



TUI BLUE BARUT ANDIZ SUSTAINABILITY REPORT | 2023





Report Content

Part 1:

AIM

SCOPE

MESSAGE FROM

RESPONSIBILITY

Part 2: prioritization

DIMENSIONS OF SUSTAINABILITY
SOCIAL VALUE

ENVIRONMENTAL VALUE

ELECTRICITY-WATER-WASTE
CONSUMPTION
BIODIVERSITY STUDIES

Part 3: Parameters

REDUCING DISPOSABLE PRODUCT
CONSUMPTION

WORK ACCIDENT RATE

WORKING WITH DIFFERENT
GENERATIONS

PERSONNEL PROVINCIAL MAP
RATIO OF FEMALE EMPLOYEES
ADOPTING OUR PAW FRIENDS



TUI BLUE BARUT ANDIZ SUSTAINABILITY REPORT
| 2023

Episode 1:

AIM





TUI BLUE BARUT ANDIZ SUSTAINABILITY REPORT | 2023



We prepared the Sustainability Guide to effectively convey our sustainability approach to all our internal and external stakeholders. In the guide, we included information on how we understand sustainability issues across TUI BLUE Barut Andız, how we respond to these issues and how we manage sustainability. We have also added brief information about global trends that will shed light on us from a holistic perspective.



TUI BLUE BARUT ANDIZ SUSTAINABILITY REPORT
| 2023

Episode 1:

SCOPE





TUI BLUE BARUT ANDIZ SUSTAINABILITY REPORT

| 2023



"Sustainable Development" is a universal model that includes the targets intended to be achieved by the United Nations member countries by the end of 2030, and it covers all the objectives that we can achieve as TUI BLUE ANDIZ out of the 17 defined objectives of this model.





TUI BLUE BARUT ANDIZ SUSTAINABILITY REPORT
| 2023

Part 1:

**MESSAGE FROM THE
GENERAL MANAGER**





TUI BLUE BARUT ANDIZ SUSTAINABILITY REPORT | 2023

Message from the
General Manager



Dear Guests, Business Partners and Employees,
Barut Andız, which has been a part of Barut hotels, which has been in operation since 1971 and is one of the flagships of Turkish tourism, since 2013; Since the day it was opened in the tourism sector, it has been working to make hotel management in Turkey more sustainable and inclusive with our management approach that focuses on guest and employee satisfaction.

In the sector; We are aware that we can only move forward our focuses such as respect for the world, innovative service and digitalization, as well as high-level and personalized accommodation experience, when we are part of sustainability. As TUI BLUE Barut Andız; We see sustainability as a corporate obligation rather than social responsibility. That's why we care about removing concepts such as more, bigger, more from our workflow and turning to smaller, less resource-consuming and more efficient applications.

In this context, waste disposal, sending food waste to stray animals, donating our textile waste to animal shelters, our solar power plant, which we are in the final stage of construction to provide sustainable and renewable energy and to meet all our electricity consumption, our afforestation projects we carry out with the Tema Foundation and our pioneering efforts to reduce plastic waste. We contribute to sustainability in many areas with our plastic waste reduction project. We also carry out savings-oriented efforts by using technological LED lighting products in general building and environmental lighting . In addition, we obtain and develop various benefits with smart solutions that can save energy in ventilation systems and hood systems. For this purpose, we increase the efficiency and usage rate of our automation systems. All our purchasing processes are handled separately in terms of sustainability, and our ecosystem is considered together with our suppliers and their development. Our consumables are constantly reviewed for this purpose and we evaluate their environmental impacts in accordance with the regulations.



TUI BLUE BARUT ANDIZ SUSTAINABILITY REPORT | 2023

Message from the
General Manager



As Barut Andız, one of the points we attach most importance to is; To add value to our society not only in our own business areas but in every field. We base our sustainability strategy on creating shared value and plan and manage all our work accordingly. We are aware that it is a great responsibility to correctly manage the effects of our activities on the environment and society. We are very excited that our hotel is a part of the sustainability efforts in Turkey and the world. We will continue to work with determination on the transformation journey we have begun for a sustainable future together with our guests, employees and all our business partners.

Kind regards,
Ergin Sarp
General manager



TUI BLUE BARUT ANDIZ SUSTAINABILITY REPORT
| 2023

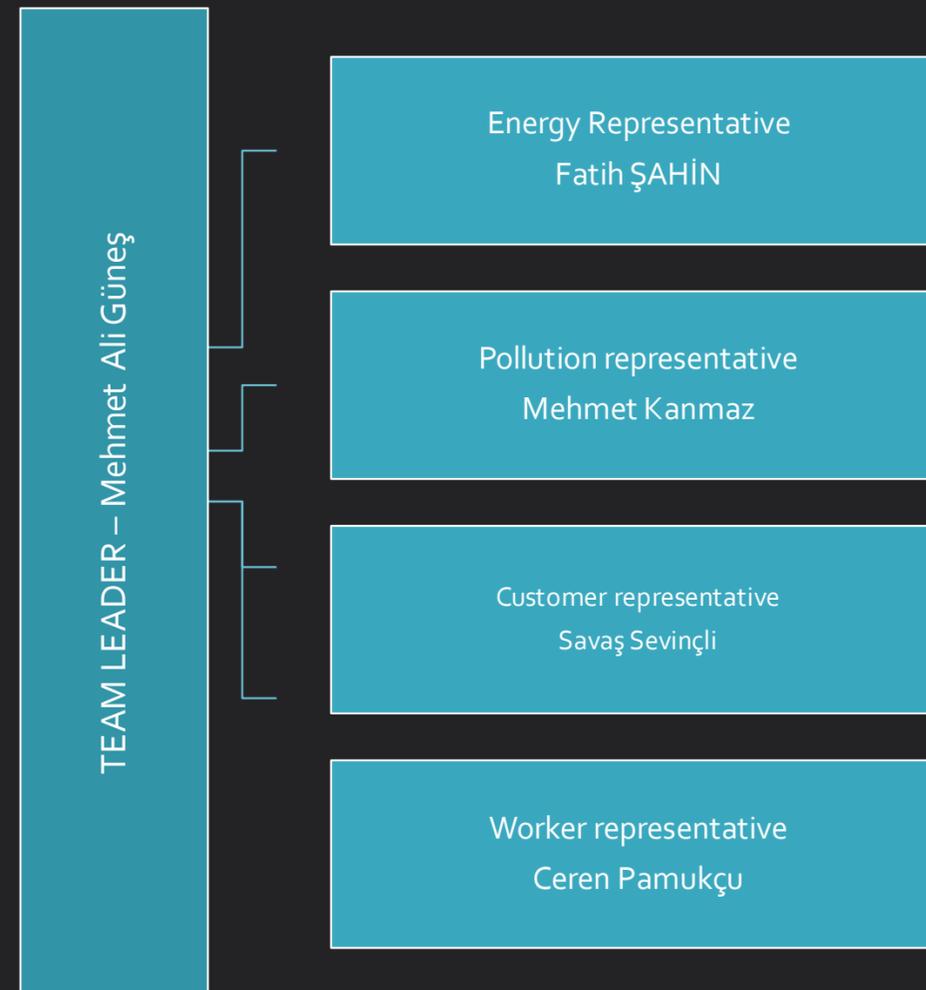
Part 1:

RESPONSIBILITY





Senior Management is responsible for the implementation of Barut Andız Sustainability Report . The Sustainability Committee is responsible for creating the sustainability report.





Part 2:

SUSTAINABILITY
DIMENSIONS
SOCIAL VALUE





TUI BLUE BARUT ANDIZ SUSTAINABILITY REPORT

| 2023



MAIN THEME	PRIORITY TOPIC	TARGET TITLE	SDG
SOCIAL VALUES	skill management	We offer a work environment suitable for changing trends and focus on the continuous development and learning of our employees by developing innovative training and practices. We adopt continuous improvement of our performance management system as one of the basic requirements. Within the scope of talent management , we aim to attract and retain the best talents and develop their existing potential, and to create value by applying the most effective digital and employee-oriented Human Resources systems and processes.	 
	Equal Opportunity and Diversity	Ensuring gender equality, ensuring diversity in the workplace and granting equal rights and opportunities to all employees are among the most important factors in providing a successful work environment. At TUI BLUE ANDIZ , we offer equal opportunities to our employees from the moment of recruitment and actively benefit from the potential power of diversity and differences.	 
	Occupational health and Safety	By focusing on the health and safety of all our employees, we carry out all our activities with the aim of zero work accidents and occupational diseases, and we make improvements every year to provide a safe working environment without accidents. We focus on effectively managing OHS risks for the best .	 
	Social Investments	We touch the lives of people who want to exist in the tourism industry wherever possible in different areas of the tourism industry. In order to make sustainable development possible, we support the active participation of individuals in cultural life, trigger the development of individual and social cultural freedoms in society by protecting the material and spiritual cultural heritage, and provide qualified education to prepare young generations for the future in the tourism sector in a rapidly changing world and close the talent gap.	  



Part 2:

SUSTAINABILITY
DIMENSIONS
ENVIRONMENTAL VALUE





TUI BLUE BARUT ANDIZ SUSTAINABILITY REPORT

| 2023



MAIN THEME	PRIORITY TOPIC	TARGET TITLE	SDG
ENVIRONMENTAL VALUES	Climate Change and Energy	All risks arising from the climate crisis closely concern the tourism sector and TUI BLUE ANDIZ . We adopt investing in energy systems that popularize the understanding of energy and emission management and responsible consumption of resources, increase sustainable energy consumption to the highest possible level, control energy consumption and increase energy efficiency, and as a result, reduce our carbon emissions.	
	Water Management	Using water more efficiently in all our activities, recycling and reusing it as much as possible, and disposing of wastewater in a way that does not harm the environment are among our environmental priorities.	
	Natural Resource and Waste Management	We work to reduce waste generation in all processes, from the design of products and services to their production and presentation to customers, and to prevent environmental pollution by eliminating them at the source.	
	Biodiversity	The tourism sector in which we operate has significant impacts on biodiversity . By identifying areas of impact in these sectors, we focus on reducing these impacts and protecting biodiversity .	



TUI BLUE BARUT ANDIZ SUSTAINABILITY REPORT
| 2023

Part 2:

ELECTRICITY-WATER-WASTE
CONSUMPTION





Effect one



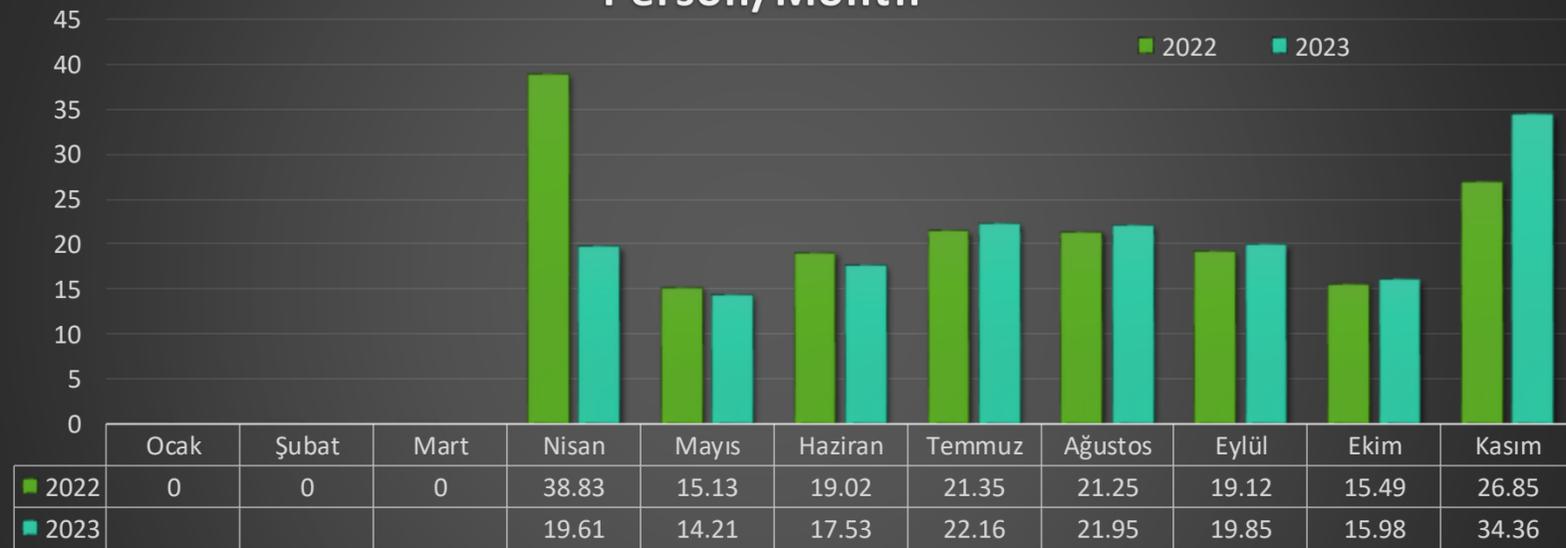
Energy Productivity: In 2023, energy efficiency with precautions improvement provided:

- LED lighting is preferred in 95% of our lighting systems.
- All minibars in the hotel were replaced with minibars that consume less than 1 kWh of energy .
- Permission works for the project of establishing a solar power plant with a capacity of 2.2 MWh, planned to be built on 37 decares of land in Barla village of Isparta Eğirdir, have been completed.
- Electricity consumption monitoring was done daily, 28 analyzers were installed.
- Employee trainings to reduce energy consumption



Accessible and Clean Energy

2022-2023 ELECTRICITY CONSUMPTION
Person/Month

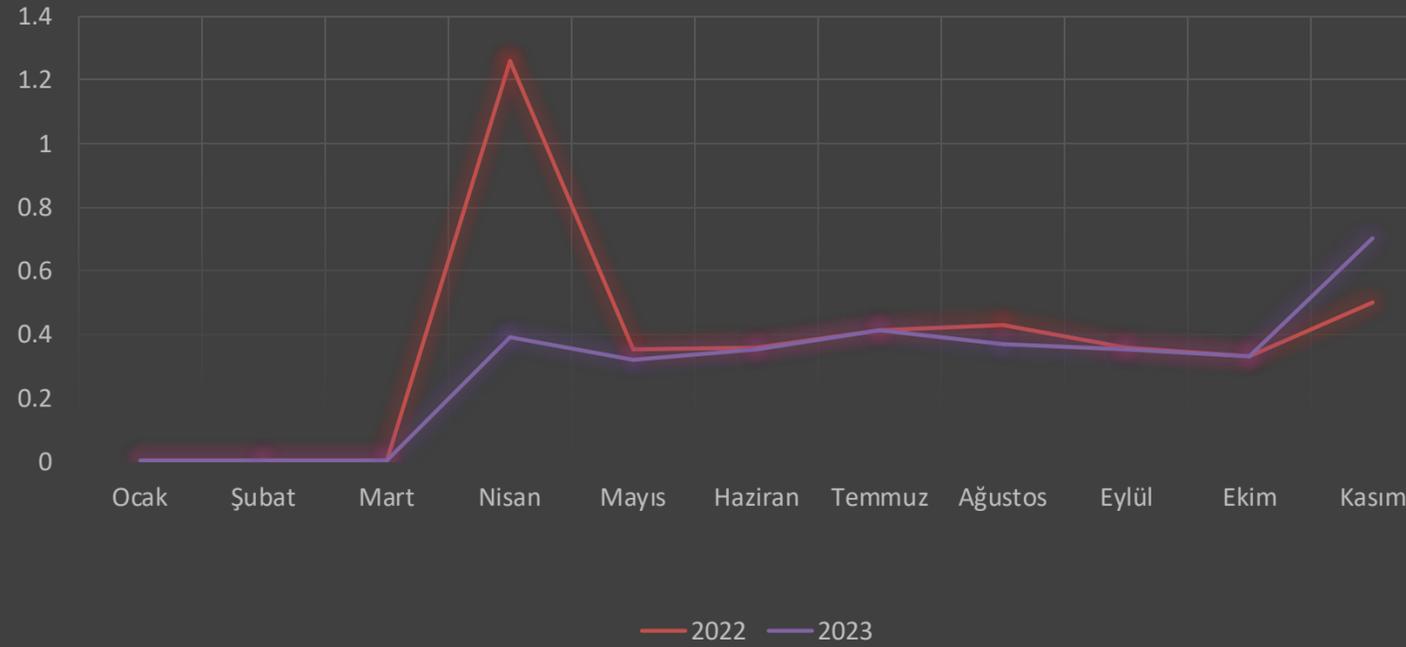




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2022 Water Consumption
pp/month



Saving on water :

Guest mini bars in the rooms , excessive to warm up to prevent for direct sun from the light will be protected way is positioned . room bathroom in their sinks low flow rate (5 lt / min) special fixtures preference is done . All fixtures It has aerator .

To the guests This savings providing We provide information to our guests on our sustainability boards and Blue App applications.



Effect one



Waste Management :

- Proper separation of waste with waste separation bins,
- With the use of glass bottle jugs in our guest areas and a la carte in our main restaurants, the number of plastic bottles is There was a decrease.



Priority Goals #1 :

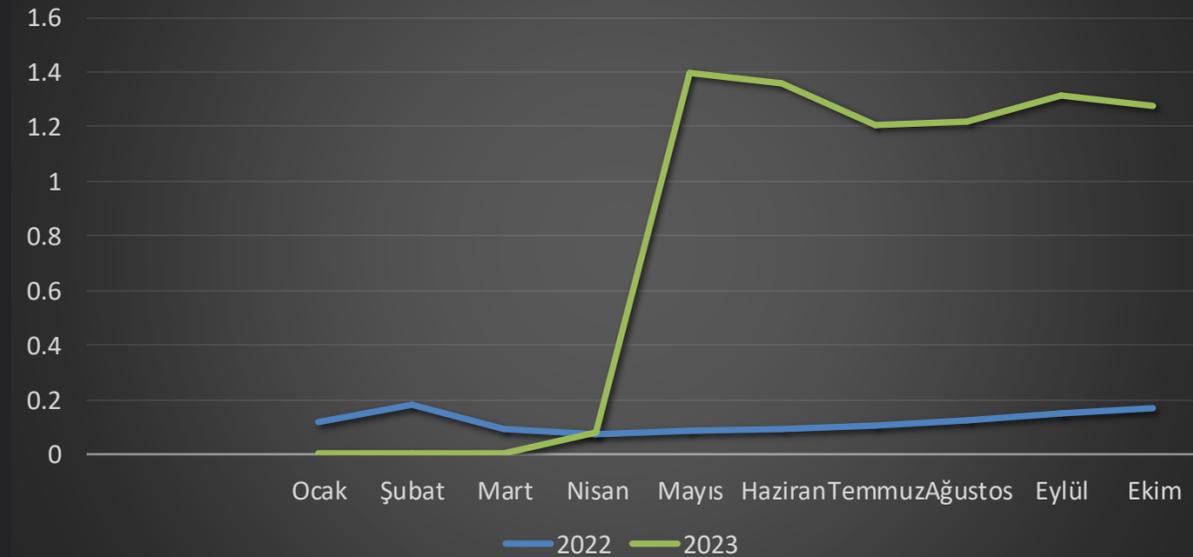
Responsible Production and Consumption

Barut Andız,

- significantly reduce solid waste production through prevention, reduction, recycling and reuse by 2030 .



DOMESTIC WASTE (kg/pp)





Priority Goals #1 :

Paper straws were introduced for use. 3,000 paper straws were used

PAPER WASTE (kg/pp)





TUI BLUE BARUT ANDIZ SUSTAINABILITY REPORT | 2023



1.5 lt Water Pet bottle quantity



Priority Goals #1 :

- We removed plastic bottles and switched to water purification units in our main restaurant and a la carte restaurants.
- By choosing ecological/biological shampoo products, single-use plastic waste was reduced. In 2023, the number of 1.5-liter water PET bottles was significantly reduced.

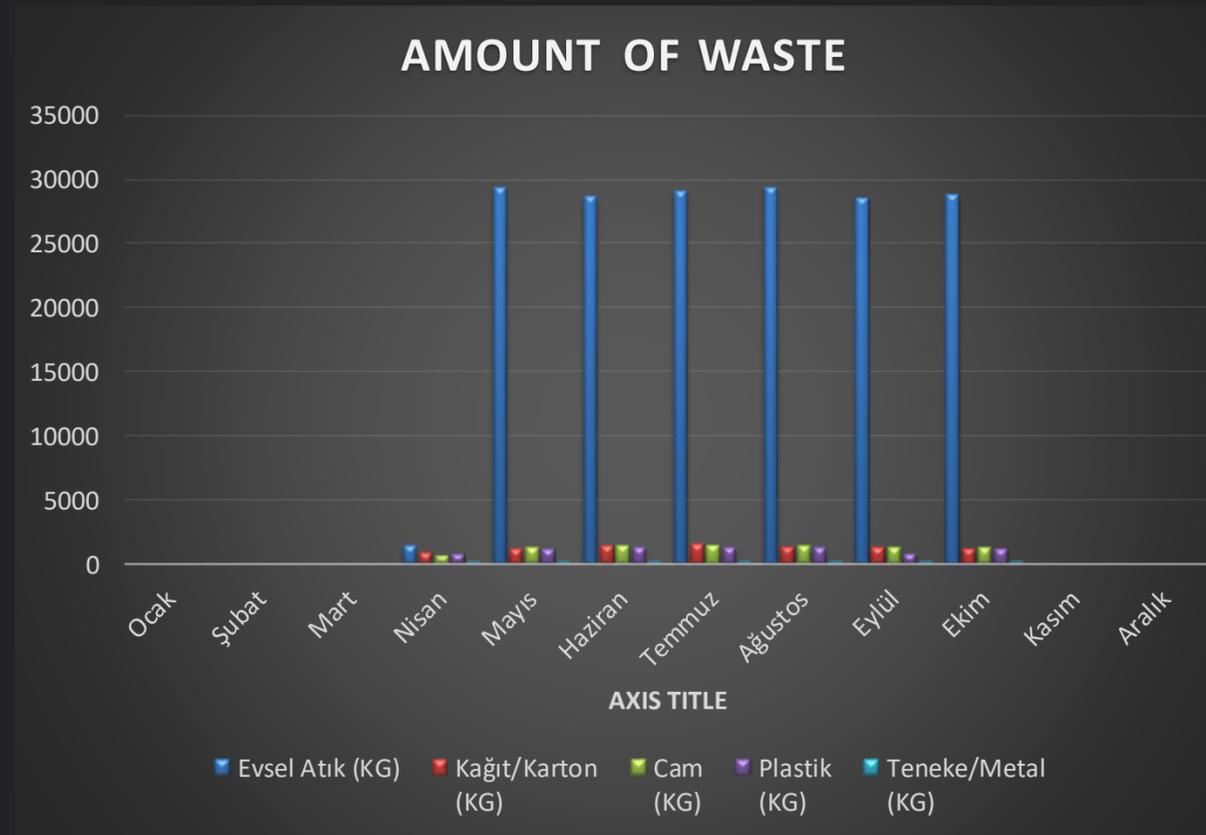
PLASTIC WASTE (kg/pp)





TUI BLUE BARUT ANDIZ SUSTAINABILITY REPORT

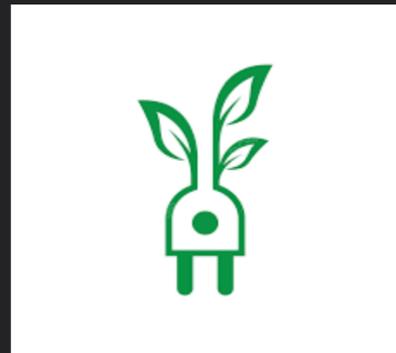
| 2023



	Domestic Waste (KG)	Paper/Cardboard (KG)	Glass (KG)	Plastic (KG)	Tin/Metal (KG)
Fireplace					
February					
March					
April	1,389.00	803.00	646.00	750.00	11.00
May	29,260.00	1,177.00	1,207.00	1,121.00	16.00
June	28,580.00	1,356.00	1,396.00	1,270.00	15.00
July	29,050.00	1,507.00	1,459.00	1,254.00	20.00
August	29,290.00	1,328.00	1,382.00	1,263.00	21.00
September	28,450.00	1,207.00	1,269.00	772.00	16.00
October	28,740.00	1,185.00	1,220.00	1,175.00	16.00
November					
December					



TUI BLUE BARUT ANDIZ SUSTAINABILITY REPORT | 2023



1,204,829.66
Electricity Consumption KWH



24.270,00
Water Consumption LT

Annual Consumption Values



637.80
LNG Consumption MWH



1,350.00
Diesel Amount/LT

Annual Consumption Values



TUI BLUE BARUT ANDIZ SUSTAINABILITY REPORT
| 2023

Part 2:

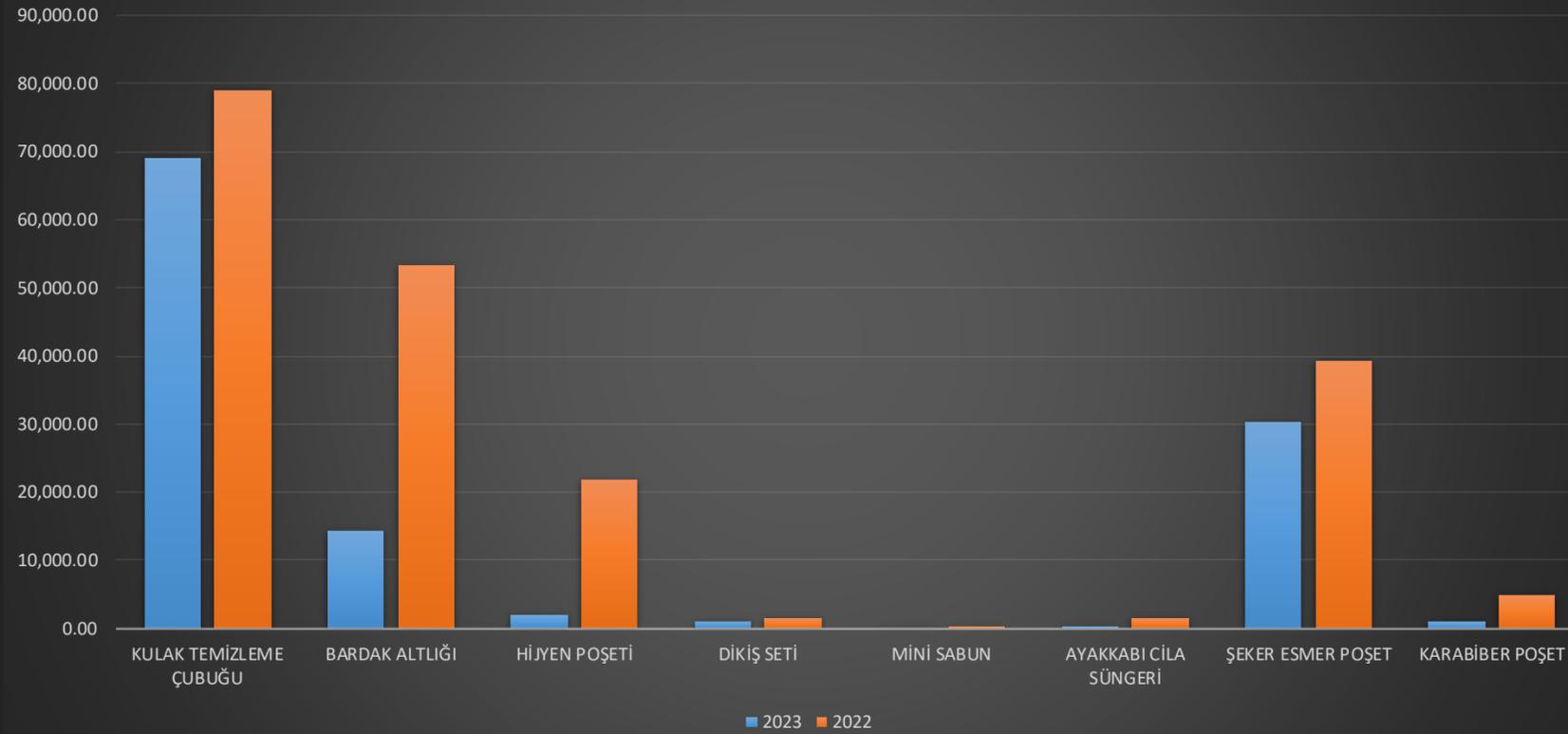
YEAR 2022-2023
DISPOSABLE PRODUCT
CONSUMPTION
EVALUATION





TUI BLUE BARUT ANDIZ SUSTAINABILITY REPORT | 2023

DISPOSABLE PRODUCT CONSUMPTION COMPARISON IN 2022-2023



PRODUCT (QTY)	2023	2022
EAR CLEANING STICK	69,000.00	79,000.00
COASTERS	14.210,00	53.250,00
HYGIENE BAGS	2,025.00	21,850.00
SEWING KIT	1,050.00	1,400.00
MINI SOAP	0.00	200.00
SHOE POLISH SPONGE	383.00	1,500.00
CANDY BROWN BAGS	30.250,00	39.250,00
BLACK PEPPER BAGS	1,000.00	5,000.00

***In 2023, a decrease was detected in disposable product consumption in ear cleaning sticks, coasters, hygiene bags, sewing kits, mini soaps, brown sugar bags, black pepper bags compared to 2022.



TUI BLUE BARUT ANDIZ SUSTAINABILITY REPORT
| 2023

Part 2:

BIODIVERSITY STUDIES





WE CARE ALL 5. YILINDA 5.000 TOHUM TOPUNU EGE BÖLGESİNDE TOPRAKLA BULUŞTURUYOR

WE CARE ALL PLANTS 5,000 SEED BALLS
IN THE AEGEAN REGION IN ITS 5TH YEAR



We, in the fifth year of All , 5,000 Red Pine and Black Pine **seed balls** were planted in Muğla between 1 March and 5 May. ..



TUI BARUT BLUE ANDIZ SUSTAINABILITY REPORT
| 2023

Part 2:

LOCAL AWARENESS





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| 2023



The restoration and conservation works in the South Stoa are carried out under the sponsorship of Barut Hotels.



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Cretan Culture House-Cretan Museum serves to protect, preserve, promote and transfer to future generations the cultural values and historical heritage of the Cretans, which form an important part of Side's historical past. As a family of Cretan origin, we exhibit our belongings unique to Crete in this museum. In addition, as Barut Hotel, we contribute to Turkish tourism by promoting the historical and cultural sites in the region during the construction of the Cretan museum and by presenting our tangible and intangible cultural heritage to our guests in the right way.



TUI BARUT BLUE ANDIZ SUSTAINABILITY REPORT | 2023



We contribute to Turkish tourism by offering our Turkish folk shows and our traditional dishes, such as cezerye, raw meatballs, keskek, Kayseri ravioli, which we introduce to our guests at Turkish nights, to our guests.



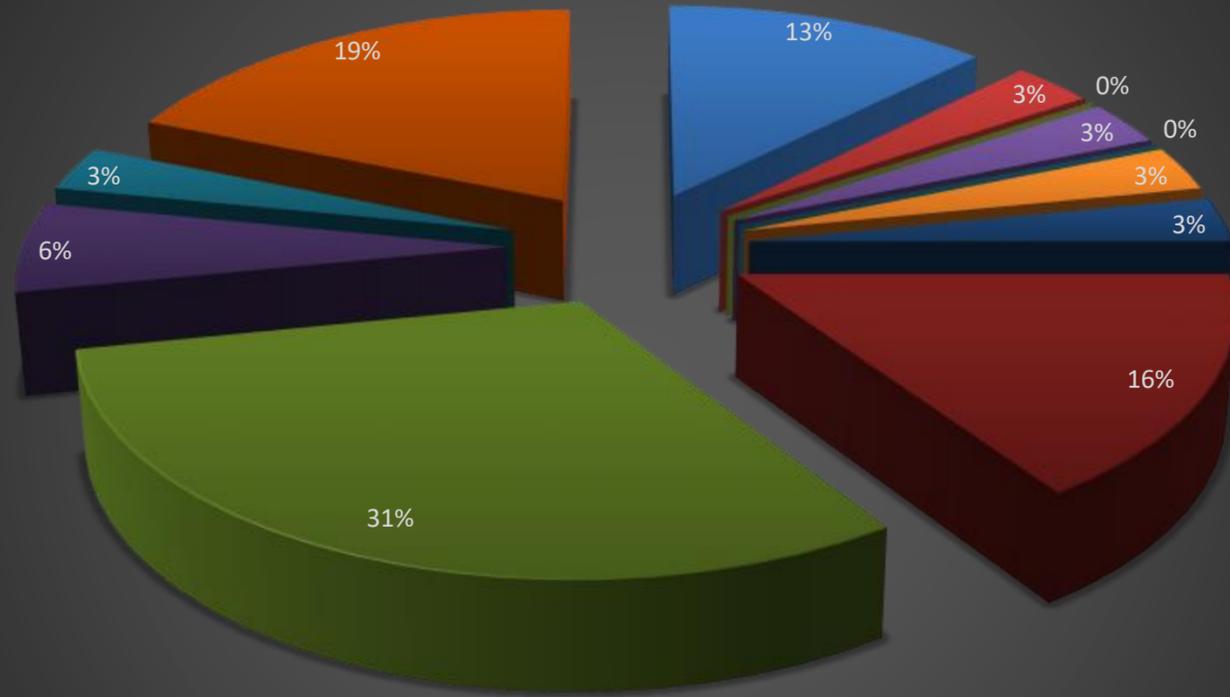
Part 3:

2023 WORK ACCIDENT RATE
EVALUATION

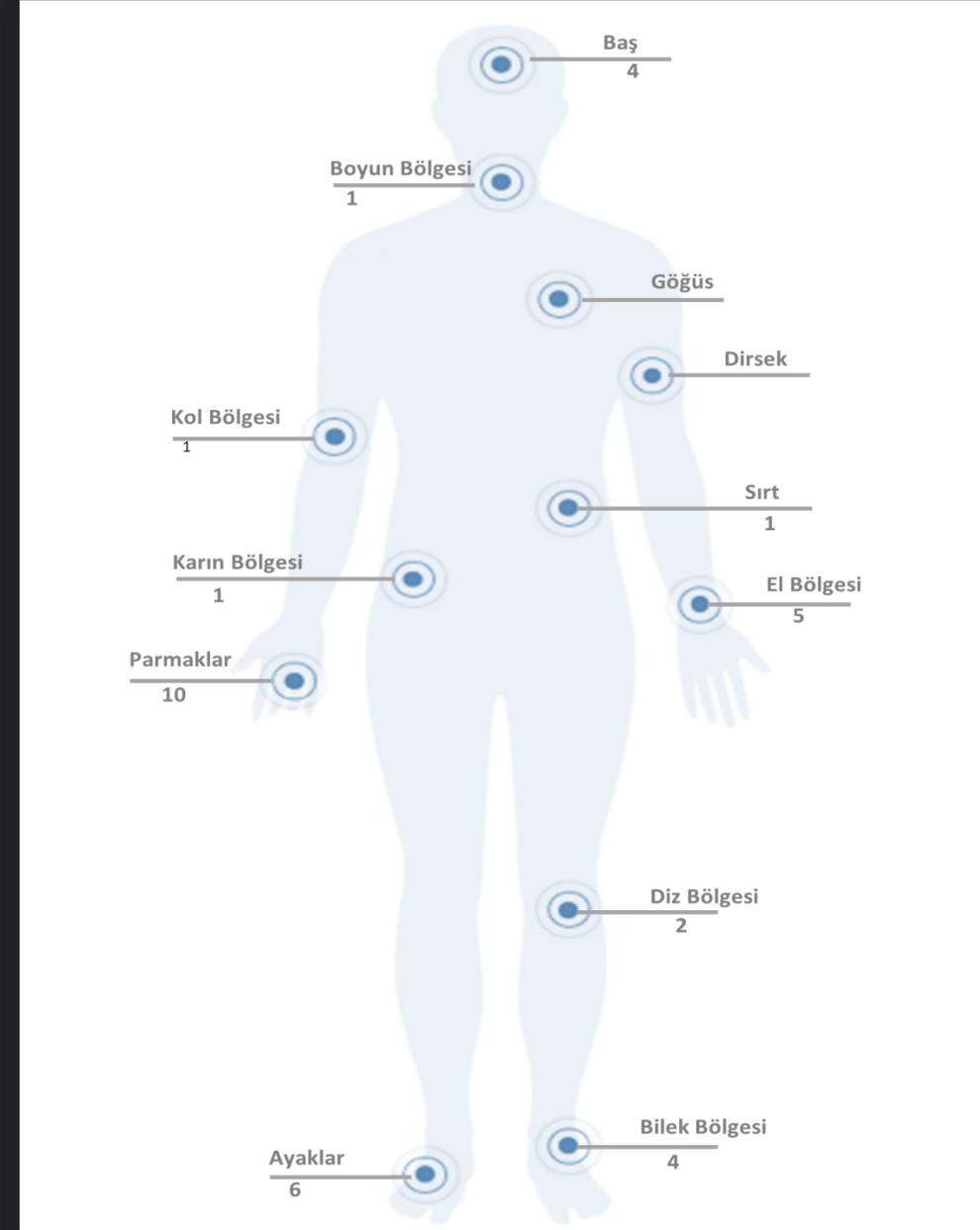




Injury occurrence rate %



- Baş Bölgesi
- Boyun Bölgesi
- Göğüs Bölgesi
- Kol Bölgesi
- Dirsek Bölgesi
- Sırt Bölgesi
- Karın Bölgesi
- El Bölgesi
- Parmaklar
- Diz Bölgesi
- Bilek Bölgesi
- Ayaklar



Providing a safe working environment for employees is a critical factor for business success
The occupational accident rate in our facility is at a very low level for 2023.

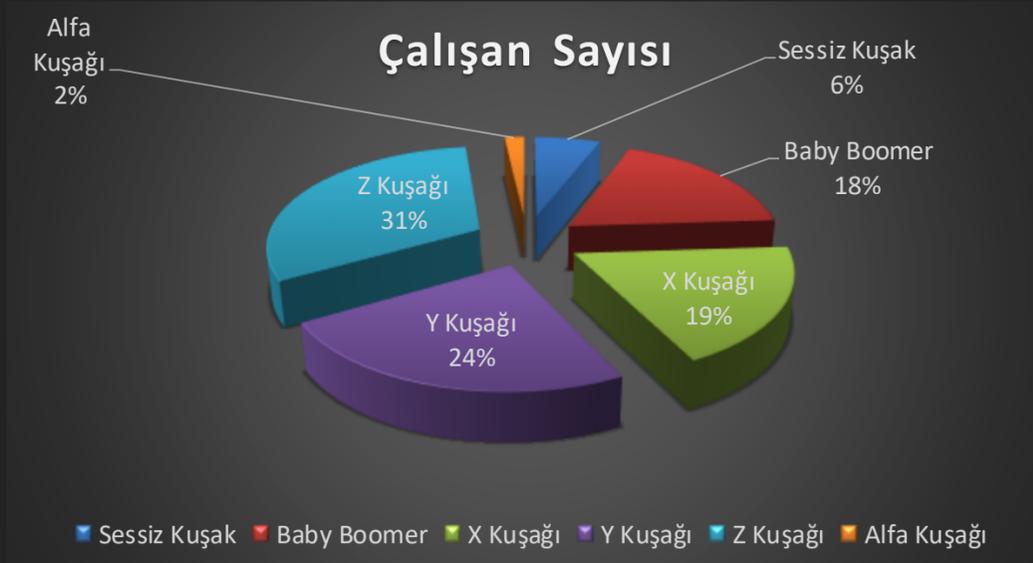


TUI BLUE BARUT ANDIZ SUSTAINABILITY REPORT
| 2023

Section 2 :

WORKING WITH DIFFERENT GENERATIONS





	1925 - 1945	1946 - 1964	1965 - 1979	1980 - 1999	2000 - 2012	2013 -	
	54+	45-54	35-44	25-34	18-24		Total
	Silent Generation	baby boomer	Generation X	Generation Y	Generation Z	Generation Alpha	
Number of Employees	10	31	32	41	54	3	171
Percentage	6%	18%	19%	24%	32%	2%	

Working together of different generations can offer many advantages for a hotel regarding the sustainability of the business :

- Benefits of Working with Different Generations :**
- innovation and creativity and adaptation to technology .
 - It increases employee loyalty and motivation.
 - Improves problem solving skills.
 - It brings together different perspectives and experiences.
 - It creates a more inclusive and equitable environment in the workplace.



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| 2023

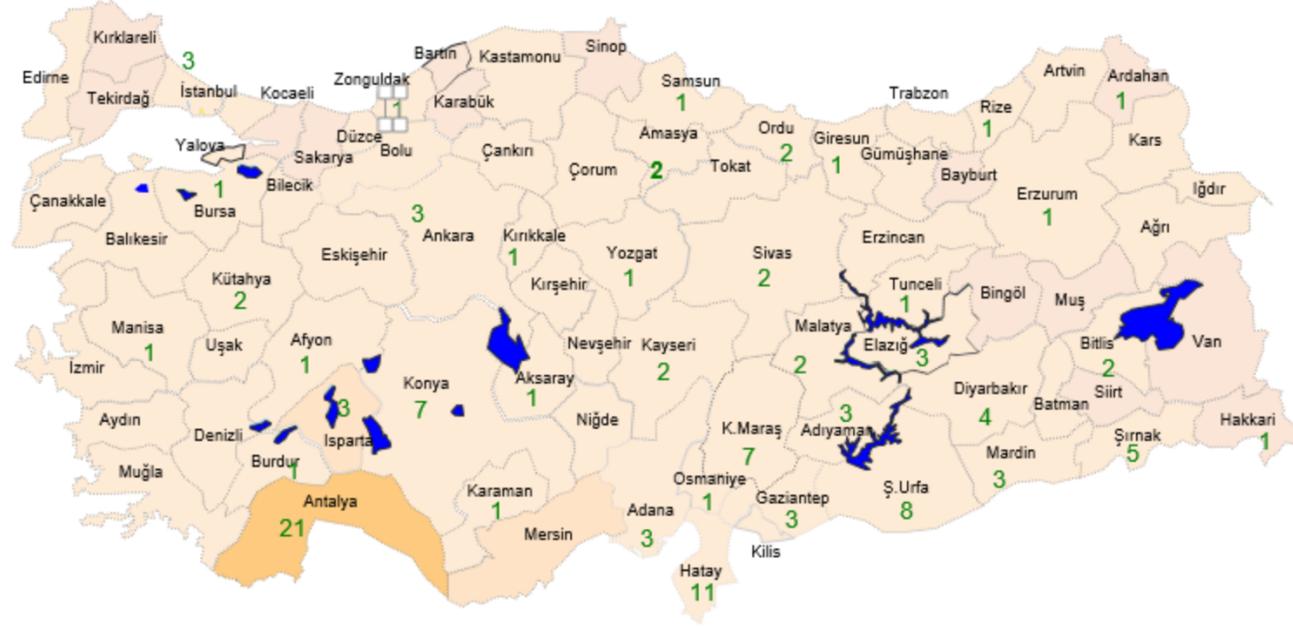
Section 3 :

PERSONNEL PROVINCIAL MAP

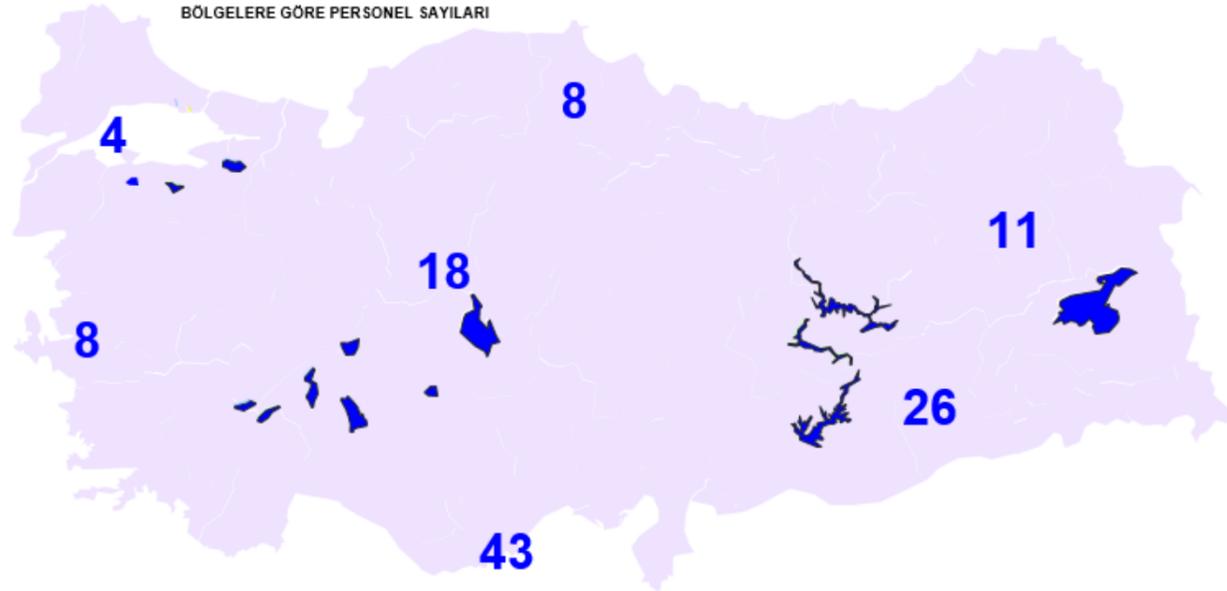


TUI BARUT BLUE ANDIZ SUSTAINABILITY REPORT

| 2023



PERSONEL İL HARİTASI



PERSONEL BÖLGE HARİTASI

to ensure that local people benefit from the activities carried out in the region where our hotel is located , to prefer the services offered by local people, to employ local people, and to support projects that will develop local people . As can be seen on our hotel personnel area map; The number of preferred personnel is higher in the region where our hotel is located .



« Decent Work »

In Sustainability humanly " work " concept business in the world sustainability of your efforts One Part of it aspect emerge and ensures that employees operate in a safe and healthy working environment. This includes meeting occupational health and safety standards and reducing stress in the workplace.



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| 2023

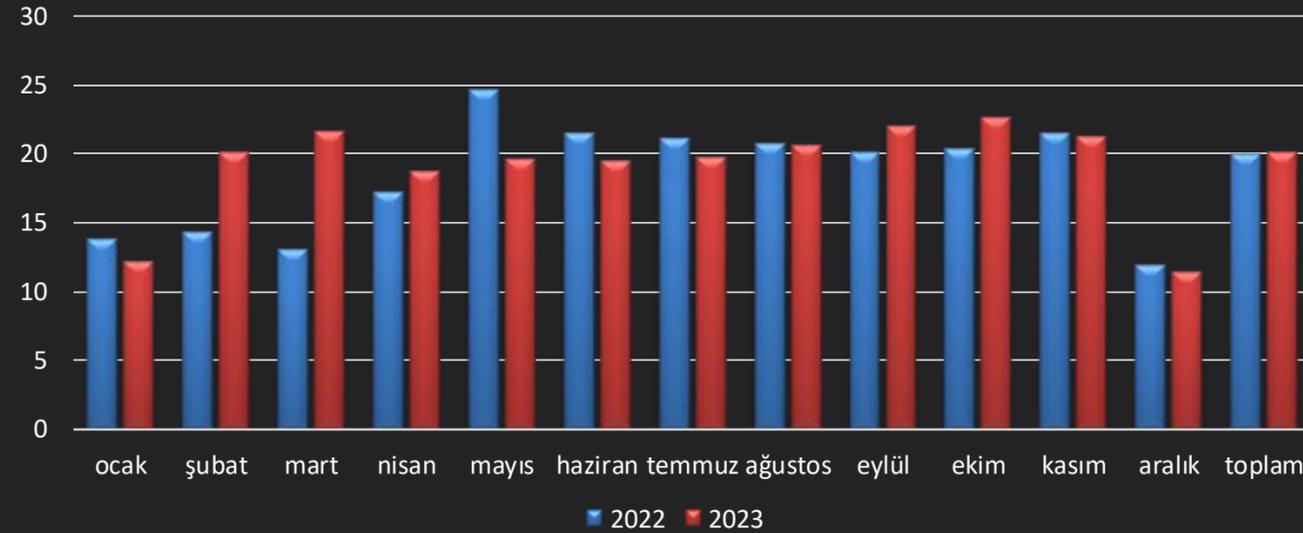
Section 3 :

RATIO OF FEMALE EMPLOYEES EVALUATION





FEMALE EMPLOYEE RATIO 2022-2023



	2022	2023
FIREPLACE	13.8	12.1
FEBRUARY	14.3	20
MARCH	13	21.6
APRIL	17.1	18.7
MAY	24.6	19.5
JUNE	21.5	19.4
JULY	21.1	19.7
AUGUST	20.7	20.5
SEPTEMBER	20	22
OCTOBER	20.3	22.6
NOVEMBER	21.5	21.2
DECEMBER	11.8	11.4
TOTAL	19.9	20

Ratio of Female Employees

Gender equality is one of the most important requirements for a sustainable future. The Sustainable Development Goals prepared by the United Nations also emphasize this importance.

We apply the principle of equal opportunity in many areas in our facility. One of the things that we have achieved to stand out as a facility is to increase our female employee rate every year. The female employment rate, which was 19.9% in 2022, will be 20% in 2023 .





TUI BLUE BARUT ANDIZ SUSTAINABILITY REPORT
| 2023

Section 3 :

OUR PAW FRIENDS ADOPTION





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We love animals. Paw in need of care We host our friends in our hotel, in the special area we reserve for them , and adopt their families, whom we believe will be happy for a lifetime . Rölfle, which we took care of in our hotel , was sent to Germany in December 2021 ; Yuki in england new at home April in 2022 We said goodbye. TUI BLUE Gunpowder oath family aspect with paw keep working for our friends We will.



THANKS

If you have any questions, you can
contact us .

Facility Website

<https://barutandiz.com/tr>

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