



MERYAN

# MERYAN HOTEL

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**SUSTAINABILITY REPORT  
2025**

# MERYAN HOTEL SUSTAINABILITY MESSAGE

## OUR RESPONSIBILITY AND RESPECT TOWARDS THE ENVIRONMENT

We show respect for the environment and the Earth in order to be recognized with dignity around the world. Without compromising the comfort of Meryan Hotel guests, it is our goal to control the consumption of water, electricity, energy, chemicals, and solid waste, and to minimize potential harm to the environment and natural resources. In line with the principles of sustainable tourism, the measures we have taken have reduced the use of natural resources, and practices have been updated to minimize and if possible, eliminate damage to the soil, water, and air.

## OUR CORPORATE PROFILE

Since the day we were founded, we have aimed to combine the sea, sand, and sun—elements that come to mind when thinking of a holiday—with entertainment and quality, offering exclusive vacations to our distinguished guests. We did not create environments based solely on our own preferences. Through approaches that appeal to all tastes, we have enabled our guests to embark on a journey to tranquility and to discover purity. At this point, with our specialized, dynamic team and modern management approach, we are fully confident in our commitment to providing quality service to our guests for many years to come.

# OUR POLICIES

## OUR SUSTAINABILITY POLICY

- To continuously improve our business in environmental, social, cultural, economic, quality, human rights, health, and safety matters,
- To support the elimination of poverty by creating employment opportunities without discrimination of religion, language, race, age, or culture,
- To ensure the reduction of waste and prevent wastefulness through the production of safe food under our business structure,
- To offer safe food by paying attention to the healthy and balanced nutrition of our guests and employees,
- To regularly carry out health checks and training of our employees as part of occupational health and safety efforts,
- To employ our trained staff in positions suitable for their qualifications and support employees who are continuing or wishing to continue their education,
- To accept the elimination of all forms of gender discrimination in all our operations as a fundamental human right and to act in accordance with gender equality for all employees and guests,
- To act in compliance with water security criteria and reduce per capita water consumption, to regularly perform water analyses and routine controls in our facilities, and ensure the transfer of wastewater to the appropriate system,
- To reduce carbon emissions and greenhouse gas emissions by utilizing renewable energy sources in our operations and new investments,
- To ensure that all newly renewed equipment consumes less energy and is made of environmentally friendly materials,
- To contribute to the healthy growth of the global economy—especially local and national—through all activities of our facilities,
- To make it a principle to closely follow and adapt to technological advancements,
- To always prioritize the principle of “Equal Workload, Equal Pay” among our employees,
- To fulfill our responsibilities for the protection of natural areas and cultural heritage,
- To establish an effective Waste Management Plan in our business and ensure waste disposal through licensed companies
- To inform our guests and employees to ensure the efficient use of natural resources,
- To carry out and monitor efforts to reduce the Carbon Footprint caused by the activities of our facilities, and in this context, to encourage our guests, employees, and surrounding individuals to use environmentally friendly vehicles such as public transport or bicycles that do not generate exhaust emissions,
- To raise awareness among our employees through drills against natural disasters caused by climate change,
- To ensure the continuity of Blue Flag criteria on our beach and work to protect the habitats of marine life and create healthy breeding environments,
- To protect the ecological system in the terrestrial areas of our facilities, monitor invasive species, and ensure the preservation and sustainability of the natural life around us,
- To adopt an effective governance principle based on peace, stability, human rights, and the rule of law,
- To act together and share responsibilities with all our stakeholders with whom we engage in any kind of activity and interaction for sustainability.

## OUR POLICIES

### ENVIRONMENTAL PROTECTION AND WASTE MANAGEMENT POLICY

Within our sustainability approach aimed at the future, we recognize the necessity of conserving resources in a way that ensures their availability for future generations, even as their use continues today. We prioritize the prevention or minimization of waste in accordance with the waste management hierarchy. We provide training to our staff within the scope of Integrated Management Systems and Zero Waste practices.

Together with our employees and guests, we organize activities such as beach cleanups and tree planting events. To raise environmental awareness, we provide information in our rooms and general areas about energy saving, water conservation, and waste reduction. We place segregation units in general areas and on floors to separate waste at the source. Our waste is collected in waste rooms and sent to the relevant Municipal Authority and licensed companies. Our contaminated and hazardous waste is stored in separate designated rooms and is sorted and dispatched through licensed firms. We regularly send our waste oils and coffee grounds through our contracted partner.

Together with our Environmental Engineer, we follow legal procedures and fulfill our responsibilities. We measure our performance in environmental management, monitor this data against our targets, and strive to improve our performance. We assume a guiding role regarding the ISO 14001 Environmental Management System Standard, measure our environmental performance, help improve our public image, facilitate compliance with legal regulations, and accelerate the development of business cultures that are more sensitive to environmental issues.

## OUR POLICIES

### CHILD RIGHTS POLICY

We recognize that child rights are a universal concept used to define the rights that all children around the world are inherently entitled to by law and ethics—such as the right to education, health, shelter, and protection from physical, psychological, or sexual exploitation. We believe that every child everywhere in the world matters, and that culture should never be used as a reason or excuse for child abuse.

We are aware that there are many different methods for the care and protection of children, and we aim to protect children in a culturally sensitive manner, suitable to the conditions of their environment. We do not discriminate under any circumstances based on age, gender, language, religion, opinion, nationality, ethnic or social origin, status, class, caste, sexual orientation, or any other personal characteristic.

We hold ourselves accountable and take responsibility for fulfilling our obligations regarding child care, and for taking action when a child at risk or a harmed child is identified. We provide Meryan Hotel employees with training and support regarding our Child Protection Policy and child abuse, ensuring that they can recognize, prevent, and respond to child protection risks and incidents.

We approach every child with the awareness that they are individuals worthy of dignity. We act in a manner suitable to the unique needs and evolving capacities of each child, recognizing that all children are special. We acknowledge that participation in activities is only possible if the child wishes to take part. We strive to ensure meaningful participation of children in decisions that affect them, in ways appropriate to their age and maturity. Being aware of the potential to serve as role models while working with children, we exhibit positive behaviors and act in accordance with gender equality. We avoid behaviors that could negatively affect children or increase their risk of harm.

We acknowledge that children's personal information is confidential, especially in accordance with the right to privacy under the Personal Data Protection Law and relevant regulations. We do not share any information about a child or their family with individuals or institutions without the explicit consent of the child and their family.

We report all allegations and concerns regarding actual or suspected abuse involving children, including those in which staff misuse their position or engage in criminal behavior.

Children and their families are connected with the Guest Relations Department at MERYAN HOTEL to express any dissatisfaction or concerns they may have about how this policy is being implemented.

## OUR POLICIES

### ENERGY EFFICIENCY POLICY

To protect our planet from potential dangers, we use our energy efficiently and set targets to reduce our energy consumption.

To this end:

We follow national and international standards, laws, and regulations in order to fulfill both our responsibilities to nature and our legal obligations. We voluntarily carry out activities to reduce energy usage and/or continuously improve our energy consumption performance, and we monitor the results of these activities.

We set targets and include energy efficiency in our training programs to ensure the participation of our employees.

We value collaboration with all our stakeholders to create shared goals and outcomes in energy management. We aim to maintain engagement with our guests, employees, visitors, and all business partners to collectively reach a high level of awareness and consciousness on these matters.

We strive to research, procure, and use energy-efficient, appropriate products, equipment, tools, and technology alternatives.

We aim to document our Energy Management System, disseminate it across all departments, update and review it when necessary, and continuously improve it.

We assess potential emergency situations such as energy risks or energy constraints and plan the necessary preventive measures.



## OUR POLICIES

### SUSTAINABLE PROCUREMENT POLICY

We recognize that the long-term sustainable development of our suppliers is critically important to our shared success, and we value our relationships with suppliers who adopt a similar approach and vision for collaboration. We aim to foster mutual understanding with our suppliers and support improvement through sustainable procurement practices.

While contributing to the adoption of a “sustainable development” approach, our suppliers/solution partners must report any conflicts of interest arising in their professional relationships and allow us to determine the appropriate course of action in such cases. Suppliers must not accept or offer any illegal payments, donations, bribes, gifts, or other improper benefits in order to gain favoritism in commercial transactions with MERYAN HOTEL.

Suppliers must consistently protect and safeguard MERYAN HOTEL’s intellectual property—including trade secrets and other confidential, restricted, and sensitive data or information. The data provided by MERYAN HOTEL must only be used for the purposes mutually defined and agreed upon by MERYAN HOTEL and the supplier.

Suppliers shall guarantee that their recruitment processes are free from discrimination based on race, color, gender, age, nationality, religion, sexual orientation, marital status, disability, or similar conditions. We expect our suppliers to comply with current regulations and industry standards regarding minimum wage, overtime compensation, working hours, and break periods.

We also expect our suppliers to comply with all applicable laws in the countries in which they operate. We pay attention to ensuring that our suppliers are local producers/service providers who contribute to the development and economy of the Mediterranean Region, where we are located. In our agreements, we prioritize business partners who align with this philosophy.

Together with our suppliers, we aim to create efficient procurement opportunities and reduce the environmental impact arising from procurement processes.

### **Vision**

With the strength and knowledge drawn from our deep-rooted past, we aim to stand out in our sector with service quality and reliability, keeping guest and employee satisfaction at the highest level. Through the products we choose and the approaches we adopt, we are committed to working for sustainable tourism.

### **Mission**

To speak of Meryan Hotel is to embrace a service approach focused on guest satisfaction. Our hotel, a result of a visionary perspective, has served Turkish and global tourism since its establishment under the philosophy of "Happy employees – Happy guests." With our consistent, innovative, fair, and reputable stance, we will continue to serve our country by developing projects that are sensitive to the environment, people, art, and nature.

### **Values**

People • Nature • Time • Hospitality • The Mediterranean • Commitment



## OUR HOTEL

Guests who enjoy the natural beauty of Alara/Alanya are welcomed at Meryan Hotel by our Blue Flag-certified beach as soon as they enter. Thanks to our unique location, most of our rooms offer sea or pool views, while some have views of the land. Regardless of your room preference, Meryan Hotel offers you an unforgettable holiday experience where comfort and entertainment come together. In addition, our hotel features restaurants that bring you world cuisines, offering delicious meals prepared by our professional chefs and bars each with their own unique character and taste. During their stay, our guests can swim in our sparkling pool or in the crystal-clear waters of our Blue Flag beach.

Beyond these, Meryan also ensures your comfort with a variety of services such as a sauna, spa, fitness center, men's and women's hairdresser, boutique, jeweler, photographer, game room, and market. For those seeking entertainment, our aquapark, amphitheater shows, nightclub, and kids' club offer endless fun!

Our hotel is located 24 km from Manavgat, 35 km from Alanya city center, 26 km from Manavgat Waterfall, and 31 km from Side. In Side, you can visit the ancient city, amphitheater, museum, the Temple of Apollo, and even see the world's first sundial



## OUR IMAGE

### ✓ Integrity

We promote honesty through our respect for individuals, clear communication of expectations, and consistency and fairness in our actions. MERYAN HOTEL is committed to offering education, support, and growth opportunities to provide a rewarding and secure future for its team members.

### ✓ Teamwork

We work as a team at every level, recognizing that each team player contributes to the success of the group through their competence, readiness, dedication, and commitment.

### ✓ Excellence

We strive for professional excellence by exceeding expectations and distinguishing ourselves through outstanding performance, doing our very best in everything we do.

### ✓ Innovation

We foster a culture where the independence of thought and personal strength—recognized by creativity, motivation, perseverance, and passion—is valued. We believe in innovative thinking that promotes beneficial change for both the individual and the brand.

## OUR VALUE CHAIN

- **OUR BUSINESS PRINCIPLES,**

Meryan Hotel adopts a business policy that respects natural life and human rights, and supports its employees and suppliers. In the name of continuous improvement, we support our staff through training programs and career management initiatives. Our primary goal is to promote our employees and grow together as a team.

- **CORPORATE RESPONSIBILITY**

While carrying out its activities, Meryan Hotel strives to maintain positive relationships with surrounding communities, institutions, and natural habitats. The hotel aims to ensure that its social and economic impacts are as positive and beneficial as possible for the environment and the local population, while working to minimize or eliminate any negative effects.

### **Our Corporate Responsibilities:**

- Being Environmentally Friendly
- Supporting the Local Community
- Promoting Sustainable Tourism

**Sustainable tourism is more than just mitigating negative impacts.**

- Greater efficiency
- Cost reduction
- Proactive participation and awareness-raising (staff, guests, suppliers)
- Enhancement of the ecosystem (a vital resource for tourism) and livelihoods
- Strengthening the customer experience
- It is not a one-time effort, but an ongoing process.
- It is not a bureaucratic task (writing reports, printing documents); it is a philosophy, an attitude, and a willingness to embrace new and innovative ideas!

## COMMUNICATION WITH OUR STAKEHOLDERS

- **Our Employees:**  
One-on-one meetings and group discussions, training sessions and workshops, Meryan Hotel performance evaluations and career development meetings, activity reports, and surveys
- **Our Guests:**  
Guest Satisfaction Surveys, Request Forms, Contact Forms, Social Media
- **Suppliers:**  
Procurement specifications, Supplier audits, Performance Evaluation System, Meetings, Consultations
- **Local Communities:**  
Social projects, Information requests (when necessary), Activity reports, Meetings, Complaint system
- **Public Institutions:**  
Meetings, Information requests (when necessary), Activity reports
- **Sectoral Groups:**  
Meetings, Seminars
- **Universities and Academics:**  
Internship programs, Participation in conferences and meetings

# RESPONSIBLE PROCUREMENT PRACTICES

## ➤ PURPOSE

This procedure has been prepared to ensure that all procurement requests within the company are carried out accurately and completely, and to explain how the procured materials are to be stored and how they are to be distributed to departments when needed.

## ➤ SCOPE

It covers the procurement of goods, materials, and services related to our facility's operations, as well as the storage and distribution of all materials required for guest and operational use.

## ➤ DEFINITIONS

**Par Stock:** Minimum and maximum stock levels.

## ➤ RESPONSIBILITY

General Manager, Finance Manager, Procurement Manager, Quality Supervisor, Warehouse Chief



## OUR GUEST

- ✓ Our guests are the reason for our existence. It is one of our core values to monitor all guest complaints from every source, resolve them, inform our guests accordingly, and turn these complaints into opportunities for improvement. Through our innovative, value-generating practices, we focus not on managing complaints, but on managing satisfaction. While setting Quality Objectives for management and departments, the results of guest survey evaluations are also taken into consideration. Annual action plans are determined based on these objectives.
- ✓ CRM system is used for guest satisfaction and marketing activities. This enables the collection and analysis of guest data.

## OUR ENVIRONMENTAL APPROACH

At Meryan Hotel, we are committed to being an environmentally friendly organization with a sense of social responsibility, by preventing pollution and ensuring sustainability in the execution and delivery of our products and services, in compliance with both internal and external customer requirements as well as national and international legal regulations and legislation. In fulfilling this commitment:

- We identify and control the environmental impacts of our activities,
- We are prepared for pollution-related risks and emergency situations (such as fire, explosion, flood, earthquake, leakage, etc.) and comply with environmental legal regulations,
- We strive to minimize waste, prevent pollution at its source, use energy efficiently, and reduce the negative environmental impacts of our operations,
- We continuously improve our environmental performance through activities such as waste segregation, waste reduction, and efficient use of natural resources,
- We monitor waste until the recycling/disposal stage,
- We protect endangered loggerhead sea turtles (*Caretta caretta*) that nest on our beaches,
- We train our employees on the precautions to be taken in the event of hazardous chemical spills,
- We encourage both our employees and guests to be environmentally conscious, and provide awareness training to our staff on environmental responsibility and energy efficiency,
- We implement energy and water saving systems in our hotels,
- We raise awareness and encourage our suppliers and stakeholders regarding green economy and energy efficiency initiatives.

## ENERGY MANAGEMENT

- ✓ One of the most important steps in sustainability is ensuring energy efficiency. First, energy usage should be measured to identify problems and determine potential areas for savings. Low-consumption equipment and systems should be preferred. Long-term improvement should be achieved by utilizing automation management and monitoring resources. Energy savings should be continuously analyzed through maintenance, supervision, and monitoring.
- ✓ As Meryan Hotel, we are aware of the negative consequences of the rapid depletion of energy resources, global warming, and the environmental damage caused by fossil fuels. In our renovations, we have preferred renewable energy sources and made efforts to reduce our carbon footprint on nature.

# WASTE MANAGEMENT

## ➤ RECYCLABLE WASTE

We carry out various practices to reduce waste generation at its source and encourage both our guests and employees to participate in the recycling program.

- ✓ Waste volume is reduced by using beverage dispensers instead of single-use metal cans, plastic bottles, and similar packaging
- ✓ To minimize packaging waste, we prefer purchasing large packaged containers and tubs for breakfast items instead of individually packaged single-use products.
- ✓ In order to reduce paper consumption, we carry out our internal correspondence and announcements primarily via email.

## ➤ CHEMICAL USAGE

Our priority is to ensure that all chemicals used are approved, properly labeled, and stored in appropriate packaging, and that the MSDS (Material Safety Data Sheets) have been obtained. The department making the purchase is responsible for training the employees who will use the chemicals on:

- proper use and dosage,
- methods of application,
- personal protective equipment requirements,
- and the measures to be taken in accordance with the "Procedure for Handling Hazardous Chemical Waste, Spills, etc.«

Our chemical storage areas are equipped with the necessary precautions against leaks, spills, or any situation that may harm the environment. Chemical storage is carried out in accordance with the type of chemical, the manufacturer's instructions, and relevant regulations. We work with authorized firms for the safe disposal of chemicals and closely monitor the disposal of chemical waste.

# WASTE MANAGEMENT

## ➤ CARBON EMISSIONS

We strive to make our purchases from nearby regions as much as possible. In doing so, we aim to minimize the CO<sub>2</sub> emissions of supplier delivery vehicles and reduce the environmental impact. For the year 2025, our goal is to reduce our carbon emissions caused by vehicle use and energy consumption—not through short-term spending, but by planning investments that build a sustainable future.

## ➤ PROTECTION OF WILDLIFE

The cleanliness of sea water is one of our top priorities, both for protecting natural life and ensuring sustainable tourism. In this context, we provide a sufficient number of trash bins and waste containers on the beach, ensure they are emptied regularly, and keep the area clean. We provide training for our beach staff and monitor beach cleanliness to ensure the highest standards.

We also conduct regular area cleaning within our own facilities.

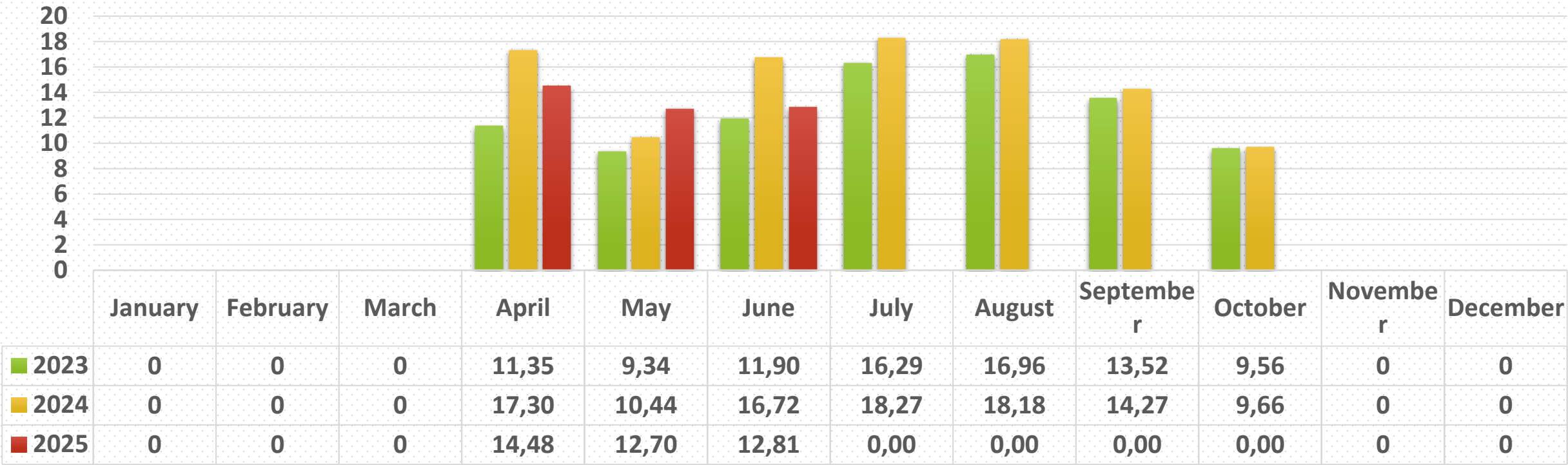
Our hotels have cat shelters, and with the support of our guests, we care for our small animal friends and ensure their veterinary check-ups. We keep track of our cats' vaccination records and neutering procedures through their individual health cards.

## OUR ENVIRONMENTAL PRIORITIES

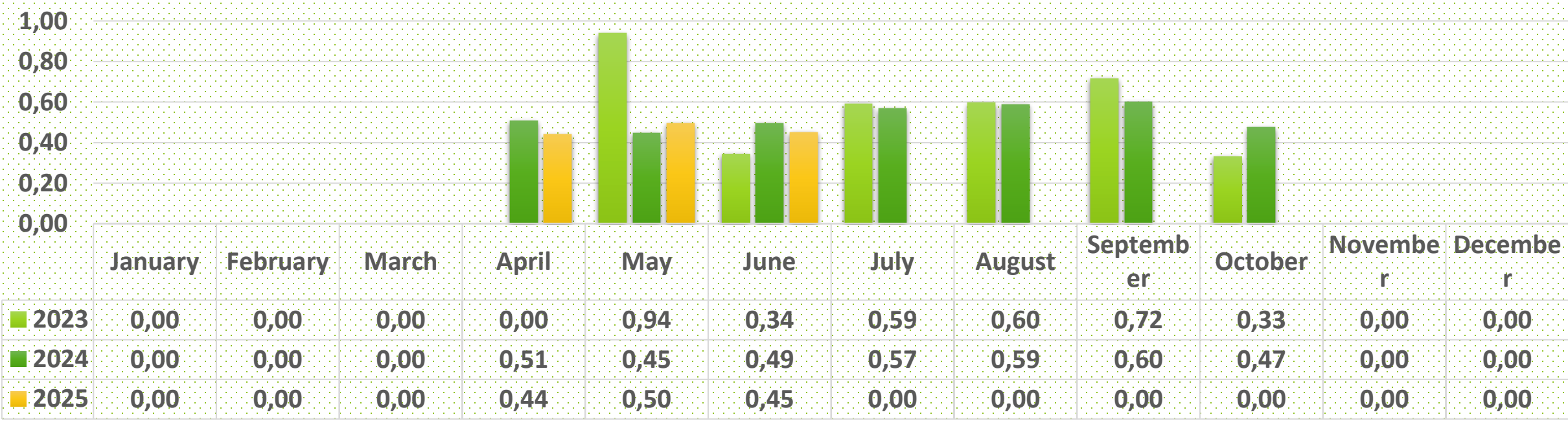
- ✓ Materials such as textiles, which wear out or become deformed over time, are not treated as waste; instead, they are donated to those in need or repurposed for alternative uses by resizing or adapting them. Within this scope, some idle but usable room furniture and furnishings are given to various organizations.
- ✓ Efforts are made to raise environmental awareness among our guests. In this context, we aim to inform guests about what our facility is doing to protect the environment and how they themselves can contribute.
- ✓ As part of World Environment Day celebrations, each of our facilities organizes activities in children's clubs such as planting flowers, collecting waste, and creating figures from packaging waste, in order to help children develop environmental awareness from an early age.
- ✓ We fulfill all of our responsibilities in protecting environmental and cultural values.



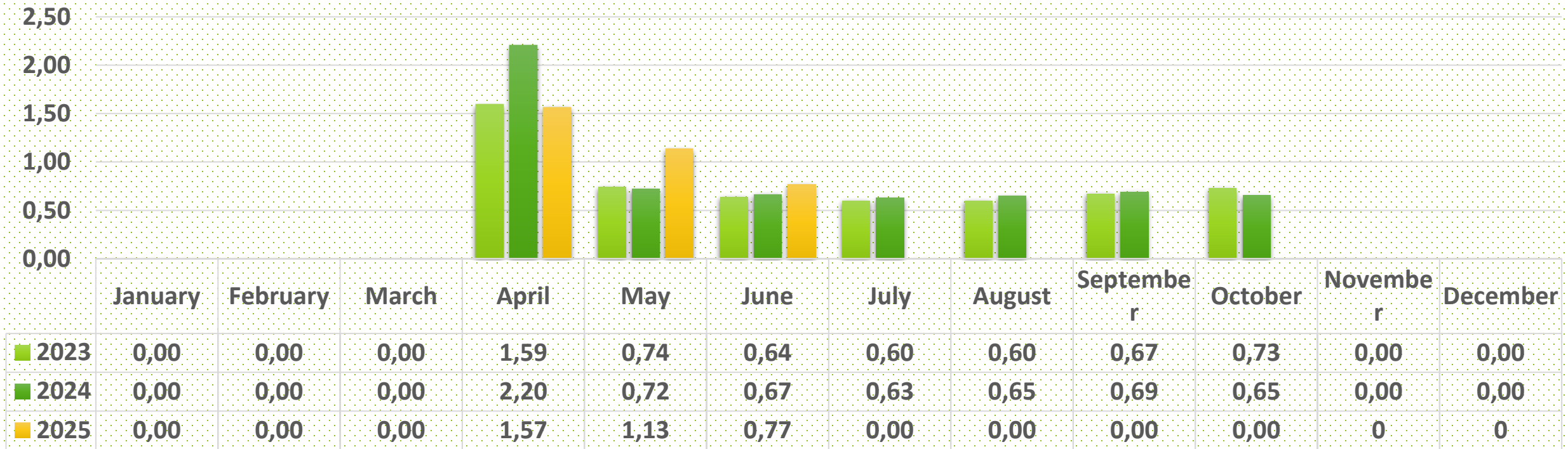
2023 - 2024 - 2025 Per Capita Electricity Consumption (kWh)



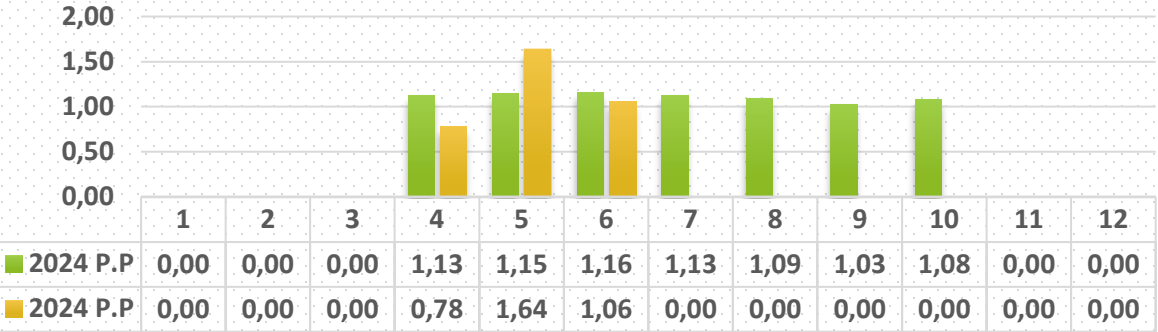
2023 - 2024 - 2025 Per Capita Water Consumption (m³)



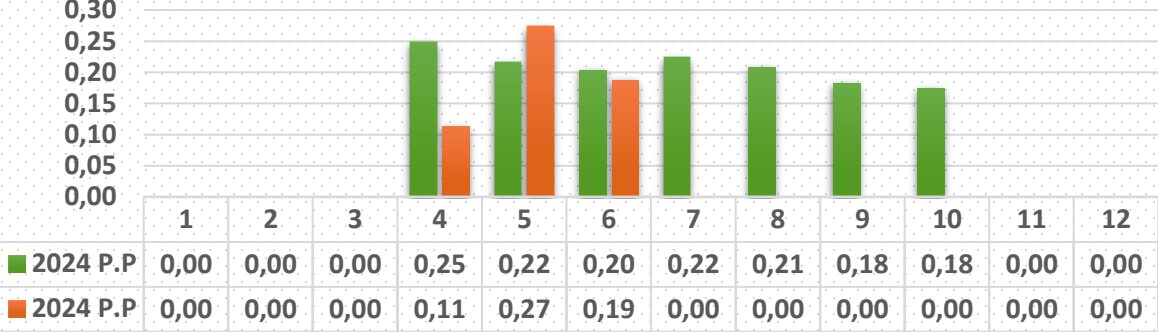
## 2023 - 2024 - 2025 Per Capita LNG Consumption



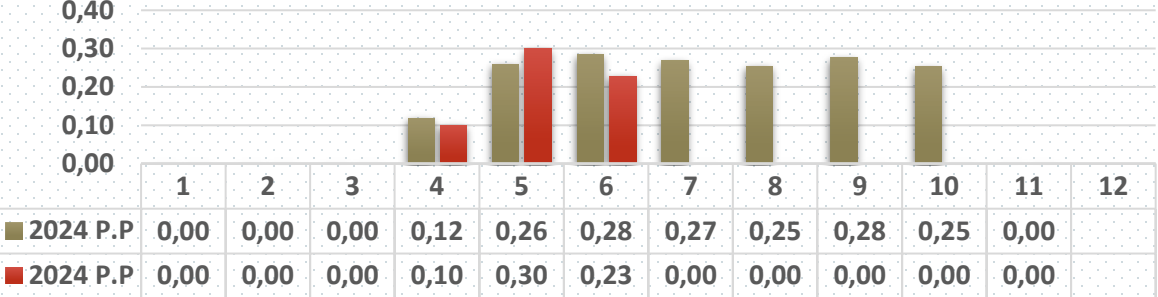
2024 - 2025 Organic Waste Amount Comparison



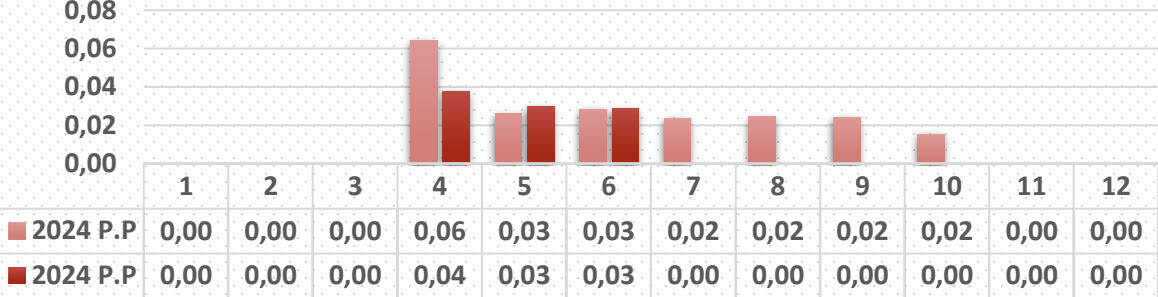
2024 - 2025 Plastic Waste Amount Comparison



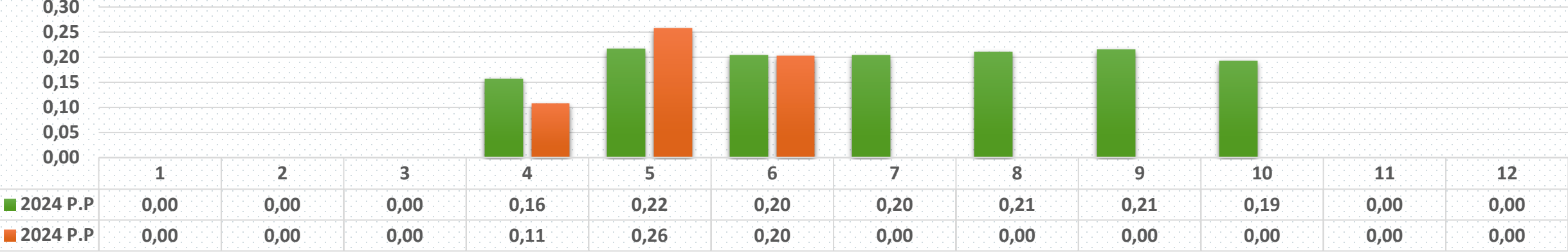
2024 - 2025 Glass Waste Amount Comparison



2024 - 2025 Metal Waste Amount Comparison



2024 - 2025 Paper Waste Amount Comparison





# ACTIVITIES







**Uluslararası Çevre Eğitim Vakfı**  
Foundation for Environmental Education



**MAVİ BAYRAK**  
**2025**



**Meryan Otel**

**Burada bulunan plaj, deniz suyunun temizliği, donanım ve hizmetler, çevre yönetimi ve çevre eğitimi konularında Mavi Bayrak Kriterleri'ne göstermiş olduğu uygunluktan dolayı 2025\* yılı için ULUSLARARASI MAVİ BAYRAK ÖDÜLÜ'nü almaya hak kazanmıştır.**

The beach has been awarded a Blue Flag for the year 2025\*. To attain THE BLUE FLAG, the beach operator fulfilled a number of criteria covering water and coast quality, environmental information and education, safety, services and facilities.

\*Bu sertifika, kriterler yerine getirildiği sürece, 2026 Mayıs ayına kadar geçerlidir.

\*This certificate is valid until 2026 May, as long as the criteria are fulfilled.

**Almıla Kından Cebbari**

Türkiye Çevre Eğitim Vakfı  
Genel Müdürü







TÜRKİYE CUMHURİYETİ  
ÇEVRE, ŞEHİRCİLİK VE  
İKLİM DEĞİŞİKLİĞİ BAKANLIĞI



T.C. ANTALYA VALİLİĞİ ÇEVRE,ŞEHİRCİLİK VE İKLİM DEĞİŞİKLİĞİ İL MÜDÜRLÜĞÜ

# SIFIR ATIK BELGESİ

(Temel Seviye)

Belge No: TS/7/B2/9/554

Tarih: 09/12/2021

**Adı:** HAYPEKS İNŞAAT TURİZM YATIRIMLARI VE TİCARET ANONİM ŞİRKETİ- MERYAN  
OTEL  
ANTALYA,OKURCALAR Mahallesi, ALPARSLAN TÜRKEŞ BULVAR, No: 269-  
**Adresi:** ALANYA,Türkiye  
**Vergi No:**4600024962

12/07/2019 tarihli ve 30829 sayılı Resmi Gazete'de yayımlanarak yürürlüğe giren Sıfır Atık Yönetmeliği'nce Sıfır Atık Yönetim Sistemi'ni kurarak **Sıfır Atık Belgesi**'ni almaya hak kazanmıştır.

**Ceyhan ÖĞREN ECİŞ**  
Çevre,Şehircilik ve İklim Değişikliği  
İl Müdürü Vekili

Belge Son Geçerlilik Tarihi:  
**09/12/2026**

Bu belge, güvenli elektronik imza ile imzalanmıştır.





MERYAN

**THANK YOU**