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Purpose of This Report

2025 Report Scope

This report is grounded in the renewed national and international regulatory framework shaping our operations. Turkey's Environmental and Cultural Sustainability Program, the latest version of the GSTC Hotel Standard, and EU sustainability orientations collectively define the priorities of our facility for the 2025 period.

We present in a clear, measurable, and accountable manner how we address, respond to, and manage sustainability issues across all internal and external stakeholder groups.

Our aim is to demonstrate that responsible hospitality and operational excellence are not competing goals, but deeply complementary ones.



Senior Management Commitment

We embrace renewal and progress not merely to keep pace with global trends, but as a natural expression of our growth and a genuine internal enthusiasm for doing better.

The year 2025 marks a threshold at which sustainability has shifted from a voluntary preference to a regulatory imperative. At Voyage Torba & Private Hotel, we prioritize the effective management of sustainability risks and the delivery of long-term, sustainable growth through strategic vision.

Our commitment is reflected not only in policies and certifications, but in the everyday decisions that shape our operations, our team, and our relationship with the natural environment in which we are privileged to operate.

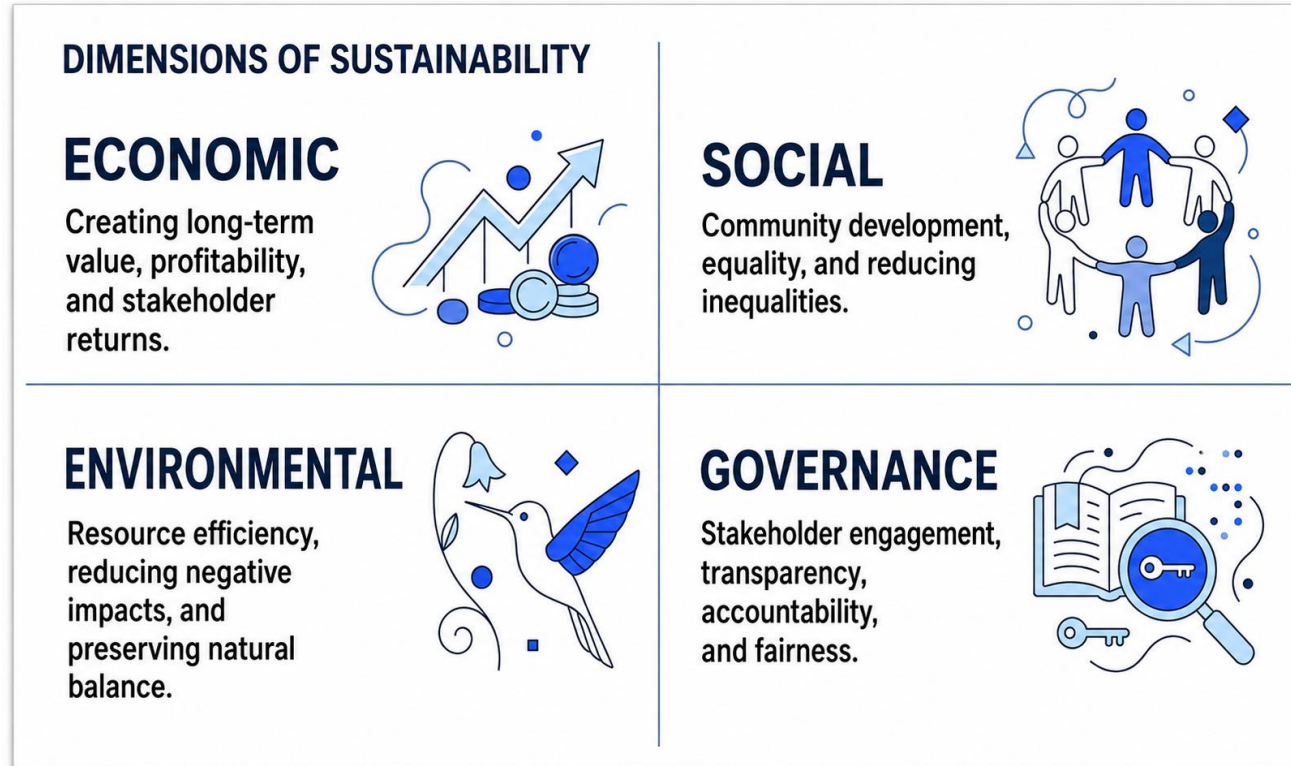


Yılmaz ÖZTÜRK

General Manager, Voyage Torba & Private Hotel

The Four Dimensions of Sustainability

Voyage Torba & Private Hotel's sustainability framework is organized around four interconnected dimensions, each essential to responsible and resilient operations



Economic

Businesses must generate economic value for themselves and their stakeholders to ensure long-term viability. An enterprise that cannot remain profitable cannot pay its employees, settle supplier invoices, or satisfy its guests — making economic sustainability the foundational layer of all other dimensions.

Environmental

Production of goods and services depends on natural resources — yet those resources are finite. The degradation of natural systems reduces the availability of renewable inputs. Businesses must continually reduce their resource consumption and minimize their negative environmental footprint.

Social

Businesses are a reflection of the communities in which they operate. Their growth is inextricably linked to the prosperity of those communities. Accordingly, enterprises are expected to contribute to the broader development of society — including their own workforce — and to actively work to reduce inequalities.

Governance

Successful and sustainable enterprises prioritize stakeholder engagement in decision-making, apply transparency and accountability principles, treat all stakeholders fairly and consistently, and build the institutional infrastructure required to maintain long-term organizational trust.

Our Sustainability Strategy

Our strategy is structured around three guiding questions that translate vision into measurable action:

1

Where Are We Now?

Current situation assessment and materiality prioritization analysis — establishing a clear baseline for all sustainability focus areas.

2

Where Do We Want to Be?

Setting our medium- and long-term vision — defining what responsible, future-ready hospitality looks like for **Voyage Torba & Private Hotel**.

3

How Will We Get There?

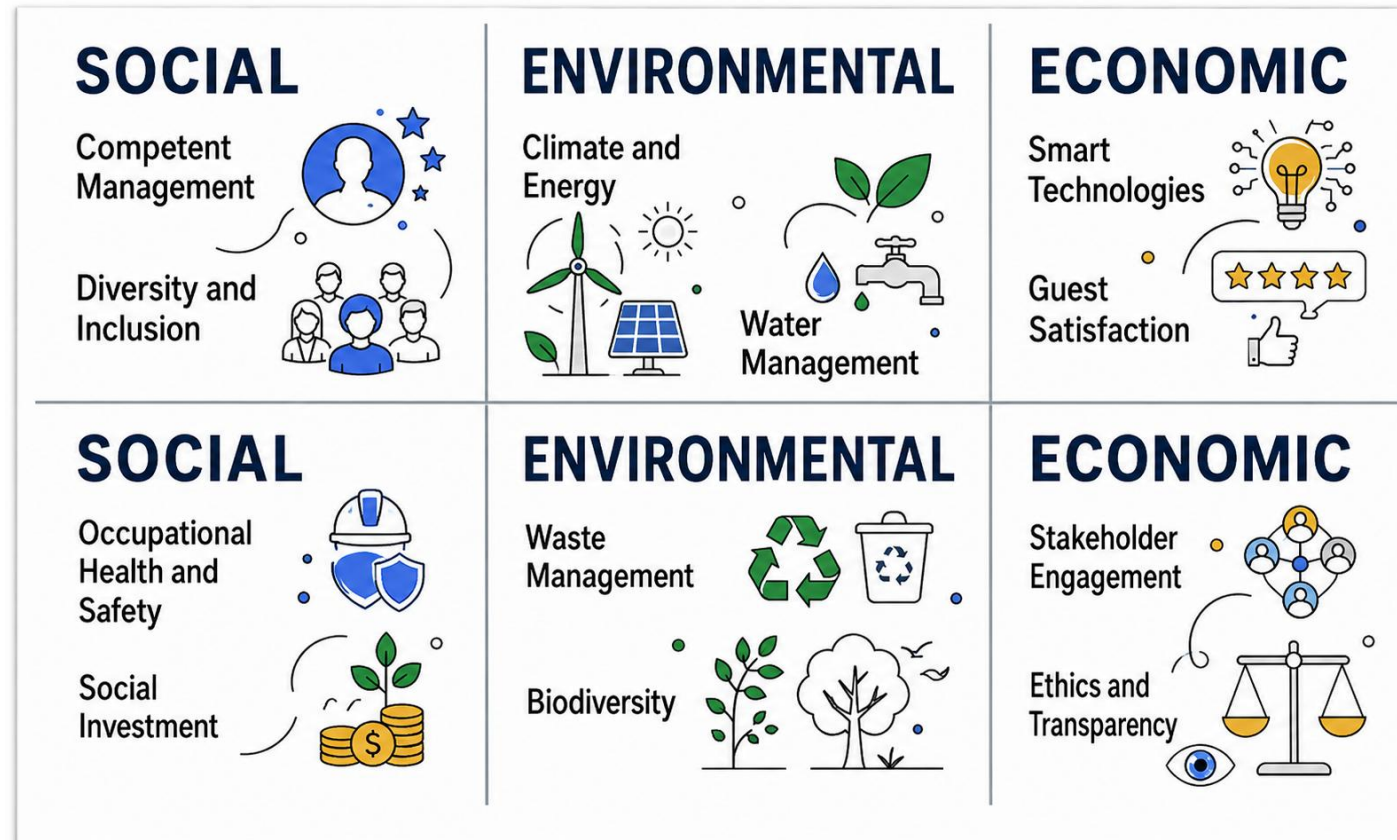
Concrete actions aligned with our focus areas and targets — translating strategic ambition into operational commitments with measurable outcomes.



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Sustainability Focus Areas

Our sustainability efforts are organized across clearly defined focus areas, each reflecting the material risks and opportunities most relevant to our operations and stakeholders.



World Economic Forum: Global Risks Report 2025

The World Economic Forum's 2025 Global Risks Report identifies the most critical risks we may face over the next decade. Now in its 20th edition, the report — developed with contributions from more than 900 experts — highlights that the global outlook is becoming increasingly fragmented across geopolitical, environmental, social, economic, and technological dimensions. More than half of respondents anticipate a turbulent short-term outlook, while expectations deteriorate further over a ten-year horizon. The report ranks the following as the ten most severe risks facing the world over the next two years:

Rank	Top 10 Global Risks (2025–2027)	Rank	Top 10 Global Risks (2025–2035)
1	Misinformation and disinformation	1	Extreme weather events
2	Extreme weather events	2	Biodiversity loss and ecosystem collapse
3	Armed conflict between states	3	Critical change to Earth systems
4	Social polarization	4	Natural resource scarcity
5	Cyber espionage and warfare	5	Misinformation and disinformation
6	Pollution	6	Adverse outcomes of AI technologies
7	Inequality	7	Inequality
8	Involuntary migration and displacement	8	Social polarization
9	Geo-economic fragmentation	9	Pollution
10	Erosion of human rights	10	Lack of cooperation on natural resources



Environmental Risks: A Warning for the Tourism Sector

The dominance of environmental risks over the ten-year horizon represents a decisive warning for the tourism sector. **Extreme weather events, biodiversity loss, and natural resource scarcity** directly threaten the operational continuity of accommodation businesses — assets whose value is inseparable from the health of surrounding ecosystems.

Voyage Torba & Private Hotel monitors these risks through its Sustainability Risk Analysis Matrix, and regularly reassesses its energy, water, waste, and biodiversity priorities within this framework. By embedding global risk intelligence into local operational planning, we ensure that our responses are proactive rather than reactive — safeguarding both our guests' experience and the natural heritage of the Bodrum Peninsula.

European Union Sustainability Orientations

Sustainability reporting and tourism regulations shaped by the European Green Deal create additional expectations for facilities serving European markets from Turkey. Compliance with these orientations is increasingly a prerequisite for market access.

Transparent Reporting

Sustainability data must be disclosed in a clear, structured, and verifiable manner — aligned with CSRD and sector-specific ESG frameworks.

Carbon Footprint Monitoring

Regular monitoring and reduction of carbon emissions across Scope 1, 2, and 3 categories, with credible pathways toward net-zero targets.

Supply Chain Responsibility

Environmental and social due diligence throughout the supply chain, ensuring that upstream partners meet equivalent responsibility standards.



Legal Compliance

Board-Level Responsibility

Senior Management bears ultimate responsibility for ensuring that all company activities and employee conduct remain in continuous compliance with applicable legislation and standards under the Compliance and Compliance Risk Management Policy.

Compliance as a Core Value

The hospitality sector operates within a tightly regulated environment. Full legal compliance across all operations is therefore a matter of critical importance for **Voyage Torba & Private Hotel**.

The Board of Directors holds final accountability for the lawful, accurate, and ethical conduct of all activities, as well as for the effective management of compliance risk across the organization.

Legal Review Process

All contracts with third parties are reviewed for legal compliance by our Legal Counsel before entering the signature process. Legal Counsel evaluates company practices from a legal perspective in response to requests from operational units, providing ongoing guidance to management.

✓ As of 2025, there are no pending legal proceedings against Voyage Torba & Private Hotel that could materially affect our financial position.

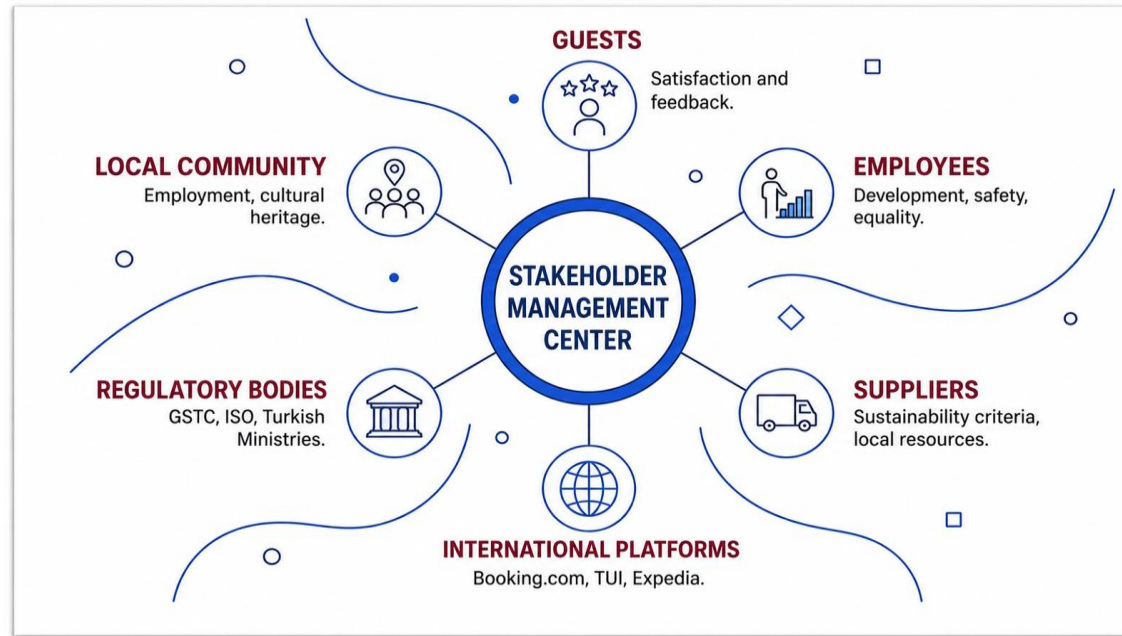


What Are We Doing Now?

In 2025, we are taking concrete steps across each of our sustainability focus areas. Our actions in the social, environmental, and economic dimensions are fully aligned with our strategic objectives — translating long-term vision into measurable, on-the-ground progress.

The following sections of this report present our current initiatives, performance metrics, and forward-looking commitments across governance, employee welfare, environmental stewardship, supply chain responsibility, and community engagement.

Stakeholder Management



Effective stakeholder management is the cornerstone of our governance model. We identify, map, and engage our key stakeholders — including guests, employees, suppliers, local communities, regulatory bodies, and industry partners — through structured and ongoing dialogue. Understanding stakeholder expectations allows us to prioritize material sustainability topics and ensure that our responses are both credible and impactful.

International Standards and Principles



International Labour Organization (ILO)

We develop practices aligned with ILO conventions and integrate these standards into our corporate policies — ensuring fair labor conditions, freedom of association, and the elimination of all forms of forced or child labor.

UN Universal Declaration of Human Rights

We adopt the universal human rights principles established by the United Nations and build systems to protect and promote employee rights throughout our operations.

Global Compacts

We develop practices in line with international standards, attaching importance not only to local regulations but also to global compacts — ensuring that our operations reflect the highest internationally recognized principles.

Employee Rights

Equal Opportunity

The principle of equal opportunity is applied across all recruitment and promotion processes. Discrimination based on race, religion, language, sexual orientation, or gender is strictly prohibited. Respect for human rights is a non-negotiable foundation of our workplace culture.

Physical & Emotional Integrity

Every measure is taken to protect the physical, psychological, and emotional wellbeing of employees within the company. Forced labor and child labor are categorically prohibited. All employees have the right to a safe, dignified, and respectful working environment.

Communication Channels

Employees can reach senior management directly through our dedicated Online Portal — an open channel for feedback, suggestions, and concerns. We actively encourage creative ideas from our team regarding facility operations, practices, and service improvement.



Our Anti-Discrimination Policy

Race & Ethnicity

We provide equal opportunities to all employees regardless of racial or ethnic background, ensuring that diversity is recognized as an organizational strength.



Religion & Belief

We treat all employees equally and without prejudice, irrespective of religious or political views.



Disability

We guarantee equal access to opportunities, rights, and resources for all employees with disabilities.



Gender Equality

We take a firm and unwavering stand against gender discrimination in all its forms, from recruitment through to leadership development.



Employee Competency Development

Training Programs

We believe that investment in human capital lifts the individual first, then the organization, and ultimately the society in which they live. With this conviction, we provide training that builds professional expertise, technological literacy, and creative thinking.



Mentoring & Coaching

Voyage Torba & Private Hotel is committed to continuous learning and growth. We organize mentoring programs that enable experienced employees to transfer their knowledge and expertise to newer team members — strengthening institutional memory.

Performance Evaluation

Our annual performance review processes regularly assess the competencies and contributions of each employee. Our performance management system actively supports career development and helps individuals reach their full potential.

Our Contribution to Local Economic Development



Increasing local employment directly contributes to the economic development of the region in which we operate. The majority of our employees are residents of Muğla, İzmir, and surrounding districts — ensuring that the economic benefits of hospitality remain anchored to the local community.



Economic Cycle

The economic activity generated by our employees within their communities creates indirect benefits for local tradespeople, the transportation sector, and agricultural and food producers — multiplying the impact of every salary paid.



Cost of Living

Local employment reduces transportation, accommodation, and living costs for the workforce — while simultaneously strengthening employee satisfaction and sense of belonging to the organization.



Institutional Loyalty

The cultural alignment, accumulated experience, and sincere guest interactions that local staff bring to our operations represent some of the most valuable and irreplaceable elements of our service quality.

Talent Management & Employee Development

Foreign Language Incentive Program

Employees who pass the foreign language examinations conducted at our hotels receive a monthly language bonus in addition to their base salary. This incentive reflects our belief that multilingual capability is both a competitive differentiator and a measurable contribution to the guest experience.

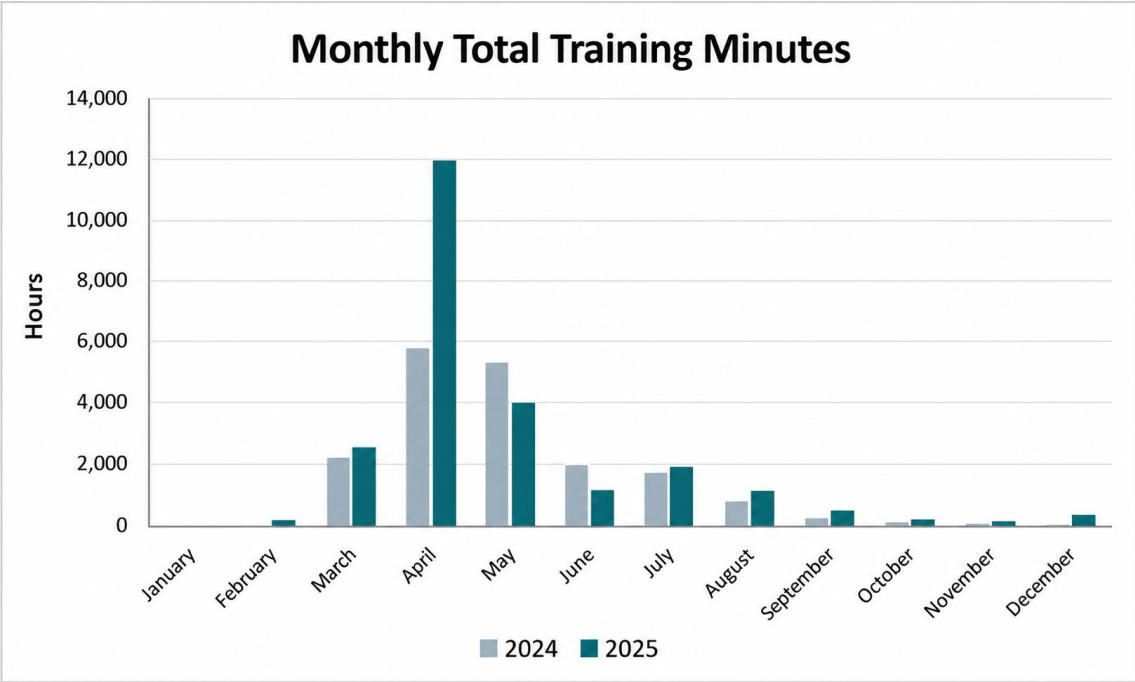
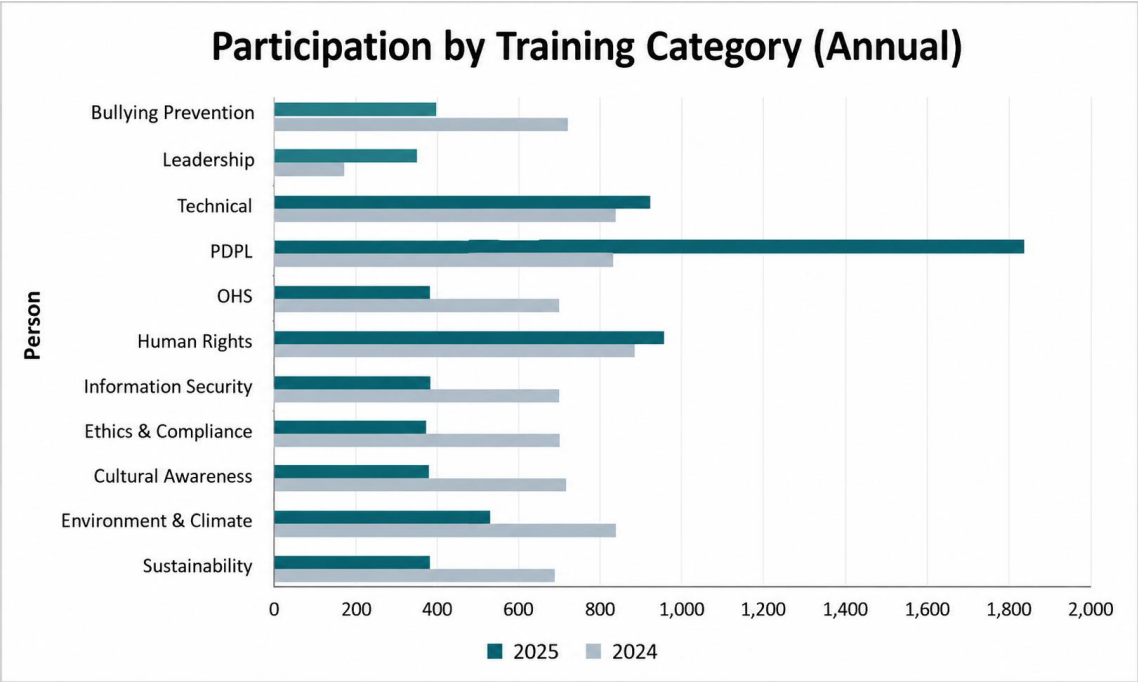
Examination Criteria

Examinations are administered by specialized and accredited institutions. Results are weighted at **70% speaking proficiency** and **30% other skills**; the bonus applies only to employees demonstrating a skill level above A1.

- ☐ Related SDG: Increasing the number of individuals with relevant skills for mutual long-term financial success — contributing directly to SDG 8 Decent Work and Economic Growth.



Talent Management & Employee Development



Talent Management & Employee Development

Our approach to talent management goes beyond traditional HR processes. We invest continuously in the professional and personal growth of our team — recognizing that a skilled, motivated, and fulfilled workforce is the single greatest driver of exceptional guest experiences and organizational resilience.

Needs Assessment

Individual and organizational training needs are identified through performance reviews, operational feedback, and industry benchmarking.

Program Design

Customized training programs are developed covering technical skills, sustainability awareness, service excellence, and digital competencies.

Delivery & Certification

Training is delivered by both internal subject-matter experts and accredited external institutions, with certifications recorded in each employee's development profile.

Impact Measurement

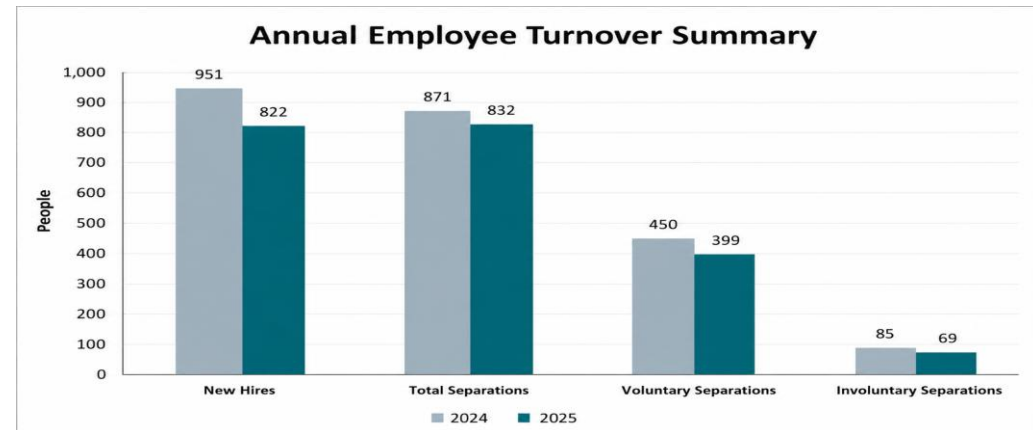
Training outcomes are measured through post-program assessments and tracked against performance improvements over subsequent review cycles.

Equal Opportunity & Anti-Discrimination



To keep pace with the rapid pace of global change, we prioritize continuous improvement in our business practices. While targeting an innovative and entrepreneurial employee profile, we foster a participatory, contemporary, respectful, and human-rights-based working environment.

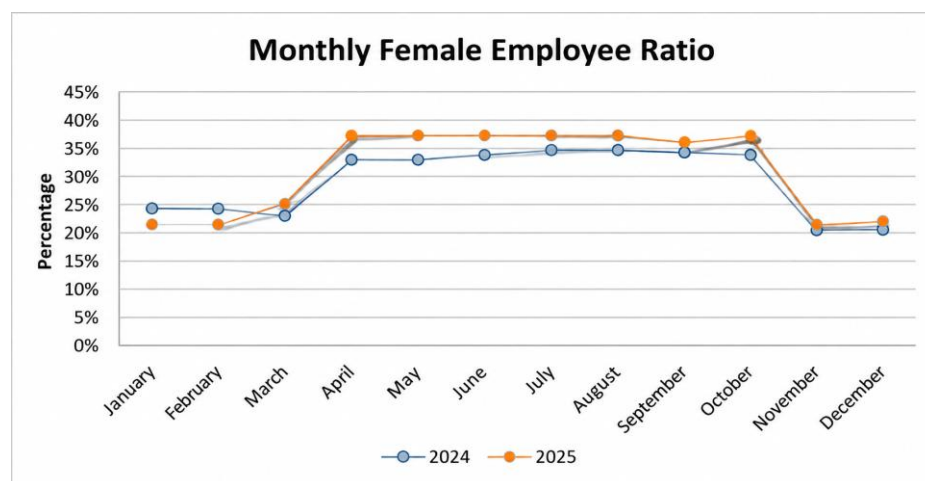
We handle employee grievances through a transparent and structured process, and adopt an egalitarian approach that categorically rejects all forms of discrimination. This commitment is embedded in our HR policies, collective agreements, and management training programs.



Gender Equality

Turkey Average (TÜİK)

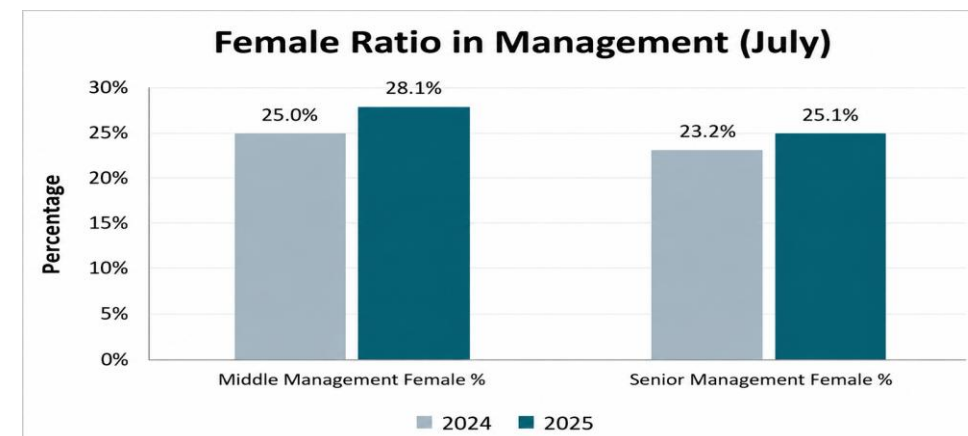
According to TÜİK data, the female labor force participation rate in Turkey for individuals aged 15 and above is approximately **36.8%** — reflecting persistent structural barriers to women's full economic inclusion.



Voyage Torba & Private Target

The female employment rate at our facility consistently exceeds the national average during the summer season. Through our anti-discrimination policies, we aim to offer greater opportunities to women and increase the number of female employees across all departments and seniority levels.

Gender equality is not simply a compliance matter for us — it is a business priority and a reflection of our values as an employer committed



Occupational Health & Safety Standards

Voyage Torba & Private Hotel adopts the highest standards in employee health and safety, aiming to contribute to sustainability both at the workplace level and at the broader societal level. Occupational Health and Safety (OHS) is not viewed merely as a legal requirement — it is recognized as a value that enhances employee wellbeing and underpins the company's long-term success.



With this understanding, **Voyage Torba & Private Hotel** implements comprehensive and effective measures to protect employees, improve their health, and provide a safe working environment. All OHS practices are conducted in full compliance with international standards and current Turkish legislation — including regular risk assessments, emergency response drills, and ongoing safety monitoring.

Health, Safety & Training Metrics



100%

Safety Training Coverage

All employees receive comprehensive occupational safety training upon onboarding and through regular refresher programs.

24

Annual Training Hours

Minimum annual professional development hours per employee — combining technical, safety, and sustainability topics.

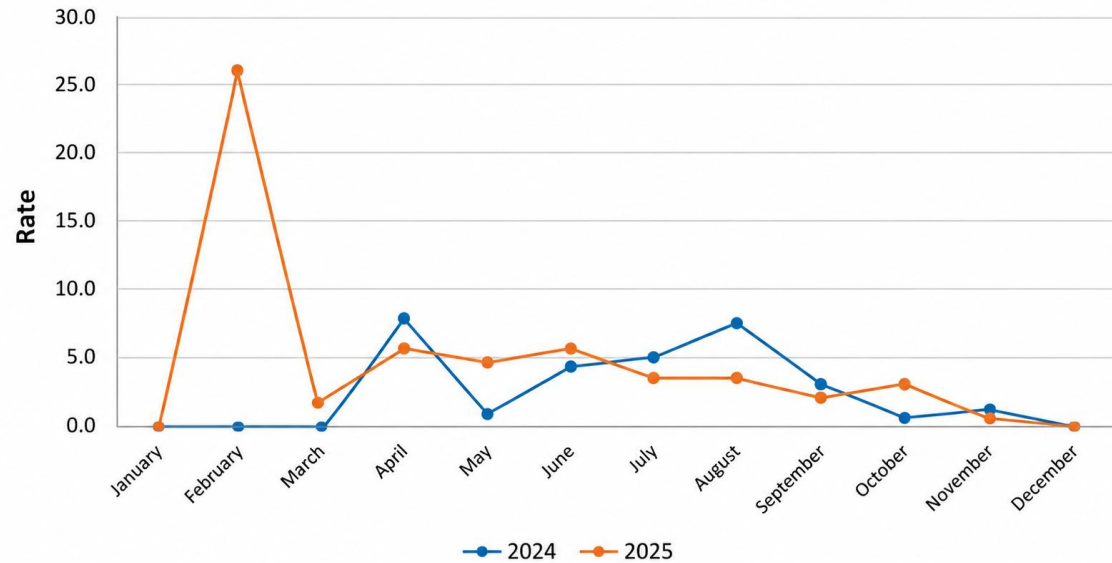
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Target Work Accidents

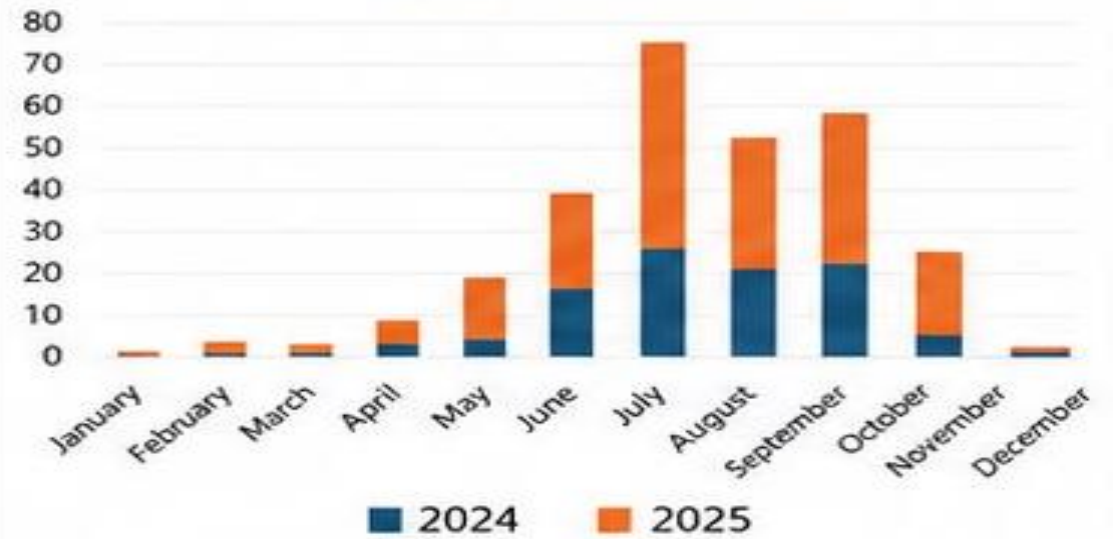
Zero workplace accidents is our unwavering target, pursued through continuous improvement, hazard identification, and prevention culture.

Aligned with **SDG 3** (Good Health and Well-Being) and **SDG 4** (Quality Education), we maintain the highest standards in workplace safety and professional development.

Lost Time Injury Frequency Rate
(per 1,000 hours worked)



Total Number of Occupational Accidents



Environmental Stewardship

Energy · Water · Biodiversity · Waste

Our commitment to protecting the natural heritage of the Bodrum Peninsula and operating in harmony with the ecosystems that surround us.



Energy & Natural Resource Management

Voyage Torba & Private Hotel regularly monitors its energy sources and maintains ongoing work under the **TS EN ISO 50001 Energy Management System** to ensure the efficient management of energy across the entire facility. An Energy Type Distribution Table is established and all consumption sources are tracked against it — enabling data-driven decisions and continuous improvement in energy performance.

The ISO 50001 framework requires us to establish an energy policy, define objectives and targets, measure and analyze energy use, and implement systematic action plans to reduce consumption over time. This structured approach transforms energy management from a reactive expense into a strategic operational advantage.





Energy Efficiency Measures



Sensor Systems

Energy-saving sensor systems installed in guest rooms prevent unnecessary consumption by automatically regulating lighting, air conditioning, and other room services when rooms are unoccupied.



Energy-Efficient Lighting

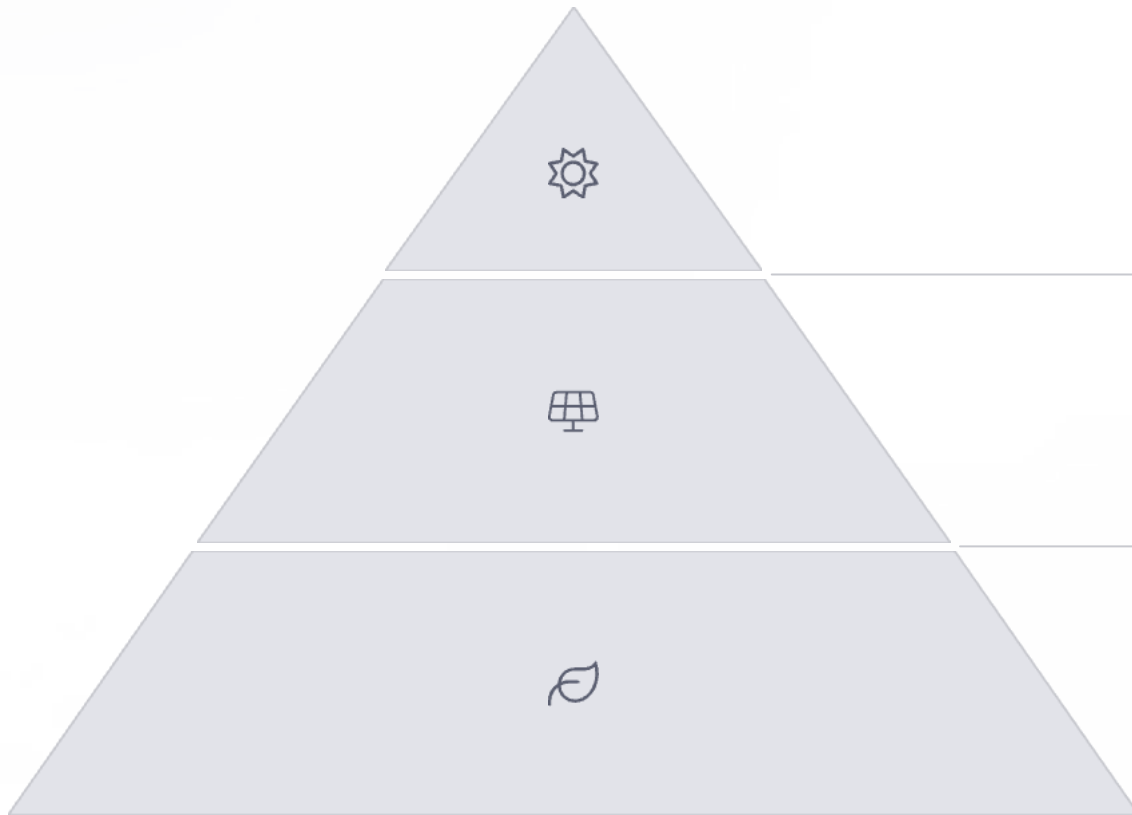
All common area lighting has been upgraded to energy-efficient systems, significantly reducing electricity consumption in high-traffic shared spaces such as lobbies, restaurants, and pool areas.



ISO 50001 Certification

Under our ISO 50001 Energy Management System, energy consumption is tracked in granular detail and efficiency-enhancing projects are implemented systematically — with measurable reductions in consumption intensity recorded year on year.

Renewable Energy Sources



Carbon Footprint Reduction

Our environmentally conscious energy policy prioritizes the substitution of fossil fuel sources with clean, renewable alternatives — reducing our Scope 2 emissions and contributing to national and global decarbonization goals.

Solar Energy Projects (GES)

The Voyage Hotels Group has invested in group-wide solar power installations (GES projects), providing clean electricity at scale across multiple facilities and demonstrating a long-term commitment to renewable infrastructure.

Renewable Energy Supply

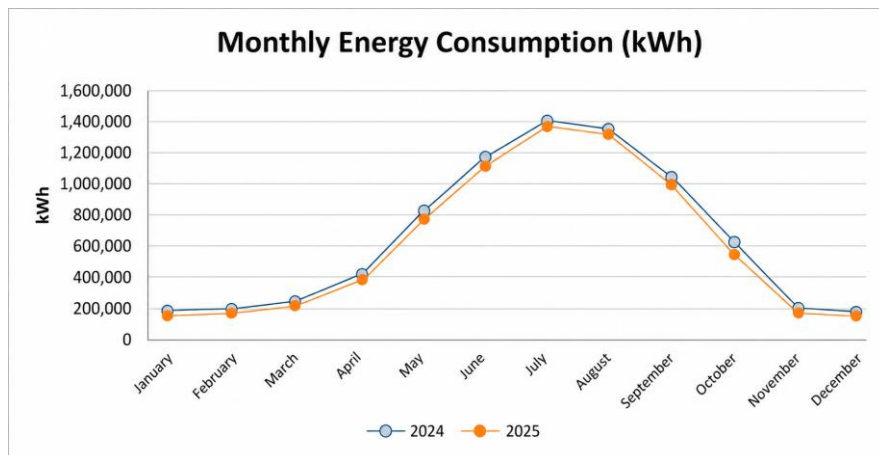
A significant and growing portion of Voyage Torba & Private Hotel's energy needs is now met through renewable sources via these GES projects. This positions our hotel as a sector-recognized example of environmentally responsible energy policy in Turkish hospitality.

Energy Efficiency in Practice



Current Technology

We equip our facilities with the most up-to-date technologies to regulate energy consumption, preferring energy-efficient equipment wherever operationally feasible. Procurement decisions incorporate lifecycle energy costs alongside upfront capital expenditure.



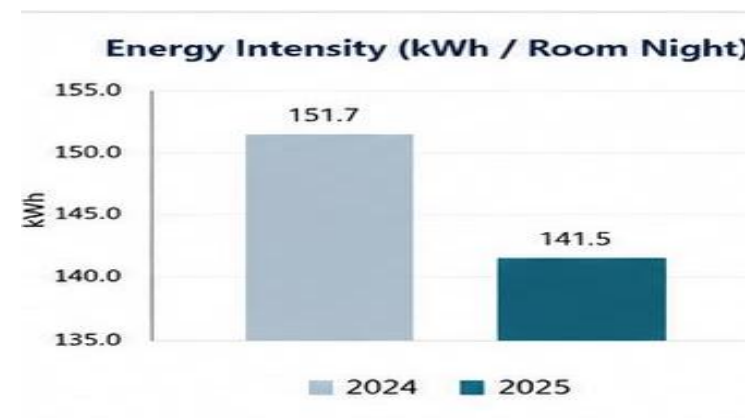
Per-Room Consumption Target

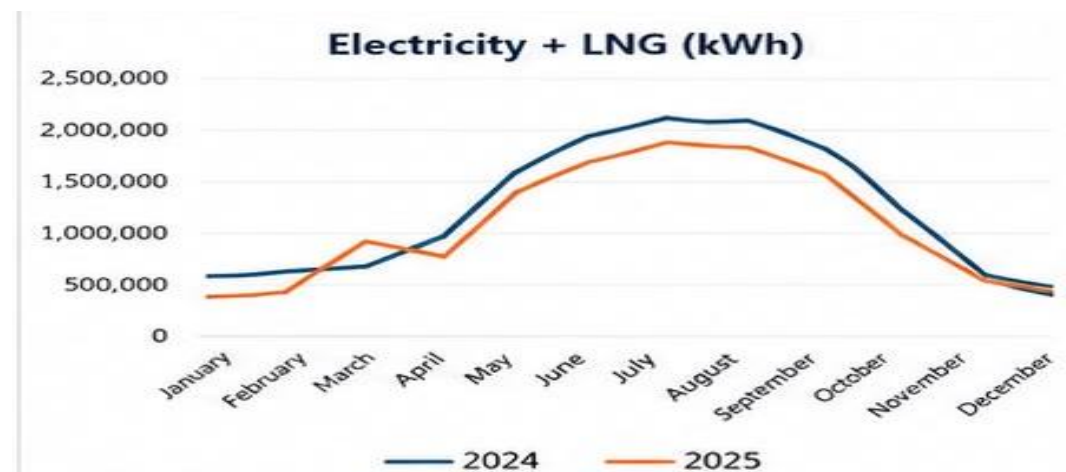
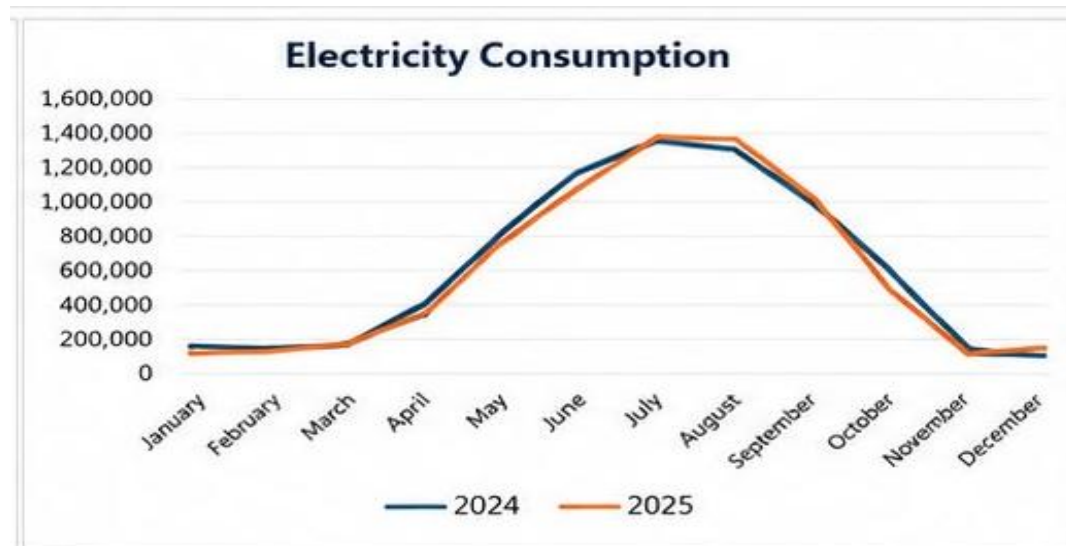
We actively work to maintain electricity consumption per room at optimal levels — benchmarking against industry standards and setting year-on-year reduction targets across accommodation, food & beverage, and recreational facilities.



Regular Maintenance

In areas of high energy intensity, we select the most efficient available equipment and keep consumption under control through scheduled preventive maintenance programs — preventing energy waste from equipment degradation or malfunction.





Water: A Shared Responsibility

Freshwater ecosystems are under unprecedented pressure globally. As a major consumer in the hospitality sector, Voyage Torba & Private Hotel takes its water stewardship obligations seriously — implementing systematic measures to reduce consumption while maintaining the highest standards of guest comfort and hygiene.

Freshwater ecosystems worldwide face severe pressure from agricultural, industrial, and everyday activities. A growing global population and intense business demand for water are making the sustainable use of water resources increasingly challenging with each passing year.

The hospitality sector is one of the most water-intensive industries, and plays a significant role in this global challenge. Responsible and effective water use — while maintaining guest comfort — is one of the fundamental pillars of sustainable tourism.

For **Voyage Torba & Private Hotel**, the protection and efficient use of freshwater resources is one of the most important priorities of our sustainability strategy, directly linked to the long-term viability of our operations and the health of the surrounding natural environment.



The Global Water Crisis and Its Impacts

Drought
Climate change is driving more frequent and severe droughts, reducing the availability of freshwater for all users — including hospitality operations dependent on municipal supply networks.

Industrial Demand
Intense water use by business and industry compounds pressure on already-stressed freshwater systems.



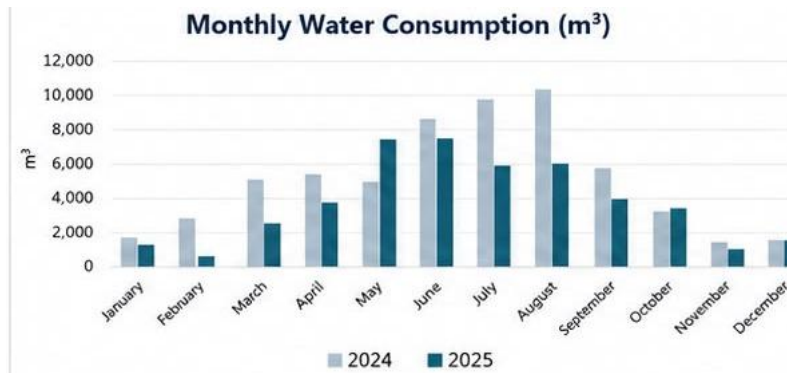
Extreme Rainfall
Intense and irregular precipitation events cause flooding that disrupts water infrastructure and contaminates freshwater sources.

Population Growth
An expanding global population increases demand just as supply becomes more variable and uncertain — making responsible consumption an urgent imperative for all sectors.

Water Management Practices

Water-Saving Equipment

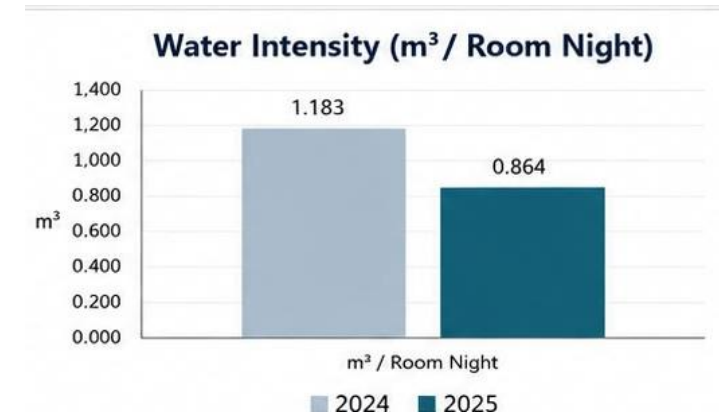
We use water-efficient equipment throughout the facility to reduce total water consumption while maintaining the health, hygiene, and guest satisfaction standards that define our brand. Low-flow fixtures, dual-flush systems, and irrigation controls are deployed across accommodation and landscaped areas.



Awareness & Monitoring

Informative notices on water conservation are displayed in guest rooms, and awareness training is delivered to all employees. Water consumption is measured monthly on a per-person basis, and deviations from targets are addressed through corrective action plans.

This data-driven approach enables us to identify trends, detect leaks early, and continuously improve our water performance — demonstrating accountability to our guests, regulators, and the communities who share the same water resources.



Biodiversity

Voyage Torba & Private Hotel deeply understands the value of ecosystems and the environmental services they provide, and fully recognizes the importance of biodiversity conservation. With this awareness, we regularly monitor and evaluate the direct and indirect impacts of our operations on local ecosystems and biodiversity.

Our objectives include minimizing negative impacts on biodiversity, actively supporting and protecting ecosystems and endangered species, and taking specific measures to preserve the habitats of rare and protected plant and animal species present in the region.

Through all of these efforts, we aim to fulfill our responsibility to both the environment and the community — leaving a protected and positive natural legacy for future generations.



Bodrum Biodiversity

The Bodrum Peninsula is one of the most ecologically valuable areas in the Mediterranean basin, home to maquis ecosystems, red pine forests, rich marine life, and numerous endemic plant and animal species. The region plays a critical role in maintaining ecological balance through its seagrass meadows (*Posidonia oceanica*), migratory bird corridors, butterfly populations, and diverse local flora.

Voyage Torba & Private Hotel, operating within this exceptional natural heritage, regards biodiversity conservation as a fundamental element of its sustainability philosophy. The protection of natural habitats, support for local species, reduction of chemical use, efficient management of water and energy, and the enhancement of guest and employee awareness — all contribute to passing on the region's natural wealth to future generations.

"Protecting nature means protecting not only the environment, but the future of Bodrum and the future of sustainable tourism."



Sea Daffodil (*Pancratium maritimum*)

Voyage Torba & Private Hotel supports the efforts of Bodrum Municipality to protect biodiversity and natural habitats. The hotel focuses particularly on the conservation of the natural habitat of the endangered **Sea Daffodil** (*Pancratium maritimum*) on the shores of **Çatal Island** — a species of significant conservation concern in the eastern Mediterranean.

Our biodiversity monitoring activities are updated on the basis of species-specific data for the local area and **IUCN conservation status classifications** — ensuring that our interventions are scientifically grounded, regionally relevant, and aligned with international conservation standards.

Bargilya (Boğaziçi) Lagoon

An Indispensable Natural Habitat

The Bargilya Lagoon (Boğaziçi Salt Marsh), located on the northern coast of the Bodrum Peninsula, is one of Turkey's most important coastal wetlands. The lagoon is a critical feeding, breeding, and staging area for flamingos, pelicans, herons, kingfishers, and numerous migratory bird species. Thousands of birds following migration routes between Africa, Europe, and Asia visit this wetland every year.

The lagoon also forms a vital habitat for fish, crustaceans, aquatic plants, and many other living organisms — supporting the ecological balance of the entire region. Due to its exceptional biodiversity, it is recognized as one of the most important natural areas requiring protection at both national and international levels.

The protection of the **Bargilya Lagoon** — a cornerstone of Bodrum's natural heritage — is of great importance not only for its bird populations, but for the entire ecosystem and the future of sustainable tourism. Conscious environmental practices and awareness-building efforts toward the protection of this unique wetland contribute to passing on the region's natural wealth to future generations.





Voyage Torba & Private Hotel Zero Waste Management

We are fully aware of our responsibility to the environment. Our comprehensive waste management model, implemented under the **Zero Waste** certificate framework, represents a meaningful step toward protecting nature and leaving a cleaner world for future generations.

Waste management encompasses a holistic approach covering the full lifecycle of waste: prevention of generation, reduction at source, reuse, segregation by type, collection, temporary storage, transportation, recycling, energy recovery, and final disposal. Each stage is governed by documented procedures and monitored against measurable targets.



Source Segregation

Purpose-designed waste stations are located throughout the hotel for the separate collection of glass, paper, plastic, metal, and organic waste — making correct disposal easy and intuitive for both guests and staff.



Temporary Storage

Segregated waste is safely stored in dedicated facilities in the hotel's back-of-house area prior to collection — maintaining hygiene, preventing contamination, and ensuring traceability of all waste streams.



Transport & Recycling

Collected waste is regularly transported to licensed recycling facilities, where it is reintroduced into the economy as secondary raw material — contributing to Turkey's national circular economy goals.

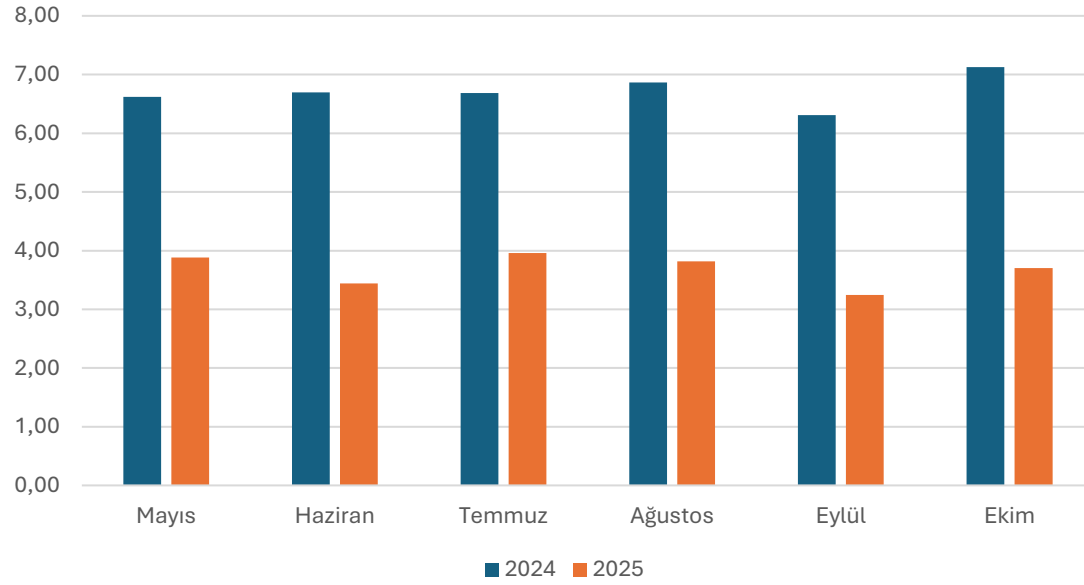


Monitoring & Audit

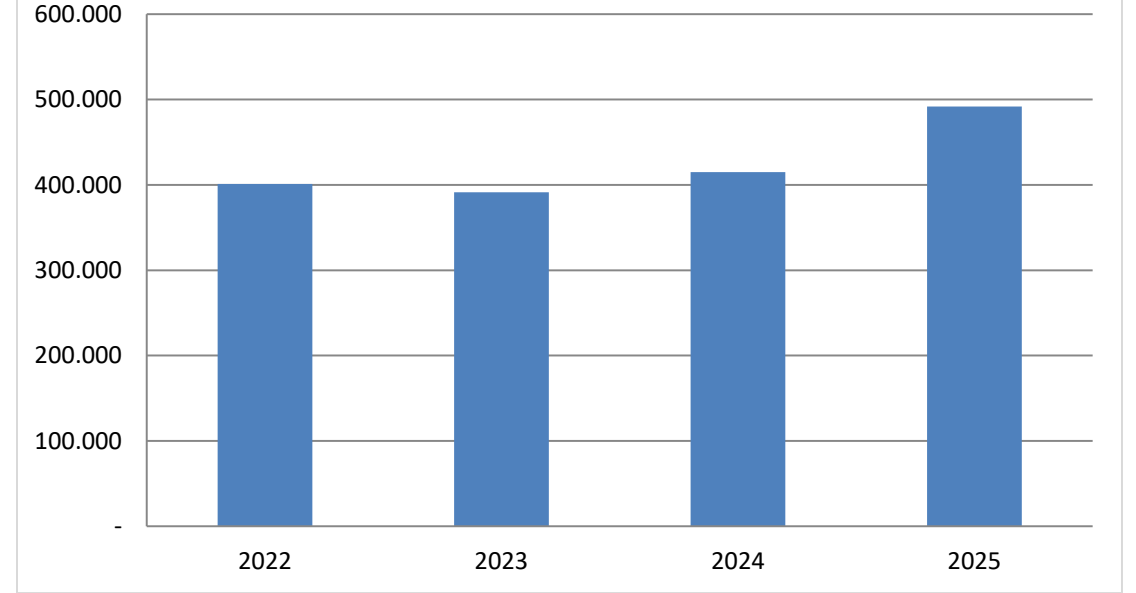
All processes are subject to regular tracking and review. Our environmental performance is continuously improved through data analysis, corrective actions, and annual management reviews aligned with Zero Waste certification requirements.



KG/NIGHT



Annual Total Waste (kg)





Supply Chain & Responsible Procurement

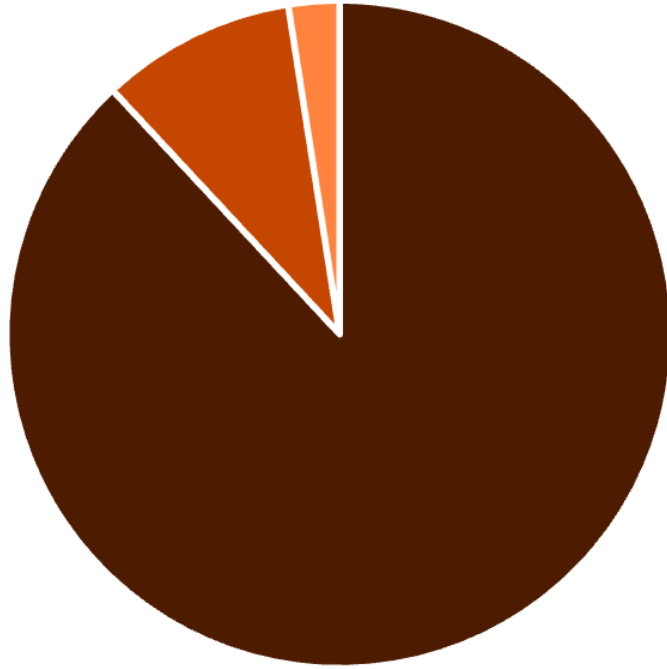
A sustainable supply chain is essential to reducing our indirect environmental and social footprint. Voyage Torba & Private Hotel works with suppliers who share our values and meet our responsibility standards.

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Supply Chain Management

The strong supply network we have established with our suppliers at **Voyage Torba & Private Hotel** impacts a wide stakeholder ecosystem throughout our value chain. To amplify our positive influence within this network and create sustainable impact, it is critical that our partners understand and internalize our business principles.

We manage our supplier relationships within a **Supplier Code of Conduct** framework that encourages partners to comply with defined standards — covering working conditions, environmental responsibility, ethical business practices, and human rights. This ensures coherence between our own commitments and those of our supply chain.



■ Local Suppliers ■ National Suppliers ■ International Suppliers

Supply Chain Sustainability

Supplier Assessment

We conduct comprehensive risk assessment processes to anticipate and prevent disruptions in our production and supply chains. Measuring our risks effectively helps us develop action plans and achieve our goal of building a resilient supply chain. We identify critical suppliers and strengthen the resilience and responsible procurement processes of our supply chain.



Environmental Performance

We regularly evaluate the environmental performance of our suppliers and identify variability risks such as raw material availability and water stress — ensuring that sustainability credentials are a standard criterion in supplier selection and review.



Local Procurement Strategy

Sustainability is of critical importance in reducing environmental footprint in the face of the growing impacts of the climate crisis. A significant portion of greenhouse gas emissions from agri-food systems originates from supply chain processes such as distribution and transportation. Local sourcing of raw materials is therefore a key strategy for reducing carbon emissions in our food & beverage operations.

By prioritizing local and regional suppliers, we not only reduce our carbon footprint but also support the economic development of the Bodrum and Muğla regions — creating a virtuous cycle of local benefit.



Kitchen Operations & Waste Management



Local & Seasonal Products

By prioritizing local and seasonal products, we have significantly reduced carbon emissions throughout our supply chain. Seasonal menus also reduce storage requirements and ensure guests receive produce at peak quality and freshness.



Organic Waste Management

Practices for the reuse and valorization of organic waste have been developed and implemented — diverting food waste from landfill and exploring composting and biogas opportunities in line with our Zero Waste commitments.



Plastic Reduction

We have adopted a zero-waste approach through the widespread use of recyclable materials and the systematic elimination of single-use plastics — progressively replacing them with sustainable alternatives throughout all food & beverage operations.

Health, Well-Being & Tobacco Control

Tobacco Control is one of the sub-targets under the WHO Framework Convention and the United Nations Sustainable Development Goals (SDG 3: Good Health and Well-Being). Our facility demonstrates the required sensitivity toward this target through the regulated designation of smoking areas throughout the property — protecting non-smokers, including guests and staff, from the harmful effects of secondhand smoke.

Beyond tobacco control, our broader wellbeing strategy encompasses healthy food options, employee wellness programs, recreational facilities, and access to mental health support resources — recognizing that the health of our team is inseparable from the quality of service we deliver.





Looking Ahead: 2027 Sustainability Targets

Building on the foundations established in 2025, Voyage Torba & Private Hotel sets clear, measurable targets for 2027 — advancing our commitment across energy, water, social equity, governance, and biodiversity.

🌱 2027 TARGETS

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2027 Sustainability Goals: Environmental & Social Priorities



Renewable Energy

Increase the share of renewable energy (GES and other sources) in total electricity consumption to a minimum of **80%** by end of 2027 — reducing Scope 2 carbon emissions by at least 30% against the 2024 baseline.



Water Consumption

Reduce per-guest per-night water consumption by **10%** compared to the 2024 baseline through the phased deployment of smart metering, additional low-flow fixtures, and revised landscaping irrigation protocols.



Zero Waste

Achieve a recycling and recovery rate of **80%** of total waste generated — expanding organic waste composting, eliminating all remaining single-use plastics, and obtaining national Zero Waste Gold Certificate renewal.



Biodiversity

Complete a comprehensive biodiversity baseline assessment for the hotel grounds and adjacent coastal zone by 2026, and implement a documented Biodiversity Action Plan with measurable habitat improvement outcomes by 2027.

Gender Equality

Increase the share of female employees across all departments to exceed **45%** — with specific targets for supervisory and management roles — through active recruitment, mentoring, and flexible working arrangements.

Training Hours

Raise the minimum annual training hours per employee from 24 to **36 hours**, with at least 8 hours dedicated to sustainability literacy, environmental awareness, and SDG-aligned competencies.

Local Procurement

Increase the share of locally and regionally sourced food & beverage products to **60%** of total procurement volume — supporting the Muğla and Aegean regional food economy while reducing supply chain emissions.

Certifications

Maintain ISO 50001 Energy Management System certification and GSTC Hotel Standard certification, and align sustainability reporting with GRI Standards by the end of the 2027 reporting cycle.



Nevruz EMEK
Quality Manager, Voyage Torba & Private Hotel

We Welcome Your Feedback

We welcome your views, suggestions, and questions regarding this report. We continuously aim to improve our sustainability work and regard feedback from our stakeholders as an essential part of this process.

If you would like to receive detailed information about this report, make a suggestion, or contribute to our sustainability journey, please contact our

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