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GOLDEN AGE
Yalıkavak - Bodrum

SUSTAINABILITY REPORT

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“We are aware of and committed to our responsibilities regarding sustainable tourism and development. We strive to leave a better world for future generations. Our corporate vision, mission, culture, values, and ethical principles guide us in fulfilling these responsibilities.”

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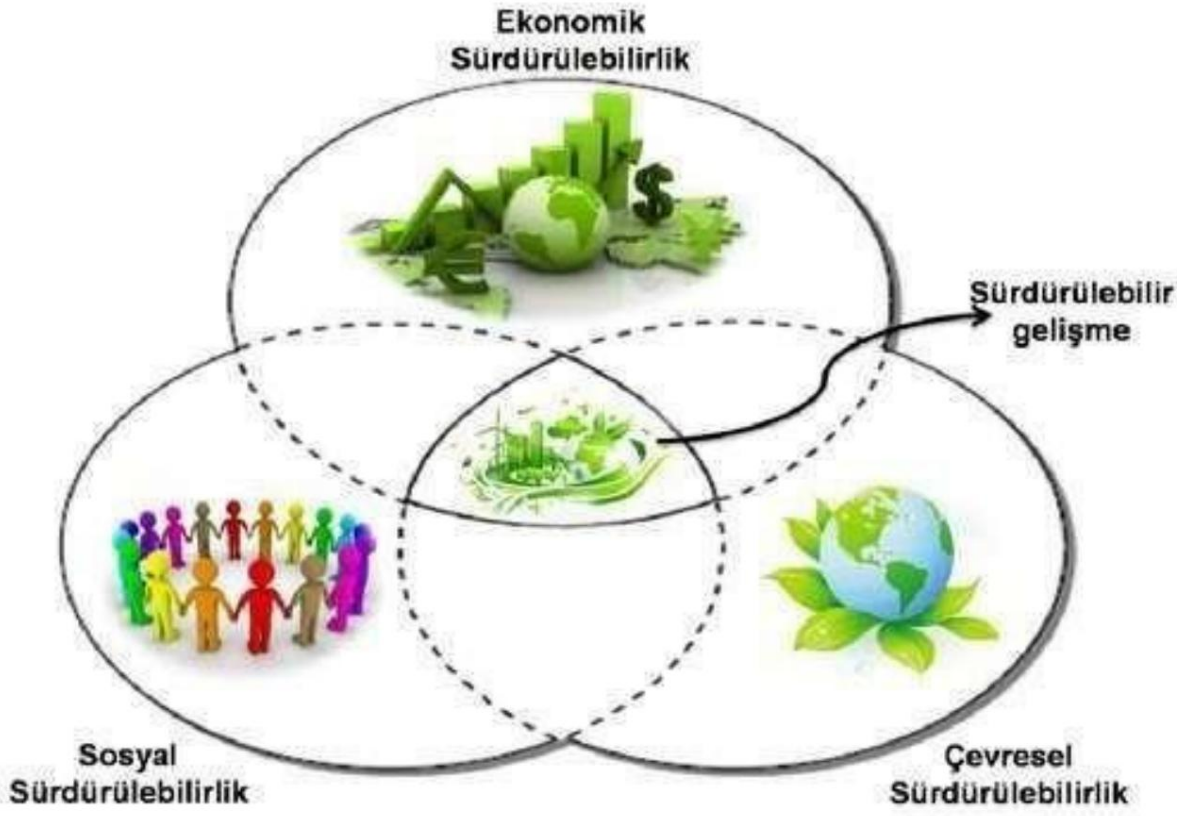
As one of the leading boutique brands in the tourism sector, we are aware of our responsibilities regarding sustainable tourism. Therefore, we place equal importance on raising awareness not only among our guests but also among our employees. We continuously increase our social responsibility awareness and consistently implement environmentally friendly management practices.

Our management approach is based on "sustainable tourism." To leave a more livable environment for future generations, we use our natural resources sustainably while maintaining the highest quality of our products and services.

As a company, one of our main mottos is to offer a new product by recycling the old, rather than creating something completely new.



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ABOUT THE REPORT

As a facility, one of our top priorities is to inform our stakeholders transparently and effectively about our activities and their impacts. In this regard, the sustainability reports we aim to publish annually are an important tool we utilize to become a transparent and accountable organization.

will be in that position.

Since the day we started operating in the business world, we have made and continue to make many investments in both social and environmental aspects for the sustainability of our business. Starting in 2024, we began working to share our triple performance with all our stakeholders. With this first sustainability report, we aim to communicate our economic, environmental, and social performance to our employees, customers, and other stakeholders. In the process of preparing this report, we began researching and examining the expectations of our key stakeholders regarding sustainability at our hotel. We see this report, which we plan to prepare regularly, as an important communication tool through which we will share the steps we will take to manage our impact in the future.

As a facility, we are aware that sustainability efforts in tourism minimize the negative impacts on the environment and cultural heritage, and we understand the responsibilities that sustainable tourism brings. We strive to leave a better world for future generations. In this regard, we continue our work on many issues within the concept of sustainability, such as reducing environmental impacts, energy, water and waste management, preserving cultural and social heritage, providing economic and social benefits to the local population, and protecting the environment. In today's world, where the importance of climate change and global warming is felt more and more every day, we have a responsibility to fulfill our duty.
We aim to fulfill our responsibilities in the best possible way and strive to instill environmental awareness in our employees. By focusing on effectively managing sustainability risks and achieving sustainable growth through long-term strategies, we aim to increase our success every day.

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1. ABOUT US

SUSTAINABILITY POLICY

We promote the efficient use of energy and water resources and aim to reduce waste. We minimize environmental impacts to protect the local ecosystem and support biodiversity. We raise awareness among our staff and guests about recycling and waste management.

Social and Cultural Sensitivity:

We support economic and social development by collaborating with local communities.
We protect and promote local cultural values and heritage.

We ensure that all our staff adhere to the principles of fair labor practices, equality, and diversity.

Economic Sustainability:

We encourage working with sustainable suppliers and aim to contribute to the local economy.

We continuously review our processes to improve efficiency and achieve cost savings.

Quality Management:

We adhere strictly to quality standards to ensure the highest level of guest satisfaction.
Based on the principles of continuous improvement, we are committed to the continuous training and development of our staff.

Human Rights and Workers' Rights:

We fully comply with business ethics standards and human rights.

We support fair working conditions and reject all forms of discrimination.

Health and Safety:

We are taking all necessary measures to ensure the health and safety of our guests and employees at the highest level.

We ensure a safe environment by continuously reviewing our hygiene and cleanliness standards.

Risk and Crisis Management:

We assess risks, take precautions, and continuously improve our management processes.
We prepare and update crisis plans to ensure we can act quickly and effectively in crisis situations.

We organize training and awareness programs to prepare our staff for emergencies and strengthen their response capabilities.

This sustainability policy reflects our efforts as a facility to achieve our sustainability goals and fulfill our commitments for a better future.
We continuously review and update our policies and share them with all our stakeholders.

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As part of our Sustainable Tourism Program, we have appointed one of our staff members as a Sustainable Tourism Officer to coordinate, implement, and report on the practices within our company on behalf of management.

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2. SCOPE

This document outlines the fundamental framework for a Sustainability Management System (SMS) that can be adapted and developed to encompass all management processes of our hotel, as well as setting out our organization's policies and practices.

This document has been prepared for all stakeholders, guests, and staff of the hotel. Our system is constantly being improved to suit the size and scope of our hotel.

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3. SUSTAINABLE MANAGEMENT SYSTEM

We believe that tourism and sustainable practices can coexist with luxury and guest comfort. By embracing our sustainability philosophy, we aim to provide our guests with an unforgettable and environmentally conscious experience while actively contributing to the protection of our planet. In line with our group's sustainability values, we are committed to promoting eco-friendly practices and developing a philosophy of environmental responsibility. We believe that sustainability is not just a trend, but a fundamental principle that guides our operations and guest experience.

Sustainability plays a central role in our vision and values. We believe that hospitality can coexist harmoniously with the well-being of our planet and communities. We are constantly working to improve our energy efficiency, use of renewable energy, water conservation, waste minimization, and sustainable procurement.

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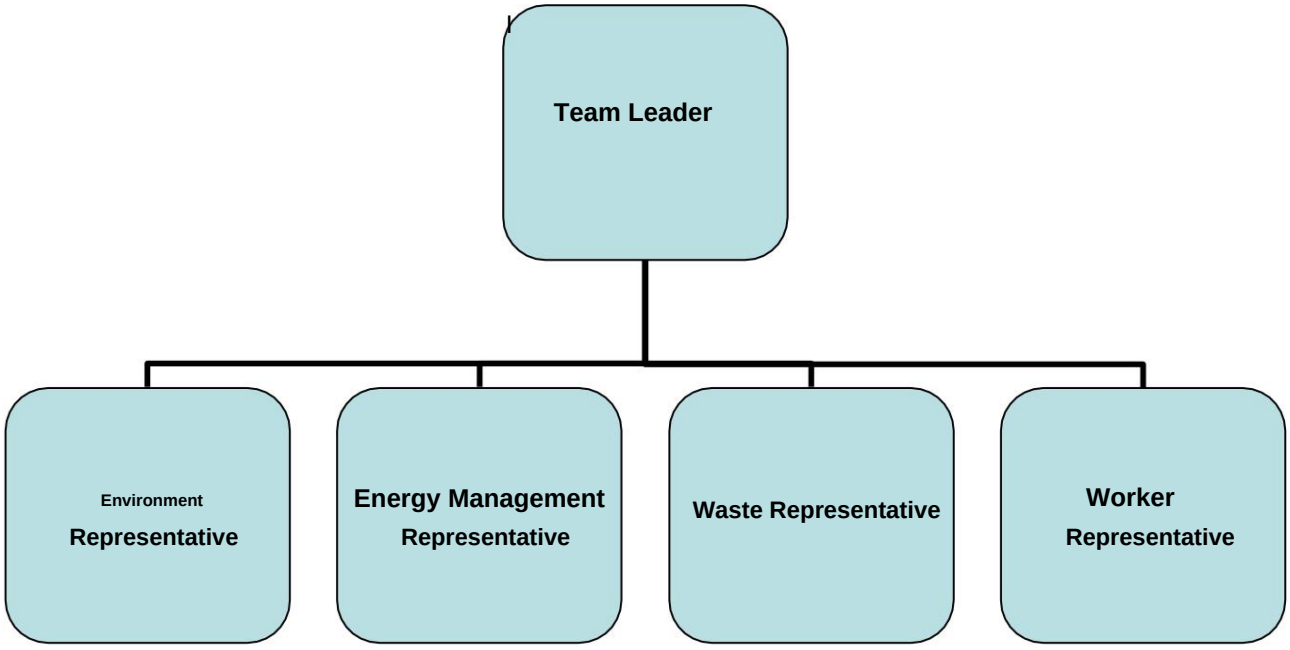

Our sustainable management system is based on risk analysis. Risk analyses are conducted in the areas of environment, natural disasters, society, culture, economy, quality, human rights, health, and security. New areas can be added as needed.

After analyzing the risks, we also have a crisis management policy and system that determines what to do if the risks materialize. The appendix to this document includes instructions on how to conduct risk analysis and crisis management.

SYS involves the implementation of specific policies by all employees in the areas of quality, economics, management, environment, culture, human rights, health and safety, the setting of goals, and the monitoring of whether these goals are achieved, thus ensuring the continuous improvement of business management processes.

When the established goals are achieved, new goals are set.
If the goals are not achieved, our objectives, policies, and practices are reviewed. This allows us to strive for continuous improvement.

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3. SUSTAINABLE MANAGEMENT SYSTEM

Our hotel is committed to fulfilling the third-stage obligations of the Türkiye Sustainable Tourism Program and to continuously improving its sustainable management system to enhance sustainability performance.

Due to the state of the sector, environmental, social, technological, economic and cultural risks, and legislative changes and updates, our management system is continuously reviewed, and systems and policies are updated when necessary.

The steps mentioned above can be summarized as the Plan-Do-Check-Act (PDCA) approach.

Figure 1. PDCA Cycle

Plan: Our hotel prioritizes and sets goals regarding the environment, society, culture, the national economy, and the governance system. To achieve these goals, we plan a roadmap and actions to be taken.

Implementation: Our hotel establishes fundamental policies and practices relating to environmental, cultural, social, human rights, health, and safety. These are monitored, measured, and recorded at defined intervals by relevant personnel.

Check: Feedback from both staff and guests is monitored and recorded at our hotel. Corrective actions are taken if necessary.

Take action: This is the step where our hotel takes action to correct the problems identified during the inspection phase. Corrective actions and procedures are recorded and archived.

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4. LEGAL COMPLIANCE

Our hotel is committed to complying with all applicable laws, regulations and international agreements, maintaining an up-to-date list of these, regularly informing its staff about them, and providing necessary training to its personnel.

Our hotel has all the necessary permits and certificates upon request or if required.

And

He/she submits the documents to the relevant individuals and institutions.

These documents include the Business Opening and Operating License, the employee insurance statement for the last month, the tax certificate, the emergency action plan, employee training and certifications, the sewage connection certificate obtained from the municipality, documents regarding pest control, and other necessary documents.

As a facility, we are aware of all our legal obligations and we keep track of new legislation. We monitor legal requirements using our LEGAL COMPLIANCE TABLE.

DÖKÜMAN NO:ST-003 YAYIN TARİHİ :28.03.2024REVİZYON NO:00

YASAL ŞARTLAR LİSTESİ

NO	İLGİLİ YÖNETMELİK	YAYIN TARİHİ/SAYI	SON DEĞ. TARİHİ/SAYI	İLGİLİ TARAF	UYUM YÜKÜMLÜLÜĞÜ/İLGİLİ MADDE	REV. KONTROL PERİYOTLARI	UYGUNLUK KONTROLÜ	SON İŞLEM TARİHİ	REV. TAKİP SORUMLUSU	AÇIKLAMA
1	Su Kirliliği Kontrolü Yönetmeliği	31.12.2004/25687	14.01.2020/31008	DIŞ	Kanalizasyon Sistemlerine Boşaltım Madde 25 - [illegible] Atıksu Bağlantı İzni ve Belgesi Madde 44 - [illegible]	3 Yıllık	Uygun	11/16/2023	Çevre Müh.	
2	Ambalaj Atıklarının Kontrolü Yönetmeliği	27.12.2017/30283	26.06.2021/31523	DIŞ	Piyasaya sürenlerin yükümlülükleri MADDE 11 – (1) Piyasaya sürenler: [illegible]	Yıllık	Uygun	2021	Çevre Müh.	
3	Atık Yağların Yönetimi Yönetmeliği	21.12.2019/30985	23.12.2020/31343	DIŞ	Atık yağ üreticilerinin yükümlülükleri MADDE 9 – (1) Atık yağ üreticileri: [illegible] Geçici depolama MADDE 18 – (1) [illegible]	Yıllık	Uygun	2021	Çevre Müh.	
4	Atık Yönetimi Yönetmeliği	02.04.2015/29314	23.03.2017/30016	DIŞ	MADDE 9-(1) [illegible]	3 Yıllık	Uygun	11/8/2022	Çevre Müh.	
					MADDE 16 – (1) [illegible]	Yıllık	Uygun	11/15/2022		
					MADDE 12 - (5) Geçici depolama alanları için il müdürlüğünden geçici depolama izni alınır. Geçici depolama alanında değişiklik olması halinde geçici depolama izni yenilenir.	Değişiklik olması halinde	Uygun	2019		
					MADDE 9 - (1) (g) Atıkların bu Yönetmelik hükümleri ve Bakanlıkça belirlenen esaslara uygun olarak [illegible]	Sürekli	Uygun	-		
					Atık sahasının uygunluğunun tekhibi [illegible]	Sürekli/Değişiklik olması halinde	Uygun	-		
					MADDE 9 - (1) (j) Atık beyan formunu bir önceki yıla ait bilgileri içerecek şekilde [illegible]	Yıllık	Uygun	2022		
5	Sanayi Kaynaklı Hava Kirliliğinin Kontrolü Yönetmeliği	03.07.2009/27277	06.11.2020/31296	DIŞ	MADDE 10 – (1) [illegible]	Çevre izni başvurusunda	Uygun	12/28/2025	Çevre Müh.	
					MADDE 14 – (1) [illegible]	2 yılda bir	Uygun	24.12.2020-10.11.2022		
					MADDE 13 - (1) (a), (b), (c), (ç) bentlerindeki hükümler uygulanır.	Değişiklik olması halinde	Uygun	-		
6	Çevre İzin ve Lisans Yönetmeliği	10.09.2014/29115	10/16/2021	DIŞ	MADDE 11 – (1) [illegible] MADDE 9 - (1), (2), (3), (4)	5 yılda bir	Uygun	12/28/2025	Çevre Müh.	
7	Çevre İzin ve Lisans Yönetmeliği Ek-2 Listesi	10.09.2014/29115	10/16/2021	DIŞ	1.2.2 [illegible] 3.9 [illegible] 3.15 [illegible] 3.23 [illegible] 5.6 [illegible] 5.14 [illegible]	Değişiklik olması halinde	Uygun	-	Çevre Müh.	
8	Çevresel Etki Değerlendirmesi Yönetmeliği	25.11.2014/29186	28.11.2019/30962	DIŞ	MADDE 17 - (1) [illegible]	-	Uygun	4/8/2019	Çevre Müh.	
9	Büyük Endüstriyel Kazaların Önlenmesi ve Etkilerinin Azaltılması	18.08.2010/27676	02.03.2019/30702	DIŞ	MADDE 7 - (2) [illegible]	-	Uygun	-	Çevre Müh.	

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5. STAKEHOLDERS AND COMMUNICATION

Our hotel provides accurate information to all segments of the audience in its promotions. We always use real visual material in our promotions. On our website, social media accounts, and other print and print promotional channels and marketing communications, our hotel maintains a transparent and realistic approach regarding its products and services.

Our hotel also shares its policies, actions, and processes related to sustainability openly and transparently with its employees and customers. This is done through our hotel website, where periodic reports on sustainability performance are published. These reports are prepared at appropriate intervals.

Our hotel has a system in place to gather feedback from our customers, public institutions, municipalities, employees, local community, and all other relevant individuals and organizations regarding our sustainability performance, policies, and practices. Through this system, we receive feedback from both our staff and our customers.

Our system is designed to enable and encourage our customers and staff to provide feedback quickly, simply, and effectively.

This system includes survey applications for guests, regular monitoring of social media accounts, email, messaging services and other communication channels for employees, and email communication and regular monitoring for all other stakeholders.

Customer experience: Customer satisfaction is a priority at our hotel. Customer satisfaction includes feedback from the sustainability system described above. The results are analyzed. Negative feedback and responses are recorded, and necessary measures are taken.

Staff involvement: Our employees are the most important element of our hotel's management system.

Our employees are aware of their responsibilities within our management system and our sustainability policies and practices. Their duties are defined in writing, communicated to them, and regular training and guidance are provided. These training sessions are recorded.

Our employees play an active role in developing and continuously improving our management system and sustainability performance. We review and improve our system based on feedback from our employees.

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STAFF LIFE

In line with our sustainability policies and management system, we provide employees with periodic training programs related to sustainability and their work areas, including orientation training, on-the-job training, training required by legislation, and guidance support. We implement annual training plans on occupational health and safety, hygiene training for kitchen/service/massage etc. personnel, water and energy conservation, chemical usage rules, fire protection, first aid, etc.

Our employees have free and open access to all our training materials.

Our hotel is committed to complying with the relevant provisions of the Labor Law No. 4857 and pays its employees at least the minimum wage.

Our hotel also guarantees compliance with Law No. 5510 on Social Security and General Health Insurance and Law No. 6331 on Occupational Health and Safety.

We support the presence of young people and women in the sector.

Increasing the number of female employees and supporting local employment are among our main goals.

Our staff have received training and certification from experts in Occupational Safety, Hygiene and Sanitation, and Sustainability.

Our hotel is committed to providing equal opportunities and prioritizing gender balance among its employees. To this end, we ensure that employees are hired based on their skills and experience, and gender discrimination is never tolerated.

The happiness of our customers and employees is our priority.

As always, we will continue to strive to improve the quality of our services.

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6. ACCESSIBILITY

Our hotel is committed to providing accessible tourism services to everyone within its capabilities and informs its customers and stakeholders clearly and accurately about the level of accessibility through its website.

Our hotel is also committed to fully complying with and continuously improving accessibility regulations. The facility has 332 rooms, including 3 rooms accessible to guests with disabilities.

7. PURCHASING

Our purchasing policy includes local, environmentally conscious, fair trade-based, and efficient procurement practices.

Our hotel monitors our sources of goods and services. We hold regular meetings with our suppliers.

Local Procurement: When purchasing goods and services, our hotel prioritizes local suppliers, provided they offer quality and reasonable prices. Therefore, we update our supplier list and keep our suppliers informed. The percentage of goods and services sourced from the local community is measured.

When purchasing goods and services, our hotel prioritizes fair trade suppliers, provided that imported products are of high quality and reasonably priced.

Environmentally conscious procurement: Our hotel follows an environmentally conscious procurement policy, prioritizing efficient purchasing to reduce food and solid waste, and focusing on energy and water conservation.

Our hotel prioritizes environmentally friendly products (products with eco-labels) in its procurement. If there are no eco-labeled products in the product group to be purchased, we select the relevant products from suppliers and manufacturers whose production and all other processes do not harm the environment.

Examples of certifications that can be sought from suppliers include ISO14001, ISO50001, ISO14064, and ISO20400. If suppliers do not possess the required certifications, fair trade rules apply.

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7. PURCHASING

For wood, fish, paper, and other food products, environmentally certified (FSC, MSC, EU-EcoLabel, etc.) or traceable source products are preferred.

Threatened species and species whose sale is prohibited (fish, trees, plants, game, etc.) are not purchased or used at our hotel.

We measure the ratio of our purchases from environmentally certified, local producers and suppliers, and fair trade suppliers, to our total purchases.

Our hotel has environmentally certified goals and aims related to local and fair trade procurement. Within this framework, we aim to increase the proportion and number of local and fair trade suppliers in our purchases and we pay close attention to this.

Efficient purchasing: Our purchasing policy prioritizes reusable, returnable, and recycled goods.

Our hotel also prioritizes bulk purchasing and purchasing products in bulk. This reduces the number of deliveries to the hotel and lowers greenhouse gas emissions.

Our primary priority and preference is to avoid unnecessary and excessive plastic, nylon, paper, glass, and wooden packaging in the products delivered to our hotel.

In the procurement of consumables and toiletries, single-use products and unnecessary packaging (especially plastic) are avoided. The purchase and use of consumables and single-use products are monitored and managed.

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8. ENVIRONMENT AND NATURE CONSERVATION

Our main goal is to prevent environmental pollution and protect nature by conserving our resources in the most efficient way, reducing the amount of our waste, and recycling or rendering it harmless. We are aware of our environmental impact and strive to take the necessary precautions and actions.

In our business, we are committed to being an environmentally friendly organization with a sense of social responsibility, by ensuring pollution prevention and sustainability in the production and delivery of our products and services in accordance with internal and external customer requirements, as well as international and national legal requirements and regulations.

In fulfilling this commitment;

We identify and control our impact on the environment.

We are prepared for emergencies (fire, explosion, flood, earthquake, leak, etc.) related to pollution risks and comply with legal regulations.

We strive to minimize our waste, prevent pollution at its source, use energy efficiently, and reduce the environmental impact of our operations.

We are continuously improving our environmental performance through waste sorting and waste reduction activities, and the efficient use of natural resources.

We monitor the recycling and disposal of waste. We train our employees on chemical use, environmental impacts, and waste management.

We encourage our employees and guests to be environmentally conscious, and we develop our employees by providing them with training on environmental awareness and efficient energy use.

We use energy and water-saving systems in our hotel.

We raise awareness and encourage our suppliers and stakeholders regarding energy efficiency initiatives.

To minimize the environmental damage caused by carbon emissions, we donate trees to environmental organizations and the theme of environmental protection.

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9. ENERGY MANAGEMENT

Energy saving: Our hotel has an energy saving policy. This policy includes regularly measuring, monitoring, and reducing energy consumption.

Our hotel groups energy consumption according to energy type, and the energy consumption of different units is monitored.

The total energy used in our hotel is measured by type.

Our hotel identifies activities with high energy consumption and plans and implements corrective measures to reduce energy consumption in these areas and activities (thermal insulation systems, choosing low-consumption appliances from those with energy efficiency ratings, using LED bulbs instead of high-energy-consumption incandescent lighting, etc.). Furthermore, our hotel uses energy-efficient equipment.

Our hotel informs and trains its employees and stakeholders on energy saving.

As part of our hotel's sustainability efforts, we have implemented environmental measures, including a digital record-keeping system for suppliers, purchasing, and office operations to minimize paper consumption.

In accounting, e-invoicing has been implemented for billing processes.

Packaging waste is collected and delivered to the local authority in a controlled manner.

Awareness campaigns have been conducted to minimize the use of electricity, water, and energy resources in shared areas.

Water flow rates on taps in all rooms and areas are adjusted to fill a 1-liter container in 12 seconds.

All air conditioning system temperatures are set to 18-30 degrees.

The use of ecolabel products has been prioritized by suppliers.

Leading local and nearest suppliers to reduce carbon emissions.

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is provided.

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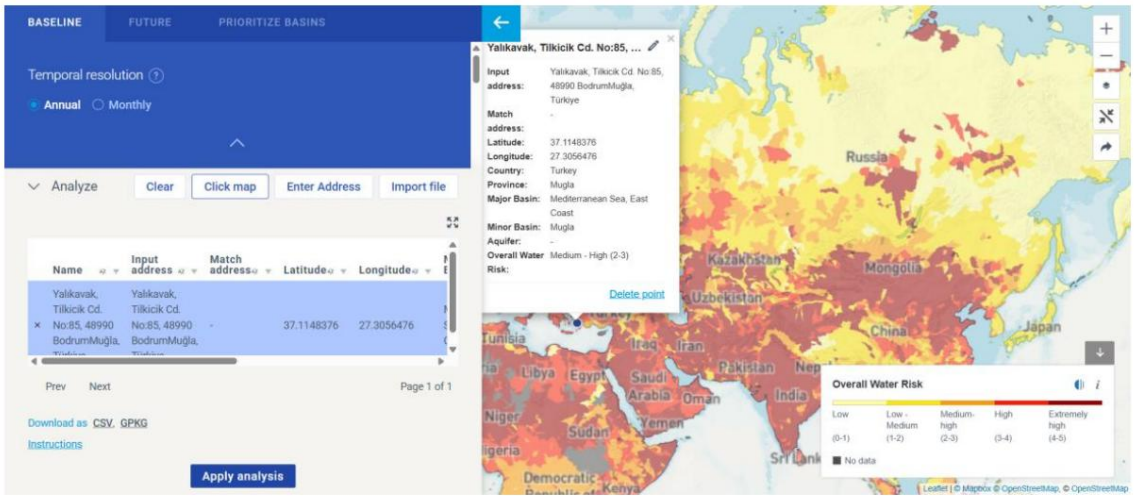
10. WATER MANAGEMENT AND WASTEWATER

Our hotel has a water conservation policy. This policy includes regularly measuring, monitoring, and reducing water consumption. The water risk situation in the area where our hotel is located has been assessed. For this purpose, the Water Risk Atlas prepared by the World Resources Institute is used.



Water risk was also assessed in the risk analysis, and a water management plan was developed. This plan includes measurement and monitoring of water usage, as well as targets and reporting for reducing water consumption.

Our hotel's water usage activities do not harm aquatic life in seas or lakes. Nevertheless, the possibility of harm to these organisms has been assessed in a risk analysis, and necessary precautions have been taken.

Our hotel complies with all legal requirements and regulations regarding water usage. The water comes from a legal and sustainable source.

We measure our water consumption. The total water used per guest or overnight stay is calculated and reported. The file attached to this document is used for measurement purposes.

We have goals to reduce water consumption. To this end, our hotel is planning and implementing corrective measures. Water-saving equipment is used in our hotel. Good practices such as changing linens and towels upon guest request are implemented in our hotel.

Our hotel informs and guides its employees and stakeholders on water conservation. The hotel utilizes all its resources to ensure that its wastewater does not harm the environment.

The regulations set by the local government for wastewater disposal are followed.

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Legal requirements are being complied with in this regard.

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11. FOOD WASTE AND SOLID WASTE

Our hotel has a Solid Waste Management Plan. The plan includes the regular measurement and monitoring of waste production, waste reduction, reuse, recycling, and waste disposal.

Solid waste is separated according to its type, such as food, recyclable, toxic/hazardous, and organic.

Recycling and reuse options are considered during the sorting process.

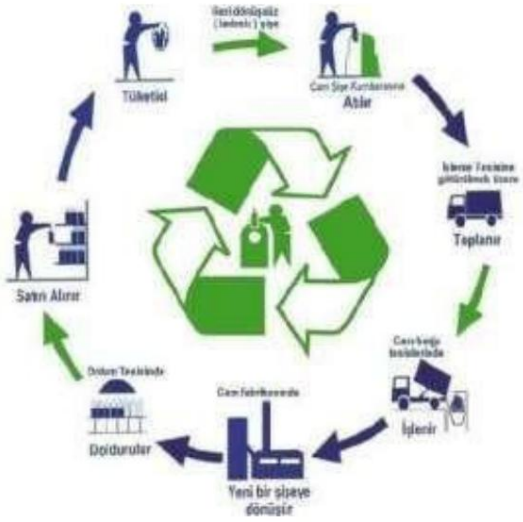
Our hotel regularly informs and guides its employees and stakeholders on waste management through various visual and communication materials.

Solid waste, including food waste, is measured by type. Our hotel guests...

Alternatively, the amount of solid waste per overnight stay is calculated and reported.

Our hotel has also identified activities and risk areas with high solid waste generation. We are planning and implementing corrective measures to reduce food waste and spoilage.

The aim is to ensure that solid waste disposal does not have a negative impact on the local population or the environment. Compliance with the "Zero Waste Regulation" legislation regarding solid waste management is ensured.



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12. PLANNED TO BE IMPLEMENTED WITHIN THE SCOPE OF SUSTAINABILITY.

Continuously improving annual training plans to reduce energy and water consumption rates is our top priority.

Ensuring sustainability through environmentally friendly and energy-efficient machinery, equipment, and consumables.

Developing projects to reduce waste through effective waste management programs and to prevent recyclable waste from mixing with household waste, thereby promoting zero-waste awareness.

To help reduce carbon emissions and environmental damage, we plan to increase our annual donations to TEMA and environmental protection organizations by 1%.

When selecting our approved suppliers to reduce carbon emissions, our priority is to expand awareness campaigns promoting the use of electric and new green vehicles with the lowest carbon emissions.

We will choose energy sources that produce less carbon.

Aware that climate change is a global issue, we will work together with the private sector, government, local administrations, and civil society organizations to be part of a common solution. We will develop projects for stray animals to protect natural life and support wildlife.

We are planning projects to reduce the amount of waste by 1% each year.

We will develop projects to reduce the use of single-use toiletries in at least 50% of guest rooms through a phased transition program.

CARBON FOOTPRINT MANAGEMENT

A carbon footprint is a measure of the environmental damage caused by human activities in terms of the amount of greenhouse gases produced, measured in units of carbon dioxide, and consists of two main parts: a direct (primary) footprint and an indirect (secondary) footprint. The primary footprint is a measure of direct CO2 emissions resulting from the combustion of fossil fuels, including energy consumption and transportation (e.g., cars and airplanes), while the secondary footprint is a measure of indirect CO2 emissions associated with the entire life cycle of the products we use, from their manufacture to their eventual disposal.

Our activities to reduce greenhouse gas and carbon footprint;

To prevent food waste, only the necessary amount is purchased, thus taking precautions against spoilage, decay, and waste.

By separating paper, glass, and plastic waste at the source, we support recycling and reuse.

All electronic products are used until they break down. Unnecessary and unnecessary purchases are avoided.

Care is taken to switch off lights that are not in use, and a considerate attitude is displayed. Purchases are made in bulk.

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13. Sustainable Management System Policies

QUALITY POLICY

At our hotel, where we serve our valued guests, we will be happy to welcome you with our friendly and experienced staff, each skilled in their own field. You've come to the right place for a comfortable, peaceful, and high-quality stay, just like at home.

With the belief that there is always room for improvement, we continuously measure and work to improve the services we offer our guests.

We prioritize quality, customer focus, increased environmental awareness, occupational safety and food safety, and continuous training for our employees to ensure they perform their jobs consciously, correctly, and safely, and we provide the necessary resources for this.

By working in alignment with national and regional policies, we make new investments and aim to be a leader in our field.

In our investments, we take guest expectations into account, apply evolving and up-to-date technology, and positively utilize our experience, knowledge, and skills to improve ourselves.

We build our open and transparent management style on our principles of professionalism, honesty, diligence, and reliability.

The importance we place on our guests, the respect, love, and trust we have for each other and the service we provide, ensure that both our guests and our employees feel privileged.

Operating and competing in both national and international markets, our hotel is committed to maintaining its commitment to "superior quality" in order to always remain a leader.

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CULTURAL SUSTAINABILITY POLICY

Presentation of Cultural Heritage: Our hotel respects the intellectual property rights of the local people. Authentic elements of traditional and contemporary local culture are reflected in our cuisine, design, and decoration.

Artifacts: Our hotel does not buy, sell, or broker the trade of historical and archaeological artifacts, nor does it exhibit them.

Promoting Sustainable Local Gastronomy: Our hotel prioritizes the promotion and consumption of local products. In all its operations, it implements innovative and creative practices to ensure sustainability in gastronomy.

HISTORICAL SITES AND BUILDINGS OF MUŸLA

Muÿla is a city in Türkiye's Aegean Region renowned for its rich historical heritage. Many historical sites and buildings in the city bear traces of both ancient and Ottoman periods. Here are some important historical sites and buildings in Muÿla:

1. Muÿla Castle
Muÿla Castle, located in the center of Muÿla, dates back to the Byzantine period and was later restored during the Ottoman era. Situated in a location offering a panoramic view of the city, the castle is both historically and visually impressive.

2. Bodrum Castle (Bodrum)
Located in Bodrum, this castle is a structure dating back to the Middle Ages. It was built by the Knights Templar and later used during the Ottoman period.
Today it houses the Bodrum Underwater Archaeology Museum.

3. Akyaka
Akyaka is famous for its natural beauty and traditional architecture. The houses here are built in the style of Ottoman-era wooden Turkish houses. Furthermore, Akyaka's historical value indicates that the village's settled life dates back to ancient times.

4. Stratonikeia Ancient City (Yataÿan)
Ancient Stratonikeia is a settlement dating back to the 3rd century BC. This ancient city is particularly notable for its structures from the Roman and Byzantine periods. The ruins provide insights into the lifestyle of that era.

5. Ancient City of Knidos (Datça)
Located on the Datça Peninsula, the ancient city of Knidos is one of the most important cities of the Hellenistic period. The ruins found here include an ancient theater, temples, and an agora. Furthermore, Knidos also houses a temple featuring a statue of the famous sculptor Praxiteles.

6. Marmaris Castle (Marmaris)
Marmaris Castle is an important structure dating back to the Ottoman period. It is located in Marmaris.

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The castle, located in the center, was built on top of an old Byzantine castle.
Today, the castle serves as the Marmaris Castle Museum.

7. Tlos Ancient City (Fethiye)
Located near Fethiye, the ancient city of Tlos is a settlement dating back to the Lycian period. The city is famous for its rock-cut tombs and theater. Tlos is an important region both historically and naturally.

8. Lagina Ancient City (Yataÿan)
Lagina is an ancient sacred site, particularly famous for its Temple of Artemis. It is especially noteworthy for its archaeological excavations.

9. Ottoman Period Houses and Markets (Muÿla City Center)
The Ottoman-era houses located in the city center of Muÿla exhibit architectural features unique to the city. These houses are wooden structures bearing the traces of traditional Ottoman architecture and have a very aesthetic appearance.

10. Church of England (Bodrum)
The Church of the English in Bodrum is a church that was used primarily by British settlers during the Ottoman period. Today, it is still a popular tourist destination.

In Muÿla, historical sites are not limited to ancient ruins; Ottoman and early Republican-era structures are also noteworthy. Rich in both history and culture, this city has been home to many different civilizations throughout history.

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ENVIRONMENTAL PROTECTION AND WASTE MANAGEMENT POLICY

At our company, we prioritize protecting the environment, preventing pollution, and minimizing our negative impact on it.

For this;

We comply with legal regulations and strive to minimize our environmental impact.

We take care to efficiently separate our waste according to its source, type, and hazard class.

We know that using hazardous materials and chemicals only when necessary and in the required amounts will reduce both their negative impact on the environment and the amount of waste.

In our business, we contribute to protecting nature by preferring materials with "recycled" and "eco-friendly" labels. We strive to create opportunities for reuse.

We take care to use disposable materials such as paper, napkins, toilet paper, and packaging only as needed, thus leaving less waste in nature.

They store waste properly, in separate areas according to its characteristics, in accordance with the law.

We maintain records by delivering them to licensed/authorized companies without exceeding storage time limits.

We strive to use water, energy, and all natural resources efficiently. We share this commitment with our employees, guests, and suppliers.

We measure our performance in environmental management, monitor this data against targets, and strive to improve our performance.

We aim to educate our employees on environmental issues and raise their awareness. We take all necessary measures to protect biodiversity in the environment and comply with all legal requirements.

We comply.

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CHILD RIGHTS EXPLOITATION AND ABUSE POLICY

Children are our custodians of the future. Recognizing them as individuals, respecting their rights, and protecting them from all forms of psychological, physical, commercial, and other forms of exploitation is our primary responsibility.

To achieve this;

We do not tolerate child labor in our own facilities and expect the same sensitivity from all our business partners.

Within the workplace, we provide environments and opportunities that contribute to children's development, where they can freely express their thoughts, desires, and feelings, and where they feel free and comfortable.

We provide our employees with training on preventing and recognizing child abuse.

We ensure that children are under adult supervision during the activities they participate in.

We organize training sessions to raise awareness about the protection of children's rights and support related projects.

When we witness suspicious activity involving children, we first report it to the hotel management. We provide information and seek assistance from official institutions when necessary.

ENERGY EFFICIENCY POLICY

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

For this

To fulfill both our responsibilities towards nature and our legal obligations, we follow national and international standards, laws and regulations, and voluntarily carry out activities that will reduce energy consumption and/or ensure the continuous improvement of our energy consumption performance, and we monitor the results of our efforts.

We set goals and include energy efficiency in our training programs to ensure employee participation.

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ENERGY EFFICIENCY POLICY

We value collaborating with all our stakeholders to create shared goals and outcomes in energy management. We strive to maintain interaction with our guests, employees, visitors, and all business partners to achieve a comprehensive level of awareness and understanding on these issues.

We strive to research, find, purchase, and use energy-efficient and suitable product, equipment, and technology alternatives.

We aim to document our Energy Management System, disseminate it to all our departments, update it as needed, review it, and continuously improve it.

We assess energy risks or potential emergencies such as energy shortages, and plan possible countermeasures.

We take care to efficiently separate our waste according to its source, type, and hazard class.

We know that using hazardous materials and chemicals only when necessary and in the required amounts will reduce both their negative impact on the environment and the amount of waste.

In our business, we contribute to protecting nature by preferring materials with "recycled" and "eco-friendly" labels. We strive to create opportunities for reuse.

We take care to use disposable materials such as paper, napkins, toilet paper, and packaging only as needed, thus leaving less waste in nature.

We properly store waste in separate areas according to its characteristics, deliver it to licensed/authorized companies without exceeding legal storage time limits, and maintain records of these deliveries.

We strive to use water, energy, and all natural resources efficiently. We share this commitment with our employees, guests, and suppliers.

We measure our performance in environmental management, monitor this data against targets, and strive to improve our performance.

We aim to educate our employees about environmental issues and raise their awareness.

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HUMAN RESOURCES POLICY

At our core, our most important resource, the very essence of who we are, is our employees. With this awareness, employee social and fringe benefits, performance management, rewards, training and career management, and employee safety are always our top priorities.

Our Human Resources Vision;

To create a qualified workforce that is highly motivated, protects and enhances the corporate image, highlights innovative work, values service, and views its work as part of a whole, to prioritize local employment, and to implement a promotion program.

Our goal is to be a pioneer in integrated human resources practices both in the sector and in Türkiye.

Our Human Resources Mission;

Planning and training the human resources that will achieve the facility's goals and strategies, optimizing personnel tasks and processes, and having a team of specialized, confident personnel who can represent the institution and introduce new perspectives in their field.

To provide strategic support to all company and department departments through human resources management to improve business results, to create and encourage a high-performance culture, and to contribute to creating value for all stakeholders.

Our employees are aware of their responsibilities within our management system and our sustainability policies and practices. Their duties are defined in writing, communicated to them, and regular training and guidance are provided. These training sessions are recorded.

Our employees play an active role in developing and continuously improving our management system and sustainability performance.

We review and improve our system based on feedback from our employees.

Fair wages

Our employees are informed about their salary, working conditions, working hours, and payment schedule before starting work at our facilities.

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HUMAN RESOURCES POLICY

Education and Career Management

All our employees have equal access to training. In addition to the legal and professional training required by the hotel industry, we provide periodic training programs related to sustainability and their work areas, on-the-job training, legally mandated training, and guidance support in line with our sustainability policies and management system, including orientation training. We implement annual training plans on occupational health and safety, hygiene training for kitchen/service/ massage personnel, water and energy conservation, chemical usage regulations, fire protection, first aid, etc.

Our employees have free and open access to all our training materials.

In career management, employee promotions are managed according to predetermined criteria using a personnel tracking system.

Our hotel is committed to complying with the relevant provisions of the Labor Law No. 4857 and pays its employees at least the minimum wage. Our hotel also undertakes to comply with the Social Security and General Health Insurance Law No. 5510 and the Occupational Health and Safety Law No. 6331.

Labor and Human Rights

Ensuring the absolute satisfaction of employees is a top priority. From this perspective, it is the responsibility of management to ensure the employee's overall comfort at work, including their legal rights, benefits provided by the company, their work environment, psychology, self-motivation, and performance.

While we do not employ foreign nationals in our hotels, as an international establishment catering to guests from diverse backgrounds, discriminating against guests based on nationality, race, language, etc., is contrary to both our hotel management and operational principles. Therefore, all personnel matters for our employees from different countries or nationalities are handled in accordance with legal procedures, and all employees are offered equal opportunities within the hotel without any discrimination based on their background.

Local employment

ÿ Our organization has a performance-based employment system that prioritizes local recruitment. Priority is given to hiring people from the local area.

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PROMOTION INSTRUCTIONS

1. OBJECTIVE

To recruit the necessary personnel from within the existing workforce through written and oral promotion exams, thereby incentivizing promotions, increasing motivation, and securing the required staff from within the existing workforce.

2. SCOPE

This includes all personnel working at the FACILITY operations.

3. DEFINITIONS

Promotion: To move up in rank within a position or role.

4. RESPONSIBILITY

The General Manager and Department Managers are primarily responsible for the implementation of this instruction.

5. INSTRUCTION FLOW

Personnel requesting promotion are reported to the General Manager by their respective Department Manager.

No consideration is given to language, religion, race, age, or gender when selecting personnel for promotion.

Personnel to be promoted must meet the following qualifications.

There must be vacancies in the positions to be promoted.

The employee to be promoted must have worked at the company for at least one year and must not have received any disciplinary action in the last year.

The promotion request must be consistent with the job description of the position for which the qualifications are required (education, skills, etc.).

Managerial and mid-level promotions require candidates to possess competencies in communication, motivation, and management skills.

Personnel to be promoted will be evaluated equally without discrimination based on language, religion, sect, race, age, gender, or political views.

APPOINTMENT LETTER FOR LOCAL COMMUNITY COMMUNICATIONS OFFICER

A staff member has been appointed as a Local Community Communications Officer within the facility to foster stronger communication with local communities, listen to their feedback, promptly resolve any complaints, and relay them to senior management.

Customers can report any issues related to our facility by visiting the hotel in person or by submitting their feedback, suggestions, and complaints through any of our communication/social media accounts.

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OCCUPATIONAL HEALTH AND SAFETY POLICY

With the aim of protecting our workplace, our employees, our guests and our suppliers, creating and ensuring a safe working environment;

We comply with all legal and other obligations regarding occupational health and safety. We embrace the principle that occupational health and safety and improvement activities are the shared responsibility of all employees.

We set targets for participation in Risk Assessment and Risk Reduction activities at all levels.

By continuously improving our Occupational Health and Safety culture, we aim for a sustainable “Zero Jobs”.

We aim to achieve the goal of "accident".

We share the work we do in the field of occupational health and safety with all our employees and our environment in order to be a pioneer and an example.

OUR RISK GROUP

Our staff over 65 years of age
Our disabled employees
Our Minority Staff
Our staff with chronic illnesses
Our female employees
Our interns

WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

We value gender equality in our company.

We ensure the health, safety, and well-being of all our employees, regardless of gender.

We support women's participation in the workforce across all our departments, providing equal opportunities. We offer.

We operate with a policy of "equal pay for equal work," without discrimination based on gender.

We distribute tasks based on the principle of equality.

We provide the necessary environment to ensure equal access to career opportunities.

We develop education policies and support women's participation and increased awareness.

We create work environments and practices that protect work-life balance.

We support women in company management and provide equal opportunities.

We will not tolerate women being subjected to any form of abuse, harassment, discrimination, oppression, coercion, defamation, etc. We are always aware of and support the value they bring to the world and to us.

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SOCIAL RESPONSIBILITY POLICY

We believe that all our employees have the right to work in healthy and safe conditions that respect human dignity. Recognizing that our employees are our most valuable asset, ensuring and protecting their safety is our top priority.

Beyond legal obligations, our hotel is always ready to implement the best environmental solutions, develop and promote the use of eco-friendly technologies, and support initiatives that raise environmental awareness.

We strive to fulfill our social and environmental responsibilities to the community in the cities where we operate, in harmonious cooperation with our shareholders, employees, the public, civil society organizations, and other stakeholders.

We believe that our human resources are the most important element of sustainable growth. We ensure that our employees' rights are fully and accurately exercised.

We treat our employees honestly and fairly, providing a non-discriminatory, safe and healthy working environment.

We commit to it.

We make every effort to support the individual development of our employees and to help them maintain a balance between work and personal life.

We manage the environmental impacts that may arise from all our activities with a sense of responsibility.

In line with our corporate social responsibility principles, we strive for the development of our society. We encourage our employees to volunteer in appropriate social and community activities that demonstrate their sense of social responsibility.

We are committed to developing and implementing approaches that encourage all our business partners, especially our suppliers, to act in the field of social responsibility.

We are sensitive to the traditions and cultures of Türkiye and the countries in which we operate, and we comply with all legal regulations.

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HUNTING POLICY

As a facility, we implement a hunting policy to protect wildlife and create a sustainable future. Through this hunting policy, the hotel aims to contribute to the following:

To protect wildlife habitats. To ensure the survival of wildlife species.

Improving the quality of life for wildlife

To contribute to wildlife living in peace with humans.

Adhering to the hotel's hunting policy will help reduce the hotel's environmental impact and create a sustainable future. The hotel's hunting policy includes the following:

Hunting is prohibited in the vicinity of the hotel.

It is forbidden to destroy the habitats of wildlife around the hotel. It is forbidden to harm wild animals around the hotel.

It is forbidden to engage in any behavior that would degrade the quality of life for wild animals in the vicinity of the hotel.

Adhering to the hotel's hunting policy is important for protecting wildlife and creating a sustainable future.

WILDLIFE INTERACTION POLICY

Aim

The aim of this policy is to manage the Facility’s interactions with wildlife and to provide a safe and respectful environment for both wildlife and visitors.

Scope

This policy applies to all employees and visitors of STesis. Obligations: All employees are responsible for conducting their interactions with wildlife in accordance with this policy. All visitors are responsible for conducting their interactions with wildlife in accordance with this policy.

Instructions

Do not feed wildlife.

Do not approach wildlife.

Do not disturb the wildlife.

Do not disturb wildlife nests or offspring.

Be careful when photographing wildlife.

If you encounter any problems related to wildlife, please report them to your local authorities.

By adhering to this policy, the facility will strive to manage its interactions with wildlife and provide a safe and respectful environment for both wildlife and visitors.

Our facility does not deal with species whose hunting is prohibited. We do not support the hunting trade and do not buy or sell them as souvenirs or decorative items.

Thank you for your understanding.

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Karbon ayak izinizi azaltmak için neler yapabilirsiniz

Yürüyün ya da bisiklete binin.

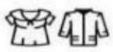
İhtiyacınız kadar yiyecek Tüketin.

Gereksiz su tüketiminden kaçının

Gereksiz temizlik kimyasal tüketiminden kaçınınız

Gereksiz ışıkları söndürün.

Atıkları geri dönüşüm veya yeniden kullanım için atık kutularına atın.



Çamaşırlarınızı kurutucu kullanmak yerine asarak kurutun.

Her gün daha fazlasını yaparak canlılığı ve doğayı koruyun!

Cami veya mescitte
- Temiz elbise ve düzgün kıyafetle girmeliyiz.
- Kapalı giyinmeye özen göstermeliyiz.
- Ayaklar ve çoraplar kirli olarak camideki halı ve kilimlere basmamalıyız.
- Bağırıp çağırmamalı yüksek sesle konuşmamalıyız.

Kültürel yerlerde
- Yüksek sesle ve argo sözlerle konuşmamalıyız.
- Kültürel alanlardaki arkeolojik ve kültürel eserlere zarar vermemliyiz.
- Başkalarını rahatsız edici davranışlardan sakınmalıyız.

Toplu taşıma araçlarında
- Yaşlı, çocuklu, engelli ve hamilelere her zaman binerken öncelik, seyir halinde oturacak yer ve inerken varsa yüklerine, engelli ise engel durumuna göre yardımcı olmalıyız.
- Her zaman ön kapıdan binip arka kapıdan inmeliyiz.
- Metro otobüs tranvay ve benzeri duraklı araçlarda inilecek duraktan önce hazırlığımızı yapıp zamanında araçtan inmeliyiz.

Doğal alanlarda
- Çevreyi temiz tutmalıyız, çöpleri yere atmamlıyız.
- Ağaç ve bitkilere zarar vermemliyiz.
- Evcil hayvanların peyzaj alanlarına zarar vermemliyiz.
- Çocukları yeşil alanların korunması ile ilgili bilgilendirmeliyiz.

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THINGS TO CONSIDER WHEN VISITING HISTORICAL AND RELIGIOUS SITES
8 RULES

Historical sites are considered part of humanity's common heritage. Almost every tourist includes historical sites in their travel plans, both domestically and internationally.

Historical sites, which sometimes enchant us with their beauty and sometimes help us feel the significance of an event to the core, are strictly protected both by the countries in which they are located and through various international organizations.

However, a large part of the responsibility for preserving historical sites falls on the tourists who visit them.

If we want these cultural heritage sites to be passed on to future generations undamaged, there are certain rules we must follow during our visit.

1. DO NOT TAKE ANY OBJECTS FROM HISTORICAL SITES.

One of the most common problems encountered in historical sites is visitors taking objects from those locations. It's especially common to come across tourists trying to break off even small pieces from works of architectural value.

Many sacred sites are also considered historical sites. Taking stones or soil from historically significant locations, such as cemeteries, is strictly forbidden. While many tourists claim to do this for souvenirs, this well-intentioned approach can cause irreparable damage to historical artifacts.

WHAT YOU SHOULD CONSIDER WHEN VISITING HISTORICAL AND RELIGIOUS PLACES
8 RULES

Historical places are places that are considered the common heritage of humanity. Historical sites are among the places included in the travel plans of almost every tourist, both domestically and internationally.

Historical places, which sometimes fascinate with their beauty and sometimes help us feel an important event in our bones, are strictly protected both by the countries where they are located and by various international organizations.

However, a large part of the task of preserving historical sites falls on the tourists who visit these spots. If we want these cultural heritages to be passed on to the next generations without any damage, there are certain rules we must follow during our visit.

DO NOT TAKE ANY OBJECTS FROM HISTORICAL PLACES

One of the most common problems in historical places is that visitors take any object from that point. It is possible to come across tourists trying to take even small pieces from works of architectural value.

The majority of sacred places are considered historical places. It is completely forbidden to take stones or soil, especially from places of historical importance, such as cemeteries. Although many tourists say that they do this to buy souvenirs, this well-intentioned approach can cause irreparable damage to the historical artifact.

DO NOT POLLUTE THE SURROUNDINGS OF HISTORICAL SITES.

One of the most common warnings you'll see on tourist trips is "Do not litter." The problem of littering, especially at historical sites, sometimes reaches uncontrollable levels. Litter thrown on the ground not only pollutes the environment but also, especially in hot weather, can ignite, damaging the site and potentially destroying historical artifacts such as glass or paper.

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DO NOT POLLUTE THE ENVIRONMENT OF HISTORICAL PLACES

One of the most common warnings you will see during touristic trips is the phrase "do not throw garbage on the ground". The problem of garbage disposal sometimes reaches unbearable proportions, especially in historical places known as ruins

Garbage thrown on the ground not only causes pollution of the environment, but also garbage such as glass or paper can catch fire due to hot weather, causing damage to the ruins and destruction of historical places.

DO NOT LIGHT FIRES IN HISTORICAL SITES.

Lighting fires is generally quite risky. Lighting fires, especially in areas of historical value, directly puts the entire site at risk. Therefore, lighting fires is prohibited in almost all historical sites. So, you should not light fires around historical sites, and if you see someone lighting a fire, you should report it to the authorities.

DO NOT LIGHT FIRES IN HISTORICAL PLACES

Lighting a fire is generally quite risky. Lighting a fire, especially in places of historical value, directly puts this entire area at risk.

That's why lighting fires is prohibited under all circumstances in places where almost every historical site is located. Therefore, you should not light fires around a historical area, and when you see someone lighting a fire, you should report the situation to the authorities.

DO NOT CLIMB ON OBJECTS FOUND IN HISTORICAL SITES.

Taking photos is one of the most cherished moments during tourist trips. Countless photos are taken throughout the trip to immortalize the experiences. Thanks to the influence of social media, we share these photos on our social media accounts as soon as they're taken.

One of the most important rules to follow is to avoid climbing on historical artifacts or engaging in actions that could damage these structures in order to take better photos.

DO NOT CLIMB OBJECTS LOCATED IN HISTORICAL PLACES

Photography is one of the most popular moments during touristic trips. Countless photographs are taken throughout the trip to make the trips immortal. We share the photos taken with the influence of social media on our social media accounts as soon as possible.

One of the main rules to be followed is not to climb on historical monuments for the sake of taking better photographs or not to take actions that could damage these structures.

DO NOT TOUCH HISTORICAL ARTIFACTS.

Many museums and archaeological sites containing historical artifacts are located both in Türkiye and in various parts of the world.

They are available in their original locations. Today, in almost all museums, historical artifacts are kept in protected glass cases. However, pieces that cannot be placed in glass cases are displayed openly in the museum. Touching or even handling these pieces can cause deformation of the historical artifact's texture. Therefore, you should visit these museums without touching them.

DO NOT TOUCH HISTORICAL ARTWORKS

There are many museums and ruins containing historical artifacts both in Turkey and in various parts of the world. Today, in almost many museums, historical artifacts are housed in protected glass cases. However, pieces that cannot be placed in glass compartments are exhibited openly in the museum. Handling or even touching these pieces may cause the texture of the historical artifact to deform. That's why you need to visit these works without touching them.

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DO NOT WRITE OR DRAW ON HISTORICAL BUILDINGS AND ARTIFACTS.

One of the main reasons why many historical artifacts are irreversibly damaged is writing and drawing on the artifacts and buildings.

Although some may violate this rule for religious and cultural reasons, writing and drawing on historical artifacts is strictly forbidden due to the damage it causes. You must also abide by this rule and report anyone you see damaging historical artifacts in this way to the authorities.

DO NOT WRITE OR DRAW PICTURES ON HISTORICAL BUILDINGS AND ARTWORKS

One of the main reasons why many historical artifacts are irreversibly damaged is writing and drawing on artifacts and buildings.

Although some people violate this rule based on religious and cultural reasons, writing and drawing are completely prohibited due to the damage it causes to historical artifacts.
You should also comply with this rule and report the situation to the authorities when you see someone damaging historical monuments in this way.

BE CAREFUL WITH YOUR BAG WHEN VISITING HISTORICAL SITES LOCATED IN A SMALL AREA.

One of the reasons why many historical artifacts in open-air history museums and archaeological sites are damaged is by bags.

Especially when visiting historical sites, make sure your backpack doesn't rub against anything in narrow and crowded areas. While passing through crowded areas, your backpack could cause a historical wall to be scratched from end to end, or it could bump into and damage an object on display.

BE CAREFUL WITH YOUR BAG WHEN VISITING HISTORICAL ARTWORKS LOCATED IN A Narrow Area

One of the situations that causes damage to many historical artifacts in open-air history museums and historical sites is the damage of these artifacts by bags.

Make sure that your backpack does not rub against any point in narrow and crowded areas, especially when visiting historical places. While passing through crowded areas, your bag may scratch the length of a historical wall or hit an object on display, causing damage.

PLEASE CONDUCT YOUR VISIT IN A MANNER THAT RESPECTS RELIGIOUS AND CULTURAL SENSITIVITIES.

Especially when traveling abroad, it is important to observe certain sensitivities when visiting historical sites belonging to a different culture and belief system. You should behave respectfully, particularly when visiting monuments that hold traumatic memories for various communities.

On the other hand, when visiting historical sites of religious significance, you need to act respectfully and in accordance with the rules of that faith. For example, when visiting mosques and tombs, you should choose clothing that is appropriate for Islamic dress code.

We have discussed the general rules that both domestic and foreign tourists should follow when visiting historical and touristic sites. You should also take care to adhere to these rules during your tourist trips and avoid damaging historical structures. For these world heritage sites, which are protected and passed down to the present day by various institutions, to be preserved in all their beauty for future generations, every individual must possess the utmost awareness.

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8.VISIT IN A WAY SUITABLE FOR RELIGIOUS AND CULTURAL SENSITIVITIES

It is important to comply with certain sensitivities, especially when you go abroad and visit a historical point belonging to a different culture and belief. You should behave respectfully, especially when visiting monuments that have been traumatized in the memories of societies. On the other hand, when visiting historical sites of religious importance, you need to act both respectfully and in accordance with the rules of that belief. For example, when visiting mosques and tombs, you must choose clothing suitable for hijab.

We talked about the general rules that local and foreign tourists must follow when visiting historical tourist areas. You should also take care not to comply with these rules during your touristic trips and avoid damaging historical structures. It is necessary for each individual to have maximum consciousness in order to pass on these world heritages, which have been preserved as much as possible by institutions and handed down to the present day, in all their beauty to the next generations.

MANDATORY RULES TO BE FOLLOWED IN PROTECTED AREAS

Rare, endemic, endangered, or potentially endangered native plant species within protected areas cannot be harmed in any way. These species cannot be collected.
It cannot be dismantled or cut into parts, wild animal eggs cannot be collected, and their nests cannot be disturbed.

Regardless of the method, visitors are required to take their litter with them.

No activities that pollute the areas, damage the flora, or disturb the fauna are permitted. - Lighting fires in the areas is prohibited.

Wildlife cannot be destroyed.

Any interventions that cause or may cause the loss or alteration of the characteristics of protected areas, as well as any works or activities that cause soil, water, and air pollution and similar environmental problems, are prohibited. Visitors to protected areas may not go outside the designated areas and routes (this is important both for the protection of resource values and for visitor safety).

The conditions and level of use and utilization of the areas are determined by the Administration, and "the carrying capacity cannot be exceeded."

In protected areas, for conservation, management, research, visitor information and guidance.

Services and facilities are planned and implemented in accordance with the plans made for these areas, ensuring minimum negative impact.

MANDATORY RULES TO BE FOLLOWED IN PROTECTED AREAS

Rare, endemic, endangered or endangered natural plant species within protected areas cannot be harmed in any way. These species cannot be collected, disassembled or some of their parts cut off, eggs of wild animals cannot be collected and their nests cannot be disturbed.

Under any circumstances, visitors must take back the garbage they produce.

No activities that pollute the areas, damage the flora or disturb the fauna can be carried out. - Fires cannot be lit in the areas.

Wildlife cannot be destroyed.

All kinds of interventions that cause or may cause the loss or change of the characteristics of protected areas, as well as any work or operation that will cause soil, water and air pollution and similar environmental problems, cannot be carried.

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In protected areas, visitors cannot go beyond the designated areas and routes (This is important for both the protection of resource values and visitor safety).

The conditions and level of use and utilization of the areas are determined by the Administration and "carrying capacity cannot be exceeded."

It is envisaged that services and facilities for protection, management, research, visitor information and guidance in protected areas will be provided in a way that will create minimum negative impact in line with the plans made for these areas and are carried out with implementation plans.

No activities that would affect the water regime are permitted in wetlands.

No foreign species may be introduced or released into wetlands, or collected from wetlands, for any purpose whatsoever.

These rules have been prepared in accordance with the General Directorate of Nature Conservation and National Parks Circular No. 2007/1, and those who act contrary to the provisions of the circular will be subject to the penalties stipulated in the Environmental Law No. 2872. For travel agencies and other legal entities, penalties will be doubled if the acts prohibited by the Forestry Law No. 6831 and the Fisheries Law No. 1330 are committed in areas where the National Parks Law No. 2873 is applied. The complete implementation of the above-mentioned rules is crucial for sustainable hunting and wildlife management, the sustainability of resources in protected areas, effective management, protection, transmission to future generations, visitor safety, monitoring and guidance of visitors to protected areas, and the identification of visitor needs and expectations.

No activities that will affect the water regime in wetlands can be carried out.

Alien species cannot be thrown or released into wetlands for any purpose, and species cannot be collected from wetlands.

These rules have been prepared in accordance with the Circular 2007/1 of the General Directorate of Nature Conservation and National Parks, and those who act contrary to the provisions of the circular will be subject to the penalties stipulated in the Environmental Law No. 2872. Regarding travel agencies and other legal entities, it is counted as 1330 with the Forestry Law No. 6831. If the acts prohibited in the Fisheries Law are committed in places where the National Parks Law No. 2873 is applied, the penalties are increased by one fold. It is important to fully implement the above-mentioned rules in terms of sustainable hunting and wildlife management and the sustainability, effective management and protection of the resources of protected areas, their transfer to future generations and visitor safety, as well as monitoring and guiding visitors to protected areas and defining visitor needs and expectations.

A forest fire is the burning of part or all of a forest by fires caused by natural or human factors. Natural causes include lightning strikes, volcanic eruptions, and high temperatures, while human-caused fires include those resulting from cigarettes or agricultural products.

There are fires caused by various sources. Forest fires cause many ecological damages, climate change and drought being among the main consequences.

Measures

Some of the things we should do to protect forests from fires include: Glass and glass shards should not be thrown into forests. (Glass can focus sunlight.)

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(Focused light can ignite the grass, causing a fire.)

Barbecue ashes should not be dumped without being extinguished. This is because they can ignite the grass and cause a fire. The public should be educated by officials and environmental organizations, and seminars and conferences should be organized on this subject.

We should not light fires in the forest; if we must, we should light them in a grassless area, surrounding the fire with stones. The causes of forest fires, which result from negligence, carelessness, and natural causes, are listed below.

Lighting a fire in the forest without taking safety precautions.

Leaving a fire burning without extinguishing it, especially a barbecue fire.

3. Throwing unextinguished cigarette butts and matches on the ground.

4. Burning unwanted weeds or field stubble in or adjacent to forests.

5. Walking through the forest with a fire for light at night.

Leaving glass and glass shards in the forest can cause sunlight to reflect off the glass and ignite the grass.

Children playing with fire in the forest.

Doing something with a fire in the forest for entertainment or display; lighting a fire.

Planting tall trees like cypress trees in hilly areas can cause the tree to attract lightning, catch fire, and the fire to spread.

It results from projectiles fired into the air. 11. Extreme heat and the effects of climate change.

Deliberately started forest fires

1. Fires started to conceal illegal activities carried out in the forest.

2. To drive away wild animals.

Generating income.

Burning a forest to enlarge or clear land for farming, or a fire getting out of control after setting a forest on fire for this reason.

A forest fire is a fire caused by natural or human causes that partially or completely destroys forests.

burning Fires caused by natural causes such as lightning strikes, volcanic eruptions and high temperatures, and human fires caused by smoking, agricultural products

caused by wildfires. Burning forests causes a lot of ecological damage, with climate change and drought being the main consequences.

Precautions

Some of the things we need to do to protect forests against fires;

Glass and glass shards should not be thrown into forests. (Glass can focus sunlight.

The focused light can cause grass to catch fire through ignition and and may

therefore cause a fire).

Barbecue ashes should not be poured before extinguishing. Because there is a possibility that the grass may ignite and start a fire.

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Public awareness should be raised by officials and environmental organizations, seminars and conferences should be organized on this issue.

We should not light a fire in the forest, and if we have to light a fire, we should do so by placing stones around the fire in an area without grass.

List of causes of forest fires caused by negligence, carelessness and natural cause

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Lighting a fire in the forest without taking safety precautions.

Leaving the fire unextinguished. Especially leaving the fire lit for barbecue unextinguished.

Throwing unextinguished cigarette butts and matches on the ground.

Burning unwanted weeds or stubble in the fields within or adjacent to the forest.

Walking around with fire in the forest for lighting at night.

Leaving glass and broken glass in the forest, sunlight reflecting off the glass and burning the grass. 7.Children playing with fire in the forest.

Doing things with fire in the forest for entertainment or demonstration, lighting fires.

Planting tall trees such as cypresses in hilly areas, as a result of which the tree burns by attracting lightning and the fire spreads.

It is caused by bullets fired into the air. 11.Extreme heat and the effects of climate change Intentional forest fires

Fires set to hide illegal activities in the forest.

To drive away wild animals.

To generate income.

Burning the forest in order to enlarge fields or open fields, or when the forest is Burned for this reason and the fire gets out of control.

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Environmental Impacts

What are the side effects of perfumes?

For many people , **perfume** is a part of their daily beauty routine. However, perfumes can be irritating or even harmful for some people. The harms of perfumes include health problems due to their chemical components and environmental damage.
It is receiving.

Many perfumes contain synthetic chemicals, and some of these chemicals... It can cause allergic reactions and respiratory problems in humans. Symptoms such as shortness of breath, headache, nausea, eye and skin irritation are among the most common harmful effects of inhaling perfume. **These** are points to consider. For some people, the scent of perfume can trigger sinus problems and even asthma.

According to research, prolonged exposure to strong perfume scents is as harmful as passive smoking.

Perfumes also have the potential to harm the environment. Chemicals can harm the environment at many stages, from perfume production to waste . Perfumes also contribute to air pollution. This can cause damage to vegetation. Examples of these perfumes include refillable perfumes.

In summary, it should be remembered that perfume use can cause health problems for some people, harm the environment, and cause discomfort to others . Perfume, especially in enclosed spaces, should be avoided. And it is recommended to use it sparingly in places where other people are present.

What are the harms of perfumes?
Perfume is part of the daily care routine for many people. However, perfumes can be irritating and even harmful to some people. Harmful effects of perfumes include factors such as health problems and environmental damage due to their chemical components.

Many perfumes contain synthetic chemicals, and these Chemicals can cause allergic reactions and respiratory problems in some people. Symptoms such as breathing difficulties, headache, nausea, eye and skin irritation are the most. important points to be considered among the harms of breathing perfume For some people, the smell of perfume can trigger sinus problems and even asthma. According to research, being exposed to intense perfume smells for a long time is as harmful as passive smoking.
Perfumes also have the potential to harm the environment. Chemicals can harm the environment at many stages, from the production of perfumes to waste. Additionally, perfumes can cause air pollution and damage vegetation. We can also give refill perfume types as examples of these perfumes.
In summary, it should be noted that the use of perfume can cause health problems for some people, damage to the environment and discomfort for other people. It is recommended to use perfume sparingly, especially in closed environments and places where there are other people.

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Why are insect repellents harmful?

The most commonly used chemical in fly and insect repellents is DEET, which stands for N,N-diethyl-meta-toluamide. Developed and patented by the American military in the 1940s, research has shown that this poison affects brain cells. Almost all fly repellent sprays contain DEET as their active ingredient. Numerous scientific publications demonstrate the dangers of this chemical. For example, prolonged exposure to DEET in mice has shown behavioral disorders and death. Therefore, you wouldn't want your child to inhale or have this poison come into contact with their skin.

Insect repellents containing DEET as the active ingredient have been proven to cause allergic reactions and seizures. The risk is even greater, especially in young children. These products are also known to negatively affect concentration, causing memory problems and learning difficulties.

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negatively affect concentration and cause memory problems and learning difficulties.

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The Effects of Sunscreen on Seas and Corals: Seas and oceans are a biological ecosystem on Earth.
These are ecosystems that are quite rich in terms of biodiversity. However, These delicate ecosystems are facing environmental changes caused by human activities. Sunscreens too.
This could be one of the effects. Some chemicals in sunscreens may have an impact on marine life and coral reefs.
It is known to lead to negative consequences.

Harmful Sunscreens

Some sunscreens that are thought to potentially harm marine ecosystems include:

1. Sunscreens Containing Oxybenzone

Oxybenzone is a chemical filter agent commonly used in sunscreens. However, sunscreens containing oxybenzone can cause coral bleaching. Therefore, sunscreens containing oxybenzone should be avoided due to their impact on marine ecosystems.

2. Sunscreens Containing Octinoxate

Octinoxate is another chemical that provides effective protection against UV rays and is frequently used in sunscreens. However, it is thought to have negative effects on some marine organisms. Therefore, sunscreens containing octinoxate should be avoided to protect ocean life.

3. Sunscreens Containing Parabens

Parabens are common chemicals used as preservatives in sunscreens and cosmetics. However, parabens are thought to have the potential to harm marine ecosystems.
Therefore, by adopting an environmentally friendly approach, sunscreens containing parabens should be avoided.

The Effect of Sunscreen on Seas and Corals Seas and oceans are biological sources on Earth.
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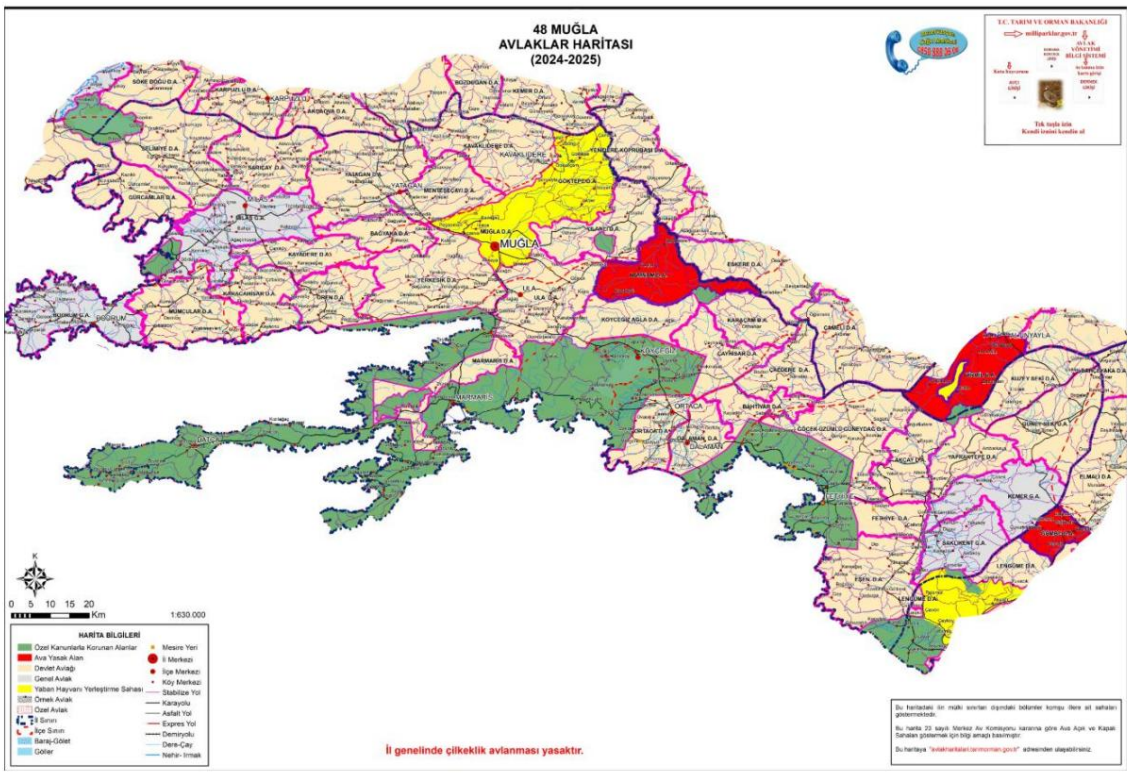

BIODIVERSITY IN MUÿLA

Muÿla is a province located in southwestern Türkiye, boasting rich natural beauty and significant biodiversity. Situated in the Aegean Region, Muÿla is home to many different species of living organisms, with diverse ecosystems stretching from the sea to the mountains.

The biodiversity of Muÿla includes the following:

1. Plant Species

Muÿla has a Mediterranean climate, so it has vegetation typical of the Mediterranean region. This means that maquis, forests, and shrubs are common in Muÿla. Additionally, plants typical of the Mediterranean climate, such as olive, thyme, lavender, and laurel, are frequently found here.

2. Animal Species

Muÿla is a region that encompasses both marine and terrestrial life. Furthermore, the forested areas and mountains in the region offer a very rich ecosystem in terms of wildlife.
Some important animal species found in Muÿla:

Birds of prey: Birds of prey such as deer waders and hawks,

Terrestrial animals: Mammals such as wild boar, fox, wolf, and jackal.

Marine life: Sea turtles such as Caretta caretta (sea turtle), and various types of fish.

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Amphibians and reptiles: Various reptiles and amphibians, such as snakes and frogs, are also part of the natural life in the area.

3. Natural Areas

Muÿla has several natural parks and conservation areas that play an important role in the conservation of biodiversity:

Lake District: Wetlands such as Lake Bafa and Lake Sülüngür are important ecosystems home to various bird species.

Special Environmental Protection Areas: Protection areas in places like Bodrum, Marmaris, and Fethiye contribute to the conservation of biodiversity in the region.

The Carian Way: This hiking trail within the borders of Muÿla province is notable for both its natural beauty and ancient ruins.

4. Endemic Species

Muÿla is also noteworthy as a region where endemic plant species of Türkiye can be found. Endemic species are plant and animal species that are found only in a specific region or country and therefore need to be protected. In Muÿla, some of these species are seen as endemic flowers and plants.

5. Conservation Efforts

Muÿla implements various projects and practices to protect its biodiversity. For example, projects aimed at protecting sea turtles, efforts to conserve endemic plants in the region, and conservation efforts for natural habitats are quite common.

Muÿla's rich biodiversity also contributes to the development of ecotourism in the region. These natural resources not only contribute to the local economy but also play a significant role in raising environmental awareness.

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FLORA OF MUGLA

Muÿla is a province located in southwestern Türkiye, notable for its rich vegetation and flora. This region is under the influence of the Mediterranean climate and is home to a wide variety of plant species. The flora of Muÿla typically includes a mixture of Mediterranean and Aegean vegetation. Here are some key characteristics and important plant species of Muÿla's flora:

Characteristics of Muÿla Flora:

Mediterranean Climate: In Muÿla, summers are hot and dry, while winters are mild. This climate provides suitable conditions for the spread of Mediterranean-type vegetation.

Forests: Muÿla is one of the provinces in Türkiye with significant forest areas. These forests are generally covered with tree species such as Scots pine, black pine, and fir. Rich forests are particularly found in regions such as Yataÿan, Marmaris, Fethiye, and Datça.

Endemic Plants: Muÿla is one of the regions in Türkiye rich in endemic plants. This means that some plant species are unique to this region.

Some Important Plant Species Found in Muÿla:

Brutian pine (Pinus brutia): A large part of the forests in Muÿla are covered with brutian pine trees. This species is one of the symbolic trees of the region.

Maquis: Maquis, the typical vegetation of the Mediterranean climate, is found in large areas of Muÿla. Maquis consists of olive trees, laurel, thyme, lavender, and shrubs.

Olive (Olea europaea): Muÿla is one of Türkiye's leading olive-producing regions. Olive trees are particularly common in areas such as Fethiye and Marmaris.

Carob (Ceratonia siliqua): Carob is another plant native to the Mediterranean climate and grows in the coastal areas of Muÿla.

Sweetgum (Liquidambar orientalis): Sweetgum trees are also found in some forests of Muÿla. These trees generally grow in areas with high humidity.

Common Flowers and Other Plants in Muÿla:

Orchid Species: Muÿla is a region where various orchid species grow in their natural habitat.

Tulips: Tulips, which are native to the Mediterranean region and grow especially in some areas of Muÿla, also contribute to the flora.

Garlic: Garlic species that grow naturally in mountainous areas are also part of the flora of Muÿla.

Muÿla's flora, with its rich biodiversity, is attractive to both scientific researchers and nature lovers.
This diversity also contributes to the healthy functioning of the region's ecosystem.

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Muÿla's flora, with its rich biodiversity, is attractive to both scientific researchers and nature lovers. This diversity also contributes to the healthy functioning of the region's ecosystem.

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Where is Muÿla and how to get there?

Muÿla is a province located in southern Türkiye, in the Aegean Region. Known for its famous holiday resorts such as Bodrum, Marmaris, and Fethiye, Muÿla is popular for both its seaside tourism and natural beauty.
Muÿla also boasts numerous bays and beaches along its coastline, stretching from Fethiye to Datça.

How to get to Muÿla?

By Plane: There is no direct airport to the center of Muÿla province, but the closest airports to Muÿla are Dalaman Airport and Milas-Bodrum Airport. Dalaman Airport is approximately 100 km from the center of Muÿla province, while Bodrum Airport is approximately 60 km away. It is possible to find direct flights to these airports from major cities such as Istanbul and Ankara. From the airport, you can reach the center of Muÿla province or holiday resorts by bus, taxi, or rental car.

By bus: Muÿla can be reached by bus from many cities in Turkey. Bus services operate from cities such as Istanbul, Ankara, and Izmir to Muÿla city center and its districts. Journeys can take approximately 12-14 hours.

By car: If you want to go to Muÿla by your own vehicle, you will need to travel for approximately 10 hours from Istanbul. Reaching it by road via ÿzmir is also an option. It is easily accessible via highways and connecting roads.

You can choose different routes to get to Muÿla; the duration and comfort of your journey will depend on your personal preference.

BICYCLE PATHS:

Muÿla, with its natural beauty and diverse cycling routes, is an attractive destination for cycling enthusiasts. Here are some cycling paths and routes you can explore in Muÿla:

1. Leleg Trail: This route, starting from Etrim Village and extending to Turgutreis Sabancÿ Park, is a total of 185 km long. The main route is 88 km (green line), and it is enriched with 97 km of connecting routes (yellow line). The Leleg Trail is marked as both a walking and cycling route.

2. Marmaris Cycling Routes: 20 marked cycling routes totaling 710 km in and around Marmaris.
There are several routes. These routes cover the Akyaka, Marmaris, and Datça regions.
MARMARISHABER.NET

3. Köyceÿiz, Ortaca and Dalaman Bicycle Paths: This region has a total of 740 km of marked bicycle paths.
There are various routes available. There are a total of 14 routes, including 5 in Köyceÿiz, 4 in Ortaca, and 5 in Dalaman, as well as connecting routes between them.

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THEECOTRAILS.COM.TR

4. Gökova Cycling Tour: Cycling tours organized in the Gökova region offer various routes. For example, a tour starting from Bodrum and covering Marmaris and Datça is a total of 330.70 km long.
TR.WIKILOC.COM

5. Ula Bicycle Path: Muÿla Metropolitan Municipality is constructing a bicycle path totaling 1,900 meters in length on Cumhuriyet Street and Gökalp Gündüz Street in the Ula district.
MUGLA.BEL.TR

6. Muÿla City Center Bicycle Paths: Muÿla Metropolitan Municipality has constructed 33 kilometers of bicycle paths throughout the province. These paths aim to alleviate urban traffic congestion and encourage bicycle use.
CYCLISTMAG.COM.TR

When planning your cycling routes, you can contact local cycling clubs and tourism offices for up-to-date information and maps. It's also important to prepare accordingly, considering the difficulty levels of the routes and weather conditions.

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ÿ OUR GOALS REGARDING SUSTAINABILITY

WE THANK ALL OF OUR EMPLOYEES AND STAKEHOLDERS WHO PROVIDED SUPPORT IN ACHIEVING THIS .