



Acanthus Cennet Barut
Collection
2024



Acanthus Cennet Barut Collection, which offers one of the best examples of Barut Hotels' hospitality with its modern architecture, seaside location, and various accommodation options, hosts enjoyable holidays in Side. With a total of 260 rooms, 3 à la carte restaurants, 1 all-day dining, and a main restaurant with a capacity of 452 people, it operates under the ultra all-inclusive concept. There is a meeting room with a capacity of 400 people. Acanthus Cennet Barut Collection is located in a lush green garden covered with the region's unique trees and is just a 15-minute walk from Side.

1971

Cennet Hotel in
Manavgat Side
started operating
with 36 rooms.

1987

Barut Acanthus
opened in Side

2006

Barut Acanthus
opened in Side

2015

It was completely
demolished and rebuilt
from scratch

2016

It reopened under the
name Barut Acanthus
Cennet

2019

It moved to the
Collection segment

Acanthus Cennet Barut Collection

Contents

- [Message from the General Manager](#)
- [About Barut Hotels.](#)
- [Barut and Sustainability](#)
- [Our Corporate Strategy](#)
- [Sustainability Management Structure](#)
- [We Care All](#)
- [Economic Growth](#)
- [Legal Compliance](#)
- [Corporate Risk Management and Prioritization](#)
- [Sustainable Development Goals We Contribute To](#)
- [Gender Equality](#)
 - [Equal Opportunities](#)
 - [Business Ethics](#)
 - [Employee Rights](#)
 - [Employee Competency Development Processes](#)
- [Employee Safety and Employment](#)
- [We Care](#)
 - [Water](#)
 - [Energy](#)
 - [Waste](#)
- [Biodiversity](#)
 - [Sea Turtles](#)
 - [Collaboration with NGOs \(DEKAFOG\)](#)
 - [EcoDrone](#)
- [Side Ancient City](#)
 - [Excavation Sponsorship](#)
- [Climate Change](#)
 - [Carbon Footprint](#)
- [Supply Chain Management](#)
- [Child-Friendly Tourism](#)
- [Report Evaluation](#)

Message from Senior Management

Acanthus Cennet Barut Collection, the first hotel of the Barut Hotels group, which has been a leader in the industry for over 50 years, continues its philosophy of "happy employees, happy guests," which it has maintained for many years. Due to the value Barut Hotels places on its employees, it has led many other hotels to increase the opportunities they offer to their staff.

During difficult times such as the COVID-19 pandemic, forest fires, and earthquakes, our business has stood by its employees and the local community. We realized that solutions to natural disasters, climate change, and wars cannot be achieved through our efforts alone and that regional and global cooperation is necessary.

We reduce our consumption of fossil fuels with high carbon emissions by generating hot water from the energy obtained from solar panels. When the 6.9 MW solar power plant we began installing in 2024 is completed, all the electricity consumed by the hotel will be sourced from renewable energy, thus contributing to the neutralization of carbon emissions.

As part of the We Care All project, we make purchasing choices for energy-efficient machines, reduce waste by using deposit-return materials, and support recycling through waste separation. We continue to protect endangered species with great sensitivity and support the restoration of historical sites.

We will continue to act with awareness of our environmental, social, and economic responsibilities and lead the tourism sector.

Since 2022, we have been transparently sharing our social and environmental performance with all our stakeholders through our sustainability reports. This report is prepared based on GRI Standards and also includes our contributions to the United Nations Sustainable Development Goals and the UN Global Compact. Financial data is outside the scope of our report.

You can send any feedback or suggestions regarding the report to the "We Care All Committee."

Since its establishment, Barut Hotels has grown by adhering to values of reliability, accuracy, hard work, flexibility, and innovation, becoming a pioneering brand that is known in the industry for its sustainability efforts. With our 2024 Sustainability Report, we share our sustainability approach, strategies, goals, and our performance for 2024 transparently with our stakeholders.

Barut Hotels, which has placed sustainability at the core of its growth strategy, has integrated this understanding into all our processes. Considering the importance of sustainability in the tourism sector, we have developed our environmental and social responsibility projects. While aiming to provide our guests with a greener and more conscious experience, we also focused on increasing our employees' awareness of sustainability. These efforts have been significant steps that have strengthened our leadership in the industry by improving the hotel's performance.

Today, we are facing many global risks. Effectively managing these risks allows hotels to differentiate themselves and create new opportunities. According to the 2024 Global Risks Report by the World Economic Forum, the last decade has been a period of the greatest disruptions in human history. The business world is trying to deal with various issues, from the natural resource crisis to the impacts of climate change.

As we approach 2025, some of the expected risks are shaped by the re-emergence of new risks as well as the resurgence of economic and geopolitical risks from the past. This situation allows a new generation of managers to face such risks for the first time. The report highlights environmental and social risks such as the challenges of fighting climate change, natural disasters, cyber risks, and the breakdown of social cohesion.

As Barut Hotels, we aim to adapt to these changes and minimize risks by closely monitoring social, environmental, economic, political, and technological transformations. In this context, we examine the WEF Global Risks Report and the current conditions in the regions where we operate to identify opportunities to lead change in the tourism sector.



Barut and Sustainability

Based on our slogan, "Every time we touch nature, we show our respect for it and protect it," we are implementing projects that integrate sustainability into all our processes. We are working to make sustainability a part of our corporate culture.

Many developments at global, national, and sectoral levels have increasingly impacted the business world's understanding of sustainability. With this transformation, the approach has shifted from economic risks and performance-based business practices to a value-focused approach that also considers non-financial performance.

At Barut Hotels, we shape our corporate strategy within the framework of an integrated thinking model. This model directs our work in line with the sustainability expectations of the "new" world. By maintaining our pioneering role in sustainability and developing collaborations with our stakeholders, we aim to create added value for both current and future generations.

We structure our sustainability approach under four main headings and determine our priorities by considering the impacts on our value chain. These headings are as follows:

1. **Environmental Sustainability:** We develop innovative solutions to reduce our carbon footprint and increase our energy efficiency. We are focusing on sustainable energy sources and optimizing our waste management processes to minimize our environmental impact.
2. **Social Responsibility and Societal Impact:** We develop social benefit projects for our guests, employees, and the community in which we live. By supporting diversity, equality, and inclusivity, we aim to create positive change in society.
3. **Economic Sustainability and Business Efficiency:** By maintaining financial discipline, we effectively manage our working capital and investments. We optimize our business processes, reducing costs while providing high-quality services to our guests.
4. **Technology and Digitalization:** We continuously improve the guest experience by using digital technologies. With technological innovations, we modernize our services and enhance our operational efficiency.

With this integrated thinking model, we shape our corporate strategy and apply our sustainability understanding at every stage. By supporting our 2030 goals with short- and medium-term objectives, we measure our non-financial performance more effectively. In alignment with global trends, we aim to maximize our contribution to sustainable development goals.

Through this strategic integrity, Barut Hotels is making steady progress in creating value for both our guests and the environment, taking necessary steps for a sustainable future.

Our Corporate Strategy

At the core of all our activities within sustainability is our "Sustainability Strategy." The first step of this strategy is ensuring that the concept of sustainability is perceived as a routine activity by all stakeholders in every product and service we provide to our guests. Additionally, our "Sustainability Strategy" includes the following principles:

- Reducing CO2 and HFC/PFC emissions from energy sources during production, service development, and delivery processes.
- Developing projects to reduce the effects of climate change as part of our efforts to fight climate change.
- Increasing positive environmental impact by adopting a "Responsible Investment" approach in new investments.
- Working with a continuous customer satisfaction goal, and placing "Sustainable Tourism" at the forefront of the key elements that ensure this satisfaction.
- Respecting human rights and employee rights, providing a fair working environment, and offering equal opportunities to everyone, being aware that our diversity enriches our corporate culture.

These principles are the fundamental tenets of our sustainability strategy.



Sustainability Management Structure

At Barut Hotels, a sustainability governance model is applied, where sustainability is led by the top management. The Sustainability Committee, established with this perspective, operates under the leadership of Barut Central Managers and Facility General Managers.

The Sustainability Committee is responsible for ensuring that sustainability is fully integrated into the Barut Hotels structure, identifying policies related to sustainability, executing sustainability projects, conducting R&D and innovation activities, and ensuring coordination.

Our Sustainability Committee, which meets twice a year, is responsible for the creation of sustainability strategies, objectives, and related policies for our hotels, as well as their integration into all business processes. Additionally, the committee is in charge of coordinating sustainability efforts, tracking performance, and determining the necessary training. Through this, we aim to provide the best service to our guests in line with sustainability principles.

The system managed and updated by our Sustainability Committee is based on our sustainability policies. The General Directorate is responsible for the update and implementation of the sustainability policy at Barut Hotels. The policy is reviewed annually and updated when necessary. Any changes made to the sustainability policy are approved by the Board of Directors.





What is We Care All?

In 2019, Barut Hotels launched its environmental awareness movement under the name "We Care." In 2021, due to changing needs and expectations during the pandemic, it was renamed "We Care All." This movement highlights sustainable practices in various areas, such as education, employee rights, environmental activities, supporting cultural heritage, waste reduction, recycling, supporting agriculture, local sourcing, renewable energy investments, local employment, and participation in sports activities.

Since its establishment in 1971, Barut Hotels has adopted the mission of protecting and developing love for nature and people. With the We Care All movement, Barut Hotels aims to fulfill its responsibilities towards future generations through sustainable practices starting today. In this context, Barut Hotels actively plays a role in preserving natural resources, supporting the local economy, and empowering communities.

By placing sustainability principles at the core of its values, Barut Hotels is taking determined steps towards minimizing its environmental and social impacts.

We Care All Committee



Birgül Akgül
Barut Hotels Corporate
Communications and
Marketing Manager & We
Care All Committee Chair



Ayşenur Dođmuş
Acanthus Cennet Barut
Collection Quality Manager



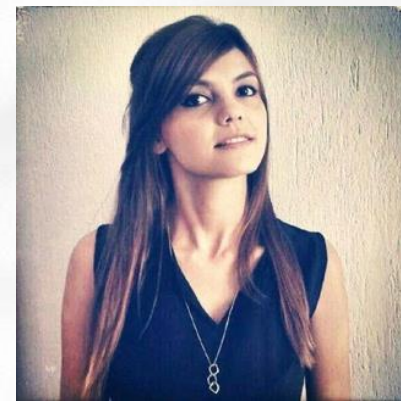
Gülbahar Ölmez
Lara Barut Collection
Quality Manager



Ali Rıza Özkaya
Barut Hotels Energy
Manager



Dilşad Okudur
Arum Barut Collection
Quality Manager



Fatma Akmeşe
Barut Hotels Quality
Manager



Ummahan Arıkan
Anda Barut Collection
Environmental Engineer

Economic Growth

As Barut Hotels, we serve guests from diverse cultures and profiles around the world, thanks to our wide service range and extensive accommodation geography. On this journey, our strong corporate values and approach focused on financial discipline are among our most important supporters.

Several key factors contribute to our success in the hospitality sector:

- **Effective Marketing and Sales Strategies:** We develop effective marketing strategies that allow us to reach a wide customer base in Turkey and internationally, thereby increasing the global recognition of our brand.
- **Continuous Investment and Innovation:** We regularly invest to continuously improve the guest experience. These investments enhance the quality of our facilities and maximize guest satisfaction.
- **Dynamic and Fast Decision-Making Mechanisms:** With years of experience and a dynamic company culture, we respond quickly and effectively to changing market conditions. This flexibility allows us to offer solutions that align with the expectations of our guests.
- **Rapid Product and Service Adaptation:** We understand the demands of our guests and quickly provide new services that meet these demands. By prioritizing guest satisfaction, we swiftly adapt to changes in the market.
- **Effective Pricing Policy:** We apply a rational pricing policy that supports our operational profitability. This policy allows us to offer competitive prices to our guests while supporting sustainable growth.
- **Effective Customer Communication:** We implement an effective customer communication strategy to increase brand awareness. By building strong relationships with our guests, we can better meet their needs.
- **Agile and Efficient Organization:** We focus on maintaining an agile and efficient organizational structure. This approach enhances our operational efficiency, ensuring that we provide the highest quality service to our guests.

- **In the near future, we continue our growth in line with plans to open new facilities.** These new investments will strengthen our global presence and enable us to serve a broader guest base. We embrace sustainable growth as a core principle, balancing our environmental, social, and economic impacts to achieve our long-term success goals.

- **Through these effective management skills and a strong corporate culture, we generate economic impact in Turkey and other regions where we operate, achieving high financial performance.** As Barut Hotels, we will continue to offer the best experiences to our guests and contribute to a sustainable future.

The hospitality sector is an area of activity that is strictly controlled by legal regulations, making compliance with the laws critical for Barut Acanthus in all its operations.

The Board of Directors of our company has ultimate responsibility for ensuring that all activities are conducted in compliance with regulations and standards, and for managing compliance risks effectively. Senior Management is responsible for ensuring that company activities and employee behaviors continuously comply with regulations and standards, under the framework of the Compliance and Compliance Risk Management Policy.

The Sustainability Group Directorate effectively carries out and coordinates tasks such as identifying, assessing, monitoring, and reporting compliance risks. Additionally, any new regulations related to our products and services are thoroughly examined by the relevant departments before they come into effect.

All contracts with third parties are reviewed for legal compliance by the Legal Advisory team before the signing process begins. The Legal Advisory team evaluates company practices from a legal perspective based on requests from departments, makes suggestions, and identifies improvements in processes that may lead to disputes. Furthermore, they notify relevant units of regulatory changes and provide legal support for compliance processes.

To raise awareness among our employees about developments in legislation and potential compliance risks, we organize various training programs.

As of 2024, there are no significant lawsuits filed against Barut Acanthus that could affect our financial status. Additionally, we have not faced any significant penalties or sanctions due to violations of legal regulations. There have been no complaints or lawsuits filed against the company related to anti-competitive behaviors, monopolistic actions, or breaches of customer confidentiality.





Corporate Risk Management and Prioritization

Corporate Risk Management

Today, societies, businesses, and indirectly individuals face numerous global risks. These risks must be carefully evaluated and effectively managed in the short, medium, and long term. This allows companies to differentiate themselves and create new opportunities. In the 2024 edition of the World Economic Forum's (WEF) Global Risks Report, the short and long-term impacts of global risks are discussed. The first decade after 2020 is described as a period of significant disruptions in human history. During this period, businesses face many challenges; from natural resource crises and climate change to supply chain issues and international crises, adaptation processes are being carried out across a broad spectrum.

At Barut Hotels, we also emphasize these global risks. We are adopting a proactive approach to climate change impacts by increasing the sustainability and environmentally friendly practices of our facilities. Furthermore, we are developing strategies to secure our supply chain and become resilient to crises. In this way, we aim to provide the highest quality service to our guests while fulfilling our social and environmental responsibilities.

Barut Hotels applies a comprehensive corporate risk management approach to address potential risks effectively. The risk management system ensures the identification and evaluation of risks and opportunities, the creation of risk strategies, and their regular updates when necessary.

All work carried out under the scope of Corporate Risk and Opportunities is subject to annual internal audits. The scope, frequency, methodology, and responsibilities of these audits are defined in the "Internal Audit Procedure.

"The handling of risks and opportunities is detailed in the "Risk and Opportunities Procedure." Risk and Opportunity analyses are reviewed if there are changes in legal conditions, facility conditions, customer conditions, or sustainability (SDGs) requirements, or if new conditions are added.

The principles for tracking our environmental and social impacts are part of our Sustainability Management System and are further discussed in the "Sustainability Risk Analysis Form." When addressing these risks and opportunities, the United Nations Sustainable Development Goals are taken into account.

In the Global Risks Report, while the short- and long-term risks differ, key risks affecting the world in both periods include failure to combat climate change, geopolitical uncertainties, natural resource crises, natural disasters and extreme weather events, forced migration, cyber risks, and disruptions to social cohesion. Among these risks, environmental and social risks are prominent, while direct economic threats are less visible. Environmental risks primarily manifest in energy supply, food supply, and the failure to achieve net-zero goals.

At Barut Hotels, to maintain successful performance in the rapidly changing global environment, we continuously monitor social, environmental, economic, political, and technological changes. We develop strategies to adapt to these changes and minimize the impact of risks. By considering the Global Risks Report, current developments in the regions where we operate, and other related initiatives, we analyze risks and opportunities. These analyses provide crucial data that guide our operations and create opportunities for leading change. Our goal is to offer the best experience to our guests while demonstrating an exemplary approach to sustainability and responsible management,

Prioritization

During the annual sustainability committee meeting, we conduct a prioritization process to identify issues with high expectations from both internal and external stakeholders, and we review our current priority issue list. The prioritization process is dynamic, and we benefit from the opinions of numerous stakeholders, changing regulations and standards, corporate strategies, and developments that emerge on the global agenda.

How Does the Prioritization Process Work?

Identification of Issues

We have created a list of issues that may be important for our facility. The process considers corporate strategies, changing regulations and standards, sectoral practices, corporate engagements, global trends, and stakeholder expectations.

Evaluation of Issues. Evaluation of Stakeholder Expectations: Primarily, surveys conducted with guests and employees, and the results of satisfaction surveys are evaluated to determine the most important expectations from Barut Hotels in the field of sustainability.

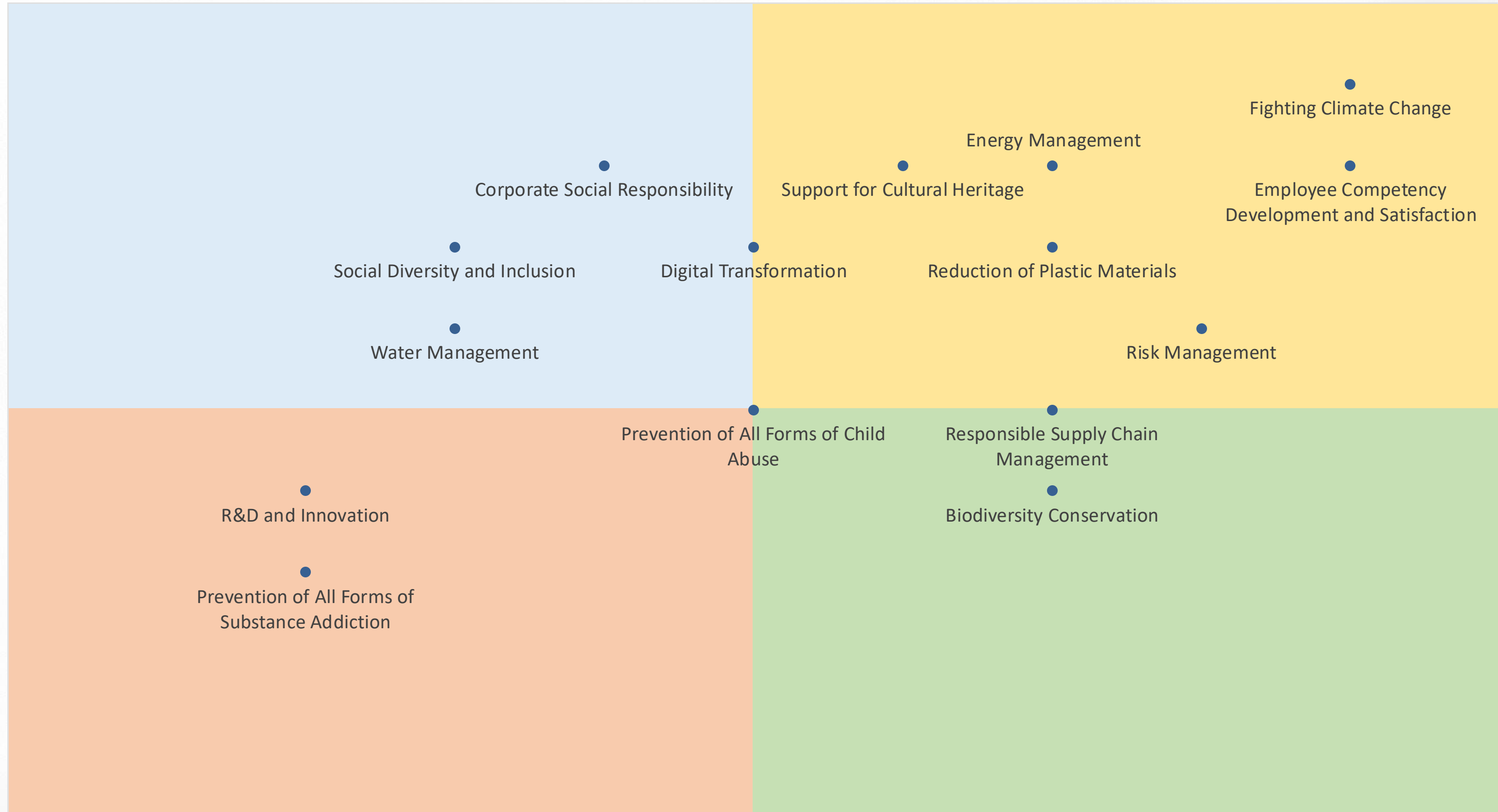
Impact on Practices: The survey results are evaluated from different perspectives, and the significance of their impact on business strategies is assessed.

Selection of Priority Issues

The evaluated issues are presented to senior management for approval, and a project plan is created for the actions to be taken.

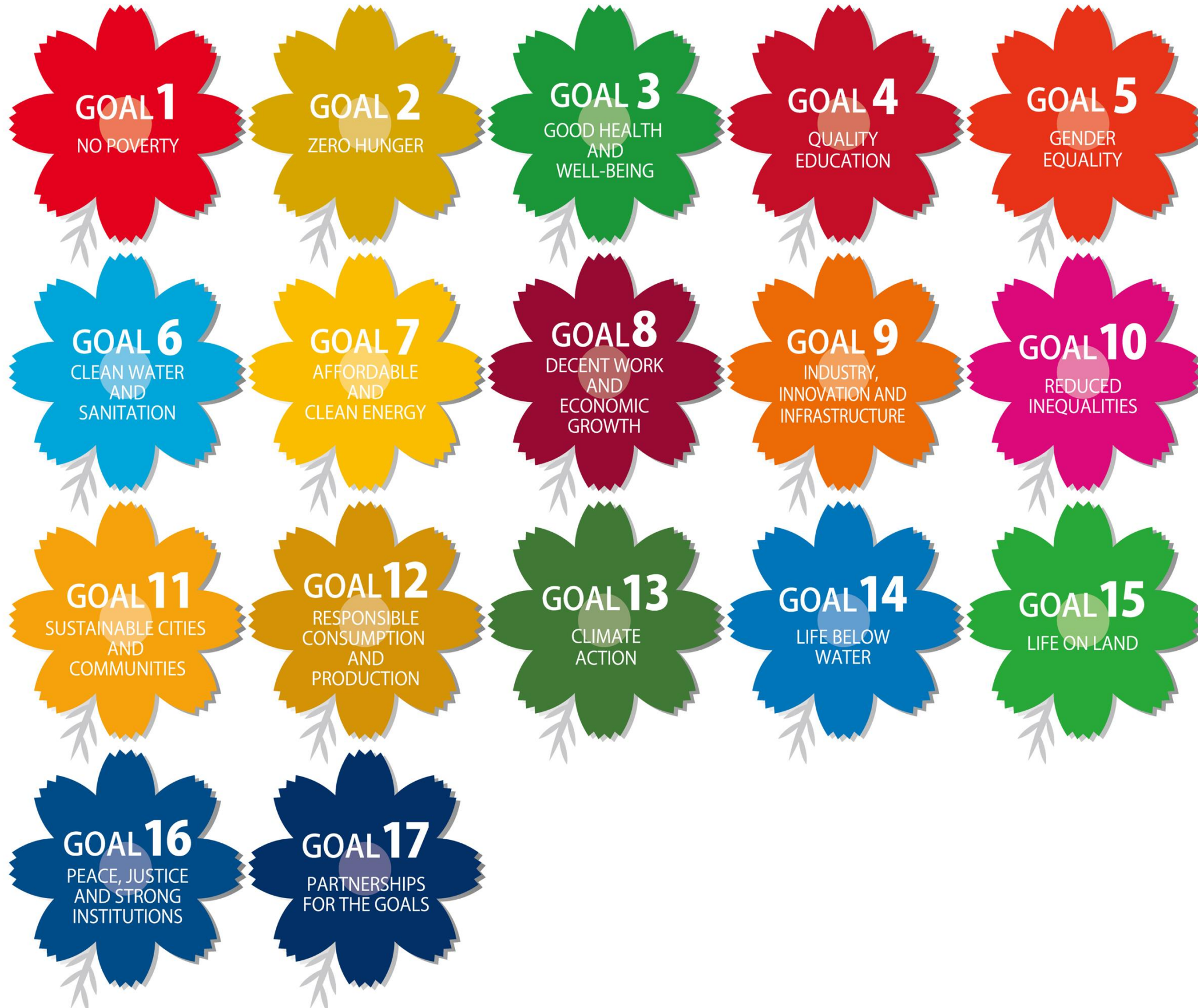


Priority Issues



Our Contribution to the Sustainable Development Goals





We see the United Nations Sustainable Development Goals (SDGs), developed to find joint solutions to significant global issues, as an essential component of our sustainability strategy.

We include the goals we contribute to in our Sustainability Reports.

The Sustainable Development Goals we support are Goals 03, 04, 05, 07, 10, 13, 14, 15, and 16.



Gender Equality

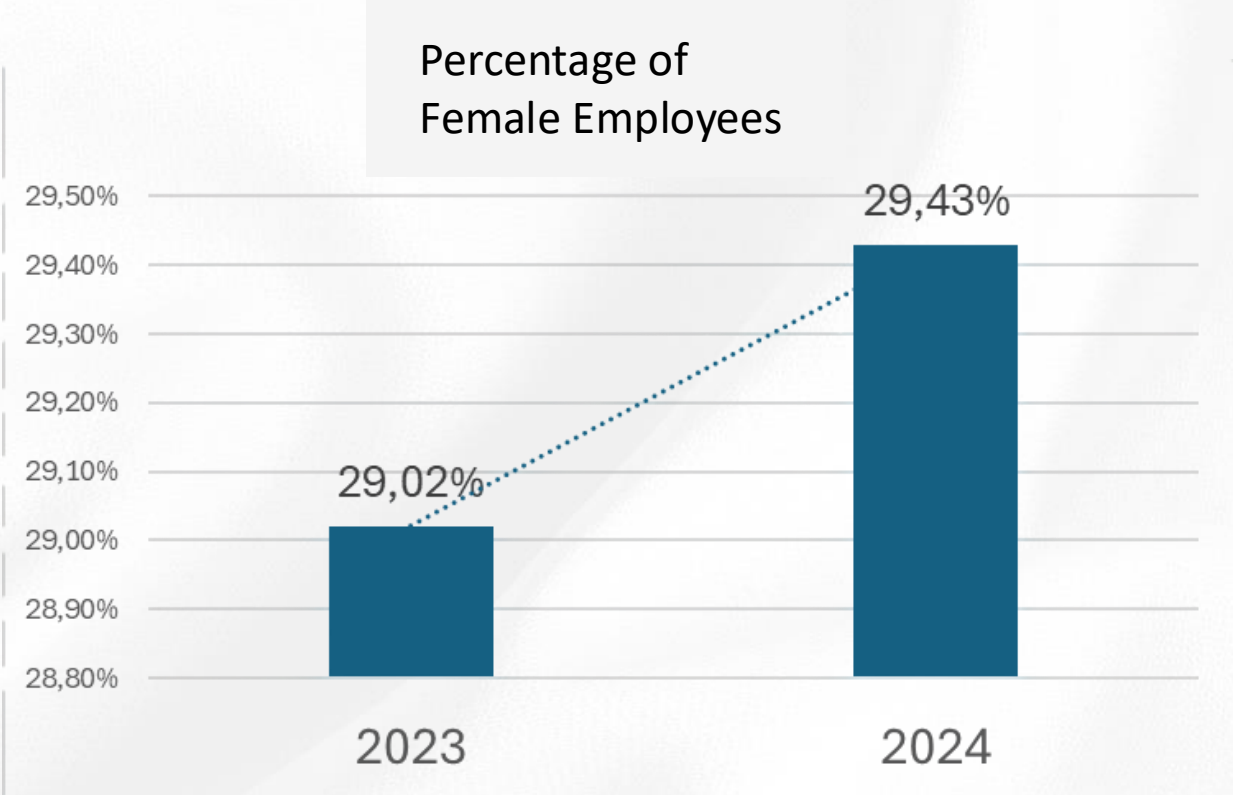
Although we are not a signatory to the Women’s Empowerment Principles (WEPs), one of the most important global initiatives in the private sector, created in collaboration with the UN Global Compact and the UN Women’s Empowerment and Gender Equality Unit, we conduct our activities in accordance with these principles.

At Barut Acanthus, we aim to contribute to women's social, cultural, and societal development through not only special applications for our female guests and employees but also through our corporate social responsibility projects. Empowering women and promoting gender equality are among our top priorities in all our business processes.

In our human resources practices, we emphasize equality at every stage, from recruitment and career development to compensation processes. We manage our compensation processes in accordance with the "equal pay for equal work" principle. Regular analyses are conducted to ensure the equality of total compensation paid to female and male employees. These analyses show that wage differences are generally due to differences in tenure and experience. We continually develop strategies to minimize these differences and provide equal opportunities.

Furthermore, we support our female employees through mentorship programs, leadership development opportunities, and training. This allows women to enhance their professional skills and progress in their careers. We also run various social responsibility projects that support women’s entrepreneurship and empower women in local communities.

At Barut Acanthus, we are committed to further advancing our efforts in gender equality and strengthening the role of women in the workforce.

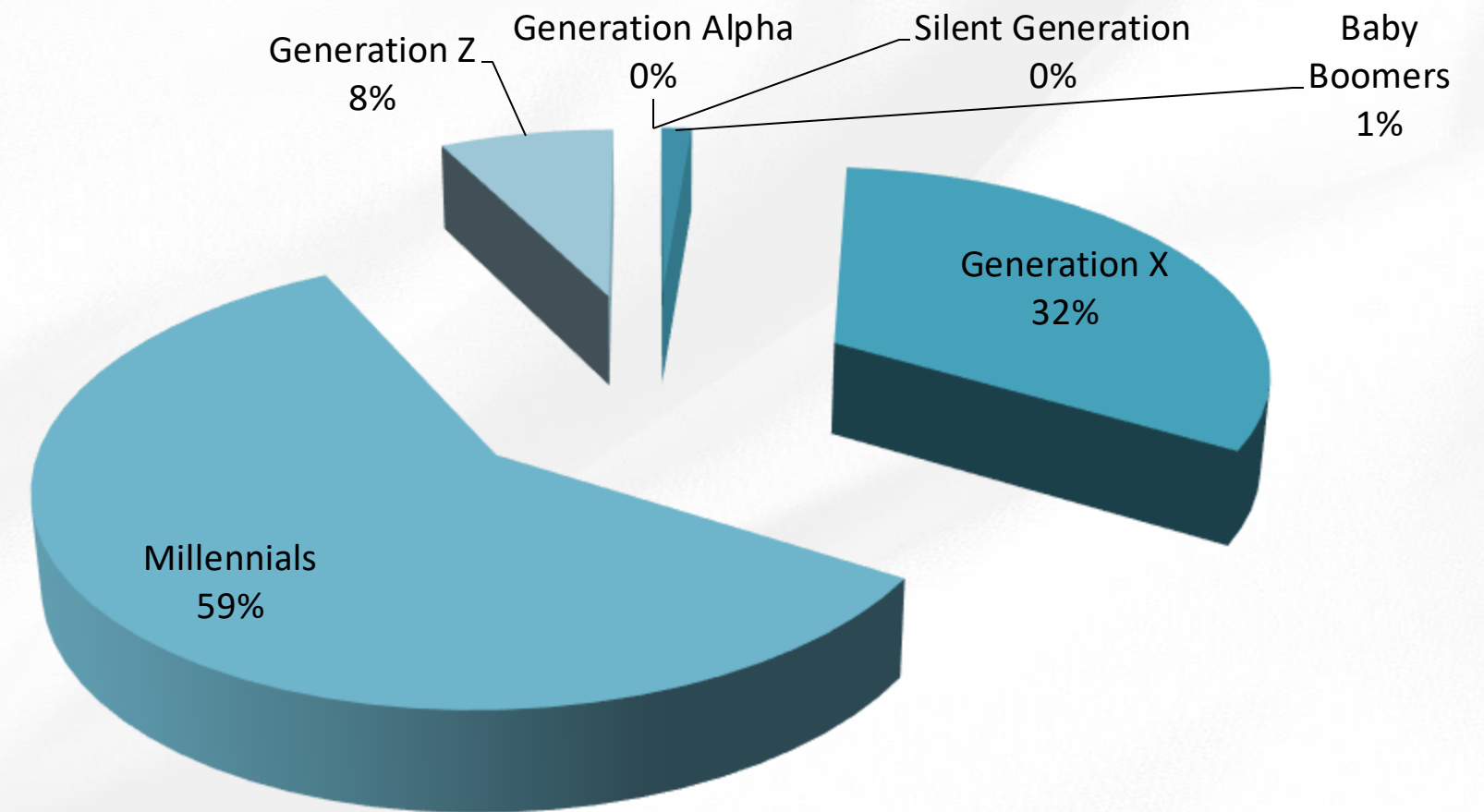


Business Ethics

Our hotel is committed to internationally recognized human rights, the relevant standards of the International Labour Organization (ILO), and the Universal Declaration of Human Rights by the United Nations. We adopt the principle of conducting our business strategies in accordance with universal principles such as human rights, working conditions, environmental protection, and anti-corruption.

We place great importance on diversity and encourage it. In our hotel, recruitment, employment, and promotion processes are based solely on the qualifications and skills required for the position. Our compensation and promotion policies are based on the qualifications and performance of our employees. We stand against all forms of discrimination and treat our employees fairly and equally, regardless of gender, marital status, age, religion, race, political views, social and economic status, language, ethnicity, nationality, sexual orientation, or disability.

We are committed to maintaining a working environment free from misconduct. We do not tolerate physical, sexual, racist, psychological, or verbal harassment and bullying. We do not employ child labor, and no one is forced or coerced into work. We demand the same from our business partners.



TUOVER RATE

2023

2024

% 6,77

% 4,14



Employee Rights

At Barut Acanthus, all practices related to working life and human resources are managed by the Human Resources Department. In line with Barut Acanthus Sustainability Policy: Equal opportunities are provided during recruitment processes.

Discrimination based on race, religion, language, or gender is prohibited, and respect for human rights is fundamental. Measures are taken to protect the physical, mental, and emotional integrity of employees.

Forced labor and child labor are not allowed. These issues are examined during supplier audits as well.

Employees can directly contact upper management via the "Online Portal". At Barut Acanthus, we embrace the principle of offering equal opportunities to all candidates who are on equal footing in the recruitment process. The recruitment criteria for each position are clearly defined, and our practices are carried out in accordance with these criteria. We fully respect human rights and take all necessary measures to protect our employees from any physical, mental, or emotional mistreatment. We absolutely do not tolerate unethical practices such as forced labor and child labor.

Job descriptions, responsibilities, and performance criteria are determined by the management of Barut Hotels and are clearly communicated to employees. In training, assignment, and promotion processes, we ensure that objective data is used and that the interests of Barut Hotels are prioritized. To facilitate access to information for our employees, we regularly share updates via our corporate portal.

Moreover, we encourage our employees' creative ideas related to Barut Acanthus activities and practices, collect their individual suggestions, and reward successful ideas. In 2023, one of our employees received an award through this system. This approach allows us to appreciate our employees' contributions and innovative ideas and supports overall improvement within the company.

At Barut Acanthus, we continue to apply the principles of open communication, equality, and continuous development in all our business processes.



Employee Competency Development Processes

We believe that investments in human resources elevate the individual first, then the organization they work for, and ultimately the community they live in to a higher level of prosperity. With this awareness, we contribute to the development of our employees' professional and personal competencies through training that supports their expertise, knowledge, technology use, and creativity.

At Barut Acanthus, we prioritize offering continuous education and development opportunities to our employees. In addition to the training we organize to increase employee satisfaction and development, we also regularly evaluate the competencies and contributions of our employees through annual performance review processes.

At Barut Acanthus, we continue to support the career development of our employees and enhance their skills to the fullest through our performance management system. With our training and performance evaluation processes, we aim to support our employees in achieving their personal and professional goals and promote continuous improvement.



**Employee Safety and
Employment**

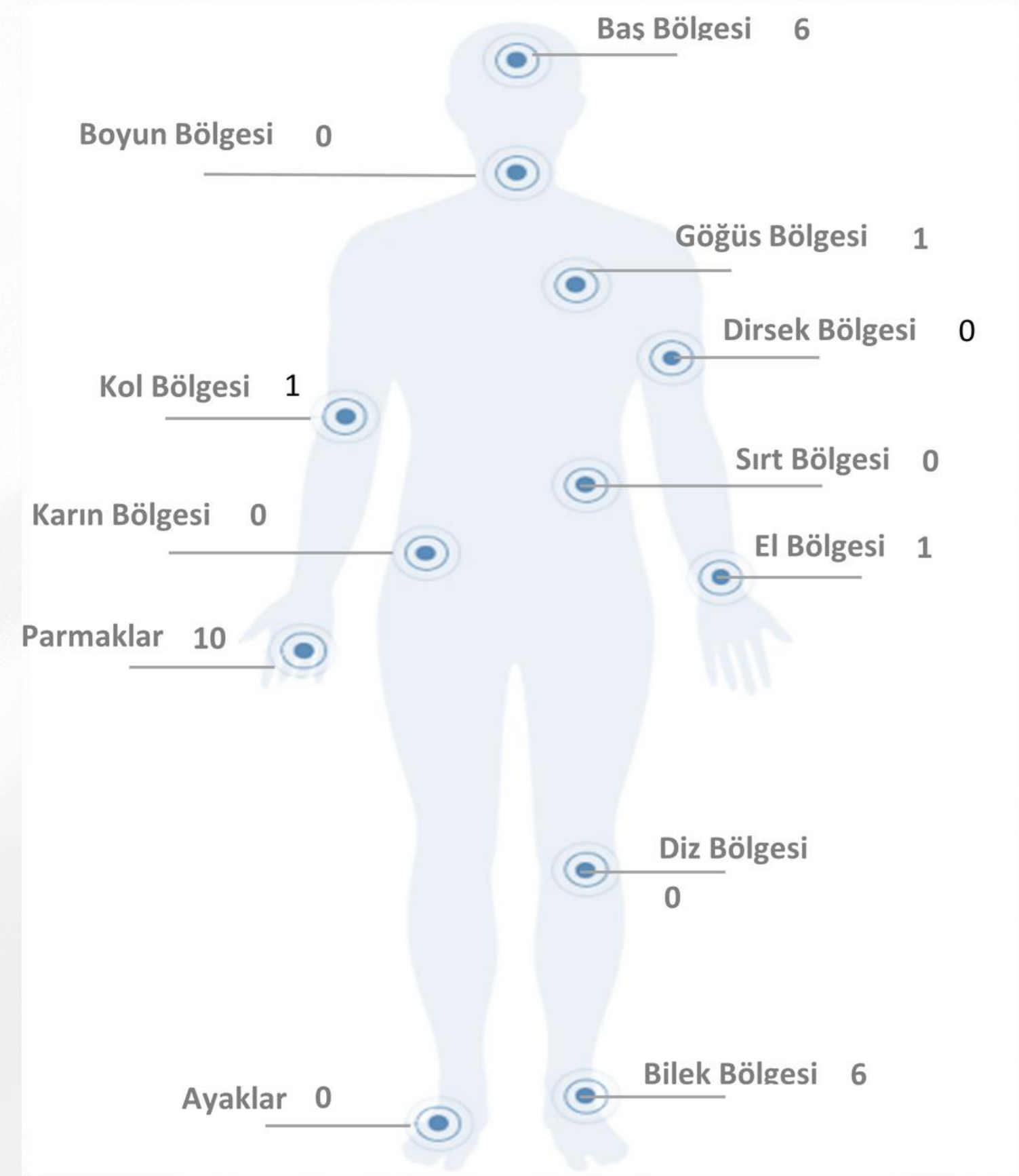


At Barut Acanthus, we attach great importance to Occupational Health and Safety (OHS) and our Occupational Health and Safety Procedure applies to all of our employees. In accordance with the regulations, we have an OHS Board in every workplace, and its activities are conducted in compliance with the Occupational Health and Safety Law No. 6331. When a new employee starts, they are given an orientation training on OHS procedures, and a copy of the Occupational Health and Safety Regulation is provided to them. Additionally, all of our employees regularly receive basic OHS training in accordance with the Occupational Health and Safety Law.

At Barut Acanthus, we prioritize providing a healthy, safe, stress-free, and ergonomic work environment for our employees. To achieve this goal, we constantly make the necessary improvements in our workplaces and implement various health and safety measures to enhance the well-being of our employees. We continuously review and improve ergonomic working conditions, stress management, and general health standards.

Additionally, we support our employees' physical and psychological health through seminars, health screenings, and safety drills. We take all necessary precautions to ensure our employees have a safe and supportive working environment.

At Barut Acanthus, we continue to fulfill our commitments to occupational health and safety and aim to provide the highest standards of safety for our employees.



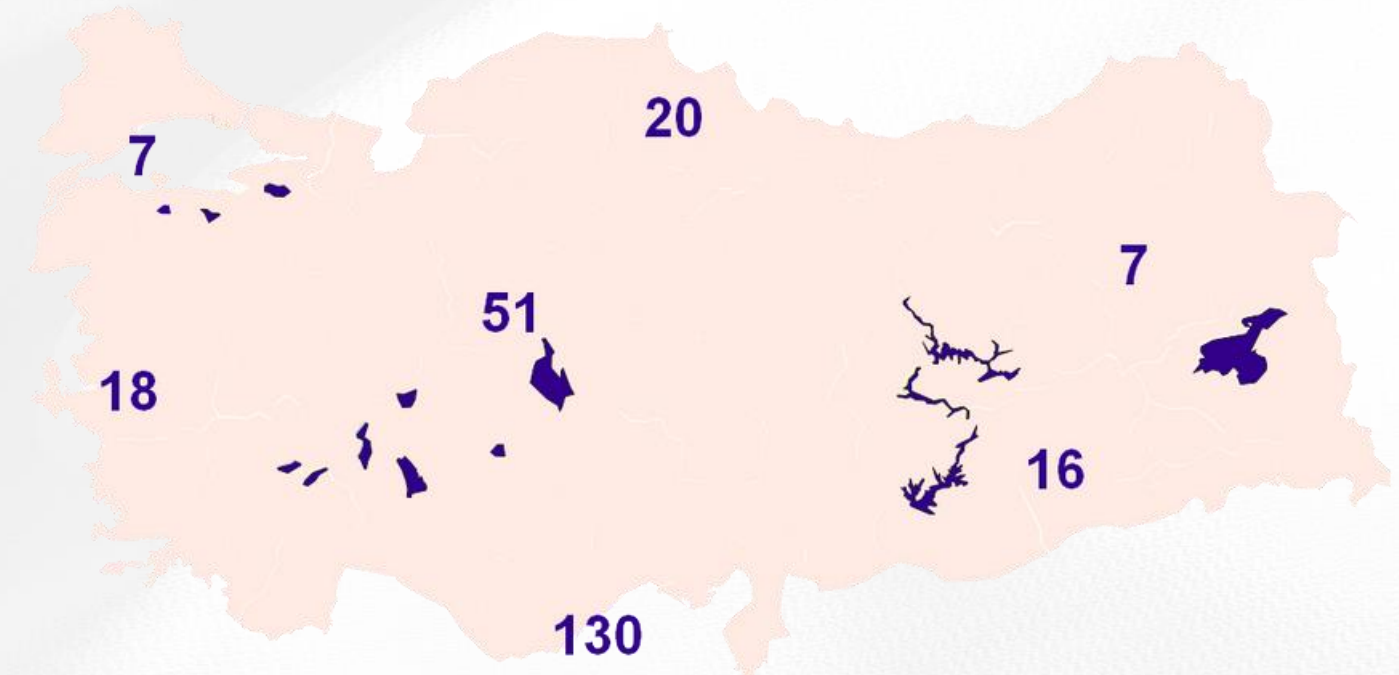
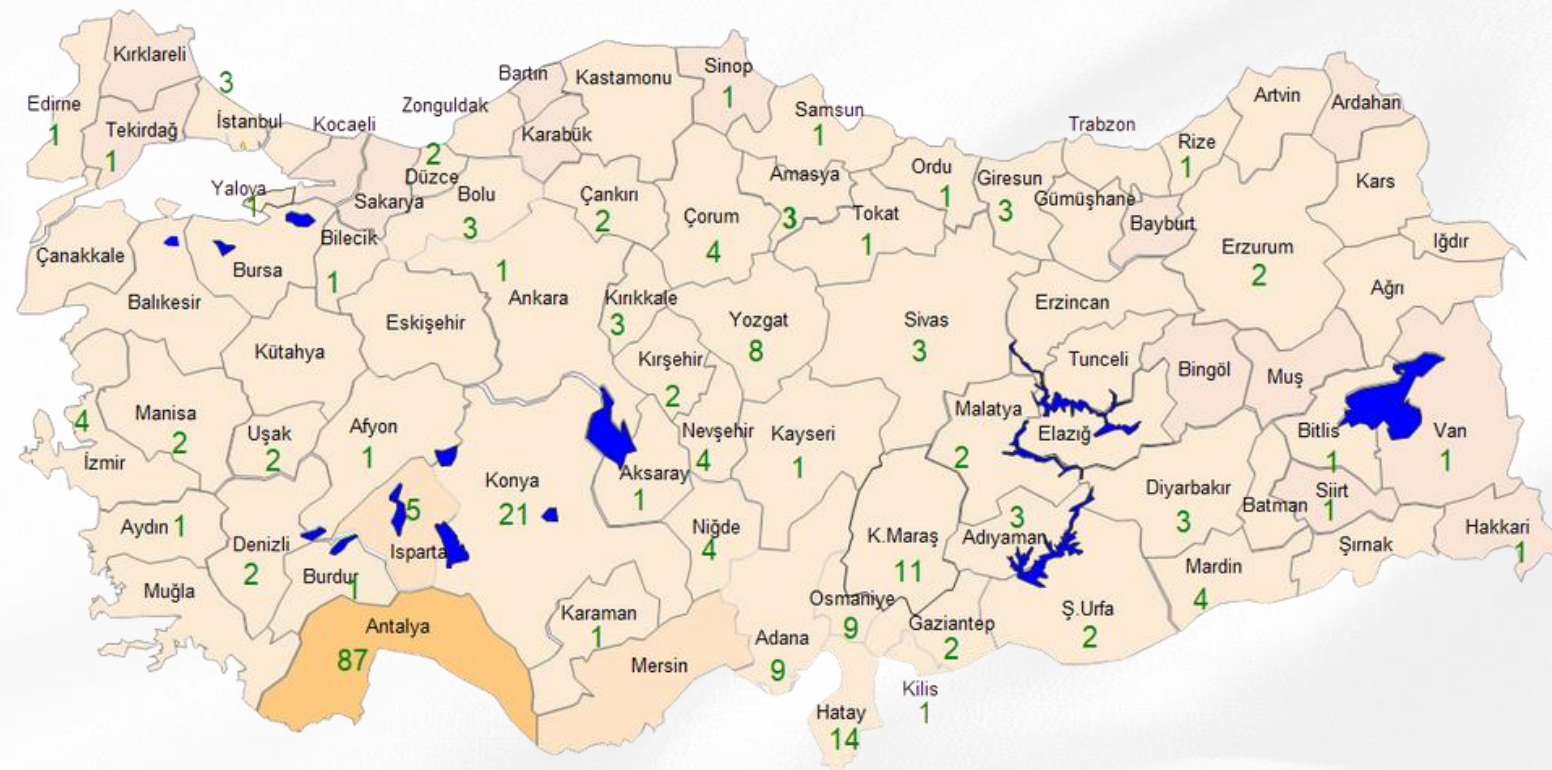
At Barut Acanthus, supporting local employment and contributing to the development of our region is of great importance to us. Local employment plays a critical role not only in terms of the economy but also in supporting social solidarity and cultural diversity. For us, having a workforce from the local population forms the foundation of our sustainable growth and regional development strategies.

One of the main advantages of local employment is that it reduces unemployment in the area, allowing people to work in their own hometowns. This not only improves the living standards of individuals but also strengthens the economic power of families, thus enhancing social welfare. Additionally, local individuals involved in the workforce can participate more effectively in regional production processes and integrate cultural understanding and local knowledge into business operations.

As Barut Acanthus, we operate with this mindset and create job opportunities for local youth, women, and the community, offering them not just a job but also career opportunities. By providing training and development opportunities, we also help our employees improve their personal and professional skills. This contributes to the growth of not only our employees but also the entire region.

Increasing local employment also means fulfilling our social responsibility. By investing in the local workforce, we contribute to maintaining social balance, strengthening infrastructure projects, and supporting local commerce. This, in turn, strengthens social solidarity and helps people build stronger connections within their communities.

In conclusion, the importance we place on local employment at Barut Acanthus is not merely an economic decision. It is a strategic step aimed at the development of the region, strengthening its social fabric, and improving the lives of individuals. The contributions of the local workforce enhance not only our success but also the overall well-being of society. For this reason, we will continue to maintain our commitment to local employment and keep creating new opportunities in this regard.



(GRI 2-30 GRI 3-3 GRI 408-1 GRI 409-1 GRI 407-1 GRI 401-2)

We Care...



Freshwater ecosystems worldwide are under significant pressure due to agricultural, industrial, and daily life activities. Increasing populations and the high demand for water in business activities are making sustainable use of water resources increasingly difficult. This pressure on water resources is not limited to rising consumption; the more frequent and intense droughts, heavy rainfall, and natural disasters caused by climate change are also deeply affecting the water cycle. As a result, while the global population's needs are increasing, the efficient use of water resources is becoming more challenging.

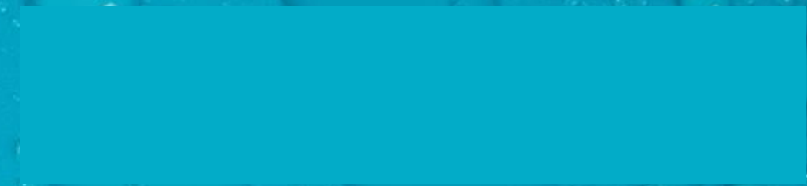
The hospitality sector plays an important role in this global issue as one of the areas with the highest water consumption. Efficient and responsible water usage to ensure guest comfort is one of the cornerstones of sustainable tourism. In resorts and hotels, the efficient use of water is crucial for both environmental and economic sustainability. However, changing climate conditions are making water resource management more complex. While drought makes access to water more difficult, sudden and intense rainfall can lead to flooding. This dual threat highlights the critical importance of protecting water resources.

At Barut Hotels, we are fully aware of these realities. Protecting and efficiently using freshwater resources is one of the main priorities of our sustainability strategy. With the measures we take in water management, we not only reduce our negative environmental impacts but also aim to raise awareness among our guests about the importance of protecting water resources. We apply technological solutions that save water, use systems that minimize water consumption in landscaping, and encourage the recycling of wastewater.

The contributions of the hospitality sector to water efficiency will not only help protect natural water resources but also support the long-term sustainability of businesses. As a water-conscious business, it is our responsibility to raise awareness on this issue and lead the sector. Given the increasing water scarcity and changing climate conditions, the value of every drop of water is becoming clearer, and taking steps to address this issue has become inevitable. Water is vital for the sustainability of communities, ecosystems, and economic activities, and is recognized as a basic resource within the framework of human rights. At Barut Hotels, we are aware of our responsibility regarding water conservation and efficient use and shape our sustainability policies accordingly.



81.239.000





3.933.293

**Elektrik Tüketimi -
KwH**

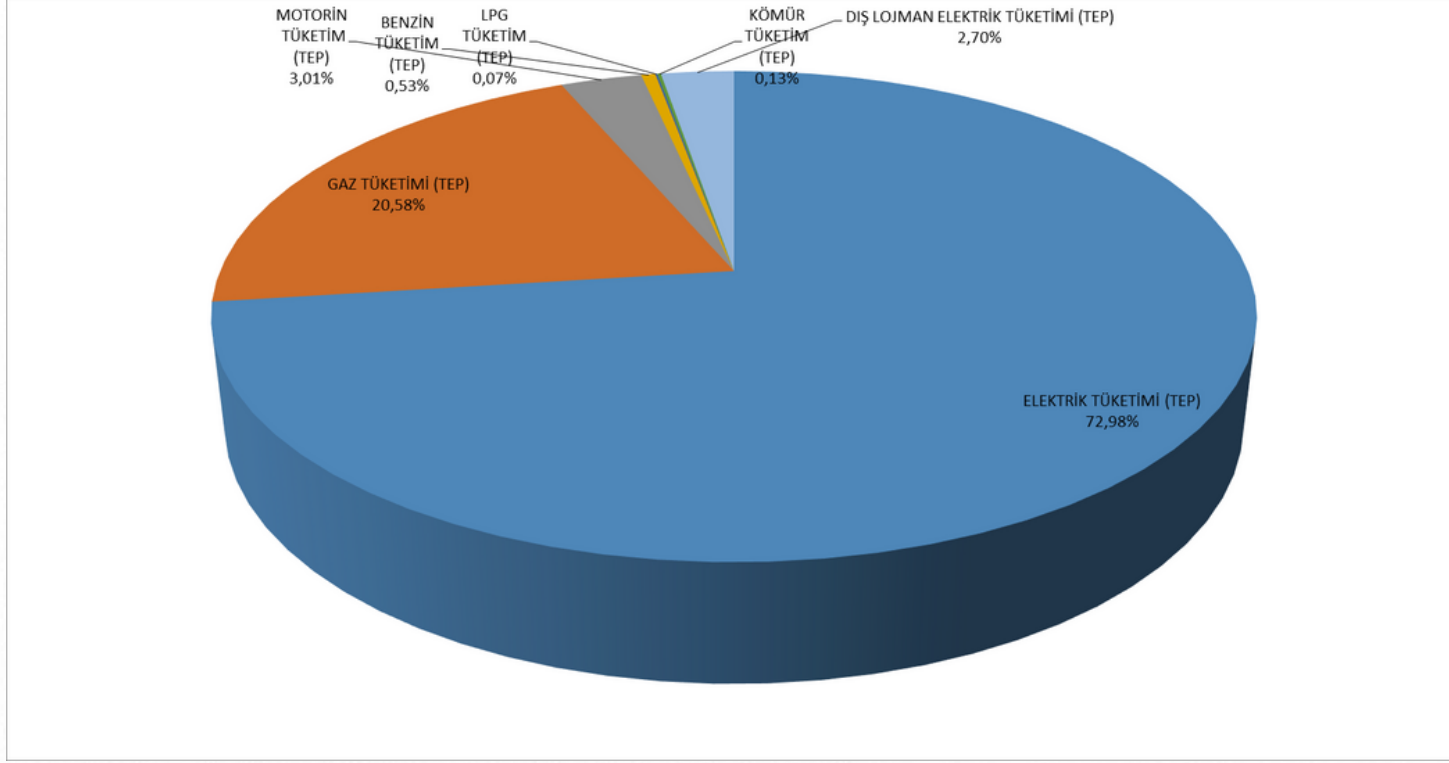
Global energy resources are under significant pressure due to the rapidly growing population and industrial activities. Energy demand is increasing across all sectors, from industry to transportation, housing to tourism. This demand is rapidly depleting natural resources, and at the same time, energy production and consumption contribute to greenhouse gas emissions and climate change. The pressure on energy resources, combined with the effects of climate change, rising energy costs, and the demands of the growing global population, is intensifying every day.

The hospitality sector plays a significant role in addressing this issue due to its high energy consumption. Hotels and resorts require intense energy use to ensure the comfort of their guests. However, managing this energy consumption sustainably is of critical importance both environmentally and economically. Efficient energy use not only reduces costs but also makes a significant contribution to reducing carbon footprints.

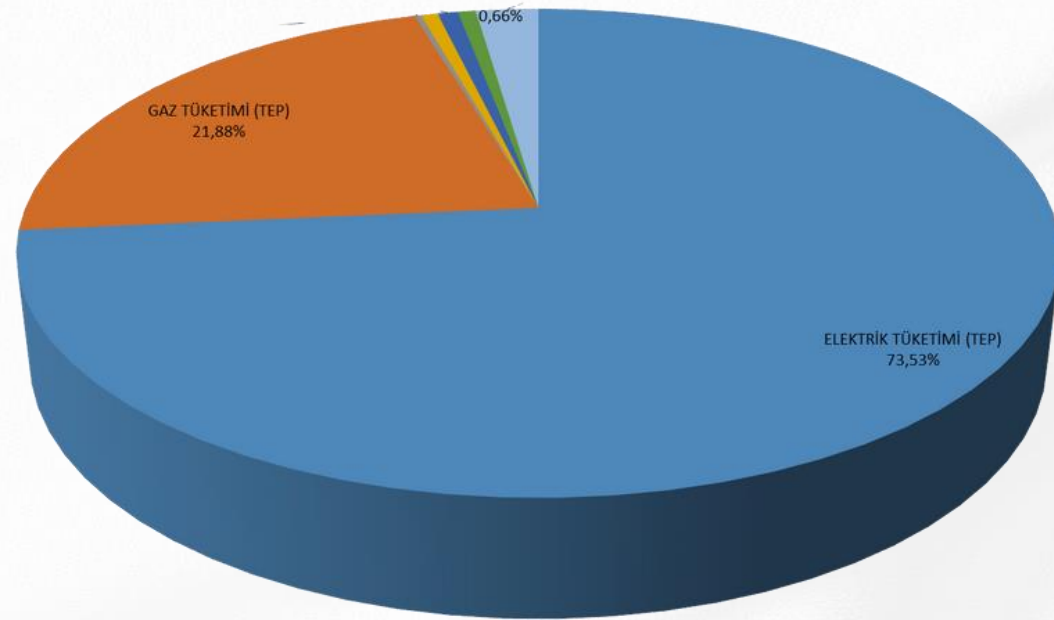
At Barut Acanthus, we place energy efficiency at the center of our sustainability strategy. We are implementing various innovative technologies and practices to optimize energy consumption and minimize our environmental impact. We invest in renewable energy sources, use energy-saving devices, and develop solutions to increase energy efficiency in areas such as lighting, heating, and cooling. These efforts not only ensure the sustainability of our business but also support our goal of environmental protection.

The importance of using energy responsibly and efficiently is growing every day. Rising energy costs and the fight against climate change make energy management a strategic priority in the tourism sector. Every step taken toward energy efficiency will contribute not only to environmental sustainability but also to the long-term success of businesses. Saving energy helps preserve natural resources and allows us to offer a more sustainable hospitality experience to our guests.

2023



2024



2023



3.724.563

Elektrik Tüketimi -
KwH



51.567.000

Su Tüketimi - Lt



216.000

Kağıt Tüketimi - Adet



18.381

Mazot Tüketimi - Lt



109.876.000

LNG Tüketimi - Lt

2024



3.933.293

Elektrik Tüketimi -
KwH



81.239.000

Su Tüketimi - Lt



232.000

Kağıt Tüketimi - Adet



13.537

Mazot Tüketimi - Lt



122.050.000

LNG Tüketimi - Lt

The concept of Waste Management refers to the activities related to the prevention of waste generation, reduction at the source, reuse, separation according to its characteristics and type, collection, temporary storage, transportation, recycling, energy recovery, disposal, post-disposal monitoring, control, and supervision.

Barut Acanthus implements a waste management model within the framework of its "Zero Waste" certification. We raise awareness among our employees through regular training on the separation of waste. With Waste Stations placed throughout our facility, we carry out Waste Management with the support of our guests.



PLASTIC	PAPER	METAL	GLASS	ORGANIC 44.203 KG
51.772 KG	3.361 KG	225.362 KG	676.338 KG	



Total Waste Volume

2023



2024





BIODIVERSITY

Barut Acanthus deeply understands the importance of biodiversity conservation, recognizing the value of ecosystems and the environmental benefits they provide. With this awareness, we regularly monitor and evaluate the direct and indirect impacts of our operations on local ecosystems and biodiversity. Our goals include minimizing negative impacts on biodiversity, actively supporting and protecting ecosystems and endangered species.

At Barut Acanthus, we place great importance on preserving natural habitats. Our facility, located in the Side region, takes various measures to protect the habitats of rare and endangered plant and animal species found in the area.

At Barut Acanthus, we also host the nesting sites of *Caretta caretta* sea turtles on the Side beach. To protect these nests, we share our sensitivity about beach usage with both our employees and guests as part of a project run by DEKAFOG. Our teams working on the beaches regularly receive periodic training on *Caretta caretta* turtles and keep this information up to date. In addition, throughout the hotel, we have awareness-raising signs and information boards placed in areas where the endangered sand lily is protected.

At Barut Acanthus, we do not only protect the vegetation and natural habitats in the regions where our hotels are located, but we also actively contribute to the Sea Turtle Conservation Project carried out in Lara and Manavgat. This project is an important initiative aimed at protecting the nesting areas of sea turtles and ensuring the sustainability of their generations. As part of the project, the nesting areas of sea turtles are monitored, protective measures are taken, and awareness campaigns are conducted.



WORKING WITH DEKAFOG

To protect sea turtles, Mediterranean monk seals, and naturally growing sand lilies on the beaches,

To raise awareness about the extinction and disappearance of species and habitats that threaten our country's biodiversity,

To ensure the creation of social awareness for the protection of all natural resources such as air, soil, freshwater, and forests that constitute the ecosystem along with our beaches,

To encourage people to live in harmony with nature by integrating humans with nature,

To lead and support the necessary legal regulations for the protection and proper management of natural assets,

To contribute to employment and ensure the harmony between nature and people.



Barut Hotels' "We Care All Sustainability Awareness" movement, in its fifth year, brings together 5,000 seed balls with the soil in the Muğla region. During Forest Week, the seeds, which were brought to nature, were scattered in areas determined by e-cording and the General Directorate of Forestry between March and May 2024. Seed balls, prepared by the hands of women and brought together with nature through conscious hands and technology, go through a detailed and dedicated process from preparation to being left on the field.

E-cording, a social enterprise that has been working since 2019 to support the local economy, create income for rural women, and bring the seed balls they prepare to nature through partners, has brought 15 million seed balls to the soil.



SIDE ANCIENT CITY



Barut Hotels is a brand that has been operating in the tourism sector for over 50 years and was founded in the Side region of Antalya. Since its establishment, the company has placed great importance on the preservation and promotion of the region's cultural heritage. In this context, by sponsoring archaeological excavations in the Side Ancient City, Barut Hotels contributes to uncovering the historical values of the region.

In 2022, the 75th anniversary of the Side Ancient City excavations was celebrated, and Barut Hotels' contributions were highlighted during the event. During the event, plaques were presented to public institutions and organizations that supported the Side Excavations, as well as to Barut Hotels, which has been a long-time supporter and official sponsor of the excavations.

Barut Hotels demonstrates its commitment to the preservation and promotion of the region's cultural heritage through these sponsorships. Additionally, these supports contribute to increasing the region's tourism potential and strengthening the local economy.

Barut Hotels aims to continue supporting the Side Ancient City excavations and contribute to the preservation and transmission of the region's historical and cultural values to future generations.





CLIMATE CHANGE MITIGATION

With the awareness that reducing the negative impacts on the environment is critically important, Barut Acanthus aims to minimize environmental impacts by making positive and negative assessments in investment decisions. We effectively and regularly track the environmental impacts resulting from our operations, report them transparently, and take various steps every year to reduce these impacts.

As part of the fight against climate change, we are aware of the need to track, report, and reduce greenhouse gas emissions. Starting in 2024, we are continuing our Carbon Footprint Management efforts. As part of this, we calculate our carbon footprint from our activities, purchase the equivalent amount of carbon credits, and provide financial support to renewable energy projects. In our carbon footprint calculation, we take into account Scope 1, Scope 2, and Scope 3 emissions.

In 2024, we purchased and used electricity produced from renewable energy sources and certified this usage with the I-REC certificate.

To save energy and reduce greenhouse gas emissions, we utilize centralized automation systems. We carry out efficient maintenance and control processes for all air conditioning systems, electrical installations, and other systems in our buildings. We pay special attention to minimizing the environmental and climate change impacts of refrigerant gases with high global warming potential.

Additionally, we increase energy efficiency by using smart building systems in our regional offices.



Climate change is of great importance to Barut Acanthus Cennet Barut Collection. The preservation of nature and fulfilling environmental responsibility are cornerstones of our sustainability philosophy. Many steps are being taken to reduce our carbon footprint, and these steps aim to minimize our environmental impacts in the long term.

Firstly, energy-saving systems are used in our hotel to increase energy efficiency. We produce hot water with solar energy systems, minimizing the consumption of fossil fuels and reducing carbon emissions. Furthermore, with the 6.9 MW solar power plant planned to be completed in 2025, we will meet all of our hotel's energy needs from renewable sources. This will significantly neutralize carbon emissions and contribute to environmental sustainability.

In all our operational processes, we aim to reduce our carbon footprint by using eco-friendly products, optimizing water and energy consumption, and implementing effective waste management and recycling processes to minimize our impact on nature.

As Barut Acanthus, we focus on these goals together with all our employees to contribute to the fight against climate change and leave a more sustainable environment for the future. We believe that our efforts will create environmental awareness not only in our hotel but also at the regional and global level.



SUPPLY CHAIN MANAGEMENT





At Barut Hotels, our strong supply network, built with 444 suppliers, impacts a wide stakeholder ecosystem within our value chain. To increase our positive impact and create sustainable effects within this extensive network, it is crucial that our partners understand and internalize our business principles.

While managing our cooperation with suppliers, we operate within the framework of our Supplier Code of Conduct, which encourages them to comply with specific standards. These principles provide a framework that defines our working conditions and ensures that our suppliers operate in alignment with these standards. Additionally, we implement a thorough supplier evaluation procedure at every stage, from the selection process to performance assessments. This ensures that we conduct a responsible and sustainable procurement process.

We know that the resilience of our supply chain plays a critical role in our operational success. Therefore, we proactively manage risks in the supply chain and respond quickly to potential issues. Through our Supplier Code of Conduct, we present a clear framework of working conditions to all our suppliers and develop strategies to minimize risks and increase resilience within our supply chain.

By integrating our sustainability approach into our entire supply chain, we minimize our environmental and social impacts. This approach not only improves the effectiveness of our current operations but also contributes to our long-term goal of creating a sustainable and responsible supply chain.

At Barut Hotels, by carefully managing all these processes, we continue to provide the highest quality service to our guests while demonstrating best practices in the industry with a sustainable and responsible supply chain.

At Barut Hotels, we conduct comprehensive risk assessment processes to anticipate and prevent disruptions that may occur in our production and supply chain. Effectively measuring our risks helps us develop action plans and achieve our goal of building a resilient supply chain.

In this context, we regularly assess the environmental performance of our suppliers and identify risk variables such as raw material availability and water stress. Additionally, by identifying critical suppliers, we strengthen the resilience of our supply chain and responsible procurement processes.

The agility, responsibility, and high environmental and social impact of our suppliers directly affect our hotel operations. Therefore, we plan to conduct a comprehensive survey in 2025 to assess the environmental performance of our suppliers. This survey will be an important step in collecting and analyzing environmental performance data.

By identifying our critical suppliers, we aim to maintain and enhance the resilience of our supply chain. Our critical suppliers include high-volume suppliers, providers of critical components, and irreplaceable suppliers. In this regard, we are establishing close relationships with our 444 critical suppliers to minimize disruptions in our supply chain.

Through these strategies, Barut Hotels is enhancing the resilience of its supply chain and continuing its mission of providing high-quality service. We are committed to continuing our efforts to build a sustainable and responsible supply chain in collaboration with our stakeholders.

Sustainability is of critical importance in reducing environmental footprints, especially with the increasing effects of the climate crisis. A significant portion of greenhouse gas emissions originating from agricultural food systems comes from supply chain processes such as distribution and transportation. In this context, sourcing raw materials locally stands out as an important strategy for reducing greenhouse gas emissions. With this approach, we aim to reduce logistics-related carbon emissions.

However, prioritizing local producers not only supports our environmental sustainability goals but also strengthens our communities by directly supporting local development and employment through payments to local suppliers. Our local procurement practices not only prevent dependency in sourcing but also create a positive impact on the local economy, supporting the economic development of our regions.

In 2024, we increased the proportion of local suppliers in our operations by 2% compared to the previous year, reaching 88% with a total of 391 local suppliers. These figures demonstrate our commitment to local suppliers and highlight the effectiveness of our sustainable supply chain strategy, as well as our contribution to local economies.

At Barut Hotels, we continue to contribute to the economic development of local communities while minimizing our environmental impacts through sustainable and responsible supply chain management. This approach ensures that we meet our environmental and social responsibilities while offering our guests the highest quality service.



**CHILD-FRIENDLY
TOURISM**



Barut Acanthus creates an environment where families can relax and children can have fun in a safe environment by offering a child-friendly vacation experience. In the services we offer to our guests, the needs and safety of children are always prioritized.

Our hotel provides various activities, play areas, and a kids' club for our little guests, ensuring that they have fun and educational experiences during their stay. The fun activities carried out with professional instructors at our kids' club contribute to children's development while allowing families to relax.

Additionally, all infrastructure and facilities in our hotel are designed with children's safety in mind. With child-friendly pools, safe play areas, and special menus for children at our restaurants, we offer a vacation experience suitable for guests of all ages.

At Barut Acanthus, we aim to maximize children's vacation experiences. By providing all the opportunities for children, we ensure that our young guests have fun and learn, while families can enjoy a pleasant and peaceful vacation. With our child-friendly tourism approach, we continue to add value to the future leaders of tomorrow.

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REPORTING EVALUATION



At Barut Acanthus, we adopt a comprehensive approach to sustainability reporting based on internationally recognized GRI (Global Reporting Initiative) standards. These standards enable us to report our sustainability performance in a transparent, objective, and measurable way, while also helping us assess the environmental, social, and economic impacts of our activities from a broader perspective.

In this report, we present data and analyses in line with the GRI standards, as well as a structure aligned with the United Nations Sustainable Development Goals (SDGs). This allows us to clearly highlight Barut Acanthus's commitment to contributing to sustainable development. In line with the guiding principles of the SDGs, our steps in key areas such as energy efficiency, water conservation, biodiversity protection, local employment, and community development underline our goal of offering a sustainable future to our guests and business partners.






By integrating GRI reporting with the SDGs, this report showcases Barut Acanthus's efforts to fulfill its environmental and social responsibilities while contributing to the region as a value-creating organization. Through this process, we aim not only to contribute to a sustainable world for future generations but also to transparently share the results with all our stakeholders and make our development journey continuous.









In the sustainability report prepared by Barut Acanthus, we have created a comprehensive and meaningful coherence by aligning internationally recognized GRI reporting standards with the United Nations Sustainable Development Goals (SDGs). In this context, while integrating the data required by GRI standards into our reports, we have also detailed how each item relates to the SDGs. arut







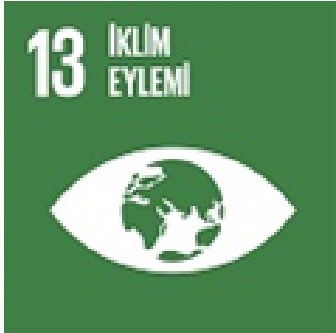










- **Energy Management and Climate Action (Aligned with SDG 7 and SDG 13)**In the field of energy management and climate action, we report our energy consumption, greenhouse gas emissions, and energy efficiency projects in detail, in accordance with GRI 302 (Energy) and GRI 305 (Emissions) standards. In parallel with SDG 7, “Affordable and Clean Energy,” and SDG 13, “Climate Action,” we are shifting towards renewable energy sources and developing projects to increase energy efficiency. These steps reflect our goal of minimizing our environmental impact.
- **Water and Waste Management (Aligned with SDG 6 and SDG 12)**In accordance with GRI 303 (Water and Effluents) and GRI 306 (Waste) standards, we report our water usage, recycling activities, and waste management practices in detail. These efforts align with SDG 6, "Clean Water and Sanitation," and SDG 12, "Responsible Consumption and Production." Our projects aimed at optimizing water consumption, preserving water resources, and reducing waste volume reinforce our environmental responsibility.
- **Biodiversity Protection (Aligned with SDG 15)**In accordance with GRI 304 (Biodiversity) standards, we report our efforts to protect natural habitats and biodiversity around us. In line with SDG 15, “Life on Land,” we support local projects and contribute to biodiversity protection efforts. For example, our collaboration with local partners on projects such as the Beydağları Endemic Plants Book and the Beydağları Birds and Butterflies Research Project supports our work in this area.nerji

- **Social Contribution and Social Responsibility (Aligned with SDG 1, SDG 8, and SDG 10)**In accordance with GRI 401 (Employment) and GRI 413 (Local Communities) standards, we report our local employment policies, social responsibility projects, and contributions to the community. In alignment with SDG 1, “No Poverty,” SDG 8, “Decent Work and Economic Growth,” and SDG 10, “Reduced Inequalities,” we support local employment and contribute to social development.
- **Health, Safety, and Education (Aligned with SDG 3 and SDG 4)**In accordance with GRI 403 (Occupational Health and Safety) and GRI 404 (Training and Education) standards, we provide data on the health, safety, and training of our employees. In line with SDG 3, “Good Health and Well-Being,” and SDG 4, “Quality Education,” we invest in providing a healthy and safe working environment and the education of our employees.

GRI RAPORLAMA STANDARTLARI	SDG KARŞILIĞI	SDG SEMBOLLERİ
<p>General Information (2-1 to 2-5): Includes details about the organization, reporting structure, and information about external audits.</p>	<p>SDG 16 - Peace, Justice, and Strong Institutions: Ensuring that institutions work with accountability, transparency, and reliability.</p> <p>SDG 17 - Partnerships for the Goals: Communication information about partnerships and explanations related to the reporting cycle.</p>	 
<p>Management (2-6 to 2-21): Management structure, roles of governing bodies, conflict of interest management, and compensation policies.</p>	<p>SDG 5 - Gender Equality: Ensuring diversity and equality in governing bodies.</p> <p>SDG 16 - Peace, Justice, and Strong Institutions: Good governance, prevention of conflicts of interest, and evaluation of board performance.</p> <p>SDG 8 - Decent Work and Economic Growth: Fair compensation and protection of workers' rights.</p>	  

GRI RAPORLAMA STANDARTLARI	SDG KARŞILIĞI	SDG SEMBOLLERİ
<p>Sustainability Strategy and Policy (2-22 to 2-30): Statements related to sustainability strategy, policy commitments, compliance, stakeholder engagement, and collective bargaining.</p>	<p>SDG 12 - Responsible Consumption and Production: Developing sustainability strategies and aligning company policies with these objectives.</p> <p>SDG 16 - Peace, Justice, and Strong Institutions: Transparency, ethical rules, and legal compliance.</p> <p>SDG 17 - Partnerships for the Goals: Stakeholder engagement and collaboration.</p>	  
<p>Material Topics (3-1 to 3-3): The process used to identify and manage significant issues.</p>	<p>SDG 16 - Peace, Justice, and Strong Institutions: Institutions defining and managing the societal impacts of their activities.</p> <p>SDG 8 - Decent Work and Economic Growth: Labor conditions and occupational health and safety issues.</p>	 
<p>Biodiversity (101-1 to 304-4): Policies and management approaches related to biodiversity, impacts on ecosystems, habitats, and species.</p>	<p>SDG 15 - Life on Land: Preventing biodiversity loss, conserving, and restoring ecosystems.</p> <p>SDG 14 - Life Below Water: Conserving marine and freshwater ecosystems.</p> <p>SDG 12 - Responsible Consumption and Production: Responsible resource use and ecosystem sustainability..</p>	  

GRI RAPORLAMA STANDARTLARI	SDG KARŞILIĞI	SDG SEMBOLLERİ
<p>Economic Parameters (201-1 to 207-4): Economic value creation, government subsidies, community investments, and tax-related information.</p>	<p>SDG 8 - Decent Work and Economic Growth: Economic value creation and contribution to the local economy.</p> <p>SDG 9 - Industry, Innovation, and Infrastructure: Investments in social infrastructure.</p> <p>SDG 10 - Reduced Inequality: Local community and local employment policies.</p> <p>SDG 1 - No Poverty: Economic value creation for local development and poverty reduction.</p>	   
<p>Environmental (301-1 to 308-2): Material use, energy, water, emissions, waste, and environmental impacts of the supply chain.</p>	<p>SDG 6 - Clean Water and Sanitation: Water usage, consumption, and conservation of water resources.</p> <p>SDG 7 - Affordable and Clean Energy: Energy consumption, energy intensity, and use of renewable energy.</p> <p>SDG 13 - Climate Action: Reducing carbon emissions and combating climate change.</p> <p>SDG 12 - Responsible Consumption and Production: Use of recycled materials, waste management, and sustainable production.</p> <p>SDG 15 - Life on Land: Habitat conservation and restoration efforts.</p>	    

GRI RAPORLAMA STANDARTLARI	SDG KARŞILIĞI	SDG SEMBOLLERİ
<p>Social (401-1 to 418-1): Metrics related to employees, occupational health and safety, diversity, human rights, community engagement, and customer privacy.</p>	<p>SDG 3 - Good Health and Well-being: Occupational health and safety, preventing work-related accidents and diseases.</p> <p>SDG 4 - Quality Education: Employee training and career development.</p> <p>SDG 5 - Gender Equality: Diversity, equal pay policies, and female employment.</p> <p>SDG 8 - Decent Work and Economic Growth: Fair working conditions, worker rights, occupational health and safety.</p> <p>SDG 10 - Reduced Inequality: Diversity, contributions to local communities, and equal opportunity.</p> <p>SDG 16 - Peace, Justice, and Strong Institutions: Customer privacy, prevention of human rights violations, and anti-discrimination measures.</p>	     

Barut Acanthus, as of 2024, has strengthened its commitments to sustainability by adopting a reporting approach aligned with the Global Reporting Initiative (GRI) Sustainability Reporting Standards. This report provides a detailed overview of the environmental, social, and economic responsibilities of our facility while transparently sharing the steps we are taking to achieve our sustainability goals. At Barut Acanthus, our aim is to create a stronger vision for sustainability and report based on reliable, verifiable data as we work towards these goals.

The report prepared in accordance with GRI standards for 2024 marks a significant milestone in measuring and reporting the sustainability performance of our facility. In this process, we have comprehensively addressed our environmental impacts, social responsibilities, and economic sustainability activities. However, we would like to note that this report is just the beginning, and we are following a roadmap to further develop the reporting process to fully comply with GRI standards, ensuring it is verifiable and comprehensive.

Future Goals: Inclusion of Financial Data and Verifiable Reporting

Barut Acanthus's sustainability reporting approach will not be limited to environmental and social areas but will also integrate financial data to provide a more comprehensive and accurate visibility. In the upcoming period, we plan to incorporate our financial data into the reports in accordance with GRI reporting standards, offering all stakeholders a broader understanding of our facility's sustainability performance. This will allow us to better illustrate the relationship between our financial performance and environmental and social impacts, and we will expand the scope of reporting financial data based on the principle of transparency.

Verifiability and Accountability

Barut Acanthus aims to guarantee the reliability of the information we provide to our stakeholders by using verifiable data in sustainability reporting. To this end, the integration of external auditing and verification processes will be included in our future reporting system. With data verified by independent auditors, we will ensure a higher level of accountability regarding our sustainability performance, enabling us to provide more reliable information to stakeholders.

Continuous Improvement and Compliance Process

The process of aligning Barut Acanthus with GRI standards in sustainability reporting is not a one-time effort; it will be an ongoing process that becomes more comprehensive and detailed each year. Given that GRI standards are continuously updated and that global sustainability trends are changing, Barut Acanthus will constantly review its reporting processes. In this regard, our facility will continue to take necessary steps to collect more data, conduct analyses, and improve the reporting processes each year.

Conclusion and Future Perspective

The year 2024 represents a significant turning point for Barut Acanthus in sustainability reporting. This process, which we initiated by taking GRI standards as a model, not only aims to fulfill our environmental and social responsibilities but also enables us to achieve our sustainability goals more effectively, in alignment with internationally accepted reporting standards. In the coming years, by including financial data, we will present Barut Acanthus's sustainability performance in a more comprehensive way and continue our goal of providing stakeholders with verifiable, transparent, and accountable reports.