



Join the Happiness

VOYAGE TORBA AND PRIVATE HOTEL SUSTAINABILITY DEVELOPMENT REPORT

2023



Join the Happiness

OBJECTIVE

We created this Sustainability Development Report in order to effectively communicate our sustainability strategy to all of our internal and external stakeholders. This guide contains information on how we understand sustainability issues, how we respond to them, and how we manage sustainability. We have included brief but comprehensive information on global trends that will shed light on our achievements.

TOP MANAGEMENT'S PROMISE



TORBA PRIVATE

Dear Guests, Business Partners, and Employees,

Since our inception, Voyage Torba and Private Hotel has consistently provided an understanding of quality, high guest satisfaction, and brand awareness. We are fully committed our "sustainable world and tourism" growth targets. We have embraced renewal and development not only to keep pace with global trends, but also as a requirement for our natural growth and the genuine excitement that comes from within us to innovate and flourish.

Today, we are witnessing a process in which many new expectations have emerged in the global tourism sector, ranging from environmental concerns to business and social needs. This process demonstrates the importance of responsible and sustainable tourism, which we showcase at Voyage Torba and Private Hotel and are therefore reflected in our corporate values. We focus on effectively managing sustainability risks and ensuring sustainable growth through long-term strategies with the goal of increasing our successes day by day. We would like to express our heartfelt gratitude to our valued employees, business partners, and guests who have always trusted in our understanding of quality service which has allowed Voyage Hotels to achieve our current status.

YILMAZ ÖZTÜRK

Voyage Torba and Private Hotel's General Manager.

FIVE BASIC ELEMENTS OF LIFE



The five elements, according to East Asian philosophy, represent the five most basic components of the universe. The five elements of earth, fire, water, wood, and metal are imaginative expressions of the cycles, transformations, and processes they represent. These five elements provide interpretations for the human body, physical and mental health, and harmony between nature, matter, and the universe.

The Yin and Yang theory teaches that achieving a balance in the cycle of production and consumption between the five elements allows for natural healing. As a result, maintaining balance and repairing it when it is disrupted is critical to the continuation of life.

Based on our vision of becoming the future leader of the hospitality industry, our top priority is to protect and restore the natural space where our facility is located, as well as to enable a sustainable life and business through the value-added projects we develop, in order to leave a more livable world for future generations.

Earth is the element that instills confidence, promotes fertility through growth and development, and represents stability and value creation,

Fire represents passion, dedication, success, and expansion,

Water is one of the elements with the highest adaptability representing both movement and transformation.

Trees represent life, vitality, development, and growth, and

Metal is the element that represents endurance, agility, leadership, and justice.

SCOPE

Sustainable Development is a universal model that includes the goals that United Nations member countries hope to achieve by the end of 2030. The model's 17 defined goals include all of the goals that Voyage Torba and Private Hotel will achieve.

THE GLOBAL GOALS For Sustainable Development



DEFINITIONS



Sustainability: Sustainability is the use of resources in an environmentally sensitive, socially just, and economically beneficial manner that meets the needs of current users without jeopardising their use by future generations.

Sustainability Management System: A management system (a collection of interconnected elements) for developing a sustainability policy, objectives, and processes that help to achieve these goals.

Sustainable Tourism: Sustainable tourism is defined as taking into account all current and future economic, social, and environmental impacts while also meeting the needs of visitors, industry, the environment, and host communities. Sustainable tourism should make the best use of environmental resources, which are fundamental to tourism development, by sustaining essential ecological processes and helping to conserve natural heritage and biodiversity, respect the sociocultural authenticity of host communities, protect their built and living cultural heritage and traditional values, contribute to intercultural understanding and tolerance, and provide favourable, long-term economic transactions.

PRACTICE



As Voyage Torba and Private Hotel, we want sustainability to be the goal and passion of all our colleagues, not just one or a few departments. We understand that we can only achieve our sustainability objectives if different specialities collaborate.

As a result, we believe it is critical for all of our colleagues to be sustainability literate, to internalise sustainability, to use a common language when integrating sustainability issues into business strategies as Voyage Torba Private employees, and, ultimately, to contribute around a common vision, set of values, and goals.

Voyage Torba Private, where the blue of the sea and the greens of nature blend harmoniously, welcomes both families with young children and couples with our targeted special services.

Our primary goal as Voyage Torba and Private Hotel is to ensure that the report we have presented to all of our colleagues and external stakeholders is useful in creating a better future.

With its privileged services and exquisite flavours, the resort provides a dream holiday for those who enjoy spending time in nature. By combining Voyage's hospitality with the exquisite nature of Torba, it pushes the boundaries of perfect service.

Aspects of Sustainability



Economic

To ensure long-term viability, businesses must generate economic value for themselves and their stakeholders. Businesses that do not make a profit, cannot pay their employees, cannot make regular payments to their suppliers, and cannot satisfy their customers and therefore will fail to survive. As a result, the economic dimension of sustainability is fundamentally linked to an organisation's ability to generate long-term economic value.

Social

Businesses are a reflection of the society in which they operate. Enterprise development is dependent on the development of the society in which they operate. As a result, businesses should be expected to contribute to the development of society as a whole, including their own employees (education, entrepreneurship, aid, etc.), as well as working to reduce inequalities.

Environmental

Natural resources are required by businesses to produce and provide goods and services. However, natural resources are limited. The loss of natural balances have had an impact on the availability of renewable resources. Businesses should reduce resource consumption in tandem with working to mitigate other factors with negative environmental impacts.

Governance

Successful and sustainable businesses should prioritise stakeholder participation in decision-making, practise transparency and accountability, be fair and consistent with their stakeholders, and maintain and build an infrastructure to ensure corporate trust.

Our Sustainability Strategy



Where We Are Now: Situational Assessment

This step entails conducting a situation assessment and prioritisation analysis that takes into account sustainability practices in each organisational unit, stakeholder expectations, and local and global trends. Voyage Torba Private monitors all national and international risks using the Sustainability Risk Analysis Table and creates opportunities based on identified trends.

Where We Want To Be: Vision

This step determines where and how the company wants to position itself in terms of sustainability issues that are prioritised for the company in the medium and long term and then presented to stakeholders. At this point, Voyage Torba Private has determined its Sustainability Focal Points and has communicated them to stakeholders using the tables on the following pages. We continue to conduct sustainability activities through the identified focal points.


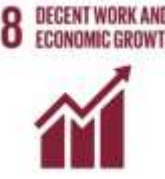



Our Sustainability Strategy



MAIN FOCUS	MAJOR CONCERN	HOW IS IT DEFINED?	RELEVANT SUSTAINABLE DEVELOPMENT OBJECTIVE
SOCIAL VALUES	Talent Management	We provide a work environment that is in line with changing trends and prioritize our employees' continuous development and learning through innovative training and practices. One of the basic requirements we have is that our performance management system be continuously improved. Within the scope of talent management, we aim to attract and retain the best talent to Voyage Torba Private, as well as to develop their existing potential and create value through the use of the most effective digital and employee-oriented Human Resources systems and processes.	
	Equity, Opportunity and Diversity	Gender equality, workplace diversity, and providing equal rights and opportunities to all employees are some of the most important factors in ensuring a successful business environment. At Voyage Torba Private, we provide equal opportunities to our employees from the start and actively leverage the power of diversity and differences moving forward.	






Our Sustainability Strategy



MAIN FOCUS	MAJOR CONCERN	HOW IS IT DEFINED?	RELEVANT SUSTAINABLE DEVELOPMENT OBJECTIVE
SOCIAL VALUES	Occupational Health and Safety	By prioritising the health and safety of all our employees, we conduct all of our activities with the goal of zero occupational hazards and injuries, and we make improvements year after year to provide a safe working environment free of accidents. We focus on managing OHS risks in the most efficient and effective manner possible.	 
	Community Investment	We have an impact on the lives of people who want to work in the tourism industry in various capacities. We encourage individuals to actively participate in cultural life in order to enable sustainable development. We promote the development of individual and social cultural freedoms in society by safeguarding material and spiritual cultural heritages, and we provide qualified training to prepare future generations for the tourism industry and to close the talent gap in a rapidly changing world.	  





Our Sustainability Strategy



MAIN FOCUS	MAJOR CONCERN	HOW IS IT DEFINED?	RELEVANT SUSTAINABLE DEVELOPMENT OBJECTIVE
ENVIRONMENTAL VALUES	Climate Change and Energy	All risks associated with the climate crisis are closely related to the tourism industry, including at Voyage Torba Private. We intend to invest in energy systems that promote responsible resource consumption through energy and emission management, to increase sustainable energy consumption to the highest possible level, to manage energy consumption in a controlled manner, and to increase energy efficiency, all of which will reduce our carbon emissions.	  
	Water Management	Our environmental priorities include using water more efficiently in all of our activities, recycling and reusing to the greatest extent possible, and disposing of wastewater in an environmentally responsible manner.	 





Our Sustainability Strategy



MAIN FOCUS	MAJOR CONCERN	HOW IS IT DEFINED?	RELEVANT SUSTAINABLE DEVELOPMENT OBJECTIVE
ENVIRONMENTAL VALUES	Natural Resources and Waste Management	We work to reduce waste generation throughout the entire process of designing, manufacturing, and delivering products and services to customers, as well as to prevent environmental pollution by disposing of waste at its source.	 
	Biodiversity	The tourism sector in which we work has a significant impact on biodiversity. By identifying the impact areas in these sectors, we strive to reduce these effects in an effort to protect biodiversity.	 



Our Sustainability Strategy



MAIN FOCUS	MAJOR CONCERN	HOW IS IT DEFINED?	RELEVANT SUSTAINABLE DEVELOPMENT OBJECTIVE
ECONOMIC VALUES	Smart Technologies	One of the most significant transformational opportunities for digitalisation in the hospitality industry is the ability to increase flexibility by breaking down value chain barriers and enabling integration across all systems. In line with our digitalisation strategy, we are increasing our use of smart technologies.	 
	Customer Satisfaction and Customer Orientation	Creating a customer-focused culture and meeting customer needs has become increasingly important as technology advances and customer expectations rise. As a result, we strive to provide the best service to our customers by constantly improving our offered products and services.	 

Our Sustainability Strategy



MAIN FOCUS	MAJOR CONCERN	HOW IS IT DEFINED?	RELEVANT SUSTAINABLE DEVELOPMENT OBJECTIVE
ECONOMIC VALUES	Stakeholder Management	We prioritise the effective management of stakeholder requests and expectations. We incorporate stakeholder feedback into all of our processes and collaborate with them in a variety of ways. We also work to improve our communication with the public in the applicable operating areas.	<p>17 PARTNERSHIPS FOR THE GOALS</p> 
	Ethics and Transparency	We run our company in an ethical, responsible, and transparent manner. Each year, we provide a transparent disclosure of our performance. We expect our suppliers to meet the basic requirements for good ESG performance.	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 

2023 Developments



The World Economic Forum's Global Risks Report 2023 identifies some of the most serious risks that we may face over the next decade. According to this report, the cost of living crisis is the greatest short-term risk, while failure to mitigate and adapt to climate change is one of the most serious long-term concerns. Geopolitical rivalries and introversion trends will increase economic constraints and exacerbate both short- and long-term risks. The Global Risks Report urges countries to collaborate in order to avoid resource competition.

The ten most serious risks facing the Earth over the next two years:

1. Lack of action on climate
2. Extreme weather conditions
3. Decrease in biodiversity
4. Social cohesion impacts
5. Crises that ensure life-sustaining conditions
6. Infectious diseases
7. Human-caused environmental damage
8. Depletion of natural resources
9. Increase in debt
10. Goeconomic challenges

The ten most serious risks facing Earth in the next ten years:

1. Failure to act on climate change
2. Failure to adapt to climate change
3. Natural disasters and extreme weather conditions
4. Biodiversity decline and ecosystem collapse
5. Large-scale forced migration
6. Natural resource crises
7. Loss of social cohesion and polarisation
8. Widespread cyber crime and insecurity
9. Goeconomic conflicts
10. Large-scale environmental damage

What are we doing, now?

MAIN FOCUS	MAJOR CONCERN	HOW IS IT DEFINED?	RELEVANT SUSTAINABLE DEVELOPMENT OBJECTIVE
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4 QUALITY EDUCATION



INCREASE THE NUMBER OF PEOPLE WITH RELEVANT SKILLS FOR FUTURE MUTUALLY BENEFICIAL FINANCIAL SUCCESS

We understand that providing development opportunities for our employees is one of our most important responsibilities, and we believe that when our employees take advantage of these opportunities, their performance will improve and they will achieve greater success.

Foreign language bonuses are paid to our employees who pass foreign language exams held in our hotels, in addition to their monthly salaries.

Our employee exams are conducted by expert institutions. Our exam results are based on 70% speaking and 30% other skills. The tests are only available for skill levels above A1.

MAYIS 2023
DAHA FAZLA, DAHA KAPSAYICI
MUCH MORE & MORE INCLUSIVE

ERKEN ÜCRET ARTIŞI
EARLY SALARY INCREASES

%15

YABANCI DİL BONUS TUTARLARI
LANGUAGE BONUS AMOUNTS

Az	B1	B2	C1	C2
1000₺	2000₺	3000₺	4000₺	5000₺

YENİ BONUS KAPSAMLARI | NEW BONUS SCOPES

Merkez Ofislerimiz:
Artık kapsama dâhildir!
Merkez Ofislerimiz için geçerlidir.

Müdür ve Müdür Yardımcısı
pozisyon seviyelerinin kapsamı
Artık kapsama dâhildir!
Müdür ve Müdür Yardımcısı pozisyonları için geçerlidir.

MAXX ROYAL
VOYAGE

What are we doing, now?

MAIN FOCUS	MAJOR CONCERN	HOW IS IT DEFINED?	RELEVANT SUSTAINABLE DEVELOPMENT OBJECTIVE
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17 PARTNERSHIPS FOR THE GOALS



ENCOURAGE EFFECTIVE PARTNERSHIPS

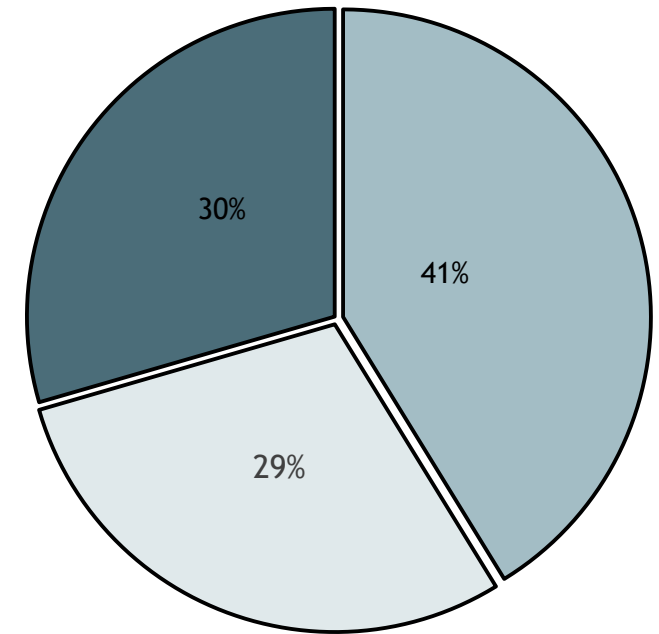
10 REDUCED INEQUALITIES



ENSURE EQUAL OPPORTUNITIES AND END DISCRIMINATION

To keep up with the rapid pace of change in the world, Voyage Torba Private prioritises development in its business practices. While aiming for an innovative and entrepreneurial employee profile through the incorporation of a development culture into the business model, it embraces all employees and society with an egalitarian mindset, that will not leave anyone behind by refusing to accept discrimination.

As Voyage Torba Private, we prioritise creating a contemporary, decent, and respectful working environment that encourages participation and respects human rights. We have a transparent process in place to address employee complaints.



<1 YEAR
 1 - 5 YEAR(S)
 >5 YEARS

What are we doing, now?



TORBA PRIVATE

MAIN FOCUS	MAJOR CONCERN	HOW IS IT DEFINED?	RELEVANT SUSTAINABLE DEVELOPMENT OBJECTIVE
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4 QUALITY EDUCATION



INCREASE THE NUMBER OF PEOPLE WITH RELEVANT SKILLS FOR MUTUAL FINANCIAL SL

8 DECENT WORK AND ECONOMIC GROWTH

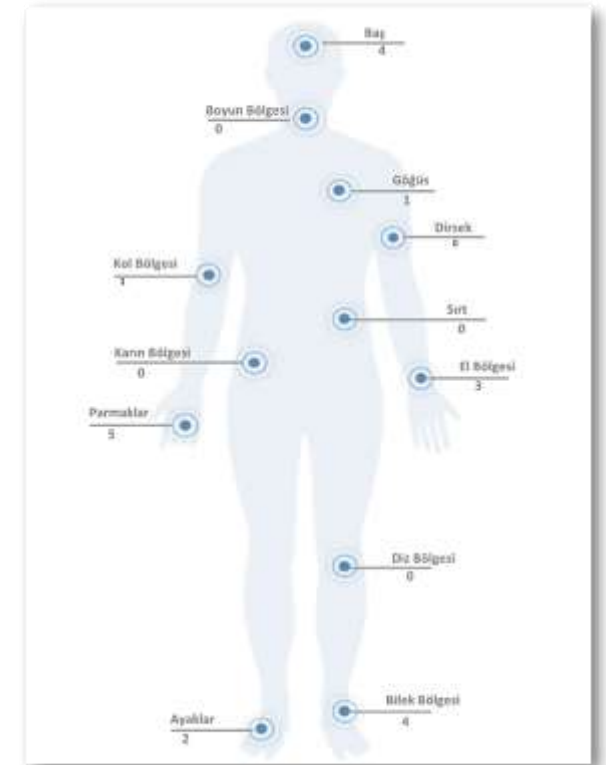


PROTECT LABOUR RIGHTS AND PROMOTE SAFE WORKING ENVIRONMENTS

Employees are the most important components to Voyage Torba Private's ability to adapt to our changing world. Employee health and safety are a top priority, and we aim for zero occupational accidents. All business practices adhere to occupational health and safety guidelines and regulations.

There were 109 accidents in 2023, with the majority of them resulting in no physical or material loss.

All activities are carried out with occupational health and safety in mind, in accordance with Voyage Torba Private's Occupational Health and Safety Policy, and within the framework of ISO 45001 Occupational Health and Safety (OHS) Management Systems.



What are we doing, now?

MAIN FOCUS	MAJOR CONCERN	HOW IS IT DEFINED?	RELEVANT SUSTAINABLE DEVELOPMENT OBJECTIVE
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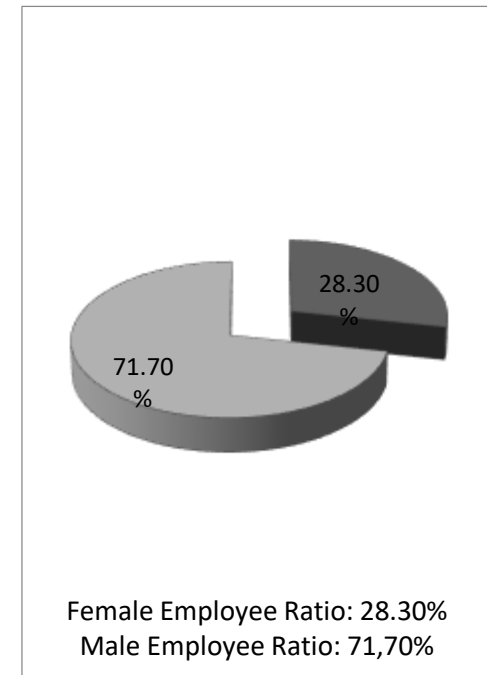


ADOPT AND STRENGTHEN POLICIES AND ENFORCE LEGISLATION FOR GENDER EQUALITY

The concept of equal opportunity, which is used in both education and economics, means that all individuals have equal rights regardless of language, religion, race, or gender.

Voyage Torba Private aims to provide more opportunities for women and to increase the number of female employees, particularly through our anti-gender discrimination policies.

According to TUIK 2023 data, the labour force participation rate for women aged 15 and older in Türkiye is 28.30%. At Voyage Torba Private our female employment figures are higher than this average.



What are we doing, now?



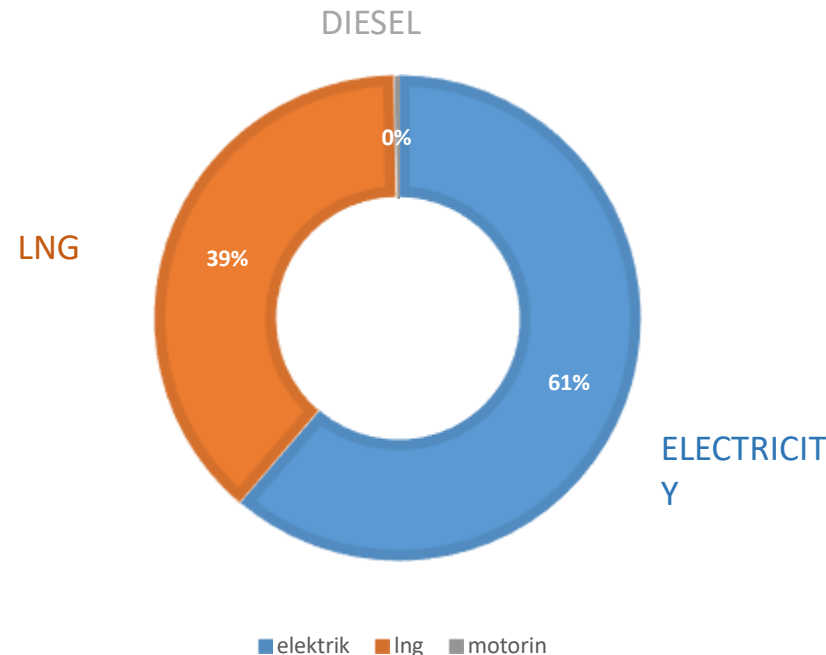
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12 RESPONSIBLE CONSUMPTION AND PRODUCTION



ENERGY AND NATURAL RESOURCE CONSUMPTION

Voyage Torba Private regularly monitors our energy sources and we have begun, and continue to work on, the TS EN ISO 50001 Energy Management System for Efficient Management of Energy. The Energy Type Distribution Table has been created and monitored in terms of energy sources.



What are we doing, now?



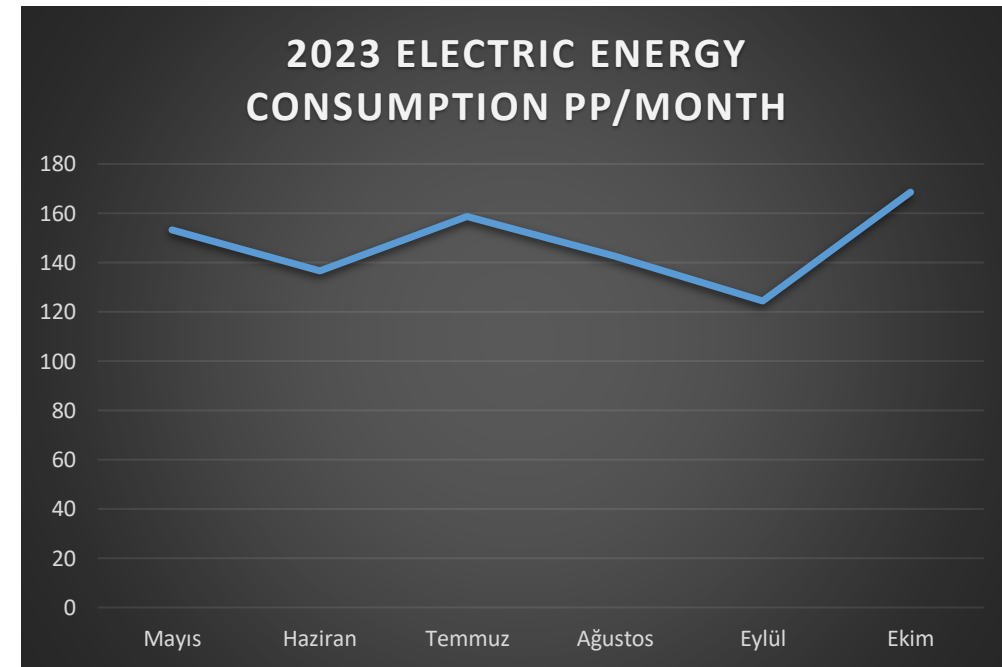
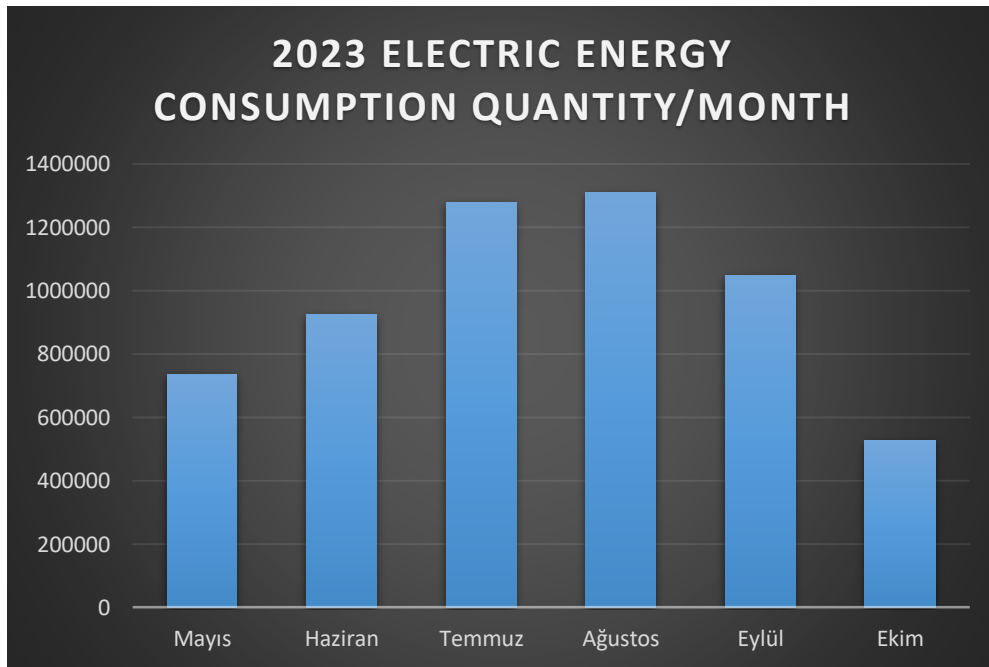
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ENERGY AND NATURAL RESOURCE CONSUMPTION (Electricity)

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



In terms of regulating our energy consumption, we keep up with the latest technologies and prefer energy-efficient equipment whenever possible. We strive to keep our electricity consumption to the most appropriate levels per guest.



What are we doing, now?



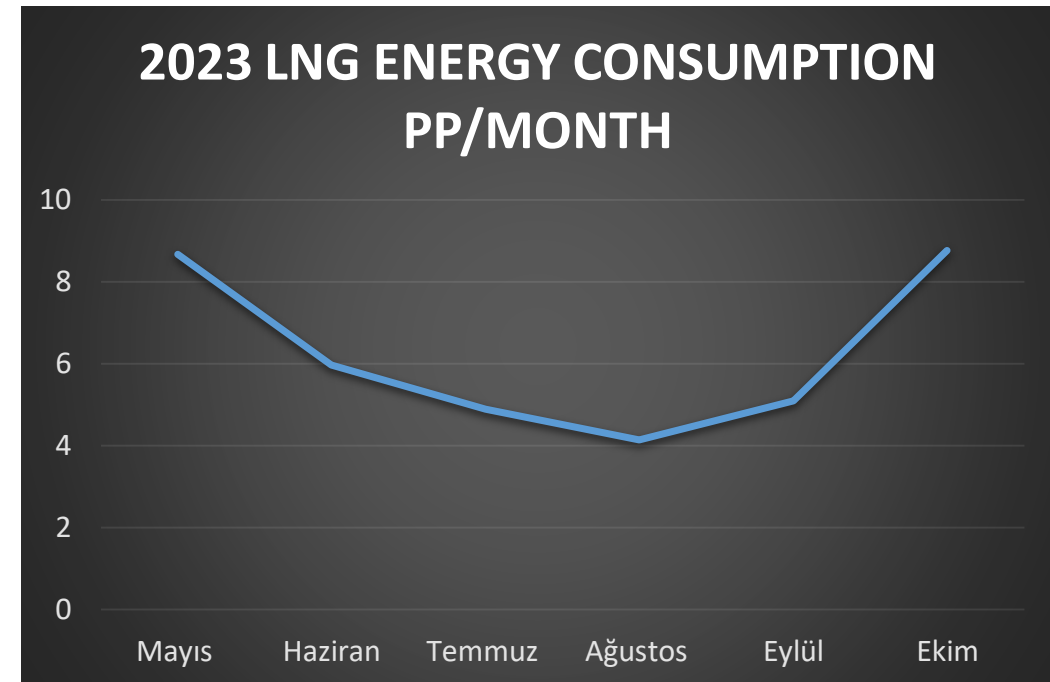
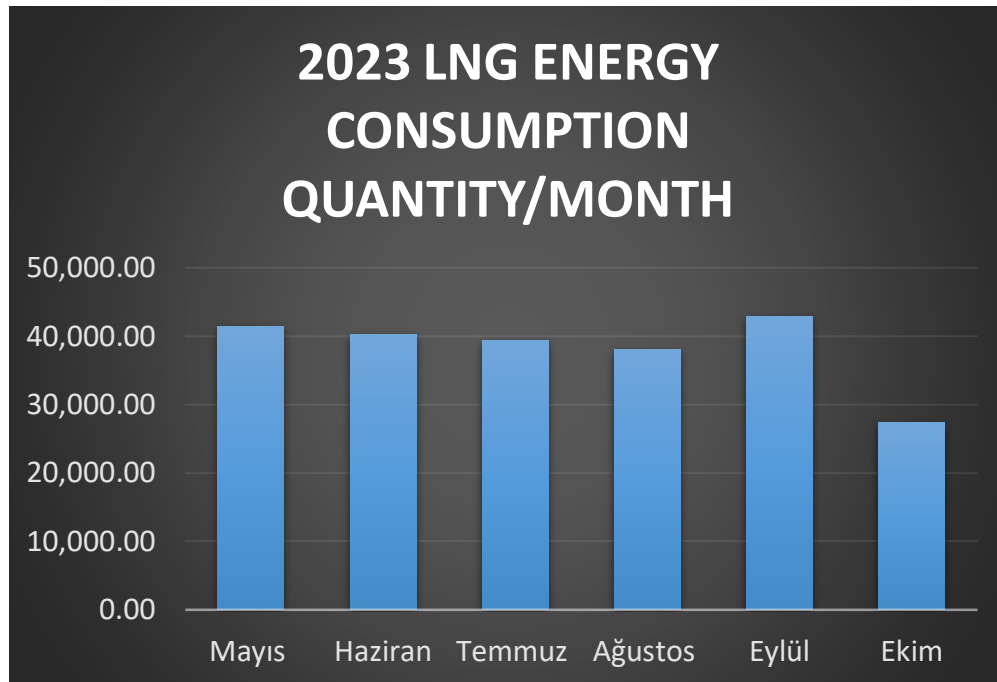
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12 RESPONSIBLE CONSUMPTION AND PRODUCTION



ENERGY AND NATURAL RESOURCE CONSUMPTION (LNG)

We choose the most efficient equipment for use in areas where LNG is consumed intensively, and we ensure regular maintenance to keep LNG consumption under control.



What are we doing, now?



TORBA PRIVATE

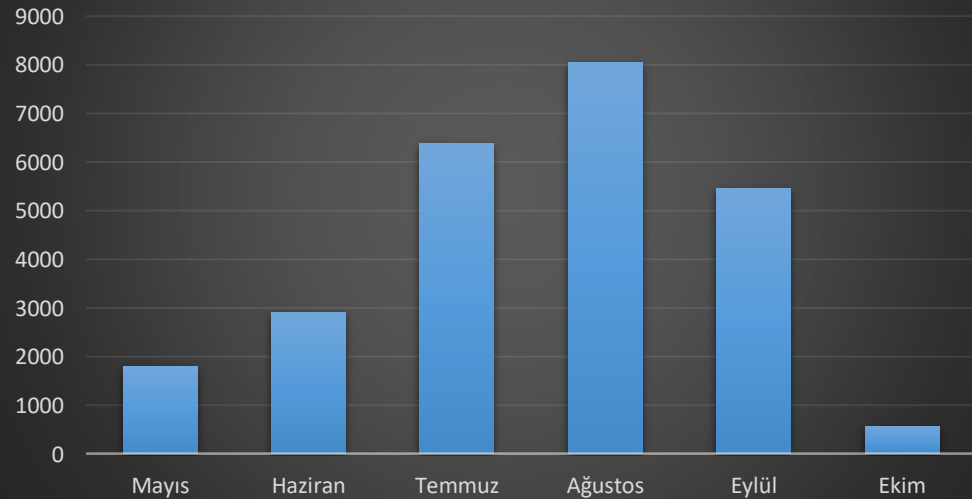
12 RESPONSIBLE CONSUMPTION AND PRODUCTION



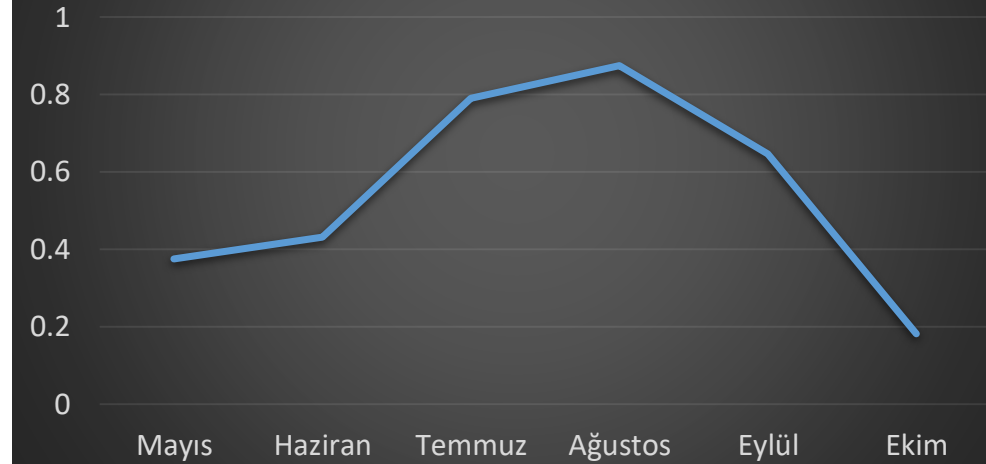
ENERGY AND NATURAL RESOURCE CONSUMPTION (WATER)

We use water-saving equipment to reduce overall water consumption while maintaining high standards of health, hygiene, and guest satisfaction. We display informative warnings about water conservation in our guest rooms and hold employee trainings.

2023 WATER CONSUMPTION QUANTITY/MONTH



2023 WATER CONSUMPTION PP/MONTH



What are we doing, now?

CARBON FOOTPRINT

13 CLIMATE ACTION



A carbon footprint is a measure of the environmental damage caused by human activities in terms of greenhouse gas emissions, which are measured in units of carbon dioxide. To leave a more livable world for future generations, we track our carbon footprint and set annual reduction goals.



In the evaluation we made for 2023 at our facility our Total Carbon Footprint of the Facility was determined to be: 2334.10 tCO₂e, with a carbon footprint per room of: 57.65 kg CO₂e

What are we doing, now?



TORBA PRIVATE

GOOD HEALTH AND WELLBEING

3 GOOD HEALTH AND WELL-BEING



One of the sub-targets under the main heading of health and quality of life, and one of the UN Global Development Goals of the WHO Framework Convention, is Tobacco Control. Our facility demonstrates necessary sensitivity to this goal through the implementation of smoking areas.



IMPLEMENT THE WHO
FRAMEWORK CONVENTION ON
TOBACCO CONTROL

What are we doing, now?



TORBA PRIVATE

BIODIVERSITY

15 LIFE ON LAND



Voyage Torba Private supports the work organised by Bodrum Municipality for the protection of biodiversity and natural habitats. We especially focus on the protection of *Sea Lilies* on the coast of Çatal Island, which is a natural habitat of this endangered species.



PROTECT BIODIVERSITY AND NATURAL HABITATS

What are we doing, now?



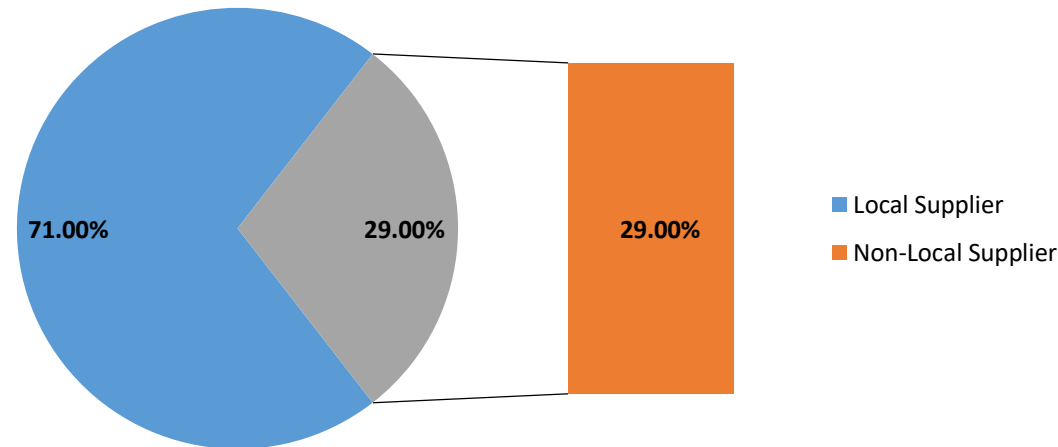
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SUPPLY CHAIN MANAGEMENT

8 DECENT WORK AND ECONOMIC GROWTH



Voyage Torba Private place a high value on supply chain management. Under the umbrella of Supply Chain Management, we adopt the principles of efficient purchasing, local purchasing, and environmentally friendly purchasing, and strive to incorporate these principles as much as possible into all of our services and product purchases.



What are we doing, now?



CHILDREN

4 QUALITY EDUCATION



As Voyage Torba and Private Hotel, we place a high value on the youngest guests who stay come to stay. In addition to the fun activities we provide for children, we also organise various workshops on sustainability issues to create and raise awareness among our young visitors through qualified education that is based on scientific principles.



EDUCATION FOR SUSTAINABLE DEVELOPMENT AND GLOBAL CITIZENSHIP

What are we doing, now?

VOYAGE

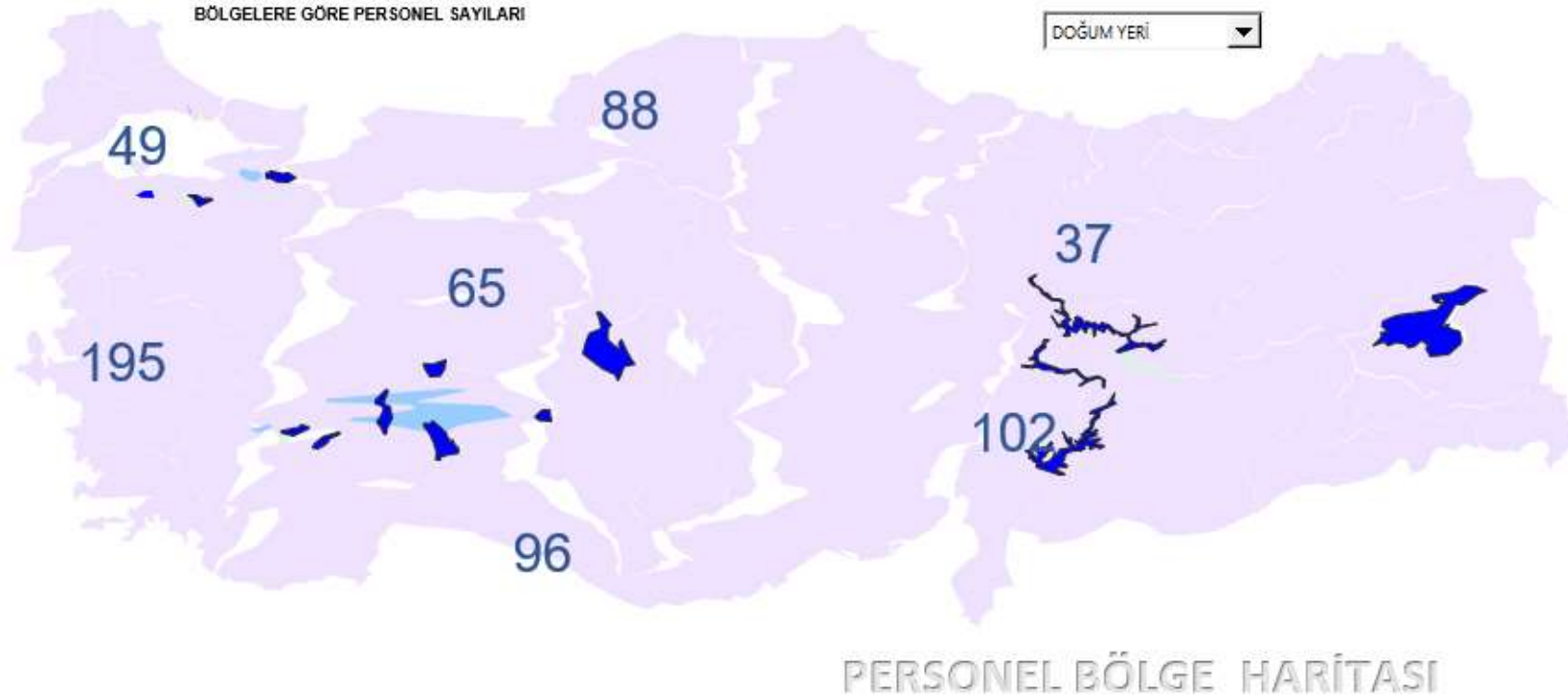
TORBA PRIVATE

EQUAL OPPORTUNITY

10 REDUCED INEQUALITIES



When selecting employees, we consider applications from all regions of the country. Voyage Torba Private, which operates on the principle of providing opportunities to everyone who wants to work in the accommodation industry, is committed to eliminating discrimination in all of its activities.



What are we doing, now?



TORBA PRIVATE

8 DECENT WORK AND ECONOMIC GROWTH



LOCAL DEVELOPMENT, SUPPORT FOR LOCAL COMMUNITY

Voyage Torba Private is a leader in the development of the region in which we operate. When hiring, our company prioritises local residents in order to create jobs for the community. It selects its employees in a systematic manner from the immediate neighbourhood moving outwards, and it fulfils its responsibilities in accordance with United Nations Development Goals.



PERSONEL İL HARİTASI



Don't forget to check out our website's sustainability section to learn more about our neighborhood's tangible cultural heritage.

<https://www.voyagehotel.com/tr/voyage-torba>

Let's work together today to leave a better world for tomorrow.