

BERRY BLUE HOTEL

SUSTAINABILITY REPORT

2025

Environmental • Social • Governance

2025 Edition



You are part of this report too

Perhaps you stayed with us and we helped you enjoy a wonderful holiday.

Perhaps our guests were happy thanks to an exceptional employee like you.

Or perhaps we sourced from you the ingredients used in the delicious food served at our buffet.

In short, a part of you can be found somewhere in our 2025 data. Remember that you can be part of our next report as well!

We thank everyone who contributed to our sustainability efforts and invite you to explore our work and join us on this journey with your views and suggestions.

**THANK YOU TO
OUR STAKEHOLDERS**

Together, we create a
stronger impact.

Contents

01 About the report

02 Property overview

03 Integrated management system policy

04 Sustainability policy

05 Sustainability team

06 Reducing environmental impacts

07 Resource-efficiency practices

08 Employees and working life

09 Social initiatives

10 Cultural initiatives

11 Resource consumption data

12 Contact

About the report

We aim to share the progress we have achieved through Sustainable Tourism with our management, employees, guests, suppliers and all other business partners.

In doing so, we seek to turn the awareness we create into shared goals and achievements.

This sustainability report covers data for 2025.



2025

Reporting period

Berry Blue Hotel

Berry Blue Hotel enjoys a unique setting in the heart of nature. Located in Sorgun, approximately 79 km from Antalya city centre and 60 km from Antalya International Airport, this all-inclusive property offers the tranquil blue of the Mediterranean and a private golden-sand beach.

With 200 rooms, a private beach, an on-site spa, a mini club and an event area, it offers guests a distinctive holiday experience.

200 ROOMS • PRIVATE BEACH • SPA • MINI CLUB



Sustainability policy

At Berry Blue Hotel, we consider the current and future needs of our guests, the tourism industry, the environment and local communities, while taking into account the environmental, economic and social impacts of all our activities.

**ENVIRONMENTAL
ECONOMIC
SOCIAL**

Economic value grows through local collaboration

- Continuously monitor economic indicators and guest satisfaction
- Focus on guest preferences and expectations
- Prefer sustainable products and services from suppliers committed to sustainability; reduce unnecessary resource use and transportation
- Encourage suppliers to grow and develop together with us
- Use local, organic or natural alternatives where available
- Do not use or sell products derived from threatened species
- Support local producers and suppliers; collaborate with local organisations and associations



**LOCAL
SOURCING
SUSTAINABLE
GROWTH**

An inclusive work culture creates social impact



EQUALITY
SAFETY
LOCAL
EMPLOYMENT

- Preserve Antalya's historical and cultural fabric, pass it on to future generations and offer bicycle discovery services
- Treat employees and guests equally without discrimination
- Keep communication channels open between employees and managers
- Provide equal employment opportunities; support local development and employment
- Provide peaceful, healthy and safe environments
- Support measures against abuse and harassment of children and vulnerable groups; report suspicious activity to the authorities
- Do not employ child labour except where permitted by law

Protecting natural resources is our shared responsibility

“The Earth is not inherited from our ancestors; it is entrusted to us by our children.”

- Minimise harmful impacts on human health and the environment; protect biodiversity
- Prevent waste and use resources efficiently
- Prevent or reduce waste generation; separate waste at source and recover it
- Reduce our carbon and water footprints
- Promote sustainability awareness among employees, guests and business partners



**LESS WASTE
A SMALLER
FOOTPRINT
GREATER
AWARENESS**

Sustainability team

General Manager
Quality Manager
Technical Manager
Accounting Manager

Human Resources Manager
Front Office Manager
F&B Manager
Executive Chef

Shared responsibility for environmental, economic and social performance

Reducing environmental impacts — water and wastewater

- Water is supplied through the municipal network operated by ASAT.
- Wastewater is discharged into the ASAT sewer system; ASAT sample analysis results comply with legislation.
- Grease traps in different areas prevent oil from entering the wastewater line.
- Grease residues and used cooking oils are disposed of by licensed companies without harming the environment.
- Drains are designed to prevent wastewater from mixing with rainwater and to avoid accumulations that could attract pests.

Reducing environmental impacts — chemical and pool management

- Chemical use is controlled through dosing systems in Housekeeping, Stewarding and Laundry.
- Purchasing in larger containers reduces packaging waste.
- Absorbent spill kits and containment trays are available for chemical spill risks.
- Hazardous packaging is stored in designated rooms and disposed of by licensed companies.
- Acid and chlorine use is controlled through the pool dosing system.
- In pools with overflow channels and balance tanks, water is reused through circulation and filtration.

Resource-efficiency practices — property and guest rooms

- Motion-sensor lighting, dual-flush toilets and sensor taps in public-area restrooms
- Aerators on all taps and showerheads
- Electric vehicle charging station
- Energy Saver system in rooms; air conditioning switches off when the balcony door is opened
- Energy-saving information in rooms and through the QR system
- Dual-flush toilets in guest rooms
- Sensor-operated doors in public areas
- Double glazing in public areas and guest rooms

Resource-efficiency practices — operations

- Garden irrigation is suspended when it rains
- Many areas are designed to make use of natural daylight
- –18 °C freezers are positioned inside +4 °C cold rooms
- Seals and gaskets on refrigerators, freezers, ice machines and ovens are checked periodically
- Ozone devices are used in storage areas and for washing fruit and vegetables
- Fresh meat is used instead of blast-frozen meat wherever possible
- Beverage and coffee machines are used in restaurants

Employees and working life

Equal opportunities are provided in recruitment and promotion without discrimination based on gender, race, colour, religion, language, age, nationality, socioeconomic status or disability.

New employees begin work after orientation training. Departmental training, environmental awareness, occupational health and safety, emergency response and first-aid training are delivered according to annual plans.

Valid professional cards and certificates for first-aid staff, lifeguards and private security personnel are checked during onboarding. A Hygiene Certificate is mandatory for all employees.

A local and inclusive team of 211 employees

211

TOTAL EMPLOYEES

61% LOCAL

The number of local employees increased year on year.

GENDER



Unchanged from the previous year

RESIDENCE



No foreign employees

EDUCATION



Primary-lower secondary

Education levels improved year on year

Management is composed entirely of local employees



GENDER



The share of women managers increased year on year

RESIDENCE



No foreign managers • Local employment increased

EDUCATION



Primary–lower secondary: 0 • Education levels improved

Social initiatives — Runtalya

We took part in the Runtalya Marathon held on 5 April 2025 to support the Turkish Education Foundation's 'Education Never Stops' project.



Social initiatives — beach clean-up

On 2 May 2025, we supported a clean-up of the public beach and surrounding area.



Social initiatives — loggerhead sea turtles

On 25 April 2025, under the leadership of DEKAFOK, we supported loggerhead sea turtle hatchlings as they made their way to the



BERRY BLUE HOTEL



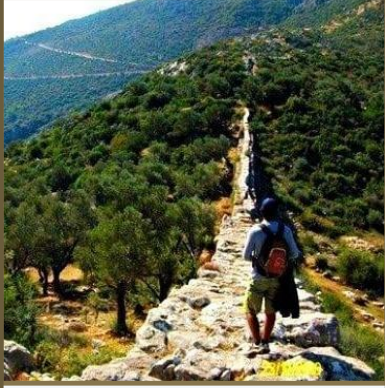




Cultural and environmental initiatives

Information showcasing our region's natural and cultural assets forms part of the guest experience.

Our natural heritage



Likya Yolu
Kemer



Göynük
Kanyonu
Kemer



Kurşunlu
Şelalesi
Aksu



Titreyengöl
Manavgat



Köprülü
Kanyon
Manavgat



Aşağı
Düden
Şelalesi
Merkez

Our cultural heritage



Phaselis
Antik Kenti
Kemer



Perge
Antik Kenti
Aksu



Side
Antik Kenti
Manavgat



Antalya
Müzesi
Merkez



Kaleiçi
Merkez



Aspendos
Antik
Tiyatrosu
Serik

Information showcasing our region's natural and cultural assets forms part of the guest experience.

Our intangible cultural heritage



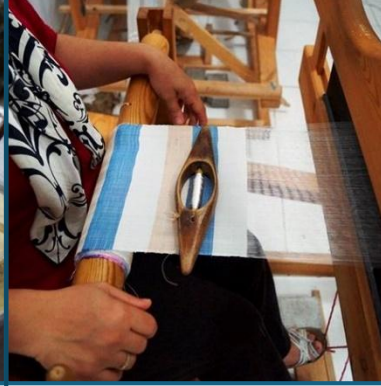
Yağlı Güreş



Altın
Lüppe
Yapımcılığı



Hayır Pişisi
Geleneği



İpek
böcekçiliği
ve dokuma



Düğmeli
Evler



Yanık
Dondurma

Our geographically indicated products



Antalya
Piyazı



Antalya
Kabak
Tatlısı



Antalya
Serpme
Böreği



Manavgat
Altın
Susamı



Finike
Portakalı



Döşemealtı
El Halısı

We celebrated special days together

- 8 March — International Women's Day
- Ramadan Feast
- 23 April — National Sovereignty and Children's Day
- 14 May — Mother's Day
- 19 May — Commemoration of Atatürk, Youth and Sports Day
- 5 June — World Environment Day
- 18 June — Father's Day
- Sacrifice Feast
- 30 August — Victory Day
- 29 October — Republic Day

Social initiatives — support for ÇEKÜL

We provided in-kind support to ÇEKÜL, the Foundation for the Protection and Promotion of the Environment and Cultural Heritage.

Resource efficiency has improved for three consecutive years

23.46

kWh electricity / tourist-night

0.62

m³ water / tourist-night

0.85

Sm³ LNG / tourist-night

Source	2023	2024	2025
Electricity (kWh)	36.71	28.00	23.46
Water (m³)	0.85	0.70	0.62
LNG (Sm³)	0.99	0.87	0.85

The carbon footprint per guest decreased significantly

636.9

tonnes CO₂ total emissions

11.77

kg CO₂ / guest

2024: 28.42 kg CO₂ / guest

Source	Consumption	Factor	Emissions
Electricity	1,269,055.62 kWh	0.42 kg CO ₂ /kWh	533 tonnes
Water	33,513 m ³	0.34 kg CO ₂ /m ³	11.4 tonnes
LNG	46,273 m ³	2.0 kg CO ₂ /m ³	92.5 tonnes
Tourist-nights	54,086		

LESS WASTE, GREATER IMPACT

2025 results • comparison by kg and tourist-night



Plastic, paper, glass and organic waste decreased significantly.



PROTECTING BIODIVERSITY MEANS PROTECTING THE FUTURE

By introducing guests to our region's plant and animal species, we raise environmental awareness and support the protection of wildlife.

INFORM • RAISE AWARENESS • PROTECT

CONTACT

Berry Blue Hotel

Web www.swandorhotels.com/tr/berry-blue-hotel/home

Telephone **+90 242 352 19 34**

Email **info@berrybluehotel.com**

Address Sorgun, Titreyengöl St.
07600 Manavgat / Antalya

Together for a sustainable future.



BERRY BLUE HOTEL

**For Nature • For Society • For the
Future**