



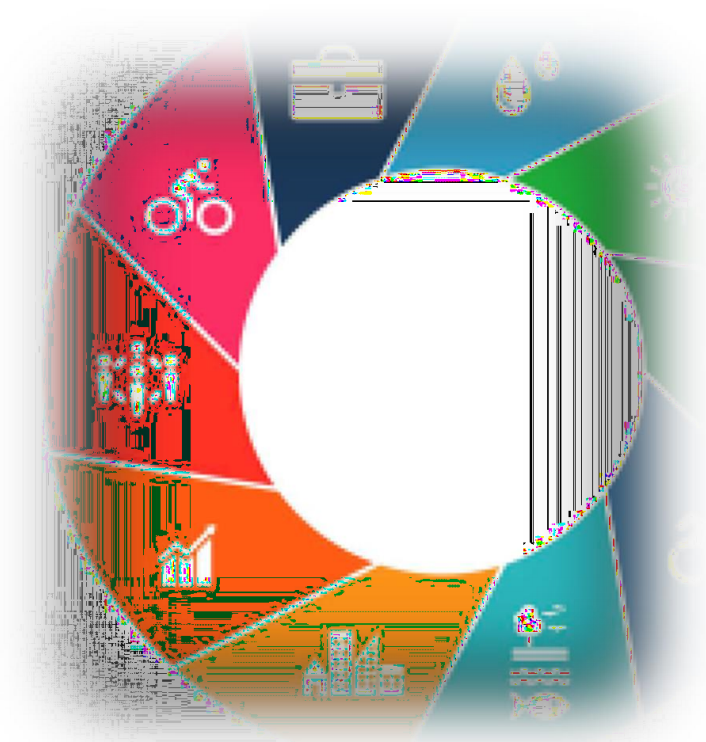
We Care About Our Planet, Customers,
Employers and Partners

We go ahead with SUSTAINABILITY

WE GO AHEAD WITH SUSTAINABILITY

SUSTAINABILITY REPORT 2025

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Sustainability Processes



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Sustainable Tourism Policy



4 Sustainability efforts are a sign of respect for the environment, humanity, nature, cultural heritage, and even future generations. Acting consciously and being an example to make those around us more aware is our greatest desire. Sustainability starts individually, but if acted upon collectively, it can have a significant impact



As The Maestro Hotel, we are aware that sustainability efforts in tourism minimize the negative impacts on society, the environment, and cultural heritage, and we recognize the responsibilities that sustainable tourism brings.

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The Maestro Hotel Sustainable Tourism

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We comply with all the legal requirements by adhering to the laws, regulations, and environmental guidelines that are currently in force in our country. While carrying out our activities, we assess our environmental impact, control negative effects, potential hazards, and manage our waste. We strive to minimize the use of natural resources, energy consumption, and air, water, and soil pollution. We work to ensure that environmental awareness and our social responsibilities are adopted not only by our staff but also by our guests, suppliers, and all our business partners. While carrying out our activities, we take and implement necessary measures to protect our guests and employees from potential injuries and diseases and to ensure good working conditions. In order to increase local employment, we prioritize hiring staff from the local area and work with local suppliers.



Sustainability Goals

GOAL
To continuously monitor and improve energy efficiency efforts, establish the necessary infrastructure, and renew existing systems.

Goal: To keep electricity consumption per overnight stay at **60 kWh**.

Actual: 52 kWh

Goal: To ensure that natural gas consumption per overnight stay does not exceed **50 kWh**.

Actual: 45 kWh

GOAL
To develop practices aimed at reducing waste generation, and to promote consumption reduction through awareness projects

To ensure that waste is separated at the source and recycled.

GOAL
To protect biodiversity.

•Donations are made to the **TEMA Foundation**.

•We work to protect the animal and plant ecosystem in our environment

GOAL
To continuously monitor and improve water efficiency efforts, establish the necessary infrastructure, and renew existing systems

Goal: To ensure that water consumption per overnight stay does not exceed **0.25 m³**.
Actual: 0.22 m³

GOAL
To support the development of women's employment and their qualified, active participation

Goal: To ensure that the proportion of employed female staff exceeds **50%** by **2026**.

Actual: 25%

GOAL
To ensure continuous improvement through vocational and personal development training

Goal: To ensure that all employees complete **100%** of the training plan (both internal and external trainings).
Actual: 96%

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Environmental Policy

Our goal is to protect our environment and ensure its sustainability by complying with all environmental laws and regulations, controlling and minimizing our environmental impacts, continuously improving our environmental performance, and fulfilling our environmental responsibilities to leave a livable nature for future generations.

Protecting the environment and cultural heritage by controlling our environmental impacts and continuously developing the targets we have set for this purpose is our priority.

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According to our policy,

To protect greenery and live in harmony with nature by considering all environmental impacts during the operation of the facility,
To identify risks for situations that may cause environmental pollution and prevent pollution by taking necessary measures to reduce these risks,

To ensure the conservation and efficient use of natural resources,

To show the necessary sensitivity in reducing, recycling, and reusing waste generated during the operation of the facility,

To provide necessary support for the protection of environmental, historical, and cultural values,

To collaborate with environmentally friendly and sustainable suppliers specified in the purchasing procedure during product procurement; giving importance to purchasing environmentally friendly products,

To pay attention to increasing the use of recycled products,

To train our personnel on the precautions to be taken in case of hazardous chemical spills,

To raise awareness among all our personnel and guests regarding our environmental responsibilities and ensure their participation



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Environmental and Waste Management

To increase our competitiveness, transition to a circular economy, prevent waste, protect the environment, reduce pollution, raise public awareness, and contribute to our future by promoting an environmentally friendly lifestyle, we implement a series of waste reduction programs across all operational departments in our hotels under the motto **"Zero Waste."**

Our hotel has earned the **"Zero Waste Certificate"** by adhering to waste management plans.

In all departments, packaging waste, hazardous waste, organic waste, waste oils, and batteries are collected separately. These wastes are stored in designated temporary storage areas within the hotel, compliant with regulations, and are collected by licensed and authorized companies, then sent to relevant sorting and recycling facilities.



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In-House Staff Training and Sustainability Efforts

Training related to sustainability was provided and records were kept.

A personnel training plan was developed.

Training presentations were conducted.

Information sessions on waste and recycling were given.

Trainings aimed at reducing energy consumption were provided.

Presentations and trainings were held to minimize personnel carbon footprint.

Hygiene training

First aid training

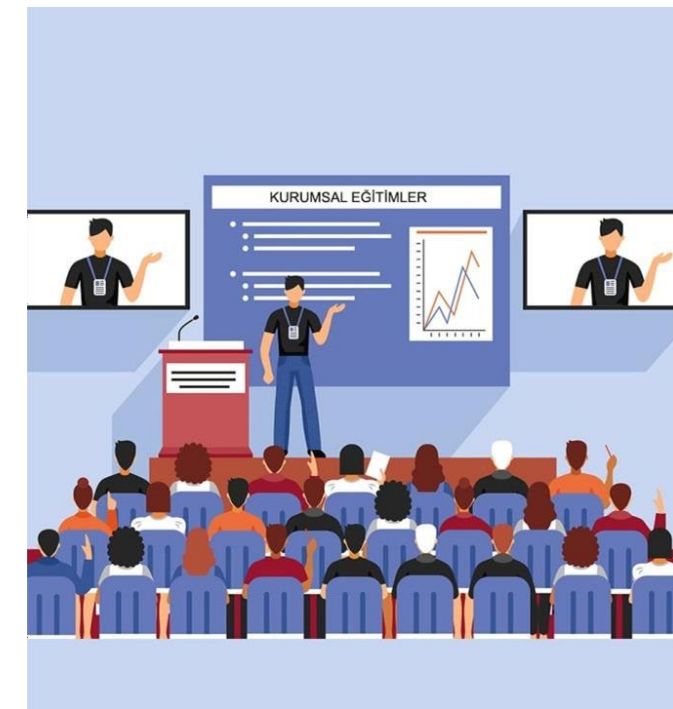
Zero waste training

Occupational safety training

Fire safety training

Chemical product training

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Energy Management

To establish awareness of Sustainable Tourism in our business and to reduce electricity, water, and natural gas consumption—which are significant cost items—and thereby achieve energy savings:

Periodic meetings were held with our personnel to emphasize the importance of the issue.

Water-saving was targeted by using aerators installed on faucets that add air to the water flow, turning it into droplets.

LED (Light-Emitting Diode) lighting was preferred throughout the hotel.

Trainings were organized, with support from our contracted service provider, to make cleaning, laundry, and other services more efficient.

A dosing system was installed in the laundry to add the appropriate amount of chemicals to sufficient water and ensure proper washing.

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Water Management

Our hotel has a water conservation policy.
Our policy includes regular measurement, monitoring and reduction of water consumption.

The water risk status of the region where our hotel is located has been determined. For this purpose, the Water Risk Atlas prepared by the World Resources Institute is used. The link to the relevant website is provided here.

Water risk has also been assessed in the risk analysis, and a water management plan has been developed. This plan includes targets and reporting related to the measurement and monitoring of water usage, as well as the reduction of water consumption.

Due to the water usage activities of our hotel, no harm is caused to aquatic life in seas, lakes, or similar bodies of water. Nevertheless, the potential risk to these organisms has been evaluated in the risk analysis, and necessary precautions have been taken.

Our hotel complies with all legal requirements and regulations regarding water usage.

The water comes from a legal and sustainable source. Our water is sourced from the municipal water supply.

We measure our water consumption. The total water used per guest or per night is calculated and reported. The file attached to this document is used for measurement purposes.

We have set targets for reducing water consumption. In this regard, our hotel plans and implements corrective actions. Water-saving equipment is used throughout the hotel. Best practices, such as changing bed linens and towels based on guest requests, are also implemented.

Our hotel informs and guides its employees and stakeholders about water conservation. We mobilize all our resources to ensure that our wastewater does not harm the environment.

The disposal of wastewater complies with the regulations set by the local authorities. Legal requirements in this regard are fully adhered to.



Chemical Consumption

Employees who handle chemicals are properly trained and provided with Personal Protective Equipment (PPE).

Necessary precautions have been taken against leaks, spills, or other situations that could harm the environment in our chemical storage areas. Chemicals are stored in accordance with regulations, the type of chemical, and the storage instructions of the manufacturer. Concentrated products are preferred whenever possible.

For pest control, we request permits and licenses for the pesticides used by the service companies we hire, ensuring that the products do not harm human health or the environment and are used in appropriate doses. We work with relevant companies to ensure the safe disposal of chemicals and monitor chemical waste.

We train our employees on the safe use of chemicals and the measures to be taken in case of spills or leaks of hazardous chemicals.



Procurement & Sustainability

Our purchasing policy includes local, environmentally conscious, fair trade, and efficient procurement practices.

Our hotel monitors the sources of goods and services. We check our suppliers' sustainability certificates, information, and documents.

Local purchasing: When buying goods and services, our hotel prioritizes local suppliers as long as the quality is good and prices are reasonable. Therefore, we update our supplier list and keep suppliers informed. The proportion of goods and services sourced from the local community is measured.

Environmentally conscious purchasing: Our hotel follows an environmentally friendly purchasing policy, emphasizing efficient procurement to reduce food and solid waste, energy conservation, and water savings.

We prioritize environmentally friendly products (eco-labeled products) in our purchases. If eco-labeled products are not available in a product group, we select products and suppliers whose production and processes do not harm the environment.

For wood, fish, paper, and other food products, we prefer those with environmental certifications (FSC, MSC, EU-EcoLabel, etc.) or products with traceable sources.

Efficient purchasing: Our purchasing policy favors reusable, returnable, and recycled goods.



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Contribution to the Local Economy

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Purchases are made from suppliers that align with the company's management and financial structure.

We work with suppliers who comply with all legal regulations

By collaborating with our suppliers, we assess the social and environmental risks of the most consumed goods, and we consider social and environmental criteria in our purchasing decision process.

In our establishment, low-energy devices are preferred when purchasing electrical equipment.

In this regard, nearly all of our suppliers are local producers and suppliers.



Local Employment

The local/regional employment policy is a set of rules and regulations designed to promote and protect employment at the local or regional level. This policy aims to reduce unemployment rates, support economic development, and enhance the well-being of local communities.

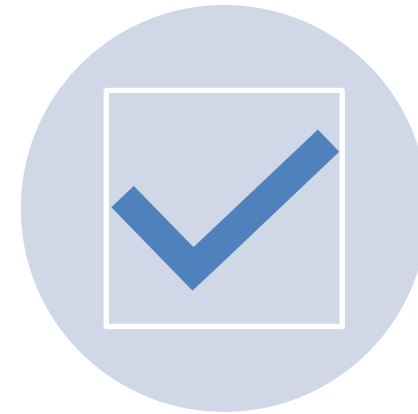
We ensure that the employees we hire within the organization are from the local community. By prioritizing the employment of the local population, we contribute to revitalizing the economy within the region.



Protection of Cultural Heritage



Cultural heritage is the entirety of tangible and intangible values related to our identity, culture, and history.



It is observed that with settlement policies favoring small residential areas, large cities like Istanbul will face significant transformations. It is especially anticipated that environmental and cultural losses will occur, and cultural heritage will be threatened during this process..



Therefore, it is necessary to develop new policies and make strategic decisions that enable the protection of cultural and natural heritage.



For this purpose, all our employees and guests are encouraged to raise their awareness on the subject.

Protection of Biodiversity

- We identify and control the potential direct and indirect impacts of our activities and those within our supply chain on biodiversity.

In our operations, we avoid materials that pose risks to endangered species, animal welfare, and forests.

We include the continuity of natural resources in our goals and develop projects accordingly. We engage in biodiversity-focused initiatives with NGOs and local authorities.

To raise awareness about the importance and protection of biodiversity, we organize internal trainings and communication activities and include this topic in our sustainability training programs. We share our biodiversity performance annually in the Sustainability Report.

We take actions to create and monitor a biodiversity inventory of the region and to protect endemic species.

We take measures to support and develop agricultural activities that serve as a livelihood for the local community.



THANK YOU!

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