUCING ENVIRONMENTAL
IMPACTS



SIFIR ATIK AYRIŞIM SKALASI
"ZERO WASTE" WASTE SEGREGATION

MAVİ / BLUE KAHVERENGİ / BROWN GRİ / DARK GREY YEŞİL / GREEN MOR / PURPLE

[illegible]

OUR WASTE SEPARATION

By using fully natural, biodegradable rubbish bags, we aim to minimise our harm to nature.

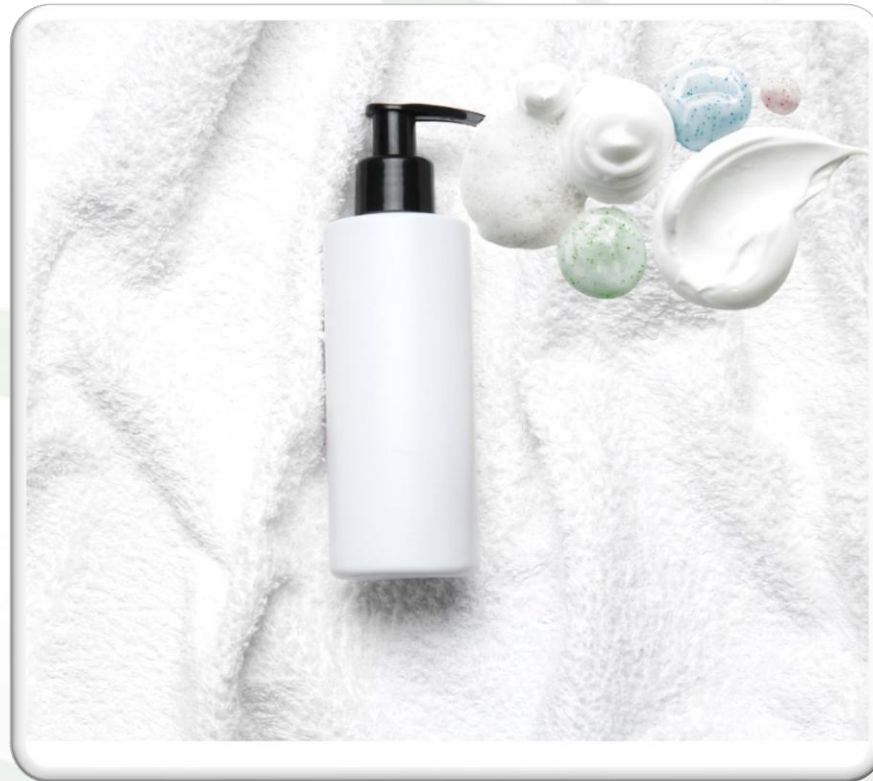
REDUCING ENVIRONMENTAL
IMPACTS



PLASTIC WASTE REDUCTION

Through changes to the branding and packaging design of the personal care and hygiene sets offered to our guests, which include shower gel, shampoo, conditioner, body lotion and hand soap, we reduced the number of plastic packages used and the total product volume (ml).

REDUCING ENVIRONMENTAL
IMPACTS



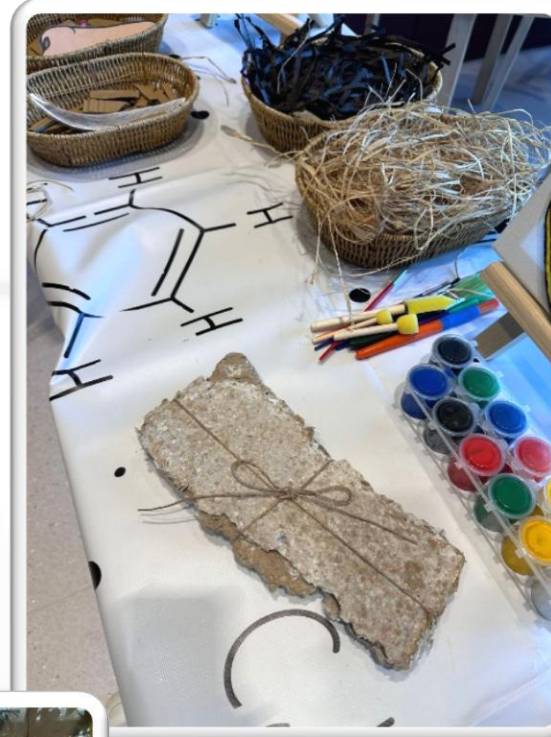
RECYCLING ACTIVITIES FROM WASTE MATERIALS

REDUCING ENVIRONMENTAL
IMPACTS



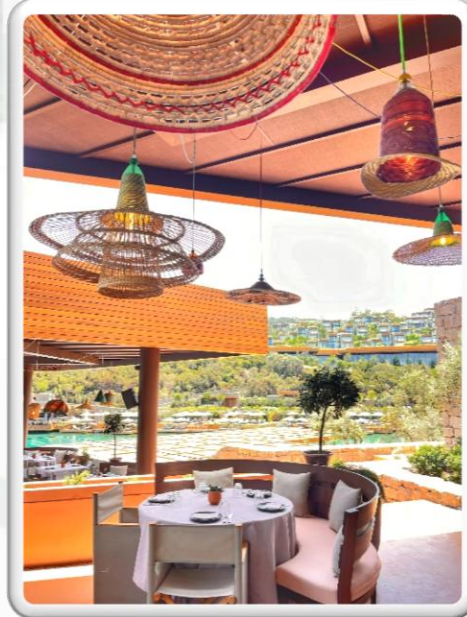
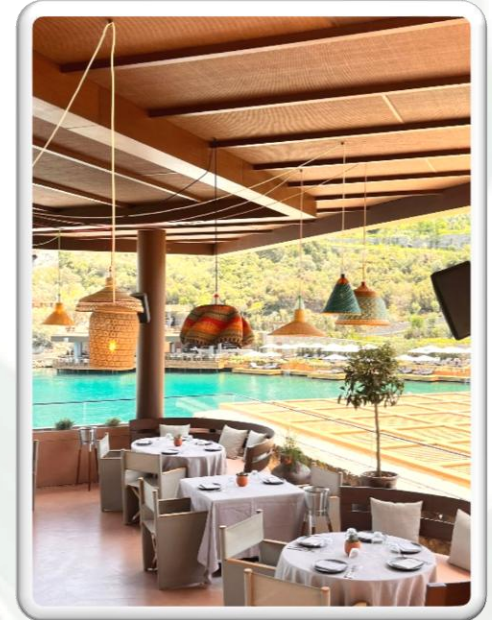
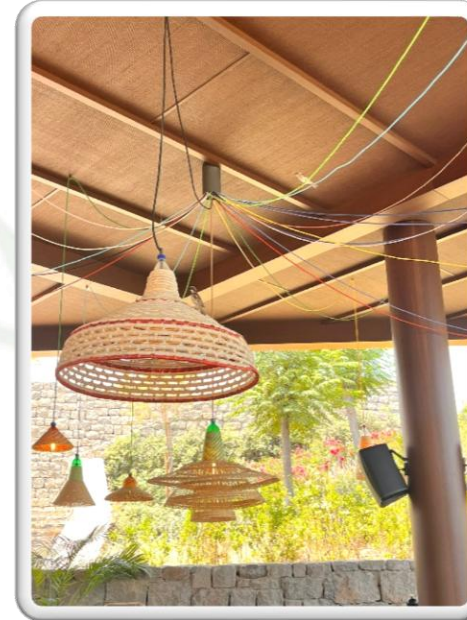
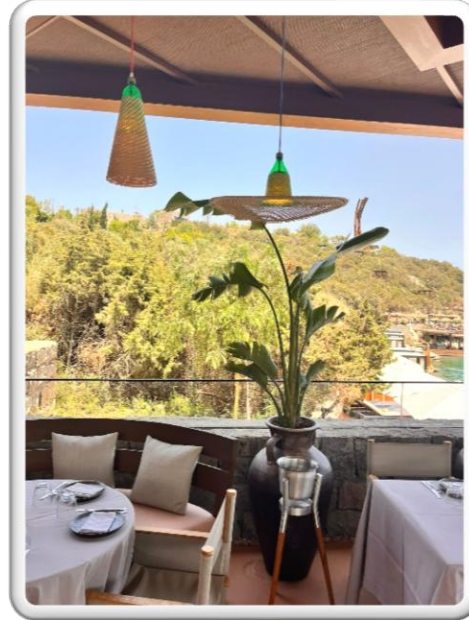
RECYCLING ACTIVITIES FROM WASTE MATERIALS

REDUCING ENVIRONMENTAL
IMPACTS



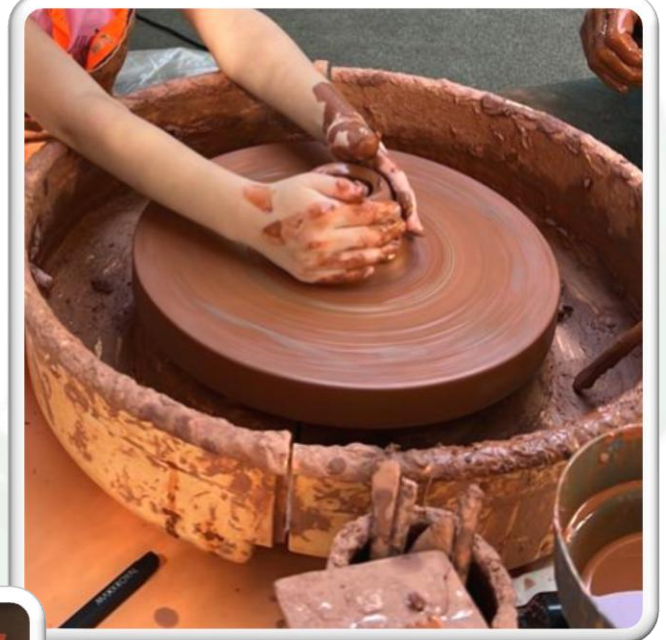
RECYCLING FROM WASTE MATERIALS

REDUCING ENVIRONMENTAL
IMPACTS



BIODIVERSITY & CULTURAL ACTIVITIES

REDUCING ENVIRONMENTAL
IMPACTS



CONTRIBUTION TO RECYCLING THROUGH TEXTILE WASTE

REDUCING ENVIRONMENTAL
IMPACTS



With the annual
delivery of
2,000 kg of
textile waste, we
support
recycling.

PELİN ATAY KURAN

Sustainability Manager

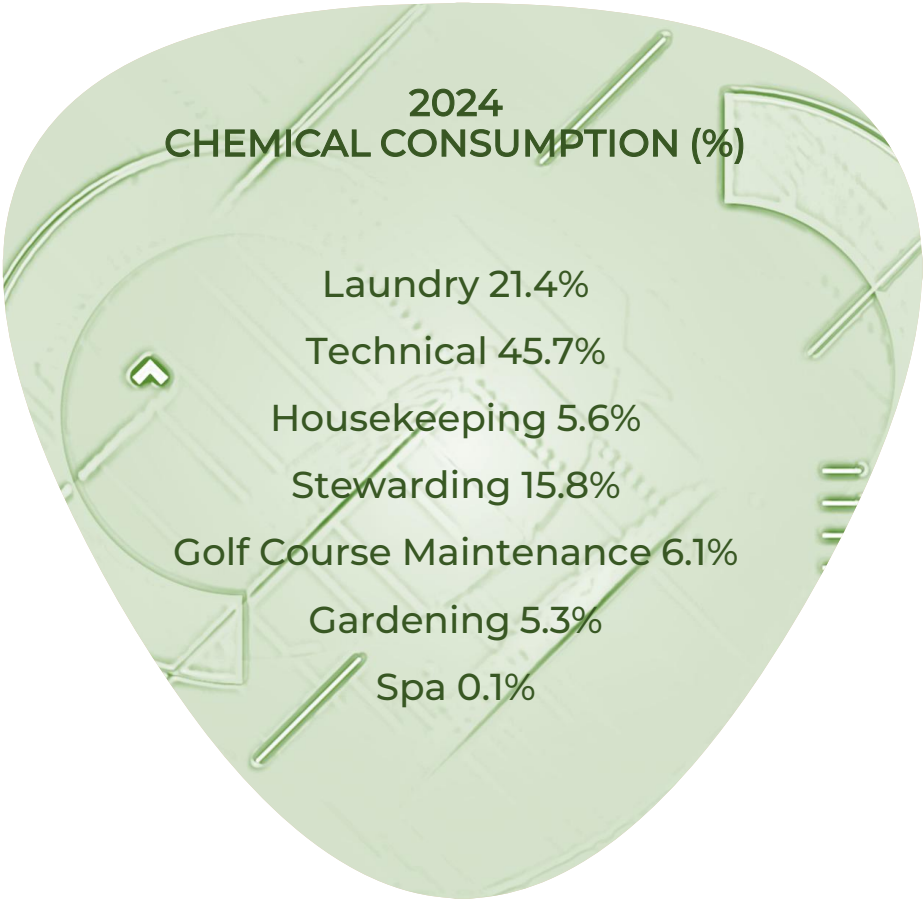


CHEMICAL MANAGEMENT

MBLK-FACILITY (CONSUMPTION %)

REDUCING ENVIRONMENTAL
IMPACTS

2024 CHEMICAL CONSUMPTION (%)



Laundry	21.4%
Technical	45.7%
Housekeeping	5.6%
Stewarding	15.8%
Golf Course Maintenance	6.1%
Gardening	5.3%
Spa	0.1%

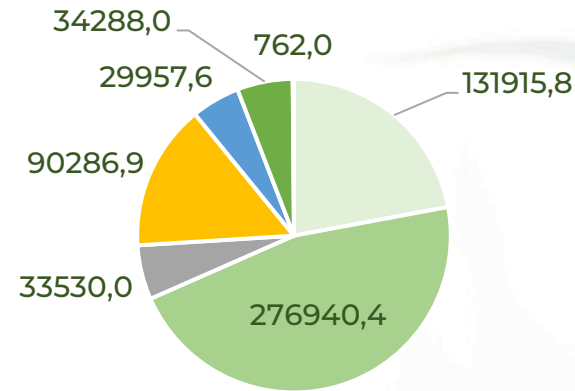


CHEMICAL MANAGEMENT

MBLK-FACILITY (kg and PP CONSUMPTION)

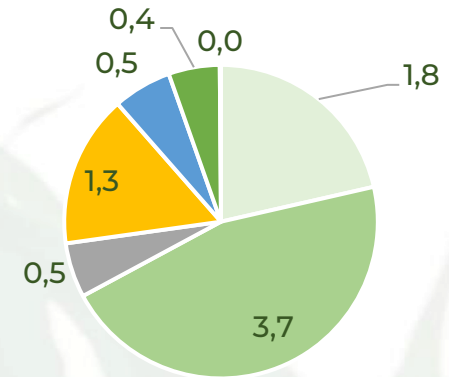
REDUCING ENVIRONMENTAL
IMPACTS

2024 Total Chemical Consumption (kg)



- Çamaşırhane Kimyasal Tüketimi
- Teknik Kimyasal Tüketimi
- Housekeeping Kimyasal Tüketimi
- Stewarding Kimyasal Tüketimi
- Golf Saha Bakım Kimyasal Tüketimi
- Bahçe Kimyasal Tüketimi
- Spa Kimyasal Tüketimi

2024 Total PP Chemical Consumption (kg)



- PP. Çamaşırhane Kimyasal Tüketimi
- PP. Teknik Kimyasal Tüketimi
- PP. Housekeeping Kimyasal Tüketimi
- PP. Stewarding Kimyasal Tüketimi
- PP. Golf Saha Bakım Kimyasal Tüketimi
- PP. Bahçe Kimyasal Tüketimi
- PP. Spa Kimyasal Tüketimi



2024 Target in order: 5 – 10 – 4 – 5 – 4 – 3 – 2 kg,
Actual in order: 1,8 – 3,7 – 0,5 – 1,3 – 0,5 – 0,4 – 0 kg



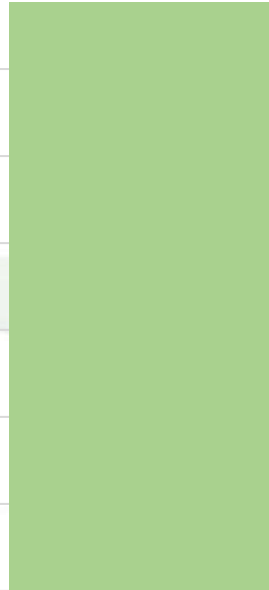
CHEMICAL MANAGEMENT

MBLK-BELEK + SERIK STAFF ACCOMMODATION (kg and PP CONSUMPTION)

REDUCING ENVIRONMENTAL
IMPACTS

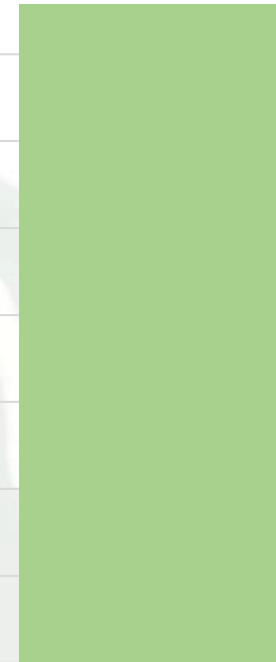
2024 Belek + Serik Staff
Accommodation Total Chemical
Consumption (kg)

13539,3



2024 Belek + Serik Staff
Accommodation Total PP Chemical
Consumption (kg)

0,8



2024 Target: 2 kg, Actual: 0,8 kg



CHEMICAL MANAGEMENT

MKMR-FACILITY (CONSUMPTION %)

REDUCING ENVIRONMENTAL
IMPACTS

2024 CHEMICAL CONSUMPTION (%)

Laundry 5.9%
Technical 75.2%
Housekeeping 3.1%
Stewarding 15,1%
Garden 0.5%
SPA 0.1%

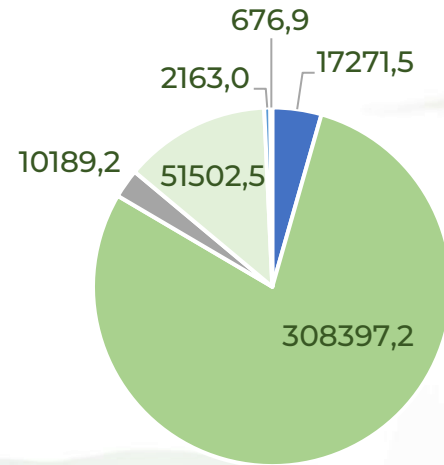


CHEMICAL MANAGEMENT

MKMR-FACILITY (kg and PP CONSUMPTION)

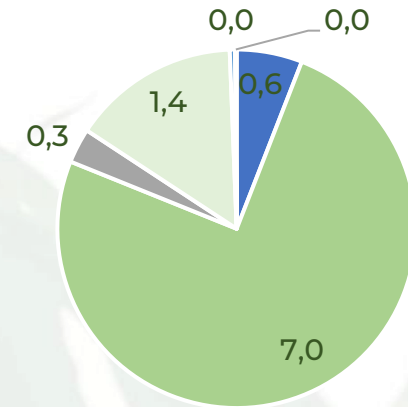
REDUCING ENVIRONMENTAL
IMPACTS

2024 Total Chemical Consumption (kg)



- Çamaşırhane Kimyasal Tüketimi
- Teknik Kimyasal Tüketimi
- Housekeeping Kimyasal Tüketimi
- Stewarding Kimyasal Tüketimi
- Bahçe Kimyasal Tüketimi
- Spa Kimyasal Tüketimi

2024 Total PP Chemical Consumption (kg)



- PP. Çamaşırhane Kimyasal Tüketimi
- PP. Teknik Kimyasal Tüketimi
- PP. Housekeeping Kimyasal Tüketimi
- PP. Stewarding Kimyasal Tüketimi
- PP. Bahçe Kimyasal Tüketimi
- PP. Spa Kimyasal Tüketimi



2024 Target in order: 1 – 8 – 0,8 – 1,5 – 0,7 – 0,5 kg,
Actual in order: 0,6 – 7 – 0,3 – 1,4 – 0 – 0 kg

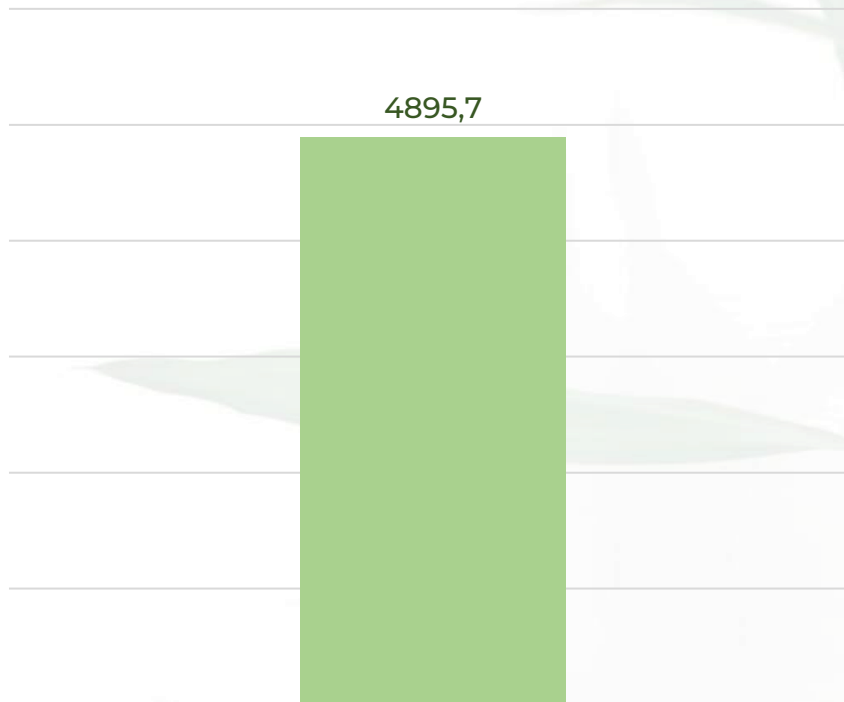


CHEMICAL MANAGEMENT

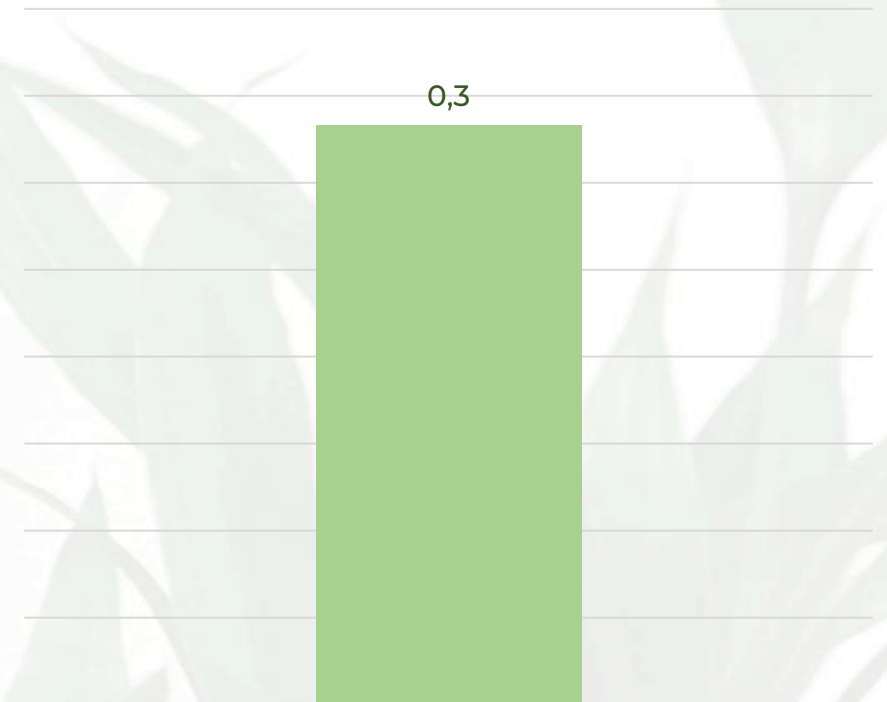
MKMR- STAFF + ADMINISTRATIVE STAFF ACCOMMODATION (kg and PP CONSUMPTION)

REDUCING ENVIRONMENTAL
IMPACTS

2024 Staff + Administrative
Accommodation Total Chemical
Consumption (kg)



2024 Staff + Administrative Staff
Accommodation Total PP Chemical
Consumption (kg)



2024 Target: 1,5 kg, Actual: 0,3 kg



CHEMICAL MANAGEMENT

MBDRM-FACILITY (CONSUMPTION %)

REDUCING ENVIRONMENTAL
IMPACTS

2024 CHEMICAL CONSUMPTION (%)

Laundry 17%
Technical 56.7%
Housekeeping 8.1%
Stewarding 17,8%
Garden 0.2%
SPA 0.2%

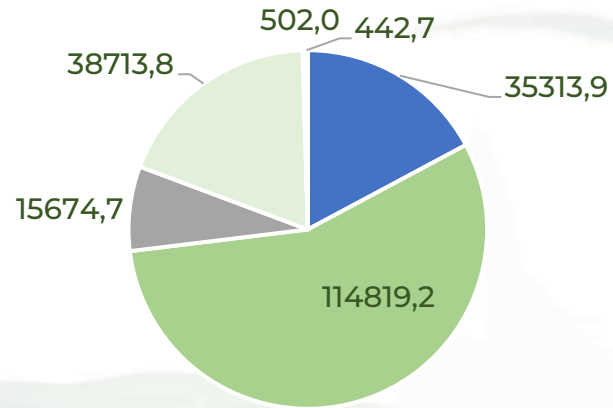


CHEMICAL MANAGEMENT

MBDRM-FACILITY (kg and PP CONSUMPTION)

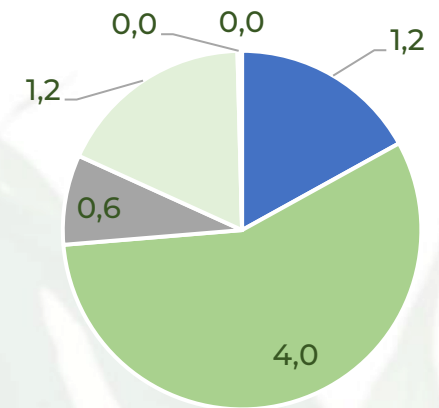
REDUCING ENVIRONMENTAL
IMPACTS

2024 Total Chemical Consumption (kg)



- Çamaşırhane Kimyasal Tüketimi
- Teknik Kimyasal Tüketimi
- Housekeeping Kimyasal Tüketimi
- Stewarding Kimyasal Tüketimi
- Bahçe Kimyasal Tüketimi
- Spa Kimyasal Tüketimi

2024 Total PP Chemical Consumption (kg)



- PP. Çamaşırhane Kimyasal Tüketimi
- PP. Teknik Kimyasal Tüketimi
- PP. Housekeeping Kimyasal Tüketimi
- PP. Stewarding Kimyasal Tüketimi
- PP. Bahçe Kimyasal Tüketimi
- PP. Spa Kimyasal Tüketimi



2024 Target in order: 5 – 8 – 4 – 4 – 3 – 3 kg,
Actual in order: 1,2 – 4 – 0,6 – 1,2 – 0 – 0 kg



CHEMICAL MANAGEMENT

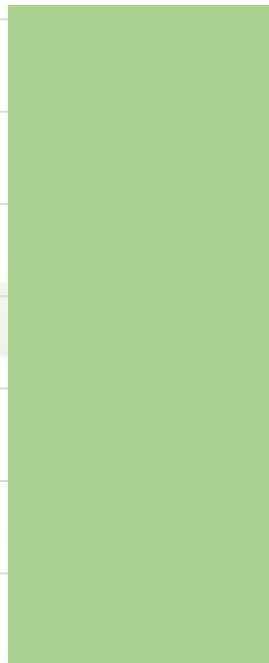
MBDRM-FOREVER STAFF ACCOMMODATION

(kg and PP CONSUMPTION)

REDUCING ENVIRONMENTAL
IMPACTS

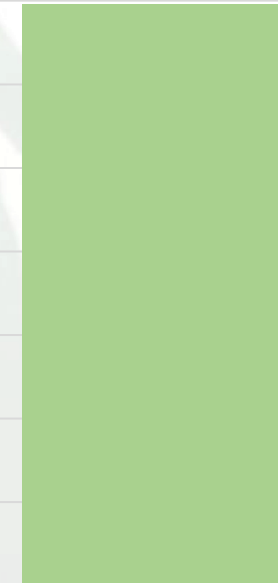
2024 FOREVER Staff Accommodation
Total Chemical Consumption (kg)

14308,0



2024 FOREVER Staff
Accommodation Total PP
Chemical Consumption (kg)

0,7



2024 Target: 2 kg, Actual: 0,7 kg



CHEMICAL MANAGEMENT WITH AUTOMATION SYSTEMS

Chemicals used in
Technical,
Pool Water,
Laundry,
Golf,
Spa,
Food & Beverage,

Stewarding areas are connected to an automatic dosing system, ensuring controlled consumption for each.

REDUCING ENVIRONMENTAL
IMPACTS



REDUCING ENVIRONMENTAL IMPACTS

In addition, “Chemical Dosage, Storage and Inventory Lists” are available in storage areas to ensure correct dosing, proper storage, and awareness of hazard classifications for chemicals.

DEPARTMAN: F&B- KİMYASAL DEPOSİ				GÜNCELLEME TARİHİ: 22.07.2022		
NO	KİMYASAL ÜRÜN ADI	ZARARLILIK İŞARETİ	UYARI İFADELERİ	İLK YARDIM TEDBİRLERİ	KAZA SONUCU YAYILMA YA KARIŞI TEDBİRLER	KULLANILMASI GEREKEN KİŞİSEL KORUYUCU DONANIMLAR
1	MİYÖ ALKOL BAZILI EL DEZİNFİKTANI	 	TEHLİKE	Solusio: Rahatsızlayan devam etmesinde tıbbi yardım alın. Yarım: Agnıyle soğuk suyla çalkalansın. Kutanmasıyla çalkalansın. Rahatsızlayan devam etmesinde tıbbi yardım alın. Bir Güvenlik Bilgi Formunu aynı personelin elinde tutsun. Gör kesime: Kontakt lens varsa çıkarsın ve göz kapaklarını iyice açsın. En az 15 dakika yıkamaya devam etsin. Bulutluk yokamadan sonra oğuşuna derhal tıbbi yardım alın.	Çevresel önlemler: Kanalizasyona veya su kaynaklarına veya toprağı dökülmesinden kaçınılsın. Ağız ve boğazına maddeleri soğuk kaplayarak iyice temizlensin ve en kısa sürede alından uzaklaşsın. Dökülmeye tedavüle önlemler: Yamaç maddeleri dökülmelerden uzak tutsun. Vermektili, kuru kum veya toprağı emdiren ve kaplayıcı nesneler yerletsin. Kalemşen alınsa bul soğuk yıkalsın. Bir dökülmeye alğırması sonra kendisini iyice arındırsın.	 
2	MİYÖ ALKOL BAZILI HİYVİSİN VEZİY TEMİZLEME		TEHLİKE	Solusio: Rileme yarında oluyorsın kuyruğ dı yandan gırtıyayına veya tıneline yatamsı so solamamı gırtıyayınlaşmaması sağlansın. Rahatsızlanma zorluğda çekilmesinde, vıyın gırtıyayı personelin tarafından karıştırsın veya çıkarsın. Rahatsızlayan devam etmesinde tıbbi yardım alın. Kutanmasıyla çalkalansın. Agnıyle soğuk suyla çalkalansın. Bul maktardasız su isin. Kutanmasıyla gırtıyayı alından tutsun. Rahatsızlayan devam etmesinde tıbbi yardım alın. Kutanmasıyla çalkalansın. Gör kesime: Kalemşen gırtıydan çıkarsın ve cildisı su ile iyice yıkaksın. Gör kesime: Kontakt lens varsa çıkarsın ve göz kapaklarını iyice açsın. En az 15 dakika yıkamaya devam etsin. Bulutluk yokamadan sonra oğuşuna derhal tıbbi yardım alın.	Çevresel önlemler: Kanalizasyona veya su kaynaklarına veya toprağı dökülmesinden kaçınılsın. Ağızdan kaplayıcı ve soğuk su bırlatıl. Dökülmeye tedavüle önlemler: Yamaç maddeleri dökülmelerden uzak tutsun. Vermektili, kuru kum veya toprağı emdiren ve kaplayıcı nesneler yerletsin. Kalemşen alınsa bul soğuk yıkalsın. Bir dökülmeye alğırması sonra kendisini iyice arındırsın.	 
3	MİYÖ HİYVİSİN EL YIKAMA ÜRÜNÜ		DEKAT	Solusio: Rahatsızlayan devam etmesinde tıbbi yardım alın. Yarım: Agnıyle soğuk suyla çalkalansın. Rahatsızlayan devam etmesinde tıbbi yardım alın. Gör kesime: Kontakt lens varsa ve çıkarmak istiyorsın, çıkarsın. Sırtıksız durulsun. En az 10 dakika beyimsiz suyla yıkalsın. Rahatsızlayan devam etmesinde tıbbi yardım alın.	Çevresel önlemler: Kanalizasyona, su kaynaklarına veya toprağı dökülmesinden kaçınılsın. Hırlıyın bu gereksiz kırıntıyı oluşturmaması kaçınılsın veya bu deşarın en azı arındırsın. Su yollarında oluyun dökülmeler veya kontrol edilemeyen gırlımsı akarsın, bunları dıyıcı Çevre Kurumuna ya da diğer uygun alımlarıyla karıştırsın. Bulutluklaşsın. Dökülmeye tedavüle önlemler: Hırlıyın dökülmeye oluşturmaması için alımlarıyla emdirenler kullanılsın. Vermektili, kuru kum veya toprağı emdiren ve kaplayıcı nesneler yerletsin. Kalemşen alınsa bul soğuk yıkalsın. Dökülmeye veya ırlıy alıyın alımsın kaynakları, suik su kaynaklarına veya su kaynaklarına gırtıydan kaçınılsın.	 

KİMYASAL DOZAJ, DEPOLAMA VE ENYANTER LİSTESİ									
DEPARTMAN: CANLIYERİNE KİMYASAL DEPOLAMA					GİZLİLİK DURUMU: 2017/2022				
SİRA NO	ADIR KAPASİTESİ (LİTRE)	ADIR KAPASİTESİ (KİLOGRAM)	EN KODU	ADIR ÇİFTİ ADIR	YERİN ADIR ADIR	KİMYASAL DOZAJ (LİTRE)	KİMYASAL DOZAJ (KİLOGRAM)	TEHLİKELİ DURUM	TEHLİKELİ SİMGESİ
1	0	0	EN 1700	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	0	ADIR ÇİFTİ ADIR
2	0	0	EN 1700	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	0	ADIR ÇİFTİ ADIR
3	0	0	EN 1700	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	0	ADIR ÇİFTİ ADIR
4	0	0	EN 1700	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	0	ADIR ÇİFTİ ADIR
5	0	0	EN 1700	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	0	ADIR ÇİFTİ ADIR
6	0	0	EN 1700	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	0	ADIR ÇİFTİ ADIR
7	0	0	EN 1700	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	0	ADIR ÇİFTİ ADIR
8	0	0	EN 1700	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	0	ADIR ÇİFTİ ADIR
9	0	0	EN 1700	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	0	ADIR ÇİFTİ ADIR
10	0	0	EN 1700	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	ADIR ÇİFTİ ADIR	0	ADIR ÇİFTİ ADIR



A close-up photograph of several green, feathery fern fronds. The fronds are composed of numerous small, elongated leaflets arranged symmetrically along a central rachis. The leaves are a vibrant green color and appear to be part of a larger plant, possibly a tree fern, given their size and structure. The background is dark and out of focus, emphasizing the detailed texture and structure of the fern leaves.

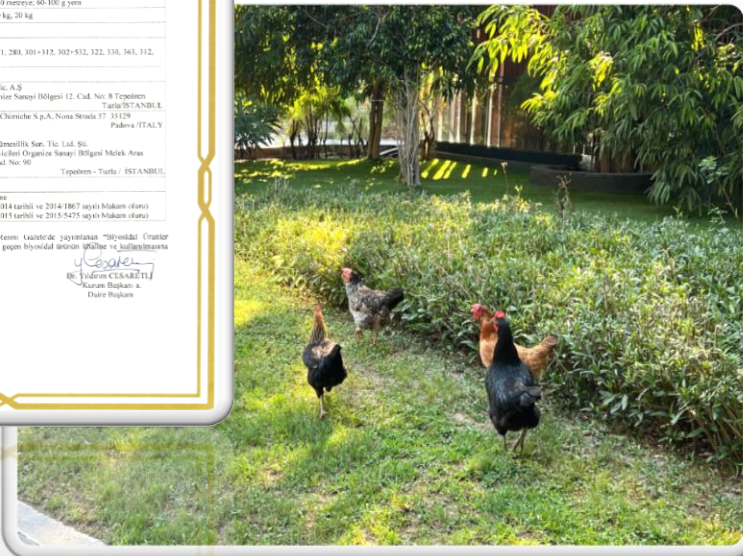
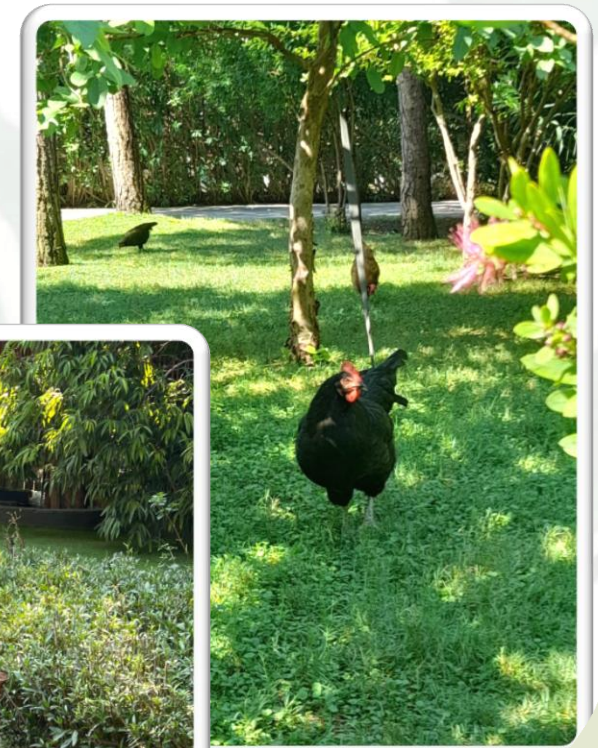
REDUCING ENVIRONMENTAL IMPACTS

A close-up photograph of several large, vibrant green fern fronds, likely from a tree fern. The fronds are densely packed, showing the intricate structure of the leaflets and the central rachis. The lighting highlights the texture and color of the foliage, creating a lush, green background.

 T.C. SAĞLIK BAKANLIĞI Türkiye Halk Sağlığı Kurumu BİYOSİDAL ÜRÜN RUHSATNAMESİ (İTHAL)		
Ruhsat No	2012/209	Ruhsat Tarihi: 08.06.2004
Çinaiye Tescil Adı	Zagor Mann Blok / 14	
Atıl(ı) Madde(ler) İsmi(leri)	Bradiflucan	
Atıl(ı) Madde(ler) CAS numarası	50075-10-0	
Atıl(ı) Madde(ler) or Ortanlar	Bradiflucan % 0,005	
İfade(ler) cinsi/cinsiller	Fare, Sığır	
Fürat Hali (Tır, Birlet, Çerit v.b.)	Mann Blok	
Uygulanır dozu	Fareler için her 3-5 murecc230-40 g yara Sığarlar için her 5-10 murecc, ab-100 g yara	
Arısalık mıkdarları	100g, 500g, 5 kg, 10 kg, 30 kg	
Atıl(ı)do	K1 Vitamini	
Zararlılık ve Önemli Madde(ler)	H1312, 312, 302 P201, 204, 270, 271, 280, 301+312, 302+312, 322, 330, 363, 312, 304+340, 501	
Raf ömrü	2 (iki) yıl	
Ruhsat Sahibi(n) Adı ve Adresi	Baevit İlaç San. ve Tic. A.Ş. İstanbul Tuzla Organize Sanayi Bölgesi 12. Cad. No: 8 Tepecik Tuzla/İSTANBUL	
Fabrika veya İmalathane(n)in Adresi	UNID-İJA Industrie Chimique S.p.A., Roma Strada 37, 30129 Padova/ITALY	
Doküman Yürürlüğü Adı ve Adresi	Farmatex Taram Mükemmelliği San. Tic. Ltd. Şti. Tuzla Kireç Sanayicileri Organize Sanayi Bölgesi Merkezi Alanı Bakur-Avustik Cad. No: 90 Tepecik - Tuzla / İSTANBUL	
Ruhsatın Geçerli Olacağı Şıra	31.12.2021	
Veriliş Tarihi ve Nedeni	23.12.2015 Verilme (12.05.2014 tarihli ve 2014/1867 sayılı Bakanlar Kurulu) (06.07.2015 tarihli ve 2015/5475 sayılı Bakanlar Kurulu)	

31 / 12 / 2009 tarih ve 27449 sayılı 44nkerkur Resm Gazetede yayımlanan "Biyosidal Ürünler Yürürlüğü"ne 14 (on dört) maddesi istisnaya yakında adı geçen biyosidal ürünün ilaah ve ilaahilnımlarına münasib vıllıdır


 Dr. Yücelin ÇİRAZ-İTİ
 Kurum Başkanı ve
 Daire Başkanı



SUSTAINABLE PROCUREMENT

Our hotels have a **Sustainable Procurement Policy** that defines the environmental, social and ethical responsibilities we expect our suppliers to follow and to pass on to their own employees and supply chains. This policy serves as a basis in our product and service procurement process.

In our purchasing and agreements, priority is given to business partners and sample products that align with this philosophy.

REDUCING ENVIRONMENTAL IMPACTS

SÜRDÜRÜLEBİLİRLİK POLİTİKALARIMIZ

ÇOCUK HAKLARI POLİTİKASI

ÇEVRE KORUMA VE ATIK YÖNETİMİ POLİTİKASI

YÖRESEL FARKINDALIK POLİTİKASI

KADIN HAKLARI VE EŞİTLİK POLİTİKASI

GELİŞİM, İNOVASYON VE KURUMSAL İLETİŞİM POLİTİKASI

DİJİTALLEŞME POLİTİKASI

BİLGİ GÜVENLİĞİ POLİTİKASI

BİSİKLET DOSTU OTEL POLİTİKASI

ÇALIŞAN VE İNSAN HAKLARI POLİTİKASI

ENERJİ VERİMLİLİĞİ POLİTİKASI

İNSAN KAYNAKLARI POLİTİKASI

SÜRDÜRÜLEBİLİR SATIN ALMA POLİTİKASI

SÜRDÜRÜLEBİLİR SATIN ALMA POLİTİKASI

Sorumlu tedarik anlayışı doğrultusunda tedarikçilerimizin/çözüm ortaklarımızın;

- Kalite Güvence Yönetim Sistemleri, Çevre ve İş Sağlığı Güvenliği Yönetim Sistemleri, uluslararası düzeyde kabul görmüş çevre ve sürdürülebilirlik ödülleri/sertifikalarına sahip olmasına,
- Temel insan hakları, çalışma koşulları açısından prensip ve ilkelere bağlı olmaları, bu değerler zincirini bizimle birlikte benimsiyor ve yaygınlaştırıyor olmalarına,
- Ürünlerinin üretimi/tedarigi/hizmetin organizasyonu sırasında;
Çevreye zararlı etkilerinin olmamasına, çevre mevzuatlarına uyuyor olmasına,
Kaynakları; doğal yaşama, ekosisteme zarar vermeden, uygun bir şekilde kullanıyor/tüketiyor olmasına, avlanma yasalarına uyuyor olmasına, Atıklarını en aza indirmek ve doğru yönetmek için çalışıyor olmasına, ürün ambalajlarında daha az ambalajlamaya veya dökme ambalajlama alternatifleri sunuyor olmasına,
- Sosyal hayata katkıda bulunuyor olmasına,
Çocuk iş gücü kullanmıyor olmasına, çocukların eğitimlerini engellemiyor olmasına,
Alınan tüm ürün ve hizmetlerde hayvan haklarının gözetiliyor olmasına,
Çalışanlarına sağladığı şartların (yaş, çalışma ortamı, ücret, sosyal haklar, taciz, istismar, alıkoyma, ayrımcılık, kötü muamele gibi insan haklarına aykırı uygulamaların olmaması vb.) ulusal ve uluslararası düzenlemelere uygun olmasına,
Ürün ve hizmete dair bilgi ve etiketlerinde, tarafımıza ulaşan bildirimleri, kayıtları, raporlamalarında dürüstlük, şeffaflık, güncellik ilkelerini benimsiyor olmasına,
Çevre dostu, tasarruflu, yöresel, etik değerlere önem veren, geri dönüştürülebilir veya geri dönüştürülmüş malzeme kullanan, organik, bio, vegan, hayvanlar üzerinde denenmemiş, zararlı kimyasal bileşenler içermeyen vb. alternatifleri sunmalarına, bu anlamda tedarik vizyonumuzu geliştirmemizi destekliyor olmalarına,
Rüşvet, yolsuzluk, çıkar çatışmasına müsaade edecek durumlardan kaçınıyor, iş ortaklarının fikri mülkiyet haklarını koruyor, her alanda yasal mevzuata ve ticari etik kurallarına uygun çalışıyor olmasına,
Yerli ve yerel üretim/hizmet sağlayıcısı olmasına, bulunduğumuz Akdeniz Bölgesi, Antalya-Serik-Belek-Kemer-Kiriş bölgesinin kalkınmasına ve ekonomisine katkıda bulunuyor olmasına,
Ülkemizin/bölgemizin mutfağını, geleneklerini, kültürünü yansıtan/tanıtan ürün/hizmet olmasına,

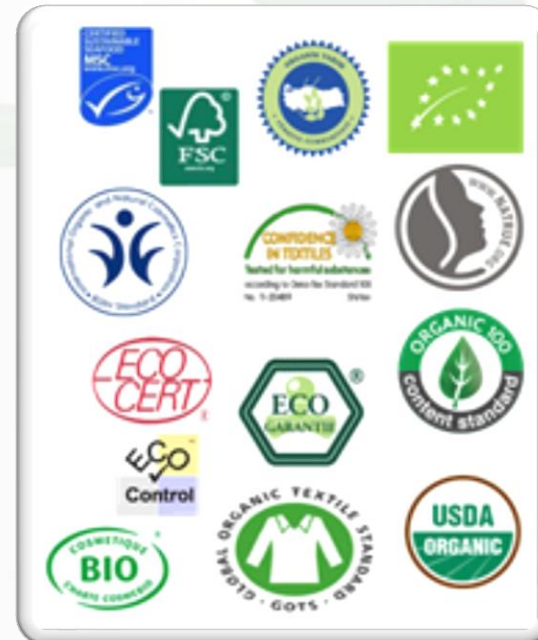
Önem verir ve bunu tedarikçilerimize iletiriz. Alım ve anlaşmalarımızda bu felsefeye uyum gösteren iş ortaklarımıza öncelik verimiz. Tedarikçilerimiz ile birlikte verimli satın alma fırsatları yaratmaya çalışır, tedarik süreçlerinden doğan çevre etkilerini azaltmayı hedefleriz.



RESPONSIBLE & CONSCIOUS PROCUREMENT

- Recycled material products
- Recyclable products
- Sustainably produced or sourced products
- Fair Trade Certified products (FSC, MSC, quality and safety certificates, vegan, ecological, biological, organic, etc.)
- Biodegradable products (compostable in soil)
- Compostable products
- Products with reduced packaging
- Energy- and water-saving products
- Environmentally sustainable products
- Local and domestic products
- Products/services sourced from nearby regions
- Products/services that promote the country and its culture

REDUCING ENVIRONMENTAL
IMPACTS



EFFICIENT PROCUREMENT & COLLABORATION

Work is carried out to establish efficient procurement models in our facilities. Through our fruit and vegetable supply initiative, which covers our group hotels, and bulk purchasing in other raw material categories, we achieve improvements in bringing a greater variety of products in a single delivery, more efficient vehicle organisation, reduced carbon emissions, faster supply, and products better suited to facility expectations.

REDUCING ENVIRONMENTAL IMPACTS



- Approved suppliers
- Supplier selection and evaluation
- Strategic collaborations
- Stock and supply assurance
- Specially designed products/packaging
- Bulk purchases with less packaging in large batches
- Products/services sourced from nearby regions
- Fewer shipments
- Reduced carbon footprint



Less
Carbon
Emission



Efficient
Procurement



Less
Vehicle
Transport



Mass
Purchase



LOCAL SUPPLIERS

Contributing to the Region's Commercial Volume

We prioritise working with suppliers located in nearby areas. The guest and employee capacity of our hotels helps create a significant human presence in the region, supporting local population growth. Hiring staff from nearby towns, districts and cities also contributes to local economic development.

REDUCING ENVIRONMENTAL
IMPACTS



ENVIRONMENTALLY CONSCIOUS PROCUREMENT

Switch from Plastic Bags to Reusable Fabric Bags

At Maxxi Land kids' club, we replaced the 6,800 plastic bags and hats gifted annually to our young guests with reusable bags made from recycled fabrics.

REDUCING ENVIRONMENTAL
IMPACTS

Annually
25,092
Pieces

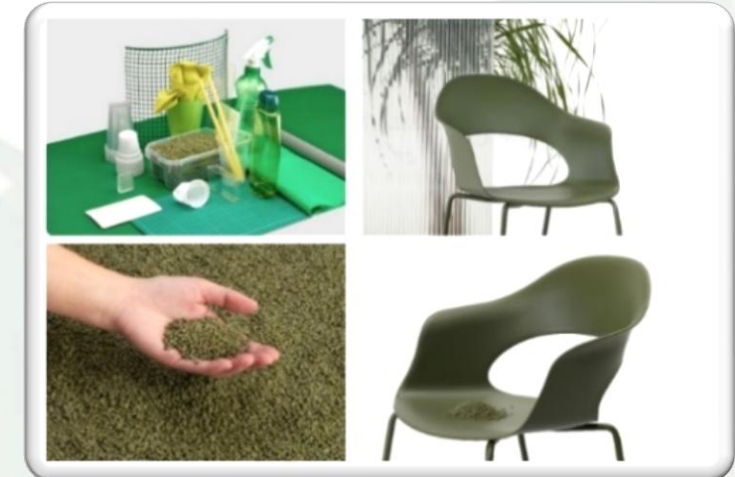


ENVIRONMENTALLY CONSCIOUS PROCUREMENT

Chairs Made from Recycled Plastic

At Maxx Wellbeing Restaurant, we use chairs made from recycled plastic, certified for compliance by CSI.

REDUCING ENVIRONMENTAL
IMPACTS



ENVIRONMENTALLY CONSCIOUS PROCUREMENT

Fair
Trade
Certified
Products



Compostable
Materials



Bamboo
Products



Eco-Friendly
Products



Products
Made From
Recycled
Materials



Natural
Products



REDUCING ENVIRONMENTAL
IMPACTS



ENVIRONMENTALLY CONSCIOUS PROCUREMENT

In procurement for Maxx Royal Resorts, priority is given to labelled, certified and licensed products that are produced under special procedures, tested for reduced environmental impact, and aligned with environmental and sustainability standards.

REDUCING ENVIRONMENTAL
IMPACTS

FSC-Certified
Products



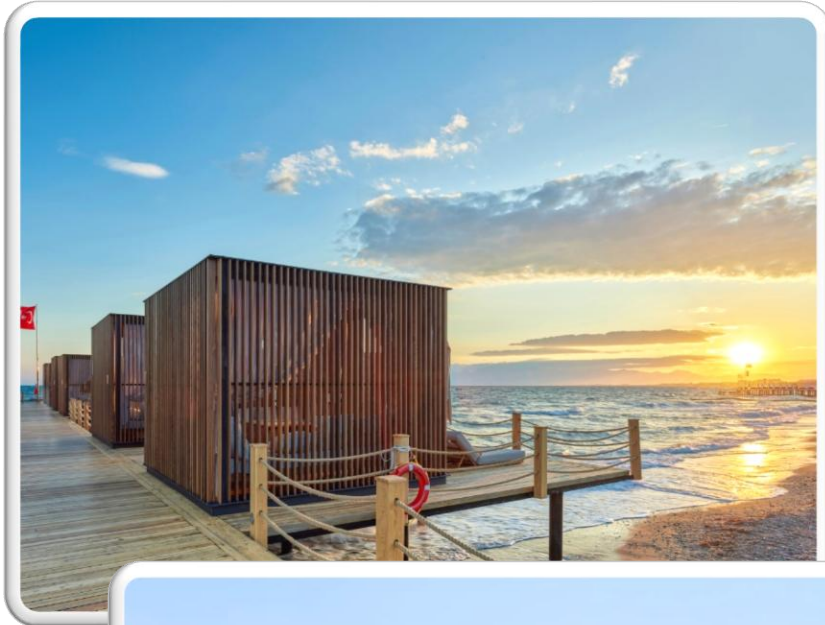
Sustainably
Farmed
Certified
Products



ENVIRONMENTALLY CONSCIOUS PROCUREMENT

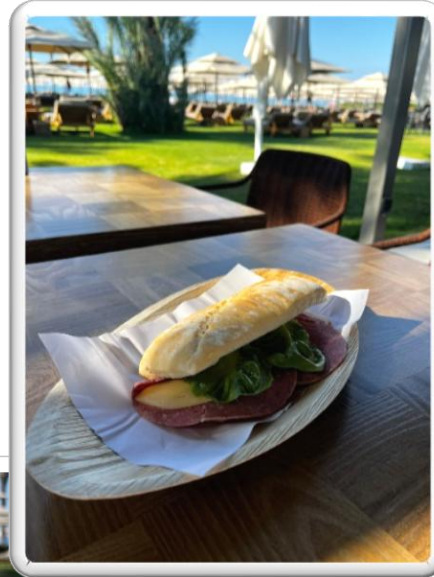
In our facilities, we use FSC-certified materials for the pavilions and wooden walkways.

REDUCING ENVIRONMENTAL
IMPACTS



ENVIRONMENTALLY CONSCIOUS PROCUREMENT

Bamboo Products



Edible Package



ENVIRONMENTALLY CONSCIOUS PROCUREMENT

REDUCING ENVIRONMENTAL
IMPACTS



For car mats
with an annual
consumption
of **6,000** units,
100% recycled paper
with FSC
certification is
used.



ENVIRONMENTALLY CONSCIOUS PROCUREMENT

REDUCING ENVIRONMENTAL IMPACTS

For special occasion cards with an annual consumption of 10,540 units, 100% recycled paper with FSC certification is used.



ENVIRONMENTALLY CONSCIOUS PROCUREMENT

REDUCING ENVIRONMENTAL IMPACTS



For Royalty Card sleeves and envelopes with an annual consumption of 25,540 units, FSC-certified paper is used.



ENVIRONMENTALLY CONSCIOUS PROCUREMENT

REDUCING ENVIRONMENTAL IMPACTS

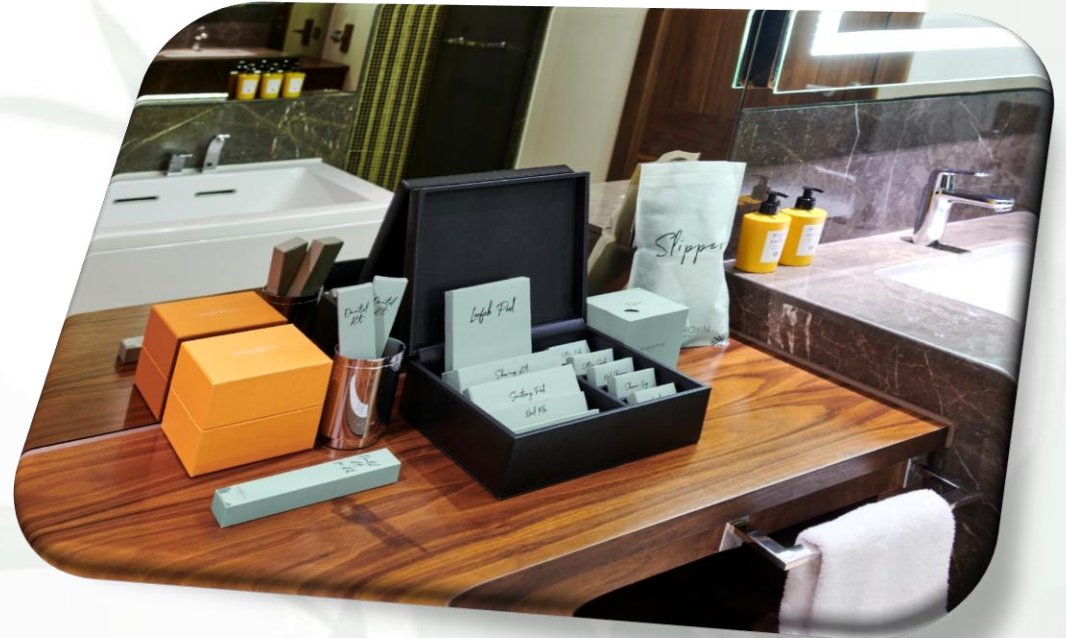
For children's booklet products with an annual consumption of **22,140** units, materials with Organic Product Certification are preferred.



ENVIRONMENTALLY CONSCIOUS PROCUREMENT

REDUCING ENVIRONMENTAL
IMPACTS

Plastic dental set
products with an
annual consumption of
178,500
units
have been phased out
and replaced with
bamboo products.



ENVIRONMENTALLY CONSCIOUS PROCUREMENT

REDUCING ENVIRONMENTAL IMPACTS

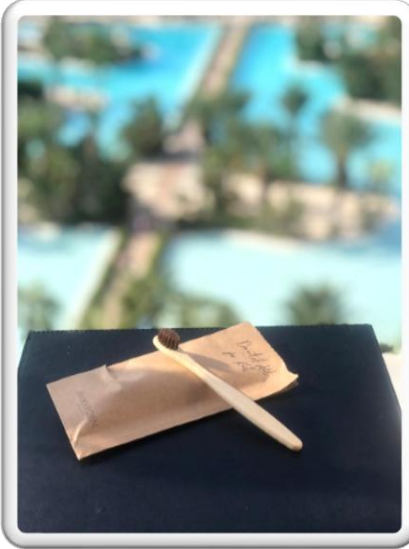


For wet wipe products with an annual consumption of 1,191,600.00 units, kraft packaging is preferred instead of plastic packaging.



ENVIRONMENTALLY CONSCIOUS PROCUREMENT

REDUCING ENVIRONMENTAL IMPACTS



Plastic booklet products (toothbrush) with an annual consumption of **228,337** units have been phased out and replaced with bamboo products.



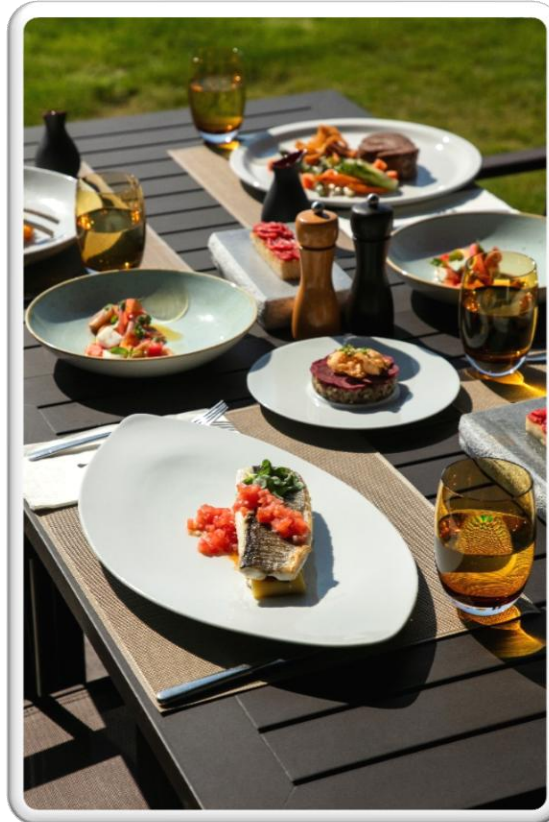
Plastic booklet products (comb) with an annual consumption of **228,337** units have been phased out and replaced with bamboo products.



OFFERING PRODUCTS IN LINE WITH SUSTAINABLE FISHING STANDARDS

Suppliers engaged in fishing and processing seafood in compliance with sustainable fishing standards are preferred.

REDUCING ENVIRONMENTAL
IMPACTS



OFFERING SUSTAINABLE PRODUCTS IN OUR MENUS

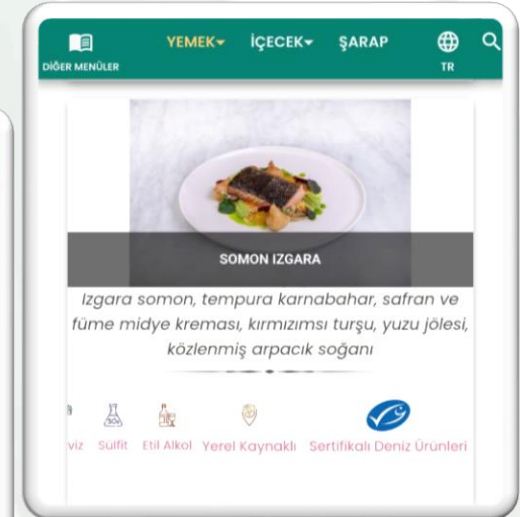
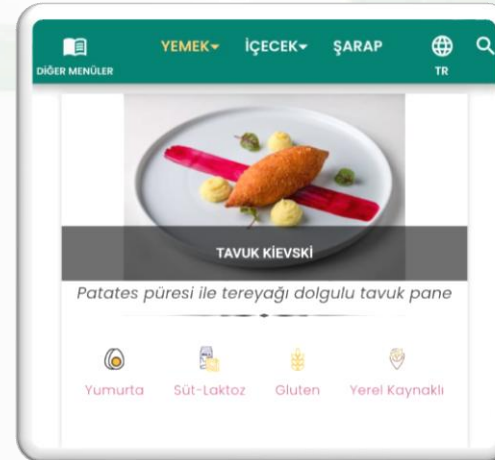
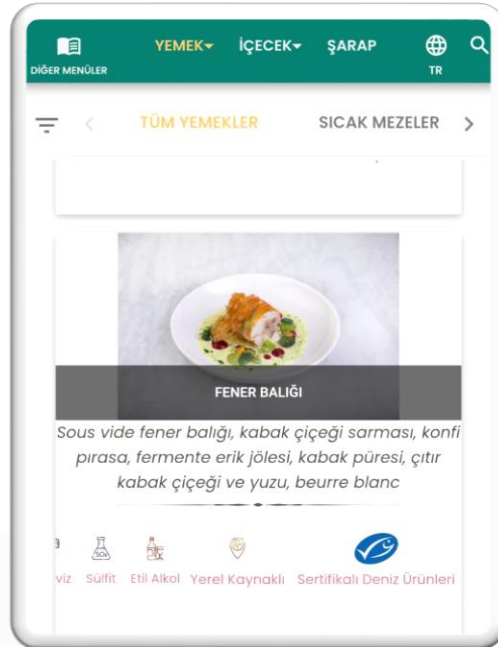
Sustainability is one of the core values of our kitchen!

We prioritise seafood that is caught and processed in accordance with sustainable fishing standards.

These items are marked with special icons on our menus for easy identification, and we also highlight ingredients sourced from local suppliers.

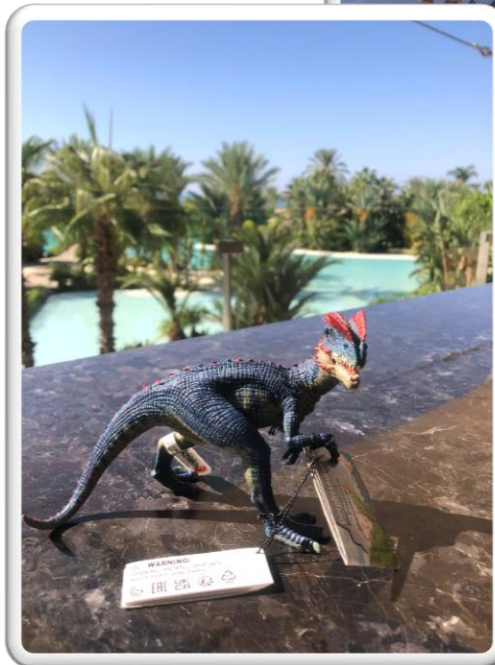
By adopting this approach, which both respects nature and supports the local economy, we offer our guests a more conscious and enjoyable culinary experience.

REDUCING ENVIRONMENTAL
IMPACTS



SUSTAINABLE SUPPLIER

REDUCING ENVIRONMENTAL
IMPACTS



REUSE

We take care to select materials used in our facilities for decoration and presentation from recycled products.

ENVIRONMENTAL

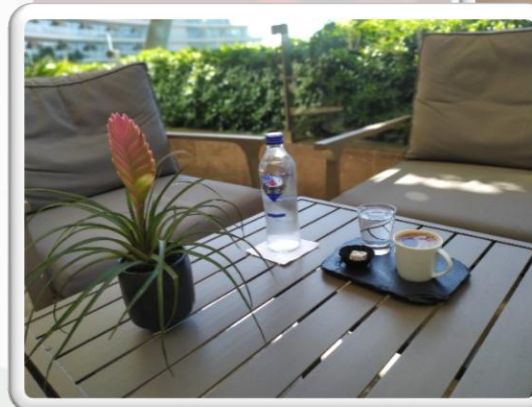
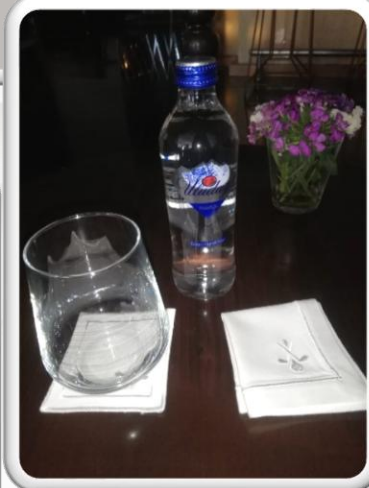
Arrangements
Made from Waste
Flowers and
Retired Vases



Decorations
Produced from
Waste Materials



New Year Gift
Packages Made
from Used
Cartons



REUSE

We engage our young guests in a variety of activities to help them incorporate recycling habits into their daily lives.

g ENVIRONMENTAL



WASTE REDUCTION & PRODUCT UTILISATION

ENVIRONMENTAL



Use of Fruit
Peels in
Presentations



Use of Fruit
Peels as
Garnishes



Use of Leftover
Garnish Parts in
Detox Waters
and Syrups



DIGITAL TRANSFORMATION

Since 2017, we have been continuously developing our digitalisation process, moving towards faster and more efficient methods. As management, we consistently work on reducing the variety and quantity of consumables. We aim to use less paper and printing materials, produce less packaging waste, and implement new-generation technological solutions. This approach not only improves the service we provide but also increases our work efficiency by making effective use of time.

ENVIRONMENTAL

Some examples of these efforts include:

- For consumables used in hotels, preferring leather, fabric, etc. products with reusability features, provided they align with the service concept
- Using digital screens instead of high-quality, multi-page printed hotel information booklets
- Designing booklet set-ups from reusable products instead of large cardboard boxes or similar materials
- Using maintenance programmes in technical areas
- Using automation systems
- Switching from printed menus to tablet menus and QR menus
- Moving our brochures and information documents to digital platforms
- Developing a mobile application
- Transitioning to a digital document management system for documentation
- Using a digital training portal for our employees
- Using quick order systems to provide faster service to our guests



DİGİTAL TRANSFORMATION

Kullanılmakta Olan Yazılımlar

Microsoft	vmware	VEEAM Modern Data Protection	McAfee	Symantec	TREND MICRO
FORTINET	ManageEngine ServiceDesk Plus	Ruckus WIRELESS	ARTINOWIFI SYSTEMS	Microsoft Dynamics CRM	OTELLO HOSPITALITY EXP.
MC MICROSOFT-Fidelo Materials Control	micros Fidelio Suite8 PMS	micros 3700	Veraysoft	PLATPLAY	SAMSUNG
NETSIS	Fatura	E-DEFTER	Portal+	bavel	manim
EBS Easy Business Solutions	iforms	Takipsan	Web Reports	Qlik Q	LAFIS
J-HR	SENHACON SFM	Voymaxx	Lacit	QDMS	ButterFly BSC
MEWARE	RAIN BIRD	Kerzz POS	HAFELE	Tegsoft	mims+
INFINITYTEKNOLOJİ	DigiGlobal	DAIKIN	onsite energy	ontrol	SEN YONET



DIGITAL TRANSFORMATION

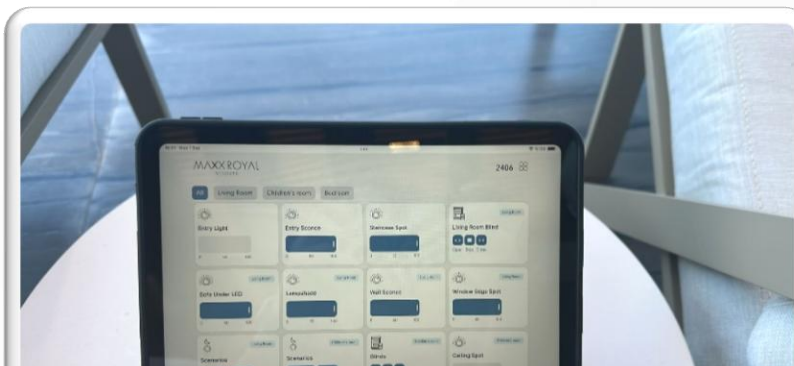
Digital Room Control Systems

To improve energy efficiency and minimise unnecessary consumption, we have implemented digital room control systems in our guest rooms.

Using in-room iPads, guests can fully manage:

- Entry lighting
- Staircase spotlights
- LED lighting beneath the sofas
- Bedside lamps
- Wall-mounted lights
- Window spotlights
- Lighting scenarios
- Blackout and roller blinds

This system allows guests to adjust light intensity and select lighting scenarios based on their preferences, while also operating curtains digitally. In doing so, we not only enhance comfort but also optimise energy usage and contribute to our environmental sustainability goals.



DİGİTAL TRANSFORMATION

We continue to enhance the guest experience!

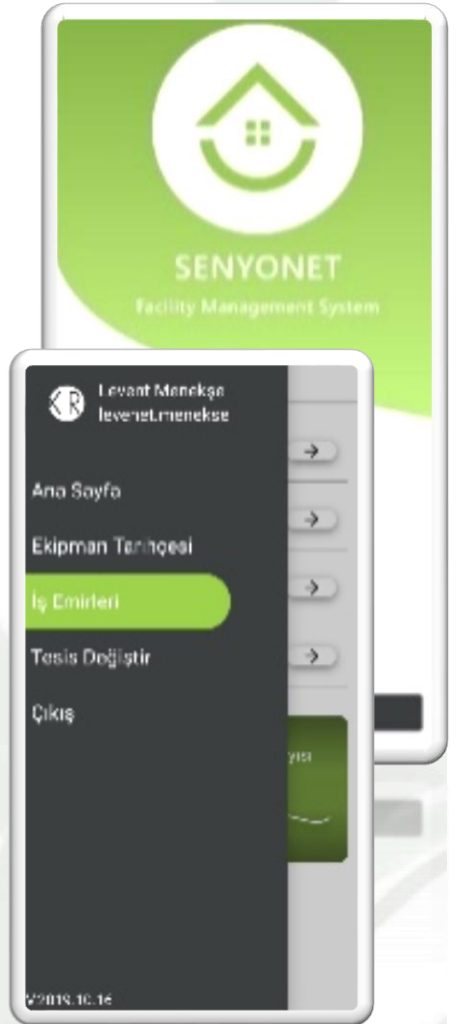
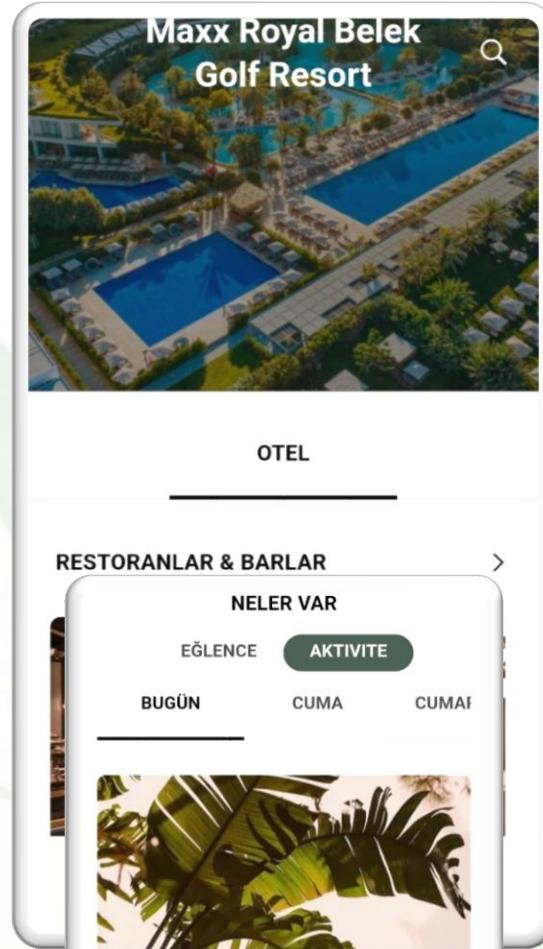
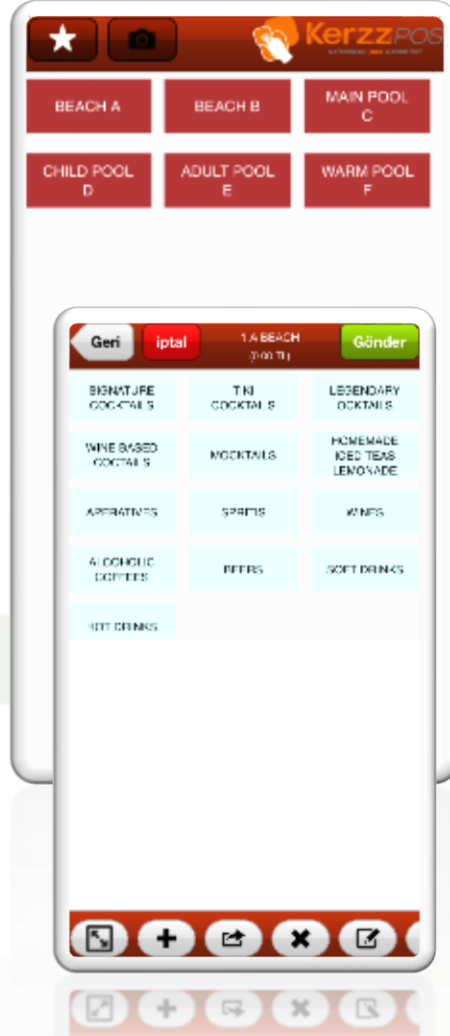
We have introduced PressReader at our resorts, providing multilingual access to thousands of newspapers and magazines from around the world.

Guests can easily access up-to-date news, magazines and exclusive content in their own languages, bringing comfort and exclusivity to every detail.



DIGITAL TRANSFORMATION

G ENVIRONMENTAL



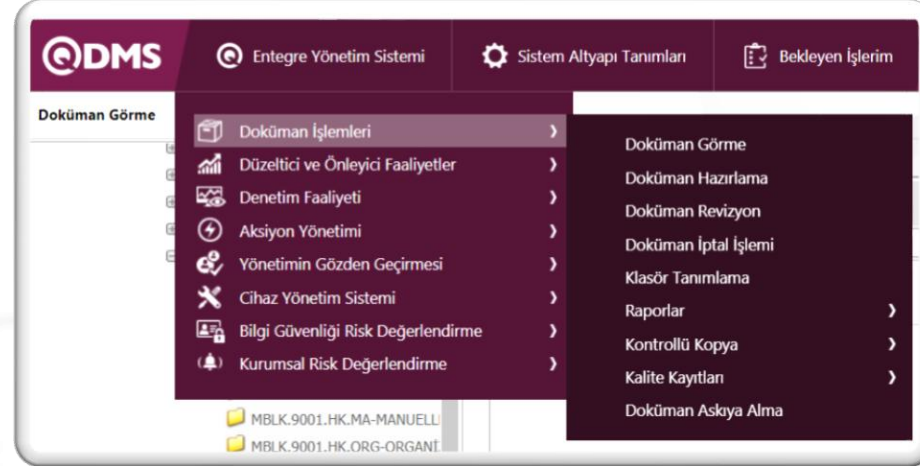
DIGITAL DOCUMENT MANAGEMENT SYSTEM

ENVIRONMENTAL

Reducing natural resource consumption by minimising paper usage

Saving time by accessing the required information more quickly

Transferring document data into a digital environment to create a database and turning this into processable



Tracking
2,000
Documents
via the
Digital Portal



SOCIAL

At the heart of the Maxx Royal Resorts spirit, our most important asset is our employees. For this reason, matters such as employee social and fringe benefits, performance management, rewards, training and career management, and employee safety are always our priority. We act respectfully towards each other's rights and opinions, knowing that we are one without distinction of gender, language, religion or race.

Our primary responsibility is to treat all our employees fairly, regardless of sexual orientation, age, gender, ethnic origin, religious belief or disability status.

Within this framework, we learn and grow together, finding opportunities for economic, personal and professional development. Our sense of belonging is a reflection of the team we are part of and our commitment to our work.

➤ **Recruitment Process;**

In our facilities, recruitment is carried out within the framework established by our Group Human Resources and Training Coordination. During recruitment, a multi-stage interview process is applied, which is fair, non-discriminatory, objective, and includes general aptitude assessments.

➤ **Performance Management and Fair Remuneration**

In our facilities, performance monitoring schedules are created under the leadership of our Group Human Resources and Training Coordination. Evaluations are conducted objectively and via an online system. The results of performance evaluations play a guiding role for management in the development and career planning of employees.

Before starting work in our facilities, our employees are informed about their salary, working conditions, working hours, and when they will be paid.

➤ **Training**

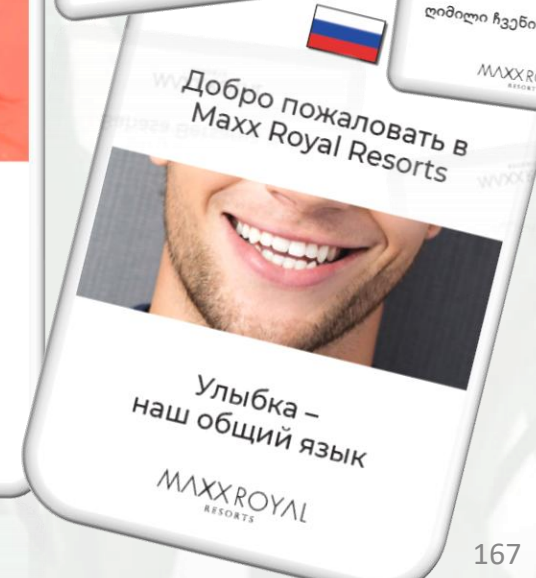
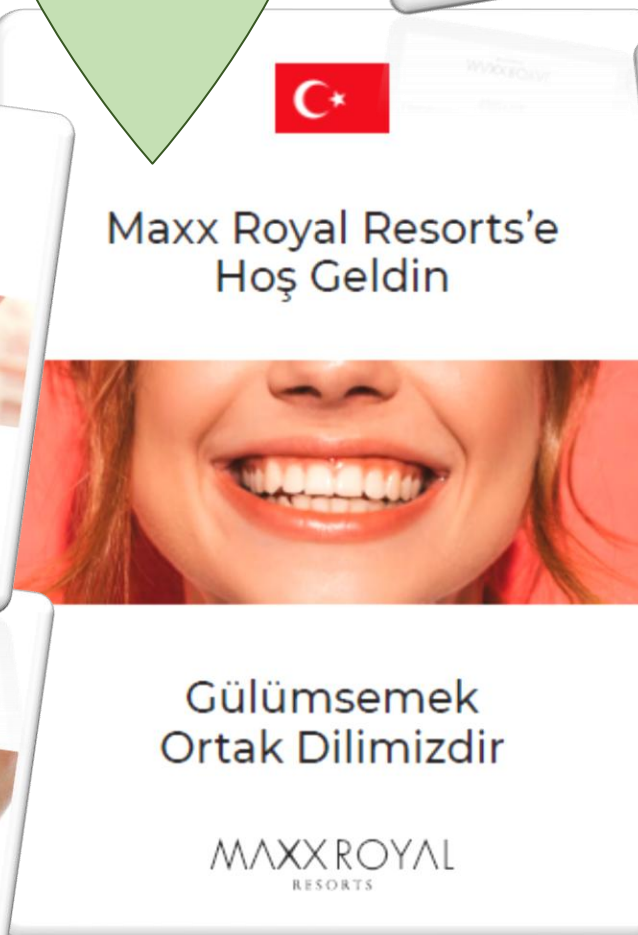
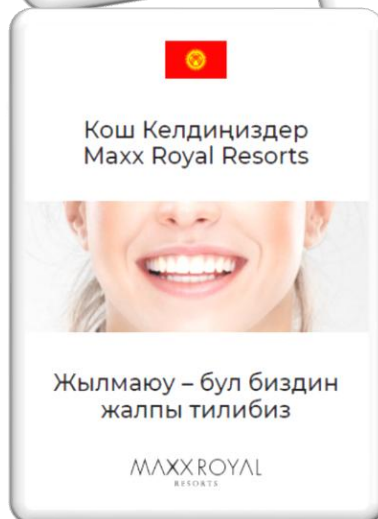
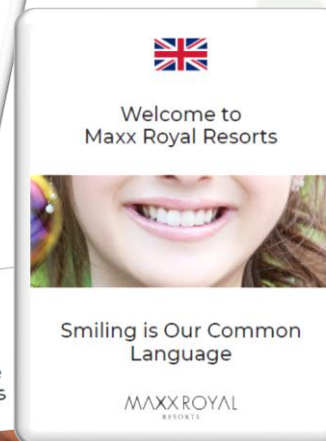
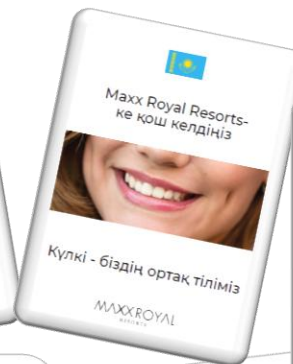
All our employees have equal access to our training opportunities. In addition to the legal and professional training required by the hospitality sector, we offer our employees numerous opportunities in various fields such as personal development, awareness, skills enhancement and managerial development.



LIFE



LIFE



FEMALE - MALE EMPLOYEE RATIO



7035
FEMALE

7065
MALE



7038
FEMALE

7062
MALE



7035
FEMALE

7065
MALE

OPPORTUNITY



CAREER MANAGEMENT

With an approach that prioritises investing in its employees, particularly in training, our group also places importance on promoting from within the facility or within the group.

OPPORTUNITY



157

PROMOTIONS



60

PROMOTIONS



6

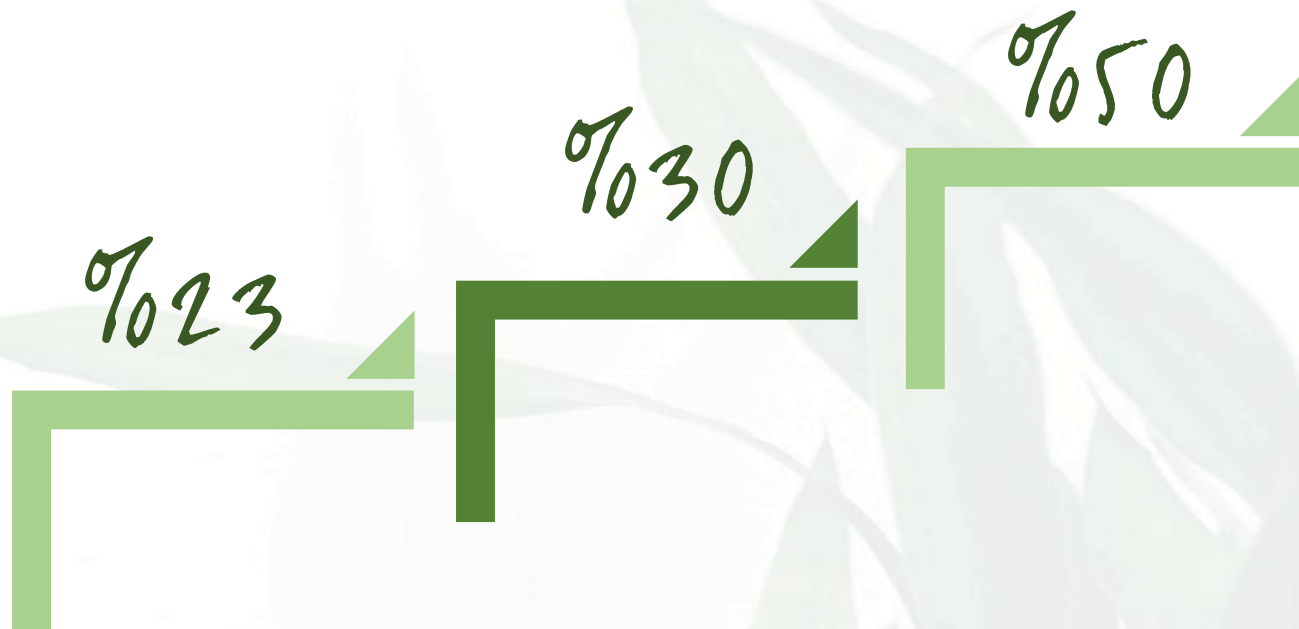
PROMOTIONS



FEMALE EMPLOYEE PROMOTION RATE



OPPORTUNITY



LOCAL EMPLOYMENT RATE



%74



%60



%22

OPPORTUNITY



EMPLOYMENT-GUARANTEED MINISTRY OF NATIONAL EDUCATION PROJECT

The “Protocol on Cooperation for the Development of Vocational and Technical Education” between the Ministry of National Education and Maxx Royal Resorts & Voyage Hotels was signed in parallel with the protocol between the Ministry of National Education and the Ministry of Culture and Tourism. Our story, which began with 5 schools under the project school protocol signed between our group and the Ministry of National Education, continues with 8 schools today.

Purpose of the Project:

To train personnel to meet the qualified workforce needs of the tourism sector and to contribute to improving the field competence of teachers.

Within this protocol, 3 schools have been designated as project schools of our group.

Scope of the Project:

- ✓ Providing on-the-job and in-service training for managers and field teachers in the sector
- ✓ Providing foreign language training
- ✓ Offering scholarships to students who intern with us, whom we find successful and monitor, provided they pursue a branch related to the sector at university and gain admission
- ✓ Providing additional payments to interns beyond the standard internship salary
- ✓ Supplying schools with the materials and equipment they need
- ✓ Providing skills training to interns and teachers in our group
- ✓ Guaranteeing employment for students who intern with us and are

OPPORTUNITY

8
SCHOOLS



EMPLOYMENT-GUARANTEED MINISTRY OF NATIONAL EDUCATION PROJECT

OPPORTUNITY

10th Grade
Students

11th Grade
Students

12th Grade
Students

Vocational Training
Fee

+

30% Additional

Vocational Training
Fee

+

40% Additional

Vocational Training
Fee

+

50% Additional



MINISTRY OF NATIONAL EDUCATION PROJECT

OPPORTUNITY

Scholarship Internship
Opportunity

8-Month Employment

Right to Withdraw

Qualified
Graduate

240 INTERNS
31 EMPLOYED



MESEM PROJECT

What is the Purpose of Establishing a Vocational Training Centre?

Vocational training centres are secondary education institutions for students who, after completing basic education, prefer to pursue vocational training based on their skills instead of an academic high school education (such as science or Anatolian high schools).

The aim of vocational training centres is to provide students with journeyman and master qualifications through theoretical and practical training in a master-apprentice relationship, and to equip them with a high school diploma to facilitate employment.

- These centres are part of the 12 years of compulsory education.
- Students can enrol in a vocational training centre after primary school through the nearest vocational high school.
- In this context, there are 33 fields and 181 branches available.
- Students can pre-register for the **MESEM** programme, with a maximum waiting period of two months.
- Registration continues throughout the year and is evaluated annually.
- Specific rules apply to transfers between classes of the same level in vocational high schools, and from Anatolian high schools to vocational training centres.
- Students registered in the MESEM programme can return to formal education by the end of the first term.
- After registration, students are assigned to a business relevant to their branch.
- A master instructor is required in the business, with a maximum of 40 students per instructor.
- The school provides occupational accident and disease insurance for students.

OPPORTUNITY

4

COLLEAGUES



TRAINING & DEVELOPMENT

At Maxx Royal Resorts, employees are considered an integral part of the sustainability approach. It is highly valuable to raise their awareness, give them opportunities to participate in the process, and enable them to contribute to development opportunities.

In this context, our annual training plans and orientations include topics such as our corporate culture, the opportunities we offer to our guests, our service culture, human resources practices, performance systems, career opportunities, social rights, supporting local employment, protecting natural life and supporting wildlife, local historical and touristic sites, cultural richness and ecological diversity, energy and water conservation, environmental activities, recycling systems, utilising local resources.

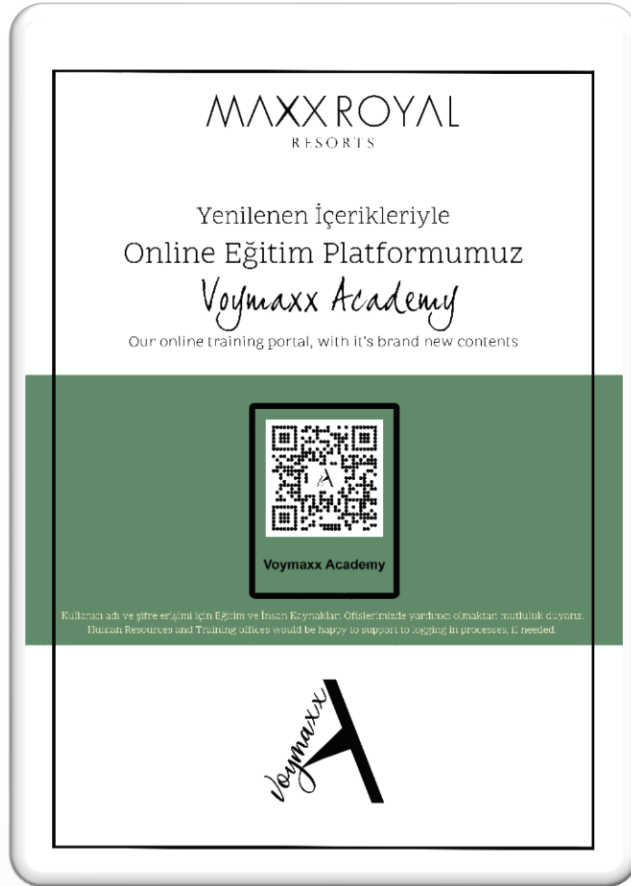
In addition, we work to spread the sustainability philosophy throughout the business. Our “Welcome Employee Handbook”, available online to all employees as well as in orientation training, aims to raise awareness in every sense.

WORK



VOYMAXX ACADEMY ONLINE TRAINING PLATFORM

Voymaxx Academy is an online training platform created for our employees. It can be accessed via web, iOS and Android systems. In addition to technical, vocational and legally required training, our employees also have access to hundreds of courses available in the training catalogue.



5,252
ACTIVE USERS

6,698
HOURS OF
TRAINING
WATCHED

14,998
LOGINS

43,729
E-LEARNING
COMPLETIONS

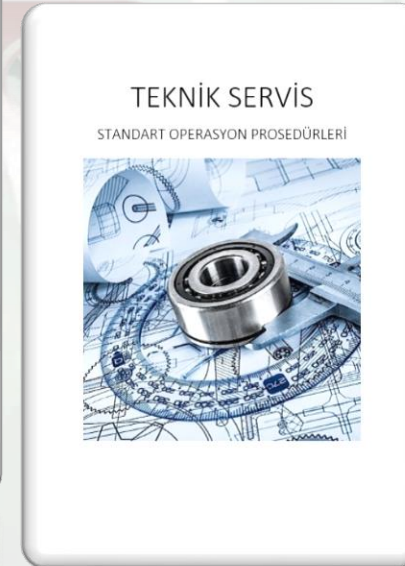


MANDATORY & LEGAL & VOCATIONAL TRAINING

We support our team members with

- Orientation and Induction Training,
- Personal Development Training,
- Vocational Training,
- Legal Training,
- Position-Based Training,
- Awareness and Consciousness Training.

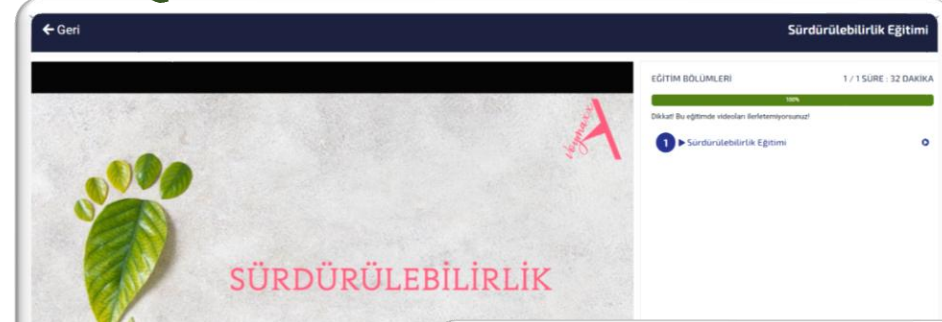
WORK



SUSTAINABILITY TRAINING

Sustainability Training Content

- Sustainability Training Content
- Employee and Human Rights Policy
- Human Resources Policy
- Child Rights Policy
- Environmental Protection and Waste Management Policy
- Local Awareness Policy
- Women's Rights and Equality Policy
- Digitalisation Policy
- Information Security Policy
- Development, Innovation and Corporate Communication Policy
- Energy Efficiency Policy
- Sustainable Procurement Policy
- Bicycle-Friendly Hotel Policy
- Our Environmental Responsibilities
- What We Do to Protect the Environment and Resources
- Our Responsibilities for Biodiversity
- Working with the Local Community – Focus on Local Resources
- What is Child Abuse?
- Barrier-Free Communication
- Approach to Individuals with Special Needs
- Natural and Cultural Heritage
- Points to Consider and Transport Alternatives When Visiting Historical and Touristic Sites
- Suggestions – Feedback – Complaints



NASIL YAKLAŞMALIYIZ?

FİZİKSEL ENGELİ OLAN BİREYLER

Tekerlekli Sandalye Kullanan

- Öncelikle yardım isteyip istemediğini sorun,
- Sormadan sandalyesini hareket ettirmeyin veya itmeyin,
- Sohbet ederken, göz seviyesine gelmeye dikkat edin,
- Yanındaki refakatçisi ile değil, doğrudan kendisine bakarak konuşun.

Koltuk Değneği / Baston Kullanan

- Öncelikle, yardım isteyip istemediğini sorun,
- Yürümenizi onun temposuna göre ayarlayın,
- Cihazlara kolay ulaşabilecekleri mesafede olmalarını sağlayın.

Kekemelik, Felce, Bağılı Konuşma Engeli Olan

- En ön
- Cümle



BİYOÇEŞİTLİLİĞE KARŞI SORUMLULUKLARIMIZ

- Hayvan türlerinin korunması ve tanıtılması için sorumlu ve duyarlı yaklaşım,
- Deniz Kaplumbağalarının ve Dağ Keçilerinin korunması,



FOREIGN LANGUAGE BONUS

Our employees have the opportunity to receive a foreign language bonus in varying amounts depending on their proficiency level.

The foreign language bonus is paid monthly in addition to their salary for those who pass foreign language exams held in our hotels. These exams are conducted by certified institutions specialised in the field. Speaking accounts for 70% and other skills for 30% of the exam result.



TÜRKÇE



İNGİLİZCE



RUSÇA



ALMANCA



FRANSIZCA

Based on the Common European Framework of Reference for Languages (CEFR), our employees can receive bonuses for all 5 levels, except for A1.



To support their development, employees are allowed to retake the exam at least 3 months after their last attempt.



FOREIGN LANGUAGE BONUS



%44,75

UTILISATION RATE



%57

UTILISATION
RATE



%51

UTILISATION
RATE

WORK



EMPLOYEE SATISFACTION SURVEYS

At Maxx Royal Resorts, periodic comprehensive "Employee Satisfaction Surveys" are conducted to evaluate working conditions and measure employee satisfaction.

To reduce paper consumption and increase participation rates, our surveys are conducted digitally in line with advancing technology.

GÖRÜŞLERİNİZ BİZİM İÇİN KIYMETLİ!
Çalışan Memnuniyeti Anketinin bir parçası olarak
Personel Yemekhanesi Değerlendirme Anketimize
aşağıdaki linke tıklayarak ulaşabilir ve görüşlerinizi
paylaşabilirsiniz.

YOUR OPINIONS ARE ESSENTIAL FOR US!
As a part of the Employee Satisfaction Survey, you
can access your Personal Cafeteria Evaluation Survey
by clicking the link below and share your opinions.

<https://tr.surveymonkey.com/r/WHZSFYM>

**GÖRÜŞLERİNİZ BİZİM İÇİN
KIYMETLİ**
Çalışan Memnuniyeti Anketimiz
1 Ağustos Pazartesi
başlayacak.
Görüşlerinizi paylaşın,
Organizasyonel Gelişim
Yolculuğumuzda siz de söz
sahibi olun !
GRUP İK & EĞİTİM
KOORDİNATÖRLÜĞÜ

YOUR OPINION MATTERS !...
Group Employee Engagement
Survey will begin on Monday -
August 1st.
Share your comments with us
and be part of our
organisational development
journey !
HEAD HR&TRAINING OFFICE
B243

**YOUR OPINION
MATTERS**

Our Employee Satisfaction Survey
Starting on August 1st, 2022...

Be a part of our survey,
Be a part of our development !

**GÖRÜŞLERİNİZ BİZİM
İÇİN KIYMETLİ**

Çalışan Memnuniyeti Anketimiz
1 Ağustos 2022'de başlıyor...

Anketimize katılın,
Gelişimimize destek olun !

EMPLOYEE SATISFACTION SURVEYS

Our surveys are conducted in multiple languages to ensure accessibility for all employees. Once completed, the results are reported to our Board of Directors and Hotel Management.

Priority improvement areas are then identified, and action plans are developed based on the data.

WORK

EN

TR

RU

Değerli Çalışma Arkadaşlarımız,

Öncelikle anketimize katıldığınız için teşekkür ederiz.

Maxx Royal olarak en değerli varlığımızın siz çalışma arkadaşlarımız olduğunu çok iyi biliyor ve çalışanlarımızın geri bildirimlerine gerçek anlamda çok önem veriyoruz. Bu anket aracılığı ile de sizlerin aşağıda paylaştığımız konu başlıklarındaki görüşlerini almak isteriz.

Dear Colleagues,

First of all, thank you for taking part in our survey.

As Maxx Royal, we know our most valuable asset is you, our colleagues, and we attach great importance to your feedback.

Уважаемые коллеги,

Прежде всего, спасибо за участие в нашем опросе.

Как Maxx Royal, мы знаем, что нашим самым ценным активом являются вы, наши коллеги, и мы придаем большое значение отзывам наших сотрудников. Поэтому с помощью этого опроса

Çalışan Memnuniyeti Anketi

(Maxx Royal Belek)

5. Çevremdeki insanlara bir Maxx Royal çalışanı olduğumu söylemekten gurur duyuyorum ve fırsatları olması durumunda bu işletmede çalışmalarımı tavsiye ediyorum. 🗳️

- ☐ Bu görüşe kesinlikle katılıyorum
- ☐ Büyük ölçüde katılıyorum
- ☐ Kısmen katılıyorum
- ☐ Hiçbir şekilde bu görüşe katılmıyorum

Önceki

İleri

Employee Satisfaction Survey

(Maxx Royal Belek)

5. I am proud to tell people around me that I work for Maxx Royal and would recommend them to work at this hotel if they have the opportunity.
Я горжусь тем, что могу сказать окружающим, что я работаю в Maxx Royal, и порекомендую им работать в этом отеле, если у них будет такая возможность. 🗳️

- ☐ Strongly agree / полностью согласен
- ☐ Mostly agree / в основном согласен
- ☐ Slightly agree / немного согласен
- ☐ Strongly disagree / категорически не согласен

Önceki

İleri



EMPLOYEE SATISFACTION SURVEY RESULTS

%60,52

SATISFACTION
RATE



%54,41

PARTICIPATION RATE



SUGGESTIONS - COMPLAINTS - COMMUNICATION

We value two-way communication that encourages participation and reflects Maxx Royal Resorts' strong communication culture. Suggestions and feedback from our employees and stakeholders are processed and analysed, and our internal processes are carried out in light of these evaluations.

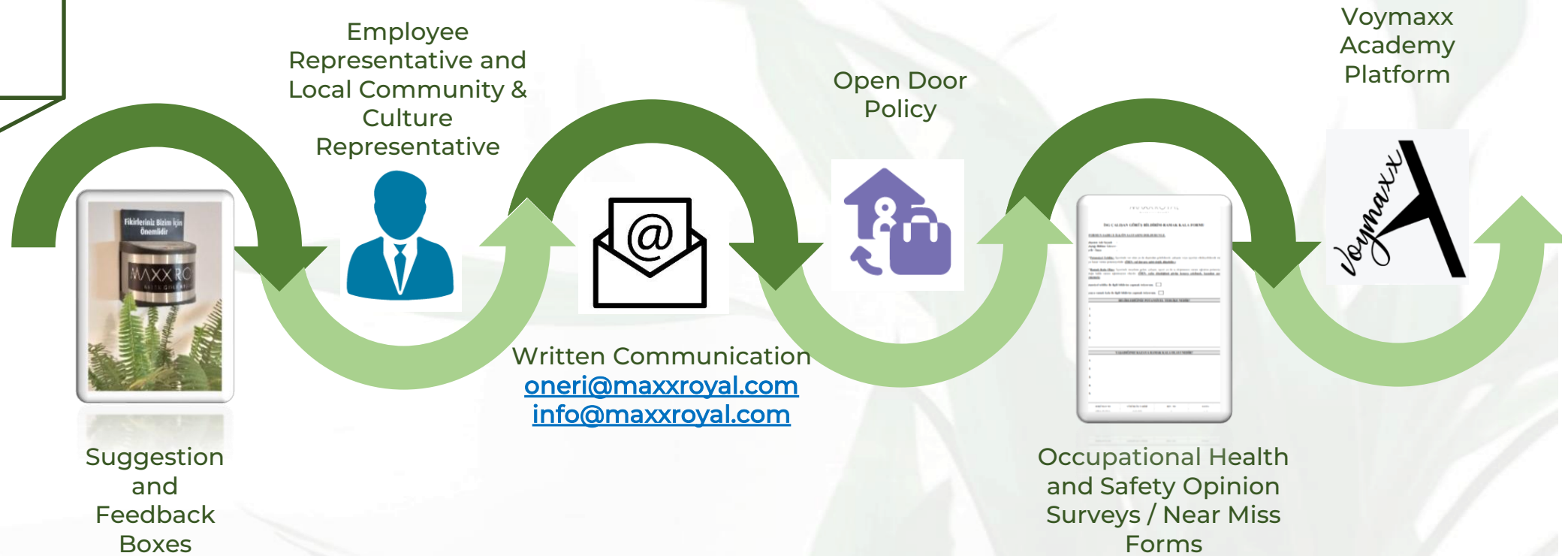
All our employees, stakeholders, visitors, suppliers and local communities can share their opinions on the following topics:

- Protecting and promoting natural and cultural heritage
- Increasing local awareness and developing local cooperation
- Suggestions from the local community
- Arrangements related to working and social areas
- The operation of their own departments
- The operation of different departments
- Developing products and services produced at Maxx Royal, increasing efficiency
- Improving health & safety topics such as quality, environmental protection, sustainability, occupational health and safety, food safety, guest safety
- Keeping up with new trends, using technological solutions
- Increasing internal communication
- Changing negative, incorrect, incomplete or insufficient practices
- Increasing savings, profitability and cooperation

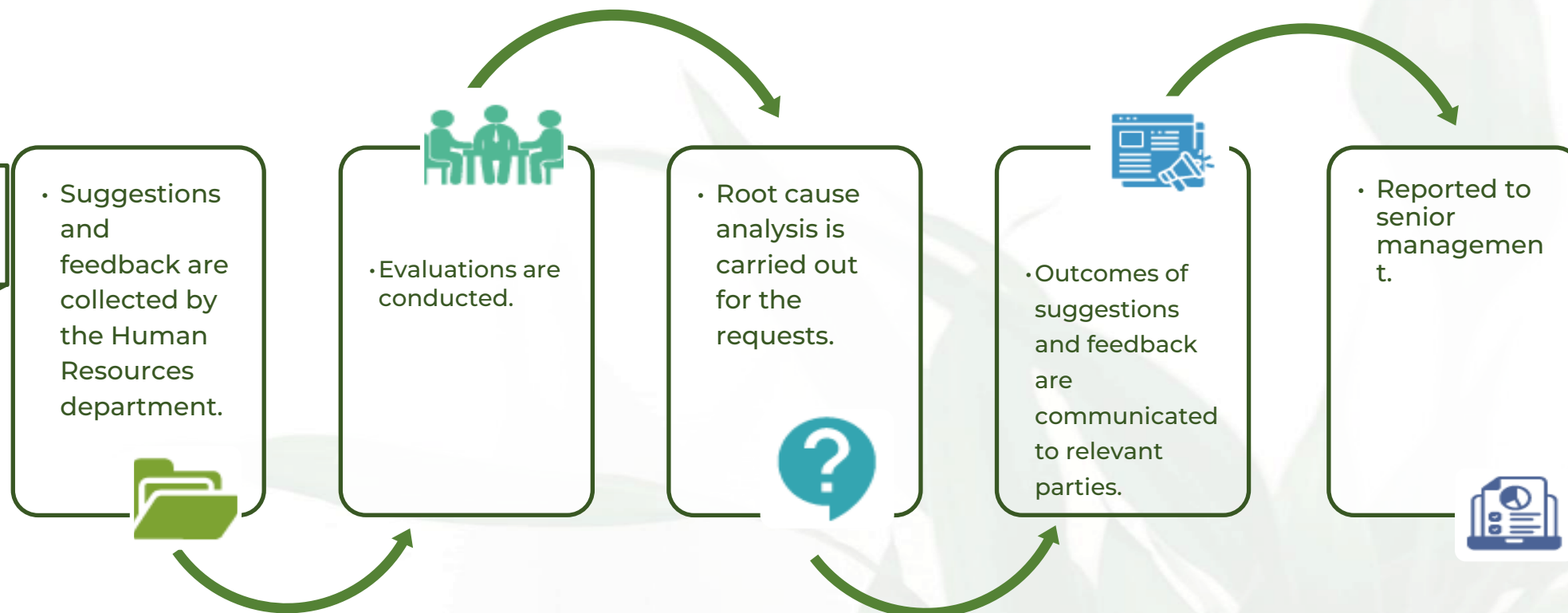


SUGGESTIONS - COMPLAINTS - COMMUNICATION

WORK



SUGGESTION - COMPLAINT ASSESSMENT AND FEEDBACK SYSTEM

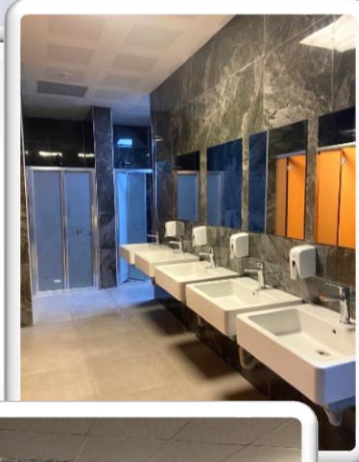
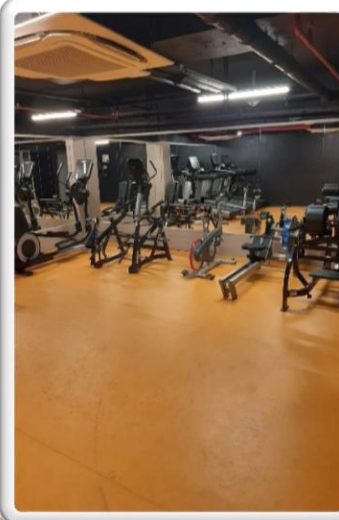
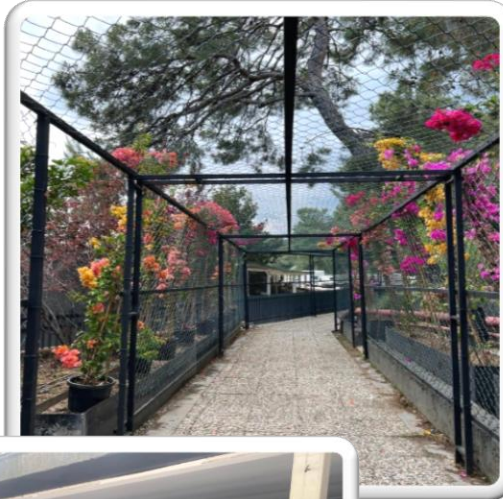
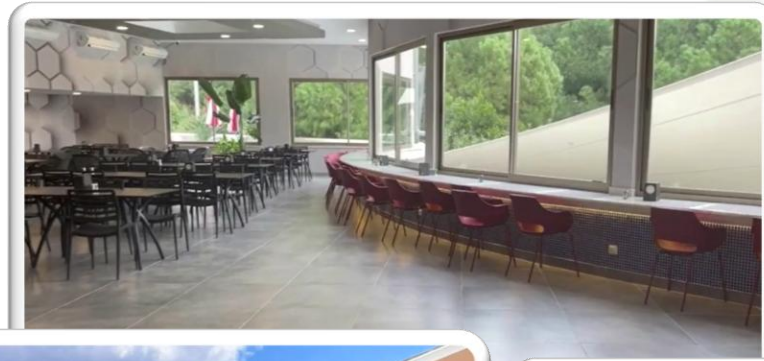


CONTINUOUS IMPROVEMENT OF WORKING, SPORTS, REST AND LIVING AREAS

Our colleagues'

- ✓ working, sports,
- ✓ Living,
- ✓ rest areas

are regularly inspected, improved, and enhanced in terms of facilities and amenities.

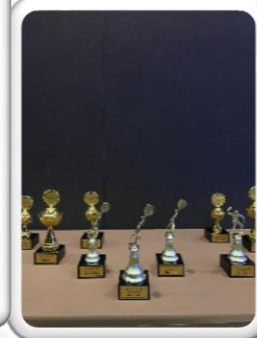
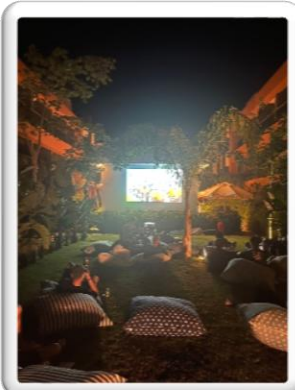
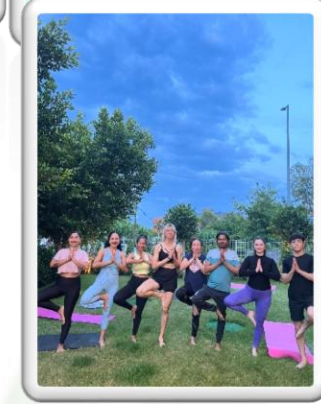


SOCIAL ACTIVITIES

To increase the motivation of all our employees and maintain team spirit, we frequently plan and organise events.

With the participation of all our colleagues every year, we hold:

- Traditional season breakfast for our night-shift staff
- Autumn festivals
- Aqua parties
- Welcome and farewell gatherings for our interns
- 23 April National Sovereignty and Children's Day celebrations with our employees' children
- Ramadan iftar dinners
- Birthday celebrations
- Sports activities
- Workshops
- Staff gala
- Rafting trips
- Residence parties
- Bowling, basketball, backgammon, golf and table tennis tournaments
- Open-air cinema events
- Boat trips



SOCIAL ACTIVITIES

WORK



3,825
TEAM MEMBERS
AT THE GALA
CELEBRATION



SPECIAL DAY CELEBRATIONS

- ✓ On special days such as
- ✓ World Animal Day,
- ✓ Opera-Ballet Festival,
- ✓ Tourism Week,
- ✓ Runatolia Marathon,
- ✓ World Environment Day,
- ✓ International Day of Persons with Disabilities,
- ✓ World Water Day,
- ✓ Serik Festival,
- ✓ World Cleanup Day and Red Crescent Week

as well as independent events, we display posters, share social media posts and publish info TV announcements to inform our employees, encourage their participation in events, and provide necessary reminders.



SPECIAL DAY CELEBRATIONS



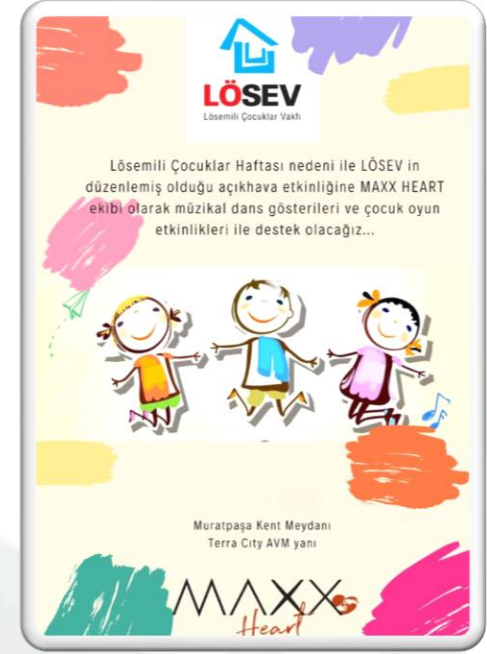
TGF TÜRKİYE INTERCLUB GOLF TOURNAMENT

We proudly participated in the Interclub Golf Tournament organised by the Turkish Golf Federation, which promotes sportsmanship, team spirit and camaraderie within the golfing community. Our dedicated efforts were rewarded with the championship title in the B Category, a success we proudly share as a result of strong teamwork and collaboration.



SOCIAL RESPONSIBILITY INITIATIVES

MAXX ROYAL
Heart



SAPLING DONATION

RESPONSIBILITY

DOĞUM GÜNÜNÜZÜ KUTLAMAK İÇİN

SİZİN ADINIZA

HATIRA ORMANI'NA

ADET FIDAN BAĞIŞLAMIŞTIR.

GELECEK KUŞAKLARA
DAHA GÜZEL BİR DÜNYA BIRAKMAK
ÜZERE YAPILAN BU KATKIYA VESİLE
OLDUĞUNUZ İÇİN TEŞEKKÜR EDERİZ.
MUTLU YILLAR.

Deniz Ataç
Yönetim Kurulu Başkanı

TEMA

tema.org.tr | temavakfi
bagis@tema.org.tr | 0212 291 90 90

1,850
DONATIONS
MADE ON
BEHALF OF
OUR TEAM
MEMBERS



SUPPORT FOR HATAY

İyilik iyidir El ele! Hep birlikte!

01.01.24- 30.04.24
Hatay'a destek kampanyamızda hep birlikteydik..

Değerli Müşterilerimiz;

Öncelikle yılbaşından itibaren başlattığımız “İYİLİK İYİDİR” Kampanyalarımıza katılan instagram müşterilerimiz ve bizimle işbirliği yapan siz değerli kurumsal firmalarımıza çok teşekkür ediyoruz.

Hayatım Yenibahar Ekibi ve **Tasarım Hikayecisi** ekibi olarak bizimle yaptığınız işbirliği ve alışveriş ile hem Türkiye'nin farklı illerinde bizimle çalışan kadınlara destek oldunuz. Hem de sizlerle birlikte **Toprakdan Tabağa Kooperatifi** vasıtası ile Deprem bölgesi Hatay'da bulunan **Gönül Mutfağına** okullarda dağıtılması için **10004 Kahvaltının İletilmesinde** bizlere destek oldunuz.

Beklediğimiz ödemelerde geldiğinde +440 Kahvaltı daha ileticeğiz. Böylece toplamda 10444 kahvaltı birlikte iletmiş olacağız.

Bunun dışında deprem bölgesi Hatay'da, Sosyal Hizmetler Bölümü'nün desteği bize iletilen yardıma ihtiyacı olan 3 aileye, Şubat, Mart Nisan aylarında toplam 20.000 TL maddi destekte bulunmamıza da yardımcı oldunuz. (Bu destek daha çok kız çocuklarını okutan ve babasını kaybetmiş ailelere yapıldı)

Ocak başından Nisan sonuna kadar birlikte yaptığımız kampanya ile 365540 TL karşılığında 10444 Kahvaltı ve 3 aileye de toplamda 20.000 TL. armağan ettik. Kahvaltılarımızın dekontlarını ekteki dosyada sizlere iletıyoruz.

Mayıs Ayı ile **ANA(DOLU) Koleksiyonumuzla** hem sürdürülebilir üretim, sürdürülebilir tasarımı ön plana çıkarmayı, hem de kimlikli ürünlerimiz ve sınırlı sayıda ürettiğimiz dönüşümlü ürünlerimizle kadın üreticilerimizi arttırmayı hedefledik. Mart ayının sonunda aramıza **Hatay Üçgedik Sönmez Konteyner Kent'ten katılan 20 kadın örgü ekibi** ile üreteceğimiz etnik modern çantalarla bir örnek teşkil etmek istiyoruz. Bu ve bundan sonraki projelerimizde ANA(DOLU)'muzu ön plana çıkaracak kültürel değeri yüksek ve hikayesi olan ürünlerimizde sizlerle BİRLİKTE birçok projeye imza atmak isteriz.

Desteğiniz ve duyarlılığınız için tekrar çok teşekkür ederiz.

Tansel Baybara
Tasarım Hikayecisi ve Hayatım Yenibahar

Following the devastating earthquake in 2023, we extended our support to Gönül Mutfağı in Hatay, a designated disaster zone, working hand in hand to help heal the wounds.

RESPONSIBILITY



WORLD CLEANUP DAY



Maxx Royal Kemer Resort

Kemer Belediyesi Temizlik İşleri Müdürlüğü'nün Dünya Temizlik Günü münasebetiyle organize ettiği "Çevre Bilinçlendirme ve Farkındalık" etkinliğine değerli katılımlarınızdan dolayı teşekkür ederiz.

24.09.2024

Necati Topaloğlu
Necati TOPALOĞLU
Kemer Belediye Başkanı



RESPONSIBILITY



INTERNATIONAL COASTAL CLEANUP DAY

RESPONSIBILITY



Maxx Royal Kemer Resort

Antalya International Coastal Cleanup (ICC) 2024 etkinliğinde
verdiğiniz destek sayesinde oksijen kaynağı denizlerimizin
korunmasına katkıda bulundunuz.

Daha mavi yarınlar için yaptığınız katkıdan dolayı teşekkür ederiz.



23 APRIL NATIONAL SOVEREIGNTY AND CHILDREN'S DAY

RESPONSIBILITY



We celebrated 23 April National Sovereignty and Children's Day with joy!

To honour this special day dedicated to children, we welcomed the kids of our team members and visited a local nursery school. The joyful moments we shared with our young guests reminded us once again of the true meaning and value of this meaningful day.



REPUBLIC DAY - 29 OCTOBER

RESPONSIBILITY



We celebrated Republic Day on 29 October with great enthusiasm alongside our team members and esteemed guests.



SOCIAL RESPONSIBILITY INITIATIVES

RESPONSIBILITY



LÖSEV in kuruluşunun
25.YILIN da
2-8 Kasım Lösemili Çocuklar
Haftasında
MAXX HEART ekibi olarak açık
hava etkinliğine müzikal dans
gösterileri ve çocuk oyun
etkinlikleri ile destek olacağız...



BOOK COLLECTION CAMPAIGN

Launched with the slogan “Join In”, the campaign collected books with the support of our employees, which were then sent to schools in need.

RESPONSIBILITY



PLASTIC CAP CAMPAIGN

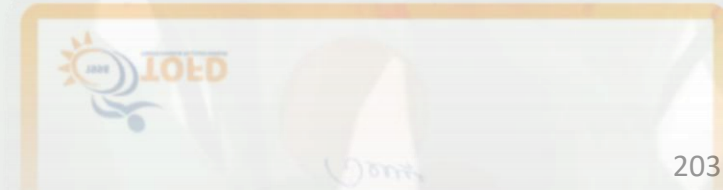
SUPPORT FOR
ACCESSIBLE LIVING

RESPONSIBILITY

75

kg

PLASTIC CAPS



During the specified period:

- As part of this project, we also support BETUYAB/KETOB by;
- ✓ washing the sheets, bed linen and pillows used,
 - ✓ sending meals and consumable supplies to the research camp at regular intervals.



PROTECTING MOUNTAIN GOATS

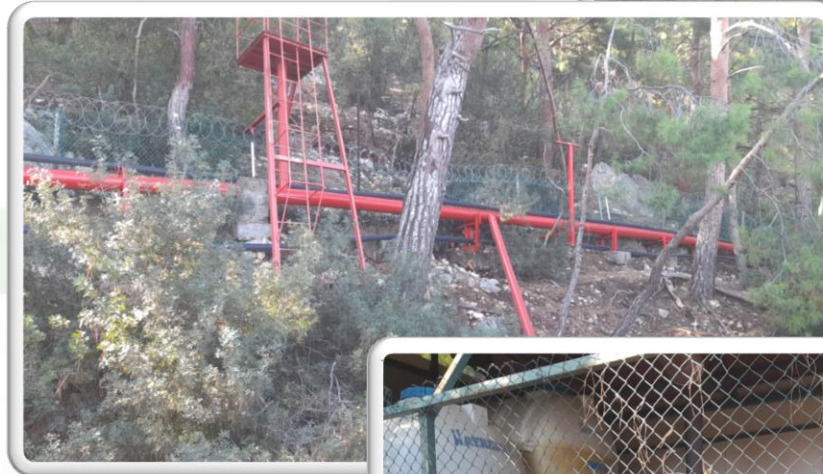
At Maxx Royal Kemer Resort, due to its location, mountain goats protected by the General Directorate of Nature Conservation and National Parks of the Ministry of Agriculture and Forestry are present. These animals, protected by official institutions, can occasionally be seen roaming in herds through the gardens and beach areas of our facility.

To protect wildlife, our guests and employees are informed via signage not to feed the goats with supplementary food. In addition, water troughs are provided to meet the animals' water needs.



PROTECTING NATURAL AREAS

Maxx Royal Kemer Resort is located in a unique position surrounded by red pine forests, blending natural features with landscaping, home to the region's native flora and fauna, and opening to the Mediterranean with its pristine coves, a place where the tranquillity of green and the freedom of blue can always be felt. The natural environment of our facility is protected by specialised fire prevention systems and dedicated teams.



BIODIVERSITY AWARENESS ACTIVITIES WITH OUR CHILD GUESTS



KIDS ACTIVITIES PROGRAM

INSECT LIFE WORKSHOP

11:00 – 12:00

Okyanus Altı Atölyesi

11.00 – 12.00

Okyanusta yaşayan canlıları *eğlenceli* *duyusal aktivitelerle* keşfetmeye hazır olun!

kidstrain x MAXXROYAL

DINOZORLARIN Dünyası Atölyesi

11.00 – 12.00

Dinozorların esrarengiz yaşamını *kazı alanlarında fosilleri* bularak keşfedelim!

kidstrain x MAXXROYAL

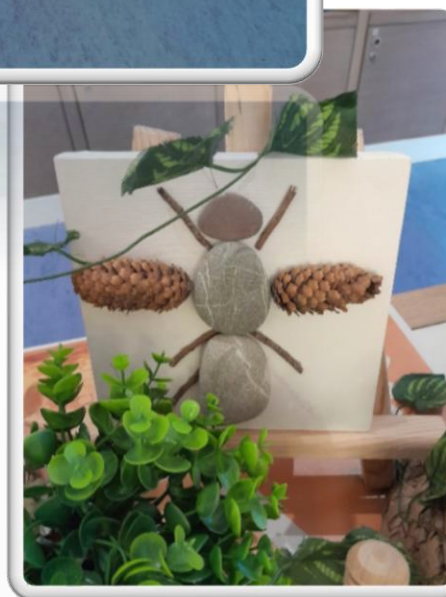
KIDS ACTIVITIES PROGRAM

AGRICULTURE AND SOIL WORKSHOP

11:00 – 12:00



BIODIVERSITY AWARENESS ACTIVITIES WITH OUR CHILD GUESTS



PRODUCING OLIVE OIL FROM OLIVE TREES

In our facility, olives grown on our olive trees are harvested with our team members, and the delicious cold-pressed olive oil produced from the harvest is shared once again with our team members.



ty support

CAREER
DAYS



GÜNEY KARIYER FUARI

23-24 ŞUBAT, ANTALYA

yetenekapisi.org

ALTIN SPONSORUMUZ

MAXX ROYAL
RESORTS

VOYAGE
HOTELS

SPONSORSHIPS

WORKSHOPS

TRAINING

FAIRS

TECHNICAL
TOUR

INVESTMENTS



PARTICIPATION IN TRAINING PROGRAMME

Together with our team members, we took part in a training programme organised by the Ministry of Family and Social Services. This initiative helped raise awareness and improve our understanding of key topics such as family law, child rights, substance abuse, child abuse, violence against women and cyberbullying.

ty SUPPORT


MİLETA TURİZM BELEK MİLETA İÇİŞİ
YATIRIMCILAR BİRLİĞİ MİLETA İÇİŞİ
DETUTAD

Sayı : GM-2024/95
Konu : Otel ve Turistik Tesislerde Çalışan
Personele Yönelik Aile Eğitim Programları hk.

20.08.2024

Sayın Ortaklarımız,
cc. Genel Müdürlüğümüz,

İlgi: Antalya Valiliği İl Kültür ve Turizm Müdürlüğü'nün 20.08.2024 tarih ve E-64596323-323-5556312 sayılı yazısı.

İlgi yazı ekinde Antalya Valiliği Aile ve Sosyal Hizmetler İl Müdürlüğü'nün Otel ve Turistik Tesislerde Çalışan Personele Yönelik Aile Eğitim Programları hakkında yazısı iletilmiştir.

Bilgilerinize sunar, iyi çalışmalar dileriz.

Saygılarımla,

Sinan IŞIK
Bölge Müdürü

Ek: İlgili yazı ve eki (3 sayfa)

Genel Müdürlük
Kadriye Mahallesi, Alan Caddesi, No:14
SERİK ANTALYA

T: +90 (242) 725 56 92-93 +90 (242) 725 53 53
F: +90 (242) 725 56 94
www.visitbelek.com

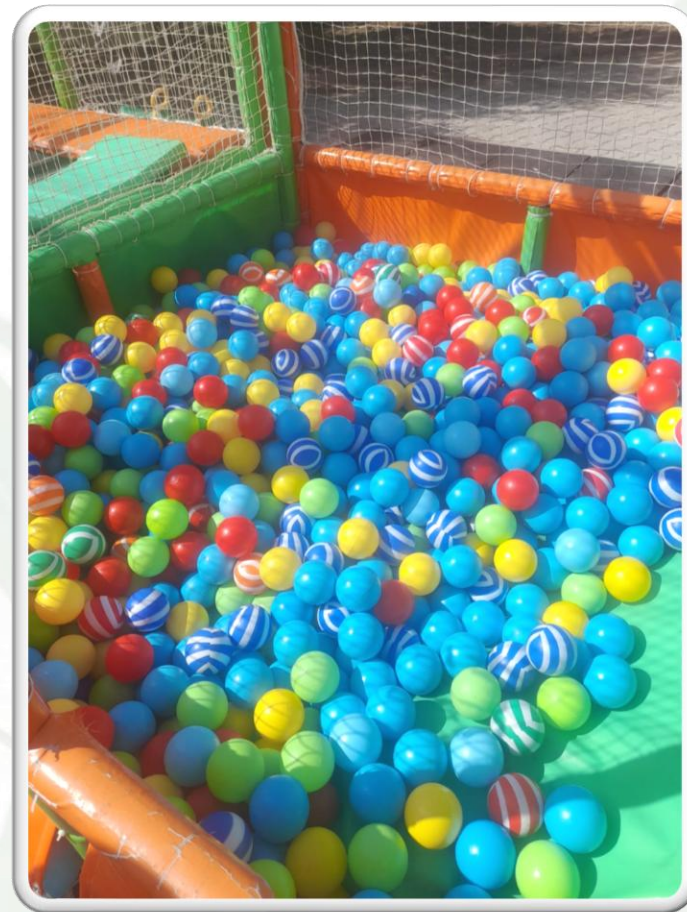
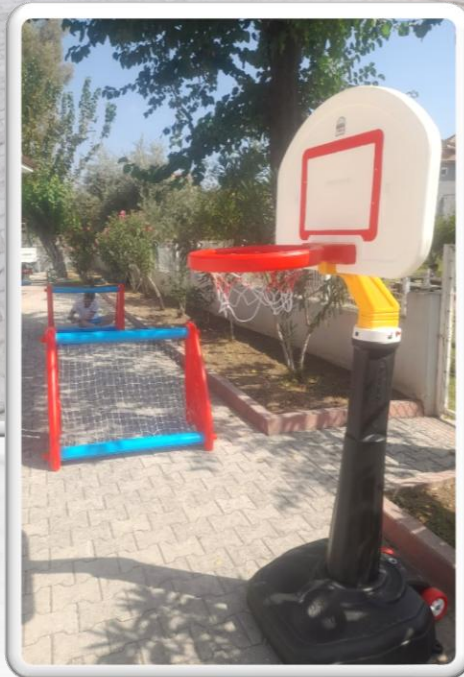




ty SUPPORT



TOY DONATION TO KINDERGARTEN



MAINTENANCE AND REPAIR SUPPORT FOR A NURSERY SCHOOL

We invest in the future of our children.

At Maxx Royal Resorts, we place great importance on the right of every child to receive a safe and high-quality education.

As part of this commitment, we provided technical support for the maintenance and repair needs of a nursery school we visited this year, helping to create a healthier and more secure learning environment for the children.

With every step we take, we uphold our sense of social responsibility and contribute to building a brighter future for the next generation.



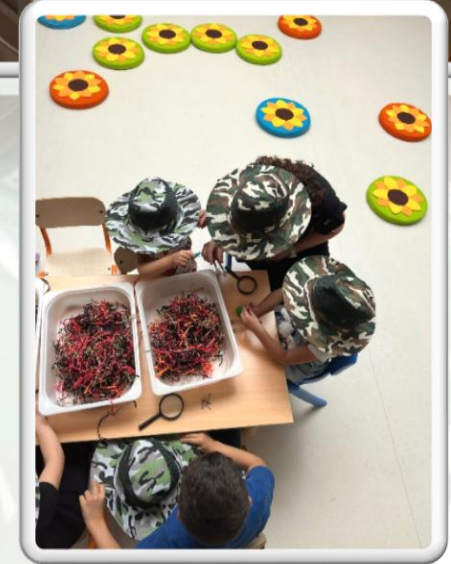
WORLD ANIMAL DAY INFORMATION SEMINAR

Through facility management and designated management representatives, we work on strengthening local employment,

- ✓ increasing regional awareness,
- ✓ protecting local resources and opportunities,
- ✓ preserving historical and cultural assets,
- ✓ supporting mutual assistance in the area,
- ✓ contributing to promotional efforts for the region,
- ✓ addressing important local issues and challenges.

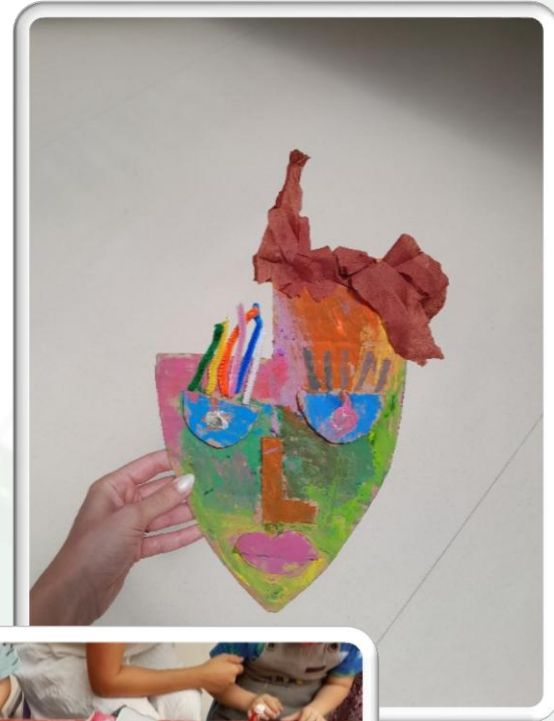
In this regard, we meet with hotel associations, municipalities, local administrations and official bodies to identify needs and carry out joint projects.

On World Animal Day, we organised a workshop titled “The Mystery of Insects” for young students at a local kindergarten, helping to raise their awareness.



WORLD ENVIRONMENT DAY INFORMATION SEMINAR

ty SUPPORT



PRESERVING AND PROMOTING NATURAL, CULTURAL AND HISTORICAL HERITAGE

As Maxx Royal Resorts, in order to protect cultural heritage, we:

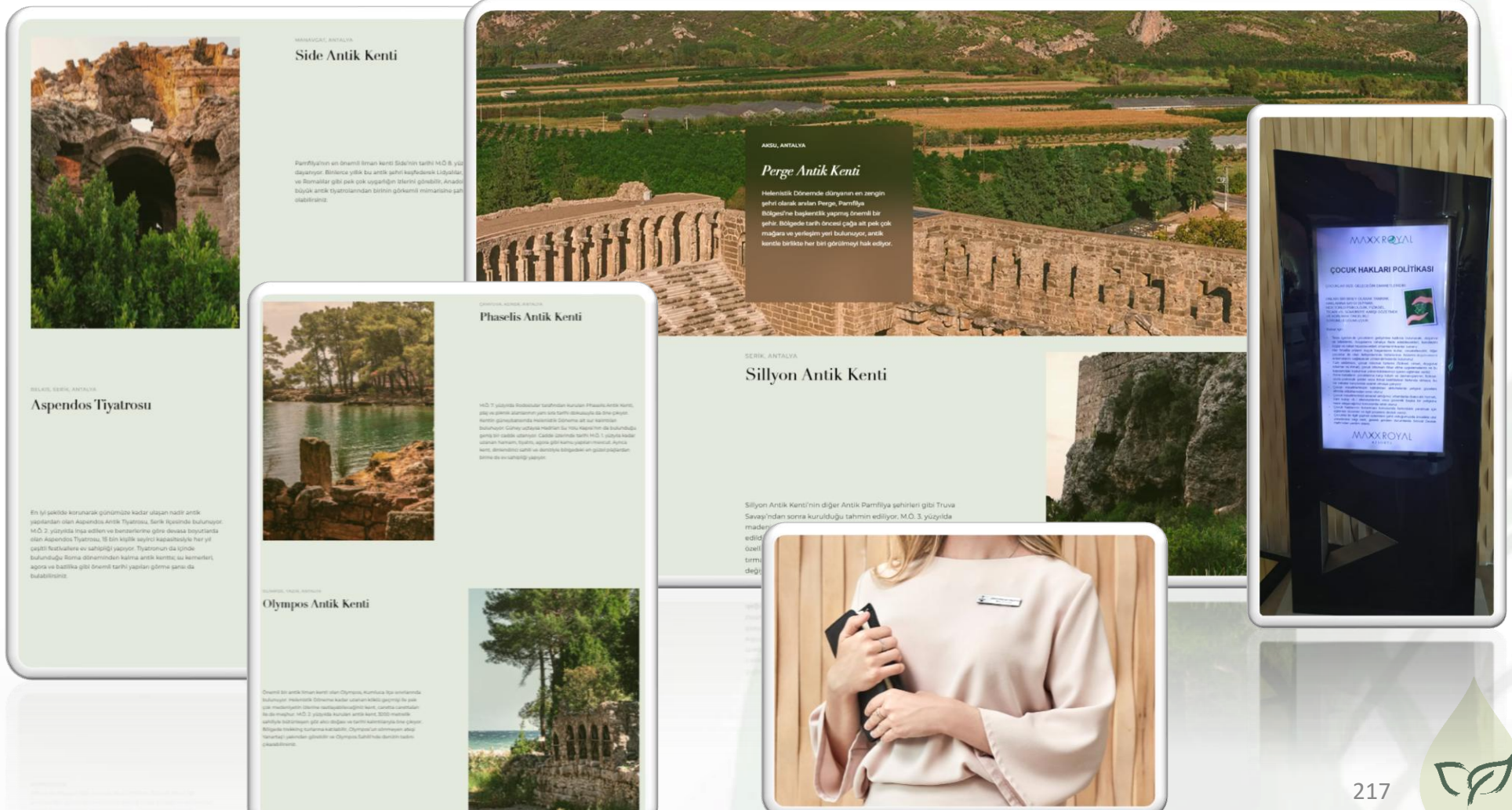
- Carry out social responsibility projects through our social committee
- Learn about and promote our region, collaborating with local governments and communities
- Inform our employees and guests on this subject
- Protect turtle nesting areas along the coastline and mountain goat habitats
- Do not block local residents' access to the coastline
- Preserve the forest, plant inventory and natural landscape within our premises
- Support the promotion of the region through both our own advertising and contributions to BETUYAB and KETOB, as well as by hosting international events
- Respect the sacred values, traditions, sensitivities and worship of both local residents and guests or employees from other nations, providing facilities for these needs
- Act as a guide for the entire tourism sector in the regions where we operate, with our pioneering vision



PRESERVING AND PROMOTING NATURAL, CULTURAL AND HISTORICAL HERITAGE

In the locations of our facilities, we provide detailed information to our guests and employees via our website, Maxx Assistant team, information channels and digital screens on subjects such as natural, historical, touristic and archaeological assets, traditions and customs, local people and unique regional characteristics, nearby excursions, sports and cultural activities, and transportation options.

HERITAGE



CONTRIBUTING TO THE PRESERVATION OF NATURAL, CULTURAL AND HISTORICAL HERITAGE

By taking part in the “Save the Legacy” campaign, we supported the preservation of cultural values and their transmission to future generations.

HERITAGE

TEŞEKKÜR BELGESİ

MAXX ROYAL RESORTS & VOYAGE HOTELS GROUP

Türkiye'nin somut ve somut olmayan zengin kültürel mozağının korunması, toplumların yaşamlarının yeniden inşa edilmesi ve geçim kaynaklarının geri kazanılması için temel bir adım niteliği taşıyan *Kültürel Mirasa Sahip Çık Kampanyası*'na yaptığınız katkılardan dolayı teşekkür ederiz.



POTTERY WORKSHOP FOR CULTURAL PROMOTION

At our hotel's mini club, the pottery workshop offers us the opportunity to introduce the traditional craft of pottery, one of our country's intangible cultural heritage elements, to little hands. At the same time, this activity allows us to promote the provinces in Türkiye where pottery-making still continues. Each child participating in this activity receives a promotional card along with the pottery they have crafted themselves.

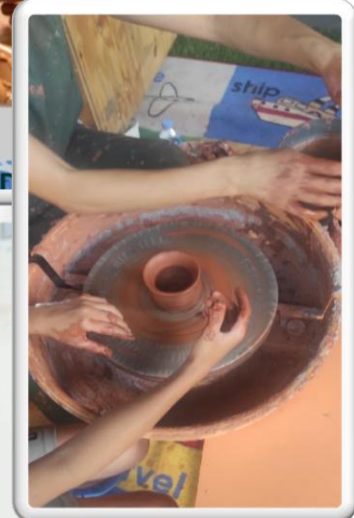
HERITAGE



STORY of MY POT

Pottery dates back to 8200 years ago in the world. First pottery findings in Anatolia were discovered 5000 years ago. Today, the art of pottery is still alive in many places in Turkey like Eskisehir, Manisa, Bilecik, Nevsehir, Avanos, Adapazari, Bursa, Balikesir, Menemen, Kutahya, Konya and Diyarbakir.

Now, you became a Master Potter, too. Congratulations...



CONTRIBUTION TO CULTURAL HERITAGE

We are aware of our responsibility to protect local culture and values.

In this context, we maintain the highest level of sensitivity regarding;

- ✓ cultural promotion,
- ✓ contributing to the region's commercial volume,
- ✓ promoting natural and historical treasures,
- ✓ engaging in activities such as employing local people.

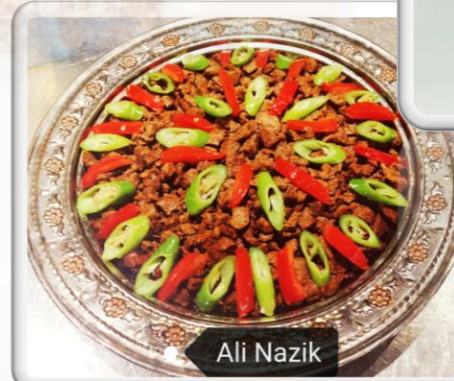
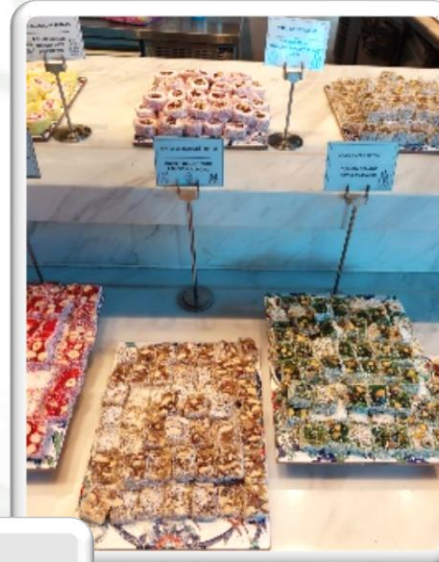


PRESENTING CULTURE AND HERITAGE

Our facilities incorporate Türkiye's rich culture and heritage into their concepts.

In the "Traditional Cuisine" section, dedicated to the finest examples of Turkish cuisine, you can enjoy a variety of delicious pide, Turkish desserts and exquisite Turkish delights at The Azure Restaurant. From Hatay to Ankara, our Turkish cuisine concept restaurant offers dishes from different regions. You can also savour famous specialities such as Kastamonu pastrami and Ezine cheese at our 24-hour restaurant.

HERITAGE



PRESENTING CULTURE AND HERITAGE

We have reinterpreted the elegance of Turkish hospitality through a special collaboration.

In partnership with designer Esma Dereboy, we created a unique collection of coffee cups blending her refined aesthetic with our signature patterns, accompanying our guests during their most cherished moments.

HERITAGE



REGIONAL PRODUCT PRESENTATION

HERITAGE

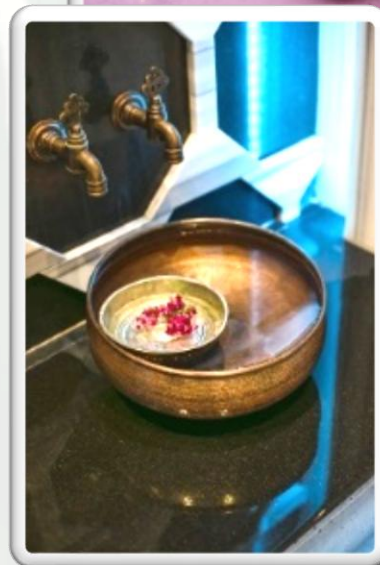
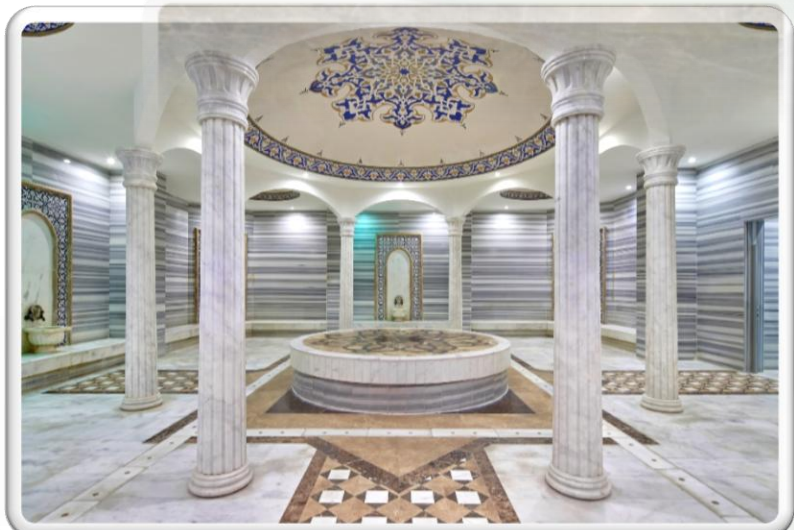
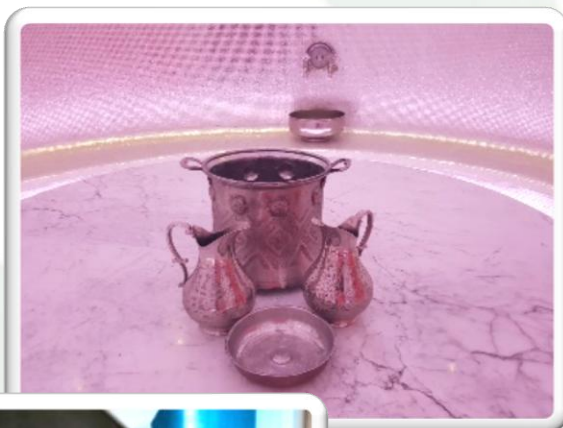
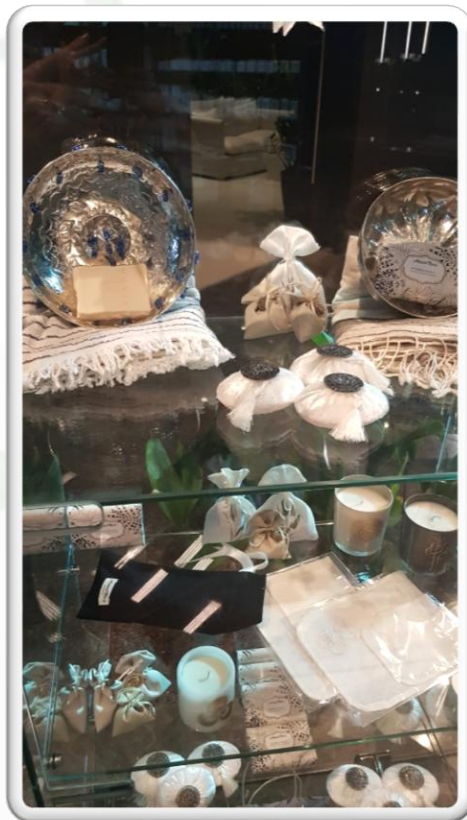


PRESENTING CULTURE AND HERITAGE

The traditional Turkish bath at our Maxx Wellbeing SPA features turquoise tones and examples of copper craftsmanship, offering guests the chance to experience the traditional kese ritual.

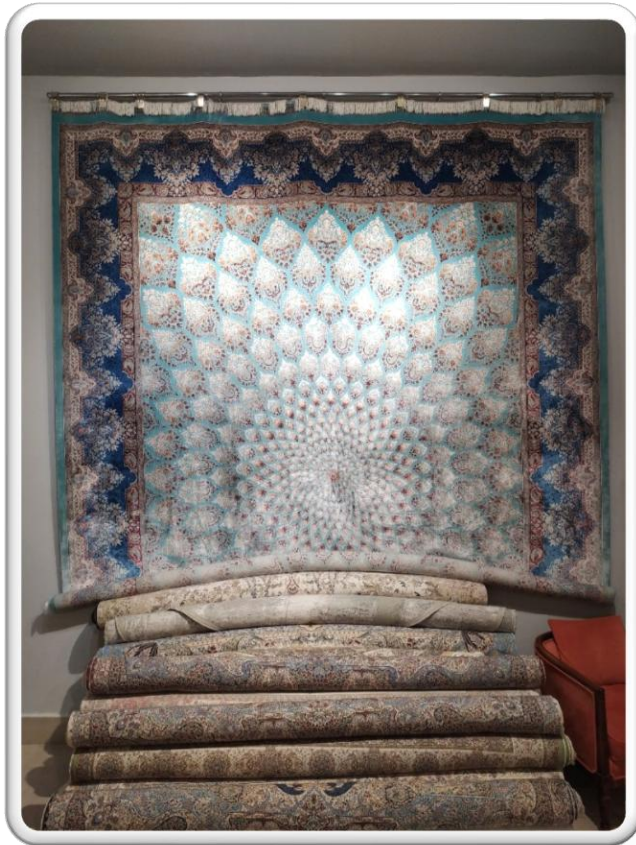
Our bars also offer regional specialties such as Adana şalgam, rose tea, Turkish coffee and boza among their special presentations.

HERITAGE



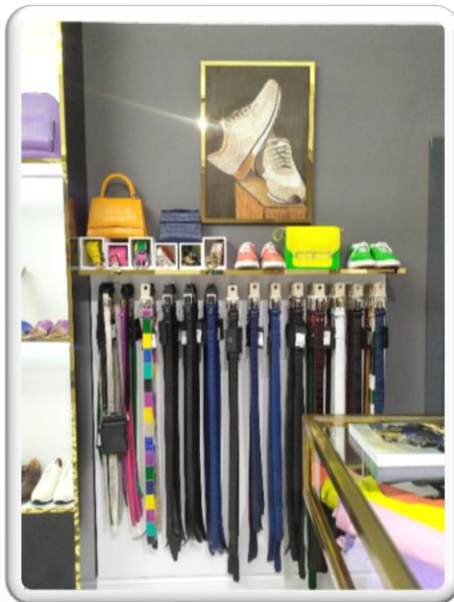
ANTIQUE CARPETS MADE FROM RECYCLED SILK

COOPERATION WITH LOCAL
ENTREPRENEURS



HANDCRAFTED PRODUCTS

COOPERATION WITH LOCAL
ENTREPRENEURS



HANDCRAFTED PRODUCTS

COOPERATION WITH LOCAL
ENTREPRENEURS



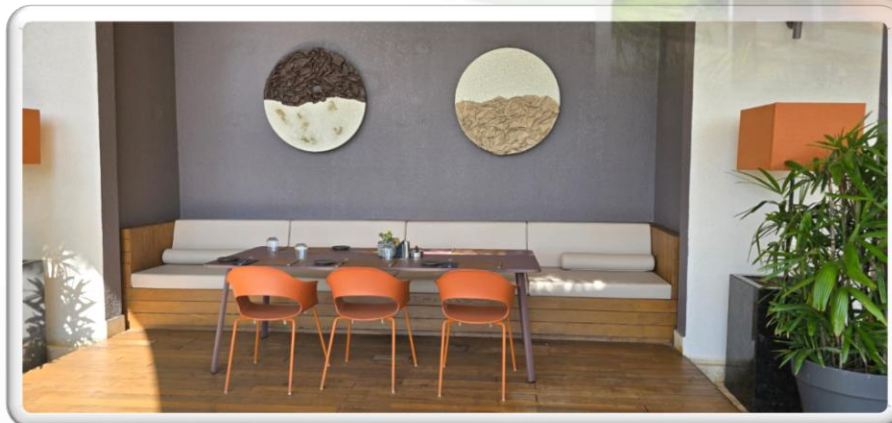
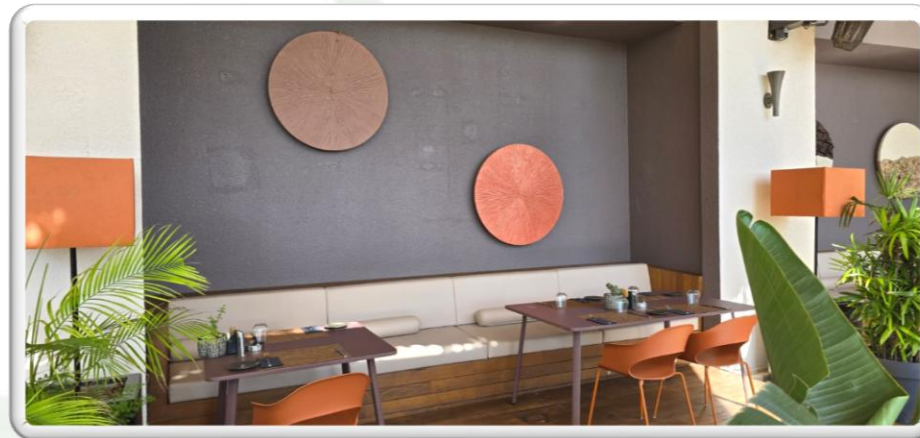
HANDCRAFTED PRODUCTS

We proudly support local entrepreneurs at Maxx Royal Resorts.

In collaboration with Begüm Yilmazer, we feature handmade decorative items across our resorts.

Each piece is crafted with care, preserving cultural heritage while offering an aesthetic and distinctive atmosphere for our guests.

COLLABORATION WITH LOCAL
ENTREPRENEURS

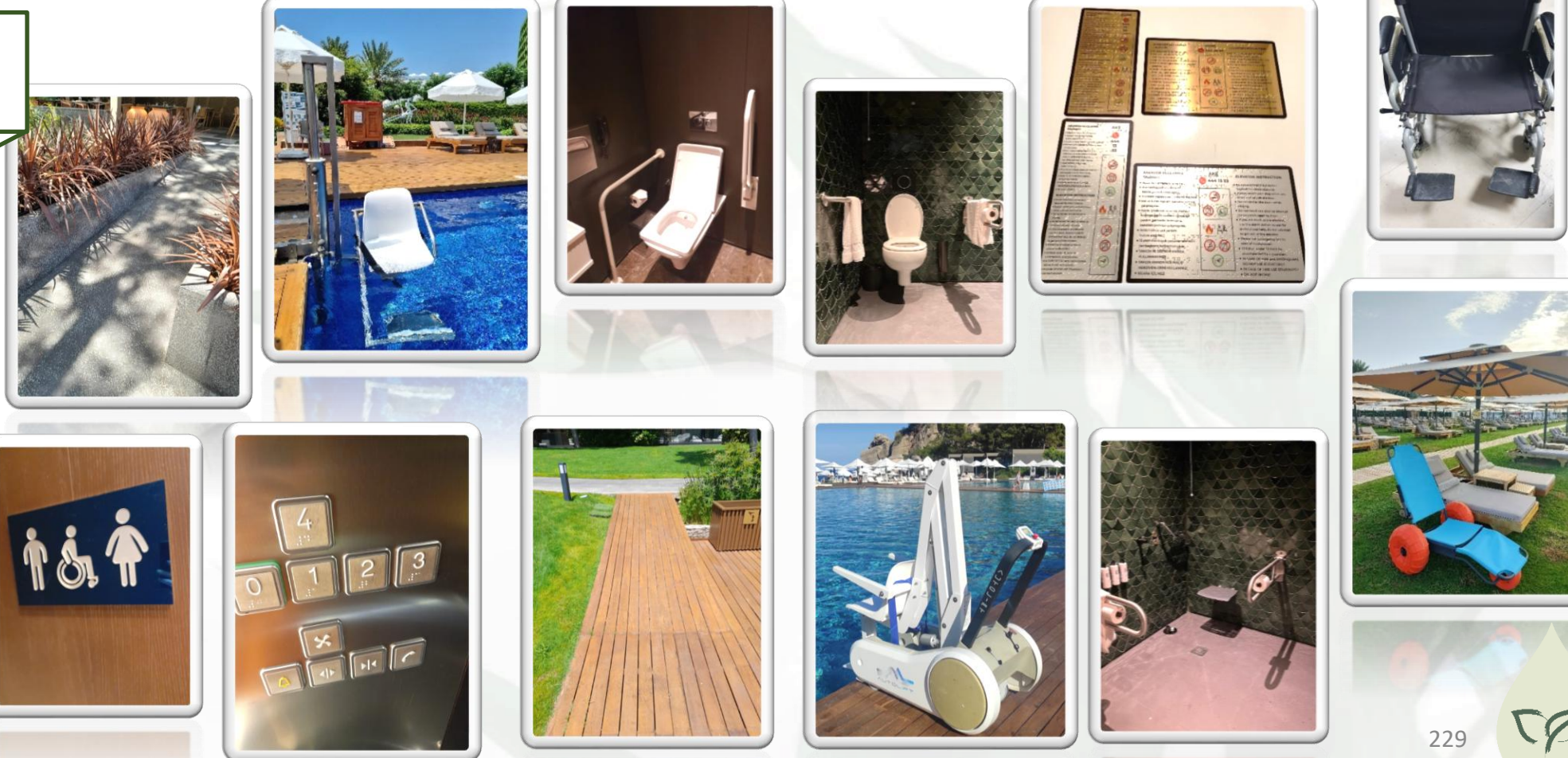


As Maxx Royal Resorts, we embrace the principle of “**Access for All**”. In line with this, we prioritise accessibility along with health and safety standards for all our guests, employees and visitors with special requirements and physical sensitivities, ensuring that the environments where they holiday or work are arranged according to these standards.

In this context, in our facilities designed in compliance with our legal obligations, we offer specially adapted rooms to meet our guests’ needs. In addition, our facilities feature specially designed washbasins, pool lifts for disabled access, floating sun loungers on the beach, warning signs in Braille and audio alerts in lifts.

Such arrangements, which may be needed in our facilities, are carried out with the support of relevant associations and organisations.

FOR ALL



At Maxx Royal Resorts, we've taken a pioneering step towards aligning with accessibility standards in the hospitality sector.

In line with our "Access for All" principle, we launched a major initiative to make our website more inclusive and user-friendly. The upgraded platform allows visually and hearing-impaired users to customise their experience by selecting themes suited to their specific needs, making it significantly more accessible.

This inclusive approach marks a meaningful stride towards compliance with globally recognised accessibility standards, and we are proud to lead by example in our industry.

