

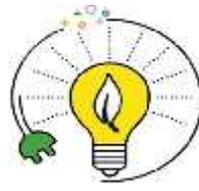


SUSTAINABILITY REPORT

IPHOTELS



2020



ABOUT SUSTAINABILITY

Sustainability is activities to protect natural resources while meeting today's needs and to leave a good environment for future generations.

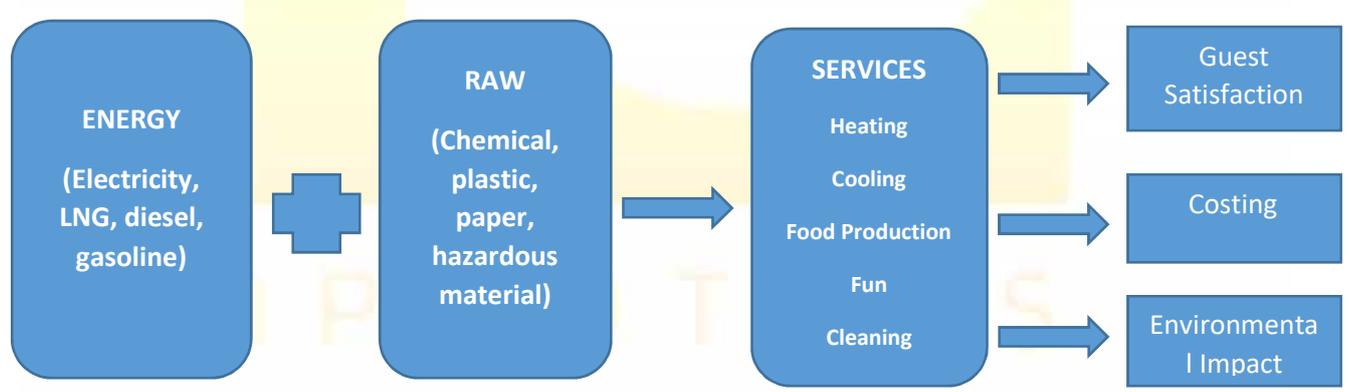
The sustainable tourism concept has entered our lives with the 1990s and is an approach that helps us understand the importance of environmental and local community awareness and the desire to maximize the benefits of Tourism.

The protection of existing natural, cultural, historical resources and basic ecological processes are required for a sustainable development.

As IP HOTELS, we aim to protect natural resources, contribute to increasing environmental awareness, protect nature, support local companies, take part in social responsibility projects and increase sustainable tourism by protecting environmental quality.

The basis of all our activities is the strategy of living in a healthier and cleaner environment for both our employees and local people.

Tourism Energy-Environment Relationship



Sustainable Tourism

- Energy Efficiency
- * Implementation of plans to reduce waste
- * Increasing environmental awareness(personnel, guests)
- * Ensuring continuity
-) Water consumption reduction provider applications

- Better quality product
- Protection of the environment
- Reduced costs
- Conservation of Natural Resources

Environmental and Food Safety Policy

Our company is in the thriving tourism industry and operates environmental responsibility when it comes to the use of natural resources. All kinds of waste arising from the consumption of resources can be the source and disposed environmentally friendly.

Any kinds of foods and beverages that are offered to our guests and employees, are prepared and served to the quality of services and the corresponding increase the satisfaction to meet stricst safety criteria.

We comply with all applicable laws and regulations environmental and food safety standarts and continuously improve them.

We are trying the environmental awareness and food safety to vaccinate our employees, guests, tour operatör, suppliers and the community.

We are trying our policy as a way of life to introduce in order to ensure the continuity of the practice to spread it in all areas of our lives and to open for public inspection

COMMUNITY ENGAGEMENT POLICY

Here at IP HOTELS we are keen to establish positive relations with our local community, based on respect and mutual support (when applicable). We fundamentally believe, and work, to achieve, the following:

-) The participation and Empowerment of the local community is always encouraged and supported.
-) We respect intellectual property rights, culture and traditions when dealing with local and indigenous communities.
-) We ensure that local people and indigenous communities are not subjected to discrimination, either as individuals or as communities, in areas such as recruitment, employment, procurement and tendering processes, or as suppliers and traders.
-) We provide relative preferences for local suppliers.
-) We provide relative preferences for hiring resources from the local community, always where the minimum qualifications are met.
-) We encourage our guests to go on excursions to see local people, and discover more about their local traditions.

-)] The hotel will never obstruct public access to water sources or other essential resources or services. .
-)] We are committed to the appointment and consultation of the local community, when planning any development that may affect them, taking into consideration their views and responding to them. We conduct a pre-assessment of developments possible impact to the local community.
-)] Development of an internal purchasing policy, giving priority to local services or product providers, whenever possible.
-)] The hotel MUST use local suppliers as much as possible. Certainly for fish, meat, vegetables, fruits etc.
-)] The hotel MUST promote other local products and services to the guests, by recommending guides, markets and crafts.
-)] The hotel MUST always try to provide services or facilities to the community, that wouldn't normally be available.
-)] The hotel should try to maintain local public areas, infrastructure or places for public services, by either direct contributions or participation in a local tourism assembly. These activities should be recorded in a formal written document.
-)] The hotel MUST encourage customers to explore the destination.
-)] Whenever one or some of our facilities in the accommodation are offered to non-residents (including local people), they are treated no differently in using that facility than the accommodations residents.
-)] Always where there are the rights of access to public areas / ways; we never add barriers, signs, or other controls preventing public rights of access.

QUALITY POLICY

To create mutual trust, love and respect between our employer and our employees,

To combine these feelings with our quality principle and continuous improvement principle that we will implement at every stage of our services,

Accepting our guests as focal points.

PRACTICE

Continuously striving to increase guest satisfaction with the participation of all employees,
To provide a safe, clean and healthy work environment that removes business accidents,
To increase mutual trust, understanding and communication among employees,
To facilitate the exchange of ideas and develop team spirit with the participation of all employees,
To ensure continuous training and self-improvement of employees,
Continually striving for the development of qualifications,
To work with suppliers who are in agreement with our quality understanding,
To make new proposals by carrying out benefit cost analysis,
It will be constantly known that the costs are the main elements of quality, the natural consequences of these efforts are to reduce costs, increase profitability and increase employment security for employees.

Although the operating quality policy is prepared and published by the Quality Management representative and senior management, it must be known and adopted by all staff at IP HOTELS

HEALTH AND SAFETY POLICY

The health, safety and happiness of the IP HOTELS employees are an integral part of our goals. We closely follow the legal obligations of the hotel employees regarding health and safety and regularly inspect and check compliance. We ensure to work as happy, healthy and safe of the hotel employees with providing trainings by present a preventive approach regarding job health and security and identify risks in advance and by take preventive actions. IP HOTELS aims at zero work accidents with the slogan of 'Health, Safety, Work' based on Law No. 6331 on Occupational Health and Safety.

CHILD ABUSE POLICY

Entrance and exit of our facility is carried out under the responsibility of the Security Department by taking the identity information of the persons. People are allowed to enter the departments, they wish to contact only after the obtaining ' approval'.

In our facilities are monitored 24/7 with sufficient number of cameras.

According to IP hotels standards, our staff is prohibited in physical contact with the guests ' children (caress, kiss, etc.) the personnel are informed about the matter in orientation training.

'Criminal record' is requested and filed, by the human resources department from the staff who will start work in our facility.

If the parents delivered to their children to the mini club, the children will take with sign paper, which is in our policy "permission paper". The child shall not be delivered to anyone other than the family whose name is mentioned in the form. AGE RESTRICTIONS CAN BE WRITTEN.

What To Do In Case Of Child Abuse:

If the child has a direct application: At that situation, the child discloses or implicates the incident to any of the facility employees, the employee must explain the supervisor immediately. The department manager who is informed about the issue will immediately meet with the security manager and/or the assistant of security manager. The subject is transferred to the gendarmerie or to the police. The incident report related to the subject is kept.

In the event of to be witness: In the facility, if the child is being abused in any way, the subject will be transferred to the security manager or his / her assistant in no time. The area of the event is controlled by the security manager or assistant from the camera records. The subject is processed to the incident/accident report. The subject is transferred to the Gendarmerie or police with records and witnesses.

Physical attack situation of the child: If there are certain indications that, the child has been physically attacked (trail of cigarette extinguishing, a fingerprint in a slap, etc.) the subject is transferred immediately to the security manager or assistant. As a result of the assessment to the situation to the security manager / assistant, it is decided whether the incident will be transferred to the Gendarmerie or to the police. The report form is kept.

Tour operator etc. informing the intermediary institutions

During the related stages of the developing events, the Hotel management decides to give information to the other parties.



ENERGY MANAGEMENT

- We aim to ensure that be energy saving all electronic products which we buy and that all our employees are trained in energy saving.
- The following studies on energy saving are carried out in our hotels and their continuity is ensured.
- Different electrical meters are installed in separate blocks and block electricity is turned off according to guest occupancy.
- In all rooms, systems which disable heating/cooling devices are used in case the balcony door is opened.
- Devices with high energy efficiency are preferred in order to reduce energy consumption. In this context, high water and electricity consumption (dishwashers, air conditioners) are replaced with Class A devices.
- In our hotels, saving light or LED lights are used instead of incandescent, mercury-containing light bulbs to save energy and reduce the amount of hazardous waste in all rooms and public areas.
- In our hotels, motion-sensitive sensor illuminations are used in all of the applicable guest public areas and in most of the staff areas.
- External lighting are controlled by timers.
- Electronic key cards are used in our rooms.
- TVs with low standby consumption are used in our rooms.
- Employees were made aware of the closure of the curtains when the guest was not in the room.
- In our rooms our mini bars are positioned so that they are far from the heat source in order to save energy.
- Sun panels provide a support as a preheater in hot water supply and water supply going to the boilers.
- Old heat pumps have been replaced with new generation heat pumps which are efficient.
- The cold air from the heat pumps is given to the kitchen and restaurants to save electricity.
- Cooler air curtain is used in the doors of cooler rooms.
- Performed maintenance and cleaning of all electrical devices at certain intervals energy losses that may occur are minimized.
- Roving and seals of cold unit, freezer, ice machines and ovens periodically check and replace worn ones.
- Care is taken to open cold unit caps as short-term and sparse as possible, and Blast chillies are cooled before hot food is placed in cold units.



- . Conference rooms are divided according to the need and unnecessary electricity consumption is avoided.
- Convectional cooker are preferred instead of traditional cooker.

- There are instructions to use in addition to the machines used in kitchens and laundries, and our employees who use them have information about the use of the machine.

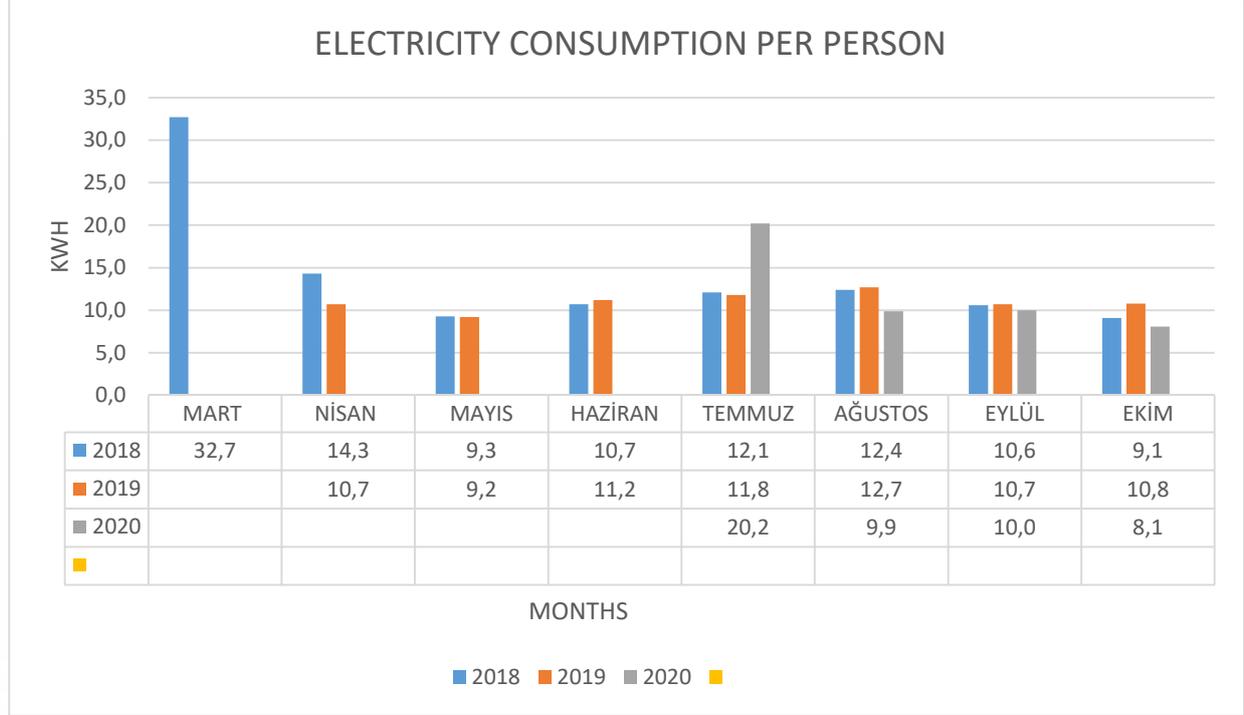
ELECTRICITY CONSUMPTION PER PERSON AND PER ROOM BETWEEN 2015-2018

İDEAL PRİME BEACH HOTEL	Consumption Per Person (KWH)
2017	11.2
2018	11.4
2019	11.2
2020	14.6
GRAND İDEAL PRİMIUM HOTEL	Consumption Per Person (KWH)
2017	14.1
2018	14.4
2019	15.2

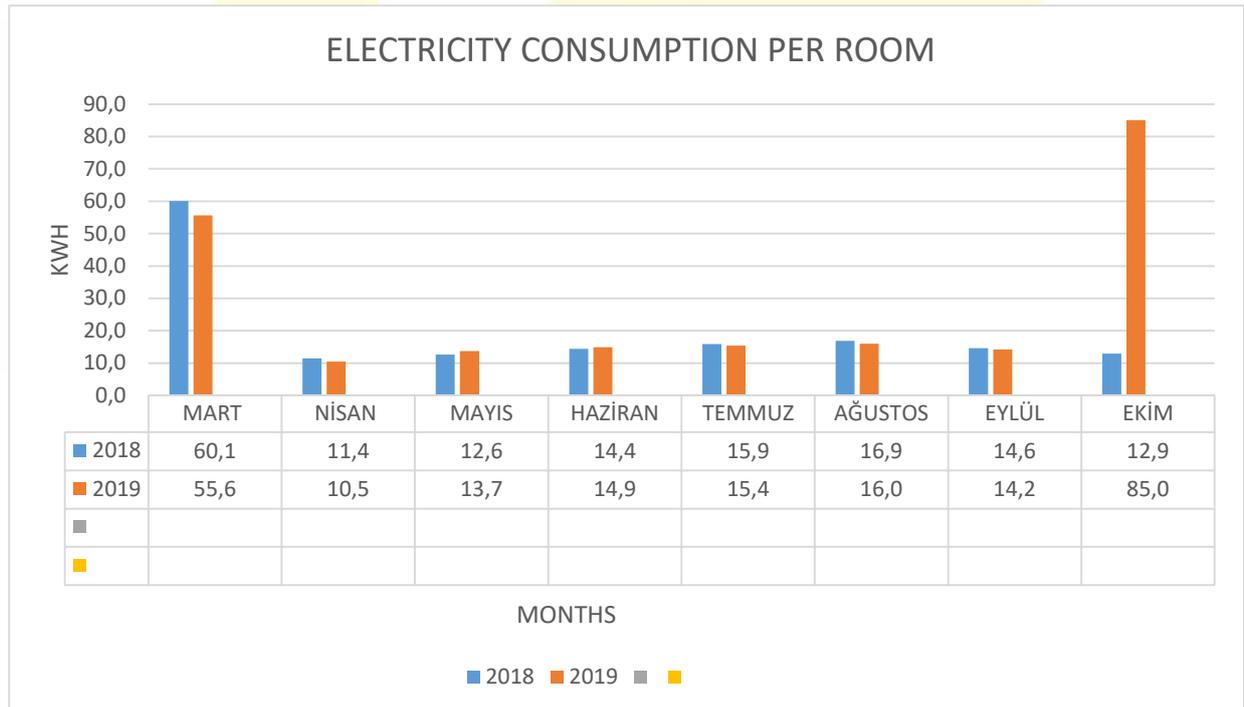
Electricity consumption per person increased due to the fact that the 2020 pandemic, the number of accommodation was low, and the working machines did not change.

In 2021, the number of led lamps in the kitchen area has been increased. To reduce energy consumption per person by 5% in 2022 in IDEAL PRIME BEACH and GRAND IDEAL PREMIUM HOTEL.

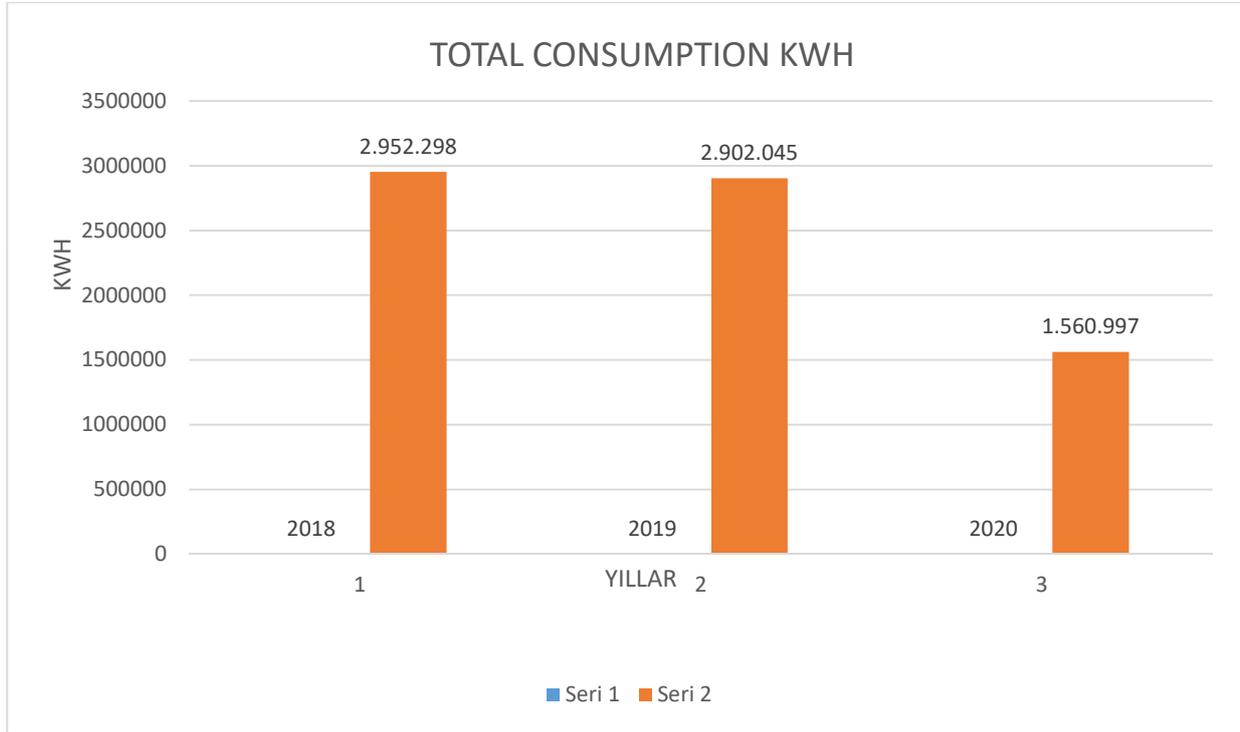
IDEAL PRIME BEACH HOTEL



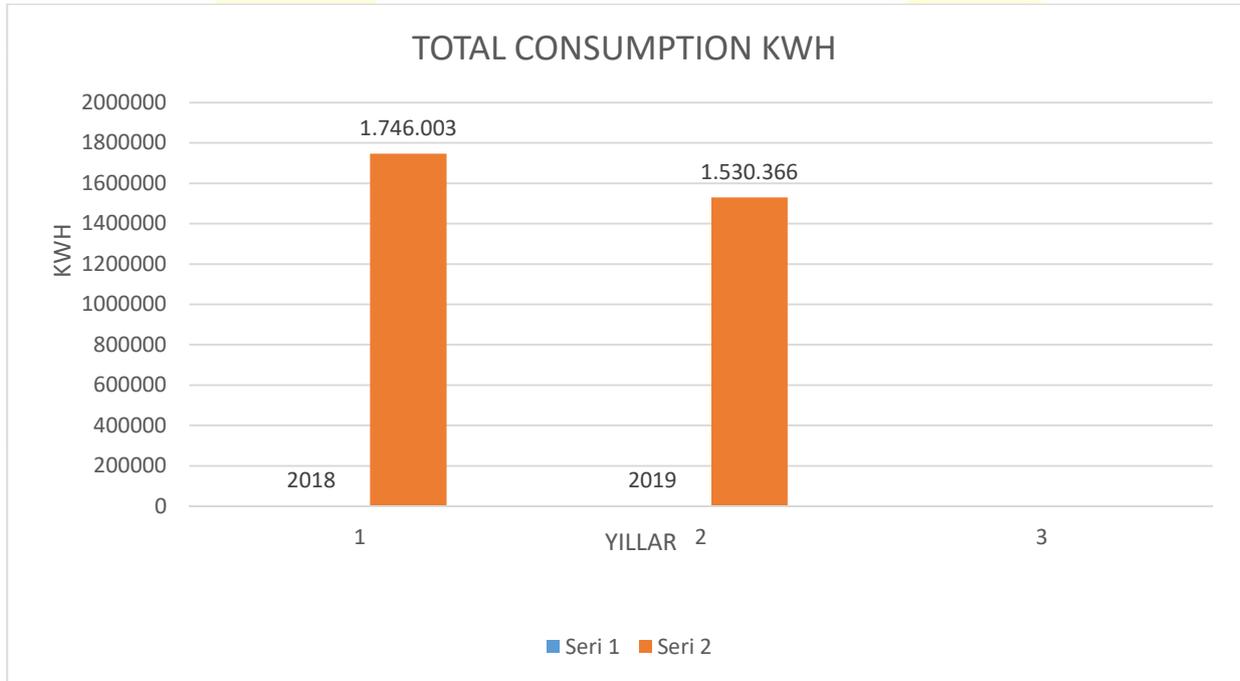
GRAND IDEAL PREMIUM HOTEL



IDEAL PRİME BEACH HOTEL



GRAND IDEAL PREMIUM HOTEL



Water Management



Water consumption is more in our Hotel result of Turkish baths, swimming pools, aqua pools, daily activities. Therefore, water consumption is very important for us in order to protect natural resources.

Water- saving equipment is using to reduce overall water consumption without compromising on health, hygiene and guest satisfaction, the card (Environment card) which is information about water –saving, has insert to the Guest room and we are giving training to the our staff.

In our Hotels, we are making some studies about water-saving which is following on below the sentences;

- The water flow is limited with saving aerator which is inserting to the all rooms and general areas armatures. The aerators are controlling regularly and when it needs to change, they renew by the staff.
- All rooms and general areas have settled not to exceed for faucet's sluicgate 5 lt, and shower 10 lt. These are controlling regularly with the measurement and in case of the high flow level, they are fixed.
- At the toilets which is for the Guest and general areas, are using dual siphon system. Thanks to the system, water consumption is not passed to 6 lt. The all general area toilets have an information board, for the saving water.
- The urinal sensors and faucet sensors are using at the common area toilets.
- The hand washer basins are using at the kitchen. They are working with sensor or knee hit.
- At the hotel, the washbasin is not using. Besides the washbasin, shower tube is using.
- While irrigating to the gardens, we are using that trickle and fountain system. Thanks to the using automatic water irrigate system, we are using the water effectively and the system has regulated timeline for the stopped the loss the water. The timeline is regulated for the water conversation.
- In the Environment card has a information about using bedclothes. The note has including that; for decrease to consume water and chemical material, the bedclothes need to use 3 days and waited support from the guest.
- Some trainings are given to the staff about, using to water carefully and if any leak to somewhere, they need to report it.
- The wastewater in the hotel, are connected to properly sewage system which is about the 'Waste water Sewage system to discharge regulations.

- Kitchen and F&B staff are using wash box, while they were washing the fruits or vegetables.
- For the Fruits and vegetables disinfection, we are using ozone in our Hotels. Thanks to the system, vegetables are washing healthier and we are saving the water using.



IP HOTELS ENVIRONMENTAL CARDS

- Water consumption is always recording and controlling by technical staff, in the hotel areas, more than one place and laundry have a different counter and this counter is controlled. Thanks to these control, we can control the productivity analysis for the decrease of water consumption.

OUR TARGET

- Although the hotel add machine and device, The hotel's aim is , consumption has to be decrease with the energy efficient device .

Water consumption for per person and per room between 2017/ 2020

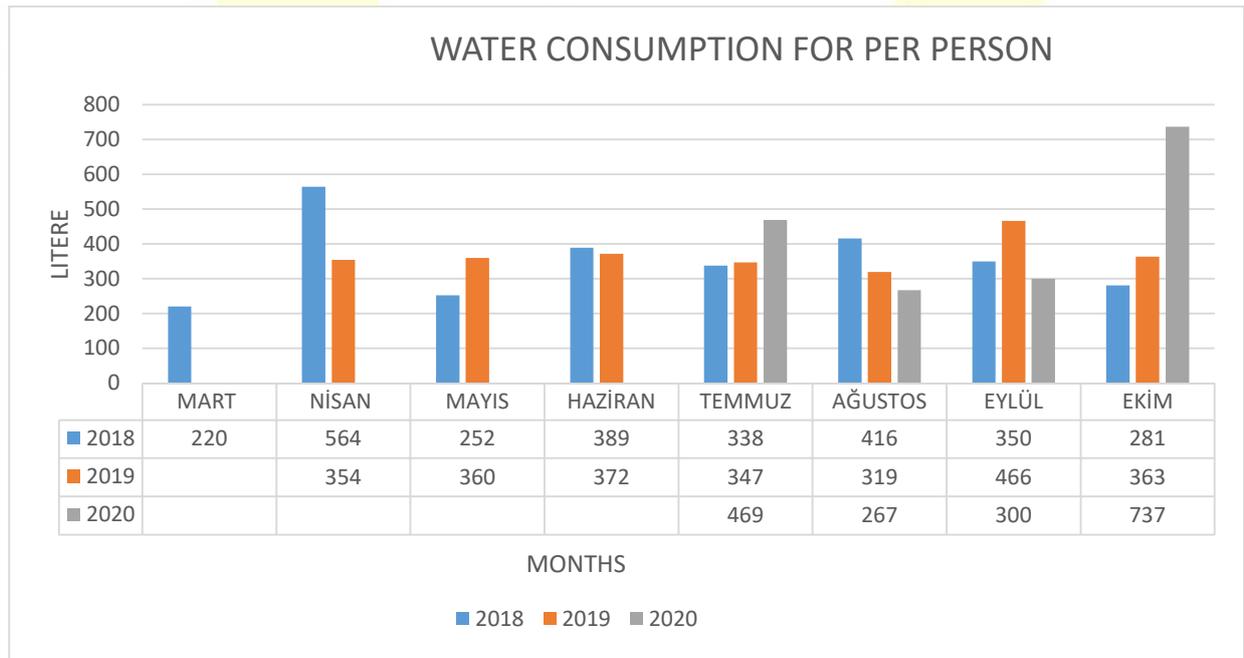
İDEAL PRİME BEACH HOTEL	Per person consumption (Litre)
2017	422
2018	354
2019	394
2020	397

In 2020, there was a 0,8 % increase in per capita consumption compared to 2019.

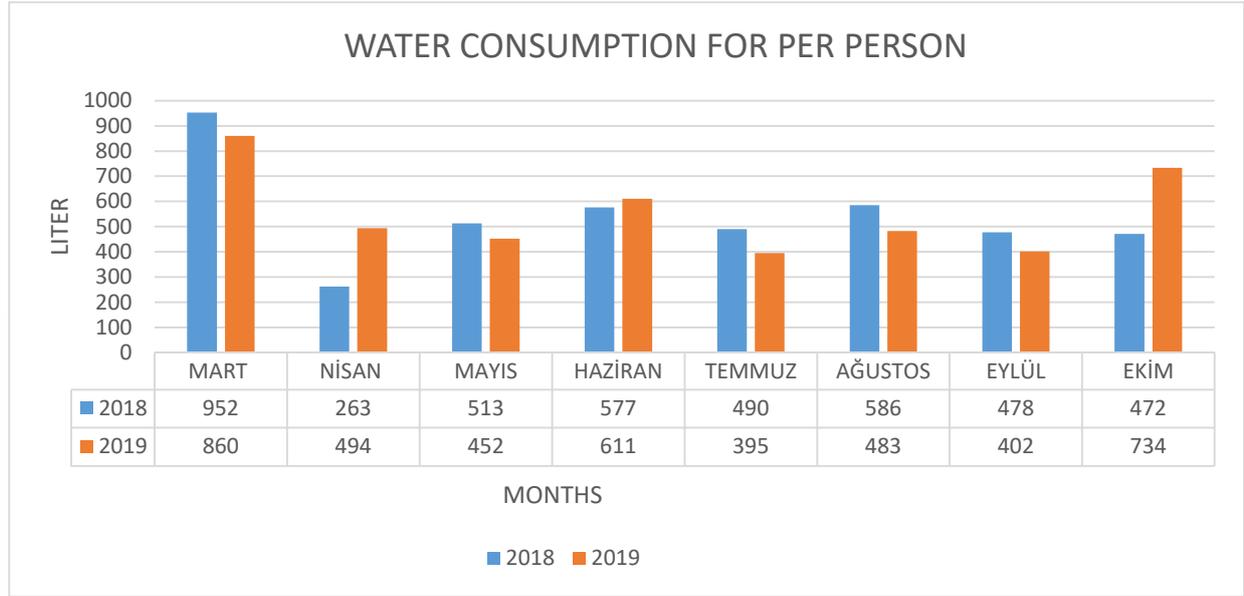
GRAND IDEAL PREMIUM HOTEL	Kişi Başı Tüketim (litre)
2017	448
2018	483
2019	517

In 2019, there was a 7% increase in per capita consumption compared to 2018.

IDEAL PRİME BEACH HOTEL



GRAND IDEAL PREMIUM HOTEL



TARGETS

Ideal Prime Beach Hotel has increased by 0,8% compared to 2019. In Grand Ideal Premium Hotel, there was an increase of 7% compared to 2019. It is to save 3% compared to 2020 by continuing the measures and awareness-raising of the personnel.

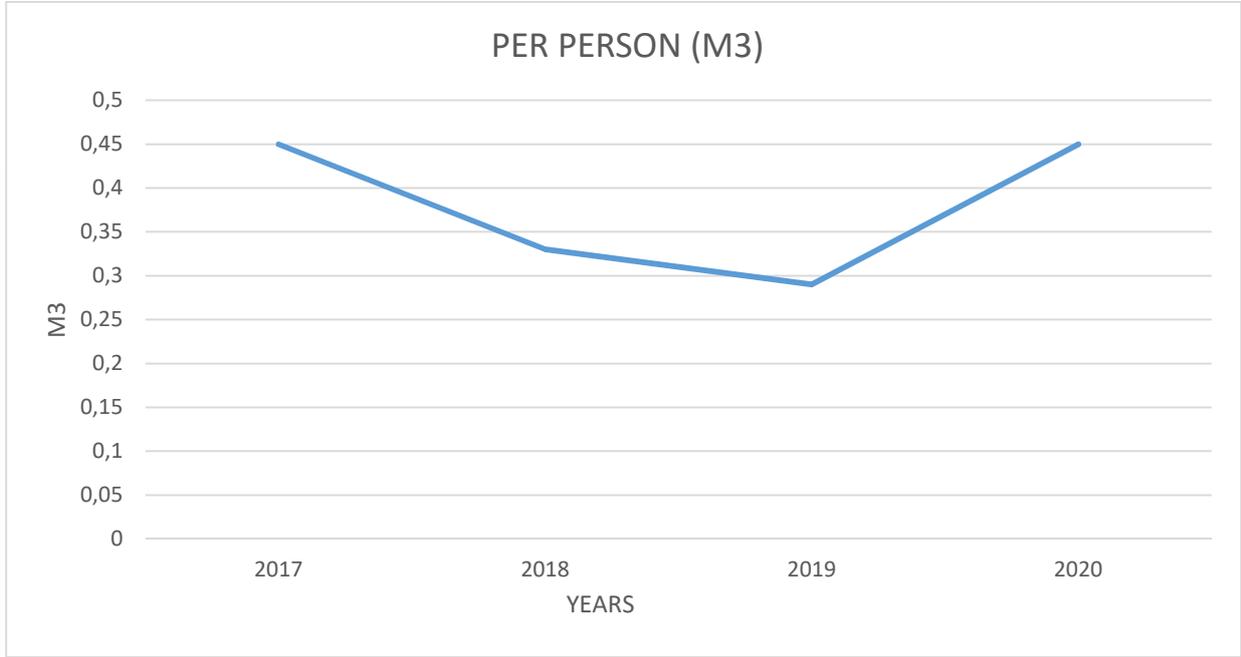
In 2020, the number of sensored washbasins was increased in the Grand Ideal Premium Hotel. It is to save 3% compared to 2019 by continuing the measures and awareness-raising of the personnel

LNG CONSUMPTION



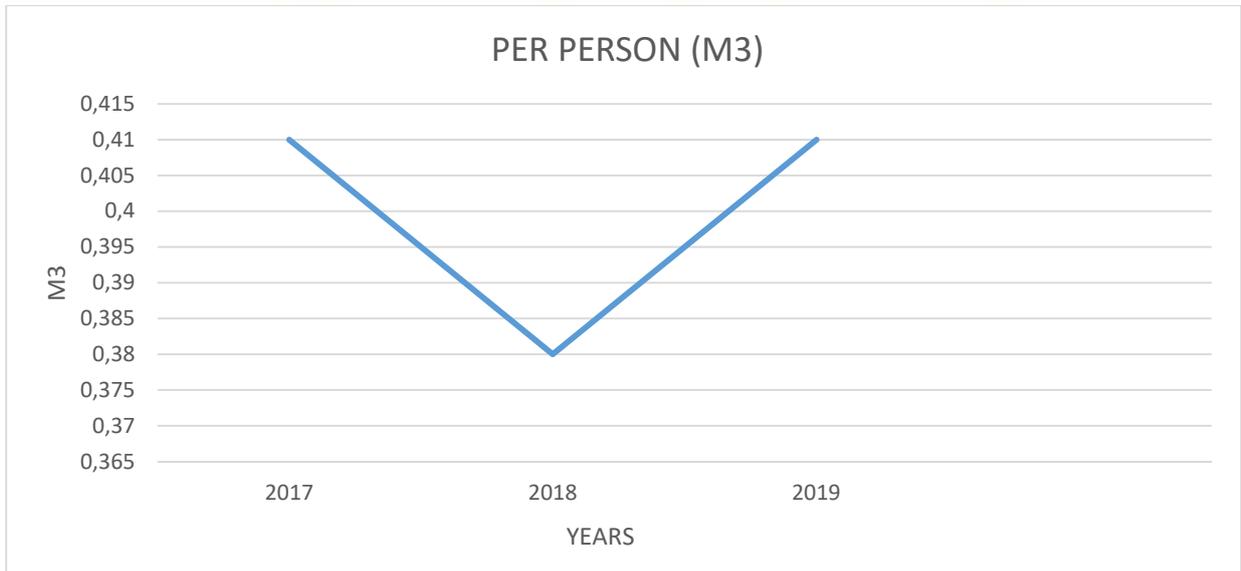
İDEAL PRİME BEACH HOTEL	PER PERSON (M ³)
2017	0,45
2018	0,33
2019	0,29
2020	0,45

In 2020, there was an increase of 55% per person compared to 2019.



GRAND IDEAL PREMIUM HOTEL	KİŞİ BAŞI (M ³)
2017	0,41
2018	0,38
2019	0,41

In 2019, there was an increase of 7.8% per person compared to 2018.





WASTE MANAGEMENT

As a Ip Hotels, thanks to the applied waste management system which is we used, our first goal is decrease the amount of waste and thanks to the good managing about waste, we are trying to the minimum damage for environment and also we are trying to the do recycling which is from waste materials.

RECOVERABLE WASTES

- We are doing different works for a decrease to the production of waste materials and we promote to all our guest and staff for the recycling programme.
- Instead of the using metal box, plastic bottle etc. for a beverage, we are using beverage units for the decrease to the waste.
- As much as possible, instead of the disposable product for a breakfast, we are using big box with packing and the packing waste has decreased, which is bought bucket product.
- Contaminated packing; we use that, which is big packing and cleaning chemical materials for washing machine and dishwasher. The supplier of the pool chemicals has obtained permission from the Ministry of environment to reuse the chemical bins so that no contaminated packaging waste is generated.
- The hotel staff is taking recycling waste from room and put them into the green bag and they carry them to the waste collection place.
- The staffs are separate to all plastic, metal or glasses material which they have founded in restaurant, bar, kitchen or general areas, and they carry them the waste collection place.
- Thanks to the water dispenser where is located in guest and staff areas, the disposable of the water consumption is decrease.
- The refillable soaps and shampoo which is found at guest room are using so it is decreased to waste.
- We are making all announcement and correspondence with e – mail. Thanks to this formation, we are decreased to using paper.
- The recycling boxes are located in the Office, so we can speared to recycling waste and dry litter.

- Some trainings are given free in the kids club about, environmental consciousness, environment, safe to the caretta caretta's, plant a tree and separate the waste materials.
- Each year, the activity has done about plant a tree at the inside of the hotel with children.
- It holds waste disposal containers in personnel areas, given some training about awareness raising and we are trying to raise awareness with posters and leaflets on the environmental board.
- These are the examples about posters and leaflets on the environmental board;



**"SADECE BİR SAYFA"
DEMEYİN!**



**PİLLERİ ÇÖPE ATMAYALIM
DOĞAYI KORUYALIM**

PİLLERİ ATIK PİL KUTULARINA ATINIZ!!!
EVİNİZDEKİ ATIK PİLLERİ BİRİKTİRİP
HOTELİMİZDEKİ ATIK PİL KUTULARINA
ATABİLİRSİNİZ.

Verimli Kullanırsak
Enerji Gelecektir.

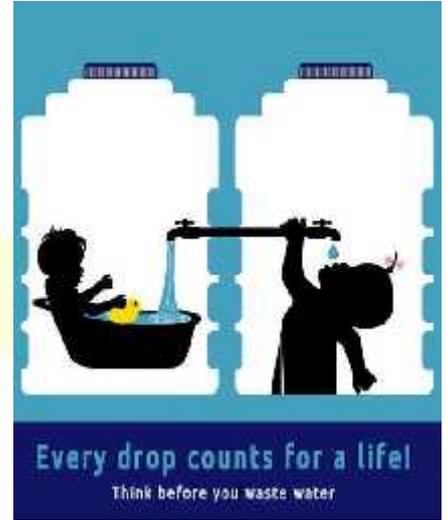
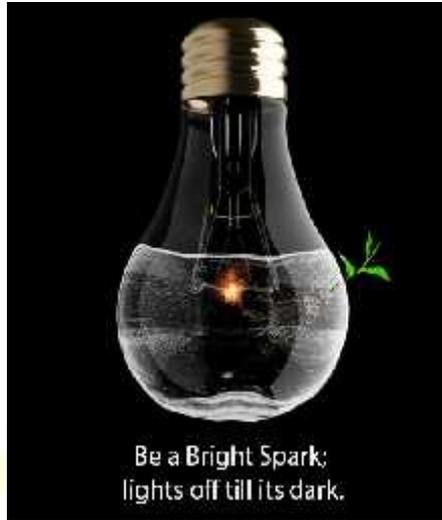
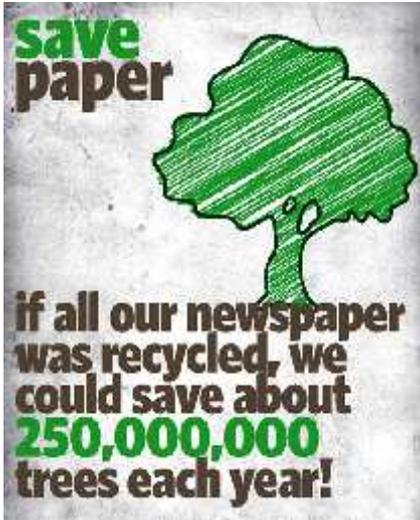


ÜRÜNLERİN DOĞADA YOK OLUŞ SÜRELERİ

CAN ŞİŞE 4000 yıl	ÇİKLET 5 yıl	KUTU KOLA 10 yıl	PET ŞİŞE 400 yıl	SİGARA FİLTRESİ 2 yıl	PLASTİK MALZEME 1000 yıl
PLASTİK ÇAKIRAK 100 yıl	KAĞIT, GAZETE 3 ay	ALÜMİNYUM 100 yıl	TELEFON KARTI 1000 yıl	POLİÜRETAN 1000 yıl	PLASTİK TABAK 500 yıl



These are the examples for the guest;



In 2019 and 2020, the amount of waste we deliver to licensed recycling companies by sorting daily in our hotels;

IDEAL PRIME BEACH HOTEL

kg / YEARS	TOTAL 2019	TOTAL 2020
PAPER /Pasteboard/Plastic/Metal	10060	4730
Glass	26000	13400

GRAND IDEAL PREMIUM HOTEL

kg / YEARS	TOTAL 2019	TOTAL 2020
PAPER /Pasteboard/Plastic/Metal	5510	
Glass	9000	

Our Targets;

We aim to minimize waste reduction by developing different methods to reduce our waste production at the source

- For 2022 decrease to using paper and increase to labor productivity, to pass instead of the fault receipt, pass to work reporting system with a programme at Guest Relations, like (Online survey, online complain management)
- Instead of the using plastic straw, pass to use paper straw at the Bars and restaurant
- We are giving information to our guest about waste management system which is applied in the hotel. We are encouraging them about both decrease use waste material and waste parsing. We aim to raise awareness of our children's guests at a young age by putting waste separation units in our children's club and organizing related activities and activities.



We have constituted hazardous waste procedure in our hotel. Firstly we safe the environment against hazardous waste. Thanks to this procedure we are taking hazardous waste with proper condition and carrying them to the hazardous waste room, after we tag them and we are delivering the hazardous waste material with legal compliance to registered company.

In 2018, approval was obtained from the Provincial Directorate of Environment by creating a Waste Management Plan.

IDEAL PRIME BEACH HOTEL

2019 Kg	2020 Kg
8864	4006

GRAND IDEAL PREMIUM HOTEL

2019 Kg	2020 Kg
3597	

Scene: total hazardous waste quantities delivered from Hotels

- In our company has a reservoir about oil trap and oil scrimmer. These are stopped to mix of the waste oil through sewage system. The waste oil and pulp which is accumulative at the oil holder, is taking from the company which they have certificate about waste oil system for a each week. The wastes of frying oils are accumulating at the storehouse then the wastes of frying oil are delivered to company. In addition, awareness-raising trainings are given to our employees by waste oil Collection Company in order not to spill the used oils into the expenses and the related warning signs are hung in the related areas. In 2015 we have increased to waste battery box which is located our hotel's general area and staff area. Thanks to the waste battery box, both our guest and our staff are promoting to the safe the environment and also batteries did not damage to nature. The waste batteries have sent to TAB safely. We have sent 155 kg in 2019 and 85 kg in 2020 to the TAB. We are controlling to number of the waste hazardous. We are caring that, as much as possible we do not use a material which is containing hazardous materials, if it is contain a hazardous material we are caring that the whole is disposed of appropriately. In that situation, we are trying to raise awareness of our staff and employees on this issue. Firstly we are planning to determine certain waste hazardous material for 2019-2020 years, and then we are planning to take more measurable actions for minimization in 2021. Our aims for 2021, is to collect all hazardous wastes in our facilities in appropriate hazardous waste landfills and deliver them to licensed companies without mixing with other wastes, as is the case every year, as well as to carry out activities to minimize the amount of use of hazardous waste materials

USING CHEMICAL

Chemical substances are substances that we use in many areas in our lives that make our lives easier but can also cause negative consequences with harmful effects. Chemical uses in maintenance and repair activities and cleaning activities are involved in our company. To make cleaning with caring of the environment. To make a cleaning considering for a environment, cleaning as a sanitary, it also means that having as little negative impact on health and the environment as possible. Damage to the environment can be minimized, not only by using environmentally coherent cleaning products, but also by using these products efficiently and by adjusting its dosage well.

Cleaning Chemical materials (Per person)	2018	2019	2020
Ideal Prime Beach Hotel	0,12kg	0,12kg	0,19 kg
Grand Ideal Premium Hotel	0,12kg	0,16 kg	

In the Ideal Prime Beach Hotel, the consumption increased per person by 58% in 2020 compared to 2019.

In the Grand Ideal Premium Hotel, the consumption increased per person by 33% in 2019 compared to 2018.

All chemicals, which we have use are, approved labeled and in appropriate packaging, MSDS(material safety data sheet) our first priority. The use chemicals by bought from de department, information in the MSDS, amount of use and methods, personal safety equipment's requirements and according to interference instruction about measures to be taken which is about waste of the hazardous chemical, etc. the staff has a training about the use.

Our chemical stores cannot cause environmental damage such as leakage, spills, etc. necessary precautions had taken against situations. There is no drain pipe to prevent chemical interference to sewage system in possible spills on the floor of our chemical stores. There are special chemical absorbent glands to prevent possible leaks and spills. Chemical storage doing with in accordance with the type of chemical, the manufacturer's storage instructions and regulations. We are controlling to amount of use, we are given trainings our staff for the nip in the bud of the wrong using chemical. As soon as possible we are using concentrate product. We are using automatic dosage systems which is using amount of chemical for the hygiene at the pool. We are guarantee that, the pesticide which is buying from the outsource about pesticide company's insecticide is not damage to human health or environment. We are trying to benefit from the advantages of natural measure like, flytrap or self-adhesive tape etc. .

We are located the reservoir render waterproof under the chemical filling machine at the pool rooms, housekeeping's which is in STW storehouse.

Our Target;

In 2021-2022, we will try to get concentrated products and small packaged products that provide effective and long-term use by developing methods to reduce large packaged or waste production.

We are going to continue consciousness-raising to our staff about using of the chemical materials and we are going keep them training.

To reduce the chemical consumption per person in the Grand Ideal Premium Hotel in 2021 by 3% compared to 2019.

To reduce the chemical consumption per person at the Ideal Prime Beach Hotel by 2% in 2021 compared to 2020

Carbon Emission

What is the carbon footprint?

Carbon footprint ; This is the shown main blame for a global warming like , which is happening from the greenhouse gas , carbon dioxide which is happening from fossil oil (CO₂) and this is also known as , the damage that companies emission to the world through the use of energy directly or in terms of the production of the products which they use.

Carbon emissions were calculated as kgCO₂e as total consumption (electricity, Lng, charcoal, Hotel vehicles, diesel).

The way, which is following for the reduce emission;

- 1- We aim to reduce the energy consumed by using high energy efficient machines and tools, in this way we will reduce emissions.
- 2- Recycling, we aim to increase recycling efficiency by increasing staff awareness training of waste, such as glass, paper and metal inside our hotels. If the waste is accumulated or recycling, emission reduction is supplied, because the energy which is produce a raw material from the beginning this is a less than necessary to regain.

For example, by recycling 1 ton of paper it means that 36 tons of CO₂ emissions are not released into the atmosphere.

- 3- Plant a tree, for provide to emission reduce, we are planning to plant a tree where the locates of the areas by Marmaris Forest Management.
- 4- We will prefer low carbon emissions about products and services .

In 2019, we planted trees together with Marmaris Forestry Directorate. In 2022, we aim to plant trees again in an area determined by the Marmaris Forestry Directorate.



Social Responsibility



A blood donation was made to the Turkish Red Crescent in 2018.

A Blue bottle cap project is still continue in our Hotels .According to TOFD we have sent 95 kg blue bottle cap in 2019 .

We made a donation to Muğla Animal Shelter like linen , pillow , case and blanket which is from the junk thinks for the our animals friends at winter time.

We have helped to Köyceğiz Yunus Emre Primary School about the educational toys.

We display the posters inside of the hotel for the guest contributes about social responsible. Thanks to this display, we are encouraging guest about owner animal.

We are giving a post-it which is looks like a leaf to our supplier and our visitors at the exposition, thanks to this situation; we're trying to instill awareness in the environment.



In 2019, we planted saplings in the area determined by the Marmaris General Directorate of Forestry.

We try to encourage the use of cloth bags by giving cloth bags and pencil holders made of 100% cotton to our staff, guests, children, suppliers and local people.



In 2019, we organized a garbage collection event together with Marmaris Municipality to raise awareness.



We give environmental-themed coloring books to children to instill environmental awareness. We are trying to instill environmental awareness with activities at the children's club on June 5th Environment Day.



Velomaris Team& IP Hotels

The reason of the be a sponsor to Velomaris Team, they are not only a represent a club about in our area but also they are a cycling team.

Our expectation from sponsorship is to promote the use of bicycles and to promote the success of the team, as well as to announce and promote the name Marmaris in different areas.



Our Target;

To realise plant a tree, this is given the area by the Marmaris Forest Management in 2019

To provide assistance to the designated school or rehabilitation center by carrying out studies to reinforce with the education for children.

As the blue cap Project, we will to collect blue cap and we will continue to send to TOFD.

We will continue to support local firms.

We will continue to instill environmental awareness to children.

Staff Progress Report

Public Use; Public houses are tenure to the use of non-resident staff in Marmaris who is working for IP HOTELS.

Staff Dining Hall: The meals are (which is in the staff restaurant) free for the staff who is working at IP Hotels.

Doctor Office: In our hotels, there is a located doctor office and at the office have been located one nurse and doctor. During to regular works hour, the staff can access to Nurse Office service.

Laundry: The service uniforms are washed at the hotel laundry service, and also the staff can wash their private clothes in washing machine which is located in public house.

The Benefits which is offered to Staff;

There is a staff cafeteria where our employees can spend free time, read books and buy food and drink at an affordable price.

The staff's name who has a birthday, is following by the human resources department and the name's are written on the 'birthday's panel' which is located at the staff dining hall. The birthday card is given to the staff at the same month and the birthday party is done with the staff.

The hello to the Season and The New year meals are organized at each year with the participation of top management for socialization to the staff.

