

A nighttime photograph of a modern resort complex. In the foreground, a large, curved swimming pool is illuminated with blue lights. The pool is surrounded by lounge chairs, some with white towels draped over them, and several closed patio umbrellas. Lush tropical plants, including palm trees and banana plants, are scattered around the pool area. In the background, multi-story resort buildings with balconies and large windows are visible, some of which are lit up from within. The sky is dark, and the overall atmosphere is serene and luxurious.

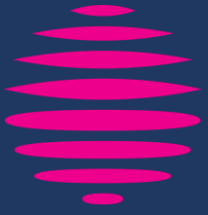
AKRA KEMER SUSTAINABILITY REPORT 2024



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HISTORY OF AKRA HOTELS

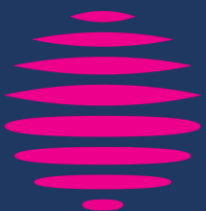
Founded in 1971 as Barut Hotels, we have continued our journey under the name Akra Hotels since January 1, 2023. With over 50 years of experience and a deep-rooted heritage, we uphold our passion and responsibility for people, nature, history, and art by maintaining the highest standards.

Operating in the tourism sector with 2,500 employees, 1,801 rooms, and a capacity of 4,331 beds, Akra Hotels brought a fresh perspective to Antalya by entering city hotel management for the first time in 2014 with Akra Hotel and Akra V, following our established facilities in Kemer and Sorgun.

Expanding its portfolio with Akra Fethiye TUI Blue Sensatori in 2015 and Akra Fethiye The Residence TUI Blue Sensatori in 2019, Akra Hotels offers a range of distinctive accommodation concepts, including Pet Friendly, Bike Friendly, and Adults Only options—delivering far more than an ordinary vacation.

Beyond accommodation, Akra Hotels also enriches the gastronomy and entertainment scenes with renowned venues such as Asmani Restaurant, Pablito Bistro, Başka Ol Cafe, The 251 Soul, The 251 Social Club, and the ForFun Entertainment Center.

HISTORY



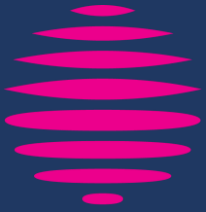
HISTORY OF AKRA HOTELS

The Akra Jazz Festival, Meze Festival, Tour of Antalya, and Akra Gran Fondo cycling races are held annually, alongside notable events such as interviews and book signings—bringing the people of Antalya together with prominent figures from the worlds of culture, art, and social life.

Today, Akra Hotels strives to remain “above the competition” in city and resort hotel management across Antalya, Kemer, Side, and Fethiye—delivering outstanding service, progressive human resources practices, and exceptional gastronomy experiences, all backed by over 50 years of Barut Hotels expertise.

Separated from its sister brand Barut Hotels, Akra Hotels continues to contribute to Turkish tourism by uniting two city hotels (Akra Hotel and Akra V) and four resort hotels (Akra Kemer, Akra Sorgun TUI Blue Sensatori, Akra Fethiye TUI Blue Sensatori, Akra Fethiye The Residence TUI Blue Sensatori) under one roof, earning international awards and high guest satisfaction.

HISTORY



HISTORY OF AKRA KEMER

Akra Kemer is located in the Kemer district of Antalya and spans a total area of 27,716 m², offering 360 rooms and year-round service.

VISION

BHM Group aims to remain an innovative and reputable company, guided by strong local values.

MISSION

To create value for all stakeholders through the principle of **“Happy Employee – Happy Guest.”**

VALUES

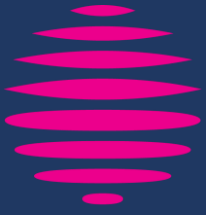
Fairness – Reliability –

Responsiveness

PRINCIPLES

Corporate governance principles embraced by BHM Group:

Justice, Responsibility, Transparency, Accountability, Consistency, Participation and Inclusion, Effectiveness, and Efficiency.



MESSAGE FROM
THE MANAGEMENT



EMRE BORA BARAN
AKRA KEMER
GENERAL MANAGER

At **Akra Hotels**, we continuously enhance our sustainability approach by adapting to today's evolving conditions.

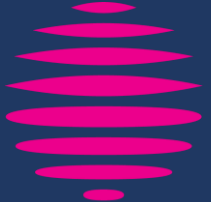
We recognize the responsibilities that come with sustainable tourism and are committed to ongoing improvement as we fulfill these duties.

With a strong sense of purpose, we strive to use and protect our resources efficiently to help ensure a livable world for future generations. In line with this commitment, we utilize environmentally friendly **solar power plants** to meet our energy needs in harmony with nature and to reduce our carbon footprint.

For us, **cultural sustainability** encompasses not only environmental stewardship but also the preservation of regional cultures and traditions. We actively contribute to promoting the cultural heritage of our region.

We place great value on all our stakeholders. From employees to suppliers, guests to local communities, we respect their perspectives and needs, working collaboratively to achieve our sustainability goals.

By maintaining open dialogue and encouraging participation, we foster stakeholder engagement and help advance the widespread adoption of sustainable tourism.



Our primary goal, together with all our employees, is to deliver the highest quality service by placing guest satisfaction above all else. In line with this goal;

Integrated Management System Policy

BHM Group is committed to implementing an effective Integrated Management System across all its operations.

We pledge to comply with the requirements of internationally recognized standards, including Quality (ISO 9001), Food Safety (ISO 22000), Environmental Management (ISO 14001), Guest Satisfaction (ISO 10002), Occupational Health and Safety (ISO 45001), Energy Management (ISO 50001), and Sustainability. In doing so,

we aim to deliver services without compromising on quality, while prioritizing the satisfaction of our employees, guests, and customers.

Strategic Management Approach

At BHM Group, we embrace the fundamental principle of complying with all legal obligations, relevant standards, guest and customer expectations, and our internal guidelines throughout every stage of our products and services. We are committed to managing risks and opportunities effectively, setting measurable objectives, and continuously improving all our processes. To support this commitment, we provide the necessary investments and employment.

In all our operations, we strive to achieve outcomes that create value for our stakeholders and to build long-term partnerships in a transparent and trustworthy environment.

OUR POLICY



Food Safety & Hygiene

By ensuring good production, proper hygiene practices, and suitable environmental conditions, all our facilities and brands are united in the principle of delivering healthy, delicious products that meet expectations while continuously improving and enhancing the effectiveness of the food safety management system.

Safety of Our Employees and Investing in People

The primary objective of BHM Group is to be an employer that all employees are proud to be part of and prefer. We aim to provide a fair, safe, peaceful, respectful, and inclusive working environment with equal opportunities for all.

Our employees are our most valuable asset. We continuously improve our processes with employee participation to minimize risks that could threaten the health and safety of our employees and business partners, and to prevent occupational accidents.

We support continuous training to enhance the knowledge and skills of our employees, promoting an educated and conscious workforce at all levels.

We are committed to protecting human rights and providing equal opportunities regardless of language, religion, race, gender, sexual orientation, marital status, age, color, ancestry, national origin, disability, or any other protected status.

We prioritize local employment, develop social projects to support local communities, and collaborate with various institutions.

OUR POLICY



Guest Satisfaction – Guest Safety – Guest Orientation

Our guests are the reason for our existence. Our principle is to handle guest complaints from all sources confidentially, resolve them promptly, turn them into opportunities for improvement by keeping guests informed throughout the process, and offer compensation or equivalent service to guests whose complaints are justified.

Respect for the Environment, Protection of Cultural Heritage - Wildlife, Endemic Species and Sustainability

We aim to foster a corporate culture that recognizes the critical impact of sustainability on our existence and future.

We are committed to meeting our environmental responsibilities through sustainable resource use, climate change mitigation, and the protection of biodiversity and ecosystems.

Our core objectives include preventing environmental pollution, preserving nature by using natural resources efficiently, and reducing waste at its source through recycling or safe disposal.

We are dedicated to conducting our activities without harming cultural heritage, while promoting, preserving, and integrating areas of spiritual significance, traditions, and cultural values. We take pride in incorporating authentic elements of both traditional and modern local culture into our operations, design, and cuisine.

OUR POLICY



Respect for the Environment, Protection of Cultural Heritage, Natural Life, Endemic Species, and Sustainability

We collaborate with NGOs and support projects dedicated to protecting cultural heritage, the environment, nature, endemic species, and natural life.

By making environmentally sustainable purchasing decisions that reduce energy and water consumption and minimize waste, we aim to leave a cleaner carbon and water footprint on our planet.

Energy Efficiency and Management

At BHM Group, we view energy efficiency as one of the most critical steps toward achieving sustainability. In all our facilities, we begin by measuring energy usage to identify issues and uncover potential areas for savings. We drive long-term improvements by leveraging automation systems and resource monitoring tools. Through ongoing maintenance, inspections, and tracking, we continuously analyze opportunities for energy savings.

We show our commitment to reducing electricity consumption by ensuring that all electronic devices and equipment we purchase are energy-efficient.

We utilize renewable energy sources, implement projects aimed at reducing energy use, and support design initiatives that enhance energy performance. In every project, we evaluate key factors such as technological suitability, investment costs, global warming potential, and greenhouse gas emissions.

OUR POLICY



OUR POLICY

Supporting the Local Economy and Advancing Sustainability

We contribute to regional development by sourcing the services and products used in our BHM Group facilities and brands from local producers, women entrepreneurs, and organizations that support the sustainability of raw materials and suppliers. We create new business opportunities to help boost employment in the local community. We also monitor our local and environmentally conscious purchasing rates to ensure continued impact.

Abuse and Harassment of Specially Protected / Vulnerable Groups

We believe that everyone shares the responsibility of protecting specially protected and vulnerable groups. We recognize that ensuring their well-being and safeguarding them from all forms of harm, including physical and emotional abuse and harassment, is a fundamental duty.

One of our primary goals is to enhance the quality of life for our guests and employees with disabilities by improving accessibility across our facilities.



CORPORATE RESPONSIBILITY

As Akra Hotels, we see it as our primary responsibility not only to offer our guests an exceptional experience, but also to foster positive relationships with our surroundings, society, and natural ecosystems. While minimizing our environmental and social impacts, we consistently strive to transform these impacts into meaningful benefits for the local community and the environment.

Respect for the Environment and Protection of Natural Resources

We undertake value-driven projects to protect the environment and cultural heritage both in the regions where we operate and beyond. Minimizing our environmental impact, preserving natural resources, and reducing our carbon footprint are among our top priorities. We implement eco-friendly practices not only within our hotels but also across all business processes, embracing the principles of sustainable tourism.

Contribution to the Regional Economy

Local employment presents a valuable opportunity for the communities we serve. With this understanding, we prioritize hiring from the local population, contributing to regional development and helping to boost employment at the local level. By supporting our employees in remaining within their communities, we generate social value and help stimulate the local economy.

Sustainable Tourism and Investing in Future Generations

Our sustainable tourism approach is grounded in the protection of natural resources, efficient use of water and energy, support for wildlife, and the enhancement of quality of life. At every stage, we are guided by the goal of leaving a more livable world for future generations.

Giving Opportunities to Young Talents

We welcome young talents who aspire to build careers in the tourism sector by offering internships and professional development opportunities. Through training programs and career support, we help our employees achieve personal and professional growth. Whenever possible, we promote from within, supporting the advancement of our team as we grow together.



SUSTAINABLE TOURISM PRINCIPLES

As Akra Hotels, we recognize the vital role that natural resources play in the ecological, economic, and social sustainability of both the local community and our employees. Guided by this awareness, we shape our operations to contribute to a more sustainable and equitable future.

Economic Continuity and High Quality

We are committed to ensuring economic continuity by maintaining the highest standards of service quality. In doing so, we actively contribute to revitalizing the regional economy through partnerships with local producers and service providers.

Local Development and Employment

By rejecting all forms of discrimination based on race, gender, or disability, we promote professional development and create increased employment opportunities at the local level. We are dedicated to adding value to our employees by supporting their career growth and specialization.

Social Participation and Gender Equality

We work to enhance the participation of disadvantaged groups in economic and social life by ensuring fair access to opportunities. We embrace gender equality as a core principle and reflect this commitment across all our activities.

Guest Satisfaction and Responsible Tourism

We provide our guests with a safe, sustainable, and fulfilling experience.

By rejecting discrimination and promoting responsible tourism, we encourage guests to engage with and respect the environment and local communities.

Local Government and Community Engagement

Through collaboration with local governments and civil society organizations, we contribute to the development of local communities. We support regional tourism growth by advancing initiatives that enhance social welfare and community well-being.



SUSTAINABLE TOURISM PRINCIPLES

Cultural Heritage and Wealth

We respect historical heritage and local cultures, and actively work to protect and promote these valuable assets. At every stage of our operations, we emphasize our commitment to honoring the cultural identity and traditions of local communities.

Physical Integrity and Environmental Protection

We are dedicated to preserving the quality of both urban and rural environments, taking active measures to prevent environmental degradation. Through continuous improvement, we strive to minimize risks and enhance the overall sustainability of the areas in which we operate.

Biodiversity and Natural Areas

We support the conservation of natural habitats and take proactive steps to protect biodiversity. We are committed to safeguarding endemic species and wildlife while maintaining the delicate balance of ecosystems.

Resource Efficiency and Responsibility

We minimize the use of non-renewable resources and promote local stewardship in the protection of natural, cultural, and historical heritage. We also work to raise awareness around the sustainable and responsible use of these resources.

Environmental Impact and Waste Management

We implement measures to reduce air, water, and soil pollution, manage waste effectively, and promote environmentally responsible practices. By engaging our employees, guests, and the wider community, we foster awareness and encourage collective action to minimize environmental impact.

2013-2024

To comply with national environmental legislation, we regularly conduct activities such as obtaining environmental permits with our environmental officer, establishing necessary procedures, performing measurements, analyses, and follow-ups on waste management, chemical use, wastewater, domestic water, and air emissions, and ensuring continuity through training plans and monthly audits and reports.



2023-2024

In our country, which seeks to utilize natural, cultural, and social assets—the foundational resources of tourism—by maintaining a careful balance between preservation and use, and promoting their development and global recognition without compromising their integrity, Akra Kemer proudly met all required criteria and achieved the Stage 3 Sustainable Tourism Certificate in 2023. We successfully maintained this achievement in 2024.



TURİZM



WHAT DO WE
ACCOMPLISH?

2016 -2018 -2020 -2022-2024

In 2016, as a member of TRAVELIFE—an internationally recognized sustainability certification organization that promotes sustainability in the tourism sector and encourages businesses through recognition—we began aligning our efforts with its established criteria and were awarded the TRAVELIFE Gold Certificate in July 2016. Since then, we have continued to take new actions and develop ideas to ensure the ongoing growth and sustainability of this foundation.



2022

Since its establishment, Akra Kemer has embraced an environmentally conscious policy, taking meaningful steps toward a more livable world while protecting the values of Antalya and Kemer. With its bicycle-friendly hotel policy, Akra Kemer promotes the preservation of Antalya's historical and cultural heritage and encourages guests to explore the region in a sustainable way. By keeping pace with global innovations and technology, the hotel continuously enhances its services with an environmentally sensitive approach. In this context, it takes active measures to reduce its carbon footprint by revising its consumption and service policies in response to the global climate crisis.



WHAT DO WE
ACCOMPLISH?



OUR RESPONSIBILITY TOWARDS THE ENVIRONMENT

In today's world, environmental responsibility is no longer a choice—it is a necessity. As global environmental challenges grow, we are strengthening our commitment to protecting natural resources, enhancing energy efficiency, and improving waste management every day.

While providing the highest level of comfort to our guests, we remain steadfast in our respect for nature. We implement measures to protect the environment and ensure the sustainable use of natural resources, with a particular focus on water, electricity, energy, chemical usage, and solid waste management.

Our goal is to minimize our environmental impact and reduce any harm we may cause to the natural world.

In line with our sustainable tourism approach, we continually update and improve our environmentally responsible practices. Through the use of innovative technologies, we strive to use natural resources more efficiently and reduce our impact on water, soil, and air.

As our world evolves rapidly, we continue to uphold both our environmental and social responsibilities. At both individual and corporate levels, we are deepening our commitment to environmental stewardship and the efficient use of resources.

The following outlines the measures we have implemented and the efforts we have undertaken in line with our environmental responsibilities.

WASTE MANAGEMENT

RECYCLABLE WASTE

Waste management encompasses activities such as reducing waste at its source, reusing materials, separating waste by type and characteristics, temporary storage, recycling, recovery, disposal, and post-disposal monitoring and control.

At Akra Hotels, our primary goal is to minimize waste generation at its source.

We manage all waste with a focus on causing the least possible harm to the environment. To support these efforts, we actively seek the cooperation of both our guests and employees.





WASTE MANAGEMENT

Join our Environmental Protection Movement

At Akra Hotels, we believe that we can fulfill our responsibility to protect the environment together with the support of our valued guests.

The simple steps you take in your rooms and shared spaces can make a meaningful and lasting contribution to nature. With the following simple suggestions, you can help us create an eco-friendly vacation experience:

Energy Saving

Please remember to remove your energy card from the slot when leaving your room. This small action helps prevent unnecessary electricity use and contributes to environmental conservation.

➤ Water Conservation and Awareness

Use only the amount of water you need. Help us protect natural resources by reporting any leaks you notice to Guest Services at 8000.

➤ Recycling

Instead of discarding magazines and newspapers, kindly place them in the designated recycling bins throughout the hotel. It's a simple yet impactful way to support the recycling process.

➤ Share Your Books

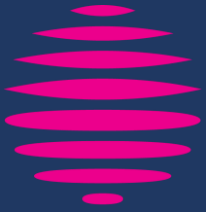
If you have books you don't plan to take with you, feel free to leave them on the hotel bookshelf. You'll be offering fellow guests the chance to enjoy a new read.

➤ Medical Waste

For used syringes or other hazardous medical waste, please contact Guest Services at 8000. Together, we can ensure proper and safe waste disposal.

➤ Battery and Electronic Waste

Used batteries from your electronic devices can be placed in the **Waste Battery Box** located at the reception. This ensures they are disposed of safely and responsibly.



WASTE MANAGEMENT

➤ **Contribution to Recycling**

You can support environmental sustainability by placing glass bottles, plastic packaging, and other recyclable materials in the designated recycling bins located throughout our hotel's public areas.

➤ **Beach Towels and Sheets**

Reducing the frequency of beach towel changes helps conserve water and minimize chemical use. Similarly, you can choose to reuse your bed sheets and room towels instead of having them changed daily.

If you would like them replaced, simply follow the instructions on the room cards.

➤ **Akra Eco-Friendly Card**

With the Akra Eco-Friendly Card, launched in October 2024, you can support sustainability by opting out of daily room cleaning and linen changes during stays longer than two nights.

As a thank you, you'll receive a discount coupon for use at Akra Kemer Başka Ol.

➤ **Sensible Choices in Sunscreens**

Please be aware that some sunscreens contain chemicals like oxybenzone and oxynoxate, which are harmful to marine life.

By choosing reef-safe alternatives, you help protect our seas and underwater ecosystems.

➤ **Respect Nature**

We kindly ask you to avoid activities that may harm animals or disrupt wildlife. By respecting and protecting nature, we can preserve the planet together.

You can support our mission to protect the environment by taking these simple, mindful steps.

Together, we can make small yet impactful changes that lead to a more sustainable world. With your contribution, we move closer to a greener, healthier future.

Our employees receive training on the importance of waste separation, and departmental monitoring ensures that these practices are properly followed. We also promote awareness by displaying posters on water and energy conservation, as well as waste separation, in employee areas.



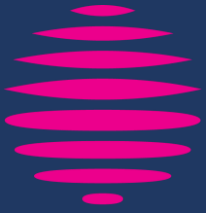


At our facility, an adequate number of waste bins have been placed in each area to encourage proper waste separation, promote environmental awareness, and support the efficient use of resources. We collaborate with authorized companies to ensure the recycling of collected waste and regularly monitor the process.

Our employees receive ongoing training on correct waste separation and recycling, with an emphasis on the importance of their role in supporting eco-friendly practices.

By participating in the recycling process, you too can contribute to environmental protection and enjoy a more sustainable holiday experience.



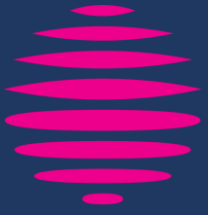


NO BREAD GOES TO WASTE

At our facility, leftover bread is collected daily and used to feed the fish at our pier, ensuring it is repurposed in an environmentally friendly and meaningful way.



WASTE
MANAGEMENT

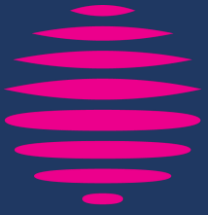


HEARTFELT SUPPORT FOR THE ANIMAL SHELTER!

A heartfelt initiative by animal lovers in Kemer has transformed the Kemer Municipality Animal Shelter into a haven of hope for our beloved furry friends. With the help of a special food processing machine, suitable food waste is turned into nutritious meals for the shelter animals. As the Akra Kemer family, we carefully collect appropriate food waste from our restaurants and deliver it to the shelter with great care. Every contribution becomes a warm, nourishing meal for animals in need.

Since the start of this project on October 18, 2024, we have proudly supported it by sending a total of 971 kg of food waste throughout the year.





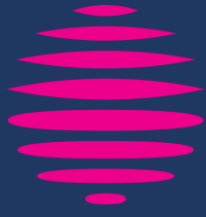
UNIFORM SUPPORT FOR THE ANIMAL SHELTER!

We repurposed excess discontinued uniform sets from our hotel to support a meaningful cause. The collected and prepared uniforms were donated to the Kemer Municipality Animal Shelter.

This initiative not only gave new life to unused materials but also reflected our commitment to sustainability and social responsibility by supporting the shelter and its needs.

WASTE MANAGEMENT



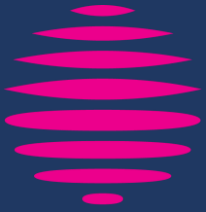


WASTE MANAGEMENT

At our facility, purified water dispensers are used in all restaurants, the employee cafeteria, the spa, and common areas, significantly reducing the consumption of plastic water bottles and eliminating the need for cardboard or plastic cups.



We have also minimized packaging waste by opting for large-packaged boxes and buckets instead of individually packaged breakfast items.



WASTE MANAGEMENT

ENVIRONMENTALLY FRIENDLY ROOM AMENITIES

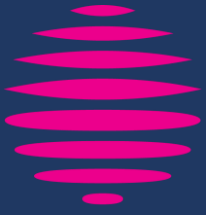
In line with our sustainability goals, we adopted eco-friendly practices in our rooms starting in 2023.

All guest rooms are now equipped with vegan shampoo, conditioner, shower gel, and soap dispensers, presented in dissolvable packaging made from wheat stalks. These products are made with environmentally conscious materials and are designed to reduce our ecological footprint. Our commitment to sustainability also extends to the packaging of all room amenities.

We prefer environmentally friendly packaging printed with soy-based ink to reduce our impact on the planet.

By offering an eco-conscious accommodation experience, we are working together toward a more sustainable future.





ENVIRONMENTALLY FRIENDLY ROOM AMENITIES

The toothbrushes, shoehorns, and combs provided in our rooms are made from starch-based, biodegradable materials.



Additionally, each guest receives a complimentary beach bag made without dyes or harmful chemicals, reflecting our commitment to eco-friendly hospitality.

OUR BIODEGRADABLE PENCILS FOR A GREENER FUTURE

WASTE MANAGEMENT

The pens used throughout our facility are made from biodegradable materials, reflecting our commitment to environmentally friendly practices and reducing plastic waste.



Waste Oil Management and Sustainability Steps

At Akra Hotels, we place great importance on the proper collection and recycling of waste oils as part of our environmentally conscious approach. We reinforce this awareness through staff trainings, informational posters, and on-site inspections.

To help prevent environmental and water pollution, employees are encouraged to bring used frying oil from their homes to our facility for proper disposal. These small yet impactful actions play a significant role in protecting nature and supporting our sustainability goals.



WASTE MANAGEMENT



As of 2024, approximately 4,015 kg of vegetable waste oil from Akra Kemer was delivered to recycling companies for biodiesel production. This initiative marks a significant step not only in waste management but also in reducing carbon emissions and promoting clean energy.

When 250,000 tons of waste oil are converted into biodiesel annually, **it can prevent 750,000 tons of carbon dioxide emissions**, contribute to the international carbon market, create new job opportunities, **and generate clean energy worth around 500 million Euros.**

Through this process, we are making meaningful progress toward leaving a sustainable world for future generations. **By working together, we can help build a greener, more sustainable future.**

At Akra Kemer, recyclable materials are carefully separated as part of our commitment to sustainability. We are proud to share our recycling achievements for the year 2024.



Approximately 129 tons of paper and cardboard waste were recycled at Akra Kemer in 2024.

Recycling just one ton of paper prevents the destruction of 16 mature pine trees and preserves 85 square meters of forest area. To further reduce paper consumption, we prioritize email for correspondence and announcements and continue to digitize our business processes.



Approximately 6 tons of metal waste were recycled at Akra Kemer. **Recycling just 1 ton of metal waste helps conserve around 1,300 kg of raw materials, significantly contributing to resource efficiency and environmental protection.**



Approximately 150.7 tons of glass waste were recovered at Akra Kemer. **Using recycled glass in production helps avoid 315 kg of carbon dioxide emissions for every 1 ton of newly produced glass, contributing significantly to climate protection efforts.**



Approximately 7.3 tons of plastic waste were recycled at Akra Kemer. **Recycling just 1 ton of plastic packaging waste saves approximately 14,000 kWh of energy.**

To further reduce plastic consumption, we continuously review our purchasing processes and prioritize industrial-sized products over single-use packaged items. We also use water dispensers and serve water in carafes to minimize the use of plastic bottles and cups.

WASTE MANAGEMENT



OUR HAZARDOUS WASTE

HAZARDOUS WASTE

Hazardous Waste Management and Zero Waste Target

The safe and environmentally responsible disposal of hazardous waste is one of our top priorities at Akra Hotels. At our facility, hazardous waste generated by various departments is collected in designated **hazardous waste rooms**, properly labeled, and stored in compliance with legal regulations before being handed over to **licensed companies** for safe disposal or recovery.

In 2024, Akra Kemer delivered a total of 15,407 kg of hazardous waste to authorized companies.

This process plays a vital role in minimizing environmental pollution and advancing our sustainability goals. We also provide regular training to all employees on this topic to strengthen awareness and promote responsible waste management practices.

To prevent harm to nature, special waste battery collection boxes are placed throughout the hotel.

Employees are encouraged to bring used batteries from home, which are then sent to **TAP** for proper and safe disposal.

Through these efforts, we aim to minimize our environmental impact, protect natural resources, and uphold our commitment to sustainable tourism.



CHEMICAL USE

Chemicals are essential products that play a significant role in making our daily lives easier. However, if not used properly, they can pose risks to both human health and the environment. At Akra Hotels, we take all necessary precautions to minimize environmental impact when using chemicals in our maintenance, repair, and cleaning activities.

Environmentally conscious cleaning means achieving hygiene while minimizing harm to health and nature. This can be accomplished not only by using eco-friendly cleaning products, but also by applying them in appropriate doses and using them efficiently. Such practices significantly reduce the overall environmental damage caused by chemicals.

We prioritize the use of approved, properly labeled chemicals in suitable packaging, along with having the relevant Safety Data Sheets (SDS) on hand. Employees responsible for handling chemicals receive training from our purchasing department on correct usage, SDS content, dosage, application methods, personal protective equipment, and emergency response procedures in case of chemical spills.





CHEMICAL USE

Our chemical warehouses are designed with necessary precautions in place to prevent leaks, spills, and other environmental hazards. Chemical storage is conducted in compliance with the type of chemical, manufacturer's guidelines, and relevant regulations. Employees receive periodic training on 'Chemical Spill Response,' and regular drills are carried out.

We collaborate with authorized companies for the safe disposal of chemicals and closely monitor chemical waste.

Chemical usage is controlled, and staff are trained to prevent waste and improper application. We prioritize the use of concentrated products wherever possible.

To ensure proper hygiene in our pools, automatic dosing systems are used to apply the minimum required amount of chemicals.

We ensure that all pesticides used by our outsourced pest control company are safe for human health and the environment. Natural pest control measures such as fly catchers and adhesive paper are increasingly utilized.

All chemical storage shelves in our warehouses are equipped with leak-proof pans for added safety.



ENERGY MANAGEMENT

Energy efficiency, a core pillar of sustainability, has been established as a priority across all our operations.

At Akra Hotels, we continuously monitor our energy consumption, identify areas for improvement, and strive to reduce our environmental impact by using resources more efficiently.

Energy Efficiency and Recovery Strategies

We prioritize low-consumption equipment and efficient systems to support energy savings. Through automation management systems and resource monitoring, we achieve long-term improvements and track energy savings with continuous maintenance and inspections. In 2023, we established and were certified in the **ISO 50001 Energy Management System** to manage our energy efficiency more effectively.

We successfully maintained and continued the system in 2024.





Energy Saving Practices

We carefully implement the following measures to enhance energy efficiency throughout our hotel:

- **Use of Solar Energy:** Our hotel is equipped with 180 solar panels that supply 34% of our hot water needs in winter and 86% in summer, significantly reducing overall energy consumption.
- **A+++ Energy Class Products:** The minibars and televisions in our guest rooms are A++ energy class, contributing to low energy usage.
- **Automatic Heating and Cooling Systems:** Guest rooms feature smart systems that automatically shut off heating or cooling devices when the balcony door is opened, preventing unnecessary energy use.
- **Energy-Efficient Lighting:** LED lighting is used in all areas of the hotel, replacing mercury-containing incandescent bulbs. Additionally, building perimeter lighting, heating, and cooling systems are controlled through automation to further optimize energy efficiency.





ENERGY MANAGEMENT

- **Mini Bar Positioning:** Mini bars in guest rooms are strategically placed away from heat sources to ensure optimal performance and reduce energy consumption.
- **Curtain Usage and Air Conditioning:** In guest rooms, curtains are kept closed during the summer and open in winter when the room is unoccupied, helping air conditioning systems operate more efficiently. Curtains are also used in meeting rooms and restaurants to support indoor temperature control and conserve energy.
- **Air Curtains:** Air curtains are installed at the entrances of areas that open to outdoor spaces, such as terraces and gardens, to support the efficient functioning of indoor air conditioning systems.
- **Maintenance and Cleaning Protocols:** Regular maintenance and cleaning of all electrical appliances help minimize energy losses. We routinely check the seals and gaskets of cold units, freezers, and ovens, replacing worn components as needed.
Cold unit doors are also monitored to ensure they are opened only briefly and when necessary to prevent energy loss.
- **Energy Saving and Training:** All employees receive regular training on energy efficiency to foster responsible energy usage habits. These training sessions ensure that every team member contributes to our shared goal of energy conservation with full awareness and commitment.





- **Efficient Equipment Utilization:** All machines in our kitchens and laundry rooms are carefully selected and operated to maximize energy efficiency. Additionally, we use convectional stoves instead of traditional ones to further reduce energy consumption.
- **Motion Sensor Lighting:** Motion-sensitive lighting systems are installed in guest common areas and employee zones to prevent unnecessary energy use.
- **Use of Natural Light:** Our facility is designed to make the most of daylight, helping to minimize reliance on artificial lighting and reduce overall energy consumption.
- **Electronic Switch Systems in Rooms:** Electronic key card systems are used in guest rooms to control electricity usage and ensure it is only active when necessary.
- **Heat Pump System:** A heat pump has been added to the boiler room in our water heating system, replacing LNG—known for its high carbon emissions—with electricity, effectively reducing our carbon footprint.
- **Solar Power Plants:** We generate clean, renewable energy for our facility through our solar power plants in Elmalı, which have an installed capacity of 1.5 MWh, allowing us to meet a significant portion of our electricity needs sustainably.

In conclusion,

Akra Hotels embraces a responsible and forward-thinking approach to energy efficiency and sustainability. Our efforts not only enhance energy savings but also significantly reduce our environmental footprint.

Each day, we move toward more efficient and eco-friendly practices, always balancing the comfort of our guests with the well-being of our planet.

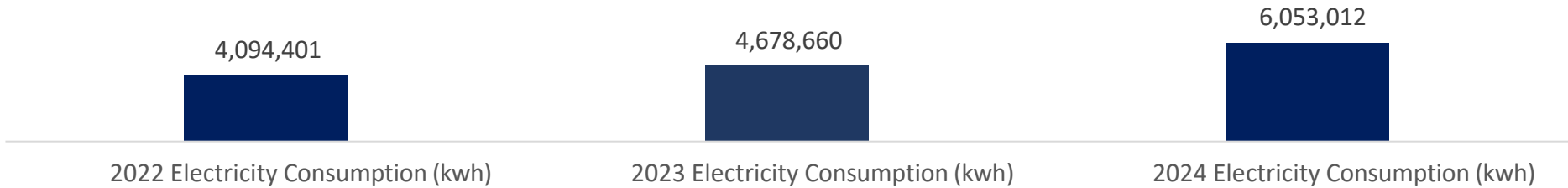
AKRA KEMER ELECTRICITY CONSUMPTION DATA

- In 2022, consumption increased due to seasonal operation (9 months), while in 2023 we were open for 10 months.

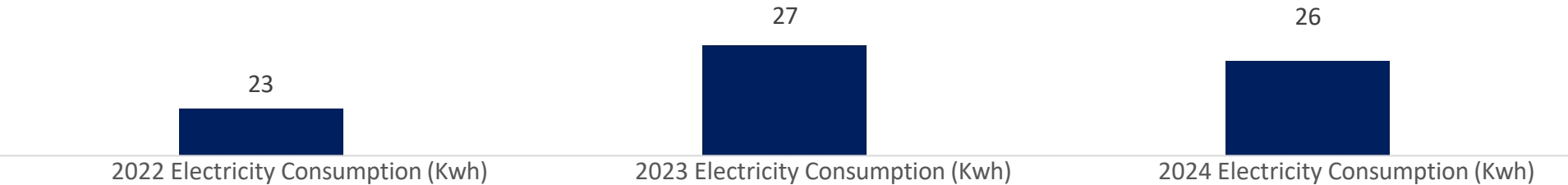
Electricity consumption per capita increased due to the transition to hot water production using electric heat pumps and the addition of four new bars resulting from a concept change and extended working hours.

- In 2024, we operated for a full 12 months. One additional heat pump was installed, which operates on electricity. As a result, while LNG usage decreased, electricity consumption increased. With the commissioning of our solar power plant (GES), electric-powered devices were preferred over gas-powered ones. Consequently, electricity consumption in 2024 was higher compared to 2023. However, despite being open for three more months than in 2023, per capita electricity consumption remained the same.
- In 2025, we aim to achieve a 1% energy saving by replacing outdated equipment with more economical and efficient alternatives.

Comparison of Electricity Consumption by Year (Kwh)



Comparison of Electricity Consumption by Year (per capita-kwh)

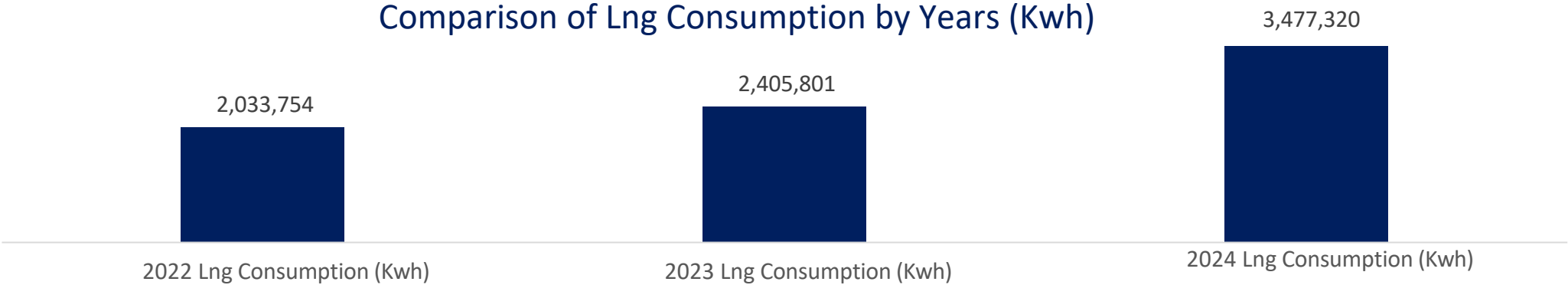




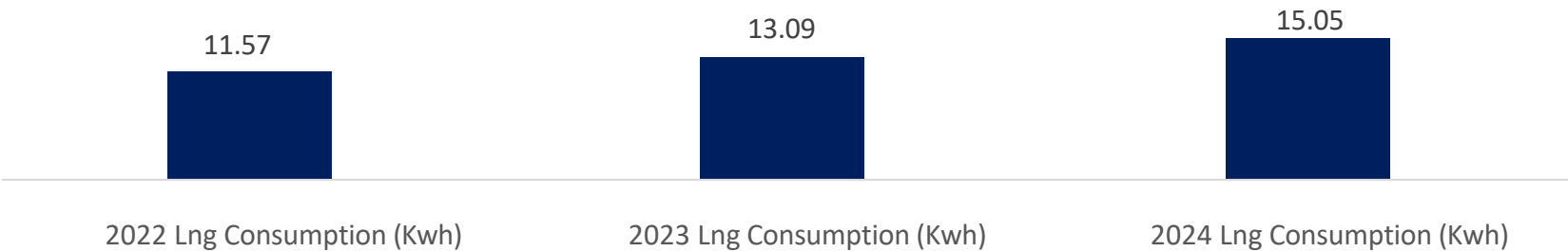
AKRA KEMER LNG CONSUMPTION DATA

- In 2023, the pools were heated due to the fact that we also served during the winter season. Therefore, total LNG consumption and per capita consumption increased compared to 2022.
- In 2024, we provided service for 12 months. In 2024, LNG consumption increased due to the pool water heating and air conditioning heating period being three months longer than in 2023. There was also an increase in per capita consumption due to the high occupancy in the first three months of the year.
- In 2025, we aim to achieve a 27% reduction in LNG consumption through additional heat pump investments.

Comparison of Lng Consumption by Years (Kwh)



Comparison of Lng Consumption by Years (Per Capita - Kwh)



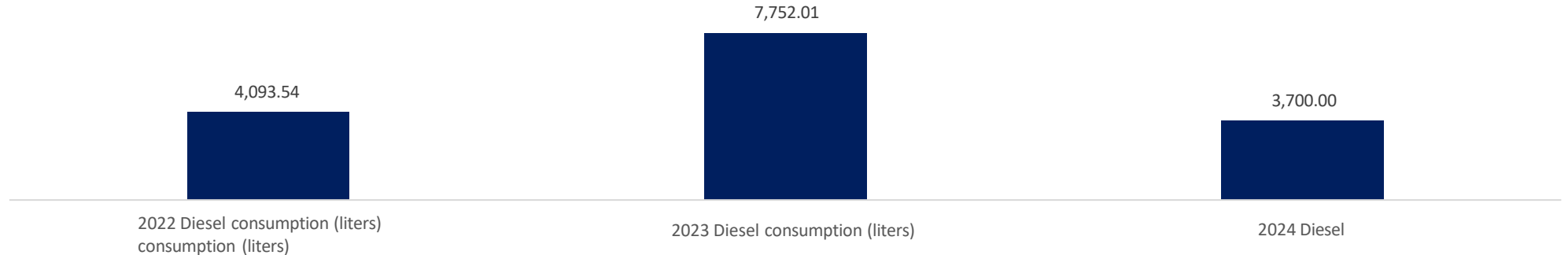
AKRA KEMER DIESEL CONSUMPTION DATA

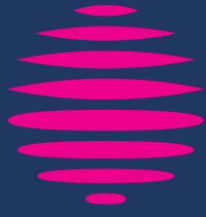
Generators are only used during power outages.

In 2023, diesel consumption was higher than in 2022 due to operating for 10 months and experiencing multiple power outages during that period.

In 2024, diesel consumption was lower as a result of fewer interruptions.

Comparison of Diesel Consumption by Year (L)



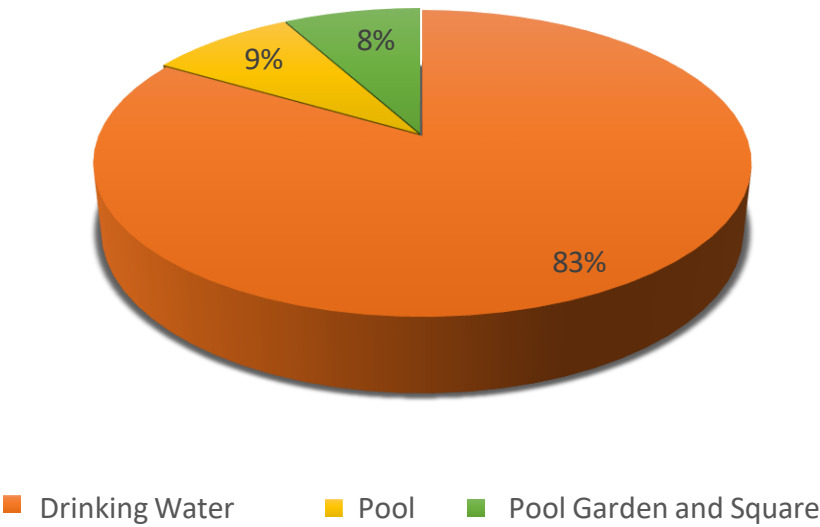


WATER MANAGEMENT

Water is one of life’s most precious resources, and at Akra Hotels, we are committed to using it responsibly and efficiently.

We reduce overall water consumption by using water-saving equipment, placing “**Environment Cards**” in guest rooms, and training our employees on water conservation—all without compromising health, hygiene, or guest satisfaction.

Through the **Akra Eco-Friendly Card** program, guests staying more than two nights can support sustainability by opting out of daily room cleaning and linen changes, and in return, receive discount coupons valid at Akra Kemer Başka Ol.





Measures Taken for Sustainable Water Use:

At our hotel, we continuously monitor and implement the following practices to support water conservation:

- **Use of Aerators:** All faucets in guest rooms and public areas are equipped with aerators that limit water flow, helping to reduce overall water consumption. These devices are regularly inspected and replaced when needed to ensure continued efficiency.
- **Low Flow Speed Faucets:** Washbasin faucets are adjusted to limit water flow to 5 liters per minute, and shower heads to 10 liters per minute. These flow rates are regularly monitored through on-site measurements, and any deviations are promptly corrected.
- **Water-Saving Toilet Systems:** Guest room toilets feature dual flush or low-flow flushing systems, ensuring water consumption does not exceed 6 liters per use. Reminder labels are also placed in toilets to raise awareness of water conservation.
- **Photocell Urinals and Faucets:** Public area restrooms are equipped with photocell urinals that activate only when needed, minimizing unnecessary water use. Photocell faucets are also used in kitchen handwashing sinks to promote efficient water use.





Measures Taken for Sustainable Water Use:

- **Garden Irrigation:** Drip and sprinkler irrigation systems are used in our gardens to prevent water waste. These systems ensure efficient water use by delivering moisture directly to the plant roots.
- **Towel and Linen Change:** Towels and bed linens in guest rooms are changed upon request. Guests are informed about this policy, and if no request is made, linens are changed every two days.
- **Training and Awareness:** All employees receive training on water conservation. This fosters a culture of shared responsibility for the efficient use of water resources within our facility. We also encourage our guests to conserve water through the use of **Environment Cards** and the **Eco-Friendly Card** program in their rooms.

In conclusion,

we recognize that water is not an unlimited resource and reflect this awareness in all aspects of our hotel operations. We continuously enhance our practices to use water more efficiently and sustainably, without compromising guest comfort and convenience.

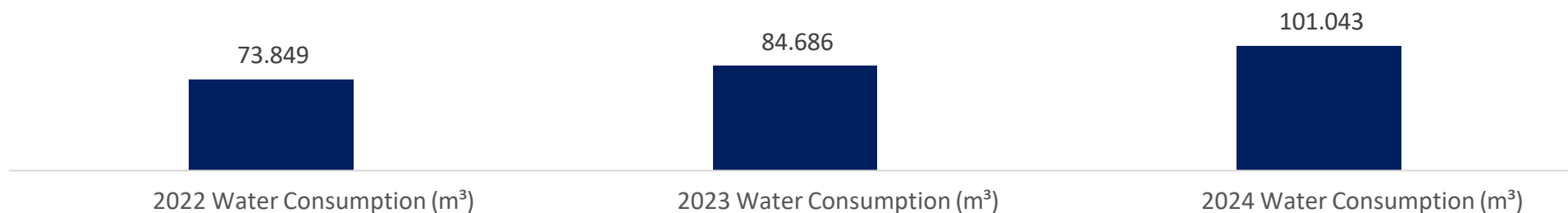
By protecting our environment, we remain committed to leaving a cleaner, healthier world for future generations.



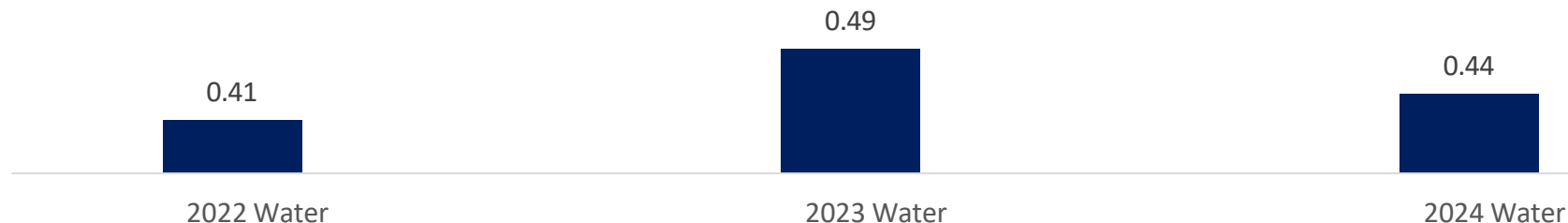
AKRA KEMER WATER CONSUMPTION DATA

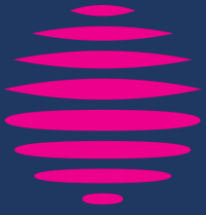
- In 2023, our water consumption increased compared to 2022 due to operating for 10 months. Because the pools remained open during the winter, backwash operations continued throughout the season. This led to an increase in per capita water consumption compared to the previous year.
- In 2024, water consumption rose again as the facility operated for a full 12 months. The switch to using dispensers in hotel restaurants, public areas, and employee spaces also contributed to this increase. However, when analyzing per capita consumption, a reduction was achieved compared to 2023.
- In 2025, we aim to save 5,000 m³ of water annually by installing a wastewater treatment system for the pool.

Comparison of Water Consumption by Years (m³)



Comparison of Water Consumption by Years (per capita-m³)





Our Local and Responsible Sourcing Approach

As BHM Group, we adopt a sustainable supply chain approach in the services and products we provide for our facilities and brands. In this context, we prioritize sourcing our raw materials and other product-service inputs from local producers, women entrepreneurs, and local organizations. With this approach, we both support regional development and contribute to strengthening the local economy.

Thanks to the strong collaborations we establish with local stakeholders, we increase employment in the region and enable the creation of new business lines.

In line with our sustainable procurement policy, we regularly monitor our local and environmental purchasing rates and develop strategies to increase these rates. Thus, we contribute to both our social and environmental sustainability goals.

In 2024, 109 of the 138 suppliers on our approved supplier list are Antalya companies. In other words, our local supplier ratio is 79%.



AS AKRA KEMER, WE DO NOT BUY ENDANGERED SPECIES!

The conservation of endangered species helps preserve not only the species themselves but also the health and balance of entire ecosystems. Every action taken to protect these species contributes meaningfully to safeguarding the world's natural heritage. Recognizing the importance of awareness on this issue, we have placed a dedicated QR code in our employee areas to support education and engagement.

SUPPLIER
MANAGEMENT

NESLİ TEHLİKE ALTINDAKİ TÜRLER

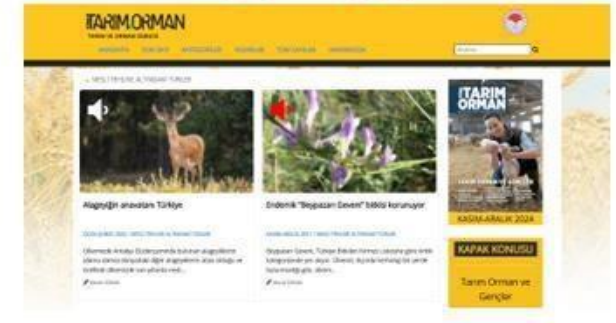
Nesli tehlike altındaki türler, doğal ortamlarında yaşamlarını sürdüremeyecek kadar azalmış, yok olma tehlikesiyle karşı karşıya olan canlılardır. Bu türlerin korunması, biyolojik çeşitliliğin devamı ve ekosistemlerin dengesi açısından büyük önem taşır. Nesli tehlike altındaki türler, çeşitli sebeplerle tehdit altındadır: habitat kaybı, aşırı avlanma, kirlilik, iklim değişikliği ve istilacı türler gibi faktörler bu tehditlerin başında gelir.

Nesli tehlike altındaki türlerin korunabilmesi için uluslararası sözleşmeler ve yerel yasal düzenlemeler hayati bir rol oynamaktadır. Bunlardan en bilinenleri arasında "CITES" (Tehlikedeki Yaban Hayvanı ve Bitki Türlerinin Uluslararası Ticaretine İlişkin Sözleşme) yer alır. Bu sözleşme, yaban hayvanı ve bitkilerinin ticaretini denetler ve koruma altındaki türlerin ticaretine kısıtlamalar getirir.

Nesli tehlike altındaki türlerin korunması, sadece o türlerin değil, tüm ekosistemlerin sağlıklı kalmasını sağlamaktadır. Bu nedenle, bu türlerin korunmasına yönelik alınacak her önlem, dünya doğal mirasının korunmasına önemli katkı sağlayacaktır.

AKRA KEMER OLARAK NESLİ TEHLİKE ALTINDA OLAN TÜRLERİN SATIN ALMASINI YAPMIYORUZ!

NESLİ TEHLİKE ALTINDAKİ TÜRLERE AŞAĞIDAKİ QR KODDAN ERİŞEBİLİRSİNİZ!



WE PROMOTE OUR GEOGRAPHICALLY INDICATED PRODUCTS

Geographical indication registration plays a vital role in protecting local products, increasing public awareness, and ensuring these cultural assets are passed on to future generations while also enhancing their economic value. Antalya currently has 43 products with geographical indication.

Recognizing the significance of this, Akra features these products in its culinary offerings and actively promotes them to guests.

Antalya Piyaz and Antalya Zucchini Dessert are among the most favored geographically indicated products served in both guest and employee buffets.

ANTALYA KABAK TATLISI



Antalya Kabak Tatlısının geçmişi eskiye dayanır ve Antalya iline özgü üretim metodu ustalık becerisi gerektirir. Üretiminde Antalya ili Döşemealtı ilçesi Camilli Köyünde yetiştirilen bal kabakları kullanılır. Tahin ise Manavgat İlçesinde üretilen susamdan elde edilir. Coğrafi sınır ile ün bağı bulunan Antalya Kabak Tatlısının tüm üretim aşamaları coğrafi sınırda gerçekleştirilir.

The history of Antalya Pumpkin Dessert dates back to ancient times and the production method specific to Antalya province is a master skill requires. Pumpkins grown in Camilli Village of Döşemealtı district of Antalya province are used in its production. Tahini is it is obtained from sesame produced in Manavgat district. All of Antalya Pumpkin Dessert, which is famous for its geographical border, production stages are carried out at geographical boundaries.

История десерта из тыквы в Анталии восходит к древним временам, а метод производства, характерный для провинции Анталия, требует мастерства. В его производстве используются тыквы, выращенные в деревне Камили района Дошемеалты провинции Анталия. Тахини это

Его получают из кунжута, произведённого в Манавагатском районе. Вся Анталия Тыквенный десерт, которая славится своей географической границей. Этапы производства осуществляются на географической границе.



As a hotel company operating on a global scale, we recognize our ability to reach people of all nationalities, set a positive example, and engage them as active participants in our sustainability efforts.

Animals Commonly Found in Our Hotel Garden and Surrounding Area:

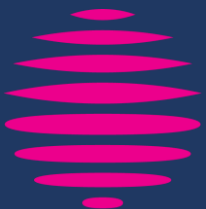
NATURAL LIFE

SEA TURTLES (CARETTA CARETTA)



Kemer is one of the important nesting areas for Caretta Caretta sea turtles. Their breeding season lasts from May 1 to October 1, and your support is vital in helping protect them during this sensitive period.

- The areas marked with warning signs on the beach are designated nesting zones. Please be especially mindful when using these areas and follow the guidelines below:
Do not move sunbeds into nesting areas and avoid digging in the sand. Avoid leaving plastic bottles, bags, or personal belongings on the beach—especially overnight. Never disturb nesting sea turtles or pick up hatchlings. If you encounter one, notify the relevant authorities immediately.
- Refrain from using lights or lighting fires on the beach at night, as this can disorient the turtles.
- Operate jet skis and speedboats slowly near the shore, remembering that adult sea turtles travel at a maximum speed of 20 km/h.



NATURAL LIFE

Dolphins: Nature's Intelligent Swimmers

Dolphins are among the most intelligent and social creatures in the animal kingdom, and if you're lucky, you might spot them along our shores. The three dolphin species most commonly seen in our seas are: **the Common Dolphin (*Delphinus delphis*)**, **the Bottlenose Dolphin (*Tursiops truncatus*)**, and **the Harbour Porpoise (*Phocoena phocoena*)**. Among them, **the Common Dolphin (*Delphinus delphis*)** is one of the most endangered species in the Mediterranean. Protecting these remarkable animals is vital for maintaining the health and balance of our marine ecosystems. Let's safeguard the future of these magnificent creatures by respecting their natural habitat and acting with care.

DOLPHIN



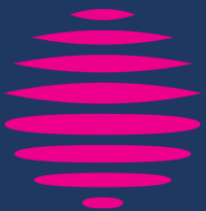
MEDITERRANEAN MONK SEAL



Mediterranean Monk Seal (*Monachus monachus*): A Rare and Endangered Marine Species

The Mediterranean monk seal is a large marine mammal from the **pinniped family** (Phocidae). It is found exclusively along the **eastern Mediterranean** and **eastern Atlantic coasts**. As one of the rarest pinniped species, this unique animal prefers coastal caves and natural shelters for resting and breeding.

Known for its impressive size, the Mediterranean monk seal can grow up to **2–3 meters** in length and weigh between **200–300 kilograms**. Sadly, this extraordinary species is **endangered** and requires urgent, dedicated conservation efforts to ensure its survival.



White Wagtail (*Motacilla alba*): The Graceful Visitor of Europe, Asia, and Africa

The White Wagtail is a graceful bird commonly found across **Europe, Asia, and the northern regions of Africa**. Although primarily a resident species, it is also known to **migrate to Africa** during certain seasons. It typically inhabits open landscapes, areas near small settlements, and water edges.

Measuring around **18 cm** in length, it is slender and elegant, easily identified by its **black-and-white head**, black breast, **gray back**, and distinctive **long tail**. While its tail is mostly **black**, the outer feathers are **white**, making it especially noticeable in motion.

White Wagtails often build their nests in crevices of stone walls or natural hollows, providing well-hidden and secure nesting spots.

WHITE WAGTAIL



EUROPEAN ROBIN

The Most Familiar of the Nightingales: European Robin

The most common nightingale species in our country is the **European Robin**, admired for its elegant and melodic voice. This charming bird is often seen in parks and gardens during the winter months and migrates to **forested areas** in the summer to breed.

While its **back is brown**, its most distinctive feature is **the bright red coloring of its face and chest**. The European Robin captivates nature lovers with both its striking appearance and enchanting song.



White-Spectacled Bulbul: Southern Native, Charming and Tame

The **white-spectacled bulbul**, a species of **southern origin** in our country, is easily recognized by its distinct features. **Its dark plumage, bright yellow under-tail, and striking voice** make it stand out wherever it goes.

Lively, charming, and sociable, this bird is one of the few wild species well-suited for domestication. Thanks to its cheerful nature, the white-spectacled bulbul forms strong bonds with people, both in natural habitats and in domestic settings.

WHITE-SPECTACLED BULBUL



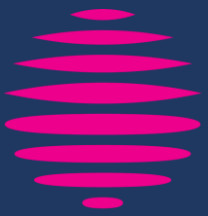
COMMON BLACKBIRD



Common Blackbird: One of the Most Widespread Songbirds in Europe and Türkiye

The **Common Blackbird** is one of the most widespread and familiar songbirds across Europe and Türkiye. **Male common blackbirds** are easily recognized by their jet-**black** plumage and striking **yellow-orange beaks**. **Females**, in contrast, have rich **dark brown** feathers that give them a more subtle and mysterious appearance.

During the **breeding season**, the male's **melodious and distinctive song** sets them apart from other birds in the area. They typically choose **trees and bushes** as nesting spots, offering a safe and natural shelter for raising their young.



Hedgehogs (Erinaceus): Nocturnal and Insectivorous Mammals

Hedgehogs are nocturnal, insectivorous mammals of the **hedgehog family (Erinaceidae)**. Their average length is around **30 cm** and their weight varies between **500–1200 grams**, depending on sex, age, and environmental factors.

Their bodies are covered with **sharp, grayish spines 2–2.5 cm long**. When they feel threatened or angered, they round their bodies into a ball of spines to defend themselves.

Hedgehogs prefer to live in **bushes, parks, gardens, and woodlands**. They shelter in safe places, such as tunnels in the ground or rock burrows.

They like humid environments and therefore remain active throughout the year in various places, especially in warm climates such as **Antalya**.

Hedgehogs can be seen in almost every corner of Türkiye and hibernate **when temperatures drop below 4 °C**.

Their average lifespan is 18 years, but living conditions and environmental factors can affect this.

HEDGEHOG





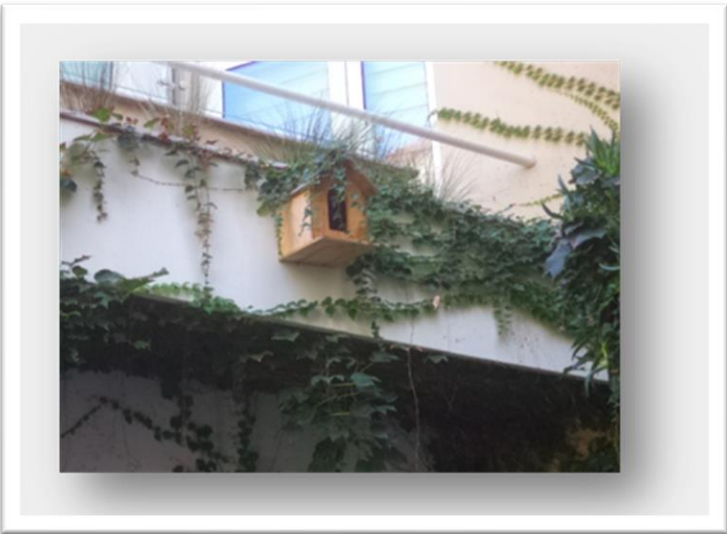
OUR ANIMAL FRIENDS WHO CALL OUR HOTEL HOME

Caring for Our Animal Friends with Respect and Love

At **Akra Kemer**, we never forget our animal friends who have chosen our hotel as their home. We ensure that the cats living on our premises **are sterilized, regularly vaccinated, and receive routine health check-ups.**

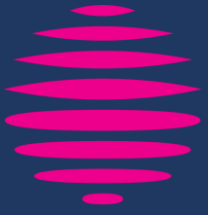
We also find loving homes for the kittens of our resident cats, ensuring they grow up in safe and caring environments.

Through these efforts, we fulfill our responsibility to our animal companions and support their healthy, happy lives.



Cozy Spaces for Our Feathered Friends

We have built **special wooden birdhouses** for our feathered friends who have made our hotels their home. Creating an environment that respects and harmonizes with nature reflects the value we place on the well-being of our bird companions.



SPECIAL GUESTS OF OUR HOTEL; HOUSE MARTINS (DELICHON URBICA)

When you stay at our hotel, you may spot **House Martins** that arrive from distant lands to build their nests here.

Each year, these birds travel approximately **12,000 kilometers** from **South Africa to Türkiye**, spending the summer months with us and raising their young.

They return to the same spot annually, beginning to construct their nests at our hotel in **early March**.

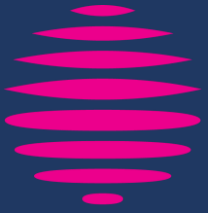
Martins are regarded as one of nature's essential balancing elements.

Both **William Shakespeare** and **Molière** famously said, "Where there are martins, there is fresh air." Indeed, martins are considered indicators of a healthy environment and serve as a natural certificate of air quality.

By feeding on insects and flies, they help reduce the need for chemical use, supporting nature and contributing to the ecosystem's balance.



NATURAL LIFE



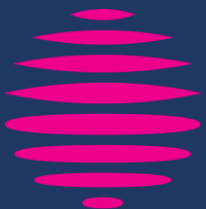
SPECIAL GUESTS OF OUR HOTEL; HOUSE MARTINS (DELICHON URBICA)

The only perceived drawback of martins is the appearance of droppings beneath their nests. Unfortunately, this often leads to their nests being destroyed, sometimes even while young birds are inside, by demolition or the use of ammonia.

We must never disturb or damage their nests. If a nest is interfered with, the martins will not return to use it again. Once they begin using a nest, it is important to keep a respectful distance.

By protecting the martins' nests at our hotel, we honor and respect their natural life cycle.





OUR UNIQUE AND STRIKING ENDEMIC PLANTS

Sweetgum Tree

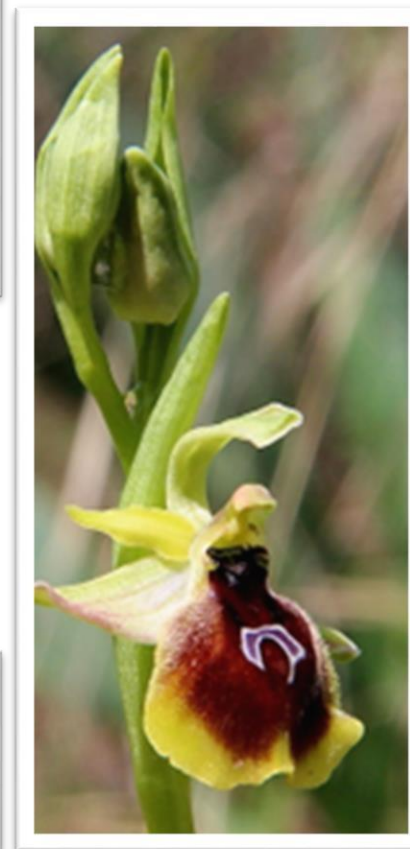
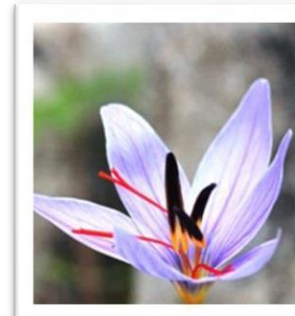
Sweetgum trees are rare and remarkable plants with a lifespan of 200–300 years and the ability to grow up to 25 meters tall. This unique species, which produces valuable substances used in both pharmacy and perfumery, is **endemic** and grows only in specific regions. We are proud to host this extraordinary tree in the **Secret Garden** of our facility.

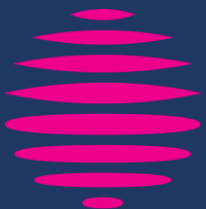
To protect and sustainably preserve the sweetgum tree, our Head Gardener has thoughtfully designed the Secret Garden with a focus on **conserving natural heritage**.

Kemer Orchid (*Ophrys climacis*)

The **Kemer Orchid** is a rare and delicate species that grows exclusively in the **Kemer** region and is traditionally used in the production of salep. Due to its **endangered status**, it is **strictly prohibited to remove the Kemer Orchid from the country**.

This unique flower plays a vital role in preserving the region's biodiversity, and by protecting it, we contribute to maintaining the natural balance of the ecosystem.





OUR UNIQUE AND STRIKING ENDEMIC PLANTS

Olympos Saffron (*Crocus wattiorum*)

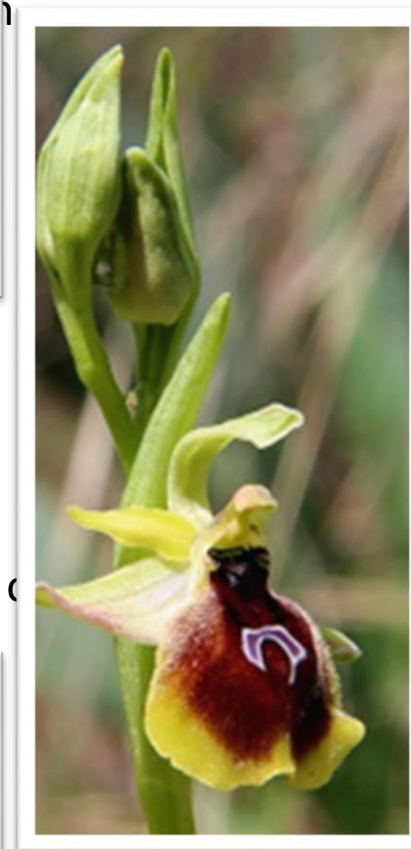
Olympos Saffron is an **endangered** plant species found exclusively in the Kemer region.

Valued both in culinary use and traditional medicine, saffron is considered a precious natural resource. Protecting this unique plant helps preserve the ecological richness of Kemer and represents a vital step toward securing the region's natural heritage for future generations.

Our Fruit Trees

In our hotel, **date**, **lemon**, **peach**, and **pomegranate** trees enhance the landscape while offering our guests fresh and healthy flavors.

These fruit trees, nurtured within our natural habitats, not only add charm to our landscape but also reflect our respect for nature through sustainable agricultural practices. Their presence reinforces our ongoing commitment to environmental stewardship and eco-friendly hospitality.





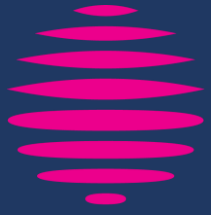
OUR NATURAL, CULTURAL AND HISTORICAL ASSETS

OUR NATURAL, CULTURAL AND HISTORICAL ASSETS

Our hotel is situated in a location rich in natural beauty, historical heritage, and cultural values. Guests are provided with detailed information about nearby touristic and archaeological sites, as well as local traditions and unique regional features.

They can join guided exploration tours and enjoy memorable experiences through nature-based sports and cultural activities.

To ensure accessibility and convenience, all relevant information about regional highlights and activities is carefully shared with guests and staff via our website, Guest Experience Department, and info channels.



OUR NATURAL, CULTURAL AND HISTORICAL ASSETS

KEMER: A SERENE CORNER OF PARADISE

Kemer is a natural wonder nestled at the foothills of the Taurus Mountains, where they meet the deep blue sea, just 40 km from Antalya. This captivating region offers a unique experience in every season, with its crystal-clear waters, lush forests, and rich historical charm. In Kemer, the harmony of sea, forest, and mountains creates rare landscapes where pine trees cast natural shade on the beaches and waves gently lap at their roots. It's a place where every shade of nature and a deep sense of peace come together.



OUR NATURAL, CULTURAL AND HISTORICAL ASSETS

PHASELIS ANCIENT CITY

Founded by the Rhodians, Phaselis is home to three harbors: the North Harbor, the Battle (or Protected) Harbor, and the Sun Harbor. At the heart of the city lies a grand street measuring 20–24 meters in width, ending with the impressive Hadrian's Waterway Gate on its southern side. Lining this main street are promenades and shops, along with notable public structures such as baths, an agora, and a theater.

The area, located within a national park, also offers designated picnic spots for visitors. Phaselis is easily accessible both by land and sea. Yacht tours along the coastline provide the opportunity to visit Phaselis as well as other ancient sites nearby. Its smooth, pebble-free shore makes it one of the most beautiful beaches in Antalya.

Our hotel is conveniently located just 15 km from the ancient city of Phaselis.





OUR NATURAL, CULTURAL AND HISTORICAL ASSETS

OLYMPOS ANCIENT CITY

Olympos, an important ancient port city founded during the Hellenistic period, welcomes visitors with its breathtaking natural beauty and rich history. As you walk toward the beach, you can explore the Roman and Byzantine ruins of Olympos nestled among laurel trees—perfect for photography enthusiasts. Beyond its historical allure, Olympos is also one of the rare Mediterranean beaches where the endangered Caretta Carettas come to lay their eggs.



Our hotel is conveniently located just 7.2 km from the ancient city of Olympos.

ÇIRALI

Çıralı is located between the Olympos coast and Yanartaş Mountain. The name Çıralı comes from the eternal flames of Olympos Yanartaş. Here, natural gas emerges from the ground and burns continuously. This unique natural phenomenon offers visitors a truly different experience.

Boat tours in Çıralı are among the unforgettable highlights of the area. These tours take you to beautiful bays where the deep blue sea stretches endlessly. You can relax under the sun, swim in the sea, or enjoy fishing from your boat.

Our hotel is located 40.6 km from Çıralı.





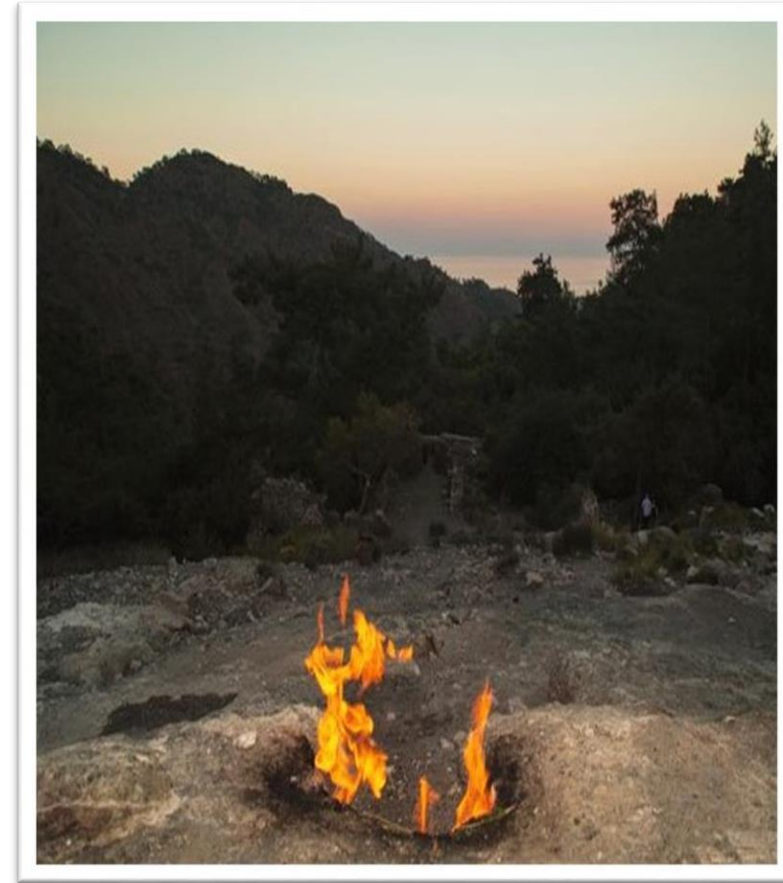
OUR NATURAL, CULTURAL AND HISTORICAL ASSETS

YANARTAŞ

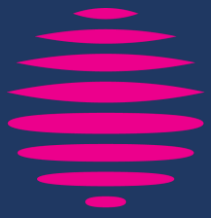
Located at an altitude of 230 meters on the hills of Çıralı and Olympos, Yanartaş—also known as the Eternal Fire—is a natural wonder with continuously burning flames and is a must-see for nature lovers.

According to legend, Chimera, a mythical creature with the head of a lion, the body of a goat, and the tail of a snake, breathed fire as it attacked. The Lycian king of the time sent the young hero Bellophontes to defeat the beast. As Chimera rose into the air to strike, Bellophontes pierced it with his spear and buried it seven layers beneath the earth. It is believed that the flames of Yanartaş are the fire still burning from Chimera's breath.

During your climb to Yanartaş, you can pause to admire the breathtaking views of the coastline and surrounding nature. At the summit, you'll be greeted by stunning natural scenery and the sight of flames flickering from the rocky ground.



Our hotel is located 42 km from this legendary and unforgettable site.



OUR NATURAL, CULTURAL AND HISTORICAL ASSETS

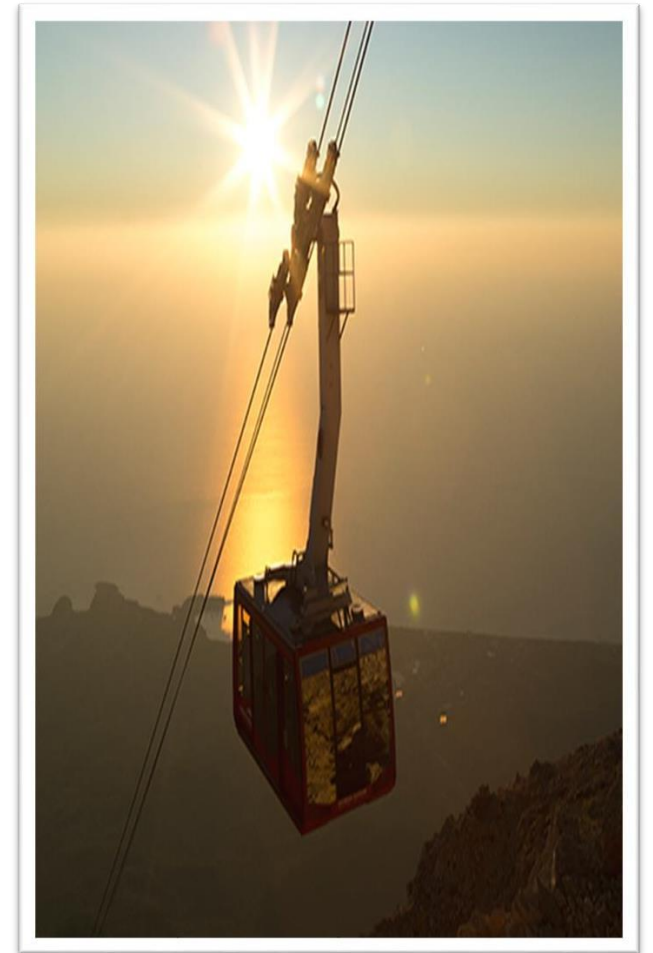
TAHTALI MOUNTAIN AND CABLE CAR

Tahtalı Mountain, located in Beydağları National Park, is the highest peak near the coast, standing at 2,365 meters.

Easily visible from Kemer, it's known for the slogan "Sea to Sky" and can be reached via the Olympus Cable Car—the second longest in the world and the longest in Europe—on a scenic 10-minute ride.

Once at the summit, you'll be greeted by breathtaking panoramic views. Watching the sunrise, breathing in the crisp mountain air, and simply taking in the silence are among the unforgettable experiences here.

Olympos Cable Car is located just 21 km from our hotel.



GÖYNÜK CANYON

Göynük Canyon is a paradise for nature and adventure lovers, offering stunning landscapes filled with lush trees, waterfalls, and natural pools. Along the canyon path, there are natural ponds and pools where visitors can take a refreshing break. At the end of the route lies the main canyon, where you can swim in icy waters or hike further through rocky terrain to discover hidden waterfalls.

Safety equipment is provided for canyon entry, and guided tours are available for those who want a secure and informative experience. Various buffets, restaurants, and amenities are located right at the entrance for visitors' convenience.

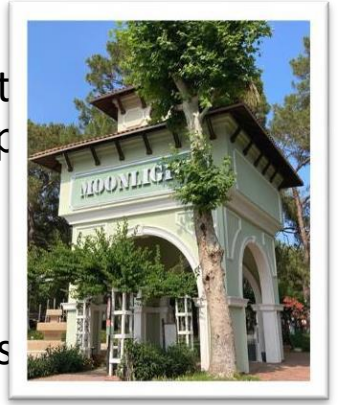
The distance from our hotel to Göynük Canyon is 12.4 km.

MOONLIGHT PARK

Located in the most beautiful bay of Kemer, Moonlight Park surrounded by 100-year-old pine and palm trees and features a 300- met fine sandy beach and a Blue Flag sea, earning it multiple environmental awards. Offering a wide range of services integrated into stunning natural setting, Moonlight Park is one of the first of its kind in Türkiye.

With its pristine beach, water sports, swimming pools of various sizes, cafés, restaurants, indoor and outdoor discos, shopping areas, and lush greenery, it serves as both a center of relaxation and entertainment.

Moonlight Park is just 3 km from our hotel.



OUR NATURAL, CULTURAL
AND HISTORICAL ASSETS

YÖRÜK PARK

Folkloric Yörük Park is a tourism facility established in 1982 with a Special Tourism Certificate and is a registered trademark. It is located on Küçükburun Peninsula, which holds the status of both a State Forest and a National Park. The park functions as a theme park and an open-air folklore museum, offering a unique cultural and natural experience.

Visitors can enjoy traditional food and beverages while listening to authentic folkloric music that enhances the atmosphere. A panoramic walking trail winds through a 25-year-old forest area, enriched with natural vegetation and decorated with traditional elements.

Folkloric Yörük Park is 3.3 km from our hotel.



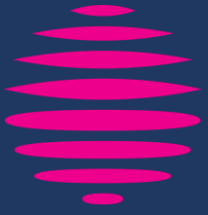
KEMER CLOCK TOWER

Built in 2006, the 35-meter-high Kemer Clock Tower offers a stunning evening view of Kemer—perfect to enjoy while sipping a cup of tea.

Our hotel is conveniently located just 1.3 km from the Kemer Clock Tower.



OUR NATURAL, CULTURAL
AND HISTORICAL ASSETS



LET'S SUPPORT
OUR MUSEUMS
AND HISTORY



LET'S SUPPORT OUR MUSEUMS AND HISTORY

The artifacts displayed in the Antalya Archaeology Museum have been preserved with great effort, often under the threat of looting and war.

Supporting our museums is essential to ensure these cultural treasures are passed on to future generations. Every museum visit is a meaningful contribution.

Your support plays a vital role in sharing our rich historical heritage with the world. Visit our museum and help safeguard this culture for the future.

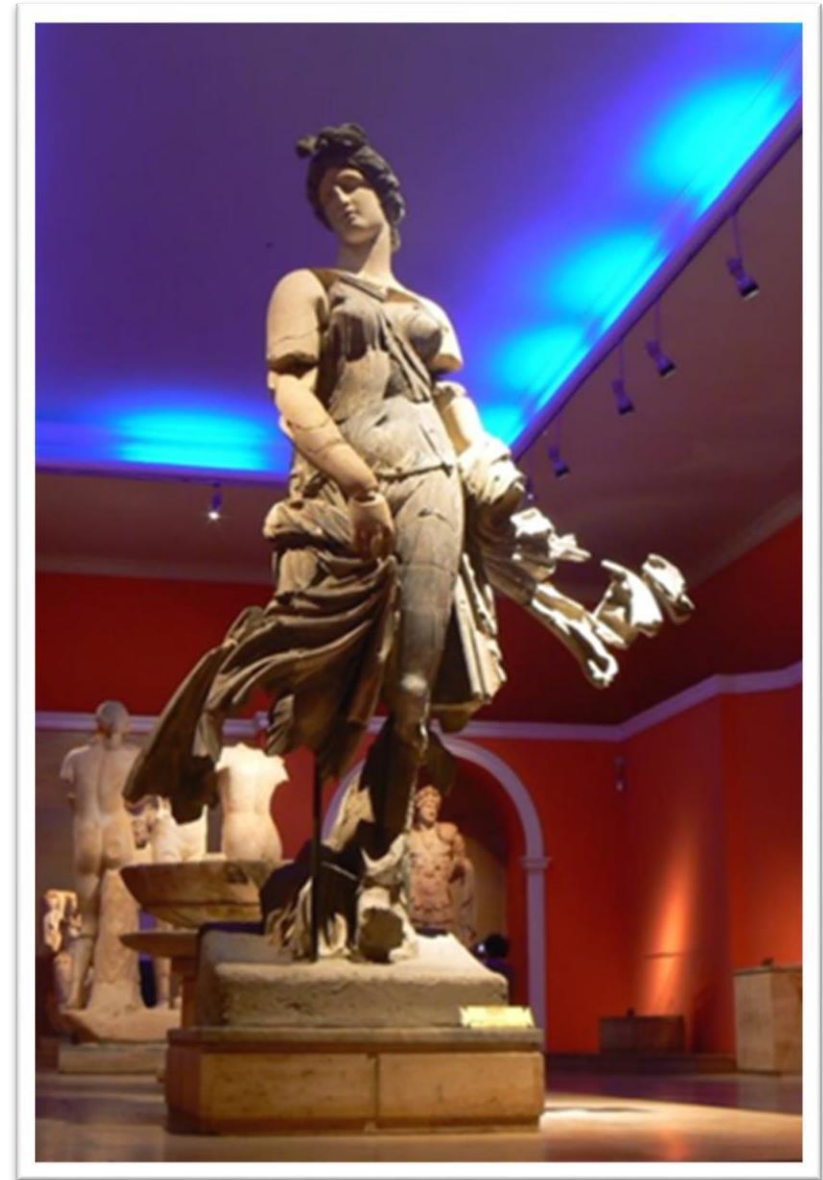


OUR NATURAL, CULTURAL AND HISTORICAL ASSETS

ANTALYA MUSEUM

The Antalya Museum, located in Konyaaltı, was established in 1922 to protect artifacts rescued from looting by occupying forces after the First World War. In 1988, it was honored with the prestigious “Council of Europe Special Prize.”

Our hotel is located 40 km from the Antalya Museum.





USEFUL INFORMATION FOR YOUR TRIPS

MOSQUES

In Türkiye, non-Muslims are welcome to enter mosques. However, visiting on Fridays—the holiest day in Islam—is best avoided.

Shoes must be removed before entering, and respectful clothing is required. Women should cover their head, shoulders, and legs, while men should avoid wearing shorts above the knee.

PHOTOGRAPHY AND FILMING

Photography is generally allowed in public spaces. However, please respect the privacy of individuals who do not wish to be photographed.

Photography is strictly prohibited in police stations, military areas, and other secured facilities.

MUSEUMS

Some museums may be closed one day a week, so we recommend checking opening hours in advance. With a “Museum Card,” you can visit many museums and archaeological sites across Türkiye without waiting in line and with various pricing advantages.

HISTORIC ARTIFACTS AND ANTIQUITIES

Exporting Turkish antiques over 100 years old or any historical artifacts is strictly prohibited. The regulations are strictly enforced and violations carry severe penalties.

In case of an emergency outside the hotel, you can reach our hotel at (+90) 242 814 31 00 or contact the Tourism Police at (+90) 212 527 45 03.

PROTECTION OF CULTURAL HERITAGE

OUR BLUE LID PROJECT

We collect blue bottle lids in support of the Spinal Cord Paralytics Association of Türkiye.

As Akra Hotels, we support the “Plastic Lid Campaign” organized by the Spinal Cord Paralytics Association of Türkiye (TOFD), which works nationally and internationally to address the medical, professional, economic, and social challenges faced by individuals with orthopedic disabilities, especially spinal cord paralytics.

With strong volunteer participation from our employees, we have placed collection points throughout our hotel to gather plastic lids and support TOFD’s impactful efforts.



OUR SOCIAL
RESPONSIBILITIES AND
CONTRIBUTION TO SOCIETY

The main TEMA (Theme) is our future...

We continue to support the TEMA Foundation—an internationally recognized, science-based, voluntary organization dedicated to protecting natural assets, especially soil, through its commitment to sustainable living and social harmony.

As of 2024, we began donating saplings to OGEM on behalf of guests who exceed a certain number of stays. Each guest receives a certificate to raise awareness of their personal contribution to the environment.

OUR SOCIAL RESPONSIBILITIES AND CONTRIBUTION TO SOCIETY

In 2024, we proudly donated 54 saplings on behalf of our guests.



SUPPORT TO PHASELIS FESTIVAL

Believing that music is the most powerful universal language, we proudly continue our sponsorship of the Phaselis Festival. This special event brings together people from diverse cultures and backgrounds in the enchanting atmosphere of the 2,000-year-old ancient city of Phaselis.

OUR SOCIAL
RESPONSIBILITIES AND
CONTRIBUTION TO SOCIETY

14. Phaselis Sanat Etkinlikleri'nin gerçekleşmesine katkılarıyla büyük destek sağlayan Festival Ana Sponsorları'na teşekkür ederiz.
We would like to thank the Festival Main Sponsors whose generous contributions have made the 14.th Phaselis Art Days possible.
Festival Sponsorları | Festival Sponsors

 T.C. KÜLTÜR VE TURİZM BAKANLIĞI	 KEMER YÖNEŞİM VE TİCARET A.Ş.	 ELA HOSPITALITY	 KEMER
 MARTI MYRA - KEMER	 AKRA KEMER	 N PHASELIS/BAY	
 MAXXROYAL RESORTS	 MIRAGE PARK RESORT	 NIRVANA HOTELS	
 anex tour	 Odeonlours	 PEGAS	
 akay	 ANATOLIA HOSPITAL	 corendon	 MAY


**PHASELIS
FESTİVALİ**



**14. PHASELIS
FESTİVALİ**
PHASELIS ANTIQUE CITY/PHASELİS ANTİK KENTİ

Konser Saati • Concert Time: 21.00 / 09.00 pm
Phaselis Antik Kenti • Phaselis Antique City
24-28 EYLÜL - SEP 2024


T.C. KÜLTÜR VE TURİZM
BAKANLIĞI


ketav
Kemer Yönetim Vakfı
Kemer Promotion Foundation


ELA
HOSPITALITY

 #PhaselisFest14

 ketav

 mPhaselisFest14

AKRA KEMER'S COMMITMENT TO BEING A BIKE-FRIENDLY HOTEL

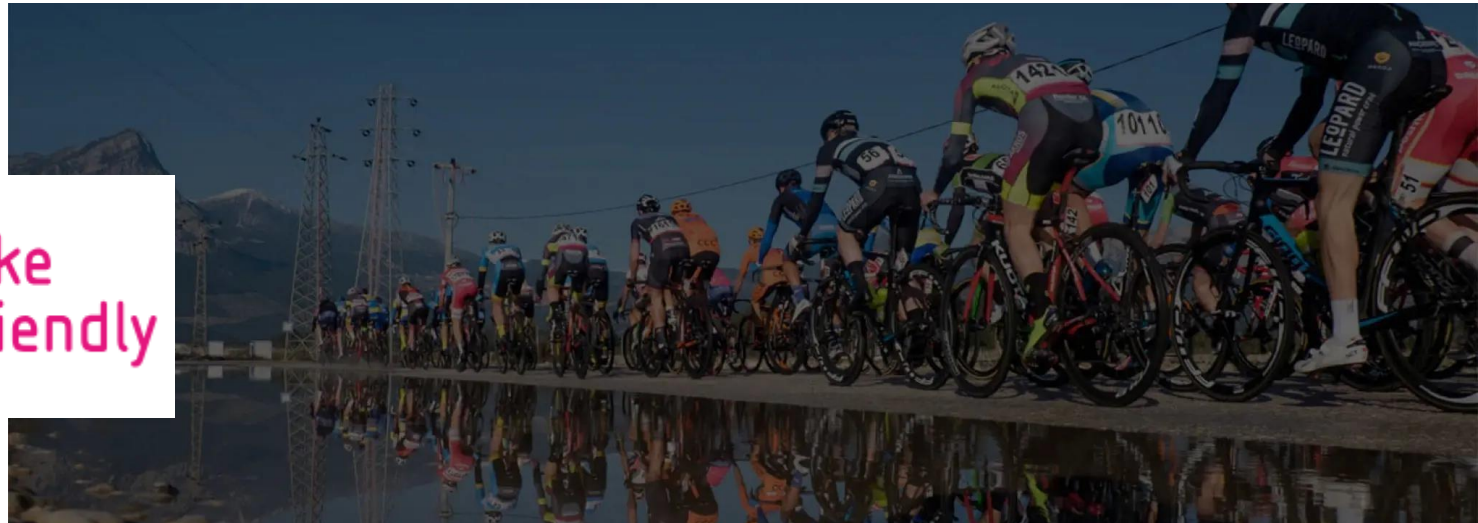
Since its establishment, Akra Kemer has embraced an environmentally conscious policy, taking meaningful steps toward a more livable world while protecting the values of Antalya and Kemer. With its bicycle-friendly hotel policy, Akra Kemer promotes the preservation of Antalya's historical and cultural heritage and encourages guests to explore the region in a sustainable way. By keeping pace with global innovations and technology, the hotel continuously enhances its services with an environmentally sensitive approach. In this context, it takes active measures to reduce its carbon footprint by revising its consumption and service policies in response to the global climate crisis.

Our website offers detailed information about cycling routes and available bike services for our guests.

OUR SOCIAL
RESPONSIBILITIES AND
CONTRIBUTION TO SOCIETY



Bike
Friendly



RIDE INTO A HEALTHIER TOMORROW WITH AKRA GRAN FONDO...

OUR SOCIAL RESPONSIBILITIES AND CONTRIBUTION TO SOCIETY



Akra Gran Fondo brings a fresh perspective to tourism and the promotion of Antalya, playing a vital role in reducing carbon footprints and supporting environmental sustainability. By encouraging cycling over vehicle use, it inspires Antalya residents and cycling enthusiasts to pedal more for a healthier lifestyle.

TOUR OF ANTALYA

Tour of Antalya Powered by AKRA was held for the first time from February 22–25, 2018, organized by Argeus Events and Yedi İletişim, with Akra Hotels as the main sponsor.

The event was supported by the Republic of Türkiye Ministry of Youth and Sports, the Antalya Governorship, Antalya Metropolitan Municipality, the Turkish Cycling Federation, and the Turkish Sports Writers Association.

Haydar Barut, Chairman of the Board of Directors of BHM Hotel Management, emphasized their vision by stating: “As the oldest tourism group in the region, we wanted to leave a lasting gift to the city. Therefore, TOUR OF ANTALYA and AKRA Gran Fondo, which we believe will bring a new perspective to the tourism and promotion of Antalya, are vision projects for both us and the city.”



OUR SOCIAL
RESPONSIBILITIES AND
CONTRIBUTION TO SOCIETY



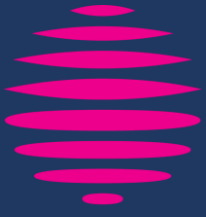
OUR NGO COLLABORATIONS

By actively participating in events, we continue to support the local community and help raise awareness on important social and environmental issues.



OUR SOCIAL RESPONSIBILITIES AND CONTRIBUTION TO SOCIETY





OUR INITIATIVES IN CULTURAL SUSTAINABILITY

In line with our commitment to supporting the educational and cultural development of society, we donated 50 copies of Ben Bir Türk Zabitiyim (I Am a Turkish Officer) to the Kemer Municipality Culture House on September 17, 2024.

We also shared the book with our employees during a special promotion ceremony.

Tarih: 17/09/2024

Konu: Eser Bağışı

Kemer Belediyesi Kültür Ev'i'ne,

Akra Hotels olarak, kültürel ve tarihi mirasımıza destek olmak amacıyla "Ben Bir Türk Zabitiyim" adlı eserin 50 (elli) adet kopyasını bağışlamaktan onur duyuyoruz.

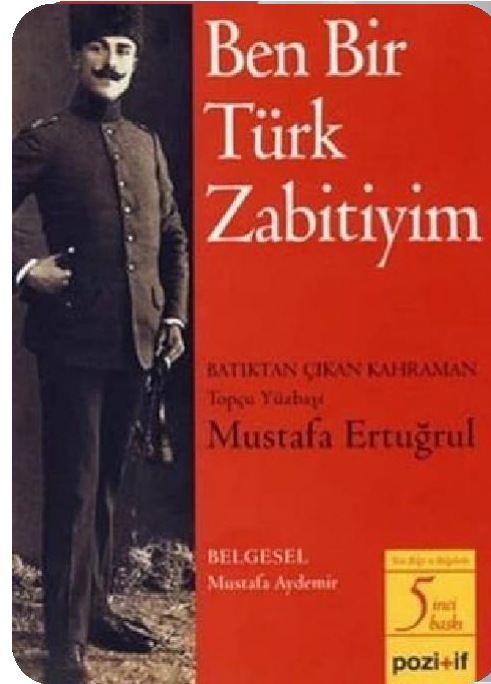
Bağışladığımız eserlerin, Kemer Belediyesi Kültür Ev'i'nin kütüphane ve diğer kültürel hizmetlerinde kullanılmasını ve topluma fayda sağlamasını temenni ederiz.

Bağışımız kabulünüz için teşekkür eder, başarılarınızın devamını dileriz.

Amoan KAR

Saygılarımızla,
Akra Hotels
WARTU TURİZM YATIRIMLARI A.Ş.
Yeni Mahalle Akdeniz 1. Etap No:24
Kemer / Antalya
Akdeniz Yatırımları A.Ş. Sicil No: 312 000 1011

OUR SOCIAL RESPONSIBILITIES AND CONTRIBUTION TO SOCIETY



Antalya'nın köklü tarihinden aldığı güçle hazırlanan bu özel baskı AKRA HOTELS'in okuyuculara sunduğu bir kültürel mirastır.



Bizim kuşağımız ne yazık ki sahte Amerikan kahramanlarıyla büyüdü. Bizleri Teksas, Tommiks ve Rambolarla uyuttular. Çocuklarımızı ve torunlarımızı yine sahte Süpermen, Spidermen vb. ile avuttular.

Türk Tarihi ise ya toprak altında ya da arşivlerin tozlu raflarında kaldı. Unutuldu. Peki! Bizim çocuklarımıza gösterecek hiç mi kahramanımız yoktu?

Bizler kendi tarihimize ve kahramanlarımıza sahip çıkmalıyız. Gençlerimize ruh verme adına, onların kendilerine güvenmeleri adına, Türklükleriyle gurur duymaları adına onlara bu kahramanlarımızı anlatmalıyız. Anıtlarla filmlerle bu gerçek ve muhteşem destanlarımızı tüm dünyanın kafasına çakmalıyız. Peki! Biz halâ niçin uyanmıyoruz? Aklımız mı yok? Vefamız mı yok? Yoksa "Büyük Ata" mızın izinden çıkıp milli ruhumuzu mu kaybediyoruz?

Elinizde tuttuğunuz bu belgesel kitap Akdeniz'de sular altında unutilan şanlı- şerefle- insanlıkla dolu muhteşem bir tarihin ve onu yaratan mütevazı bir kahramanın kitabıdır. 9.5 yıllık bir araştırmanın kitabıdır.

1.Dünya Savaşında kazandığımız Antalya Deniz Zaferleri'mizin kitabıdır.

Haydar Barut Bey tarihine sahip çıkarak ve bu kitabı karşılıksız basturarak Türk Milleti adına kutsal bir görevi yerine getirmiştir. Ben bu farkındalığından dolayı kendisine teşekkür ediyor, bu asil davranışının başkalarına da örnek olmasını diliyorum.

Mustafa Aydemir, Ağustos 2024

Caring For The Future of Tourism Project

Akra Kemer supported the transformation of the rooms at the Kemer Tourism Vocational and Technical Anatolian High School Practice Hotel into 5-star accommodations, under the leadership of the Kemer District Governorship as part of the “Caring for the Future of Tourism Project.”

This contribution reflects our commitment to the promise “We protect and improve the environment we are in” by enhancing practical training opportunities for tourism students, strengthening sector collaboration, and improving the school’s facilities.



BAŞKA OL

Book • Cafe

We invite you to explore new worlds through books at our Başka Ol Café, located within our Akra Kemer facility and open to both guests and external visitors.

SOCIAL INVESTMENTS



DONATIONS

SOCIAL INVESTMENTS



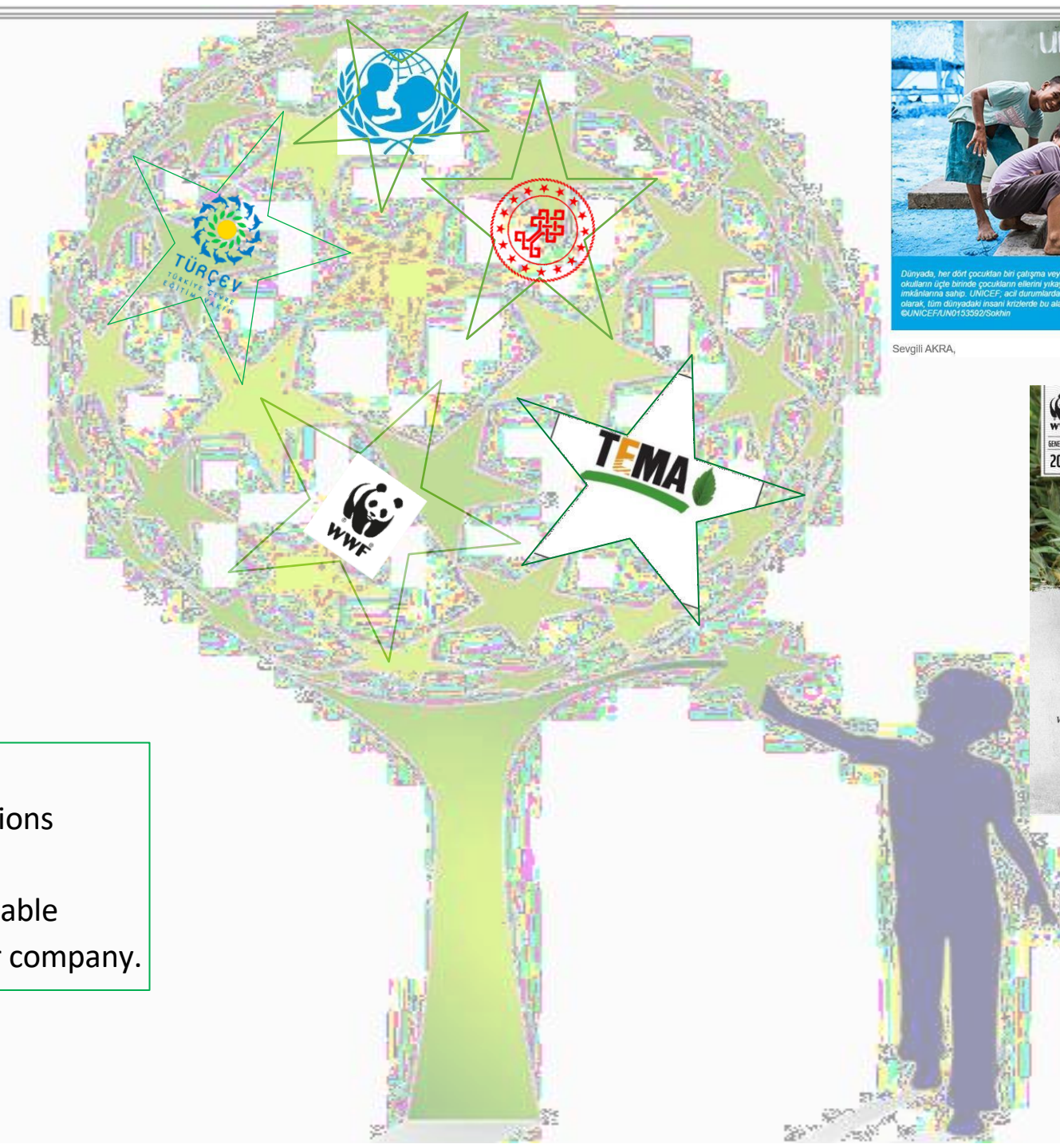
AKRA HOTELS
GELECEK KUŞAKLARA DAHA
YAŞANABİLİR BİR DÜNYA BIRAKMAK
AMACIYLA DOĞAL VARLIKLARIN
KORUNMASI İÇİN YAPTIĞIMIZ
ÇALIŞMALARLA VERDİĞİNİZ
DEĞERLİ KATKIDAN DOLAYI
TEŞEKKÜR EDERİZ.

DESTEĞİNİZ İLE DOĞA İÇİN
BİR ADIM DAHA ATIYOR.
SİZİ HEP ARAMIZDA GÖRMİYİ
DILIYORUZ.
SAYGILARIMIZLA.

Deniz Ataç
Yürütmen Kurulu Başkanı



Every year,
we support various associations
through both our corporate
contributions and the charitable
efforts organized within our company.



Sevgili AKRA,

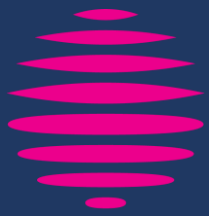


OUR CHILDREN OUR FUTURE

At the Mini Club, we regularly organize activities on environmental awareness, recycling, and waste separation with our young guests—the future architects of our world.

SOCIAL
INVESTMENTS





ENVIRONMENTAL ACTIVITIES AND DRILLS

Environmental trainings are provided to our employees in line with annual training programs. The trainings include topics such as reducing the consumption of natural resources, reducing and correctly sorting waste, what to do with hazardous waste, and protecting natural life.

Trainings are provided both internally and externally. All our employees were made aware of the environment through periodic trainings conducted by our Environmental Officer. In addition, employees who handle chemicals receive specialized training from our supplier companies to support standardized chemical use and raise awareness.

Efforts are also underway to protect the thousands of trees within our facilities from potential fire damage. In this context,

- Fire training was provided to our employees.
- Emergency response teams were established.
- Fire drills were conducted to enhance preparedness.





OUR VALUE COMES
FROM OUR
EMPLOYEES

FIRST OF ALL, WHY HUMAN ASSETS AND NOT HUMAN RESOURCES?

Resources deplete; value grows. Resources are budgeted, spent, and replaced—while value is appreciated, nurtured, and elevated.

Viewing people as assets means creating and continuously improving an environment that allows them to reach their full potential, progressing steadily toward becoming the best version of themselves.

At BHM Group, we recognize that our most valuable asset is our people, and we embrace the principle of “Happy Employee, Happy Guest” as a cornerstone of our success. We are committed to adding value to all our stakeholders through this people-first approach.

That’s why social and fringe benefits, recognition and rewards, training and career development, and employee safety are always top priorities for us.



➤ **Recruitment**

Recruitment processes at our facilities are conducted in accordance with the framework established by the Group Human Resources Directorate.

All recruitment follows a structured, multi-stage interview process that is fair, non-discriminatory, and objective, and includes general aptitude assessments.

➤ **Fair Placement and Fair Remuneration**

Minimum qualifications have been established for specific positions. This approach supports fair placement, employee development, and effective career planning, while also guiding management decisions during recruitment and new position evaluations.

Before starting work at our facilities, all employees are clearly informed about their wages, working conditions, working hours, and payment schedules.

➤ **Training and Career Management**

All our employees have equal access to training opportunities. In addition to the legal and vocational programs required in the hotel industry, we offer a wide range of training in areas such as personal development, awareness, leadership, and foreign languages—designed to enhance both professional competencies and personal growth.

As a group committed to investing in its people, we also prioritize internal promotion within our facilities and across the organization.



In 2024, a total of 14 of our employees were successfully promoted within the organization.

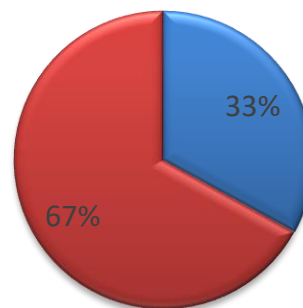
➤ Employee and Human Rights

Ensuring the complete satisfaction of BHM Group employees is one of our top priorities. From this perspective, it is the responsibility of management to provide a supportive working environment that includes not only legal rights but also workplace comfort, motivation, performance, and additional fringe benefits.

In the hotel industry, we strive to maintain a balanced representation of men and women in our workspaces whenever possible.

We uphold the principle of equal pay for equal work and ensure there is no disparity in compensation between our female and male employees.

RATIO OF FEMALE TO MALE EMPLOYEES AT AKRA KEMER



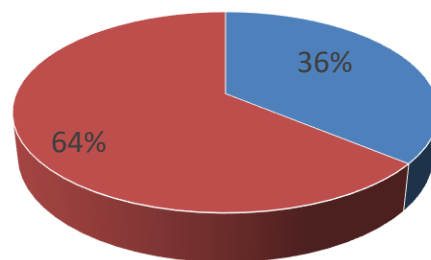
■ Female Employee Ratio ■ Male Employee Ratio

➤ Employee and Human Rights

Discrimination based on nationality, race, language, or similar factors is strictly against both our hotel management policies and our core working principles. The personal affairs of all employees are handled with equal care by our Human Values Directorates, in line with legal regulations and our corporate standards, ensuring equal opportunities within the hotel.

We recognize that efficiency and productivity thrive in an environment where work, people, and society are treated with respect. We believe that fostering diversity and equality within the organization is essential. For this reason, we actively promote cultural diversity and equal opportunity for all.

Percentage of Female and Male Managers at
AKRA Kemer



■ Number of Female Managers ■ Number of male Managers

EMPLOYEE SATISFACTION COMMITTEE

OUR VALUE COMES FROM
OUR EMPLOYEES

The Employee Satisfaction Committee is a voluntarily formed group composed of non-managerial staff, with fair representation from each department.

Committee members serve as the voice of employees within the organization. They collect feedback on working conditions, suggestions for improving work and service quality, and ideas for motivational activities, which are then shared with senior management.

In 2024, a total of 63 suggestions were received from our employees.

AKRA KEMER | Kayıt zamanı: 14.9.2024 01:14:06 | Durumu: Süreç tamamlandı (Olumlu) | Paylaşılın İsim:

Öneri Kayıt No: 6956 | Kategori: Misafir Memnuniyeti

Öneri Başlığı: Misafir memnuniyeti

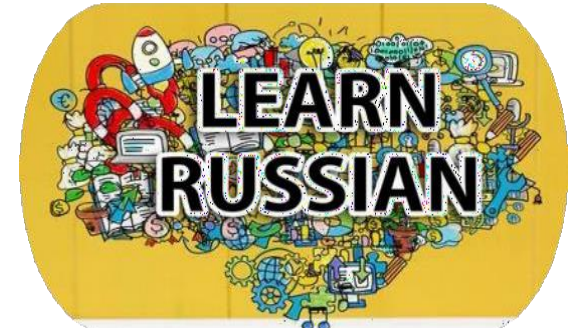
Mevcut Durum: Barlarda menü eksikliği

Öneri metni: Değerli yöneticilerime ;


13.09.2024 tarihinde akşam lobi barda çalışırken bazı yaşlı İngiliz misafirlerimiz benden menü istedi ama sadece QR kod var bu misafirler otelimize sürekli gelen misafirler . Yaşlı oldukları için QR kod uygulamasını bilmediklerini ve menüye bakmak istediklerini söylediler 2 gün önce bir yaşlı alman çift ile aynı sorunu tekrar yaşamıştım . Ben en azından barlarda birkaç menü olmasını isterdim sonuçta yaşlı misafirler sürekli telefon kullanmayı seçen bir kesim değil daha çok okumayı bakmayı seven bir kesim ve bu aylarda daha yoğun geliyorlar . Ben otelimiz için içimden gelenleri yazdım Gereğinin yapılmasını arz ederim teşekkürler



We offer our employees language training support in German, English, and Russian, ranging from **A1** to **C2** levels.



SMS kodumu kaybettim

☐ Ben robot değilim
 

 Gizlilik - Şartlar

An online platform is available year-round for employees to access at their convenience. Through this platform, they can participate in the employee satisfaction survey and share their feedback, opinions, and suggestions directly with senior management or Human Resources.

SOCIAL AND FRINGE BENEFITS

OUR VALUE COMES
FROM OUR EMPLOYEES

Employees who welcome a new child are gifted one full Republic gold coin as a token of celebration and support.

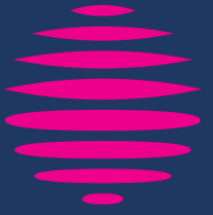


Employees who get married are gifted one full Republic gold coin as a celebration of their special occasion.

In 2024, 8 employees benefited from this meaningful gesture.

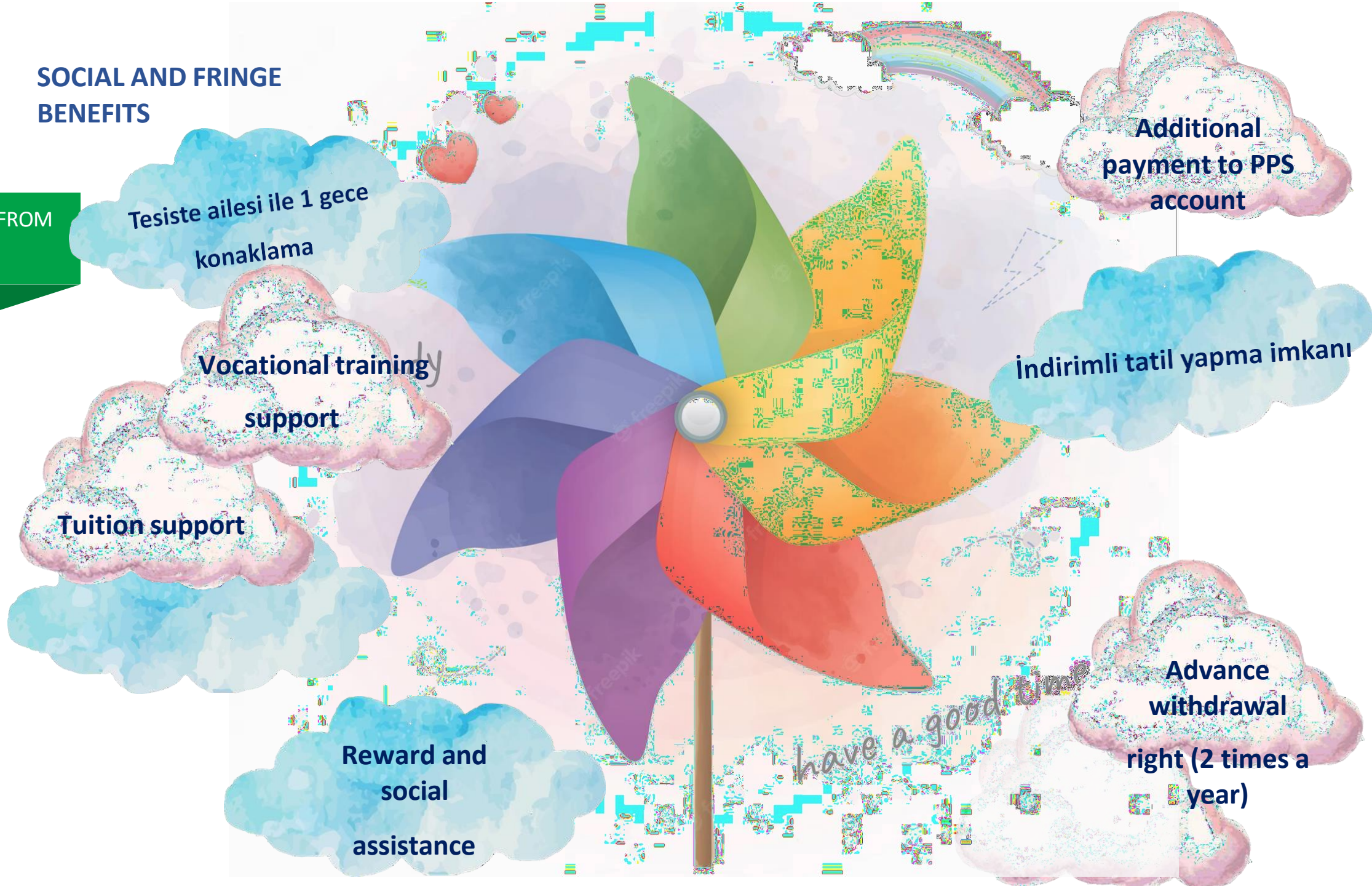


Employees celebrating their birthdays are presented with a special birthday cake as part of our appreciation. Throughout the year, 372 birthday cakes were gifted to our team members.



SOCIAL AND FRINGE BENEFITS

OUR VALUE COMES FROM
OUR EMPLOYEES





OUR VALUE COMES FROM
OUR EMPLOYEES



Mother's Day Celebration



Leadership Development Training



March 8 Women's Day Celebration



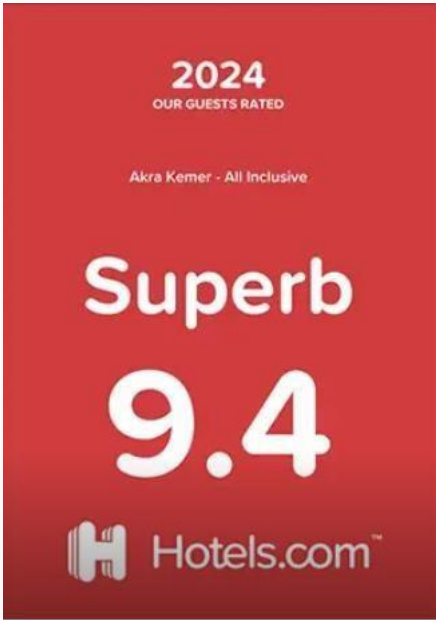
Seniority Awards

OUR VALUE COMES
FROM OUR EMPLOYEES

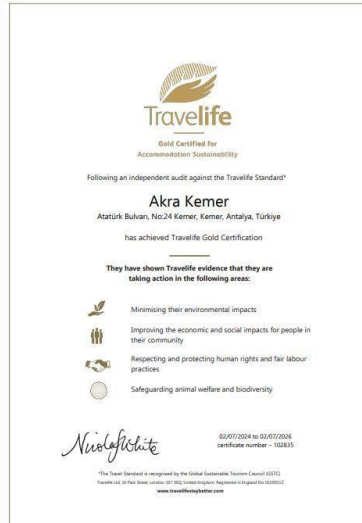


Employee Party for 2024

RECOGNITIONS
CERTIFICATIONS



RECOGNITIONS CERTIFICATIONS



RECOGNITIONS CERTIFICATIONS



AKRA HOTELS

AKRA HOTELS

AKRA HOTELS

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