



# SUSTAINABILITY REPORT

2024 - 2025



## OUR HOTEL

Blue Waters Club was established in 1995 as a first-class holiday village with a capacity of 312 rooms by Ece Turizm İnşaat Ticaret ve Mağaza İşletmeciliği A.Ş. With the addition of a 5-star resort hotel in 2001, an annex building in 2010, and 20 club rooms in 2014, the facility has grown to a total of 671 rooms and a bed capacity of 1,612. It continues to operate as both a 5- star hotel and a first-class holiday village.

With its successful history, Blue Waters Club ranks among the leading accommodation establishments in Turkey and around the world, acting with the vision of becoming a global brand in the service industry.

Live  
Feel **BLUE**  
**GREEN**

Together  
We **Sustain**



**NİLGÜN ÖZER**

## **FROM THE GENERAL MANAGER**

Since its establishment, Blue Waters Club has been recognized as one of the leading establishments in the Mediterranean Region. By effectively responding to the evolving dynamics of the tourism sector and changing guest expectations, we have continuously enhanced our quality and maintained our ambition to be a top brand in the region.

In this context, we aim to ensure sustainable growth in the tourism industry, meet the expectations of our guests and employees under changing global conditions, and contribute to a more sustainable life by providing better environmental standards and increased employment opportunities for the local community.

At Blue Waters Club, we are committed to understanding the social and environmental impacts of our operations and striving for continuous improvement. Our sustainability-based plans focus on actions that provide long-term benefits and emphasize the importance of their continuity.

As the Blue Waters family, we are determined to carry forward this understanding we have embraced since our inception. I would like to extend my sincere gratitude to all our stakeholders who have supported us on this journey.



## ABOUT THE REPORT

At Blue Waters Club, we are committed to annually publishing timely and meaningful information regarding our Environmental, Social, and Governance (ESG) performance and management approaches, with a focus on environmental and social issues that are significant to our services.

By preparing the Sustainability Report in digital format, we aim to leverage technology more extensively to enhance communication with our stakeholders and help reduce our carbon footprint.

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## OUR HOTEL

Our hotel operates in the Manavgat Sorgun - Titreyengöl area. We are happy to welcome you for an unforgettable accommodation experience filled with memories, away from the fast pace of life, in the embrace of nature.

Blue Waters Club, with its successful history, ranks among the leading accommodation businesses in Turkey and the world, operating with the vision of becoming a global brand in the service industry. Behind the achievements of Blue Waters Club lies a guest-focused and efficiency-based approach, along with a Corporate Social Responsibility Strategy, a commitment to being a pioneer and example in the industry, and a sustainable environmental awareness. Blue Waters Club is making steady progress in realizing its vision and strategies through trust-based relationships with all its stakeholders, including guests, suppliers, and employees, and the impeccable service understanding of its staff.

2024 Guest  
Overnight Stay  
**348,983**  
Hosted Country  
**14**

2025 Guest  
Overnight Stay  
**336,425**  
Hosted Country  
**14**

## OUR EMPLOYEESZ

2024 - 153 Person

2025 - 178 Person

Number of Female Employees



2024 - 272 Person

2025 - 282 Person

Number of Male Employees



## OUR PRIORITIES

### Our Mission,

We; are proud of being an institution, which is preferred again, with its environment friendly and charming service without sacrificing unconditional customer satisfaction principle.

### Our Vision,

As a global brand, it is a model institution always preferred by our guests with its high level service quality and environment friendly structure.

### Our Values,

Blue Waters Club;

- \* Always polite,
- \* Believing internal and external guests satisfaction,
- \* Environment friendly and taking necessary measures,
- \* Constantly self-improving by trainings,
- \* Applying the rules stipulated by laws,
- \* Believing the actual management systems and using them efficiently

## OUR STANDARDS

As a result of its work in Quality, Environment, and Food Safety, our Management System Standards have been certified by TÜV Rheinland Certification (DAKKS accreditation) with the following certificates:

1. "ISO 9001 Quality" (February 1, 2003)
2. "ISO 14001 Environmental Management System" (February 1, 2003)
3. "ISO 22000 Food Safety Management System" (September 16, 2009) Additionally, it has also qualified to obtain the "ISO 50001 Energy Management System" certificate (May 15, 2024) from the Authorized SigmaCert Global Certification Firm accredited by TÜRKAK.



Precisely Right.

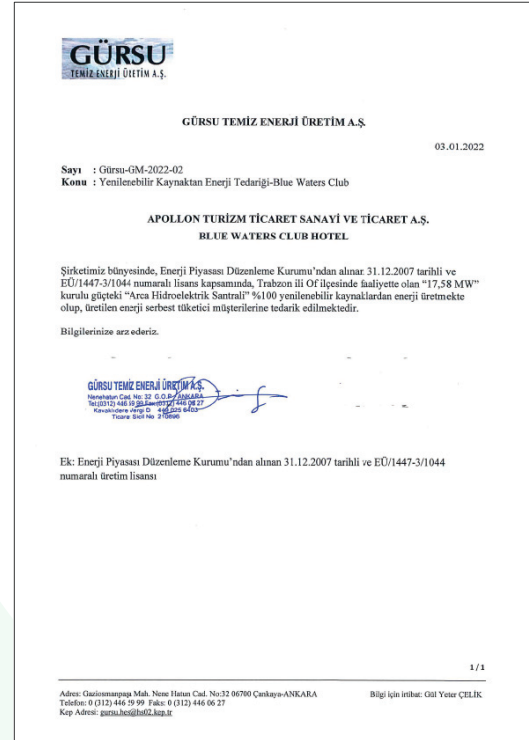


## ENERGY

We aim for continuous improvement in energy efficiency. Our energy consumption is monitored and reviewed on a daily and monthly basis.

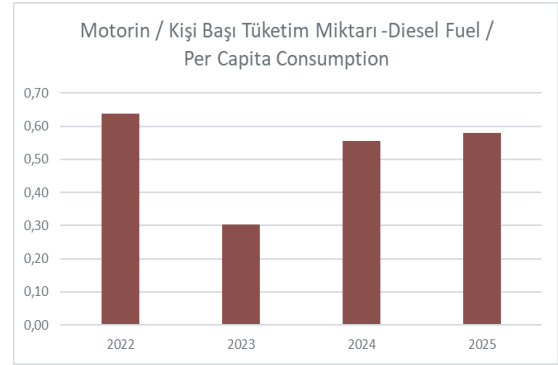
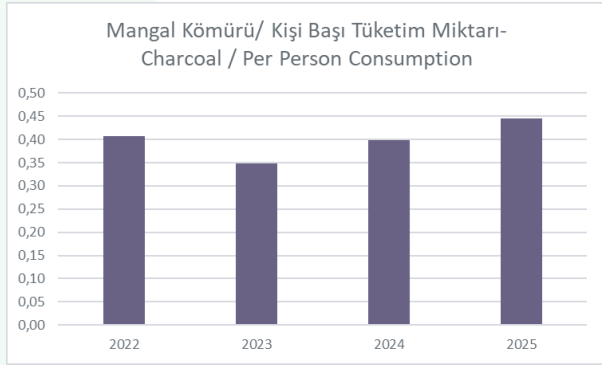
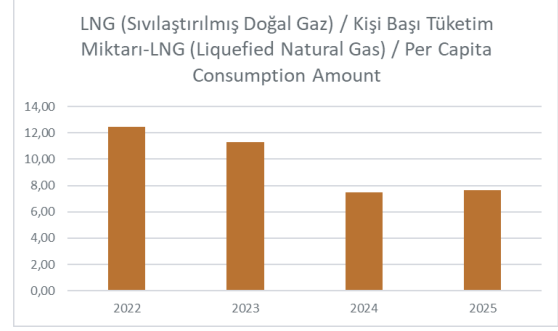
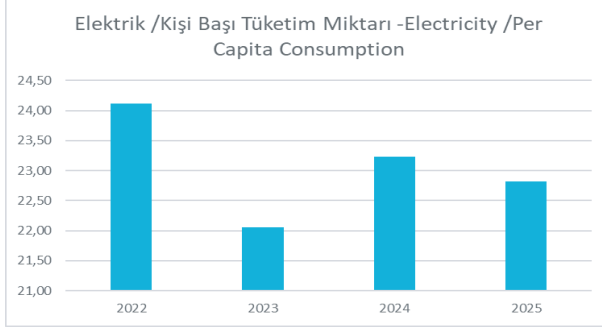
Each year, significant energy usage points are identified, and projects prioritizing energy efficiency are prepared for areas to be renewed or for units.

In addition to efforts to increase energy efficiency, we plan to continue using 100% Renewable Energy Sources to reduce our carbon footprint in line with sustainable development goals and the European Green Deal compliance process.

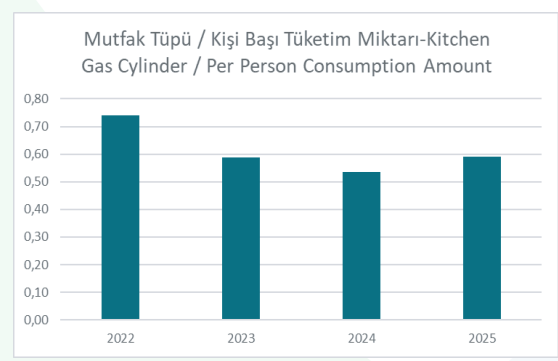
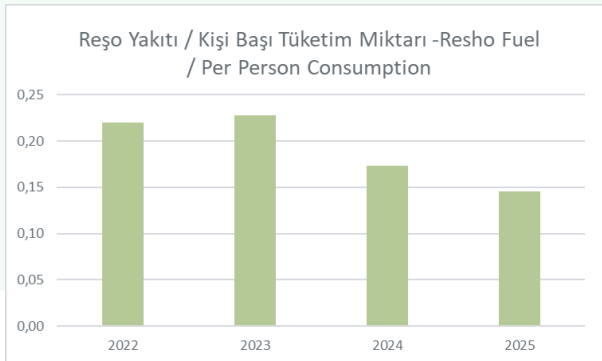


# ENERGY PER CAPITA CONSUMPTION TABLES

\*Current consumption figures after the 2022 Sustainability Report



2025 yılında çok fazla elektrik kesintisi gerçekleştiği için, motorin kullanımı artmıştır.



## PROTECTION OF ENVIRONMENTAL RESOURCES

As Blue Waters Club Hotel, our main goal is to prevent pollution and protect the environment and natural resources for sustainable development. In this context, the information on our info boards in the most frequently used areas of our facility is continuously updated.

By 2025, we aim to remind our guests of the importance of their contributions to this process through all of our informational warning messages in the general area, featuring "Together We Sustain" content. In all our processes, we take into account local regulations as well as international standards and specific standards belonging to our guests. We fulfill the requirements of all environmental and social conditions set by these standards and support continuous improvement and eco-friendly practices to ensure sustainability. Our environmental consultants carefully manage the monitoring and implementation of legal processes, as well as our declaration and reporting obligations in environmental processes.

97.87% OF THE APPROVED SUPPLIERS ARE FROM ANTALYA/MANAVGAT.

2.13% OF THE APPROVED SUPPLIERS ARE FROM OUTSIDE ANTALYA.



**Blue Waters Club** **Together We Sustain**

Çöplerinizi, sahil ve havuz alanlarına en yakın noktadaki geri dönüşüm atık kutularınıza atarak, çevre ve sürdürülebilirlik sürecimize katkı sağlamanızı bekliyoruz.

We expect you to contribute to our environmental and sustainability process by throwing your rubbish into your recycling bins at the nearest point to the beach and pool areas.

Wir erwarten von Ihnen, dass sie einen Beitrag zu unserem Umwelt- und Nachhaltigkeitsprozess leisten, indem sie Ihren Müll in die Recycling-Behälter werfen, die sich in der Nähe des Strandes und der Poolbereiche befinden.

Мы ожидаем, что вы внесете свой вклад в процесс охраны окружающей среды и устойчивого развития, выбрасывая мусор в контейнеры для вторсырья в ближайших точках к пляжу и бассейну.



**HOW LONG DO THEY LIVE AT SEA?**  
**DENİZLERDE ÖMÜRLERİ NE KADAR?**

 450 YIL 450 YEARS	 20 YIL 20 YEARS	 +100 YIL +100 YEARS	 200 YIL 200 YEARS	 450 YIL 450 YEARS	 500 YIL 500 YEARS
 500 YIL 500 YEARS	 600 YIL 600 YEARS	 1-5 YIL 1-5 YEARS	 BELİRSİZ UNDETERMINED	 200 YIL 200 YEARS	 2 YIL 2 YEARS

Geril dönüşüm kutularını etkin kullanmanız, Çevre ve Sürdürülebilirlik mücadelemize katkı sağlar.

Your effective use of recycling bins contributes to our efforts for the Environment and Sustainability.

Ihre effektive Nutzung von Recycling-Behältern trägt zu unserem Kampf für Umwelt und Nachhaltigkeit bei.

Ваше эффективное использование контейнеров для вторсырья вносит свой вклад в нашу борьбу за экологию и устойчивое развитие.

**Blue Waters Club** **We Care About Nature!** **Together We Sustain**

## WATER

Projects are being developed and implemented to reduce water consumption and plastic waste, with water consumption values being regularly monitored on a monthly basis. Water leakage checks are continuously conducted, and interventions are made as quickly as possible.

In this context, we have decided to install 10 water dispensers with filtration systems in our guest areas by 2025 to reduce our plastic waste. We have communicated our expectation for guests' support in this matter and shared our posts on social media with the motto "Together We Sustain," highlighting that sustainability can be achieved together.

**Birlikte**  **Together**  
Sürdürüyoruz **We Sustain**

**SÜRDÜRÜLEBİLİR BİR GELECEĞE  
BİRLİKTE YÜRÜYÜRÜZ!**

Blue Waters Club olarak, sürdürülebilir bir geleceğe katkıda bulunmaya her zamanki gibi devam ediyoruz. Otelimizde misafirlerimizin konforunu korumak için gerekli yatırımları yaparak, **plastik şişe kullanımını minimuma indiriyoruz.**

Siz değerli misafirlerimizin desteğiyle **çocuklarımıza daha temiz bir dünya bırakmanın heyecanını ve gururunu hep birlikte yaşıyoruz.**

**BİRLİKTE DOĞAYA DAHA AZ PLASTİK BIRAKILIR VE  
DAHA TEMİZ BİR DÜNYA YARATILIR.**



**Blue Waters Club**


**Birlikte**  **Together**  
Sürdürüyoruz **We Sustain**

**TOGETHER WE WALK TOWARDS  
A SUSTAINABLE FUTURE**

As Blue Waters Club, We continue to contribute to a sustainable future, as always. By making the necessary investments to maintain the comfort of our guests, **we minimize the use of plastic bottles in our hotel.**

With the support of our valued guests, **we are excited and proud to create a cleaner world for our children, together.**

**TOGETHER, WE CAN LEAVE LESS PLASTIC IN NATURE  
AND CREATE A CLEANER WORLD.**



**Blue Waters Club**

2026 Target: Reducing the Amount of Plastic Waste by 20% compared to the previous year

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## As Blue Waters Club Hotel,

In order to reduce the amount of plastic waste generated from the use of bottled water, reusable water bottles are offered for sale within the hotel (on a non-profit basis). Guests can refill their bottles from 9 water dispensers located throughout the hotel. The bottles can be purchased from the Reception or the Guest Relations Office.



## TREE NAME TAGS

The names and Latin names of all tree species in our facility are posted in all relevant areas. Furthermore, we report that the plant species in our facility have been thoroughly examined and that no invasive species have been identified.



## As Blue Waters Club,

As the Blue Waters Club family, we are committed to unconditionally respecting human rights and protecting them under all circumstances. We believe that every individual should be treated equally, fairly, and with respect, and with this awareness, we regularly support our employees with anti-discrimination training.

At the same time, the safety of children and young people is of paramount importance to us. Any suspected case of child abuse or exploitation is reported to the relevant authorities without Delay.

We invite our guests, employees, and visitors to share any observations or concerns regarding child abuse or exploitation by calling **One Call Servis (5555)** or directly contacting the **112 Emergency Call Center**.

To achieve our 2026 goals, we are implementing new environmentally friendly practices and projects throughout the hotel. The contribution of our valued guests and colleagues to this process is our strongest motivation for a sustainable future.

We are taking more environmentally friendly steps every day, without forgetting our debt to nature. Through our efforts to reduce greenhouse gas emissions, we aim to leave a greener world for future generations.

We invite you, our valued guests and team members, to conserve energy, reduce our carbon footprint, and adopt environmentally friendly habits. Small steps taken together create a big difference.

As Blue Waters Club Hotel, we consider the protection of biodiversity and the sustainability of natural life to be one of our fundamental responsibilities. To protect nature, flora, and wildlife, we continue to minimize our environmental impact, reduce pollution, and implement practices that support ecosystems.

We invite all our guests, employees, and visitors to avoid harming nature, contribute to recycling, and be mindful of protecting our environment. Together, we can preserve the balance of life.

# PROGRESS REPORT

## Our Water Management Achievements

**\* Aerators have been installed on faucets in all rooms and common areas, reducing water flow. Regular checks are carried out, and worn or missing aerators are replaced with new ones.**

\* The water flow rate in all room and common area sink faucets has been adjusted to no more than 5 liters per minute, and in showers to no more than 10 liters per minute. This practice is regularly monitored by measuring the flow rate in one faucet and one shower in each block during monthly monitoring. The flow rate in high-flow faucets and showers is reduced.

**\* All cisterns have been adjusted to no more than 6 liters per use.**

\* In all buildings constructed after 2000, bathtubs have been eliminated, and shower trays have been incorporated. (Shower trays have been installed in all rooms since 2022.)

**\* We encourage our guests to conserve water and report any water leaks in the environmental brochures placed in their rooms. Our guests were informed in the environmental brochure that sheets and towels would be washed every three days to conserve water, and support was requested.**

\* Automatic water-flow systems were installed in urinals.

**\* Our staff receives regular training on water conservation and reporting potential water leaks.**

\* Automatic, sprinkler, and drip systems were used for garden irrigation, reducing water consumption. The garden irrigation plan helps prevent water loss by irrigating after daylight fades.

**\* To reduce bottled water use, a total of 18 purified water dispensers connected to the mains were purchased for the staff cafeteria, staff housing, restaurants, and bars, replacing bottled water dispensers. This system is currently in use.**

\* Faucets in public areas and beach showers were replaced with push-button, timed faucets to conserve water.

**\* Restaurant table covers and tablecloths have been discontinued for all meals. This aim is to minimize the environmental impact of washing.**

\* Drought-tolerant landscaping practices have been increased, and 38 drought-tolerant landscaping-friendly plants have been purchased.

## Our Energy Consumption Improvements

**\* All minibars in the rooms have been replaced with next-generation, energy-efficient appliances.**

\* The Vestel plasma TVs in the rooms have been replaced with next-generation, energy-efficient Beko TVs. One generator, originally located in the Club section of the facility, was moved to the Generator Building, which was later added to the new sections. This has resulted in a step forward in efficiency and energy savings through the integration of devices, a shared operating system, and improved technologies.

**\* To save energy and reduce environmental impact, fresh air ventilation management has been implemented based on seasonal norms. Air conditioning operating hours are evaluated daily to ensure this does not impact guest satisfaction.**

\* The building housing the administrative offices in the Club section has been fitted with an energy-efficient VRF Variable Refrigerant Flow (an air conditioning system that controls multiple indoor units with one outdoor unit) heating and cooling system.

**\* In order to ensure guest satisfaction and save energy, 1 outdoor pool, 1 indoor pool and 1 children's pool are heated with an energy-saving heat pump.**

# PROGRESS REPORT

## Our Human Rights and Fair Work Environment Activities

**\*Legal requirements are met within the scope of human rights, preventing discrimination, exploitation and forced labor, preventing harassment, mobbing, and violence, and ensuring fair and safe working conditions.**

\*No discrimination is made based on gender, age, religion, ethnicity, disability, or political affiliation in processes such as recruitment, promotion, salary, or shift assignments.

**\*The principle of equal pay for equal work is implemented.**

\*Disabled personnel are employed.

**\*Working principles and all relevant information are communicated to all employees in the "Personnel Handbook" and "Orientation Training" provided upon commencement of employment.**

\*Occupational Health and Safety Training is provided regularly

**\*Working hours, leave, and wages are regulated in accordance with legal limits.**

\*A zero-tolerance policy is implemented against sexual harassment, mobbing, and physical/psychological violence.

**\*Overtime is voluntary and paid.**

## Energy Management

**\*We will continue to implement energy efficiency-enhancing practices in our operations.**

\*Highly energy-efficient appliances with reduced environmental impact will be our priority in new investments.

**\*We will continue to conduct annual staff awareness training to reduce energy consumption.**

\*We will continue to develop energy consumption reduction projects. We will continue to collaborate with regional and international initiatives related to the conservation of energy resources.

**\*The electrical energy used in our facility will continue to be supplied by 100% renewable energy sources.**

\*We aim to conserve energy by eliminating the use of vertical cooling cabinets, which we previously used to cool plastic bottles of water in public areas.

**\*We aim to reduce the energy consumed for hot water by minimizing the use of hot water in toilets and sinks in public areas.**

\*In food production areas, ovens, which contribute to significant energy consumption, will have strictly scheduled operating hours and be operated in a controlled manner.

**\*To prevent unnecessary hot water use during cleaning of food areas, staff will receive frequent training on the correct and efficient use of resources, and inspections will be increased.**

# 2026 Targets

## To Reduce Greenhouse Gas Emissions;

\* Genn order to minimize plastic consumption in public areas, we have purchased 9 purified water dispensers for the use of our guests and informed our guests about these developments on our social media accounts. With the motto "Together We Sustain", we are giving the message that we can live in a more sustainable world with the participation and support of our guests and with the participation of our guests, we aim to reduce the number of plastic water bottles purchased by 50% by 2026.

\* When evaluating the spa's sauna and Turkish bath usage hours, it was observed that these areas, which opened at 8:00 in previous years, were not used until 9:00. As of this year, the opening time has been increased to 9:00, reducing energy consumption by one hour per day without compromising guest satisfaction.

\* **To reduce energy consumption, an informative sticker has been added to the In-Room card section, requesting that guests support our sustainability efforts.**

\* We will continue to use a two-compressor heat recovery system at the cooling system outlet

We will increase the proportion of local suppliers by 3% by 2026 compared to the previous year.

\* **We will implement portioned presentations in cold and dessert buffets in food display areas to reduce food waste (a 5% reduction in the 2026 Annual Household Waste Amount).**

\* We will also add food waste prevention incentive posters to the staff cafeteria,

\* **We will encourage the use of electric vehicles and transportation by providing electric vehicle charging stations for guest use.**

\* To prevent unnecessary towel/sheet changes in rooms, allow for daily linen and pillowcase changes based on room departures. This will reduce the annual laundry tonnage by 3% compared to the previous year.

\* **Kurakçıl peyzaj uygulamalarının artırılması**

\* Expanding the use of drip irrigation systems in garden watering and minimizing manual watering

\* **Increasing the number of vegetable dishes in the Breakfast, Cold, Hot and Blue Beach bar menus from 71 to 119 (Planning Table)**

\* Reducing the amount of water consumption per guest night stay from 0.46 m<sup>3</sup> to 0.42 m<sup>3</sup> in 2026

\* Planting of new plant species specific to the region will be carried out and the overall landscaping of the hotel will be arranged accordingly.

\* **Additionally, wooden bird and squirrel nests will be installed in various areas of the facility.**

\* Informational panel texts will be designed so that guests can recognize the endemic plant species "Sand Lilies" located within the facility and avoid damaging them.

\* **Since the region and our beach serve as a nesting area for Caretta Caretta sea turtles, red lighting that does not spread toward the sky and does not disturb wildlife will be used for beach lighting during nighttime.**

\* To create pollinator areas, the number of plant species that attract bees and support nature—especially lavender, thyme, and rosemary—will be increased.

\* **In the hotel's landscaping areas, cactus species that require less irrigation will be preferred and their numbers will be increased (in all areas).**

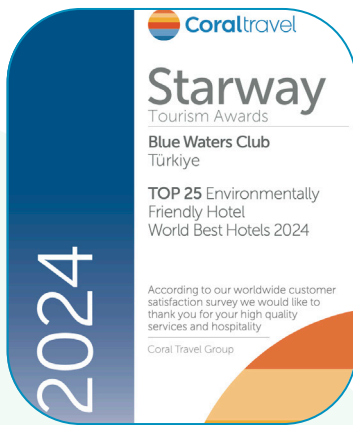
\* The garden irrigation system will be thoroughly reviewed and renewed, with a greater focus on automatic sprinkler and drip irrigation systems.

\* **To prevent coastal erosion or habitat destruction within the hotel area, natural barrier plantings (such as sand lilies, shrubs, etc.) will be implemented.**

\* Beach, Sorgun forest, or facility clean-up activities will be organized at least three times per year.



# AWARDS



Our awards for the past two years, based on reviews from our guests who chose us through their travel agencies, are listed above. For all awards and details;

<https://bluwaters.com.tr/tr/awards>



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   / bluewatersclub

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