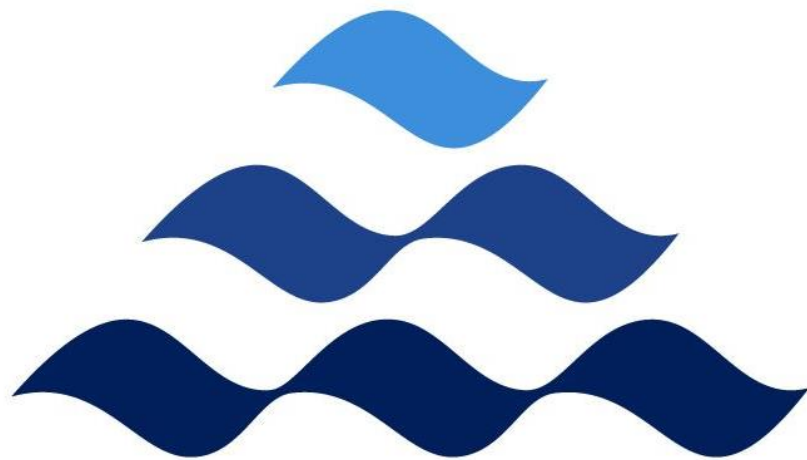
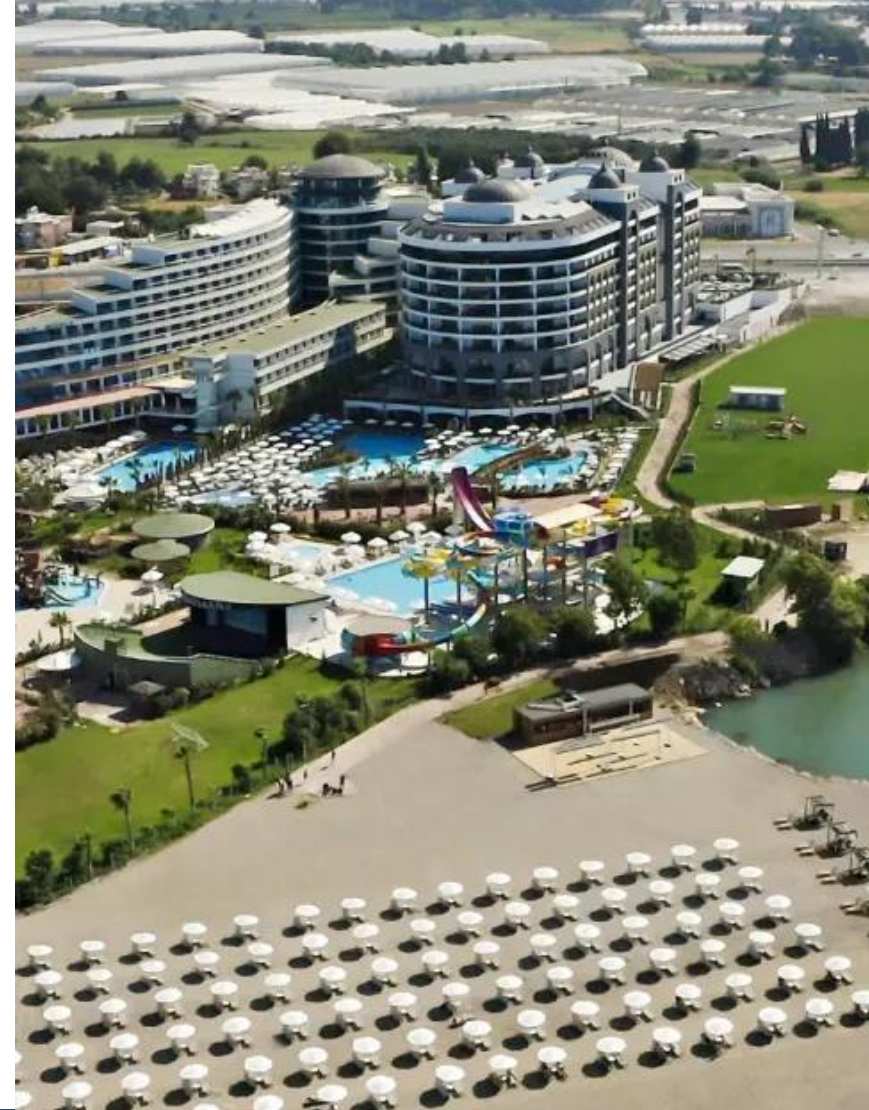




ALARCHA

HOTELS & RESORTS

ALARCHA HOTELS & RESORTS
2025 SUSTAINABILITY REPORT



Vision

As Alarcha Hotels & Resorts, we place quality at the heart of everything we do to ensure our guests feel special and at home, while offering a sustainable vacation experience rooted in respect for nature and people.



Mission

At Alarcha Hotels & Resorts, we prioritize protecting nature, using resources in the most efficient and responsible manner, and making sustainability an integral part of all our operations.

While providing our guests with experiences that exceed expectations—carefully designed to meet international quality standards—we support the continuous development of our employees, build strong and respectful relationships with local communities, and create sustainable value for all our stakeholders. We aim to be a brand that conveys quality, trust, and elegance in every detail.



OUR SUSTAINABILITY POLICY

For a sustainable world;

We carefully address and resolve all suggestions and complaints received from our guests, employees, and all other stakeholders, and provide them with feedback. In line with our vision of a sustainable future, we prioritize the development of our employees, organize training programs, and support their active participation in all our business processes. As a company, we demonstrate full compliance with laws and regulations in all our operations.



OUR SUSTAINABILITY POLICY



ALARCHA HOTELS & RESORTS
2025 SUSTAINABILITY REPORT



REPUBLIC OF TÜRKİYE
MINISTRY OF CULTURE AND TOURISM



GSTC Certification Code : HABVTR250164

Sustainable Tourism CERTIFICATION

This certification recommended by Türkiye Tourism Promotion and Development Agency is issued by **Bureau Veritas Certification Hong Kong Limited**

Bureau Veritas Certification Hong Kong Limited is accredited by GSTC and its accreditation coverage is published at www.gstc.org

ALARCHA HOTEL & RESORTS

ÖRENŞEHİR MAH. KÖY SOKAĞI SOK. NO: 407 MANAVGAT, ANTALYA, TÜRKİYE

Based on an audit according to the requirements stated in the Türkiye Sustainable Tourism Standard, Version 1.0, 19 May 2022; which is Recognized by GSTC and a signed contract, **Bureau Veritas Certification Hong Kong Limited** herewith certifies that the facility listed above is found to be in compliance with Türkiye Sustainable Tourism Standard, Version, 1.0 19 May 2022. This guarantees that the criteria for managing Sustainable Tourism certified tourism services have been met.

Certification Number	BVGH-ST-HI-0689
Date of First Certification	01 / 07 / 2025
Issued On	01 / 07 / 2025
Date of Expiry	30 / 06 / 2026

Signature

İBRAHİM TAGAY
Certification Manager

Facility Type
Accommodation Facility



ALARCHA HOTELS & RESORTS
2025 SUSTAINABILITY REPORT



Uluslararası Çevre Eğitim Vakfı
Foundation for Environmental Education



MAVİ BAYRAK
2026



Alarcha Hotels Resorts

Burada bulunan plaj, deniz suyunun temizliği, donanım ve hizmetler, çevre yönetimi ve çevre eğitimi konularında Mavi Bayrak Kriterleri'ne göstermiş olduğu uygunluktan dolayı 2026* yılı için ULUSLARARASI MAVİ BAYRAK ÖDÜLÜ'nü almaya hak kazanmıştır.

The beach has been awarded a Blue Flag for the year 2026*, 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.

Almıla Kindan Cebbari

Türkiye Çevre Eğitim Vakfı
Genel Müdürü

*Bu sertifika, kriterler yerine getirildiği sürece, 2027 Mayıs ayına kadar geçerlidir.

*This certificate is valid until 2027 May, as long as the criteria are fulfilled.

CULTURE, HERITAGE, AND VALUES

MANAVGAT
GUIDE



ALARCHA HOTELS & RESORTS
2025 SUSTAINABILITY REPORT

CULTURE, HERITAGE, AND VALUES

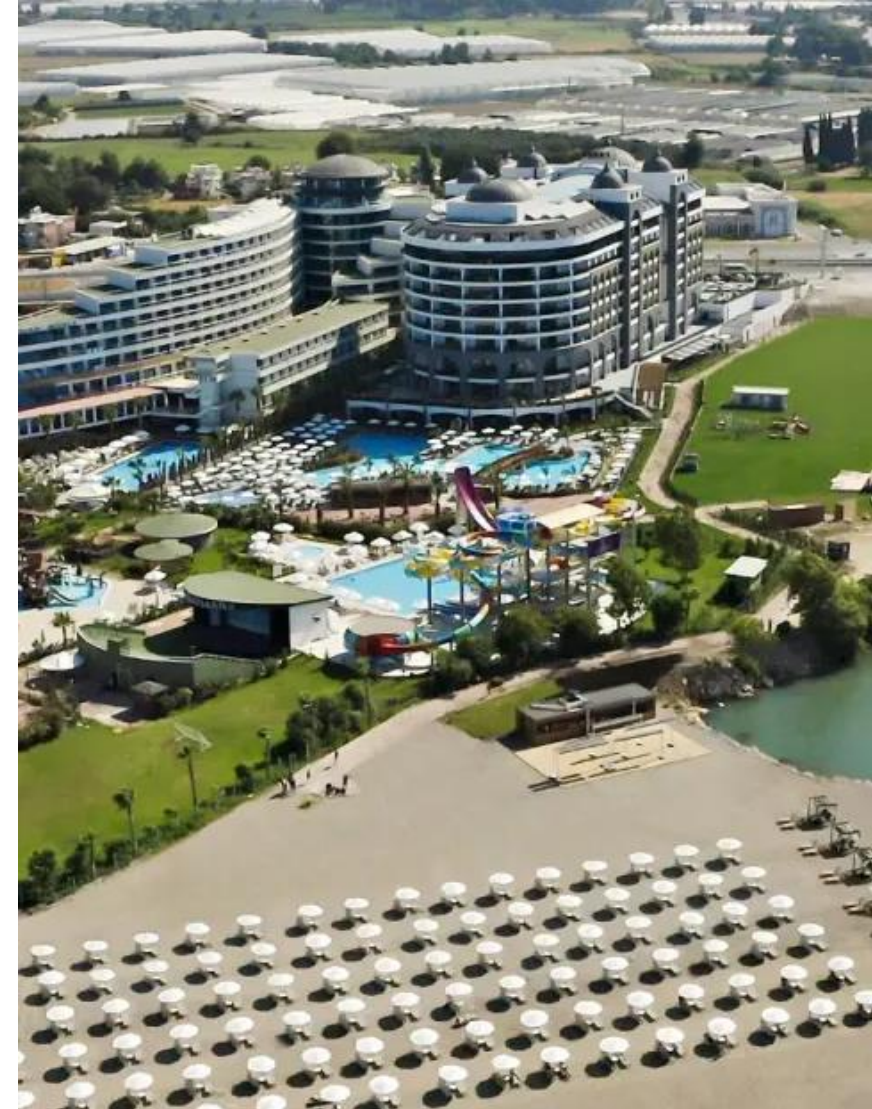
We aim to introduce our culture, heritage, and values to our employees, stakeholders, and guests, and we organize events and training sessions to that end.



CULTURE, HERITAGE, AND VALUES



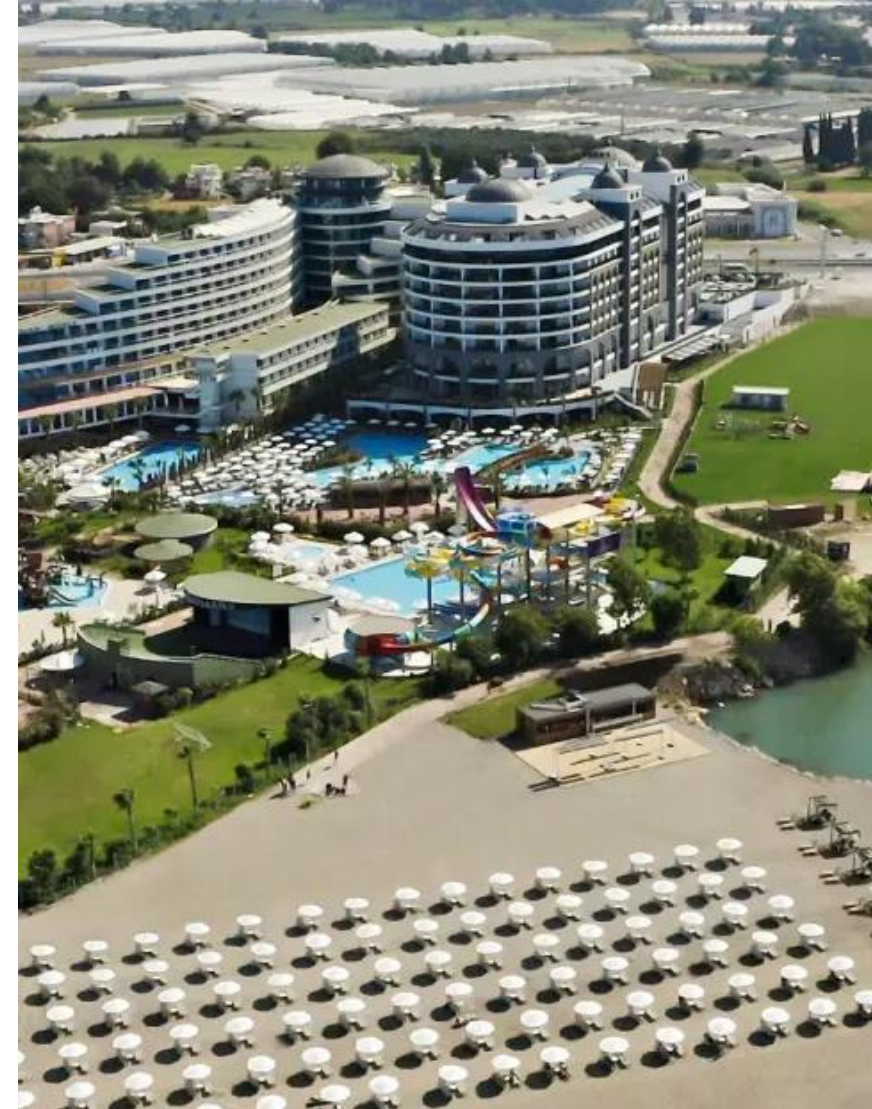
The services offered at our Turkish bath, which all our guests can enjoy, reflect our culture.



CULTURE, HERITAGE, AND VALUES



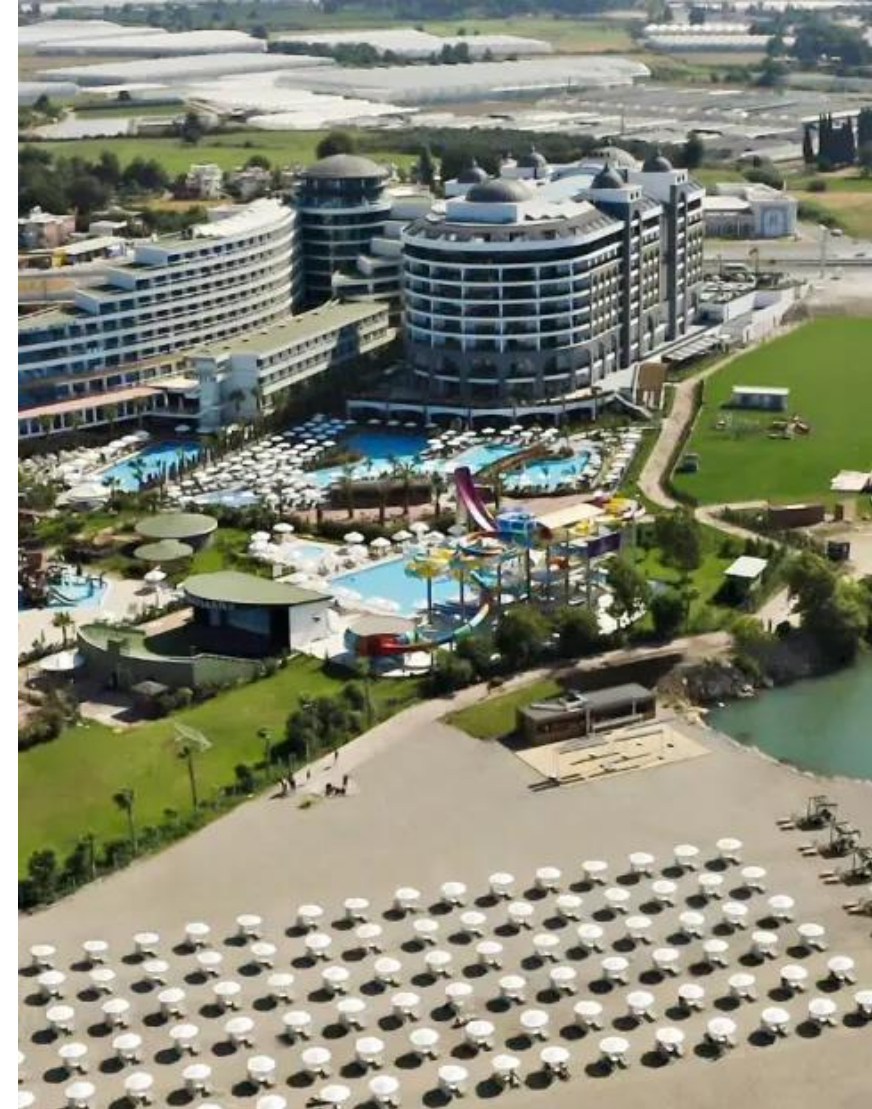
The products we design and sell reflect our culture.



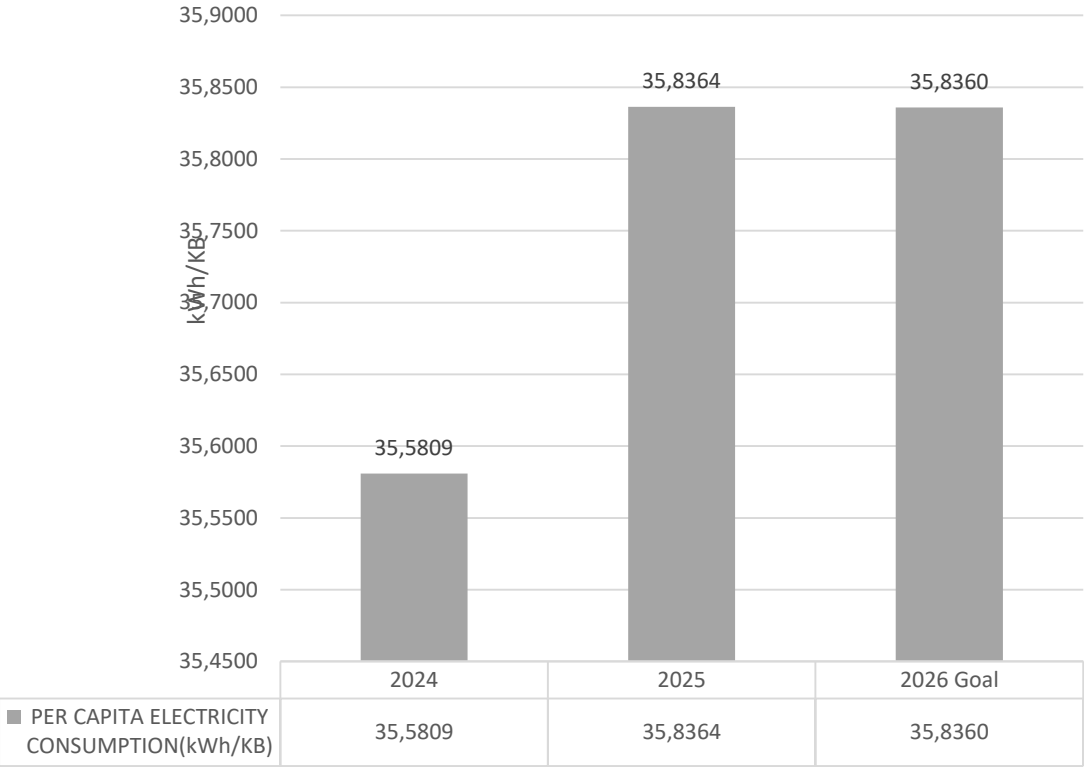
ALARCHA HOTELS & RESORTS
2025 SUSTAINABILITY REPORT

OUR CONSUMPTION DATA

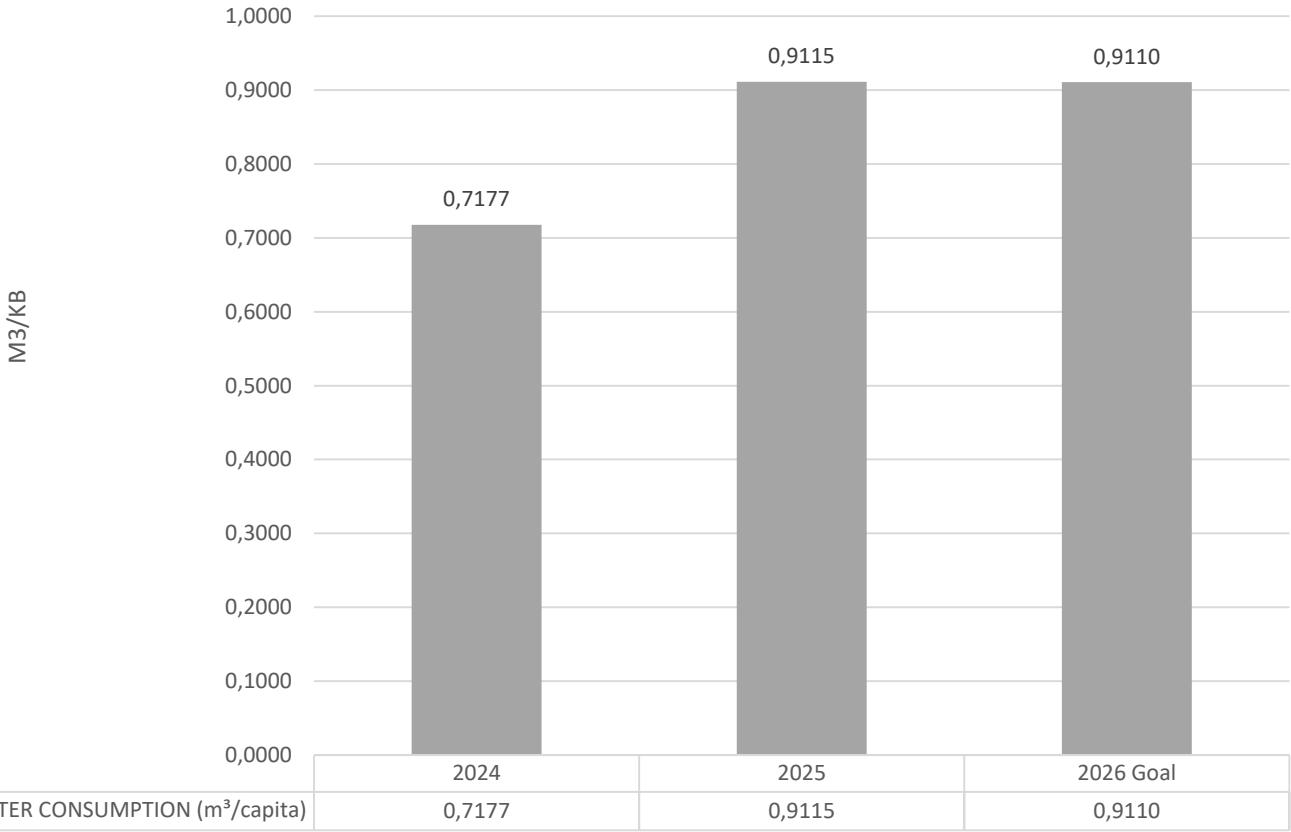
We aim to reduce our consumption data through our eco-friendly approach and policies.



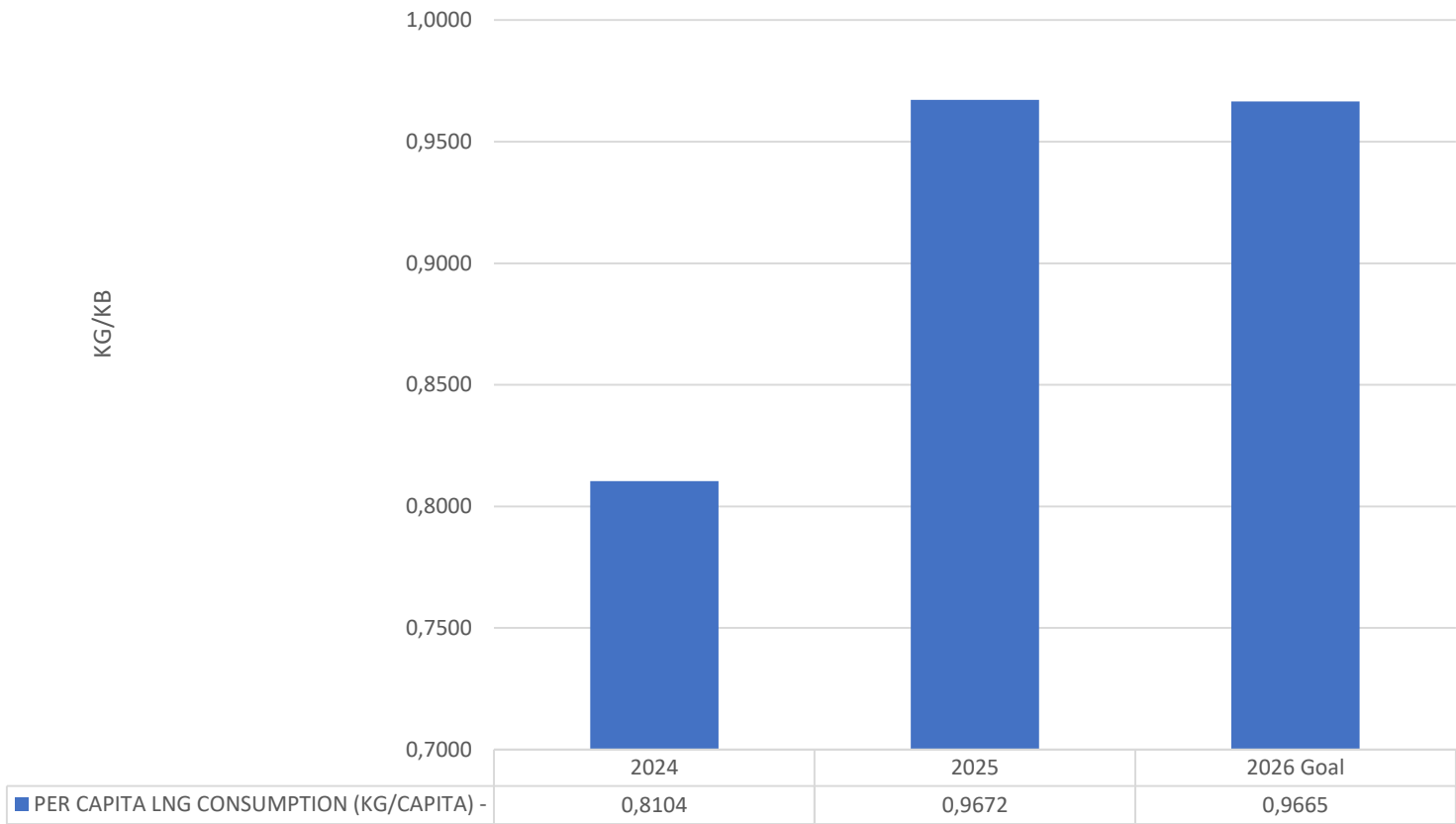
ANNUAL PER CAPITA ELECTRICITY CONSUMPTION
(KWH)



PER CAPITA WATER CONSUMPTION (m³/capita)



PER CAPITA LNG CONSUMPTION (KG/CAPITA)

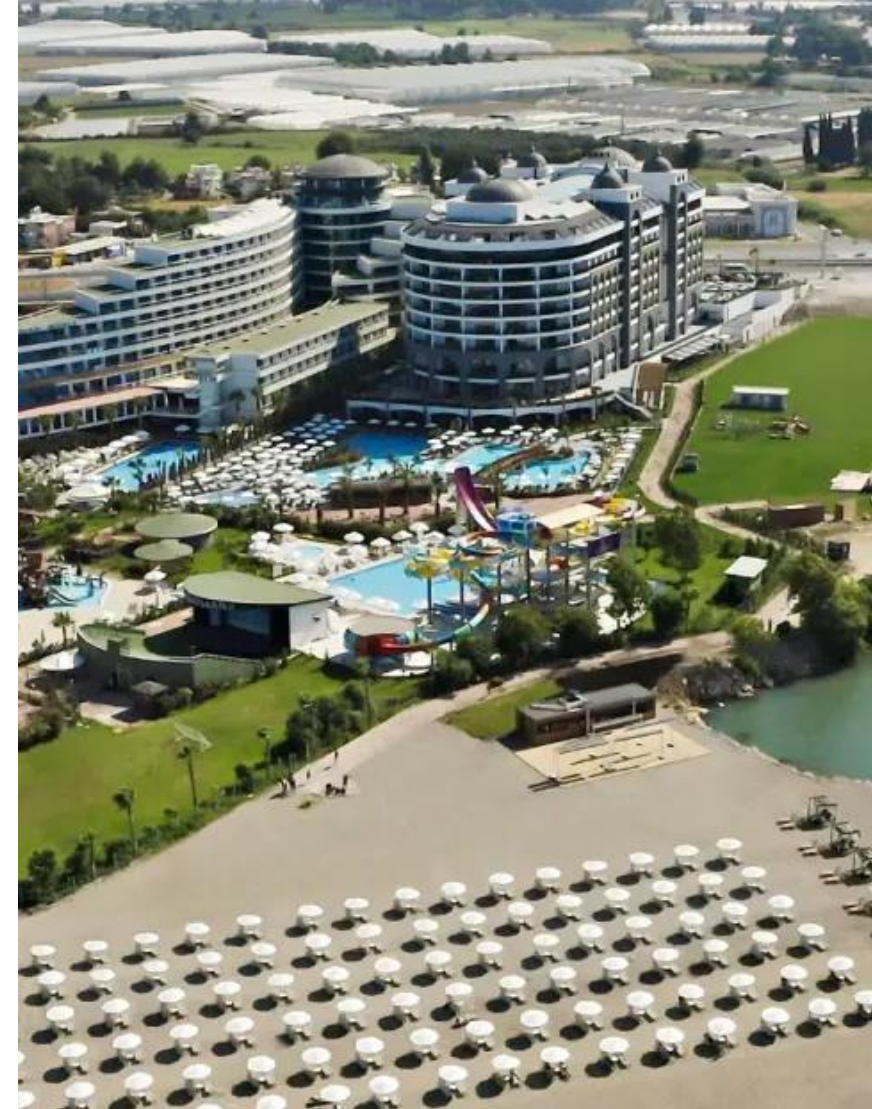
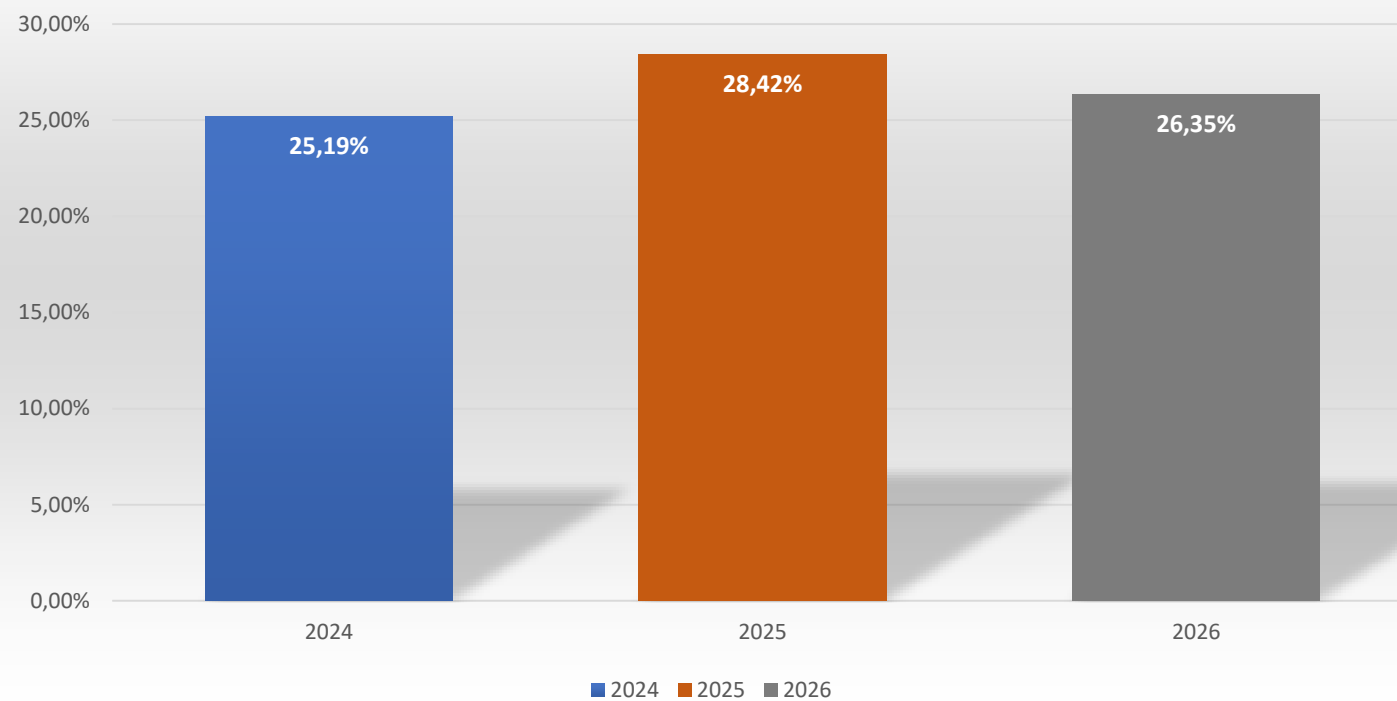


EMPLOYMENT

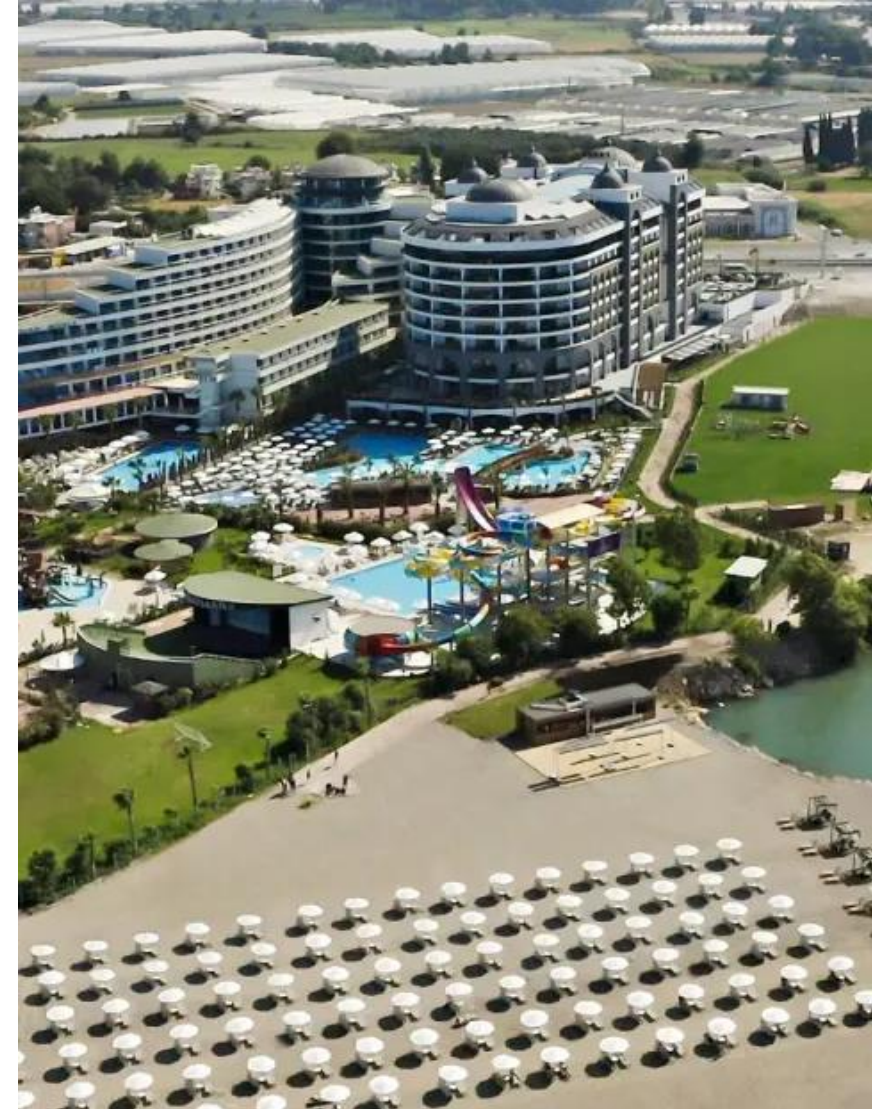
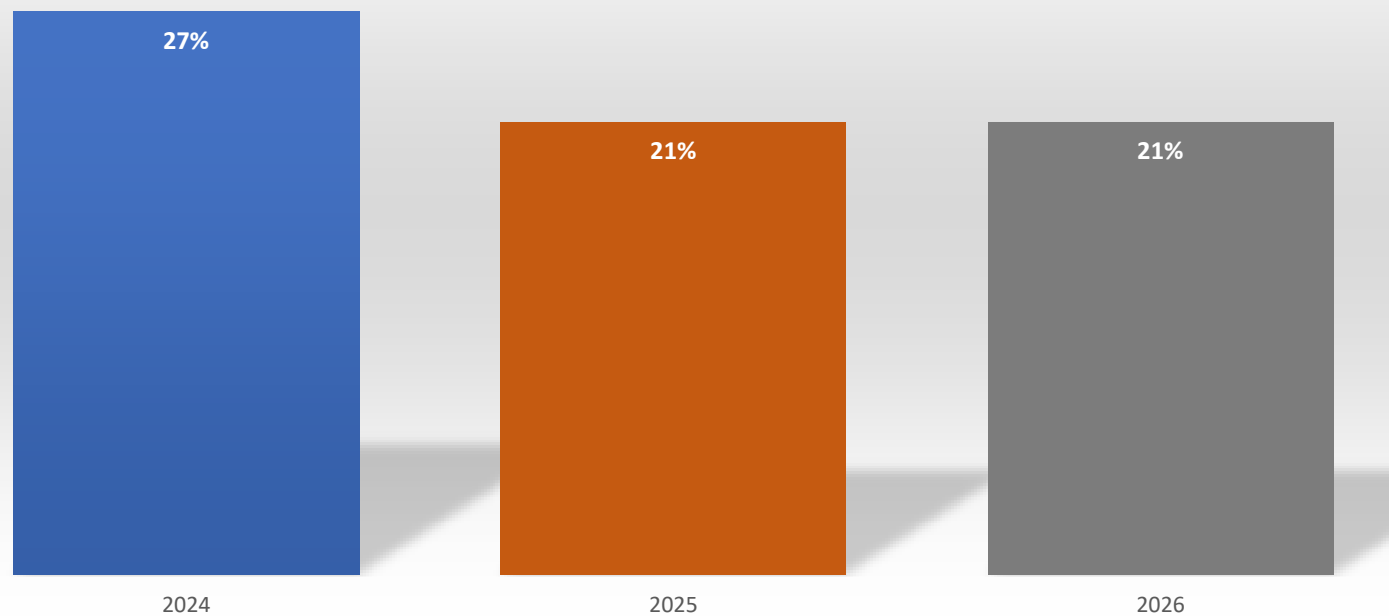
We aim to increase the proportion of female employees and, through training programs, work to prevent violence against women and discrimination, as well as raise awareness.



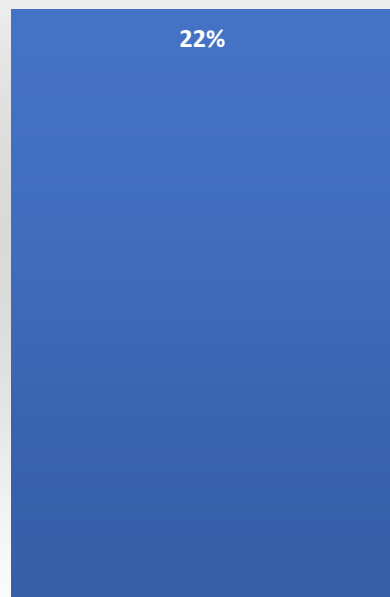
STAFF - WOMEN'S EMPLOYMENT RATES (%)



MANAGERS - WOMEN'S EMPLOYMENT RATES (%)

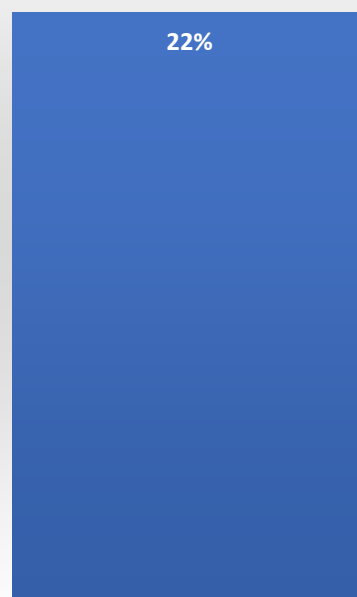


Promotion Rates for Women and Men (%)

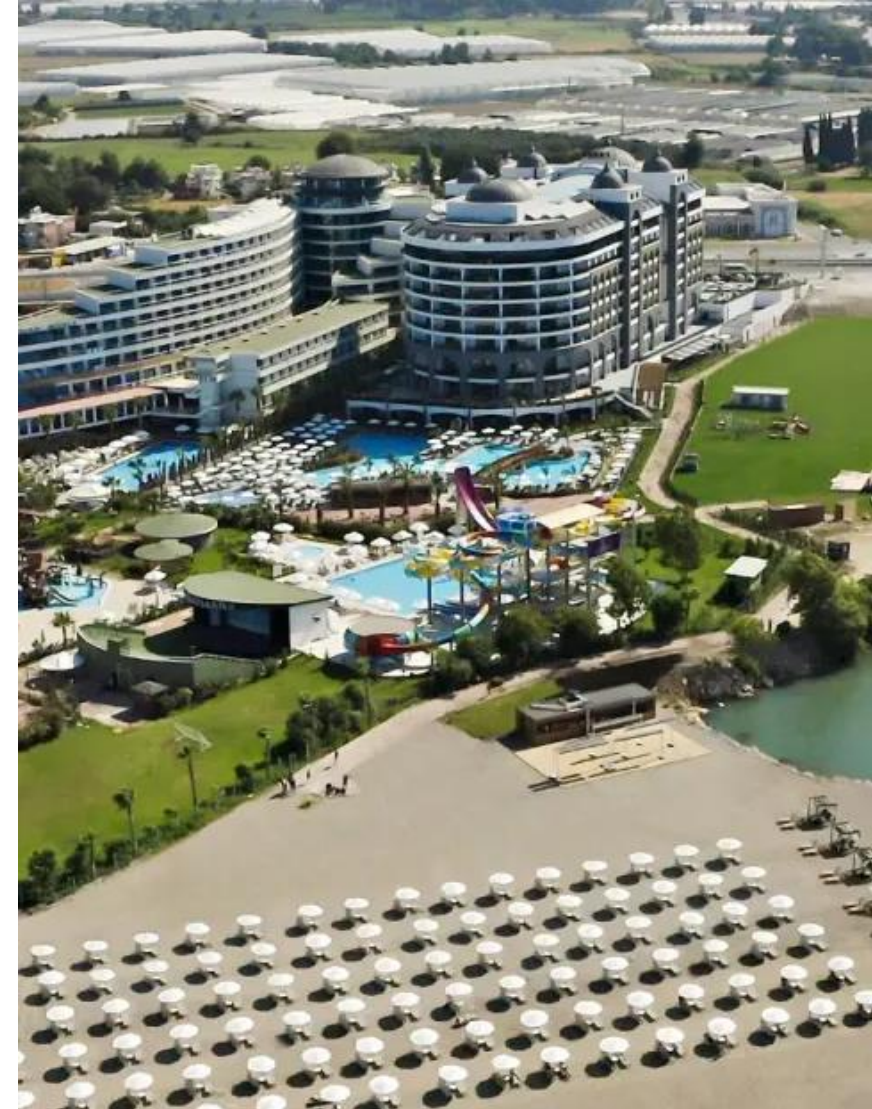


2025 (% ORANI)

Promotion Rates for Women and Men (%)



2026 (% ORANI)

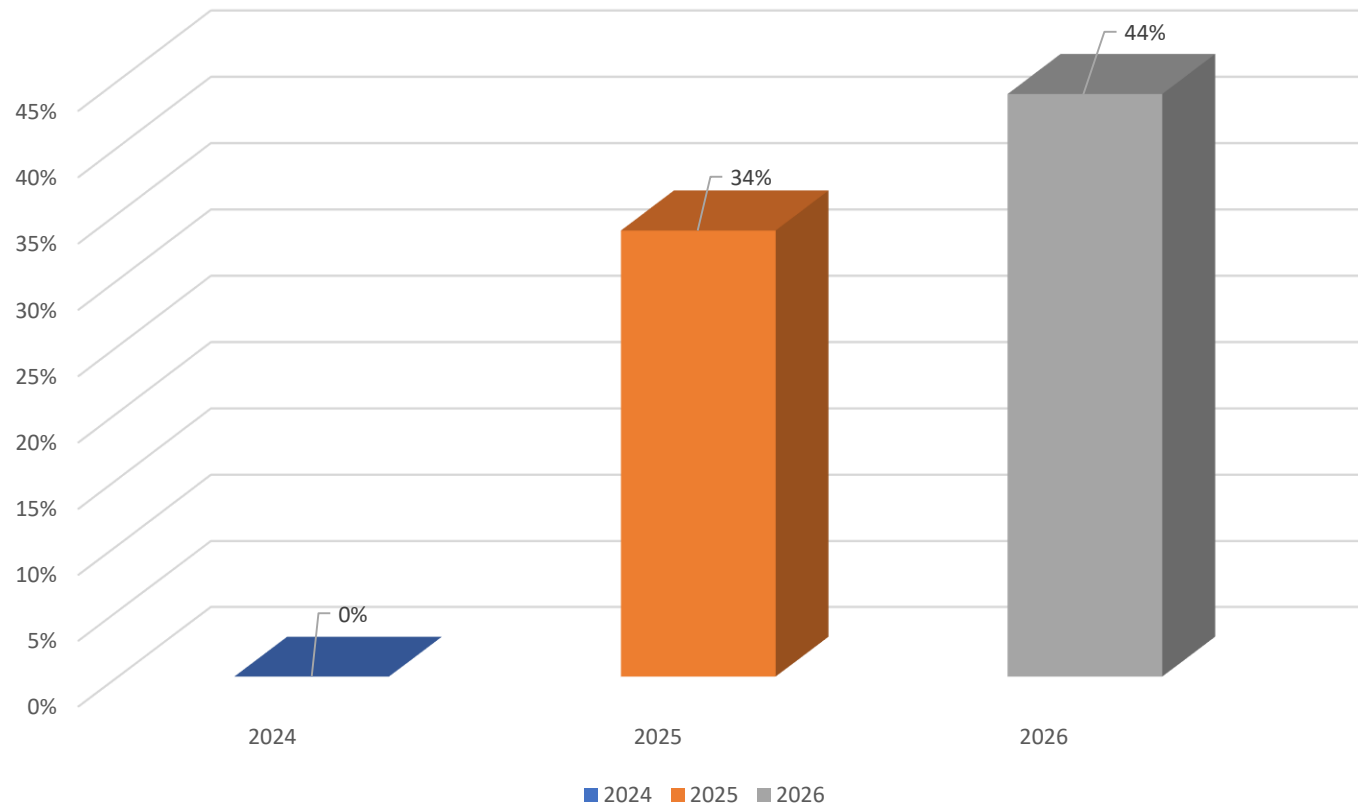


EMPLOYMENT

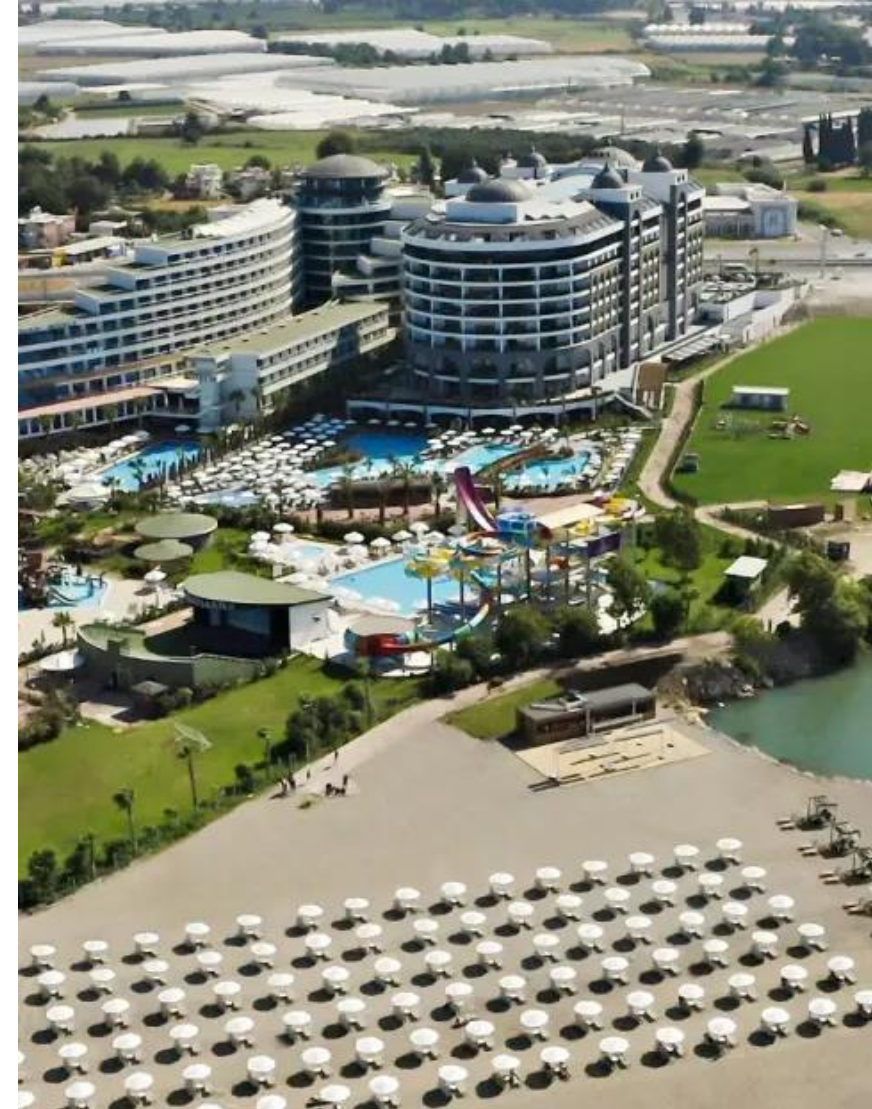
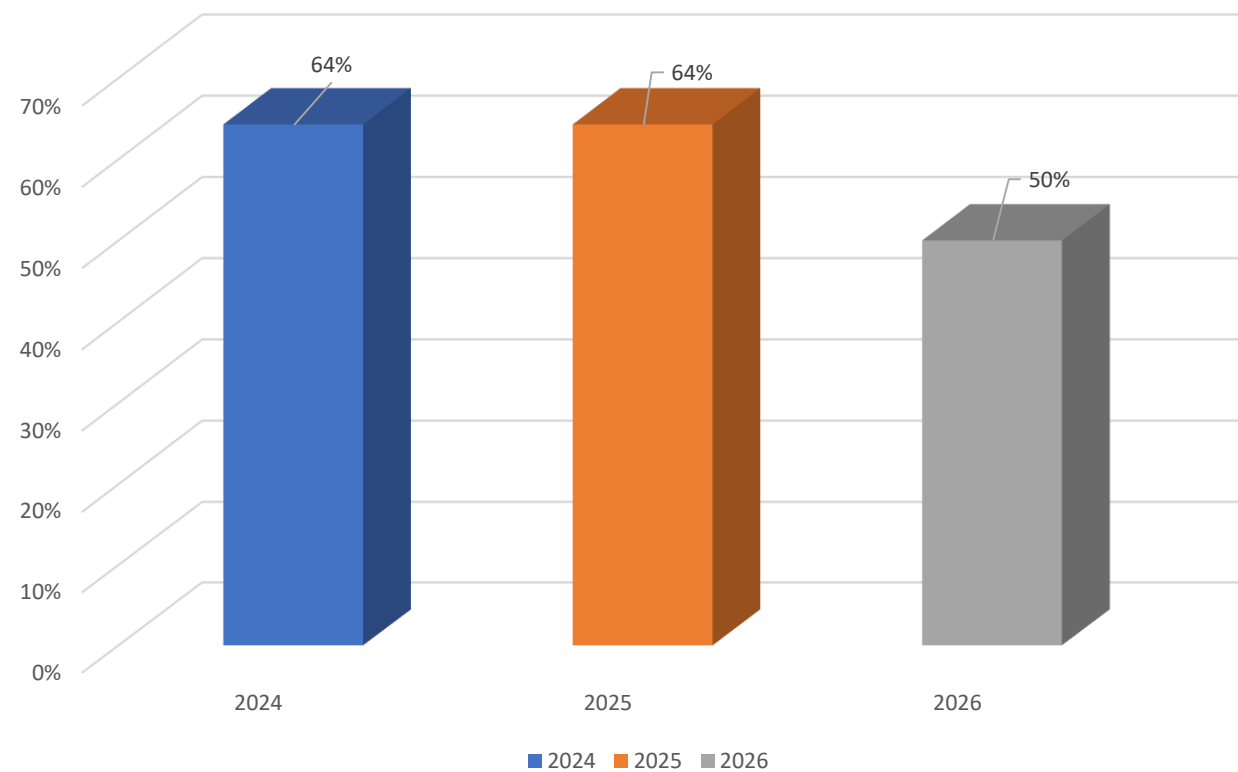
We aim to boost the local economy and reduce our carbon footprint by hiring local residents to meet our staffing needs.



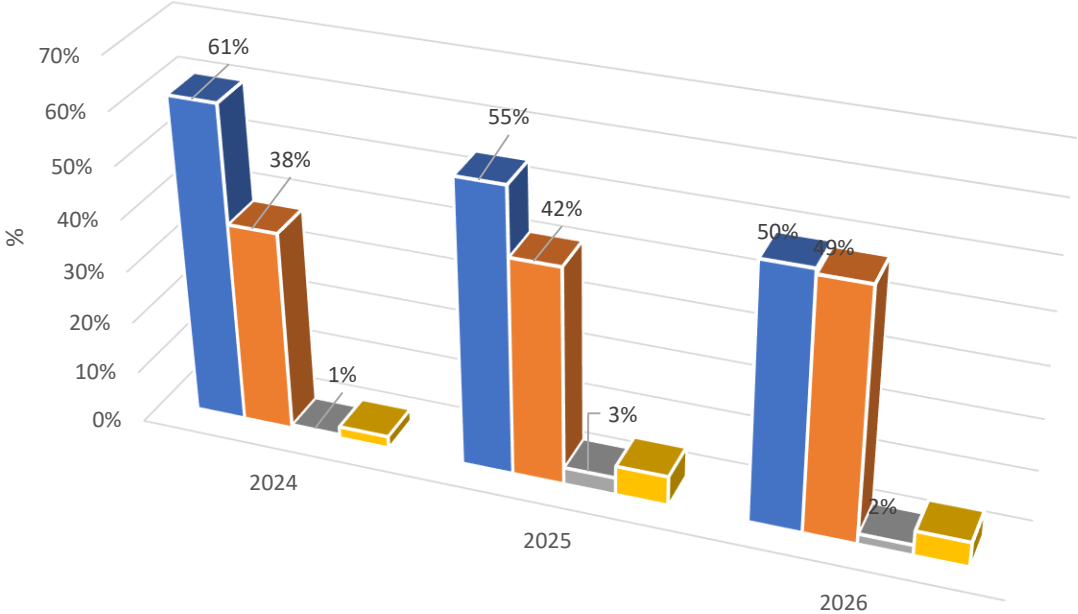
LOCAL EMPLOYEE RATIO (%)



MANAGERIAL LOCALIZATION RATE (%)



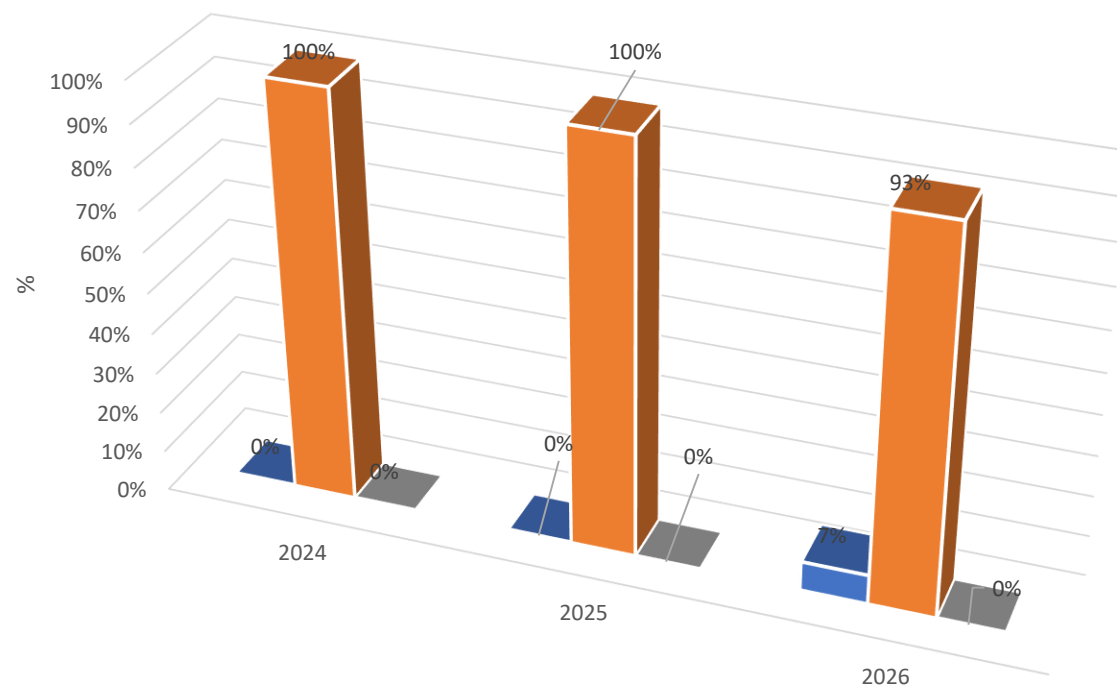
Staff - Age Group Ratios
(%)



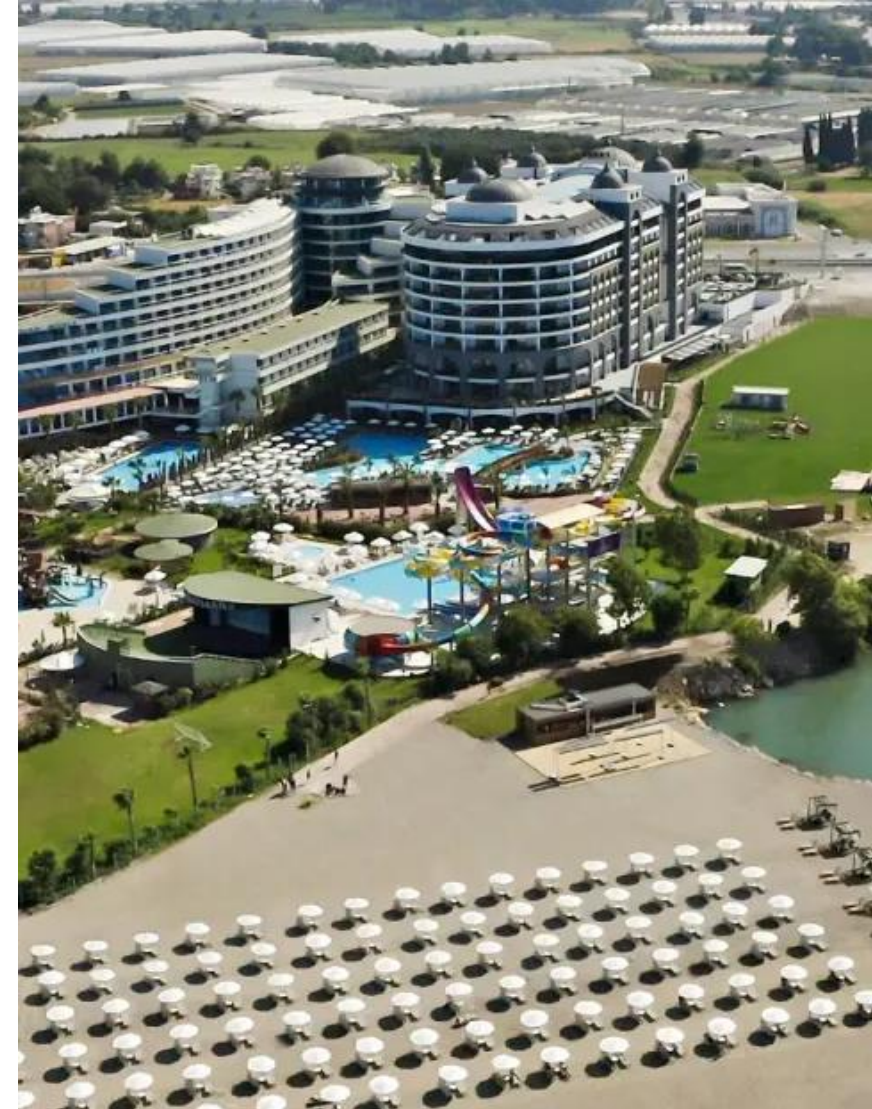
	2024	2025	2026
■ AGES 18-30	61%	55%	50%
■ AGE RANGE 31-64	38%	42%	49%
■ AGE GROUP 65 AND OLDER	1%	3%	2%
■ UNDER 18	2%	6%	5%



Manager - Age Group Ratios
(%)



	2024	2025	2026
■ AGES 18-30	0%	0%	7%
■ AGE RANGE 31-64	100%	100%	93%
■ AGE GROUP 65 AND OLDER	0%	0%	0%



“Our goal is to meet today’s needs through an environmentally and socially responsible, sustainable life cycle while preserving resources for future generations.”

