

# COOK'S CLUB ALANYA 2024 SUSTAINABILITY REPORT



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# ABOUT COOK'S CLUB ALANYA

The story of Cook's Club Alanya began with the opening of Yunus Gücü Hotel under Güçlü Turizm A.Ş., established in 1987.

With increasing guest demand, the capacity and services were continuously improved, eventually evolving into a hotel chain with various concepts.

In 2007, it became the first hotel in Turkey to receive the "Three Green Leaves" award by fully implementing the criteria of Thomas Cook's environmental program "A Better Environment in 50 Steps."

In 2010, Sunpark Garden Hotel became the first hotel in Alanya to receive the "Travelife Gold Certification."

In 2019, the hotel was rebranded under the eco-friendly and youth-focused "Cook's Club" concept. Improvements were made in areas such as energy efficiency, water conservation, and waste management.

In 2022, the hotel was officially approved as a 4-star hotel by the Republic of Türkiye Ministry of Culture and Tourism.

The hotel continues to develop in areas such as zero waste practices, energy and water efficiency, cooperation with the local community, and the protection of employee rights; and is committed to integrating the principles of sustainable tourism into all its operations.

- In this direction, Cook's Club Alanya will continue to enhance its environmental and social responsibility in order to leave a more livable world for future generations, and will remain a strong representative of a tourism model that respects both nature and humanity.



## ABOUT THE REPORT

**As Cook's Club, we are aware of the important role we play in implementing and advancing the principles of sustainable tourism.**

At our hotel, we strive to reduce our environmental impact through responsible energy, water, and waste management practices, aiming to leave a better world for future generations.

This sustainability report provides detailed information about our efforts and includes data from the 2023–2024 period as part of our commitment to sustainability.

This step, taken to approach sustainability in tourism from a managerial perspective, has allowed us to see new opportunities for our future and to renew ourselves in our professional journey.

Our sustainability efforts are carried out with the involvement of senior management, all departments, and employees. Activities and operations will continue to evolve through evaluation, while remaining open to expectations and feedback.



# COOK'S CLUB SUSTAINABILITY POLICY

As Cook's Club Hotel, a part of the accommodation sector in both global and Turkish tourism, we aim to integrate the concept of sustainability into our current operations, future investments, and value chain by evaluating environmental, social, and corporate governance practices.

We carry out our sustainable tourism efforts in line with our principles and values of vision, respect for nature and the environment, valuing people, sincerity, and a commitment to excellence, and we regularly review these efforts.

We are aware of our responsibility towards the United Nations Sustainable Development Goals in addressing global challenges such as climate change, poverty, hunger, inequality, water scarcity, and the loss of biodiversity.

We aim to improve living standards and overall well-being by expanding our investments, and we prioritize promoting sustainable development in our work and decision-making processes.

To ensure the requirements of sustainable tourism and protect the environment, we identify the environmental impacts of our operations, manage potential risks and hazards, and keep our waste under control.

We strive to minimize the use of natural resources, energy consumption, and pollution of air, water, and soil. We make efforts to access all necessary data and resources to improve our environmental and energy performance.

- Fully aware of the need for energy-efficient technologies, we conduct our operations and services with respect for human health, biodiversity, and environmental resources.

We continue to research and integrate innovative best technologies into our projects that reduce greenhouse gas emissions and carbon footprint, offering pathways to a low-carbon economy.

In this context, we give importance to initiatives under the European Green Deal, focusing on waste reduction, efficient use of resources, and the recovery of chemicals and energy.

# COOK'S CLUB SUSTAINABILITY POLICY

We implement national and international standards to provide the highest quality in line with the needs of our stakeholders and carry out social, environmental, and economic improvement efforts.

We take into account human and labor rights, social justice, business ethics, workforce diversity, gender and equal opportunity, risk management, stakeholder engagement and cooperation, legal compliance, and preventive measures against corruption, bribery, mobbing, discrimination, and child labor.

We support women's participation in the workforce and prevent them from being subjected to abuse, harassment, coercion, slander, or similar forms of mistreatment.

We respect children's rights and take the necessary measures to protect them from all forms of exploitation (including sexual exploitation).

We cooperate with all stakeholders serving children and support projects focused on the protection of child rights.

We participate in awareness-raising activities to prevent violence and abuse against children. Within our facilities, we provide environments and opportunities that contribute to children's development and allow them to freely express their thoughts, feelings, and needs in a safe and comfortable setting.

We protect our information assets by ensuring the confidentiality of data and preventing unauthorized access that may compromise its integrity.

We value establishing open, honest, and transparent official communication channels among stakeholders.

We monitor customer satisfaction and loyalty as part of our commitment to continuous improvement.

- While conducting our activities, we take and implement all necessary precautions to protect our guests and employees from possible injuries and illnesses, ensuring good working conditions.

We aim to achieve "Zero Accidents" and "Zero Occupational Diseases" at our facility and monitor Occupational Health and Safety (OHS) performance, identifying the root causes of any incidents that may threaten the health and safety of those in the workplace.

# COOK'S CLUB SUSTAINABILITY POLICY

The education and development of our employees are of great importance to us. Therefore, we invest in training to enhance their competencies and encourage them to recognize their full potential.

We maintain fair, equal-opportunity, non-discriminatory, responsible, and humane relations, and we make an effort to engage with the local community within the hotel's sphere of influence.

Our employees and local communities can actively provide feedback through complaint and suggestion mechanisms. This allows us to identify and take action on potential risky situations and demands (such as training, employment, food supply, etc.) before they become critical.

We receive complaints related to exposure to abuse, harassment, coercion, or verbal violence through confidential channels such as email, telephone, or direct contact with the Human Resources manager.

In our procurement processes, we act in accordance with the principles of "Fair Trade" and "Equal Opportunity."

Our priority is to support local development by choosing local producers and service providers, and to minimize waste by purchasing eco-labeled and environmentally friendly products and services.

We prioritize the procurement of products and services that enhance environmental and energy performance, are energy-efficient, and have minimal environmental impact.

We value accessibility, health, and safety standards for all our guests, employees, and visitors with special needs, physical sensitivities, or challenges, and we adapt their work or vacation environments accordingly.

We inform our guests about the natural and cultural heritage of our region.

Together with the local community, we work to protect historical and cultural assets and support the preservation of natural landscapes.

We also contribute to the protection of historical and archaeological artifacts.

# REDUCING ENVIRONMENTAL IMPACTS

A comprehensive waste management system is implemented in our hotel to prevent waste, use natural resources more efficiently, reduce the amount of waste generated, ensure recycling, and maintain sustainability.

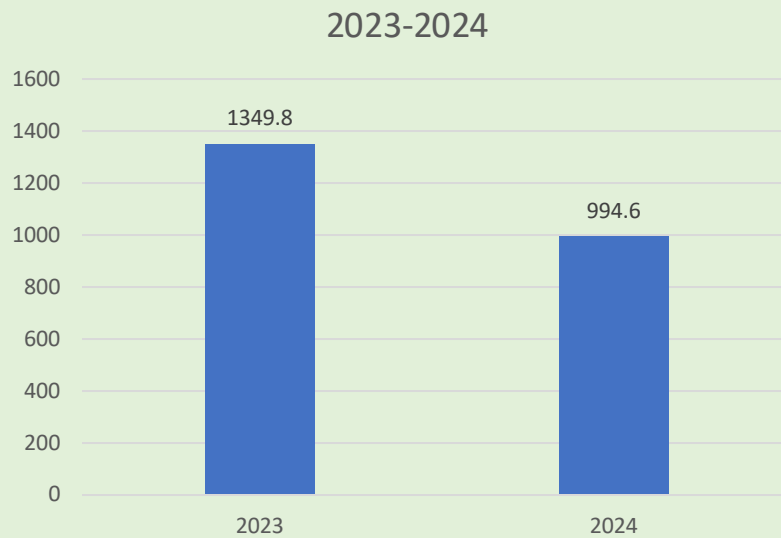
Within this scope:

- All waste is separated at the source and categorized as recyclable, organic, hazardous, and medical waste, and placed in appropriate waste bins.
- Separate waste bins are provided in kitchen, restaurant, housekeeping, technical service, and office areas, and our employees receive regular training on this topic.
- Plastic, glass, metal, paper, and cardboard waste is delivered to licensed recycling companies; food waste is separated where possible and given to employees who feed animals.
- Hazardous waste (such as batteries, electronic waste, fluorescent lamps, etc.) is collected in temporary storage areas in compliance with legal regulations and handed over to authorized disposal companies.
- Medical waste is collected in special red bags, stored in sterilized closed areas, and disposed of in accordance with legal procedures.
- Recycling bins have been placed in common areas to enable our guests to contribute, and informative cards have been added in rooms.
- Thanks to this system, we are both reducing our environmental impact and contributing to sustainable tourism.





# ELECTRICITY CONSUMPTION



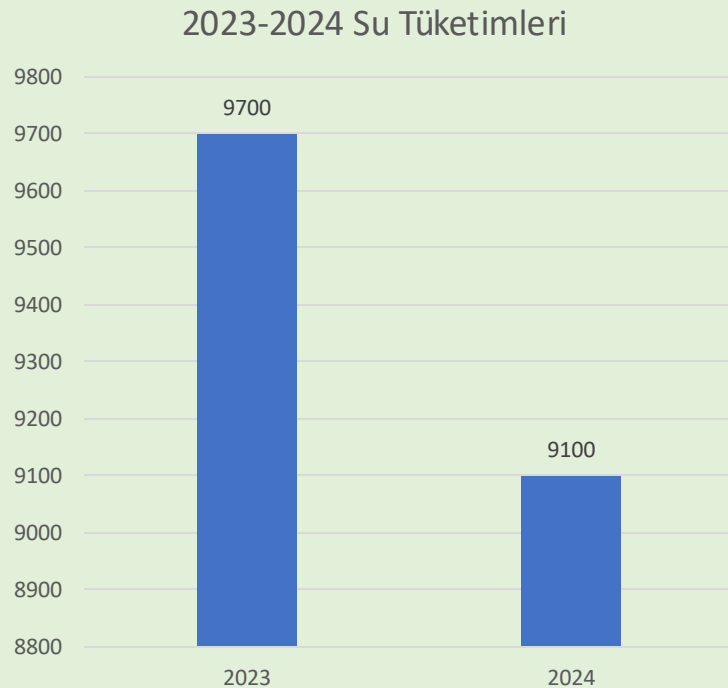
In 2023, our total electricity consumption was 1,349.8 units, whereas in 2024, this value decreased to 994.6 units.

This reduction corresponds to approximately **26.3% energy savings**.

This positive development was achieved through investments in energy efficiency, staff awareness programs, guest information efforts, and improvements in technical infrastructure.

- **Target consumption for 2025: 924.98 MWh**

# WATER CONSUMPTION



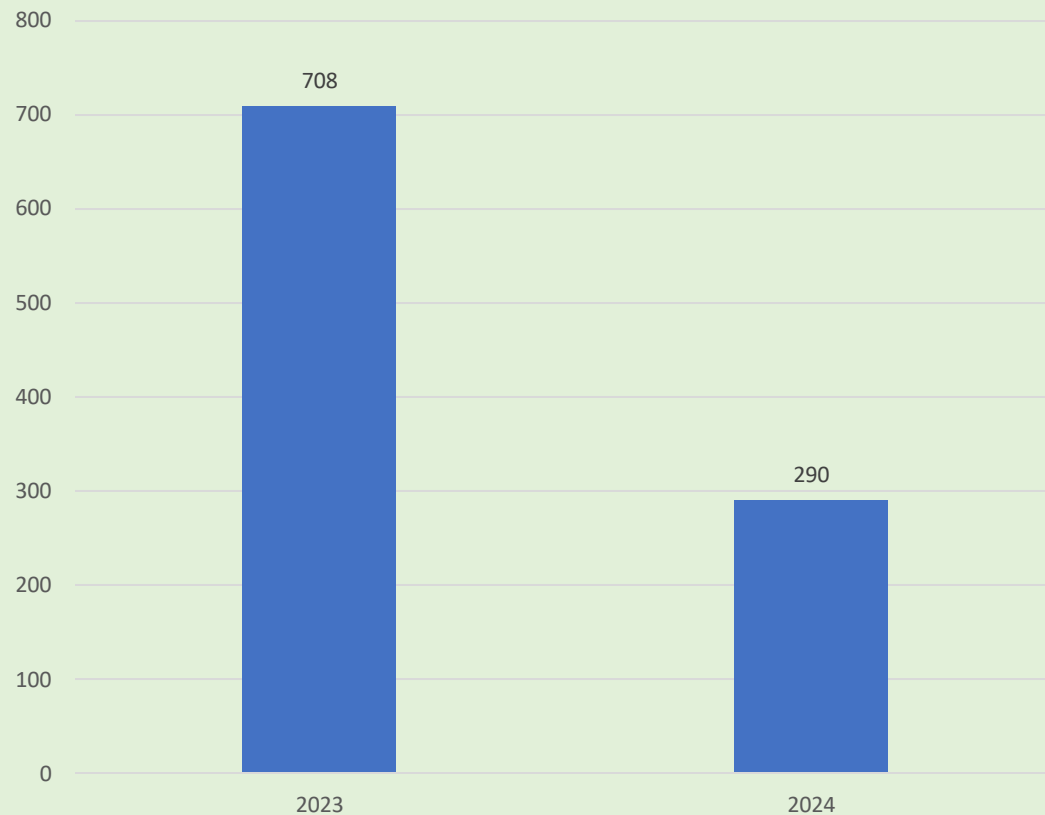
In 2024, our water consumption decreased by **600 m<sup>3</sup>** compared to 2023, representing a **6.2% reduction**. This positive outcome indicates the effective implementation of water-saving measures introduced in 2023.

For 2025, our goal is to continue this downward trend and establish a more environmentally friendly and responsible consumption model.

- Based on our **total water consumption of 9,100 m<sup>3</sup> in 2024**, our target for 2025 is to reduce this amount by **5%**, bringing it down to approximately **8,645 m<sup>3</sup>**.

# HAZARDOUS WASTE

2023-2024 Tehlikeli Atık



In 2023, a total of **708 kg** of hazardous waste was generated, whereas in 2024, this amount dropped to **290 kg**.

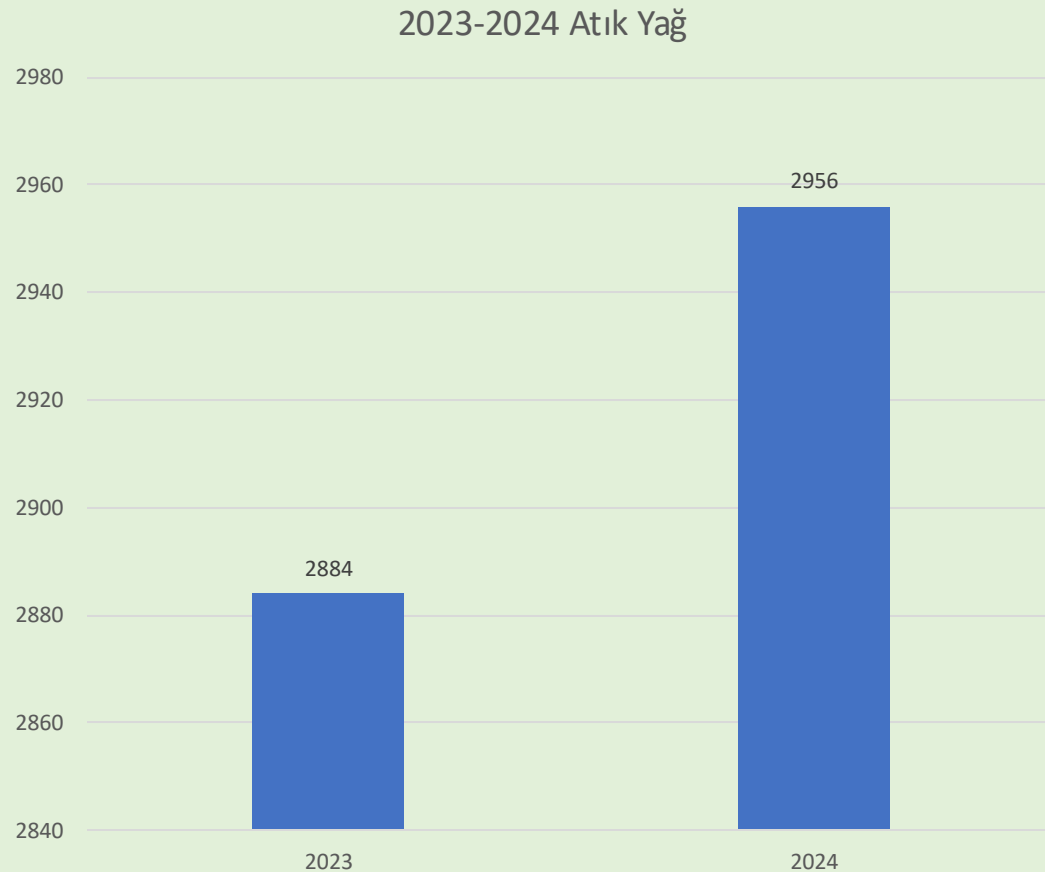
This is a significant difference, representing a reduction of approximately **59%**.

The main reason for this difference is the intensive technical maintenance carried out on air conditioning systems in 2023, which resulted in a high volume of refrigerant gas waste.

Since no such large-scale intervention took place in 2024, the amount of hazardous waste naturally decreased.

- Compared to 2024, our target for 2025 is to further reduce the amount of hazardous waste by **6%**, aiming to reach approximately **272.6 kg**.

# WASTE OIL



In 2023, the amount of waste oil generated was **2,884 kg**, while in 2024, it was recorded as **2,956 kg**.

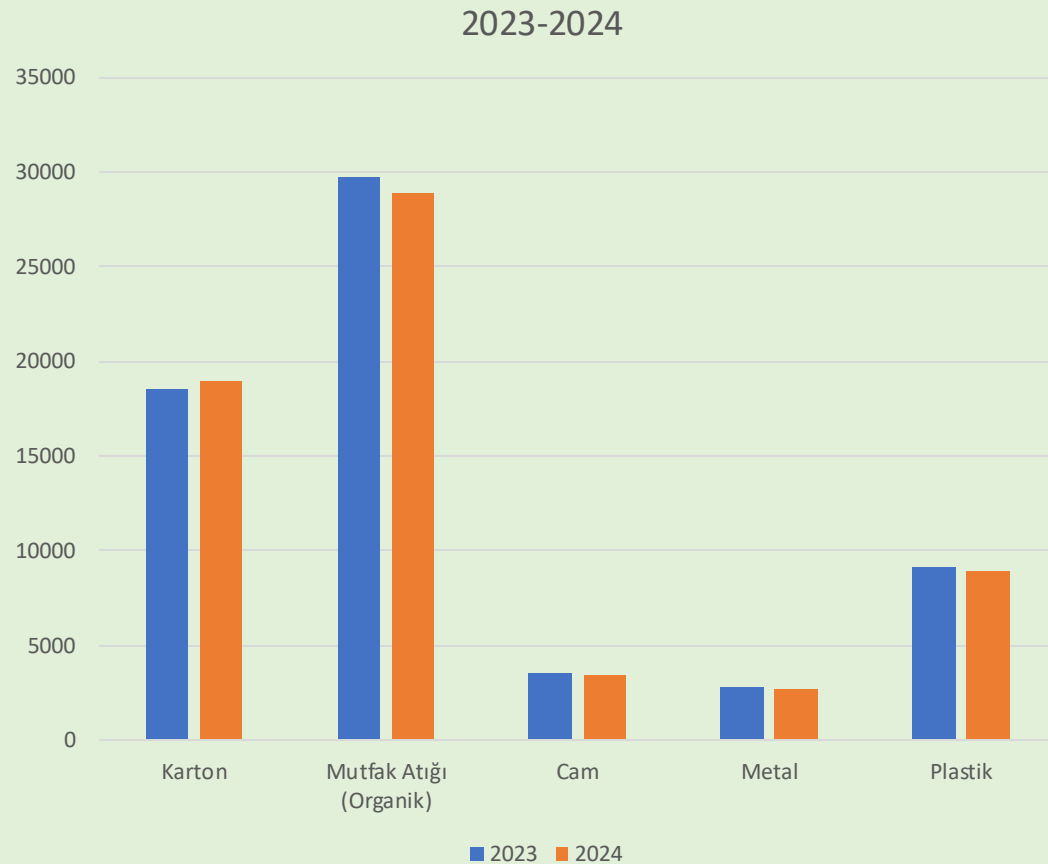
This small yet notable increase is primarily linked to the rise in the hotel's accommodation and food service volume in 2024.

The increase in the number of guests naturally led to higher consumption of fried and oil-based products.

As kitchen production intensified, the frequency of oil changes also increased to meet production capacity.

- **Our target for 2025** is to reduce the amount of waste oil by **3%**, lowering it to approximately **2,867 kg**.

# NON-HAZARDOUS SOLID WASTE



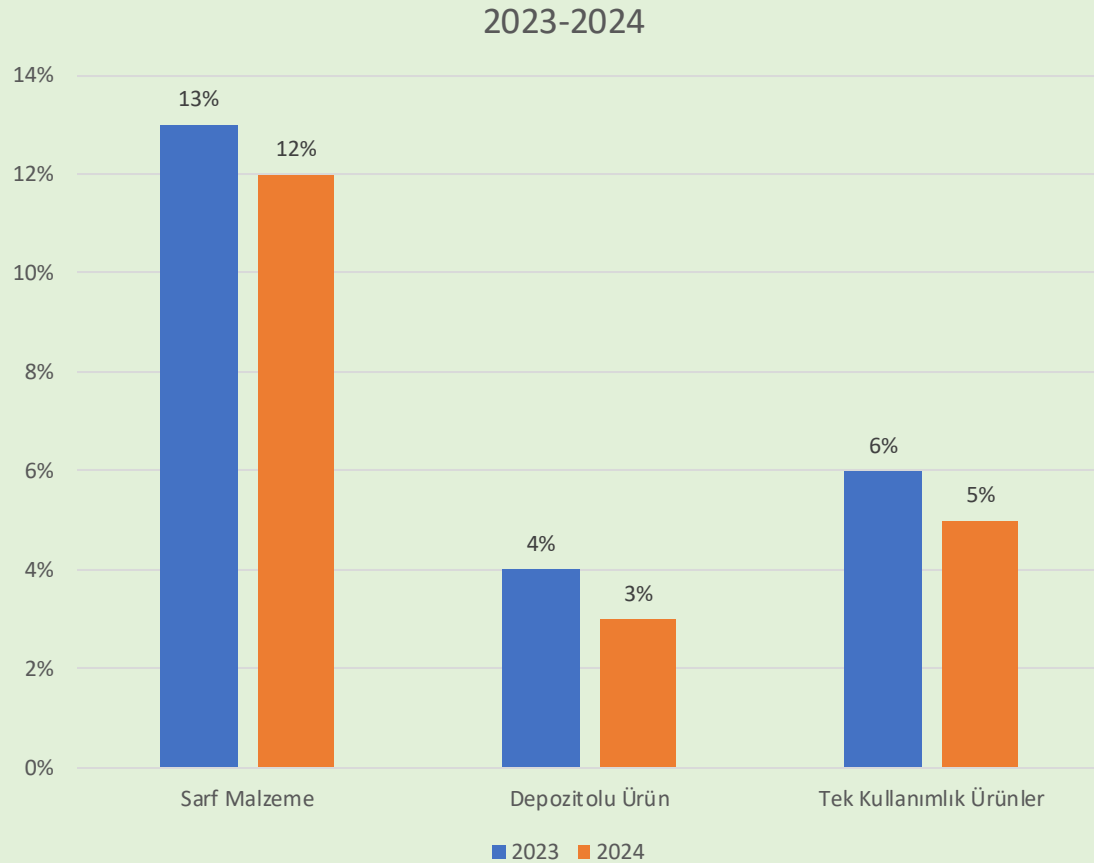
In the evaluation of waste types for the years 2023 and 2024:

- A noticeable decrease was observed in the amount of **organic waste (kitchen waste)** as of 2024.
- **Plastic waste** also showed a slight decline compared to the previous year. This reduction highlights the effectiveness of portion control, production efficiency, and efforts to reduce the use of single-use products.

On the other hand:

- A slight increase was detected in the amount of **cardboard waste**, which is associated with the growing use of **deposit-based and environmentally friendly packaging**.
- **Glass and metal waste** remained at similar levels in both years, with no significant changes observed.
- Our waste reduction and segregation efforts will continue to expand in **2025** as well.

# RATIO OF CONSUMABLES, SINGLE-USE PRODUCTS, AND DEPOSIT-RETURN ITEMS



According to the consumption analysis of consumables, single-use products, and deposit-return items in 2023 and 2024, a small yet meaningful improvement was observed in 2024.

- In 2023, consumables accounted for **13%** of total products, whereas this rate dropped to **12%** in 2024.
- The share of single-use products declined from **6% to 5%**,
- The use of deposit-return items decreased from **4% to 3%**, while improvements in **quality and efficiency of reusable products** were achieved.

These data indicate that our hotel operates with a strong sense of sustainability in resource consumption and continues to make consumption habits more controlled each year.

In 2025, we aim to continue with the same awareness and:

- Further reduce the proportion of single-use products,
- Increase efficiency in consumable usage,
- Maintain the proportion of deposit-return items while supporting high-quality and reusable product preferences.

# SUPPLIER DIVERSITY AND CODE OF CONDUCT POLICY

## **Cook's Club**

As Cook's Club, we aim to establish long-term, fair, and ethical collaborations with all our suppliers, with whom we share the same sustainability vision.

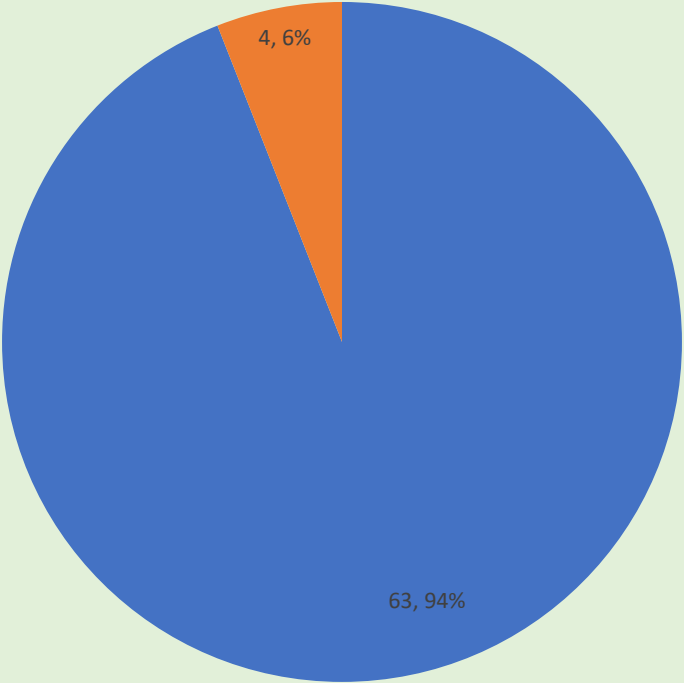
We prioritize working with suppliers who support local production, respect human rights, and minimize environmental impacts.

Our main goals include:

- Supporting local producers and SMEs,
- Promoting diversity and equal opportunity among suppliers,
- Preferring suppliers that use environmentally friendly and recyclable packaging,
- Cooperating with business partners who adopt ethical labor practices and oppose child labor,
- Encouraging all suppliers to comply with Cook's Club's sustainability and ethical values.
- Through our supplier selection and evaluation processes, we ensure that the principles of social, environmental, and economic responsibility are upheld.

# SUPPLIER DIVERSITY AND CODE OF CONDUCT POLICY

2023-2024 Tedarikçi Firmalar



During the 2023–2024 period, a total of **67 suppliers** were engaged, **63 of which (94%)** were local companies. Only **4 companies (6%)** provided products or services from outside the region.

This high percentage clearly demonstrates our hotel’s strong commitment to supporting the local economy and prioritizing local producers. The fact that the vast majority of our suppliers are local helps us reduce carbon emissions caused by transportation and allows for faster and more flexible procurement processes.

- At the same time, by sourcing from businesses operating in our vicinity, we contribute to the **regional economic cycle** and support **local employment and trade**.

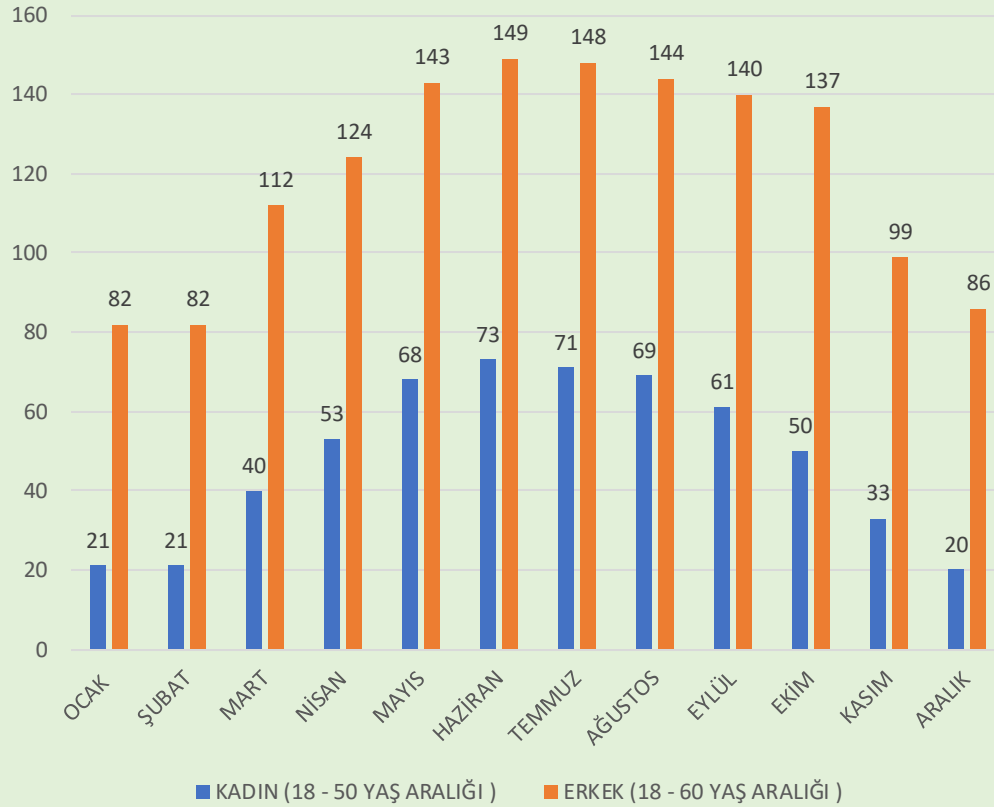


# HUMAN RESOURCES POLİCY

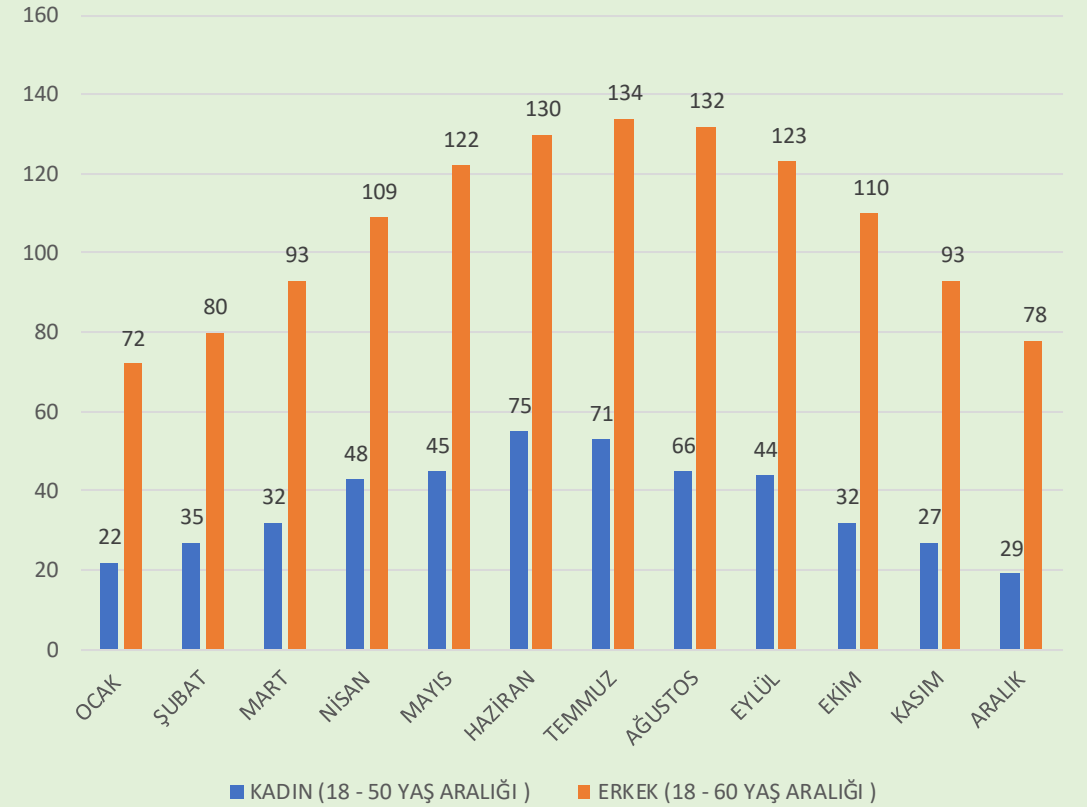
In 2024, although the proportion of female employees increased in the first and last months of the year compared to 2023, the overall average remained lower due to a decline during the seasonal period.

Our goal for 2025 is to **increase female employment steadily throughout the year** and raise the **average number by 15%**

## 2023 KADIN ERKEK ÇALIŞMA ORANI



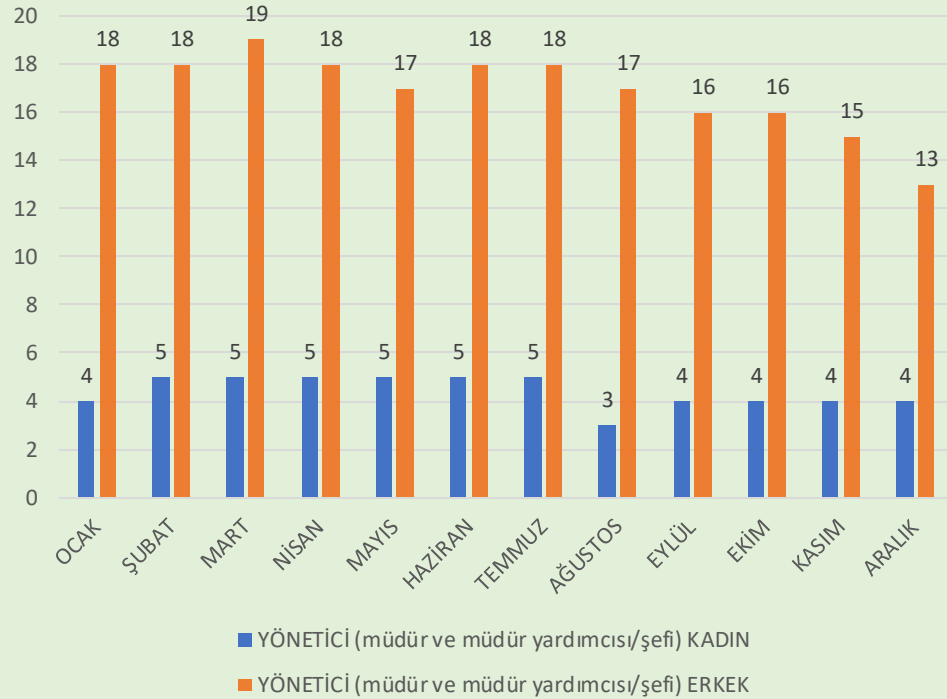
## 2024 KADIN ERKEK ÇALIŞMA ORANI



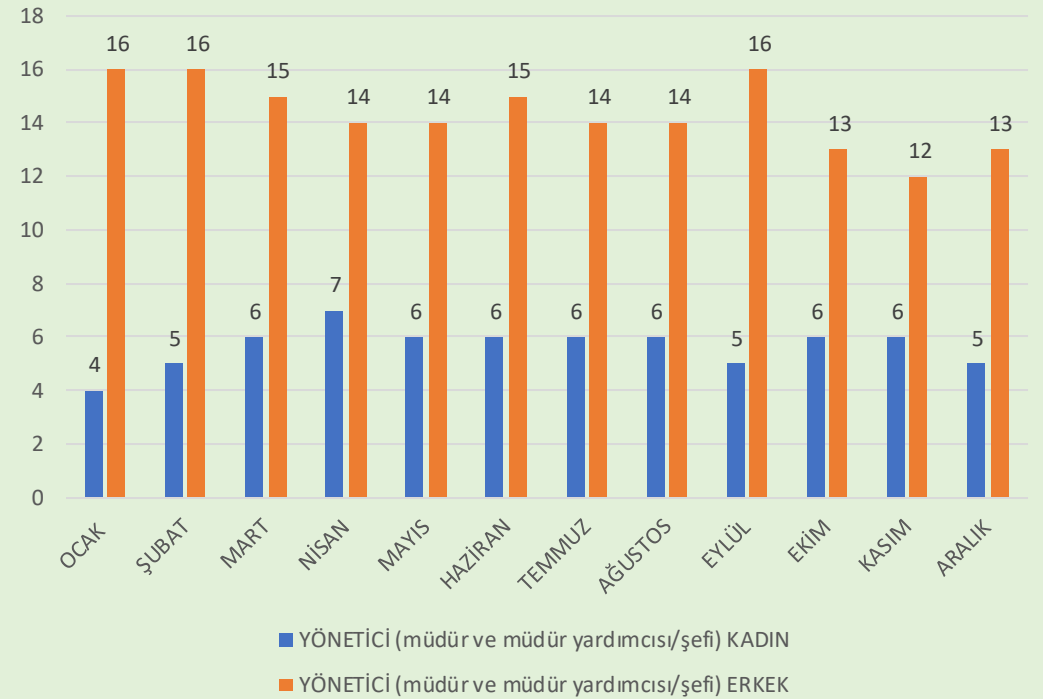
# HUMAN RESOURCES POLİCY

In 2024, the number of female managers increased compared to the previous year, reaching an average of **6** throughout the year. Meanwhile, a gradual decrease was observed in the number of male managers. This indicates the beginning of a more **balanced gender distribution** within the management structure. Our goal for 2025 is to **increase the proportion of female managers by 20%** and ensure that **women hold at least 30% of senior management positions**.

## 2023 KADIN-ERKEK YÖNETİCİ

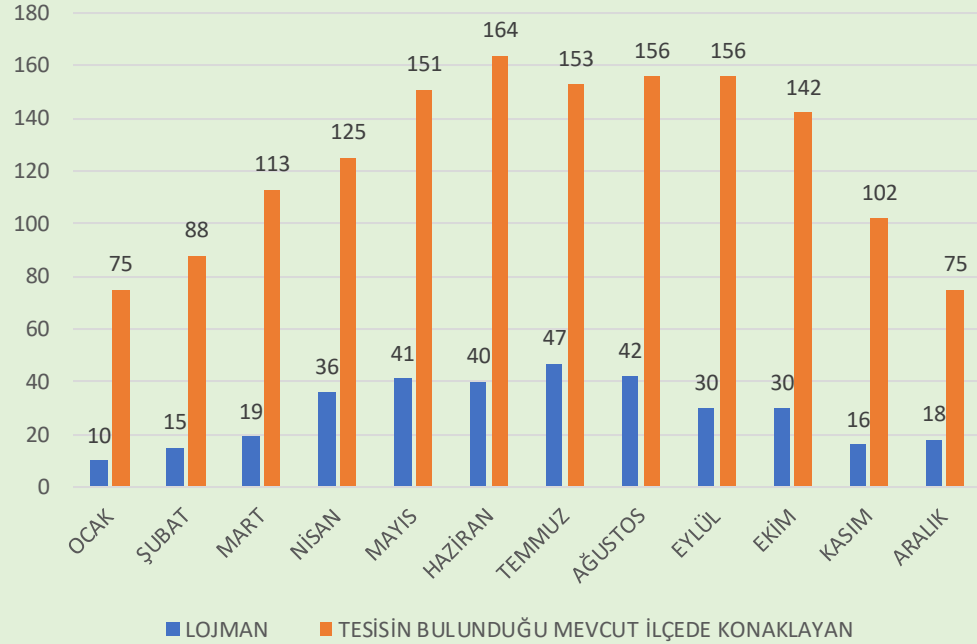


## 2024 KADIN ERKEK YÖNETİCİ

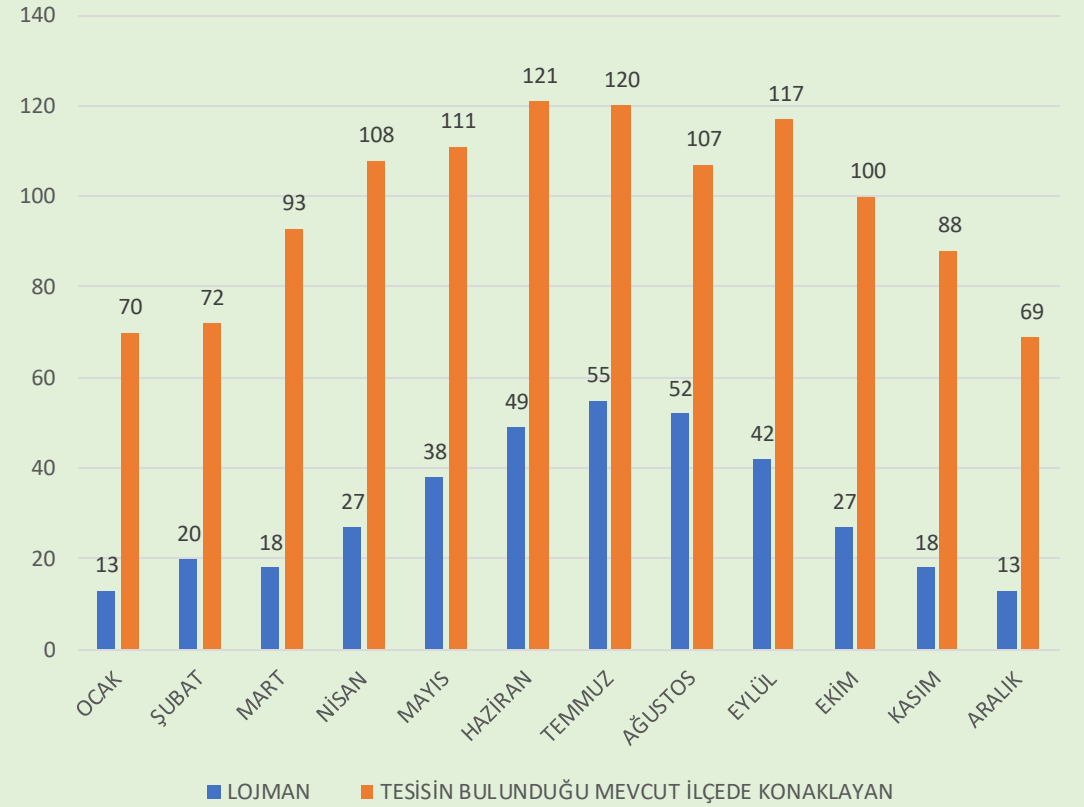


# HUMAN RESOURCES POLİCY

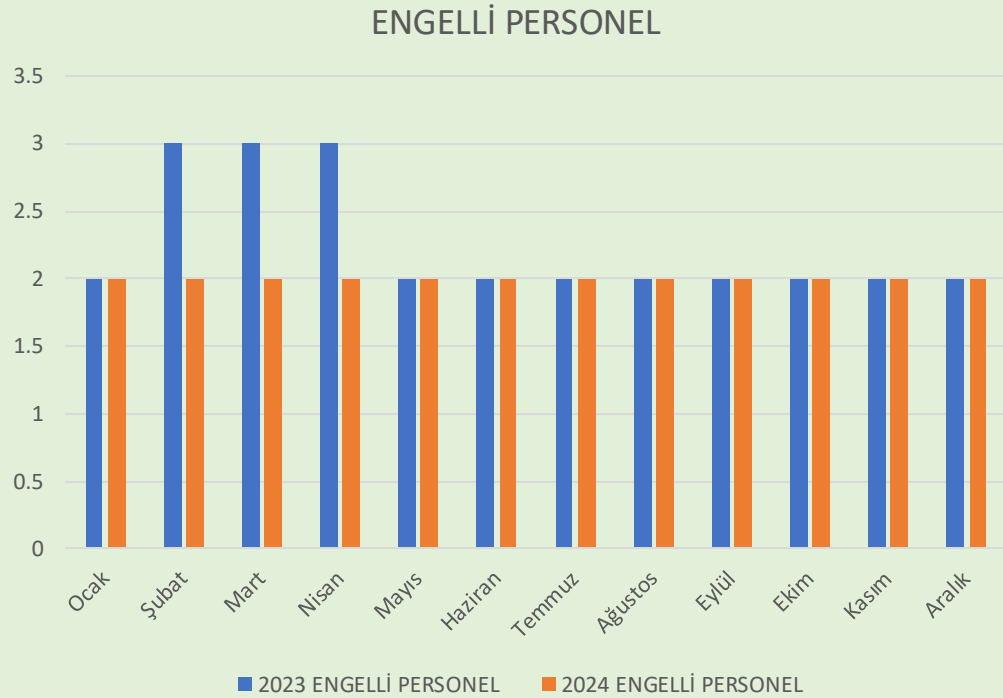
## 2023 ÇALIŞAN KONAKLAMA



## 2024 ÇALIŞAN KONAKLAMA



# HUMAN RESOURCES POLİCY



Although the number of employees with disabilities increased to **three** in the early months of 2023, it stabilized at **two** in the following months. Throughout 2024, this number remained unchanged, continuing as **two employees** for the entire year.

During 2024, we regularly updated our job postings to increase the employment of individuals with disabilities. This approach was maintained in 2025 as well, with continued efforts in recruitment.

- Our goal is to **increase the participation of individuals with disabilities in the workforce**, support **equal opportunities**, and create an **inclusive working environment**.

# HUMAN RESOURCES POLICY

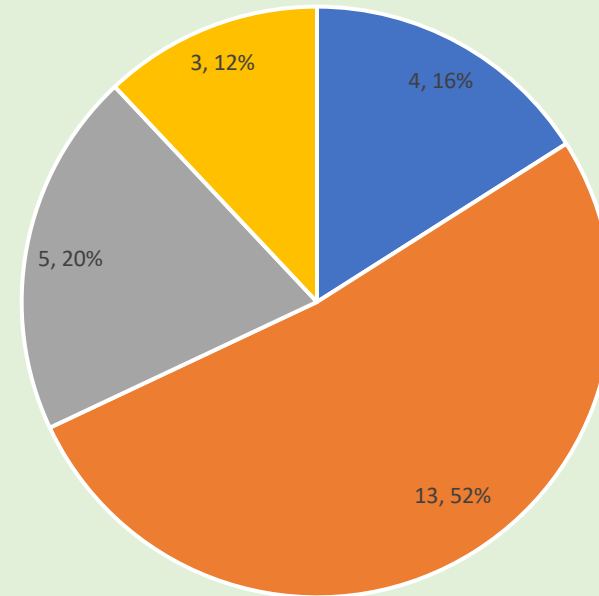
In 2023, **52%** of promoted employees were male, while **16%** were female. During this period, mass promotion processes were implemented in certain positions due to departmental restructuring and operational needs, with male promotions being more prominent.

By 2024, the promotion rate of female employees increased to **20%**, while the rate for male employees was **12%**. These figures indicate that **female employees have started to become more visible in career development**, and the promotion process is moving toward a more balanced structure.

Our goal for 2025 is to:

- **Support equal representation** of men and women based on merit and equal opportunity,
- **Increase female leadership**, and
- **Strengthen diversity in promotion processes.**

TERFİ ALANLAR



■ 2023 TERFİ ALAN KADIN ■ 2023 TERFİ ALAN ERKEK  
■ 2024 TERFİ ALAN KADIN ■ 2024 TERFİ ALAN ERKEK

# TRAINING, TEAM SPIRIT, CONTINUOUS DEVELOPMENT

At Cook's, we are a family that embraces team spirit at the highest level.

At our Cook's Club Alanya hotel, we have a dynamic and interactive internal academy group, where we regularly share:

- Guest feedback and reviews
- Thank-you notes and recognitions
- Employee spotlights
- Birthday and holiday celebrations
- Training and informational announcements
- Daily staff meal menus
- Acknowledgment of our team members' achievements
- Staff surveys
- Updates on important topics such as sustainable tourism, cultural heritage policies, and waste management

We are a hotel that thrives on being active and living the true spirit of teamwork

— because we firmly believe:

“One for all, and all for one.”

Our goal is not just to do our job, but to learn together, grow together, celebrate together, and create lasting memories together.

We are fully aware of the value of continuous learning, sharing knowledge, and showing appreciation

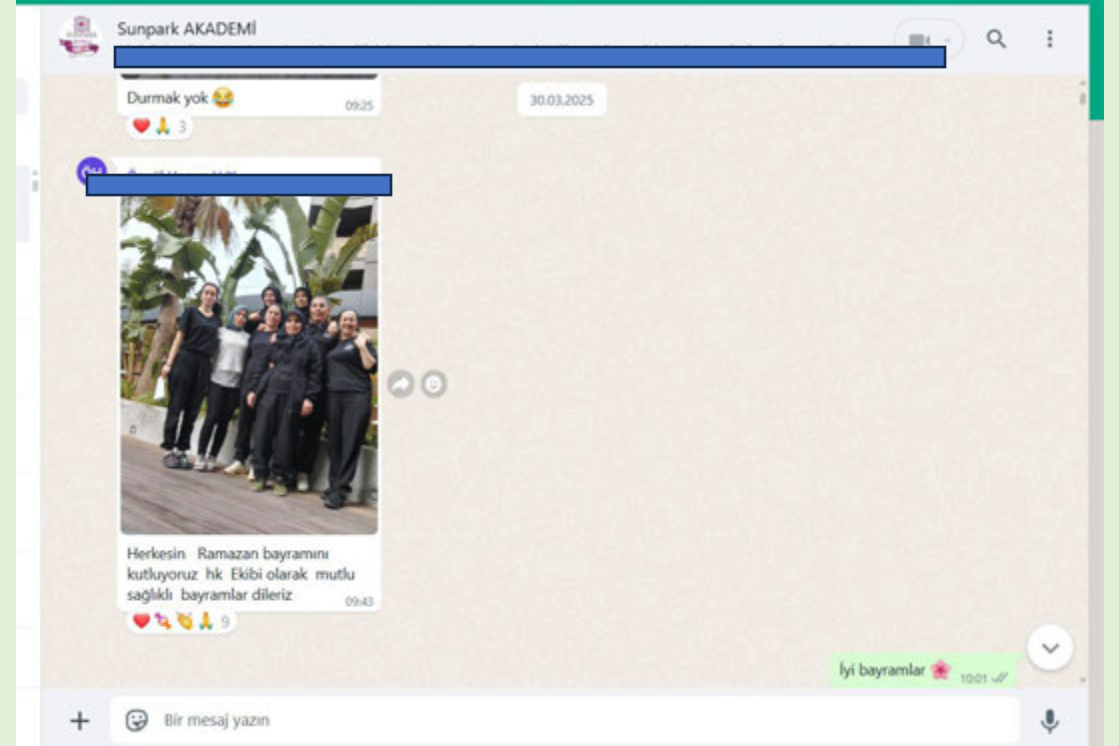
— and we are here to keep this spirit alive.

# TRAINING, TEAM SPIRIT, CONTINUOUS DEVELOPMENT

## Our March 18th Event




## Holiday Greeting Ceremony




# TRAINING, TEAM SPIRIT, CONTINUOUS DEVELOPMENT

## Our Rallies



Cooks Club günlük meetingimizi yaptık. [Google](#), [tripadvisor](#) yorumlarının yanında [HOLIDAYCHECK](#) yorumlarında artırmamız gerektiğini konuştuk. Bunun için Alman, Hollanda Belçika ve Belçikalı otel misafirlerimizden yorum alabilirsiniz. Holiday check için yorum linkinde paylaşacağım

## Informative Announcements



Irish publarda ya da genel olarak İrlanda temalı mekanlarda görülen haritalarda genellikle İrlanda adası tek parça halinde, yani hem İrlanda Cumhuriyeti hem de Kuzey İrlanda birlikte gösterilir. Bu tercih birkaç nedene dayanır:

1. Kültürel ve Tarihsel Bağlılık

İrlanda halkının önemli bir kesimi, özellikle milliyetçi olanlar, İrlanda adasını tarihsel olarak bir bütün olarak görür. 1921'deki bölünmeye rağmen, birçok İrlandalı için ada bir ulusal kimliğin simgesidir. Bu yüzden kültürel mekanlarda harita, bu bütünlüğü vurgulamak için "tek İrlanda" şeklinde tasvir edilir.

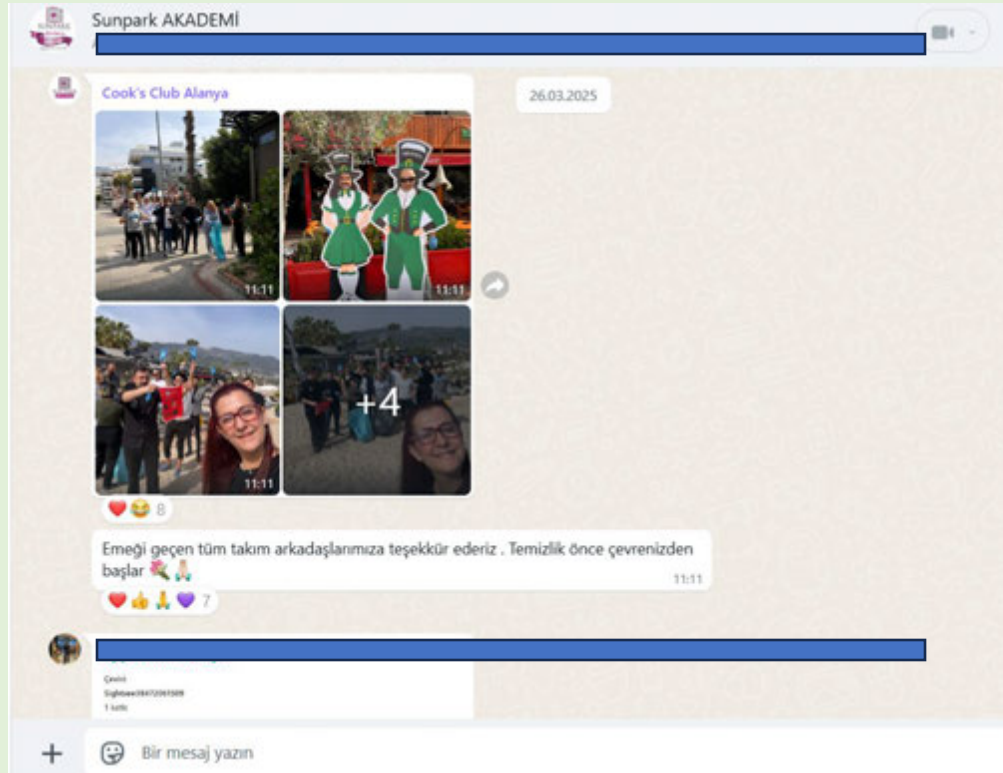
2. Siyasi Mesaj ve Duyarlılık

Bazı İrish publar, özellikle İrlanda dışında açılmış olanlar (Añoşin Türkiye, İnçiltere Avrupa'da)

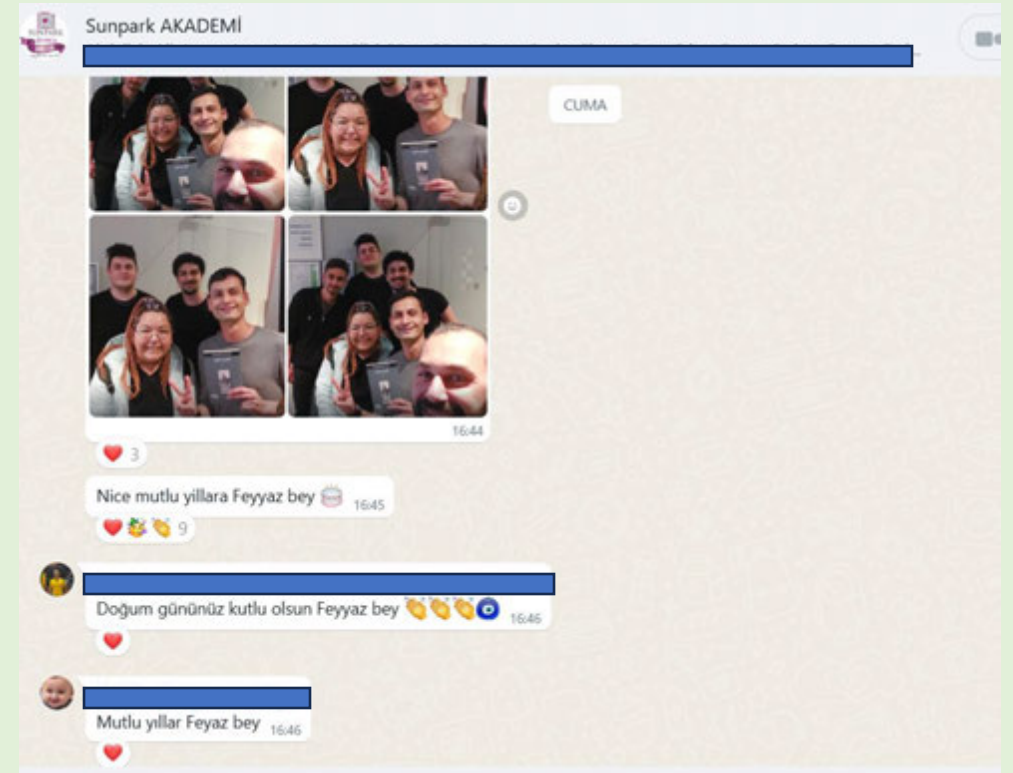


# TRAINING, TEAM SPIRIT, CONTINUOUS DEVELOPMENT

## Our Environmental Activities



## Birthday Celebrations



## TRAINING, TEAM SPIRIT, CONTINUOUS DEVELOPMENT

### Daily Menu Sharing

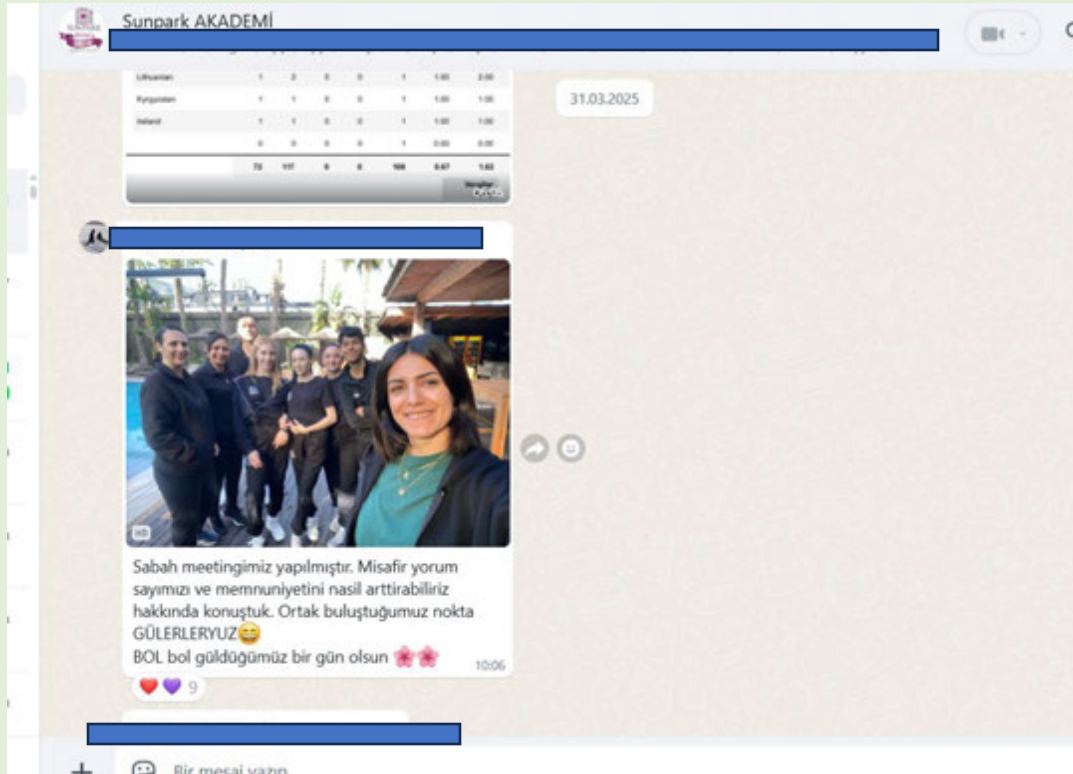


### Introducing and Guiding Our New Team Members

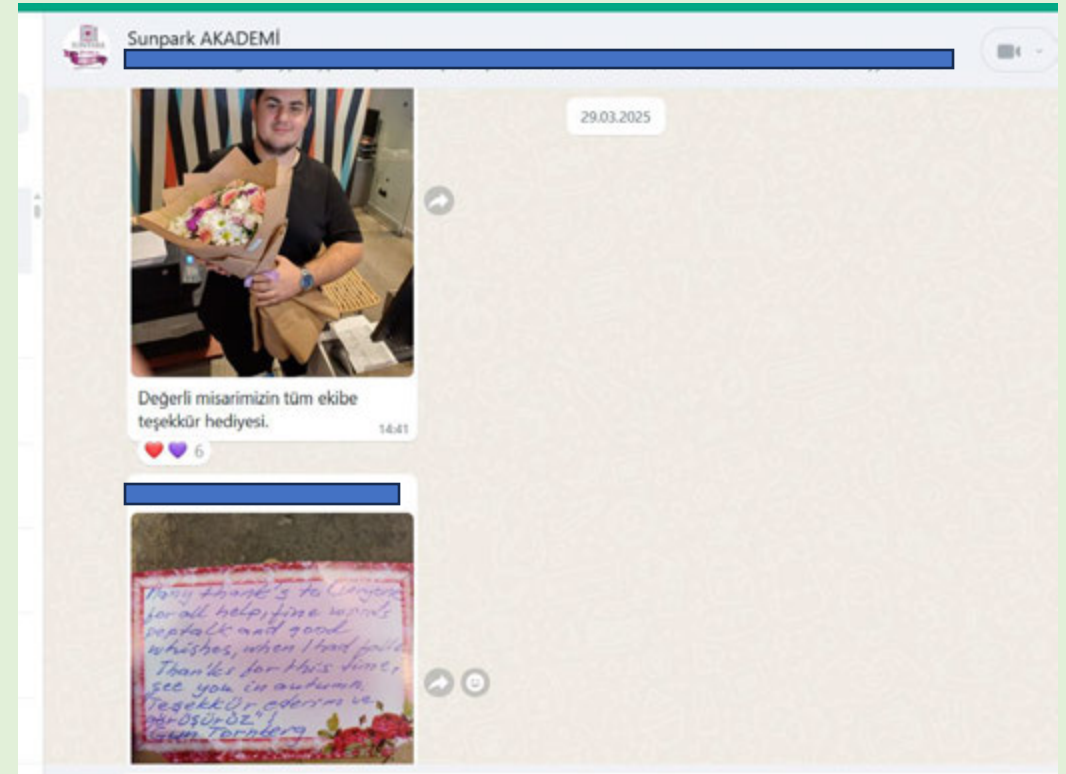


# TRAINING, TEAM SPIRIT, CONTINUOUS DEVELOPMENT

## Our Rallies

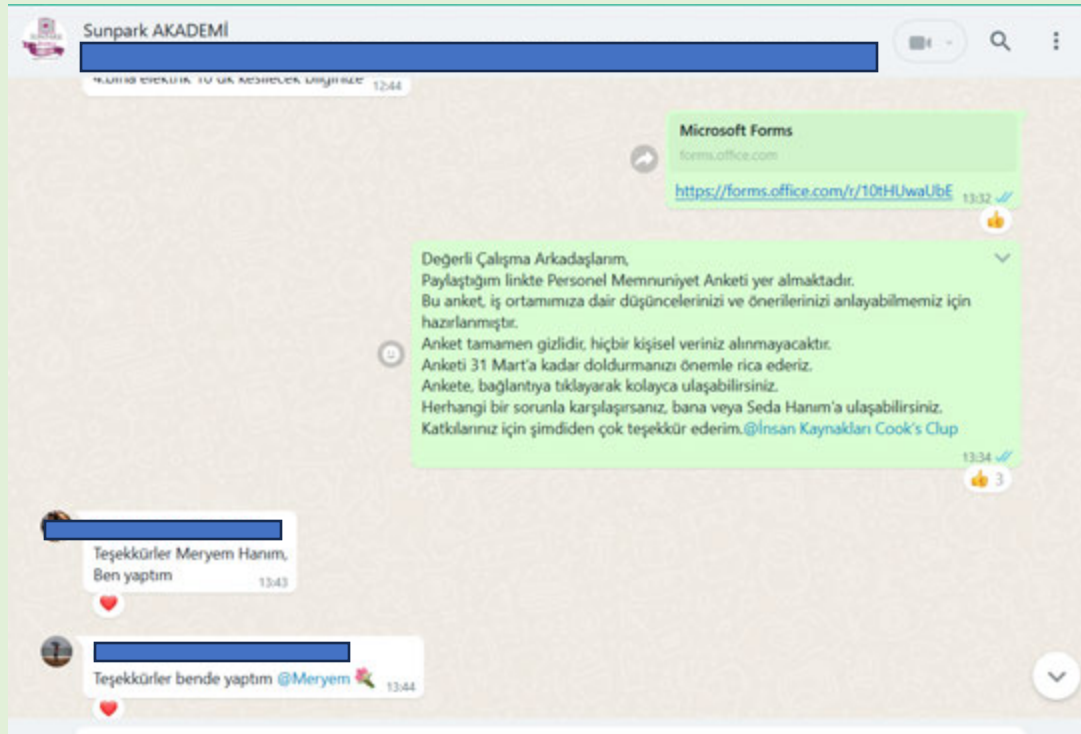


## Sharing Guest Feedback and Gifts

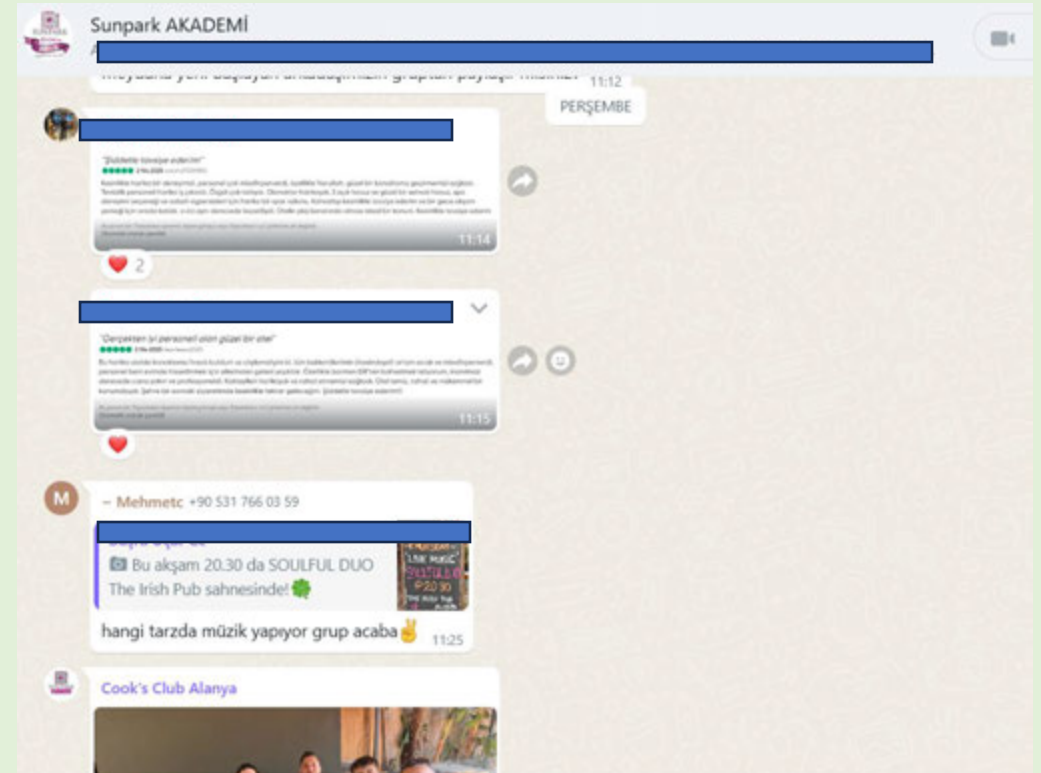


# TRAINING, TEAM SPIRIT, CONTINUOUS DEVELOPMENT

## Staff Survey Announcement



## Guest Feedback Highlights



# Our Sustainable Practices

In 2007, our hotel became the first in Turkey to be awarded the “Three Green Leaves” certification by fully implementing Thomas Cook’s environmental program “50 Steps to a Better Environment.” Since then, we have continued our sustainability efforts with the same determination and vision.

Our hotel’s architectural design aligns with eco-friendly principles. Trees and plants within the premises are carefully preserved, and we prioritize native species in our landscaping efforts.

In our rooms, large refillable containers are used instead of single-use soaps as part of our eco-conscious approach. To reduce plastic bottle use, we offer reusable flasks for sale at cost price, and both guests and staff can access drinking water through dispensers located throughout the facility.

- Our hotel is also recognized as a **bike-friendly hotel**. Bicycle use not only provides an eco-friendly transportation option, but also allows our guests to explore the cultural richness of Alanya in an enjoyable and sustainable way. This initiative also supports guest health and well-being through physical activity.

# Our Sustainable Practices

## Our Social and Environmental Responsibility in Action

We demonstrate our social and environmental sensitivity through concrete actions:

- We regularly organize **donation campaigns for LÖSEV (The Foundation for Children with Leukemia) and tree-planting events.**
- Our freely roaming cats within the hotel grounds are regularly provided with food and water.
- Instead of plastic-based materials, we use **eco-friendly beach bags made from natural linen fabric.**
- **Visits to nursing homes and animal shelters** are held on a regular basis.
- During the month of Ramadan, we sponsor **iftar dinners for the local community** in Alanya.
- When it was discovered that **Caretta caretta sea turtles** laid eggs on our beach, the area was immediately placed under protection.
- Leftover food is collected and delivered to the pets of our staff members.

As a hotel that values **local and cultural heritage**, we:

- Offer a **wide variety of local dishes** at our buffet,
- Provide traditional Turkish products such as **lokum (Turkish delight)** and **magnets** in our hotel market,
- Present guests with **nutritious and balanced menu options**, including **vegan, vegetarian dishes, detox juices, and healthy breakfast smoothies.**
- Actively support **archaeological excavations** to help preserve cultural heritage.
- Continue to support athletes through **sponsorships.**

# Our Sustainable Practices

**We support female producers and continuously increase the ratio of women employees each year.**

We work with a team that is highly conscious of environmental responsibility and strongly believe in the power of continuous education. In this context, we regularly conduct training sessions and practical drills on the following topics:

- Waste management
- Safe use of chemicals
- Water conservation
- Energy efficiency
- Reducing carbon footprint
- Sustainability
- Children's rights and protection from abuse
- Respect for cultural heritage
- Fire and first aid drills

# TEAM SPIRIT, CONTINUOUS DEVELOPMENT

## Our March 8 Event



## Book Gifts





# TEAM SPIRIT, CONTINUOUS DEVELOPMENT

## Our Trainings

EĞİTİM KATILIM FORMU		TARİH	
EĞİTİMİN ADI		EĞİTİMİN YERİ	
Tarihçe		Kültür	
Kültür		20.05.2023	
NO	AD SOYAD	İMZA	İMZA
1	Saitin Yıldız	Kat	AY
2	Emine Karim	Kat	AY
3	Emine Karim	Kat	AY
4	Seydi Akar	Kat	AY
5	Abdullah Karim	Kat	AY
6	Emine Karim	Kat	AY
7	Emine Karim	Kat	AY
8	Emine Karim	Kat	AY
9	Saitin Yıldız	Kat	AY
10	Emine Karim	Kat	AY
11	Emine Karim	Kat	AY
12	Emine Karim	Kat	AY
13	Emine Karim	Kat	AY
14	Emine Karim	Kat	AY
15	Emine Karim	Kat	AY
16	Emine Karim	Kat	AY
17	Emine Karim	Kat	AY
18	Emine Karim	Kat	AY
19	Emine Karim	Kat	AY
20	Emine Karim	Kat	AY

EĞİTİMİN YERİNİN İSİMİ

EĞİTİMİN YERİNİN İSİMİ

## Our Trainings

EĞİTİM KATILIM FORMU		TARİH	
EĞİTİMİN ADI		EĞİTİMİN YERİ	
Tarihçe		Kültür	
Kültür		20.05.2023	
NO	AD SOYAD	İMZA	İMZA
1	Abdullah Karim	Kat	AY
2	Emine Karim	Kat	AY
3	Emine Karim	Kat	AY
4	Emine Karim	Kat	AY
5	Saitin Yıldız	Kat	AY
6	Emine Karim	Kat	AY
7	Emine Karim	Kat	AY
8	Emine Karim	Kat	AY
9	Emine Karim	Kat	AY
10	Emine Karim	Kat	AY
11	Emine Karim	Kat	AY
12	Emine Karim	Kat	AY
13	Emine Karim	Kat	AY
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15	Emine Karim	Kat	AY
16	Emine Karim	Kat	AY
17	Emine Karim	Kat	AY
18	Emine Karim	Kat	AY
19	Emine Karim	Kat	AY
20	Emine Karim	Kat	AY

EĞİTİMİN YERİNİN İSİMİ

EĞİTİMİN YERİNİN İSİMİ

# TEAM SPIRIT, CONTINUOUS DEVELOPMENT

## Our Trainings



## Our Trainings



# TEAM SPIRIT, CONTINUOUS DEVELOPMENT

## Our Trainings

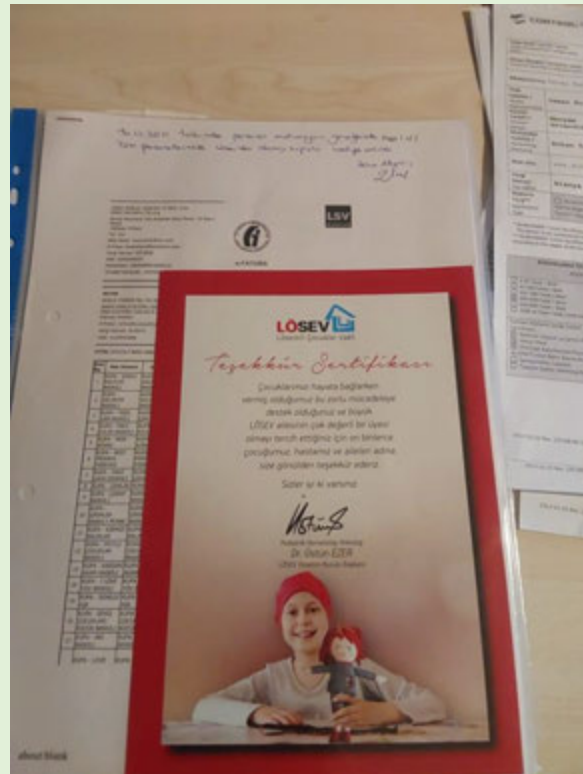


## Our Trainings

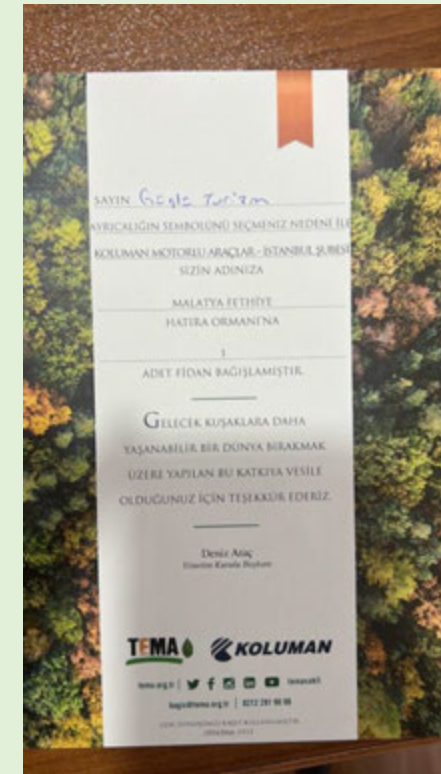


# TEAM SPIRIT, CONTINUOUS DEVELOPMENT

## Our Donations



## Our Donations



# TEAM SPIRIT, CONTINUOUS DEVELOPMENT

## Our Meals



## Our Water Bottle



**At Cook's Club Alanya, we embrace sustainability not just as a goal, but as a way of life, taking each step with respect for nature, humanity, and the future.**

With this mindset, we implement environmentally friendly practices in all areas, instilling the importance of sustainability in both our guests and employees. Our goal is to create value for both nature and society.

