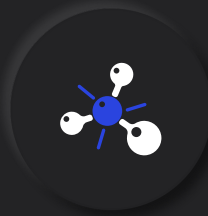




BARUT B SUITES SUSTAINABILITY REPORT | 2023





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BARUT B SUITES SUSTAINABILITY REPORT | 2023



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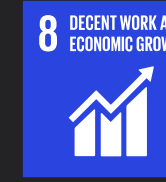
Section 1:

Understanding the Sustainable Development Goals





17 Sustainable Development Goals





Our Targets



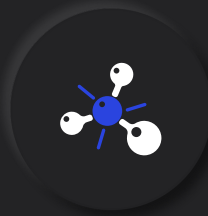
In strategic and operational processes and decision-making mechanisms, economic, social and environmental factors are taken into consideration and evaluated together, which forms the basis of Barut B Suites' management approach



Adopting a corporate governance approach, Barut B Suites emphasizes transparency, accountability, responsibility and fairness principles.



Employees are provided with an environment where their rights are protected, occupational health and safety is prioritized, and occupational We offer a fair and equal opportunity work life where development is supported.



Message from the General Manager

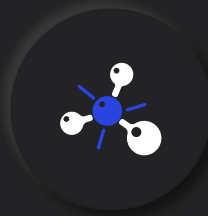


Dear Guests, Business Partners and Dear Employees; Barut B Suites continues to serve with “HAPPY GUEST, HAPPY EMPLOYEE” satisfaction, brand recognition and quality understanding from past to present. We are committed to a sustainable world and sustainable tourism development goals in every sense.

Barut B Suites Hotel has adopted the motto of protecting nature and the environment and has been carefully designed. The hotel has an energy system based on renewable energy sources and meets a significant portion of its energy needs by using technologies such as solar panels. Our hotel, which has a Zero Waste certificate, supports an environmentally friendly approach by preferring recyclable materials.

Barut B Suites Hotel aims to add value to the local community as well as being sensitive to the environment. The hotel supports economic development by employing local labor force and encourages local culture and handicrafts. It also raises awareness of its guests on sustainable tourism principles by organizing environmental awareness programs.

Reducing Environmental Impact Barut B Suites Hotel has exemplary practices in waste management and water conservation to reduce its environmental impact. While minimizing the amount of waste through systematic approaches such as waste sorting and recycling, it optimizes water consumption through water saving measures and supports the protection of local water resources.

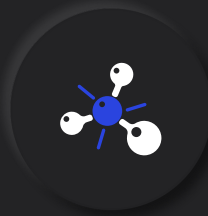


**Message from the
General Manager**



Barut B Suites Hotel continuously informs our guests and staff about sustainable tourism development goals. The hotel management is working on various projects and initiatives to continuously reduce its environmental impact.

In conclusion; Barut B Suites Hotel represents a leading model of sustainable tourism. With its nature-friendly design, social responsibility projects and environmentally friendly practices, the hotel stands out as one of the leading advocates of sustainable tourism principles. It inspires other tourism businesses and contributes to building a more sustainable future together. Barut B Suites Hotel maintains its presence as a pioneering model in sustainability and continues to take decisive steps to minimize environmental and social impact in the tourism sector. Adopting and implementing sustainable tourism principles to leave a more livable world for future generations is among the main missions of the business.



Creating Impact

Impact 1

Thinking
Environmentally
Based

Impact 2

Social Based
Thinking

Impact 3

Thinking in terms
of governance
(participatory)



Impact 1



Energy Efficiency: In 2023, improvement was achieved through energy efficiency measures. In addition to technological innovations such as LED lighting systems and automated energy management systems, personnel trainings were organized to reduce energy consumption.

Water Saving: In 2023, it succeeded in reducing water consumption. Technological updates were made to reduce the flow of water from shower heads and faucets, and guests were introduced to water-saving practices.

Waste Management: Recycling programs were expanded and new strategies were developed to reduce food waste. As a result, waste generation decreased in 2023.



Impact 2

Community Engagement: Participated in various social responsibility projects to increase interaction with local communities. Supported educational scholarships, environmental clean-up activities and local cultural events.

Employee Improvement: Health and training opportunities were provided to enhance staff well-being. In addition, various training programs and events were organized to promote diversity and inclusion.





Impact 3



Fiscal Efficiency: The Company has begun to continuously evaluate the cost-effectiveness of its sustainability measures. Return on investment (ROI) analyses, environmental and social investments to ensure long-term financial profitability.

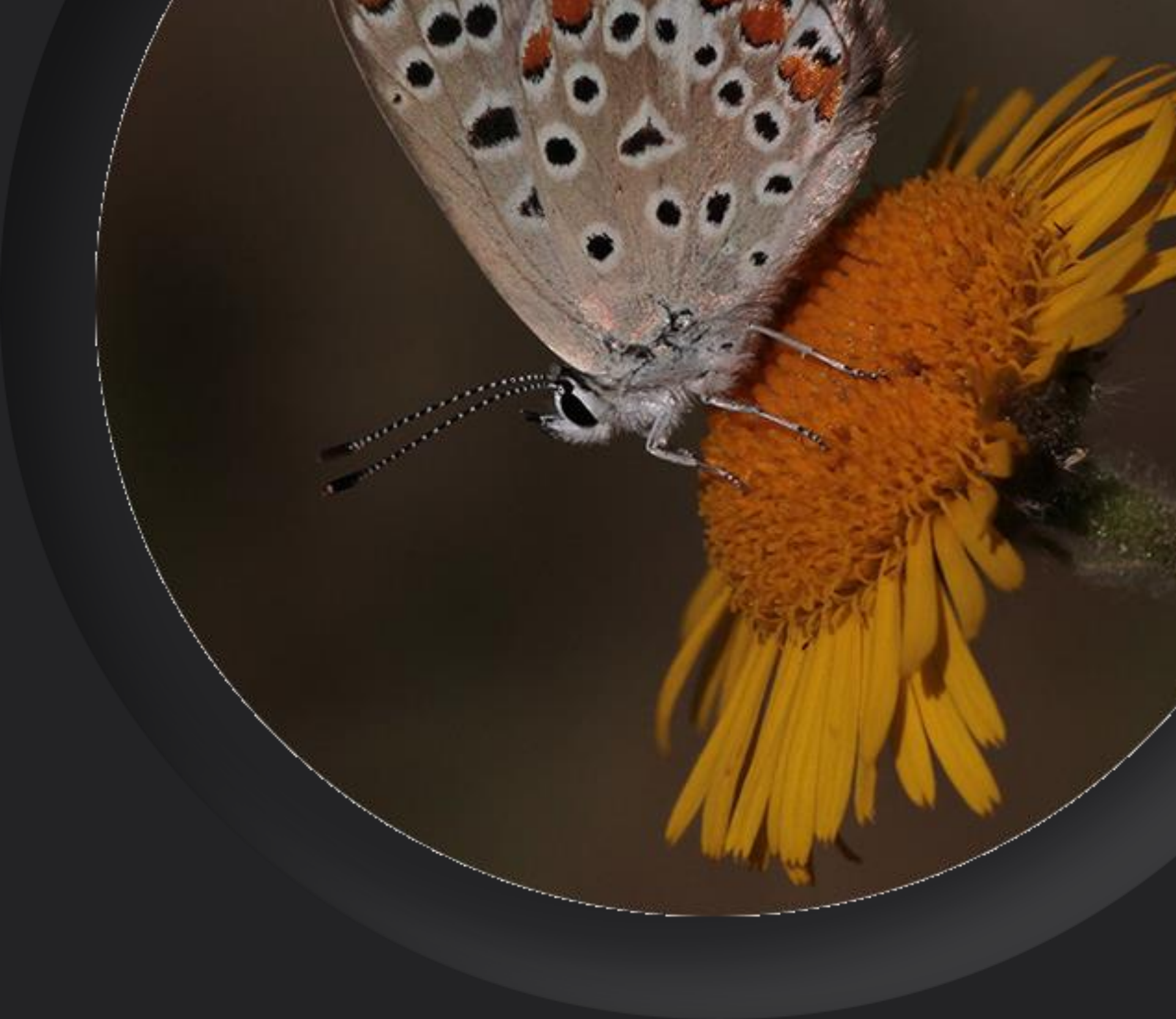


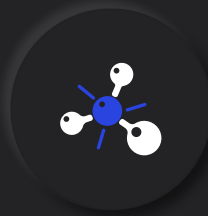
Guest Satisfaction: Barut B Suites observed that sustainability practices increase guest satisfaction. Indicators are developing in a positive direction as guests' awareness of environmental sensitivity and social responsibility issues will lead to positive feedback and loyalty increases for the following years.



Section 2:

Prioritization of Sustainable Development Goals





Prioritized Sustainable Development Goals

2023 Prioritized Development Goals and Prioritized Development Goals Statistics were included in the Report.



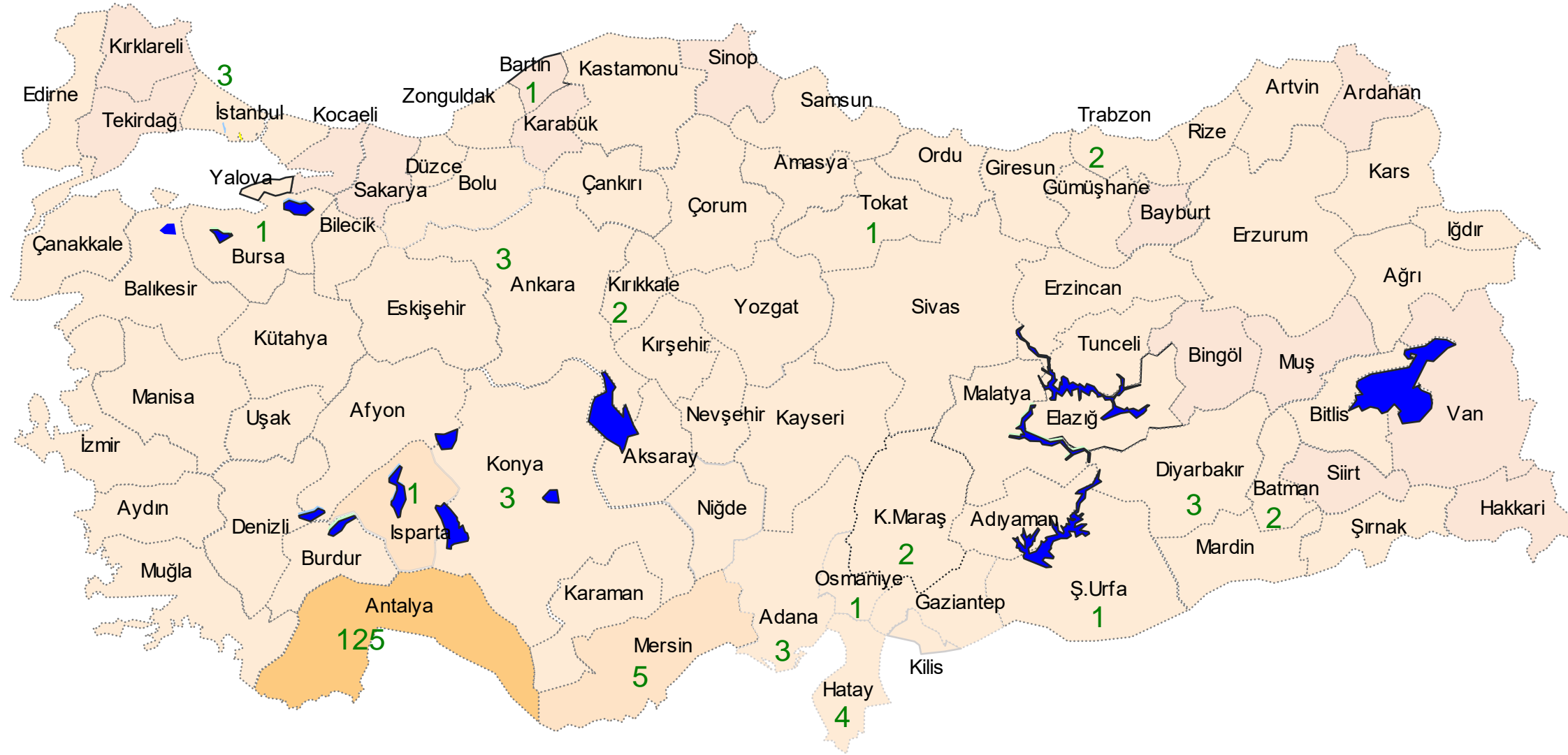


Priority Goals #1:

“Equal Opportunities and Working Conditions”

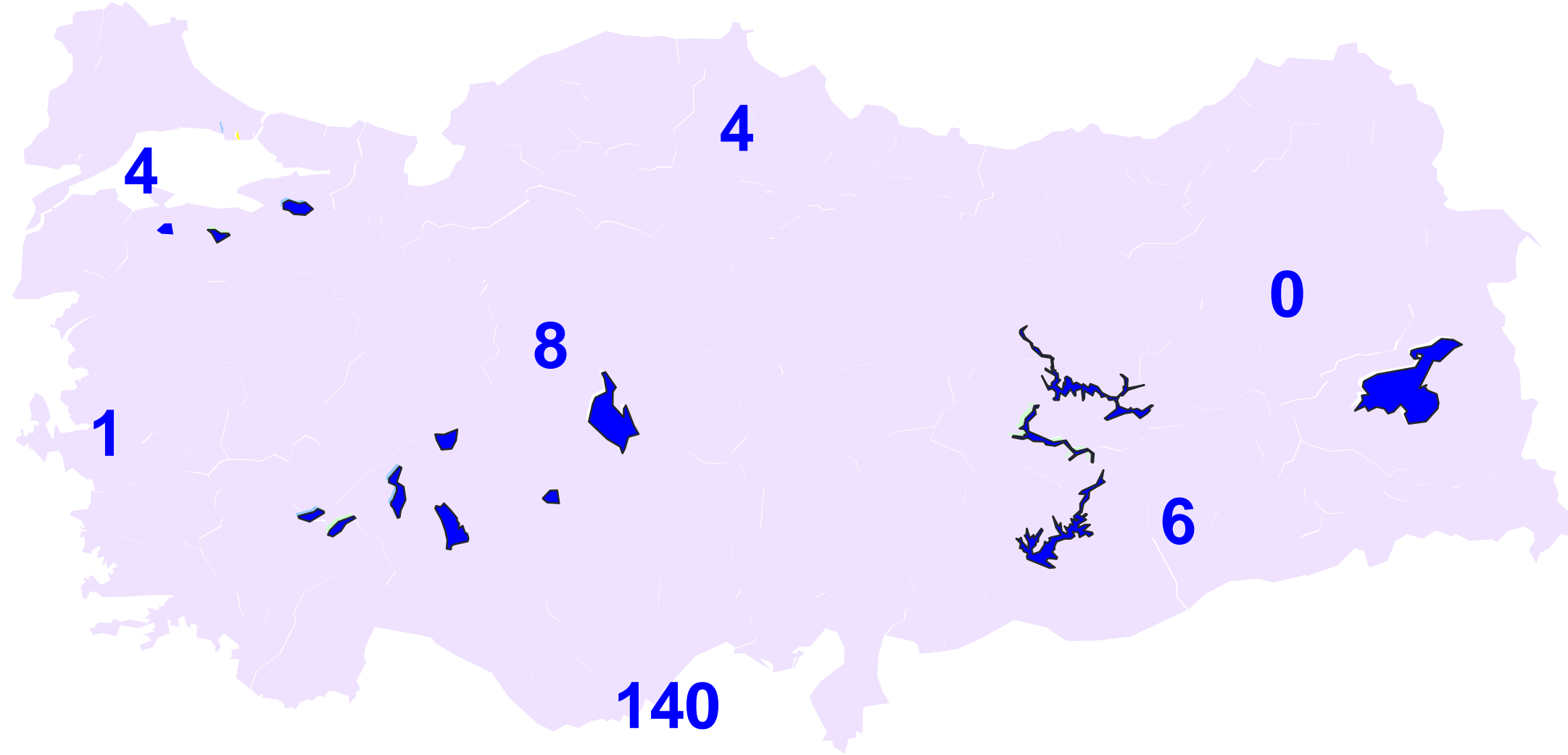
At Barut B Suites

- Promote diversity among its employees and provide an inclusive work environment. Adopt policies that respect differences such as race, gender, religion, age or sexual orientation.
- In the recruitment process, it evaluates each candidate fairly. Qualifications such as skills and experience are key determinants in the recruitment process.
- Hotel employees are regularly trained on equal opportunities and inclusion.
- The hotel treats its guests fairly and tries to respond to the needs of each guest equally.



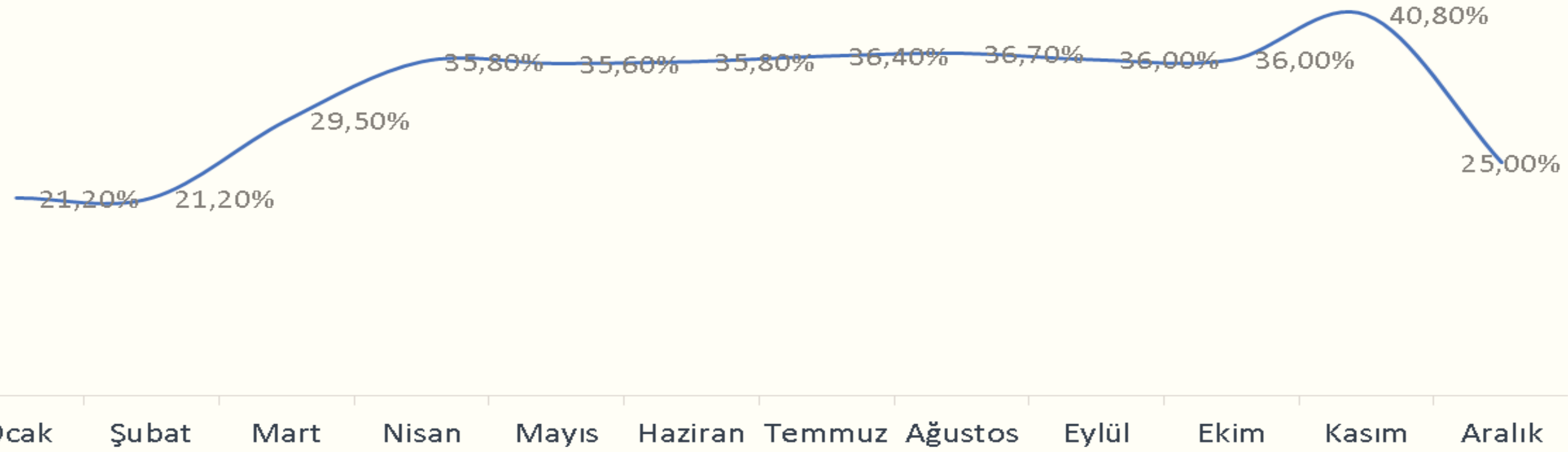
There is no discrimination in the selection of employees in terms of Equal Opportunity. The provincial distribution map shows the provinces from which our facility employees come from.

ÇALIŞAN İL HARİTASI



ÇALIŞAN BÖLGE HARİTASI

Local employees are also prioritized in our facility. We have a high number of employees from the province where the facility is located and neighboring provinces.



Female Employee Ratio

Women's participation in the workforce brings different perspectives, experiences and skills. This contributes to more diverse and creative solutions in the workplace. In addition, women's participation in the workforce helps to make society more balanced and fair. This increases women's economic freedom and reduces gender inequality. Women's participation in the labor force often improves the well-being of families and societies. Women are generally more inclined to spend their earned income on their families and children, which helps meet children's basic needs such as education and health.



Priority Goals #2:

“Natural Resource Utilization, Pollution Reduction”

At Barut B Suites

- **Environmental Sustainability:** The sustainable use of natural resources is vital to protecting the environment. When using natural resources such as water and energy, we reduce our environmental impact by using these resources efficiently.
- **Reducing Costs:** Efforts are being made to reduce energy and water costs by using natural resources efficiently.
- **Social Responsibility:** We have a responsibility towards the society in which we operate. We strive to provide social benefit by using natural resources efficiently and acting in accordance with sustainability principles.





1.944.338,40

Elektrik Tüketimi - KwH



37.516.250,00

Su Tüketimi - Lt

Annual Consumption



102.750,00

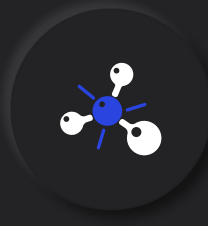
Kağıt Tüketimi - Adet



8.570,90

Mazot Tüketimi - Lt

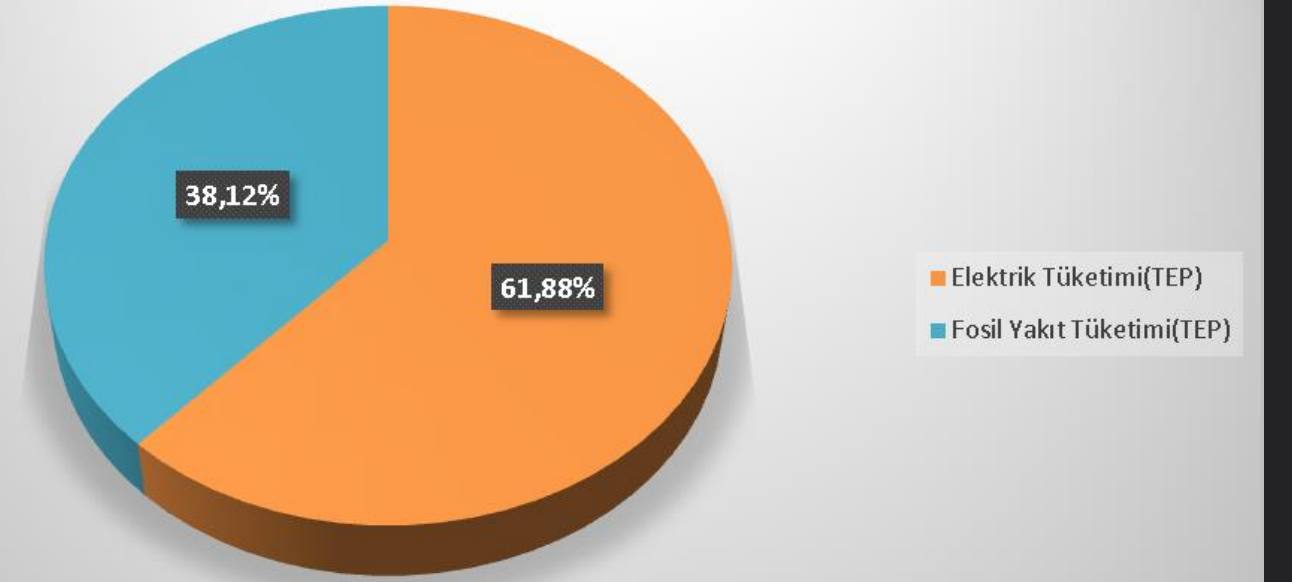
Annual Consumption



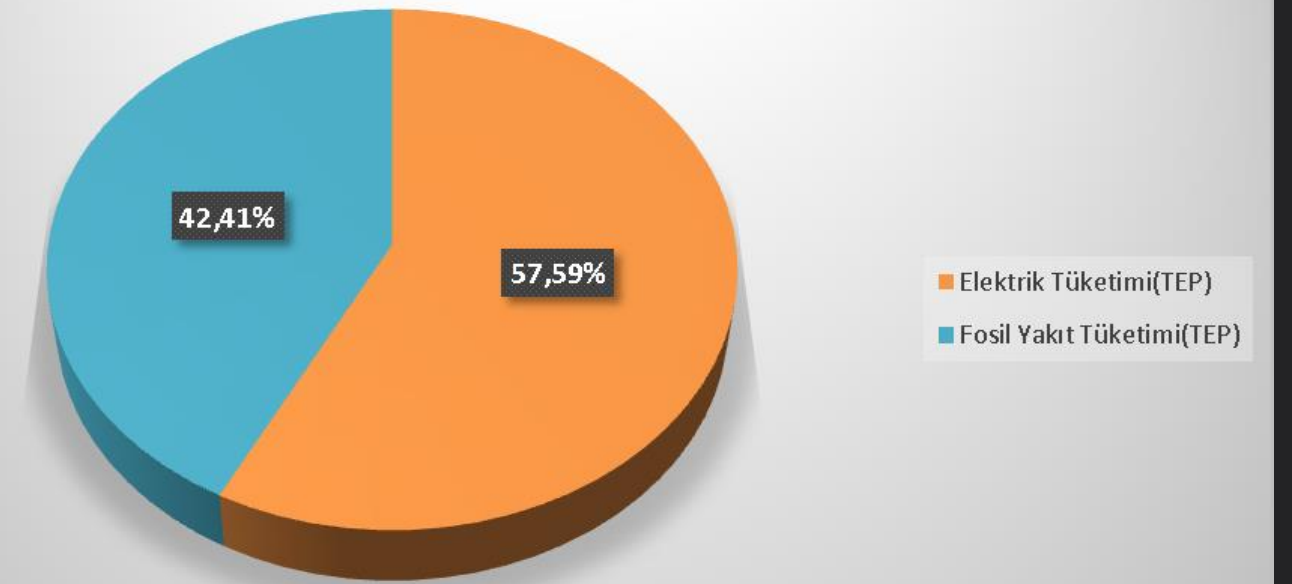
Reducing Fossil Energy Sources

In 2023, there is a decrease in the use of fossil energy resources compared to the previous year. The target for the coming years is to further reduce the use of fossil energy resources.

2023 Yılı Enerji Tüketimi Dağılımı

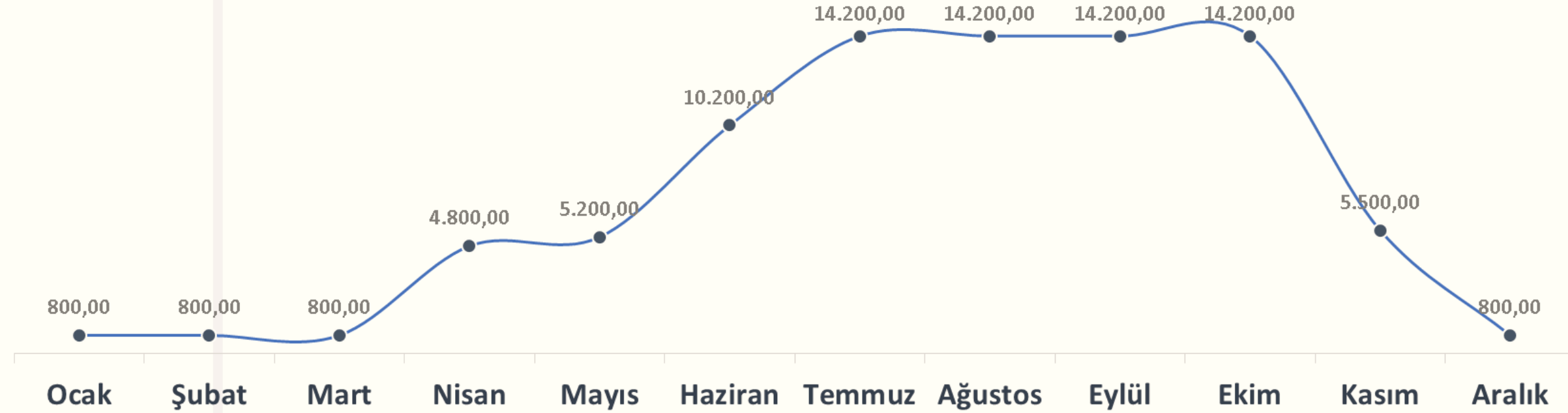


2022 Yılı Enerji Tüketimi Dağılımı





Yemek Atığı



Pollution Minimisation

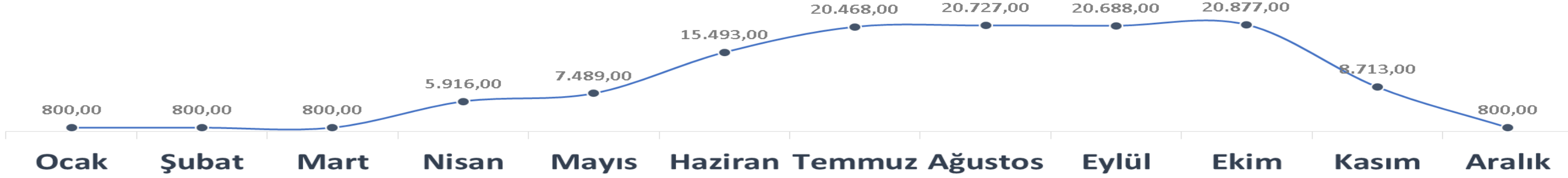
Barut B Suites waste management policies and practices affect its carbon footprint. Recycling, waste minimisation and proper waste management practices can reduce the amount of waste and thus the carbon footprint of the hotel. As Barut B Suites, we are working on waste minimisation. We will continue to work on reducing the amount of existing waste for the following years.



Toplam Atık Miltarı - Kg



Tehlikesiz Atık Miktarı - Kg

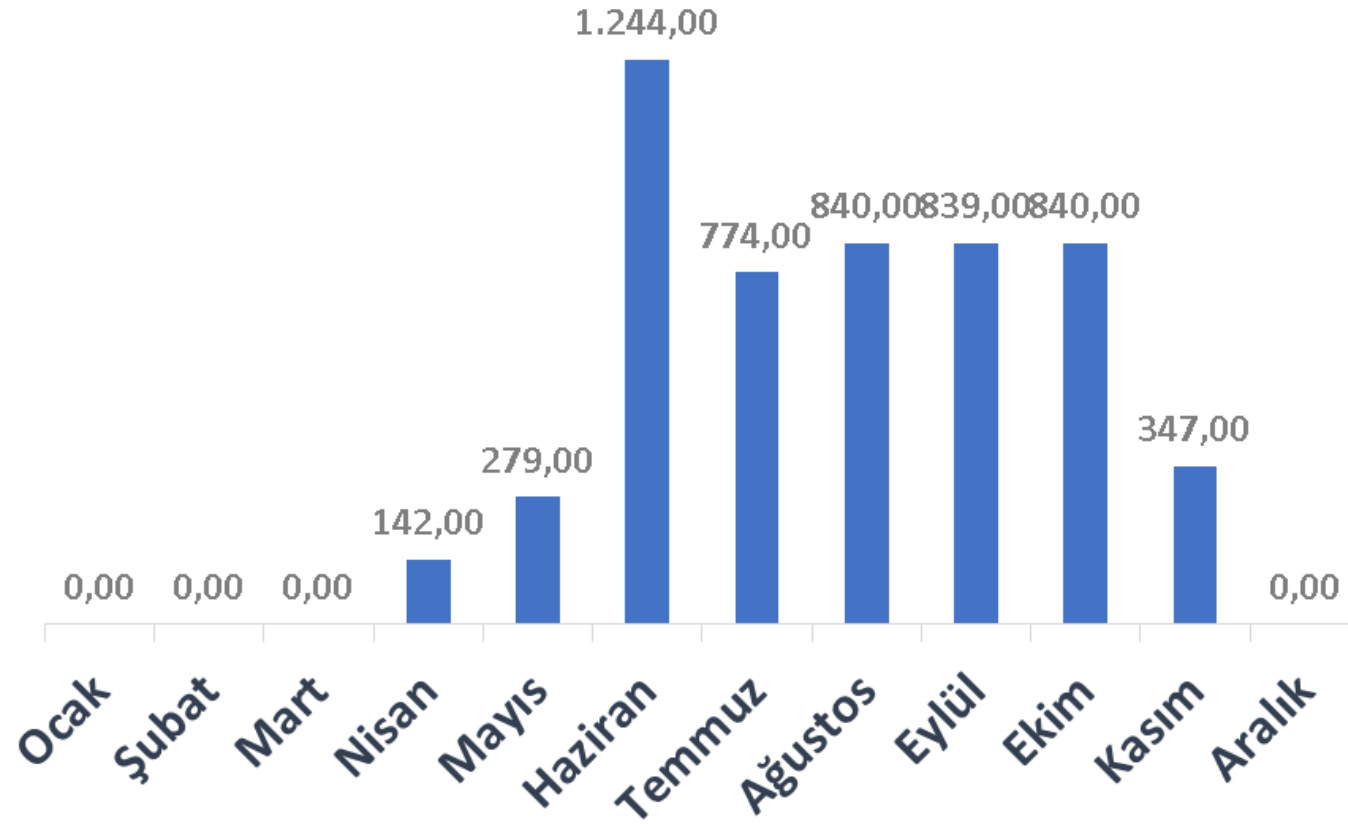


Tehlikeli Atık Miktarı - Kg

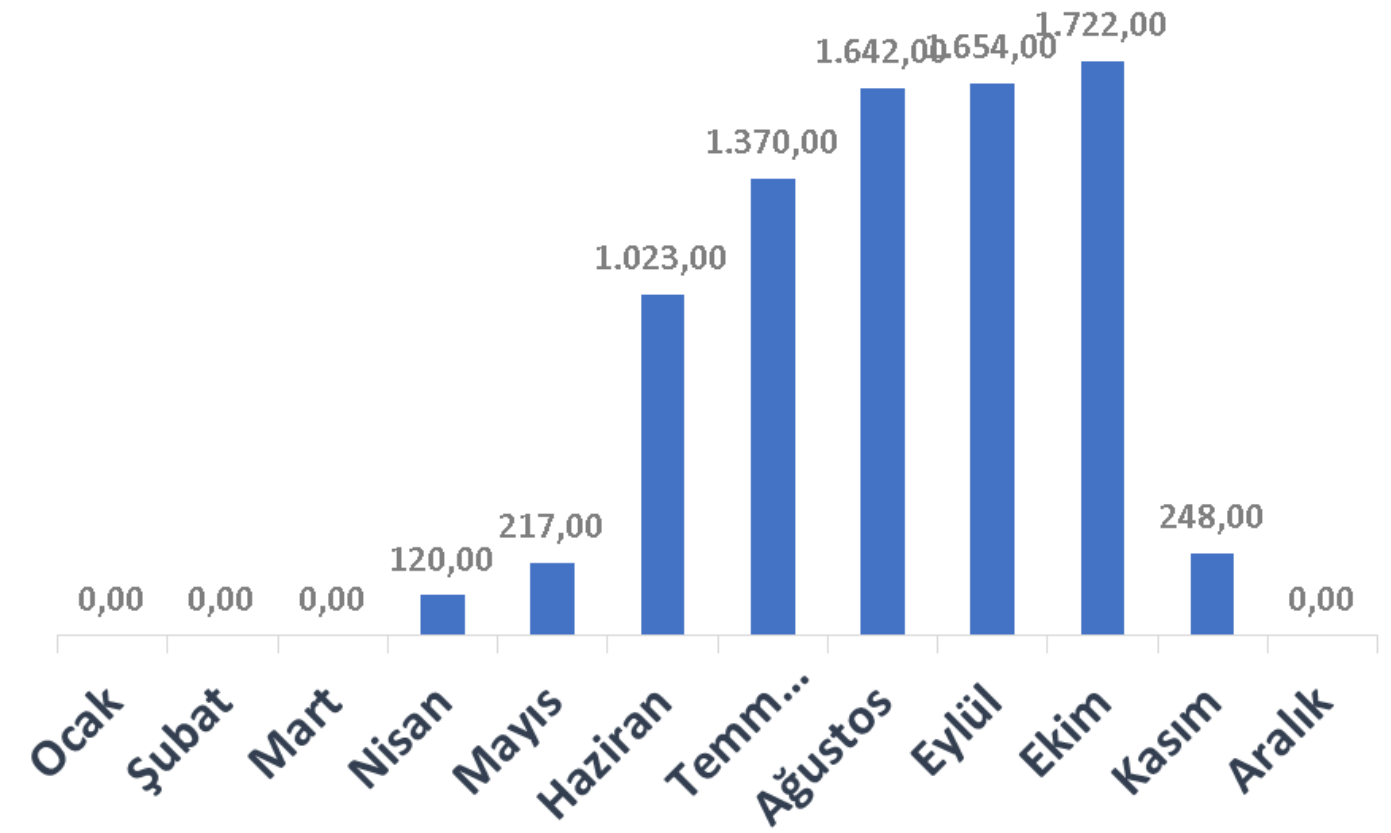




Plastik Atık



Cam Atık

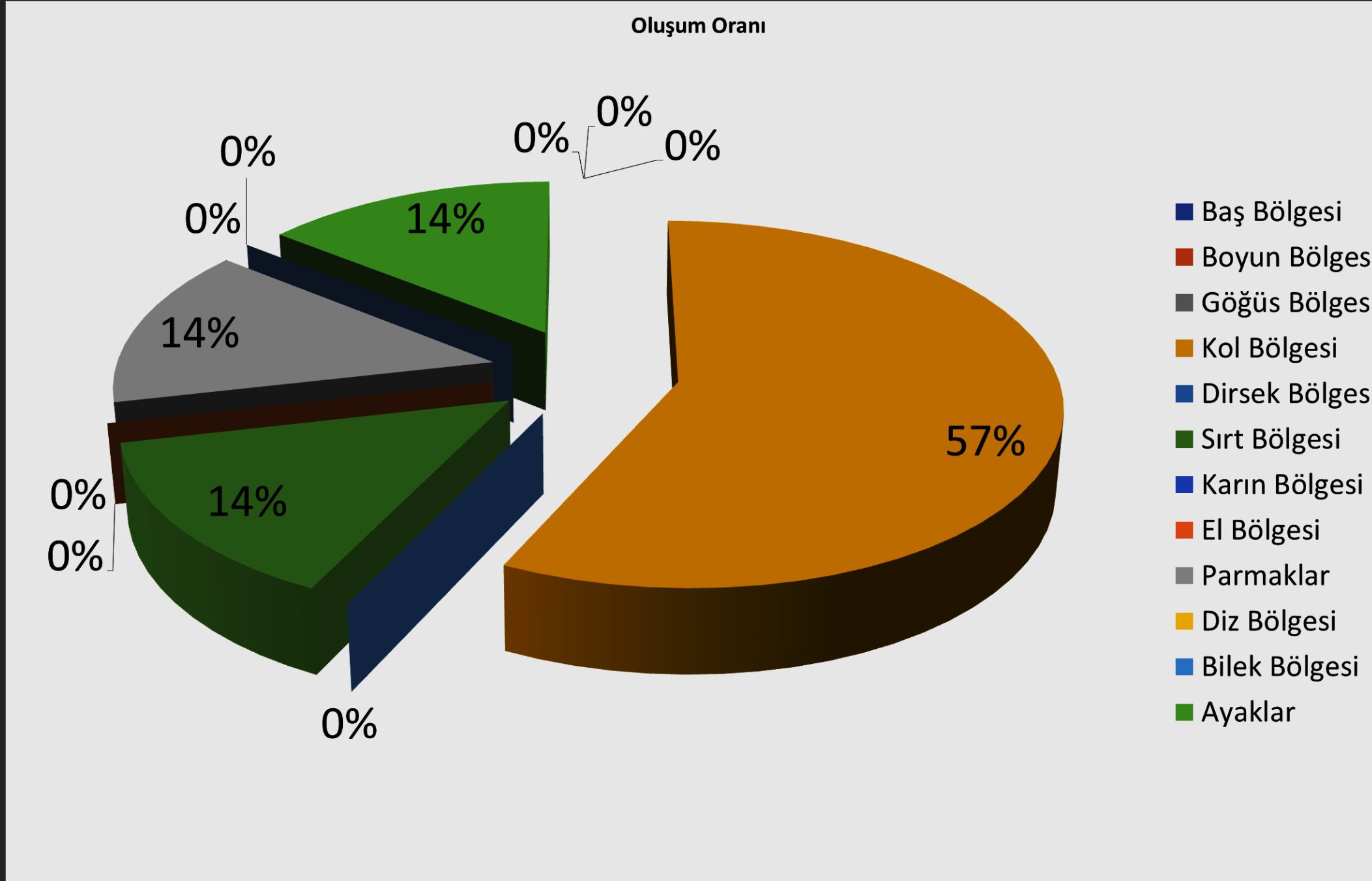
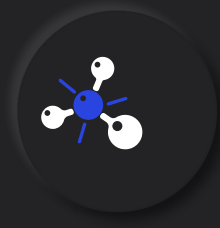




Priority Objectives #3:

'Decent Work'

The concept of 'humane work in sustainability' has emerged as part of sustainability efforts in the business world and ensures that employees operate in a safe and healthy working environment. This includes the fulfilment of occupational health and safety standards and the reduction of stress in the workplace.



Providing a safe working environment for employees is a critical factor for the success of the business. While protecting the health of employees, this is also of great importance for work efficiency, customer satisfaction and the reputation of the business.

The rate of occupational accidents in our facility is quite low for 2023. Only 5 occupational accidents occurred in total.



	1925 - 1945	1946 - 1964	1965 - 1979	1980 - 1999	2000 - 2012	2013 -	Toplam
	64+	45-54	35-44	25-34	18-24		
	Sessiz Kuşak	Baby Boomer	X Kuşağı	Y Kuşağı	Z Kuşağı	Alfa Kuşağı	
Çalışan Sayısı	1	48	50	32	30	1	162
Yüzde	1%	30%	31%	20%	19%	1%	

Different generations working together can offer many advantages for a hotel in terms of business sustainability:

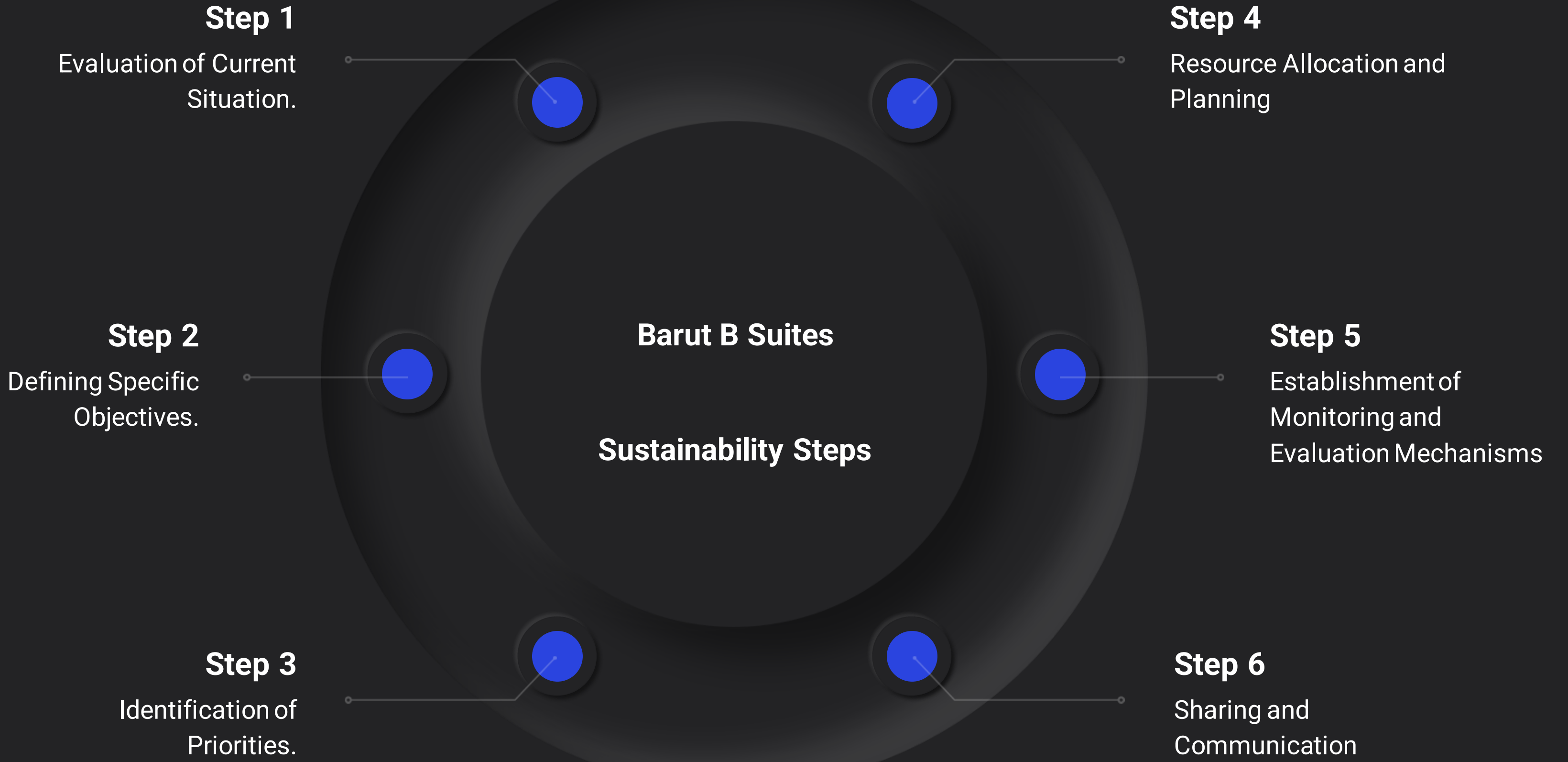
- **Diversity and Different Perspectives:** Employees from different generations come with different experiences, skills and perspectives. This adds diversity to the hotel's operation and service quality, enabling innovative ideas and solutions to emerge. Employees from different generations can learn from each other. For example, younger employees can master technology and digital skills, while seasoned employees can bring their industry knowledge and experience to the fore. This ensures that everyone is constantly developing and learning new things.
- **Customer Satisfaction and Communication:** Employees from different generations can better serve the hotel's various customer segments. For example, younger employees are often technologically savvy and can communicate better with younger customers, while experienced employees can better serve older or traditional customers due to their more experience.
- **Adaptation to Changing Market Conditions:** The hotel industry is a rapidly changing sector and employees from different generations can adapt to these changing conditions faster. For example, young employees can adapt to new trends and technologies faster, while experienced employees can adapt to these changes more flexibly with their past experience in the industry.

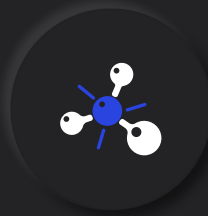


Section 3:

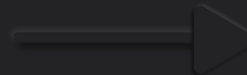
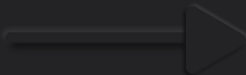
Measuring Progress Towards the Sustainable Development Goals







2024 Prioritisation



Priority 1

Priority 2

Priority 3

Biodiversity Studies

Working on Climate Action

Developing a Health
Education Programme for
Employees



THANK YOU

You can contact us if you have any questions.

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