

VOYAGE

BELEK





2025
SUSTAINABILITY REPORT
VOYAGE BELEK GOLF & SPA

VOYAGE GROUP

Etsgroup began its journey in 1991 with the establishment of Etstur and has since grown into one of Türkiye's leading tourism groups. Today, it offers a broad portfolio of travel and hospitality services across different segments of the industry.

Etstur provides online reservations for countless hotels and resorts, alongside tour, bus and flight ticket services. Ucuzabilet.com offers flight tickets, hotel bookings, bus tickets, car rental and transfer services, while Didimtur serves a wide audience through its travel agency operations. Otelpuan.com helps travellers make informed decisions through objective accommodation reviews, HotelAgent supports hotel businesses with sales and marketing solutions, and Etscore delivers tailored services for travel agencies, tour operators and corporate clients.

Established in 1994, Voyage Hotels has grown from this strong foundation and today brings together five distinctive hotels. Each property offers its own unique character, combining exceptional hospitality with the quality and service standards that define the brand.

Voyage Hotels welcomes its guests with restaurants inspired by world cuisines, a rich selection of activities and vibrant entertainment experiences. Alongside its award-winning hotels, the brand is also recognised for its environmentally conscious approach. Its architecture is thoughtfully integrated with the natural surroundings, with great care taken to preserve the region's native landscape and create destinations that exist in harmony with nature.

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OUR HOTEL – CORPORATE PROFILE

Vision

To shape the future of exceptional hospitality and be the first choice for every guest and employee across the destinations where we operate

Mission

To enrich lives by delivering high standards of quality and service, placing guest satisfaction at the heart of everything we do, while embracing empathy, value creation, innovation, team spirit and respect for diversity.

Values

- Innovation
- Passion
- Communication
- Collaboration
- Care
- Determination
- Sustainability

OUR HOTEL – CORPORATE PROFILE

Dear Guests, Business Partners and Colleagues,

At Voyage Belek Golf & SPA, we conduct our operations with an awareness not only of today's needs, but also of our responsibilities towards the future. By making an environmentally responsible approach, the efficient use of resources and the creation of value for society an integral part of our business, we are committed to delivering our sustainability goals with determination.

As environmental, social and economic dynamics continue to evolve on a global scale, shaping the future of the tourism industry, we aspire to play a leading role in this transformation. We place a culture of respect for people and nature at the heart of our corporate identity, regularly monitor and report our performance, and use the insights we gain to identify opportunities for improvement and take meaningful action. Through this approach, we continue to develop innovative and effective sustainability practices in line with our long-term vision.

As we work towards leaving a more liveable world for future generations, we will continue to place sustainability at the centre of all our business processes and further strengthen this commitment for the years ahead.

ALPER DOĞRU
GENERAL MANAGER

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At Voyage Belek Golf & Spa, operating under the umbrella of VOYAG Turizm Otelcilik İşletmesi, we are committed to protecting the environment and preserving our natural resources for future generations. In doing so, we strive to minimise our environmental impact, safeguard natural resources and contribute to the fight against climate change, while continuing to deliver the high standards of service our guests expect.

This report reflects the efforts, dedication and progress we have made in the field of environmental responsibility and sustainability over the years. Our primary objective is to help protect nature and preserve natural resources by promoting the responsible use of resources and preventing waste.

We are pleased to present our Sustainability Report shared with all our stakeholders and published on our website, covering the period from 1 January 2025 to 31 December 2025, which brings together the details of our ongoing sustainability initiatives.

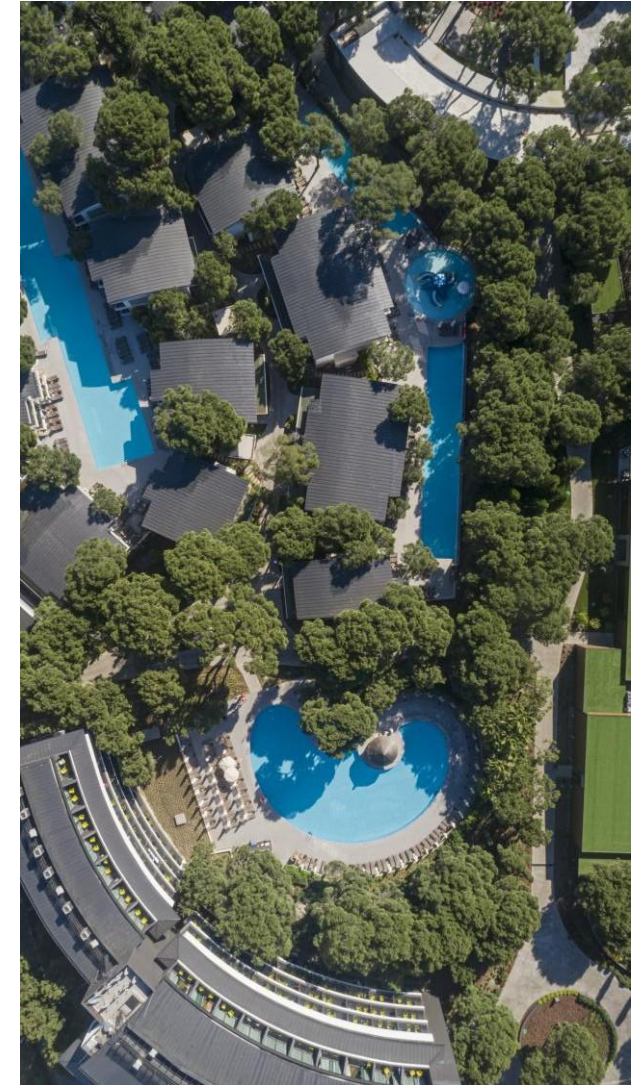
ELİF ÖZER
QUALITY MANAGER

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VOYAGE BELEK GOLF & SPA

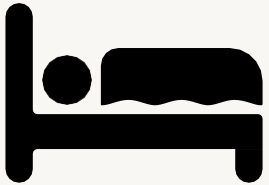
Since opening its doors in 2007, Voyage Belek Golf & Spa has established itself as one of the Mediterranean's leading holiday destinations. Originally launched as Voyage Belek Golf & SPA Select with 587 rooms and a capacity of 1,175 beds, the hotel became Voyage Belek in 2008 before adopting its current name in 2012. Following a comprehensive refurbishment in 2019, it continues to welcome guests with 596 contemporary rooms and accommodation for up to 1,200 guests.

Open throughout the year, Voyage Belek Golf & Spa combines genuine hospitality with thoughtfully designed experiences for couples, families and groups alike. Guests can explore seven à la carte restaurants showcasing international cuisine, unwind by pools tailored to different age groups, enjoy the aquapark or spend the day on the hotel's 350-metre Blue Flag beach. Younger guests have plenty to discover, from the dedicated kids' club and children's cinema to an engaging programme of daytime activities and evening entertainment, while adults can enjoy a vibrant holiday atmosphere balanced with opportunities to relax and recharge. A collection of stylish deluxe rooms, swim-up rooms and suites ensures a comfortable stay, and versatile event spaces equipped with the latest technology provide an exceptional setting for conferences, meetings, weddings and special occasions.



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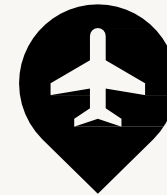
VOYAGE BELEK GOLF & SPA



596 rooms



Montgomerie Golf Course



Airport, 35 km



2 main restaurants

Cuisine 24

7 a la carte
restaurants



300 m private sandy beach
(family beach, adult-only
beach 16+)



City Centre: 45 km

Nearest Residential Area: 2 km-Belek

5 snack restaurants

1 grocery



14 bars



SENSE SPA



Nearest Hospital: 10 km

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AWARDS



Bike-Friendly Hotel: Committed to responsible tourism, Voyage Belek Golf & Spa has embraced the principles of the Bike-Friendly Hotel programme as part of its wider environmental initiatives. By encouraging both guests and team members to choose cycling whenever possible, the hotel supports lower-carbon travel and promotes more sustainable ways of exploring the destination. In recognition of these efforts, Voyage Belek Golf & Spa was awarded the Bike-Friendly Hotel Certificate in 2022.



Sustainable Tourism Certificate: Voyage Belek Golf & Spa was awarded the Sustainable Tourism Certificate in 2022 after successfully meeting the requirements of Türkiye's national Sustainable Tourism Programme. The programme is developed in line with the internationally recognised criteria of the Global Sustainable Tourism Council (GSTC) and has been granted GSTC-Recognised status, reflecting its alignment with globally accepted standards for sustainable tourism.

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AWARDS



Travelife Gold Certification: Voyage Belek Golf & Spa has been awarded the Travelife Gold Certification in recognition of its ongoing commitment to environmental and social sustainability. Since embarking on its sustainability journey in 2013, the hotel has continued to strengthen its performance year after year, embracing internationally recognised best practices and driving continuous improvement across its operations.



At Voyage Belek Golf & Spa, responsible waste management forms an integral part of our sustainability approach. Through effective waste separation, recycling and resource recovery practices, we strive to minimise our environmental impact and support a more circular economy. In recognition of these efforts, the hotel was awarded the Zero Waste Certificate on 18 January 2021, reflecting its commitment to reducing waste and promoting the responsible use of natural resources.

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VOYAGE GRUP



Blue Flag: Voyage Belek Golf & Spa has proudly held the Blue Flag since 2005. Awarded by the Foundation for Environmental Education (FEE), this internationally recognised certification reflects the hotel's commitment to high environmental standards, excellent water quality, responsible beach management and environmental awareness.



ISO 14001 Environmental Management Systems: Certified to ISO 14001 since 2007, Voyage Belek Golf & Spa manages its environmental impact through a structured environmental management system focused on continuous improvement. The certification supports the hotel's commitment to reducing resource consumption, minimising its environmental footprint and complying with internationally recognised environmental standards.



As part of its long-standing commitment to sustainable tourism, Voyage Belek Golf & Spa has participated in the Green Star programme since 2014. Introduced by the Ministry of Culture and Tourism of the Republic of Türkiye, the programme recognises tourism businesses that implement environmentally responsible practices while encouraging greater environmental awareness among guests, employees and the wider community.

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UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

In 2015, world leaders adopted the 17 Sustainable Development Goals (SDGs) as a shared blueprint for creating a more sustainable future by 2030.

Together, these goals aim to end poverty, reduce inequality and take meaningful action to address climate change.

At Voyage Belek Golf & Spa, we are committed to supporting these global goals through responsible business practices and initiatives that contribute to a more sustainable future.



POLICIES

INTEGRATED SUSTAINABLE TOURISM POLICY

At Voyage Belek Golf & Spa, sustainability is at the heart of the way we operate. Guided by our Integrated Sustainable Tourism Policy, we are committed to conducting our business responsibly while creating long-term value for our guests, employees, local communities and the environment.

Our approach is aligned with applicable national and international legislation, internationally recognised management systems and sustainability frameworks, including ISO 14001, occupational health and safety, food safety and quality management standards, the Bike-Friendly Hotel programme, the Sustainable Tourism Programme, the Sustainable Development Goals (SDGs) and the principles set out in the Universal Declaration of Human Rights. Through this commitment, we aim to:

- protect and support the natural and social environment in which we operate, prevent pollution, minimise the environmental impact of our activities and promote the responsible use of natural resources by embracing technological innovation;
- communicate our sustainability initiatives openly with our employees, guests, suppliers and the wider community;
- foster a culture that values environmental protection, human rights, gender equality, children's rights, child safeguarding, and the health, safety and wellbeing of both our guests and employees through continuous awareness and training programmes;
- measure and evaluate the impact of our actions, set measurable objectives and drive continual improvement across all areas of our operations;

POLICIES

INTEGRATED SUSTAINABLE TOURISM POLICY

- promote an inclusive workplace where collaboration, mutual respect and human rights are embedded across all levels of the organisation, in line with our Employee and Human Rights Policy;
- protect biodiversity through research, planning and practical initiatives that contribute to the conservation of natural ecosystems and the wellbeing of future generations;
- apply responsible procurement practices by balancing quality, value, environmental responsibility and guest satisfaction, while prioritising safe, high-quality products and, wherever they meet our quality standards, locally sourced goods;
- contribute to the economic, social and cultural development of our destination by respecting local heritage, traditions and communities, in line with our Local Awareness Policy;
- continually strengthen our Information Security Management System to safeguard information assets and ensure the confidentiality, integrity and availability of data;
- embrace digital transformation in a way that enhances efficiency while preserving meaningful human interaction and personalised hospitality;
- continuously improve our working environment and the services we provide through our Corporate Communication Policy, creating lasting value for the economy, fostering strong relationships with all stakeholders and building a brand recognised for responsible leadership and open communication.

POLICIES



HUMAN RESOURCES POLICY

At Voyage Belek Golf & Spa, we believe our people are our greatest strength. We seek individuals who not only possess the qualifications, experience and professional capabilities required for their roles, but who also share our values and contribute positively to our workplace culture.

To achieve this, we are committed to:

- fostering a workplace built on honesty, transparency, fairness, mutual respect and trust;
- attracting, selecting and developing talented people whose values align with our culture and long-term vision;
- creating a safe, healthy and supportive working environment by continuously improving our occupational health and safety practices;
- investing in the professional and personal development of our employees through targeted learning opportunities and regularly evaluating the effectiveness of our training programmes.

POLICIES

EMPLOYEES AND HUMAN RIGHTS POLICY

At Voyage Belek Golf & Spa, we are committed to fostering a workplace where everyone is treated with dignity, respect and fairness. We believe that an inclusive working environment—one that values different perspectives and promotes equal opportunities—is essential to both individual fulfilment and long-term business success.

We are committed to treating every employee fairly and with respect, regardless of age, gender, sexual orientation, ethnicity, religion, disability or any other protected characteristic. By embracing diversity and inclusion, we create an environment where people are encouraged to learn, grow and reach their full potential, both professionally and personally.

To support this commitment, we:

- foster a culture of openness, transparency, fairness and shared responsibility, where employees are encouraged to contribute to decision-making;
- provide a safe, secure and inclusive working environment with equal opportunities for all;
- encourage open dialogue and ensure that concerns can be raised, heard and addressed fairly;
- support continuous performance development through regular feedback, career planning and professional development opportunities;
- maintain fair employment and remuneration practices that comply with applicable legislation and recognised standards;
- promote a workplace where ideas and opinions can be expressed freely and constructive communication is encouraged;
- respect employees' privacy and safeguard personal data in accordance with our information security commitments;
- support every employee's right to learning, professional development and access to training;
- ensure fair access to employee benefits, social programmes and recognition opportunities.

POLICIES



ENVIRONMENTAL PROTECTION POLICY

At Voyage Belek Golf & Spa, we are committed to preventing pollution, reducing the environmental impact of our activities and continually improving our environmental performance through responsible and sustainable practices. To achieve this, we:

- assess the environmental impact of our operations, comply with applicable environmental legislation and implement measures that reduce our environmental footprint;
- take proactive steps to prevent pollution and minimise environmental risks across all areas of our operations;
- manage waste responsibly by separating it at source, maximising opportunities for recycling and recovery, and continuously working to reduce the amount of waste we generate;
- promote the efficient use of water, energy and other natural resources while encouraging our employees, guests and suppliers to support these efforts;
- monitor, measure and regularly review our environmental performance, setting objectives that drive continual improvement;
- provide ongoing environmental awareness and training programmes to strengthen knowledge, responsibility and engagement among our employees;
- encourage the active participation of our guests, employees and business partners in our environmental initiatives, helping to foster a culture of environmental responsibility.

POLICIES



SUSTAINABLE SUPPLY CHAIN POLICY

At Voyage Hotels, we are committed to managing the procurement of goods, equipment and services in line with our sustainability principles, ethical values, respect for human rights, environmental responsibility and commitment to quality.

We expect our suppliers and business partners to share these values and to operate in accordance with the standards set out in this policy.

Supplier Selection and Business Partnerships

We recognise that the quality, integrity and performance of our suppliers have a direct impact on both the guest experience and the sustainability of our operations. For this reason, we seek to build long-term partnerships founded on trust, transparency and shared responsibility with suppliers who:

- consistently meet our quality expectations and applicable legal requirements; demonstrate a strong commitment to environmental and social responsibility; conduct business with integrity and in accordance with recognised ethical standards; and embrace continuous improvement, innovation and responsible business practices.

POLICIES



SUSTAINABLE SUPPLY CHAIN POLICY

Environmental and Sustainable Approach

We integrate environmental and sustainability considerations into our procurement decisions and prioritise products and services that contribute to reducing our environmental impact. Wherever possible, we give preference to solutions that:

- incorporate recycled or responsibly sourced materials and support circular economy principles through reuse, recycling or resource recovery;
- are produced using sustainable methods and sourced locally, helping to strengthen local economies and reduce transport-related emissions;
- minimise packaging or use environmentally responsible packaging materials; improve resource efficiency by reducing energy and water consumption; have a lower environmental footprint through reduced emissions and pollution; support digital alternatives that minimise paper consumption and unnecessary printing; contribute to reducing food waste and limiting the use of single-use products and plastics; reflect and promote the natural, cultural and historical heritage of the destinations in which we operate; and are certified to recognised sustainability standards, including Rainforest Alliance, MSC, FSC or equivalent certification schemes, or are produced in accordance with Fairtrade principles.

We are equally committed to ensuring that our procurement practices do not support products derived from endangered species or suppliers whose activities compromise animal welfare.

POLICIES



SUSTAINABLE SUPPLY CHAIN POLICY

Human Rights and Ethical Standards

We expect the highest standards of ethical conduct and respect for human rights throughout our supply chain. We do not engage with suppliers found to be involved in practices that violate internationally recognised human rights standards, including:

- child labour or child exploitation; forced or compulsory labour; human trafficking or any form of labour exploitation; discrimination, harassment or abusive treatment.

Protecting the Environment and Biodiversity

We are committed to protecting biodiversity and promoting the sustainable use of natural resources throughout our procurement activities. In support of this commitment, we seek to:

- avoid products derived from or contributing to the spread of invasive species; refrain from sourcing products that may harm marine ecosystems, including sunscreens containing ingredients known to have adverse effects on marine life.

Performance Monitoring and Compliance

Supplier performance is regularly reviewed against our sustainability expectations and business standards. We expect our suppliers to comply with:

- all applicable laws and regulations; occupational health and safety requirements; environmental legislation; recognised ethical business practices.

Where appropriate, suppliers may be required to participate in audits or assessment processes relating to social compliance, ethical standards and sustainability performance.

This policy is endorsed by the senior management of Voyage Hotels and forms the foundation of our sustainable supply chain approach. It applies to all employees, suppliers and business partners, who are expected to support and uphold the principles set out in this policy.

POLICIES

CLIMATE ACTION POLICY

At Voyage Hotels, we recognise that addressing climate change requires long-term commitment and continuous action. We are dedicated to reducing the environmental impact of our operations by improving energy efficiency, minimising waste, increasing recycling and promoting the responsible use of natural resources. Our approach also includes investing in water-efficient technologies, supporting the protection of local ecosystems and integrating sustainable procurement practices that prioritise environmentally responsible products and services. We encourage environmental awareness among our employees, guests and business partners, recognising that meaningful progress depends on collective action.

ACCESSIBILITY POLICY

At Voyage Hotels, we consider the needs of guests, employees and visitors with disabilities, children and individuals with additional access requirements when designing and delivering our products and services.

Through our Sustainability Management System, we continuously monitor and evaluate our accessibility objectives, implementing improvements whenever opportunities for enhancement are identified.

We are committed to providing environments that promote accessibility, health and safety, ensuring that everyone can enjoy our hotels and workplaces with comfort, dignity and confidence.

POLICIES

LOCAL COMMUNITY ENGAGEMENT POLICY

At Voyage Hotels, we are committed to respecting local heritage, supporting communities and contributing to the long-term social, cultural and economic development of our destinations.

To support this commitment, we:

- promote the responsible use and preservation of local resources while helping to ensure their long-term sustainability;
- celebrate and respect local cultures, traditions and diversity, fostering an environment free from discrimination of any kind;
- engage with local stakeholders and communities to better understand regional priorities and incorporate local perspectives into our decision-making;
- support initiatives that protect historical, archaeological and cultural heritage;
- work collaboratively with local communities to preserve cultural identity, safeguard natural environments and contribute to community wellbeing;
- strengthen regional economies by supporting local employment opportunities and sourcing goods and services from local suppliers wherever possible;
- encourage guests to experience the region's culture, cuisine, traditions and natural heritage through responsible tourism, while equipping our employees with the knowledge needed to share authentic local experiences.

To explore our Sustainability Policies in full, please visit <https://www.voyagehotel.com/tr/kurumsal-sorumluluk>.

HUMAN RESOURCES APPROACH

RECRUITMENT

Recruitment across our hotels is carried out in accordance with the standards and recruitment framework established by the Human Resources and Training Group Directorate.

Our recruitment process is designed to ensure fairness, transparency and equal opportunity. Candidates are assessed through a structured, multi-stage selection process that evaluates their skills, competencies and potential using objective assessment criteria.

As of 2025, the application process has been fully digitalised through the HRPEAK platform, where candidates receive their invitations via SMS and complete the assessment process through an online testing system.

PERFORMANCE MANAGEMENT AND FAIR REMUNERATION

Vacant positions and role requirements are communicated annually to all employees through internal noticeboards and SMS notifications, ensuring equal access to career opportunities across the organisation. Promotion decisions are based on a fair and transparent assessment process led by the Human Resources and Training Group Directorate, with the participation of department managers. Employees are assessed solely on their performance, competencies and suitability for the role, regardless of religion, language, ethnicity, gender or disability.

Employees who successfully meet the requirements of the assessment process and demonstrate strong performance are promoted to the next level within the organisation. In line with our “**Equal Pay for Equal Work**” principle, employees receive the salary applicable to their new position from the effective date of their promotion.

In 2025, a total of 64 employees were promoted.

HUMAN RESOURCES APPROACH

PERSONNEL ATTENDANCE CONTROL SYSTEM – PDKS

To enhance operational efficiency and streamline people management, Voyage Hotels uses Voymaxx HR, its integrated digital HR platform. The platform enables employees to clock in and out using QR technology while providing access to attendance records, annual leave balances, training management and performance evaluation processes. By digitalising key HR functions, Voymaxx HR supports a more efficient, transparent and user-friendly employee experience.



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HUMAN RESOURCES APPROACH

TRAINING AND CAREER MANAGEMENT

Alongside the mandatory legal and professional training required in the hospitality industry, our learning programmes cover areas including:

- personal development;
- leadership;
- professional awareness;
- foreign language training;
- and disability awareness.

We are committed to investing in our people and, whenever possible, prioritise internal career progression by promoting talent from within our hotels and across the wider Voyage Hotels organisation.

As part of our digital transformation initiatives, our Group Training and Group IT teams have also introduced QR code-based attendance tracking for departmental training sessions. Replacing paper-based attendance forms with digital records supports our commitment to reducing paper consumption while improving efficiency.

HUMAN RESOURCES APPROACH

TRAINING AND CAREER MANAGEMENT

As part of the vocational education initiative developed jointly by the Ministry of National Education (MEB) and the Ministry of Culture and Tourism of the Republic of Türkiye, Voyage Hotels has established a dedicated cooperation protocol with the Ministry of National Education and participating Vocational and Technical Anatolian High Schools (MTAL).

Under the programme, Voyage Hotels:

- provides workplace-based training and professional development opportunities for school leaders and vocational teachers;
- offers vocational training and practical work experience for student interns across its hotels;
- provides financial support to interns in addition to the statutory internship allowance; and
- offers employment opportunities to high-performing students following the successful completion of their internships.

Partner Schools

- Serik İMKB Vocational and Technical Anatolian High School of Tourism
- Silifke Taşucu Vocational and Technical Anatolian High School of Tourism
- Falez Vocational and Technical Anatolian High School of Tourism
- Van Edremit Evliya Çelebi Vocational and Technical Anatolian High School of Tourism

HUMAN RESOURCES APPROACH

WORKING LIFE

At Voyage Hotels, we believe that creating a workplace where our employees feel valued, supported and empowered is one of our highest priorities.

Alongside safeguarding our employees' legal rights and providing a comprehensive range of benefits, we are committed to promoting a positive working environment that supports wellbeing, motivation, professional performance and personal development.

As an international hospitality brand welcoming guests from around the world, diversity, equity and inclusion are fundamental to the way we operate. We are committed to providing equal opportunities for all employees, regardless of nationality, ethnicity, language, religion or any other personal characteristic.

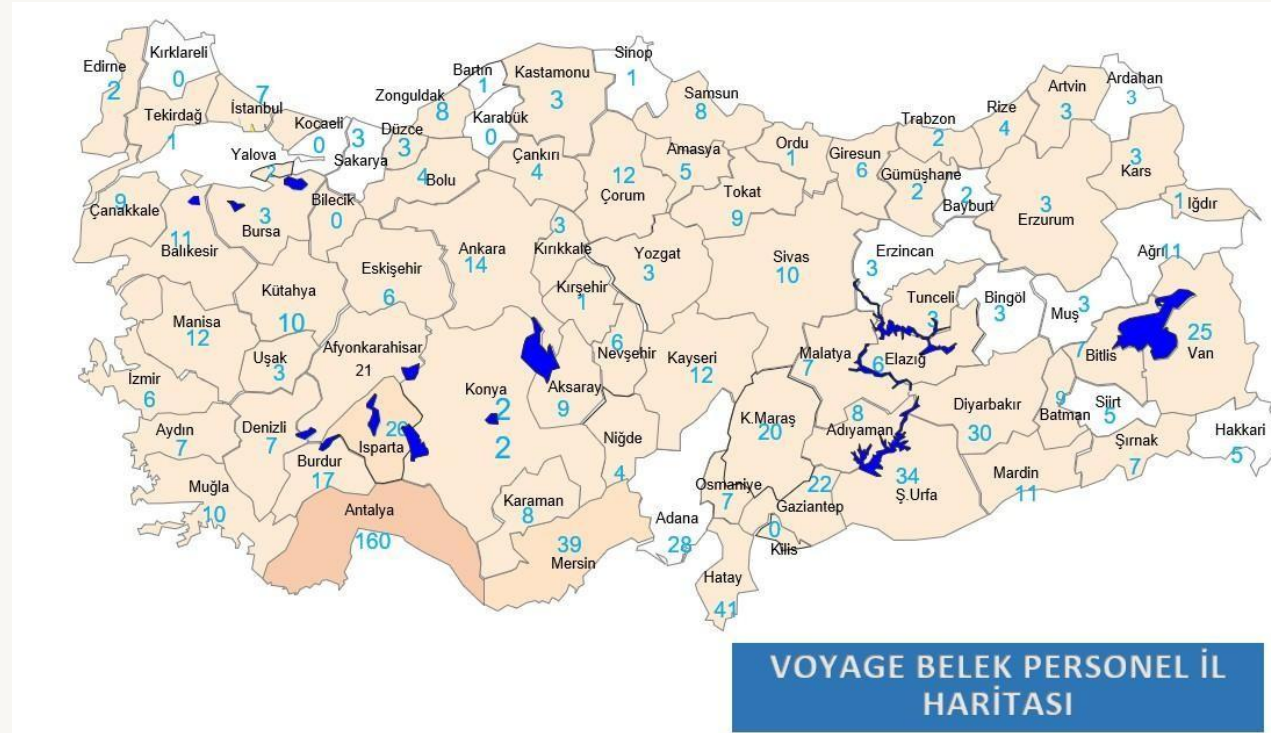
All employment processes, including those relating to our international workforce, are managed fairly and consistently by our Human Resources teams in full compliance with applicable legislation. Every employee is treated with dignity, respect and provided with equal opportunities throughout their employment.

Supporting local communities is also an important part of our people strategy. Wherever possible, we prioritise recruitment from the regions in which we operate, helping to create employment opportunities and contribute to local economic development. For Voyage Belek Golf & Spa, this includes a particular focus on candidates from Belek, Serik and Antalya.

To help develop future talent, we maintain strong partnerships with universities, vocational schools and public employment institutions. Our academic partners include Akdeniz University, Özyeğin University, Süleyman Demirel University, Antalya Bilim University, as well as a number of vocational schools specialising in tourism and hospitality. We also work closely with regional İŞKUR employment offices to support recruitment initiatives.

HUMAN RESOURCES APPROACH

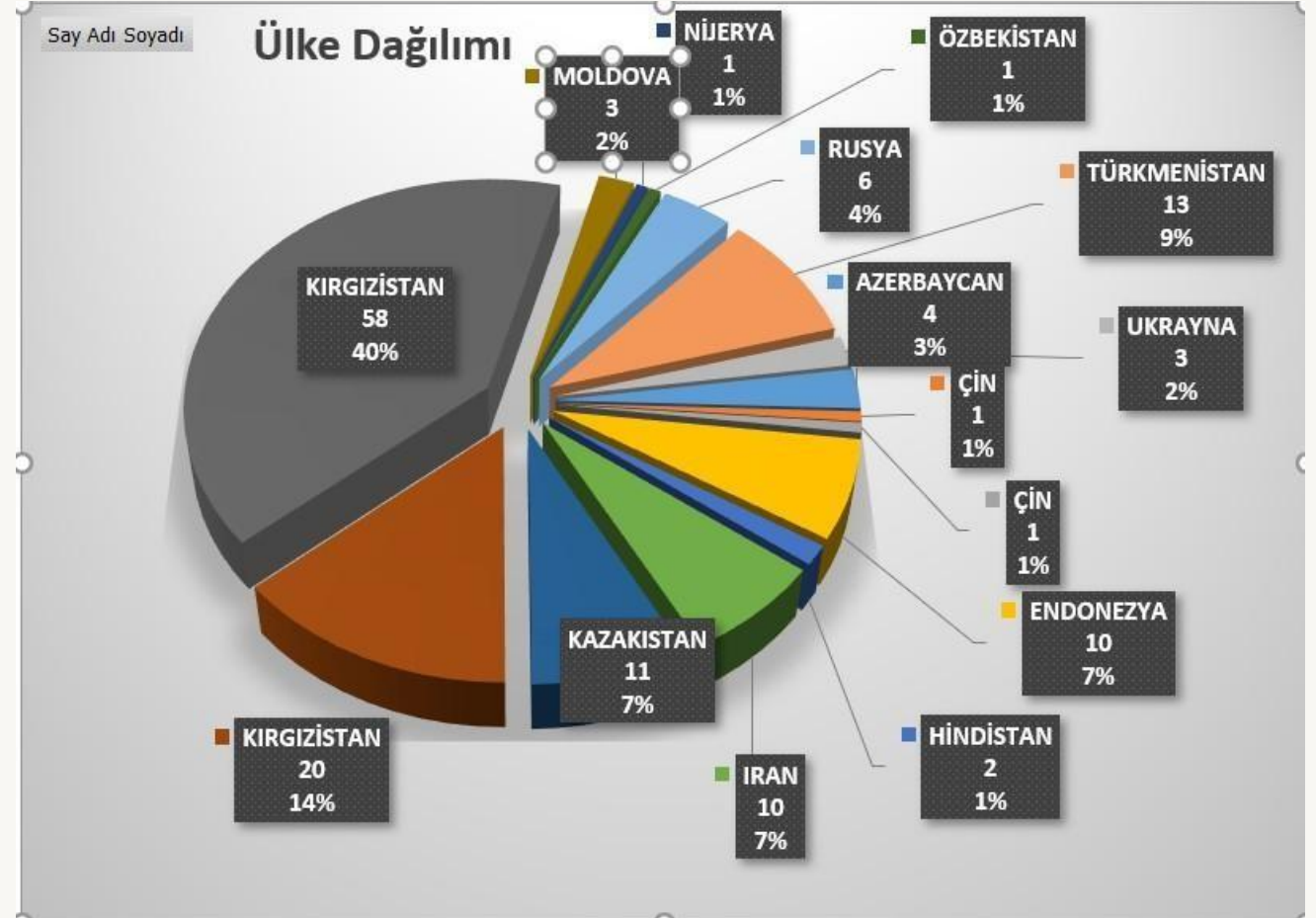
WORKING LIFE - EMPLOYEE DISTRIBUTION BY PROVINCE



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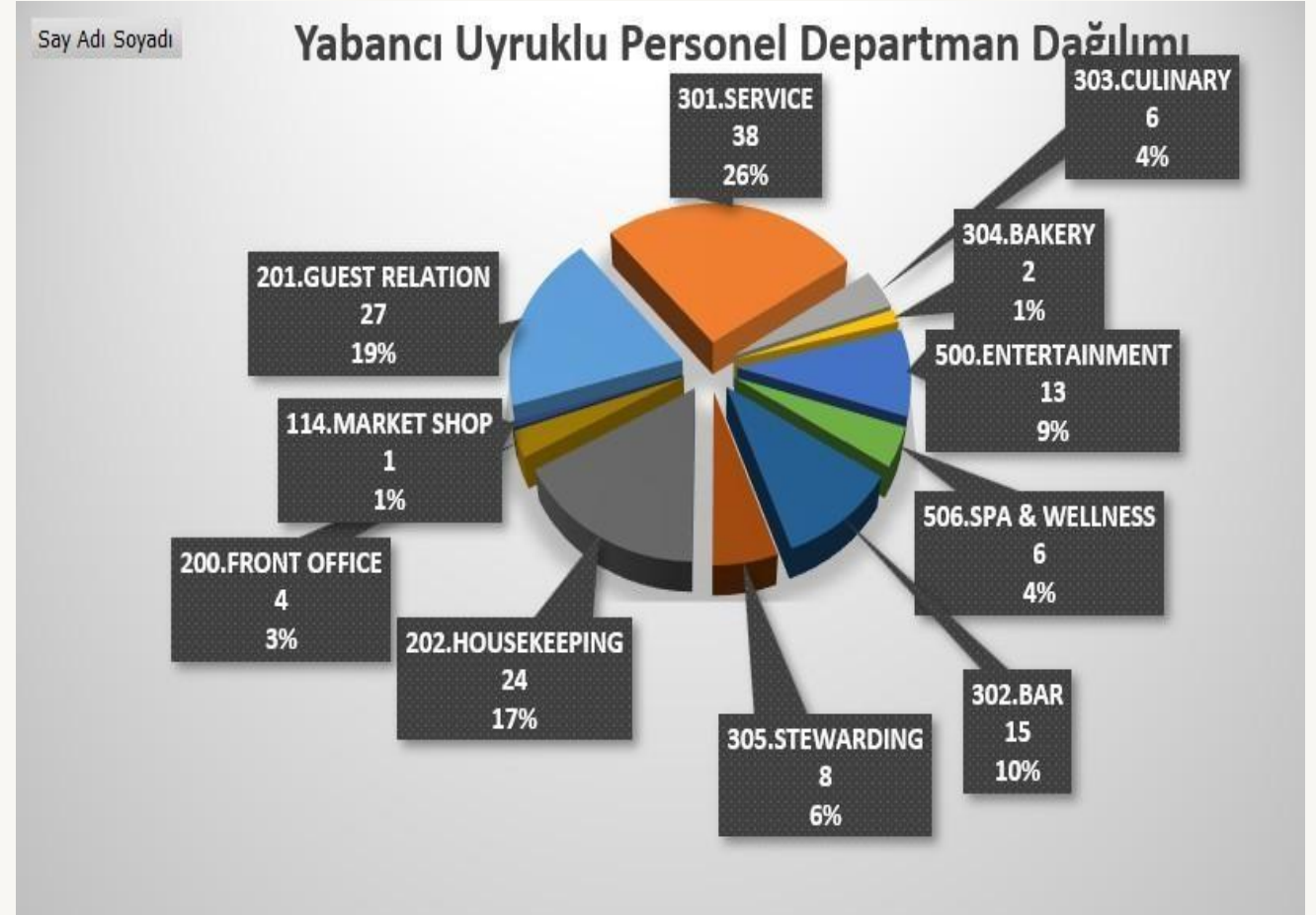
HUMAN RESOURCES APPROACH

WORKING LIFE – FOREIGN PERSONNEL



HUMAN RESOURCES APPROACH

WORKING LIFE – FOREIGN PERSONNEL



HUMAN RESOURCES APPROACH

RECOGNITION AND EMPLOYEE SUPPORT

At Voyage Hotels, we believe that investing in our people is one of our greatest responsibilities. By supporting the personal and professional development of our employees, we empower them to grow, excel in their roles and contribute to our shared success.

To recognise and support our employees, we offer a range of initiatives, including:

Language Allowance – Employees who demonstrate proficiency in one or more foreign languages, in addition to their native language, are eligible for additional financial compensation based on their certified language level.

Birthday Celebrations – Every employee's birthday is celebrated with a cake and a personalised celebration organised by Voyage Hotels.

Employee Engagement Activities – Throughout the year, we organise a variety of social events, including employee celebrations, barbecues, seasonal gatherings, year-end gala events and special occasion celebrations, complemented by recognition gifts and awards.

Employee Communication Meetings – Regular communication meetings are held across all departments to encourage open dialogue and strengthen employee engagement. At the beginning of each season, department meetings are also attended by the General Manager.

HUMAN RESOURCES APPROACH

LANGUAGE BONUS PROGRAMME

As part of our commitment to supporting employee development, Voyage Hotels offers a Language Bonus Programme that encourages and rewards foreign language proficiency.

Employees who successfully demonstrate their language skills through the foreign language assessments conducted at our hotels are eligible to receive a monthly language bonus in addition to their salary.

The programme covers five foreign languages, with bonus amounts varying according to the language and the employee's level of proficiency.



HUMAN RESOURCES APPROACH

LANGUAGE BONUS PROGRAMME

Language assessments are conducted by independent, accredited language providers and are aligned with the Common European Framework of Reference for Languages (CEFR). Voyage Hotels recognises four of the five proficiency levels within its Language Bonus Programme, with A1 level excluded from the scheme.

To further support continuous learning, employees also benefit from preferential tuition rates through our partnered language training provider, making professional language development more accessible.



ÖZEL TÜRK AMERİKAN DERNEĞİ ANTALYA
YABANCI DİL KURSU

- İngilizce 
- Almanca 
- Rusça 
- Fransızca 
- Yabancılar için Türkçe 



**VOYAG GRUP ÇALIŞANLARI VE
BİRİNCİ DERECE YAKINLARINA
TÜM EĞİTİMLERİMİZDE %25
İNDİRİM...**

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SOCIAL RESPONSIBILITY

SEA TURTLE CONSERVATION PROJECT

Voyage Belek Golf & Spa actively supports the Sea Turtle Conservation and Research Project, coordinated by BETUYAB (Belek Tourism Investors Association). Now in its 26th year, the initiative helps protect one of the Mediterranean's most significant nesting habitats for sea turtles through close collaboration between tourism businesses, researchers and local stakeholders. As a beachfront hotel within this protected coastal area, we play an active role in safeguarding nesting beaches throughout the breeding season. We implement measures to help minimise disturbance to nesting and hatching sites, while raising awareness among both guests and employees through dedicated information signage and educational initiatives.

Each year, we also contribute to the project by:

- providing equipment and materials required for field operations at the research camp; and
- supporting the research team by helping meet their catering and essential provisions during the monitoring season.



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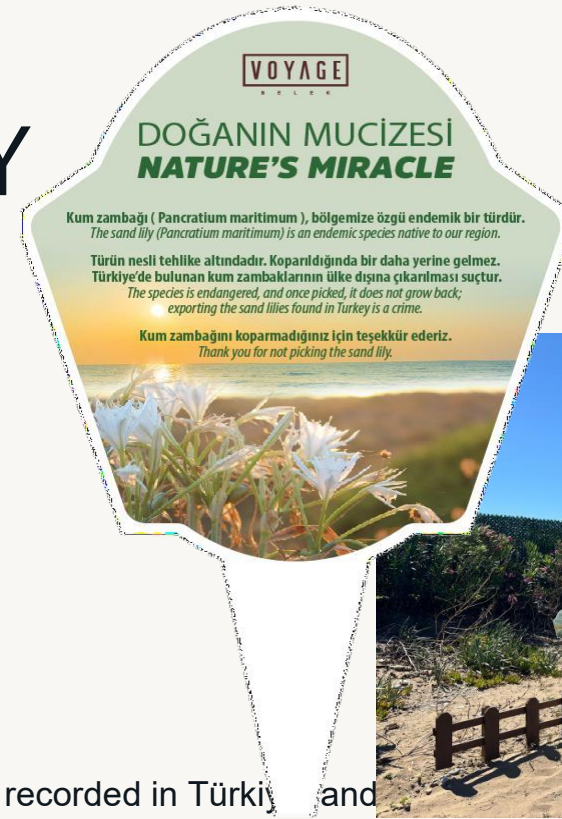
ECOLOGY AND BIODIVERSITY

Biodiversity encompasses the rich variety of plant, animal and fungal species, together with the ecological processes that sustain them. Protecting this natural diversity is fundamental to preserving healthy ecosystems and ensuring their resilience for future generations. In collaboration with Hacettepe University and Akdeniz University, comprehensive biodiversity surveys were carried out across the Belek tourism region to document its flora and fauna.

The study identified and recorded:

- 574 plant species, including 29 endemic species;
- 117 bird species, representing approximately one quarter of all bird species recorded in Türkiye and
- 59 butterfly species,

The findings were documented through photographic records and published by the Belek Tourism Investors Association (BETUYAB) in the reference publication Belek: 30 Years of Transformation, contributing to the long-term understanding and conservation of the region's natural heritage.



ECOLOGY AND BIODIVERSITY

For further information about our ecology and biodiversity initiatives, please visit <https://www.voyagehotel.com/tr/kurumsal-sorumluluk>.



Ipomea Stolonifera



Pancratium Maritimum



Anthemis Ammophila



Caretta Caretta



Vanessa Cardui



Chilades Trochylus

CULTURAL HERITAGE

EDUCATIONAL VISIT TO THE ANCIENT CITY OF ASPENDOS

To foster greater awareness of cultural heritage conservation and its importance for future generations, Voyage Belek Golf & Spa organised an educational field visit to the Ancient City of Aspendos for its interns. Guided by the Deputy Head of the Aspendos Excavation Project, participants gained valuable insights into the site's history, architectural significance and the ongoing archaeological conservation efforts.

The visit was designed to strengthen interns' understanding of the importance of safeguarding cultural heritage while deepening their appreciation of the region's rich historical legacy. It also reinforced the principle that sustainable tourism extends beyond environmental stewardship to include the protection and promotion of cultural heritage, highlighting the value of initiatives that help preserve local identity for future generations.



CULTURAL HERITAGE

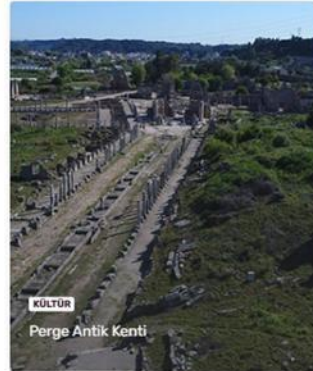
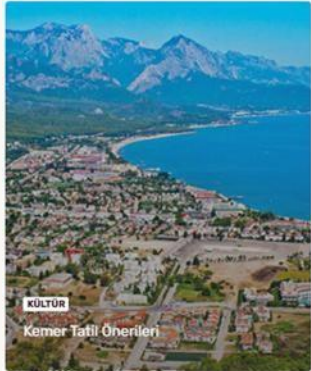
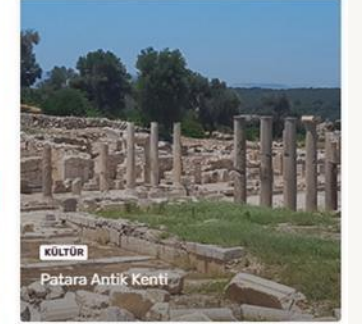
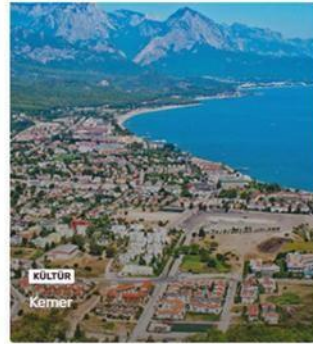
UNITED NATIONS DEVELOPMENT PROGRAMME (UNDP)



VOYAGE
BELEK

CULTURAL HERITAGE

For further information about our initiatives regarding cultural heritage, please visit <https://www.voyagehotel.com/tr/kurumsal-sorumluluk>.



VOYAGE
BELEK

COMMUNITY ENGAGEMENT

Voyage Belek Golf & Spa partnered with the Gastronomy Club of İSTEK Antalya Konyaaltı Schools for a special Father's Day community initiative. Under the guidance of our Pastry team, students prepared a selection of sweet, savoury and sugar-free treats, which were served to residents of a local nursing home.

The initiative provided students with valuable hands-on learning opportunities, helping them develop practical culinary skills while fostering a strong sense of social responsibility. It also reflected our commitment to creating meaningful partnerships that generate positive value for the local community.



COMMUNITY ENGAGEMENT

WORLD COELIAC DAY

As part of our commitment to inclusive hospitality and public health awareness, Voyage Belek Golf & Spa marked World Coeliac Day with a dedicated awareness initiative in our restaurants. Guests and employees were informed about coeliac disease and gluten sensitivity, while a selection of gluten-free alternatives was offered to highlight the importance of safe and inclusive dining.

Through this initiative, we aimed to support the wellbeing of individuals with diverse dietary requirements and promote a more accessible and inclusive approach to gastronomy. It also reflected our broader sustainability commitment to enhancing guest wellbeing while contributing to healthier and more inclusive communities.



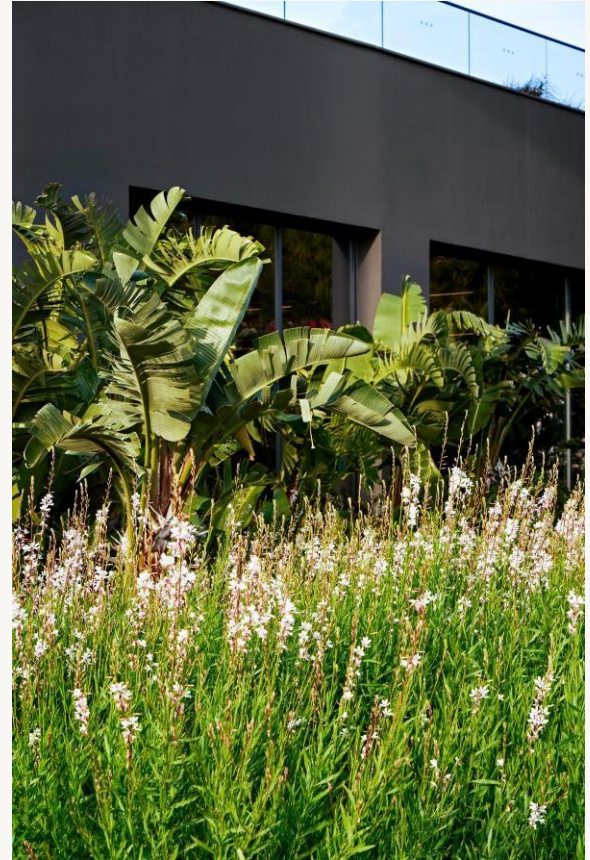
ENVIRONMENTAL APPROACH

At Voyage Belek Golf & Spa, transparency and accountability are fundamental to the way we conduct our business. We are committed to communicating openly with our stakeholders about our activities and their environmental, social and economic impacts. Our Sustainability Report, published annually, serves as an important platform for sharing our progress and demonstrating our commitment to responsible business practices. Since the day we began operating, we have continued to invest in initiatives that support both environmental protection and social wellbeing, recognising that the long-term success of tourism depends on the sustainability of the destinations in which we operate.

In delivering our operations, we strive to strengthen positive relationships between our business, local communities, organisations and surrounding ecosystems. We work to maximise positive social and economic contributions while minimising potential environmental impacts, ensuring that our activities create lasting value for both the region and its people.

Protecting the Environment: Protecting the natural environment and preserving cultural heritage are among our highest priorities. We continuously assess, manage and reduce the environmental impacts of our operations while supporting initiatives that contribute to the long-term conservation of the destinations in which we operate.

Sustainable Tourism: Our sustainability approach is built on meeting the needs of today's guests and local communities without compromising the wellbeing of future generations. By conserving natural resources and biodiversity, improving energy and water efficiency, and supporting quality of life, we contribute to a more sustainable tourism industry. We believe that sustainable tourism can only thrive within a healthy and resilient environment, and we are committed to protecting the resources entrusted to us.



ENVIRONMENTAL APPROACH

Supporting Local Communities: We prioritise local employment, recognising its positive contribution to regional economic development. By creating employment opportunities for local residents, we help strengthen the local economy, support community wellbeing and contribute to reducing workforce migration.

Creating Opportunities: We are committed to developing future talent by offering internship opportunities for tourism students and supporting our employees through continuous learning and career development programmes. Wherever possible, we promote from within, creating long-term career opportunities and enabling our people to grow alongside our business.



ENVIRONMENTAL APPROACH

OUR ENVIRONMENTAL OBJECTIVES

Environmental Stewardship

We are committed to:

- identifying, monitoring and managing the environmental impacts of our operations;
- maintaining preparedness for environmental risks and emergency situations while ensuring compliance with all applicable environmental legislation;
- continuously improving our environmental performance through waste reduction, waste segregation and the efficient use of natural resources;
- ensuring that waste is traceable throughout the recycling and disposal process;
- implementing energy and water efficiency systems across our hotels while raising employee awareness through regular training;
- providing employees with training on the safe handling of hazardous chemicals and appropriate emergency response procedures; and
- reducing hazardous waste generation and minimising solid waste through responsible purchasing and the use of larger-volume packaging where appropriate.

Engaging Everyone

To encourage active participation, we:

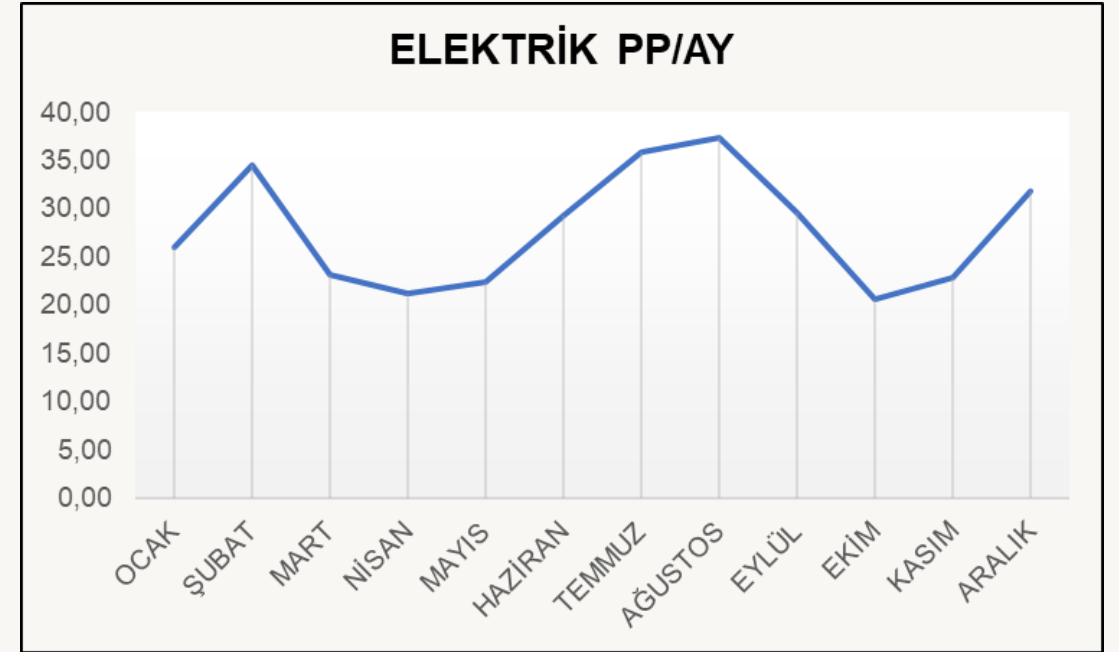
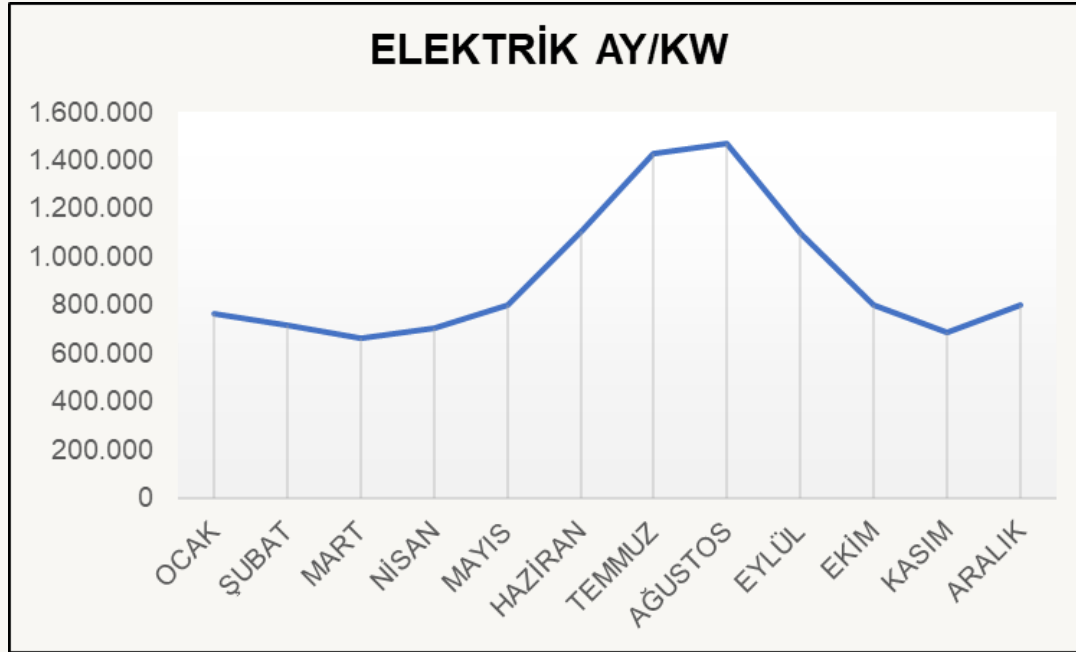
- promote environmental awareness among both employees and guests;
- organise environmental clean-up activities in natural areas together with our employees;
- provide clearly designated waste separation facilities in guest and employee areas to encourage recycling;
- gather guest feedback through environmental satisfaction surveys and use the insights gained to continuously improve our sustainability practices; and
- organise awareness activities that encourage employees, guests and local communities to take an active role in environmental protection.

VOYAGE

B E L E K

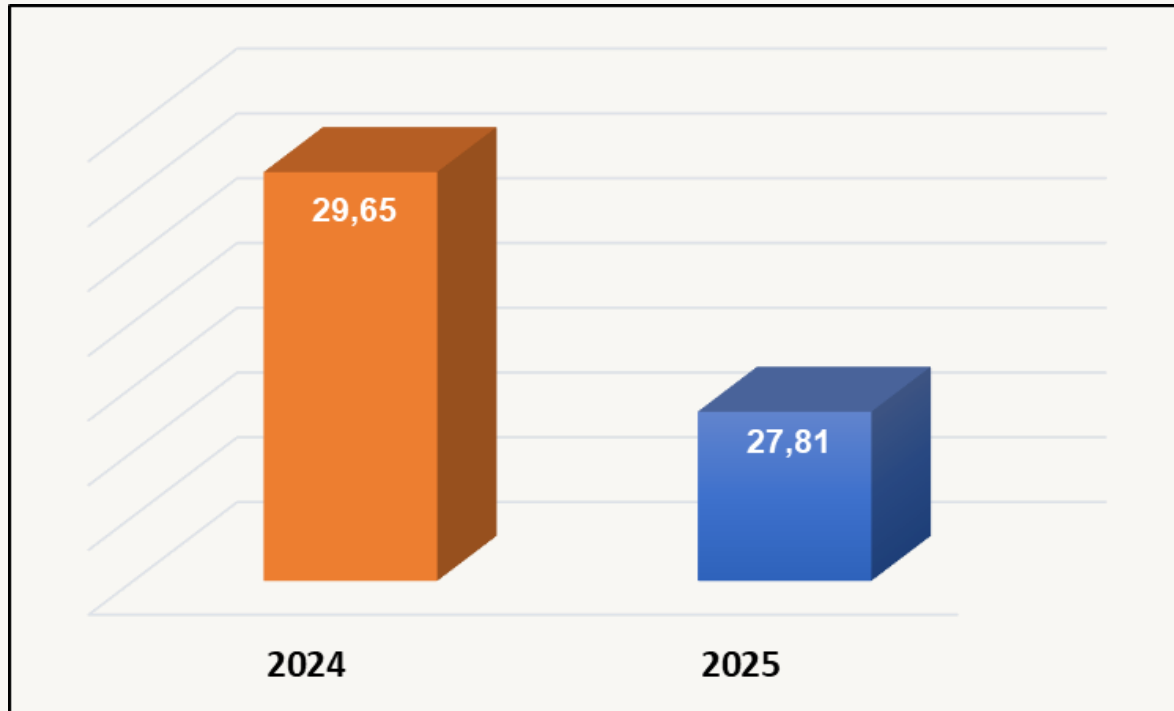
ENVIRONMENTAL APPROACH

ELECTRICITY CONSUMPTION (2025)



ENVIRONMENTAL APPROACH

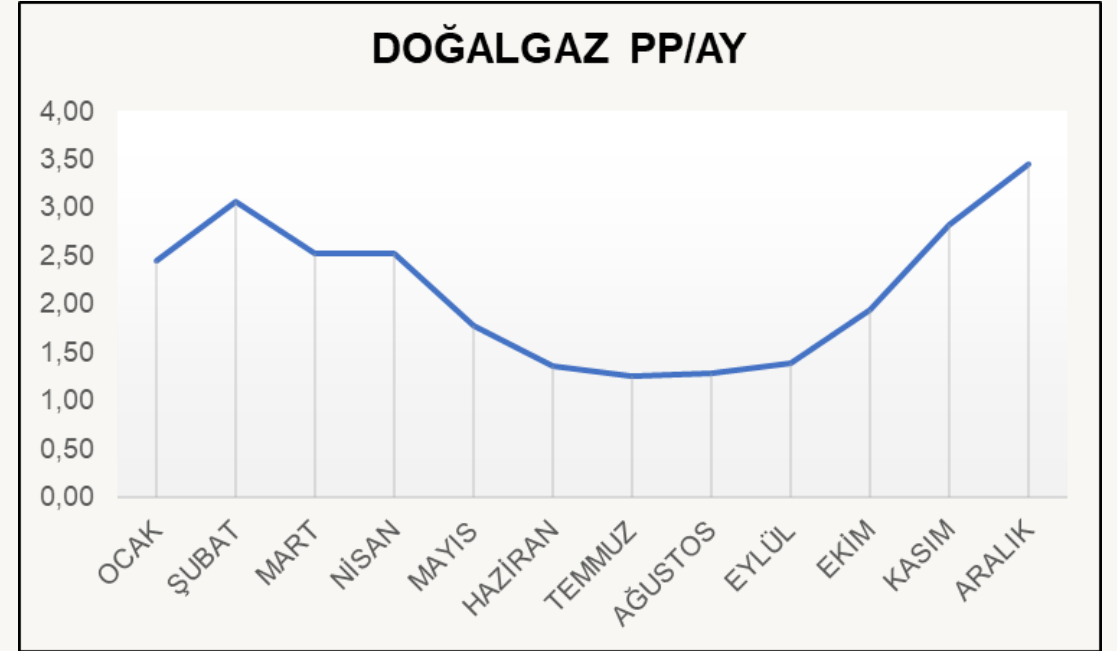
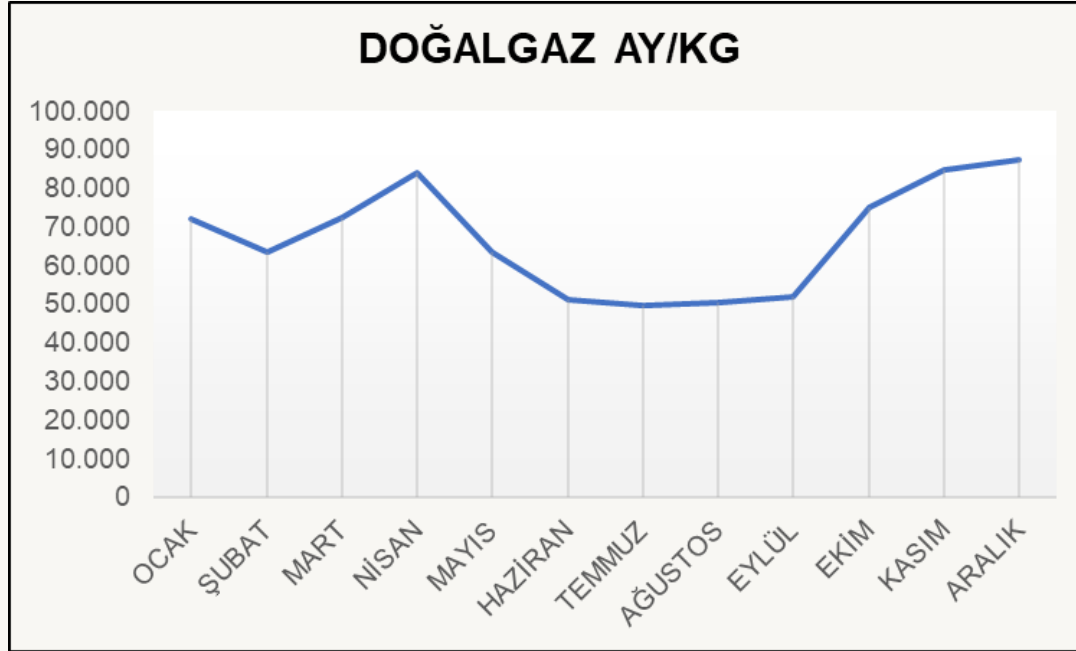
ELECTRICITY CONSUMPTION (2024-2025) – 2025 Target: 31.00 & Actual: 27.81



**6.21% LOWER
ELECTRICITY
CONSUMPTION PER
GUEST**

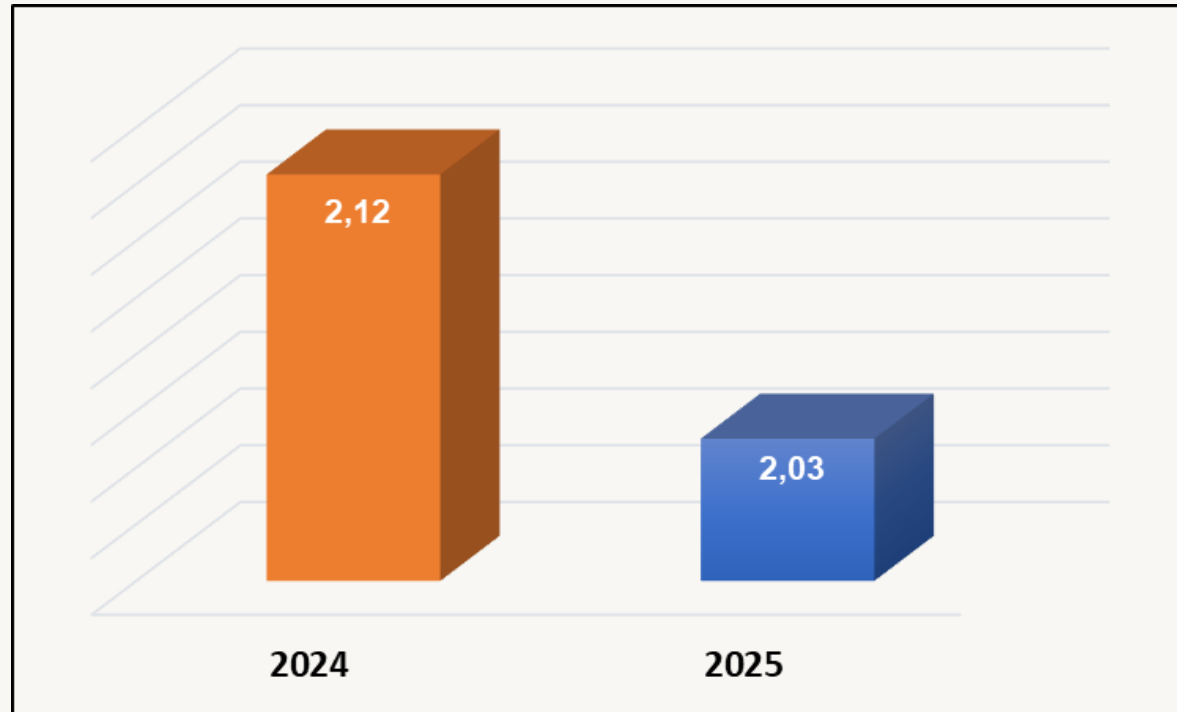
ENVIRONMENTAL APPROACH

NATURAL GAS CONSUMPTION (2025)



ENVIRONMENTAL APPROACH

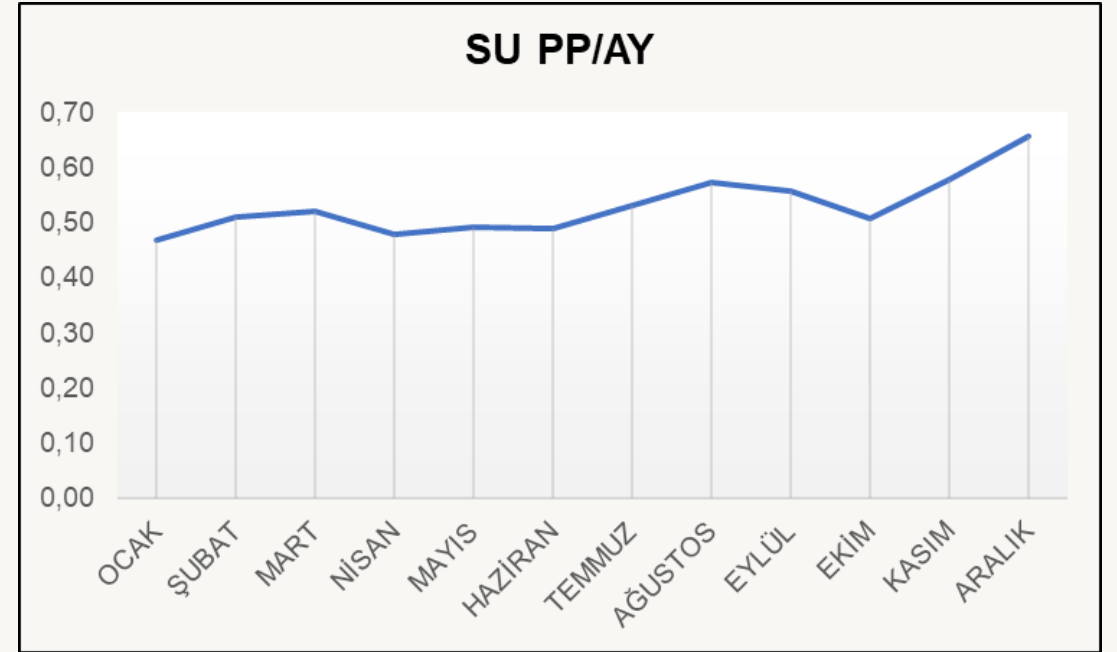
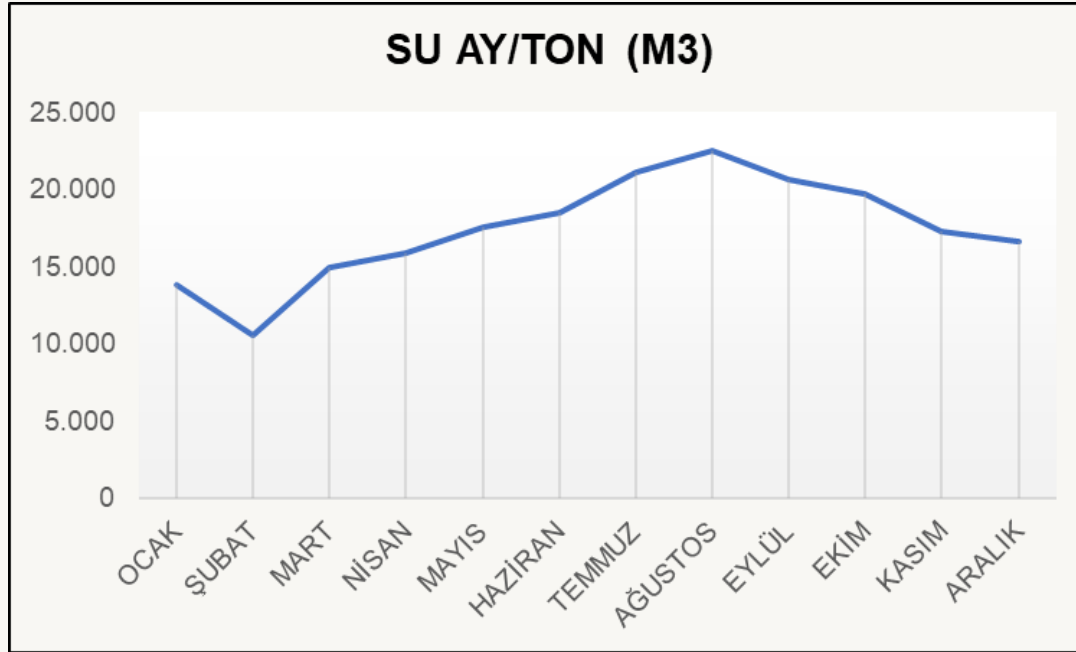
NATURAL GAS CONSUMPTION (2024-2025) – 2025 target: 2.5 & Actual: 2.03



**4.25% LOWER
NATURAL GAS
CONSUMPTION
PER GUEST**

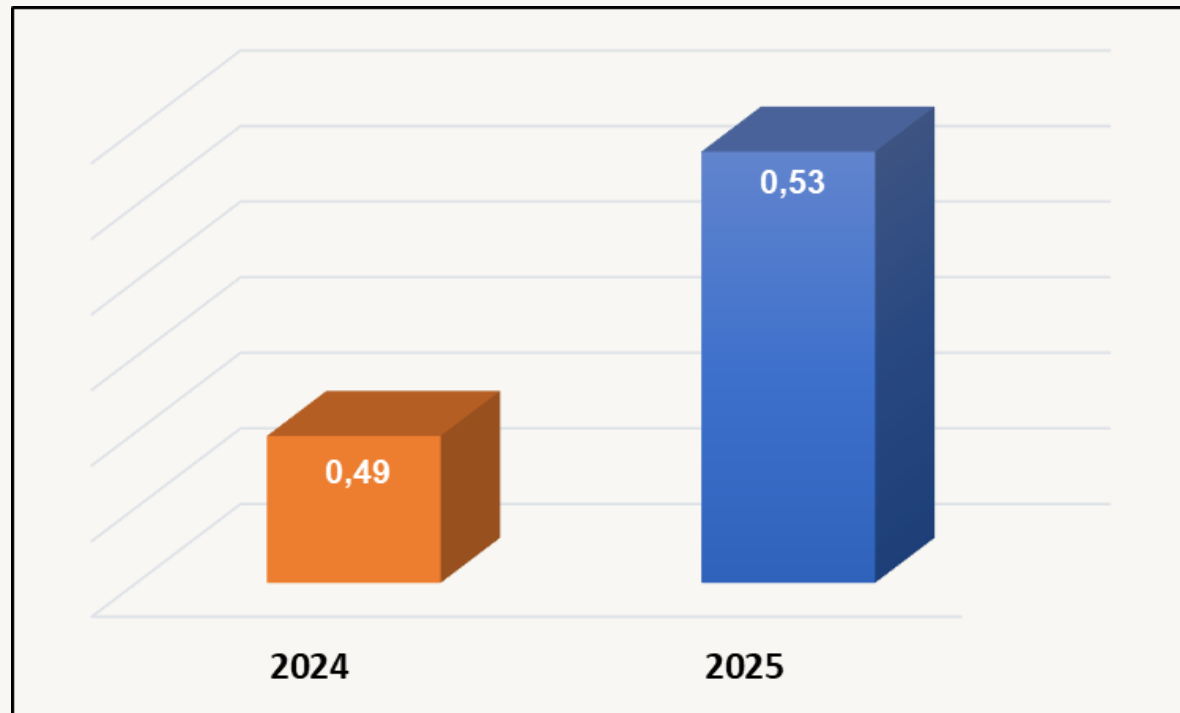
ENVIRONMENTAL APPROACH

WATER CONSUMPTION (2025)



ENVIRONMENTAL APPROACH

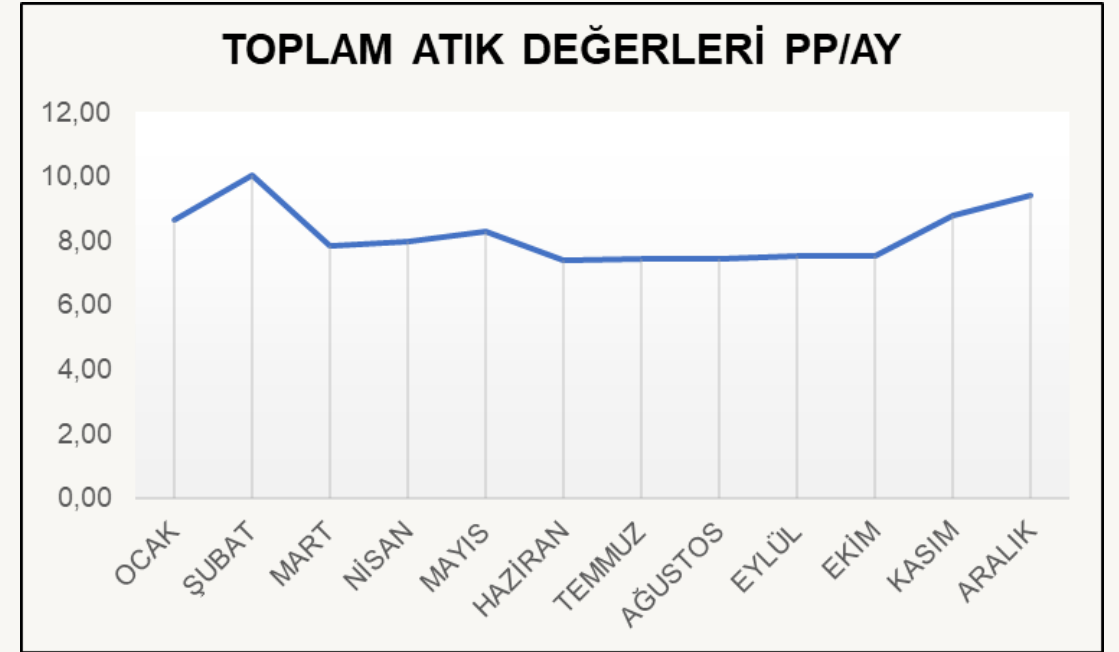
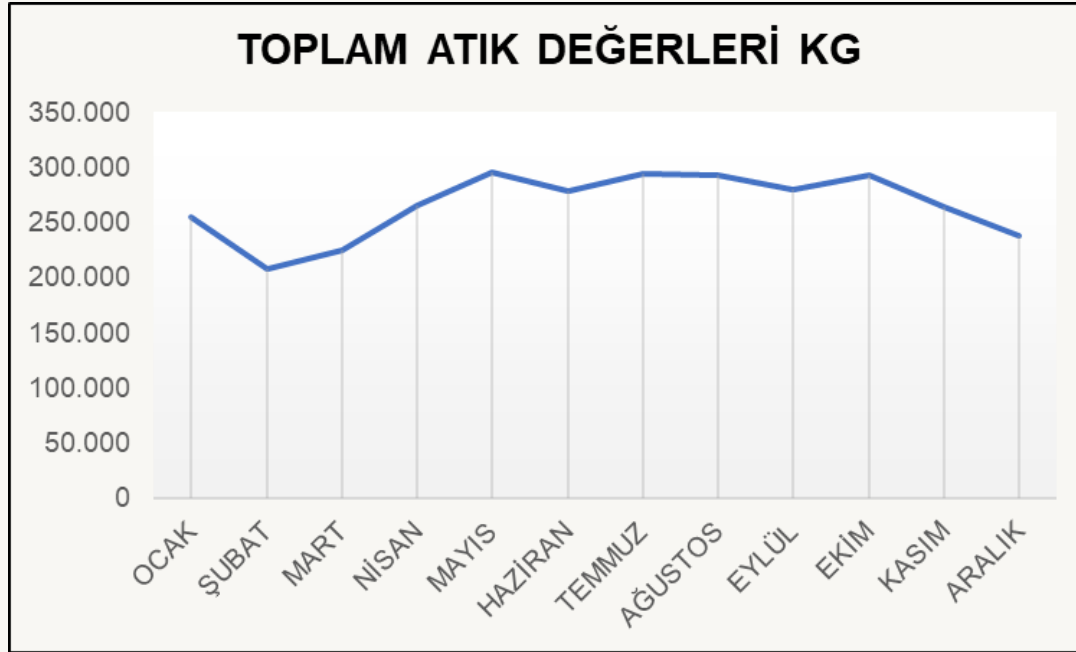
WATER CONSUMPTION (2024-2025) – 2025 Target: 0.55 & Actual: 0.53



**8.16% HIGHER
WATER
CONSUMPTION
PER GUEST**

ENVIRONMENTAL APPROACH

TOTAL WASTE (2025) (*PAPER, PLASTIC, GLASS, ORGANIC WASTE, METAL*)



ENVIRONMENTAL APPROACH

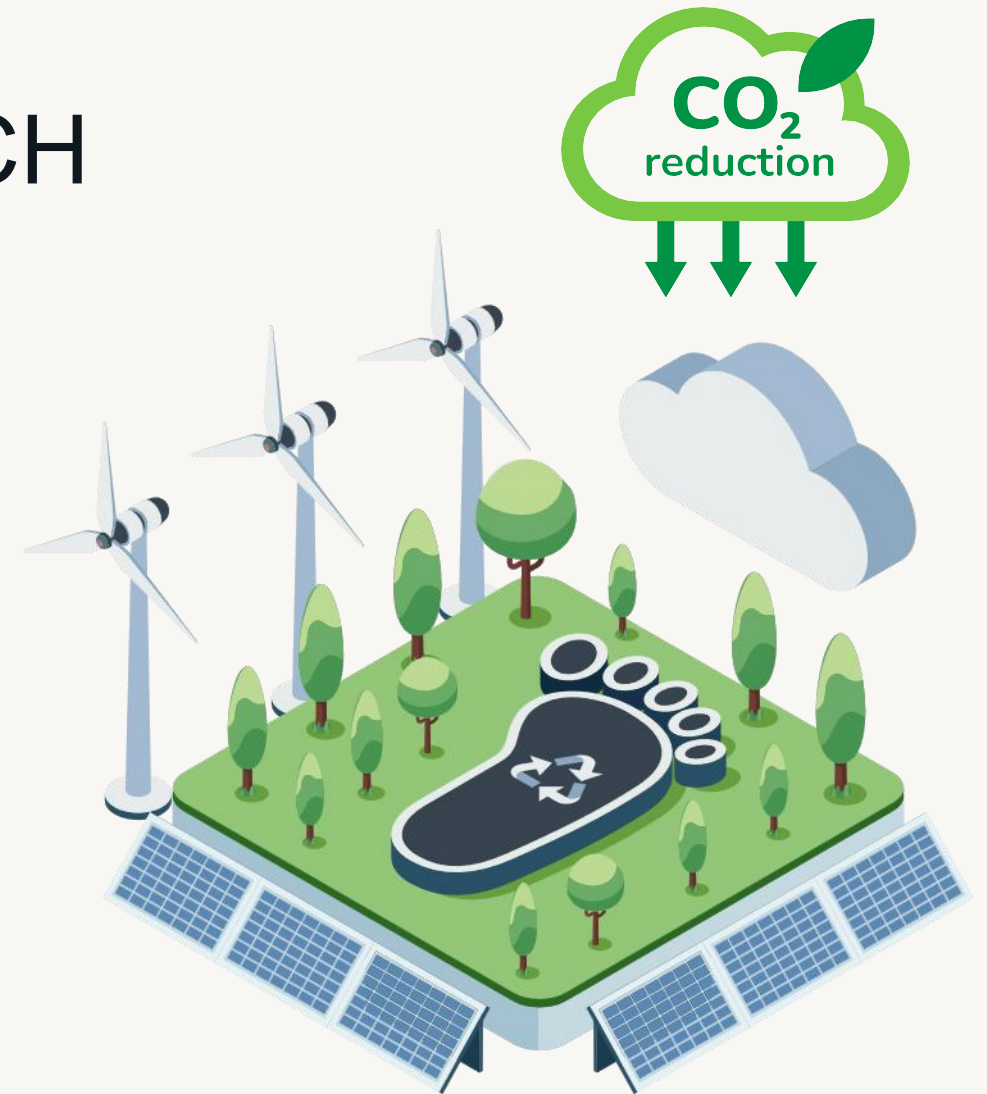
CARBON FOOTPRINT

Reducing our carbon footprint is one of the cornerstones of our sustainability strategy.

What is a Carbon Footprint?

A carbon footprint measures the total greenhouse gas (GHG) emissions generated by the activities of an individual, household, organisation or country, expressed as carbon dioxide equivalent (CO₂e).

These emissions arise from a wide range of activities, including energy consumption, industrial production, livestock farming, waste generation and many of the products and services used in everyday life.



ENVIRONMENTAL APPROACH

CARBON FOOTPRINT

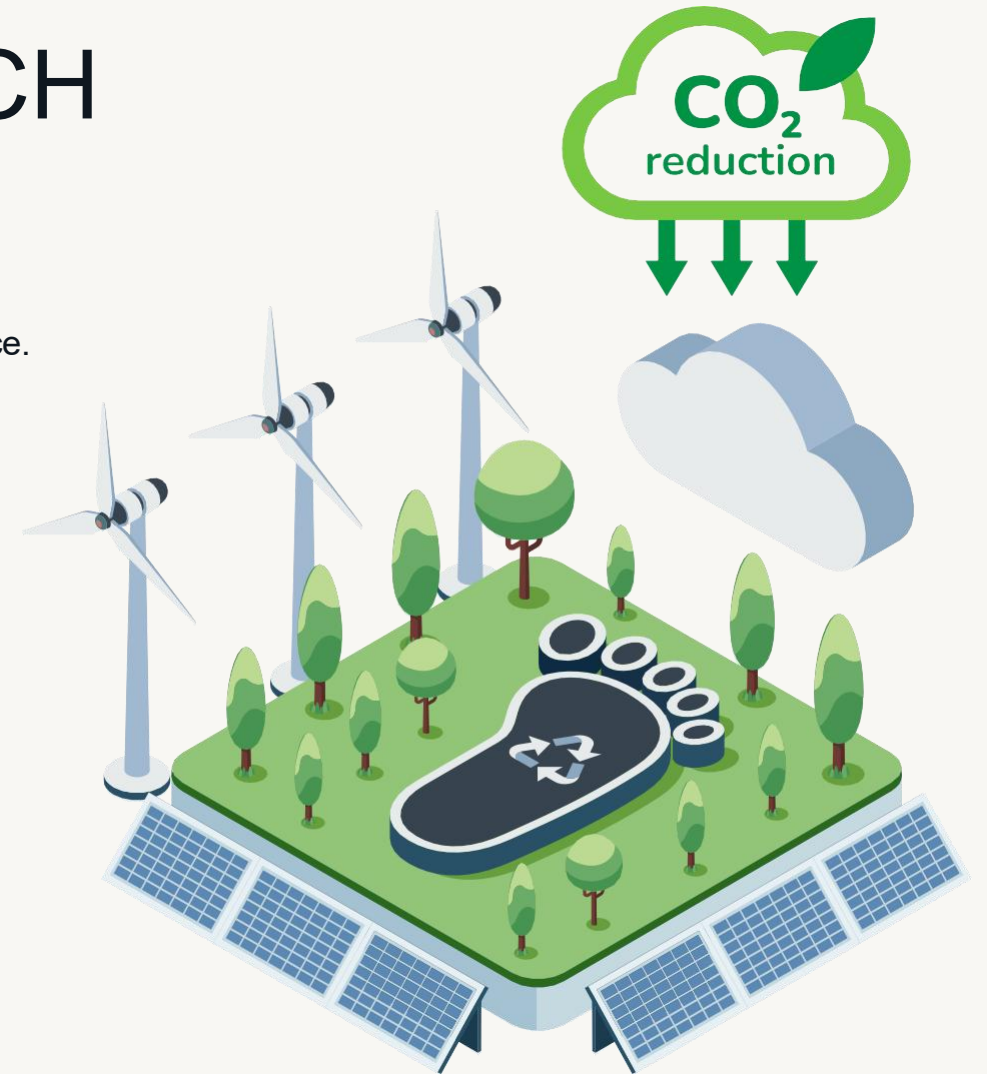
Carbon emissions are generally classified into two categories according to their source.

Primary (Direct) Carbon Footprint

Primary emissions are generated directly through the consumption of fuels and energy during daily activities. Examples include the combustion of fossil fuels in vehicles and aircraft, which releases carbon dioxide directly into the atmosphere.

Secondary (Indirect) Carbon Footprint

Secondary emissions are associated with the products we purchase and the services we use throughout their lifecycle—from production and transportation to use and end-of-life treatment, including recycling and disposal. These emissions are largely generated through industrial processes and supply chains.



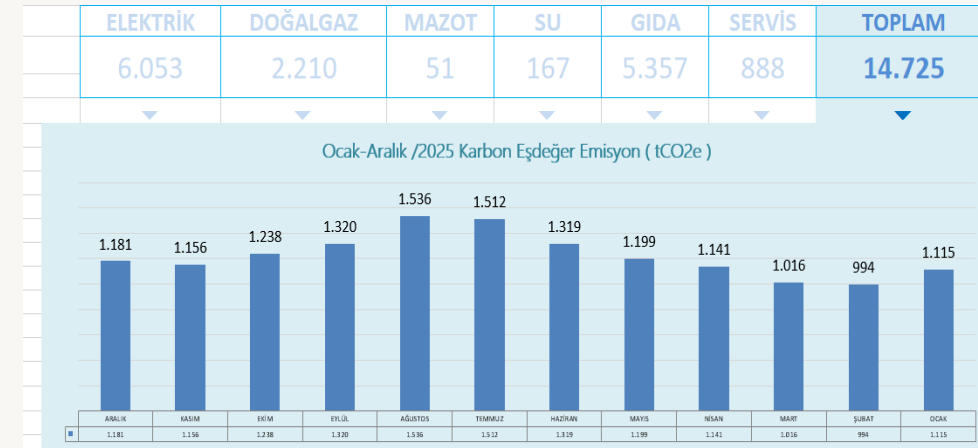
ENVIRONMENTAL APPROACH

CARBON FOOTPRINT

Primary (Direct) Carbon Footprint

At Voyage Belek Golf & Spa, we monitor and measure our direct carbon footprint across six key categories and work continuously to reduce our emissions year after year.

- **Electricity-Principal Areas of Consumption:** Lighting, equipment and machinery, heating, ventilation and air conditioning (HVAC)
- **LNG-Principal Areas of Consumption:** Kitchen
- **Diesel Fuel- Principal Areas of Consumption:** Emergency generators (backup electricity generation)
- **Water&Food-Principal Areas of Consumption:** Water consumption throughout the hotel and food waste
- **Employee Transport-Principal Areas of Consumption:** Staff shuttle services



7.9% REDUCTION IN CARBON FOOTPRINT IN 2025

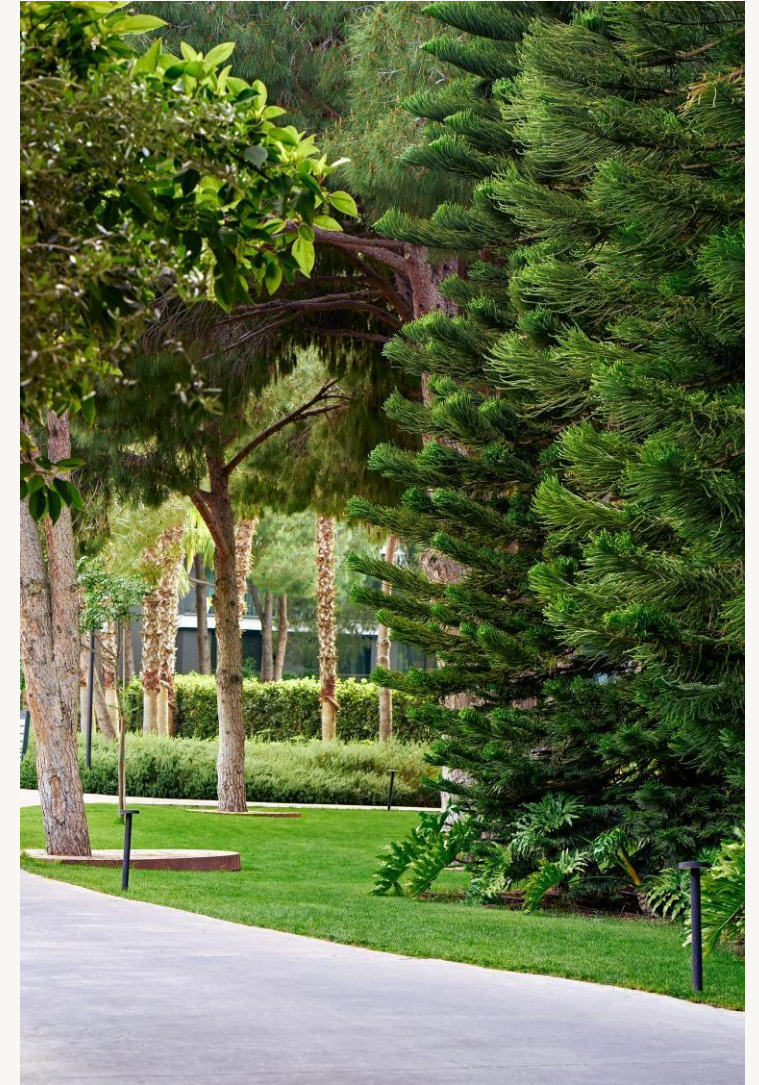
ENVIRONMENTAL APPROACH

CARBON FOOTPRINT

Secondary (Indirect) Carbon Footprint

- Transportation used by guests and employees;
- The transportation of goods, materials and services procured by the hotel;
- The production lifecycle of the products we purchase, including:
 - food products (particularly red meat);
 - textiles;
 - cleaning chemicals;
 - furniture and construction materials; and
- All waste generated through our operations, including hazardous, packaging and organic waste.

In short, where there is consumption, carbon emissions are inevitable.



ENVIRONMENTAL APPROACH

SUPPLY CHAIN MANAGEMENT

The effects of climate change are becoming increasingly evident both globally and across Türkiye. More frequent droughts and floods, together with increasingly unpredictable weather patterns, highlight the urgent need for collective action to protect our environment. Every organisation has a role to play in building a more sustainable future, and even small actions can make a meaningful difference.

At Voyage Belek Golf & Spa, sustainability is not simply an approach—it is embedded in the way we conduct our business. We recognise that responsible environmental, social and economic practices are fundamental to creating long-term value for our stakeholders and ensuring the resilience of our operations.

From an economic perspective, sustainability means maintaining a resilient business model through sound governance, effective risk management and responsible business practices. By integrating these principles into our operations, we aim to create lasting value while delivering sustainable long-term performance.

ENVIRONMENTAL APPROACH

SUPPLY CHAIN MANAGEMENT

As part of our responsible procurement practices, suppliers providing raw materials and products are evaluated by our Purchasing, Technical and Technology teams. Our procurement agreements incorporate the principles of our Responsible Supply Chain Policy, and we work exclusively with suppliers that comply with all applicable legal and regulatory requirements. In line with the requirements of our Quality Management System, we encourage our suppliers to continuously improve their environmental and operational performance. Preference is given to suppliers certified to ISO 14001 Environmental Management System, while food suppliers holding ISO 22000 Food Safety Management System certification are prioritised.

Wherever possible, we source goods and services locally. This approach helps reduce transport-related CO₂ emissions, supports local businesses and employment, and contributes to the economic development of the communities in which we operate.

425
%78,13
LOCAL SUPPLIERS

2026 Sustainability Goals

Resource Consumption and Carbon Footprint;

- Water Consumption – To reduce water consumption by 10% compared with 2025.
- Natural Gas Consumption – To reduce natural gas consumption by 10% compared with 2025.
- Carbon Footprint – To reduce our carbon footprint by 10% compared with 2025.

Garden Management;

- Chemical Fertiliser Use – To reduce the use of chemical fertilisers by 10% compared with 2025.
- Liquid Chemical Use – To reduce the use of liquid chemical pesticides by 10% compared with 2025.

Sustainable Procurement;

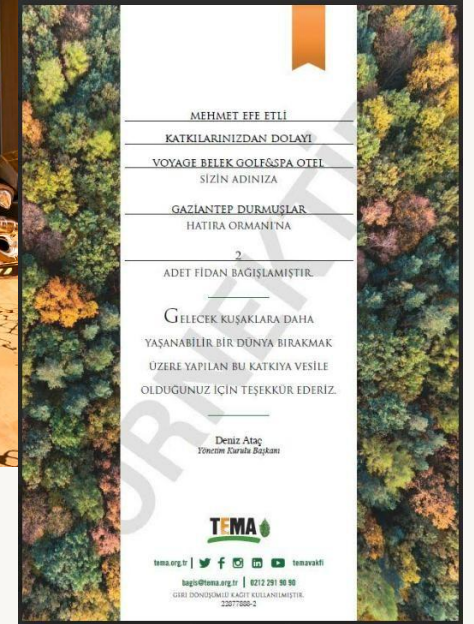
- Sustainable Product Procurement – To increase the procurement of sustainable products by 10% compared with 2025.

WHAT IS VOYAGE BELEK DOING FOR A SUSTAINABLE WORLD?

TREE SAPLING DONATIONS

As part of our commitment to environmental sustainability and social responsibility, we made a tree sapling donation through the TEMA Foundation in honour of each intern who successfully completed their internship programme.

This initiative marked an important milestone in our interns' career journeys while contributing to reforestation efforts and the protection of natural ecosystems. By supporting tree planting, we also sought to raise environmental awareness and highlight the positive impact that individual actions can have in building a more sustainable future.



VOYAGE
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WHAT IS VOYAGE BELEK DOING FOR A SUSTAINABLE WORLD?

WASTE MANAGEMENT

As part of our sustainable waste management strategy, end-of-life textile products from our operations were diverted from disposal and sent for recycling through our partnership with AJ International Group, an international organisation specialising in textile reuse and recycling.

Through this collaboration, valuable materials are recovered and reintroduced into the circular economy, helping reduce environmental impacts and conserve natural resources. The initiative also supports more responsible consumption by promoting reuse and recycling throughout the textile lifecycle.

VOYAGE BELEK GOLF&SPA OTEL MÜDÜRLÜĞÜNE;

Tarafımıza ilemiş olduğunuz tekstil atıklarınızın alınması talebinize istinaden, AJ International Group olarak tekstil atıklarınız yetkili ekibimiz tarafından 18.01.2025 tarihinde 2010 kg teslim alınmıştır.

Teslim Alan Personel: Mazlum Gündüz

Bölge saha sorumlusu: İlke Haki Aldaş

AJ INTERNATIONAL GROUP İTHALAT
İHRACAT VE DİĞER LTD. ŞTİ.
Beylikdüzü / Beşiktaş / İstanbul
2. Cad. No: 19 - Beşiktaş / Beşiktaş / İstanbul
Tic. Sic. No: 270900 / Mersis: 340901187710300001
Beylikdüzü V.D.: 0011577103

VOYAGE
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WHAT IS VOYAGE BELEK DOING FOR A SUSTAINABLE WORLD?

STAFF

To celebrate National Sovereignty and Children's Day on 23 April, we presented reusable insulated bottles to the children of our employees as a small token of appreciation, accompanied by personalised messages prepared on behalf of Voyage Belek Golf & Spa.

Through this initiative, we celebrated our employees and their families while encouraging sustainable everyday habits among younger generations. It also reflected our commitment to creating a positive workplace culture that values people, family and the wellbeing of future generations.

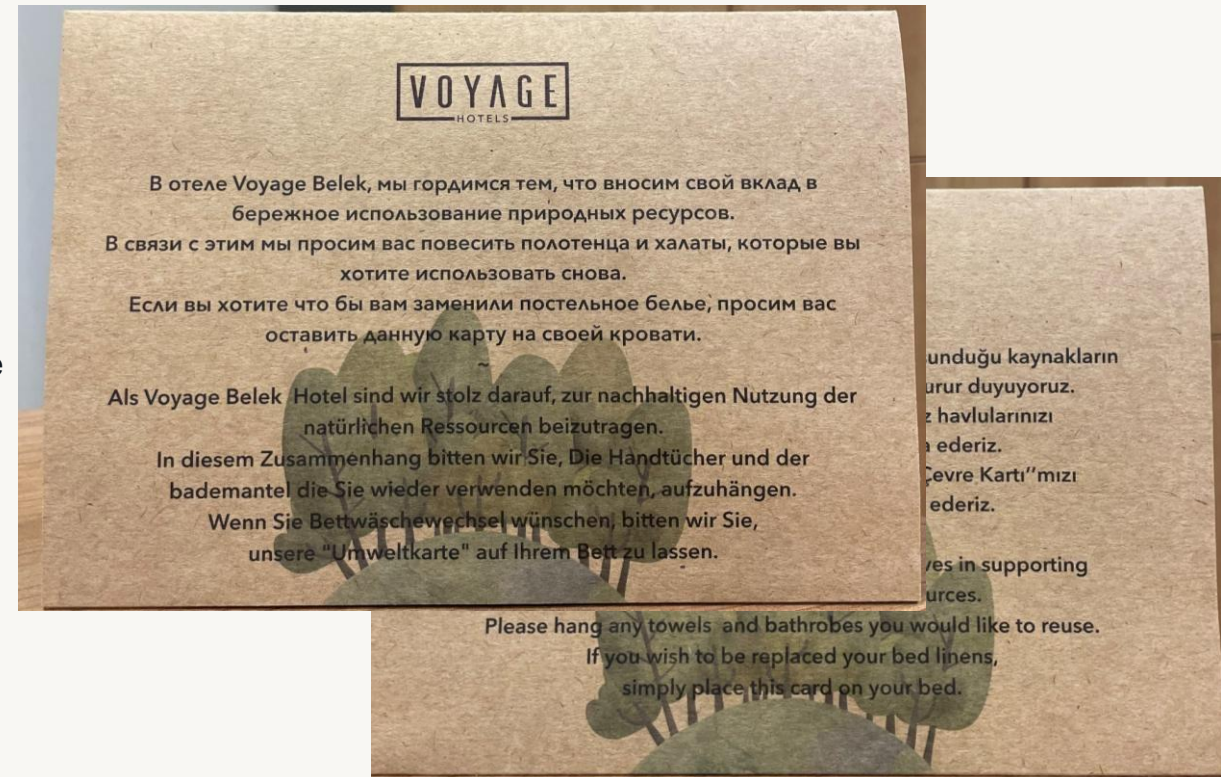


WHAT IS VOYAGE BELEK DOING FOR A SUSTAINABLE WORLD?

GUEST AWARENESS

At Voyage Belek Golf & Spa, we encourage our guests to make environmentally responsible choices throughout their stay. Information cards made from recyclable kraft paper are placed in guest rooms to support our linen and towel reuse programme. Guests who wish to reuse their towels or bathrobes are invited to hang them up, while items left on the floor are replaced. Bed linen is changed upon request by placing the environmental card on the bed.

This initiative helps reduce water and energy consumption while promoting the use of recyclable materials, supporting our broader commitment to responsible resource management.



VOYAGE
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WHAT IS VOYAGE BELEK DOING FOR A SUSTAINABLE WORLD?

CHILDREN

At Voyage Belek Golf & Spa, we believe that building a more sustainable future begins with inspiring younger generations. Throughout the year, we organise a variety of sustainability-focused activities for our young guests, encouraging them to develop an appreciation for nature and environmental responsibility.

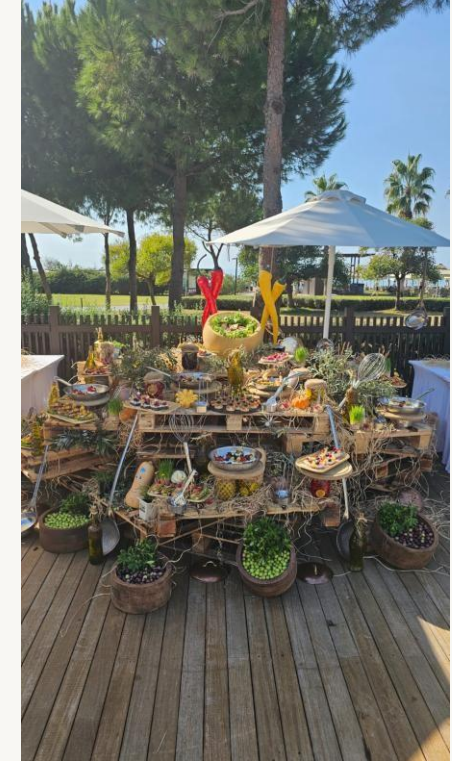
Together with our young guests, we plant and harvest seasonal produce each year in our on-site hobby garden, providing a fun, hands-on experience that fosters a lasting connection with nature and sustainable living.



WHAT IS VOYAGE BELEK DOING FOR A SUSTAINABLE WORLD?

OLIVE HARVEST FESTIVAL

Our annual Olive Harvest Festival offers guests a unique opportunity to experience nature while celebrating one of the Mediterranean's most enduring traditions. The olive tree has long symbolised peace, wellbeing and longevity. Through this seasonal event, guests join us in harvesting olives while discovering the cultural and environmental significance of this remarkable tree. By preserving this local tradition and promoting a deeper appreciation of nature's resources, the festival reflects our ongoing commitment to sustainability and responsible tourism.



WHAT IS VOYAGE BELEK DOING FOR A SUSTAINABLE WORLD?

CHEMICALS

Wherever operationally appropriate, we prioritise the use of environmentally preferable cleaning products across our hotel.

In our guest amenities, we use 100% organic L'OCCITANE products. The brand sources its raw materials in accordance with the principles of Fair Trade and Sustainable Development and is committed to a cruelty-free approach, with no animal testing conducted during product development.



WHAT IS VOYAGE BELEK DOING FOR A SUSTAINABLE WORLD?

WASTE MANAGEMENT

Electric Waste Collection Vehicle

As part of our environmentally responsible operations, waste is collected throughout the hotel using an electric waste collection vehicle. Replacing conventional fuel-powered vehicles helps reduce fossil fuel consumption, lower greenhouse gas emissions and minimise operational noise, creating a cleaner, quieter and more sustainable working environment. The initiative also supports our commitment to energy-efficient operations and reducing our overall environmental impact.



WHAT IS VOYAGE BELEK DOING FOR A SUSTAINABLE WORLD?

WASTE MANAGEMENT

Cardboard Baler

To improve the efficiency of our waste management processes, we operate a cardboard baler on site. By compacting cardboard waste, the system reduces storage requirements and transport frequency while supporting more efficient recycling processes. Fewer waste collections also contribute to lower transport-related emissions and a reduced environmental footprint.



WHAT IS VOYAGE BELEK DOING FOR A SUSTAINABLE WORLD?

Across our operations, we continue to implement practical initiatives that improve resource efficiency and reduce our environmental impact, including:

- air conditioning systems integrated with door sensors to minimise unnecessary energy consumption in all guest rooms;
- individual electricity meters in staff accommodation to support responsible energy management;
- automated building systems that reduce paper consumption and improve operational efficiency;
- energy-efficient lighting and A++ rated equipment throughout the hotel;
- water-saving aerators and continuous monitoring of water loss and leakage;
- timer-controlled drip irrigation systems for efficient landscape watering;
- the creative reuse of vegetable trimmings, such as tomato, carrot and celery peelings, to prepare sauces and enhance the flavour of slow-cooked dishes, helping to reduce food waste;
- bamboo forks, toothpicks and ice cream spoons as sustainable alternatives to single-use plastic items; and
- paper straws in place of plastic straws.
- We use FSC-certified packaging for our guest amenities instead of plastic packaging.
- To minimise paper consumption and support digital transformation, we provide tablet menus, QR codes and a digital hotel directory.

HOW CAN YOU HELP BUILD A MORE SUSTAINABLE FUTURE?

PROTECTING WILDLIFE

Help protect biodiversity by avoiding the purchase of souvenirs or products made from wildlife species listed as threatened by the International Union for Conservation of Nature (IUCN) or protected under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES).

PROTECTING MARINE LIFE

Some ingredients found in conventional sunscreens can harm marine ecosystems and coral reefs, even in very small quantities that enter waterways through swimming or showering.

Whenever possible, choose reef-safe sunscreen and avoid products containing ingredients such as: Oxybenzone; Benzophenone-1; Benzophenone-8; OD-PABA; 4-Methylbenzylidene Camphor; 3-Benzylidene Camphor; Nano Titanium Dioxide; Nano Zinc Oxide; Octinoxate; Octocrylene

You can also help protect marine ecosystems by choosing personal care products that are free from microplastics. Shampoos, lotions and shower gels containing microplastics can have long-term impacts on aquatic biodiversity.

HOW CAN YOU HELP BUILD A MORE SUSTAINABLE FUTURE?

DIGITAL DECLUTTERING

Every day, hundreds of emails — many of them spam or promotional — can arrive in our inboxes. Every email we receive, and every photo or document we store with a cloud provider, is kept on multiple servers. These servers are housed in data centres that consume very large amounts of electricity. Research shows that each email generates approximately 0.3 grams of carbon emissions. So, how can we reduce this through digital decluttering?

Simple actions can help reduce unnecessary digital storage and energy consumption:

- delete unwanted emails and promotional messages;
- remove duplicate or unwanted photos and videos from your devices;
- unsubscribe from newsletters you no longer read; and
- uninstall applications you no longer use.

HOW CAN YOU HELP BUILD A MORE SUSTAINABLE FUTURE?

CHOOSING ENVIRONMENTALLY RESPONSIBLE PRODUCTS

Many everyday products, from cleaning supplies and toiletries to packaging and fragrances, contain chemicals that can affect both human health and the environment. Whenever possible, choose products made from natural or plant-based ingredients and support brands that use environmentally responsible materials and sustainable packaging. Small purchasing decisions can help reduce chemical pollution and protect natural ecosystems.

REDUCING PAPER CONSUMPTION

We now know that one of the most important steps towards sustainable living is reducing energy consumption. But did you know that the paper industry is the fifth largest energy-consuming industry in the world? In other words, contrary to popular belief, reducing paper consumption not only helps prevent fewer trees from being cut down, but also contributes to lower energy use. What is more, by reducing the amount of chemicals used in the paper bleaching process, you can also help reduce water and soil pollution.

HOW CAN YOU HELP BUILD A MORE SUSTAINABLE FUTURE?

SINGLE-USE PRODUCTS

You can:

- carry a reusable water bottle instead of purchasing bottled water;
- bring reusable cutlery, cups or food containers for planned outings;
- decline plastic straws when ordering drinks; and
- use reusable shopping bags instead of single-use plastic bags.

ZERO WASTE IN THE KITCHEN

We should be fully aware of the environmental impact of the choices we make in the kitchen. The first step, here as well, is to decide what we genuinely need and prepare a shopping list. In this way, alongside financial savings, unnecessary consumption can also be prevented. Another important point to consider when reducing your carbon footprint is shopping seasonally. The shorter the distance your food travels before reaching your table, the lighter its impact on the environment will be.

HOW CAN YOU HELP BUILD A MORE SUSTAINABLE FUTURE?

CYCLING

Greenhouse gases that trap heat in the atmosphere cause global temperatures to rise and contribute to climate change when they exceed safe levels. The increase in private car use associated with urbanisation is among the major factors behind the rise in greenhouse gases in the atmosphere.



Join the Happiness

VOYAGE

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