



# **SELGE BEACH RESORT**

## **SUSTAINABILITY REPORT**

### **2024**



## ABOUT US

# SELGE BEACH RESORT ABOUT US

Kurttas Kardeşler Turizm İnş. San Tic. Ltd. Şti. operates Selge Beach Resort Hotel; It was built on 02/10/1996 as a result of the allocation by the Ministry of Forestry to Altinkum Tatil Köyü Turizm Ticaret A.Ş. with its then name.

The founding members of Kurttas Company, which was registered and established on 06/10/2011 with the aim of separating its activities in the tourism sector from other activities in the process of institutionalisation, are also two of the board members of Altinkum Company, the allocation owner.

The registration of the company established on 06/10/2011 as Selge Beach Resort branch was made by Manavgat Chamber of Commerce on 01/01/2012 and tax liability was started by Manavgat Tax Office on 06/01/2012.

The facility has been operated by Kurttas Company since 2012 and continues its activities by restructuring, modification, repair, innovation, renovation, revision and new investments every year.



## ABOUT US

# SELGE BEACH RESORT ABOUT US

These new investments are made on the basis of guest satisfaction in the light of the comments of the visitors who have completed their stay. Our facility is put into service every year after the units are redesigned according to these demands.

Selge Beach Resort hotel has 749 rooms and 1599 bed capacity. Our facility with the first and only different concept of the region with its non-alcoholic Ultra All Inclusive concept; It serves world tourism in Kızılağaç Tourism Centre with different room options.

Our facility; In accordance with the concept of Non-Alcoholic Ultra All Inclusive Family Hotel, it responds to the demands of individual guests as well as distinguished agencies, and also hosts group meetings and non-alcoholic football organisations with one regular turf football field and one synthetic turf football field.

In addition to live music activities with a portfolio of elite artists on the days determined during the week, famous artists from within and outside our country also take the stage during the season with their superior performances.





## ABOUT US

# SELGE BEACH RESORT ABOUT US

The facility, which works with Turkey's proven halal food certified high-level supplier companies, offers its guests open buffet restaurant and a la carte service with special flavours and food variety.

In the facility where the number of Food and Beverage Outlets is quite high and the service time is long; breakfast ends at 11.00 am in the main restaurant and food and beverage service continues uninterruptedly.

Since the establishment of the facility until today; the vision and image of the facility in the international market is at a high level due to the services and quality it offers, and the diversity of guests is quite high.

Adult and children's animations and Mini Club activities are enriched with professional adult and children's shows brought to the facility from outside.

The mixed pool (family pool), which was revised upon demand, serves in addition to the separate male and female pools.



## ABOUT US

# SELGE BEACH RESORT ABOUT US

In addition to the area with a capacity of 2000 people, which can serve all kinds of organisations by the pool within the facility, the amphitheatre, which is offered to the same number of guests, is used as an alternative.

In our Selge Beach Resort Hotel; With the service provided as a Non-Alcoholic Ultra All Inclusive Family Hotel; a wider and more diverse guest group can be served.

The first target of the facility is guest satisfaction; it is ensured by the quality of the service provided and the flexibility applied in the hotel rules; the evaluation of the guest demands of the previous years and the preparation of the next year is made during the period when the facility is closed.



## OUR VISION

Uncompromising quality,  
Concern for the environment,  
Human respect,  
Leadership in alternative tourism,  
Leading our staff,  
Hospitality for our customers,  
Quality in service,  
Scientificity in quality.

## OUR MISSION

To be a company that aims to use our own resources effectively and efficiently for the interests of our guests and our country in our facility, which has adopted the basic principle of adherence to moral and universal values, respect for customer rights and freedom.

# ENVIRONMENTAL PROTECTION AND WASTE MANAGEMENT POLICY

In our business, we protect the environment, prevent pollution, reduce our negative impacts on the environment and give importance to its protection.

For this;

## POLICIES

- We comply with legal regulations and try to reduce our impact on the environment.
- We take care to effectively separate our wastes according to their groups and hazard classes at the source.
- We know that using hazardous substances and chemicals only when necessary and as much as necessary will reduce both the negative effects on the environment and the amount of waste,
- We contribute to the protection of nature by preferring materials with "recycling" and "environmentally friendly" labels. We try to create opportunities for reuse,
- We take care to use disposable materials such as paper, napkins, toilet paper, packaging as much as necessary and leave less waste to the nature,
- We store wastes correctly, in separate areas according to their characteristics, deliver them to licensed/authorised companies without exceeding the legal storage time limits and keep their records,
- We try to use water, energy and all natural resources economically. We share this sensitivity with our employees, guests and suppliers.
- We measure our performance in environmental management, monitor this data with targets and try to improve our performance.
- We aim to educate our employees about the environment and increase their sensitivity.



# ENERGY EFFICIENCY POLICY

In order to protect our world from possible dangers, we use our energy efficiently and set targets to reduce our energy consumption.

For this;

- We follow national and international standards, laws and regulations in order to fulfil both our responsibilities towards nature and our legal obligations, we voluntarily carry out studies to reduce energy use and/or continuously improve our energy consumption performance, and we monitor the results of our studies.
- We set targets and include energy efficiency in our training programmes to ensure the participation of our employees.
- We care about co-operating with all our stakeholders to create common goals and results in energy management. We endeavour to maintain our interaction with our guests, employees, visitors and all our business partners in order to reach a total level of awareness and consciousness on these issues.
- We endeavour to research, find, purchase and use products, equipment, equipment and technology alternatives suitable for energy efficiency.
- We assess energy risks or emergencies that may arise such as energy shortages and plan the measures that can be taken.



## POLICIES

# SUSTAINABLE PURCHASING POLICY

It is the main goal of our hotel to provide the best quality service with the support of all our collaborators. All products purchased in line with this goal are evaluated and purchased within the scope specified below.

- We always support local producers and procure products from local suppliers whenever possible.
- We introduce local products and traditions to our guests.
- We work with companies that have fulfilled all environmental and energy requirements.
- We work with companies that support recycling that have adopted an environmental and energy policy.
- We always give priority to domestic products instead of imported products.
- We prefer products that cause less waste generation.
- We do not use products that consume outside the EU energy group unless we have to.
- We do not use products containing harmful gases.

Our hotel, which competes in the national and international market, supports the continuous development of not only its employees but also our collaborators in order to achieve better.



# CHILD RIGHTS POLICY

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

To ensure this;

- We do not allow child labour in our own organisation and expect the same sensitivity from all our business partners.
- We provide environments/opportunities that contribute to the development of children within the enterprise, where they can express their thoughts, wishes and feelings freely and feel free and comfortable.
- We provide training to our employees on the prevention and recognition of child abuse.
- We make sure that children are under adult supervision in the activities they participate in.
- We organise trainings and support related projects to raise awareness on the protection of children's rights.
- When we witness suspicious activities involving children, we first inform the hotel management and seek help from official organisations when deemed necessary.

# WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

We attach importance to gender equality in our business.

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



## OUR SUSTAINABILITY APPROACH

Meeting the needs of our guests and the people of the region by considering future generations, protecting natural resources and wildlife, saving energy and water and improving the quality of life are the basis of our sustainability activities.

We respect the environment and people in order to be respected in the world. Without compromising the comfort of our guests, we aim to control the amount of water, electricity, energy, chemicals, solid waste and minimise the damage to the environment and natural resources. With the measures we have taken in the light of sustainable tourism principles, the use of natural resources has been reduced, and practices have been updated to minimise and, if possible, eliminate the damages to soil, water and air.





## RECYCLABLE WASTE

Waste management includes the reduction of waste at its source, reuse, separation according to its characteristics and type, temporary storage, recycling, recovery, disposal, monitoring, control and supervision activities after disposal.

As Selge Beach Resort & SPA, we primarily aim to reduce waste at its source. We manage our wastes by considering the principle of minimum damage to the environment. For this purpose, we request support from our guests and employees.



## Our Activities for Waste Minimisation;

There are waste stations in general areas and guest rooms.

All recyclable wastes collected are delivered to licensed companies and recycled.

Recycled and recyclable packaging is preferred.

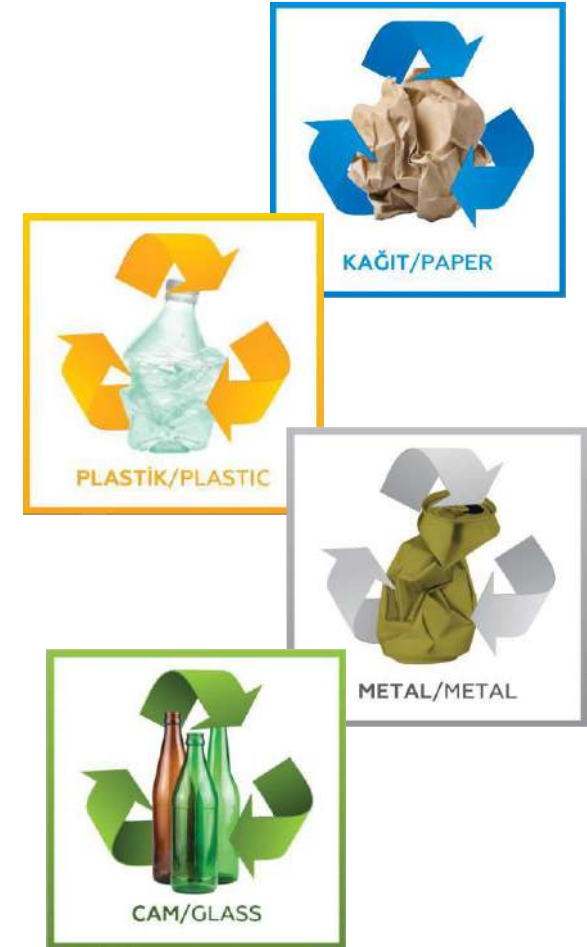
Our personnel are regularly trained on waste management.

Food waste and waste amounts are reduced by fully implementing food safety criteria.

A potato peeling machine is used for potatoes so that the staff can peel and cut vegetables better and avoid waste.

We pay attention to the use of glass packaged products with deposit. Large packaged products are preferred.

In order to reduce our paper consumption, we make our correspondence electronically as much as possible.



## Our Activities for Waste Minimisation;

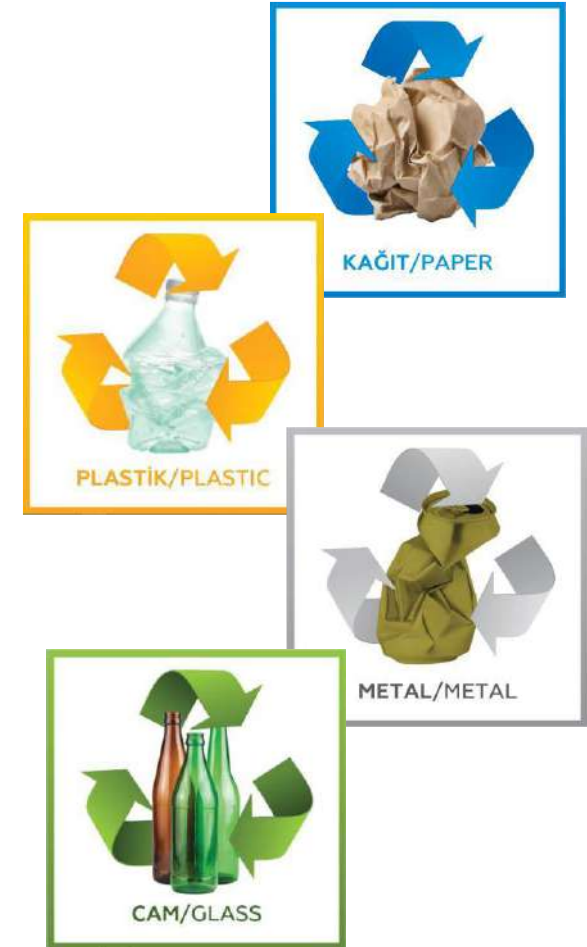
We prioritise the supply of large packaged products wherever possible in purchases, thus trying to prevent the formation of excess packaging waste.

We try to reduce packaging waste by purchasing large packaged boxes and buckets instead of disposable breakfast products.

Leftover bread is given to the fish in the stream near the coast of the facility and to the poultry in the facility.

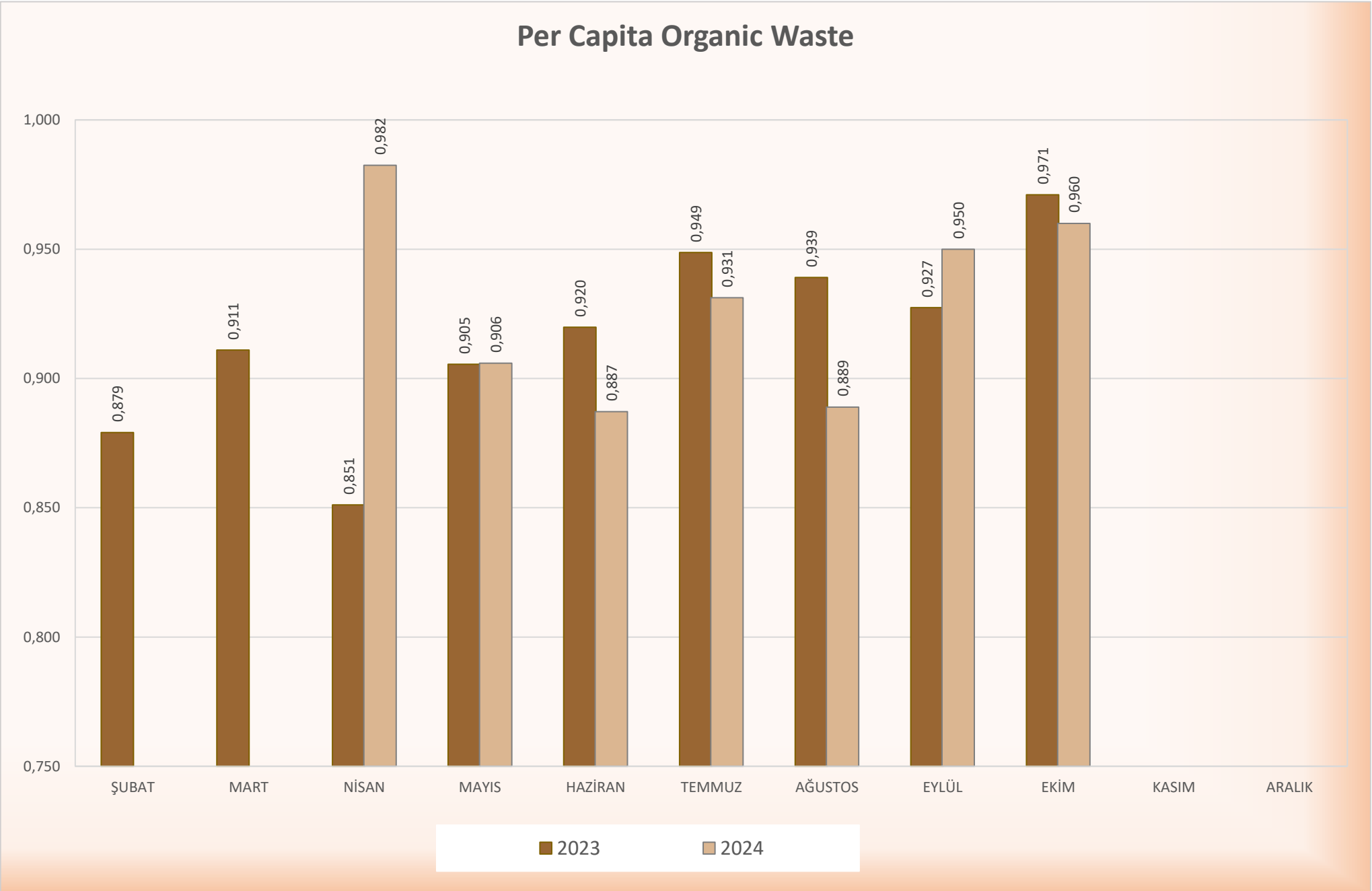
We store our vegetable waste oil and hazardous wastes as stipulated by law and send them to disposal/recycling with licensed companies.

Concentrated product is selected for the chemicals used in room cleaning and dosing system is used. In this way, we get more effective results in less doses and protect the environment with minimum waste.

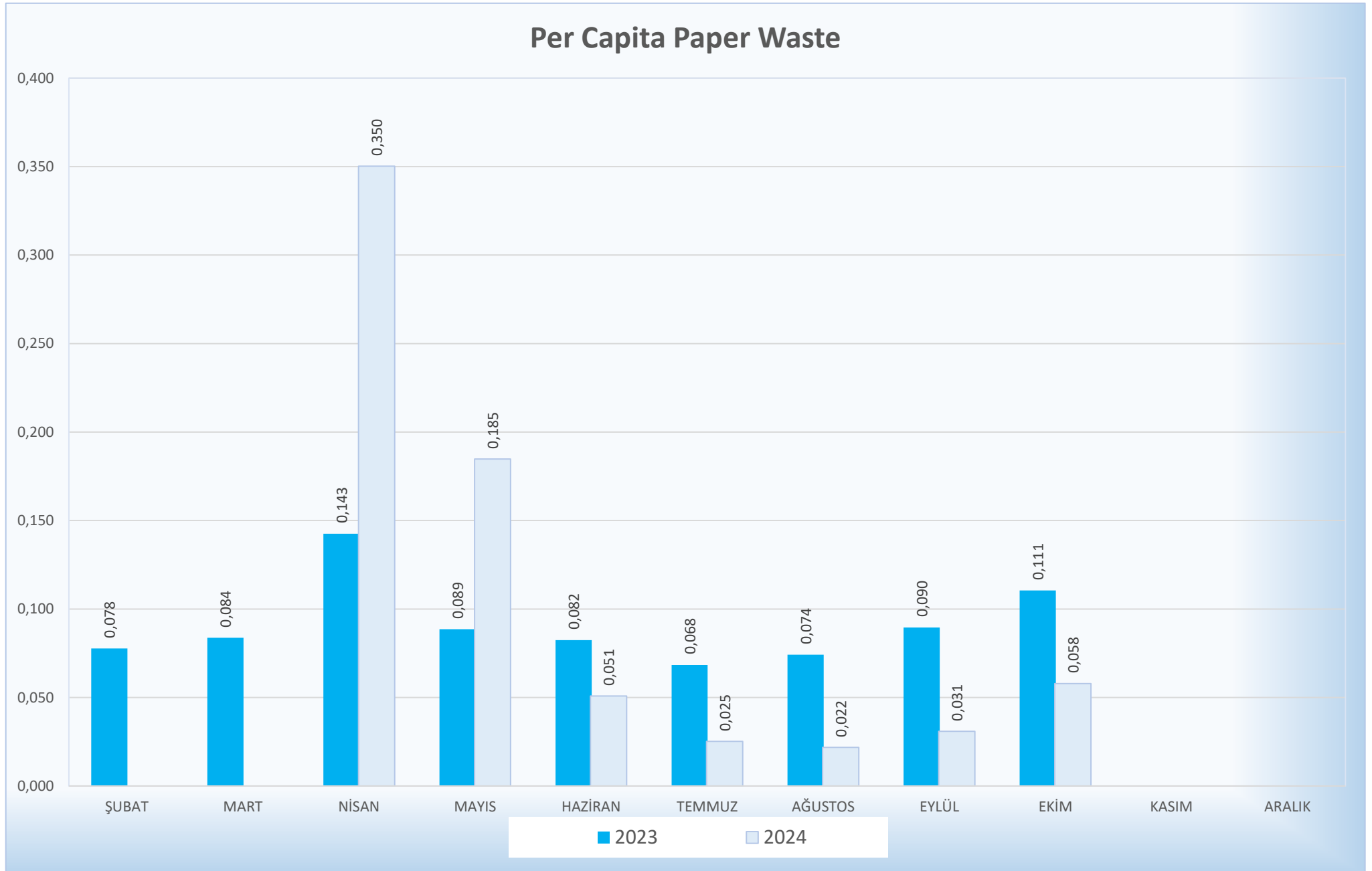




WASTE  
MANAGEMENT

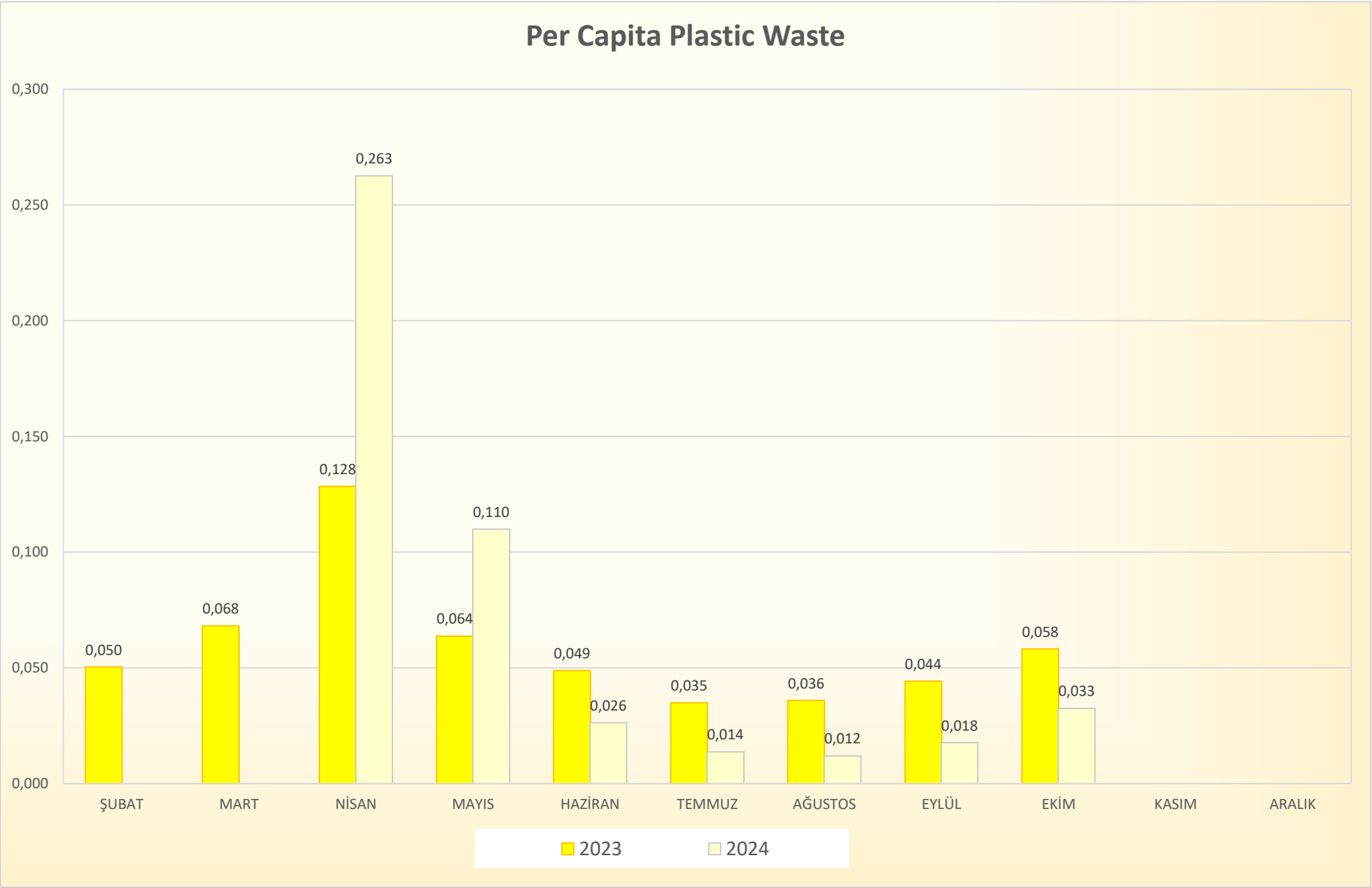






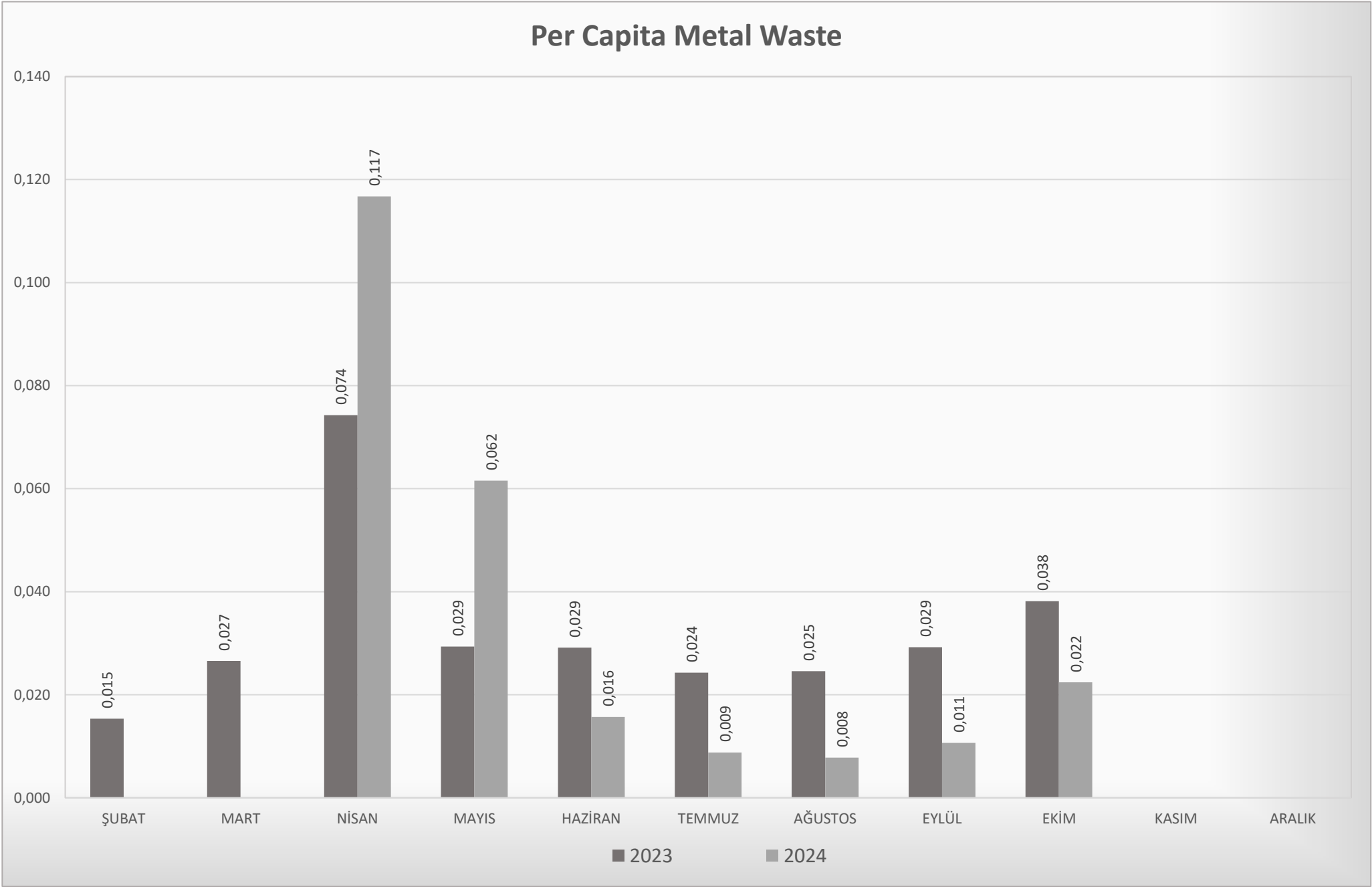


WASTE  
MANAGEMENT



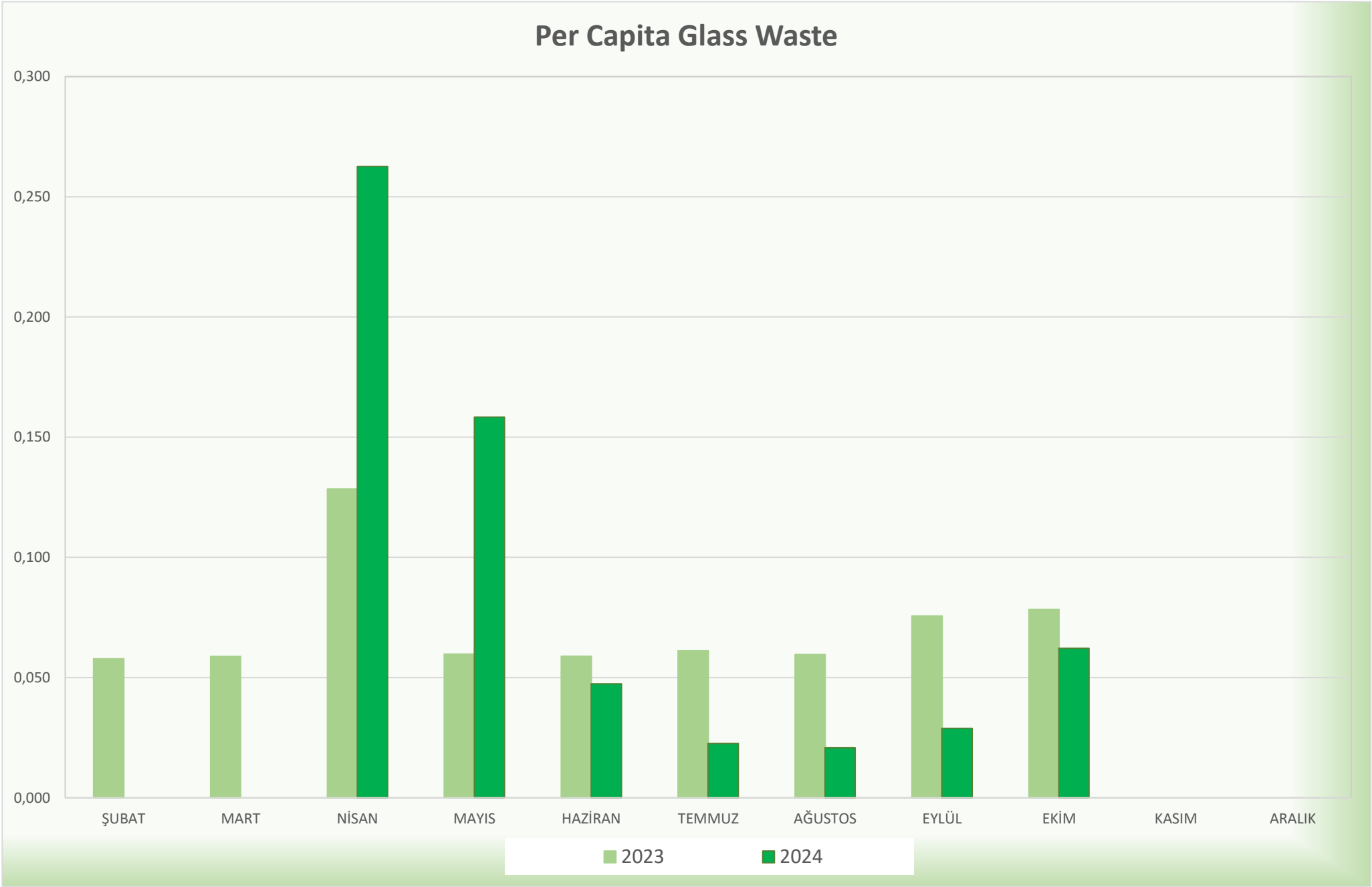


WASTE  
MANAGEMENT





WASTE  
MANAGEMENT





## HAZARDOUS WASTE

In order to dispose of hazardous wastes generated in our hotels without harming the environment, we collect hazardous wastes generated as a result of our activities in our hazardous waste temporary storage areas under appropriate conditions, label them and deliver them to licensed companies for disposal or evaluation in accordance with the law.

In 2023, a total of 10540 kg and in 2024, a total of 9781 kg of hazardous waste was delivered to licensed companies from our facility. We ensure the collection of wastes and their disposal by delivering them to licensed companies and raise awareness by providing trainings to our employees on this issue.

We have waste battery boxes at various points within the hotel to prevent damage to nature.

During trainings, our employees are reminded to bring waste batteries from their homes to the facility.

The collected waste batteries are sent to TAP.



## USE OF CHEMICALS

Cleaning with the environment in mind also means having as little negative impact on health and the environment as possible.

Damage to the environment can be minimised not only by using environmentally friendly cleaning products, but also by using these products economically and adjusting their dosage well. In this way, the total damage of chemicals to the environment can be significantly reduced.

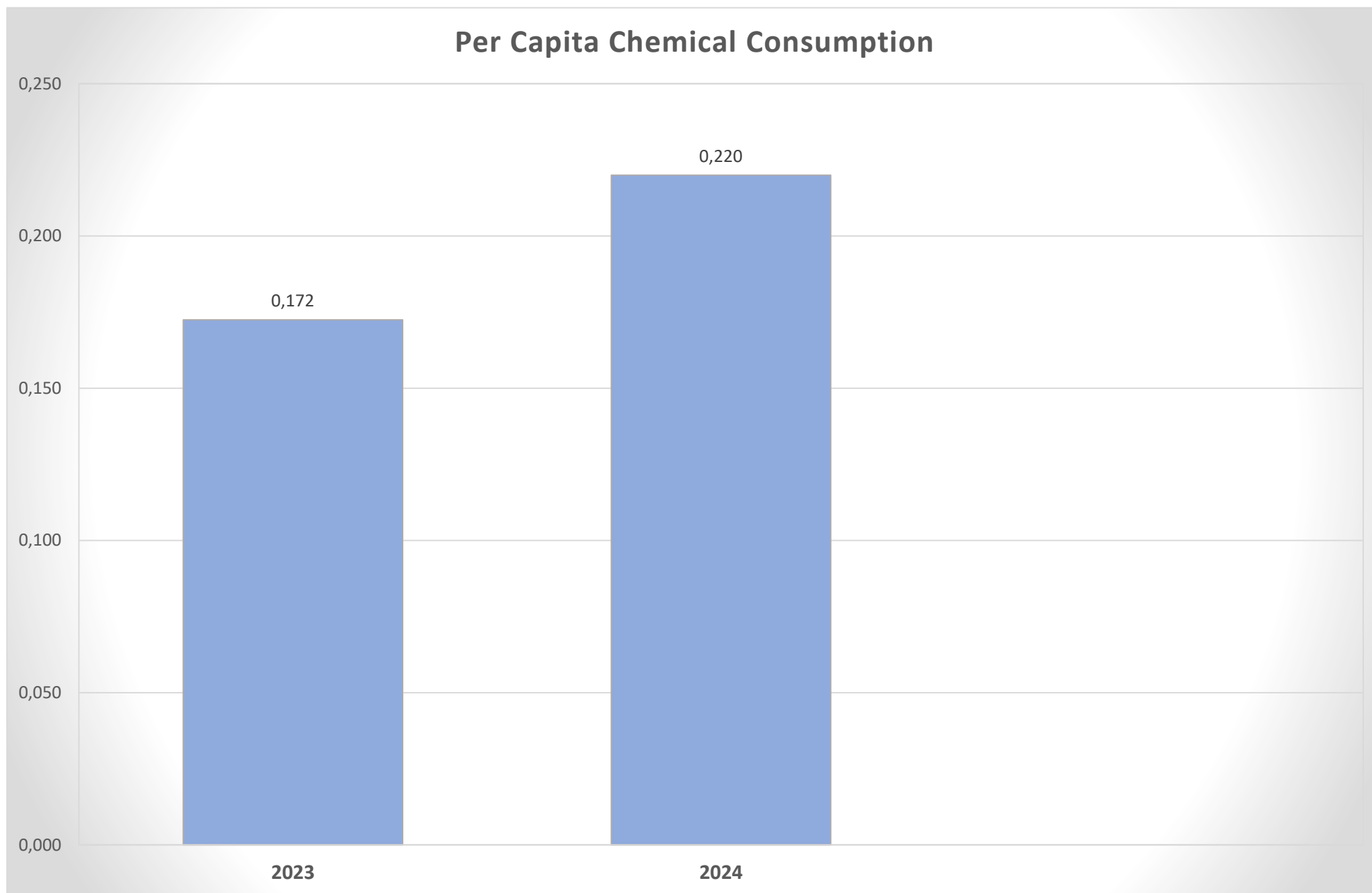
We work with the relevant companies for the safe disposal of packaging contaminated with chemicals and follow up contaminated wastes.

We use automatic dosing systems that use minimum amount of chemicals for proper hygienic application in our pools.

The biological solubility of the general chemicals we use is high and we especially evaluate this criterion in new purchases.

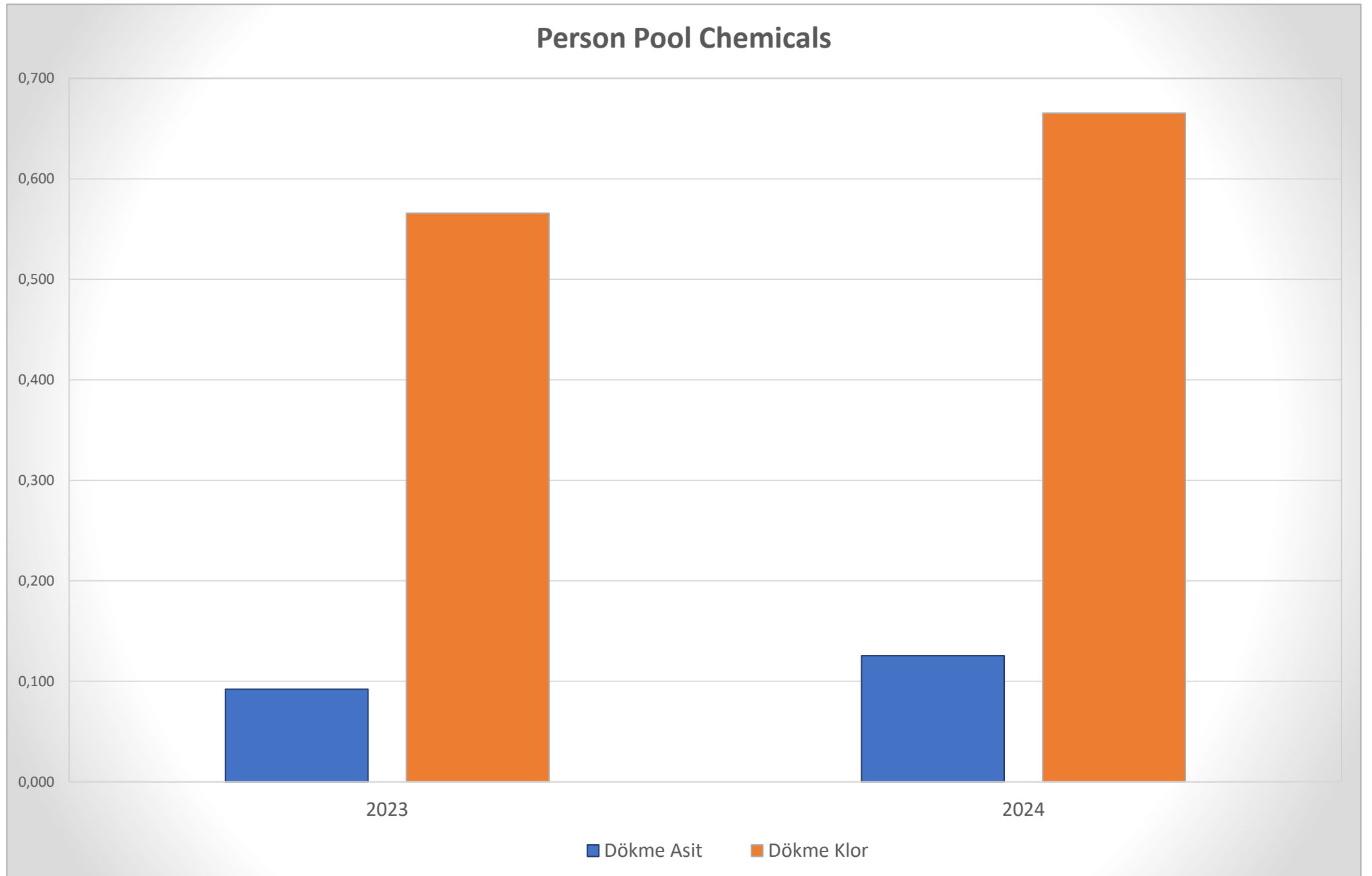


## USE OF CHEMICALS





## USE OF CHEMICALS





## USE OF CHEMICALS

We check that the drugs used by the pest control company we outsource are products that do not harm human health and the environment. We try to make more use of natural measures (fly catcher, adhesive paper, etc.) and try to reduce the consumption of chemicals from spraying.

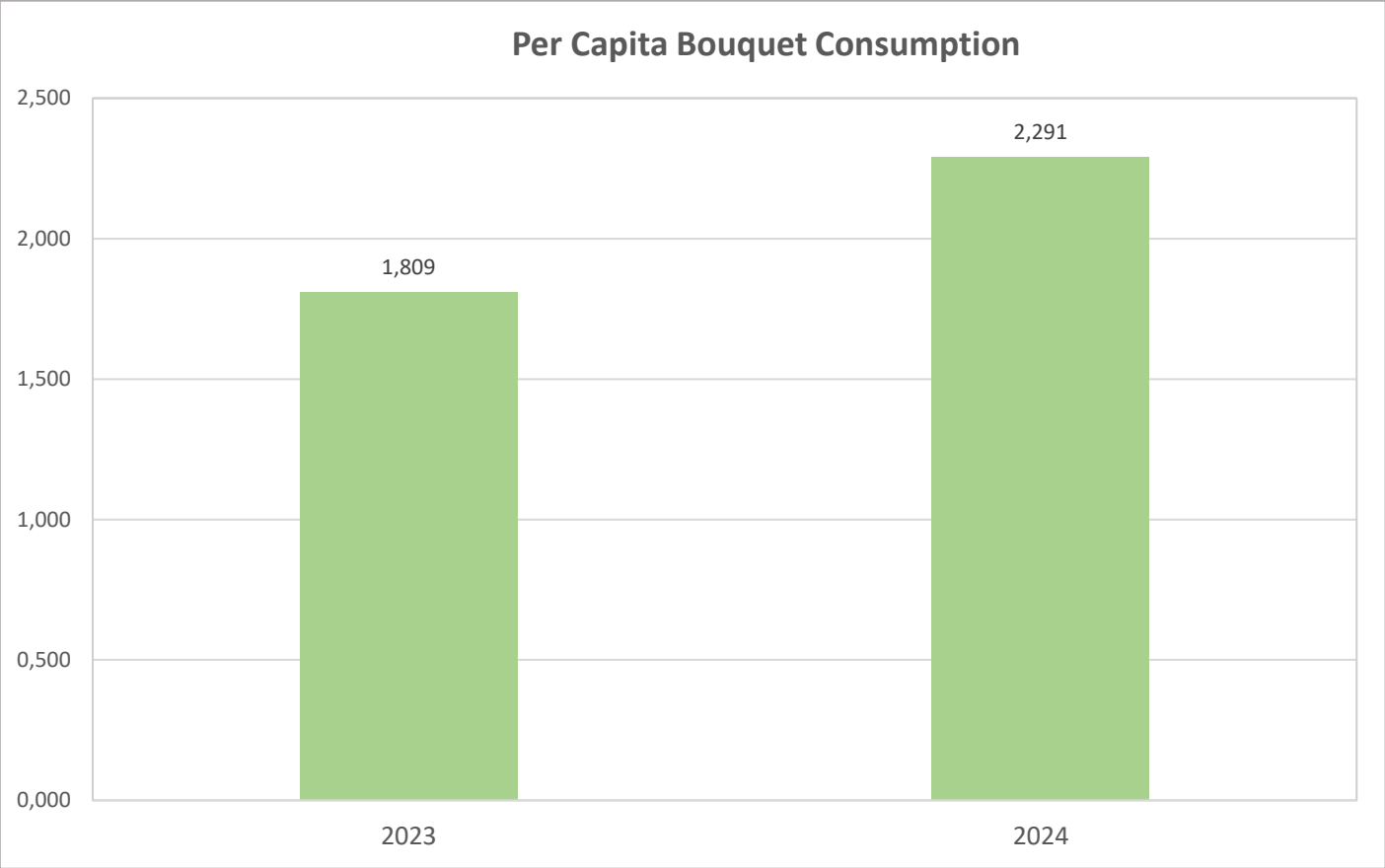




**DISPOSABLE  
PRODUCTS**

# BOUCLE MATERIALS

Within the scope of our sustainability efforts, per capita consumption of boucle products is reduced with refill/cartridge liquid soap, shampoo and shower gel.

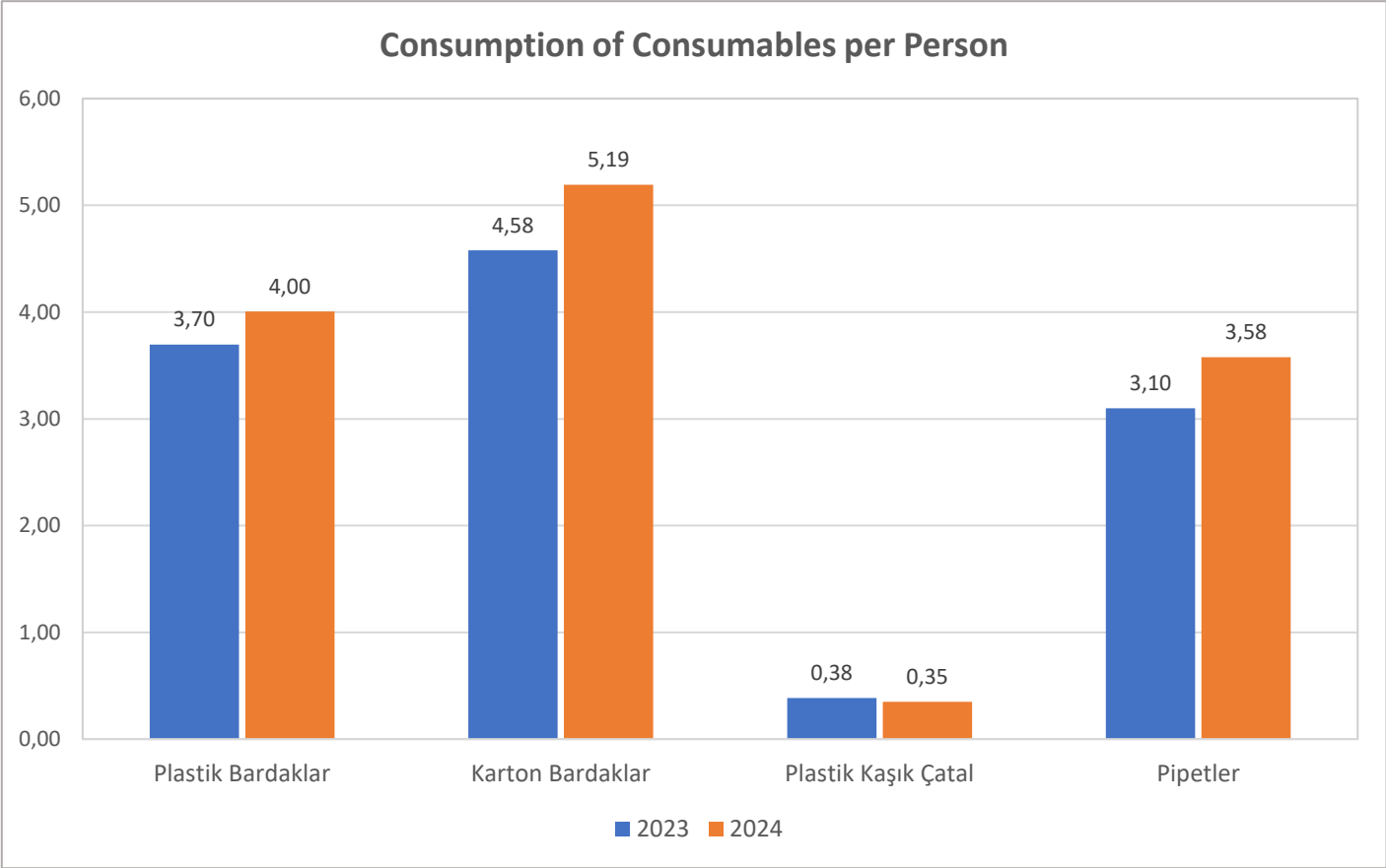




## DISPOSABLE PRODUCTS

# CONSUMABLES

Within the scope of our sustainability efforts, studies have been initiated on the consumption of consumables.



## ELECTRICITY CONSUMPTION

One of the most important steps in sustainability is to ensure energy efficiency

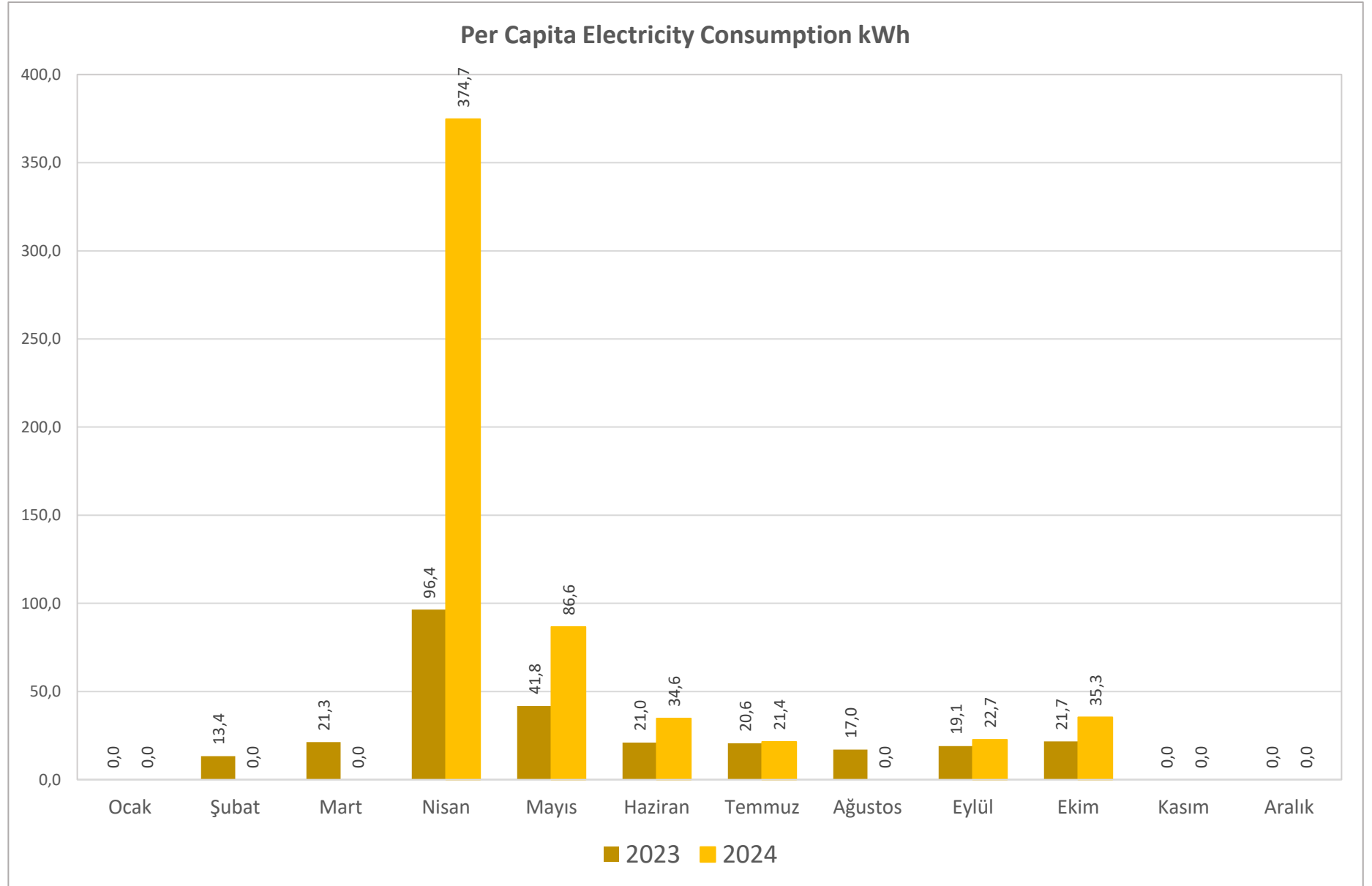
- ✓ In our facility, firstly, the values related to energy use are monitored daily and problems are intervened daily. The departments where excessive consumption is realised are determined and possible saving areas are identified.
- ✓ Equipment and systems with low consumption are preferred.
- ✓ Energy savings are constantly analysed through maintenance, surveillance and monitoring.
- ✓ In order to save energy in our rooms and common areas, 65-70% LED bulbs are used.
- ✓ Motion-sensitive sensor lighting and timer-applied devices and lighting are used in most of the guest common areas and employee areas of our hotel.



## ELECTRICITY CONSUMPTION

- ✓ All electrical devices are maintained and cleaned at regular intervals to minimise possible energy losses.
- ✓ The layout of heating and cooling devices is planned so as not to reduce energy efficiency.
- ✓ Energy-saving double glazing is used in the rooms. There are air curtains at the entrance and exit points of the facility.
- ✓ All newly purchased devices are preferred as inverter with low energy consumption.
- ✓ All rooms have an energy saver system.
- ✓ Electric buggy vehicles are used in the facility.

## ENERGY MANAGEMENT

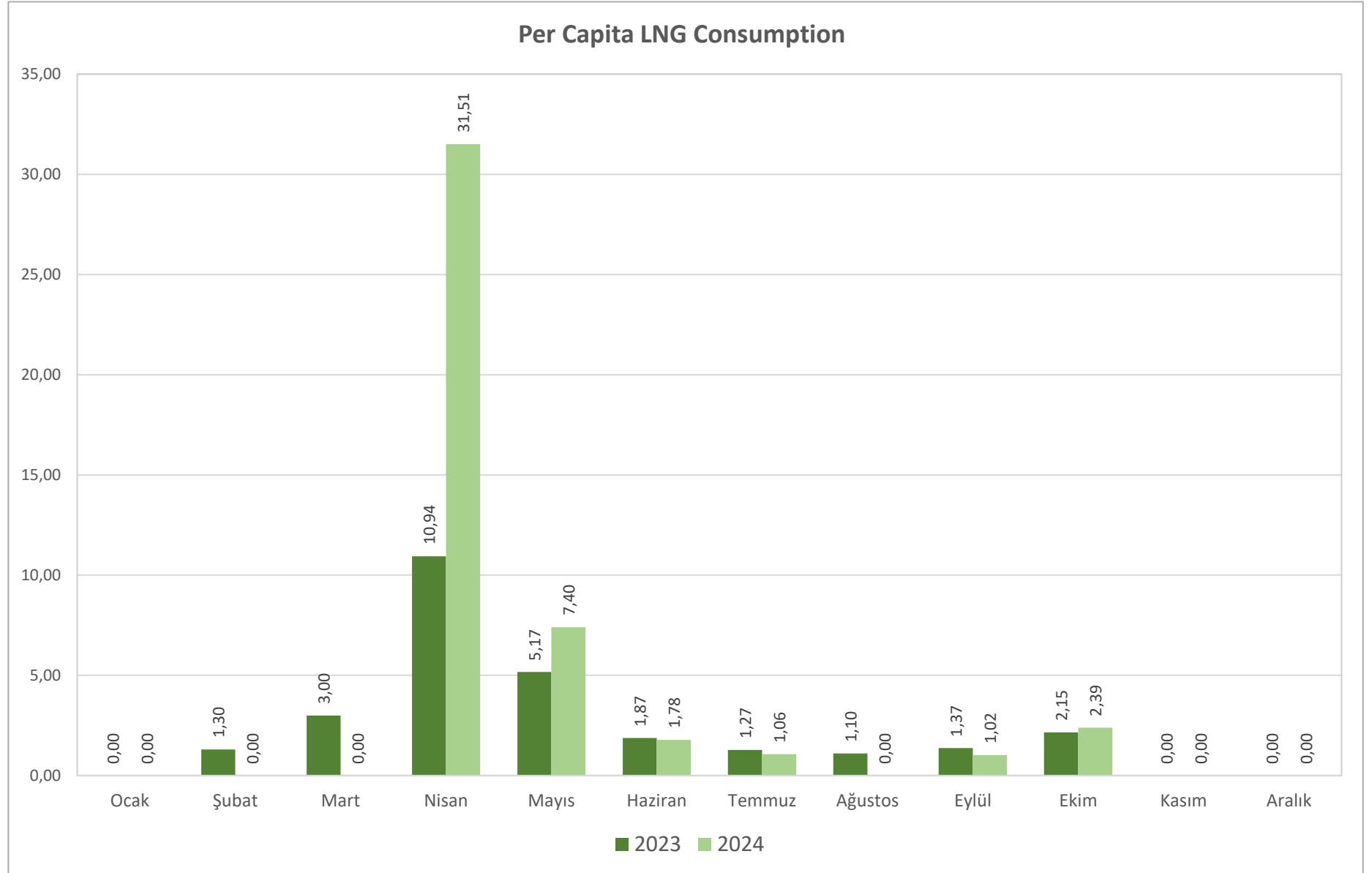


\* 2023 February and March are the months when the earthquake victims stay, the high consumption in April is due to the low number of guests in the month of the opening, and the consumption in May 2022-2023 is due to the low number of guests.

## LNG CONSUMPTION

Our practices for LNG saving;

- ✓ With the washing and drying machine purchased for the laundry, washing and drying operations are carried out without the need for steam, especially in low season.
- ✓ The drying times of the laundry drying machines can be dried in a shorter time with the newly purchased steam generator. In this way, LNG consumption has been saved.
- ✓ The burners of hot water boilers are converted from the brain system to the proportional system to save money.



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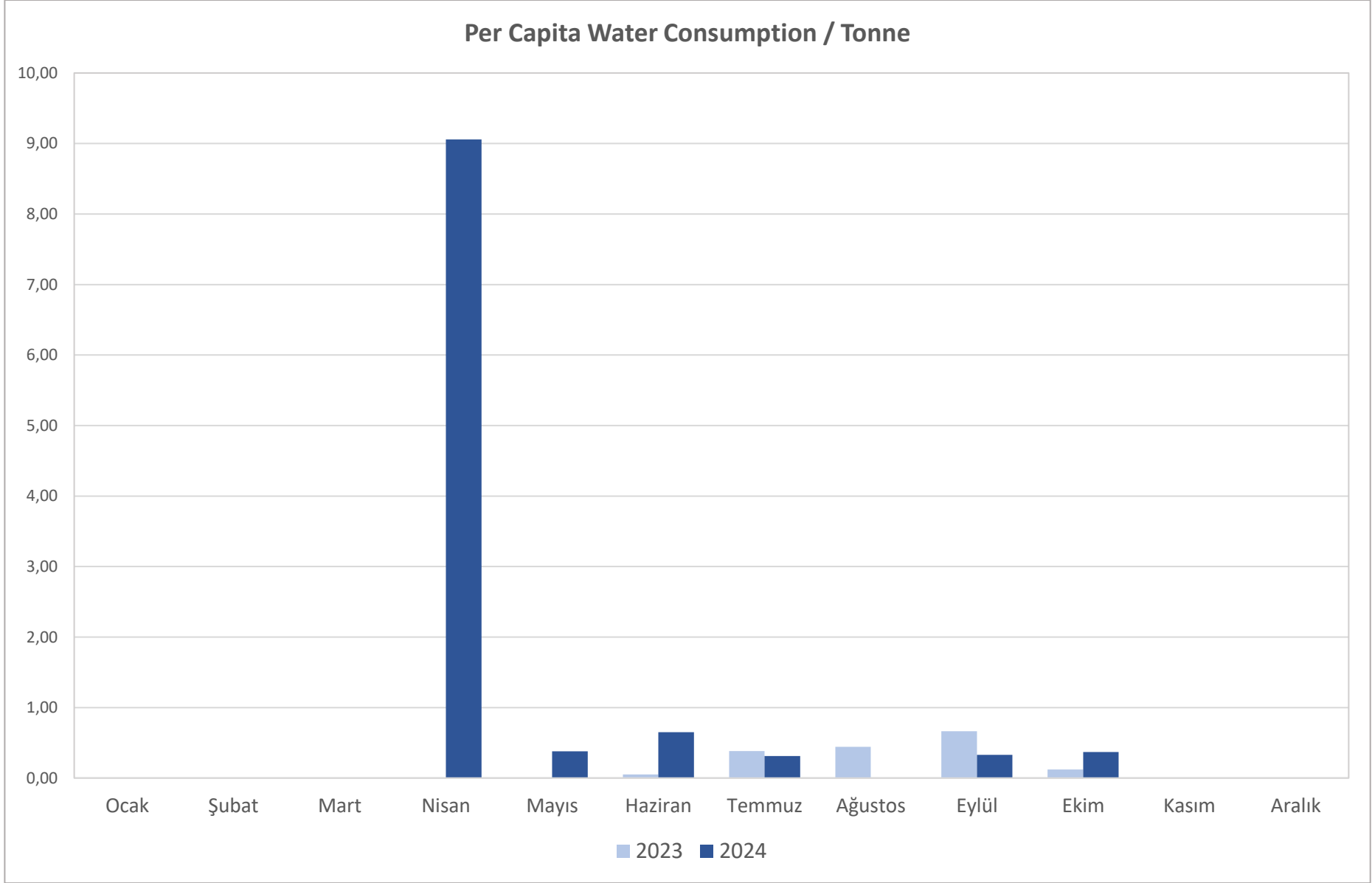
# WATER CONSUMPTION

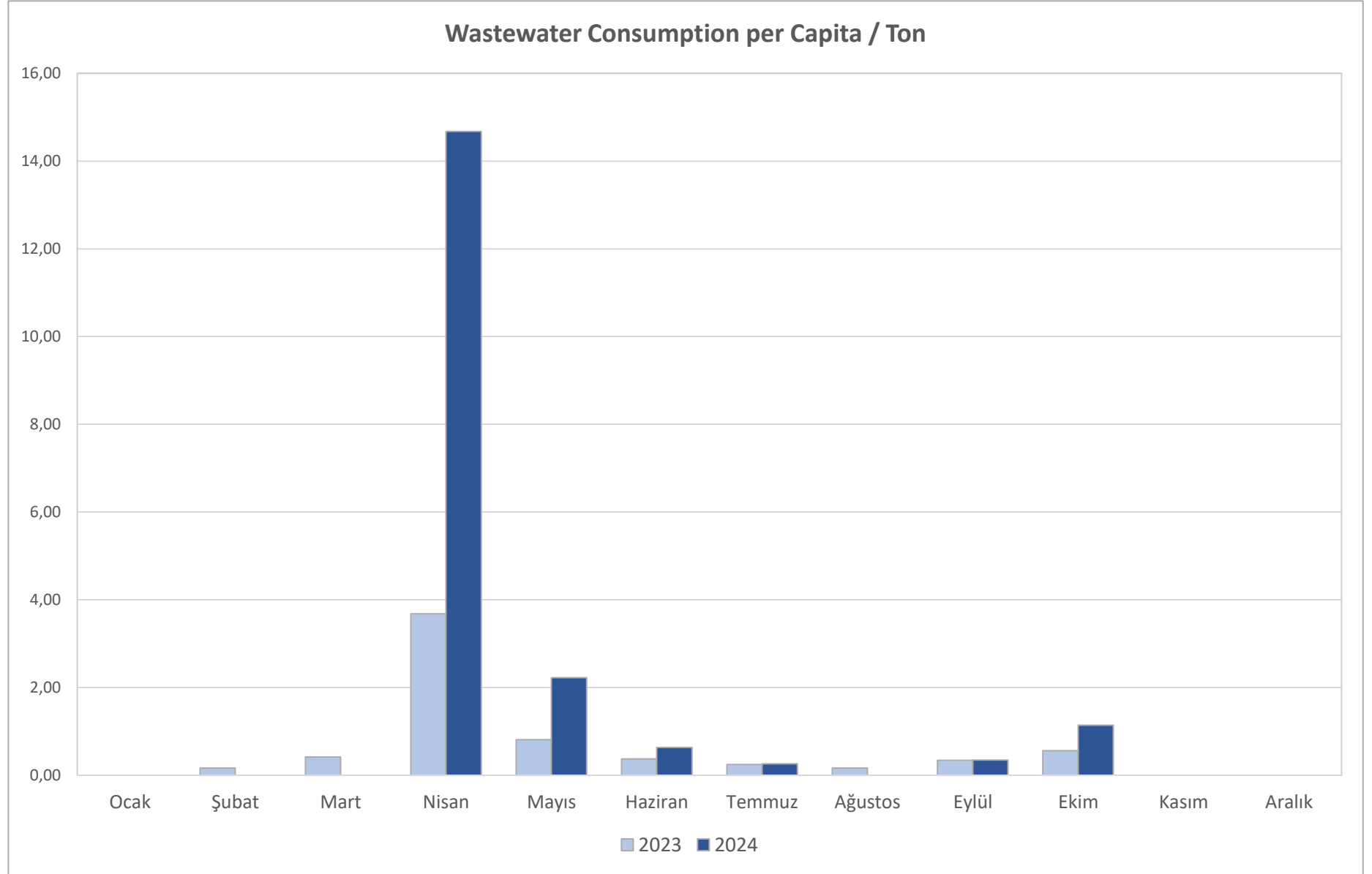
Our applications for water saving;

- ✓ Water flow is limited with aerators installed in all room and general area armatures. The aerator is regularly checked and replaced when necessary. Düşük hacimli rezervuarlar aracılığıyla sifon suyu kullanımını azaltılmıştır.
- ✓ Kitchen sink faucets with knee-strike timer are used in the kitchen.
- ✓ The use of siphon water has been reduced through low volume reservoirs.
- ✓ Drip and sprinkler systems are used for garden irrigation.
- ✓ Water-saving new generation dishwashers are used.
- ✓ Towel and linen changes in the rooms are carried out in line with guest requests and guests are informed about this issue. If the guest does not request, towels and sheets are changed every two days.
- ✓ For vegetable disinfection in our kitchens, ozone disinfection system that does not require final rinsing in washing is used.



## WATER MANAGEMENT





\* 2023 February and March are the months when the earthquake victims stay, the high consumption in April is due to the low number of guests in the month of the opening, and the consumption in May 2023 is due to the low number of guests.

## SUSTAINABLE PROCUREMENT ACTIVITIES

First of all, we work within the framework of the Sustainable Purchasing Policy while fulfilling all our activities.

Local products are preferred to support regional development.

We aim to purchase our products as close as possible to the surrounding area, thereby helping to reduce CO<sub>2</sub> emissions from vehicles during transport and thus helping the economic development of local tradesmen.

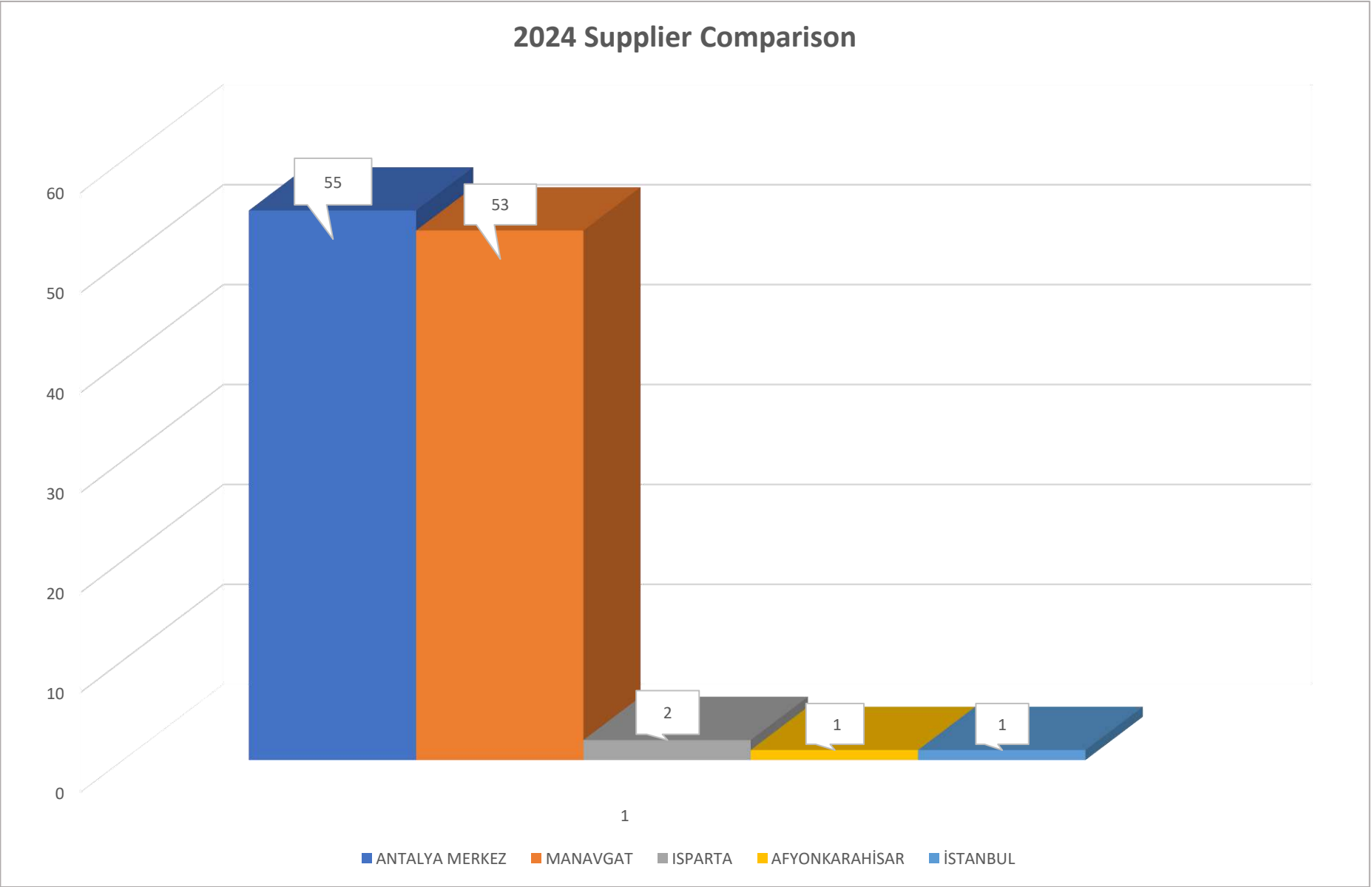
Recyclable packaging materials for food and beverage purchases are prioritised.

We prioritise the procurement of large packaged products wherever possible in purchases, thus trying to prevent the formation of excess packaging waste.

Seasonal fruits and vegetables are purchased. In this way, pollution from greenhouses is reduced.


We menu seafood by paying attention to the fishing and collecting periods determined by the public authority. More than 90% of our fish products are purchased locally.






## ZERO WASTE

All hazardous and non-hazardous wastes generated as a result of our activities are separated according to certain classes according to our waste separation system determined in our facility and stored in waste storages to be delivered to our licensed companies. In this context, Zero Waste Certificate was obtained in 2020



T.C.  
ANTALYA VALİLİĞİ  
Çevre ve Şehircilik İl Müdürlüğü



Belge No: TS/7/B2/9/34

Tarih: 04/12/2020

**SIFIR ATIK BELGESİ**  
**(Temel Seviye)**

**Adı :** KURTTAŞ KARDEŞLER TURİZM İNŞAAT SANAYİ VE TİCARET LİMİTED ŞİRKETİ(Selge Beach Resort&Spa)


**Adresi :** ANTALYA,KIZILAĞAÇ Mahallesi, YENİ YERLEŞİM ALANI SOKAK, No: 175-Z01, MANAVGAT,Türkiye

**Vergi No :** 5960559845

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

Belge Son Geçerlilik Tarihi: 04/12/2025

Bu belge, güvenli elektronik imza ile imzalanmıştır.  
Belge Doğrulama Adresi: <https://www.turkiye.gov.tr/cevre-ve-sehircilik-il-antalya> Belge Doğrulama Kodu : ESNCSMDY



e-imzalıdır  
Ceyhan ÖĞREN  
ECİŞ  
Çevre ve Şehircilik İl  
Müdürü Vekili

## BLUE FLAG

The cleanliness of sea water is one of the issues we prioritise the most within the scope of both protecting natural life and sustainable tourism. Our hotel has the Blue Flag Award.

In this context, we keep a sufficient number of rubbish bins on the beach, empty them regularly and keep them clean. In order to keep our beaches cleaner, we check the cleanliness of the beaches by our beach attendants.



## CARETTA CARETTA

Manavgat is one of the Caretta Caretta nesting areas. Between 1 May - 1 October, we are working to protect sea turtles during the breeding season.

Every year, nesting occurs at a few points on our beach in general, and information is provided by taking the surrounding area under protection.

No fires are allowed at night.



## SAND MAMBLE

We take the necessary measures to protect the Sand Lilies, which are endangered and protected by the International Union for Conservation of Nature in 2016, and which are at risk of facing many threats such as the plucking of flowers, the collection of bulbs, and the destruction of sand dunes.





## CAT HOUSE

A cat house has been established for cats, their health problems are taken care of and their food and water needs are met.



## ENVIRONMENTAL AWARENESS

We organise garbage collection activities every year to increase the awareness of our facility personnel about environmental cleanliness and waste.





## **EMPLOYEE RIGHTS AND MOTIVATION**

### **Lodging Usage**

Staff lodgings are open to the use of all our personnel who wish to benefit from this right at Selge Beach Resort.

### **Personnel Services**

We provide free of charge transport for our personnel working in different shifts with our shuttle buses. Our shuttle buses, whose schedule is arranged according to working hours, carry on the Antalya and Lodging line.

### **Staff Cafeteria**

All food served in the staff cafeteria is free of charge for our employees. Within 14-day menus, at least 5 types of meals, appetisers and salads, desserts and fruits are offered.

### **Use of Laundry**

Uniforms and all work-related clothing are cleaned free of charge for all our employees.

## **EMPLOYEE RIGHTS AND MOTIVATION**

### **Health Services**

There is a Doctor's Office in our hotel that our employees can benefit from. In the Doctor's Office, they are provided with free support from the nurse and Workplace Physician 24 hours a day. In addition, they, their spouses and children can benefit from the contracted hospital with a 25% discount on examinations and examinations.

### **Equality**

There are members of different religions, languages and races both as guests and staff in our hotel. Our basic principle is that no one should be subjected to discrimination in terms of gender, religion, language and race.

### **Career Management**

We provide internship opportunities for tourism students to gain experience in working life. We support our employees with trainings and career management programmes. We aim to train our employees as much as possible and to meet the required positions within our own organisation.

## **EMPLOYEE RIGHTS AND MOTIVATION**

### **Employee Suggestions and Opinions**

A Personnel Satisfaction Survey is conducted once a year to evaluate the suggestions and opinions of our employees. Survey results are meticulously evaluated and necessary improvements are planned.

In addition, our employees can express their suggestions and opinions at routine times through the Suggestion and Complaint Box.

### **Special Day Support**

Gold jewellery is given to our married employees. Ramadan packages are provided to our employees during Ramadan.



# EMPLOYEE RIGHTS AND MOTIVATION

## Organisations

Inter-departmental football tournaments are organised.

Celebrations are organised for the personnel on Mother's Day and Women's Day.

Every month, "Employee of the Month" is selected and rewarded.

Every month, employees with birthdays are celebrated with a party and a cake is cut.





## TRAINING

In our facility, internal and external trainings with different contents are provided in line with annual training plans. With these trainings, it is aimed to increase the competence and knowledge level of our personnel.

- Orientation Trainings
- On-the-Job Training
- Occupational Health and Safety Trainings
- First Aid Trainings
- Fire Trainings
- Work at Height Trainings
- Child Neglect and Abuse
- Environmental Trainings
- Sustainability Trainings





# **SELGE BEACH RESORT 2024**

<https://www.selgebeachhotel.com/>