



SUSTAINABILITY REPORT

2024

Arnor De Luxe Hotel & Spa





ABOUT ARNOR

Arnor De Luxe Hotel & Spa

Our founders, who stepped into the tourism sector in 1994, established Side Jewelry and signed a successful commercial history. With this experience and knowledge, our hotel, which started construction in 2019, opened its doors on July 30, 2020 under the name Arnor De Luxe Hotel & Spa and started to welcome its first guests.

Arnor De Luxe Hotel & Spa offers its guests a fascinating atmosphere with its magnificent sunsets and structures bearing traces of ancient times in the heart of Side, famous for its historical and natural beauties. We provide an ideal environment to discover the historical texture of Side at sunset, take walks along the coast and feel freedom.

Our hotel, which consists of a total of 335 rooms and 7 floors, welcomes our guests with a magnificent atrium entrance. Our reception area, Main Restaurant, lobby terrace, 3 A'la Carte Restaurants, various bars, limited-time health services, paid laundry service, hairdresser, market, boutique and SPA services are designed to meet all the needs of our guests.

Our hotel offers a peaceful and fun holiday opportunity for families, and there is a large pool and children's pool in our well-kept garden, and our 6-slide water park offers fun moments for children and adults. Our indoor pool has separate sections for both adults and children. We offer our guests a relaxing and comfortable holiday with our facilities such as sun terraces around the pool, pool bar, snack bar, beach - snack services and sun loungers, umbrellas, beach towels.

Our hotel is only 800 meters from the sea. It is 1 km from Side, famous for its historical harbor, and 70 km from Antalya Airport. Arnor De Luxe Hotel & Spa, which offers a peaceful and fun holiday opportunity for families, is waiting for you for a holiday where you can feel freedom and collect unforgettable memories.



Sustainability Approach In Management

We communicate our sustainability efforts, developments and the results of our efforts so far to our guests, management, employees, suppliers and all other stakeholders, and aim to raise awareness.

Sustainability Report has been prepared as a requirement of our request to certify our environmental and sustainability efforts and includes the data for 2024.

In the future, we want to evaluate the impacts we have created within the scope of sustainability and continue to prepare this report. We analyze and examine the expectations of all our stakeholders from us within the framework of sustainability. We consider this report as an important communication tool in order to develop it together and adopt it as a management style.

We carry out sustainability studies in our enterprises with the coordination of the Quality department. We declare that we are open to the evaluations and suggestions of all our stakeholders and forward our contact information.

MELEK GÖKALP / QUALITY MANAGER

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OUR VISION & MISSION

OUR VISION

With our view that is open to continuous learning and renewal, we serve by blending our original hotel management approach, compatible with the universal conditions of our age, to meet the needs and expectations of our guests, employees and other stakeholders, trusted by individuals and organizations, who want to make the "Arnor De Luxe Hotel & Spa" experience special for everyone. is to be a strong company.



OUR MISSION

We want to be the best hosts and ensure that the accommodation service we provide is the most special experience of our guests, respectful of the individual and society, adhering to law, economic and moral principles, and with our health, safety and environmental sensitivity. We are here to continuously improve our efficiency and quality in service and improve the quality of working life by keeping up with modern technology, with the voluntary participation of all our employees, for the solid foundations of our sustainability.



Sustainability Policy



SUSTAINABILITY POLICY

As the "Arnor De Luxe Hotel & Spa" family, our primary goals are to ensure the establishment of transparent, honest, respectful, fair, respectful and trust-based relationships and to create, implement and disseminate policies that will ensure the participation of all stakeholders.

Our sustainable management system policy prioritizes and prioritizes people's social, cultural, fundamental rights and freedoms, health and safety rights in all its activities, without discrimination regarding religion, language, race, gender, sexual preference and physical abilities in matters related to guests, staff and third parties. It includes working by taking the necessary precautions for the purpose, acting environmentally sensitive in all activities inside and outside the facility, and accordingly making improvements by taking into account the quality and economic interests of the facility and its personnel.



ARNOR

SUSTAINABILITY POLICY

Social

While developing our products and services, we take care to ensure that they are environmentally friendly, safe, durable and of high quality, to produce Safe Food under the roof of our business, to reduce waste and to prevent waste,

***Human rights:**

To respect universal human rights, to support these rights and to take responsibility to prevent their violations,
To raise awareness against all forms of violence, including domestic violence,
To adopt the elimination of Gender Discrimination as a Fundamental Human Right and to act in accordance with gender equality in all our activities towards all our employees and guests,

***Occupational health and Safety:**

To regularly carry out health checks and training of our employees within the scope of Occupational Health and Safety and to provide a safe working environment,

***Way of Doing Business Beyond Legal Regulations:**

Adopting a way of doing business beyond full compliance with legal regulations,
To accept the principles of transparency, fairness, responsibility and accountability in corporate governance,

***Information security:**

To protect the confidentiality, integrity and accessibility of information and to raise our stakeholders' awareness of information security,



ARNOR

SUSTAINABILITY POLICY

Social

***Employee Rights:**

Accepting that equal opportunity is one of the foundations of social sustainability,

To ensure the equal and effective participation of women in business life and to increase women's employment,

To support the elimination of forced and compulsory labor and child labor,

Recognizing and respecting all the fundamental rights of our employees arising from constitutional and international agreements, such as organizing, unionizing, collective bargaining,

To ensure that there is no discrimination in recruitment and placement,

To exhibit a responsible attitude towards our employees in ensuring work and private life balance,

***Children's Rights:**

We do not allow child labor in our own institutions and expect the same sensitivity from all our business partners,

To provide environments/opportunities within the facility that will contribute to the development of children, where they can easily express their thoughts, wishes, feelings and feel free and comfortable,

Ensuring that our child guests are under adult supervision in the activities they participate in,

Being sure about how to reach the parents or another reliable adult in the environments where we take our child guests under their care (mini club, etc.),

When we witness suspicious actions regarding children, we first inform the hotel management and seek help from Official Institutions when deemed necessary,

***Relations with Stakeholders and Society:**

To communicate with our stakeholders in a transparent, participatory and mutual trust-based manner in all our activities,

Proactively manage our social, environmental and economic impacts together with our stakeholders,

To support and disseminate the sustainability approach,

Obtaining the opinion of the community in the region regarding the activities carried out,

Historical and archaeological products should not be exhibited or bought or sold except where permitted by law,

SUSTAINABILITY POLICY

Environmental

We evaluate the impact of the damage we cause to the environment within the framework of legal regulations and develop continuous improvement methods that will reduce the damage we cause, Ensuring effective use of natural resources and less waste,
Reducing water use,
To carry out studies in accordance with the principle of reducing waste at the source,
To improve environmental awareness by organizing environmental protection and development trainings,
To manage the resulting wastes with the principle of zero storage in nature and to create economic value through reuse and recovery,
To work in harmony with the principle of not polluting rather than cleaning in our activities,
Combating global climate change,
To reduce the emissions of all greenhouse gases, especially carbon dioxide, resulting from our activities,
Using renewable and efficient energy,
To control and reduce our environmental impacts through our environmental management system,



SUSTAINABILITY POLICY

Environmental

To act in accordance with Water Safety criteria, to reduce water consumption per person, to ensure that water is sent to the Wastewater line in a harmless way to the environment by performing regular water analyzes and routine checks in our facilities,

To reduce Carbon Release and Greenhouse Gas Emission by utilizing renewable energy sources in all our activities and new investments in our facilities,

To give priority to Local and Domestic Products in all activities of our facilities, to contribute to the healthy growth of the National and Global economy,

Contributing to the development of the local economy, always supporting local employment and local suppliers,

To introduce the Natural and Cultural Heritage and Artifacts of the region to all our guests,

To introduce our country and traditions to our guests with our Local Products and Theme Nights,

To carry out studies that will positively affect the quality of life of the local people and to protect the local texture,

To follow scientific and technological developments closely and to make adaptation a principle,

To draw attention to Natural Disasters that are increasing due to Climate Change and to raise awareness of our employees and guests about disasters through trainings and exercises,

***Respect for Biodiversity:**

Taking biodiversity and ecosystem issues into account when creating our environmental strategies and designing our activities,

To protect the ecological system in the terrestrial areas of our facilities, to ensure the protection and sustainability of the natural life around us by monitoring invasive species,



SUSTAINABILITY POLICY

Economic

Always keeping the principle of "Equal Workload, Equal Pay" at the forefront among our employees,
Producing and distributing higher economic value,
Creating competitive advantage and ensuring sustainable profitability in our value chain based on continuous improvement and development,
Ensuring that our suppliers comply with fundamental human rights, equal opportunity and business ethics principles,
Working with environmentally friendly suppliers that comply with all legal regulations, are domestic and local production/service providers, aiming for production that does not harm the ecosystem.



ARNOR

QUALITY & FOOD POLICY

As the "Arnor De Luxe Hotel & Spa" family, our main goal is to ensure food safety and guest satisfaction in all environmentally friendly, healthy and safe products and services we offer.

Our principles on the path to continuous improvement;

To ensure that our system is applicable and understandable for everyone,

Considering our guests as the focal point, researching their requests, expectations, complaints and needs, planning appropriate services and providing quality service,

While providing products and services in accordance with food safety principles, by detecting all potential dangers that may occur until they are offered for consumption by guests and employees, to keep the critical points we have determined under constant control by trained personnel with time, temperature and visual inspection measurements, and to ensure food safety at all stages, national and international international to act in accordance with standards,

To provide regular training to ensure the conscious, participatory structures and personal development of our employees through our Strategic Human Resources management, to take them forward and to increase their competence,



ARNOR

QUALITY & FOOD POLICY

To carry out research and follow technological developments and legal conditions in order to keep up with constantly renewing and changing conditions, and to carry out our training accordingly,

To make quality measurable, to establish a connection between results, to establish goals and to ensure the unity of employees and management in order to ensure continuous improvement of the system regarding the services provided,

To adopt effective sustainability management by evaluating the processes, products and services we supply and our suppliers, and to preserve and ensure accessibility of the information regarding the necessary activities as a result of these evaluations and re-evaluations, as documented information,

Protecting the environment by preventing pollution that may arise from our activities and trying to set an example in this field,

To provide a healthy and safe environment for all our stakeholders, with awareness of Occupational Health and Safety.

To ensure that our Senior Management team feels responsible and committed to establishing policies and targets taking into account the hotel structure and strategic tendency, assigning responsibilities throughout the hotel, communicating them to all parties and understanding their importance.



ARNOR

SUSTAINABLE PURCHASING POLICY

This policy that we have created as “Arnor De Luxe Hotel & Spa” has been created based on the principles and principles set out in all our other policies. Acting in accordance with the law and ethical rules in all matters during the procurement activities, not procuring threatened species, and taking into consideration the rights of supplier and subcontractor employees, without discriminating against religion, language, race, gender, sexual preference and physical competencies in the institutions and individuals where the activities will be carried out, Our purchasing policy is to act by prioritizing local suppliers in line with environmental awareness and economic interests, and to demand that suppliers and subcontractors act in accordance with the law and ethical rules in all these processes, and to aim to strengthen and ensure its continuity by spreading throughout the entire supply chain. In order to achieve this goal, we expect our suppliers to share our basic principles in this context with us and to cooperate with us in spreading and developing these principles with the understanding of continuous improvement. We encourage constructive feedback to be provided and sample practices in this field to be systematically shared with us to ensure continuous improvement.



ARNOR

SUSTAINABLE PURCHASING POLICY

In this context, our priority is;

To ensure that all operations in our supply chain are carried out in accordance with the law and ethical rules.

To establish sincere, honest, respectful, fair, impartial and transparent business relationships with all our suppliers without discrimination; To ensure that all supply activities, including supplier selection, are carried out fairly and to fulfill our obligations to our suppliers on time,

To create a sustainable supply chain culture for the environment and society by taking exemplary approaches to sustainability and corporate social responsibility awareness to our stakeholders in our supply chain,

To encourage our suppliers to share feedback and sample practices by collaborating with them to ensure continuous improvement, Respects society and the environment, is sensitive to climate change, carries out resource conservation, waste reduction, reuse and recovery activities to ensure energy efficiency; uses its resources in harmony with nature and effectively; Conducting studies within the scope of emission management of waste and dirty gases and toxic substance management; To work with suppliers who strive to do better than regulatory requirements by complying with all legal legislation and standards on environmental and energy issues,

Creating a fair working environment for its employees; does not discriminate among its employees based on language, race, gender, political thought, philosophical belief, religion, sect and similar reasons; attaches importance to equality of opportunity between men and women; Regulating the working conditions of pregnant or breastfeeding women in accordance with the law; Values the ideas of its employees and includes them in continuous improvement activities; protects the immunity and unionization rights of its employees; Prevents work by force or compulsory work; does not employ child labor; To work with suppliers that comply with all applicable laws and regulations regarding employment and working life.



ARNOR

THE GLOBAL GOALS FOR SUSTAINABLE DEVELOPMENT



We hereby declare that we are reviewing our awareness and activities regarding the 17 goals that the United Nations member countries aim to achieve by the end of 2030 with the universal sustainable development model.



TRAINING

To increase the knowledge and competence level of our employees, to plan trainings and to ensure that all planned trainings are carried out.

“0” WORK ACCIDENT

To prioritize the health and safety rights of all our stakeholders and to take the necessary measures for this purpose.

INCREASING EMPLOYEE AND GUEST SATISFACTION

To communicate with our stakeholders in a transparent, participatory and mutually trusting manner in all our activities, to give importance to their evaluations about ourselves and our services.

REDUCING CHEMICAL CONSUMPTION

To reduce the amount of chemical consumption per person by optimizing the amount of chemicals we use in cleaning and maintenance activities.

REDUCING ELECTRICITY CONSUMPTION

To reduce electricity consumption per person by choosing energy-saving equipment and taking actions

REDUCE WATER CONSUMPTION

Reduce per capita water consumption by choosing economical equipment and taking actions.

REDUCE LNG CONSUMPTION

Reduce per capita LNG consumption by evaluating economical measures.

REDUCE WASTE

Monitor the amount of all types of waste, reduce the amount of waste per capita by evaluating the relevant measures.

REDUCE CARBON FOOTPRINT

Reduce the amount of greenhouse gas emissions by monitoring our activities.

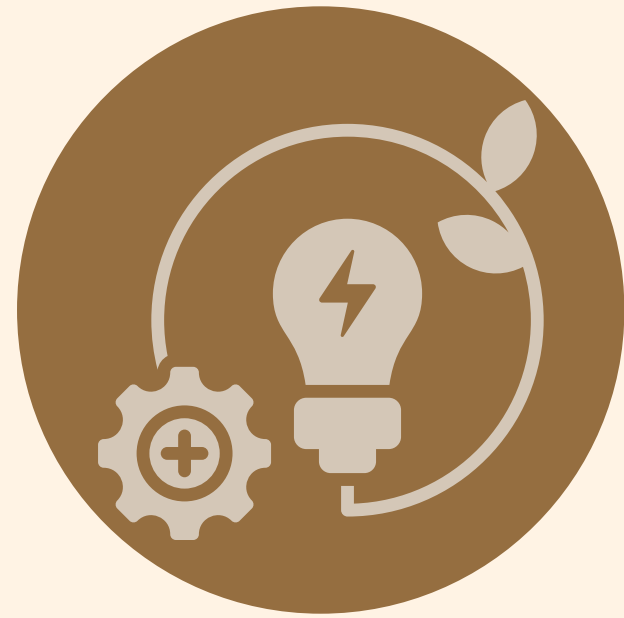
INCREASE THE NUMBER OF ASSESSED SUPPLIERS

Contribute to the regional economy and reputation by evaluating our stakeholders from whom we supply services and goods within the scope of sustainability approaches, quality, health and safety.

INCREASE THE NUMBER OF FEMALE EMPLOYEES AND MANAGERS

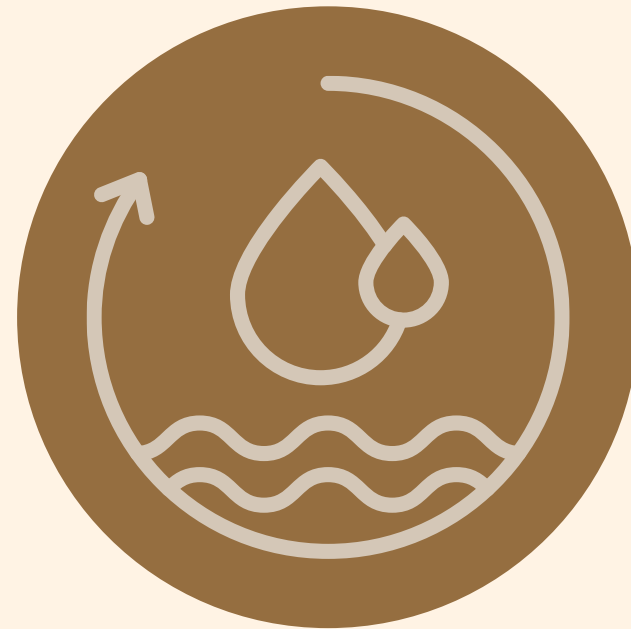
Continuously monitor the employment rate of our women, support increasing projects, and ensure equal opportunities.

MANAGEMENT OF RESOURCES

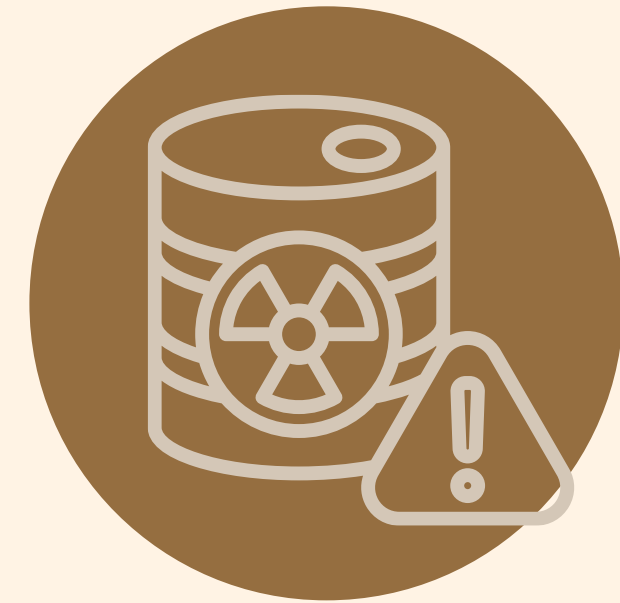


ENERGY

- Electricity Management
- LNG Management
- Carbon Footprint



WATER & WASTE WATER MANAGEMENT



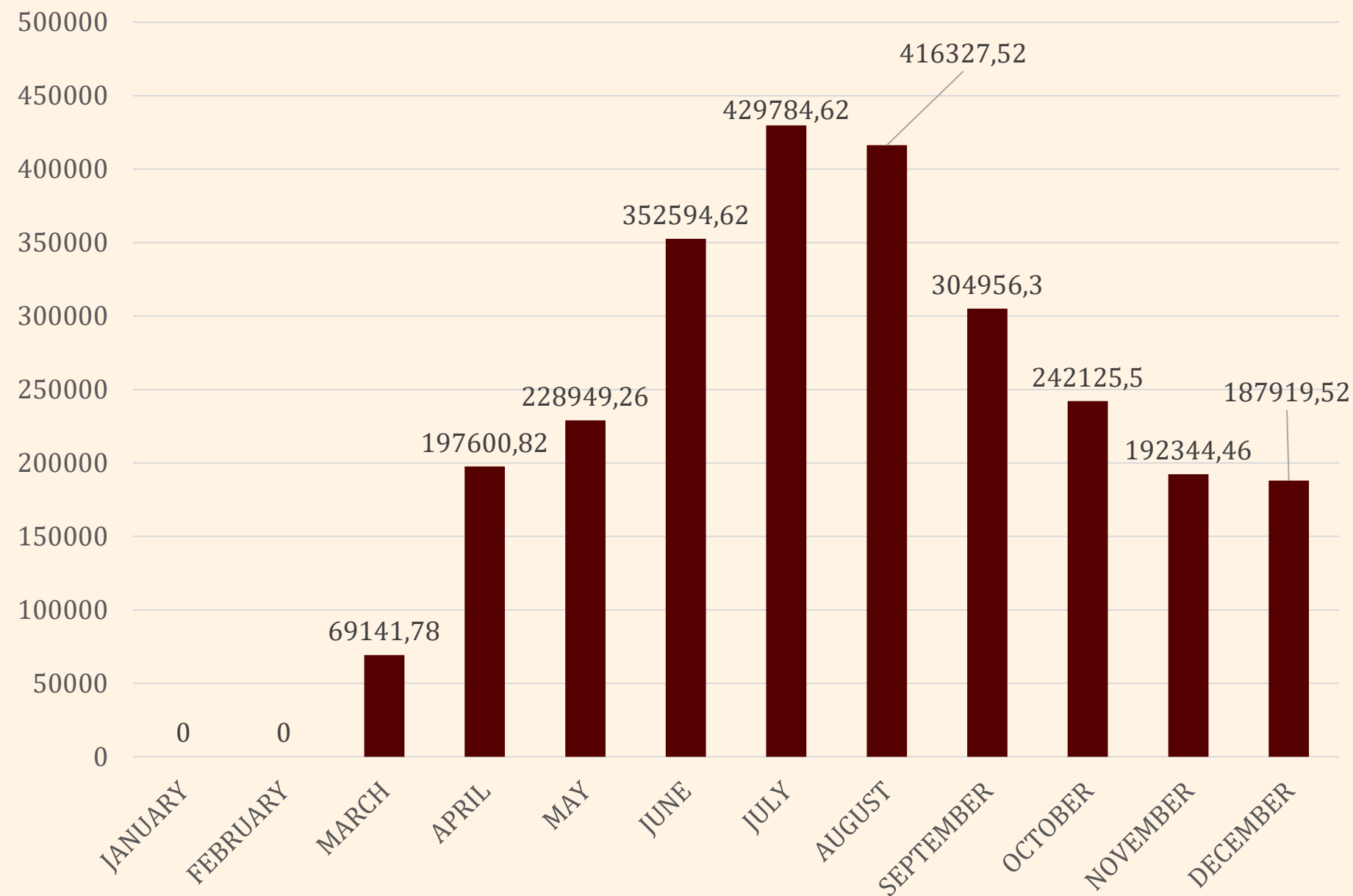
WASTE & HAZARDOUS MATERIALS MANAGEMENT



ELECTRICAL DATA

2024

Total Consumption Values (kWh)



It is seen that the amount of electricity consumption on the basis of years is in parallel with the occupancy of the hotel guests and reaches the highest values in the seasons.

Precautions to be taken in excessive use of electricity;

Control of air conditioners intensified

Lighting opening and closing hours are reviewed

The energy consumption of the powerful appliances used in the kitchen is controlled, and if necessary, maintenance is done / done.

Hotel entrance doors and windows checks are tightened

Some deepfreezes and cold storages in the kitchen are closed depending on the number of guests.

Staff training is intensified.

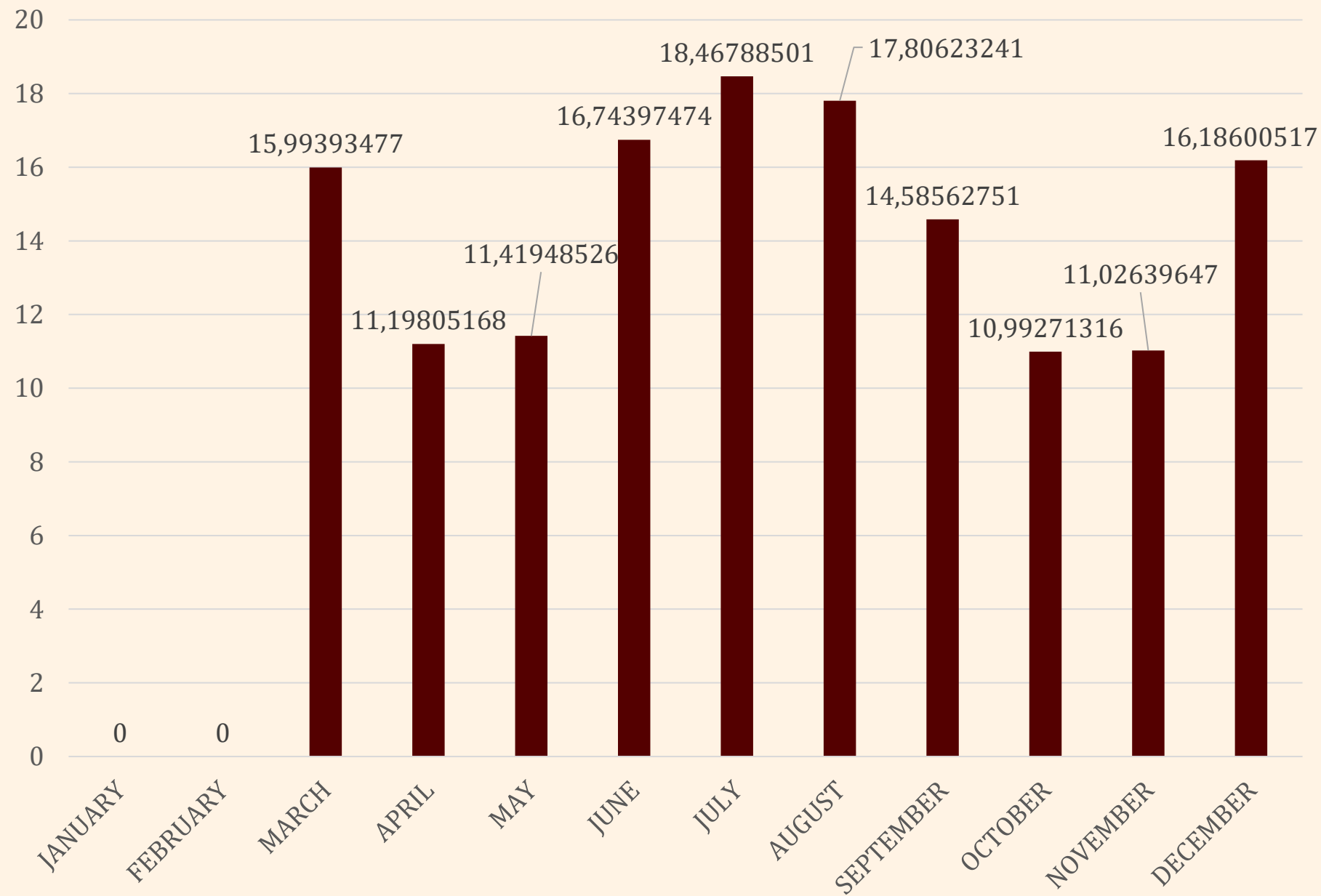
Controls are carried out with energy audit



ELECTRICAL DATA

2024

Consumption Values PP (kWh)



We do not have any consumption due to the closure of our facility in January and February 2024. At the same time, the reason why the high level of consumption per person was seen in March is attributed to the actions taken during the preparation process of the facility for service and the low number of guests.

The annual average electricity consumption per person in 2024 is 14,43 kWh.



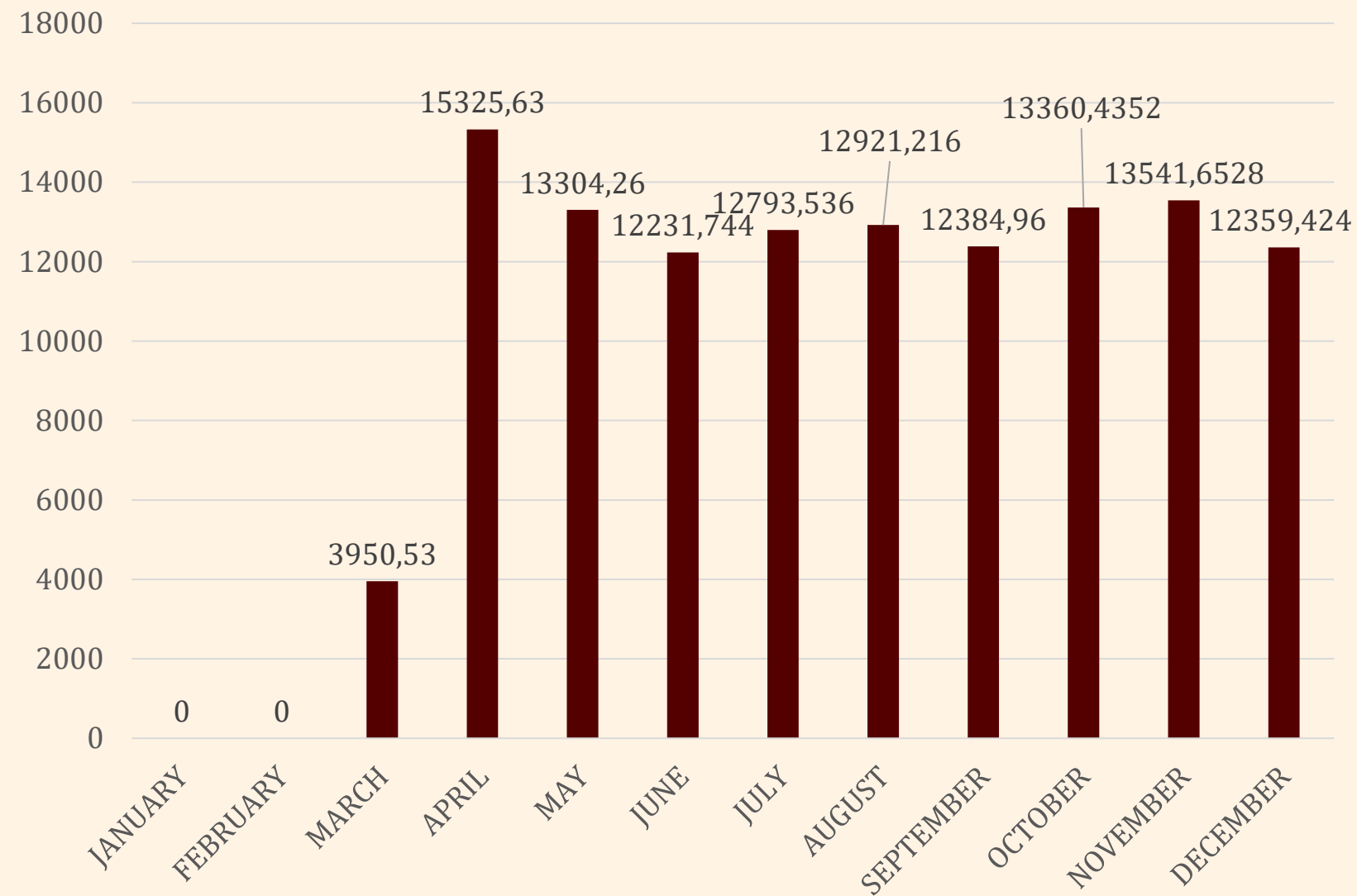
Our annual average electricity consumption target per person for 2025 is 13,5 kWh.



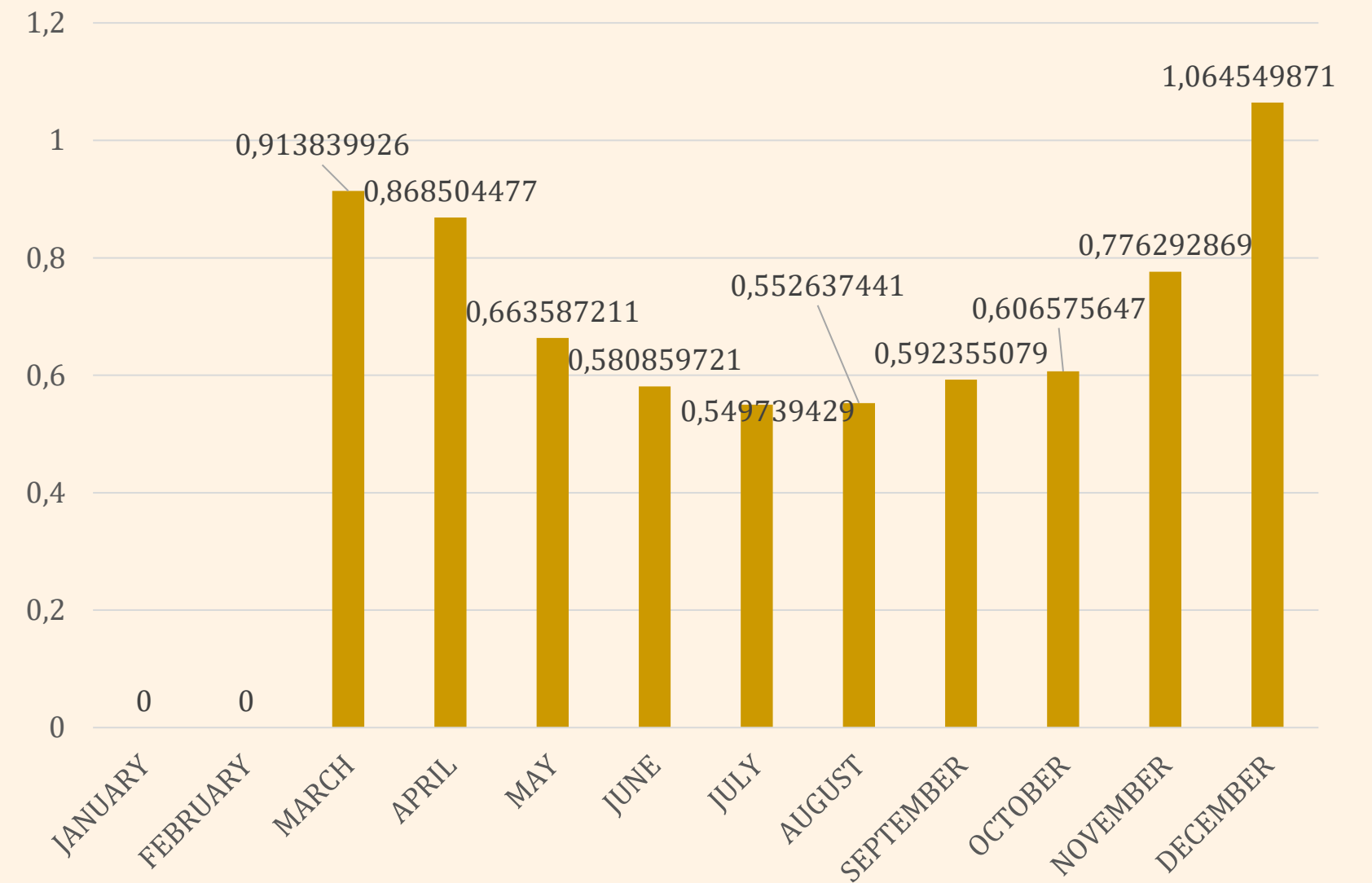
LNG DATA

2024

Total Consumption Values (kg)




Consumption Values PP(kg)

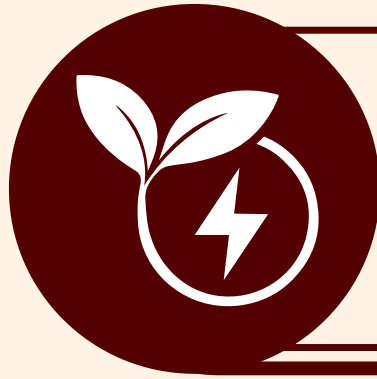


Precautions to be taken in excess LNG use;

Kitchen staff warned of use
Gas detectors and gas leaks are checked.

The average annual LNG consumption per person in 2024 is 0,672 kg.

 Our annual average LNG consumption target per person for 2025 is 0,6 kg.



Energy Management

(Greenhouse Gas Emission Monitoring)
2024



Carbon footprint is the measure of the damage caused to the environment by human activities in terms of the amount of greenhouse gas produced, measured in units of carbon dioxide.

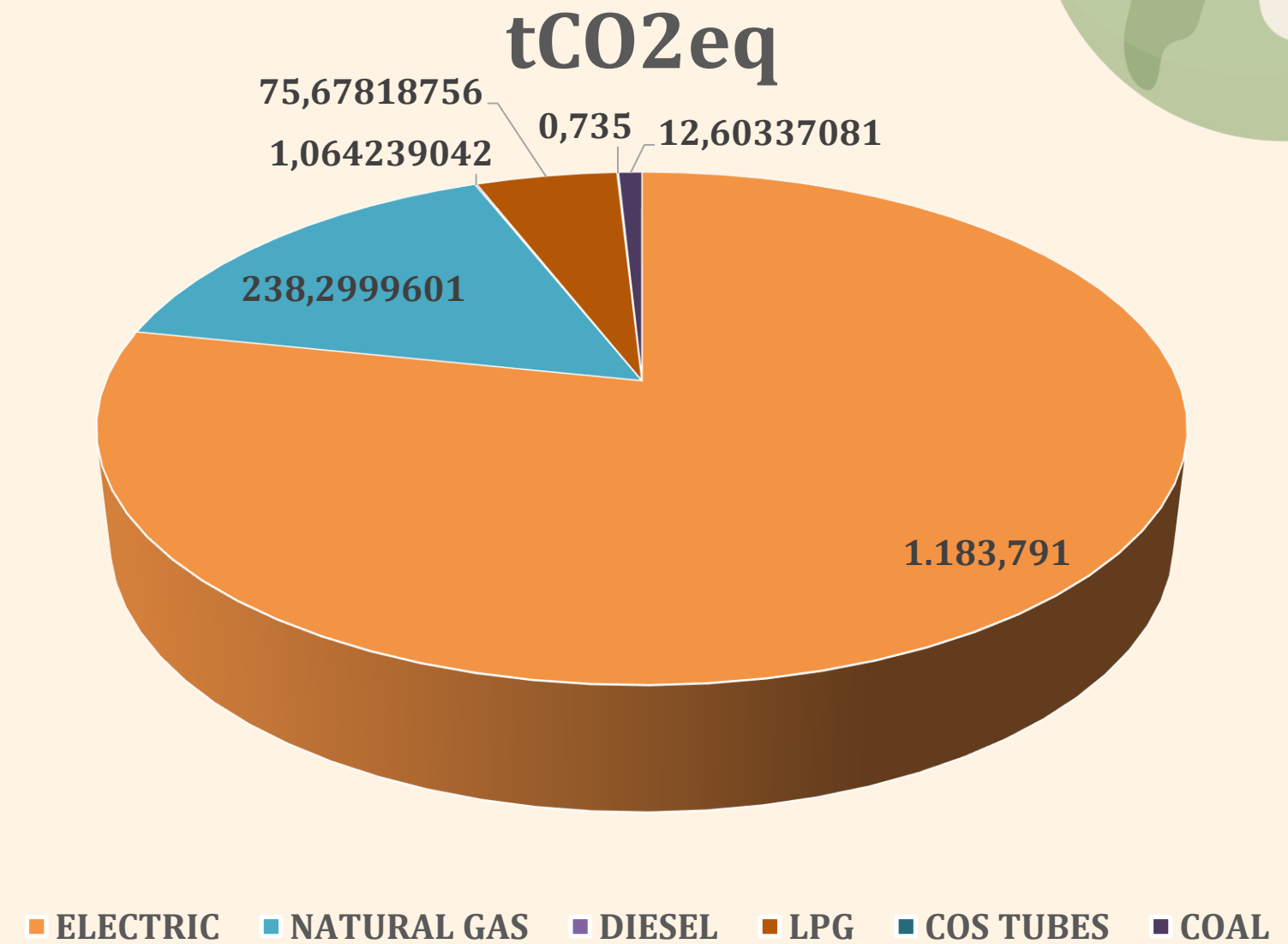
In order to leave a more livable world for future generations, we monitor our Carbon Footprint and determine our targets for reduction efforts each year.

The greenhouse gas sources we have determined are electricity, natural gas, diesel, LPG, CO2 cylinders and coal.

In 2024;

Total business carbon footprint 1512,172 tCO₂eq

Carbon footprint per person was measured as 8,322 kgCO₂eq.



Even A Drop Is Valuable



Even a drop is valuable!
We invite you to save water.

Bir damlası bile değerli!
Sizi suyu tasarruflu kullanmaya
davet ediyoruz.

Auch ein Tropfen ist wertvoll!
Wir laden Sie ein, Wasser zu sparen.

We use mains water in our facility.

We have a water conditioning system that is subject to constant control. The water distributed to every corner of the facility from our water lines has different conditionings depending on the area of use. It is monitored with daily monitoring and monthly analysis. Water consumption in the system is read by meters and recorded in consumption reports.

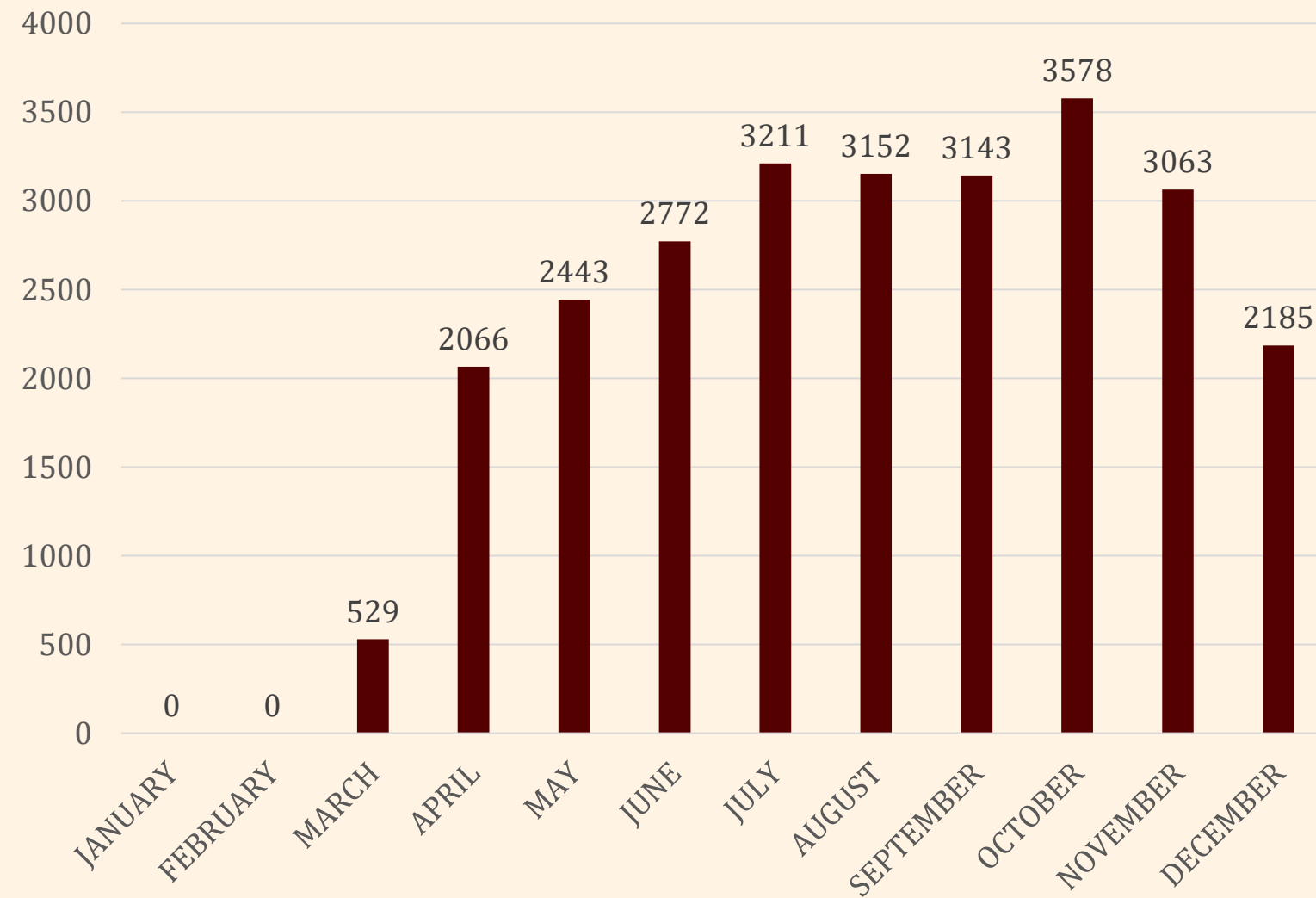
Waste water released as a result of use is connected to the ASAT line. The connection is documented with the Quality Control License. Our hotel's drinking and utility water consumption values also represent waste water values. Waste water fees are paid to ASAT for the same amounts of water.



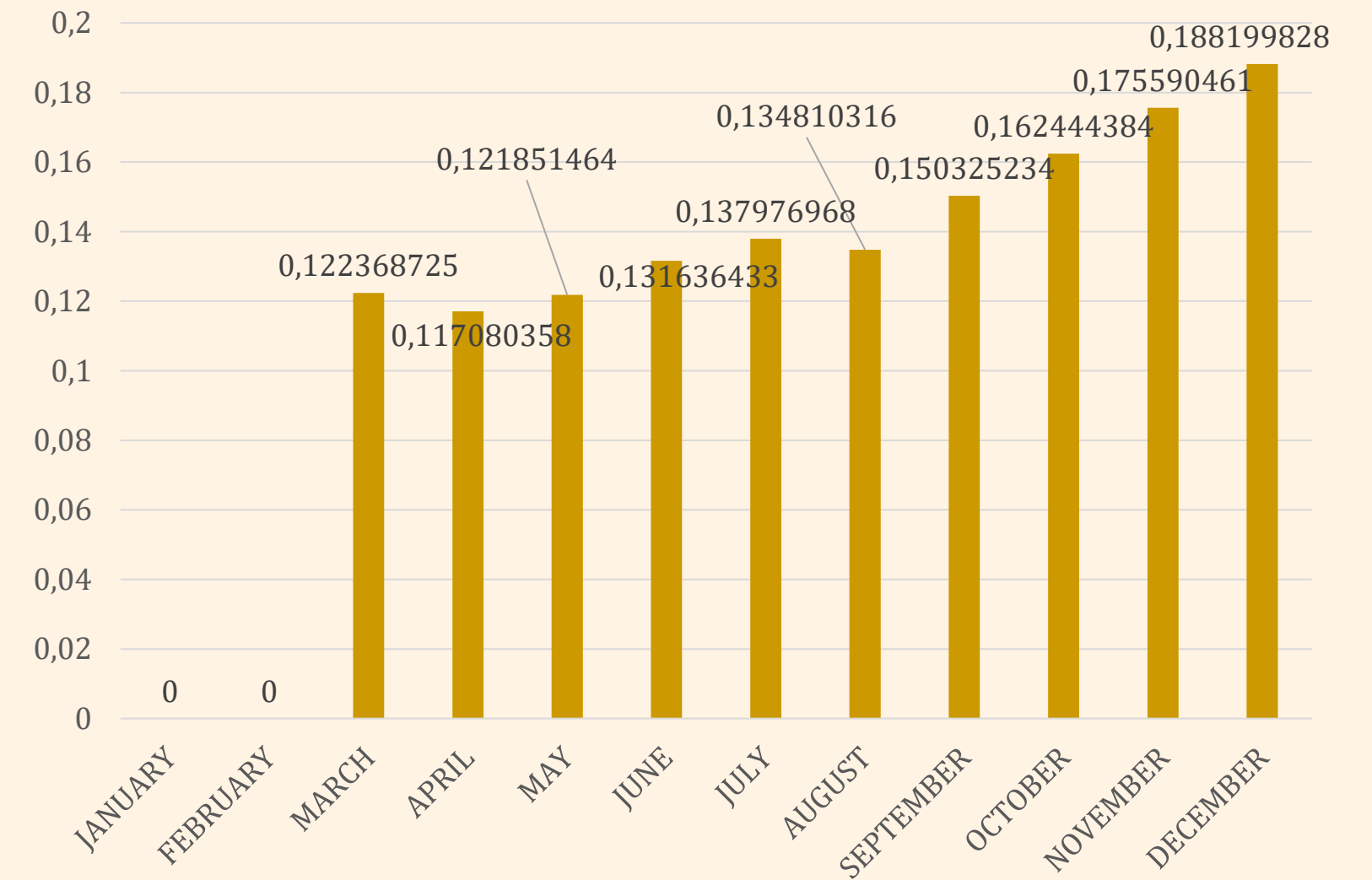
WATER DATA

2024

Total Consumption (m³)



Consumption Values PP (m³)



It is observed that the amount of water consumption on a yearly basis is parallel to the hotel guest occupancy, and reaches the highest values in the seasonal months.

Precautions to be taken in case of excessive water usage;

Employee training is increased.

Malfunction monitoring is increased.

Leakage checks are increased, and maintenance is performed/had performed if necessary.

In January and February of 2024, we do not have any consumption due to our facility being closed. At the same time, the reason why the high level of per capita consumption was seen in March is attributed to the actions in the process of preparing the facility for service and the low number of guests.

The annual average of per capita water consumption in 2024 is 0,144 m³.

Our annual average per capita water consumption target for 2025 is 0,135 m³.



In addition to preventing waste of resources, countries that have realized this fact with their efforts to raise their living standards and the energy crisis in recent years; They have tried to produce solutions for the recycling, recovery and reuse of wastes. The first step in recycling and reintroducing waste into the economy is the separation of waste at its source.

Our facility was entitled to receive a "Zero Waste Certificate" on 05.04.2021.



T.C.
ANTALYA VALİLİĞİ
Çevre ve Şehircilik İl Müdürlüğü



Belge No: TS/7/B2/9/462

Tarih: 05/04/2021

SIFIR ATIK BELGESİ
(Temel Seviye)

**Adı : VIOLA TURİZM OTELCİLİK İNŞAAT GIDA TİCARET İTHALAT VE İHRACAT LİMİTED ŞİRKETİ-
ARNOR DE LUXE HOTEL & SPA**

Adresi : SİDE Mahallesi, 509 SOKAK, No: 2 -, MANAVGAT, ANTALYA, Türkiye

**Vergi
No : 7230378199**

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.



Recycled Waste Data

(Paper, Glass, Metal, Plastic)

2024



	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER		TOTAL. kg
PAPER	120	100	150	700	740	780	840	820	740	710	640	500		6840
GLASS	100	70	100	650	800	940	1040	1100	960	1120	850	680		8410
METAL	70	50	70	300	350	380	400	400	380	400	360	220		3380
PLASTIC	160	120	150	500	610	640	680	700	650	700	580	410		5900

	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER		PP kg
PAPER	-	-	0,0512	0,0343	0,0307	0,0292	0,0265	0,0259	0,0309	0,0269	0,0328	0,0377		0,0310
GLASS	-	-	0,0341	0,0318	0,0332	0,0352	0,0328	0,0347	0,0400	0,0425	0,0436	0,0513		0,0381
METAL	-	-	0,0239	0,0147	0,0145	0,0142	0,0126	0,0126	0,0158	0,0152	0,0185	0,0166		0,0153
PLASTIC	-	-	0,0512	0,0245	0,0253	0,0240	0,0214	0,0221	0,0271	0,0265	0,0297	0,0309		0,0267



Our target for 2025 is 0,11 kg for the amount of recyclable waste per person, which was 0,111 kg in 2024.

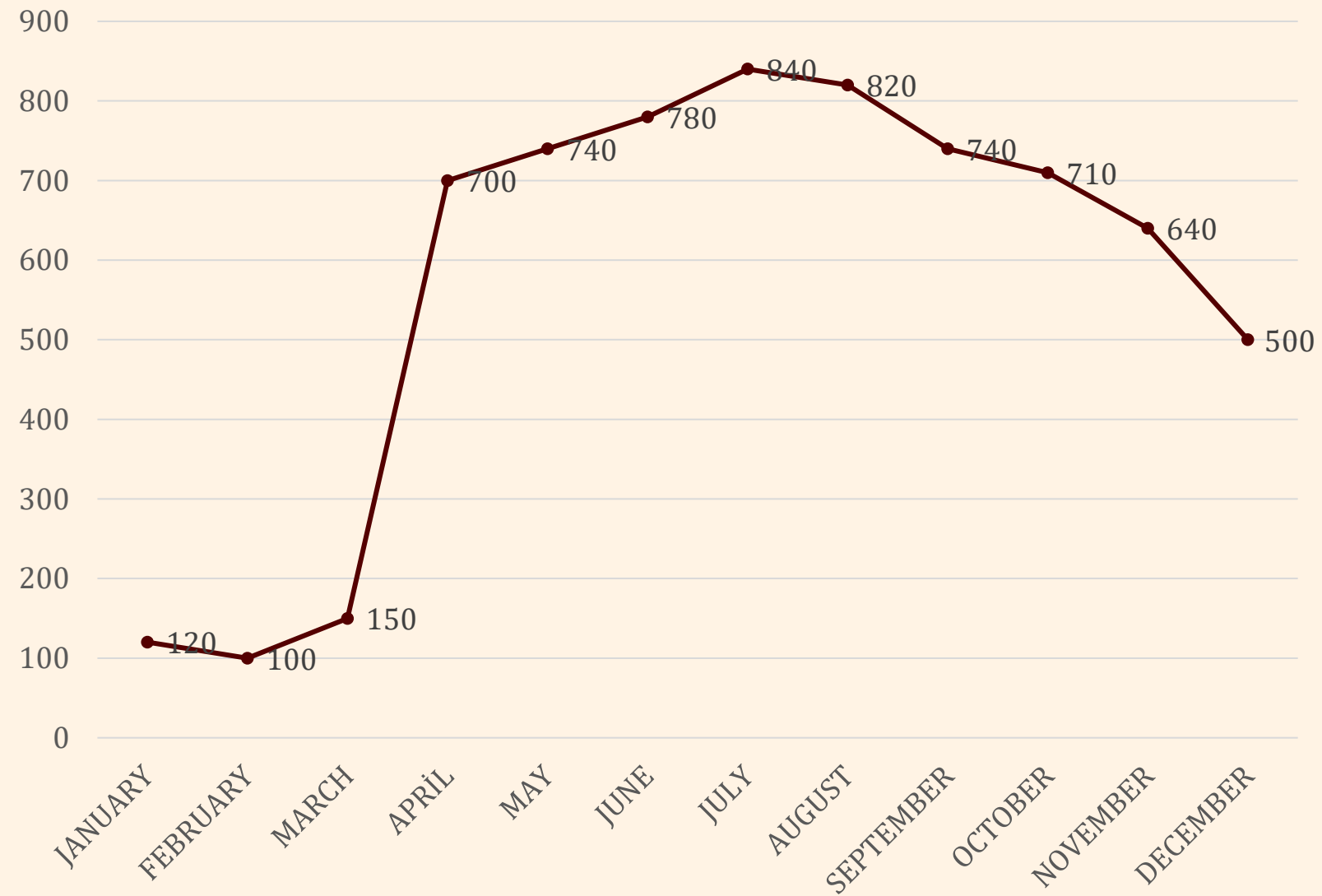


Recycled Waste Data

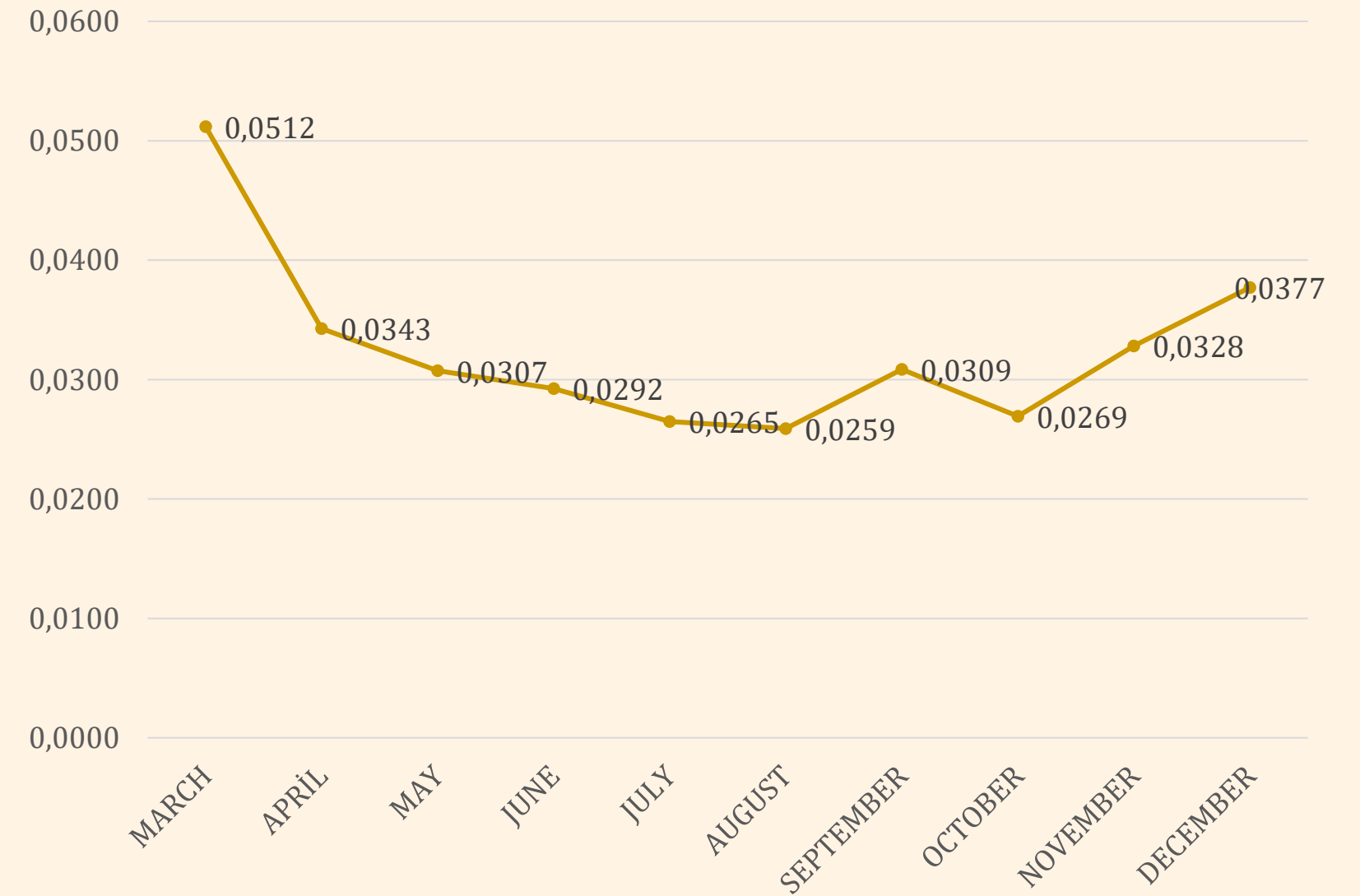
(Paper)
2024



Paper (kg)



Paper PP (kg)



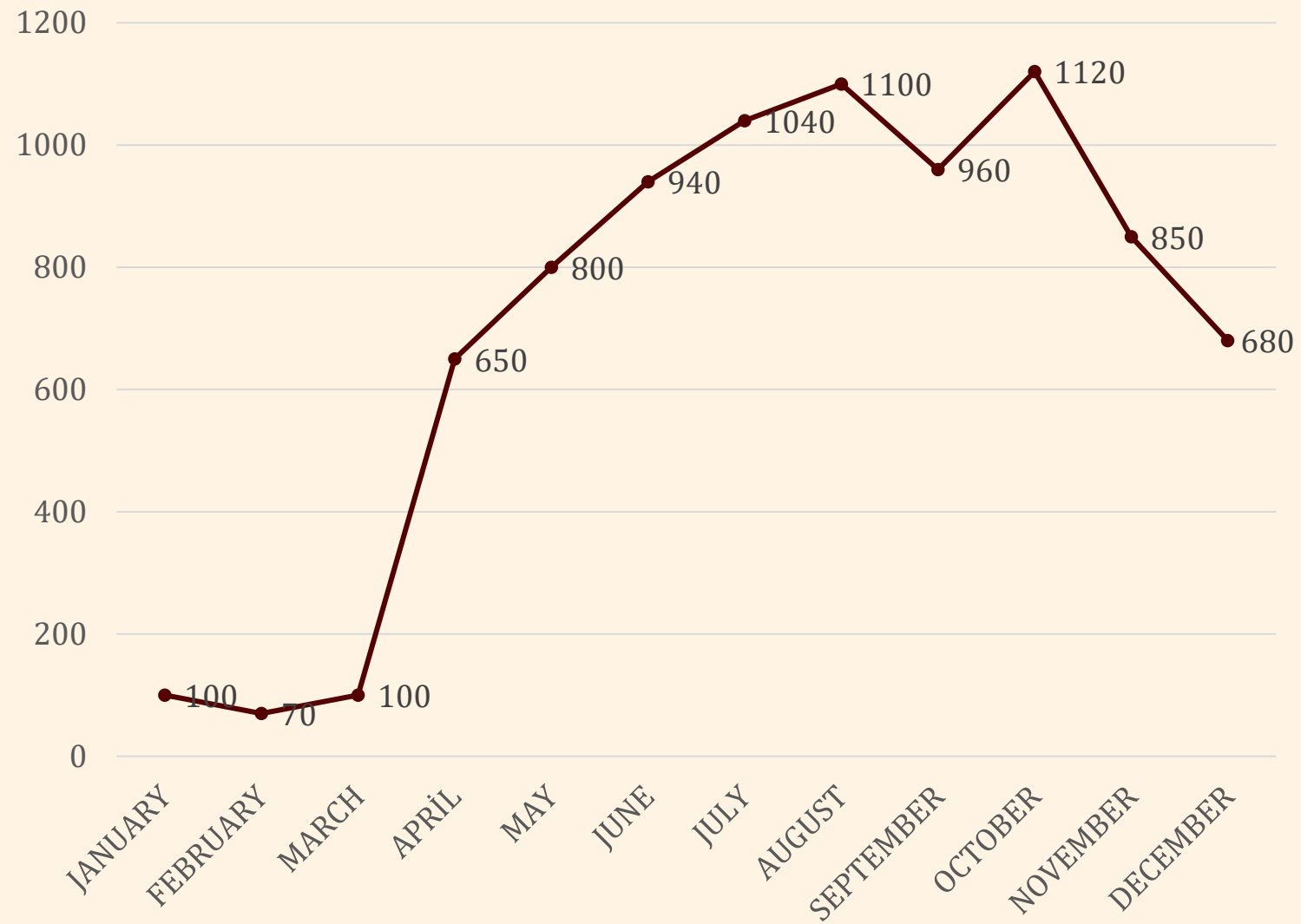


Recycled Waste Data

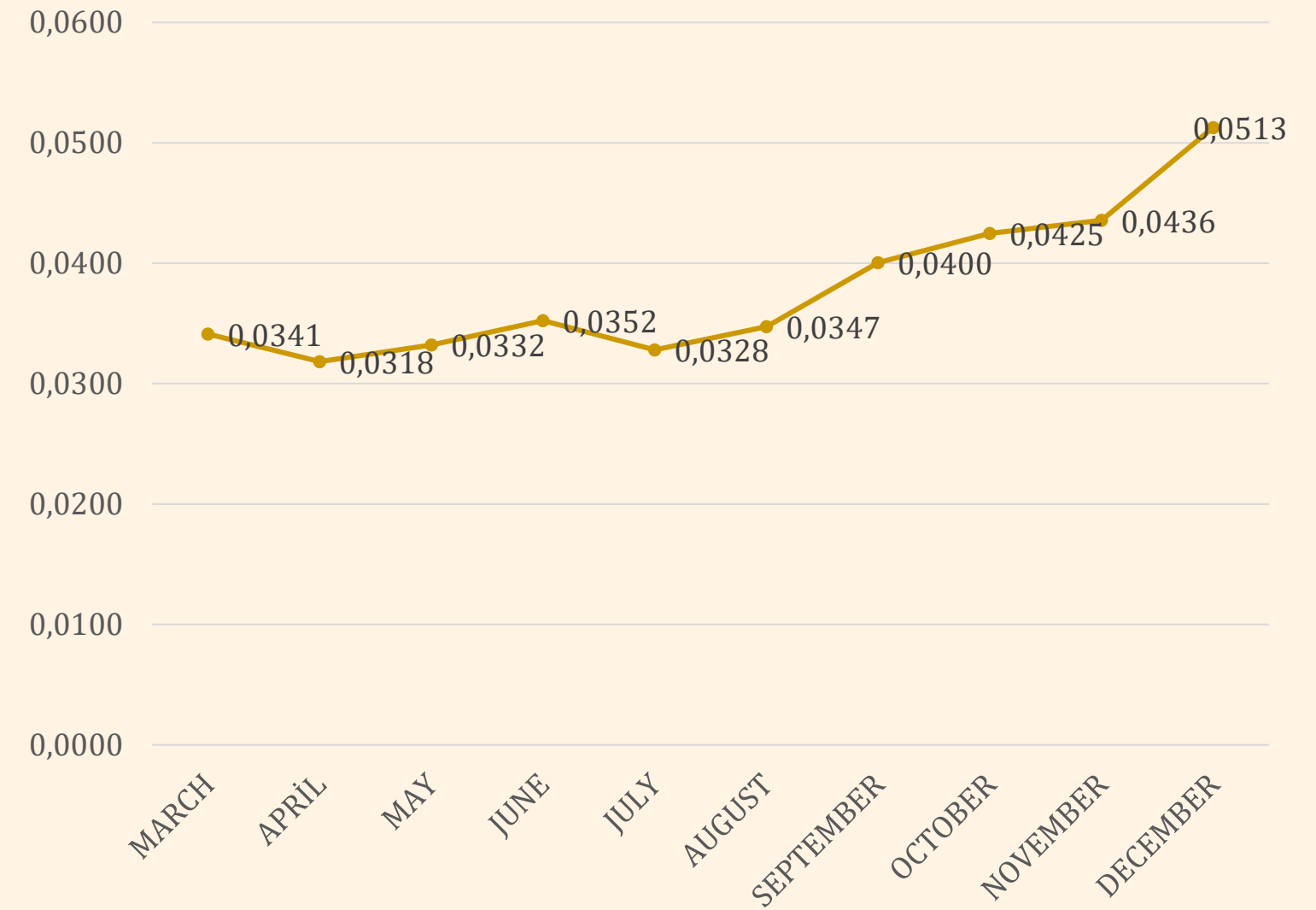
(Glass)
2024



Glass (kg)



Glass PP (kg)



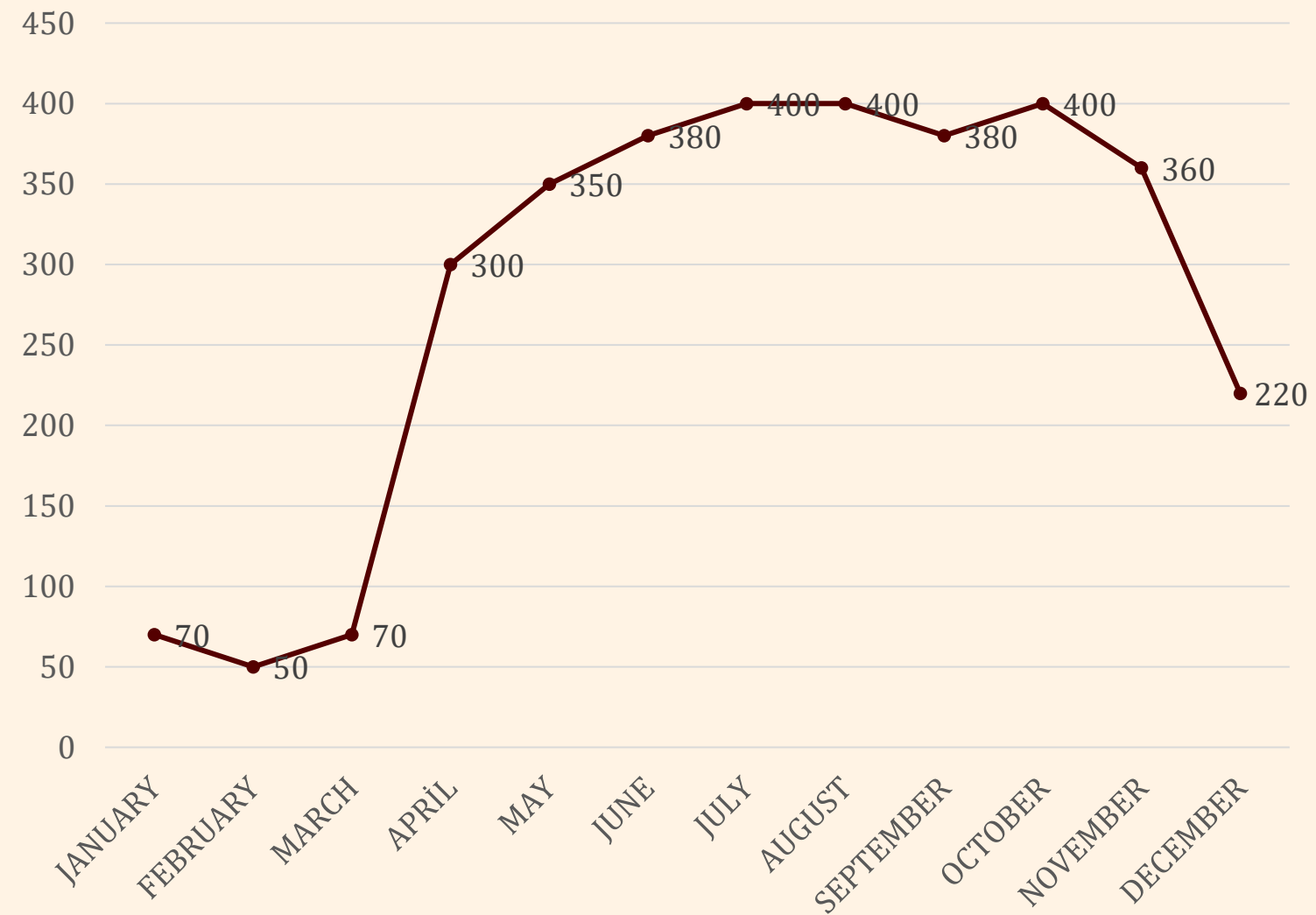


Recycled Waste Data

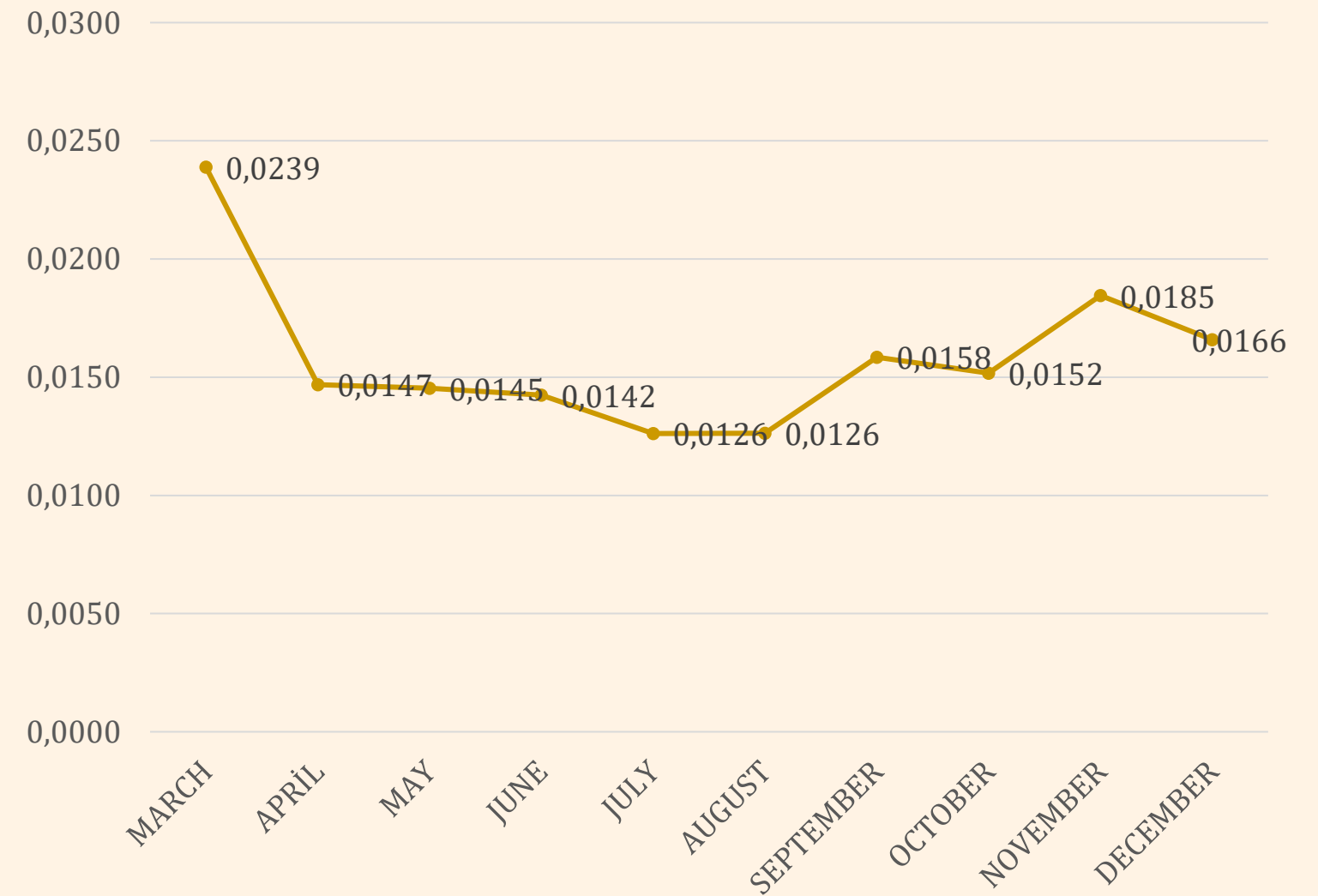
(Metal)
2024

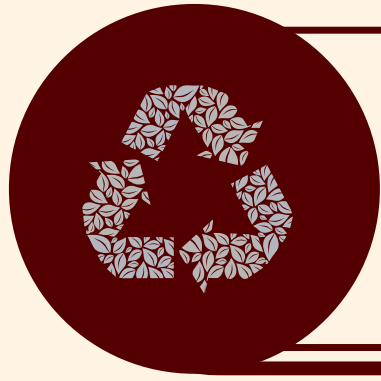


Metal (kg)



Metal PP (kg)



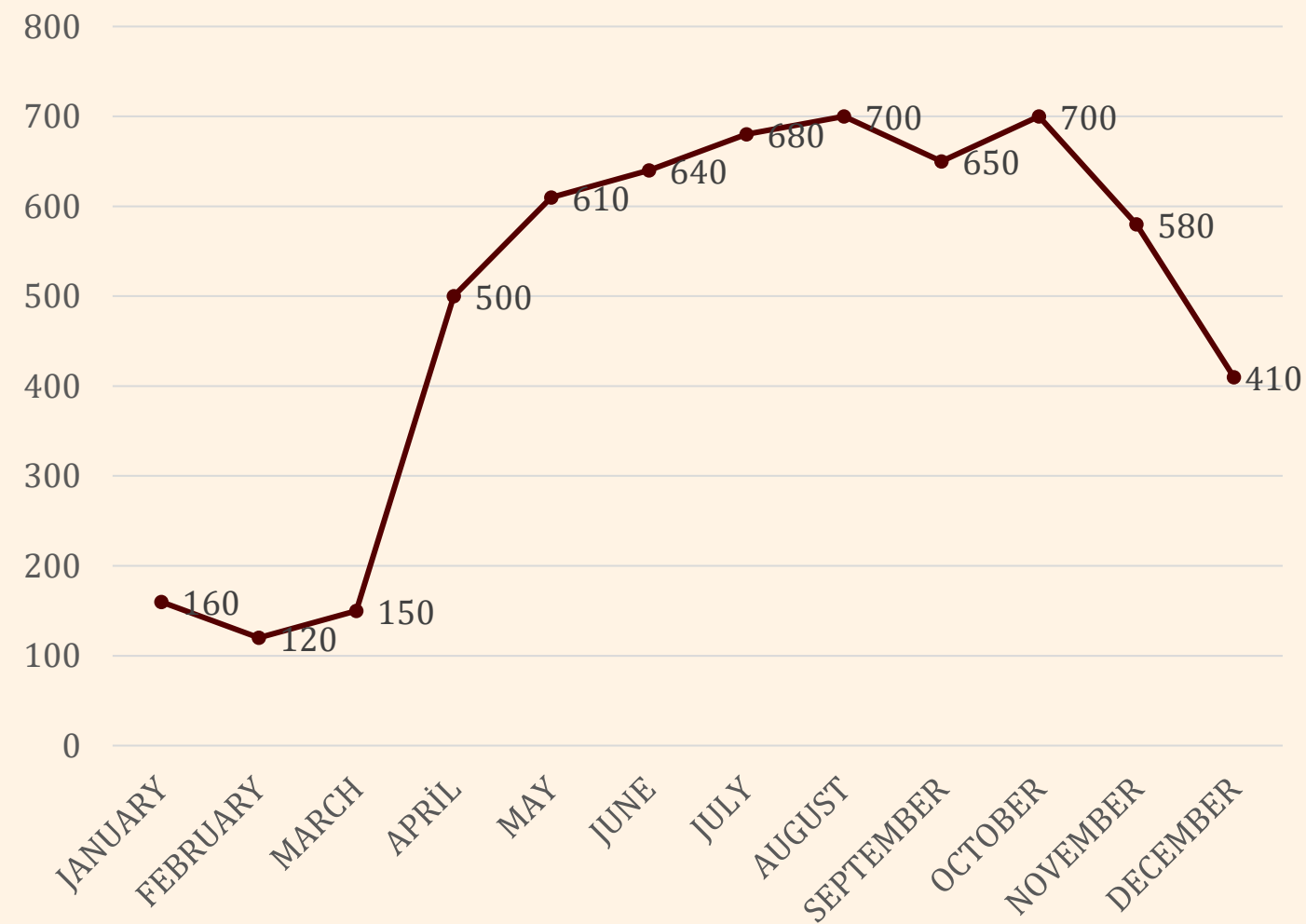


Recycled Waste Data

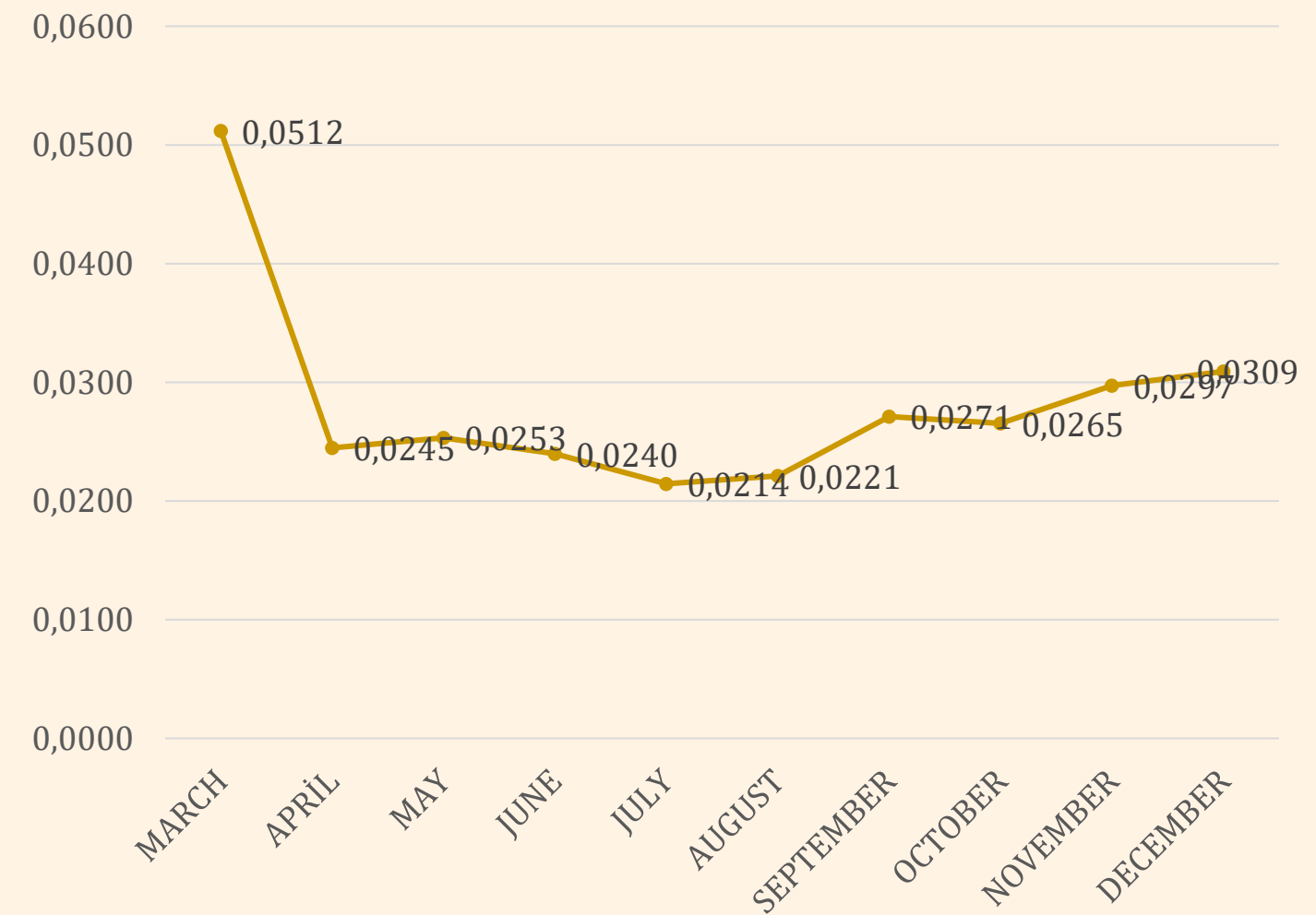
(Plastic)
2024



Plastic (kg)



Plastic PP (kg)



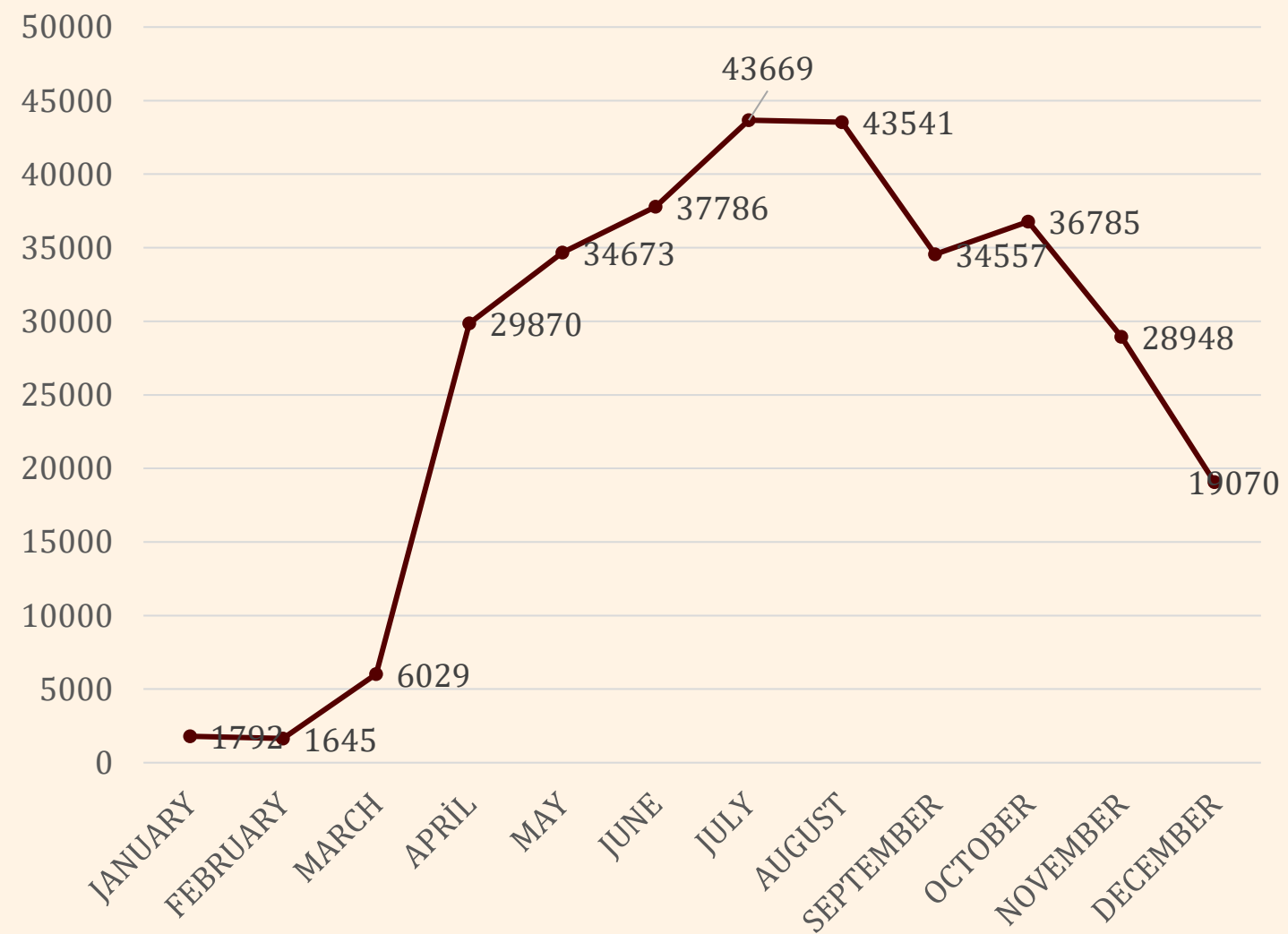


Biodegradable and Other Wastes

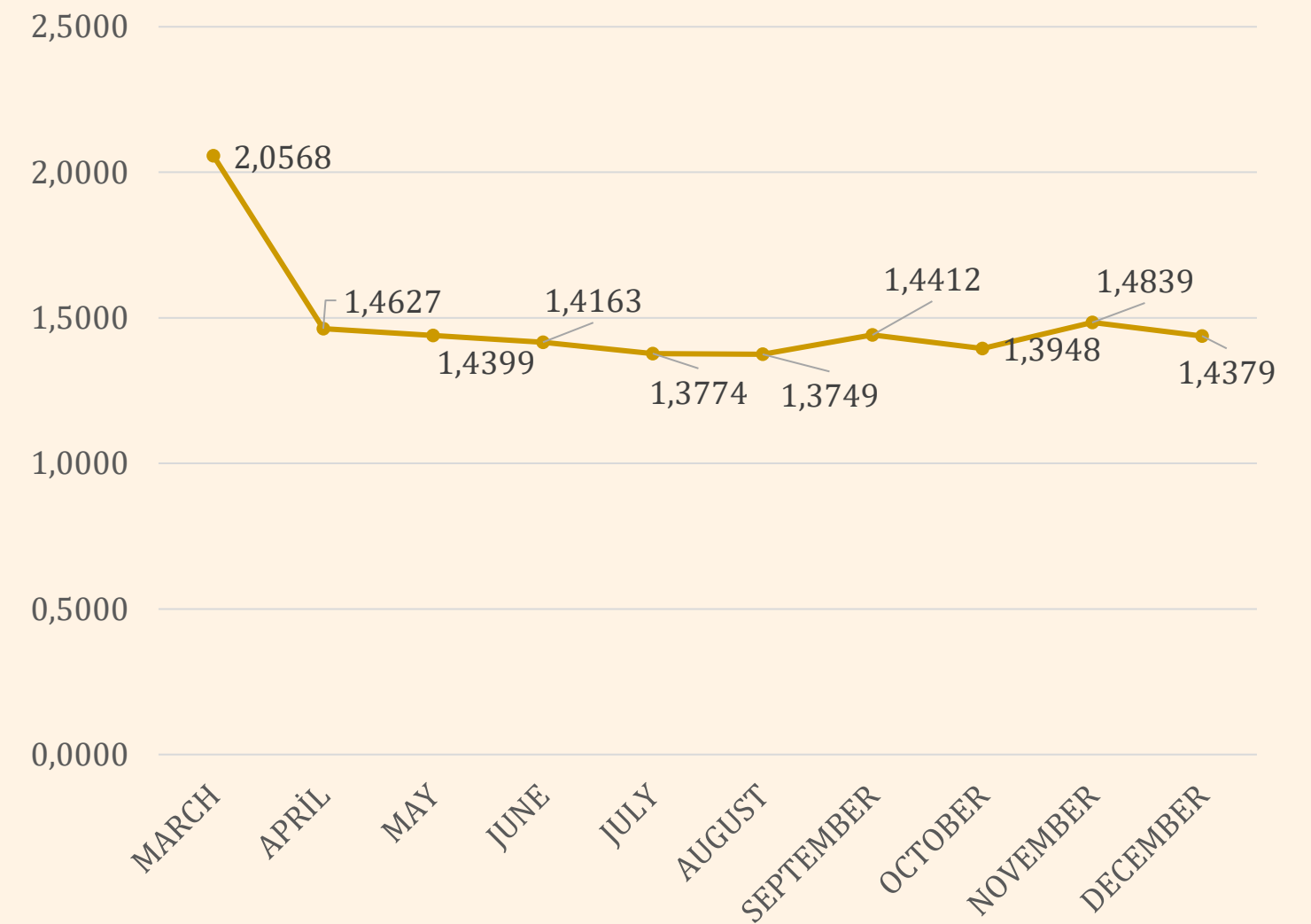
2024



Biodegradable and Other Wastes (kg)



Biodegradable and Other Wastes PP (kg)



Our annual average target for the amount of biodegradable and other waste per person, which was 1,443 kg in 2024, is 1,35 kg for 2025.

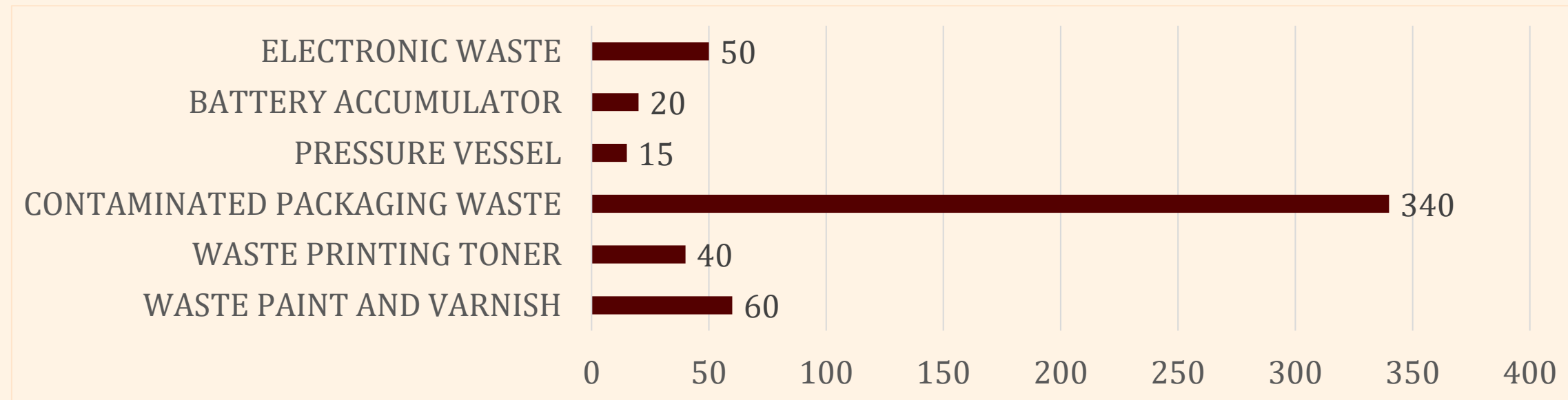


Hazardous Waste Data

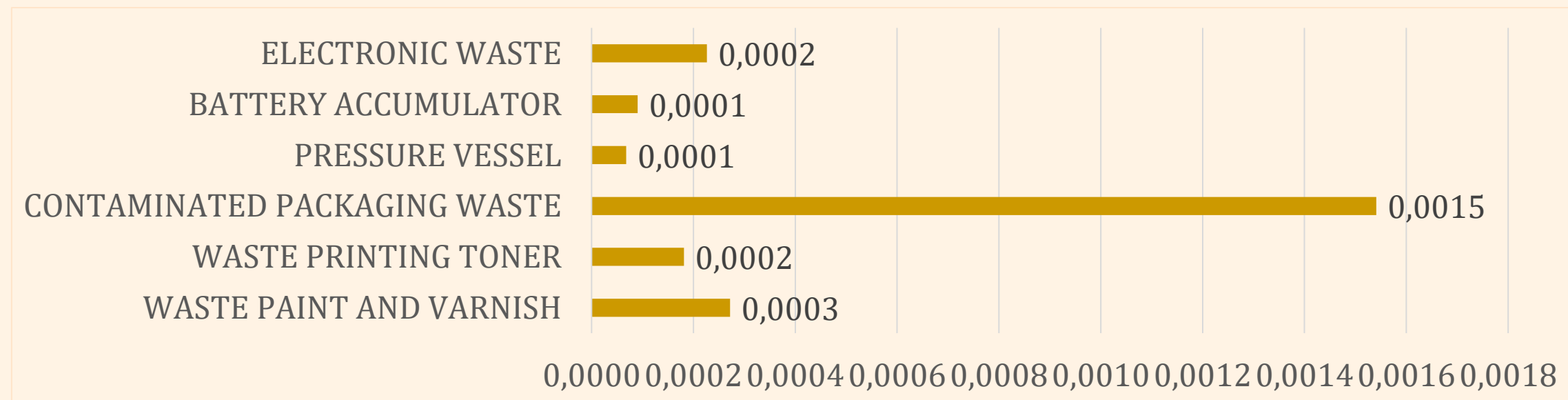
2024



Hazardous Waste (kg)










Hazardous Waste PP (kg)



Our target for 2025 is 0,0025 kg for the amount of hazardous waste per person, which was 0,0027 kg in 2024.

GAINS WE PROVIDE WITHIN THE SCOPE OF RESOURCES

Throughout 2024, we delivered the waste generated as a result of our activities to authorized and licensed companies and ensured their recycling.

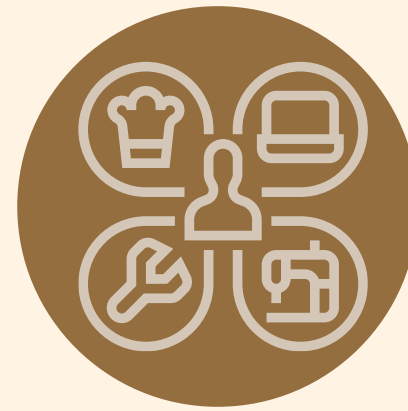
Waste Type	Recovery		
 Paper	Tree	Adet	120,55
	Savings on Landfill Space	m ³	17,72
	Energy Savings	kWh	29074,81
	Water Savings	m ³	198,60
	Greenhouse Gas	kg	1255,18
 Plastic	Petrol	lt	15387,20
	Energy Savings	kWh	34014,25
	Savings on Landfill Space	m ³	14,75
	Greenhouse Gas	kg	241,90
 Glass	Raw Material	ton	10,26
	Energy Savings	kWh	359,34
	Savings on Landfill Space	m ³	12,83
	Greenhouse Gas	kg	24,85
 Metal	Raw Material	ton	4,35
	Energy Savings	kWh	2158,97
	Savings on Landfill Space	m ³	10,09
	Greenhouse Gas	kg	319,47
 Vegetable Waste Oil	Biodiesel	lt	3775,00
 Waste Batteries	Savings on Landfill Space	m ³	0,05
 Electrical and Electronic Wastes	Raw Material	ton	0,05

EMPLOYEE TRAININGS

We support our belief that the main purpose of training is to take action, with trainings that convey the safe and correct way of doing business to our employees.



ORIENTATION TRAINING



PROFESSIONAL & OPERATIONAL TRAININGS

- Waste Separation Training
- Equipment Usage Instructions
- Training Food Safety Training
- Basic and Personal Hygiene Training
- Operating Procedures
- Water Safety and Legionella Training
- Energy/Electricity, Water Saving Methods
- Suggestion and Complaint Management Training
- Child Neglect and Abuse Training
- Epidemic Diseases and Preventive Activities Training
- Disability and Disabled Individuals Training
- Gender Equality and Women's Rights Training



LEGAL TRAININGS

- Basic First Aid Training
- Basic Fire Safety Training (& Extinguishing Drill)
- Occupational Health and Safety Training
- Environmental Awareness Training
- Hazardous Materials Safety Training
- Tourism Sustainability Training
- Chemical Training
- Emergency Team Training



We Want to Give Dreams to Women Who Give Life!



- Two-thirds of the more than 1 billion adults who are illiterate and deprived of the right to education are women.
- 80% of refugees are women.
- Although one-third of journalists are women, only one percent of department heads, editors or bosses are women.
- One in three women in the world are subjected to violence at some point in their lives.
- Women who have just graduated from university earn 20 percent less than men.
- This difference increases to 31 percent in 10 years.
- One in five women are victims of attempted sexual abuse at some point in their lives.
- 70 percent of the 1.2 billion poor are women.



We want the number of our female business partners to increase in our working life.

We aim to increase the rate of female employees in our business, which is 40,4% in 2024, to 41% in 2025.

The rate of our female employees in management positions is 42,3%.



We Want to Give Dreams to Women Who Give Life!

With the aim of increasing women's employment, we commemorate and celebrate March 8, which is dedicated to developing women's political and social awareness on the basis of human rights and celebrating their economic, political and social achievements. We also organize Mother's Day celebrations where we commemorate our precious mothers.





'Star Employee' of the Month Election, Motivation Party and Birthday Celebrations

At the beginning of each month, we determine the 'star employee' of the previous month and reward them with the award determined by the management that year at the motivation party we hold for the employees.

At the motivation party, we also celebrate the birthdays of all our employees born in the previous month.

We take the following into consideration when rewarding our employees;

- Compliance with work discipline,
- Communication,
- Performance above expectations,
- Efficient use of resources,
- High guest satisfaction,
- Friendliness,
- Improvement and development efforts.



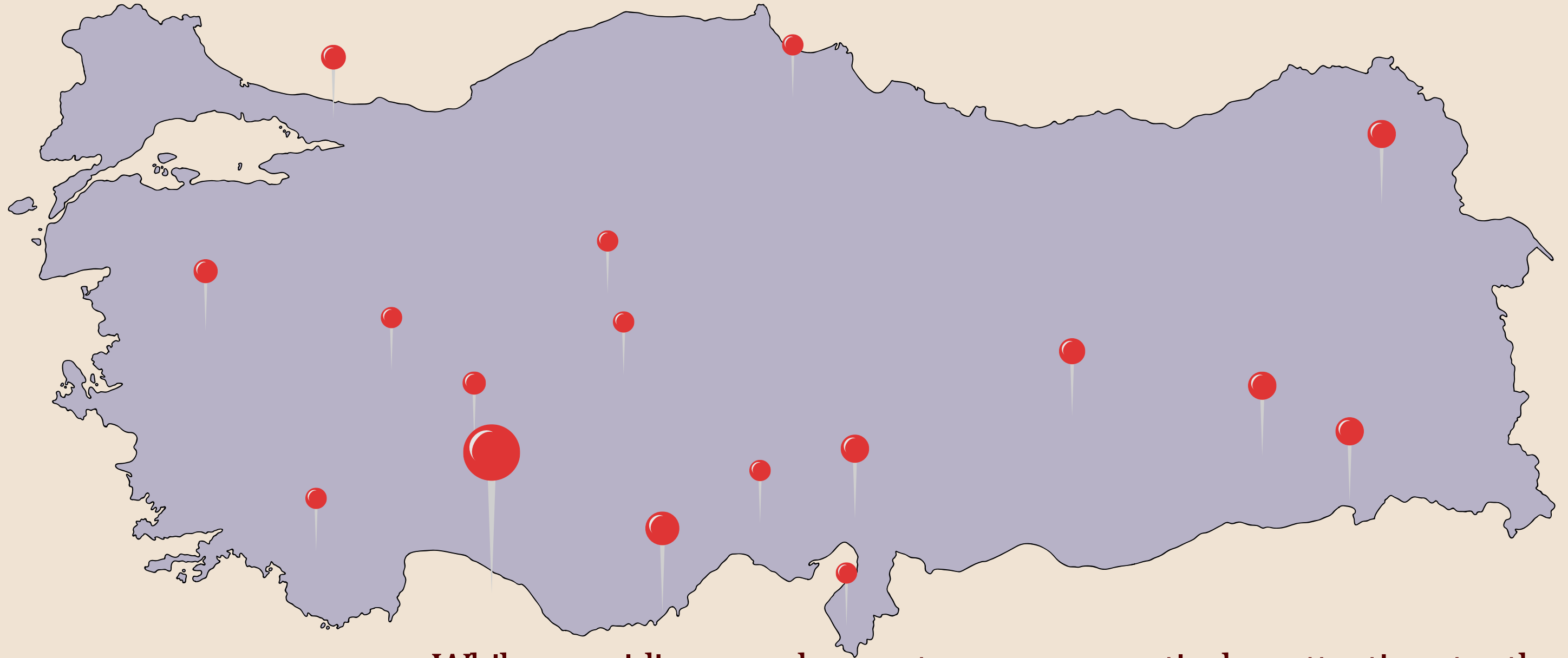
PROFILE OF OUR EMPLOYEES



When employment density is examined, Türkiye is the leading country with a rate of 93,3%.

After Türkiye, Kyrgyzstan and Turkmenistan follow.

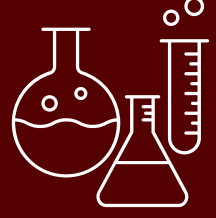
PROFILE OF OUR EMPLOYEES



- Adana
- Adiyaman
- Afyonkarahisar
- Agri
- Aksaray
- Ankara
- Antalya
- Aydin
- Batman
- Bolu
- Burdur
- Bursa
- Corum
- Diyarbakir
- Elazig
- Erzurum
- Eskisehir
- Gaziantep
- Giresun
- Hakkari
- Hatay
- Isparta
- Icel
- Istanbul
- Izmir
- Kahramanmaraş
- Karaman
- Kars
- Kastamonu
- Kayseri
- Kirikkale
- Kirsehir
- Kilis
- Konya
- Kutahya
- Malatya
- Mardin
- Mus
- Nigde
- Ordu
- Osmaniye
- Siirt
- Sivas
- Sanliurfa
- Sirnak
- Tokat
- Trabzon
- Urfa
- Uşak
- Van
- Yozgat
- Zonguldak

While providing employment, we pay particular attention to the employment of local people and we constantly monitor to increase regional employment.

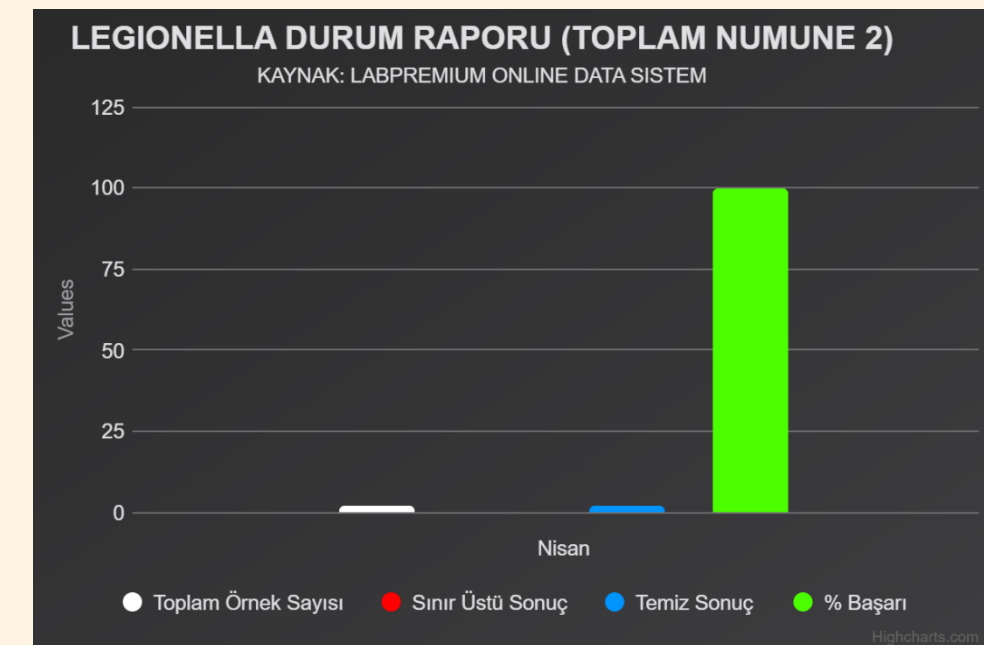
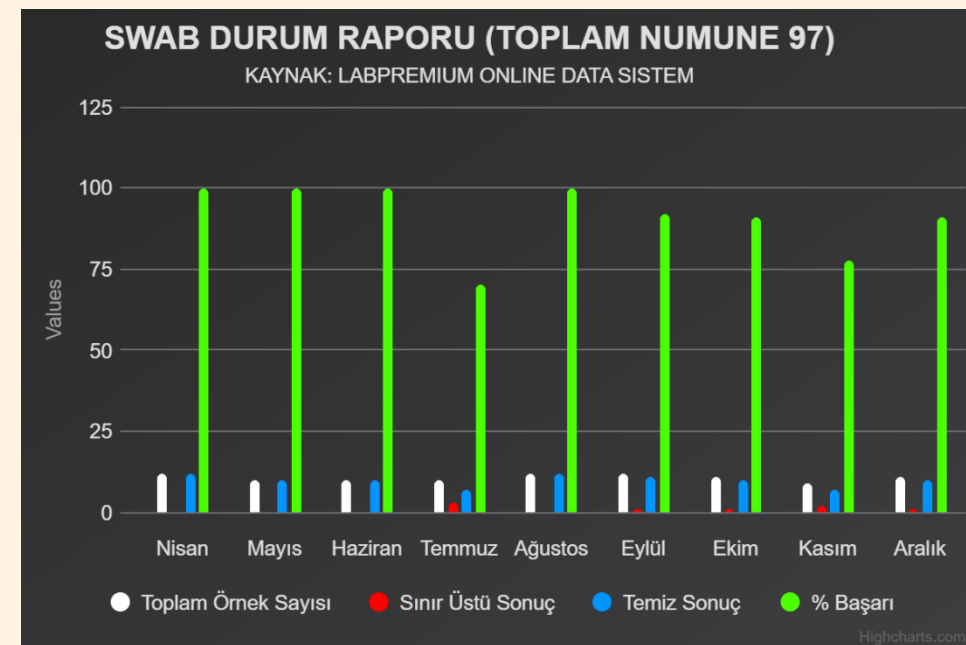
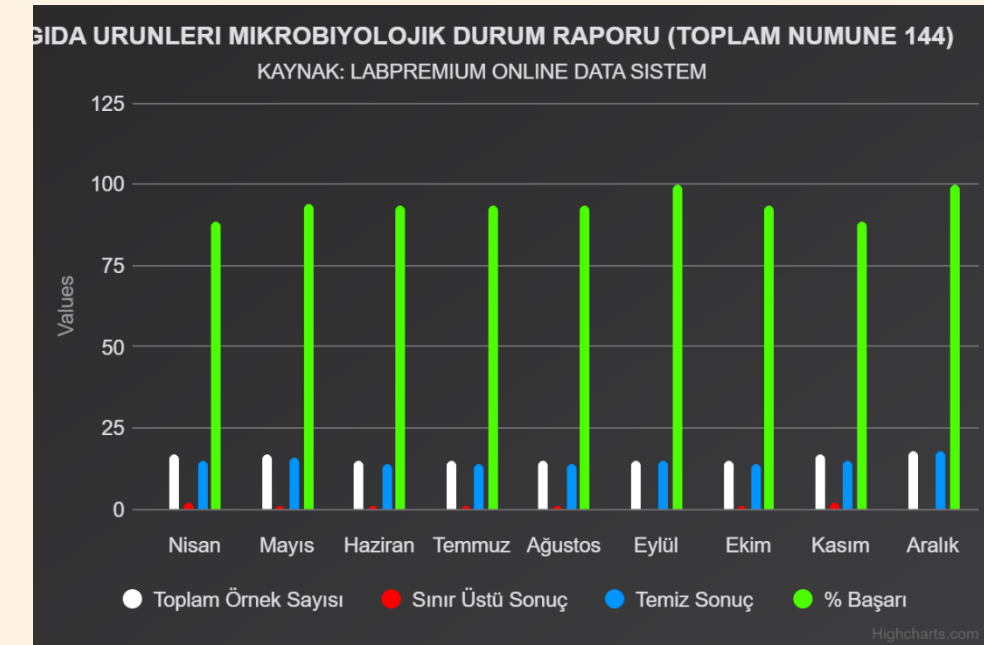
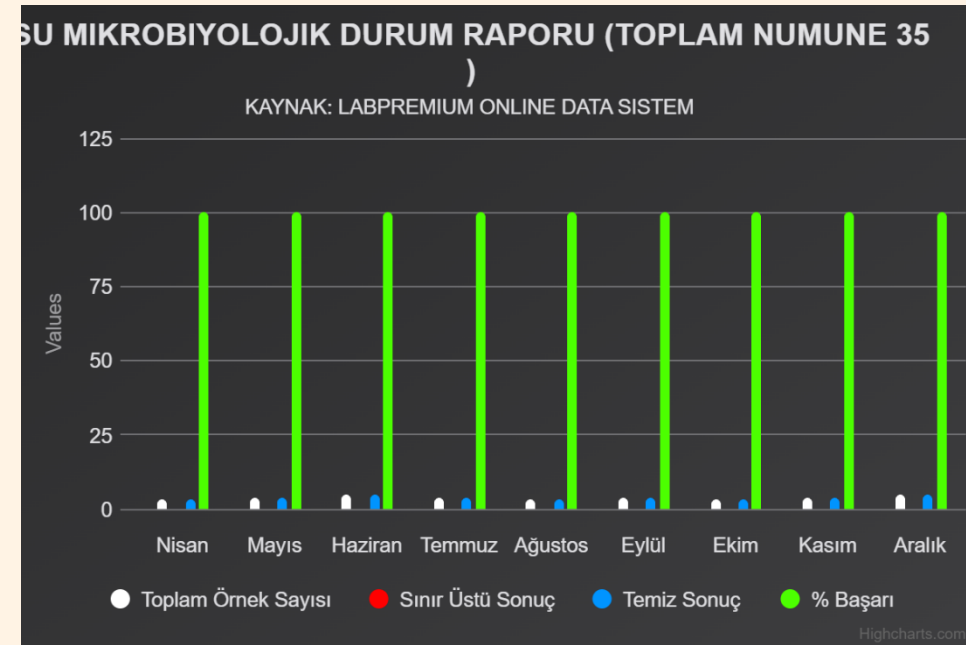
Our employment data of local people and regional workers is as follows;
 Antalya Province with a rate of 14,2%
 Mediterranean Region with a rate of 57,4%



Microbiological Analysis Monitoring

2024

Graphs showing the results of our microbiological analyses conducted continuously and regularly throughout 2024, through an accredited laboratory, within the scope of Water Safety, Food Safety and Hygiene;



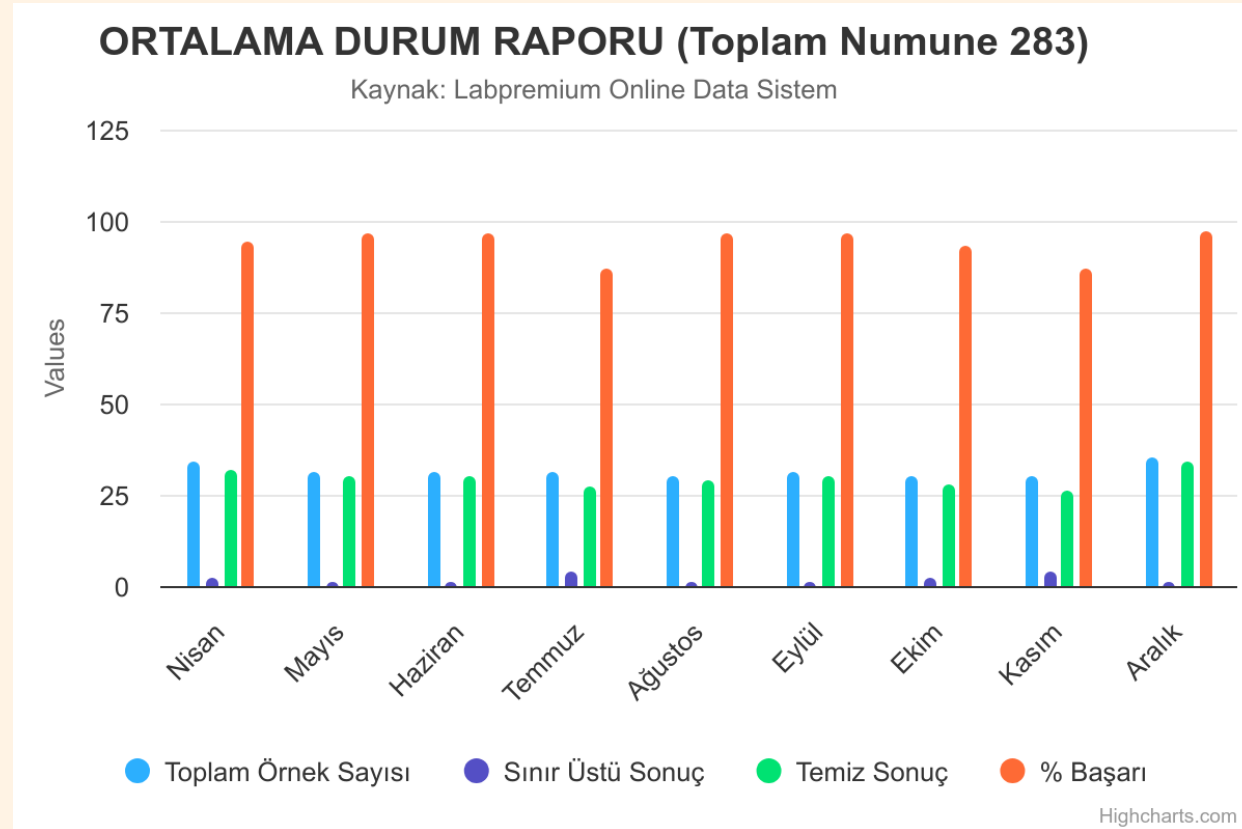


Microbiological Analysis Monitoring

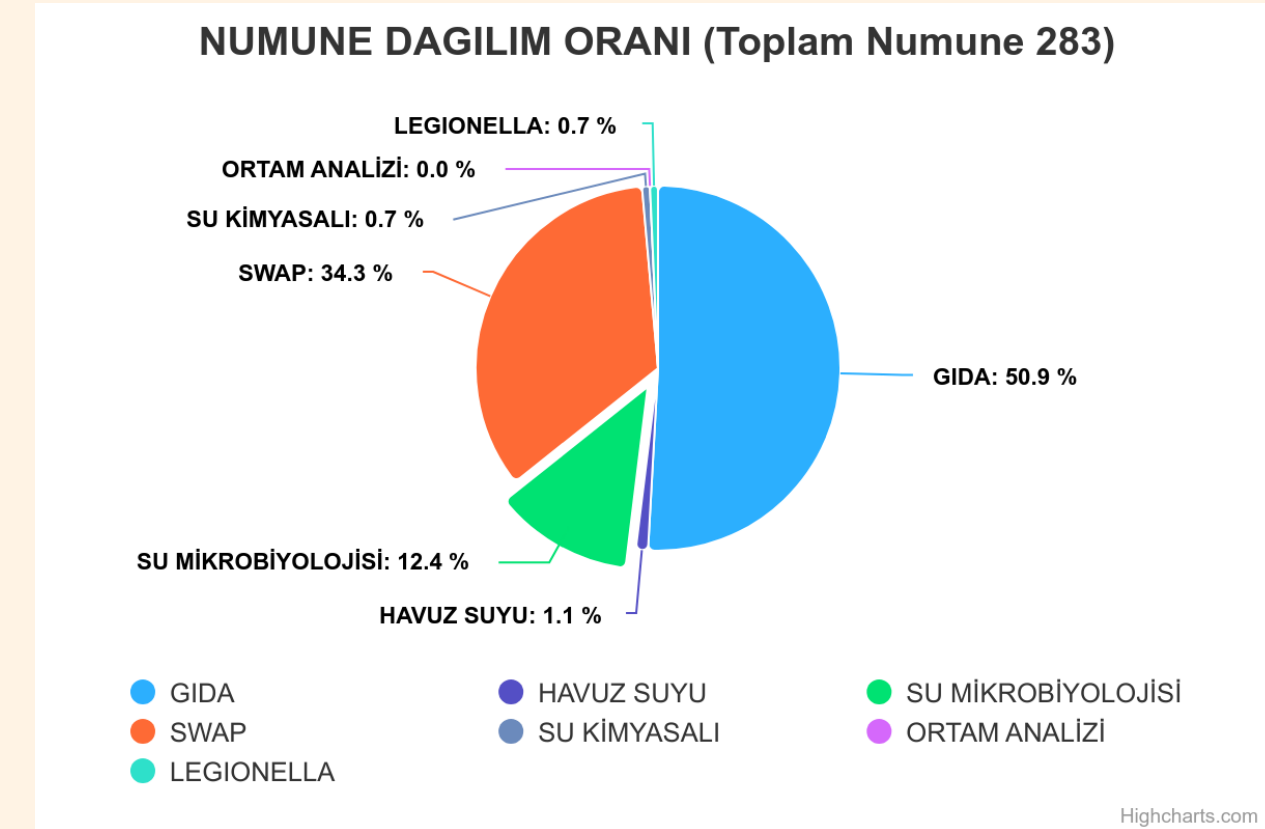
2024

Analyzed by an accredited laboratory in our hotel throughout 2024;

It is the graph of total sample number, % success, suitable sample results and values above the limit;



It is the graph where all sample types of total samples can be seen;



We evaluate all our actions to ensure safe water use and consumption, safe food production and consumption, and general hygiene, and we base our evaluations on data with laboratory analyses.



In 2025, it is not possible for us to target a value other than 100% success rate in food, water, ice, pool water, Legionella, hand and surface swab analyses.




FOR SUSTAINABLE ENVIRONMENT

We are demonstrating sustainable environmental steps in design with the roof structure preferred to benefit from daylight in the architectural structure and the sun breakers used in the open area restaurant areas.



ARNOR


WE ASK FOR SUPPORT FROM OUR GUESTS AND EMPLOYEES FOR OUR GOAL OF PROTECTING NATURAL RESOURCES



Use me again tomorrow.
If you still want to have your towels
replaced, please place them
on the floor.

Havlularınızı yarın tekrar kullanın.
Yine de havlularınızın değişmesini
istiyorsanız, lütfen onları yere bırakınız.

Benutzen Sie mich morgen nochmal.
Möchten Sie Ihre Handtücher dennoch
ausgetauscht haben,
legen Sie sie bitte auf den Boden.



Thank you, you make difference.


Upon your request we did not change your linens.
Should you choose to have your linens changed
tomorrow, please place this card on the bed.
Together we can reduce detergent use and save
millions of liters of water.

Fark yarattığınız için teşekkür ederiz.

İsteğiniz üzerine nevresimlerinizi değiştirmedik.
Nevresimlerinizin değiştirilmesini isterseniz,
lütfen bu kartı yatağınızın üzerine bırakınız.
Birlikte deterjan kullanımını azaltarak milyonlarca
litre suyu koruyabiliriz.

Vielen dank, Sie machen den Unterschied.


Auf Ihre Anfrage haben wir Ihre Bettwäsche nicht
gewechselt. Sollten Sie sich dafür entscheiden,
dass Ihre Bettwäsche morgen gewechselt werden soll,
legen Sie bitte die Karte auf das Bett.
Gemeinsam können wir die Waschmittelnutzung
minimieren und Millionen von Liter Wasser sparen.



Even a drop is valuable!
We invite you to save water.

Bir damlası bile değerli!
Sizi suyu tasarruflu kullanmaya
davet ediyoruz.


Auch ein Tropfen ist wertvoll!
Wir laden Sie ein, Wasser zu sparen.



Please throw the toilet paper into the rubbish bin.
Thank you for your help.

Tuvalet kağıtlarını lütfen çöp kutusuna atınız.
Yardımanız için teşekkür ederiz.

Bitte werfen Sie das Toilettenpapier in den Mülleimer.
Vielen Dank für Ihre Hilfe.



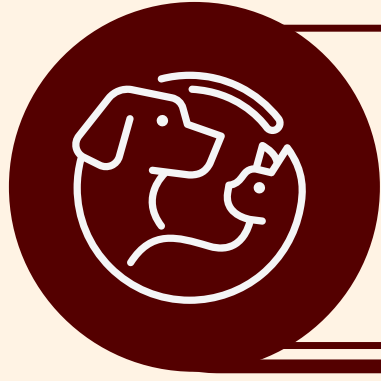
Please use only as much paper as you need,
let us protect our environment together.

İhtiyacımız kadar kullanalım,
çevremizi hep birlikte koruyalım.

Bitte benutzen Sie nur so viel Papier, wie Sie benötigen,
lassen Sie uns unsere Umwelt gemeinsam schützen.

We aim to achieve our goal of less chemical and water consumption with our bed linen and towel cards with the participation of our guests.

We invite our guests and employees to protect natural resources, reduce water consumption, and preserve wastewater.



Animal Rights and Our Attitude Towards Animal Rights

It is the information we provide to all our stakeholders about our animal rights and business perspective;

A human-oriented environmental protection policy also brings into question the protection of animals as part of the environment. The feeling of pity for animals and ethical values have had important effects on the emergence of animal rights. However, animal protection is the result of sustainability concerns rather than ethical values. Ecological balance must be protected in order to sustain life on earth. The concept of ecological balance covers all living and non-living nature. As a result of this approach, we adopt an environment-centered approach in which people are a part, rather than people-oriented environment. Therefore, we see the rights granted to animals as a result of animals being a part of all nature just like humans. Article 56 of our Constitution; It includes the provision "Everyone has the right to live in a healthy and balanced environment". In addition, Article 169 of the Constitution; "The state enacts the necessary laws and takes the necessary measures for the protection of forests and the expansion of the fields... No activities and actions that may harm the forests cannot be allowed," it says. The environment and forest are unthinkable without animals. In this respect, our Constitution envisaged the protection of not only the animals themselves, but also their habitats. Within this framework drawn by our Constitution, we see animal rights as an inseparable part of human rights and declare that we are against any kind of exploitation of animals.

HAYVAN HAKLARI VE HAYVANLARA KARŞI TUTUMUMUZ

İnsan odaklı bir çevre koruma politikası, hayvanların çevrenin bir parçası olarak korunmasını da gündeme getirir. Hayvanlara karşı acıma duygusu ile etik değerlerin, hayvan haklarının ortaya çıkmasında önemli etkileri olmuştur. Ancak, hayvanların korunması etik değerlerden çok, sürdürülebilirlik endişesinin sonucudur. Dünyada yaşamın sürdürülebilmesi için ekolojik dengenin korunması gerekmektedir. Ekolojik denge kavramı, tüm canlı ve cansız doğayı kapsamaktadır. Bu yaklaşımın sonucu olarak insan odaklı çevre yerine, insanın da bir parçası olduğu çevre merkezli bir anlayış benimsiyoruz. Bu nedenle, hayvanlara tanınan hakların, hayvanların da tıpkı insanlar gibi tüm doğanın bir parçası olmalarının bir sonucu olarak görüyoruz. Anayasamızın 56. maddesi; "Herkes, sağlıklı ve dengeli bir çevrede yaşama hakkına sahiptir" hükmünü içermektedir. Buna ek olarak, Anayasa'nın 169. maddesi; "Devlet, ormanların korunması ve sahaların genişletilmesi için gerekli kanunları koyar ve tedbirleri alır... Ormanlara zarar verebilecek hiçbir faaliyet ve eyleme müsaade edilemez..." demektedir. Çevre ve orman hayvansız düşünülemez. Bu açıdan Anayasamız hayvanların yalnızca kendilerinin değil, aynı zamanda onların yaşam alanlarının da korunmasını öngörmüştür. Anayasamızın çizdiği bu çerçevede, hayvan haklarını insan haklarının ayrılmaz bir parçası olarak görüyor, hayvanlarla ilgili her türlü sömürüye karşı olduğumuzu bildiriyoruz.

ANIMAL RIGHTS AND OUR ATTITUDE TO ANIMALS

A human-oriented environmental protection policy also brings into question the protection of animals as part of the environment. The feeling of pity for animals and ethical values have had important effects on the emergence of animal rights. However, animal protection is the result of sustainability concerns rather than ethical values. Ecological balance must be protected in order to sustain life on earth. The concept of ecological balance covers all living and non-living nature. As a result of this approach, we adopt an environment-centered approach in which people are a part, rather than people-oriented environment. Therefore, we see the rights granted to animals as a result of animals being a part of all nature just like humans. Article 56 of our Constitution; It includes the provision "Everyone has the right to live in a healthy and balanced environment". In addition, Article 169 of the Constitution; "The state enacts the necessary laws and takes the necessary measures for the protection of forests and the expansion of the fields... No activities and actions that may harm the forests cannot be allowed," it says. The environment and forest are unthinkable without animals. In this respect, our Constitution envisaged the protection of not only the animals themselves, but also their habitats. Within this framework drawn by our Constitution, we see animal rights as an inseparable part of human rights and declare that we are against any kind of exploitation of animals.

TIERRECHTE UND UNSERE EINSTELLUNG ZU TIEREN

Eine am Menschen orientierte Umweltschutzpolitik stellt auch den Schutz der Tiere als Teil der Umwelt infrage. Das Mitleid mit Tieren und ethische Werte haben wichtige Auswirkungen auf die Entstehung von Tierrechten gehabt. Tierschutz ist jedoch eher das Ergebnis von Nachhaltigkeitsbedenken als von ethischen Werten. Das ökologische Gleichgewicht muss geschützt werden, um das Leben auf der Erde zu erhalten. Der Begriff des ökologischen Gleichgewichts umfasst die gesamte belebte und unbelebte Natur. Als Ergebnis dieses Ansatzes verfolgen wir einen umgebungszentrierten Ansatz, bei dem Menschen ein Teil und nicht eine personenorientierte Umgebung sind. Daher sehen wir die den Tieren gewährten Rechte als Folge davon, dass Tiere ebenso wie Menschen Teil der gesamten Natur sind. Artikel 56 unserer Verfassung; es enthält die Bestimmung „Jeder hat das Recht, in einer gesunden und ausgewogenen Umwelt zu leben“. Darüber hinaus Artikel 169 der Verfassung „Der Staat erlässt die erforderlichen Gesetze und ergreift die erforderlichen Maßnahmen zum Schutz der Wälder und zur Ausweitung der Felder... es sind keine Aktivitäten oder Handlungen erlaubt, die den Wäldern schaden können.“ Umwelt und Wald sind ohne Tiere undenkbar. Insofern sieht unsere Verfassung nicht nur den Schutz der Tiere selbst, sondern auch ihrer Lebensräume vor. Innerhalb dieses durch unsere Verfassung gezogenen Rahmens sehen wir Tierrechte als untrennbaren Teil der Menschenrechte und erklären uns gegen jede Art der Ausbeutung von Tieren.

GM/ INFO-017





ANIMAL RIGHTS AND OUR ATTITUDE TOWARDS ANIMAL RIGHTS

CARETTA CARETTA

Caretta Caretta is a sea turtle species belonging to the Caretta genus. Caretta Carettas, which never come ashore except to lay eggs, are in the category of endangered creatures. Their numbers are dwindling today due to the settlement, reproduction capacity and light pollution of human beings. They are under protection as they are threatened with extinction. The second largest spawning area of Caretta Carettas in the Mediterranean (after Zakynthos island in Greece) and the largest spawning area in Turkey is the Mediterranean coast. In the area from the Manavgat River to Side, you are likely to encounter egg nests on the shores of the Boğaz and Mendirek.

In order not to damage the nests and eggs, it is not allowed to enter the beaches with passenger animals and vehicles. Sea turtles should never be hand fed. It should not be touched, it should be viewed from afar. Garbage should not be thrown on the beaches. Puppies that leave their nests should not be interfered with; they will instinctively reach the sea themselves. If you see a disoriented baby Caretta Caretta, direct it to the sea. No fire is lit on the beach and one cannot walk around with a lantern. Flash photography cannot be taken. No noise is made. No pits are dug in the nesting area; opened pits are closed. No dogs are allowed on the nesting beach. No fishing nets or fishing rods are thrown into the sea near the nesting beach.

Environmental Education Foundation of Turkey (TÜRÇEV); Association for Conservation and Survival of Sea Turtles, Mediterranean Seals and Sand Lilies (DEKAFOK); Organizations such as the Sea Turtles Research, Rescue and Rehabilitation Center (DEKAMER) and District Governorships, Municipality-Police teams work in coordination to detect the egg nests of Caretta Carettas. The nesting area is surrounded and protected. Spawning period is from May to September. In particular, Blue Flag facilities and businesses are responsible for protecting the nests.



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Caretta ist eine Meeresschildkrötenart, die zur Gattung Caretta gehört. Caretta Carettas, die nie an Land kommen, außer um Eier zu legen, gehören zur Kategorie der gefährdeten Arten. Ihre Zahl schwindet heute aufgrund der Besiedelung, der Fortpflanzungsfähigkeit und der Luftverschmutzung des Menschen. Sie stehen unter Schutz, da sie vom Aussterben bedroht sind. Das zweitgrößte Laichgebiet von Carettas im Mittelmeer (nach der Insel Zakynthos in Griechenland) und das größte Laichgebiet in der Türkei ist die Mittelmeerküste. In der Gegend vom Manavgat-Fluss bis Side werden Sie wahrscheinlich Eiermeister an den Ufern des Boğaz und Mendirek begegnen.

Um die Nester und Eier nicht zu beschädigen, ist es nicht gestattet, die Strände mit Nutztieren und Fahrzeugen zu betreten. Meeresschildkröten sollten niemals von Hand gefüttert werden. Sie sollten nicht berührt werden, sie sollten aus der Ferne betrachtet werden. Müll sollte nicht an die Strände geworfen werden. Jungtiere, die ihr Nest verlassen, sollten nicht gestört werden; Sie werden instinktiv selbst das Meer erreichen. Wenn Sie ein desorientiertes Baby Caretta sehen, lenken Sie es zum Meer. Am Strand wird kein Feuer angezündet und man kann nicht mit einer Laterne herumlaufen. Fotografieren mit Blitz ist nicht möglich. Es wird kein Lärm gemacht. Im Nistbereich werden keine Gruben ausgehoben; geöffnete Gruben werden geschlossen. Am Niststrand sind keine Hunde erlaubt. In der Nähe des Niststrandes werden keine Fischernetze oder Angelruten ins Meer geworfen.

Umweltbildungsstiftung der Türkei (TÜRÇEV); Verein zur Erhaltung und zum Überleben von Meeresschildkröten, Mittelmeerrobber und Strandlilien (DEKAFOK); Organisationen wie das Meeresschildkröten-Forschungs-, Rettungs- und Rehabilitationszentrum (DEKAMER) und Bezirksgouverneurs- und Stadtpolizeiteams arbeiten eng zusammen, um die Eiermeister von Caretta Carettas zu entdecken. Der Nistplatz ist umzäunt und geschützt. Laichzeit ist von Mai bis September. Insbesondere Einrichtungen und Unternehmen mit blauer Flagge sind für den Schutz der Nester verantwortlich.

Caretta Caretta, Caretta cinsine bağlı bir deniz kaplumbağası türüdür. Yumurtlamak haricinde karaya hiç çıkmayan Caretta Caretta'lar, nesli tükenmekte olan canlılar kategorisinde yer alıyor. İnsanlığınun yerleşme, çoğalma kapasitesi ve ışık kirliliği nedeniyle bugün sayıları giderek azalıyor. Nesli tükenme tehdidi altında olduğu için koruma altındalar. Caretta Caretta'ların Akdeniz'deki en büyük ikinci (Yunanistan'ın Zakintos adasından sonra), Türkiye'deki en büyük yumurtlama alanı Akdeniz sahildir. Manavgat Nehri'nden Side'ye kadar olan alanda, Boğaz ve Mendirek sahillerinde yumurta yuvaları ile karşılaşma ihtimaliniz bulunmaktadır.

Yuvaların ve yumurtaların zarar görmemesi için sahillere binek hayvanı ve taşıtlarla girilmez. Deniz kaplumbağaları asla elle beslenmemeli. Dokunulmamalı, uzaktan izlenmeli. Sahillere çöp atılmamalı. Yuvasından çıkan yavrulara müdahalede bulunulmamalı; içgüdüsel olarak denize kendileri ulaşacaklardır. Eğer yönünü şaşırılmış yavru Caretta Caretta görürseniz denize yönlendiriniz. Sahilde ateş yakılmaz ve fenerle dolayılmaz. Flaşlı fotoğraf çekilmez. Gürültü yapılmaz. Yuvalama alanında çukur açılmaz; açılan çukurlar kapatılır. Yuvalama kumsalına köpek sokulmaz. Yuvalama kumsalı yakınlarında denize balık ağı ve olta atılmaz.

Türkiye Çevre Eğitim Vakfı (TÜRÇEV); Deniz Kaplumbağaları, Akdeniz Fokları ve Kum Zambakları Koruma ve Yaşatma Derneği (DEKAFOK); Deniz Kaplumbağaları Araştırma, Kurtarma ve Rehabilitasyon Merkezi (DEKAMER) gibi kuruluşlar ile Kaymakamlıklar, Belediye- Zabıta ekipleri koordineli çalışarak, Caretta Caretta'lara ait yumurta yuvalarının tespiti yapar. Yuvalama alanı çevrilerek koruma altına alınır. Yumurtlama dönemi Mayıs- Eylül ayları arasındır. Özellikle Mavi Bayrak sahibi tesisler ve işletmeler yuvaları korumakla sorumludur.





ARNOR

FOR SUSTAINABLE ENVIRONMENT



Bir küçük kalem pil, dört metrekare toprağı üretim yapamaz hale getiriyor!

Ömrünü tamamlayan pilleri çöpe atmıyoruz. Doğaya zarar vermeyecek şekilde bertaraf edilmesi için yetkili firmaya teslim ediyoruz.

Siz de sürdürülebilir bir çevre için destek olun ve pilleri çöpe atmayın.

One small battery makes four square meters of land uncultivable!

We don't throw away expired batteries. We deliver it to the authorized company for disposal in a way that will not harm the nature.

Support the sustainable environment and don't throw the batteries away.

Eine kleine Batterie macht vier Quadratmeter Land unbaubar!

Wir werfen abgelaufene Batterien nicht weg. Wir liefern es an den autorisierten Betrieb zur umweltgerechten Entsorgung. Unterstützen Sie die nachhaltige Umwelt und werfen Sie die Batterien nicht weg.

GM/ INFO-016

1 küçük kalem pil,
4 METREKARE toprağı üretim yapamaz hale getiriyor!

EVLERİNİZDE ÖMRÜNÜ
TAMAMLAYAN PİLLERİNİZİ
ÇÖPE ATMAYIN,

BİZE GETİRİN!

SİZ DE DAHA GÜVENİLİR VE
SÜRDÜRÜLEBİLİR BİR ÇEVRE
İÇİN DESTEK OLUN.



Sorumlu Kişi

1 litre atık yağ,
1 MİLYON litre suyu kirletiyor!

EVLERİNİZDE ÖMRÜNÜ
TAMAMLAYAN KIZARTMALIK
YAĞLARINIZI DÖKMEYİN,

BİZE GETİRİN!

SİZ DE DAHA GÜVENİLİR VE
SÜRDÜRÜLEBİLİR BİR ÇEVRE
İÇİN DESTEK OLUN.



Sorumlu Kişi: Kalite Müdürü

We invited both our employees and businesses in our region to deliver their used batteries and cooking oils that will no longer be used at home to us instead of throwing them away.

In this context, both our employees and businesses in the region deliver their used batteries and cooking oils to us for disposal or recycling without harming the environment to licensed companies.



ARNOR



Cover the obstacles of life!

Within the scope of the Plastic Cap Project, we collect plastic bottle caps in our hotel.

We invite our guests and employees to support this Project. We support the supply of manual or battery powered wheelchairs to those in need through the Turkish Spinal Cord Paralysis Association.



**Don't throw away the plastic caps.
Collect them with us so we can buy
battery/manual wheelchairs for people with
spinal cord palsy.**

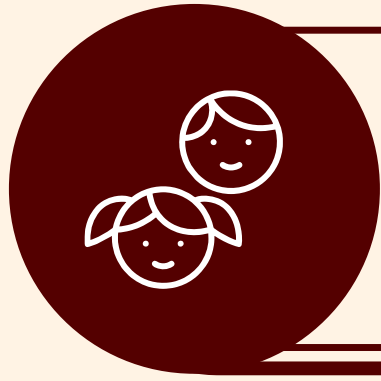
Plastik kapakları atmayın, biriktirelim.
Bir kapak, bir kapak daha biriksin, omurilik felçlileri
için akülü ve manuel sandalye alalım.

Werfen Sie die Plastikdeckel nicht weg.
Sammeln sie diese mit uns zusammen, damit wir
Menschen mit Rückenmarkslähmung
batteriebetriebenen/ manuellen Rollstuhl kaufen
können.

Не выбрасывайте пластиковые колпачки.
соберите их вместе с нами, чтобы мы могли
купить инвалидные коляски на
батарейках/ручные для людей с параличом
позвоночника.

GM/ INFO-008





For Our Child Guests

In addition to the fun activities we offer to our child guests, we raise awareness about sustainability by organizing activities with recycled materials.





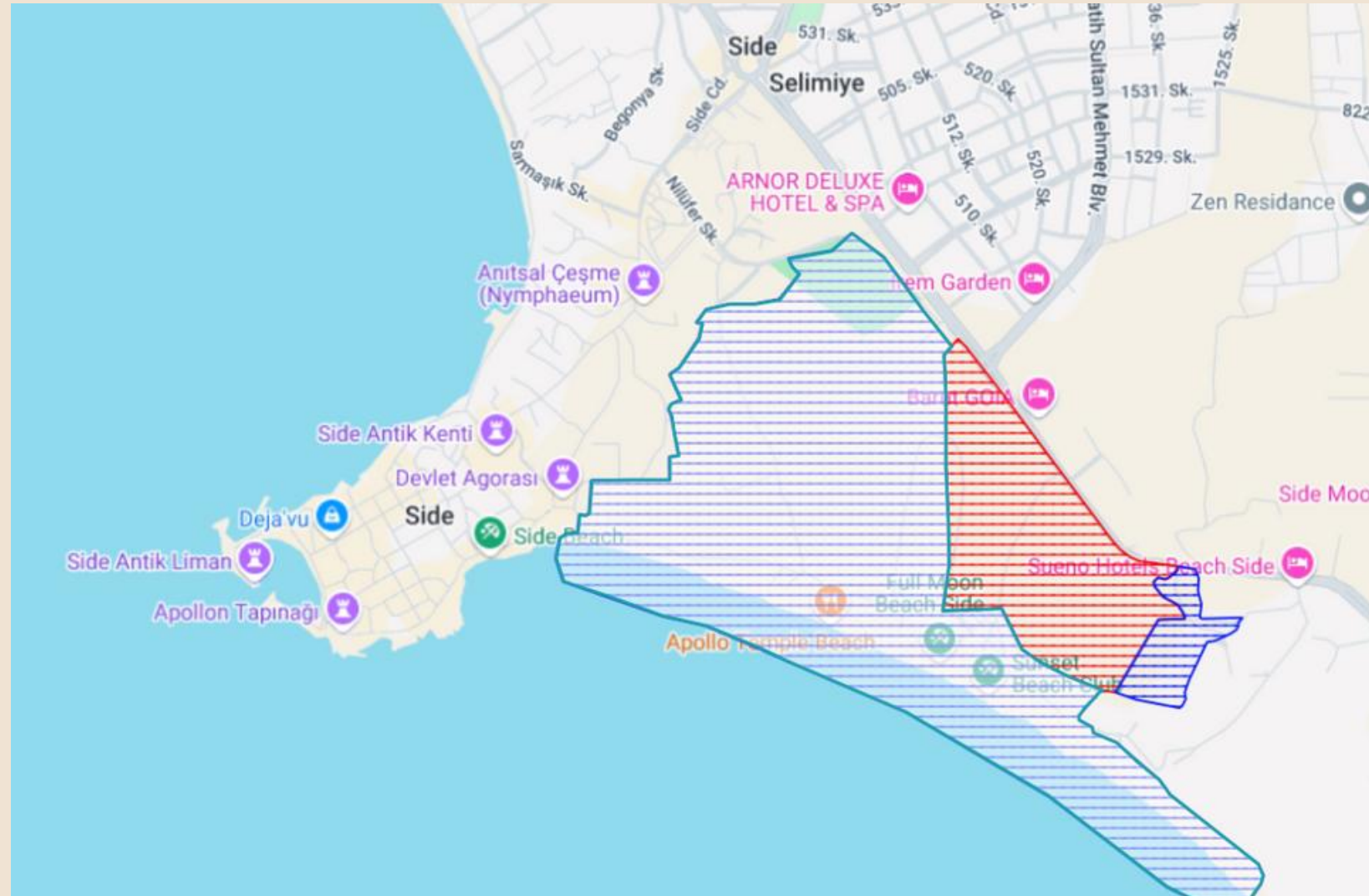
Out Tangible and Intangible Cultural Herigate



We include local flavors specific to the Antalya region where our business is located in our menu and inform about them. With the theme of 'Turkish Night', we ensure that other cultural traditions are exhibited in addition to Anatolian dishes on certain days. We promote the tradition of pouring water after someone goes, rug weaving done in the Antalya region, and the meanings of the shapes used in the weavings by exhibiting them in our hotel.

NATURAL SITE AREAS

They are areas that need to be protected above ground, underground or underwater, belonging to geological, prehistoric and historical periods and that need to be protected due to their rarity or their characteristics and beauty. Natural protected areas are divided into three categories as sensitive areas to be protected, qualified natural conservation areas and sustainable conservation and controlled use areas. In the determination studies to be carried out in these areas, it is essential to obtain the opinions of the relevant institutions and organizations according to the characteristics of the area.



There are areas near our business in the Manavgat district of Antalya province that have been designated as 'Qualified Natural Protection Area' and 'Sensitive Area to be Strictly Protected' by the Ministry of Environment, Urbanization and Climate Change. In this context, we are aware of the need to structure and operate in accordance with the requirements of legislative protection. We are following the legislative changes to be made by the relevant ministries.

As an ecosystem, forests provide many services to nature and people. These services consist of many services such as providing habitat, oxygen production, water production, soil protection, biodiversity, carbon storage, nutrient cycling, wood production, air purification, recreation and education under the name of forest ecosystem services.

We declare that we have made our regular target the support we give to the afforestation projects carried out by the TEMA Foundation.



The plant species we grow in our hotel field have been selected considering their need for water within the scope of protecting natural resources. We mostly introduce plants that are resistant to drought, but are endemic and 'can be grown' in our region to our guests.



Explore with Arnor

OLEA EUROPAEA

AR NOR
DESIGN, TRAVEL & SPA

ECO FRIENDLY
CULTURALLY SENSITIVE

Little Water

Yazın Ağacı

Anavatanı Suriye ve Türkiye'dir. 15 m'ye kadar boy yapabilir. Her dem yeşil, mızraklı yaprakları vardır. Yaprığın üst yüzü koyu gri-yeşil ve tüysüz, alt yüzü mavimsi gümbeşlidir. Çiçekler teker teker yaprakların koltuğunda veya terminal durumlarda bulunur, beyaz ve güzel kokuludur. Gövde çok dalı, gri renkli, çok pürüklü kabukludur. Ortamları sever. Gövdesinin kullandığı mekana tarihi bir dokü katar. Soliter kullanımları dışında her yerde yetiştirilebilir.

Olea is a genus of evergreen trees or shrubs, growing up to 15 m, native to Syria and Turkey. The leaf is grey-green while thick, and subulate with very short petiole. Upper part of the leaf is stipule or on terminal bud in white and fragrant. Stem has many branches and is gray; the bark is very scabrous. It is exhibited in sunny habitats. Its bark creates an historical influence in where it is exhibited. Suitable for Bonsai.

Его родиной являются Сирия и Турция. Может вырасти до 15 м высотой. У него короткое стебли, жесткие кожистые листья. Верхняя поверхность листа темно-серо-голубовато-серебристая, покрытая белыми густыми шелковистыми волосками. Нижняя поверхность листа или в вершинных черешковых соцветиях, белые и ароматные. Цветки одиночные, с очень грубой корой. Он засухоустойчив. Он любит солнечные условия. Подходит для одиночного использования в помещении. Можно выращивать везде, кроме внутренних частей Анатолии.

Yaprak dökme ve her dem yeşil türleri bulunmaktadırlar. Yaprak dökme türleri önce çiçekleri sonra yaprakları açar. Yaprak dökme türleri ise Mayıs-Ağustos aylarında çiçekleri açar. Beyaz, pembe, kırmızı, mor ya da sarı renkli çiçekleri güzel ve kokuludur. Türkiye'nin her bölgesinde uygun koşullar sağlanarak yetiştirilebilir.

Beyaz Çiçekli Manolya

Magnolia has evergreen or deciduous species, growing up to 30-40 m. The leaves are simple, leathery and cross-venulate with entire margins. Flowers bloom prior to foliation in deciduous species. The flowers are showy and fragrant. It is generally planted as a solitary tree in May-August. White, pink, red, purple or yellow flowers are showy and fragrant. It is generally planted as a solitary tree in every region of Turkey under suitable conditions.

Мagnolия Грандифлора Галлесисинис

Есть листопадные и вечнозеленые виды. Они вырастают до 30-40 м. Листья простые, кожистые, края прямые или сегментированные. Листопадные виды сначала раскрывают цветы, а затем листья. Вечнозеленые виды цветут в мае-августе. Его белые, розовые, красные, фиолетовые или желтые цветы красивые и ароматные. Используются как одиночные, можно выращивать в любом регионе Турции при наличии подходящих условий.

Explore with Arnor

MARGARITA

AR NOR
DESIGN, TRAVEL & SPA

ECO FRIENDLY
CULTURALLY SENSITIVE

Fragrant Plant

Suitable for Bonsai

Yaprak dökme ve her dem yeşil türleri bulunmaktadırlar. Yaprak dökme türleri önce çiçekleri sonra yaprakları açar. Yaprak dökme türleri ise Mayıs-Ağustos aylarında çiçekleri açar. Beyaz, pembe, kırmızı, mor ya da sarı renkli çiçekleri güzel ve kokuludur. Türkiye'nin her bölgesinde uygun koşullar sağlanarak yetiştirilebilir.

Explore with Arnor

MAGNOLIA GRANDIFLORA

AR NOR
DESIGN, TRAVEL & SPA

ECO FRIENDLY
CULTURALLY SENSITIVE

Full SUN

Bird Attracting Plant

Coastal Plant

Tree

Ornamental Leaves

Ornamental Flowers

LOCAL COOPERATIONS

We take care to work with suppliers located in nearby regions to contribute to the commercial volume of the region. Our goal of reducing the impact on the environment by minimizing the greenhouse gas emissions of our supplier companies' delivery vehicles is another reason for our desire to work with local suppliers in the region.

In 2024, among the companies in our supply chain;
While the percentage of local suppliers in the 'food and materials' category is 51,94%,
this rate is 89,55% in the 'technical materials and services' category.



We aim to increase our local supplier ratio from 69,44% in 2024 to 69,5% in 2025.



*The borders of our district, Manavgat, are the borders we use as a basis in determining this rate.



Methods of Communication With Our Stakeholders

In order to establish and maintain strong communication with all our stakeholders, our existing and developing communication channels are;

With our guests, one-on-one meetings, on-site briefings, surveys, social media and websites,
With our employees, one-on-one meetings, on-site briefings, group meetings and trainings, performance evaluations,
With our suppliers, one-on-one meetings, purchasing specifications, supplier evaluations and meetings, via e-mail,
With local communities, social projects, activity reports, meetings and social media,
With public institutions, through meetings and activity reports.




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★★★★★

thank you

LET YOUR SOUL FREE