



2024

KADIKALE RESORT & SPA SUSTAINABILITY REPORT



1. ABOUT SUSTAINABILITY

The United Nations World Tourism Organization defines sustainable tourism as "a form of tourism that takes full account of current and future economic, social and environmental impacts and meets the needs of visitors, the industry, the environment and host communities".

As KADIKALE RESORT & SPA, in line with our understanding of sustainable tourism; we aim to continuously improve ourselves, our staff, our business processes, our perspective, our sensitivities and all our hotel activities.

We promise to improve ourselves in line with legal frameworks in order to leave livable natural resources for future generations and to share the planet we live on fairly with other living beings.

In this context, we plan to transparently share our sustainability activities with all our stakeholders. We would like to state that we will share performance data on our development with the public through sustainability reports that we will prepare regularly.

Our sustainability policy covers environmental, social, cultural, economic, quality, human rights, health and safety issues.

► As KADIKALE RESORT & SPA, informing our stakeholders about our activities and their impacts in a transparent and effective manner is one of the most important issues we care about. The sustainability reports that we aim to publish annually will be transparent and an important resource that we benefit from with the contribution of our guests and employees.

► Since the day we started operating in the hospitality industry, we have made many social and environmental investments for the sustainability of our business and we continue to follow technology and guest sensitivity. Starting in 2023, we started working to share our performance with all our stakeholders. With our sustainability report, we aim to communicate our economic, environmental and social performance to our employees, customers, business partners and other stakeholders. The information in this report includes our data for 2024-2025.

► In the process of preparing this report, we started to research and examine the expectations of our key stakeholders from our company within the framework of sustainability. We see this report, which we plan to prepare regularly, as an important communication tool to share the steps we will take to manage our impacts in the future.

2. FACILITY INTRODUCTION AND FACILITY CHARACTERISTICS

Since 1989 until today...

Kadikale Resort is a 5-star hotel serving Turkish Tourism since 1989 with its experienced and dynamic staff. It is located in its own bay on the deep blue sea of Bodrum and surrounded by the islands of Kos and Kalymnos. There are 141 rooms with sea view, 122 rooms with garden and nature view, 22 family suites and 8 royal apartments, totaling 293 rooms.

One of the most important aspects of the facility is that the historical Kadı Castle, one of the most important ancient monuments of the Bodrum Peninsula, is located within the hotel grounds. It has been registered as a 1st degree archaeological site by the Ministry of Culture and Tourism. The remains of the fortification wall of the Kadı castle belong to the late Hellenistic and early Roman periods. The ceramics recovered during the excavations in the castle area indicate that there was a settlement since the 5th century BC. It is popularly said that the building, whose facade walls are still standing, was used by the famous kadi of the period in the early 20th century.

Kadikale Resort increases its service quality day by day with an understanding that our guests can both relax and have fun by following the trends of the changing holiday perception in the world age. We are waiting for you for the most beautiful sunset in Bodrum.

2024 Sustainability Report;

- Environmental, social and economic performance assessment of our hotel,
- Targets set to improve this performance
- The strategy and process to be followed to achieve these goals,
- Possible risks that may be encountered,
- Solutions for risks,
- Includes measured performance results.

3.OUR SUSTAINABILITY POLICY

- ❖ To set goals in line with the policy of sustainable tourism criteria by our management with the participation of our employees, to create actions to achieve these goals, to review them regularly and to provide the necessary resources,
- ❖ To follow and fulfill the requirements of all relevant laws and regulations to which the hotel is subject,
- ❖ Communicate effectively with all stakeholders to create shared value and beneficial outcomes on issues related to energy, water, natural resources, supporting local suppliers,
- ❖ To increase resource efficiency in our operations by effectively managing the use of energy and natural resources,
- ❖ Minimize the environmental impact of the materials and products we use, taking into account our impact on the natural environment and biodiversity,
- ❖ Protect natural and cultural heritage
- ❖ To ensure equality without discrimination based on religion, sect, language, race, color, gender, marital status, political opinion, age, physical disability and similar reasons,

- ❖ Prioritizing the occupational safety and health of our employees and stakeholders,
- ❖ To produce projects or support such projects for the development of the regions where the hotels are located, to increase the welfare level of the society, to move forward economically and socially, to act with a sense of social responsibility and to contribute to the development of society,
- ❖ Raising awareness by supporting employees to volunteer in social and community activities in which they can take part,
- ❖ Increase employment of local people and empower local people,
- ❖ Improving our sustainability performance by working closely with our suppliers,
- ❖ Regularly sharing our sustainability practices with our stakeholders in transparency,
- ❖ Ensure adequate human, technological and financial resources to achieve sustainability goals and make optimum use of these resources,
- ❖ To increase energy, water and procurement performance values including sustainability efficiency and intensity in all processes,
- ❖ Reducing energy and water consumption, making improvements for continuous improvement in energy and water efficiency, monitoring their implementation and results,
- ❖ Purchasing and supplying environmentally friendly and efficient products to reduce zero waste, waste reduction and chemical use
- ❖ To continue our work in cooperation with our stakeholders in line with mutual benefits.
- ❖ To achieve the goals and objectives within the scope of the management system
- ❖ To fulfill legislation and obligations in accordance with human health and human rights
- ❖ Increasing water conservation measures due to the growing drought around the world
- ❖ To ensure the protection of the natural habitats of living beings living in the region and around the hotel
- ❖ To provide high quality services, economic growth, environmental protection, community involvement and employment to the communities we serve by complying with all environmental laws, statutes and regulations Our senior management is committed to providing all information and resources

4.RISK MANAGEMENT



By identifying the risks that cover all of the issues affected during our services and activities and conducting risk analyses accordingly, risk status assessments were made and our priorities were determined.

We aim to create an effective control environment by ensuring that security issues are included in the process from the very beginning, from the design stages of the processes, with the awareness that failure to manage risks well may create financial, operational risks and/or reputational risks.

We audit compliance with legal regulations, employee and guest health and safety, information security, water safety, fire safety, accounting accounts to combat corruption.

At the same time, we want to be able to improve on sensitive issues that may negatively affect society, to take measures to address and mitigate risks correctly, and to raise awareness on issues such as breaches of security

5. REPORTING COMMUNICATION CHANNELS

We aim to develop and improve our sustainability efforts by sharing them with our stakeholders, and we continue our efforts to support sustainable development by ensuring the active participation of our stakeholders.

We effectively share our sustainability practices with our guests and staff through internal and external communication tools.

In line with the unique fabric and service concept of our facility, we continue to offer our sustainability efforts with a special perspective.

PAYDAŞ GRUBU	İLETİŞİM YÖNTEMİ	İLETİŞİM SIKLIĞI
Çalışanlar	Birebir Görüşmeler Anket Öneri / Şikayet Formları Eğitimler	Sürekli Yılda 1 kez Sürekli Eğitim Planları Dahilinde
Müşteriler	Müşteri Anketleri E-mail Google İşletmem Yorumları Web Sitemiz / Bize Ulaşın	Sürekli Sürekli Sürekli Sürekli
Tedarikçiler	Tedarikçi Değerlendirme Formu E-mail	Yılda 1 kez Sürekli
Yerel Topluluklar	Sosyal Projeler Çevresel Etki Değerlendirme Sürecinde	Proje Bazlı Rapor Dönemi

6. ENVIRONMENT AND WASTE MANAGEMENT

We show sensitivity in minimizing environmental impacts by fully complying with legal regulations. We aim to achieve zero waste target by effectively separating our wastes according to their source, groups and hazard classes. We aim to minimize environmental impacts and the amount of waste by using hazardous materials and chemicals only when and to the extent necessary. We increase our contribution to nature by choosing materials used in our facility that are labeled recyclable and environmentally friendly. At the same time, we take care to create opportunities for reuse. By using disposable materials such as paper, napkins, toilet paper and packaging only as much as necessary, we take care to leave less waste in the environment . We store waste properly in separate areas, deliver it to licensed and authorized companies without exceeding the legal storage time limits and keep our records completely.

We fulfill our responsibility to minimize our impact on the environment by using water, energy and natural resources economically. We share our sensitivity on this issue with our employees, guests and suppliers. We measure our environmental management performance and focus on continuous improvement by monitoring this data with the targets we set. We aim to educate our employees about the environment and increase their sensitivity.

Our policies in terms of preventing environmental pollution;

- To comply with all legal regulations and other obligations created for our sector regarding the environment,
- Reducing losses by following the developing technology and keeping the efficiency of our facilities at the highest level,
- Taking into account the environmental impact of all our activities and services, taking all kinds of protective measures to prevent damage to the environment and ensuring its sustainability,
- Reducing waste and enabling recycling through on-site sorting,
- Efficient use of energy and natural resources,
- Carrying out the necessary activities to raise awareness of our employees about environmental awareness,
- To prioritize climate change and sustainability in all activities.



7. ENERGY AND WATER MANAGEMENT

We meticulously monitor energy consumption with ongoing savings measures every year to reduce energy consumption and related carbon emissions. Areas where savings can be made are identified and actions are taken.

We continue to strengthen our teams with technical services to identify technology and the latest innovations that make it easier to reduce energy use without compromising guest comfort.

We continuously analyze energy savings through maintenance, surveillance and monitoring. We plan our new investment projects by focusing on energy generation and reducing the damage we cause to the environment through the use of renewable energy sources.

We recognize the value of water resources. We continue to strive for an overall reduction in consumption each year

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In the use of electricity, an energy automatic shut-off system is used in our rooms. There are energy cut-off sensors on the windows and doors outside the room. Thus, when our guests are not in the room, the electricity system does not work and consumption is not wasted. There are sensors for lighting in toilets and corridors in common areas. Outdoor lighting is controlled by timers. Class A, low consumption Led TVs and Minibar refrigerators are used in our rooms.

LED lighting, which is the most economical and long-lasting, has been used in hotel general lighting, exterior lighting, ornamental lighting, office and corridor lighting.

We are increasing the number of solar lighting equipment in the landscape areas of our facility and lodging every day.

We are aware that we have not achieved our energy consumption reduction targets. Our research on the reasons continues. We are determined to achieve our 2% reduction target in our 2025 target plans.

Today, at least 40 percent of the world's population is experiencing water scarcity. By 2050, it is estimated that water shortages will become more frequent and one in four people will be affected. We need to conserve water not only to avoid falling into this bracket, but also to make the planet's resources more equitable and sustainable.

Water is as essential a part of every ecosystem on Earth as oxygen. When natural water resources are overexploited, when the amount of fresh water decreases or even when the quality of water deteriorates, the continuity of life is at risk. For this reason, we strive to fulfill our responsibilities.

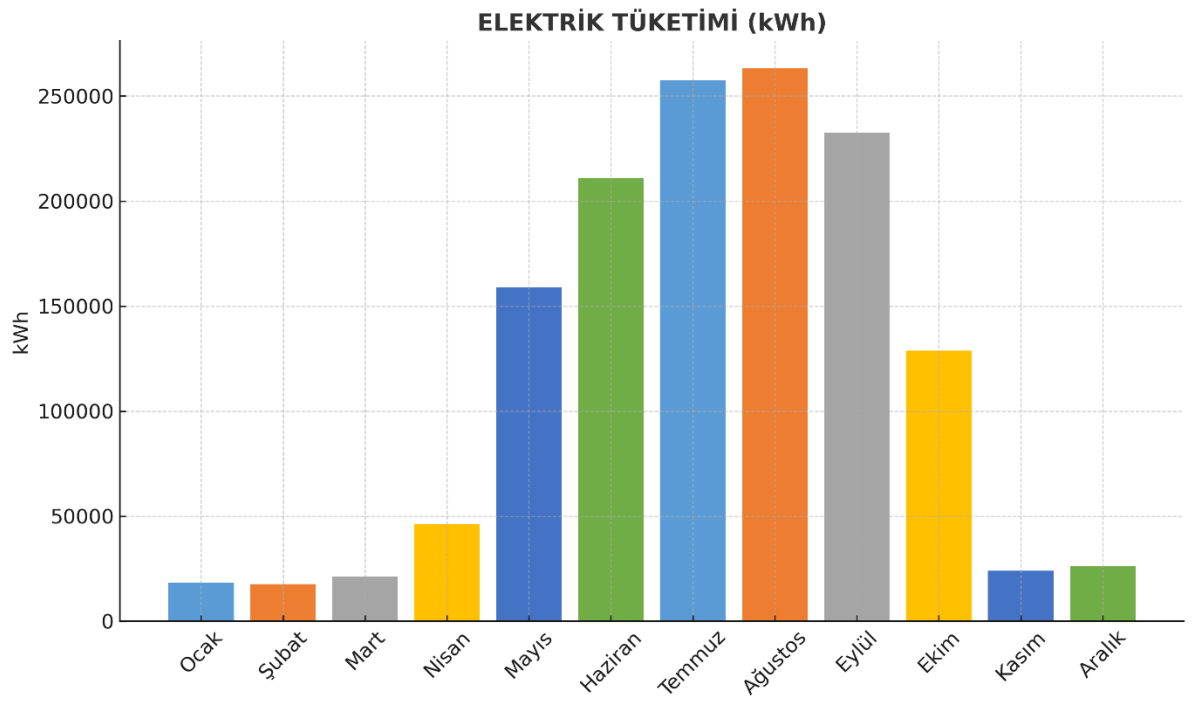
We monitor water consumption on a daily basis. While making these follow-ups, we evaluate them according to the data of the same period a year ago. In this way, we identify any water leaks, pipe bursts or overuse and take the necessary actions on the same day.

Measures such as sensor faucets, double-stage reservoirs and economical shower heads are taken to reduce water consumption. In addition, water consumption is reduced by using aerator systems in all faucets. Water consumption is measured periodically in the areas and we include our guests and teammates in the process with information posters.

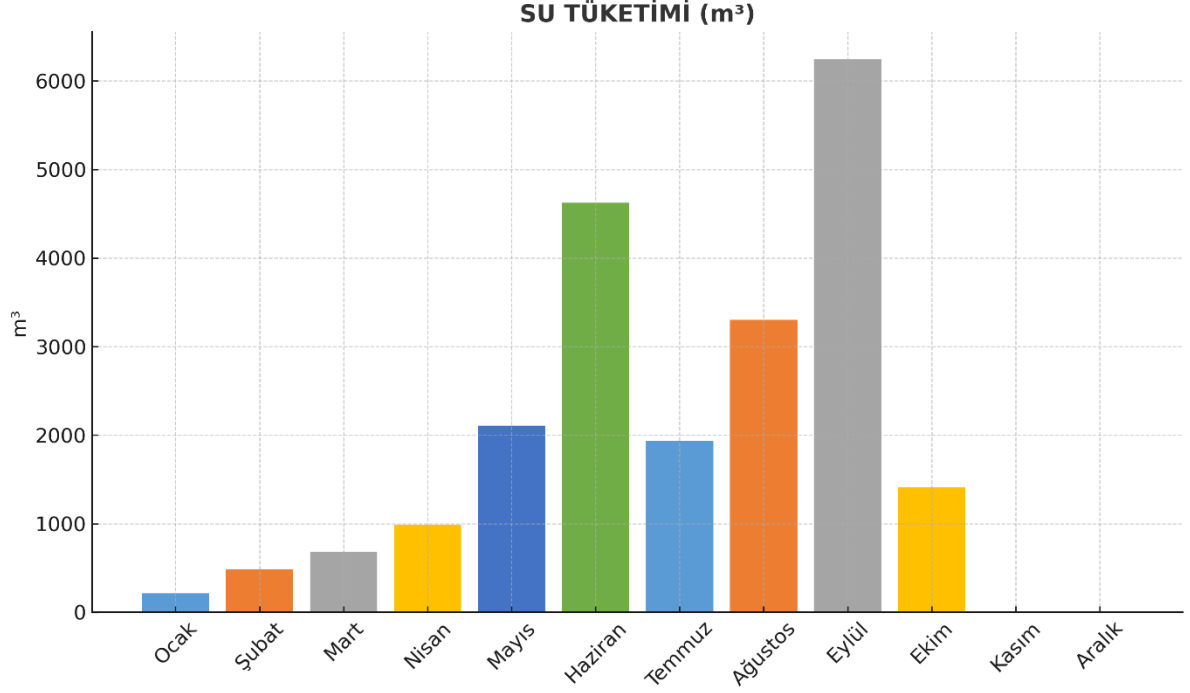
In our facility;

- Landscape plants that consume as little water as possible are preferred.
- Water saving is ensured through drip and spring water systems and low-flow/double bowl flush bathroom fixtures.
- In the trainings given to employees, the importance of protecting water resources and the actions to be taken to pay attention to consumption are explained and contribute to raising awareness.
- Guests are reminded with posters of saving measures in their rooms and invited to save water.

➤Water faucets consumption is planned to be reduced by developing systems to reduce the flow rate of water from and shower heads.



2024 total electricity, monthly consumption data



2024 total water, monthly consumption data

OUR SAVING ACTIONS;

We aim to ensure that all electronic products we purchase are energy efficient and that all our employees receive training on energy saving.

The following activities are carried out in our hotels in order to save energy and their continuity is ensured.

- ❖ Energy saving bulbs or LED lights are used in our hotels.
- ❖ Sensors are used for lighting in toilets in common areas, corridors, staff areas and ground floors.
- ❖ External lighting is controlled by timers.
- ❖ Safe cards are used in our rooms.
- ❖ TVs with low standby consumption are used in our rooms.

Sara Gas Emissions:

We research renewable energy sources to reduce carbon dioxide emissions and control climate change. We donate saplings to prevent deforestation.

SONUÇLAR		
Raporlanan yıl için Toplam CO2e		
1.172.89 tCO2e		
Toplam Misafir Odası Karbon Ayak izi	1.157	tCO2e
Toplam Toplantı Alanı Karbon Ayak izi	15	tCO2e
Günlük olarak kullanılan oda başına karbon ayak izi	33,4	kgCO2e
Günlük olarak kullanılan toplantı alanı m2 başına karbon ayak izi	0,0	kgCO2e

2024 Corporate Carbon Footprint calculation

SONUÇLAR		
Raporlanan yıl için Toplam CO2e		
993.30 tCO2e		
Toplam Misafir Odası Karbon Ayak izi	980	tCO2e
Toplam Toplantı Alanı Karbon Ayak izi	13	tCO2e
Günlük olarak kullanılan oda başına karbon ayak izi	24,3	kgCO2e
Günlük olarak kullanılan toplantı alanı m2 başına karbon ayak izi	0,0	kgCO2e

2023 Corporate Carbon Footprint calculation

8.OUR PURCHASING ACTIVITIES

We build our supply chain by basing our procurement processes on a sustainable and environmentally friendly perspective. This policy includes various sub-headings:

Legal Compliance: In all our procurement processes, we cooperate with reliable and ethical suppliers that fully comply with local and national legal regulations.

Environmental Impact Minimization: We minimize the CO2 emissions of supplier companies' delivery vehicles by making our purchases primarily from nearby regions. With this approach, we reduce environmental impact and support the local economy at the same time.

Energy Efficiency and Recyclable Products: We prefer products with high energy efficiency, certified, recycled content and repairable products. In this way, we promote environmentally friendly products.

Certified and Environmentally Friendly Products: We prefer products with certified recycled content among our suppliers. By prioritizing environmentally friendly suppliers, we adhere to sustainability principles.

Sustainable Construction and Furniture: When choosing construction and furniture materials, we prefer products that are recycled or refurbished, sourced from sustainable sources, locally produced and environmentally certified.

Promoting Sustainable Transportation: We encourage the purchase of vehicles with minimized environmental impact. In this way, we aim to contribute to sustainable transportation.

Threatened Species and Natural Resources: We strive not to use threatened species in our supply chain, avoid hunting and support sustainable resources.

Local Collaborations: In order to support employment growth, we prefer to cooperate with local suppliers in our supply chain.

The Company aims to fulfill its environmental and social responsibilities in line with its sustainability mission.



9.BIODIVERSITY

Akyarlar and its surroundings harbor various endemic plant species, especially in coastal and dune areas. There are endemic species such as Sand Lily, Bodrum Sage, Sandal Bush, Bodrum Snowdrop and Sweetgum Tree.

There are invasive species such as Blowfish, Lionfish, Sea Snail and Water Hyacinth.

To protect the biodiversity of the Akyarlar region;

Conservation and Monitoring: We conduct regular biodiversity inventories to protect endemic species and monitor invasive species.

Awareness and Education: We aim to inform local people and visitors about the importance of endemic species in the region and the damage caused by invasive species.

Legal Measures: We effectively enforce existing legal regulations to prevent damage to protected species such as the sand lily.

Bodrum Akyarlar Region-Protected Fish Species

SPECIES NAME	SCIENTIFIC NAME	PROTECTION STATUS / NOTES
Grouper	<i>Epinephelus marginatus</i>	Endangered; hunting is prohibited.
Lahoz	<i>Epinephelus aeneus</i>	Protected; hunting is prohibited.
Sturgeon	<i>Acipenser</i> spp.	Endangered; hunting is prohibited.
Seahorse	<i>Hippocampus hippocampus</i>	Hunting and collecting is prohibited.
Sea Turtles	<i>Caretta caretta</i> , <i>Chelonia mydas</i>	Endangered; hunting and collecting are prohibited.
Mediterranean Monk Seal	<i>Monachus monachus</i>	Critically endangered; protected throughout the Mediterranean.
Pina (Scallop)	<i>Pinna nobilis</i>	Endangered; collection is prohibited.
Black Coral	<i>Savalia savaglia</i>	Protected; collection is prohibited.
Red Coral	<i>Corallium rubrum</i>	Protected; collection is prohibited.
Shark Species	<i>Carcharhinus</i> spp., <i>Squatina</i> spp., etc.	Many species are protected; hunting is prohibited.
Stingray Species	<i>Mobula</i> spp., etc.	Protected; hunting is prohibited.

10. CHEMICAL MANAGEMENT

We work with relevant companies for the safe disposal of chemicals and keep track of chemical waste. We prioritize that all chemicals we use are approved, labeled and in appropriate packages, and that MSDSs (Material Safety Data Sheet) have been received by us. Our chemical warehouses are in such a way that necessary precautions are taken against leaks, spills, etc. that may harm the environment. We store chemicals in accordance with the type of chemical, the manufacturer's storage instructions and regulations.

We use chemical dosing systems to reduce the amount of chemicals we use and minimize their environmental impact. We prefer cleaning equipment that requires less chemicals and water. We prefer environmentally friendly, Eco Label products in chemicals.

11. PERSONNEL AND WORKING LIFE

We care that all our employees work in a healthy, happy and safe work environment. We make sure that the personnel we employ are from the people of the region. In this way, with the multiplier effect of the economy, we contribute to the revitalization of the economy in the region by the personnel we employ. As a business that caters to our guests from different countries and nationalities and provides services at international standards, it is against both our hotel management and working principles to discriminate nationality, race, language, religion, etc. for our guests and employees. We provide shuttle service to support the transportation of our employees according to their working hours.

It is our primary responsibility to treat all our employees fairly regardless of sexual preference, age, gender, ethnic origin, religious belief, disability.

In this context

- We adopt an open, equal, transparent and fair common method that includes employees.
- We offer equal, standardized and safe working conditions.
- We prioritize listening and solving problems.
- We implement a fair labor and remuneration policy that meets legal regulations and established standards.
- We listen to our employees, implement a communication model where ideas can be freely expressed and dialog is developed. (With our complaint lines with QR code system)
- We make our employees feel safe and protect their personal information.
- We prioritize the right to know their workplace, self-improvement and training.
- We ensure that all our employees benefit from the social rights, fringe benefits and rewards we offer.



12. CHILD ABUSE AND HARASSMENT

The health and well-being of children is of the highest importance. Children's rights are for all children. It does not matter where they were born or what language they speak.

No child is discriminated against because of the beliefs or opinions of their elders.

Some children are more vulnerable because of their past experiences, level of dependency on others, communication needs or other issues.

Working in partnership with children, young people, their parents, caregivers and other intermediaries is fundamental to promoting children's health and well-being.

Ensuring the dignity of children with physical and mental disabilities,

Developing their self-confidence and enabling them to participate effectively in social life

In addition to ensuring that children have a full life under conditions that facilitate their development, efforts should be made for their individual development, including cultural and spiritual aspects.

All our personnel are informed and raised awareness about child abuse and the actions to be taken in case of witnessing it.

13. ACCESS FOR PERSONS WITH DISABILITIES

In line with the accessibility criteria of legal regulations, we aim to manage the accommodation processes of our disabled guests in the best way possible by providing accessibility to every point and every area in our existing disabled room and areas available for disabled people in general areas.

Our facility has 3 disabled rooms, disabled wc in general areas, ramps for access to areas, disabled elevator for access to the pool, floating sunbeds for use on the beach. There is access to the rooms, pier and poolside for our disabled citizens. Improvements are also planned for better conditions.

In this context, we strive to be better by planning the improvements we can make.

14.PROTECTION OF AND CULTURAL-

In particular, it is predicted losses will be experienced and by this process.



LOCAL ENVIRONMENTS HISTORICAL HERITAGE

that environmental and cultural heritage will be threatened

Therefore, it is necessary to produce new policies and make strategic decisions that enable the protection of cultural and natural heritage.

To this end, we contribute to raising awareness among all our employees and guests.

WHEN VISITING NATURAL AREAS, LOCAL COMMUNITIES AND CULTURALLY/HISTORICALLY SENSITIVE AREAS, SPECIAL ATTENTION SHOULD BE PAID TO THE ISSUES THAT NEED TO BE TAKEN INTO CONSIDERATION.

Particular care and importance is given to being informed. Respect for our history and culture is one of our most important values that we will leave to future generations.

Our employees are regularly trained on issues related to the protection and presentation of Cultural Heritage and visits to cultural sites are organized.

Our guests and suppliers are provided with brochures, booklets and information on the issues to be followed regarding our Cultural Heritage assets.

No historical, cultural or modern cultural artifacts are sold or allowed to be sold within the boundaries of our facility. We do not approve the sale of wildlife items as objects, ornaments, etc.

15. OUR SUSTAINABILITY GOALS

CORPORATE OBJECTIVES;

- Purchasing environmentally friendly products & Supporting recycling economy through waste segregation & Energy saving by using innovative and efficient technologies & Orientation towards prices that reduce ecological contribution and social costs & Utilizing regional and local marketing networks & Savings through direct purchasing & Preventing corruption and maintaining fiscal responsibility

Measures to protect human health & Justice, equal opportunity approaches & protection of the rights of future generations & Democratization, identification of groups at risk of discrimination and special interest-protection efforts & Decent work performance indicators and working environment

Preserving local cultural diversity & Keeping traditional knowledge alive and passing it on to future generations & Creating consumer awareness & Preserving, maintaining and promoting culture while keeping pace with international change, & Being aware of global responsibilities

Ecological Aspects

- Ensuring efficient use of resources & Menu diversity ensuring seasonal consumption & Biological
- Maintaining diversity and caring for the ecological life cycle & Use of renewable energy & Prevention of environmental and air pollution & Measurement of emissions & Waste reduction and support for recycling & Protecting the climate

We adopt an environmentally friendly approach by reducing water, energy, chemical and waste production while taking into account guest comfort. The measures taken have optimized the use of natural resources and minimized environmental impacts.

OUR 2025 SUSTAINABILITY TARGETS

-2025 Conservation of Natural Resources targets

Reduce energy consumption by 2%: Increase the use of renewable energy.

Reduce water consumption by 2%: Expand gray water and rainwater recovery systems.

Reduce the amount of waste by 10%: Recycling 50% of waste.

Reduce the use of chemicals: Increase the rate of switching to environmentally friendly cleaning and care products to 80%.

Local and biodiversity protection: Increase the proportion of local plant species in facility gardens to 90%.

-2025 Protection of Social and Cultural Structure

Employee diversity: Increase female employment rate.

Supporting local cultural events: Organize or support at least 1 local cultural event per year.

Sustainability training for employees: Provide sustainability and environmental awareness training to all staff at least once a year.

Cultural awareness presentation to guests: Increase the content and quality of our weekly regional cultural and historical activities.

-In our 2025 Economic and Local Community Support targets

Use of local products: We aim to source 90% of the products used in the kitchen from local suppliers.

Local employment: At least 50% of new hires will be from the local community.

Support for local initiatives: Sponsoring at least 1 local social responsibility project.

Fair trade practices: Prioritizing fair trade certified products in supplier selection.

Our 2025 Stakeholder Engagement and Communication targets

Stakeholder feedback: We aim to increase stakeholder feedback options by organizing sustainability workshops with employees, suppliers and guests at least once a year.

Sustainability reporting: To publish the annual sustainability performance report transparently.

Complaint and suggestion mechanism: Establishing a sustainability suggestion and complaint system for guests and employees.

Cooperation with local governments and NGOs: Carrying out a joint project with at least 1 local government/association in the field of sustainability.



16. Local/Regional Entrepreneurs

We keep our face-to-face communication up-to-date for the requests, suggestions and complaints of local people. We use the contact form in the CONTACT field on our website, which is our complaint and suggestion mechanism.

OUR SUSTAINABILITY SUGGESTIONS,

You can contribute to the transfer of Natural and Cultural Assets to future generations.

You can buy locally produced products.

You can contribute to the local economy and help keep traditions and customs alive.

For this purpose, you can visit the local public markets and get to know the products of our region. You can visit our regional market in Tuurgutreis on Saturdays.

We need to reduce the use of natural resources so that they can be shared with future generations.

Take shorter showers and avoid running water when shampooing. For close distances, we recommend walking or environmentally friendly alternative modes of transportation.

In today's world where recycling is more important, you can support nature by sorting and disposing all your waste.

The waste journey that starts with in-room separation is also separated by our team and delivered by the necessary official means.

You can reduce the harmful effects on the environment by avoiding the use of toxic sunscreens and chemicals that can harm the environment.

We kindly ask you to refrain from behaviors that harm animals and wildlife.

TO ACHIEVE OUR SUSTAINABILITY GOALS
TO ALL OUR SUPPORTING EMPLOYEES AND STAKEHOLDERS
THANK YOU

