



SEADEN
Hotels

SİDE ANTALYA TURKEY



2024 SUSTAINABILITY REPORT

As Seaden Hotels; we are pleased to present our sustainability report covering the period of January 1, 2024- December 31, 2024, with our stakeholders.

As Seaden Hotels; we are aware and determined regarding our responsibilities for sustainable tourism and development. We are working to leave a better world for future generations.

Our corporate vision, mission, values, and ethical principles guide us in fulfilling these responsibilities.

In this report, our sustainability performance in the economic, environmental , and social areas, based on the Sustainability Reporting Guidelines Standards, is evaluated.

Within this scope, topics such as waste management, water and energy management , occupational health and safety, supplier and stakeholder relations, and human resources management are addressed.

While focusing on human rights and environmental awareness, and continuing our activities with the vision of becoming a globally recognized brand that prioritizes the satisfaction of our guests and employees;

Our mission is to be a resort hotel that serves all our guests from all over the world without ever compromising on high guest satisfaction, while also ensuring the highest satisfaction of our employees and supporting sustainable living.

SEADEN COROLLA HOTEL

LOCATED IN THE KUMKOY AREA, IT IS APPROXIMATELY 4 KM FROM THE ANCIENT CITY OF SIDE, 7 KM FROM MANAVGAT , 70 KM FROM ANTALYA, AND 64 KM FROM ANTALYA INTERNATIONAL AIRPORT. COROLLA HOTEL HOTEL HAS 404 ROOMS AND SERVES WITH AN ALL-INCLUSIVE SYSTEM.



SEADEN SEA WORLD RESORT SPA

OPENED IN MAY 2009 AND STARTED HOSTING ITS GUESTS. OUR FACILITY, WHICH HAS A TOTAL OF 674 ROOMS, IS LOACTED IN KIZILAGAC TOURISM CENTER AND SERVES WITH AN ALL-INCLUSIVE SYSTEM. IT IS 70 KM FROM THE AIRPORT ,10 KM FROM MANAVGAT CITY CENTER , AND 15 KM FROM SIDE.

SEADEN SEA PLANET RESORT SPA

IT WAS OPENED IN MAY 2013. OUR FACILITY WITH A TOTAL OF 460 ROOMS IS LOCATED IN KIZILOT TOURISM CENTER AND PROVIDES SERVICES WITH AN ALL-INCLUSIVE SYSTEM. IT IS 75 KM FROM THE AIRPORT, 15 KM FROM MANAVGAT CITY CENTER AND 20 KM FROM SIDE.



SEADEN VALENTİNE RESORT SPA

OUR FACILITY WITH A TOTAL OF 322 ROOMS IS LOCATED IN THE SIDE TOURISM CENTER, PROVIDES SERVICES WITH A +16 AGE CONCEPT AND ALL-INCLUSIVE SYSTEM. IT IS 64 KM FROM THE AIRPORT, 10 KM FROM MANAVGAT CITY CENTER AND 3 KM FROM SIDE.

SEADEN QUALITY RESORT SPA

IT WAS OPENED IN JUNE 2021. OUR FACILITY, WHICH HAS A TOTAL OF 355 ROOMS, IS LOCATED IN THE SIDE TOURISM CENTER AND PROVIDES SERVICES WITH AN ALL-INCLUSIVE SYSTEM. IT IS 64 KM FROM THE AIRPORT, 10 KM FROM MANAVGAT CITY CENTER AND 3 KM FROM SIDE.



SEADEN HOTELS AND SUSTAINABILITY

The concept of sustainability was first included in the UN's "Our Common Future" report in 1983. The question of what is sustainability is answered in its simplest form as producing without endangering the lives of other living beings today and in the future. Sustainability, which is a very broad concept, is basically addressed under the headings of environmental protection, economic growth and social development.

The sustainable environmental understanding places the principle that existing resources are not unlimited at the center. Accordingly, the resources spent for production are used to the maximum extent in line with the needs and thus sustainability is aimed.

In economic terms, sustainability means sharing resources fairly and consuming them as much as necessary. As a result of excessive consumption, valuable minerals and various food resources are approaching the limit of depletion.

The relationship between social development and sustainability, on the other hand, deals with the protection of human rights in all societies without discrimination. These include elements such as education, health, social justice, security, transportation, water and electricity.

SEADEN HOTELS AND SUSTAINABILITY

Seaden Hotels, which sees sustainability as an integral part of its way of doing business in order to leave a livable world for future generations, acts with the awareness of creating sustainable value for its guests, shareholders, employees and all other stakeholders and integrates this approach into all its processes. In accordance with its corporate culture and identity, the business evaluates sustainability as a whole with its economic, environmental and social dimensions and addresses all relevant laws and legal regulations in its activities.

Seaden Hotels offers services for energy efficiency and renewable energy investments in line with its sensitivity to sustainability, society and environment, and aims to take the necessary measures for effective resource and energy use to protect the natural balance.

It is committed to supporting the sustainability activities it has initiated in order to contribute to a sustainable and livable future. It aims to contribute to society by considering the interests of all its stakeholders and to be a part of the solution in combating all environmental problems.

We determine our sustainability priorities with effective stakeholder participation. In line with the results of our daily, monthly and annual analyses, our sustainability strategy has been structured around energy and resource efficiency, waste management, support for the transition to a low-carbon economy, environmental and social risk management, support for employment, corporate integrity and transformation-oriented studies.


Corporate Quality, Environment, OHS(Occupational Health and Safety), Food Safety Policy

 In light of our values, we continuously measure and improve service quality,

 Continuously monitor, minimize and take necessary precautions against negativities and dangers that will affect the environment in our activities that provide service with guest and employee satisfaction,

 Comply with the laws, constantly increase the level of the team with trainings,

 Continuously conduct research on our business line and follow all innovations that affect guest and employee satisfaction in our businesses,

 Using all energy resources in our company with the motto of maximum energy (Measurement and evaluation) for sustainability, protecting the environment and ensuring its continuity and informing our collaborators on this issue.

Our Child Protection Policy;

OUR CHILDREN ARE THE FUTURE'S TRUST TO US.

It is our primary responsibility to know them as individuals, respect their rights, and protect and monitor them against all kinds of psychological, physical, commercial, etc. exploitation. Within the scope of this responsibility, we know that child welfare and protecting children from all kinds of harm are extremely important and that it is our fundamental duty to protect all children we are involved with from physical and mental abuse.


In Light of These Principles, in All Our Hotels;

We provide environments/opportunities that will contribute to the development of children within the facility, where they can express their thoughts, desires and feelings freely, and where they can feel free and comfortable,

We celebrate and encourage their small successes at every opportunity, and provide guidance to ensure that they understand each other's feelings and thoughts in their communication with other children.

We teach our entire team the types of child abuse (physical, sexual, emotional abuse and neglect), and provide training on child abuse reporting practices and our social obligations in this context.

Our Child Protection Policy;

 We try to be aware of the attitudes and behaviors of parents towards their children, physical-verbal-psychological violence or neglect signs, and to be alert against such cases.


 We make sure that our child guests are under adult supervision in the activities they participate in.

 We make sure that we can reach their parents or another trusted adult in the environments where we entrust our child guests (mini club etc.).

 We organize trainings to raise awareness on the protection of children's rights and support relevant projects,

 When we witness suspicious actions regarding children, we first inform the hotel management and if deemed necessary, we request help from the social support line.

 We inform our employees, subcontractors and subcontractors about the measures we take.

 During the detection of child abuse, our guests will inform the relevant department managers on the (0) extension line at the reception.

Our Employee and Human Rights Policy;

As Seaden Hotels, we know that we must act as a whole, with our understanding of service to all colors of the world, respecting people, protecting human rights, valuing and respecting their opinions, and without discrimination based on gender, language, religion, race.

It is our primary responsibility to treat all our employees fairly, regardless of their sexual orientation, age, gender, ethnic origin, religious belief, disability. In this context, we learn together, get stronger, and find the opportunity to develop economically, personally and professionally. Our sense of belonging is a reflection of our commitment to the team and our work.

We continuously improve the occupational health and safety activities of our employees, subcontractors and suppliers, comply with occupational health and safety laws and regulations, and raise awareness about occupational health and safety.

Respecting people's right to life, watching over and protecting them against all kinds of psychological, physical, commercial, etc. exploitation is our primary responsibility. Within the scope of this responsibility, we know that the well-being of all people in our facility and their protection from all kinds of harm is extremely important and that it is our primary duty to protect all people we are related to from physical and mental harassment.

Our Employee and Human Rights Policy;

FOR THIS,

We adopt an open, equal, transparent, fair, shared management approach that includes our employees,

We offer equal, standard, safe working conditions,

We allow problems to be listened to and solved,

We organize trainings that will serve our company's goals and our personnel's personal development and measure their effectiveness,

We offer continuous monitoring of work performance and professional career planning,

We follow a work and compensation policy that meets legal regulations, fair and determined standards,

We listen to our employees, implement a communication model where ideas can be freely expressed and dialogue is developed,

We make our employees feel safe and protect their personal information,

We prioritize the right to know the place they work, to develop themselves and to receive education,

We ensure that all our employees benefit from the social rights, fringe benefits and awards we offer.

We, who invest in and value people, establish and manage systems that are constantly monitored and improved regarding occupational health and safety. We comply with the laws and provide requirements within the scope of occupational health and safety..

Our Environmental Policy;

As Seaden Hotels, we protect the environment, prevent pollution, and aim to reduce our negative impacts on the environment.

In this context;

We evaluate the impact of the damage we give to the environment within the framework of legal regulations and develop methods to reduce it, We comply with the environmental laws, regulations, legislation and regulations in force for the controlled use of natural resources, and to minimize energy consumption, air, water and soil pollution.

We try to use water, energy and all natural resources economically, we share this sensitivity with our employees, guests and suppliers, We identify our negative impacts on the environment during the execution of our activities in order to protect the environment we live in and ensure its continuity, and we control possible hazards and our waste.

We take care to separate our waste at the source, so we know that more waste will have the chance to be recycled and can be disposed of without harming nature, and we aim to reduce the amount of waste.

We measure our performance in environmental management and monitor this data with targets and try to improve our performance, We aim to educate our employees about the environment, biodiversity and sustainability and increase their sensitivity, We work to ensure the participation of our guests and employees in our environmental policy and work to make it a culture of life.

Our Local Awareness Policy;

As Seaden Hotels, we know the region and local community well, respect their historical values and traditions, and aim to contribute to their economic, social and cultural development.

For this;

We support the protection of local resources and opportunities and the provision of access to them, We ensure that local culture and traditions are protected, we do not allow discrimination in terms of opinion, ethnicity, belief, etc.,

We hold meetings to take into account local characteristics, sensitivities and the needs of the local people in the decisions to be taken, We support the protection of historical and archaeological artifacts,








We work together with the local people to cooperate, protect historical and cultural assets, and prevent the deterioration of the natural texture,

We ensure that the regional economy is contributed to by providing local employment and supply,

We support the introduction of the region's food, activities, culture and traditions to guests, (religious places, cultural places, natural riches, etc.) for this purpose, we first ensure that employees are trained on this subject.

Our Sustainable Purchasing Policy;

In line with our sustainable supply approach, our suppliers;

-  Respectful to society and the environment, sensitive to climate change, conducting resource protection, waste reduction, reuse and recovery activities to ensure energy efficiency,
-  Using its resources in a way that is compatible with nature and effective,
-  Conducting studies within the scope of waste and polluted gas emission management and toxic substance management,
-  Striving to do better than the requirements of the legislation by complying with all legal regulations and standards on environmental and energy issues,
-  Creating a fair working environment for its employees; not discriminating among its employees based on language, race, gender, political views, philosophical beliefs, religion, sect and similar reasons, giving importance to equal opportunities between women and men; regulating the working conditions of pregnant or breastfeeding women in accordance with the law,
-  Values the ideas of its employees and includes them in continuous improvement activities; prevents forced or compulsory work; does not employ child labor; works in compliance with all applicable laws and regulations regarding employment and working life,
-  Organic, bio, vegan, not tested on animals, does not contain harmful chemical components, etc. To offer alternatives, To be a local and indigenous production/service provider, To provide products or services that reflect and promote the cuisine, traditions and culture of our country and region,

We attach importance to this and convey this perspective to our stakeholder suppliers. We try to create efficient purchasing opportunities with our suppliers and aim to reduce the environmental impacts arising from supply processes.

OUR CERTIFICATES AND AWARDS

-  Seaden Corolla Hotel GSTC Sustainable Tourism Certificate
-  Seaden Sea World Resort Spa GSTC Sustainable Tourism Certificate
-  Seaden Sea Planet Resort Spa GSTC Sustainable Tourism Certificate
-  Seaden Valentine Resort Spa GSTC Sustainable Tourism Certificate
-  Seaden Quality Resort Spa GSTC Sustainable Tourism Certificate



-  Seaden Corolla Hotel Zero Waste Certificate
-  Seaden Sea World Resort Spa Zero Waste Certificate
-  Seaden Sea Planet Resort Spa Zero Waste Certificate
-  Seaden Valentine Resort Spa Zero Waste Certificate
-  Seaden Quality Resort Spa Zero Waste Certificate

OUR CERTIFICATES AND AWARDS



- Seaden Quality Resort Spa Bicycle Friendly Hotel Certificate








WASTE MANAGEMENT

As Seaden Hotels, we attach importance to **environmental and sustainability issues**, and with the support of our employees and guests, we want to contribute to the protection of the environment.



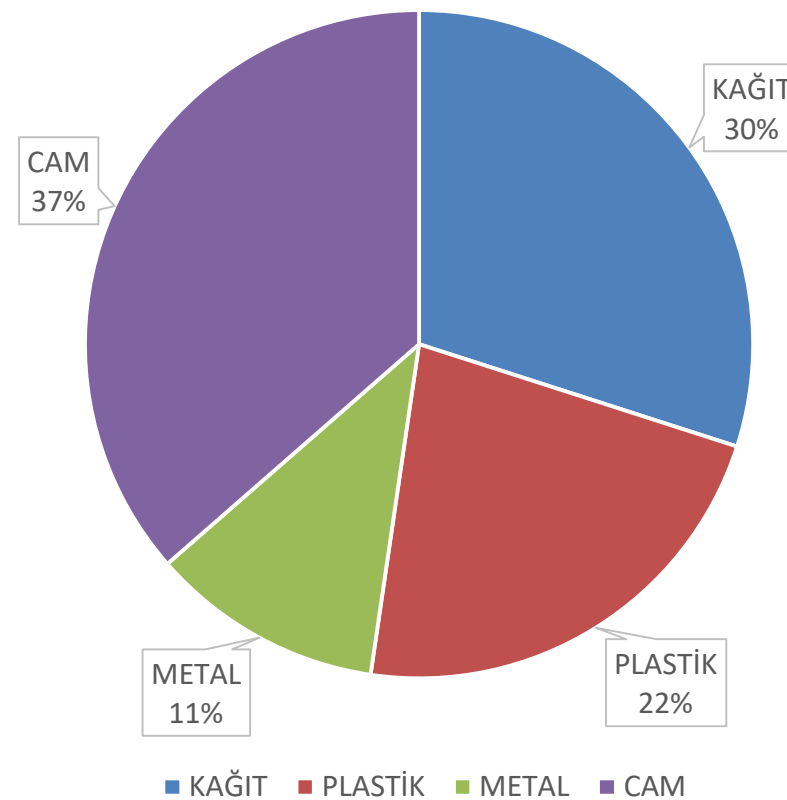
In this context;

-  In our facilities, within the scope of the Zero Waste project, waste is collected by separating it according to product groups and delivered to authorized companies.
-  There are waste separation containers in places where guests and employees can easily reach.
-  Hazardous waste is also collected separately and delivered to authorized companies for disposal or recycling.

The amount of waste per kg and the percentage distribution of glass, plastic, paper and metal waste generated at Seaden Corolla Hotel in 2024 are given in the tables below.

AMBALAJ ATIK TÜRÜ	TÜKETİM (KG)
Cam	14770
Kağıt	12148
Metal	4566
Plastik	9070

ATIK TAKİP 2024



Despite these amounts, the recoveries calculated with the Zero Waste Counter are explained below.



In 2024, a total of 1041.52 kWh of energy was saved by recycling our glass waste, 743.94 kg of greenhouse gas emissions were prevented, 29.76 tons of raw materials were saved, and 37.20 m³ of storage space was saved.



In 2024, a total of 49806.80 kWh of energy was saved by recycling our paper waste, 2150.20 kg of greenhouse gas emissions were prevented, 206.52 trees were saved, and 30.37 m³ of storage space was saved.



In 2024, a total of 2931.37 kWh of energy was saved by recycling our metal waste, 433.77 kg of greenhouse gas emissions were prevented, 5.94 tons of raw materials were saved, and 13.70 m³ of storage space was saved.

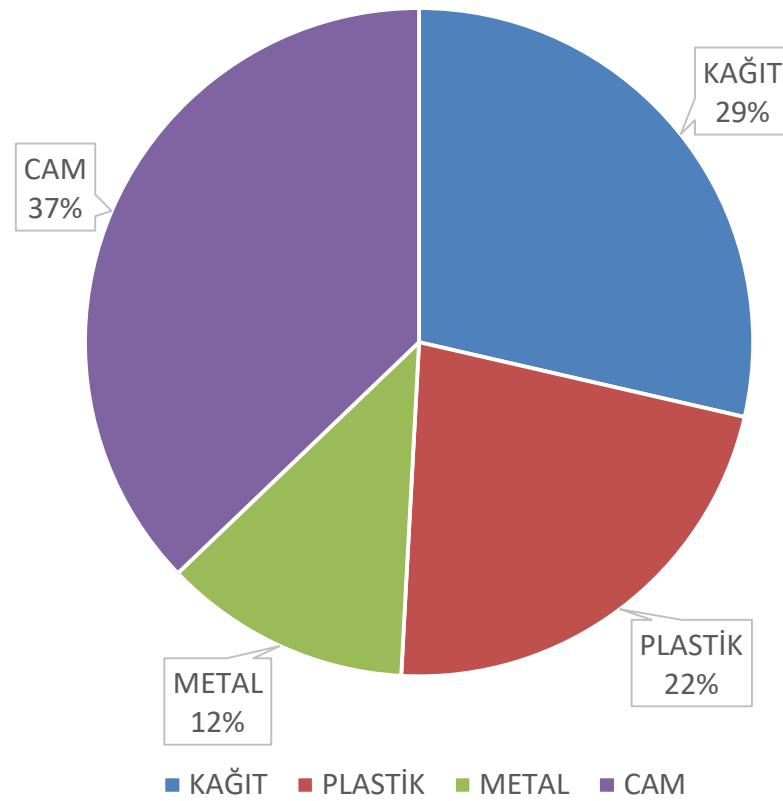


By recycling our plastic waste in 2024, a total of 52370.18 kWh of energy was saved, 371.87 kg of greenhouse gas emissions were prevented, 147.84 barrels of oil were saved and 20.86 m³ of storage space was saved.

The amount of waste per kg and the percentage distribution of glass, plastic, paper and metal waste generated at Seaden Sea World Hotel in 2024 are given in the tables below.

AMBALAJ ATIK TÜRÜ	TÜKETİM (KG)
Cam	22501
Kağıt	17318
Metal	7263
Plastik	13479

ATIK TAKİP 2024



Despite these amounts, the recoveries calculated with the Zero Waste Counter are explained below.



In 2024, a total of 945.04 kWh of energy was saved by recycling our glass waste, 675.03 kg of greenhouse gas emissions were prevented, 27 tons of raw materials were saved, and 33.75 m³ of storage space was saved.



In 2024, a total of 71003.80 kWh of energy was saved by recycling our paper waste, 3065.29 kg of greenhouse gas emissions were prevented, 294.41 trees were saved, and 43.30 m³ of storage space was saved.



In 2024, a total of 4662.85 kWh of energy was saved by recycling our metal waste, 689.99 kg of greenhouse gas emissions were prevented, 9.44 tons of raw materials were saved, and 21.79 m³ of storage space was saved.

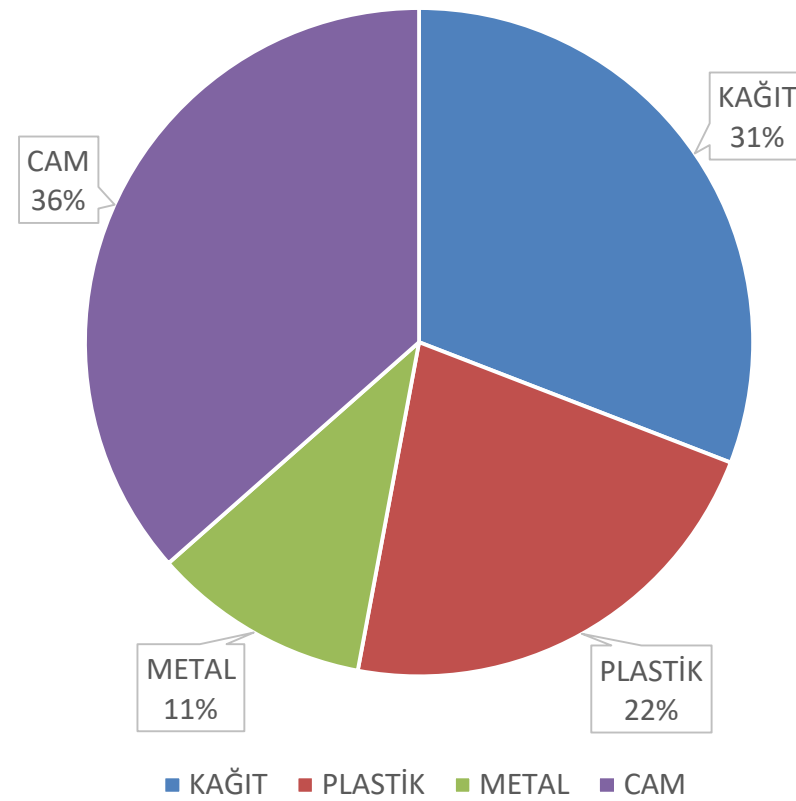


By recycling our plastic waste in 2024, a total of 77827.75 kWh of energy was saved, 552.64 kg of greenhouse gas emissions were prevented, 219.71 barrels of oil were saved and 31 m³ of storage space was saved.

The amount of waste per kg and percentage distribution of glass, plastic, paper and metal waste generated at Seaden Sea Planet Hotel in 2024 are given in the tables below.

AMBALAJ ATIK TÜRÜ	TÜKETİM (KG)
Cam	20313
Kağıt	17177
Metal	5876
Plastik	12283

ATIK TAKİP 2024



Despite these amounts, the recoveries calculated with the Zero Waste Counter are explained below.



In 2024, a total of 853.15 kWh of energy was saved by recycling our glass waste, 675.03 kg of greenhouse gas emissions were prevented, 24.38 tons of raw materials were saved, and 33.75 m³ of storage space was saved.



In 2024, a total of 70425.70 kWh of energy was saved by recycling our paper waste, 3040.33 kg of greenhouse gas emissions were prevented, 292.01 trees were saved, and 42.94 m³ of storage space was saved.



In 2024, a total of 3772.39 kWh of energy was saved by recycling our metal waste, 558.22 kg of greenhouse gas emissions were prevented, 7.64 tons of raw materials were saved, and 17.63 m³ of storage space was saved.

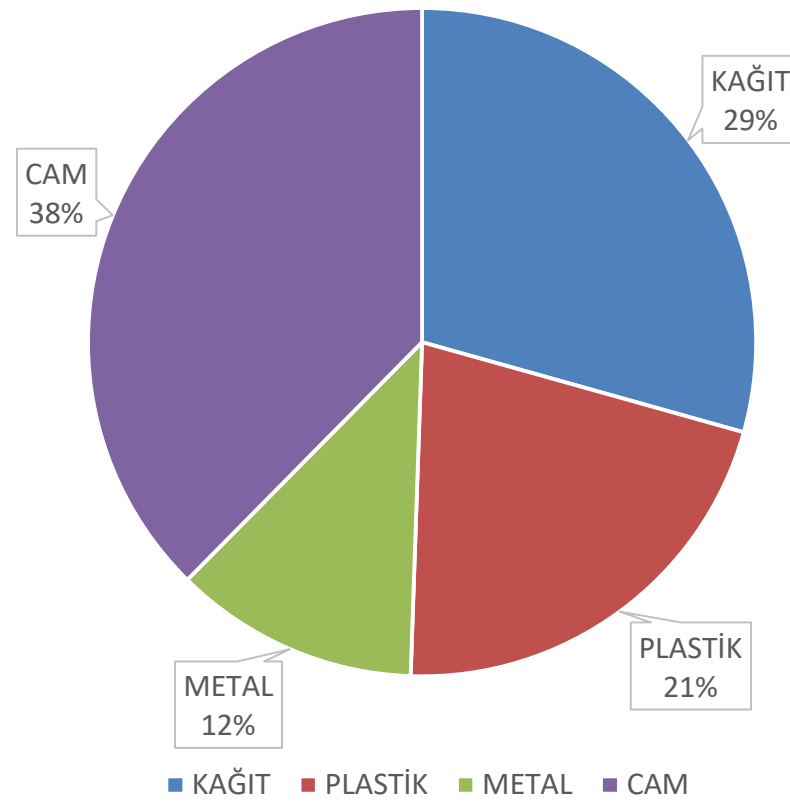


By recycling our plastic waste in 2024, a total of 70922.04 kWh of energy was saved, 503.60 kg of greenhouse gas emissions were prevented, 200.21 barrels of oil were saved and 28.25 m³ of storage space was saved.

The amount of waste generated by Seaden Valentine Hotel in 2024, in kilograms, and the percentage distribution of glass, plastic, paper and metal waste are given in the tables below.

AMBALAJ ATIK TÜRÜ	TÜKETİM (KG)
Cam	13680
Kağıt	10678
Metal	4315
Plastik	7714

ATIK TAKİP 2024



Despite these amounts, the recoveries calculated with the Zero Waste Counter are explained below.



In 2024, a total of 574.56 kWh of energy was saved by recycling our glass waste, 410.40 kg of greenhouse gas emissions were prevented, 16.42 tons of raw materials were saved, and 20.52 m³ of storage space was saved.



In 2024, a total of 43,779.80 kWh of energy was saved by recycling our paper waste, 1,890.01 kg of greenhouse gas emissions were prevented, 181.53 trees were saved, and 26.70 m³ of storage space was saved.



In 2024, a total of 2,770.23 kWh of energy was saved by recycling our metal waste, 409.93 kg of greenhouse gas emissions were prevented, 5.61 tons of raw materials were saved, and 12.95 m³ of storage space was saved.

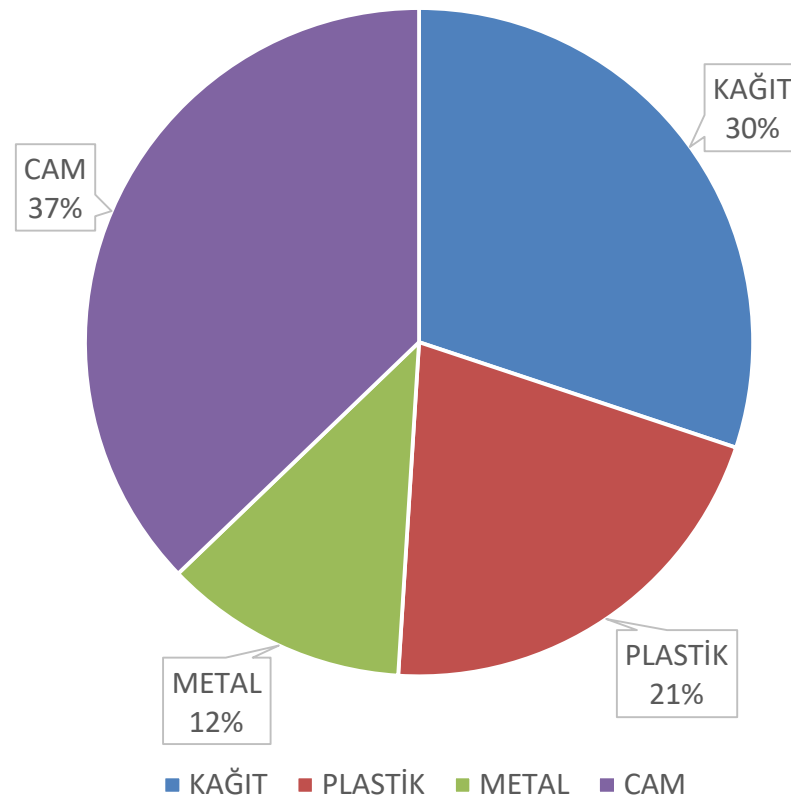


By recycling our plastic waste in 2024, a total of 44540.64 kWh of energy was saved, 316.27 kg of greenhouse gas emissions were prevented, 125.74 barrels of oil were saved and 17.74 m³ of storage space was saved.

The amount of waste per kg and the percentage distribution of glass, plastic, paper and metal waste generated at Seaden Quality Hotel in 2024 are given in the tables below.

AMBALAJ ATIK TÜRÜ	TÜKETİM (KG)
Cam	24798
Kağıt	20083
Metal	7886
Plastik	33931

ATIK TAKİP 2024



Despite these amounts, the recoveries calculated with the Zero Waste Counter are explained below.



In 2024, a total of 1041.52 kWh of energy was saved by recycling our glass waste, 743.94 kg of greenhouse gas emissions were prevented, 29.76 tons of raw materials were saved, and 37.20 m³ of storage space was saved.



In 2024, a total of 82340.30 kWh of energy was saved by recycling our paper waste, 3554.69 kg of greenhouse gas emissions were prevented, 341.41 trees were saved, and 50.21 m³ of storage space was saved.



In 2024, a total of 5062.81 kWh of energy was saved by recycling our metal waste, 749.17 kg of greenhouse gas emissions were prevented, 10.25 tons of raw materials were saved, and 23.66 m³ of storage space was saved.



By recycling our plastic waste in 2024, a total of 80437.59 kWh of energy was saved, 571.17 kg of greenhouse gas emissions were prevented, 227.08 barrels of oil were saved and 32.04 m³ of storage space was saved.



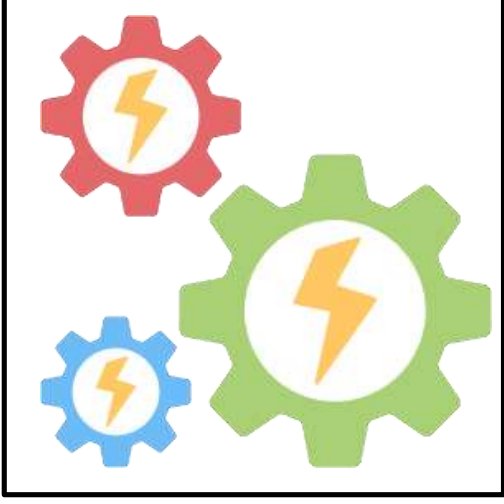
ENERGY MANAGEMENT

One of the most important steps regarding sustainability is **to ensure energy efficiency**. With the efforts to reduce natural resource consumption, the rates of reaching the targets are monitored daily, monthly and annually; increases / decreases in electricity, water, natural gas, LPG consumption are detected and necessary corrections are made.

As Seaden Hotels, we are aware of the negativities that the rapid depletion of energy resources will bring and the damage that fossil fuels cause to the environment. Therefore, we continue projects to benefit from renewable energy sources.

ISO 50001 Energy Management System is established in all our facilities and the certification processes are ongoing.






In this context;


 Our guests are informed about our environmentally friendly practices and their support for the process is requested.

 Electronic key cards that cut off the energy flow when you are not in the room are used in our rooms.

 Many areas within the facility have been designed to reduce energy consumption by taking advantage of daylight.

 In all rooms and general areas in our hotels, energy-saving lighting or LED lighting is used instead of incandescent or mercury-containing bulbs to save energy and reduce the amount of hazardous waste.

 Sensors are used for lighting in common areas such as toilets, corridors, employee areas and ground floors where there is less light. Thus, unnecessary use of lighting energy is prevented.

 The wicks and seals of cold units, freezers, ice machines and ovens are checked periodically and worn ones are replaced; possible energy losses are minimized by performing maintenance and cleaning of electrical devices at certain intervals.

 Low-consumption equipment and systems are preferred.

 Employees are continuously trained on energy saving.



USE OF NATURAL RESOURCES

We always try to seize the opportunities to protect nature, protect our cultural heritage, use resources more economically, focus on sharing and helping each other with human values, increase the sense of belonging in our employees, develop together and by learning, protect our most valuable assets, our children and women, with a fair and equal perspective, communicate more with the region and local people, and develop the region we are in.

We plan our business processes in this direction. We try to raise awareness of all our employees, business partners and guests on this issue with the Environmental Management System for the conscious consumption of Natural Resources.

7 ERIŞİLEBİLİR VE
TEMİZ ENERJİ



12 SORUMLU ÜRETİM
VE TÜKETİM



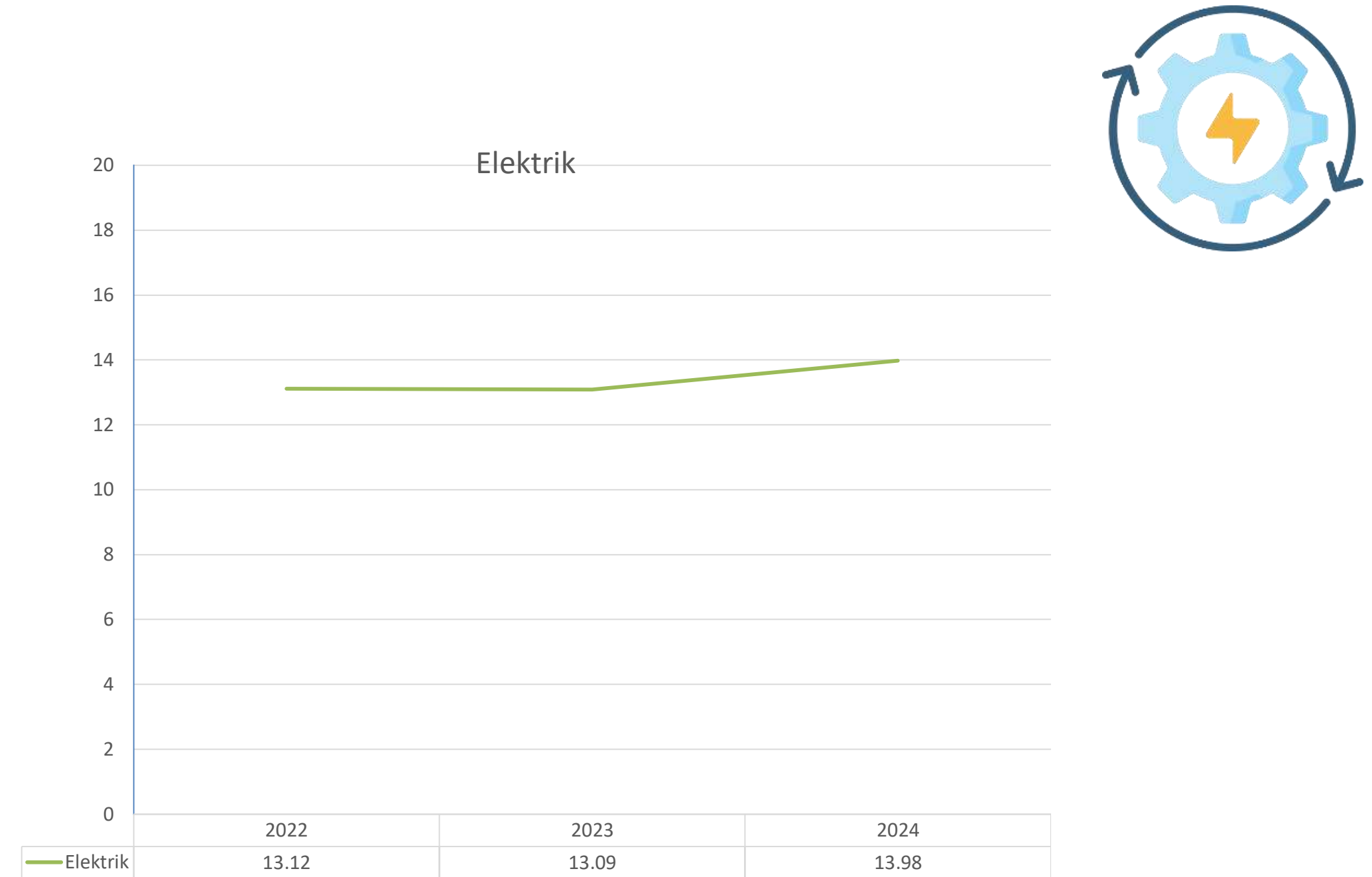
ELECTRICITY USE

Analysis of the last 3 years of electricity consumption per person for Seaden Corolla Hotel has been seen to be

13.12 kWh in 2022,

13.09 kWh in 2023 and

13.98 kWh in 2024.



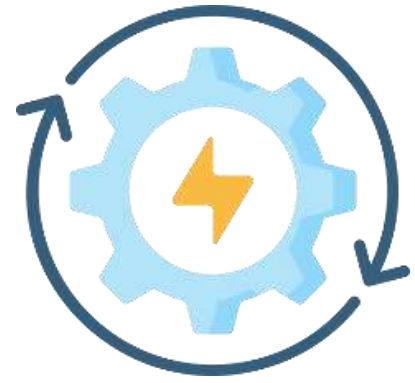
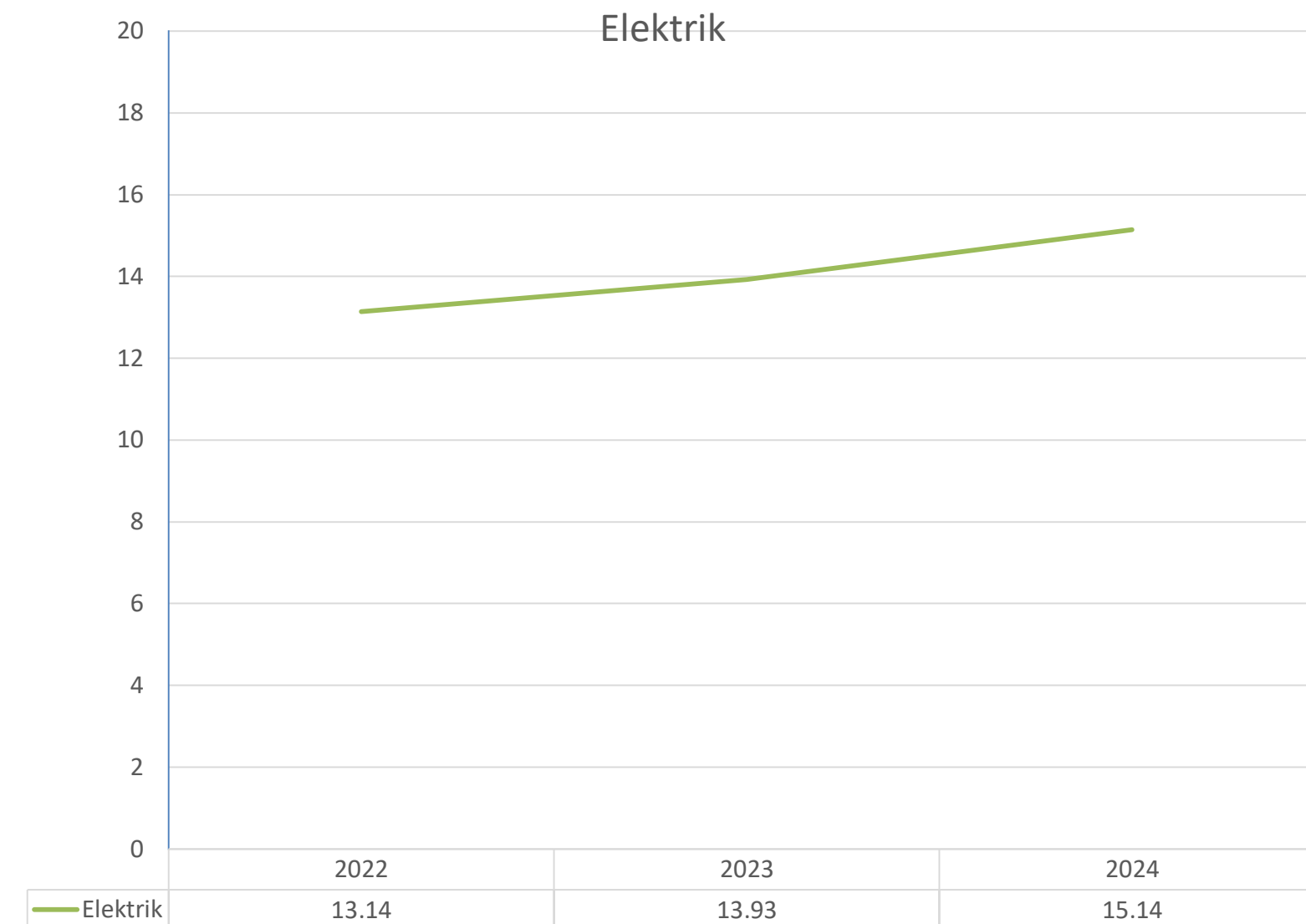
ELECTRICITY USE

When looking at the electricity consumption per person for the last 3 years for Seaden Sea World Hotel, it was seen that it was

13.14 kWh in 2022,

13.93 kWh in 2023 and

15.14 kWh in 2024.



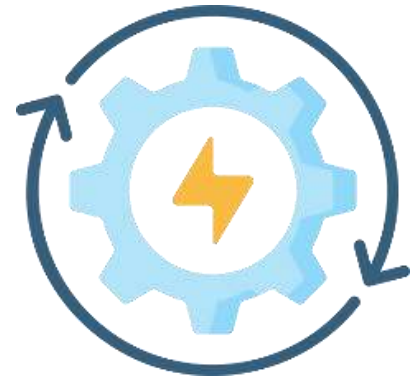
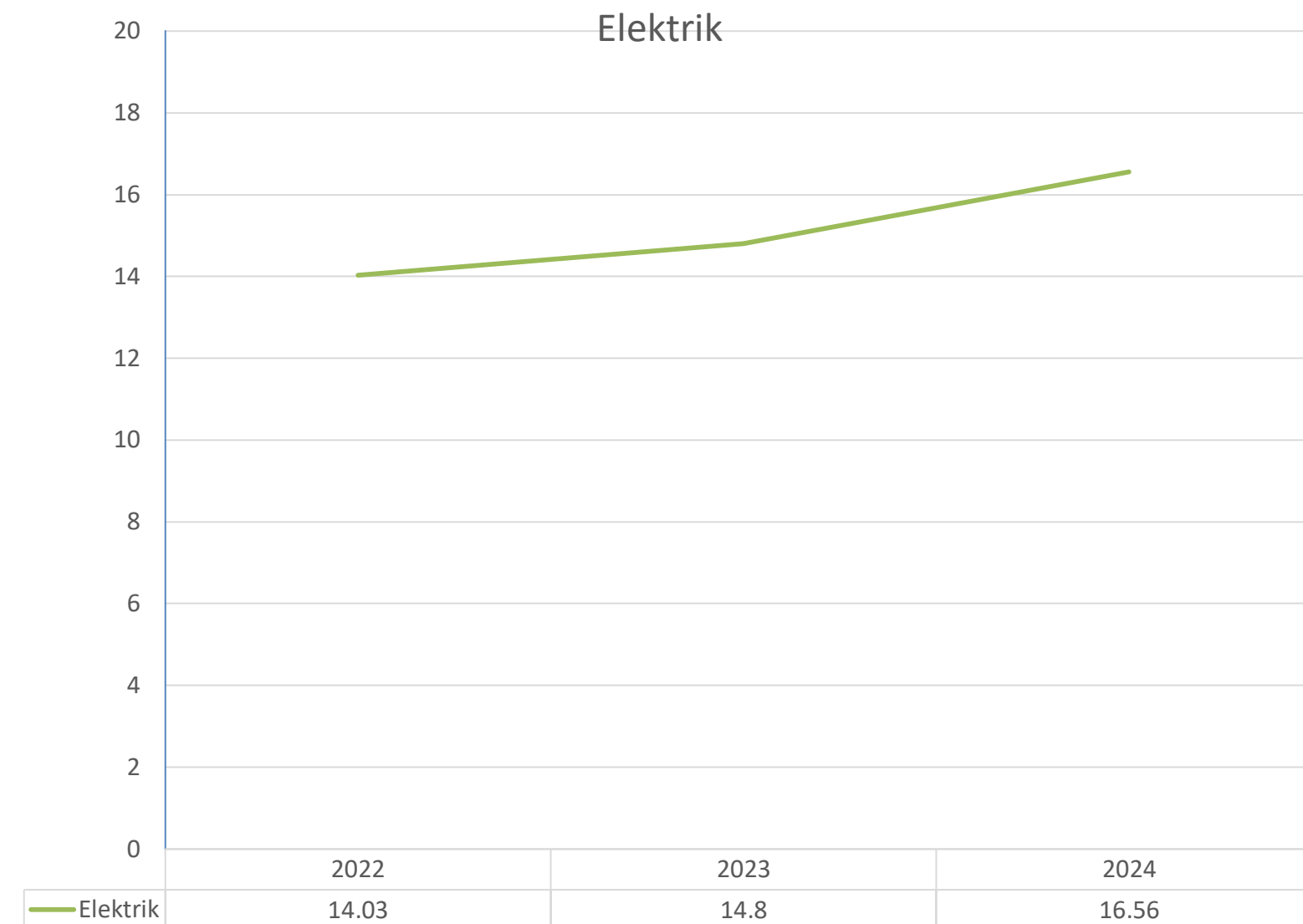
ELECTRICITY USE

When looking at the electricity consumption per person for the last 3 years for Seaden Sea Planet Hotel, it was seen that it was

14.03 kWh in 2022,

14.80 kWh in 2023 and

16.56 kWh in 2024.



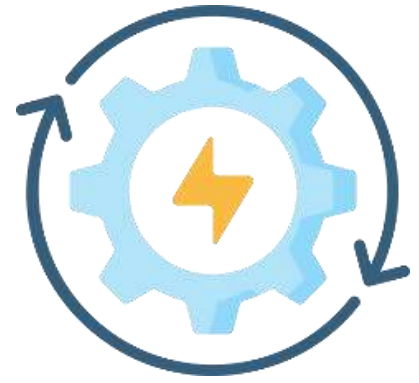
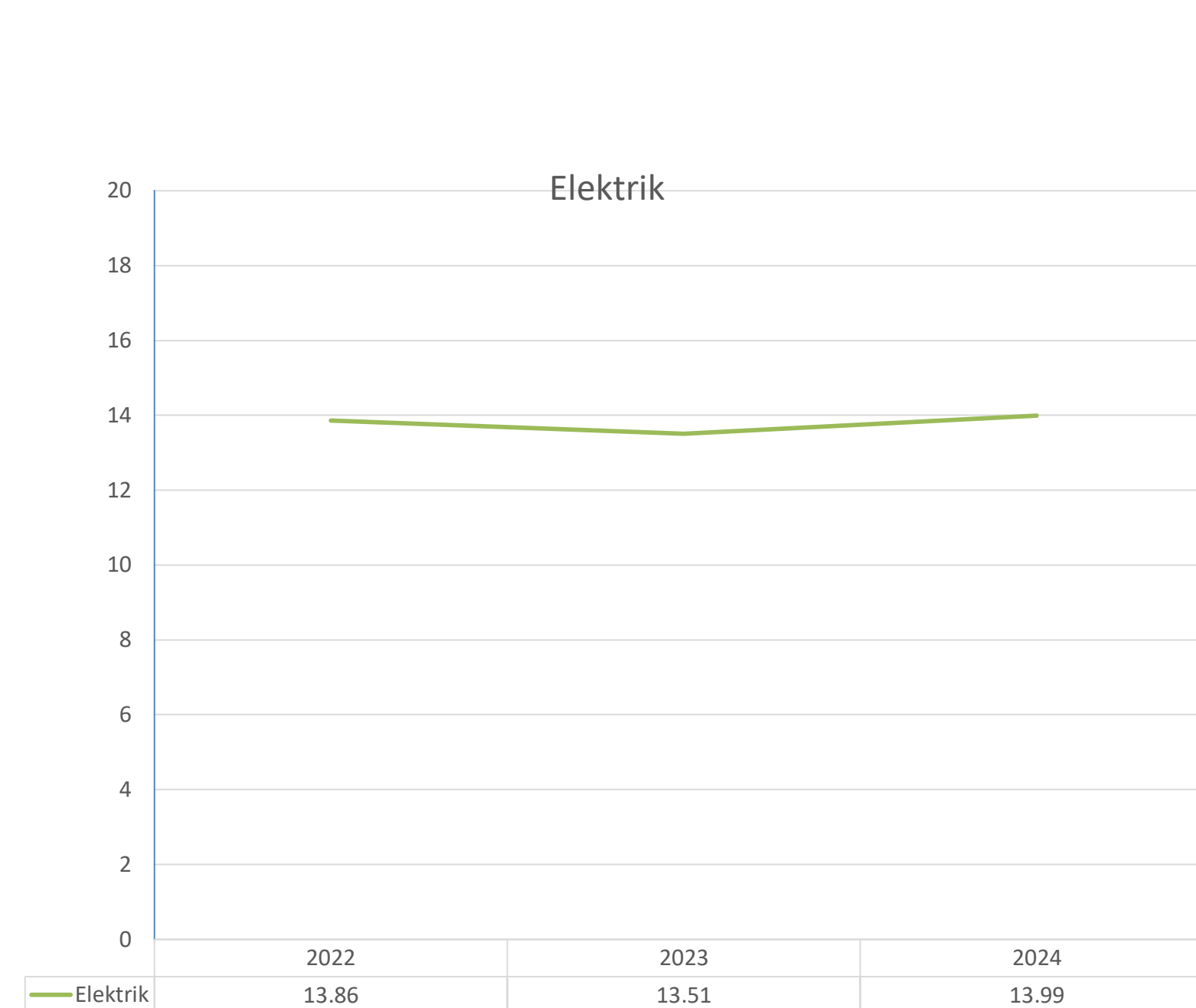
ELECTRICITY USE

When looking at the electricity consumption per person for the last 3 years for Seaden Valentine Hotel, it was seen that it was

13.86 kWh in 2022,

13.51 kWh in 2023 and

13.99 kWh in 2024.



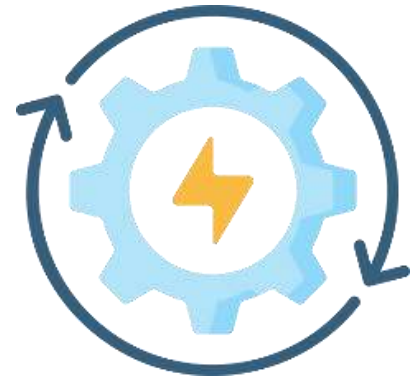
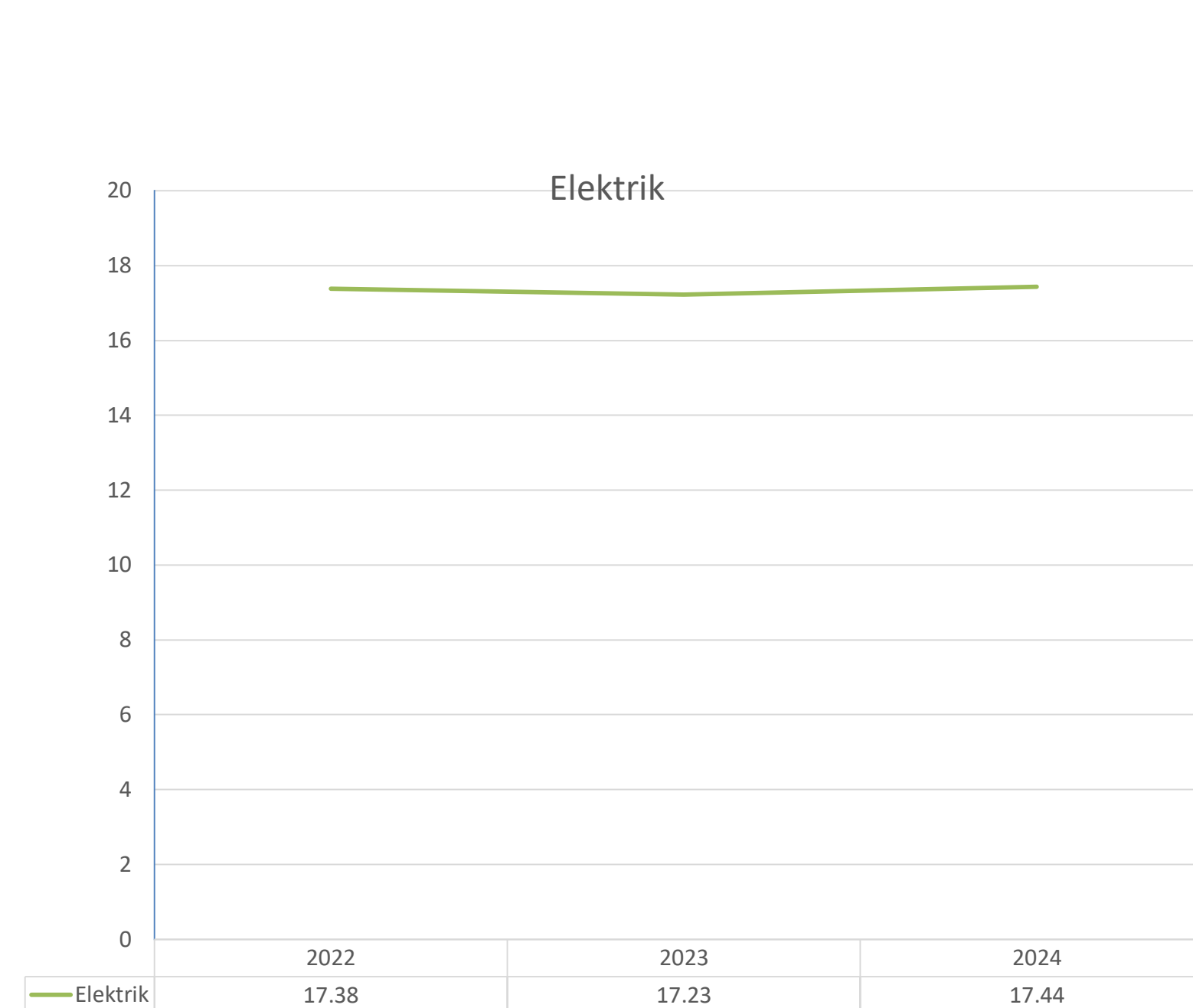
ELECTRICITY USE

When looking at the electricity consumption per person for the last 3 years for Seaden Quality Hotel, it was seen that it was

17.38 kWh in 2022,

17.23 kWh in 2023 and

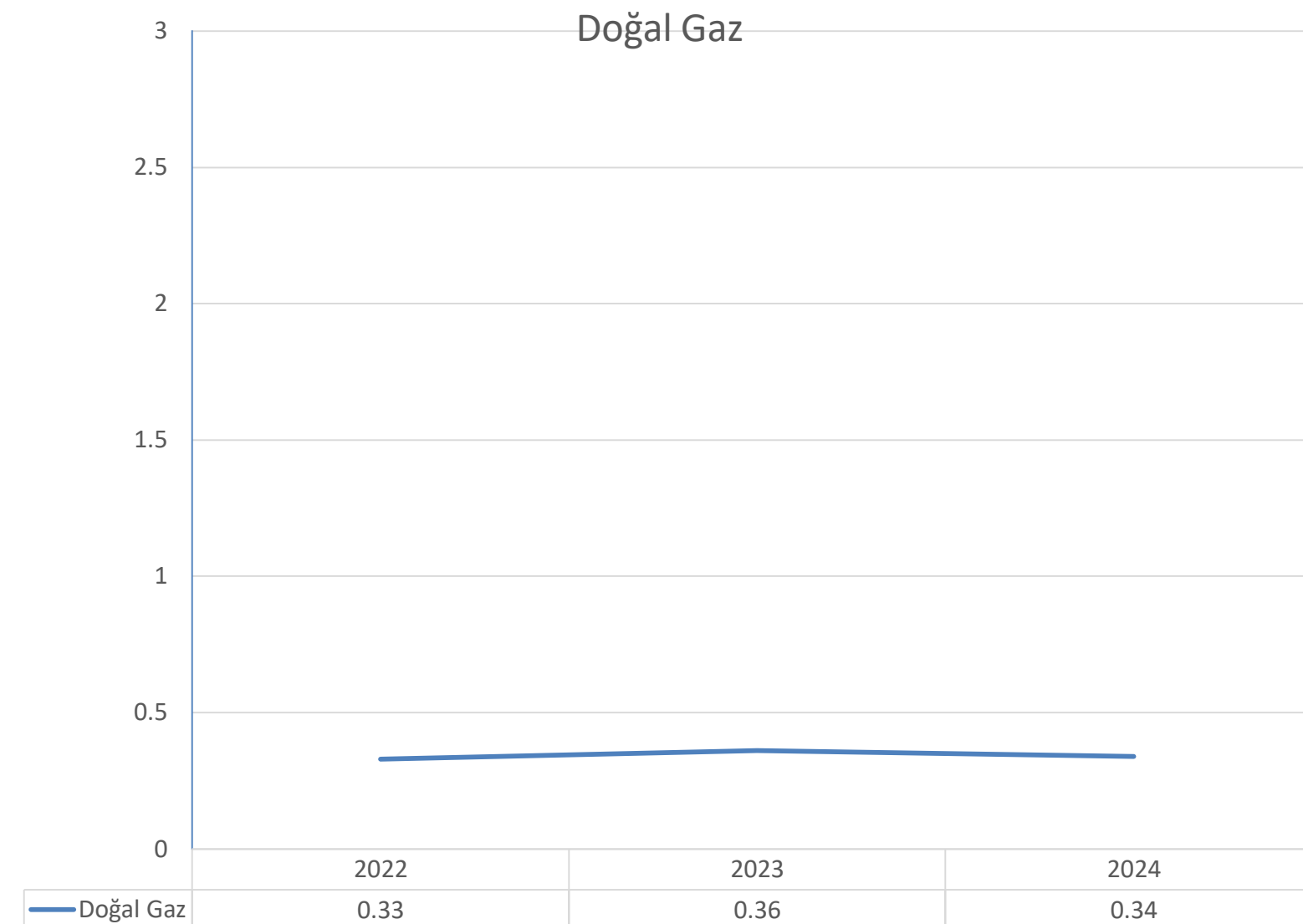
17.44 kWh in 2024.



NATURAL GAS USE

When looking at the natural gas consumption per person for the last 3 years for Seaden Corolla Hotel, it was seen that it was

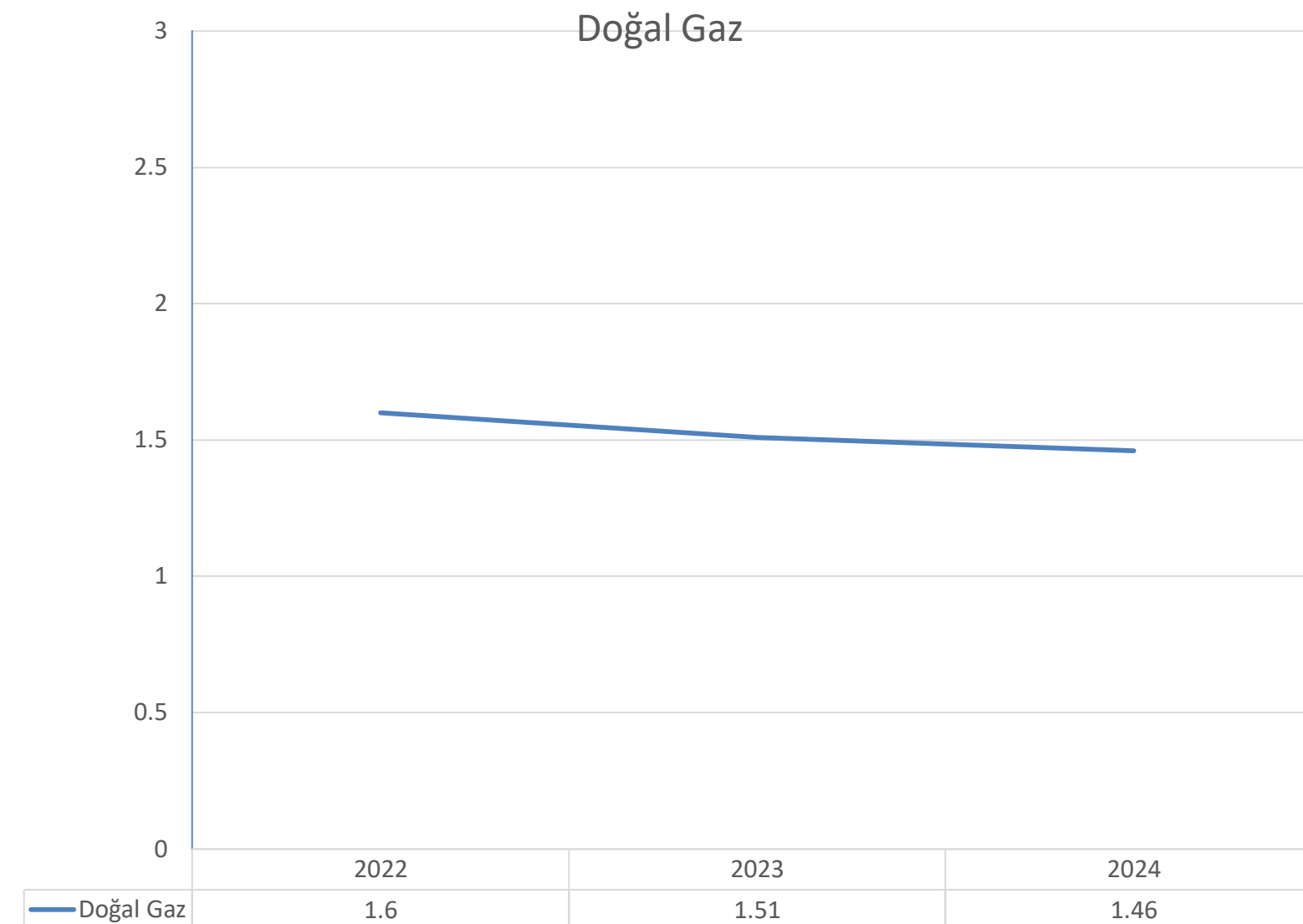
0.33 kg in 2022,
0.36 kg in 2023 and
0.34 kg in 2024.



NATURAL GAS USE

When looking at the natural gas consumption per person for the last 3 years for Seaden Sea World Hotel, it was seen that it was

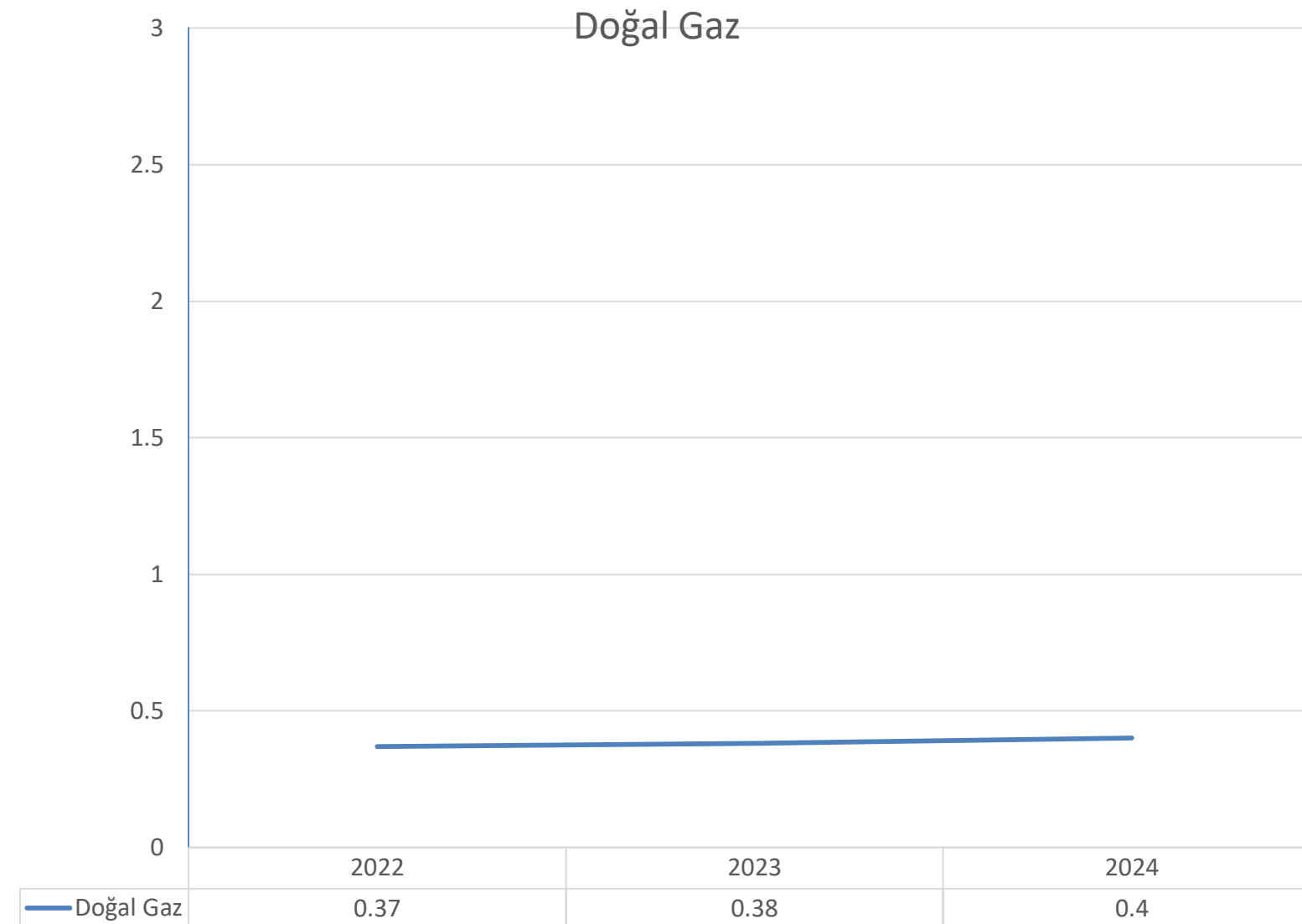
1.60 kg in 2022,
1.51 kg in 2023 and
1.46 kg in 2024.



NATURAL GAS USE

When looking at the natural gas consumption per person for the last 3 years for Seaden Sea Planet Hotel, it was seen that it was

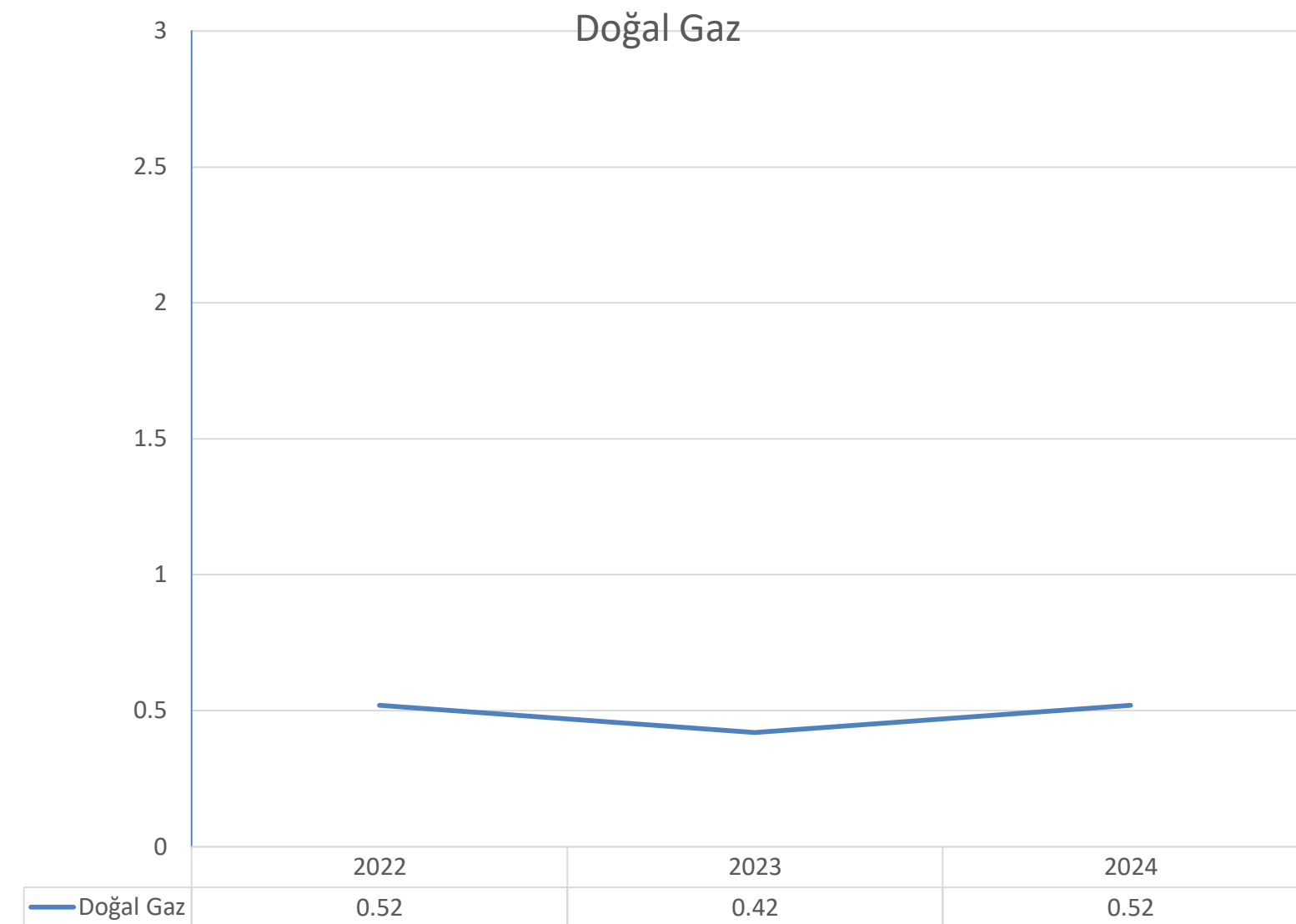
0.37 kg in 2022,
0.38 kg in 2023 and
0.40 kg in 2024..



NATURAL GAS USE

When looking at the natural gas consumption per person for the last 3 years for Seaden Valentine Hotel, it was seen that it was

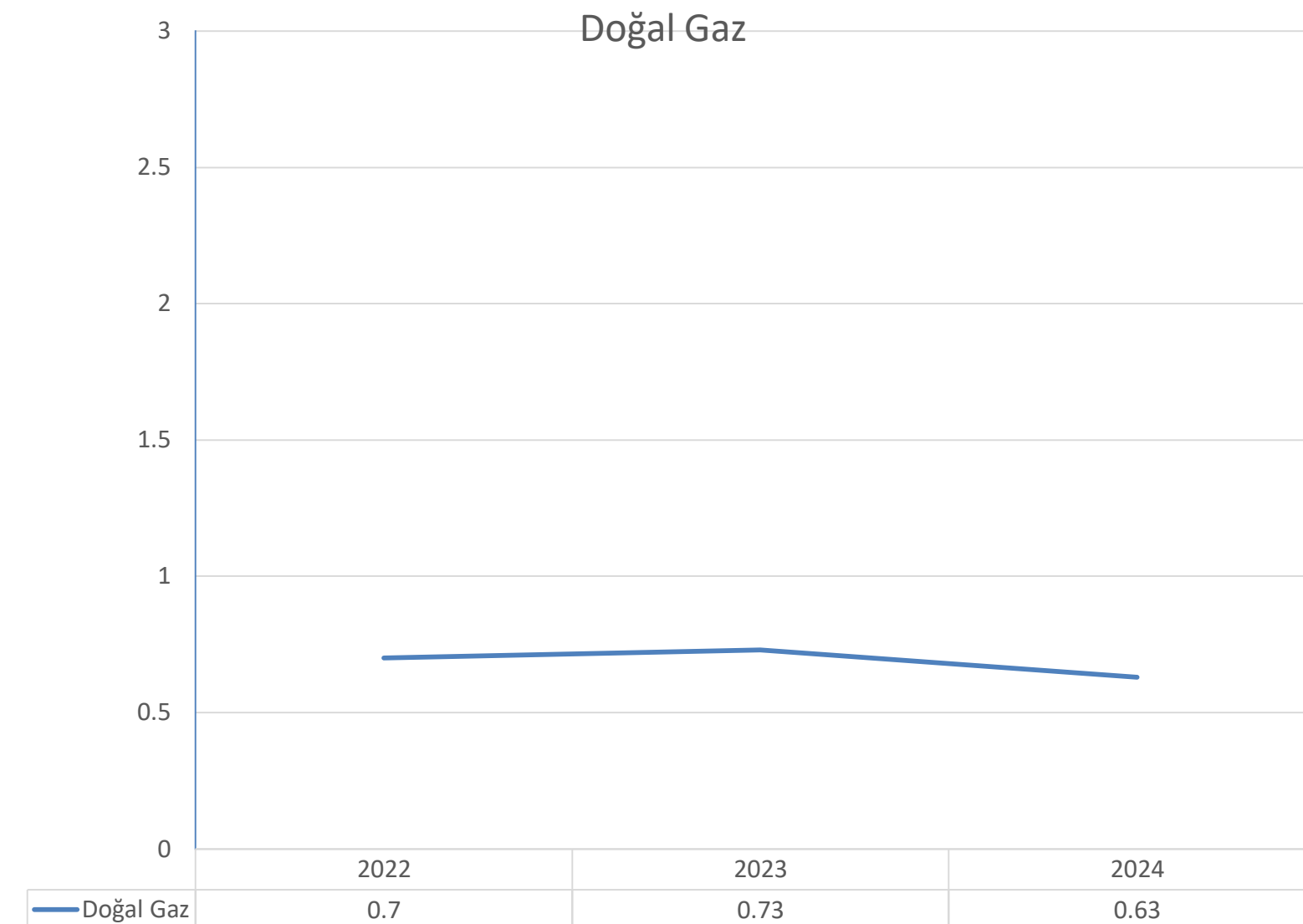
0.52 kg in 2022,
0.42 kg in 2023 and
0.52 kg in 2024.

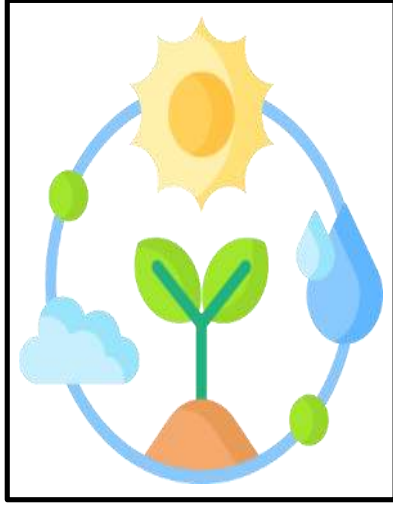


NATURAL GAS USE

When looking at the natural gas consumption per person for the last 3 years for Seaden Quality Hotel, it was seen that it was

0.70 kg in 2022,
0.73 kg in 2023 and
0.63 kg in 2024.





WATER MANAGEMENT

We use water-saving equipment to reduce overall water consumption without compromising health, hygiene and guest satisfaction.

6 TEMİZ SU VE
SANİTASYON



12 SORUMLU ÜRETİM
VE TÜKETİM

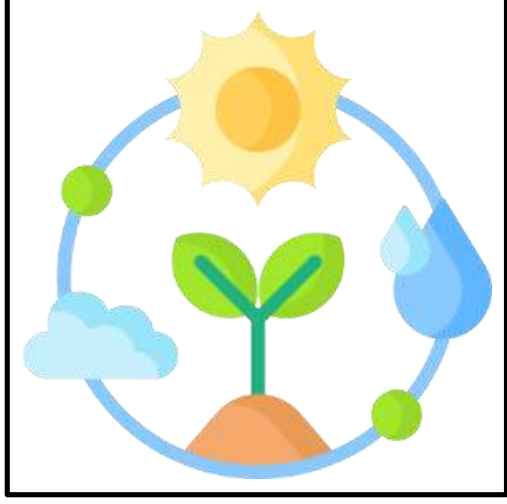


In this context;

Towel and sheet changes in the rooms are carried out in accordance with guest requests and guests are informed about this.

 We train our employees to detect and prevent water leaks that may occur in room toilets, and we expect our guests to report these leaks to us.








WATER MANAGEMENT

We use water-saving equipment to reduce overall water consumption without compromising health, hygiene and guest satisfaction.

In this context;

-  Economical or dual flush systems are used in toilets.
-  Photocells are used in toilets in common areas.
-  For fruit and vegetable disinfection, we prefer ozone disinfection instead of the environmentally harmful chemical chlorine.



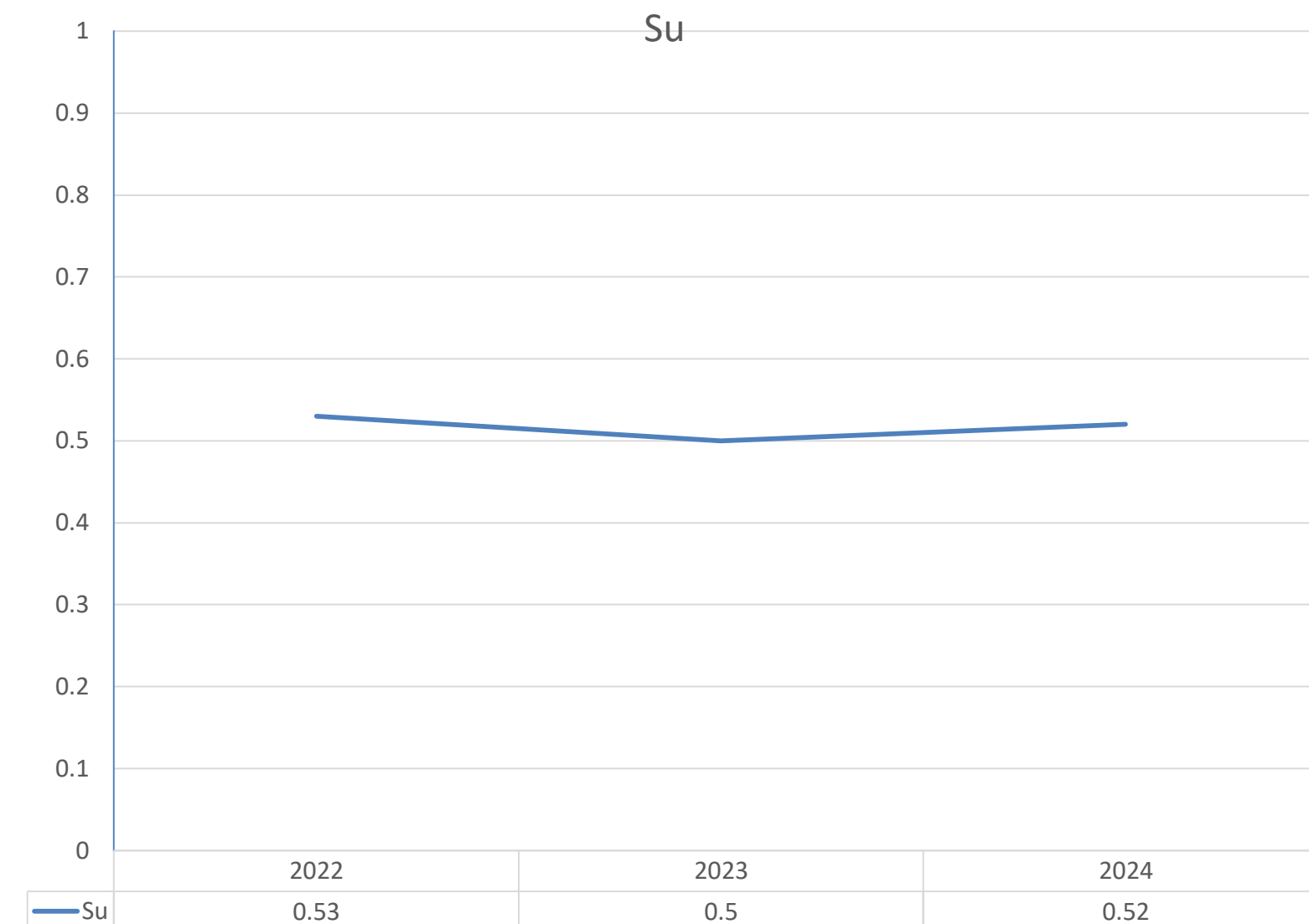
WATER CONSUMPTION

When looking at the per capita water consumption for the last 3 years for Seaden Corolla Hotel, it was seen that it was

0.53 m³ in 2022,

0.50 m³ in 2023 and

0.52 m³ in 2024..



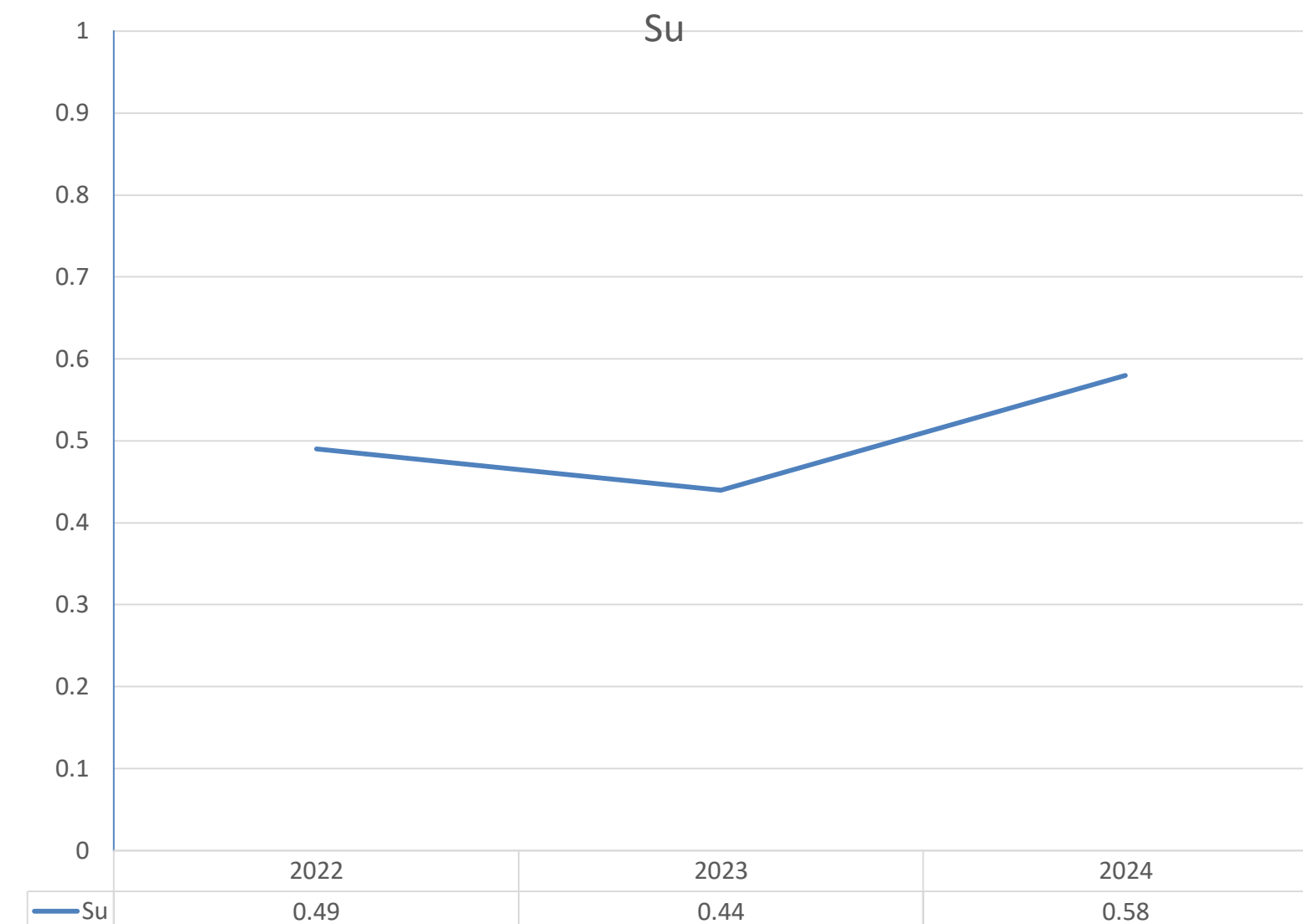
WATER CONSUMPTION

When looking at the water consumption per person for the last 3 years for Seaden Sea World Hotel, it was seen that it was

0.49 m³ in 2022,

0.44 m³ in 2023 and

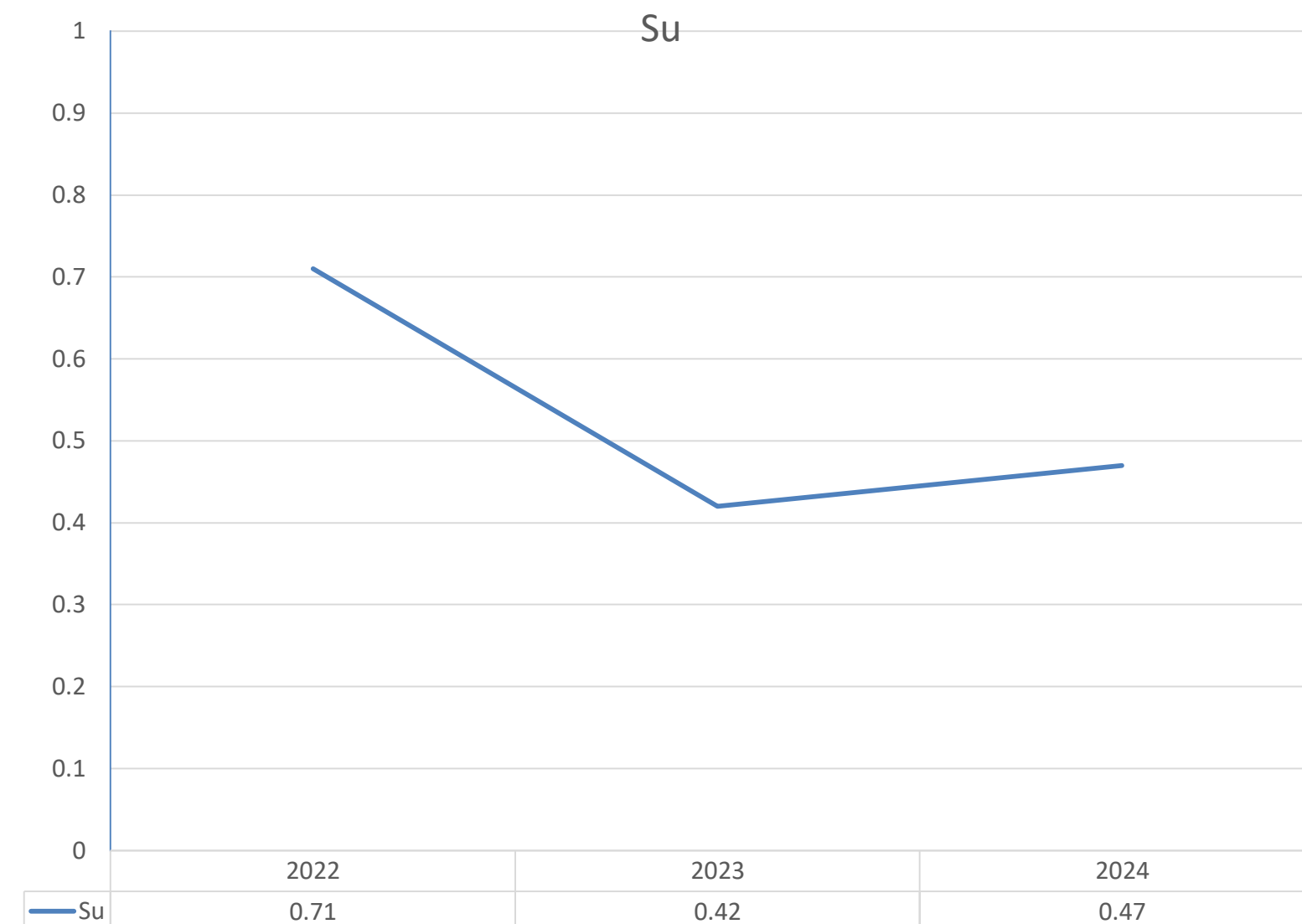
0.58 m³ in 2024..



WATER CONSUMPTION

When looking at the water consumption per person for the last 3 years for Seaden Sea Planet Hotel, it was seen that it was

0.71 m³ in 2022,
0.42 m³ in 2023 and
0.47 m³ in 2024..



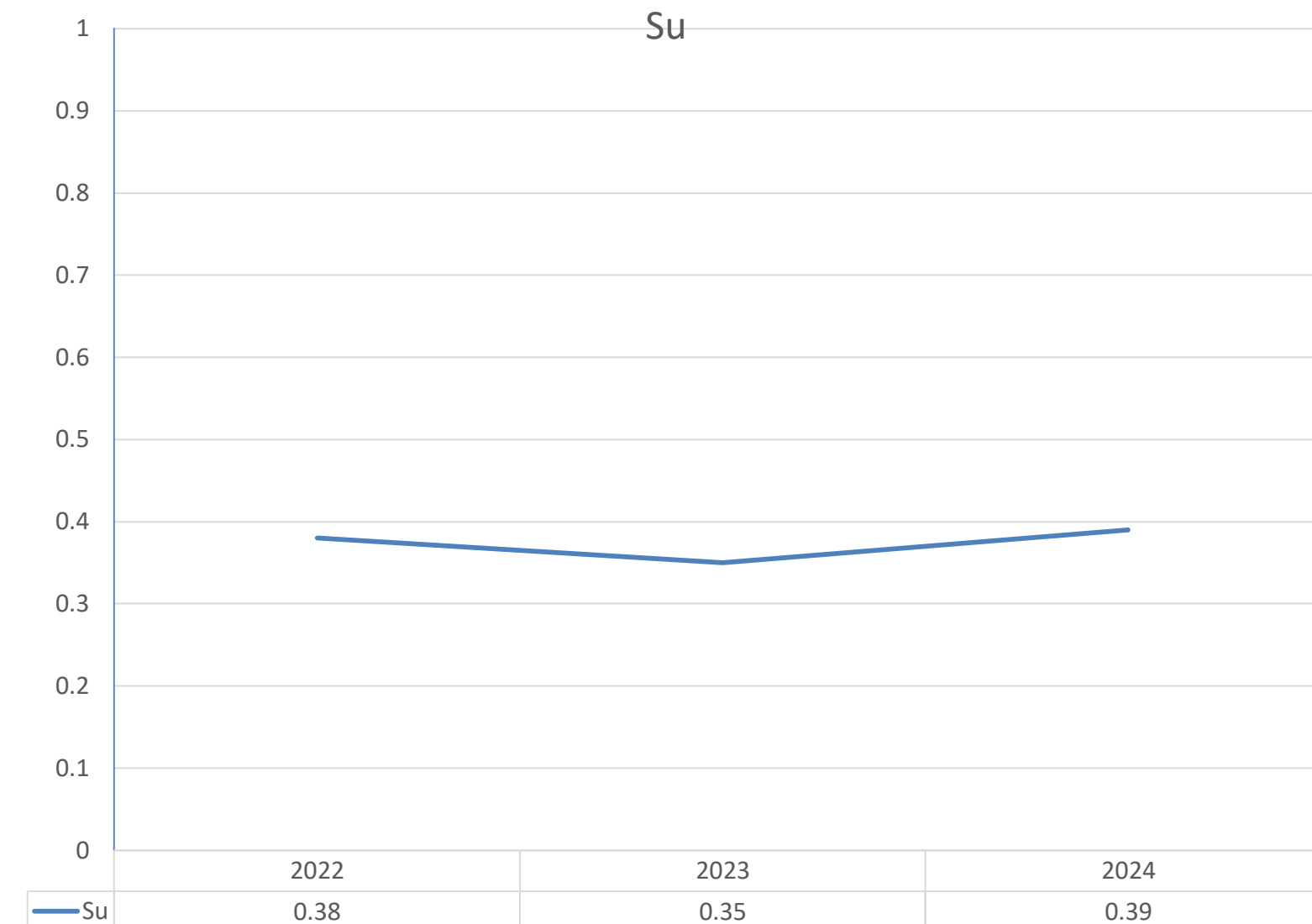
WATER CONSUMPTION

When looking at the water consumption per person for the last 3 years for Seaden Valentine Hotel, it was seen that it was

0.38 m³ in 2022,

0.35 m³ in 2023 and

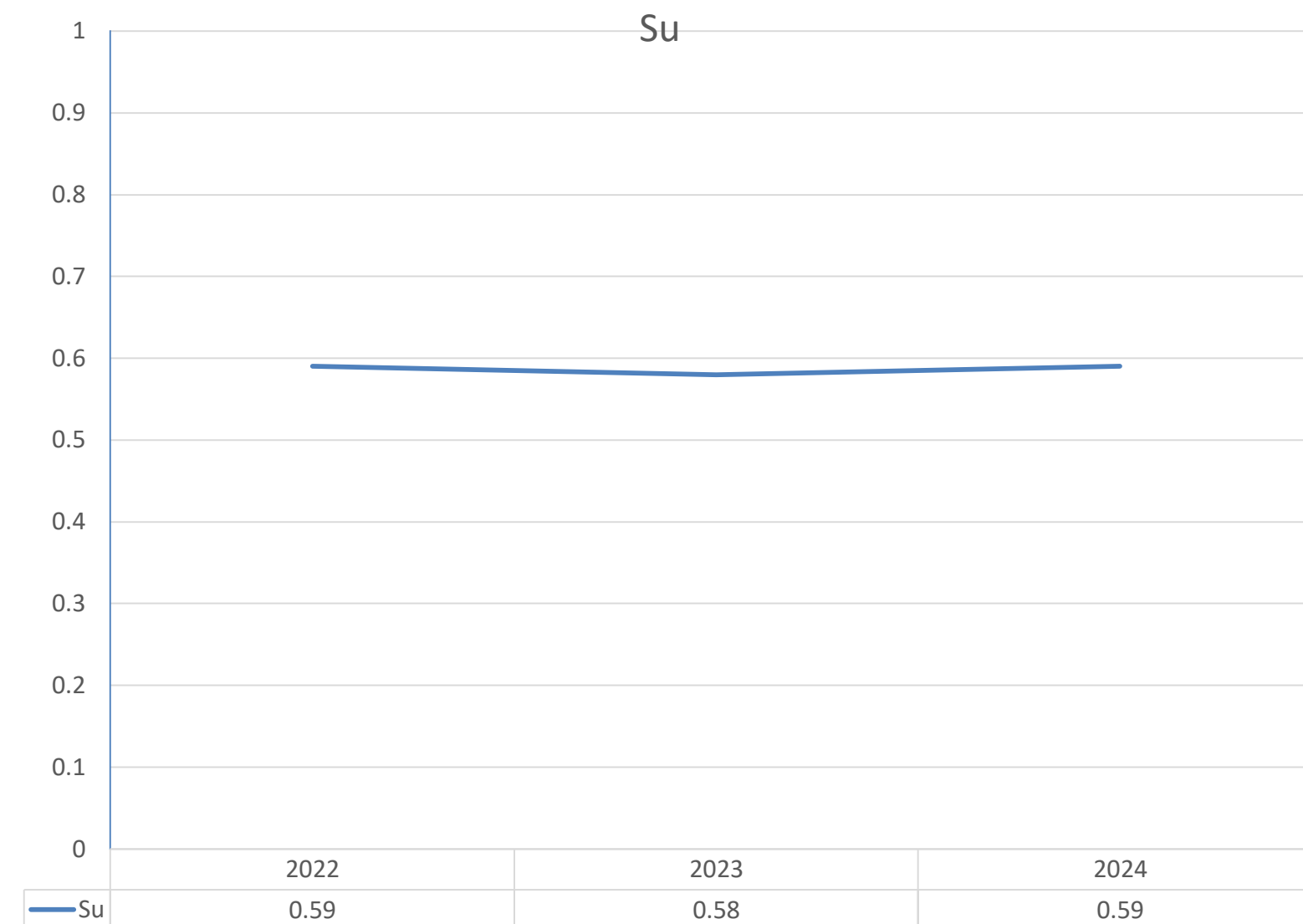
0.39 m³ in 2024..



WATER CONSUMPTION

When looking at the water consumption per person for the last 3 years for Seaden Quality Hotel, it was seen that it was

0.59 m³ in 2022,
0.58 m³ in 2023 and
0.59 m³ in 2024..



OUR ENVIRONMENTALLY FRIENDLY APPLICATIONS

OUR BLUE COVER CAMPAIGN

A collection box was created within the scope of the project. All departments were informed about the subject so that the personnel could collect the caps that came out in their areas. A collection box was placed in the guest area. The accumulated blue caps will be collected and weighed, and when they reach the target weight, the relevant institution will be contacted. In case of purchasing a wheelchair, the situation of the personnel in need will be evaluated within our own organization first.

OUR BOOK DONATION CAMPAIGN

As part of the project, our staff was informed about the campaign. The books of the staff who brought books were checked and records are being kept.

PAPERLESS LIFE

In recent years, it has turned its focus to digitalization and has made pioneering breakthroughs in this field. By establishing an e-signature infrastructure within the company, unnecessary paper consumption has been prevented. The removal of personnel signature sheets, carrying out work in an electronic environment, and the reduction of paper consumption in human resources, reservation department and accounting have been ensured.

ENVIRONMENT SURVEY

By regularly conducting an 'Environmental Survey' with our guests throughout the season, we analyzed both our environmental work and guest participation feedback on a monthly basis.



SEADEN
Sea Planet
RESORT & SPA ★★★★★
KIZILOI / MANAVGAT

SEADEN
Sea World
RESORT & SPA ★★★★★
KIZILAĞAÇ / MANAVGAT

SEADEN
Valentine
RESORT & SPA ★★★★★
SIDE / MANAVGAT

SEADEN
Corolla
HOTEL ★★★★★
KUMKÖY / MANAVGAT

SEADEN
Sweet Park
HOTEL ★★★
SIDE / MANAVGAT

SEADEN
Quality
RESORT & SPA ★★★★★
SIDE / MANAVGAT

ÇEVRE
ANKETİ
ENVIRONMENT
QUESTIONNAIRE

OUR SMART TECHNOLOGY USAGE AREAS;

As Seaden Hotels, we have applied many innovations in the field of smart technologies as part of our sustainability efforts.

Some of these are;

KEP SYSTEM: Transition to the KEP system to ensure that official correspondence is carried out electronically, in accordance with legislation, international standards and technically secure.

ONLINE REZERVATION: Establishing a system that allows our customers to make online reservations.

Dual Monitor Usage: Switching to dual monitor usage to prevent paper waste in departments where multiple data entries are made, such as accounting and reservations..

RMOS Application: Recording of personnel data entries and documents in the online system RMOS application.

These items summarize the steps you take in the field of sustainability as Seaden Hotels more clearly.








HUMAN RESOURCES AND EDUCATION

As Seaden Hotels, we take into account the needs of all our team members; we support their personal and professional development.

All of our employees can benefit from the right to education equally, and our employees can be given the opportunity to study by providing legal and professional training required by the hotel industry.

In this context;

-  We provide job opportunities to our citizens in the special needs group.
-  Every year, we ensure that employees of different nationalities join our teams.
-  We pay attention to equal conditions for women and men in recruitment and promotion.
-  We provide our employees and their families with discounted health services from the private hospital we have an agreement with.
-  We provide orientation training to our employees who start work.





PERFORMANCE MANAGEMENT AND COMPENSATION

In our facilities, human resources performance monitoring is carried out in case of a new assignment and promotion. Evaluations are carried out objectively. Performance evaluation outputs have a guiding effect on management for employee development and career planning. Our employees are informed about the wages they will receive, working conditions, working hours, and when they will receive their wages before they start working in our facilities.

WORKING CONDITIONS

Seaden Hotels adopts contemporary human resources policies that respect the rights of its employees. While carrying out its activities, it considers cooperation and solidarity as an important element in the work environment and encourages mutual respect. Human resources is to manage human resources, which it sees as its most important capital, in the most efficient way in line with its vision, mission and goals, to create a distinguished team with high added value, that will make a difference in the sector and maximize the level of competition, and to develop applications to support the team professionally and ensure their motivation.



2024 EMPLOYMENT RATES

SEADEN COROLLA HOTEL



We contribute to the support of female employment. In 2024, 94 of our 315 employees are female.



We contribute to the support of the local community. In 2024, 213 of our 315 employees are local.



We aim to support the integration of our disabled citizens into society.



Within the scope of legal obligations and necessary legal conditions, we provided job opportunities to 5 personnel under the age of 18 in 2024 by supporting our young people to learn a job and to integrate them into the sector.

2024 EMPLOYMENT RATES

SEA WORLD RESORT SPA



We contribute to the support of female employment. In 2024, 252 of our 730 employees are female.



We contribute to the support of the local community. In 2024, 453 of our 730 employees are local.



We support the integration of our disabled citizens into society. In 2024, 5 of our 730 employees are disabled.



Within the scope of legal obligations and necessary legal conditions, we provided job opportunities to 21 personnel under the age of 18 in 2024 by supporting our young people to learn a job and to integrate them into the sector.

2024 EMPLOYMENT RATES

SEA PLANET RESORT SPA



We contribute to the support of female employment. In 2024, 250 of our total 800 employees are female employees.



We contribute to the support of the local community. In 2024, 380 of our total 800 employees are local people.



We support the integration of our disabled citizens into society. In 2024, 5 of our total 800 employees are disabled employees.



Within the scope of legal obligations and necessary legal conditions, we provided job opportunities to 17 personnel under the age of 18 in 2024 by supporting our young people to learn a job and bring them into the sector.

2024 EMPLOYMENT RATES

SEADEN VALENTINES RESORT SPA



We contribute to the support of female employment. In 2024, 117 of our total 425 employees are female employees.



We contribute to the support of the local community. In 2024, 260 of our total 425 employees are local people.



We support the integration of our disabled citizens into society. In 2024, 2 of our total 425 employees are disabled employees.



Within the scope of legal obligations and necessary legal conditions, we provided job opportunities to 2 of our personnel under the age of 18 in 2024 by supporting our young people to learn a job and bring them into the sector.

2024 EMPLOYMENT RATES

SEADEN QUALITY RESORT SPA



We contribute to the support of female employment. In 2024, 200 of our total 640 employees are female employees.



We contribute to the support of the local community. In 2024, 402 of our total 640 employees are local people.



We support the integration of our disabled citizens into society. In 2024, 10 of our total 640 employees are disabled employees.



Within the scope of legal obligations and necessary legal conditions, we provided job opportunities to 22 personnel under the age of 18 in 2024 by supporting our young people to learn a job and bring them into the sector.

2024 TRAININGS

 During the year, we aim to provide orientation training to our new employees so that they can quickly adapt to the job and workplace.

 In order to prevent water waste, reduce energy consumption and explain the importance of resource use, we provide training on energy and water saving and saving measures throughout the year.

 In order to explain the importance of waste separation and chemical use, we provide training on environmental legislation and waste management, waste separation and chemical use throughout the year.

 We provide awareness training against children's rights and child abuse to all our employees, and we provide information training on communication with children and what to do when a lost child is found, especially for the Mini Club department, where communication with children is intense.




Our goal is to ensure the continuity of these trainings for new personnel in 2025.



OCCUPATIONAL HEALTH AND SAFETY

 For Seaden Hotels, the health and safety of its employees are among the top priorities and uncompromising issues.

 In order to protect the health of employees and minimize all possible risks, many precautions have been taken with the guidance of the Company OHS Specialist and Doctor.

 Awareness has been created among employees with in-house e-mail notifications to all employees and information posters hung in common areas, and the necessary follow-ups have been carried out.

 With the OHS board meetings held regularly, issues such as employees' transportation to and from work using shuttles and public transportation, and the general working environment have been meticulously evaluated within the scope of general OHS processes.






 Periodic examinations of employees who have just started work and have been away from work for more than 6 months due to health reasons are carried out by the workplace physician.

 In case of any emergency, Emergency Evacuation Plans are revised and employees are informed.






OCCUPATIONAL HEALTH AND SAFETY IS OUR GOAL

Seaden Hotels ;

-  It has adopted the principle of occupational health and safety as ensuring the health and safety of employees, facility guests, subcontractors and visitors within the facility,
-  Complying with all legal obligations and standards regarding occupational health and safety,
-  Ensuring the continuity of the occupational health and safety system by documenting it,
-  Eliminating potential hazards that may cause work accidents and occupational diseases within the scope of risk assessment studies,
-  Educating employees and subcontractors so that they can experience and develop the occupational health and safety

OHS TRAININGS

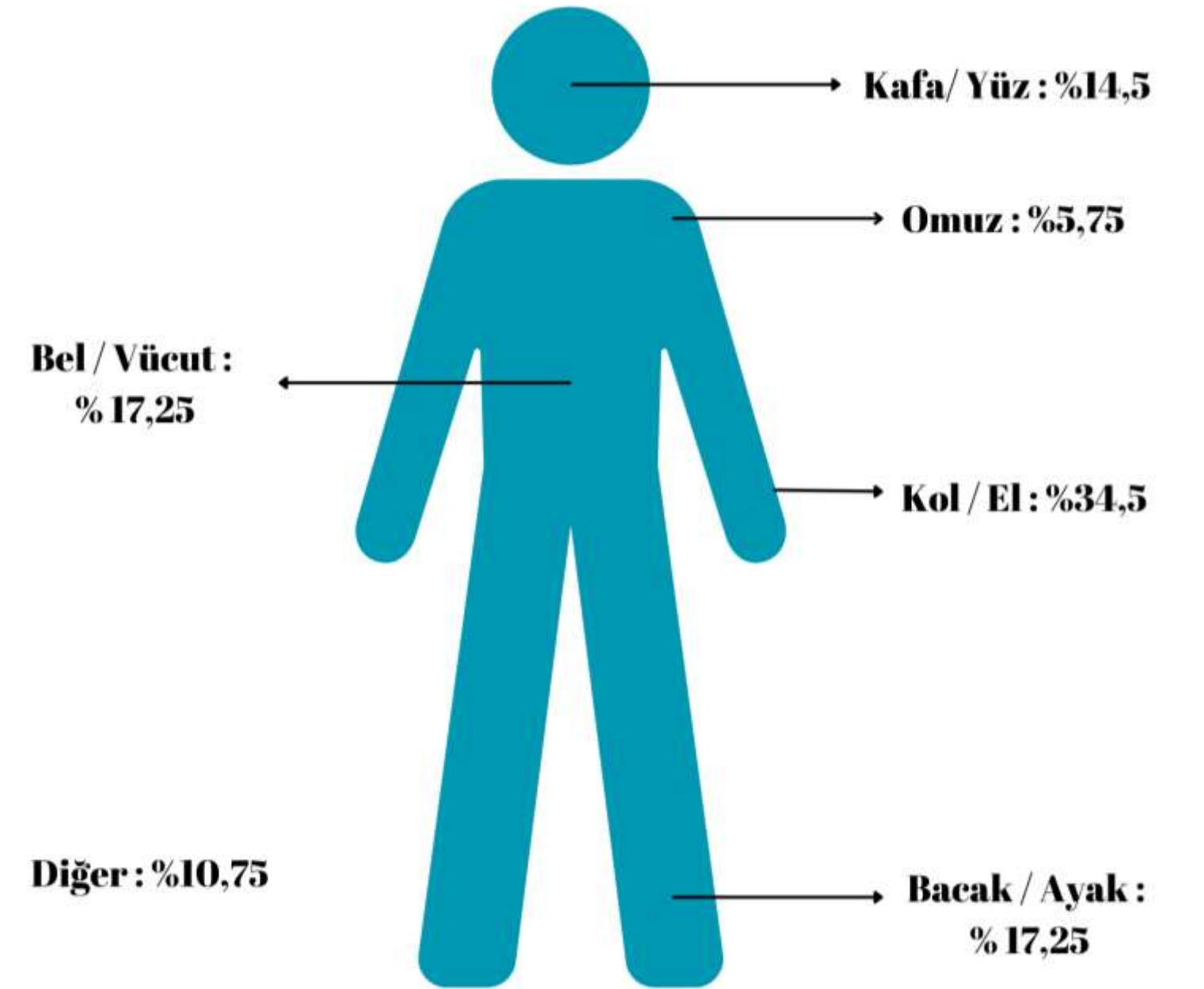
-  In order to ensure occupational health and safety and prevent possible occupational accidents, 8-hour trainings organized in accordance with the Regulation on the Procedures and Principles of Occupational Health and Safety Training of Employees are provided by the Occupational Health and Safety Specialist.
-  The trainings provided are repeated every year, taking into account the changing and emerging new risks.
-  It is mandatory for new employees to receive this training as a priority.

STAFF WORK ACCIDENTS STATISTICS

For Seaden Hotels, the health and safety of employees are always considered the top priority and all work is carried out with a zero-accident focus. Rules and guidelines that focus on occupational health and safety are followed in all business practices.

A total of 37 accidents occurred in 2024, and the majority of the accidents did not cause physical or material loss.

All activities are carried out under the guidance of the Occupational Health and Safety Policy, taking occupational health and safety into account.





ENSURING EQUALITY IN THE WORKPLACE

As Seaden Hotels, our principle is not to make any discrimination between employees, guests, suppliers, agencies, partnerships, shareholders and other stakeholders due to reasons such as religion, language, race, gender, health status, marital status, political views.

Therefore, all group employees treat everyone fairly and equally and avoid prejudiced behaviors.

Ensuring diversity and providing equal rights and opportunities to all employees are the cornerstones of a successful work environment.

As Seaden Hotels, we provide equal opportunities to our employees starting from the recruitment process and effectively use the potential




As Seaden Hotels, our aim is;

 Promoting equal opportunities between men and women

 Following legislation and good practices to promote balanced participation of women and men in decision-making positions and related processes

 Developing policies to achieve gender balance in all decision-making positions

 Providing awareness training to all employees on combating sexual harassment and discrimination

 Providing awareness training on legal regulations and complaint mechanisms to combat harassment and discrimination

 Implementing a zero tolerance approach to discrimination and harassment



PREVENTION OF CHILD ABUSE

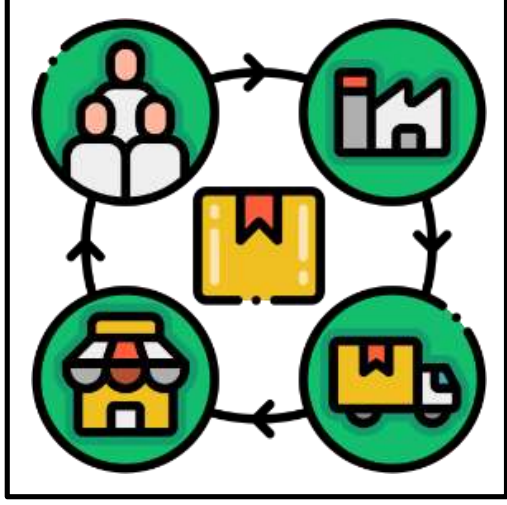
As Seaden Hotels, we are aware that people are the most important value. In accordance with the Child Protection Law No. 5395 regarding the protection of children and the safeguarding of their rights in our country and the Turkish Penal Code No. 5237 regarding the penalties to be given in case of non-compliance, we also want to prevent child abuse in our facilities and create awareness. For this purpose, we provide training to our staff throughout the year and inform our guests.



DISABLED (INDIVIDUALS WITH SPECIAL NEEDS) GUESTS AND EMPLOYEES

Social life requires the full and equal participation of all individuals without discrimination such as disabled or non-disabled. Individuals who are disabled from birth or later, those who have limited mobility due to chronic diseases, and the elderly who have difficulty seeing, hearing and walking encounter a variety of difficulties and obstacles in their daily life activities. Individuals may encounter these obstacles both as guests and employees. All individuals have needs such as travel, accommodation, food and beverage and entertainment in tourism. It is extremely important to develop and implement the right, barrier-free approaches to individuals in order to meet these needs correctly.

As Seaden Hotels, we follow and undertake to fully comply with the relevant legal regulations and to continuously improve in this regard. Elevators, disabled rooms, disabled toilets have been created for our disabled guests in our hotels, and the relevant places have been marked in our restaurants, beaches and pools as well as in other general areas. In this context, we have 4 disabled rooms in our Seaden Side Corolla facility, 6 in our Seaden Sea World facility, 5 in our Seaden Sea Planet facility, 3 in our Seaden Valentine facility and 3 in our Seaden Quality facility.



SUPPLIER EVALUATION

As Seaden Hotels, we aim to continue our relationships with our suppliers by adopting a cooperation-oriented approach based on trust and openness.

We firmly believe that a supply chain that bases its competitive advantage on the principle of sustainability, has high financial strength, is environmentally friendly and provides continuous confidence in terms of service quality will strengthen our business success.



When selecting our suppliers;

Products made from recycled products or recyclable,

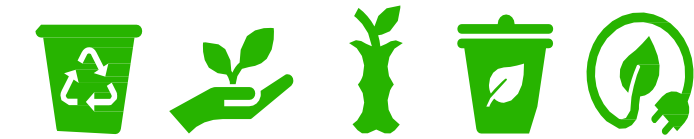
Produced sustainably or provided from sustainable sources,

Organic, FSC/MSC certified,

Delivered with less packaging,

Products that save energy and water,

Environmentally sustainable are our reasons for preference.



In 2024, our local supplier ratio is calculated to be 100%.

In order to reduce carbon and water footprints and support local suppliers, we take care to source products from suppliers within Antalya.



SOCIAL RESPONSIBILITY

Seaden Hotels carries out various activities to contribute to social life and the environment. In this context, the business has adopted the goal of making the highest level of contribution to social life and to realize investments that will be an example for all segments of society, the sector and the business world, and create tangible benefits by considering the interests of all its stakeholders.

On the way to a sustainable future, it sees supporting those in need with donations and aid in every field required by social solidarity as a fundamental principle of its social responsibility understanding.

Contributions are made to the support of our local people.

Support is provided to institutions such as education, health, etc.

Scholarships are provided for the education of our children in need.

Donations are made to wrestling to maintain Turkish traditions and customs.

Tourism and employment fairs are supported.

Within the scope of raising awareness for the creation of workplaces sensitive to gender equality, the title of the business that employs the most women in the Antalya region was received in 2021.

EXAMPLES FROM OUR PROJECTS



As Seaden Group, we celebrated April 23 National Sovereignty and Children's Day with great enthusiasm at our Seaden Quality Resort & SPA hotel with the local people.

On this meaningful day, we organized a rich event program for the students of Manavgat 60. Yıl Primary School and the children staying at our hotel, and made them experience unforgettable moments.

EXAMPLES FROM OUR PROJECTS

INTEGRATION AND SUPPORT WITH THE SOCIETY

Our goal is to integrate and support the community by working with local suppliers. The products used in the buffet are supplied by local farmers whenever possible, and information explaining this to guests is posted in the restaurant.



Coğrafi İşaretili Ürünler

Geographical indications and traditional specialties

Lebensmittel mit registrierten geografischen Angaben

Antalya bölgesine ait Coğrafi İşaretili Ürünleri;

Antalya Piyazı, Antalya Tavşan Yüreği Zeytin, Manavgat Altın Susamı, Finike Portakalı, Alanya Yeni Dünyası, Alanya Muzu, Alanya Avokadosu, Alanya Gülüklü Çorbası, Korkuteli Kar Yağdı Armut, Antalya Kabak Tatlısı, Antalya Serpme Böreği, Antalya Paça Çorbası, Antalya Turunç Kabuğu Reçeli, Döşeme Altı El Halısı, Antalya Bergamot Kabuğu Reçeli

Süslemelerimizde;

Kütahya Çinileri, Çömlekler, Çeyiz Sandıkları, Sivrihisar Sarkası ve benzeri ürünleri bulmak mümkündür.

Geographically Indicated Products of Antalya region are;

Antalya's Piyaz, Antalya Tavşan Yüreği (Rabbit Heart) Olive, Manavgat's Golden Sesame, Finike's Orange, Alanya's Loquat, Alanya's Banana, Alanya's Avocado, Alanya's Gülüklü Soup, Korkuteli Kar Yağdı Pear, Antalya's Pumpkin Dessert, Antalya's Serpme Börek, Antalya's Trotter Soup, Antalya's Orange Peel Jam, Döşeme Altı Handmade Carpet, Antalya Bergamot Peel Jam.

In our decorations;

Kütahya Tiles, Pots, Dowry Chests, Sivrihisar Sarkası and other similar products can be found.

Geographisch ausgewiesene Produkte der Region Antalya sind

Antalyas Piyaz, Antalya Tavşan Yüreği (Kaninchenherz) Olive, Manavgats goldener Sesam, Finike' s Orange, Alanya' s Wollmispel, Alanya' s Banane, Alanya' s Avocado, Antalya kürbis dessert, Antalya's Serpme Börek, Antalya Schafskopf- und Fußsuppe, Antalya Orangenschalen Marmelade Rezepte, Döşeme Altı Handgefertigter Teppich, Antalya Bergamotte Schalen Marmelade

In unseren Dekorationen;

Kütahya-Fliesen, Töpfe, Mitgiftkisten, Sivrihisar Sarkası und andere ähnliche Produkte sind zu finden.

Web Sitesi: <https://ci.turkpatent.gov.tr/cografi-isaretler/liste?il=07>



EXAMPLES FROM OUR PROJECTS



We hosted many valuable artists at our Seaden Quality Resort & SPA hotel within the scope of 2024 Art Days.

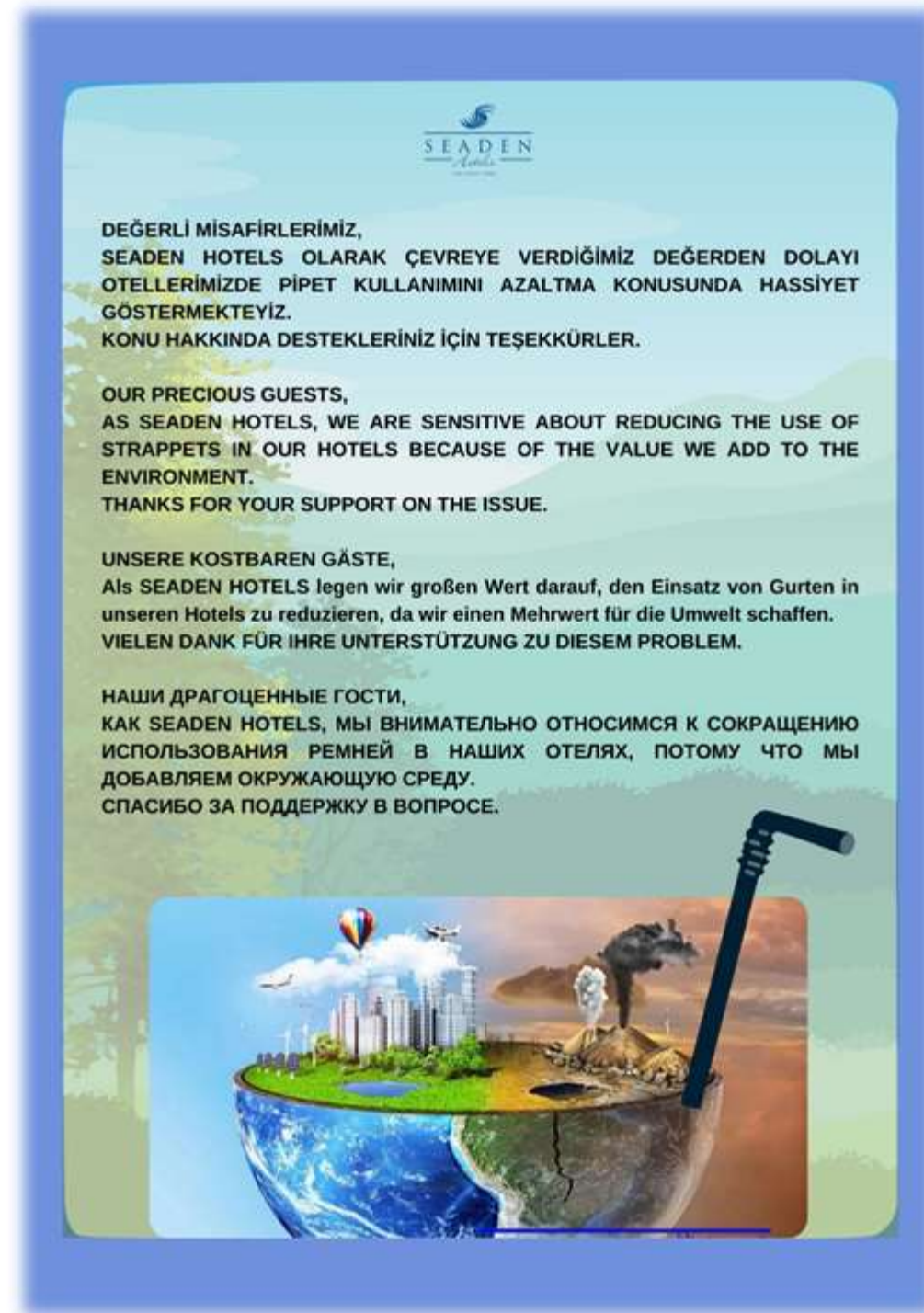
EXAMPLES FROM OUR PROJECTS




Due to its location, our hotels are within the habitat and breeding zone of the endangered “*Caretta caretta* turtles”. Joint protection activities are carried out with KITUYAD and during the spawning period, the beach lights are turned off at night, the sun loungers are pulled back and the sliding machine operations are not carried out. The Caretta board on the beach also provides information about the rules to be observed.




EXAMPLES FROM OUR PROJECTS



 We have prepared informative texts aimed at reducing our plastic pipettes in all areas.

 We have removed the use of plastic cups in the personnel cafeteria, which we have been implementing since the pandemic.

 We ensured the placement of a water dispenser in the personnel cafeteria, thereby reducing the use of plastic water bottles.

EXAMPLES FROM OUR PROJECTS



Manavgat Oil Wrestling Tournament was held between 11-13 May 2024. As in previous years, Hasan Özden won the Manavgat Oil Wrestling Tournament Wrestling Leadership bid for the 11th time in a row.

EXAMPLES FROM OUR PROJECTS



As Seaden Hotels, we organized various events together with the Tema Foundation in our Seaden Quality and Sea Planet hotels.



EXAMPLES FROM OUR PROJECTS




As Seaden Hotels, we hosted our young people with special needs at our Seaden Quality Hotel.

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Kızılot

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 : **callcenter@seadenhotels.com**





SEADEN

Hotels

SİDE ANTALYA TURKEY