



GreenNature
hotels

Sustainability Report 2024



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GreenNature hotels

Marmaris is a port city located on Turkey's southwestern coast, at the junction of the Aegean and Mediterranean Seas, in the province of Muğla. Renowned as one of Turkey's most important tourism destinations, Marmaris stands as the largest holiday resort along the Aegean coastline. Situated at the meeting point of the Aegean and the Mediterranean, the Marmaris Peninsula boasts a rich history and breathtaking natural beauty. Thanks to its unique geographic location, it has been home to countless civilizations throughout history, hosting numerous harbors and cities.

With its natural wonders, extensive coastline, pine-covered hills offering stunning views, serene coves, pristine beaches, ancient cities, yacht marinas, and a variety of activities, Marmaris attracts hundreds of thousands of tourists every year. It's where the green of lush forests merges seamlessly with the blue of the sea, embodying the essence of this picturesque destination.

Inspired by this beauty, Green Nature Hotels, which takes its name from the region's lush landscapes, has become a symbol of hospitality in the tourism sector with 18 years of experience. In 2014, Green Nature crowned its success with the opening of Green Nature Diamond Hotel. This innovative and creative establishment combines luxury with contemporary style, located in the heart of Marmaris.



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It's high time we reflected more deeply on the impacts of our actions. The UN's 2021 Sustainable Development Report highlighted how progress on various goals, including poverty, education, and gender equality, has stalled or even reversed since 2020. Additionally, global CO2 emissions are once again nearing record levels. The global response to the COVID-19 pandemic demonstrated that humanity can achieve remarkable things when science and technology are harnessed for the common good.



There is a renewed sense of purpose in society and optimism about our ability to overcome major challenges like climate change. We must all seize this moment to aim higher. At Green Nature Diamond, we strive to be an exemplary establishment with our environmental and social awareness. By working with expert consultants and academics, we measure our environmental impacts and develop actionable plans to set measurable targets.



At Green Nature Diamond, we are committed to continuing our transformative journey toward a more sustainable future with great determination alongside all our stakeholders. Our mission is to promote sustainable, inclusive, and resilient economic growth for all, ensure full and productive employment and decent work opportunities, and design consumption and production models within the framework of a sustainable circular economy. We are also taking action to mitigate climate change and its impacts.

By involving our guests, suppliers, employees, and all business partners in the process of developing our sustainability policies, we aim to create a collective consciousness. In this direction, we are actively collaborating with both national and international organizations.

Sedat KAMIŞ
General Manager



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ABOUT REPORT

Green Nature Diamond is committed to publishing meaningful and timely information each year about our Environmental, Social, and Governance (ESG) performance and management approaches, with a focus on the environmental and social issues that are important to our services. Sustainability is a core part of our mission.

By preparing this Report in digital format, we aim to utilise technology more and more to better communicate with our stakeholders and help reduce our carbon footprint.

The scope of the key performance data in this report covers at least one full year to 2024. Some data may also include past years for comparison purposes.

For questions about the report and its scope;

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The hotel has a five-star certificate from the Ministry of Tourism. Green Nature Diamond, whose location, view and moonlight are magnificent, is one of the most experienced and well-established facilities in the Aegean region, and is also a centre of Culture and It has a Safe Tourism Certificate since it started to implement it. Its location, surrounded by nature and the sea, differentiates it for its customers and employees. It strengthens its brand day by day with its superior service quality. Green Nature Diamond provides continuous support to the sector and the country, especially Marmaris. It has many international awards.



625 Rooms



5 Restaurant



8 Bar



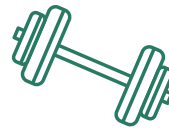
3 Meeting Rooms



1 Hamam & SPA



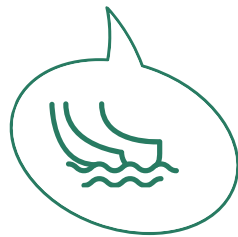
4 Swimming Pools



1 Fitness Area



1 Mini Club



1 Pool with Slide



1 Water Sports



2024 Guests

241.597



Countries of Hosted Guests

90



GreenNature
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OUR PRIORITIES

OUR GUESTS

Guest experience
Health, safety and security
Food Safety
Building and fire safety

OUR ENVIRONMENT

Climate impacts
Water
Biodiversity conservation

OUR EMPLOYEES

Human resources
Learning & Development
Employee experience
Occupational safety and health

Our Community

Natural resource consumption
Waste
Volunteering



OUR ETHICS POLICY

Integrity

Integrity and honesty are our priority values in all our business processes and relationships. We act with integrity and honesty in our relations with our employees and all our stakeholders.

Confidentiality

Confidential and private information includes details that could create a competitive disadvantage for Green Nature Diamond, such as trade secrets, undisclosed goods and other information, personnel rights, and information governed by "confidentiality agreements" made with third parties. As employees of Green Nature Diamond Hotel, we take care to protect the confidentiality and privacy of our customers, our employees, and the confidential information of the organizations and individuals we work with. We protect confidential information related to the company's activities, using it solely for the company's purposes, and share it only with authorized individuals within the limits of specified permissions. For us, the unauthorized disclosure of any confidential information belonging to the company, including insider trading or any financial benefit derived from stock transactions, is absolutely unacceptable. Upon leaving the company, we will not take any confidential information, documents, or project work related to our duties, including regulations and other related documents.





Protection of Personal Data

Employees shall not share, transfer, disclose, misuse, or exploit for personal gain any special or general personal data belonging to the employer, employer representatives, employees, subcontractor employees, customers, suppliers, third parties, guests, job applicants, interns, or any individuals associated with the company's activities, without the written consent of the data subject and the employer. Such data shall not be shared in written, audio, or visual formats through electronic means.

Conflict of Interest

As employees of Green Nature Diamond Hotel, we aim to avoid conflicts of interest. We refrain from exploiting our current duties for personal gain through individuals or organizations we interact with, either personally, through our families, or close associates. We do not engage in external activities based on additional financial interests. We avoid using the name, power, or corporate identity of Green Nature Diamond Hotel to obtain personal benefits.





T.C.
MUĞLA VALİLİĞİ
Çevre ve Şehircilik İl Müdürlüğü



Belge No: TS/48/B2/9/145

Tarih: 31/12/2020

SIFIR ATIK BELGESİ
(Temel Seviye)

Adı : GREEN NATURE DIAMOND OTEL
Adresi : MUĞLA,SİTELER Mahallesi, CUMHURİYET BULVAR, No: 9-1, MARMARİS,Türkiye
Vergi No : 4110034790

12/07/2019 tarihli ve 30829 sayılı Resmi Gazete'de yayımlanarak yürürlüğe giren Sıfır Atık Yönetmeliği'nce Sıfır Atık Yönetim Sistemi'ni kurarak Sıfır Atık Belgesi'ni almaya hak kazanmıştır.

Belge Son Geçerlilik Tarihi: 31/12/2025

 e-İmzalıdır
Ömür ÖZDİL
Çevre ve Şehircilik İl
Müdürü

Bu belge, güvenli elektronik imza ile imzalanmıştır.

Belge Doğrulama Adresi: <https://www.turkiye.gov.tr/cevre-ve-sehircilik-ilkonuk/belge> Doğrulama Kodu: XCHPXDLP





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OUR EMPLOYEES



TOTAL NUMBER OF
EMPLOYEES

445



NUMBER OF FEMALE
EMPLOYEES

139 % 31

NUMBER OF FEMALE
MANAGERS

18 % 67



NUMBER OF MALE
EMPLOYEES

306 % 69

NUMBER OF MALE
MANAGERS

9 % 33



NUMBER OF SPECIAL
STAFF EMPLOYEES

7 % 0,15



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EMPLOYEES
STAYING IN THE
DORMITORY

259 % 59



OUR SETTLEMENT
DISTRIBUTION IN
MARMARIS

186 % 41

2024 YEAR TRAININGS



21

MAIN
TITLE
TRAINING

14

SUBTITLE
TRAINING

48

HOURS OF
TRAINING
PER PERSON

FIRE SAFETY
OCCUPATIONAL HEALTH
AND SAFETY
ENVIRONMENT AND
ZERO WASTE
CULTURAL HERITAGE
CHILD ABUSE
HUMAN RIGHTS

SUSTAINABLE TOURISM
AND ENVIRONMENT
LEGIONNAIRES' DISEASE
AND PREVENTION

PRESSURE HYGIENE
FOOD AND WATER SAFETY
EMERGENCY
ORIENTATION
COMMUNICATION
TECHNIQUES



ENVIRONMENTAL SUSTAINABILITY

At Green Nature Diamond, preventing pollution, protecting the environment, and preserving natural resources are defined as our core objectives in pursuit of sustainable development. In all processes we conduct, we adhere not only to local regulations but also to international standards and the specific standards of our guests. We comply with all environmental and social requirements outlined by these standards and ensure their continuity by supporting ongoing improvement and the use of the best available technologies. Our environmental consultants meticulously manage legal compliance, implementation, declarations, and reporting obligations within environmental processes.





EMISSION MANAGEMENT

We closely monitor the greenhouse gases generated within the scope of our facility's operations and meticulously calculate our corporate carbon footprint.



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ENERGY MANAGEMENT

Our energy consumption is monitored and reviewed on a daily, monthly, and yearly basis, aiming for continuous improvement in energy efficiency. Each year, key energy consumption points are identified, and energy efficiency projects are developed. In addition to these efforts for existing facilities, new investments are evaluated for their energy efficiency, with the goal of reducing the specific energy intensity of the products to be produced.

In addition to efforts to enhance energy efficiency, we are conducting feasibility studies on renewable energy usage to reduce our carbon footprint in alignment with the Sustainable Development Goals and the European Green Deal compliance process.





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ENERGY CONSUMPTION



3.972.393 kWh

ELECTRIC



LNG

169.540 Kg



COAL

13.780 Kg



KECHOFUEL

495 Kg



FUELOIL/GASOLINE

2.493,825 Litre FUEL OIL

195.675,22 Litre GASOLINE



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WATER MANAGEMENT

Projects aimed at reducing water consumption are being developed and implemented in our facilities. Water consumption values are regularly monitored on a monthly basis, and leak controls are conducted continuously to ensure prompt intervention. For a sustainable environment, wastewater is discharged into receiving water bodies in compliance with both the discharge limits stipulated in the Water Pollution Control Regulation and international regulations and standards.



WATER

69.511 Ton





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GENEL SU RISKİ

Green Nature Diamond, in terms of the location of our hotel, it is in a location where all water-related risks should be measured by collecting all indicators selected from the categories of Physical Quality, Quality and Regulatory and Fire Bar Risk categories.

High (3-4)

*<https://www.wr.org/applications/aqueduct/water-risk-atlas>



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WASTE MANAGEMENT

In our processes, taking into account the product life cycle, the policies of reduction at source, separation at source and reuse of waste produced in our facility are implemented. Hazardous and non-hazardous wastes are generated at our facility. The hazardous wastes are collected in the hazardous waste temporary storage area authorised by the Provincial Directorate of Environment, Urbanisation and Climate Change and sent to the facilities with MOTAT (mobile waste tracking) system by licensed vehicles and drivers. Non-hazardous wastes are also collected in the temporary storage area for hazardous wastes and sent to licensed facilities. Our Environmental Consultant and an employee responsible for the waste area take part in the management of these processes. Nearly 100% of our hazardous and non-hazardous waste generated at our facility is recycled by licensed facilities as plastic, glass, paper-cardboard, metal, battery, oil, etc.





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WASTE/YEAR

WASTE CODE AMOUNT/KG

080317 10

150106 6.6610

150107 9.220

150110 205

150111 49

180103 1.400

200126 4.100

200135 99

WASTE MANAGEMENT TARGETS

Targeting the preference of products that are environmentally friendly and will not produce waste or will produce less waste, especially increasing environmental awareness, increasing training on Waste Segregation and Zero Waste System and informing employees about current environmental issues,



OCCUPATIONAL HEALTH AND SAFETY

As Green Nature Diamond, we see protection from all kinds of injuries, occupational diseases, accidents and environmental pollution in health, safety and environment issues as a goal that must be achieved not only in theory but also in reality.

OUR GOAL; ZERO ACCIDENT, ZERO RISK!



WORK
ACCIDENT
49

As individuals, we have principles to guide us in our daily activities both at work and outside of work:

All injuries and occupational accidents can be prevented. Each employee is personally and directly responsible for preventing accidents and diseases. Safety is a prerequisite for working, so every employee must take responsibility for working safely and do what is necessary. Safety training is a vital element for a safe workplace. Safety inspections should be carried out. All kinds of safety deficits should be quickly identified and necessary corrective actions and actions should be taken immediately. It is important that not only the incidents resulting in injuries and accidents, but also all kinds of practices and behaviours with potential for danger are investigated and eliminated. Safety outside the workplace is as important as safety in the workplace. Preventing injuries and illnesses is also profitable from a commercial point of view.



SOCIAL RESPONSIBILITY

We work to fulfil our duties and responsibilities towards society in line with the United Nations 2030 Sustainable Development Goals; we work with various NGOs and develop Social Responsibility Projects. We transfer our experience in the sector to our young people preparing for business life.

We continue our many social responsibility projects without interruption.

Waste Textile Donation to Marmaris Municipality,

Scholarships for successful student children of employees,

Material support to local amateur football teams

Distribution of MÜZEKART to employees



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Bütün yerel üreticilerimize destek olmaya çalışıyoruz.

We are trying to support all our local producers.



BU BİR SANAT İŞİDİR /THIS IS AN ART WORK

Tesisimiz, el işi sanatlarında başarılı kadınlarımızın ürünlerini misafirlerimiz ile buluşturuyor.

Our facility brings together the products of our successful women in local handcraft arts with our guests.

Employee and Local Entrepreneur Women's Handicraft Exhibition and Sale

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Business Food Waste Project

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SUPPORTED CIVIL SOCIETY
ORGANISATIONS





OUR STRATEGIC OBJECTIVES

To follow sectoral and corporate development areas. To monitor guest satisfaction effectively. To ensure employee satisfaction and development. To keep the sustainability audit mechanisms alive. To make our operational efficiency and processes more efficient. Evaluating growth opportunities. Keeping costs under control with a focus on profitability