

LIMAK THERMAL BOUTIQUE HOTEL

SUSTAINABILITY REPORT
2023



LIMAK THERMAL
BOUTIQUE HOTEL



Termal - Yalova



Dear partners,

The Sustainability Report presents the progress in 2023 towards the sustainability goals of Limak Thermal Boutique Hotel, its Environmental Social Governance performance, its sustainability targets for the future and summary information about our inclusive sustainability culture.

Being transparent about the sustainability goals of Limak companies and how we measure, manage and integrate these priorities into our business is an important part of our annual reporting process.

We would like to express that we will take great pleasure in thinking, working together and sharing mutual experiences with you for the sustainability of human life and natural life on our planet.

You can contact us at the e-mail address below to convey your suggestions and participation requests about our work or for cooperation opportunities.

thermal@limakhotels.com

OUR MISSION

To ensure that our guests leave our hotels satisfied by caring about the happiness of our employees, adopting an efficient and sustainable, family, child and sports lover approach as a principle, with warm hospitality and excellent service understanding.

OUR VISION

To be an international hotel chain with innovative and sustainable excellent services by offering our guests a sincere accommodation experience

OUR CORE VALUES

- Trust and Honesty
- Deep-rooted corporate culture and Institutionalism
- Transparency
- Smiling face and respect
- Efficiency and Productivity
- Innovation, Creativity and Openness to Change
- Sustainability

SERTİFİKA VE ÖDÜLLER

- Otel Z Guest Review Awards 2023
- Booking.com Traveller Review Awards 2023
- Green Star
- Zero Waste Certificate
- Sustainable Tourism Certificate



GOAL

To constantly monitor and develop energy efficiency studies, to create the necessary infrastructure, to renew the existing

Target: To keep electricity consumption per overnight stay at 40,01 kWh

Realized: 41,20 kWh

Target: To ensure that natural gas consumption per overnight stay does not exceed 1,92 m³

Realized: 1,87 m³

GOAL

To constantly monitor and develop water efficiency studies, to create the necessary infrastructure and to renew the existing one.

Target: Not to exceed 2,3 m³ of water consumption per overnight stay

Realized: 2,2 m³

GOAL

To develop awareness projects that will encourage the reduction of consumption by developing practices to reduce waste generation.

Target: Separating wastes at source and recycling them

Realized: 1.640 tons of packaging waste, 440 kg of vegetable waste oil was delivered to the recycling facility.

GOAL

To support the development of women's employment and their qualified active participation

Target: To ensure that the rate of female employees employed is 43% by 2026

Realization: 32,3%

GOAL

Reducing emissions from activities

Target: Ensure that Scope 1 and Scope 2 carbon footprints per overnight do not exceed 0,0235 tCO₂e

Realized: 0,02297 tCO₂e

GOAL

Conservation of biodiversity

* The leftovers left on the plates are given to stray animals.

* Plant Inventory List has been created.

GOAL

To ensure continuous development with professional and personal development trainings

Target: Ensuring that at least 100% of the employees receive training (Internal and External Trainings)

Realized: 100%

RELATIONS WITH LOCAL COMMUNITY AND AUTHORITIES

As Limak Thermal Boutique Hotel, we cooperate with local governments, supplier companies and non-governmental organizations for the production of environmental protection and social projects.

In 2023, 70% of the suppliers we supply products and services to are supplied from local sources.

We provide digital information to our guests about markets, historical sites, museums and other areas that can be visited in Yalova.

2 students were accepted with the intern student program. 1 student came from Şaban Temuge Vocational and Technical Anatolian High School, 1 student from Nene Hatun Vocational and Technical Anatolian High School and completed the internship program at our hotel.

In order to develop and encourage our personnel's foreign language skills, the bonus application continues, and a level determination exam was held with the American Culture and Language Association in January 2023 and 24 personnel participated. Bonus payments are made to our personnel according to the results of this exam.

EMPLOYEE SATISFACTION AND SOCIAL ACTIVITIES

Within the scope of social activities organized by our Human Resources department, our personnel and their families participated in a barbecue organization with a total of 120 people.

Our general manager and selected department personnel came together in the tea chat event organized once a month.

Mother's and Father's Day event was held by presenting our personnel with lunch and gifts.

1 employee who got married or gave birth was given a quarter gold coin for their devoted work and our devoted employees were given 1 day of reward leave.

During the personnel night, 4 of our personnel were given a 3-day holiday with transportation in our southern hotels with their families. Similarly, 1 service personnel employee was accommodated with his family in our hotel in Istanbul for his devoted work.

Scholarship support was provided to the children of 3 of our employees who are studying in higher education.

