



CALIMERA SERRA PALACE HOTEL

have a nice day



Calimera Serra Palace Hotel Sustainability Report

Club Calimera Serra Palace presents a summary of its economic, social, and environmental performance to all its stakeholders through the 'Sustainability Report.' The purpose of the Sustainability Report is to appropriately share accurate and up-to-date information regarding Club Calimera Serra Palace Hotel's corporate values, service delivery approach, and performance.





CALIMERA SERRA PALACE HOTEL POLICIES

Our Quality Policy

Our goal in all environmentally friendly products and services we offer is to ensure food safety and guest satisfaction. Providing our employees with a pleasant working environment and supporting their development is the foundation of our continuous improvement. We aim to resolve guest complaints as quickly as possible with our standard and professional approach. By minimizing waste at its source whenever possible, we prevent environmental pollution and ensure the protection of biodiversity and ecosystems. We prefer eco-friendly products and conserve natural resources by using energy, water, and other resources efficiently. We keep up with technological advancements and legal requirements and evaluate our suppliers accordingly.

Our Mission

Our mission is to be an establishment that understands guest needs and expectations in the best way possible, delivers high-quality service, adheres to ethical values and social responsibility, operates at a five-star facility standard, ensures sustainability, and prioritizes guest satisfaction above all else.

Our Vision

Our vision is to become a well-known, reputable, and leading tourism facility that never compromises on service quality, constantly creates and adds value in line with its unique design, and sets an example for its competitors.

Our Energy Policy

To use our energy resources efficiently, we set objectives and targets, review them regularly, and allocate the necessary resources to achieve these goals. We follow and comply with all national laws, regulations, and other requirements related to energy efficiency and resource utilization. We continuously improve and develop our Energy Management System and energy performance, prioritize new technologies, and purchase high-efficiency energy products and services. Additionally, we contribute to raising awareness of energy sensitivity by educating our employees, suppliers, and guests.



CALIMERA SERRA PALACE HOTEL POLICIES

Sustainability Policy

At Calimera Serra Palace, while providing guest satisfaction-oriented service, we adopt a management approach that ensures the protection of the environment and biodiversity without harm, maintains cultural integrity, meets the economic and social needs of the community in our area of operation, and continuously improves all these processes.

With this approach, our main goal is to minimize any negative impact of our activities on society and the environment, contribute to the local economy, preserve natural and cultural heritage, enhance the quality of life for both local people and visitors, and act in accordance with fundamental human rights. We take all necessary measures to increase local employment, protect and enrich the ecosystem, and share all our activities with our stakeholders.

We fully comply with legal processes in all our activities and take responsibility for our work within the framework of our corporate values: reliability, fairness, transparency, respect, unity, and solidarity. For a sustainable environment, we protect our surroundings, identify our environmental impacts, control negative effects, potential hazards, and waste. We review and improve our activities to ensure the efficient use of natural resources, reduce energy and water consumption, take measures to combat global climate change, minimize waste at its source, and create economic value through reuse and recycling efforts. We always support local producers and prioritize purchasing from local suppliers whenever possible. Our priority is to source locally produced goods. We are highly attentive to ensuring that our suppliers adopt environmental policies and comply with legal environmental requirements. We focus on purchasing raw materials that generate minimal waste and support recycling. Whenever possible, we avoid purchasing materials with energy consumption levels beyond A-B class. Additionally, we strive to avoid purchasing products containing harmful gases unless absolutely necessary.

Sustainable Procurement Policy

In line with our sustainable procurement approach, we expect our suppliers/solution partners to hold internationally recognized environmental and sustainability ethics certifications, Ensure that their production and procurement processes do not have harmful environmental impacts and comply with environmental regulations, Use resources in an appropriate manner without harming natural life and ecosystems, and comply with hunting bans, Work to minimize waste and manage it properly, offering alternatives such as reduced packaging or bulk packaging options, Provide environmentally friendly, energy-efficient, local, ethical, recyclable or recycled materials, organic, bio, vegan, cruelty-free, and chemical-free product alternatives, Be domestic and local producers/service providers, Offer products and services that reflect and promote our country's and region's cuisine, traditions, and culture.

We communicate this perspective to our stakeholders and suppliers. Together with our suppliers, we strive to create efficient procurement opportunities and aim to reduce the environmental impacts arising from procurement processes.



CALIMERA SERRA PALACE HOTEL POLICIES

Women's Rights and Gender Equality Policy

We attach importance to gender equality in our business. We ensure the health, safety and welfare of all our employees regardless of gender. We support women's participation in the labour force in all our departments and offer equal opportunities. We act with the policy of 'equal pay for equal work' without gender discrimination. We distribute duties in accordance with the principle of equality. We provide the necessary environment for equal utilisation of career opportunities. We create training policies, support women's participation and raise awareness. We create a working environment and practices that protect the work-family life balance. We support women in company management and provide equal opportunities.

Child Rights Policy

Children are our trustees of the future. It is our primary responsibility to recognise them as individuals, respect their rights, and protect them against all kinds of psychological, physical, commercial, etc. exploitation.

In order to ensure this; we do not allow child labour in our own institutions and expect the same sensitivity from all our business partners. We provide environments / opportunities that contribute to the development of children within the business, where they can express their thoughts, wishes and feelings freely and feel free and comfortable. We make sure that children are under adult supervision in the activities they participate in. We organise trainings and support related projects to raise awareness on the protection of children's rights. When we witness suspicious actions related to children, we first inform the hotel management and seek help from official organisations when deemed necessary.

Employee and Human Rights Policy

It is our primary duty to respect the fundamental rights of all our stakeholders and all the people we interact with. We see our differences not as differences but as 'values' and we are aware that this diversity adds value to our organisation. For this; we respect each other's views. We adopt a management approach that is open, offers equal opportunities, transparent, fair and open to employee participation. We are against discrimination based on gender, language, race, age, physical-psychological special conditions, socio-economic status, educational status, sexual orientation, ethnic origin, religious belief, disability, vulnerable groups, etc. Acting with the perspective of 'access for all'; we care about accessibility, health and safety standards for all our guests, employees and visitors with special needs, physical sensitivities and difficulties, and we organise the environments where they spend their holidays or work in line with these standards. We pursue a fair labour and remuneration policy that meets legal regulations and established standards. We continuously monitor their work performance and offer them opportunities to improve themselves and plan their professional careers. We listen to our employees, implement a communication model where ideas can be freely expressed, focus on solutions and develop dialogue. We care about the sense of belonging in our employees and protect their secrets and personal information. We prioritise the right to get to know the place where they work, self-improvement and training. We ensure that all our employees benefit equally from the social rights, fringe benefits and rewards we offer. We ensure that all our employees benefit from water, basic hygiene and sanitation facilities regardless of the area they work in. Within this framework, we learn and grow stronger together and find the opportunity to develop economically, personally and professionally. Our sense of belonging is a reflection of our commitment to our team and our work.



CALIMERA SERRA PALACE HOTEL DOCUMENTS AND CERTIFICATES



Sürdürülebilir Turizm SERTİFİKASI

Club Calimera Serra Palace

ISO 14001:2015

ISO 9001:2015

ISO 10002:2018

ISO 22000:2018

Club Calimera Serra Palace

YASAR TUR. YAT. İŞL. A.Ş. / CLUB CALIMERA SERRA PALACE

13.07.2019 tarihli ve 30829 sayılı Resmî Gazete'de yayımlananakarı yürürlüğe giren Sıfır Atık Yönetimliği'nin Sıfır Atık Yönetim Sistemi'nin kurarak Sıfır Atık Belgesi'ni almaya hak kazanmıştır.

CERTIFICATE

Club Calimera Serra Palace Kizilot Subesi

ISO 14001:2015

ISO 9001:2015

ISO 10002:2018

ISO 22000:2018

Club Calimera Serra Palace

YASAR TUR. YAT. İŞL. A.Ş. / CLUB CALIMERA SERRA PALACE

13.07.2019 tarihli ve 30829 sayılı Resmî Gazete'de yayımlananakarı yürürlüğe giren Sıfır Atık Yönetimliği'nin Sıfır Atık Yönetim Sistemi'nin kurarak Sıfır Atık Belgesi'ni almaya hak kazanmıştır.

SERTİFİKA

YASAR TUR. YAT. İŞL. A.Ş. / CALIMERA SERRA PALACE

ISO 50001:2018

TRB

13.07.2019 tarihli ve 30829 sayılı Resmî Gazete'de yayımlananakarı yürürlüğe giren Sıfır Atık Yönetimliği'nin Sıfır Atık Yönetim Sistemi'nin kurarak Sıfır Atık Belgesi'ni almaya hak kazanmıştır.

CERTIFICATE

Club Calimera Serra Palace Kizilot Subesi

ISO 9001:2015

ISO 10002:2018

ISO 22000:2018

Club Calimera Serra Palace

YASAR TUR. YAT. İŞL. A.Ş. / CLUB CALIMERA SERRA PALACE

13.07.2019 tarihli ve 30829 sayılı Resmî Gazete'de yayımlananakarı yürürlüğe giren Sıfır Atık Yönetimliği'nin Sıfır Atık Yönetim Sistemi'nin kurarak Sıfır Atık Belgesi'ni almaya hak kazanmıştır.

CERTIFICATE

Club Calimera Serra Palace Kizilot Subesi

ISO 10002:2018

ISO 22000:2018

Club Calimera Serra Palace

YASAR TUR. YAT. İŞL. A.Ş. / CLUB CALIMERA SERRA PALACE

13.07.2019 tarihli ve 30829 sayılı Resmî Gazete'de yayımlananakarı yürürlüğe giren Sıfır Atık Yönetimliği'nin Sıfır Atık Yönetim Sistemi'nin kurarak Sıfır Atık Belgesi'ni almaya hak kazanmıştır.

CERTIFICATE

Club Calimera Serra Palace Kizilot Subesi

ISO 22000:2018

Club Calimera Serra Palace

YASAR TUR. YAT. İŞL. A.Ş. / CLUB CALIMERA SERRA PALACE

13.07.2019 tarihli ve 30829 sayılı Resmî Gazete'de yayımlananakarı yürürlüğe giren Sıfır Atık Yönetimliği'nin Sıfır Atık Yönetim Sistemi'nin kurarak Sıfır Atık Belgesi'ni almaya hak kazanmıştır.

SIFIR ATIK BELGESİ (Temel Seviye)

Adı : YASAR TUR. YAT. İŞL. A.Ş. / CLUB CALIMERA SERRA PALACE OTEL

Adresi : ANTALYA, KIZILOT MAHALLESİ, SAHİL (MİSİRİ) İLİ ARKÜM EVLER, No: 46-1, MANAVGAT, Türkiye

Vergi No : 9390075403

13.07.2019 tarihli ve 30829 sayılı Resmî Gazete'de yayımlananakarı yürürlüğe giren Sıfır Atık Yönetimliği'nin Sıfır Atık Yönetim Sistemi'nin kurarak Sıfır Atık Belgesi'ni almaya hak kazanmıştır.

Belge Son Geçerlilik Tarihi: 16/02/2026

Belge No: TS/7B29/410

Tarih: 16/02/2021

SIFIR ATIK BELGESİ (Temel Seviye)

Antalya Valiliği Çevre ve Şehircilik İl Müdürlüğü

SIFIR ATIK

Belge Son Geçerlilik Tarihi: 16/02/2026

Belge No: TS/7B29/410

MAVİBAYRAK 2024

Calimera Serra

Burada bulunan plaj, deniz suyunun temizliği, donanım ve hizmetler, çevre yönetimi ve çevre eğitimi konularında Mavi Bayrak Kriterleri'ne göstermiş olduğu uygunlukları dolay 2024' yılı için ULUSLARARASI MAVİ BAYRAK OÜÜLÜ'ne almaya hak kazanmıştır.

The beach has been awarded a Blue Flag for the year 2024*. To attain THE BLUE FLAG, the beach operator fulfilled a number of criteria covering water and coast quality, environmental information and education, safety, services and facilities.

Belge No: TS/7B29/410

Tarih: 16/02/2021

SIFIR ATIK BELGESİ (Temel Seviye)

Antalya Valiliği Çevre ve Şehircilik İl Müdürlüğü

SIFIR ATIK

Belge Son Geçerlilik Tarihi: 16/02/2026

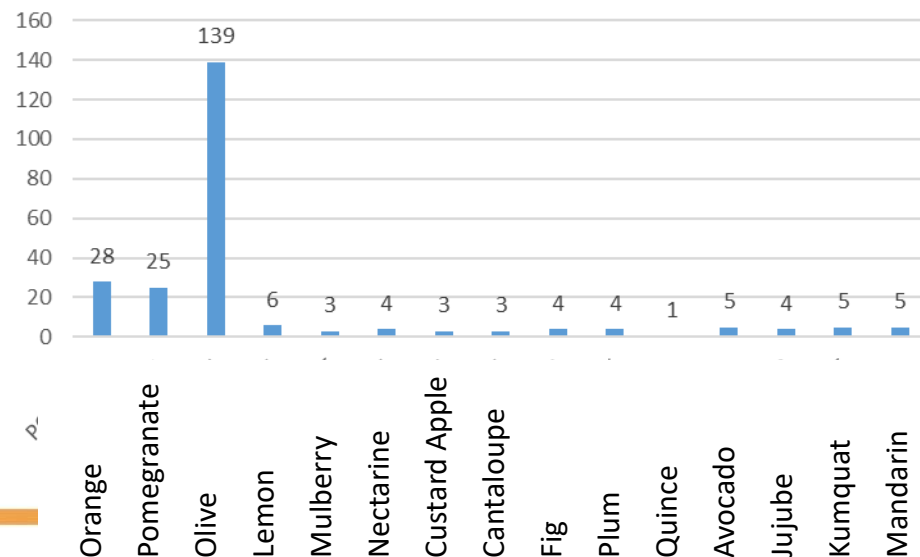
Belge No: TS/7B29/410



WHAT ARE WE DOING?

- We are reducing natural resource consumption with the measures we take.
- We are working to minimize the damage to soil, water, and air.
- We prioritize local products and support local suppliers.
- We prefer bulk products over packaged ones.
- We have repurposed old textiles by dyeing bed sheets and pillowcases for staff housing, and we have repaired stained and torn mattress protectors. A total of 1,000 pillowcases were made for the hotel and 100 for staff housing from old textiles.
- From the olives harvested from the olive trees in our garden, we have obtained a total of 563 kg of olive oil.
- In our herb garden, products such as mint, basil, rosemary, sage, thyme, chili peppers, and lemon are grown and used by the Food & Beverage and Kitchen departments.

Fruit Tree





WHAT ARE WE DOING?

- We monitor energy, water, and chemical consumption on a monthly basis.



RESOURCE CONSUMPTION CHART – ENERGY

Overnight stay : 322,547

Unit	Consumption Amount												Per Capita Consumption	
	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER		year average
Electricity	KW	4,861,425.23												15,072
Generator (Diesel)	LT	9,438.68												0.029
Water	M3	85,732.00												0.266
LNG	KG	134,410.00												0.417
LNG	KWH	2,052.22												0.006
LNG	KG	5,394.00												0.017
Fuel Consumption	LT	41,698.36												0.129
Refuel. fuel consumpt	KG	5,752.00												0.018
Coal consumption	KG	33,905.00												0.105

RESOURCE CONSUMPTION CHART – ENERGY

Overnight stay : 322,547

Unit	Consumption Amount												Per Capita Consumption	
	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER		year average
Electricity	KW	4,861,425.23												15,072
Generator (Diesel)	LT	9,438.68												0.029
Water	M3	85,732.00												0.266
LNG	KG	134,410.00												0.417
LNG	KWH	2,052.22												0.006
LNG	KG	5,394.00												0.017
Fuel Consumption	LT	41,698.36												0.129
Refuel. fuel consumpt	KG	5,752.00												0.018
Coal consumption	KG	33,905.00												0.105

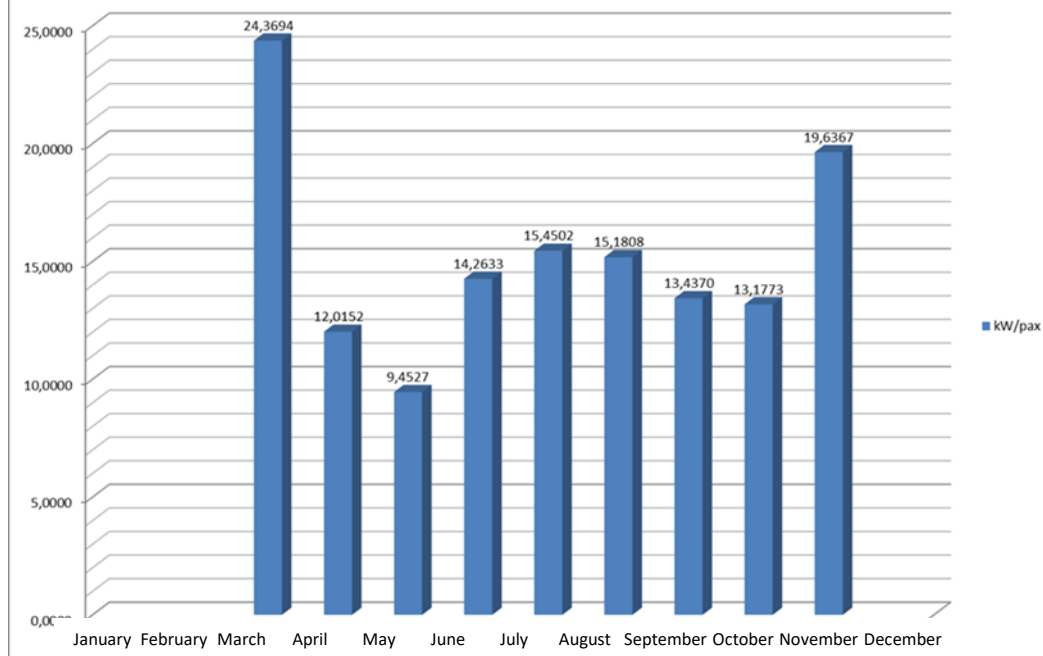




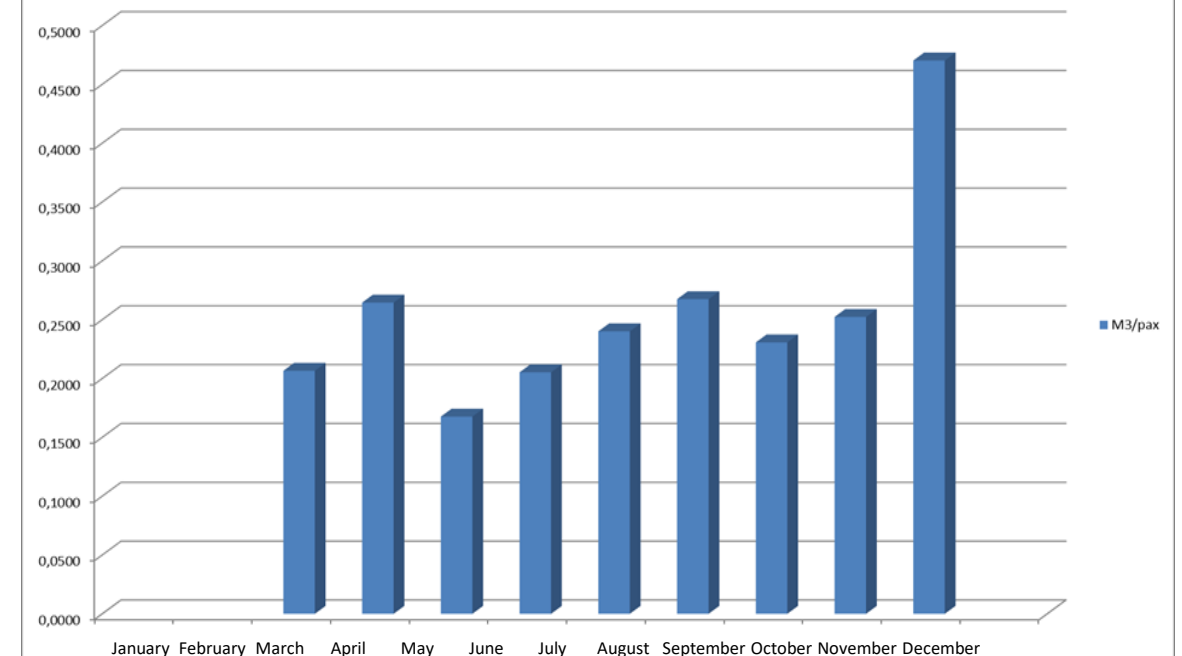
WHAT ARE WE DOING?

- We monitor energy, water, and chemical consumption on a monthly basis.

Electricity Consumption



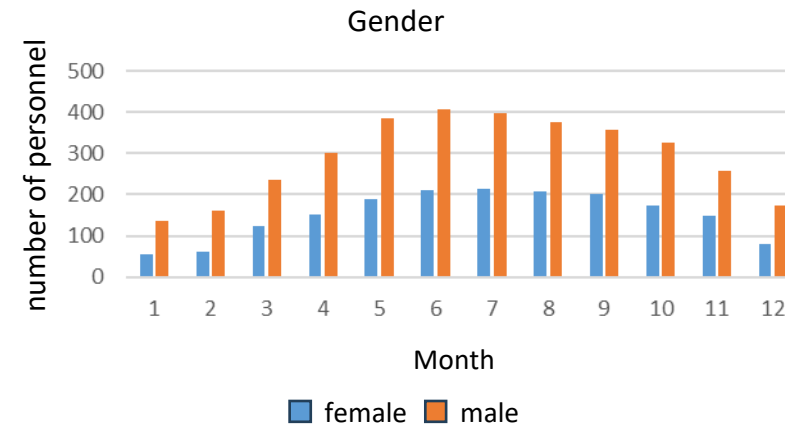
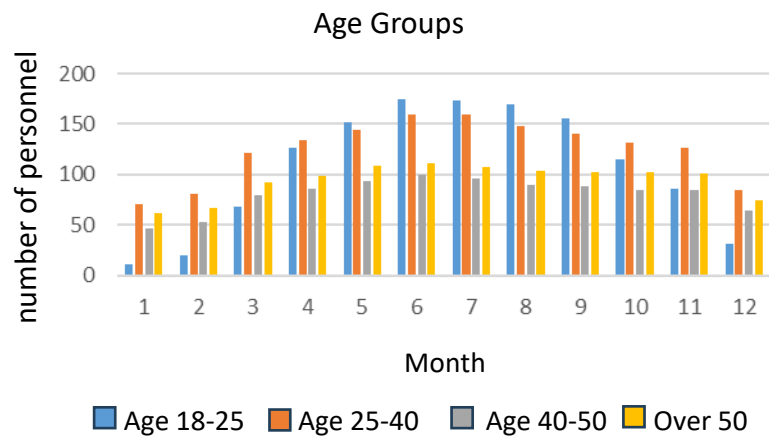
Water Consumption





WHAT ARE WE DOING?

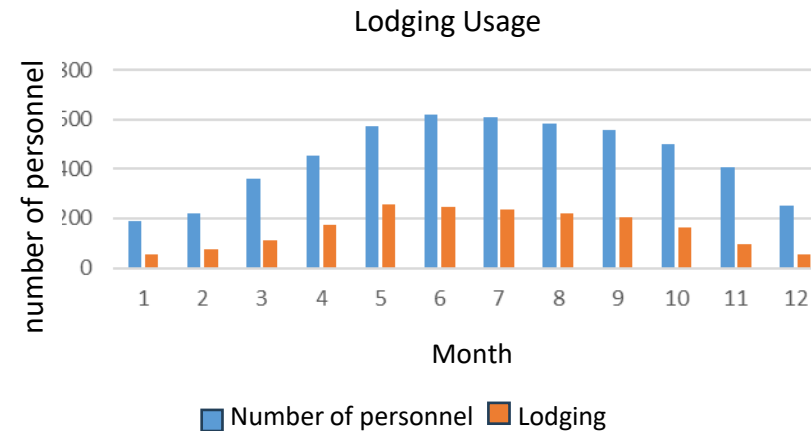
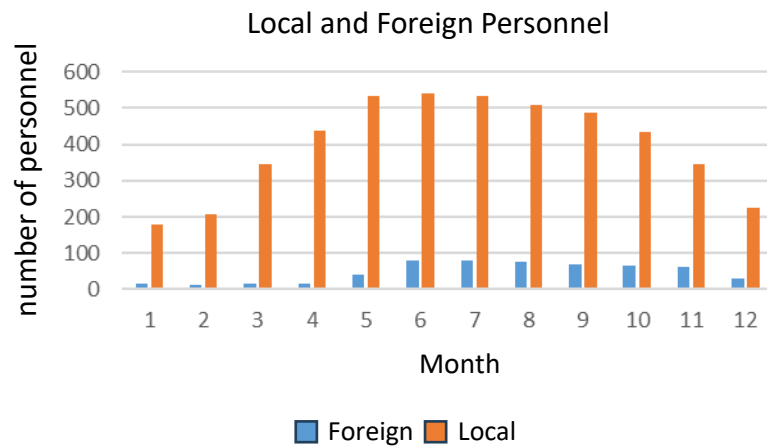
- We practice and continue to implement positive discrimination by increasing the employment rate of female workers, not assigning women to night shifts, not employing them in heavy labor, and not employing child laborers (excluding interns).
- There are no employees under the age of 18.





WHAT ARE WE DOING?

- The majority of our employees are local staff.
- Most of the hotel managers are also local.





WHAT ARE WE DOING?

- In addition to the healthcare services provided by the social security system, our workplace physician continuously offers healthcare services to our employees within the facility. Employees also receive discounted healthcare services from our affiliated hospital (Akdeniz Hospital).
- Weekly meetings are held regarding hotel occupancy rates, improvement works, guest satisfaction, sustainability, and other necessary topics.
- A mini library has been established next to the Guest Relations Office for reading.
- To facilitate pool access for disabled guests, an elevator has been installed, and special sun loungers for disabled guests have been made available on the beach.
- Monthly field tours are conducted with Environmental and Hazardous Materials Safety consultants.
- Regular inspections are carried out with Occupational Safety Experts.
- A weekly barbecue party is organized in the staff area.
- Support is provided to schools and student scholarships:
 - Bolu Mengen Culinary High School:** Scholarship + Parent-Teacher Association Assistance
 - Zonguldak Ereğli Piri Reis Vocational and Technical Anatolian High School:** Scholarship + Parent-Teacher Association Assistance



WHAT ARE WE DOING?

- Information on water and electricity conservation has been provided in every department. Training programs in each department include courses on the energy management system.
- Sustainability awareness is incorporated into orientation training.
- Solar panels are used for hot water supply in both the facility and staff accommodations.
- Ten waterless urinals have been installed in common areas.
- Water-saving faucet heads have been installed in guest room taps.
- Two electric Club Cars have been purchased.
- Work on renewable energy has begun, and the **Kırıkkale Solar Power Plant (GES) project** has been implemented.





WHAT ARE WE DOING?

- Caretta caretta (loggerhead sea turtle) nests on our beach are regularly monitored, and the eggs are protected. Measures are taken to ensure a safe environment for the hatchlings to reach the sea.





WHAT ARE WE DOING?

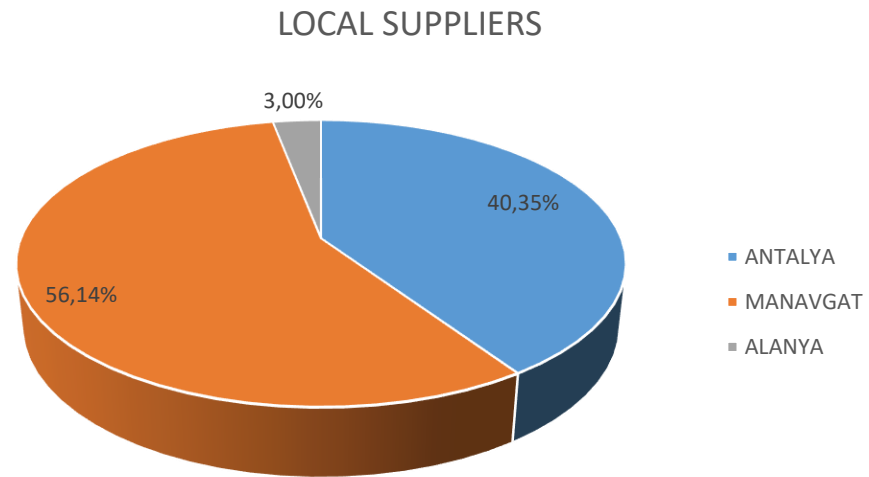
- The facility's exterior walls are covered with Ankara Stone.
- A designated area in the restaurant serves local dishes, including Antalya-style köfte and piyaz on Saturdays.
- here are three Yörük tents in the hotel's outdoor area, one of which is used as a disco.
- A separate serving area has been created in the snack restaurant for gözleme and pide.





WHAT ARE WE DOING?

- Our hotel collaborates with companies located within the Antalya region throughout the season.





LEGAL REQUIREMENTS

- The Green Star certificate was obtained in 2015.
- The Zero Waste certificate was obtained in 2021.
- Environmental activities, sensitive areas, and seawater analysis results are continuously monitored due to the Blue Flag award.
- A declaration of generator operating hours has been made.
- An energy audit report is available. An energy identity certificate is available.
- The waste declaration was made in March 2024.
- The chemical, water, electricity, and natural gas consumption of departments are monitored monthly and annually.
- A Dangerous Goods Activity Certificate is available in accordance with the Directive on the Procedures and Principles of the Regulation on the Dangerous Goods Activity Certificate.

Carbon Footprint





LEGAL REQUIREMENTS

- The facility is not subject to an Environmental Permit; an exemption letter is available.
- The ISO 14001 Environmental Management System is implemented.
- All environmental inspections and transportation and disposal documents of licensed companies are archived. The system is managed through MOTAT.
- The delivery of hazardous waste is carried out by licensed companies.
- Waste declarations are made regularly.
- Waste separation training is conducted regularly and continuously at certain intervals (annually, as needed, and during personnel recruitment). Records are kept in Human Resources.
- Training on Environment and TMG (Hazardous Material Safety) has been organized with our consulting firms, ensuring the participation of all employees.





OUR ENVIRONMENTAL ACTIVITIES-STUDIES

- **Blue Flag Environmental Activities (2024)**
- On June 5, World Environment Day, a tree planting event was held with the students of Kızılot Ahmet Yaşar Primary School. Students were informed about environmental issues.
- On June 5, World Environment Day, a beach cleaning event was organized with the employees of neighboring facilities.





OUR ENVIRONMENTAL ACTIVITIES-STUDIES

- Environmental Area Cleaning: Area cleaning is carried out on a regular weekly basis.
- Beach Area Cleaning: Beach area cleaning is conducted at set intervals.
- Environmental Board (Common Area): An environmental board is located in the garden area to inform both guests and staff.
- Environmental Corner (Staff Area): An environmental board is placed in the staff area to inform personnel.
- Endemic Species Information: The Blue Flag board provides information about endemic species. Sand lilies (Kum Zambakları) growing within the facility's boundaries are protected.



OUR ENVIRONMENTAL ACTIVITIES-STUDIES

- Protection of the Caretta Caretta Nesting Area: Areas where the turtles lay eggs are protected with cages
- Blue Flag Environmental Activities (2024): A sapling-planting event was organized together with the mini club.





OUR ENVIRONMENTAL ACTIVITIES-STUDIES

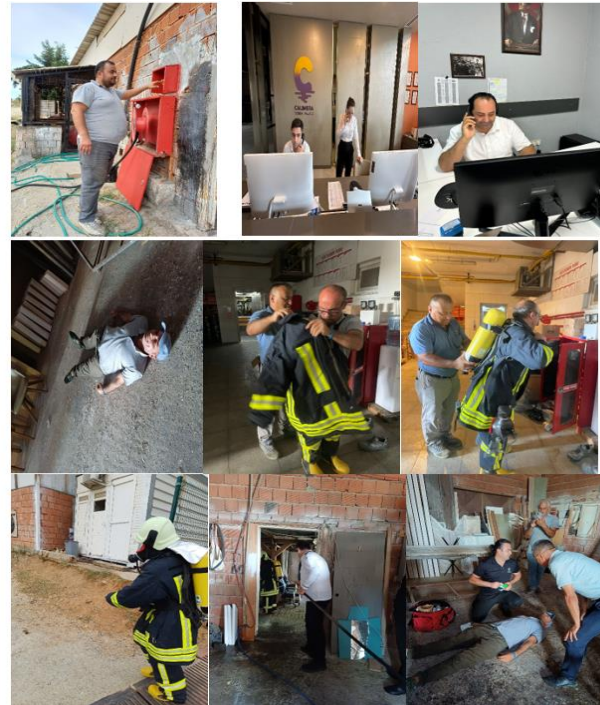
- Every year, all employees receive an awareness training on the environment, energy, etc., provided regularly by Quality, Environmental, and TMGD (Dangerous Goods Safety Advisor) consultants.





OUR ENVIRONMENTAL ACTIVITIES-STUDIES

- Every year, hazardous material spill/leakage and fire awareness drills are regularly conducted for employees by OHS and TMGD consultants.





LOCAL GOVERNMENT COOPERATION AND SOCIAL RESPONSIBILITY INITIATIVES

- Food and beverage offerings, along with entertainment activities, were provided in support of the Kızılot Ahmet Yaşar Primary School fair.
- In October, as part of the Manavgat District Governorate's "Stronger Together" social responsibility project, we hosted our special needs guests.





STAFF PROGRESS REPORT

The following matters have been implemented as outlined below. Some of these practices were already in place in previous periods, but during this term, they have been further developed, and records have started to be maintained.

- A suggestion, complaint, and feedback box is available in the staff dining hall. The key to this box is kept by the Human Resources department, and all submissions are reported to senior management.
- Weekly and monthly menus are prepared for the staff dining hall.
- In addition to receiving at least the minimum wage, employees are provided with meals and transportation facilities.
- Staff work uniforms are prepared in the hotel's laundry facilities before each shift. Requests for changes, alterations, and missing uniforms are fulfilled.
- In accordance with legal requirements, our hotel employs disabled personnel. They work under equal conditions with their colleagues in non-isolated environments, within their physical capabilities and in non-hazardous jobs.
- Each month, an "Employee of the Month" is selected through a voting process among staff and is rewarded.
- During Ramadan, all employees receive a Ramadan package.
- Before the New Year, all employees are given a New Year's gift package.
- As continuous education is highly valued at our facility, periodic training sessions on various topics are provided. (On-the-job department training, Occupational Health and Safety, Fire Safety, Environmental Awareness, Hazardous Material Safety, Certified First Aid, Food Safety, and Hygiene Training, etc.)
- All employees under contract with our hotel are entitled to free medical examinations by the workplace doctor assigned within our partnered hospital. Additionally, employees can benefit from discounts at this hospital.



OUR 2025 ACTIVITIES

- The facility holds a Blue Flag certification, and an application was submitted in 2024. The award is expected to be received by May 2025.
- The Sustainability Policy has been published on the environmental board in the staff area.
- Environmental education and activities for students will be organized in collaboration with Ahmet Yaşar Primary School.
- Museum Cards have been provided to hotel managers by the facility.
- TEMA (Turkish Foundation for Combating Soil Erosion) volunteer cards have been obtained for hotel managers by the facility.

