

# SUSTAINABILITY REPORT

2022



Novum Garden Side Hotel

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# ABOUT THE REPORT

We are working towards our goals of enhancing our overall efficiency and environmental performance without compromising service quality, with the hope that Sustainable Tourism will form the foundation of long-term success. In these matters, we continue our work on the following issues:

- Improve material efficiency and maximise the use of recyclable materials,
- Reduce the intensity of our use of energy, water and environmentally harmful products in order to reduce our environmental impact and protect natural resources,
- In addition to quality and environmental issues, we also continue to work sensitively on social and economic issues that are important in the concept of sustainability.

Our sustainability activities are comprehensive in scope, such as tackling environmental, economic, and social factors collectively for the benefit of people and the environment.



# POLICIES

## QUALITY POLICY

Our organization aims to establish and implement a business system in accordance with international standards in the tourism sector with its service quality.

We continuously measure and improve our guest satisfaction, quality management system and service quality with our perfectionist perspective aiming to exceed the expectations of our guests we serve.

During our activities, we may have the private access/connection information of our guests and private contact information of critical devices.

The continuity of the services we provide, the confidentiality of the information we hold, and the integrity of the information assets of our customers or ourselves are of high importance. Our primary goal is to ensure the security of our information assets.

### **Our vision;**

Our vision is to be good enough to set standards in the sector in which we operate and to always aim to be better, to develop, to improve, to be different, to maintain a stable and sustainable company profile.

To be one of the best in the sector by responding to the expectations of our customers at the highest level.

### **Our mission;**

Our mission is to provide the highest quality service by taking the right steps with the right people, to be the first brand that comes to mind about our business and most importantly to ensure the satisfaction of our customers and employees.

# POLICIES

## ENVIRONMENTAL POLICY

The basis of our Environmental Policy is to be protective and supportive towards the environment we live in and the society we live in, and to leave a livable future for us and the generations that will come after us. In order to be an environmentally friendly hotel, we know the effects of our activities on the environment and we work to minimize these effects.

For this;

- We comply with legal regulations related to environmental legislation and demonstrate a highly environmentally responsible approach.
- While maintaining our service quality in line with the expectations of our guests, we also pay attention to the responsible use of energy, water and materials in order to protect natural resources.
- We implement reuse and recycling activities and monitor our performance in areas such as energy consumption, water consumption and waste material management.
- We try to reduce both the negative impact on the environment and the amount of waste by ensuring that hazardous substances and chemicals are used only when necessary and as needed.
- We aim to increase the sensitivity of our employees by training them on environment and waste management.
- We provide guidance and establish collaborations to ensure that environmental awareness is adopted not only by our employees but also by our guests and suppliers.
- We support the sustainability of tourism in the region by presenting our local cultures to our guests and directing them to historical and cultural activities in the region.

# POLICIES

## SUSTAINABILITY POLICY

Without compromising on service quality with the belief that Sustainable Tourism will form the basis of long-term success;

- Comply with the laws and environmental policies with the aim of becoming a business that complies with international standards in the tourism sector,
- While maintaining our service quality in line with the expectations of our guests with an understanding of operational excellence, we will use resources in the most efficient way by reducing the intensity of use of energy, water and materials in order to protect natural resources,
- Ensure the continuity of its positive contribution to the circular economy by increasing material efficiency and maximizing the use of recyclable materials,
- Ensure the continuity of a safe working environment by considering the occupational safety as well as the physical and mental health of its most valuable asset, its employees, with a management approach that respects human and employee rights, attaches importance to development, is fair, egalitarian, respectful to employee opinions and rights, and stands against situations such as working in unsafe areas,
- Ensure that our environmental awareness and social responsibilities are adopted not only by our employees but also by our guests, suppliers, subcontractors and authorities,
- We declare that it will continuously improve its sustainability management approach and performance.



# POLICIES

## ENVIRONMENTAL PURCHASING POLICY

- Our procurement policy is oriented towards local, environmentally friendly, fair trade and efficient purchasing.
- Our business aims to work with sustainable suppliers that have Quality Assurance Management Systems, Environmental and Occupational Health and Safety Management Systems and sustainability labels/certifications, as well as environmental policies and practices to meet our raw material and service needs.
- Purchasing of consumables and disposable goods, including food, is carefully managed to minimize waste. Preference is given to goods that can be reused, returned and recycled.
- When sourcing products, preference is given to environmentally certified products and suppliers.
- Threatened and endangered species are not used.
- When purchasing goods and services, our business prioritizes local/regional suppliers that are available and of sufficient quality.
- We try to create efficient purchasing opportunities together with our suppliers and aim to reduce the environmental impacts arising from procurement processes.

# POLICIES

## OCCUPATIONAL HEALTH AND SAFETY POLICY

Our facility is committed to protecting the health and safety of everyone in the workplace, including all employees, subcontractors and guests.

The Facility's employees and stakeholders pay utmost attention to and, where necessary, participate in the following  
Take responsibility for working safely, take all reasonable precautions for their own health and safety and consider the health and safety of all other people who may be affected by their actions.

Take all reasonable and feasible steps to improve occupational safety conditions through in-house employees or outsourcing to specialized persons/organizations as needed in all relevant activities.

To comply with all applicable OHS-related legislation, regulations and standards.

Implement risk and hazard management systems that are relevant and appropriate to the risks within the organization.

Provide safe workspace and equipment for controlled work.

Provide appropriate OHS training for all staff.

Establish an annual OHS program to improve health and safety in the workplace.

Allocate sufficient resources to continuously improve OHS performance.

Provide regular health surveillance for employees.

Actively respond to and investigate all incidents and ensure that injured workers are returned to appropriate work at the earliest opportunity through fair claims management and rehabilitation practices. These standards will be regularly monitored to ensure that integrity and effectiveness are maintained to facilitate continuous improvement in the organization.

# POLICIES

## CHILD RIGHTS PROTECTION POLICY

Children are our trustees of the future. It is our primary responsibility to recognize them as individuals, respect their rights, and protect them against all kinds of psychological, physical, commercial, etc. exploitation.

To ensure this;

- We do not allow child labor in our business and expect the same sensitivity from all our business partners.
- We provide environments/opportunities that contribute to the development of children within the business, where they can express their thoughts, wishes and feelings freely and feel free and comfortable.
- We make sure that children are under adult supervision in the activities they participate in.
- We provide trainings on the prevention and detection of child abuse in our business.
- We support all kinds of organizations and activities aimed at protecting children's rights and all stakeholders serving children.

# POLICIES

## WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

We attach importance and sensitivity to women's rights and gender equality in our business.

- We ensure the health, safety and welfare of all our employees regardless of gender.
- We support women's participation in the workforce in all our departments and offer equal opportunities.
- We act with a policy of equal pay for equal work without gender discrimination.
- We distribute duties in accordance with the principle of equality.
- We provide the necessary opportunities for equal utilization of career opportunities.
- We create training policies, support women's participation and raise awareness.
- We create a working environment and practices that protect work-family life balance.
- We support women in company management and provide equal opportunities.
- We do not allow women to be subjected to abuse, harassment, discrimination, suppression, coercion, slander, etc. in any way. We are always aware of the value they add to the world and our organization and support their existence.



# POLICIES

## SOCIAL INTEGRATION POLICY

At Novum Garden Side Hotel, we are committed to supporting and working with the local community in which we are located. We aim to conduct our business in a way that helps to preserve and promote the culture and heritage of the destination and the local economy.

In this respect;

We support initiatives that develop the community.

We support the local economy.

We respect and protect local culture, traditions and way of life. We support and protect access to basic resources and services.

To achieve our goals;

We encourage our guests to explore the destination's history, culture, traditions and our local community, as well as the local products and services on offer. We contribute to the maintenance of culturally and spiritually significant sites by making donations and encouraging guests to visit them.

Whenever possible, we favor local and regional products and services as outlined in our purchasing policy. We prefer staff who live locally in the recruitment process. We strive to provide job opportunities primarily to local people through on-the-job training programs. If there are university students among our employees or children of our employees, we provide scholarship support for them.

We ensure fair and equal treatment of local and indigenous people by being in constant dialog with them through regular meetings of the local association and chamber of commerce. We make annual financial contributions to various local charitable organizations.

# POLICIES

## DISADVANTAGED GROUP POLICY

- Every person has the right to vacation and vacation is a necessity. For this reason, it is our first priority to provide the appropriate physical infrastructure for all disabled and non-disabled guests of the accommodation facilities you serve, both in the rooms and in the interior and exterior general areas, meticulously from the planning stage.
- For the sustainability of disadvantaged guest satisfaction, it is also a priority for our facility to continue the supply and training of appropriate personnel and to follow the changing technological developments.
- We serve our disadvantaged guests not only in their rooms but also in all our service areas with all our devotion to provide them with the comfort of their homes with our understanding of service to everyone on equal terms and our staff trained in their fields. Our corporate consciousness is our priority to make the disadvantage in physical areas accessible for the comfort and convenience of our guests by adopting a management approach that adopts the philosophy that disadvantage is not in the person but in the physical area.
- Since we believe that all citizens, whether disadvantaged or not, should have the right to work, we also employ disadvantaged personnel in our facility.
- In this context, our disadvantaged awareness policy is to remove the barrier to vacation on equal terms for everyone.

# POLICIES

## VULNERABLE GROUPS ABUSE AND HARASSMENT POLICY

**Vulnerable Groups:** This policy covers employees, interns, guests, guest children, the elderly, pregnant women and groups of disabled people who feel vulnerable or exposed for any reason.

**Abuse and Harassment:** Abuse and harassment can be defined as sexual, physical, emotional or verbal. These behaviors may be performed with the purpose of disturbing, humiliating, belittling, threatening others, or violating personal boundaries.

It is one of our most important priorities that our employees, guests and everyone in our facility have a safe, respected and supportive environment in our facility.

For this purpose, we have adopted the "Vulnerable Groups Abuse and Harassment Policy".

This policy aims to protect the rights of everyone and prevent any kind of abuse or harassment against vulnerable groups. Our facility adopts a zero tolerance policy for abuse and harassment behaviors towards vulnerable groups, and if an Abuse/Harassment notification comes from any employee or guest, it should immediately report any suspected or witnessed abuse or harassment situation to the Relevant Department of the company. Our facility protects the confidentiality of complaints and conducts investigations as soon as possible.

Our facility takes the reported abuse or harassment situation seriously and conducts an impartial investigation. Appropriate procedures are used to investigate the complaint and the rights of both parties are observed. As a result of the investigation, appropriate measures are taken and, if necessary, disciplinary action is taken and negotiations are held with the relevant institutions.

Our facility provides all employees with the abuse and harassment policy for vulnerable groups and trainings to prevent unacceptable behavior in the workplace. These trainings help them to understand and implement our policy.

Our facility is committed to taking all necessary steps to ensure the safety of the relevant groups and protect vulnerable groups in the event of any abuse or harassment.

# OUR ENERGY MANAGEMENT ACTIVITIES

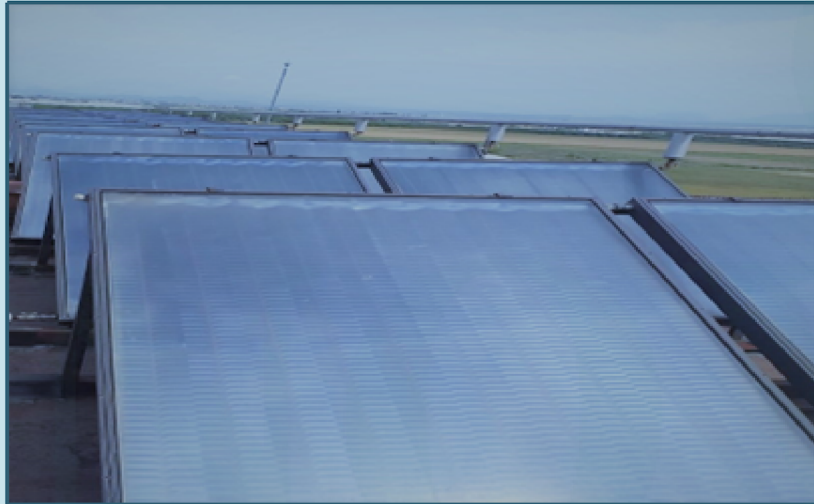
The following energy-saving activities are carried out in our hotel, and their continuance is maintained.

- There is a switch on the balcony doors that switches off the air conditioner when the door is opened.
- All indoor and outdoor lighting is connected to atmospheric timer.
- Photocell lighting system is used in all general areas and toilets.
- 70% of the lighting throughout the hotel is led lighting.
- Energy-saving inverter air conditioners are used in all rooms.
- Insulating glass is used in rooms and general areas.
- Energy-efficient minibars working with the peltier system are used in all rooms.
- By directing the cold air from the heat pumps, the environments of the external units of the cold air cabinets are cooled and the cooling devices consume less energy.
- Our hot water needs in our staff housing are provided by solar energy water heating system and heat pump.
- By adding high efficiency heat pumps to the hotel water heating systems, great savings are achieved in lng consumption. Heating of the indoor pool and sauna bath is provided by a heat pump.
- In order to ensure the energy consumption of all Novum Hotels facilities from 100% renewable resources, the investment of a solar power plant with 1.2 MW energy production is being established in Isparta region. This facility is planned to be completed in January 2024.
- In addition, the hotel has started to use electric vehicles.



# OUR ENERGY MANAGEMENT ACTIVITIES

SOLAR ENERGY PANELS



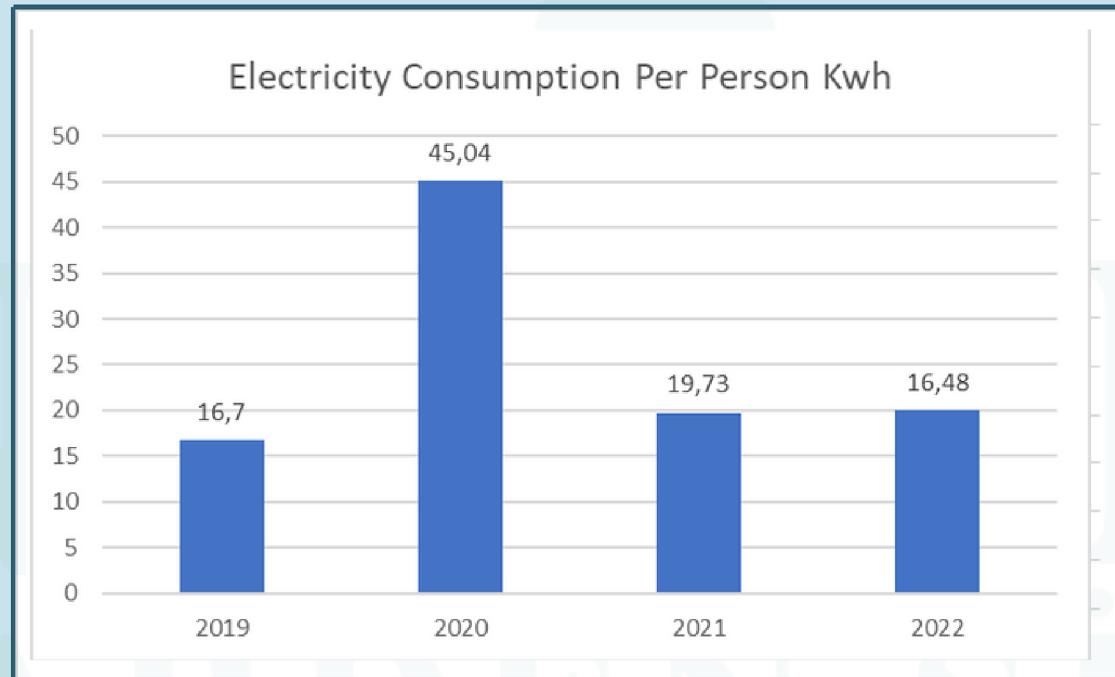
HEAT PUMPS



ELECTRIC POWERED VEHICLE



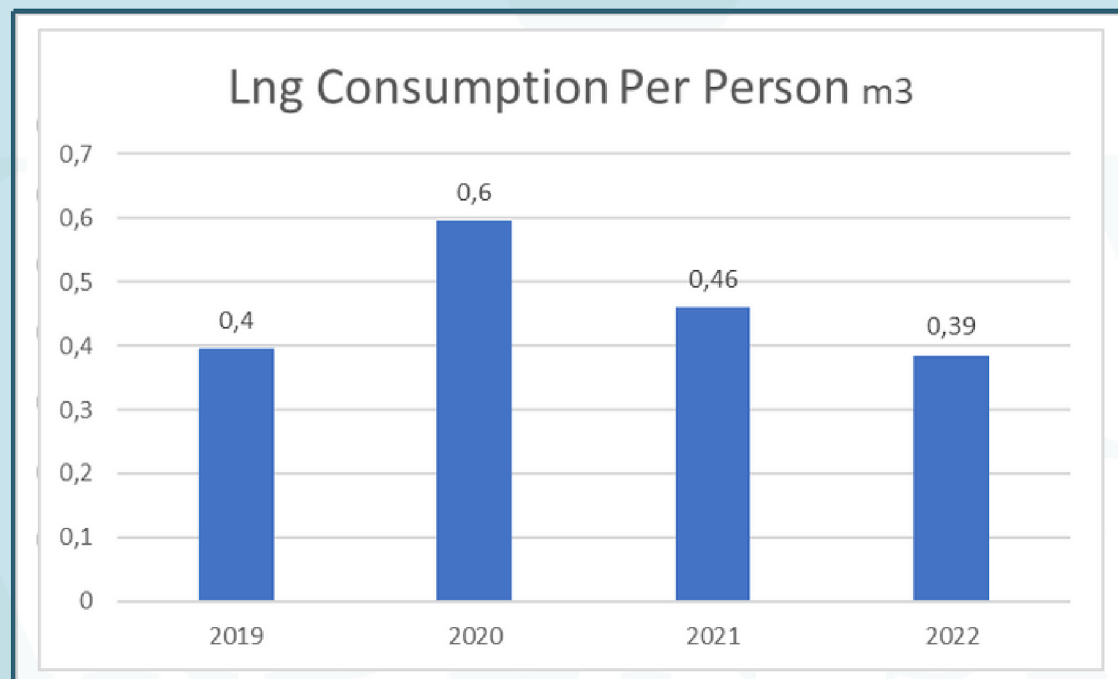
# ELECTRICITY CONSUMPTION



The rationale for the high electricity consumption per person in 2020 is because due to the pandemic, the number of overnight stays is quite low.

Electricity consumption per person in 2022 has decreased by %20 compared to 2021 as a result of our saving efforts.

## LNG CONSUMPTION



The low number of overnight stays owing to the epidemic will account for the high LNG use per capita in 2020.

As a result of our lng saving efforts, our lng consumption per person in 2022 has decreased by 18% compared to 2021.

# WATER SAVING ACTIVITIES

We use water-saving equipment to reduce overall water use while maintaining health, hygiene, and guest happiness. We also display instructive "Environment Cards" in guest rooms and train our personnel on water conservation.

- Saving aerator is used in all faucets and showers.
- Photocell faucets are used in toilets.
- Water saving is ensured by adjusting the flow rate in toilet cisterns.
- Our poolside showers are timed.
- Knee-strike timer sink mixers are used in production areas.
- Urinals are sensorised.
- There are warning visuals about water saving for staff and guests in all toilets.
- In 2023, bathtubs were cancelled and replaced with shower equipment in 196 room bathrooms to save water.



Photocell Faucet

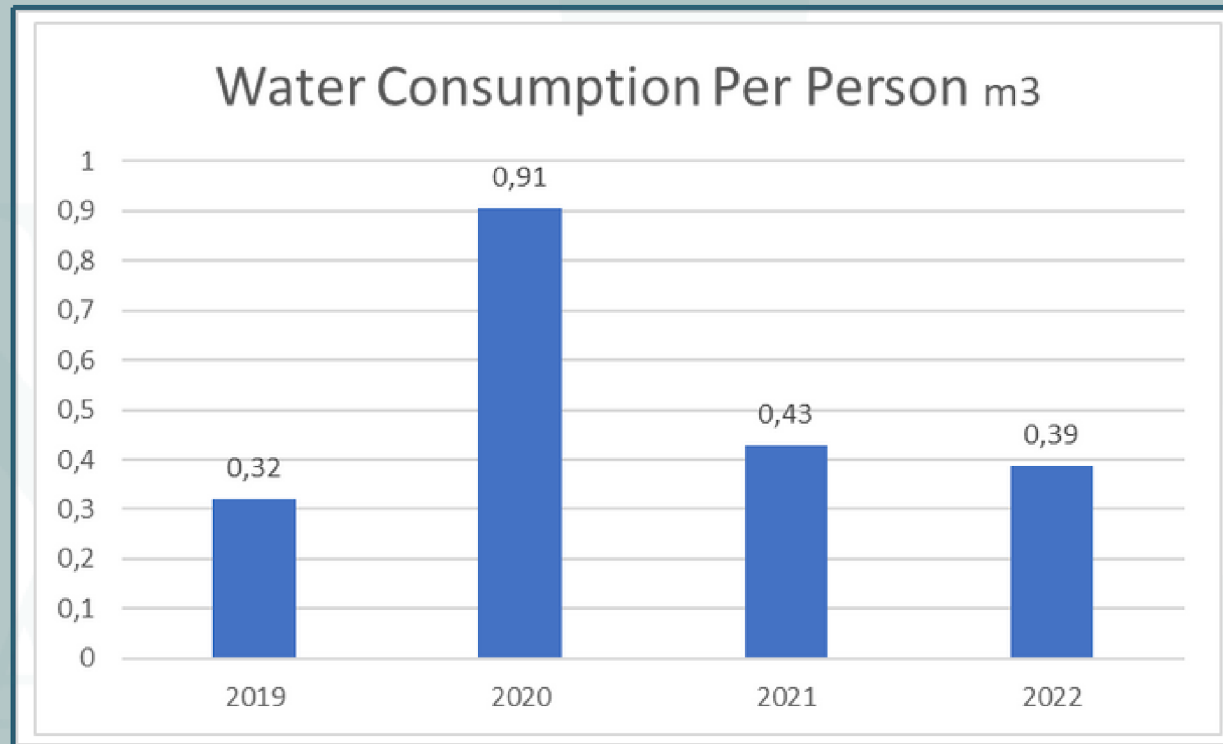


Knee Tap Sink





## WATER CONSUMPTIONS



The explanation for the high per capita water use in 2020 is that the number of overnight stays is extremely low due to the epidemic.

As a result of our water saving efforts, our water consumption per person in 2022 has decreased by 10% compared to 2021.



# CARBON EMISSIONS

Examples of what we do to reduce our carbon emissions;

More than 96% of our business suppliers are from the local/regional area.

We preferred raw materials that can be recycled.

We ensured their recycling by separating our wastes.

We made tree plantings and sapling donations.

We have made the transition to an electric vehicle in our business.

We have started a bicycle rental application for the use of our guests.

|   |                       |           |
|---|-----------------------|-----------|
| Carbon Emissions<br>(kgCO <sub>2</sub> e) | 2022 Total            | 5.003.580 |
|   | 2022 Total Per Person | 40,5      |

Our objectives;

We will try to reduce our activities that create greenhouse gases that we cause indirectly or directly. We will prefer products produced with low-carbon methods. We will use our energy and water facilities efficiently. We will take precautions to reduce our consumptions. We will give more support to recycling and we will prefer suppliers that support recycling. We will make a further contribution to energy efficiency by compensating for our carbon footprint. We will try to erase our carbon footprint with various activities, especially tree planting.

# WASTE MINIMISATION ACTIVITIES

Our key goal in our waste management system that we use in our facility is to limit the amount of waste and assure the disposal of our wastes with the least amount of environmental damage by managing our wastes well and reclaiming recyclable ones.

## Recyclable Wastes

We contribute to recycling by separating our packaging waste from our organic garbage.

We store waste bins in the office spaces and general areas of our building in a categorised manner for the recycling of glass, paper, plastic, and food waste. We collaborate with permitted companies to recycle and follow up on these separated wastes.

We engage in a variety of efforts to reduce waste and urge our guests and employees to participate in the recycling programme. We have installed Environmental Boards in both the staff and visitor areas to raise awareness and educate our employees and guests in reducing trash output.



Staff Environment Board



Guest Environment Board

## EXAMPLES OF OUR WASTE MINIMISATION ACTIVITIES



Plastic Cup



Polycarbonate Cup

Our yearly plastic cup use in 2022 will be 381000 pieces. By moving to polycarbonate cups in our outdoor bars, we hope to reduce plastic cup consumption to zero by 2023.

## EXAMPLES OF OUR WASTE MINIMISATION ACTIVITIES



Foam Plate



Hamburger Basket

Our annual use of foam and plastic plates was 61500 pieces in 2022. The use of baskets in the service of our hamburgers is expected to reduce foam and plastic plate use by 5000 pieces by 2023.



# RECYCLING EXAMPLES



Scrap Irons



Bicycle Parking Area

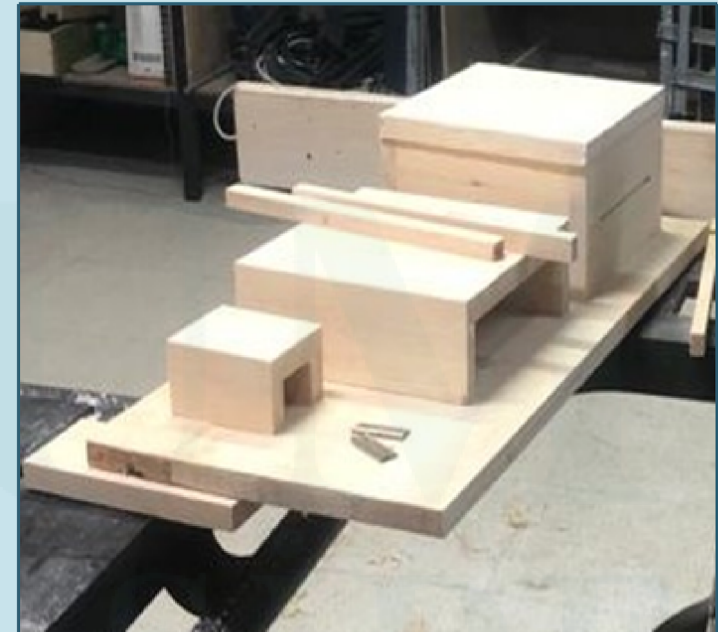
Idle iron was recycled and recycled during the disco renovation by employing it in the creation of a bicycle parking facility.

# RECYCLING EXAMPLES



Seasoning Box

Waste wood was recycled by making a spice box in the carpentry workshop



Request/Complaint Box and Tip Box

Request/complaint box and type box were made from waste wood in the carpentry workshop and recycled.

# RECYCLING EXAMPLES

## VEGETABLE WASTE OIL

Every year, we seek to increase the recycling of vegetable waste oils utilised in our hotel. The vegetable waste oils are sent on a regular basis to licenced enterprises with whom we have an arrangement.

Annual per capita recycling amount of vegetable waste oil (kg)

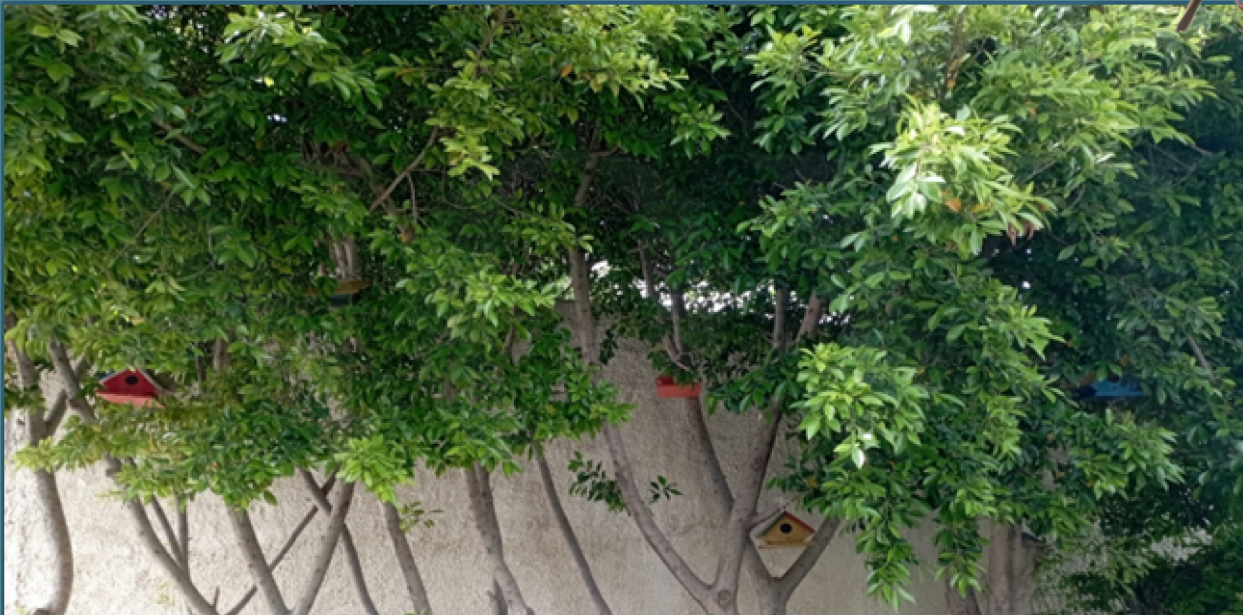
| 2021  | 2022  | Change %        |
|-------|-------|-----------------|
| 0,034 | 0,043 | 26.5 % Increase |

\* Furthermore, the majority of A4 pages generated as printouts in our hotel are deemed manuscripts and are utilised front / back.



# NATURAL LIFE PROTECTION and CULTURAL/HISTORICAL HERITAGE

## BIRD NESTS



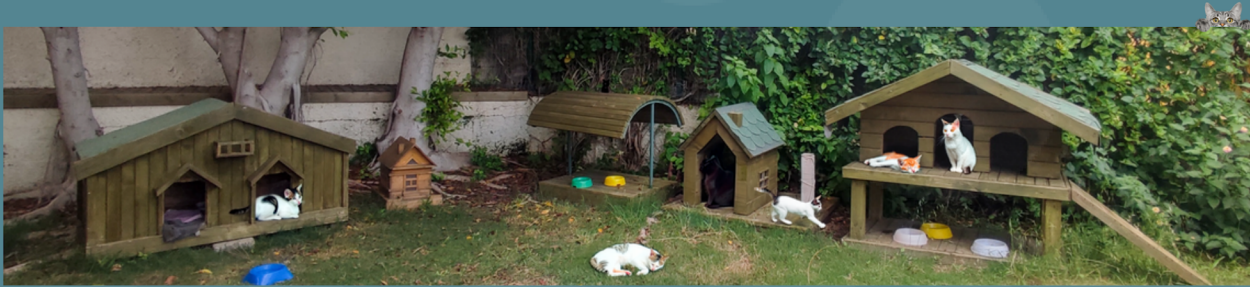
\* We support meeting the shelter needs of birds with bird nests.

Studies are being conducted for the protection, care, and feeding of animals in the vicinity of our facility. In the garden part of our facility, we offer Cat Houses, Bird Nests, and an Animal Water Station for animals to meet their water demands. In addition, donations from our guests and our hotel pay the price of cat food and medical services.



# NATURAL LIFE PROTECTION and CULTURAL/HISTORICAL HERITAGE

## CAT HOUSES



\* Our cat housing and cats' requirements are evaluated and met on a regular basis.

## ANIMAL WATER STATION



\* We increase awareness about the water needs of animals among our personnel and customers by providing an animal water station.





# GARDENING DEPARTMENT WORKS

Chemical pesticides have been used as little as possible in our facility garden, with the goal of becoming more organic and without harming the environment, human health, or other things in nature.

Organic fertilisers has been employed to the greatest extent possible, and the usage of chemical fertiliser is being decreased. In garden plantings, perennial plants are preferred over seasonal ones.

Furthermore, plant kinds that are sturdy or have the ability to withstand potential situations, such as drought-tolerant plants, are favoured. (for example, Zoysia grass, Oleander, and Lavender)

In our garden, we are attempting to breed indoor and outdoor plants that can purify the air (such as the ribbon flower).

To eliminate hazardous insects, plants such as mint (ant control), rosemary (fly control), and basil (fly control) have been planted. Traps are also used to control palm beetle infestations.

Medicinal and fragrant plants that thrive in our region but whose generation is declining are reproduced within our facility (for example, lavender).

We use plants from our garden, such as olive, mint, rosemary, and basil, to serve our guests in our kitchen as needed. In addition, we make olive oil from the olives we harvest in our garden, which we use in our kitchen and serve to returning guests.

The Sand Lily, an endangered species, may be seen on our facility's beach and is protected.

# EXAMPLES OF OUR GARDEN WORKS



Olive Trees



Our Own Production Olive Oil

\* We make olive oil from the olives we pick from our garden olive trees and utilise it in our cooking.





# EXAMPLES OF OUR GARDEN WORKS

## ZOYIA GRASS



- \* Less need for water
- \* Reduced energy/fuel consumption due to less frequent mowing
- \* Less fertiliser use

## ROSEMARY

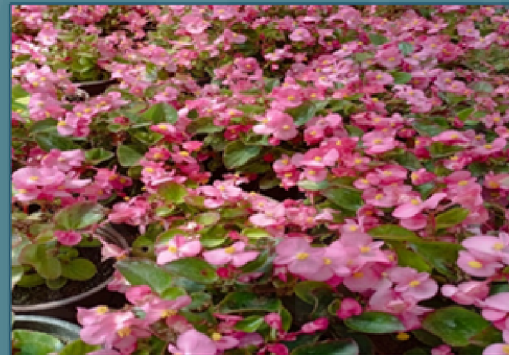


- \* Known as fly repellent. The biggest enemy of houseflies, mosquitoes, vegetable insects
- \* It is among the indispensables of our kitchen with its smell and taste



# EXAMPLES OF OUR GARDEN WORKS

PLANTS  
GROWN IN  
OUR GARDEN  
GREENHOUSE







# EXAMPLES OF OUR GARDEN WORKS

## THE PATH OF LOVE



\* The walking track named love path consisting of our own plants



## EXAMPLES OF OUR GARDEN WORKS

### SAND

The endangered sand lily (*Pancratium maritimum*) is a monotypic genus (no subspecies) in the Amaryllidaceae family.

### LILY

This plant grows on Turkey's coastal dunes around the Mediterranean, Aegean, Marmara, and Black Sea.

This plant favours permanent dunes and has white, showy, and fragrant flowers.

A sun plant is a sand lily. As a result, it likes wide places with dry dunes and weak competition from other plant species.

The sand lily, like a geophyte, spends the winter dormant, and in high summer heat, it can meet its water needs from air moisture or night dew. It may also use seawater as groundwater, making it a salt-tolerant species.

The plant is threatened by tourism pressure, the opening of coasts to population, and the loss of sand dunes for industrial, etc. objectives.

The sand lily on our facility's beach is grown under protection to ensure its survival.







## AFFORESTATION PROJECT AFTER MANAVGAT FIRE



\* After the Manavgat fire, we supported the afforestation of the burnt areas by planting saplings and donating 10000 saplings.

## ENVIRONMENTAL PROTECTION WEEK ACTIVITIES



\*During the environmental protection week, a rubbish collection activity was organised to raise environmental awareness among our staff and guests.

# BICYCLE PARKING SECTION

In order to reduce carbon emissions, we provide our guests with a bicycle rental service for a minimal cost in our facilities, in line with climate-friendly transportation options. We contribute to the expansion of green spaces by contributing bicycle rental revenues to the Tema Foundation.



Our Bicycles



# CULTURAL/HISTORICAL HERITAGE

We provide our visitors with an Environmental Folder that informs them about the natural and cultural/historical sites in our area. If we mention a few of them;

Aspendos is a historic city known for its old theatre, which is located in Belkis village in Antalya in the Serik district. Among the antique theatres, it is the best maintained open air theatre. It was begun during the time of Antonius Pius and finished during the reign of Marcus Aurelius (138-164). Every year, thousands of local and foreign tourists visit Aspendos. Aspendos is used in theatre, concerts, and special occasions.

Aspendos is the best site to immerse oneself in ancient times, but be prepared to learn about its unique history during your visit.

Distance to Novum Garden Side Hotel: 25 km



## ASPENDOS

# CULTURAL/HISTORICAL HERITAGE

From the Lydians to the Persians, Alexander the Great, Hellenic kingdoms, and Romans, the historic city of Side will transport you to the most ancient periods of human history from the moment you take your first step. Side's history stretches back to the VII century BC and reveals structural elements from the Greek, Roman, and Byzantine periods. Side is ideal for those who want to immerse themselves in history. The historical theatre, the historical ruins located on the beach, the Temple of Apollo, the Great Magnificent City Gate, the Baths, the Agora, the Old Houses, and the museum will immerse you in history.

The ancient city of Antalya, located in the Manavgat province, offers history and nature, as well as a sea full of historical ruins and golden beaches. You will also witness the most spectacular sunset on the planet. The Mediterranean sun setting directly above the Temple of Apollo will provide a visual feast, particularly for photographers.

Distance to Novum Garden Side Hotel: 11 km.

**SIDE  
ANTIQUAE  
CITY**





## CULTURAL/HISTORICAL HERITAGE

The Manavgat Waterfall is formed by the 93-kilometer-long Manavgat River, which begins on the eastern slopes of the Western Taurus Mountains and runs into the Mediterranean Sea via the strait in the Sorgun region, and is nourished by massive subsurface waters. The Manavgat River is home to several fish and bird species (trout, carp, mullet, perch, black trout, waterfowl, duck, goose, kingfisher, various types of herons, seagulls, etc.), as well as willow, sycamore, poplar, mulberry, hellebore, and a diverse plant diversity. Furthermore, numerous environment activities like as rafting and canoeing can be done in particular phases of the river, allowing for adventure in all of these natural wonders.

Distance to Novum Garden Side Hotel: 18 km.



## MANAVGAT WATERFALL





# LOCAL SPECIALITIES

In our restaurant, we serve delicacies that are unique to Antalya, such as meatballs and piyaz with tahini, as well as orange juice made from oranges grown in the region. In addition, our breakfast buffet includes Antalya Bergamot Peel Jam, which is a product registered with the Turkish Patent and Trademark Office and has a geographical indication. Natural flavours from Antalya are used in all food and beverages offered in our restaurant and introduced to customers from other nations.



Antalya special meatballs & piyaz with tahini



In Turkish cuisine, bergamot jam is a sort of jam. It has been produced since the Ottoman era. It contains bergamot peels. The Turkish Patent and Trademark Office registered Antalya Bergamot Peel Jam and granted it a geographical indication.



Antalya Oranges & Orange Juice

# STAFF TRAINING and SOCIAL ACTIVITIES

Food safety, environment, chemical use, occupational health and safety, hazardous substance information, energy management, disability awareness and accessibility, sustainability, fire, sexual abuse and alcohol & substance abuse, natural areas and cultural / historical heritage, and orientation trainings are provided in accordance with the annual training plans developed by the human resources department. We want to raise knowledge and consciousness among our employees through our trainings. Our department managers, consultancy and supplier firms, and public institutions all contribute to our trainings. The training slides from the trainings we've given in our facility are available to our employees on our hotel's website under the Novum Academy.

Our educational activities



Personnel Activities



May 1 event

# STAFF CHANGING ROOMS

During the renovation works carried out in our hotel in 2019, our staff changing rooms were expanded and staff lockers were renewed and the number of lockers was increased.

Staff Lockers



Staff Shower Areas





# STAFF HOUSING

The staff housing shower cabins were renovated in 2019 as part of our hotel's renovations. Minibars were also updated in 2023. Our lodge is roughly 500 yards away from our hotel. Our hotel includes 24-hour hot water, a washing machine, and a social room.



## SOCIAL ACTIVITIES

In addition to the training and activities we carry out within our hotel, we take part in social projects with local organisations and participate in environmental activities to raise awareness of the local community.



The proceeds from the Antalya Tourism Festival İstek'li Genç'li Çiçek Blooming event, organised in cooperation with Novum Hotels and İstek Schools, were donated to be used for the purchase of educational containers for the disaster area.



# STAFF RECRUITMENT

Our institution prioritises the hiring of local residents in order to have a stronger engagement with the community. It hopes that this will help it build a stronger relationship with the local community. By hiring local residents, we can better understand the community's requirements and provide higher-quality services.





Experience the Eco-Friendly Hospitality!  
Nachhaltige Gastfreundschaft Erleben!