



Barut Goia Sustainability Report 2025

This report, which shares the steps we have taken and the results we have achieved throughout our sustainability journey, is a strong reflection of Barut Goia's responsibility towards nature and society. Our commitment to reducing the environmental impact of our facility, creating social value, and adopting ethical governance principles is presented in detail within this report.

The report begins with general information about our property and goes on to comprehensively address our "We Care All" philosophy, the vision of our management team, our priority focus areas, and our initiatives across the three core sustainability pillars: environmental, social, and governance.

As Barut Goia, while delivering unforgettable experiences to our guests, we also embrace the responsibility of protecting our planet and the communities in which we operate as a fundamental principle. This report is a product of our commitment to transparently and responsibly share our progress on our sustainability journey as well as our future goals.

BARUT HOTELS POLICY

At Barut Hotels, we aim to comply with all national and international legal requirements and standards in all our products and service processes, improve our operations continuously, and provide our guests with a superior service experience in our hotels — our ultimate goal.



Employee Safety and Investment in People

Employee satisfaction and well-being are of great importance for our hotels. Therefore, all risks that may threaten the health and safety of our employees and business partners are minimized through continuous improvements in our processes. Employee training, human rights protection, and ensuring equal rights for everyone without any discrimination form the key pillars of our company policy.



Guest Satisfaction and Safety

Since 1971, Barut Hotels has been a hotel chain that continuously improves itself with the priority of high guest satisfaction. All suggestions, complaints and feedback from our guests are carefully evaluated, and the solution process is carried out transparently. Every feedback aimed at enhancing the guest experience is accepted as an opportunity for quality improvement.



Food Safety and Hygiene

Food safety is one of the fundamental principles of our service policy. International food safety and hygiene standards are fully implemented at every stage of the food chain in all our hotels. Ensuring that these standards are shared with all employees and stakeholders, we maintain the highest level of hygiene through a continuous improvement approach.



Accessibility

We continuously improve physical, digital and communication accessibility conditions so that all our guests can benefit from our services equally. Accessible rooms, ramps, guidance systems and service content are provided for people with disabilities, ensuring the comfort and independence of every guest.



Respect for the Environment and Sustainability

We act with a responsible tourism approach to reduce our negative impact on the environment and protect natural resources. Reducing the carbon footprint, minimizing waste and recycling, and protecting nature through environmentally friendly methods are key sustainability goals. The promotion and protection of cultural heritage, collaboration with local communities and the fight against climate change are an integral part of this goal.



Energy Saving

Barut Hotels is committed to using our energy resources in the most efficient way and to continuously improve energy efficiency.



Energy Management, Conservation and Efficiency

Increasing energy efficiency is a requirement of our sustainable service approach. In this regard, efficient use of energy is targeted across all services, products and the supply chain, and green energy solutions are preferred. Thanks to our technological infrastructure, energy consumption is monitored, and savings and efficiency are ensured.



Water Efficiency

We attach great importance to the sustainability of water resources. The amount of water used in our hotels is carefully monitored, systems are implemented to prevent unnecessary use, and technological solutions that increase efficiency are put into practice. Water-saving equipment and applications are used to minimize water consumption.



Investors and Business Partners

Barut Hotels prefers to work with business partners who share similar values and vision. In all business relationships, legal compliance, fairness, equality and efficiency are prioritized. In partnership processes, parties' needs are taken into consideration, and mutual satisfaction and benefit are the main goals.



Support for the Local Economy and Sustainable Purchasing Practices

Our hotels aim to contribute to the local economies in the regions where we operate. In this context, priority is given to purchasing products and services from local suppliers and promoting local employment. Additionally, sustainable purchasing processes are carried out, preferring environmentally friendly products that consume less energy and water and generate less waste.



Protection of Children

We see the protection of children as a social responsibility. To ensure child welfare and protect them from all kinds of abuse and harmful effects, we take preventive measures and cooperate with relevant institutions in this field.



Information and Data Security

Information and data security is an integral part of Barut Hotels' corporate responsibility. The confidentiality, integrity and accessibility of all information assets are protected, and measures are taken against unauthorized access. Risks related to data security are regularly analyzed, and necessary protection measures are implemented.



Local Awareness

Barut Hotels shows respect for the cultural values and traditions of the regions where it operates. In order to preserve and promote local culture, guests are introduced to local handicrafts, cuisine and lifestyles. In this way, interaction with local communities is encouraged, and the sustainability of cultural heritage is supported.



United Nations Sustainable Development Goals

UN Sustainable Development Goals in Focus

- Goal 6: Clean Water and Sanitation
- Goal 7: Affordable and Clean Energy
- Goal 12: Responsible Consumption and Production
- Goal 13: Climate Action
- Goal 14: Life Below Water

Local Contribution Strategy

Barut Goia focuses on protecting regional ecosystems, supporting local communities, and developing sustainable tourism models in order to contribute to global goals at the local level.

Measurement Methodology

Progress towards sustainable development goals is regularly measured and reported using specially developed indicators and methodologies based on international standards.

Barut Goia has placed the United Nations' 2030 Sustainable Development Goals at the core of its corporate strategy. In line with these goals, our hotel is committed to minimizing its environmental impact, creating social benefits, and ensuring economic sustainability.





Side Ancient City

The Side region, where Barut Goia is located, is an important cultural tourism destination distinguished by its cultural landscape and historical continuity. Side, with its multi-layered historical heritage spanning the Hellenistic, Roman, and Byzantine periods, stands as one of the principal representatives of the region's archaeological and cultural heritage values.

In this context, our facility supports ongoing efforts aimed at the protection, sustainability, and intergenerational transmission of this cultural heritage, contributing to relevant initiatives within a framework of corporate responsibility. The holistic preservation of the historical and archaeological fabric of Side is regarded not only as a matter of safeguarding cultural heritage, but also as a fundamental priority in the implementation of sustainable tourism principles.

Excavation Sponsorship



Archaeological Excavation Support

Barut Hotels is a brand that has been operating in the tourism sector for more than 50 years and was founded in the Side region of Antalya. Since its establishment, the company has placed great importance on preserving and promoting the region's cultural heritage.



Restoration Works

In this context, Barut Hotels contributes to uncovering the historical treasures of Side Ancient City by sponsoring archaeological excavation projects in the area. In 2022, the 75th anniversary of the excavations at Side Ancient City was celebrated, and Barut Hotels' contributions were highlighted during the event.



Cultural Heritage Preservation

These sponsorships by Barut Hotels demonstrate the company's commitment to preserving and promoting the region's cultural heritage. In addition, these contributions help enhance the region's tourism potential and strengthen the local economy.

Contribution to the Side Excavations



Our support for the archaeological excavations in the ancient city of Side is a testament to our commitment to preserving cultural heritage and passing it on to future generations. Through the financial and logistical assistance we provide to the excavation team led by Prof. Dr. Feriştah Soykal Alanyalı, we contribute to uncovering the region’s rich history..

In the 2025–2026 period, we plan to launch a special project for the restoration of the ancient theater and allocate a dedicated space within our hotel for the exhibition of artifacts uncovered during the excavations. In this way, we will also enable our guests to discover the cultural richness of the region..

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This report is a comprehensive document detailing Barut Goa’s sustainability approach. The following sections outline our company’s commitments and performance in environmental, social, and governance (ESG) areas.

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About Barut Hotels



Reliability and Innovation

Since its establishment, Barut Hotels has grown by operating in line with the core values of reliability, integrity, diligence, flexibility, and innovation, becoming a pioneering and benchmark brand in the industry, recognized for its work in sustainability.



Sustainable Growth

Placing sustainability at the center of its growth strategy, Barut Hotels has integrated this approach into all of its operational processes. By continuously developing environmental and social responsibility projects, it aims to provide its guests with a more eco-conscious, informed, and responsible hospitality experience.



Adaptation to Global Risks

According to the World Economic Forum's Global Risks Report 2025, the last decade represents one of the most disruptive periods in human history. Barut Hotels closely monitors social, environmental, economic, political, and technological transformations worldwide and considers the ability to adapt effectively to these changes a strategic priority.





Our Steps for a Sustainable Future

Dear Guests, Business Partners, and Stakeholders,

In an era where the environmental, social, and economic challenges facing our planet are becoming increasingly visible, sustainability has become not merely a choice for Barut Goia, but a fundamental approach that shapes all our operations, decision-making processes, and guest experiences.

Grounded in our respect for nature and people, we place great importance on integrating the principles of sustainable tourism into all our operational processes. At our facility, we take concrete and measurable actions to reduce energy and water consumption, segregate waste at source, and decrease our carbon footprint, while combining technological solutions with environmentally friendly practices.

In addition to environmental sustainability, we also prioritize enhancing the well-being of our employees, contributing to community-focused initiatives, and strengthening the local supply chain as key areas of responsibility.

Barut and Sustainability



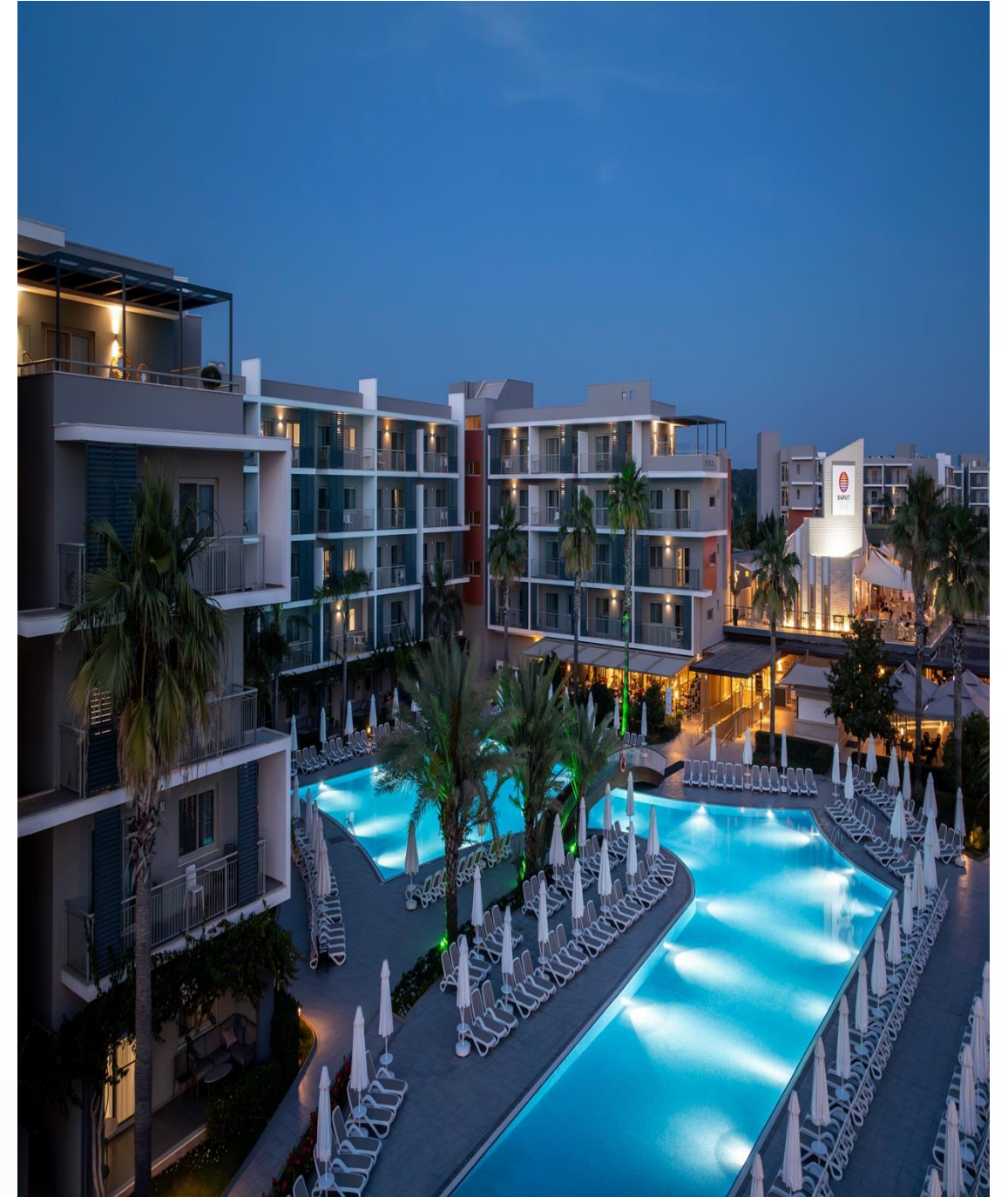
"Guided by our slogan, "In every moment we touch nature, we show our respect for it and protect it," we implement projects that integrate sustainability into all our processes. We are also carrying out initiatives to embed sustainability as a core element of our corporate culture.

Barut Goia: A Pioneer in Sustainable Tourism

Barut Goia is a next-generation lifestyle destination located in the unique coastal and natural landscape of Manavgat, designed to offer guests a holistic holiday experience. Reimagined through a concept transformation within Barut Hotels, the property opened its doors on April 1, 2024, marking a significant step that reflects the brand's innovative vision and commitment to sustainable tourism.

Operating with a sustainability-oriented management approach, Barut Goia holds the Travelife Gold Certification and actively participates in the Türkiye Sustainable Tourism Program, embedding environmental responsibility principles at the core of all its operations.

As part of the Barut brand, the name “Goia” originates from Latin-based Mediterranean languages and refers to feelings of “pleasure, joy, and spontaneous happiness.” It symbolizes an experience-driven, vibrant, and emotionally engaging guest journey that defines the spirit of the property. This approach elevates Barut Goia beyond a conventional accommodation facility, positioning it as a contemporary holiday destination built upon sustainable values.





Comfortable and Well-Equipped Suite Rooms

Deluxe Süites

Modernly designed rooms with sea views, featuring 40 m² of indoor space and an additional 11 m² balcony area.

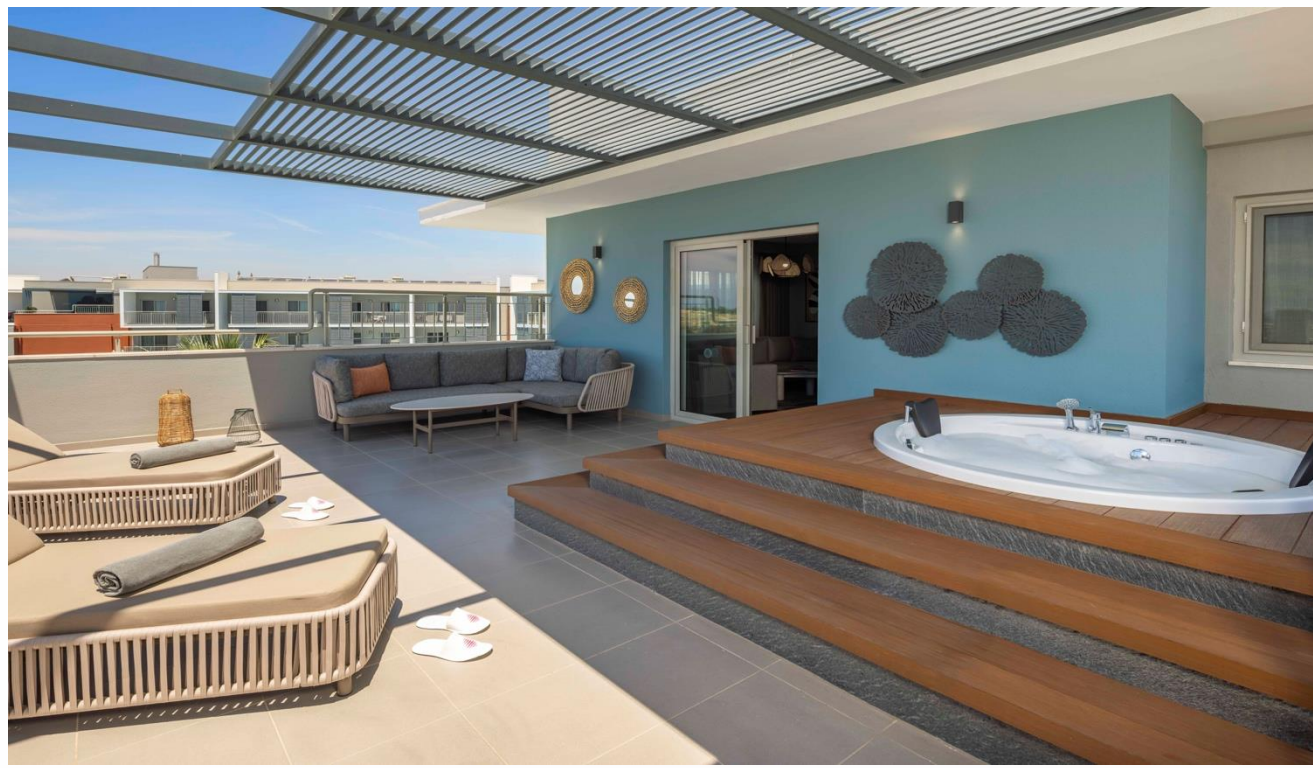
Swim-Up Süites

Direct pool access with 40 m² of indoor space and an additional 40 m² terrace area..

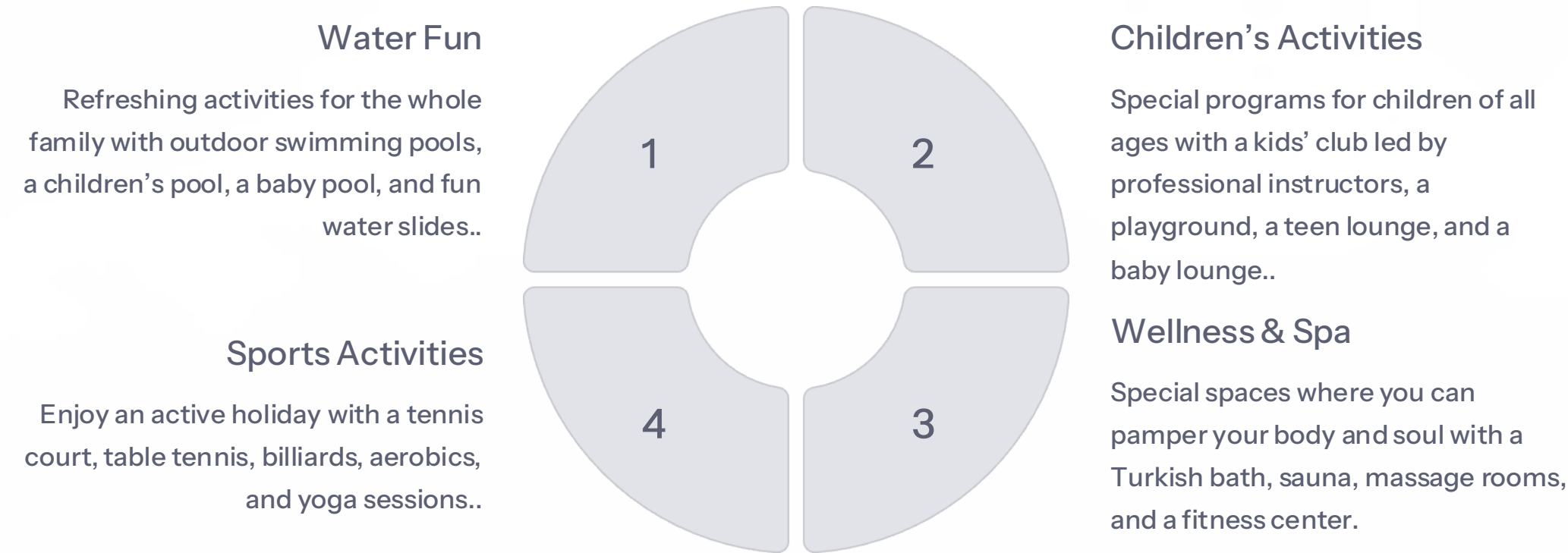
Accessible Suite

Our specially designed accessible suites offer a comfortable stay with every detail thoughtfully arranged in accordance with accessibility standards. They are fully equipped to meet all your needs.

All our suites are equipped with modern amenities such as air conditioning, a minibar, TV, balcony, kettle, and toaster. With complimentary Wi-Fi access, you can stay connected with your loved ones and maintain your daily routines while enjoying your holiday.



Family-Friendly Activities and Facilities



At Barut Goia, countless facilities have been thoughtfully designed to help you make the most of every moment of your holiday . With additional services such as a 24-hour reception, parking, market, hairdresser, photographer, and car/bicycle rental, we cater to all your needs.

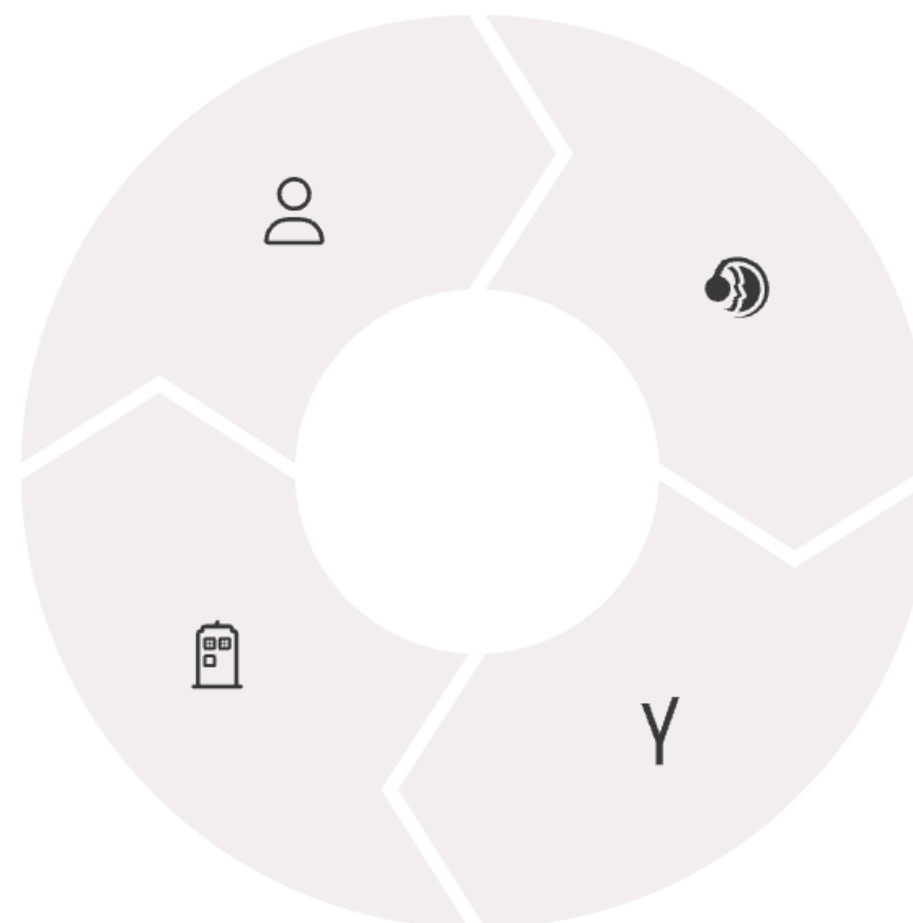
Sustainability Management Structure

Top Management Leadership

A model is implemented that is led by the highest governing body of sustainability.

Policy Development

Identification of sustainability-related policies and development of projects.



Sustainability Committee

It operates under the leadership of the property General Managers.

Integration

Sustainability is fully integrated into the structure of Barut Hotels.

At Barut Hotels, our Sustainability Committee, which convenes twice a year, is responsible for developing our hotel's sustainability strategies, goals, and related policies, and ensuring their integration into all business processes. In addition, the committee oversees the coordination of sustainability initiatives, monitors performance, and determines the necessary training programs within the scope of sustainability.



What is We Care All?

Beginning and Development

Barut Hotels launched its environmental awareness initiative in 2019 under the name “We Care.” During the pandemic period, in line with evolving needs and expectations, it was renamed “We Care All” in 2021.

Scope and Areas

This initiative highlights sustainable practices across many areas, including education, employee rights, environmental activities, and the support of cultural heritage; as well as waste reduction, recycling, support for agriculture, local sourcing, investments in renewable energy, local employment, and participation in sporting events.

Mission and Vision

Since its establishment in 1971, Barut Hotels has embraced the mission of preserving and enhancing its commitment to nature and humanity. Through the “We Care All” initiative, it aims to fulfill its responsibilities toward future generations by implementing sustainable practices today.

Economic Growth



Effective Marketing and Sales Strategies

We develop effective marketing strategies that enable us to build a broad customer network both in Turkey and internationally.



Continuous Investment and Innovation

We continuously make investments to improve the guest experience.



Effective Pricing Policy

We implement a rational pricing policy that supports our operational profitability.



Dynamic and Fast Decision-Making Mechanisms

With many years of experience and our dynamic corporate culture, we respond quickly and effectively to changing market conditions.



As Barut Hotels, with our rich range of services and extensive geographical presence, we cater to guests from diverse cultures and profiles from all around the world. Throughout this journey, our strong corporate values and our focus on financial discipline stand as some of our most important pillars of support.

Legal Compliance

Board of Directors Responsibility

The Company's Board of Directors holds ultimate responsibility for ensuring that all activities are conducted in compliance with laws and standards, in an accurate and ethical manner, and for the effective management of compliance risk.

Senior Management Oversight

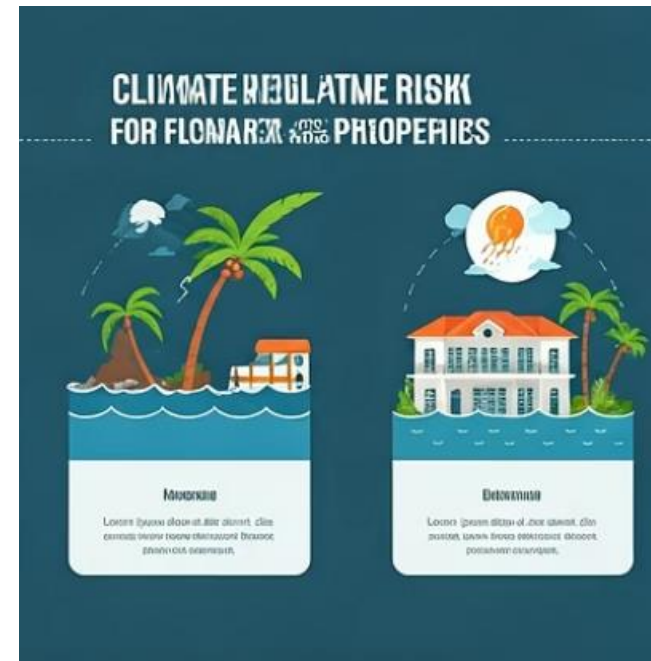
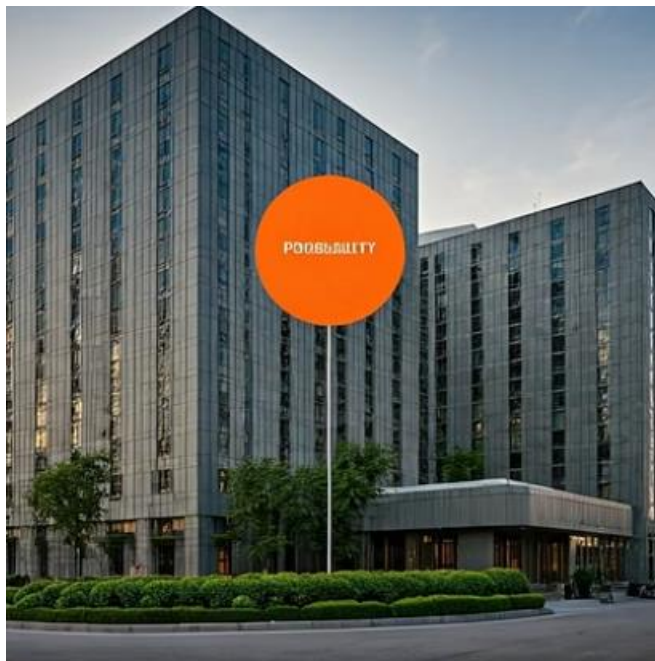
Senior Management is responsible for ensuring, within the framework of the Compliance and Compliance Risk Management Policy, that the company's activities and employee conduct continuously comply with applicable laws and standards..

Hukuki İnceleme Süreci

All contracts with third parties are reviewed by the Legal Counsel for legal compliance before proceeding to the signing process. The Legal Counsel evaluates company practices from a legal perspective in line with requests received from relevant departments.

As the accommodation sector is an area of activity strictly regulated by legal frameworks, full compliance with all applicable laws across our operations is of critical importance for Barut Goia. As of 2025, there are no significant lawsuits filed against Barut Goia that could have a material impact on our financial position.

Corporate Risk Management and Prioritization



Corporate Risk Management and Prioritization is one of the fundamental building blocks of our hotel's sustainability strategy. By systematically assessing global, national, and sector-specific risks, we aim to transform potential threats into opportunities.



Corporate Risk Management

Global Risk Analysis

Today, societies, the business world, and indirectly individuals are facing a wide range of global risks with increasing impact. The short-, medium-, and long-term effects of these risks must be carefully analyzed and managed through a proactive approach.

From a holistic perspective, the effects of global risks indicate that the first decade following 2020 stands out as a period marked by significant disruptions and structural challenges in human history. During this time, the business world has had to adapt to a broad spectrum of challenges, ranging from natural resource crises and climate change to supply chain disruptions and international geopolitical tensions. This has pushed companies toward developing more flexible, resilient, and innovative solutions in response to constantly evolving conditions.

Barut Hotels' Approach

As Barut Hotels, we also closely monitor and acknowledge these global risks. By strengthening sustainability and environmentally friendly practices across our properties, we adopt a proactive stance against the impacts of climate change. In addition, we develop strategies to secure our supply chain and enhance resilience against potential crises.

Barut Hotels applies a comprehensive corporate risk management approach to effectively address potential risks. This system enables the identification and assessment of both risks and opportunities, the development of appropriate risk strategies, and their regular review and updating whenever necessary.

Prioritization



Identification of Topics

We have created a list of topics that may be significant for our property. In this process, we have taken into account corporate strategies, evolving legislation and standards, sectoral practices, corporate commitments, global trends, and stakeholder expectations.



Evaluation of Topics

First and foremost, the expectations of our key stakeholders regarding sustainability at Barut Hotels were identified through the evaluation of survey results conducted among guests and employees, as well as satisfaction and expectation studies.



Selection of Priority Topics

The evaluated topics were submitted for approval by senior management, and a project plan was developed for the actions to be carried out. The prioritization exercise conducted at the beginning of each year during the Sustainability Committee meeting identifies the issues that are of high importance to both our internal and external stakeholders.



SUSTAINABILITY PRIORITIZATION





. At Barut Goia, we adopt a comprehensive and systematic approach to sustainability reporting based on the internationally recognized GRI (Global Reporting Initiative) standards. In this report, we present a holistic framework aligned not only with GRI-compliant data and analyses but also with the United Nations Sustainable Development Goals (SDGs).

Our initiatives in key areas such as energy efficiency, water conservation, biodiversity protection, support for local employment, and social development strengthen our vision of providing a sustainable future for our guests and business partners.

We aim not only to meet today's needs but also to contribute to the quality of life of future generations, taking responsibility for building a more livable and balanced world



Energy Management and Climate Action



Alignment with GRI 302 (Energy)

We report our energy consumption and efficiency in detail.



Monitoring of GRI 305 (Emissions)

We measure our greenhouse gas emissions and develop strategies to reduce them.



Integration of SDG 7 and SDG 13

We contribute to the goals of Affordable and Clean Energy and Climate Action.

At our resort, we are increasingly turning to renewable energy sources and developing projects to enhance energy efficiency. These steps aimed at mitigating climate change are designed to minimize our environmental impact.

Water and Waste Management

Water Optimization

We use technologies and methods that reduce water consumption.

Water Conservation

We take measures to protect local water resources.



Recycling

We separate waste and ensure it is reused and recycled.

Waste Reduction

We reduce waste by eliminating single-use products.

In line with GRI 303 (Water and Effluents) and GRI 306 (Waste) standards, we provide detailed data regarding our water usage, recycling practices, and waste management. These areas are aligned with SDG 6, “Clean Water and Sanitation,” and SDG 12, “Responsible Consumption and Production.”

Biodiversity Conservation

GRI 304 Standard

Biyoçeşitlilik standardı kapsamında doğal alanları ve türleri koruma çalışmalarımızı detaylı olarak raporluyoruz.

Sorgun Forest Endemic Plants Book

Through our local partnerships, we document endemic plant species in the region and take steps to protect them.

Birds and Butterflies Research Project

We support the research, documentation, and development of conservation strategies for the diversity of bird and butterfly species in the region.

These efforts are aligned with SDG 15, “Life on Land,” and we actively support local projects to contribute to biodiversity conservation. The protection of natural habitats is an essential part of our environmental responsibility as a property.



Social Contribution and Corporate Responsibility



In line with GRI 401 (Employment) and GRI 413 (Local Communities) standards, we address our local employment policies and contributions to society. We operate in alignment with SDG 1, “No Poverty,” SDG 8, “Decent Work and Economic Growth,” and SDG 10, “Reduced Inequalities.”

We support local employment, invest in the development of our employees, and enhance social contribution through social responsibility projects.



Health, Safety and Training

100%

Occupational Safety Training

All our employees receive comprehensive occupational safety training.

24

Annual Training Hours

Minimum annual professional development hours per employee.

0

Work Accident Target

Continuous improvement efforts toward zero workplace accidents.

In line with GRI 403 (Occupational Health and Safety) and GRI 404 (Training and Education) standards, we provide data regarding the health, safety, and training programs of our employees. We operate in alignment with SDG 3, “Good Health and Well-being,” and SDG 4, “Quality Education.”.

We implement various initiatives to ensure a healthy and safe working environment and to support the training and development of our employees, upholding the highest standards of occupational health and safety.

EQUAL OPPORTUNITY AND DIVERSITY

Barut Goia considers creating a fair, inclusive, and participatory work environment that respects human rights as a fundamental responsibility. We provide opportunities for employees to realize their full potential.

Our hotel group aims to build a workplace culture that supports diversity and encourages continuous development, ensuring equal opportunities for all employees and providing an environment where every individual can express themselves freely.



Employee Rights

Equal Opportunity Principle

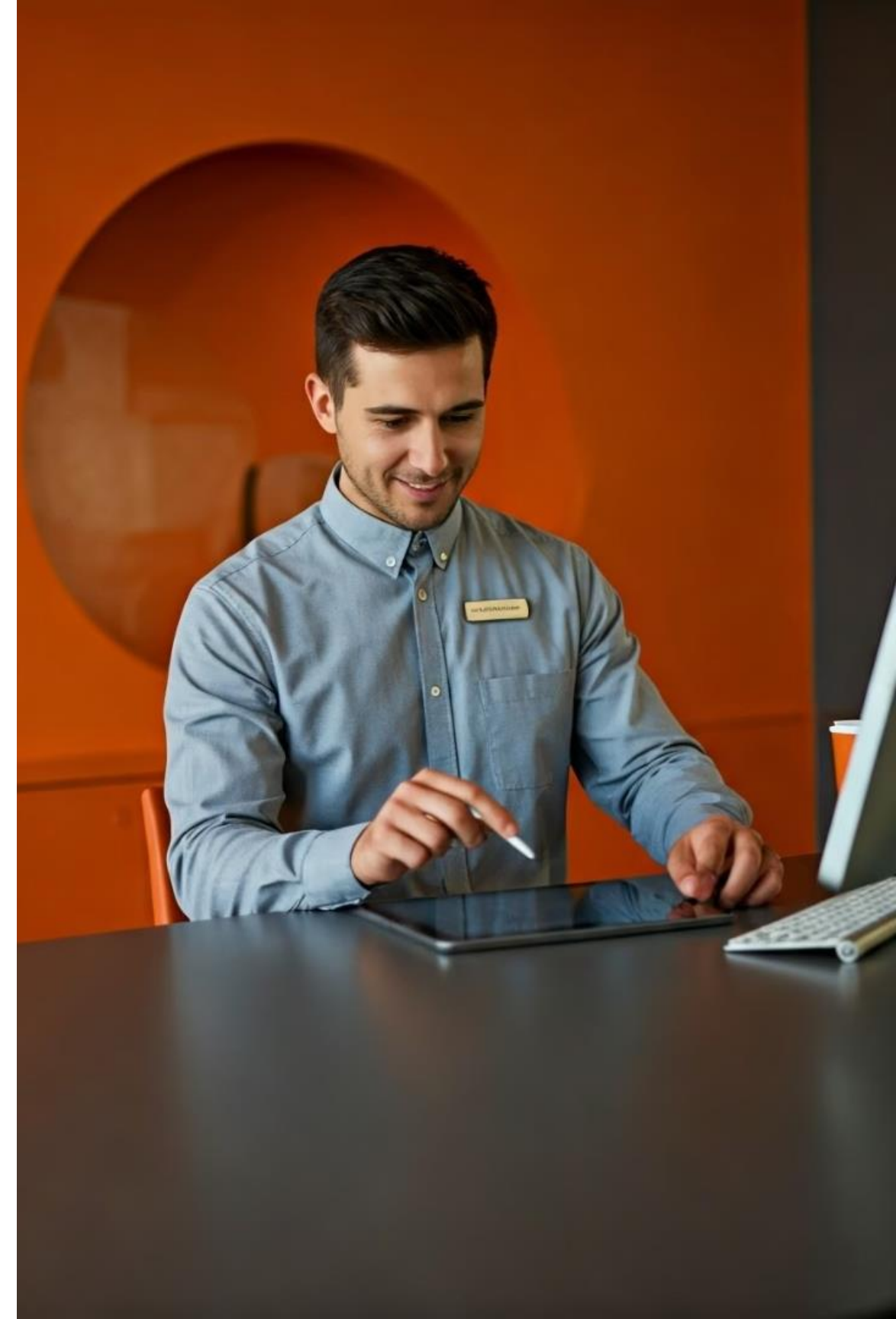
The principle of providing equal opportunities in recruitment processes is strictly applied. No discrimination is made based on race, religion, language, or gender, and respect for human rights is fundamental.

Physical and Emotional Well-being

All necessary measures are taken to protect employees' physical, mental, and emotional well-being within the company. Forced labor and child labor are strictly prohibited.

Communication Channels

Employees can directly reach senior management through the established "Online Portal." In addition, we encourage our employees to share creative ideas regarding the hotel's operations and practices.



Employee Competency Development Processes



Training Programs

We believe that investments in human capital advance first the individual, then the organization they work for, and ultimately the society in which they live, contributing to higher levels of prosperity and well-being. With this awareness, we provide training programs that support employees in becoming competent in their fields, well-equipped in terms of knowledge, skilled in the use of technology, and creative in their approach.



Mentoring and Coaching

As Barut Goia, we prioritize providing continuous training and development opportunities for our employees. We implement structured mentoring programs that enable experienced employees to share their knowledge and expertise with new team members.



Performance Evaluation

Yıllık performans değerlendirme süreçlerimizle çalışanlarımızın yetkinliklerini ve katkılarını düzenli olarak değerlendiriyoruz. Performans yönetim sistemimizle, çalışanlarımızın kariyer gelişimlerini desteklemeye ve yeteneklerini en üst seviyeye çıkarmaya devam ediyoruz.

INTERNATIONAL STANDARDS AND PRINCIPLES

International Labour Organization (ILO)

We develop practices in line with ILO conventions within our business processes and integrate these standards into our corporate policies.

Universal Declaration of Human Rights (UN)

By adopting the universal human rights principles established by the United Nations, we establish systems to protect employee rights.

Global Agreements

We develop practices in line with international standards, placing strong emphasis not only on local regulations but also on global agreements.



OUR ANTI-DISCRIMINATION POLICY

Race and Ethnic Identity

We provide equal opportunities to employees of all racial and ethnic backgrounds.

Disability

We ensure equal access for our employees with disabilities to opportunities, rights, and resources..



Religion and Belief

We treat all employees equally, regardless of their religious or political views.

Gender Equality

We firmly combat gender discrimination.

WOMEN'S EMPLOYMENT AND EMPOWERMENT

Women's Participation in the Workforce

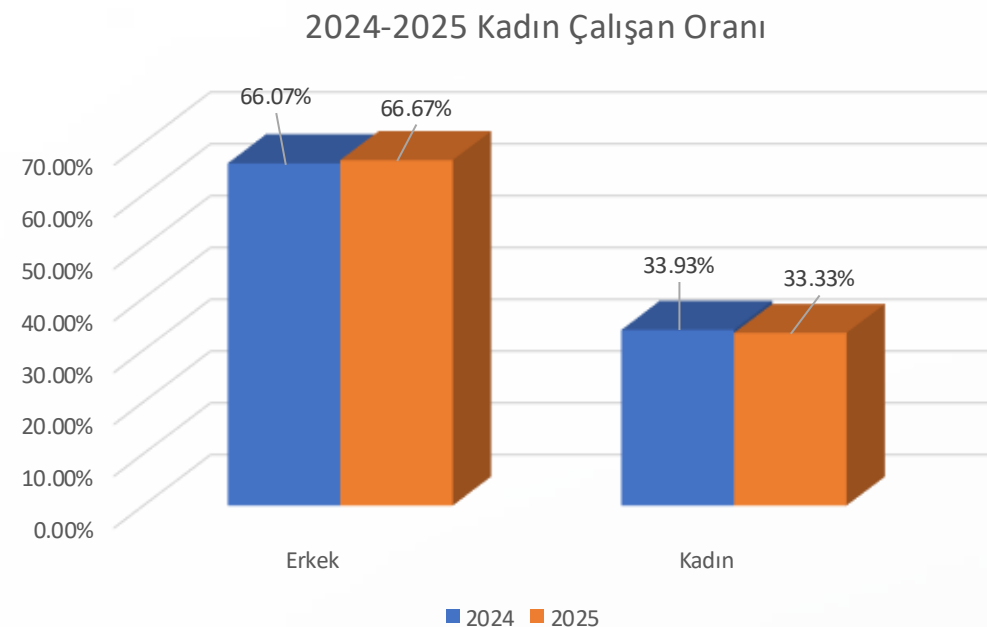
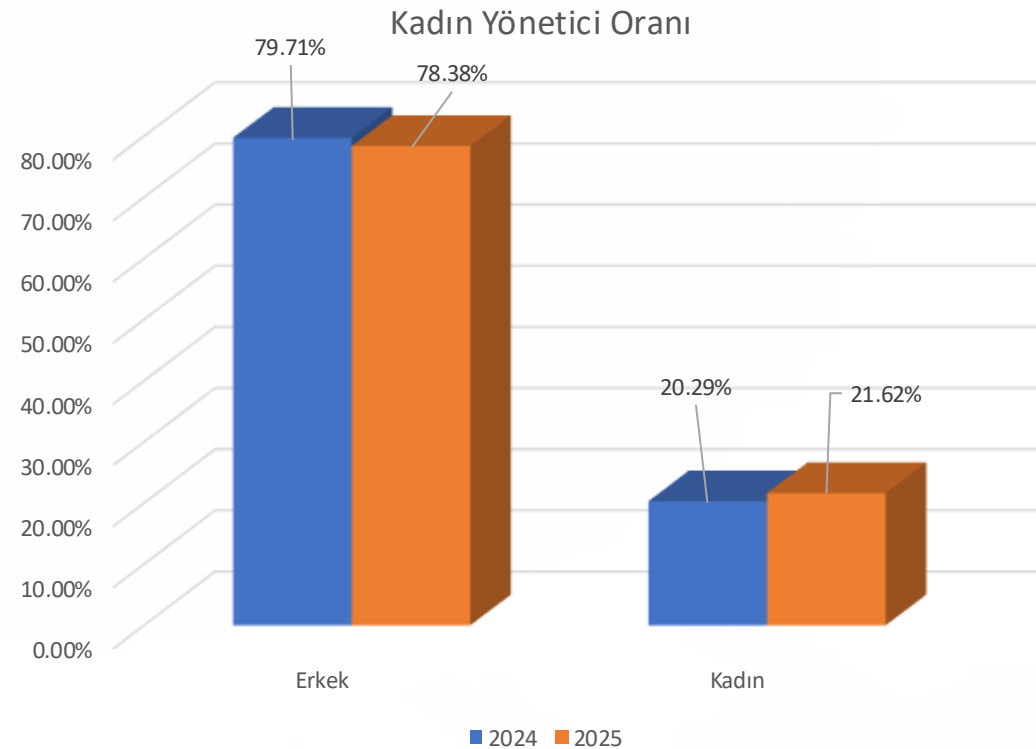
We develop dedicated employment programs to increase women's participation in the workforce.

Gender Equality

We implement corporate policies and practices to ensure gender equality.

Women in Leadership Positions

We take significant steps toward eliminating gender inequality by providing our female employees with opportunities in leadership positions.



Barut Goia Local Employment Vision

As Barut Goia, we embrace a service approach that is inspired not only by the natural beauty of the region we are located in, but also by its rich social and cultural heritage. At the heart of this approach lies our commitment to creating value for the local community and contributing to the economic and social well-being of the people in the region.

The importance we place on local employment goes beyond a human resources preference; it is a fundamental and inseparable part of our sustainable tourism vision. The strong and lasting relationships we build with the local community in Antalya and its surrounding areas directly contribute to enhancing our service quality and maximizing guest satisfaction.





Our Contribution to Economic Development

Increasing local employment directly contributes to the economic development of the region in which we operate. A significant portion of our hotel employees consists of individuals residing in Antalya and its surrounding districts.



Economic Cycle

The economic cycle created by our employees within their own community provides indirect benefits to local tradespeople, the transportation sector, and agricultural and food producers.



Cost of Living

This approach reduces employees' transportation, accommodation, and cost of living expenses, while strengthening employee satisfaction and a sense of belonging.



Organizational Commitment

The experience, cultural harmony, and warm communication with guests that local staff bring to our operation are among the most valuable elements of our service quality.

Our Contribution to Youth Development

Local employment helps prevent regional migration and enables young people to stay and develop in their place of origin. As Barut Goia, we support the integration of young people into the tourism sector and contribute to their development through various programs.

Vocational Training

We organize dedicated training programs for young people who wish to build a career in the tourism sector.

Integration into the Industry

We contribute not only to our hotel but also to the tourism sector by developing a qualified workforce.



Internship Programs

We offer comprehensive internship opportunities that provide students with real-world work experience.

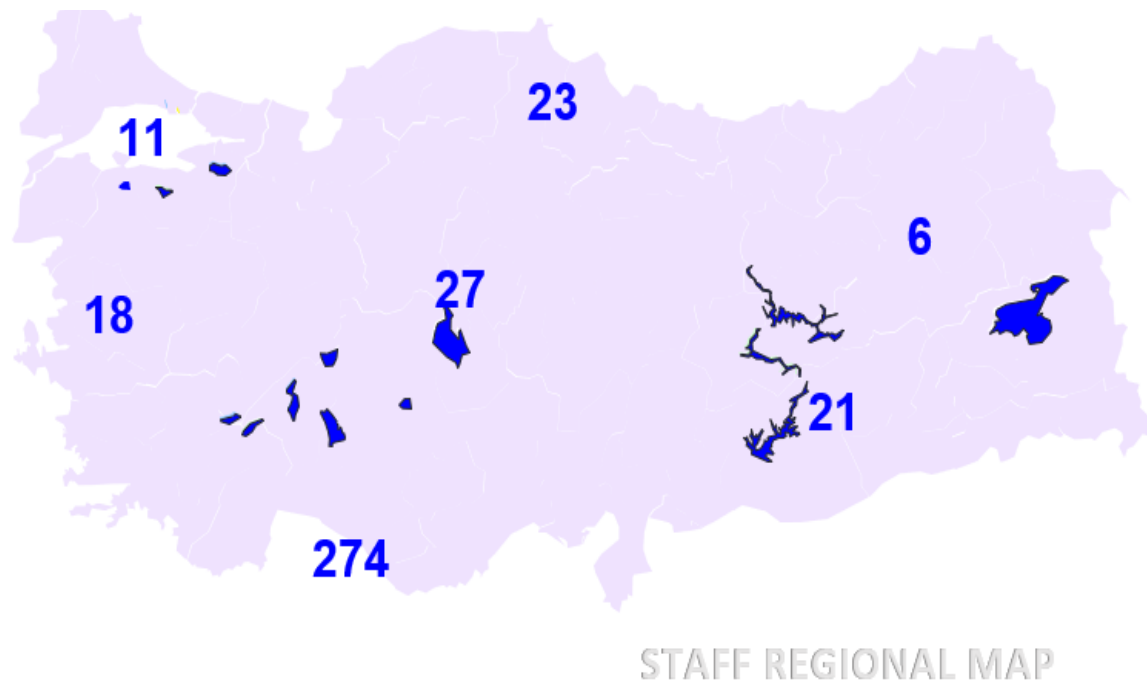
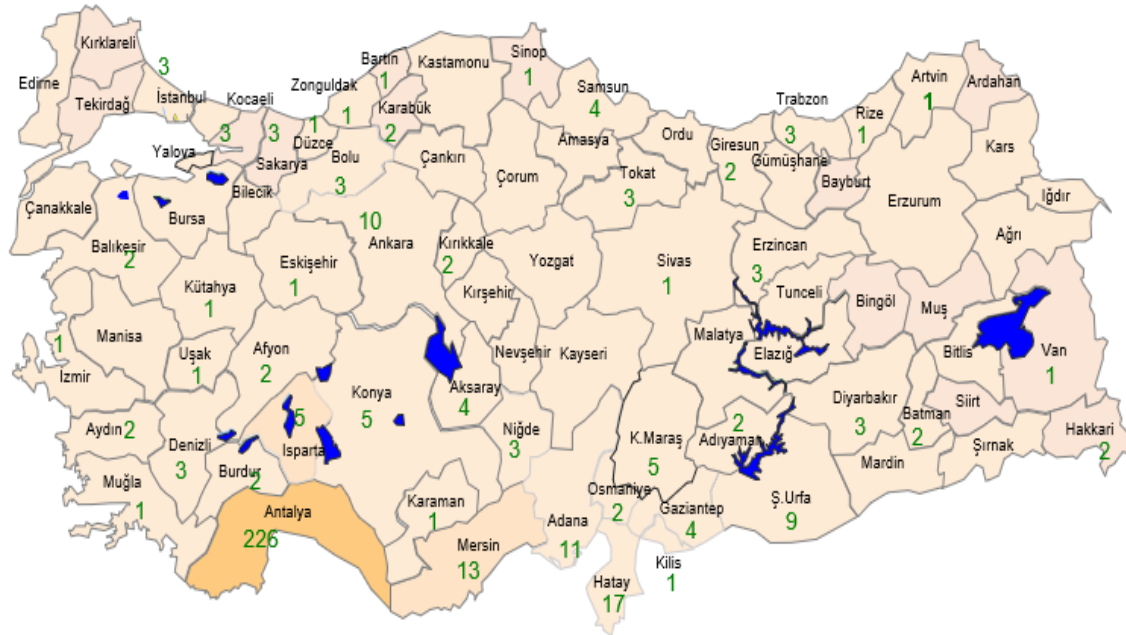
Skills Development

We carry out continuous development programs aimed at enhancing our employees' professional skills.

Social Sustainability

The employment of local people is a guarantee of social sustainability. This approach is of great importance not only for our hotel but also for the overall well-being of the regional tourism industry.





Our Commitment to the Future

As Barut Goia, we believe that increasing local employment is not only a social responsibility but also a long-term investment. As a business that grows with local values, we recognize that this is one of the most solid ways to contribute to society and build a sustainable future.

Increasing the Local Employment Rate

In the coming years, we aim to gradually increase the number of staff employed from Antalya and its surrounding regions..

Expanding Investment in Education

By strengthening our cooperation with local schools and universities, we will provide more education and internship opportunities for young people.

Developing a Sustainable Tourism Model

We will continue to develop our local employment-focused sustainable tourism model in a way that sets an example for the industry.



Our Occupational Health and Safety Standards

Barut Goia places the highest priority on protecting the health and safety of its employees. This approach is based on a holistic understanding that adds value not only to workplace processes but also to social sustainability. Occupational Health and Safety (OHS) is not seen merely as a legal obligation; it is regarded as a strategic value that enhances employee well-being, strengthens corporate continuity, and supports long-term success.

In line with this understanding, Barut Goia implements comprehensive and effective measures to protect employees, improve their health, and ensure a safe working environment. All our OHS processes are carried out in full compliance with international standards and applicable regulations.



Compliance with International Standards



Based on the Global Reporting Initiative (GRI)

We conduct our sustainability reporting by adopting the GRI Standards as our guiding framework.



Sustainable Development Goals

We support employee health within the framework of the Sustainable Development Goals (SDGs).



Legal Regulations

We fully comply with all legal requirements.

As Barut Goia, we continuously improve our occupational health and safety management systems and take all necessary measures to provide our employees with a safe working environment. Occupational health and safety is our top priority across all levels of our hotel operations.

Comprehensive Training and Audit Programs



Regular Training Sessions

We provide comprehensive occupational health and safety training for all employees on a regular basis.



Health Screenings

We monitor employee health through regular periodic medical check-ups.



Safety Audits

We ensure compliance with safety standards through regular inspections

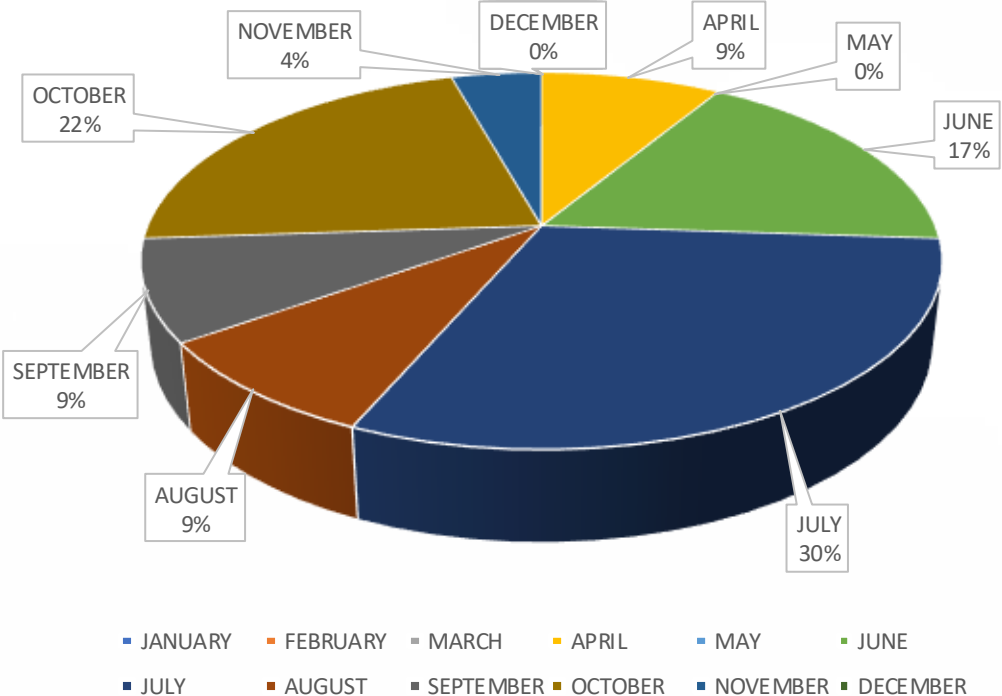


Risk Assessments

We identify potential hazards and implement preventive measures.

Comprehensive programs covering all employees are conducted regularly to support the health, safety, and overall well-being of our workforce, including training sessions, health screenings, and safety audits. In addition, risk assessments, emergency response plans, and first aid training are continuously updated to ensure the prevention of workplace accidents and to strengthen employee protection.

2025 Workplace Accident Distribution





Emergency Preparedness

Risk Assessment

A comprehensive analysis of potential hazards across the hotel and the creation of risk maps

Emergency Planning

The preparation of detailed action plans for fire, earthquake, and other emergency situations.

Drills and Training

The execution of regular evacuation drills and emergency response training sessions.

As Barut Goia, we aim to always be prepared for potential emergency situations. We develop comprehensive emergency response plans and conduct regular drills to ensure the safety of both our employees and guests. These preparations not only meet legal requirements but also maintain our hotel's safety standards at the highest level.

Physical and Psychological Health Support

Physical Health Programs

- Regular health screenings
- ergonomic workspaces
- initiatives encouraging physical activity

Psychological Support Services

- Stress management training
- Psychological counseling services
- Work–Life Balance Programs

Social Well-Being

- Team Building Activities
- Social Responsibility Projects
- Employee Motivation Programs

Our occupational health and safety practices cover not only physical safety but also psychological well-being. We offer various support programs to help employees manage workplace stress and protect their mental health. This holistic approach enhances overall employee well-being while positively contributing to their performance and job satisfaction.



Barut Goia's Quality Approach

Barut Goia places great emphasis on the quality of its products and services in order to maintain its strong position in the industry and deliver unforgettable guest experiences. In the hospitality sector, quality is directly linked to guest satisfaction and safety, making it one of the most critical factors that shape an organization's reputation and long-term sustainability.

At Barut Goia, continuous quality improvement and the delivery of services that exceed guest expectations are key drivers of long-term success. This approach not only meets guest needs but also aims to set a benchmark for quality within the hospitality industry, turning excellence into a consistent standard rather than an exception.



Sustainable Quality Management



Ensuring the quality of products and services not only enhances customer satisfaction but also enables hotels to fulfill their environmental, economic, and social responsibilities. Quality service is one of the cornerstones of sustainable tourism.

Therefore, Barut Goia reviews its operational processes every year to ensure that guests receive service at the highest standards at every stage of their experience.



Guest-Oriented Quality Approach

Regular Feedback Mechanisms

Comprehensive evaluation systems are implemented to monitor the performance of each department within its respective area.

Continuous Improvement

Products and services are regularly improved based on guest feedback.

Effective Complaint Management

Barut Goia has developed an effective system to promptly resolve all guest complaints, prioritizing customer satisfaction.

Barut Goia implements a range of standards and procedures to continuously monitor guest satisfaction and service quality. This approach goes beyond meeting guest expectations and aims to elevate quality standards within the hospitality industry.

By ensuring quality control at every stage of the guest experience, Barut Goia strengthens its reputable position in the industry and secures sustainable success.



Energy and Emissions Management

Barut Goia operates with a deep commitment to sustainable tourism, embracing it not only as a responsibility but as a way of life that shapes all its activities. Located in the Side region, our property integrates an environmentally conscious management approach into every aspect of its operations, aiming both to enhance guest satisfaction and to minimize environmental impact.

Throughout 2025, the energy and emissions management initiatives carried out within Barut Goia have achieved significant progress in line with our group's overall sustainability strategy. This process has contributed strongly to improving resource efficiency while reducing our environmental footprint.



Energy Efficiency Practices



Sensor Systems

Unnecessary energy consumption has been prevented through sensor systems used in guest rooms.



Energy-Efficient Lighting

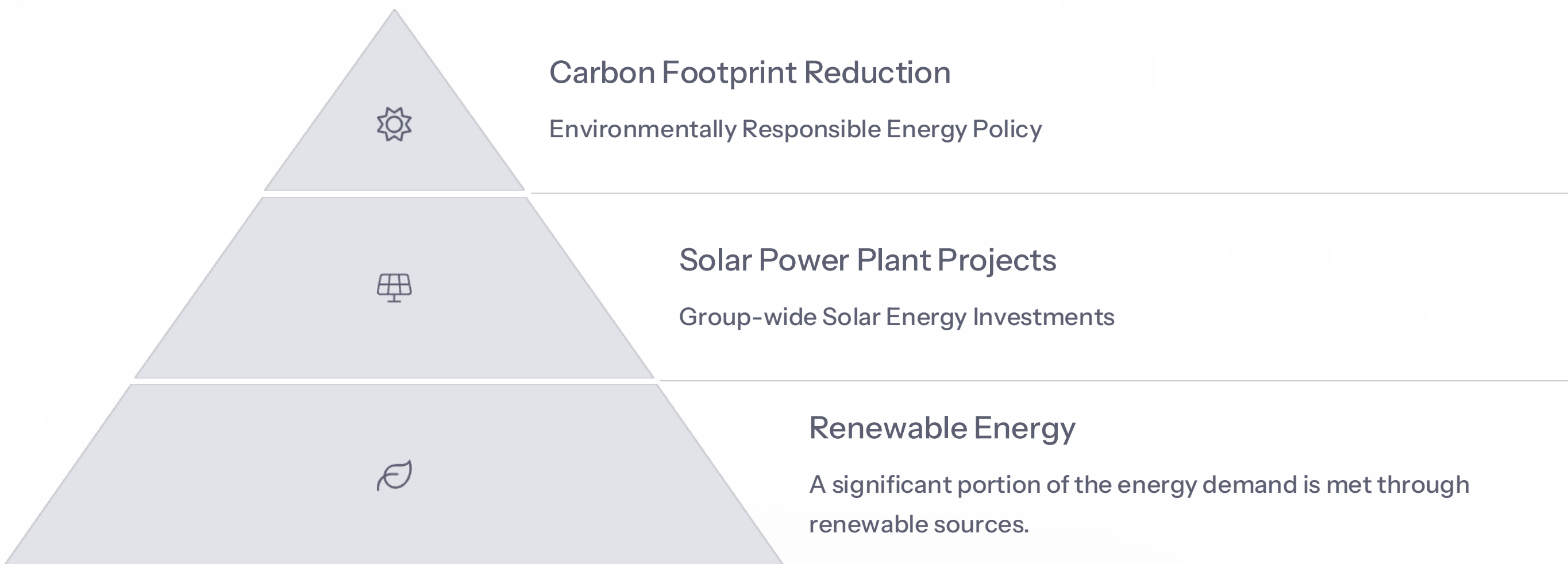
The lighting systems in common areas have been upgraded with energy-efficient solutions.



ISO 50001 Certification

Within the scope of the ISO 50001 Energy Management System implemented at our facility, energy consumption is closely monitored in detail, and efficiency-enhancing projects have been put into practice.

Renewable Energy Sources



As part of the solar energy investments carried out under the umbrella of Barut Hotels, a significant portion of the energy demand of Barut Goia has begun to be supplied from renewable sources through the group's solar power plant projects. Through these initiatives, our hotel has taken an important step toward reducing its carbon footprint and has advanced to a position recognized as a leading example in the sector with its environmentally responsible energy policy.

Water Resource Management

Greywater Recycling

Project studies have been initiated to enable the implementation of greywater recycling systems aimed at conserving water resources within the facility.

Reduced Use of Fertilizers

Fertilizer consumption has been reduced through an environmentally friendly landscaping approach



Treatment Systems

The water to be treated is planned to be reused for landscape irrigation, aiming to reduce the use of natural water resources. Project work is ongoing.

Drought-Resistant Plants

Water consumption has been reduced by selecting drought-resistant plants in landscape design.



Kitchen and Waste Management



Local and Seasonal Products

The preference for local and seasonal products has reduced carbon emissions within the supply chain.



Organic Waste Management

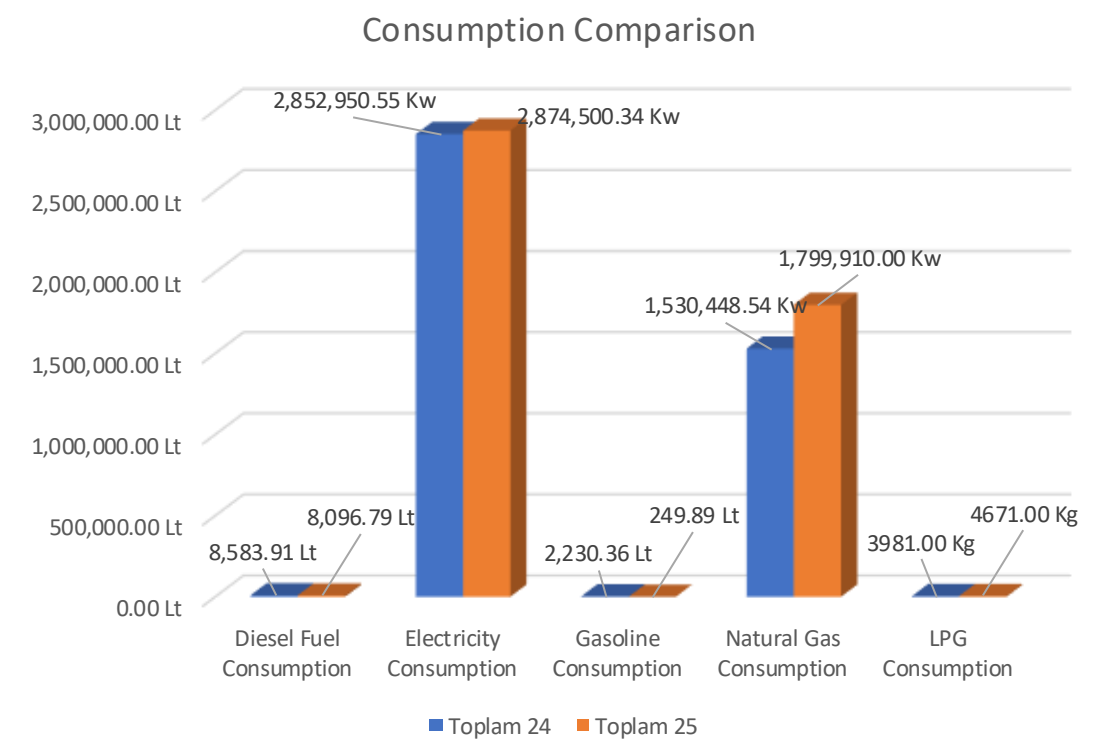
Practices have been developed for the reuse of organic waste.



Reduction of Plastic Use

The use of recyclable materials has been expanded and a zero-waste approach has been adopted.

Area	Implemented Strategies	Impact / Gains
Energy Management	ISO 50001, measurement systems	Continuous efficiency improvement
Renewable Energy	4.3 MW solar power plant (target 16.1 MW)	95% energy is renewable
Water Conservation	Greywater systems, drought-resistant landscaping	30% water savings
Waste Management	Organic waste conversion, zero-waste approach	Reduction in plastic and paper use
Energy Efficiency	Sensor systems in rooms	20–28% reduction in consumption



Our Vision for a Sustainable Future

- ### Preserving Today

With our current practices, we aim to minimize our environmental impact.
- ### Continuous Improvement

We strengthen our commitment to sustainability every year by developing new projects
- ### Shaping the Future

We continue to contribute to the development of tourism in harmony with the environment.

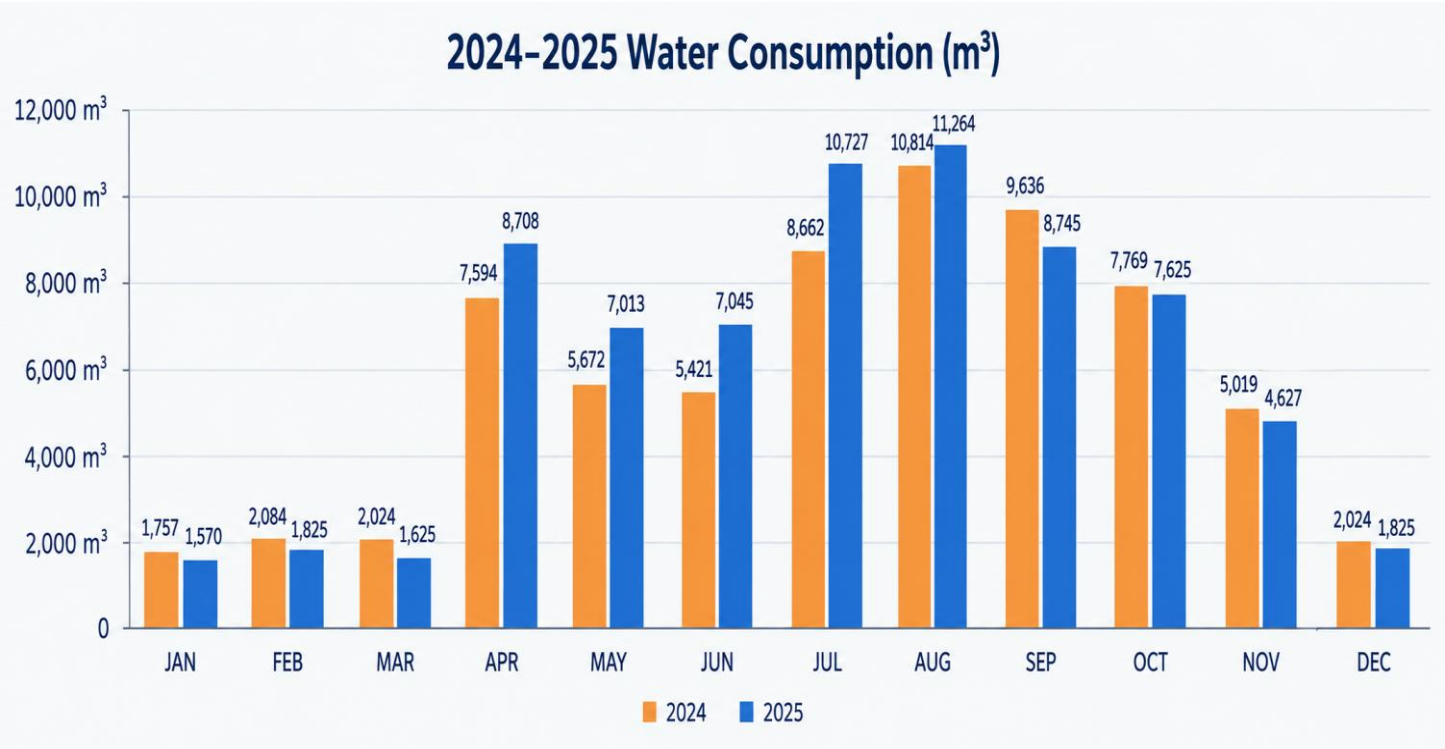
All these practices demonstrate that Barut Goia operates with a vision that protects not only today but also the future. We continue to strengthen our commitment to sustainability each year, contributing to the development of tourism in harmony with the environment.

Water Management

Across the world, growing populations and increasing economic activity are placing greater pressure on freshwater resources. Alongside agriculture, industry, and daily life, the hospitality sector is also an important contributor to this global challenge due to its high water consumption.

At Barut Goia, we consider the efficient, responsible, and sustainable use of water resources one of the key priorities of our sustainability approach. While maintaining guest comfort, we continue our efforts to protect freshwater resources and make every drop count


72.269
M3



Global Water Crisis and Its Impacts



Pressure on water resources is not limited to increasing consumption alone; natural disasters caused by climate change are also profoundly affecting the water cycle. As a result, while the needs of the global population continue to grow, the efficient management and use of water resources are becoming increasingly challenging.

Water Management in the Tourism Sector



Especially in resorts and hotels, the efficient use of water is of great importance for both environmental and economic sustainability. Changing climate conditions are making water resource management increasingly complex. On one hand, droughts are making access to water more difficult, while on the other hand, sudden and intense rainfall can lead to devastating floods.

Barut Goia's Water Management Approach



Technological Solutions

We implement modern water-saving systems throughout our hotel.

Landscape Irrigation

We use irrigation systems that minimize water consumption.

Wastewater Recycling

Our efforts to recycle wastewater are ongoing.

Raising Awareness

We raise awareness among our guests about the protection of water resources.

As Barut Goia, the protection and efficient use of freshwater resources are among the highest priorities of our sustainability strategy. Through the measures we implement in water management, we aim not only to reduce our environmental impact, but also to raise awareness among our guests about the importance of protecting water resources.



Water Management for a Sustainable Future



A Vital Resource

Water is vital for the sustainability of communities, ecosystems, and economic activities, and is recognized as a fundamental resource within the framework of human rights.



Industry Leadership

As a water-conscious business, it is our responsibility to raise awareness on this issue and demonstrate leadership within the industry.



Our Future Goals

We aim to continuously improve our water management policies and expand our activities aimed at protecting water resources.

The contributions of the hospitality sector to water efficiency will play a significant role in both the protection of natural water resources and the long-term sustainability of businesses. As Barut Goia, we recognize that the efficient use of water is a critical factor not only for environmental sustainability but also for social and economic sustainability.





Barut Goia Zero Waste Management

At Barut Goia, we are fully aware of our responsibility towards the environment. Our comprehensive waste management approach, implemented under the “Zero Waste” certification, represents a significant step toward protecting nature and contributing to a cleaner, more livable world for future generations.

We consider waste management not merely as a process, but as a fundamental component of a sustainable life cycle. This holistic approach covers all stages, including preventing waste generation, reducing it at the source, reusing materials, separating waste by type, collecting, safely storing temporarily, transporting, recycling, recovering energy, and ensuring final disposal in an environmentally responsible manner.

Our Waste Management Processes



Source Separation

Our hotel is equipped with specially designed waste stations to ensure that waste is separately collected as glass, paper, plastic, metal, and organic materials.



Temporary Storage

The segregated waste is safely stored in dedicated storage areas located in the back-of-house section of our hotel prior to being sent to recycling facilities.



Transportation and Recycling

The collected waste is regularly transported to licensed recycling facilities, where it is recovered and reintegrated into the economy.

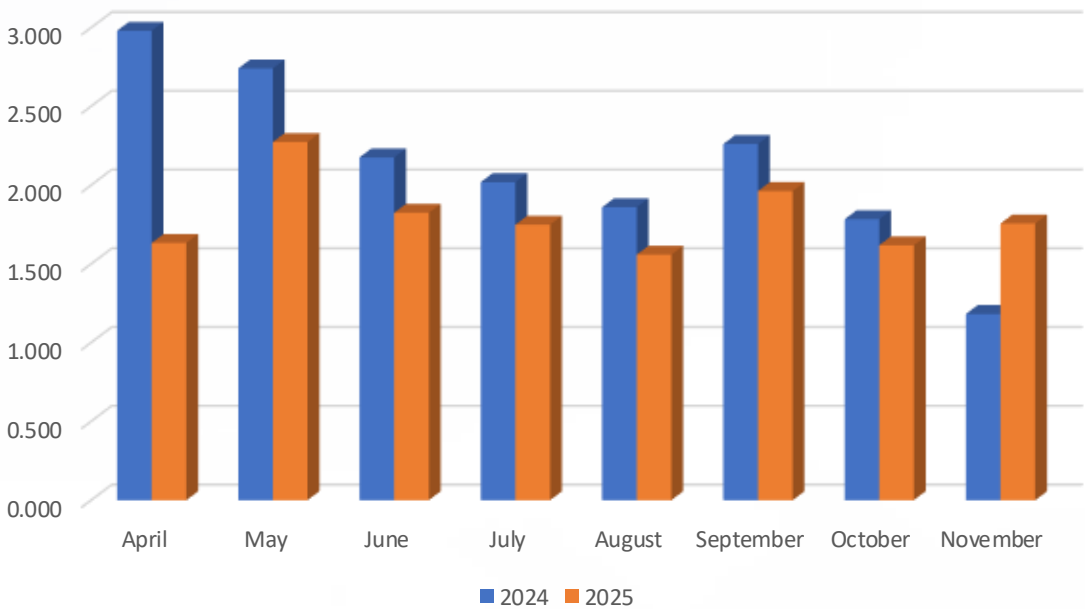


Monitoring and Auditing

All processes are regularly monitored, and our environmental performance is continuously improved.



Waste Amount Per Capita



Guest Contribution



Please Use Waste Stations

By using the color-coded waste stations located throughout the hotel and disposing of your waste in the appropriate compartments, you will make a valuable contribution to our recycling process..



Please Conserve Water

By requesting that towels and bed linens in your room are not replaced unnecessarily, you can help reduce water consumption.



Please Save Energy

Please turn off lights and electronic devices when leaving your room. This simple action plays an important role in reducing our carbon footprint.

As Barut Goia, we extend our sincere thanks to all our guests who contribute to our environmental protection efforts. With your support, we continue to work towards preserving natural resources and leaving a more livable world for future generations.



Has Prevented the Cutting of 2,813 Trees.

Biodiversity

At Barut Goia, we recognize the value of ecosystems and the environmental benefits they provide, and we regard the protection of biodiversity as one of our core priorities. In this context, we continuously monitor, assess, and manage the direct and indirect impacts of our operations on local ecosystems and biodiversity through a continuous improvement approach.

Our goal is to minimize negative impacts on biodiversity, preserve ecosystem integrity, and contribute to the sustainable protection of endangered species by supporting their natural habitats.

Located in the Side region, our facility implements various measures to protect the habitats of rare and protected plant and animal species and works to support the sustainability of these natural environments.



Sea Turtles

Loggerhead Sea Turtle (*Caretta caretta*) Conservation Efforts

As Barut Goia, our beach also hosts nesting sites of *Caretta caretta* sea turtles. In order to protect these nests, we share our sensitivity regarding beach use with both our employees and guests as part of the project carried out by Dekafok.

Our teams working in coastal areas regularly receive periodic training on *Caretta caretta* sea turtles and keep this knowledge up to date. In addition, in order to inform hotel guests, information boards promoting environmental awareness are placed throughout the property, along with signage in specially protected sea daffodil areas.

Active Conservation Activities

As Barut Goia, we not only protect the vegetation and natural habitats in the areas where our hotels are located, but also actively contribute to the Sea Turtle Conservation Project carried out in Manavgat.

This project is an important initiative carried out to protect sea turtle nesting areas and ensure the sustainability of their populations. Within the scope of the project, monitoring of sea turtle nesting sites, implementation of protection measures, and awareness-raising activities are conducted.

Collaboration with the NGO (Dekafok)



Sea Turtle Conservation

By working together with Dekafok, we aim to protect sea turtles, Mediterranean monk seals, and the naturally growing sea daffodils along the beaches.



Raising Awareness

We aim to draw attention to endangered species and habitats that threaten the biodiversity of our country and are at risk of disappearing.



Ecosystem Protection

We aim to foster public awareness for the protection of all natural resources that make up the global ecosystem, including air, soil, freshwater, forests, and our beaches.

Human–Nature Harmony

We aim to encourage people to live in harmony by integrating humans with nature, and to support employment in a way that strengthens the balance between nature and people..



Sustainable Supply Chain



Local Suppliers

Barut Goia sources 70% of its food products from local producers within a 50 km radius. This approach both supports the local economy and reduces carbon emissions generated from transportation.

- Fresh fruits and vegetables are sourced from local suppliers in Manavgat.
- Dairy products are supplied by local vendors and regional farms.
- Olive oil is sourced from local producers and suppliers.



Purchasing Policies

Within the scope of sustainable purchasing policies, all suppliers are evaluated based on environmental and social criteria. Environmentally friendly products and services are preferred, and suppliers' compliance with ethical standards is monitored.

- Certified organic products are preferred.
- Environmentally friendly alternatives are used for chemicals.
- Compliance with sustainable packaging standards is ensured.



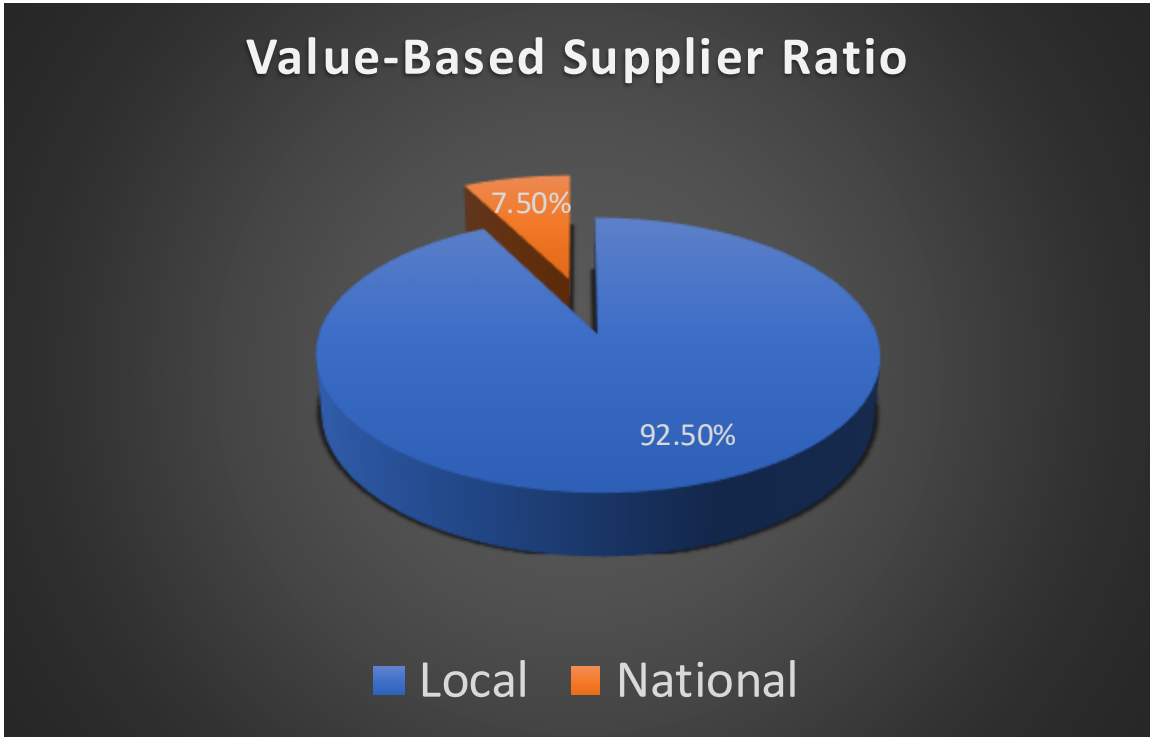
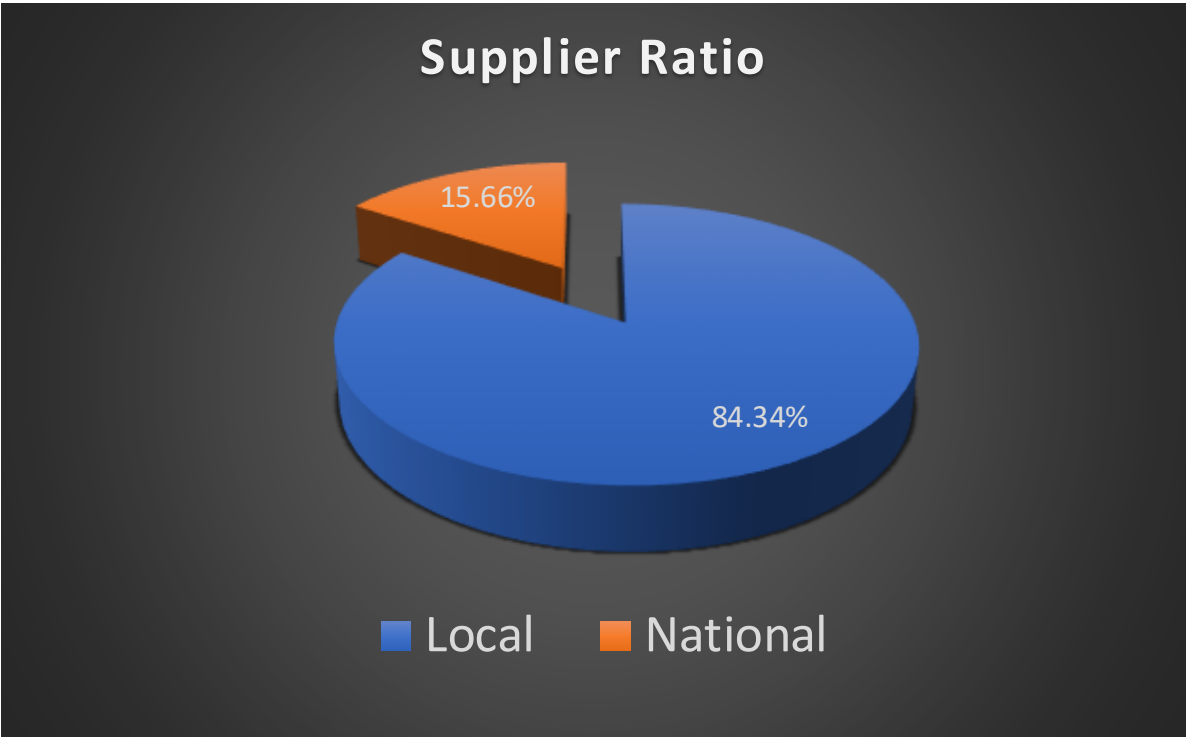
Supplier Evaluation

Suppliers are regularly evaluated based on their sustainability performance, and areas for improvement are identified. Guidance and training are provided to support development, and successful suppliers are rewarded.

- Annual food safety, occupational health, and environmental management audits are conducted.
- Awareness activities are carried out to promote environmental responsibility.
- Regular inspections are conducted to ensure workers' rights and working conditions..

Barut Goia's sustainable supply chain approach aims to create an impact beyond hotel operations. Long-term and transparent relationships with suppliers contribute to improving sustainability standards throughout the entire value chain.

Supply Chain Management



As Barut Hotels, our strong supply network of 444 suppliers creates an impact on a broad stakeholder ecosystem across our value chain. To strengthen this positive impact and create sustainable value, it is essential that our stakeholders understand and adopt our business principles.

In managing our collaborations with suppliers, we operate within the framework of Supplier Code of Conduct principles that encourage compliance with specific standards. These principles provide a framework for our working conditions and ensure that suppliers operate in accordance with these standards.

Supply Chain Sustainability

Supplier Evaluation

Barut Hotels conducts comprehensive risk assessment processes across its production and supply chain to anticipate and prevent potential disruptions. By effectively evaluating risks, we are able to develop proactive action plans and strengthen our ability to build a more resilient and sustainable supply network.



Environmental Performance

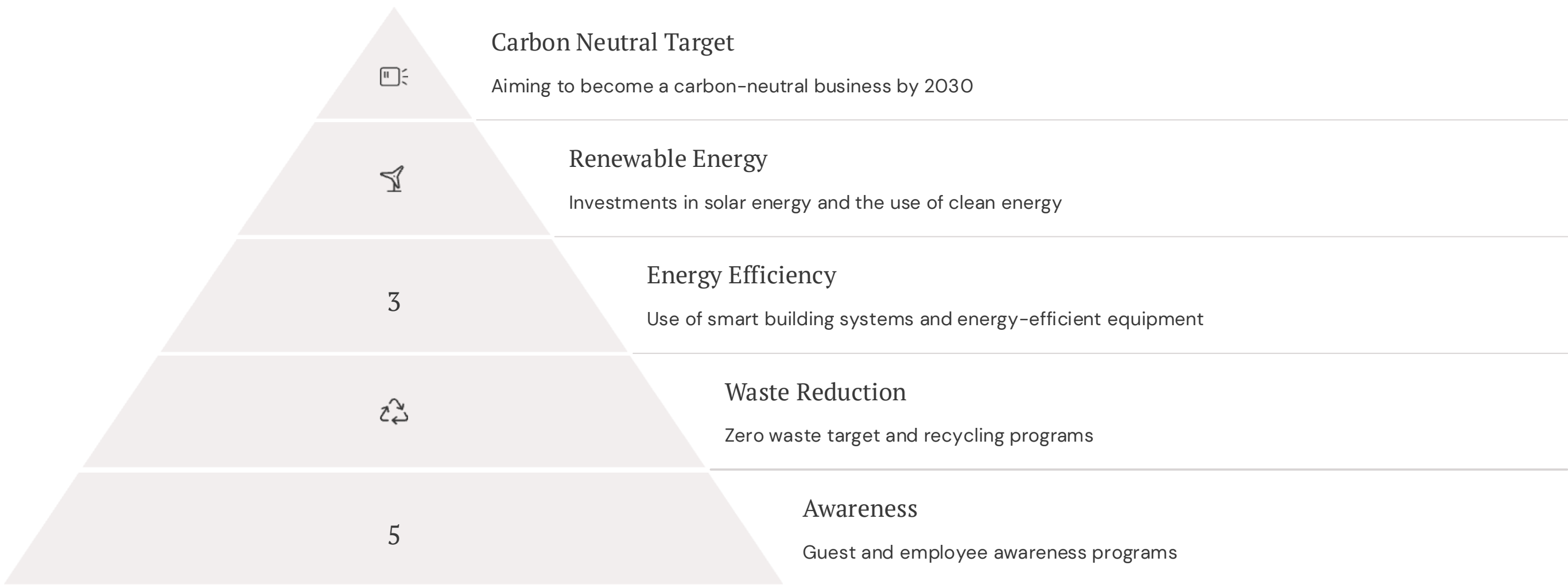
In this context, we regularly evaluate the environmental performance of our suppliers and systematically assess variable risks such as raw material sourcing and water stress. In addition, by identifying critical suppliers, we strengthen the resilience of our supply chain and reinforce our responsible procurement approach, building a more robust and sustainable structure.



Local Supplier

Sustainability plays a critical role in reducing environmental footprints amid the increasingly severe impacts of the climate crisis. A significant share of greenhouse gas emissions from agri-food systems arises during supply chain stages such as distribution and transportation. Therefore, sourcing raw materials locally stands out as a strategic and effective approach that contributes to reducing emissions.

Combatting Climate Change



Carbon Footprint

Carbon Footprint Management

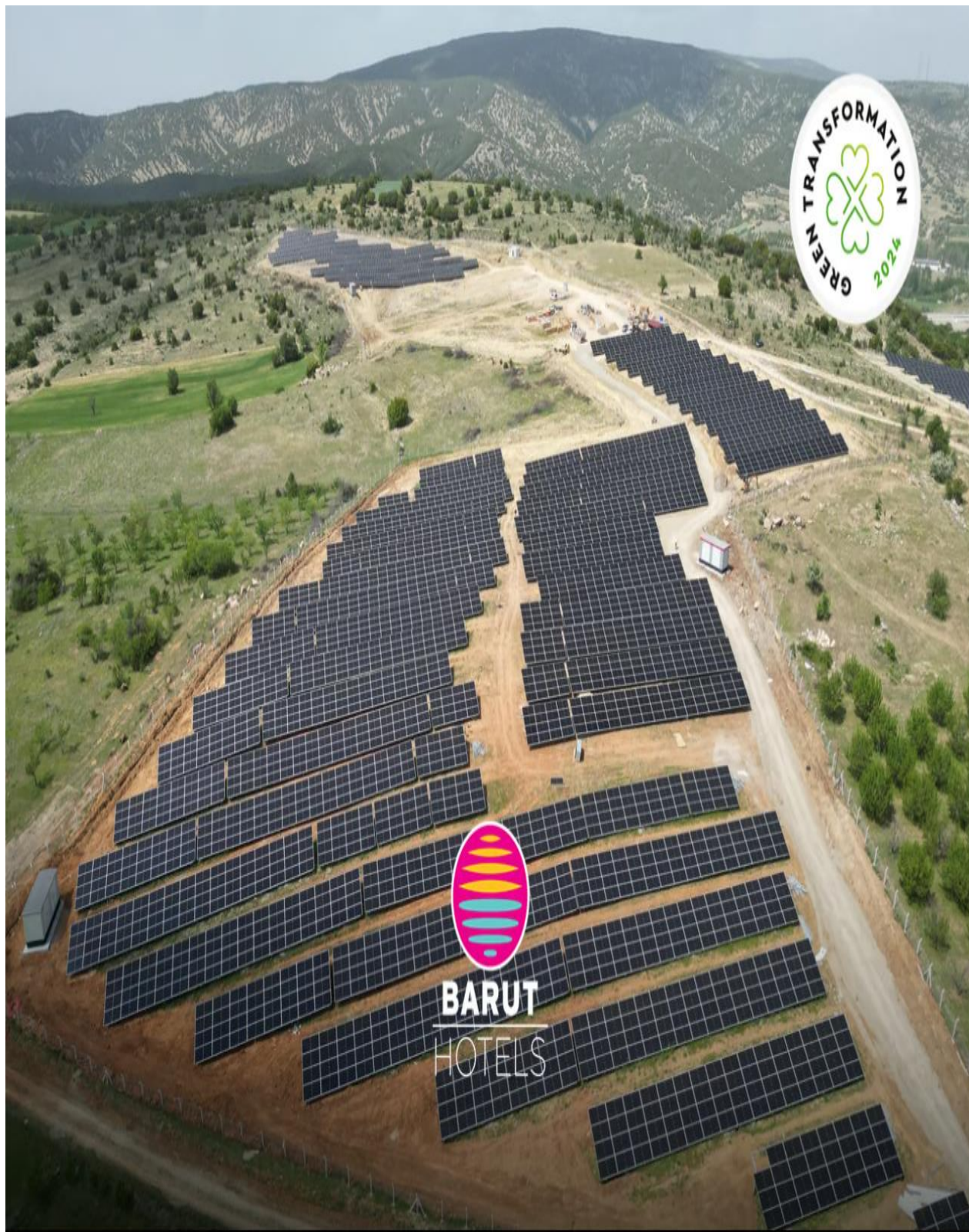
With a strong awareness of the critical importance of reducing environmental impacts, Barut Goia aims to minimize its environmental footprint by considering both positive and negative effects in its investment decisions. We systematically and effectively monitor the environmental impacts arising from our operations, report them transparently, and take concrete steps each year to reduce these impacts.

In line with our commitment to combating climate change, and recognizing the necessity of monitoring, reporting, and reducing greenhouse gas emissions, we have been steadily continuing our Carbon Footprint Management efforts since 2024.

Emission Reduction Strategies

In this context, we regularly calculate the carbon footprint generated by our operations and develop projects aimed at reducing energy consumption. We support the transition to renewable energy sources and implement initiatives that encourage their wider adoption. In addition, we organize training programs to raise awareness among our employees and stakeholders.

Our carbon footprint assessments are conducted using a comprehensive approach that includes direct and indirect emissions across Scope 1, Scope 2, and Scope 3.



Our Climate Change Mitigation Strategies



Solar Energy

A 6.9 MW solar power plant investment



Smart Buildings

Energy-efficient building and automation systems



Refrigerant Gases

Transition to low-GWP refrigerant gases



Carbon Certification

Carbon credit purchasing and offsetting

Climate change mitigation is of great importance for Barut Goia. Protecting nature and fulfilling environmental responsibility are fundamental pillars of our sustainability approach. A range of actions are being implemented to reduce our carbon footprint, all of which aim to minimize our environmental impact in the long term.

Sustainable Development Goals (SDGs) and GRI Relationship



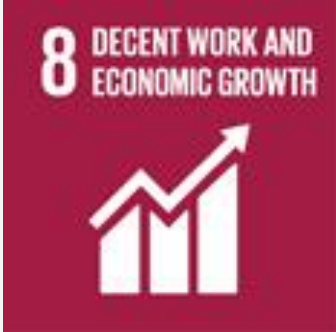
As Barut Goia, in our sustainability report we have ensured a comprehensive and coherent framework by aligning the internationally recognized GRI reporting standards with the United Nations Sustainable Development Goals (SDGs). In this context, while integrating the data required by the GRI standards into our reports, we also provide a detailed assessment of how each disclosure relates to the SDGs.

GRI Standards and SDG Relationship - 1

GRI REPORTING STANDARDS	SDG CORRESPONDENCE	SDG SYMBOLS	
Energy Management and Climate Action (GRI 302 and GRI 305)	SDG 7 – Affordable And Clean Energy SDG 13 – Climate Action		
Water And Waste Management (GRI 303 And GRI 306)	SDG 6 – Clean Water And Sanitation SDG 12 – Responsible Consumption And Production		
Biodiversity Conservation (GRI 304))	SDG 15 – Life On Land		

In our sustainability report, we have systematically mapped each GRI standard to the relevant Sustainable Development Goals. This approach demonstrates the alignment of our sustainability efforts with global objectives and helps to clearly define our strategic focus areas..

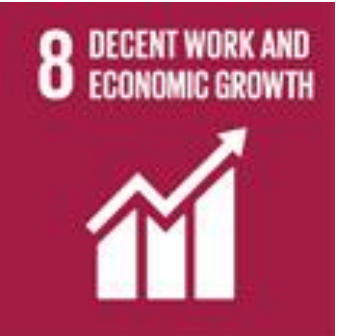
GRI Standards and SDG Relationship - 2

GRI REPORTING STANDARDS	SDG CORRESPONDENCE	SDG SYMBOLS
Social Contribution And Social Responsibility (GRI 401 And GRI 413)	SDG 1 – No Poverty SDG 8 – Decent Work And Economic Growth SDG 10 – Reduced Inequalities	  
Health, Safety And Education (GRI 403 And GRI 404)	SDG 3 – Good Health And Well-Being SDG 4 – Quality Education	 

Our activities in the areas of social contribution and employee development directly support the relevant SDGs. Our local employment policies, social responsibility initiatives, and practices related to employee health, safety, and education play a significant role in advancing sustainable development goals.

This systematic mapping demonstrates the alignment of our sustainability strategy with global objectives and enables us to present the broader impacts of our operations more clearly to our stakeholders.

GRI Standards and SDG Relationship - 3

GRI REPORTING STANDARDS	SDG CORRESPONDENCE	SDG SYMBOLS
General Information (2-1 To 2-5)	SDG 16 – Peace, Justice And Strong Institutions SDG 17 – Partnerships For The Goals	 
Management (2-6 To 2-21))	SDG 5 – Gender Equality SDG 16 – Peace, Justice And Strong Institutions SDG 8 – Decent Work And Economic Growth	  

Corporate governance and general information-related GRI standards contribute to our goals of transparency, accountability, and the development of strong institutional structures. Our governance framework and policies are directly aligned with sustainable development objectives such as gender equality, fair working conditions, and ethical business practices.

This systematic approach enables us to evaluate our sustainability performance in line with international standards and to demonstrate our contribution to global goals through concrete data.

GRI Standards and SDG Relationship - 4

GRI REPORTING STANDARDS	SDG CORRESPONDENCE	SDG SYMBOLS
Sustainability Strategy And Policy (2-22 To 2-30)	SDG 12 – Responsible Consumption And Production SDG 16 – Peace, Justice And Strong Institutions SDG 17 – Partnerships For The Goals	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 16 PEACE, JUSTICE AND STRONG INSTITUTIONS 17 PARTNERSHIPS FOR THE GOALS
Material Topics (3-1 To 3-3)	SDG 16 – Peace, Justice And Strong Institutions SDG 8 – Decent Work And Economic Growth	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 8 DECENT WORK AND ECONOMIC GROWTH
Biodiversity (101-1 To 304-4)	SDG 15 – Life On Land SDG 14 – Life Below Water SDG 12 – Responsible Consumption And Production	15 LIFE ON LAND 14 LIFE BELOW WATER 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Feedback and Engagement



We value shaping our sustainability journey together. For this reason, we would be pleased to receive any feedback, suggestions, or questions you may have regarding our report.

We aim to continuously improve the sustainability initiatives implemented at our hotel. In this process, we consider the contributions of not only our guests and employees but also the local community and all stakeholders as highly valuable. We regard the feedback we receive as an integral part of our responsibility toward the environment and society.

For detailed information about the report, to share suggestions, or to contribute to our initiatives, you may contact Erdem DEMİR, Quality Officer responsible for Sustainability.

erdem.demir@barutgoia.com