



MAXX ROYAL



**Bring change with love at
Maxx**



**SUSTAINABILITY REPORT
2019-2020**

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ABOUT REPORT

As MAXX ROYAL RESORTS, we have started sustainability studies as of February 2017. We aim to share the improvement we've made in that line and the outcomes of the study so far with our top management, employees, guests, suppliers and other all partners and thus by increasing the awareness, to turn our wills to common goals and achievements with the participation of all sides in our studies that we've made till today and will continue to make in future.

This report is our first report prepared as a necessity of our studies we've initiated for TRAVELIFE Environment and Sustainability Award and contain the data for 2019-2020. Data from previous periods are also included to understand the progress of our studies and to make a more comprehensive evaluation.

Böylece yol haritalarımız şekilleniyor. The steps we take to develop the sustainability perspective and adopt it as a management method renew and ensure us to see new opportunities day by day. This is how our roadmaps take shape.

Sustainability studies in Maxx Royal Resorts are in coordination with Hotel Quality Managements and evaluation of our activities and performance in this field is always open to expectations and opinions of our shareholders.

Following is our contact information for any kind of feedback that will contribute to our co-development.

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ABOUT REPORT

COORDINATOR'S LETTER

Dear Shareholders,

As a company that is strengthening day by day its DNA that is what differentiates from its competitors and that is hard to copy, Maxx Royal Resorts, an extraordinary example in the sector, take justified pride of the achievement brought by the privileged services presented to the guests, while, on the other hand, it's aware that the role of its employees, human labour, local community, the geography, cultural heritage, nature and natural resources is huge in this achievement. It acts with this responsibility and thinks what else it can add to this cooperation every new day.

Growth rate and success of our company increase every passing day in the line with its goal. On the other hand, it makes us more excited to see the absolute happiness and satisfaction of our guests in their experiences as it proves what we're doing is right.

Our goal is to ensure operational excellence, adopt continuous improvement, development and change awareness as our business principle, to build long-term relations with our business partners, employees and all shareholders, to ensure suitable conditions for legal and international quality, environment, health and safety standards and to fulfil our obligation duly for the development of our sector, region and country by creating a model corporate culture.

In this sense, I would like to thank in advance for your support to make "sustainability" philosophy we've started to build as of 2017 within the company a developing model that catches a positive trend and approaches its purpose more each day.

I have full faith that this journey will make us stronger, increase the trust and commitment to our brand more and improve our team.

Best regards,

C. Burak TURKERI
MAXX ROYAL RESORTS COORDINATOR

COORDINATOR'S
LETTER

MAXX ROYAL BELEK GOLF RESORT

Established on an area of 1.040.500 square metres with its special accommodation units, elegant restaurants delivering exclusive flavours from world cuisines, elite entertainment, activity and sports facilities, unique nature and landscape, Maxx Royal Belek Golf Resort opened its door to guests in 2011.

Within «5★ All Suite Hotel» category, the property provides service in Maxx Inclusive concept with its magnificent trio of sea-sand-sun for 12 months, sports, golf, meeting, group organizations, SPA facilities etc. A 300-m long private beach, sports centre and golf course are just a few of features that make Maxx Royal exceptional.

With its 1500 employees, 24 management units, management staff of 89 persons, it provides service to an average of 330000 guests from 75 different countries every year.



531 Rooms, 26 Private Villas, 6 Maldiv Villas



18-Hole Specially Designed Golf Course



Mini Club, Dinoland, Adventure Park, Amusement Park



Aquapark



15 Pools



9 Restaurants



2 Children's Restaurants



18 Bars



MAXX ROYAL KEMER RESORT

Established on an area of 148.000 square metres with its special accommodation units, elegant restaurants delivering exclusive flavours from world cuisines, elite entertainment, activity and sports facilities, unique nature and landscape Maxx Royal Kemer Resort, opened its door to guests in 2014.

Within «5 ★ All Suite Hotel» category, the property provides service in Maxx Inclusive concept with its magnificent trio of sea-sand-sun for 6 months, sports, meeting, group organizations, SPA facilities etc. 420 m long beach with white sands, a pebble sand and two bays, an exceptional natural beauty are just a few of features that make Maxx Royal exceptional.

With its 1100 employees, 22 management units, management staff of 22 persons, it provides service to an average of 200000 guests from 75 different countries every year.

MAXX ROYAL KEMER RESORT



133 Rooms, 56 Laguna Suites, 15 Beach Villas, 84 Royal Residence Family Suites



Mini Club, established on an area of 2700 m² and thoroughly renewed in 2019, Amphitheatre, Playground and 2 Game Centers



Aquapark, 7 Specially Designed Waterslides



7 A'la Carte Restaurants, 1 Children Restaurant, 1 Patisserie, 1 Chocolatier



11 Bars



6 Outdoor, 2 Indoor Pools



SUSTAINABILITY APPROACH IN MANAGEMENT

MAXX ROYAL RESORTS' "**Sustainability Policy**" is the commitment of our company on this subject. In that line, all our approaches will be in this direction and determination.

Our goal is to turn the sustainability principle in our hotels into a "business manner" and commit to corporate memory in key fields which will be outlined in the report.

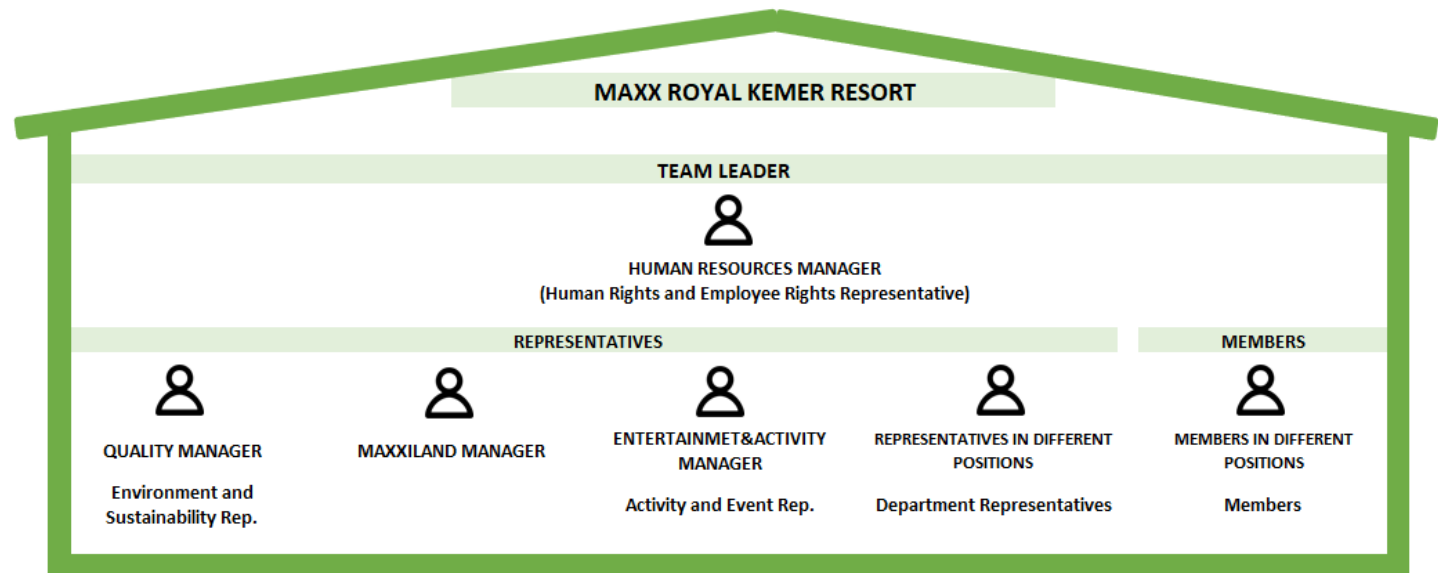
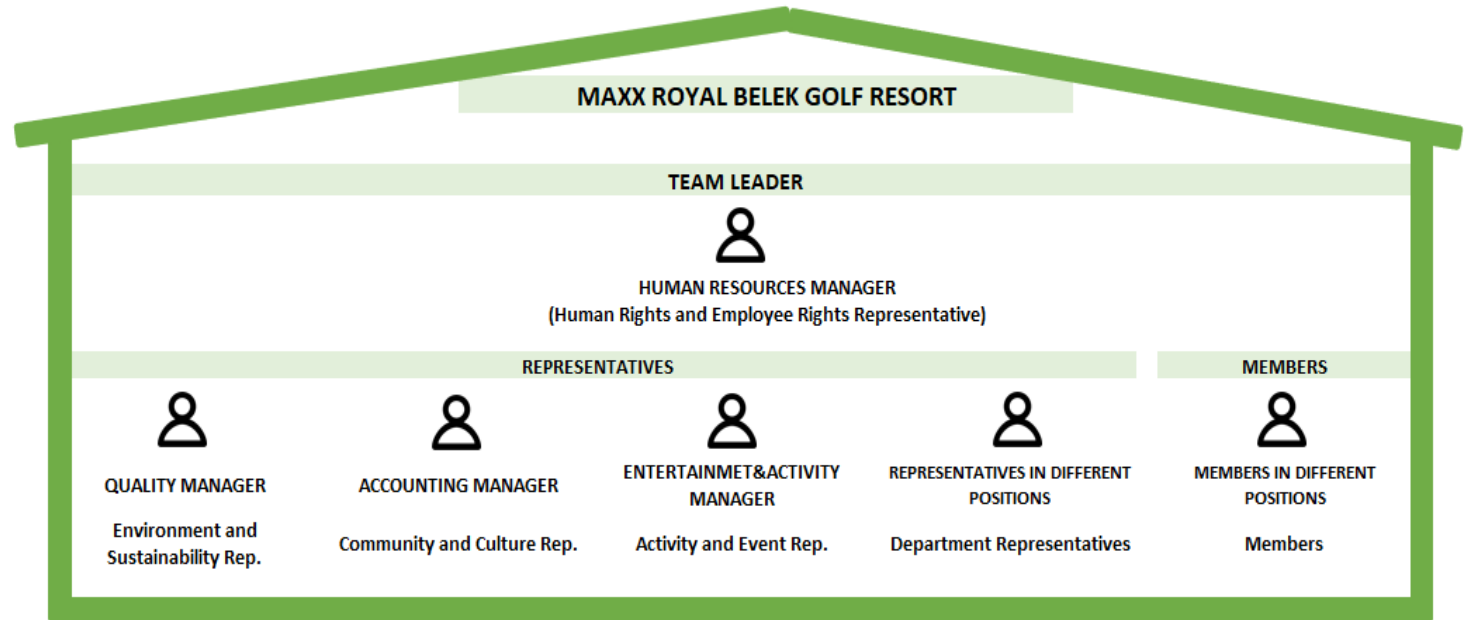
It will be possible to make your our efforts successful and gain continuity only by acting together, spreading together and strengthening together with our employees, guests, business partners, suppliers, solution partners and all related persons in the vicinity.

From this point of view, we've created a **Social Committee** formed of our employees under the leadership of our **Representative Managers** within our organization to guide our employees.



SUSTAINABILITY APPROACH IN MANAGEMENT

SUSTAINABILITY APPROACH IN
MANAGEMENT



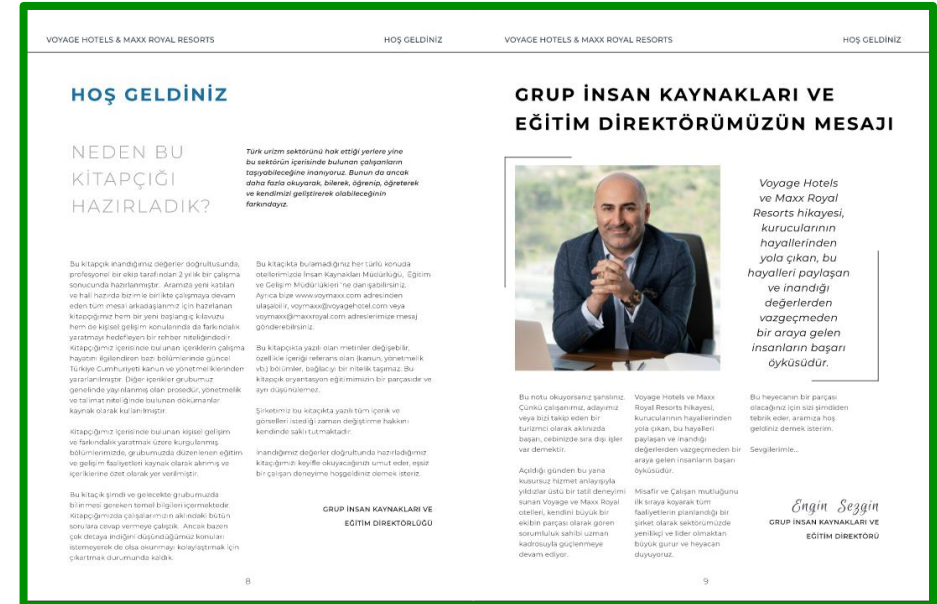
SUSTAINABILITY APPROACH IN MANAGEMENT

It's very important to raise the awareness of the staff who are inseparable part of our sustainability approach, to provide them opportunities to get involved in the process and to contribute to the development.

In this sense, our annual training programs and orientations include subjects like social rights, supporting local employment, protection of the natural life, supporting wild life, historical touristic spots, cultural assets, ecological diversity, energy and water saving in the vicinity, our environmental activities-recycling system, diverging to local resources and we aim to spread the sustainability philosophy over the property.

Beside that, it's aimed to increase the awareness in every sense via orientation training contents and manuals provided to the employees at the start of their employment (Welcome Orientation Manual).

SUSTAINABILITY APPROACH IN MANAGEMENT



HOW DID WE START?

2011-2014

First studies in our hotels were initiated during the construction phase of our properties to fulfil National Environment Legislation and from then, we have followed the process through monthly audits/reports to maintain the practices, create training plans and start necessary measurement, analysis and follow-up studies on subjects like waste management, use of chemicals, waste water, service water, air emission and preparing required procedures and obtaining environment permit through our environmental technician. We still continue to act in that line.



2011-2014

We participated in the Blue Flag project initiated by the Turkey Foundation for Environmental Education (TURCEV) under the leadership of the Ministry of Tourism during the opening years of our properties. Incorporating healthy swimming water, well-equipped beach, a good environmental management and activities for awareness-raising on environment, Blue Flag is also an important approach for tourism and environment.



2014-2015

We have applied to **Environmental Awareness Campaign (Green Star)** launched by **T.R. MINISTRY OF CULTURE AND TOURISM** to increase the environmental awareness in our properties, convey our goals and experiences in that line to our employees, guests and suppliers, use the saving and improvement opportunities better and raise environmental consciousness within the property, and in **2014 and 2015**, our hotels became **Green Star Hotels** following the completion of preparation process.



2017

As a member of **TRAVELIFE**, the internationally recognized sustainability certification body that conducts studies to put the concept of sustainability into practice in tourism sector and encourages the business enterprises with awards, we started to shape our studies in line with the determined criteria and we received **TRAVELIFE GOLD CERTIFICATE** in October, 2017. We continue to take new actions and generate new ideas to each day improve and increase the continuity of this structure we're creating.



SUSTAINABILITY MANAGEMENT PRACTICES

As being aware of that natural resources we use, immediate circle and region we're interacting with, our great family we've created with our employees play a huge role in our corporate success and experience we offer to our guests, we adopt taking our responsibilities into consideration at every step as a management mentality.

Therefore, we are trying to protect the nature more, embrace our cultural heritage, use the resources more economically, diverging to human values, sharing and welfare, increase the sense of belonging of our employees, learn and develop together, protect our most precious ones, our children and women with a fair and egalitarian point of view, establish communication more with the local people and grab chances to develop the region we're in.

We're planning our business processes, analysing the outcomes and improving our current status day by day in that line.

While trying to do the best for our guests, we are also analysing our studies and outcomes, organizing our activities and planning changes and innovations to reach our objectives and fulfil our responsibilities against the world.



SUSTAINABILITY MANAGEMENT
PRACTICES

REDUCING THE EFFECTS ON ENVIRONMENT

Requirements regarding our responsibility fields within the environment legislation are carried out with our contracted and authorized environment consulting company and all processes are performed in control of our environment official.

Besides, practices and needs within the property are continuously followed, checked and reported by Environment Management Representative.

➤ *Air Emission Control;*

Maxx Royal Belek is subject to audit and Environmental Permission for Emission within the scope of Environmental Permit and License Regulation.

We obtained Temporary Operating Certificate for Emission from Antalya Provincial Directorate of Environment and Urban Planning in 2011 and we applied to environment permit with Emission measurement report to complete the permission process and in 2012, we received Environmental Permission for Emission for 5 years from Antalya Provincial Directorate of Environment and Urban Planning.

Upon the establishment of cogeneration plant in Maxx Royal Belek Resort in 2013, environmental permit process was initiated again due to being subject to a new additional article in the regulation. We started the permit renewal process for the cogeneration plant with necessary applications in 2013 and it was completed after preparing emission measurement report following obtaining Temporary Operating Certificate for Emission from Antalya Provincial Directorate of Environment and Urban Planning in 2014 by receiving the Environmental Permission for Emission for 5 years from Antalya Provincial Directorate of Environment and Urban Planning in 2015.

The environment permit was renewed in 2019.

Emission verification measurements are carried out periodically by accredited laboratories and our environment official follows the process.

No non-conformity has been observed during monthly audits and unscheduled official inspections until today.

Maxx Royal Kemer holds Environment Permit Exemption Certificate. It's subject to audit within the scope of this exemption. Our property is exempted from Air Emission Control.



Our objective is to follow the legal procedures regarding the air emission control closely, fulfil the requirements and pass the internal and external audits completely.

REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Water and Waste Water Management;*

Our property uses potable water and we have an active and controlled water conditioning system. Distributed from our water lines to every corner within the property, the water qualifies as the drinking water and it's controlled with daily, weekly and monthly measurements and analyses. Water consumption in the system is read and recorded in consumption reports.

The waste waters exposed are connected to ASAT (Antalya Water and Waste Water Administration) line and certified with Connection Quality Control License.

The drinking-potable water consumption values of our hotel represent the waste water values at the same time. We're paying the waste water charges to ASAT for the same amounts of water.

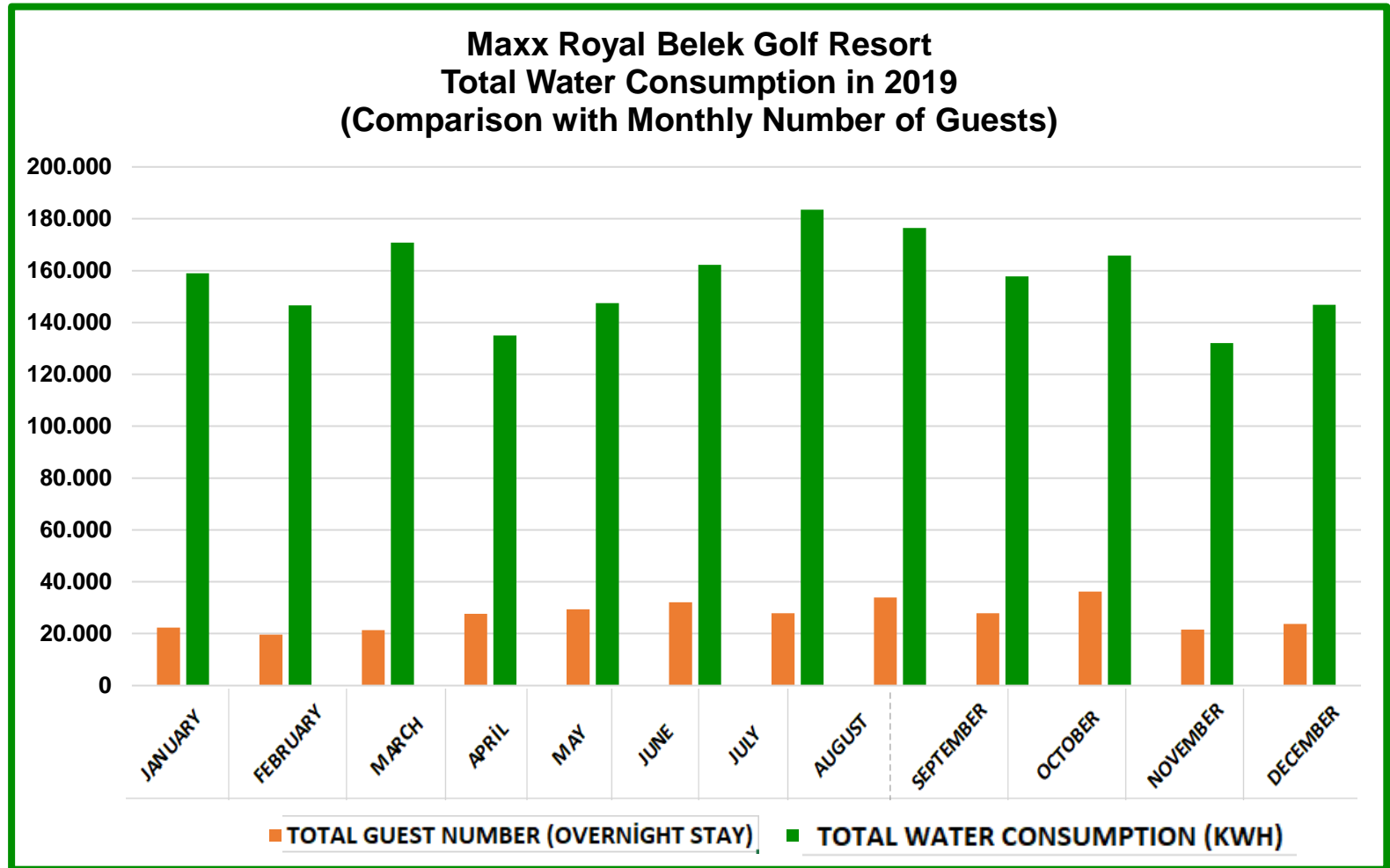


REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Water and Waste Water Management;*

It's seen that the water consumption amount in 2019 is parallel with the guest occupancy in the hotel and reaches the highest values in peak season.

REDUCING THE EFFECTS ON ENVIRONMENT

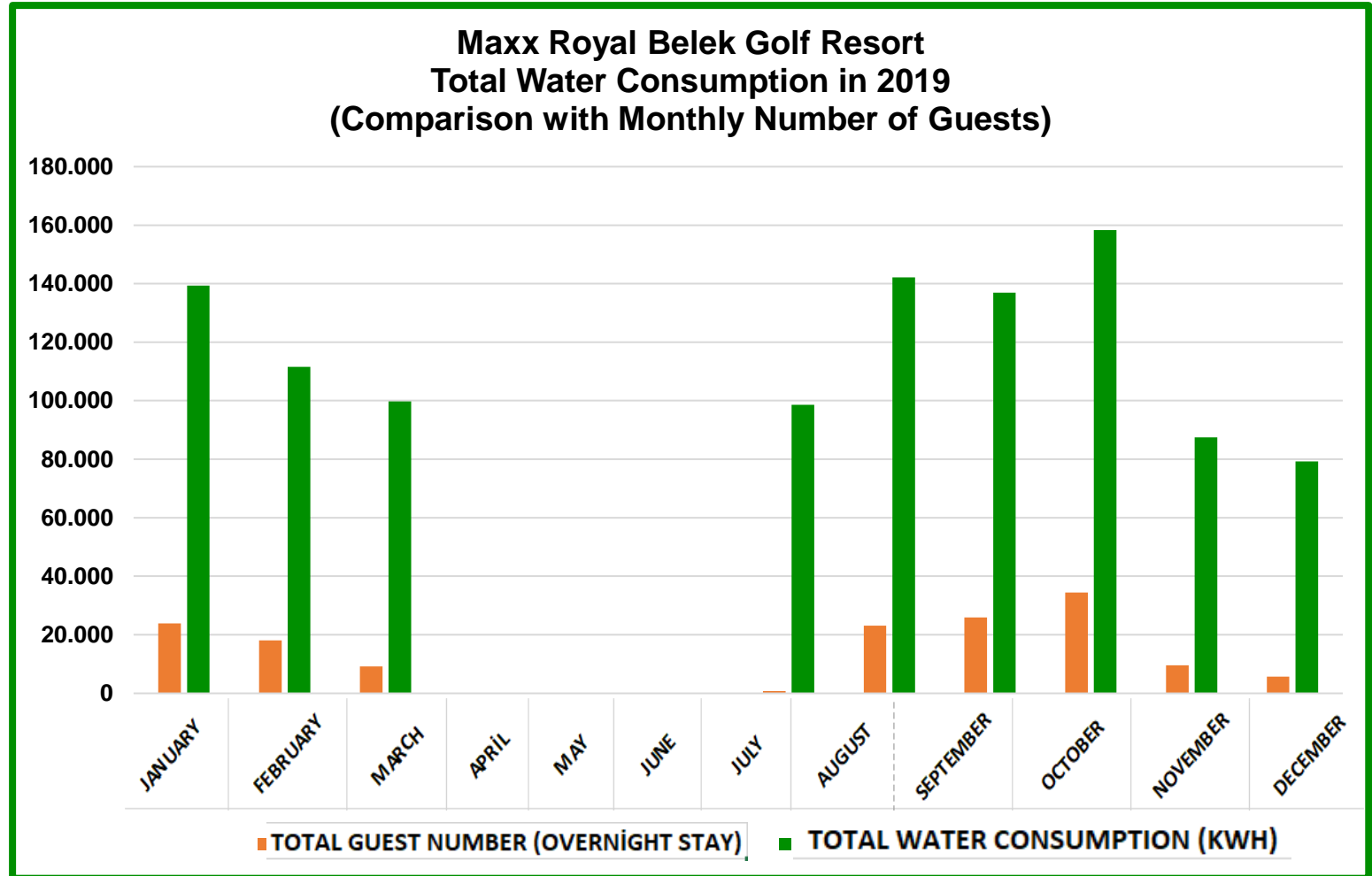


REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Water and Waste Water Management;*

Water consumption has decreased in 2020 due to the low guest occupancy because of the pandemic, compared to 2019. In April, May and June, we have no consumption as the property was closed.

REDUCING THE EFFECTS ON ENVIRONMENT

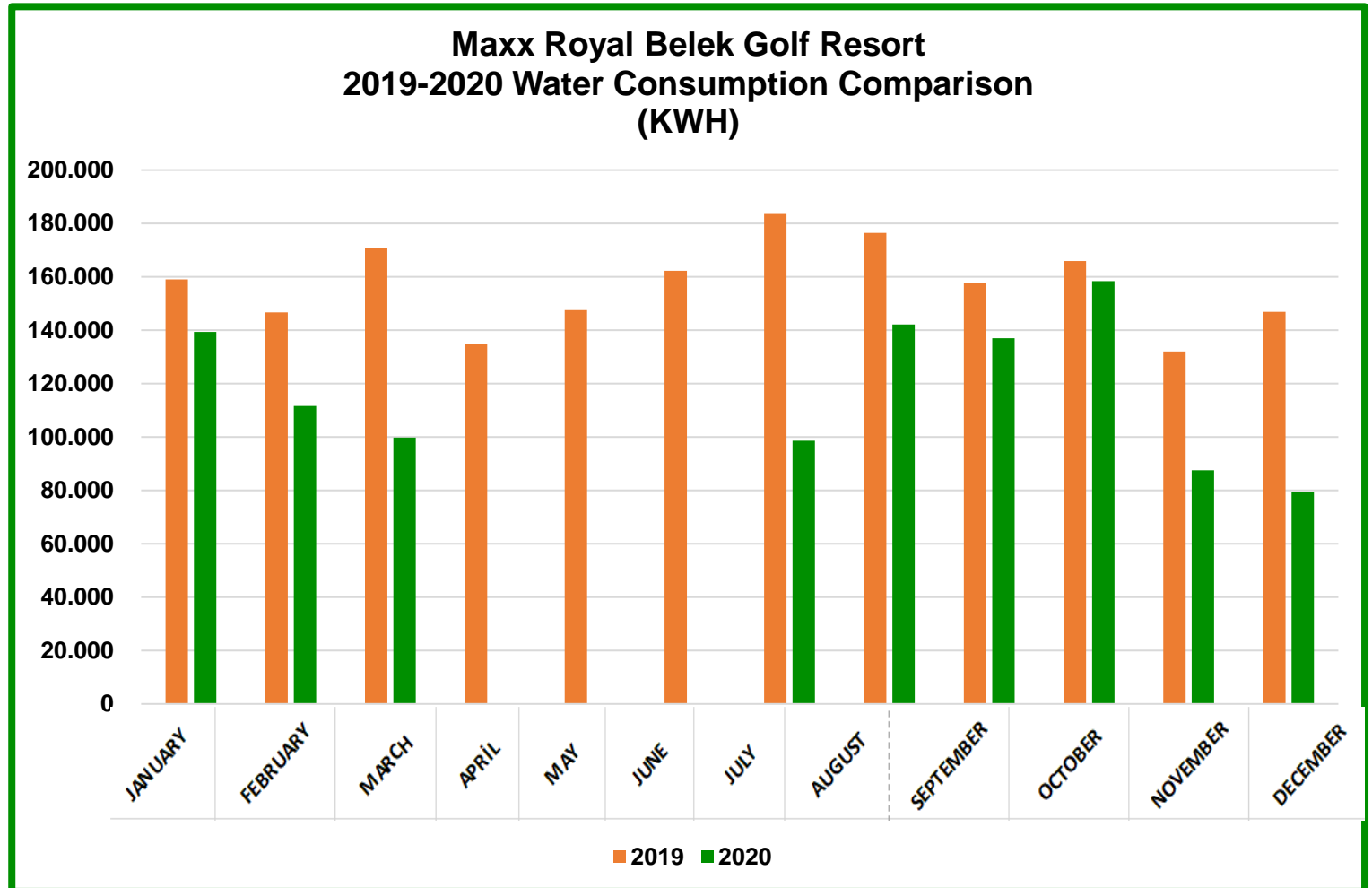


REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Water and Waste Water Management;*

When water consumption values between 2019 and 2020 are compared, it's seen that due to the increase in guest occupancy in 2019, total water consumption increases as well. It's observed that in 2020, due to the decrease in guest occupancy because of the pandemic, there were less consumption compared to 2019.

REDUCING THE EFFECTS ON ENVIRONMENT



REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Water and Waste Water Management;*

When it comes to the relationship between the water consumption amounts per capita in 2019 and 2020, it's seen that water consumption per capita is at the same ratio depending on the guest occupancy. There is an increase in July due to the fact that the property was closed in April, May and June because of the pandemic in 2020 and opened back in July and the property opening procedures were implemented.

REDUCING THE EFFECTS ON ENVIRONMENT

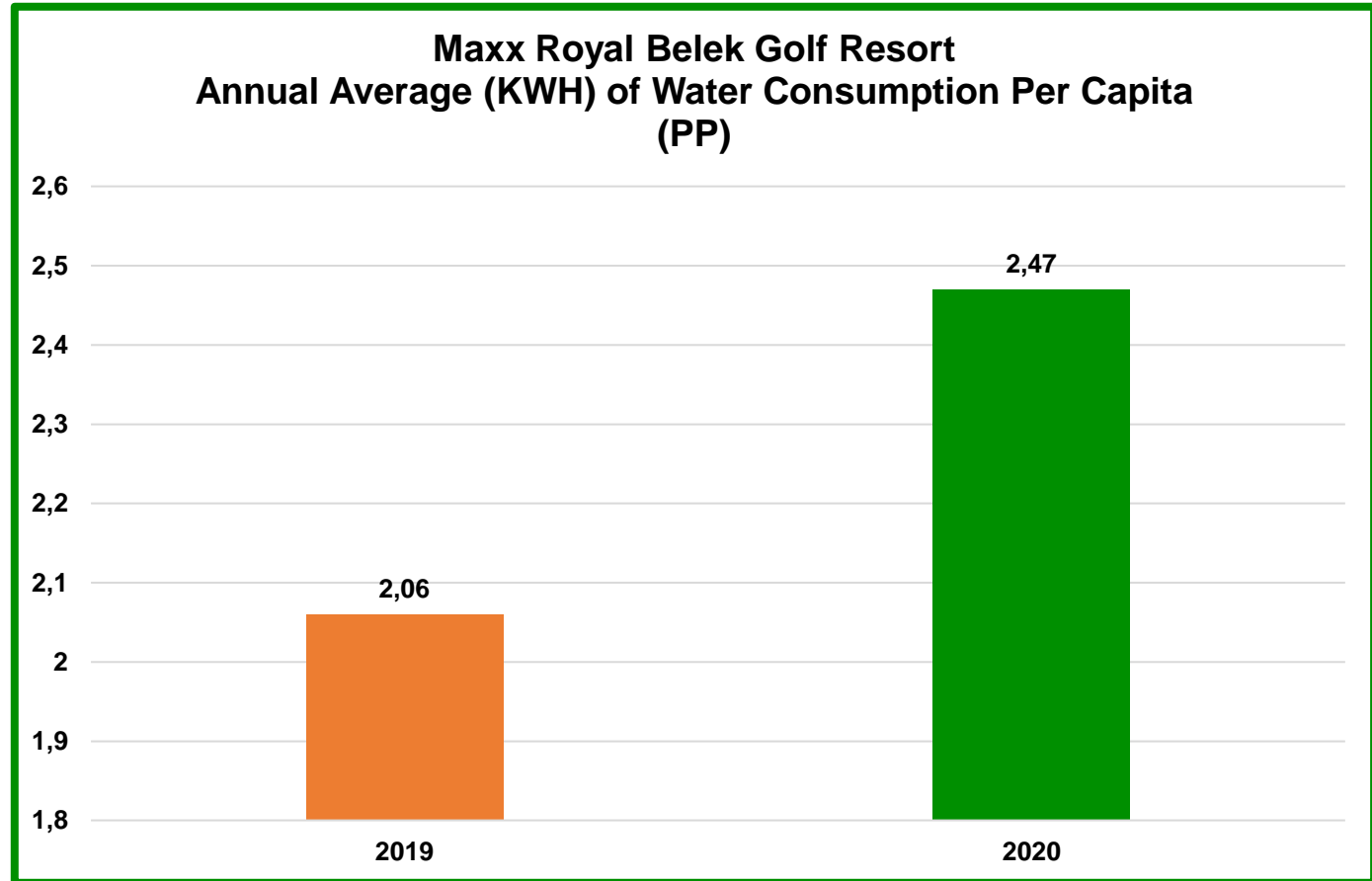


REDUCING THE EFFECTS ON ENVIRONMENT

➤ **Water and Waste Water Management;**

It's seen that the annual average of total water consumption per capita in 2019 and 2020 is 2.06 KWH and 2.47 KWH respectively and that we do not exceed our target per capita per year.

REDUCING THE EFFECTS ON ENVIRONMENT



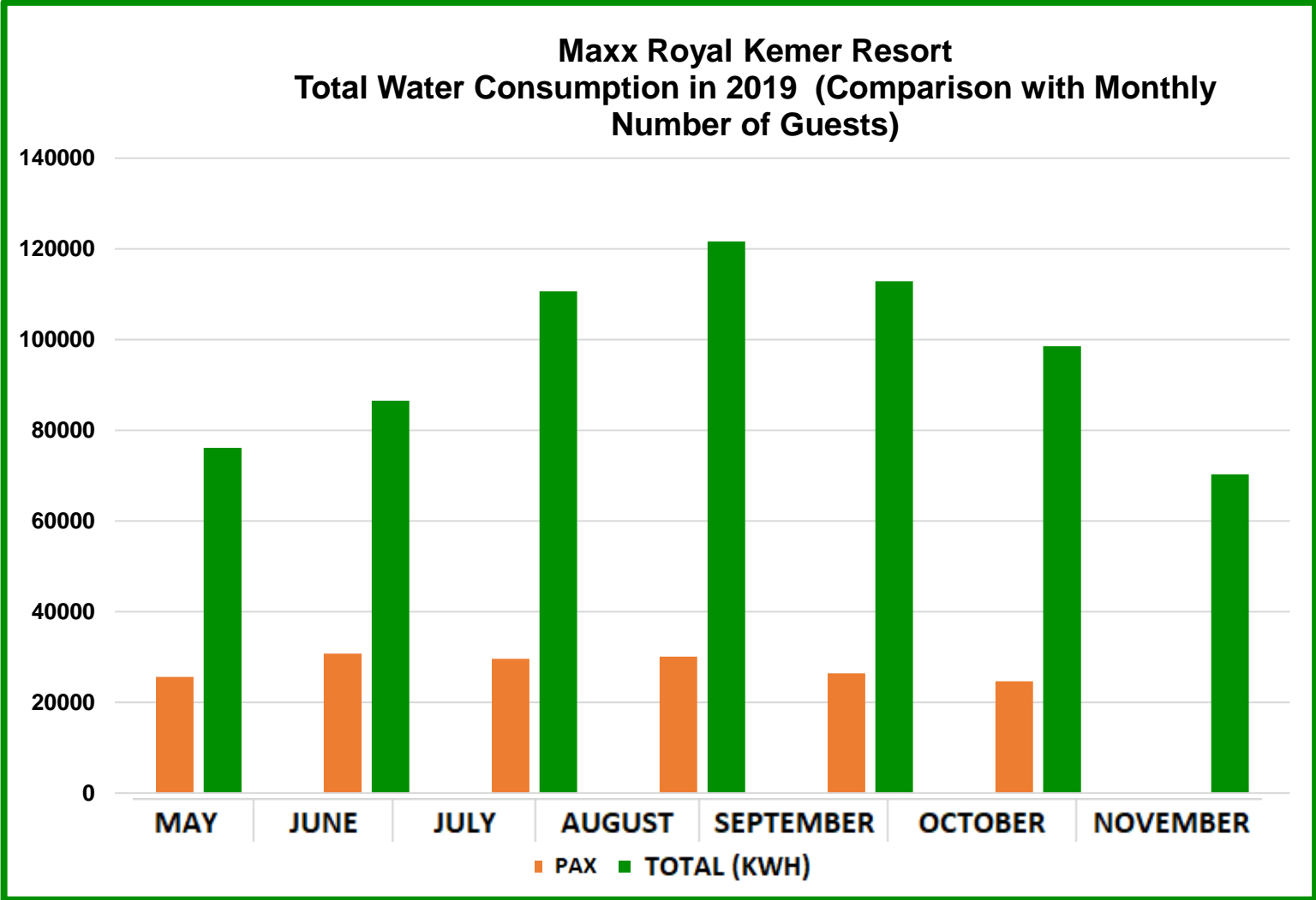
Our objective: To keep annual average at 5 KWH for water consumption per capita.

REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Water and Waste Water Management;*

It's seen that water consumption in 2019 is parallel with guest occupancy and reaches the highest values in peak season.

REDUCING THE EFFECTS ON ENVIRONMENT

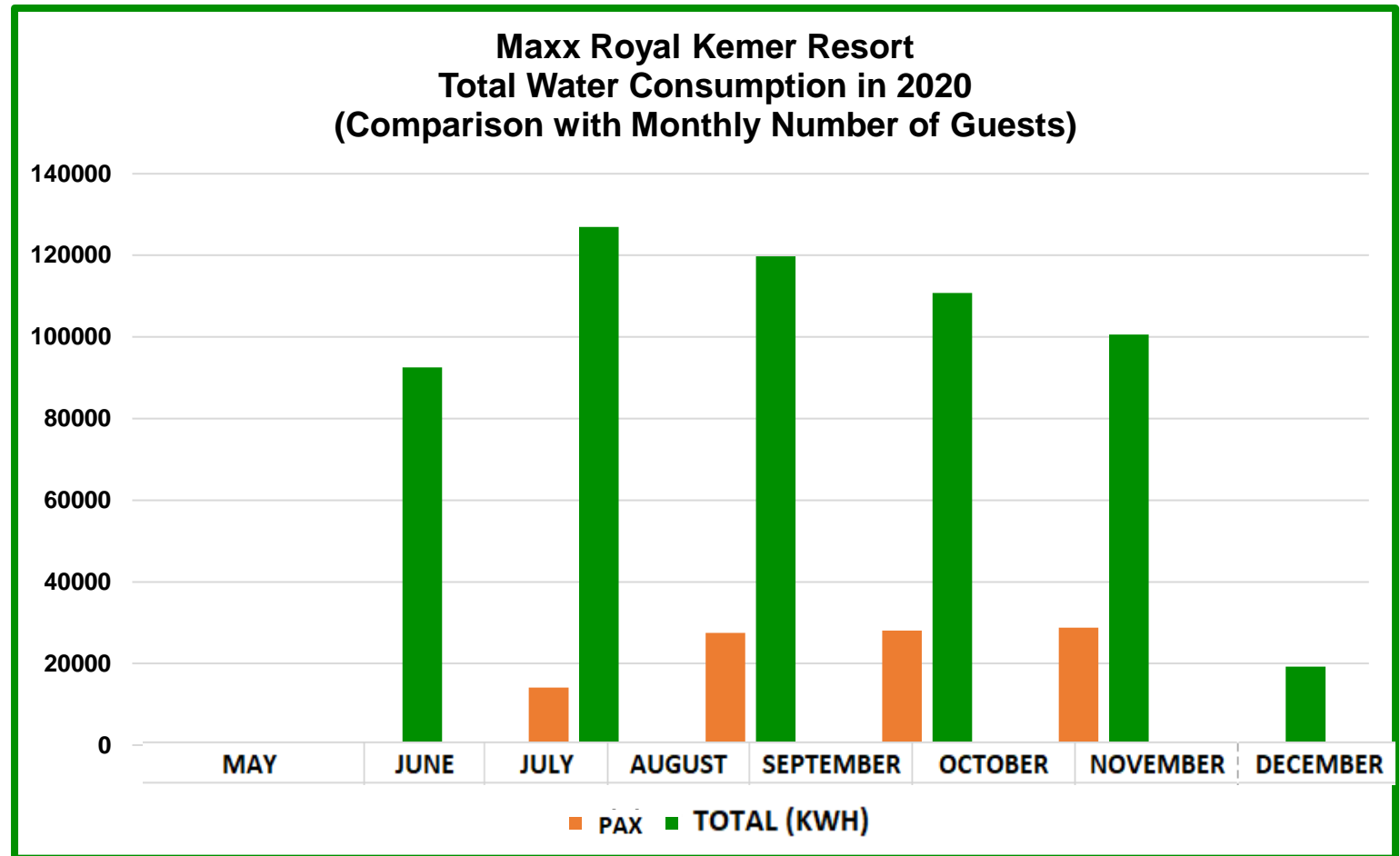


REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Water and Waste Water Management;*

Water consumption has decreased in 2020 due to the low guest occupancy because of the pandemic, compared to 2019. In May and June, we have no consumption as the property was closed. Consumption seen in June is due to our preparation of water systems for the guests and consumption made in terms of compliance with the property opening procedures due to the pandemic.

REDUCING THE EFFECTS ON ENVIRONMENT

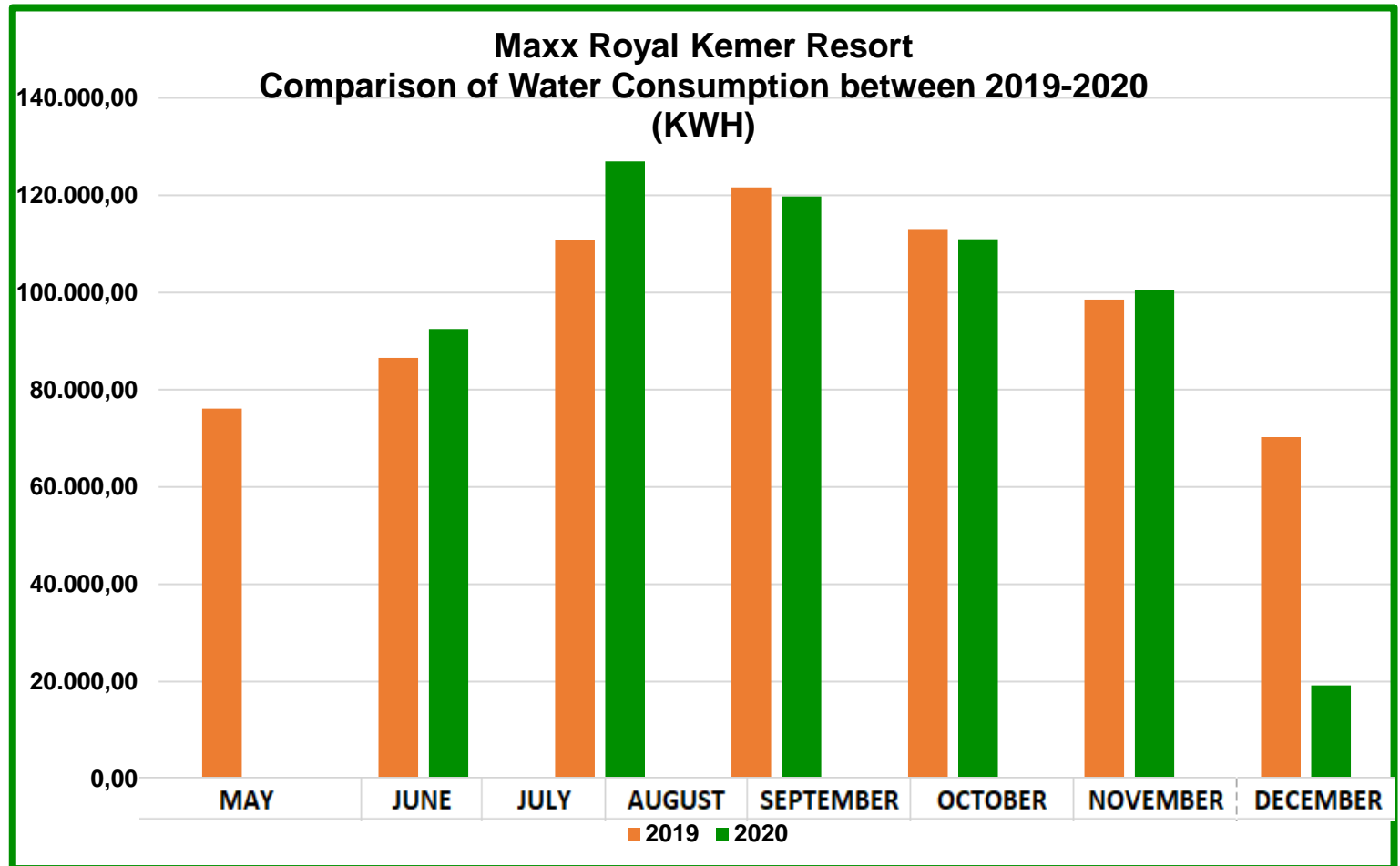


REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Water and Waste Water Management;*

When water consumption values between 2019 and 2020 are compared, it's seen that due to the increase in guest occupancy in 2019, total water consumption increases as well. It's observed that in 2020, due to the decrease in guest occupancy because of the pandemic, there were less consumption compared to 2019.

REDUCING THE EFFECTS ON ENVIRONMENT



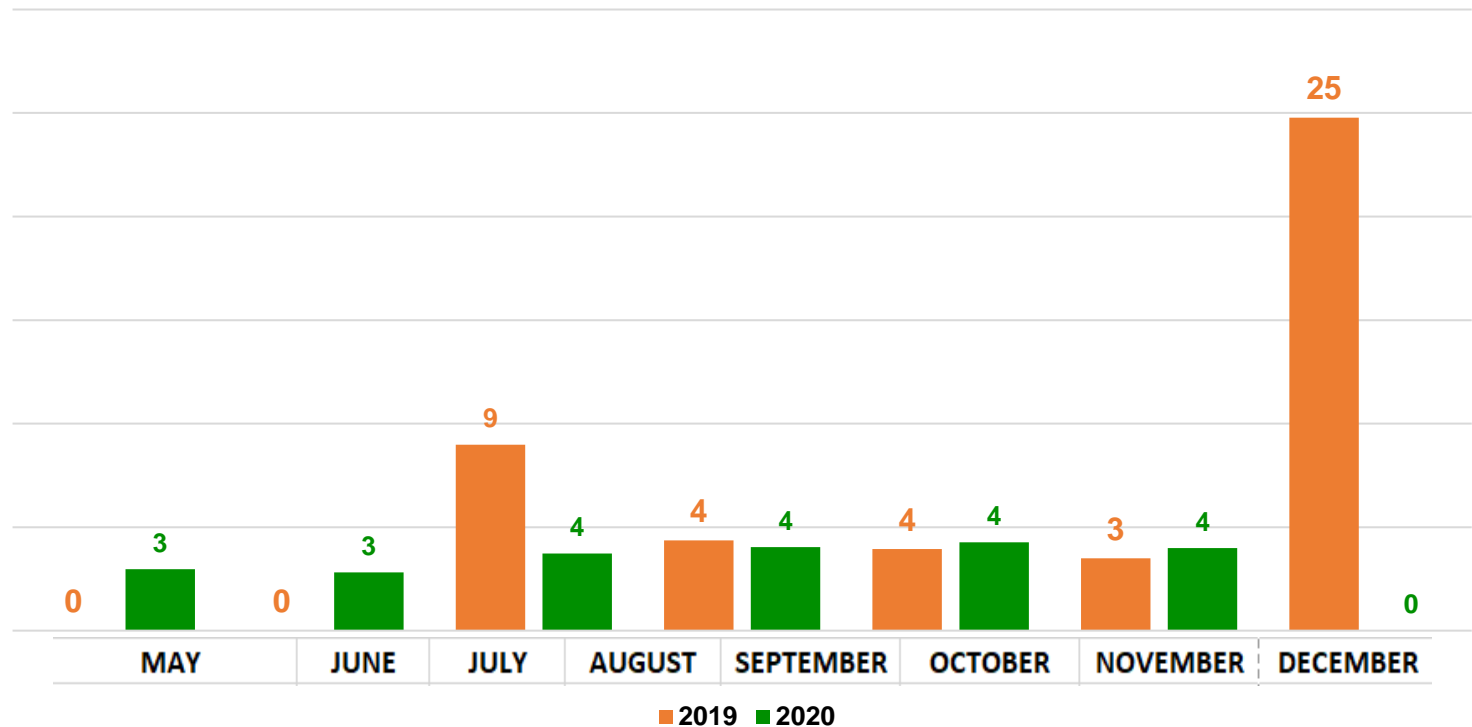
REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Water and Waste Water Management;*

It's seen that the annual average of the total water consumption per capita in 2019 and 2020 is 4.21 KWH and 5.53 KWH respectively and that we did not exceed our objective for the annual average per capita in 2019, but exceeded the objective for 2020. For this reason, the objective value has been revised.

REDUCING THE EFFECTS ON ENVIRONMENT

**Maxx Royal Kemer Resort
2019-2020 Comparison of Water Consumption (KWH) Per Capita (PP)**

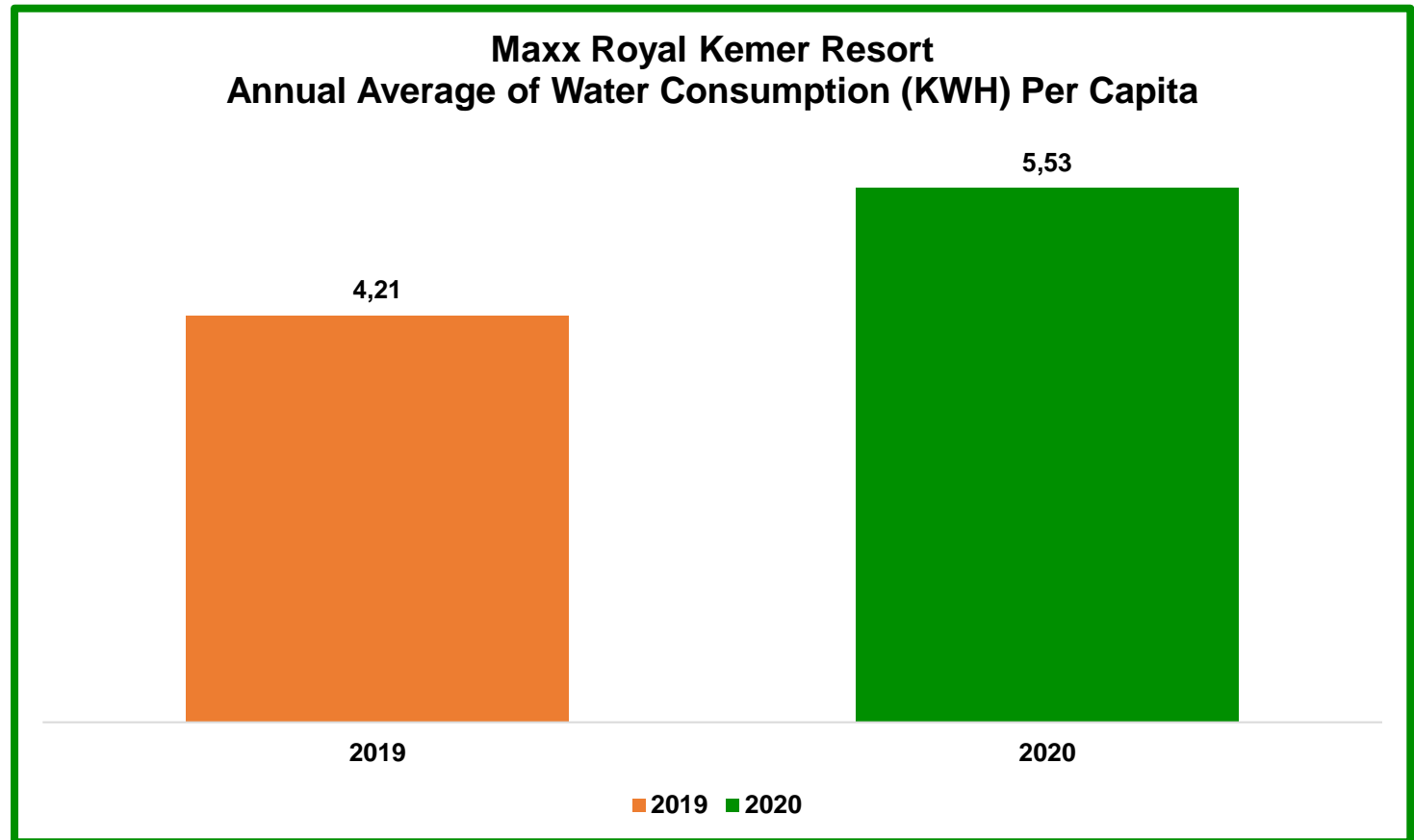


REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Water and Waste Water Management;*

It's seen that the annual average of the total water consumption per person in 2019 and 2020 is 4.21 KWH and 5.53 KWH respectively and that we are not exceeding our objective per capita per year. The newly defined objective of reducing water consumption has been retained compared to the previous objective.

REDUCING THE EFFECTS ON
ENVIRONMENT



Our Objective: To keep annual average of water consumption at 5 KWH.

REDUCING THE EFFECTS ON ENVIRONMENT

➤ ***Waste and Hazardous Materials Management;***

In our property, our wastes in hazardous and non-hazardous categories are sorted at their sources and kept in waste rooms until the delivery. Our data containing waste groups with details given below are submitted to Provincial Directorates of Environment and Urban Planning once every three years under the name of WASTE MANAGEMENT PLAN.

Besides, as of 2019, infrastructure studies for T.R. ZERO WASTE PROJECT have been started.

To reduce waste amount, control measures will be taken in consumables used, amount of food produced, chemicals and hazardous materials used.



REDUCING THE EFFECTS ON ENVIRONMENT

➤ **Waste and Hazardous Materials Management;**

HAZARDOUS WASTES			
WASTE CODE	WASTE NAME	WASTE CODE	WASTE NAME
180103	wastes whose collection and disposal is subject to special requirements in order to prevent infection	200134	batteries and accumulators other than those mentioned in 200133
200126	oil and fat other than those mentioned in 200125	160601	lead batteries and accumulators
200108	biodegradable kitchen and canteen waste	130208	other engine, gear and lubricating oils
150110	packaging containing residues of or contaminated by hazardous substances	130113	other hydraulic oils
150202	absorbents, filter materials (including oil filters not otherwise specified), wiping cloths, protective clothing contaminated by hazardous substances	130703	other fuels (including mixtures)
070216	wastes containing hazardous silicones	160107	oil filters
020108	agrochemical waste containing hazardous substances	061302	spent activated carbon
200135	discarded electrical and electronic equipment other than those mentioned in 200121 and 200123 containing hazardous components	160114	antifreeze fluids containing hazardous substances
200121	fluorescent tubes and other mercury-containing waste	150111	metallic packaging containing a hazardous solid porous matrix (for example asbestos), including empty pressure containers
080317	waste printing toner containing hazardous substances	080111	waste paint and varnish containing organic solvents or other hazardous substances
NON-HAZARDOUS WASTES			
WASTE CODE	WASTE NAME	WASTE CODE	WASTE NAME
150101	paper and cardboard packaging	170203	plastic
150102	plastic packaging	170405	iron and steel
150104	metallic packaging	170407	mixed metals
200108	biodegradable kitchen and canteen waste	170411	cables other than those mentioned in 170410

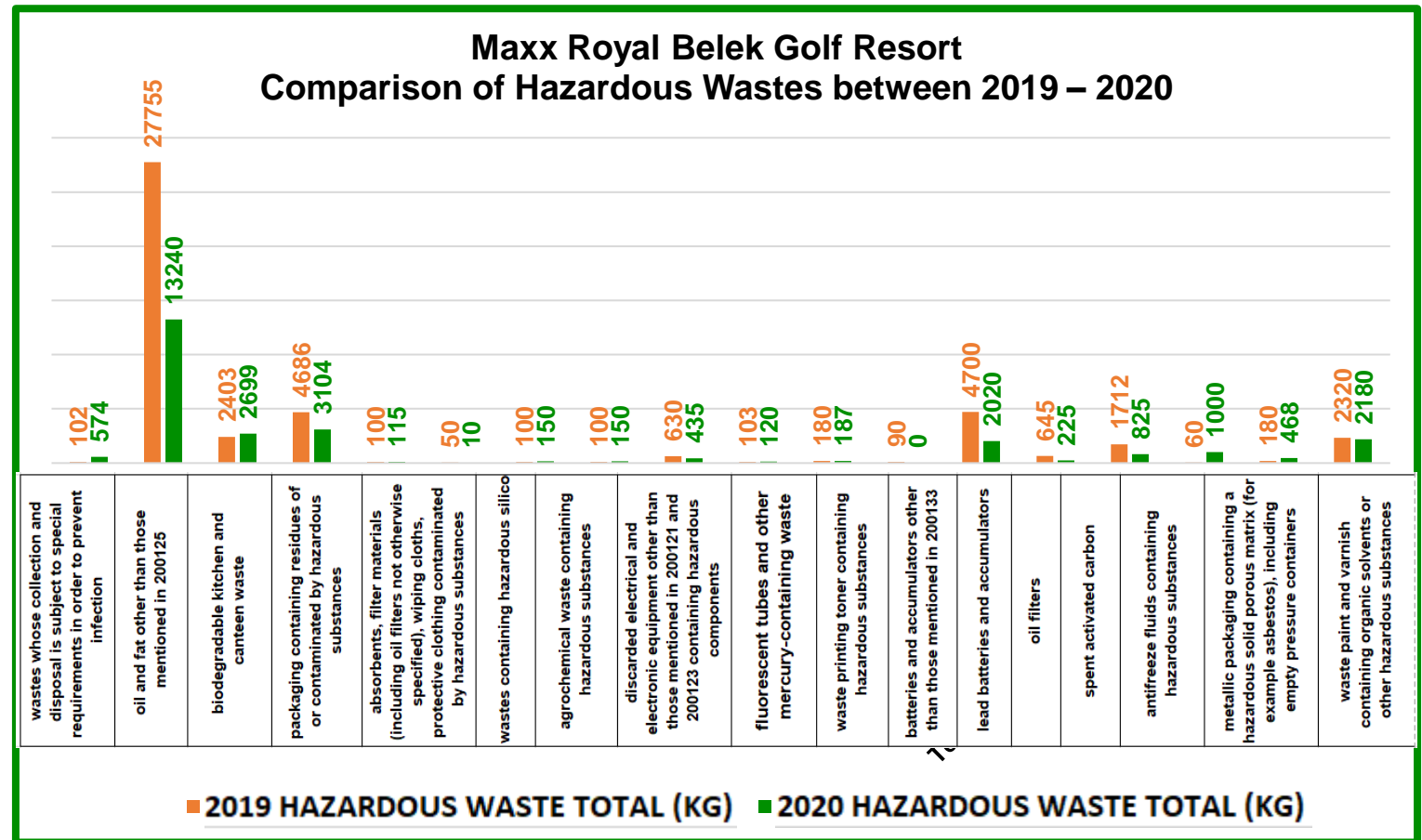
REDUCING THE EFFECTS ON ENVIRONMENT

REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Waste and Hazardous Materials Management;*

Considering hazardous waste delivery amounts between 2019 and 2020, it's seen that oil and fat group has been delivered most and they're followed by engine oils, contaminated packages and pomace waste groups. Since awareness and efficiency of sorting increase each passing day within the property, wastes are delivered in high tonnage. This case is observed as an indicator of the system development.

REDUCING THE EFFECTS ON ENVIRONMENT

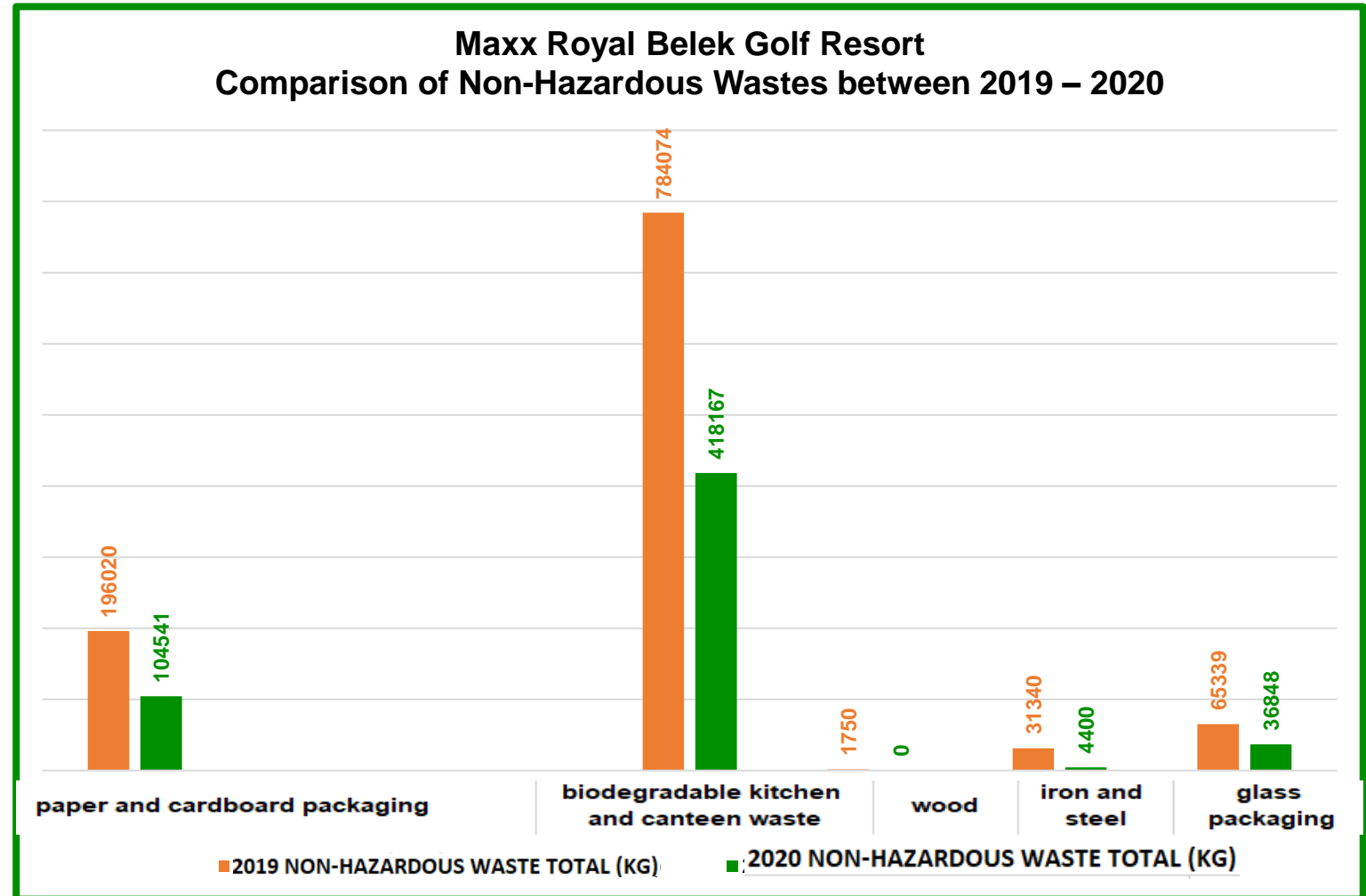


REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Waste and Hazardous Materials Management;*

Tesis içerisinde her geçen gün ayrışım bilinci ve etkinliğinin artması ile yüksek tonajlarda atık teslimatı gerçekleştirilmektedir. Considering delivery amounts of non-hazardous wastes between 2019 and 2020, it's seen that biodegradable wastes group has been delivered most and it's followed by packaging wastes groups. Since awareness and efficiency of sorting increase each passing day within the property, wastes are delivered in high tonnage.

REDUCING THE EFFECTS ON ENVIRONMENT

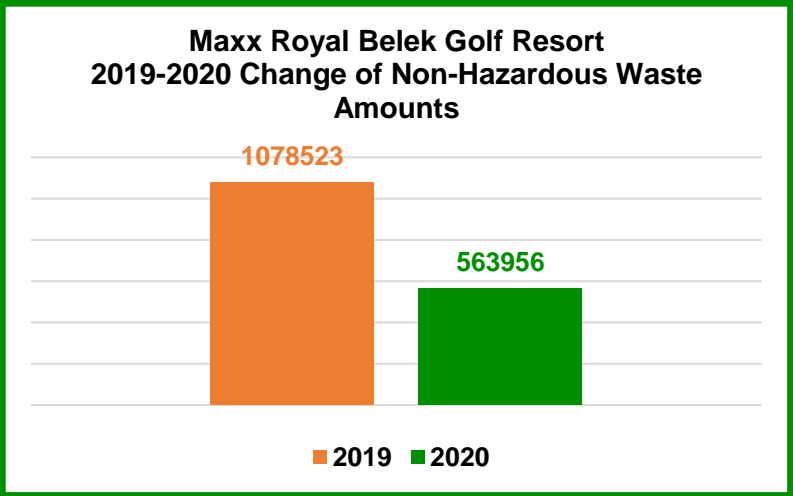
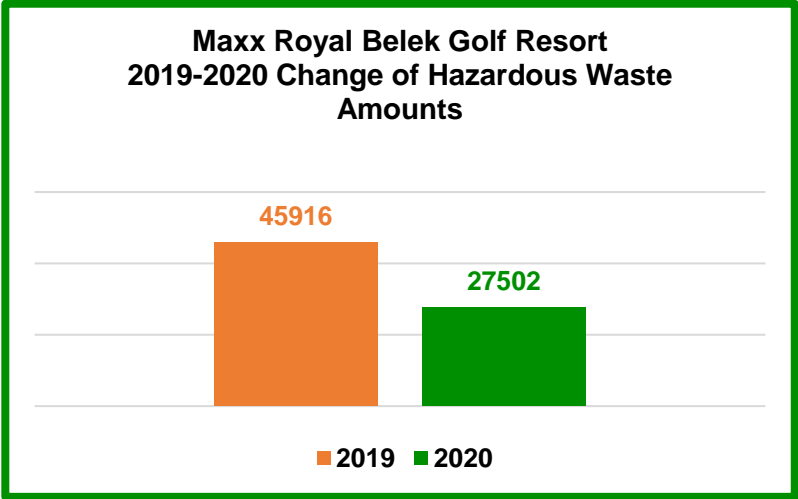
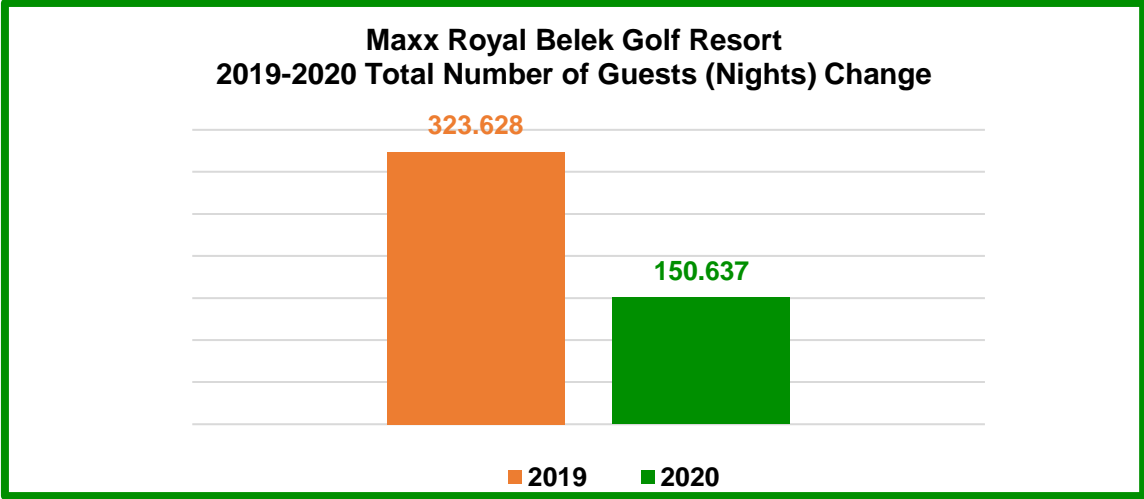


REDUCING THE EFFECTS ON ENVIRONMENT

➤ **Waste and Hazardous Materials Management;**

When the change of total waste amounts between 2019 and 2020 is analysed, it's seen that total number of guests in the hotel between 2019 and 2020 has been changed as follows and decrease in total amounts of hazardous and non-hazardous materials has been parallel to that change.

REDUCING THE EFFECTS ON ENVIRONMENT



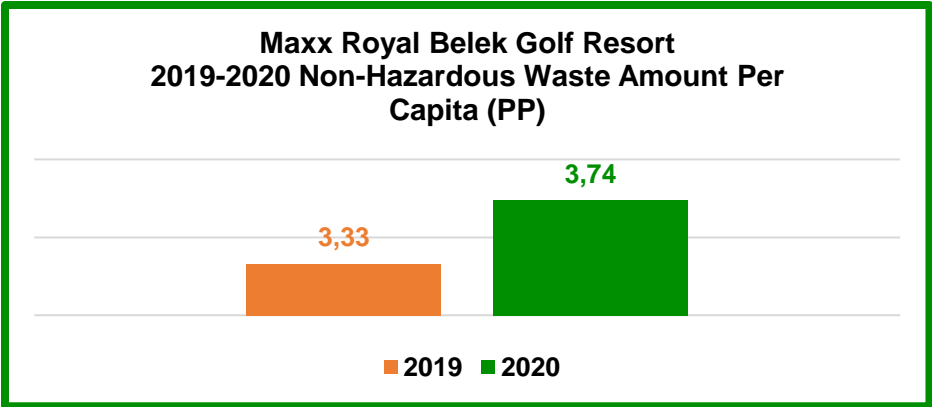
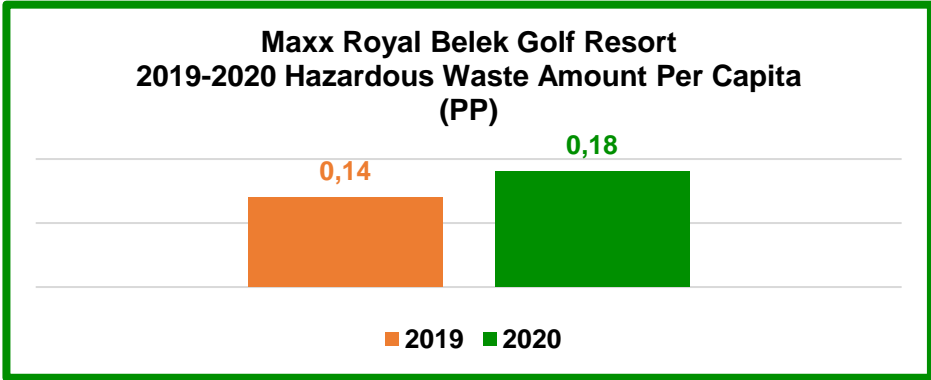
REDUCING THE EFFECTS ON ENVIRONMENT

➤ Waste and Hazardous Materials Management;

Considering hazardous – non-hazardous waste amount per capita between 2019 and 2020, hazardous waste amount per capita has been 0.14 and 0.18 kg in 2019 and 2020 respectively and non-hazardous waste amount per capita has been 3.33 kg and 3.74 kg in 2019 and 2020 respectively.

It's seen that we didn't exceed our objective for annual average of hazardous waste per capita in 2019 and 2020, however, we exceeded our objective in non-hazardous waste amount in 2019 and 2020. As a result of the evaluations, it's seen that the relevant increase was due to the increase in the number of our guests in 2019, and in 2020 due to the individual packaging of many materials/equipment, cleaning and disinfection of which was completed, because of the pandemic. In this sense, we have revised our annual objectives.

REDUCING THE EFFECTS ON ENVIRONMENT



Our Objective: To keep annual average of hazardous waste per capita below 0.5 kg and annual average of non-hazardous waste per capita below 3.5 kg.

REDUCING THE EFFECTS ON ENVIRONMENT

- **Waste and Hazardous Materials Management;**
- *For a sustainable environment, we fulfill our responsibility against the environment by sorting our wastes at their source and recycling in 2019.*



Maxx Royal Belek Golf Resort

Plastik Atık Topladım



196020

196020 kg Plastik Atık Topladım Toplayarak
Çevreye Büyük Kazanımlar Sağladınız



8036,82KG

Sera Gazı



1131819,48

Kwh

Enerji tasarrufu



450,85M3

Depolama alanı kazanç



3195,13Varil

Petrol tasarrufu

REDUCING THE EFFECTS ON
ENVIRONMENT

REDUCING THE EFFECTS ON ENVIRONMENT

- *Waste and Hazardous Materials Management;*
- 2019



Maxx Royal Belek Golf Resort

Cam Atık Topladım



65339

65339 kg Cam Atık Topladım Toplayarak
Çevreye Büyük Kazanımlar Sağladınız



78,41KG

Hammadde Tasarrufu



1960,17KG

Sera Gazı



2744,24Kwh

Enerji tasarrufu



98,01M3

Depolama alanı kazanç

REDUCING THE EFFECTS ON
ENVIRONMENT

REDUCING THE EFFECTS ON ENVIRONMENT

➤ Waste and Hazardous Materials Management;

For a sustainable environment, we fulfill our responsibility against the environment by sorting our wastes at their source and recycling in 2020.



Maxx Royal Belek Golf Resort

Plastik Atık Topladım

104541

104541 kg Plastik Atık Topladım Toplayarak
Çevreye Büyük Kazanımlar Sağladınız



4286,18KG

Sera Gazı



603619,73
Kwh

Enerji tasarrufu



240,44M3

Depolama alanı kazanç



1704,02Varil

Petrol tasarrufu

REDUCING THE EFFECTS ON
ENVIRONMENT

REDUCING THE EFFECTS ON ENVIRONMENT

- *Waste and Hazardous Materials Management;*
- 2020



Maxx Royal Belek Golf Resort

Cam Atık Topladım

36848

36848 kg Cam Atık Topladım Toplayarak
Çevreye Büyük Kazanımlar Sağladınız



44,22KG

Hammadde Tasarrufu



1105,44KG

Sera Gazı



1547,62Kwh

Enerji tasarrufu



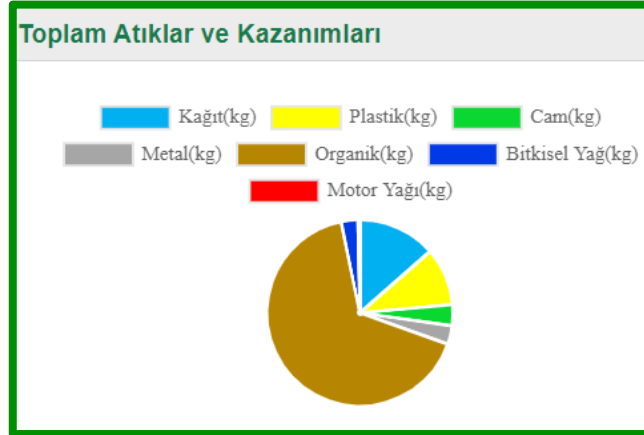
55,27M3

Depolama alanı kazanç

REDUCING THE EFFECTS ON
ENVIRONMENT

REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Waste and Hazardous Materials Management;*



REDUCING THE EFFECTS ON ENVIRONMENT

Maxx Royal Belek Golf Resort

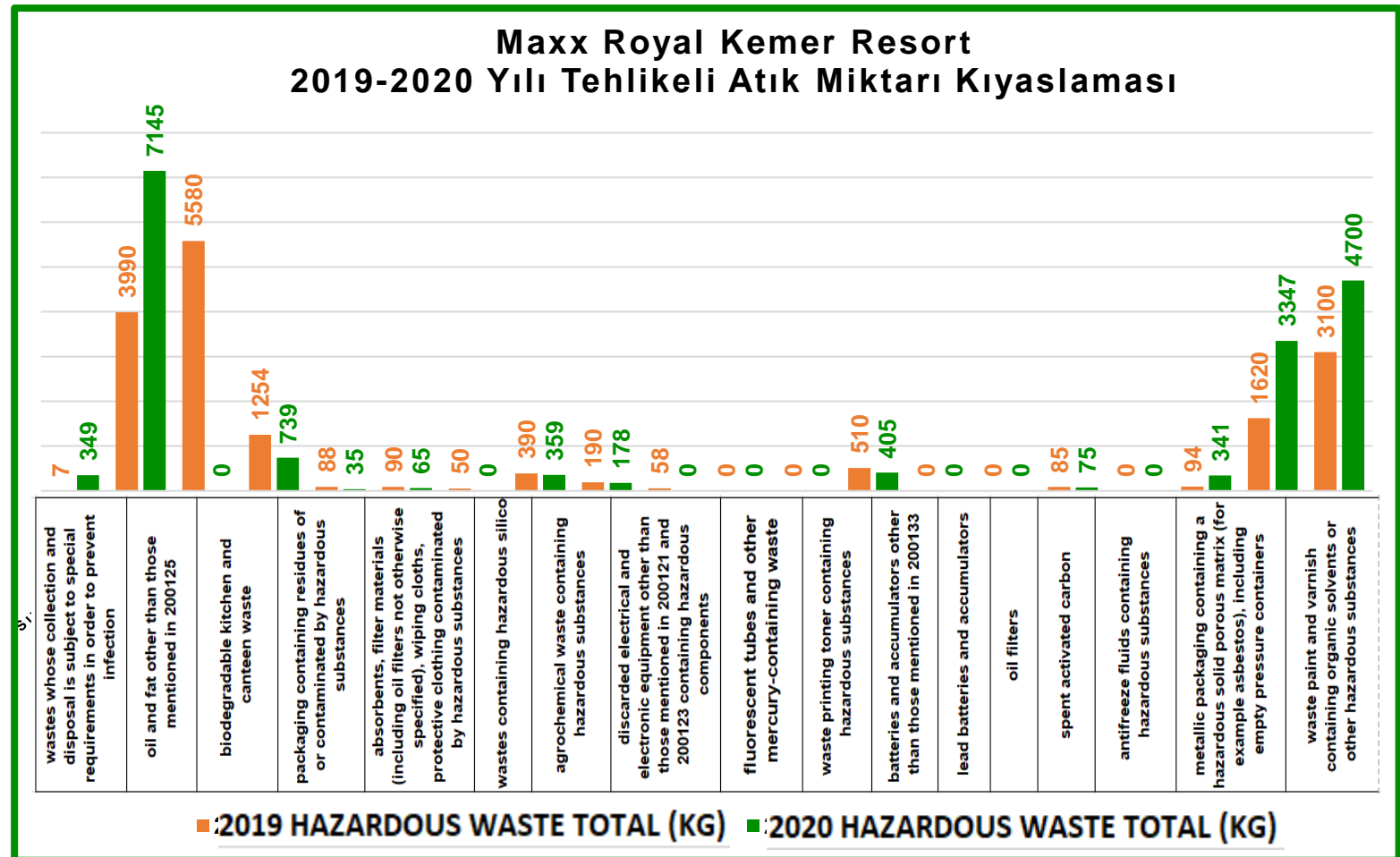
TOPLAM 1.328,184 ton DEĞERLENDİRİLEBİLİR ATIK						
173 ton Kağıt	128 ton Plastik	46 ton Cam	41 ton Metal	846 ton Organik Atık	37 ton Bitkisel Atık Yağ	4 ton Atık Motor Yağı
2.940,575 adet Ağaç	332.520 lt Petrol	55,59 ton Ham madde	53,5925 ton Ham madde	0 ton Kompost	36.694 lt Biyodizel	0 ton Madeni Yağ
41.150,2 kg Sera Gaz Salınımı	4.843,3 m3 Su Tasarrufu	944,8928 m3 Depolama Alanı	1.473.794,6 kWh Enerji Tasarrufu			

REDUCING THE EFFECTS ON ENVIRONMENT

➤ Waste and Hazardous Materials Management;

Considering hazardous waste delivery amounts between 2019 and 2020, it's seen that oil and fat group has been delivered most and they're followed by pomace, waste paints and varnishes, activated carbon and pomace waste groups. Since awareness and efficiency of sorting increase each passing day within the property, wastes are delivered in high tonnage. This case is observed as an indicator of the system development.

REDUCING THE EFFECTS ON ENVIRONMENT

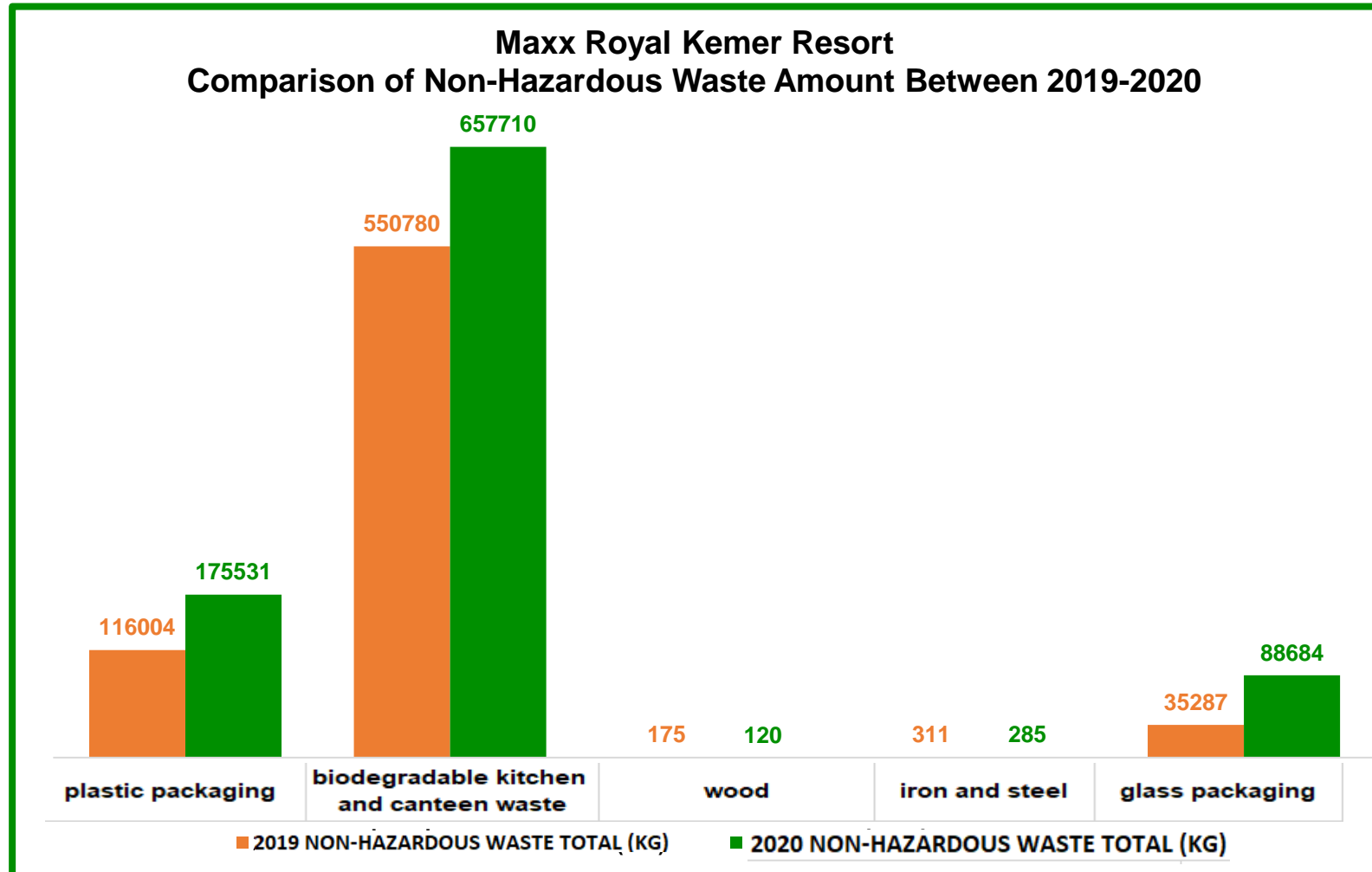


REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Waste and Hazardous Materials Management;*

Considering hazardous waste delivery amounts between 2019 and 2020, it's seen that biodegradable waste group has been delivered most and they're followed by packaging waste groups. Since awareness and efficiency of sorting increase each passing day within the property, wastes are delivered in high tonnage.

REDUCING THE EFFECTS ON ENVIRONMENT

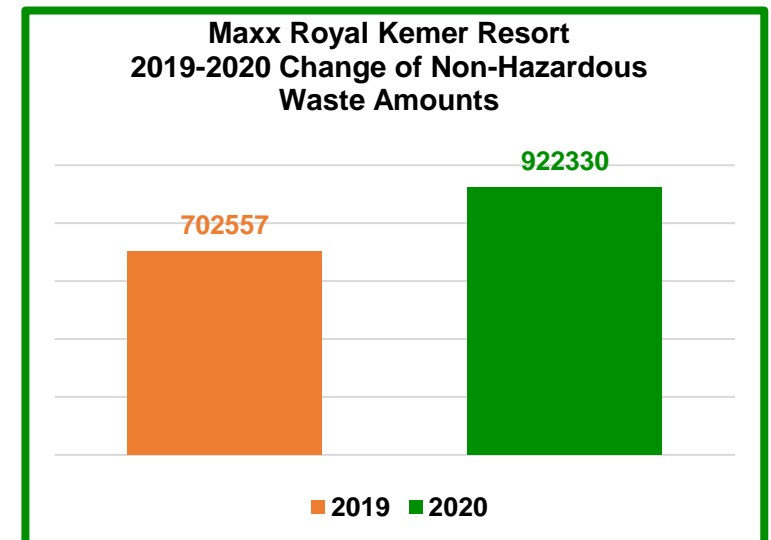
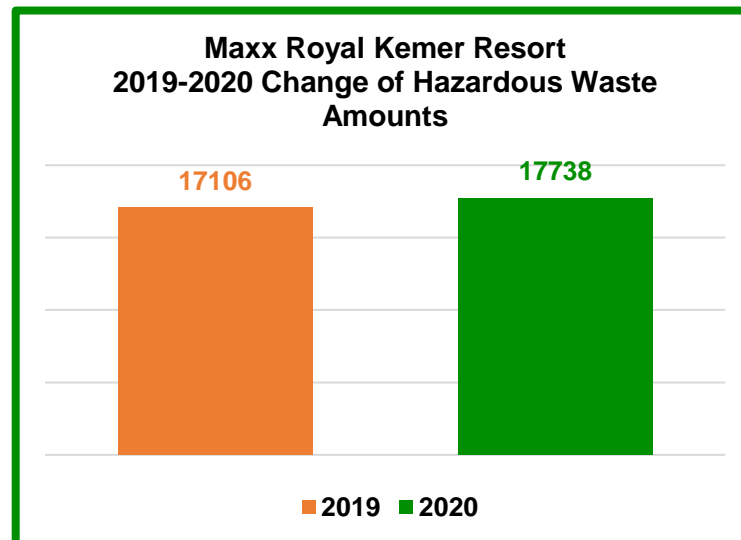
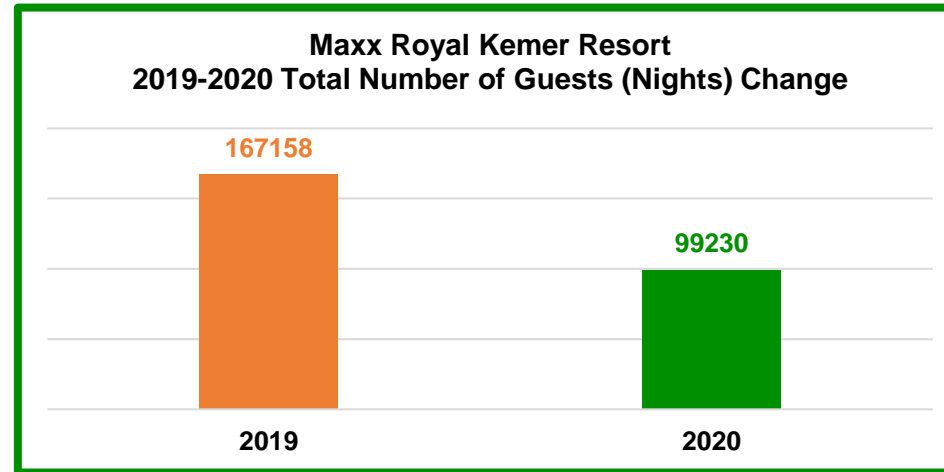


REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Waste and Hazardous Materials Management;*

The analysis of the change in total waste generation for the period 2019-2020 leads to the following result. The total number of people using the property has changed between 2019 and 2020 depending on the pandemic. In line with the requirements brought by the pandemic and in proportion to the increase in packaging, the amount of non-hazardous waste has increased and the maintenance and repair work carried out during the extended shutdown period of the property also increased the amount of hazardous waste.

REDUCING THE EFFECTS ON ENVIRONMENT



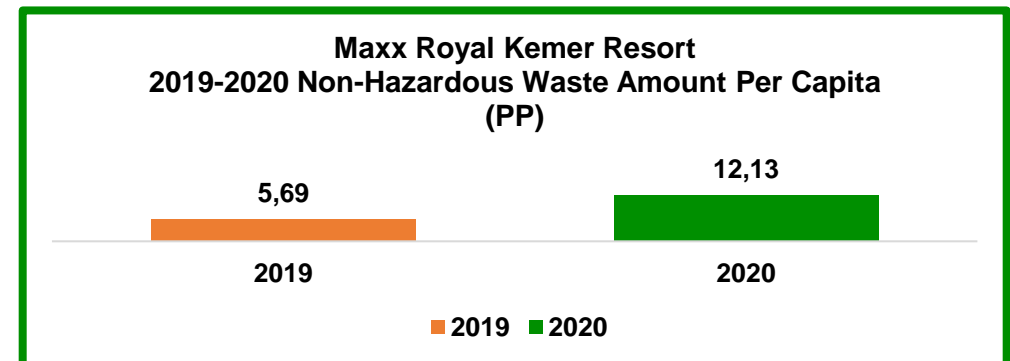
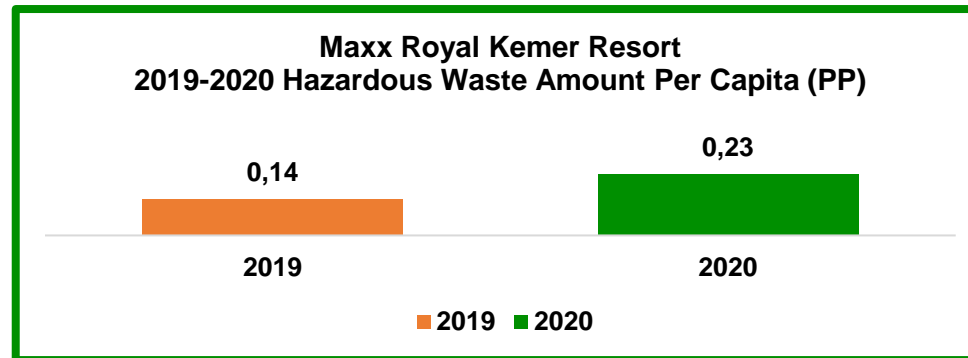
REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Waste and Hazardous Materials Management;*

Looking at the relationship between the amount of hazardous and non-hazardous waste per capita in 2019 and 2020, it's seen that the amount of hazardous waste per capita is 0.14 kg and 0.23 kg in 2019 and 2020, respectively. The amount of non-hazardous waste per capita is 5.69 kg and 12.13 kg in 2019 and 2020, respectively.

It's seen that we did not exceed our objectives for the annual average of hazardous waste per capita in 2019 and 2020, but we exceeded our objectives for the amount of non-hazardous waste in 2019 and 2020. As a result of the evaluations, it's seen that the relevant increase was due to the increase in the number of our guests in 2019, and in 2020 due to the individual packaging of many materials/equipment, cleaning and disinfection of which was completed, because of the pandemic. In this sense, we have revised our annual objectives.

REDUCING THE EFFECTS ON ENVIRONMENT



Our Objective: To keep annual average of hazardous waste consumption per capita below 0.5 kg and annual average of non-hazardous waste consumption per capita below 8.5 kg.

REDUCING THE EFFECTS ON ENVIRONMENT

➤ Waste and Hazardous Materials Management;

For a sustainable environment, we fulfill our responsibility against the environment by sorting our wastes at their source and recycling in 2019.



Maxx Royal Kemer Resort

Plastik Atık Topladım

116490

116490 kg Plastik Atık Topladım Toplayarak
Çevreye Büyük Kazanımlar Sağladınız



4776,09KG

Sera Gazı



**672613,26
Kwh**

Enerji tasarrufu



267,93M3

Depolama alanı kazanç



1898,79Varil

Petrol tasarrufu

REDUCING THE EFFECTS ON
ENVIRONMENT

REDUCING THE EFFECTS ON ENVIRONMENT

- *Waste and Hazardous Materials Management;*
- 2019



Maxx Royal Kemer Resort

Cam Atık Topladım



35287

35287 kg Cam Atık Topladım Toplayarak
Çevreye Büyük Kazanımlar Sağladınız



42,34KG

Hammadde Tasarrufu



1058,61KG

Sera Gazı



1482,05Kwh

Enerji tasarrufu



52,93M3

Depolama alanı kazanç

REDUCING THE EFFECTS ON
ENVIRONMENT

REDUCING THE EFFECTS ON ENVIRONMENT

➤ **Waste and Hazardous Materials Management;**

For a sustainable environment, we fulfill our responsibility against the environment by sorting our wastes at their source and recycling in 2020.



Maxx Royal Kemer Resort

Plastik Atık Topladım

175531

175531 kg Plastik Atık Topladım Toplayarak
Çevreye Büyük Kazanımlar Sağladınız



7196,77KG

Sera Gazı



**1013515,99
Kwh**

Enerji tasarrufu



403,72M3

Depolama alanı kazanç



2861,16Varil

Petrol tasarrufu

REDUCING THE EFFECTS ON
ENVIRONMENT

REDUCING THE EFFECTS ON ENVIRONMENT

- *Waste and Hazardous Materials Management;*
- 2020



Maxx Royal Kemer Resort

Cam Atık Topladım

88684

88684 kg Cam Atık Topladım Toplayarak
Çevreye Büyük Kazanımlar Sağladınız



106,42KG

Hammadde Tasarrufu



2660,52KG

Sera Gazı



3724,73Kwh

Enerji tasarrufu



133,03M3

Depolama alanı kazanç

REDUCING THE EFFECTS ON
ENVIRONMENT

REDUCING THE EFFECTS ON ENVIRONMENT

➤ Waste and Hazardous Materials Management;



REDUCING THE EFFECTS ON ENVIRONMENT

Maxx Royal Kemer Resort

TOPLAM 455,388 ton DEĞERLENDİRİLEBİLİR ATIK

52 ton Kağıt	39 ton Plastik	14 ton Cam	12 ton Metal	302 ton Organik Atık	11 ton Bitkisel Atık Yağ	0,405 ton Atık Motor Yağı
888,365005 adet Ağaç	100.456,24 8 lt Petrol	16,794066 ton Ham madde	16,190608 ton Ham madde	0 ton Kompost	10.815 lt Biyodizel	0 ton Madeni Yağ
12.431,71748 kg Sera Gaz Salınımı	1.463,18942 m3 Su Tasarrufu	285,321287 m3 Depolama Alanı	445.242,01804 kWh Enerji Tasarrufu			

REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Energy Management;*

Maxx Royal Belek is a property where various energy sources and many technologies are used together. Energy data are recorded with different methods and regularly reported. Followed by operational and financial analyses, energy data are evaluated by Energy Efficiency Consultant.

Thanks to automation systems like illumination, air-conditioning, irrigation etc., saving opportunities are created.

It's aimed to make positive impact on energy values by procuring efficient, saving, eco-friendly, new technology products.

Energy sources used in our property are as follows:

- ✓ Natural Gas
- ✓ Electricity
- ✓ Diesel Fuel
- ✓ Diesel Vehicle
- ✓ Gasoline Vehicle
- ✓ LPG
- ✓ Wood
- ✓ Coal



REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Energy Management;*

REDUCING THE EFFECTS ON ENVIRONMENT

MAXX ROYAL BELEK GOLF RESORT 2019 ENERGY DATA			
ENERGY TYPE	TOTAL NUMBER OF GUESTS (NIGHTS)	PER CAPITA (PP) KWH	TOTAL ENERGY (KWH)
ELECTRICITY	323.628	38,70	12.523.740
LPG	323.628	0,38	124.410
NATURAL GAS	323.628	277,92	89.941.968
WOOD	323.628	0,04	13.224
COAL	323.628	2,76	894.093
DIESEL FUEL	323.628	1,14	369.472
GASOLINE VEHICLE	323.628	1,40	453.146
DIESEL VEHICLE	323.628	2,31	747.454

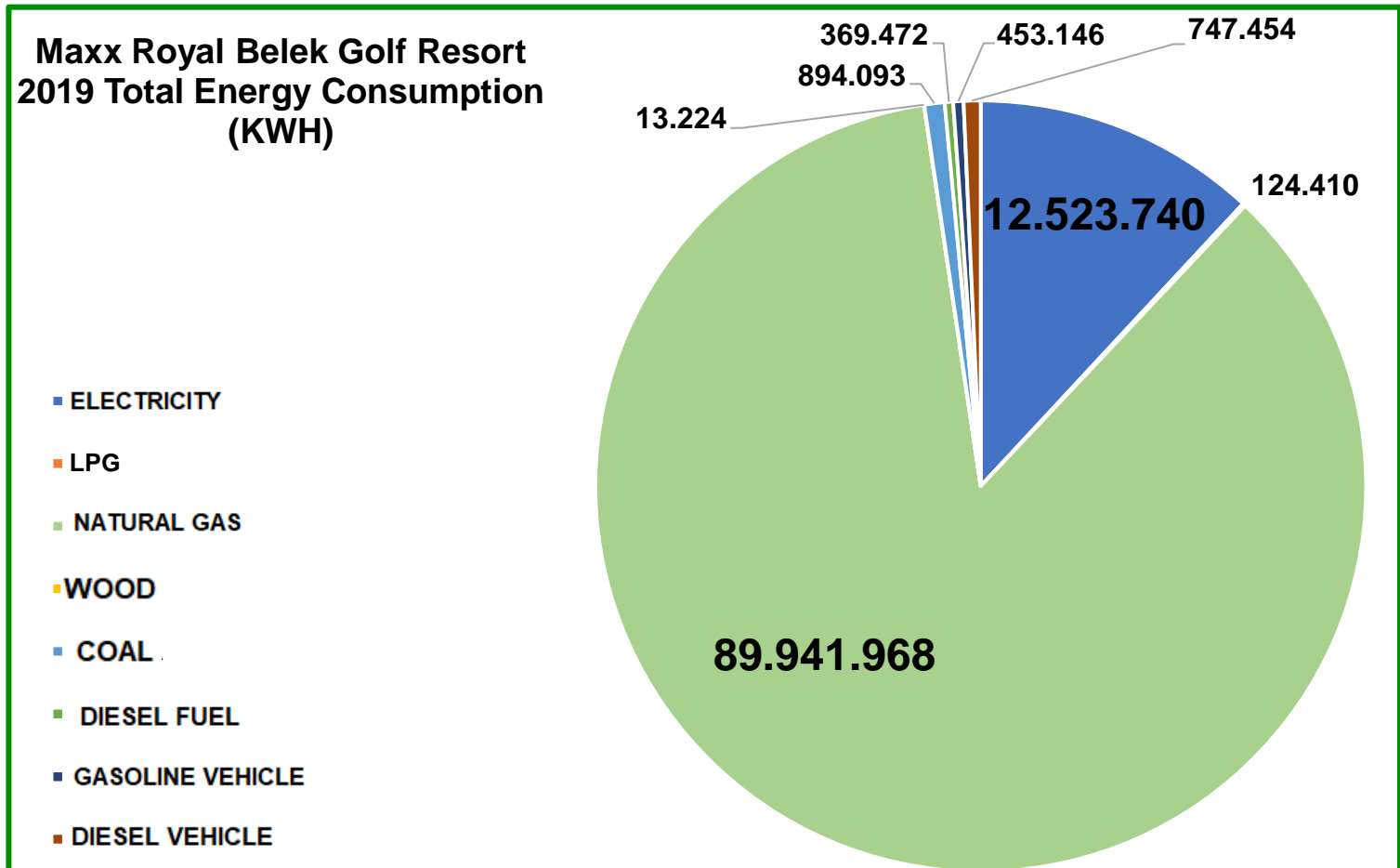


REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Energy Management;*

If we make a general assessment of the energy consumption values in 2019, natural gas has the highest value of the energy consumption at our property.

REDUCING THE EFFECTS ON ENVIRONMENT

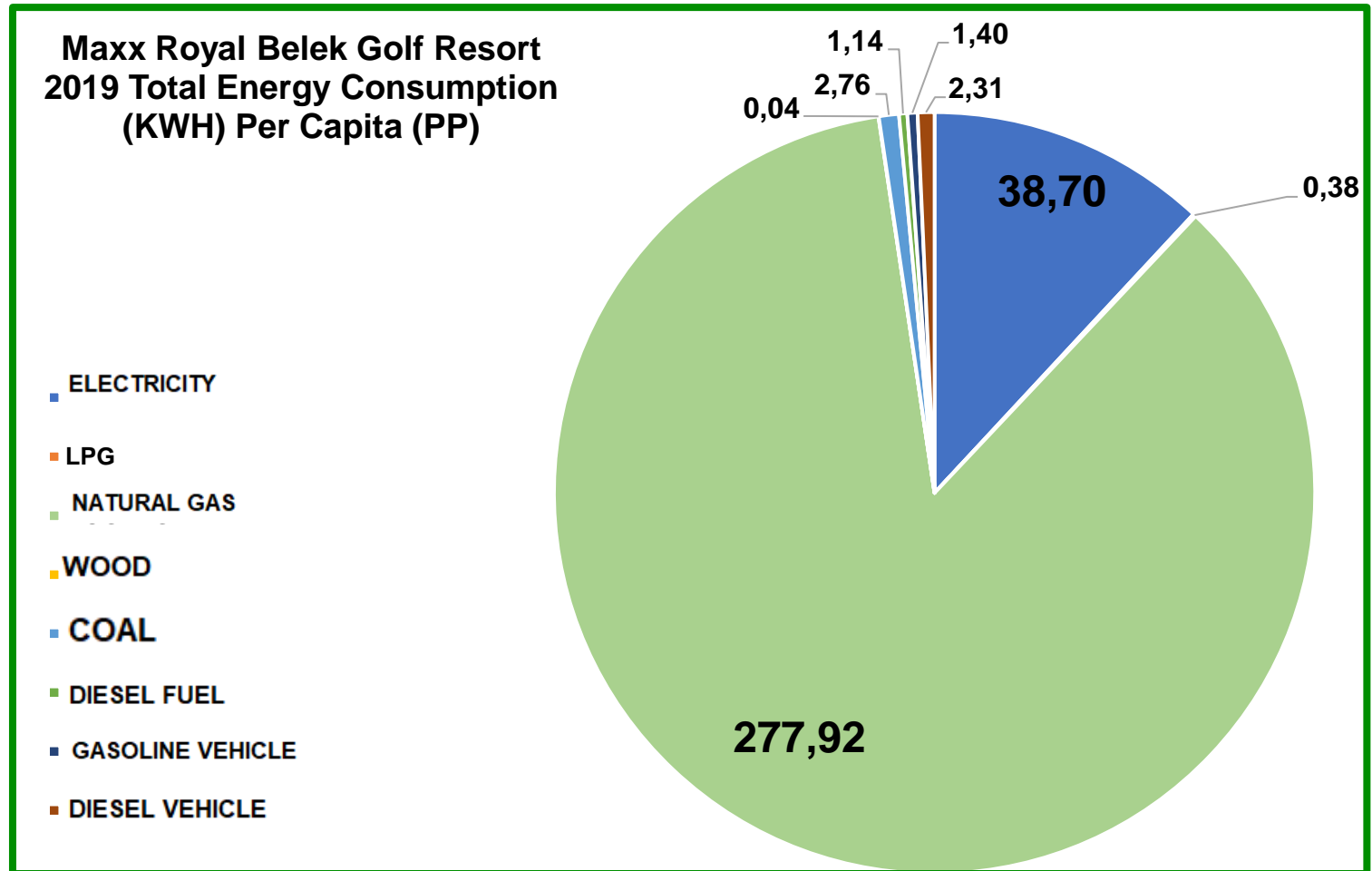


REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Energy Management;*

If we make a general assessment of the energy consumption values per capita in 2019, natural gas has the highest value of the energy consumption per capita at our property.

REDUCING THE EFFECTS ON ENVIRONMENT

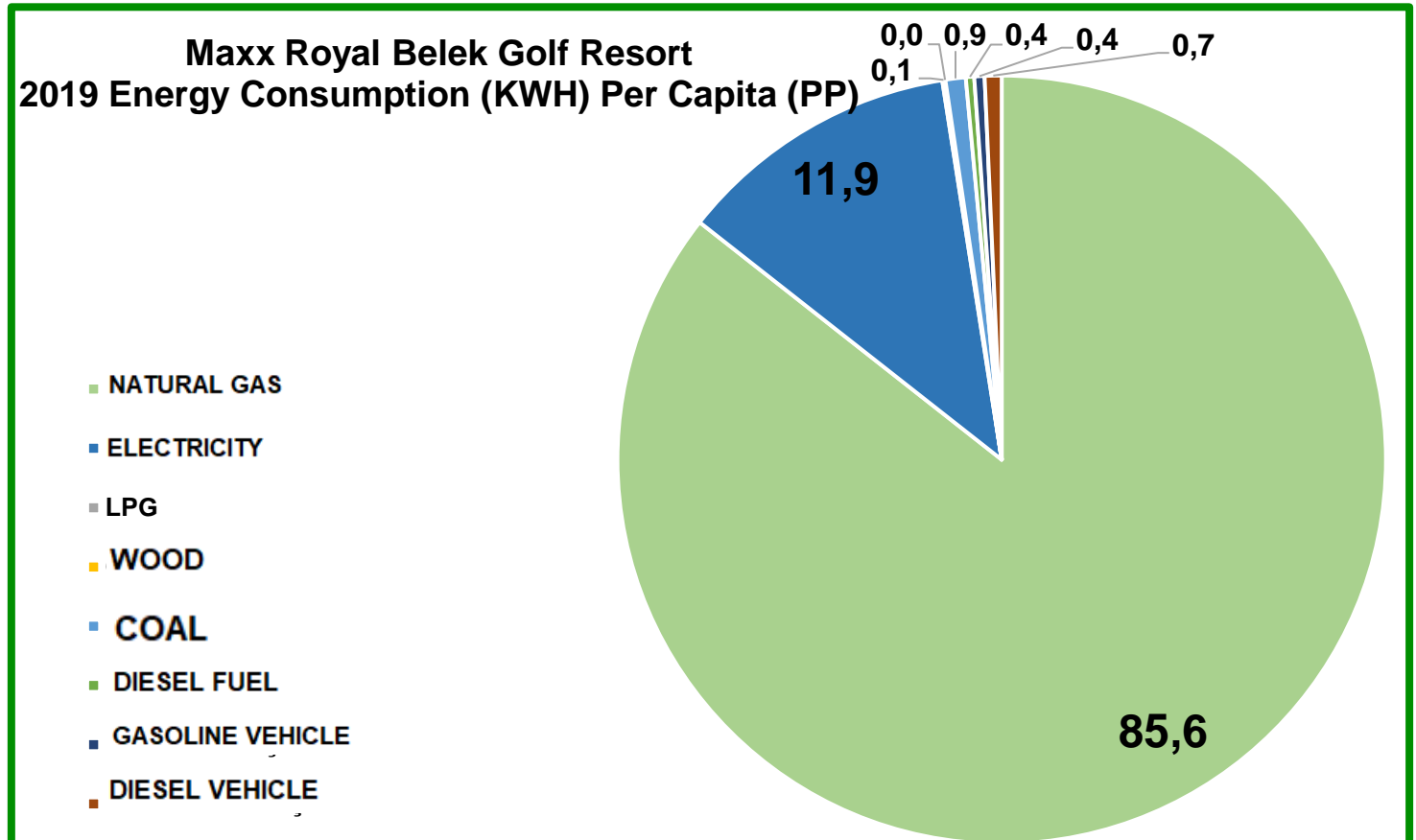


REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Energy Management;*

If we make a general assessment of energy consumption values per capita in 2019, 85.6% of energy consumption per capita at our property is natural gas. With 11.9%, electricity consumption follows natural gas consumption. Diesel, gasoline, wood, coal and LPG are among our low-consumption energy sources.

REDUCING THE EFFECTS ON ENVIRONMENT



REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Energy Management;*

MAXX ROYAL BELEK GOLF RESORT 2020 ENERGY DATA			
ENERGY TYPE	TOTAL NUMBER OF GUESTS (NIGHTS)	PER CAPITA (PP) KWH	TOTAL ENERGY (KWH)
ELECTRICITY	150.637	65,41	9.853.460
LPG	150.637	0,47	70.601
NATURAL GAS	150.637	379,70	57.196.041
WOOD	150.637	0,08	12.354
COAL	150.637	1,80	270.735
DIESEL FUEL	150.637	1,30	195.836
GASOLINE VEHICLE	150.637	2,07	311.415
DIESEL VEHICLE	150.637	3,54	533.980

REDUCING THE EFFECTS ON ENVIRONMENT



REDUCING THE EFFECTS ON ENVIRONMENT

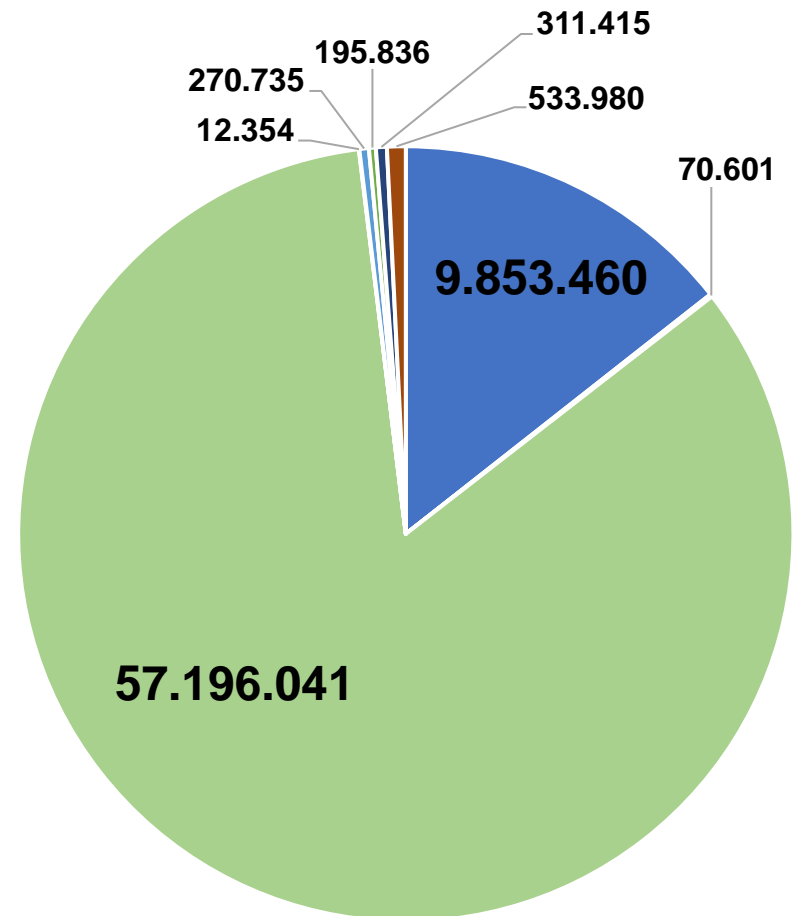
➤ *Energy Management;*

If we make a general assessment of the energy consumption values in 2020, natural gas has the highest value of the energy consumption at our property.

REDUCING THE EFFECTS ON ENVIRONMENT

**Maxx Royal Belek Golf Resort
2020 Total Energy Consumption
(KWH)**

- ELECTRICITY
- LPG
- NATURAL GAS
- WOOD
- COAL
- DIESEL FUEL
- GASOLINE VEHICLE
- DIESEL VEHICLE

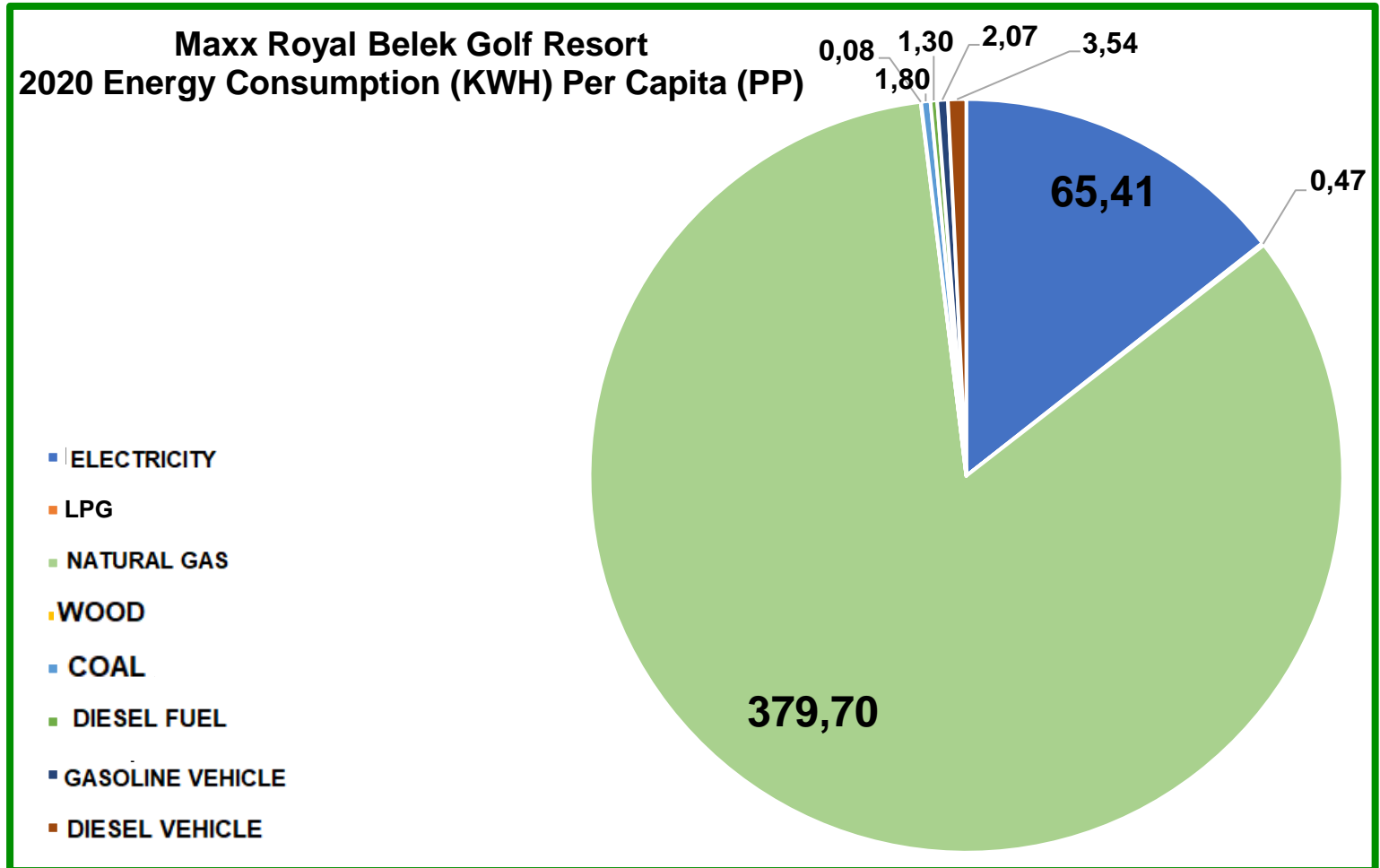


REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Energy Management;*

If we make a general assessment of the energy consumption values per capita in 2020, natural gas has the highest value of the energy consumption per capita at our property.

REDUCING THE EFFECTS ON ENVIRONMENT



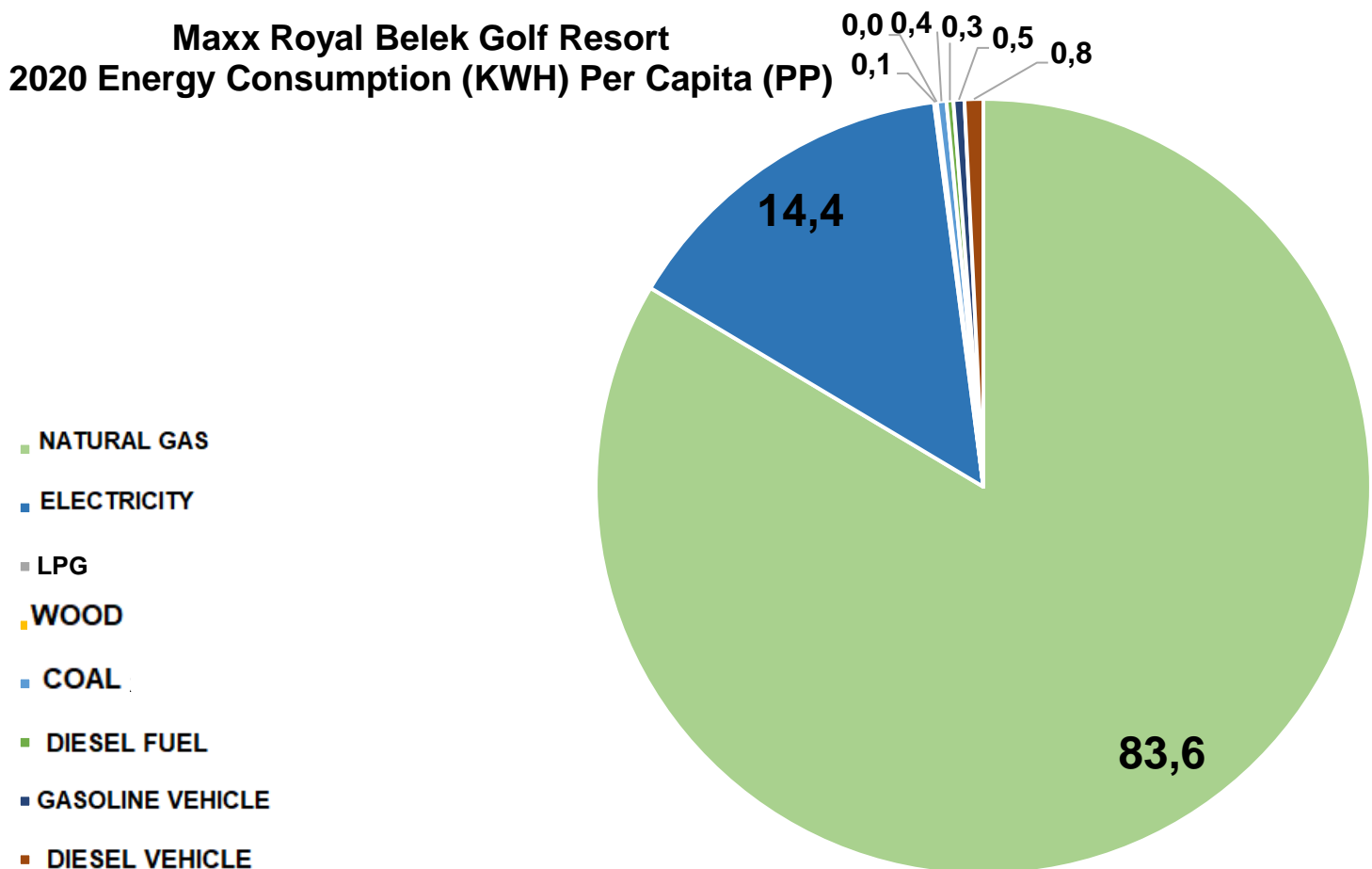
REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Energy Management;*

If we make a general assessment of energy consumption values per capita in 2020, 83.6% of energy consumption per capita at our property is natural gas. With 14.4%, electricity consumption follows natural gas consumption. Diesel, gasoline, wood, coal and LPG are among our low-consumption energy sources.

REDUCING THE EFFECTS ON ENVIRONMENT

**Maxx Royal Belek Golf Resort
2020 Energy Consumption (KWH) Per Capita (PP)**

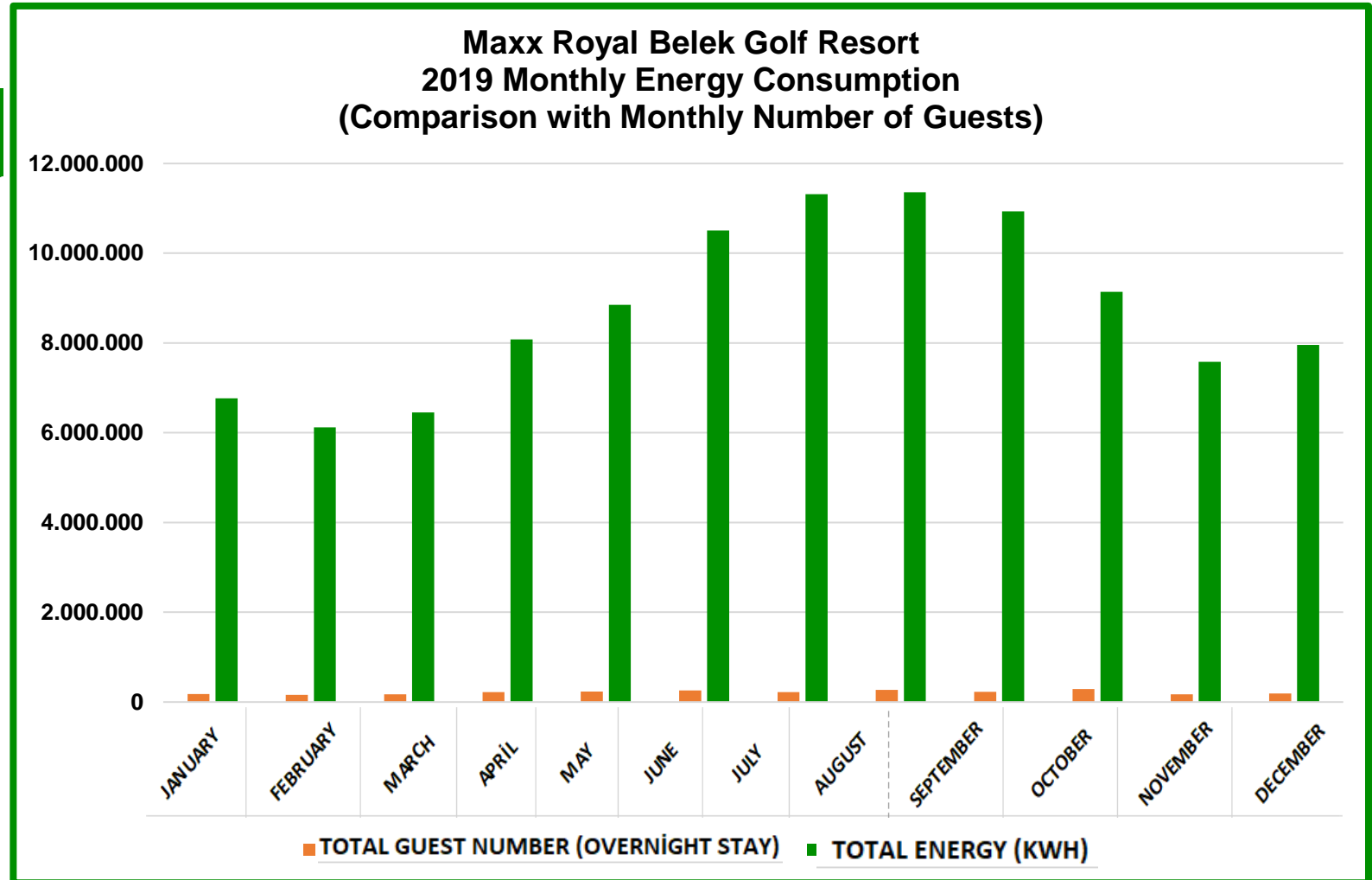


REDUCING THE EFFECTS ON ENVIRONMENT

➤ Energy Management

It's seen that the energy consumption amount in 2019 is parallel with the guest occupancy in the hotel and reaches the highest values in peak season.

REDUCING THE EFFECTS ON ENVIRONMENT

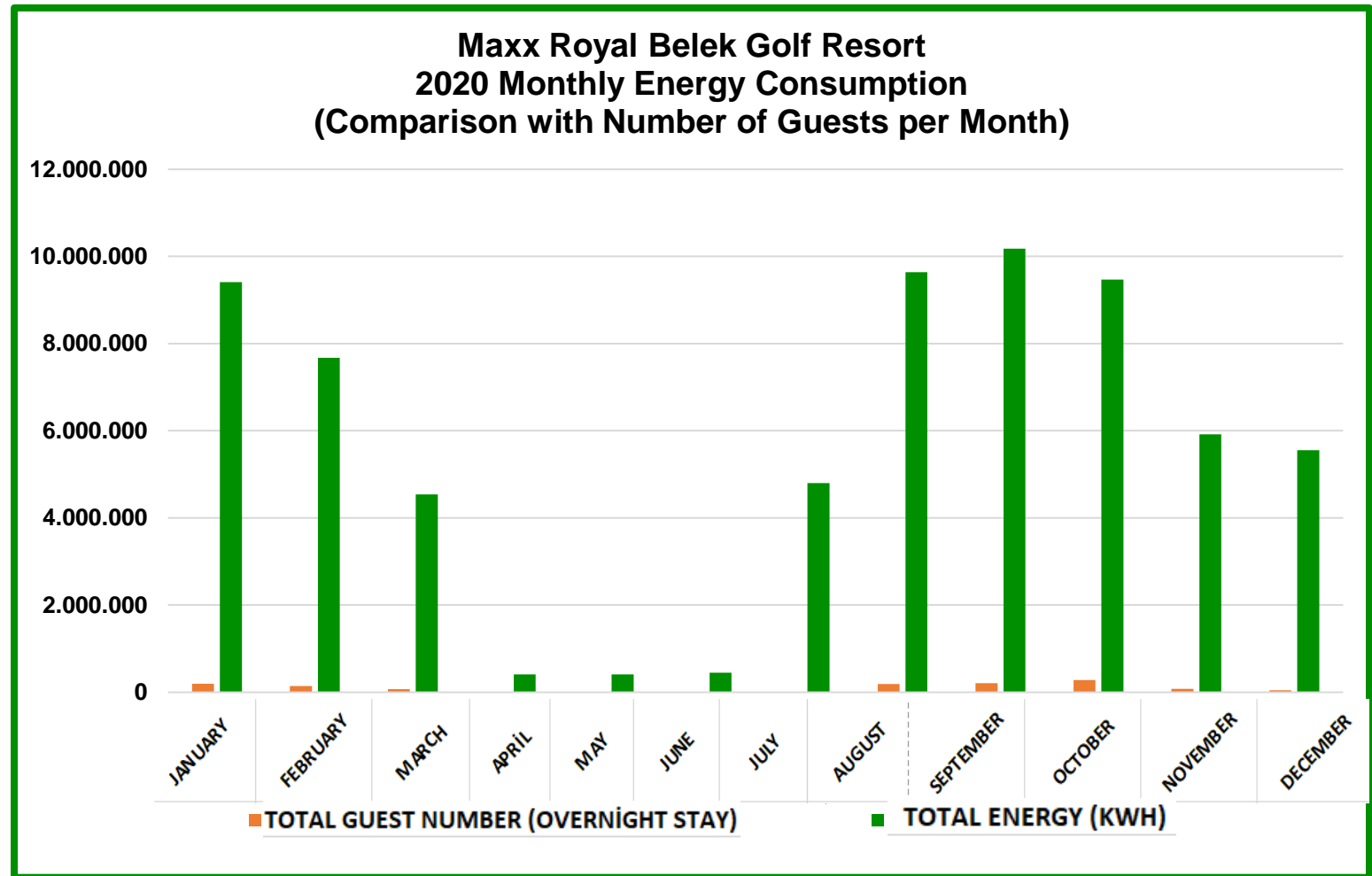


REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Energy Management;*

It's seen that the energy consumption amount in 2020 is parallel with the guest occupancy in the hotel and increases in peak season.

REDUCING THE EFFECTS ON ENVIRONMENT

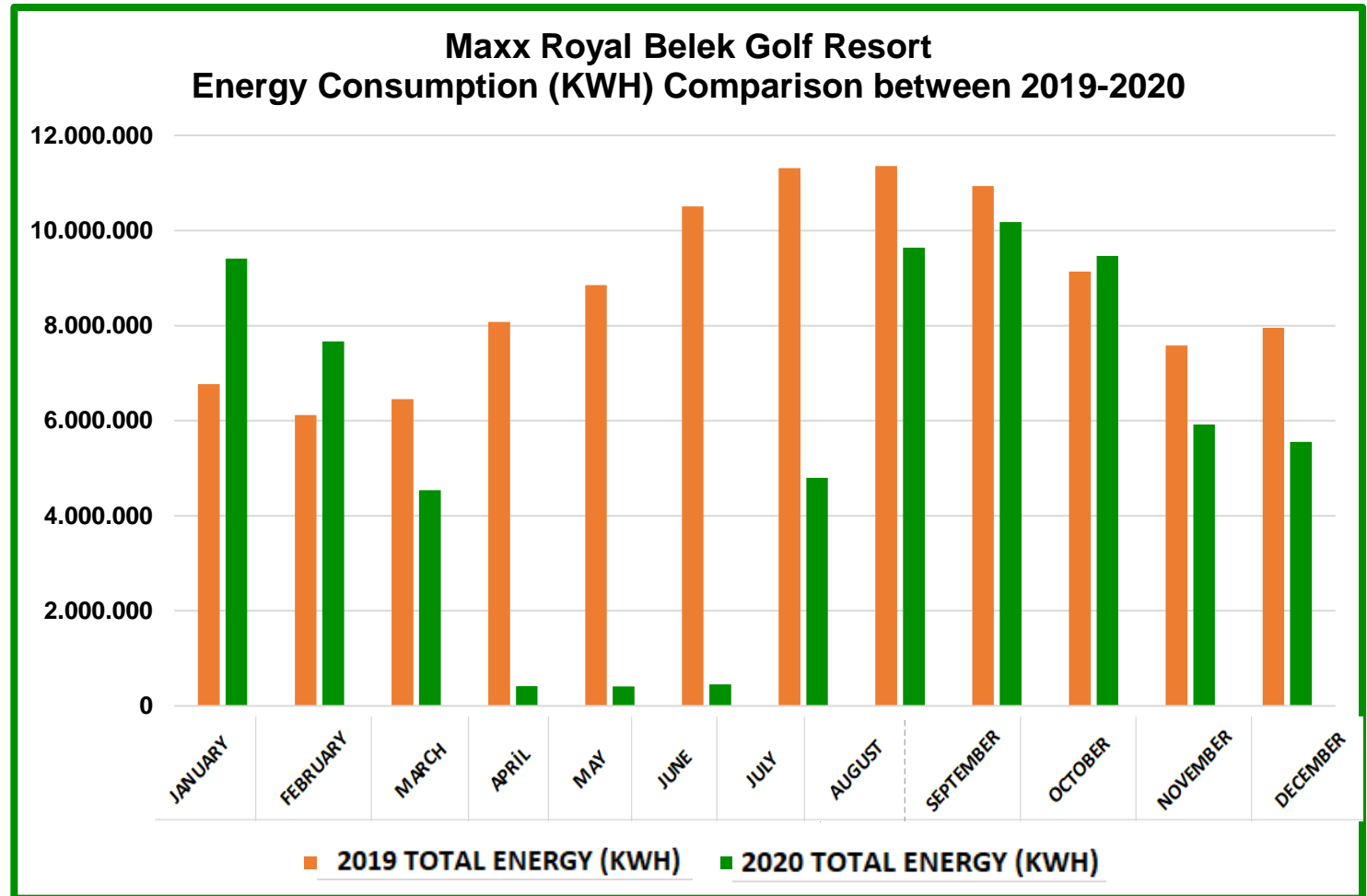


REDUCING THE EFFECTS ON ENVIRONMENT

➤ Energy Management

When energy consumption values between 2019 and 2020 are compared, it's seen that due to the increase in guest occupancy in 2019, total energy consumption increases as well. It's observed that in 2020, due to the decrease in guest occupancy because of the pandemic, there were less consumption compared to 2019.

REDUCING THE EFFECTS ON ENVIRONMENT

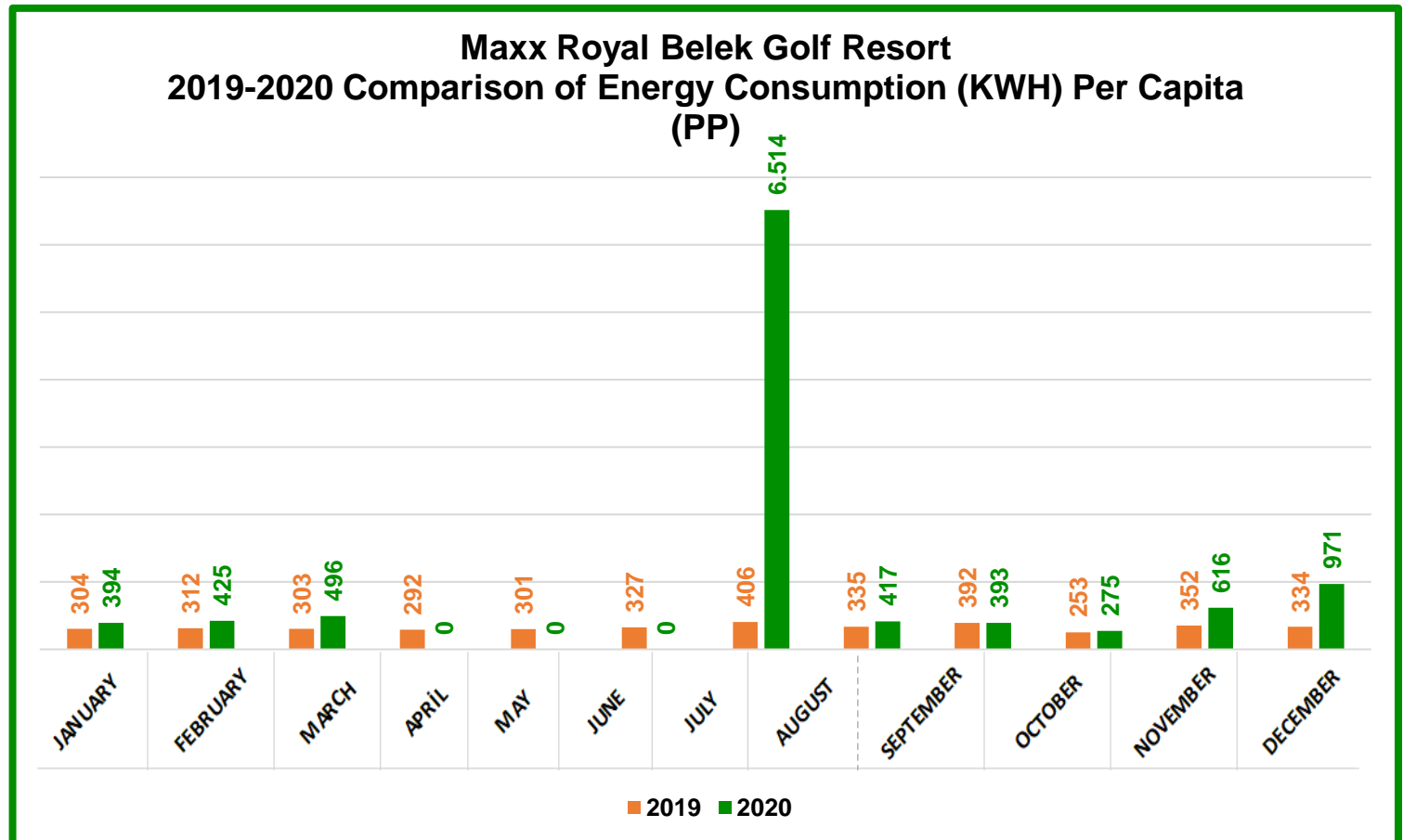


REDUCING THE EFFECTS ON ENVIRONMENT

➤ Energy Management

When it comes to the change in the ratio of energy consumption per capita in 2019 and 2020, it's seen that energy consumption per capita is at the same ratio depending on the guest occupancy. There is an increase in July due to the fact that the property was closed in April, May and June because of the pandemic in 2020 and opened back in July and the property opening procedures were implemented.

REDUCING THE EFFECTS ON ENVIRONMENT



REDUCING THE EFFECTS ON ENVIRONMENT

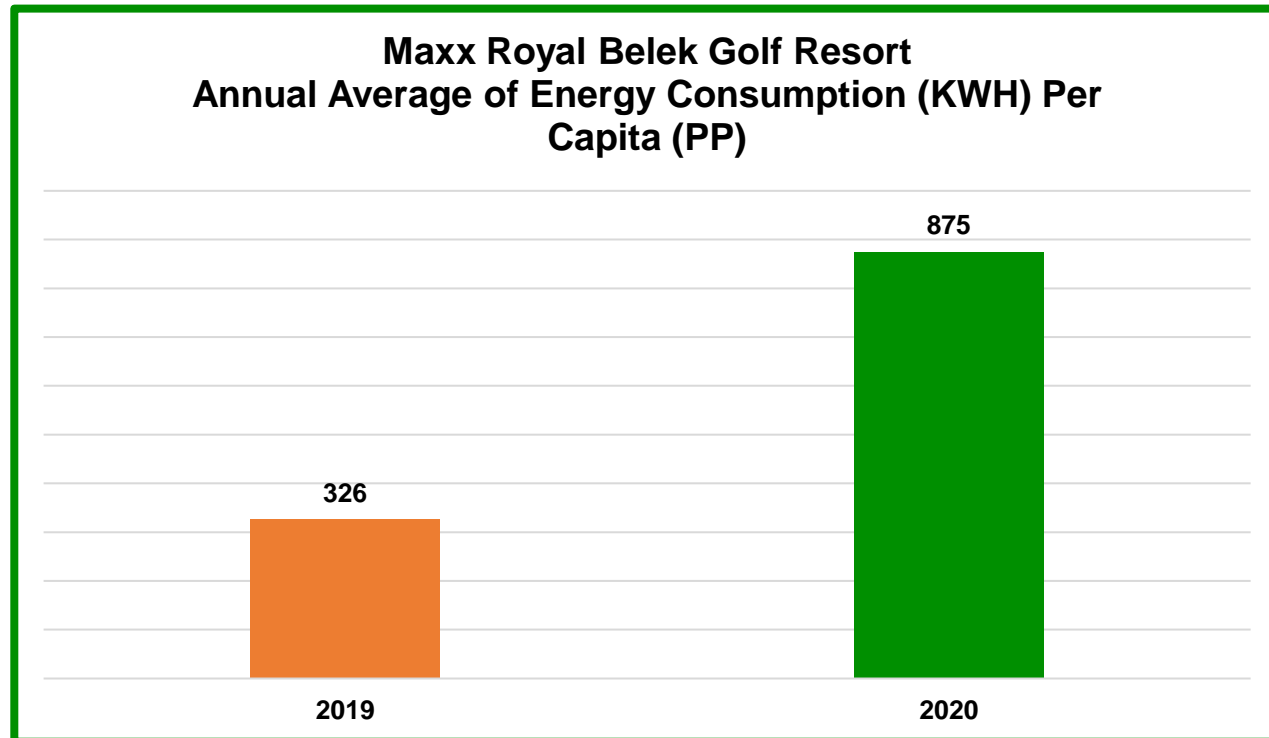
➤ *Energy Management*

It's seen that the annual average of total energy consumption per capita in 2019 and 2020 is 326 KWH and 875 KWH respectively and that we exceeded our target per capita per year.

Considering the constantly increasing needs in 2019, the increase in the number of guests, the comfort demands and the abundance of facilities of the property, we evaluate this increase as an acceptable value.

It's seen that there is an increase in July due to the fact that the property was closed in April, May and June because of the pandemic in 2020 with low guest occupancy and opened back in July and the property opening procedures were implemented. In this sense, our objectives for 2021 have been revised as the average of total consumption per capita in 2019-2020.

REDUCING THE EFFECTS ON ENVIRONMENT



Our Objective: To keep annual average of energy consumption per capita at 600 KWH.

REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Energy Management;*

REDUCING THE EFFECTS ON ENVIRONMENT

MAXX ROYAL KEMER RESORT 2019 ENERGY DATA			
ENERGY TYPE	TOTAL NUMBER OF GUESTS (NIGHTS)	PER CAPITA (PP) KWH	TOTAL ENERGY (KWH)
LNG	176.790	38,99	6.892.742
ELECTRICITY	176.790	65,59	11.595.301
DIESEL FUEL	176.790	0,37	65.665
DIESEL VEHICLE	176.790	0,33	59.193
GASOLINE	176.790	0,04	7.616
GASOLINE VEHICLE	176.790	0,24	42.979
WOOD	176.790	0,87	154.425
LPG	176.790	0,03	4.469
COAL	176.790	2,83	499.809

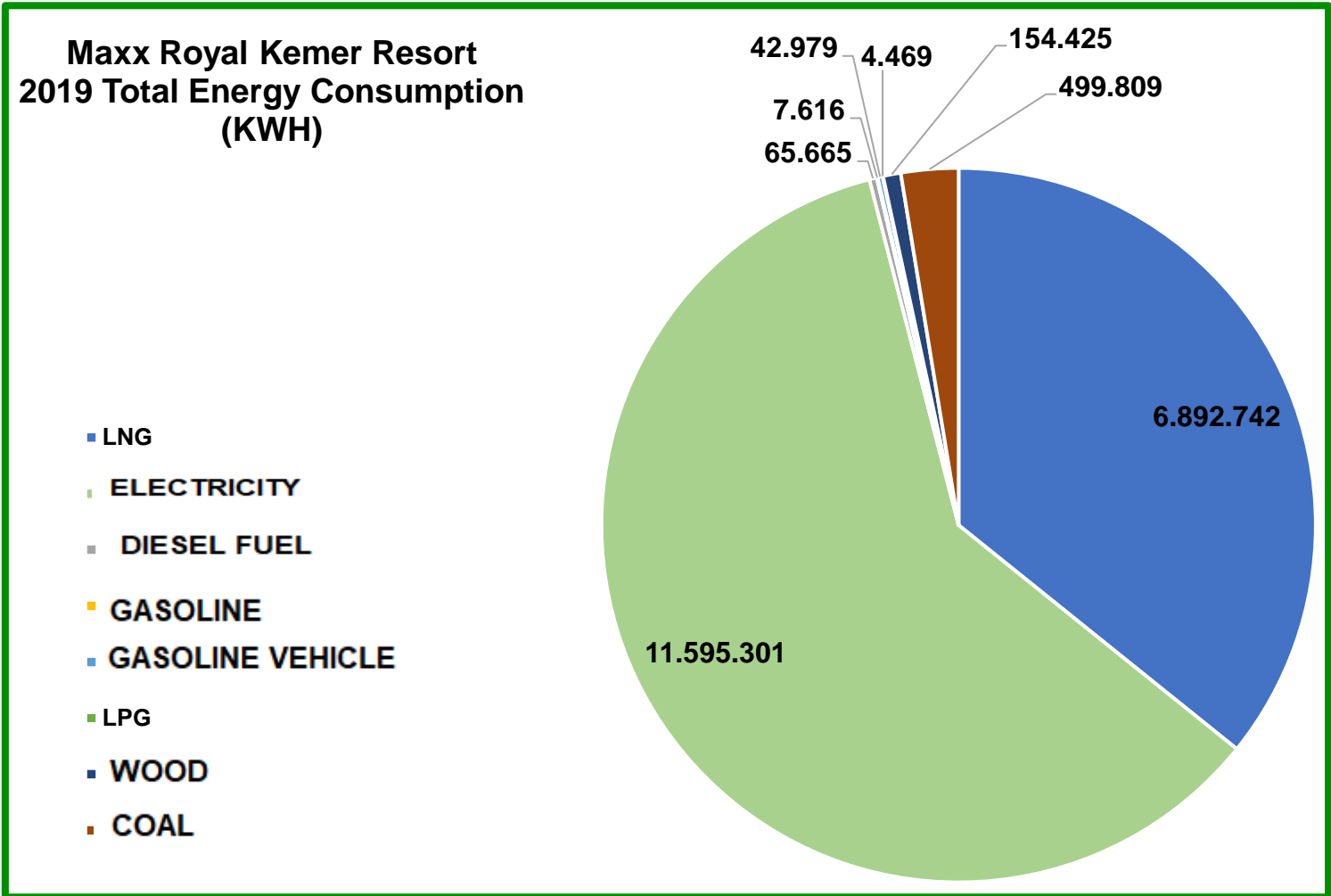


REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Energy Management;*

If we make a general assessment of the energy consumption values in 2019, LPG has the highest value of the energy consumption at our property.

REDUCING THE EFFECTS ON ENVIRONMENT



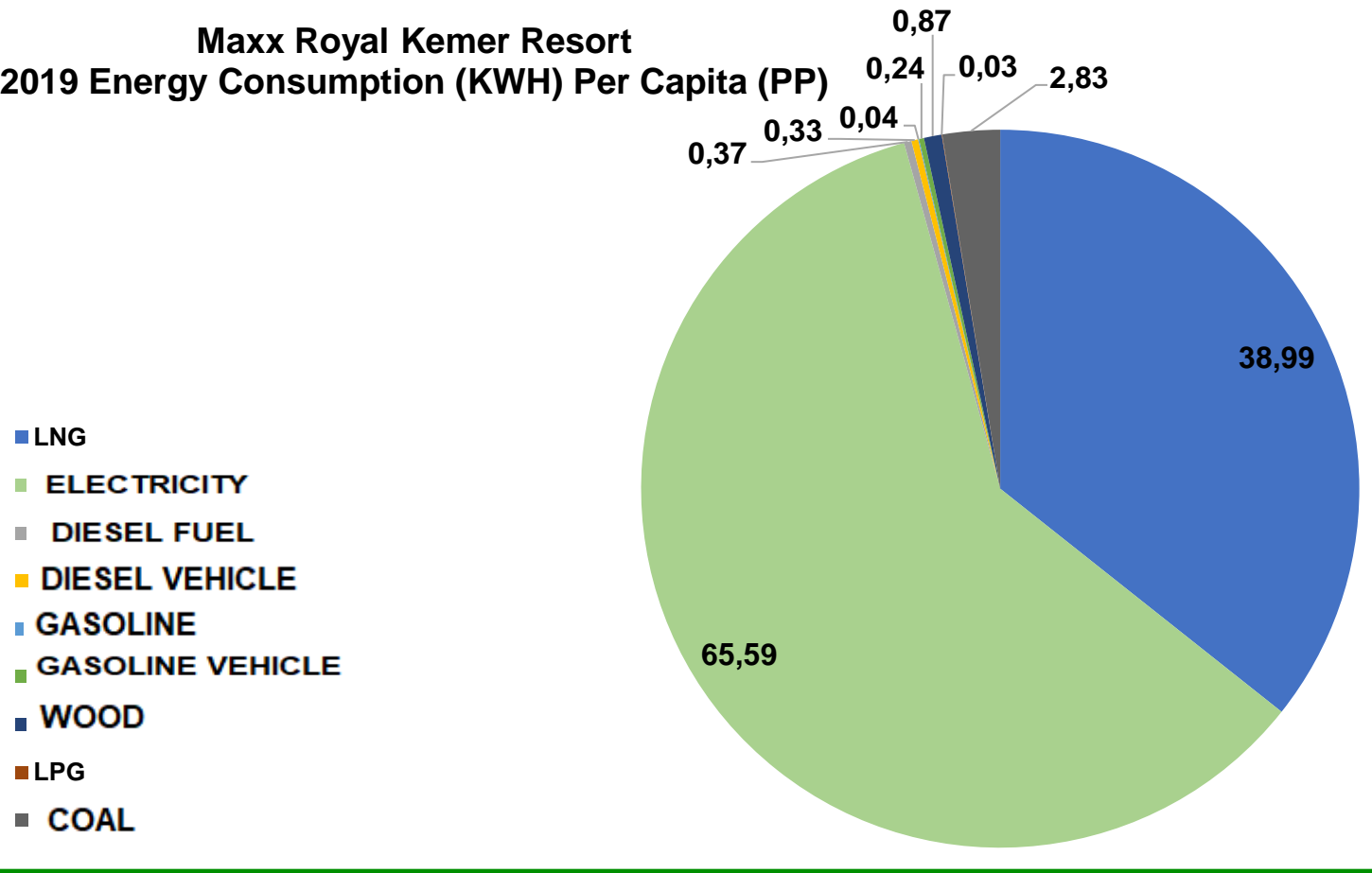
REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Energy Management;*

If we make a general assessment of the energy consumption values per capita in 2019, ELECTRICITY has the highest value of the energy consumption per capita at our property.

REDUCING THE EFFECTS ON ENVIRONMENT

**Maxx Royal Kemer Resort
2019 Energy Consumption (KWH) Per Capita (PP)**

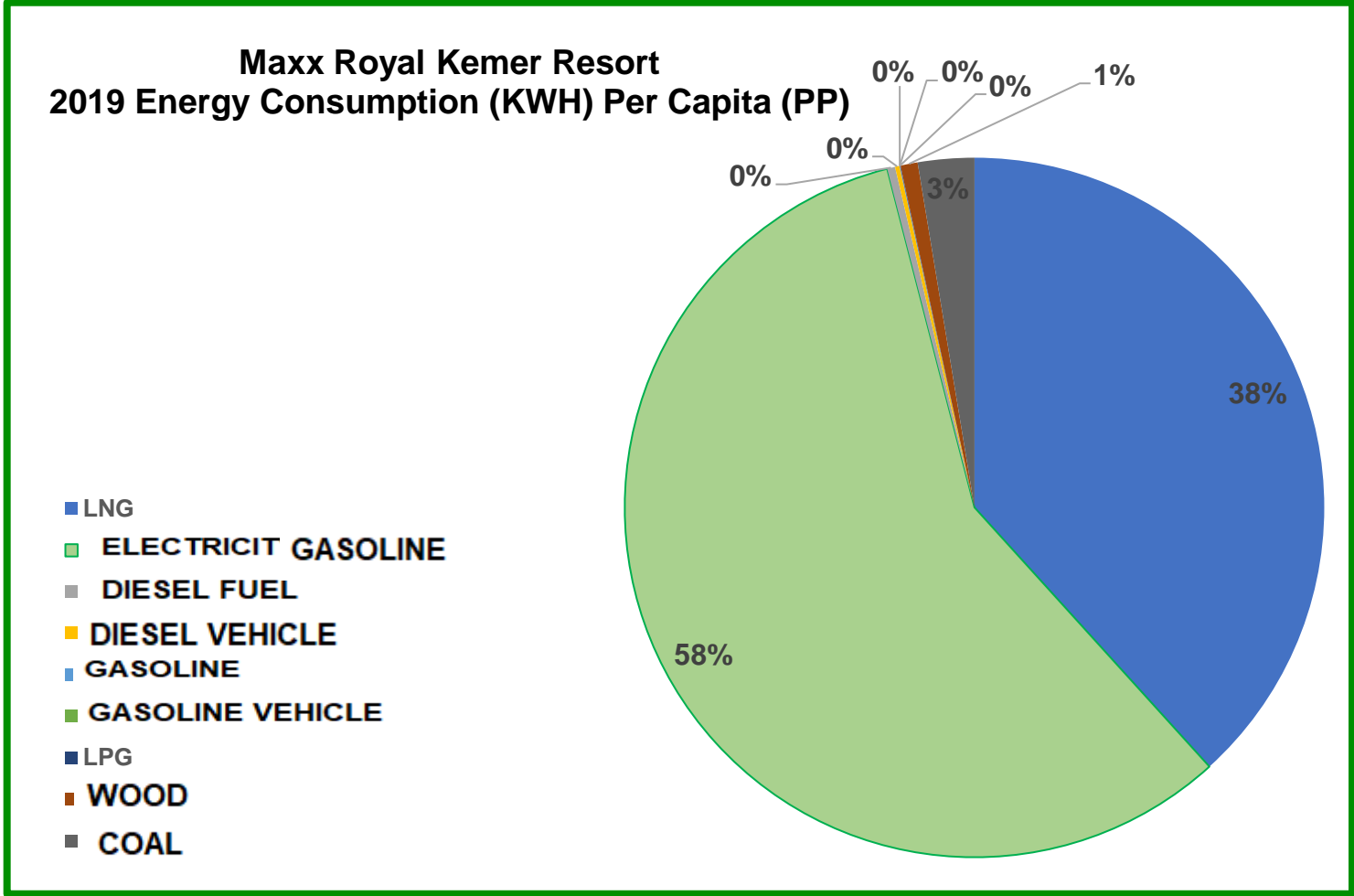


REDUCING THE EFFECTS ON ENVIRONMENT

➤ **Energy Management;**

If we make a general assessment of energy consumption values per capita in 2019, 58% of energy consumption per capita at our property is electricity. With 38%, LNG consumption follows electricity consumption. Diesel, gasoline, wood, coal and LPG are among our low-consumption energy sources.

REDUCING THE EFFECTS ON ENVIRONMENT



REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Energy Management;*

REDUCING THE EFFECTS ON ENVIRONMENT

MAXX ROYAL KEMER RESORT 2020 ENERGY DATA			
ENERGY TYPE	TOTAL NUMBER OF GUESTS (NIGHTS)	PER CAPITA (PP) KWH	TOTAL ENERGY (KWH)
LNG	99.230	34,54	3.427.358,60
ELECTRICITY	99.230	78,51	7.790.479,20
DIESEL FUEL	99.230	0,82	81.834,00
DIESEL VEHICLE	99.230	0,35	35.215,74
GASOLINE	99.230	0,04	4.261,57
GASOLINE VEHICLE	99.230	0,24	23.874,74
WOOD	99.230	1,30	128.543,50
LPG	99.230	0,28	27.395,72
COAL	99.230	2,77	275.141,80

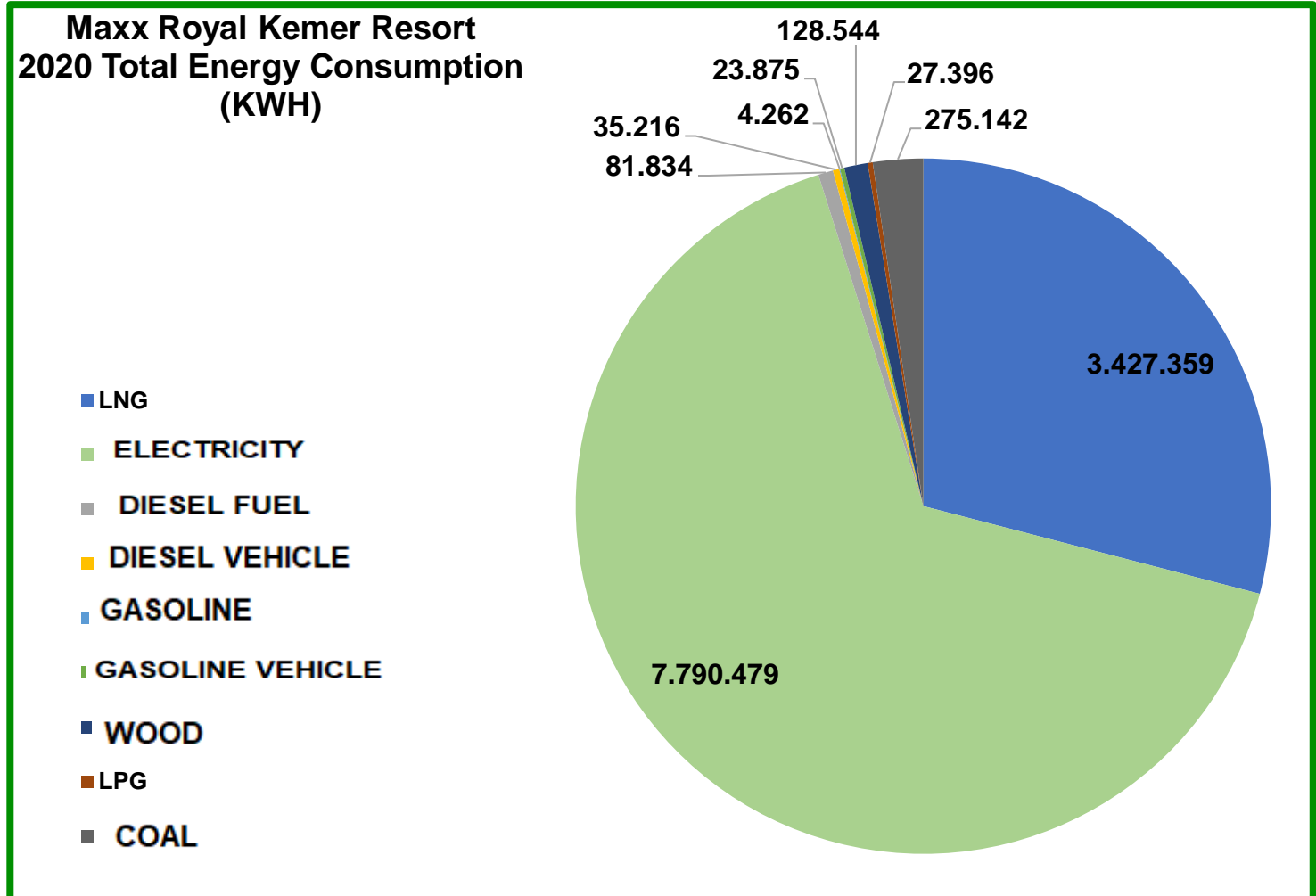


REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Energy Management;*

Our energy consumption values in 2020 are as follows. If we make a general assessment, electricity has the highest value of the energy consumption per capita at our property.

REDUCING THE EFFECTS ON ENVIRONMENT

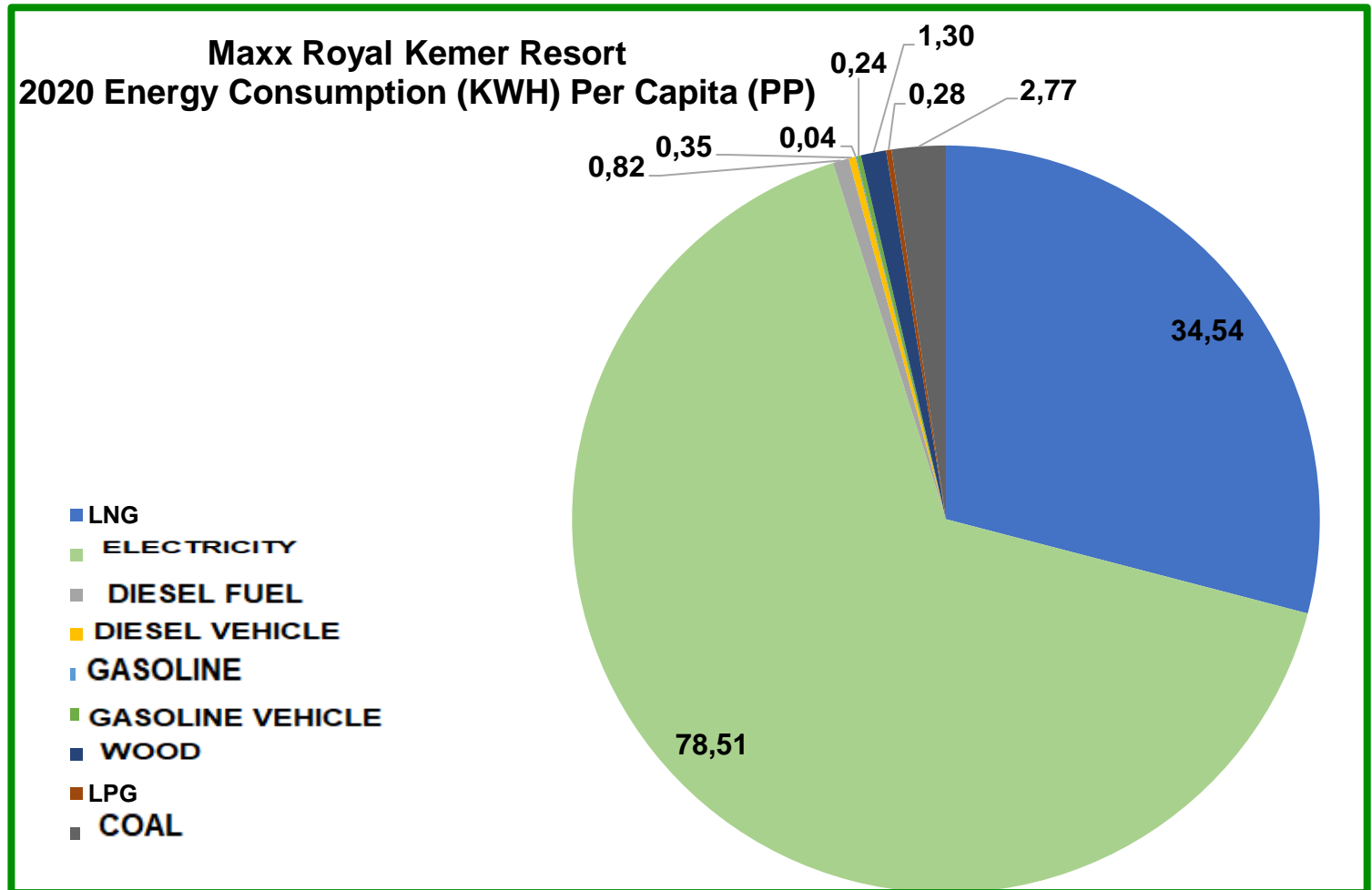


REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Energy Management;*

If we make a general assessment of the energy consumption values per capita in 2020, electricity has the highest value of the energy consumption per capita at our property.

REDUCING THE EFFECTS ON ENVIRONMENT

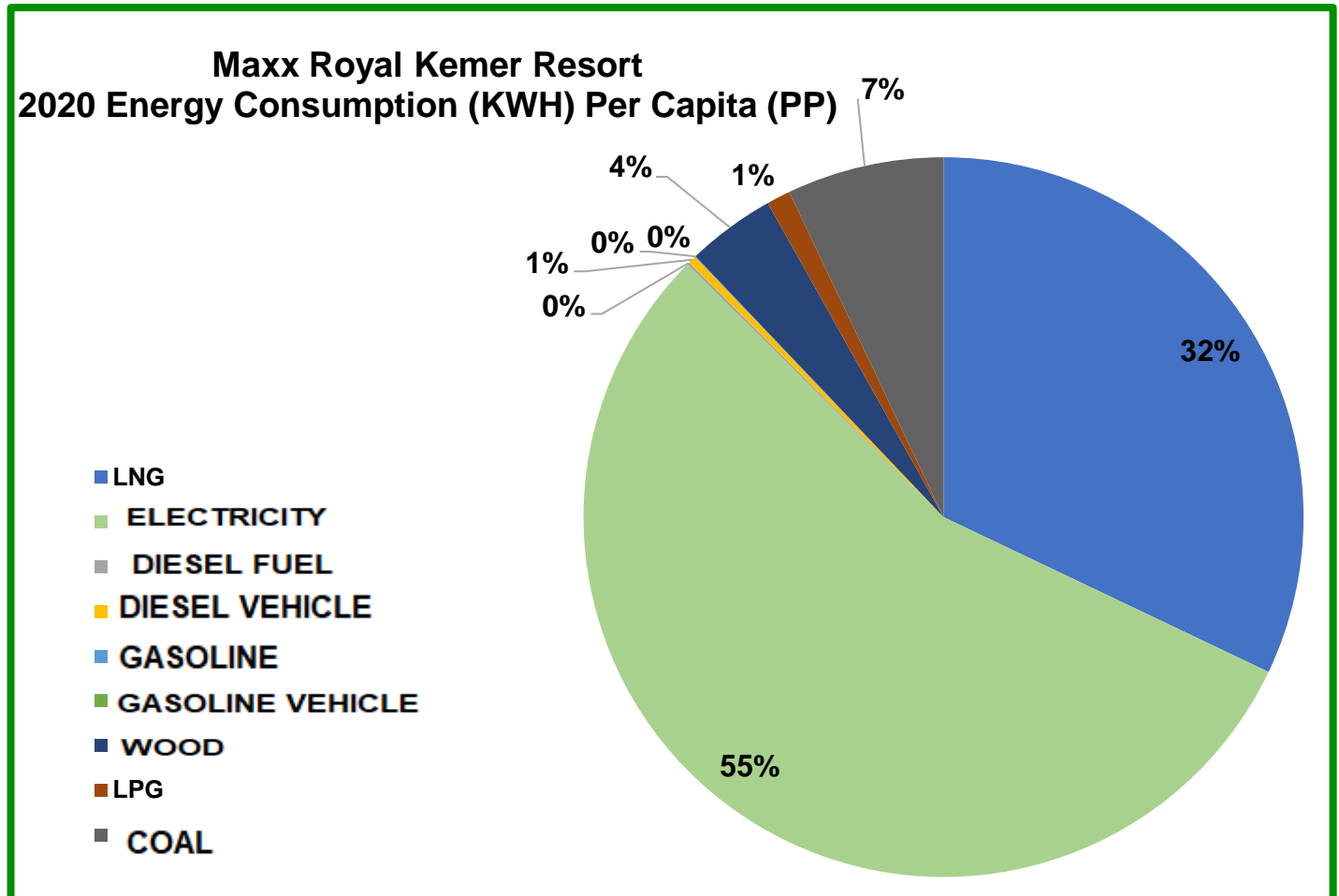


REDUCING THE EFFECTS ON ENVIRONMENT

➤ Energy Management;

If we make a general assessment of energy consumption values per capita in 2020, 55% of energy consumption per capita at our property is electricity. With 32.2%, LNG consumption follows electricity consumption. Diesel, gasoline, wood, coal and LPG are among our low-consumption energy sources.

REDUCING THE EFFECTS ON ENVIRONMENT

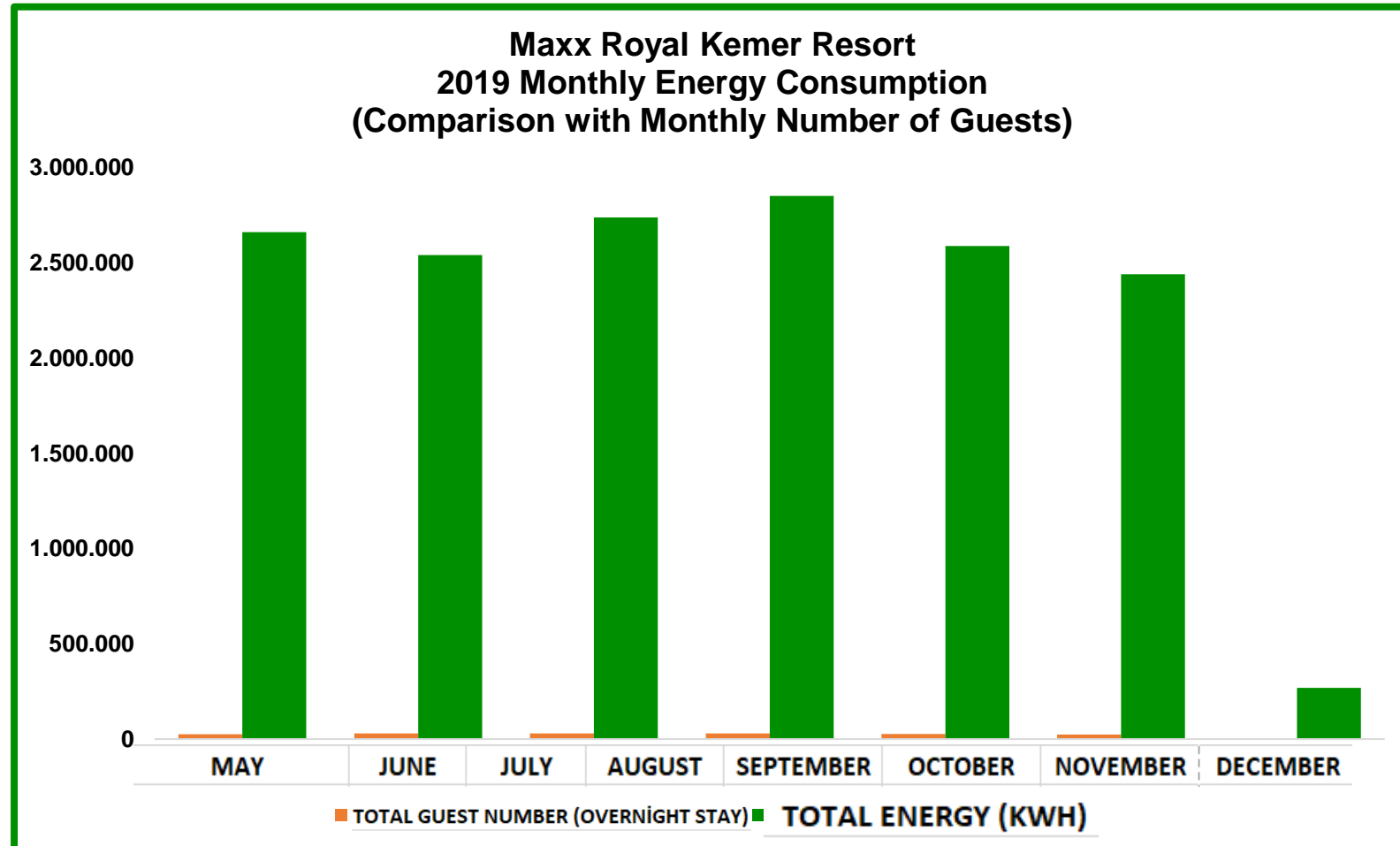


REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Energy Management;*

It's seen that the energy consumption amount in 2019 is parallel with the guest occupancy in the hotel and increases in peak season.

REDUCING THE EFFECTS ON ENVIRONMENT

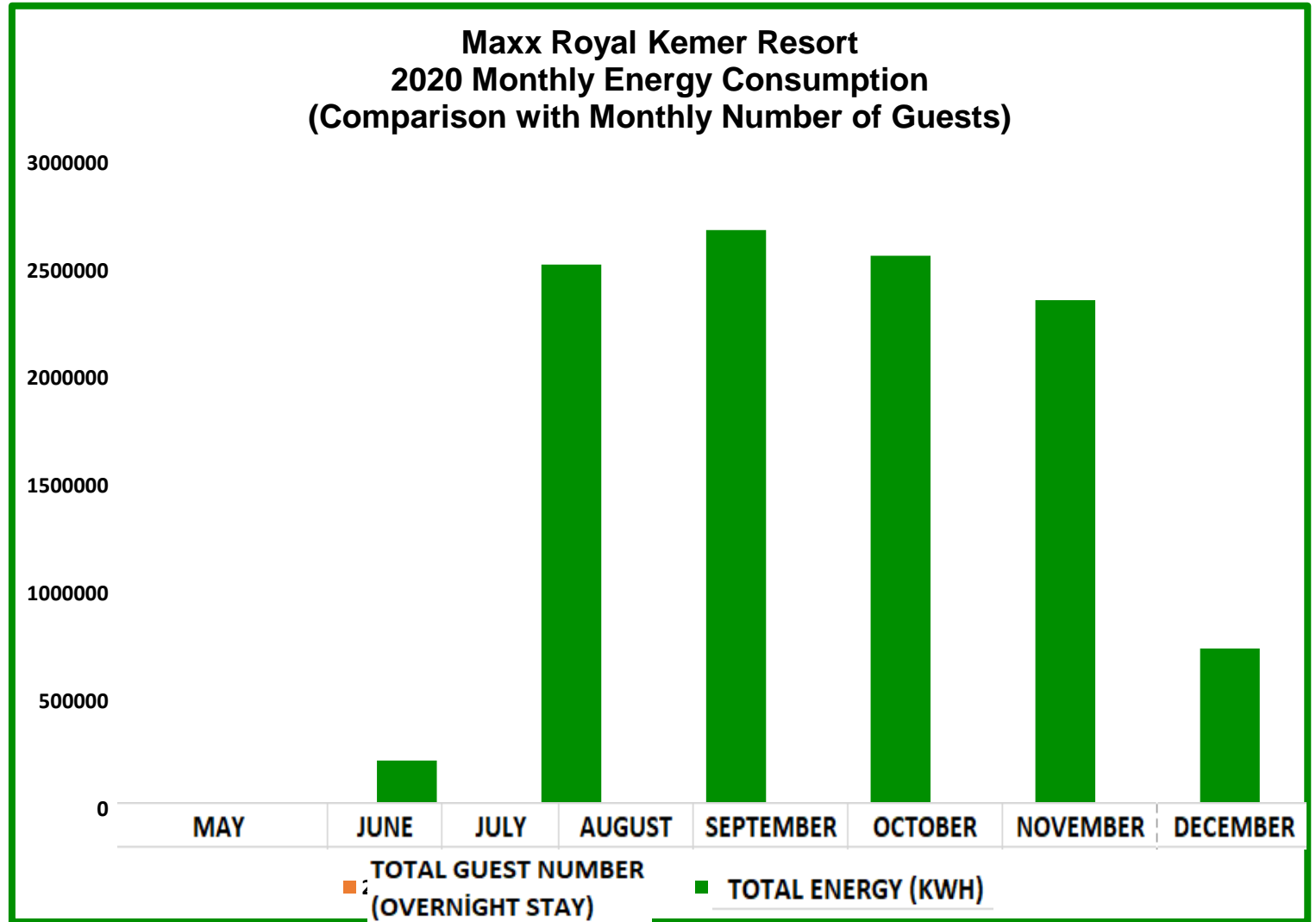


REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Energy Management;*

It's seen that the energy consumption amount in 2020 is parallel with the guest occupancy in the hotel and increases in peak season.

REDUCING THE EFFECTS ON ENVIRONMENT

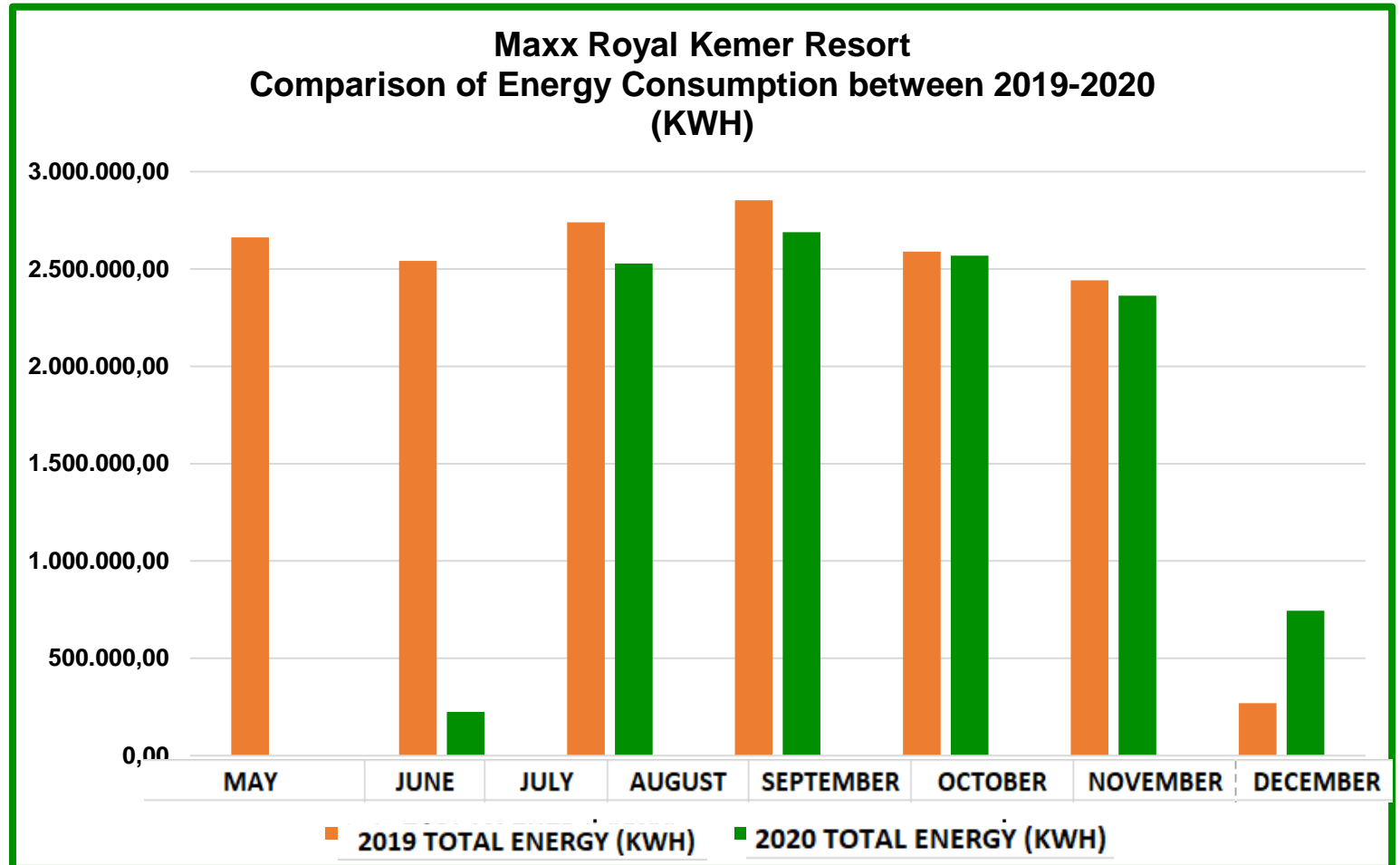


REDUCING THE EFFECTS ON ENVIRONMENT

➤ *Energy Management*

When energy consumption values between 2019 and 2020 are compared, it's seen that due to the increase in guest occupancy in 2019, total energy consumption increases as well. It's observed that in 2020, due to the decrease in guest occupancy because of the pandemic, there were less consumption compared to 2019.

REDUCING THE EFFECTS ON ENVIRONMENT

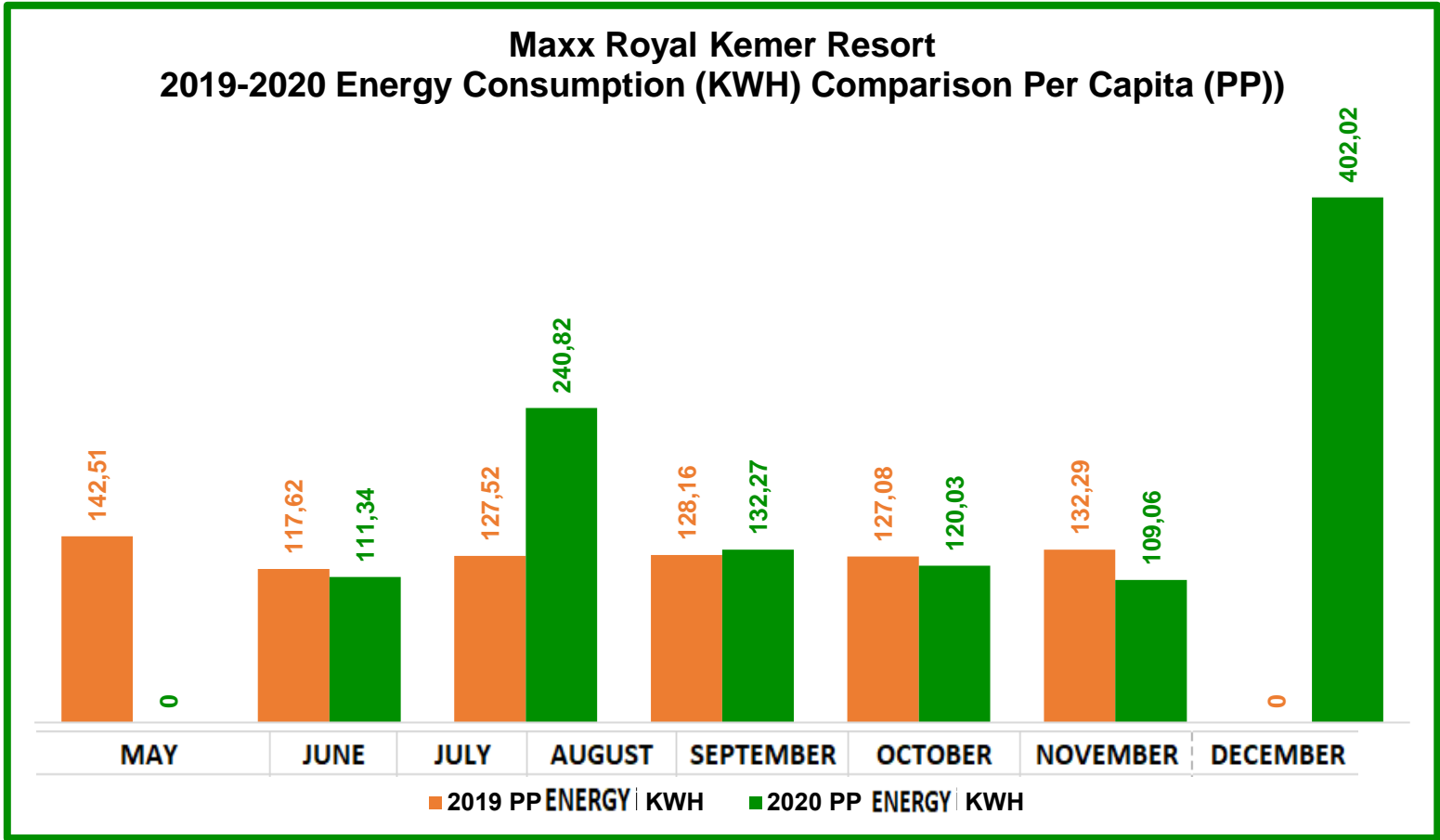


REDUCING THE EFFECTS ON ENVIRONMENT

➤ Energy Management

When it comes to the change in the ratio of energy consumption per capita in 2019 and 2020, it's seen that energy consumption per capita is at the same ratio depending on the guest occupancy. There is an increase in July due to the fact that the property was closed in May and June because of the pandemic in 2020 and opened back in July and the property opening procedures were implemented. Since our property, which only operated in the first week of November 2020, had no closed units due to service standards and energy consumption occurs accordingly despite the low number of guests, energy consumption per capita is high.

REDUCING THE EFFECTS ON ENVIRONMENT



REDUCING THE EFFECTS ON ENVIRONMENT

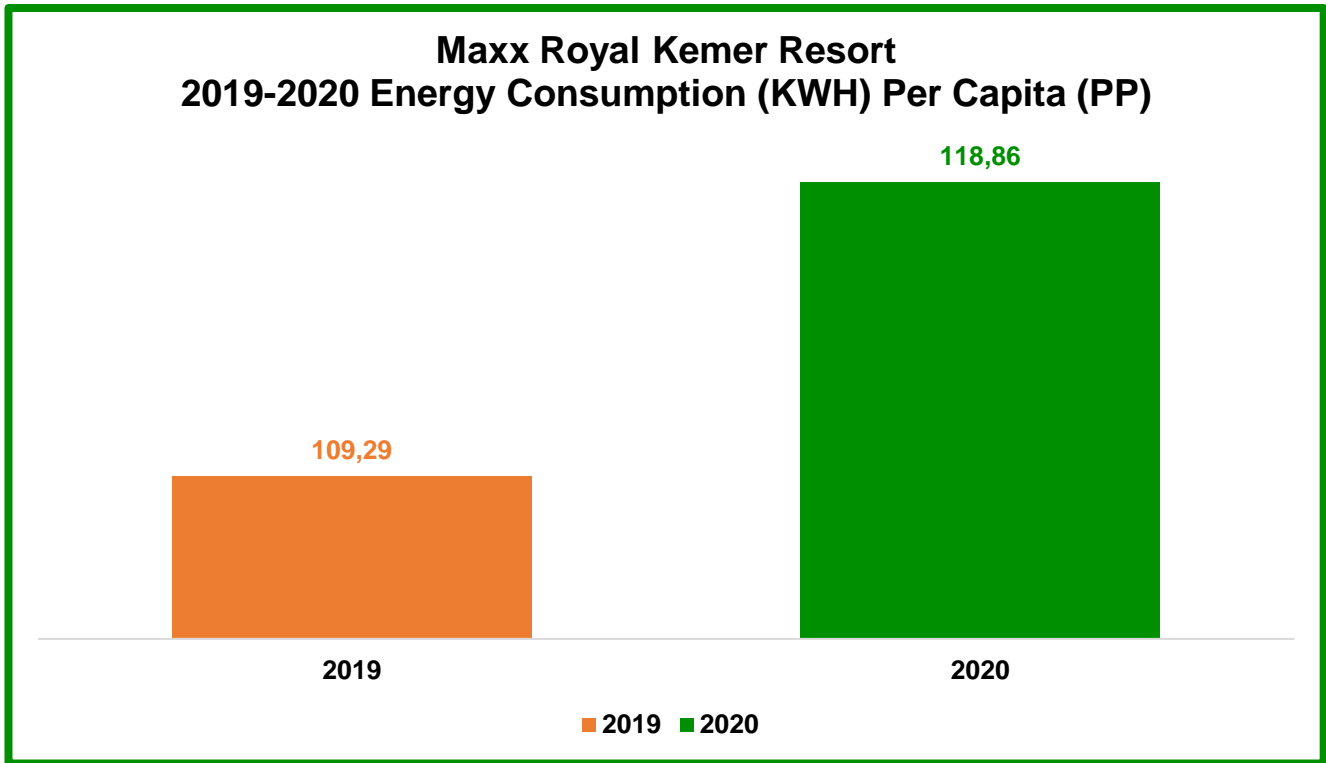
➤ *Energy Management;*

It's seen that the annual average of total energy consumption per capita in 2019 and 2020 is 109.29 KWH and 118.86 KWH respectively and that we reached our target per capita per year.

It's seen that there is an increase in July due to the fact that the property was closed in April, May and June because of the pandemic in 2020 with low guest occupancy and opened back in July and the property opening procedures were implemented.

In this sense, our objectives for 2021 have been revised as the average of total consumption per capita in 2019-2020.

REDUCING THE EFFECTS ON ENVIRONMENT



WORKING LIFE

Our employees are the most important sources of the spirit of MAXX ROYAL RESORTS. Keeping that in mind, social rights and fringe benefits, performance managements, rewarding, training and career management, employee safety of our employees are always our priority.

➤ **Recruitment Process;**

Recruitment process in our properties is performed within the framework outlined by Group Human Resources and Training Directorate.

A fair, non-discriminative, objective multi-stage interviews applied during recruitment process, which also include general skills assessment.

➤ **Performance Management and Fair Wage System;**

In our properties, performance monitoring calendars are created under the leadership of Group Human Resources and Training Directorate. Assessments are made objectively and over an online system. Performance assessment outcomes have a directive effect on the development and career planning of employees.

Our employees are informed of the salary they will receive, working conditions, working hours and pay days before they start working.

➤ **Training and Career Management;**

All employees can benefit from right to education equally. We provide training opportunities on many subjects that may contribute to their personal profile and competencies like self-improvement, awareness, consciousness, leadership, foreign languages, understanding and helping people with disabilities as well as legal and professional trainings as required by the tourism and hotel management sector.

Pursuing a goal of making investment in its employees especially in field of training, our group also puts emphasis on promoting employees within the property or group.

At Maxx Royal Belek Golf Resort;

- ✓ **167 personnel in 2019,**
- ✓ **No promotion given in 2020 due to the pandemic.**



WORKING LIFE

➤ Employee and Human Rights;

To ensure the absolute satisfaction of employees in Maxx Royal Resorts is significant for us. With this point of view, it's the responsibility of the management to meet all needs and comfort of the employees in the workplace such as his/her working environment, psychology, self-motivation, performance as well as legal rights of the employee, including some benefits provided by our company as fringe benefits.

Since we employ a high number of foreign employees in our hotels and as a company that appeals to guests from various nationalities and provides service at international level, it's contrary to our hotel management and business principles to discriminate between our guests or visitors in terms of nationality, race, religion etc. Therefore, Hotel Human Resources Directorates treat all personnel affairs of our employees from different countries or nationalities with same attention in compliance with the legal procedures and all employees within the hotel are presented with equal opportunities.

Our great family consists of 2500 employees from 44 different countries, who come together every day for the same purpose, under same roof, with same enthusiasm.

Smiling is the common language at Maxx Royal Resort!



WORKING LIFE

➤ Employee and Human Rights;

WORKING LIFE

 <p>UKRAYNA 62 Kişi</p>  <p>усмішка - це спільна мова</p>	 <p>ALMANYA 1 Kişi</p>  <p>Lächeln ist die gemeinsame Sprache</p>	 <p>ARJANTİN 5 Kişi</p>  <p>Sonreír es el lenguaje común.</p>
 <p>AZERBAYCAN 21 Kişi</p>  <p>Gülümsemək ümumi dildir</p>	 <p>RUSYA 20 Kişi</p>  <p>Улыбка - язык понятный всем</p>	 <p>BELARUS 3 Kişi</p>  <p>Ўсмешка з'яўляецца агульнай мовай</p>
 <p>VIETNAM 4 Kişi</p>  <p>Siling là ngôn ngữ chung</p>	 <p>BREZİLYA 1 Kişi</p>  <p>Sorrir é a linguagem comum</p>	 <p>TÜRKMENİSTAN 6 Kişi</p>  <p>Улыбка - язык понятный всем</p>

WORKING LIFE

➤ Employee and Human Rights;

WORKING LIFE

 KAZAKISTAN 20 Kişi



Улыбка - ортак тил

 KIRGIZISTAN 29 Kişi



Жылмаюу
бул жалпы тили

 TAYLAND 3 Kişi



การยิ้มเป็นภาษาสากล

 MADAGASKAR 1 Kişi



Sourire
est la langue commune

 MAURITIUS 1 Kişi



Smiling
is the common language

 MEKSİKA 12 Kişi



La sonrisa
Es el lenguaje común

 NİJERYA 4 Kişi



Sourire
est la langue commune

 NEPAL 6 Kişi



मुस्किल आम भाषा हो

 ÖZBEKİSTAN 1 Kişi



Tabassum
umumiy tildir

WORKING LIFE

➤ Employee and Human Rights;

WORKING LIFE

 ENDONEZYA 19 Kişi  tersenyum adalah bahasa yang umum	 FİLDİŞİ SAHİLİ 1 Kişi  Sourire est la langue commune	 FİLİPİNLER 26 Kişi  Nakangiting ang karaniwang wika
 FRANSA 5 Kişi  Sourire est la langue commune	 GÜRCİSTAN 2 Kişi  ღიმილი გვეერთიანებს, ღიმილი ჩვენი საერთო ენაა	 HİNDİSTAN 7 Kişi  muskuraahat aam bhaasha hai
 İSPANYA 3 Kişi  La sonrisa Es el lenguaje común	 İTALYA 11 Kişi  sorridere è la lingua comune	 JAPONYA 1 Kişi  微笑みは共通の言葉です

WORKING LIFE

➤ *Special Days and Activities;*

One Card One Life; We've made donation to LOSEV (Foundation for Children with Leukemia) on behalf of 450 mothers employed at Maxx Royal Belek Golf Resort and donation cards were presented to the mothers along with violets.

This donation made on behalf of each mother will be used for the treatment of a child. We aim to continue this tradition and give hope to more children at every chance.

WORKING LIFE



Sevgili
MAXX ROYAL BELEK ANNELERİ'
Anneler gününü kutlamak için bir çocuğun gülümsemesinden
daha değerli bir armağan olmayacağını düşündük ve
MAXX ROYAL olarak,
senin adına LÖSEV-Lösemili Çocuklar Vakfı'na bağışta bulunduk.
Nice güzel anneler gününde hep beraber olmak dileği ile
ANNELER GÜNÜN KUTLU OLSUN.



WORKING LIFE

➤ *Special Days and Activities;*

Join Us!

283 books collected with the support of our employees in our property were sent to Dr. Gulsen-Baki Ozpınar Primary School and 150 books were sent to the 15 July Martyrs Primary School in Diyarbakır.

WORKING LIFE



WORKING LIFE

➤ *Special Days and Activities;*

Together on Ashura

The ashura prepared by our Social Committee Team were presented to the Foundation for the Education and Protection of Children with Intellectual Disabilities – ZİÇEV.

WORKING LIFE



WORKING LIFE

➤ *Special Days and Activities;*

One More Student Looks at The Future with Hope;

We've made donation to TEV (Turkish Educational Foundation) on behalf of 550 fathers employed in Maxx Royal Belek Golf Resort and donation cards were presented to all fathers along with seedlings of olive trees in memory of this meaningful day to grow and bush out with the children, take root and produce fruit and let hopes and dreams be always green and healthily live for long years.

This donation made on behalf of each father will be spent for the education of a child in need. We aim to continue this tradition and give hope to more children at every chance.

WORKING LIFE



WORKING LIFE

➤ *Special Days and Activities;*

Let's Shape Our Future with Education;

We've made donation to TEV (Turkish Educational Foundation) on behalf of 450 women employed in Maxx Royal Belek Golf Resort and donation cards were presented along with flowers to all women employees in memory of this day.

This donation made on behalf of each woman in the property will be spent for the education of a girl in need. We aim to continue this tradition and give hope to more children at every chance.

WORKING LIFE



TÜRKİYE
EĞİTİMLE,
EĞİTİM
TEVLE
İLERLER.

Ülkemizin aydınlık geleceğinde önemli bir potansiyel oluşturan kadınlarımızın eğitim yolculuklarına ortak olmaktan gurur duyuyoruz.

MAXXROYAL
BELEK GOLF RESORT

"Geleceği eğitimle şekillendirelim." dedi ve bu mutlu gününüz anısına vakfımıza bağış yaparak bir kız öğrencinin daha geleceğe umutla bakmasını sağladı.

8 Mart Dünya Kadınlar Günü 'nüz kutlu olsun.

TEV
TÜRK EĞİTİM VAKFI
1987

WORKING LIFE

➤ *Special Days and Activities;*

We plan and hold various organizations and events frequently to increase the motivation of our employees and carry on the team spirit.

With the participation of all our managers;

- Traditional season breakfast for night shifters,
- Iftar meals during Ramadan
- Staff party,
- Rafting tours,
- Bowling, basketball, backgammon, golf, table tennis tournaments,
- Picnic organizations,
- Selection the employee of month – year and celebrations.

WORKING LIFE



WORKING LIFE

➤ *Rewarding;*

We recognize that offering a development opportunity to our employees is one of the most essential responsibilities of us and also believe that they'll create difference on their works while improving themselves and multiply their success.

Within the scope of our responsibility;

- Employee of Month/Year > The employee selected among the nominated employees is awarded with the title of employee of month/year.
- Foreign Language Bonus -> Employees who succeed in foreign language exams get a chance to have bonus payments in various amounts depending on their foreign language levels.



WORKING LIFE

➤ Voymaxx

Voymaxx is an internet platform created for our employees. They can access the platform via iOS and Android applications. Via this application, we provide service in a wide array such as accessing the contact info of our hotels, brief CVs of our managers, training and event calendar, job application section where the employees can lead their contacts, directives and the fields that the employees can convey their suggestions and complaints directly to us. *A private page is created to those who get to work in our company on Voymaxx.com address and the minimum information of the employees are given on this page. Our employees can form a profile and CV via this page. They can continue their memberships or cancel their memberships on this page following their cease of employment.* Our employees are naturally the members of this platform. As seen on our job announces, Voymaxx.com acts as a communication platform for both candidates and the employees. On our platform, available on www.voymaxx.com, you can access our hotels, news, carrier opportunities, Discover Us section including our corporate teasers, GO Projects, Hayal'Et magazine and beyond.

WORKING LIFE



WORKING LIFE

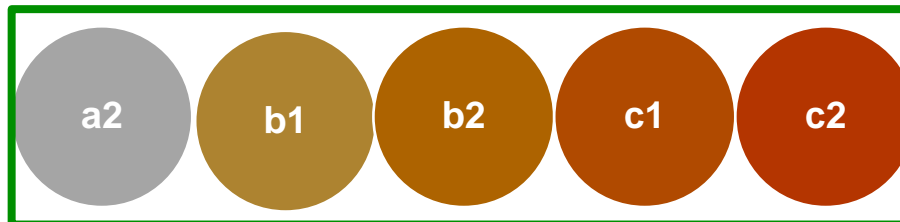
➤ Go "Go Great Opportunities"

We recognize that offering a development opportunity to our employees is one of the most essential responsibilities of us and also believe that they'll create difference on their works while improving themselves and multiply their success. Within the scope of our responsibility, we prepared "Go Great Opportunities" project for you and we'll develop many sub-projects within this main project.

"In addition, "Go Plus" Application is a Foreign Language Bonus system. Our employees get chance to have bonus payments in various amounts from following 4 languages out of 5 depending on their foreign language levels.



Foreign Language Bonus is paid in addition to the base salary of the employees who succeed in foreign language exams carried out at our hotels. The exams prepared for our employees are applied by the expert organizations in their fields. The results of the exam are assessed basing mostly on 70% speaking and 30% other skills. Employees can get bonus in 5 out of 6 levels prepared special to our group abiding by the denomination of general level of European Language Portfolio. Note that level A1 is out of the scope. In order to support the improvement of our employees, we give chance to take the exam again at least 3 months following the date of the last exam.



WORKING LIFE

YABANCI DİL BONUSU

plus
YABANCI DİL BONUSU

YABANCI DİL KONUŞARAK KAZANIN!

Go Plus

Voyage Hotels & Maxx Royal Resorts çalışanlarını konuştukları yabancı dil seviyesine göre maaşlarının üzerine ilave edilen BONUS sistemidir.

Go Plus ve diğer yeni projelerimiz web sayfamızdan inceleyebilir, bizimle iletişime geçebilirsiniz.

www.voymaxx.com

FIRSAT SUNMAK SORUMLULUĞUMUZDUR.

Çalışanlarımıza inanıyoruz.

Çalışanlarımızla gelişen fırsat kurumların en önemli sorumluluklarımızdandır. En önemli görevimiz, çalışanlarımızın kendilerini geliştirirken de yabancılık içinde fark yaratmalarına ve başarılarının önüne geçmemektir.

Bu sorumluluğumuz kapsamında çalışanlarımız için "Go Great Opportunities" projesini hayata geçirdik.

"Go Plus Logosunu" her bu projemizin bir parçası olarak sistem kurduğumuz "Yabancı Dil Bonusu" sistemidir.

Bu uygulamaya ayrılmışlığı çalışanlarımız yabancı dil seviyesine bağlı olarak değişen oranlarda bonus alması fırsatı yakalayabilmektedir.

YABANCI DİL BONUSU

plus
YABANCI DİL BONUSU

5 FARKLI DİL

5 FARKLI SEVİYE

12 AY BOYUNCA YARARLANMA FIRSATI

www.voymaxx.com

5 FARKLI DİL

İngilizce - Rusça - Almanca - Fransızca - Türkçe
"Vatandaş olmayan ülkenin dili hariç olmak üzere, çalışanlarımız 4 dilten bonus alabilir."
"Türkiye için bonuslar yabancı ülke vatandaş çalışanlarımız için geçerlidir."

5 FARKLI SEVİYE

A2 - B1 - B2 - C1 - C2
Konusunda uzman dil eğitmenlerimizden hazırlanan sınavlarımız, konuşma becerilerin ağırlık olarak değerlendirilir.

NET BONUS DESTEĞİ

Bonuslara ait vergi ve sigorta payları kurumumuzca karşılanır.
Böylelikle olan Bonus tutarları her ay sonu çalışanların gün sayısına oranında maaşların üzerine net tutarlar olarak eklenir.

Bonus tutarlarını yukarıdaki web sayfamızdan inceleyebilir, bizimle iletişime geçebilirsiniz.

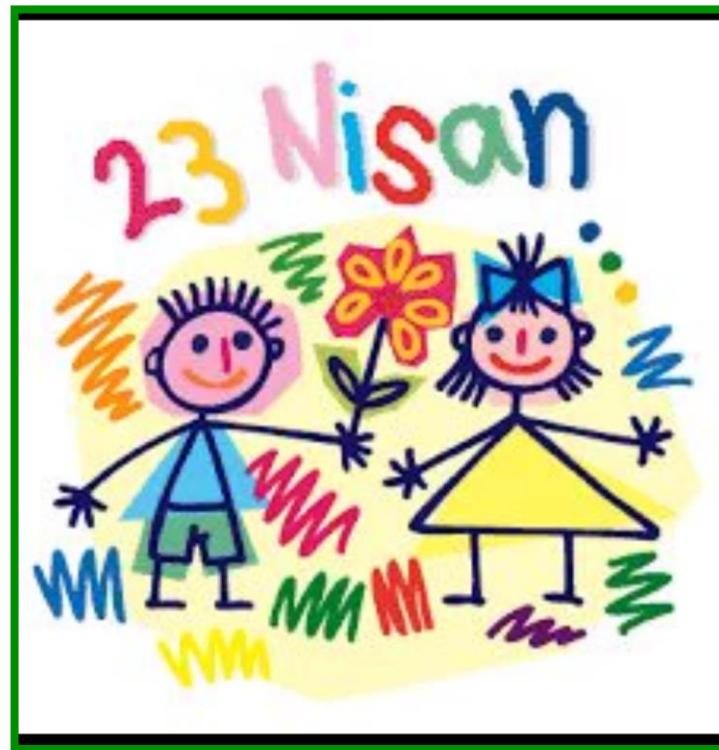
SOCIAL WORKS

➤ ***April 23 National Sovereignty and Children's Day;***

Children of our colleagues within the property are invited and welcomed to the celebrations of April 23 National Sovereignty and Children's Day, which is held every year in our property.

Besides, 20 poor / orphan children from district Serik are also invited and welcomed to these events held every year in cooperation with Women and Family Affairs Directorate of Municipality of Serik. We aim to continue this tradition and make more children happy with this opportunity.

SOCIAL WORKS



SOCIAL WORKS

➤ *Golf Tournaments For Our Special Students;*

We have welcomed 60 special students in Montgomerie Golf Course, provided them information on golf and helped them swing away. Thus, we had the chance to introduce golf sport and conveyed the contribution of this sport to the region to our young friends.



SOCIAL WORKS

- ***Collaboration Protocol for Vocational and Technical Training Development Between Ministry of National Education and Maxx Royal Resorts and Voyage Hotels;***

A separate protocol has been signed between the Ministry of National Education and our group in parallel to the protocol agreed between the Ministry of National Education and Ministry of Culture and Tourism. In this context, three schools have been determined as the project schools of our group.

Purpose of Project;

To ensure the training of personnel aiming at meeting the need of qualified labor force for the tourism sector and contribute on the augmentation of field competence of trainers. In this context, three schools have been determined as the project schools within the protocol signed between our group and the Ministry of National Education.

Scope;

- ✓ To provide job shadowing and in-service training for directors and field trainers
- ✓ To provide foreign language trainings
- ✓ To award scholarship for university education to the students that we deem successful during intern period in case they get accepted to a university in relation to the sector
- ✓ To make additional payment to the intern students apart from their monthly intern salaries
- ✓ To supply material and equipment support to the schools
- ✓ To provide ability training to the interns and trainers
- ✓ To ensure employment guarantee for the students that we deem successful during intern period.



SOCIAL WORKS

SOCIAL WORKS

- **Wear or Give Away!** campaign allows us to collect clothes, shoes etc. that are kept in the closet but not worn by our colleagues to deliver them to those in need every year. After these items are washed and packaged, they are sent to the mutkhtar and then delivered to the families and villages in need in Serik. We aim to continue our tradition each year to help more people.



- **Recycling to Nature!** Personnel uniforms that are renewed and replaced within the scope the new season, unused sheets and sunbed cushions are delivered to the contracted recycling company in cooperation with the Municipality of Muratpasa to reach those in need.



SOCIAL WORKS

➤ We Love Caretta Carettas!

Belek Tourism Region hosts protection and research project for loggerhead sea turtles carried out in coordination with BETUYAB (Belek Tourism Investors Union). Reaching its 20th year this year, the project is also under the responsibility of tourism properties situated on the most important beach in Mediterranean, where the loggerhead sea turtles lay their eggs. As in all properties along the coastal strip, the coastline of our property is under protection as well. We follow the production periods of loggerhead sea turtles and show ultimate attention to taking precautions to protect them. With this purpose, we encourage our guests and employees to support this project with specially designed signboards we place on the beach.

Besides, we provide support on the following issues to BETUYAB within the scope of this project;

- ✓ Washing used pique, sheets and pillows,
- ✓ Sending food and consumables in certain periods to the research camp.



SOCIAL WORKS

➤ We love and support cycling!

Our properties are a part of the "Bicycle-Friendly Accommodation Property" project, which is being carried out under the coordination of the Ministry of Culture and Tourism, with the aim of making a contribution to sustainable tourism and supporting regional development, encouraging our guests and employees to adopt healthy lifestyles and reducing the environmental impact of our operations.

SOCIAL WORKS



SOSYAL ÇALIŞMALAR

➤ *Special Days and Independent Organizations;*

We broadcast on employees' info TVs and use banners and images to inform, remind and encourage our employees on the special days and independent organizations as follows to ensure their contribution:

- ✓ International Animal Rights Day
- ✓ Opera-Ballet Festival
- ✓ Tourism Week
- ✓ Runatolia Marathon
- ✓ World Environment Day
- ✓ International Day of Persons with Disabilities
- ✓ World Water Day
- ✓ Serik Festival
- ✓ World Cleanup Day
- ✓ Kizilay Week

SOSYAL ÇALIŞMALAR



CULTURAL WORKS

We are aware of our part on protection of local culture and values.

In this sense;

We're highly sensitive about engaging in the activities and studies on issues given below:

- ✓ Cultural Information
- ✓ Contribution to The Trade Volume of Region
- ✓ Introducing the Natural and Historical Assets
- ✓ Employment of Local People



CULTURAL WORKS

➤ Cultural Promotion with Pottery;

Earthenware pot workshop held in mini club of our resort offers the opportunity to introduce tradition of pottery, one of our intangible cultural heritage, to the little hands. This study ensures us to introduce the provinces where pottery still continues in our country. Every week, these pots they create with their own hands are given as a gift to the children who attend this activity with a representative card.

CULTURAL WORKS



STORY of MY POT
Pottery dates back to 8200 years ago in the world. First pottery findings in Anatolia were discovered 5000 years ago. Today, the art of pottery is still alive in many places in Turkey like Eskisehir, Manisa, Bilecik, Nevsehir, Avanos, Adapazari, Bursa, Balikesir, Menemen, Kutahya, Konya and Diyarbakir.
Now, you became a Master Potter, too. Congratulations...



CULTURAL WORKS

➤ Contribution to The Trade Volume of Region;

We pay attention to work with the suppliers located in the vicinity. The volume of guests and employees in our hotels create human potential in the region and increases the population here. Employment of the people from nearby towns, district and provinces contributes to the economic development in the region.

CULTURAL WORKS



CULTURAL WORKS

➤ Introducing the Natural, Cultural and Historical Assets;

We provide detailed information about the natural history, touristic, archaeological assets, traditions and customs of the region where our hotels are located in, local people and characteristics, trips to nearby spots, sports and cultural activities, transportation through our website, Maxxassistant team and info channel.

CULTURAL WORKS

MAXXROYAL

BELEK

Belek ve çevresi, iklim şartları ve sahip olduğu doğal koşullar sayesinde pek çok açık hava sporuna olanak tanıyor. Birçok su sporunun gerçekleştirildiği bölgede özellikle rafting tercih ediliyor. Dileyen misafirler rafting turlarına dahil olarak adrenalinini yüksek maceralara ortak olabilir. Belek bölgesinde ve çevresinde ayrıca yelken, parasailing, su kayağı ve dalış gibi açık hava sporları da yapılıyor.

Belek, eğlence olanakları ile de ses getiren bir bölge olduğundan özellikle Aspendos'ta düzenlenen konser ve festivallere katılabilirsiniz. Belek'e kadar gelmişken kahvaltıda bergamot ve turuncu reçellerini denemeyi, akşam yemeğinde ise balığın başrolde olduğu nefis sofralara oturmayı unutmayın. Bölgeye özgü Antalya piyazının yanı sıra nohut, et ve yoğurt ile hazırlanan kulak çorbasını ve limon suyu, kimyon, tahin ile yapılan hibeşi tadabilirsiniz. Narenciyeleriyle ünlü Belek'te bol bol turuncu, bergamot, portakal ve limon tüketip, turuncuğillerden yapılan nefis reçellerin tadına bakmalı ve hatta dönüş yolunda yanınıza almayı da unutmamalısınız.



MAXXROYAL

KEMER

Türkiye'nin en önemli turizm merkezlerinden Kemer, Mavi Bayraklı plajları, göz alıcı doğası, gün boyunca yapılacak aktiviteleri, köklü tarihi, sınırsız eğlence imkanları ve renkli gece hayatı ile sadece yurt içinden değil, yurt dışından da yıl boyunca pek çok turistin ziyaret ettiği eşsiz bir tatil beldesi. Olimpos Beydağları Sahil Milli Parkı içerisinde bulunan Kemer, mis kokulu çam ağaçlarının masmavi deniz ile birleştiği noktada, muhteşem doğası ile görenleri kendine hayran bırakıyor.

52 kilometrelik uzun sahil şeridinde sahip olan Kemer, deniz ve kültür turizminin dışında dağcılık, trekking, dalış, cıp safari ve yamaç paraşütü gibi çeşitli aktivite olanakları ile de tercih ediliyor.

One of the most important tourist destinations in Turkey, Kemer is a unique place visited by many domestic and foreign tourists with its blue-flag beaches, fascinating nature, all-day-long activities, deep-rooted history, endless entertainment facilities and colourful night life. Within Olympus-Beydağları Coastal National Park, Kemer mesmerizes with its spectacular view of the harmony of fragrant pine trees and deep blue sea.

With its 54 km long coastline, Kemer is also preferred with its rich activity options like mountain climbing, trekking, diving, jeep safari and paragliding as well as sea and cultural tourism.



COMMUNICATION WITH LOCAL COMMUNITY

We associate with hotel unions, mukhtars in the region, municipalities, public authorities and conduct joint studies according to the needs on the following issues through the property management and designated management representatives;

- ✓ Strengthening local employment,
- ✓ Raising local awareness,
- ✓ Protecting the local sources and opportunities,
- ✓ Protecting the historical and cultural assets,
- ✓ Mutualization in the region,
- ✓ Supporting the studies that ensure the introduction of the region,
- ✓ Solving the important issues and problems that will affect the region.

COMMUNICATION WITH LOCAL
COMMUNITY

