



Join the Happiness

VOYAGE TORBA AND PRIVATE HOTEL SUSTAINABILITY DEVELOPMENT REPORT

2022



Join the Happiness

PURPOSE

We have prepared our Sustainability Development Report to effectively communicate our sustainability approach to all our internal and external stakeholders. In this guide, we provide information on how we understand sustainability issues, how we respond to these issues, and how we manage sustainability. We have also included brief information on global trends that will enlighten us with a holistic perspective.



LETTER OF VOYAGE TORBA&PRIVATE GENERAL MANAGER



TORBA PRIVATE

Dear Guests, Business Partners and Employees,

As Voyage Torba Hotel, we continue to provide service with high customer satisfaction, brand recognition and sense of quality from past to present. We're deeply committed to the growth targets based on "A Sustainable world and tourism". We've adopted innovation and development not only to keep up with the world but also for the need of our enthusiasm and natural transition.

Today, across the world we're going through a process where many new expectations and needs necessary to respond to business and social life are born in the field of environment in tourism sector. This shows the importance of responsible and sustainable tourism which we focus on as VOYAGE TORBA&PRIVATE HOTEL as pointed out by our corporate values. We focus on managing the sustainability risks effectively and ensuring the sustainable growth with long-term strategies and aim to increase our success day by day in this way. We would like to thank all our esteemed employees, business partners and customers who always trust in our understanding of service for their contributions to today's well-deserved position of VOYAGE HOTELS.

YILMAZ ÖZTÜRK

VOYAGE TORBA&PRIVATE GENERAL MANAGER

5 KEY ELEMENTS OF LIFE



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The 5 elements of East Asian philosophy represent the most basic components of the universe. These elements, which are earth, fire, water, wood, and metal, symbolize the cyclical, transformative, or processual nature of their reflections. The human body, physical and mental health, and the harmony between nature, matter, and the universe are interpreted through these five elements. According to the teachings of the life energy theory in Yin and Yang, when a regular "balance" is achieved in the production and consumption cycle among the 5 elements, it is believed that it is possible to benefit from the healing power of nature. Therefore, preserving and restoring balance is a priority for the continuity of life.

Based on the vision of becoming a leader in the hospitality industry of the future, our priority is to preserve and restore the living space where our facility is located in order to leave a more livable world to future generations. We aim to make sustainable living and business possible through value-added projects we develop.

Earth: It gives sense of security, adds fertility by growing and developing, and represents stability and value creation.

Fire: It signifies passion, dedication, success, and expansion.

Water: It is one of the elements with the highest adaptability. It represents motion and transformation.

Wood: It represents life, vitality, growth, and development.

Metal: It is associated with durability, agility, leadership, and justice.

SCOPE

VOYAGE

TORBA PRIVATE

“Sustainability Development”, an universal model including the objectives aimed to be achieved by the member countries of the United Nations by the end of 2030 and all the defined 17 goals of this model to be fulfilled by Voyage Torba and Private Hotel.

Sürdürülebilir Kalkınma İçin KÜRESEL AMAÇLAR



DEFINITIONS



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Sustainability: The responsible use of resources in an environmentally friendly, socially just, and economically viable manner, ensuring the possibility of use by future generations while meeting the needs of current users.

Sustainable Management System: A management system consisting of interconnected elements for creating a sustainability policy, sustainability objectives and processes to achieve these objectives.

Sustainable Tourism: Taking into account the needs of visitors, the industry, the environment, and the host community, while fully considering the current and future economic, social, and environmental impacts. Sustainable tourism should optimize the use of environmental resources, which are a fundamental element in the development of tourism, by maintaining essential ecological processes and assisting in the preservation of natural heritage and biodiversity. It should respect the socio-cultural authenticity of host communities, preserve their constructed and living cultural heritage and traditional values, and contribute to intercultural understanding and tolerance. Furthermore, it should provide favorable, long-term economic transactions that generate stable employment income opportunities and social services, including fair distribution of socio-economic benefits among all stakeholders, and contribute to poverty reduction.

PRACTICE



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At Voyage Torba and Private Hotel, we desire sustainability to be the responsibility and even passion of all our colleagues, not just one or a few departments. We understand that we can only achieve our sustainability goals by working together with different expertise.

Therefore, we believe it is crucial for all our colleagues to have literacy in this field, to internalize sustainability, to use a common language when integrating sustainability topics into our business strategies as Voyage Torba and Private Hotel employees, and ultimately, to contribute around a common vision, set of values, and goals.

Offering a myriad of shades of green, Voyage Torba and Private Hotel welcomes families enjoying a holiday with their little ones as well as couples with exclusive services.

As Voyage Torba and Private Hotel, it is our top priority for our entire team and also all our external stakeholders to find our report beneficial for a better future.

With its exceptional services and mouth-watering flavours, the facility provides the dream holiday for those who seek solitude with nature. By blending Voyage hospitality with the exquisite nature of Torba, we redefine the boundaries of impeccable service.

Dimensions of Sustainability



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Economic

To ensure their sustainability, businesses must create economic value for themselves and their stakeholders. If businesses do not make a profit, they cannot pay their employees, make regular payments to their suppliers, or satisfy their customers, which means they cannot continue to exist. Therefore, the economic dimension of sustainability is closely related to the business's long-term capacity to create economic value.

Social

Businesses are a part of the society they operate in. The growth of businesses is only possible when the society they are a part of develops. Therefore, businesses are expected to contribute to the development of the entire society, including their own employees, by engaging in initiatives such as education, entrepreneurship, and assistance, and also by working towards reducing inequalities.

Environment

Businesses require natural resources to carry out their production and services. However, natural resources are limited. Disturbing the balance of nature also affects the replenishment of renewable resources. Businesses should minimize both their resource usage and their harmful effects on the environment.

Governance

Successful and sustainable businesses must prioritize stakeholder involvement in decision-making, embrace transparency and accountability, treat their stakeholders fairly and consistently, and have the necessary infrastructure to ensure corporate trust.

Our Sustainability Strategy



Where Are We? (Situation Assessment)

This stage covers the practices regarding the sustainability that is present in every department of the establishment, stakeholders' expectations, situation assessment including the local and global trends and prioritization analysis. Voyage Torba and Private Hotel follows all risks, both in national and international levels, through "Sustainability Risk Analysis Table" and creates opportunities in line with the trends.





Where Do We Want to Be? (Vision)

At this stage, it's determined where and in which position the company wants to be in terms of sustainability in medium and long term and the stakeholders are informed. In this respect, Voyage Torba and Private Hotel has determined "Sustainability Focal Points" and announced these points through the table given on the next page to all its stakeholders. Sustainability studies continue in accordance with these determined focal points.

Our Sustainability Strategy








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MAIN FOCUS	PRIORITY	HOW DO WE DEFINE?	THE SUSTAINABILITY DEVELOPMENT PURPOSE
SOCIAL VALUES	Talent Management	We provide a work environment that is in line with changing trends, focusing on the continuous development and learning of our employees through innovative training and practices. Improving our performance management system continuously is one of our key requirements. In the scope of talent management, our aim is to attract and retain the best talents for Voyage Torba and Private Hotel, develop their existing potential, and create value by implementing the most effective Human Resources systems and processes, which are digital and employee-centered.	 
	Equal Opportunity and Diversity	Achieving gender equality, promoting workplace diversity, and ensuring equal rights and opportunities for all employees are key factors in creating a successful work environment. At Voyage Torba and Private Hotel, we provide equal opportunities to our employees from the moment of recruitment, actively harnessing the potential power of diversity and differences.	 

Our Sustainability Strategy



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MAIN FOCUS	PRIORITY	HOW DO WE DEFINE?	THE SUSTAINABILITY DEVELOPMENT PURPOSE
SOCIAL VALUES	Occupational Health and Safety	We conduct all of our activities with the goal of zero work accidents and occupational diseases, prioritizing the health and safety of all our employees. Every year, we make improvements to provide a safe working environment without accidents. Our focus is on effectively managing OHS risks.	 
	Social Investments	We touch the lives of people who want to exist in the tourism sector wherever possible in various fields of the tourism industry. We support individuals' active participation in cultural life to enable sustainable development, trigger the development of individual and societal cultural freedoms by preserving material and spiritual cultural heritage, and provide quality education to prepare young generations for the future in the rapidly changing world of the tourism sector and to bridge the skills gap.	  

Join the Happiness

Our Sustainability Strategy







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MAIN FOCUS	PRIORITY	HOW DO WE DEFINE?	THE SUSTAINABILITY DEVELOPMENT PURPOSE
ENVIRONMENTAL VALUES	Climate Change and Energy	All risks related to the climate crisis concern the tourism sector and Voyage Torba and Private Hotel. We embrace the investment in energy systems that promote energy and emission management, responsible consumption of resources, sustainable energy consumption at the highest possible level, controlled energy consumption, increased energy efficiency, and ultimately, the reduction of our carbon emissions.	  
	Water Management	Efficient water usage, ensuring recycling and reuse as much as possible, and environmentally-friendly disposal of wastewater are among our environmental priorities in all our activities.	 

Our Sustainability Strategy







TORBA PRIVATE

MAIN FOCUS	PRIORITY	HOW DO WE DEFINE?	THE SUSTAINABILITY DEVELOPMENT PURPOSE
ENVIRONMENTAL VALUES	Natural Resources and Waste Management	From the design of products and services to the delivery of them to the customer, all process we work to reduce the waste generation and dispose them in their source in order to prevent the environmental pollution.	 
	Biodiversity	The tourism sector we're operating in has significant impacts on the biodiversity. By determining the impact areas in these sector, we focus on reducing these impacts and protecting the biodiversity.	 

Our Sustainability Strategy





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MAIN FOCUS	PRIORITY	HOW DO WE DEFINE?	THE SUSTAINABILITY DEVELOPMENT PURPOSE
ECONOMIC VALUES	Smart Technologies	One of the greatest transformation potentials for digitalization in the accommodation industry is the ability to increase the flexibility by eliminating the limits within the value chain and ensuring integration between all systems.	 
	Customer Satisfaction and Customer Orientation	Creating a customer-oriented culture and meeting the customer needs have been more significant due to the technological developments and increasing customer expectations. Therefore, we aim to continuously improve our products and services that we provide to our customers and offer the best service to them.	 

Our Sustainability Strategy



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MAIN FOCUS	PRIORITY	HOW DO WE DEFINE?	THE SUSTAINABILITY DEVELOPMENT PURPOSE
ECONOMIC VALUES	Stakeholder Management	We place importance on effectively managing the demands and expectations from stakeholders. We draw from stakeholder opinions in all our processes and establish collaborations with stakeholders in various ways. We also work to strengthen our communication with the communities in the areas where we operate.	
	Ethics and Transparency	We manage our company in an ethical, responsible, and transparent manner. Every year, we disclose our performance in a transparent manner. We expect our suppliers to meet the essential standards necessary for good CSR performance.	

Developments in 2022



The "Global Risks Report 2023" prepared by the World Economic Forum highlights some of the most serious risks we may face in the next decade. According to the report, the cost of living crisis is the biggest short-term risk, while failure to reduce climate change and adapt to it is the biggest long-term concern. Geopolitical rivalries and tendencies towards isolationism will increase economic constraints and further exacerbate both short and long-term risks. The Global Risks Report calls on countries to work together to avoid "resource competition."

The top 10 most severe risks awaiting the world in the next 2 years:

1. Insufficient action for climate
2. Extreme weather conditions
3. Decline in biodiversity
4. Damage to social cohesion
5. Crises affecting the conditions necessary for life
6. Infectious diseases
7. Harm caused by humans to nature
8. Depletion of natural resources
9. Increasing debts
10. Geo-economic challenges.

Top 10 most severe risks awaiting the world in the next 10 years:

1. Failure of climate change action
2. Failure of adaptation to climate change
3. Natural disasters and extreme weather events
4. Loss of biodiversity and ecosystem collapse
5. Large-scale forced migration
6. Natural resource crises
7. Erosion of social cohesion and societal polarization
8. Widespread cybercrime and cybersecurity risks
9. Geo-economic conflicts
10. Large-scale environmental damage

What Are We Doing?



TORBA PRIVATE

MAIN FOCUS	PRIORITY	HOW DO WE DEFINE?	THE SUSTAINABILITY DEVELOPMENT PURPOSE
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We believe that one of our most important responsibilities is to provide our employees with opportunities for development. We believe that when our employees improve themselves, they will make a difference in their work and increase their success.

Foreign language bonus is paid in addition to the monthly salaries of our employees who have succeeded in the foreign language exams held in our hotels.

The exams for our employees are organized by expert institutions. The exam results are evaluated with a focus of 70% on speaking and 30% on other skills. A1 level is not included.

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

ERKEN ÜCRET ARTIŞI
EARLY SALARY INCREASES

NİSAN AYINA PLANLADIGIMIZ ÜCRET ARTIŞLARIMIZI OCAK'TA UYGULAMAMIZIN ARDINDAN, TEMMUZ AYINA PLANLADIGIMIZ ÜCRET ARTIŞIMIZI DA MAYIS AYINA ÇEKİYORUZ. AFTER WE IMPLEMENTED OUR SALARY INCREASES PLANNED IN APRIL IN JANUARY, OUR SALARY INCREASE THAT HAS PLANNED FOR JULY IS ALSO WITHDRAWN TO MAY.

%15

YABANCI DİL BONUS TUTARLARI
LANGUAGE BONUS AMOUNTS

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

YENİ BONUS KAPSAMLARI | NEW BONUS SCOPES

Merkez Ofislerimiz
Artık kapsam dahilinde!
*Tüm düzey seviyeler için geçerlidir.
*Sahibi & Personel Yöneticileri de dahil edilmiştir (B2 seviyesi için).
Headquarter Offices are now included for English levels.
For Sales & Marketing/Coordination Dept. B2 is the new limit.

Müdür ve Müdür Yardımcısı
pozisyon seviyelerinin tamamı
Artık kapsam dahilinde!
*B2 ve üzeri İngilizce seviyeler için geçerlidir.
*All Department Manager and Assistant Manager position levels are now included!
*For B2 and above English levels.

MAXXROYAL RESORTS VOYAGE HOTELS

What Are We Doing?

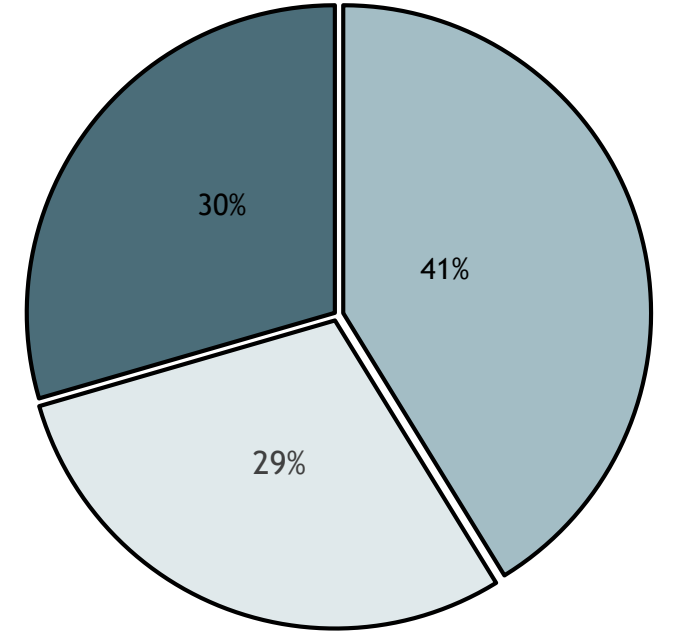


TORBA PRIVATE

MAIN FOCUS	PRIORITY	HOW DO WE DEFINE?	THE SUSTAINABILITY DEVELOPMENT PURPOSE
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Voyage Torba and Private places a strong emphasis on development in the workplace in order to keep up with the rapidly changing world. By integrating a culture of growth into our business model, we aim to foster an innovative and entrepreneurial workforce while ensuring that no one is left behind and no discrimination is tolerated, embracing all employees and the community with an egalitarian approach.



■ <1 YIL ■ 1 - 5 YIL ■ >5 YIL



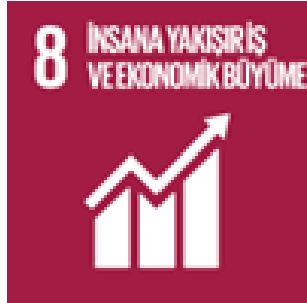
At Voyage Torba and Private, we consider the creation of a participatory, modern, dignified, and respectful work environment that upholds human rights as our corporate priority. Therefore, we implement a transparent process for receiving and resolving employee complaints.

What Are We Doing?

VOYAGE

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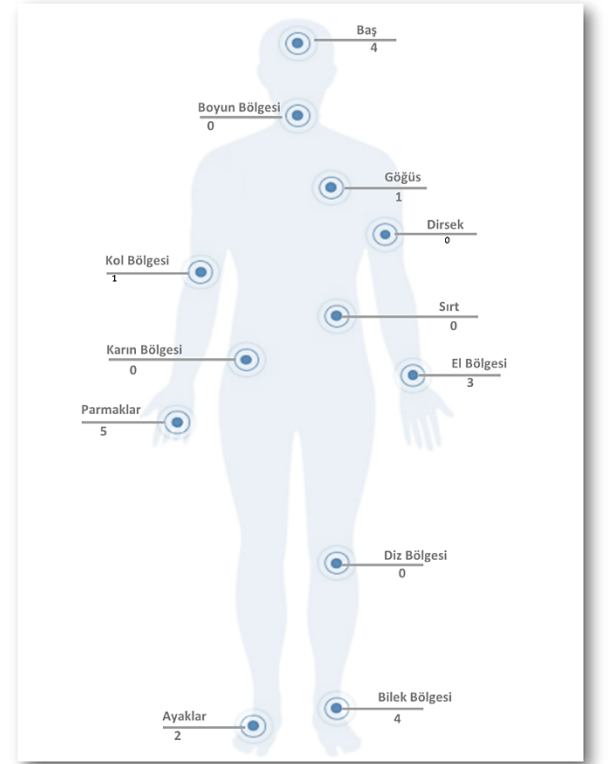
MAIN FOCUS	PRIORITY	HOW DO WE DEFINE?	THE SUSTAINABLE DEVELOPMENT PURPOSE
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Employees are the most important components for Voyage Torba and Private to adapt to the changing world. Therefore, the health and safety of employees are always seen as the top priority, and all efforts are carried out with a focus on zero work accidents. Rules and guidelines that prioritize occupational health and safety are followed in all work processes.

Within the year 2022, a total of 33 accidents have occurred, with the majority of accidents being non-physical and non-material accidents that did not cause any harm.

Under the guidance of Voyage Torba and Private Occupational Health and Safety Policy, all activities are carried out while ensuring occupational health and safety, in accordance with the ISO 45001 Occupational Health and Safety (OHS) Management System framework.



What Are We Doing?



TORBA PRIVATE

MAIN FOCUS	PRIORITY	HOW DO WE DEFINE?	THE SUSTAINABLE DEVELOPMENT PURPOSE
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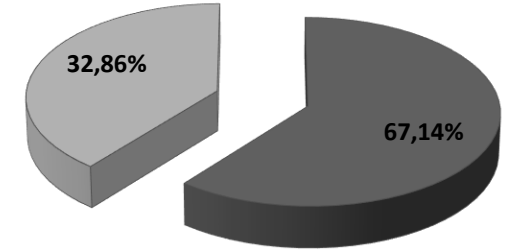


The concept of equal opportunities, which is used in both education and the economic field, means granting equal rights to every individual regardless of language, religion, race, and gender.

As Voyage Torba and Private, we have targets to give more opportunities to women and increase the number of female employees, especially with our policies against gender discrimination.

According to the TUIK 2022 data, the female participation rate in the labor force aged 15 and above in our country is stated as 32.8%. At Voyage Torba and Private, we provide employment for women above this rate.

DISTRIBUTION OF EMPLOYEES



Female Employees: %32,86
Male Employees : %67,14

What Are We Doing?



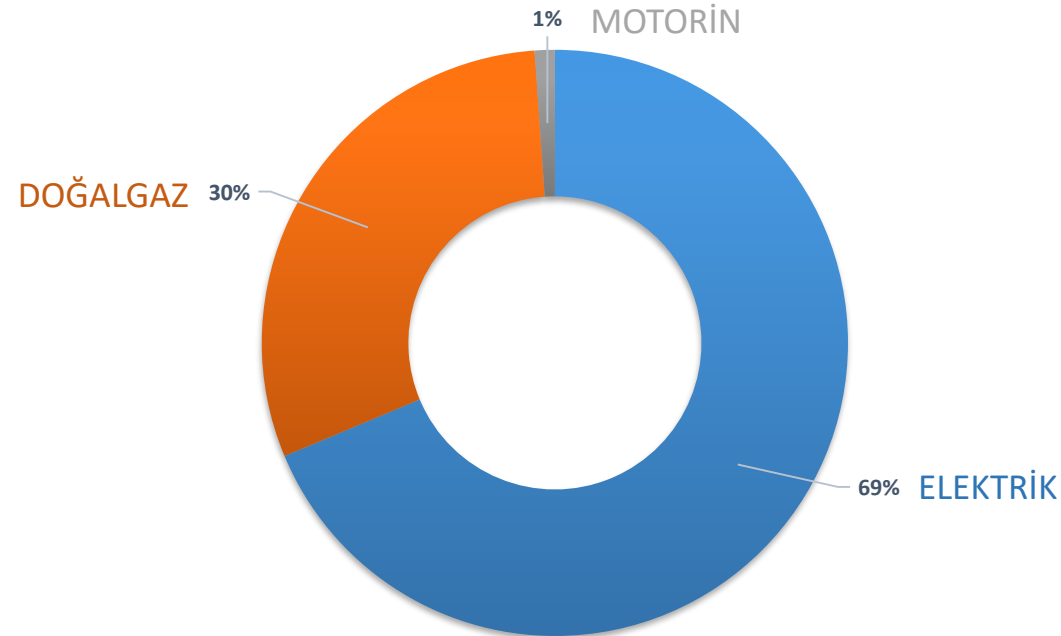
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ENERGY AND NATURAL RESOURCE CONSUMPTION

12 SORUMLU ÜRETİM
VE TÜKETİM



Voyage Torba and Private has started and continues its work on "Efficient Energy Management" by regularly monitoring the energy sources we use, following the TS EN ISO 50001 Energy Management System. We have created an "Energy Type Distribution Table" and are keeping track of it.



What Are We Doing?

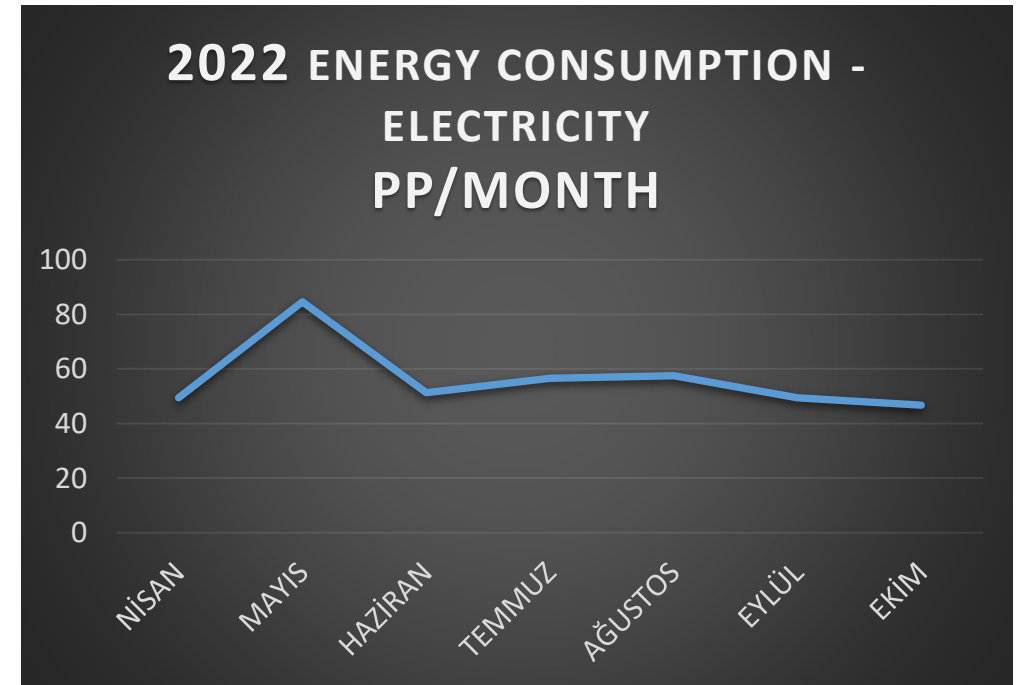
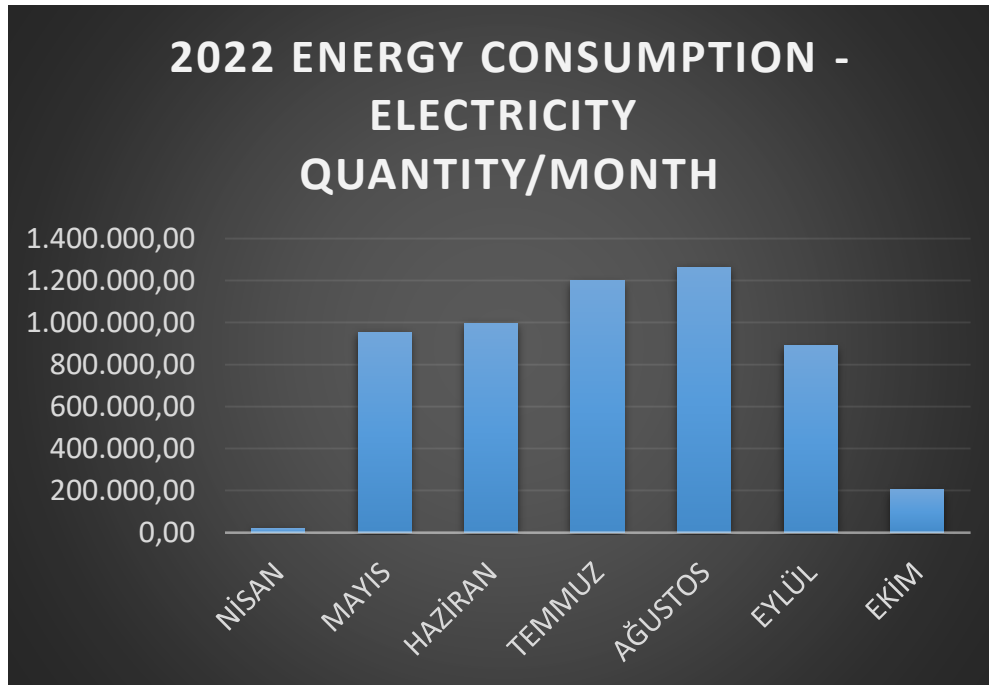


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ENERGY AND NATURAL RESOURCE CONSUMPTION (Electricity)



We follow the advancements in technology while regulating our energy consumption and choose energy-efficient equipment in every possible area. We strive to maintain our electricity consumption at the most suitable level per guest.



What Are We Doing?



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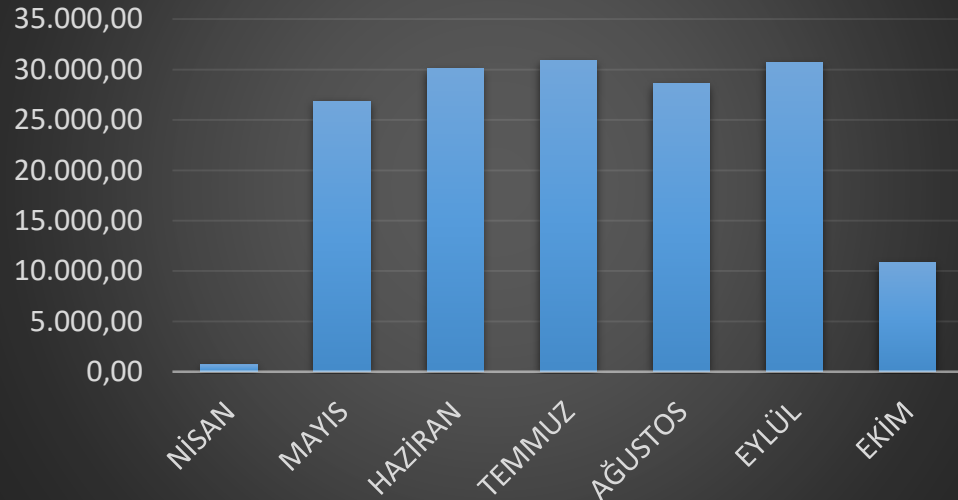
ENERGY AND NATURAL RESOURCE CONSUMPTION (LNG)

12 SORUMLU ÜRETİM VE TÜKETİM

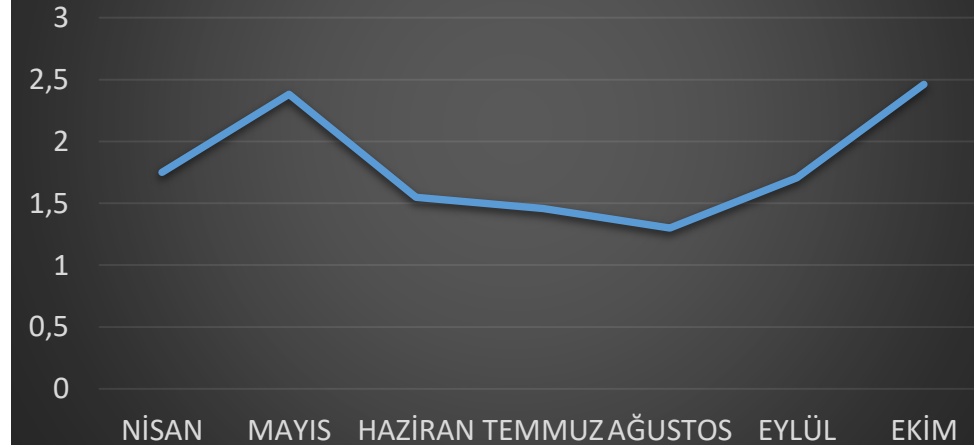


We keep our LNG consumption under control. We select equipment that will be used in areas where LNG is heavily consumed from the most efficient equipment available and ensure regular maintenance.

2022 ENERGY CONSUMPTION LNG QUANTITY/MONTH



2022 ENERGY CONSUMPTION LNG PP/MONTH



ENERGY AND NATURAL RESOURCES CONSUMPTION (WATER)

VOYAGE

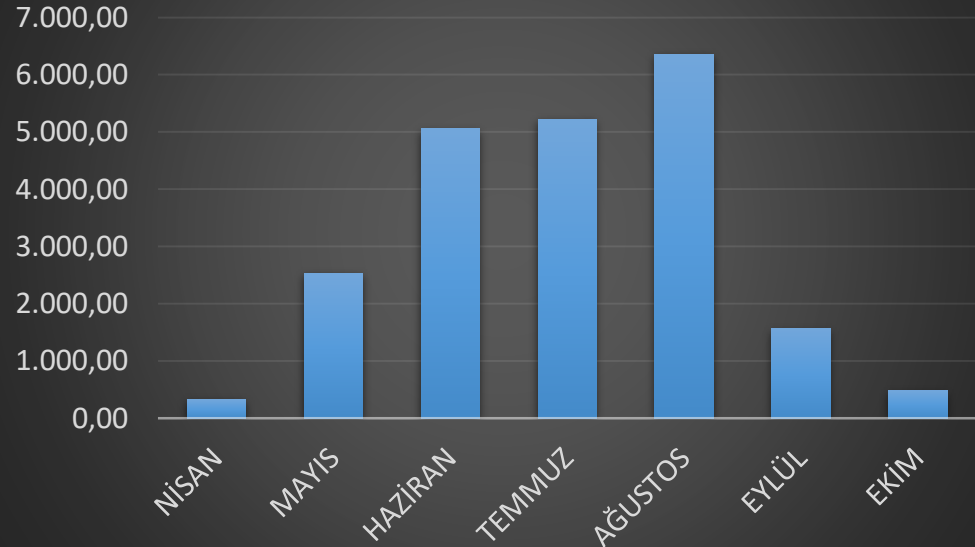
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We use water-saving devices to reduce overall water consumption without compromising health, hygiene, and guest satisfaction. Informative "Warnings" about water conservation are placed in guest rooms, and our employees are trained on this matter.

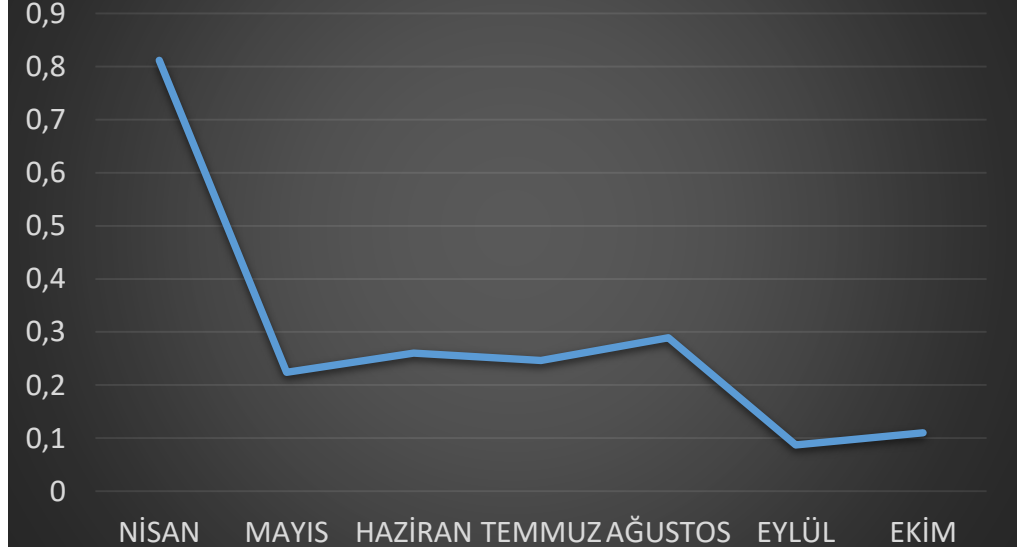
12 SORUMLU ÜRETİM
VE TÜKETİM



2022 SU TÜKETİMİ MİKTAR/AY



2022 SU TÜKETİMİ MİKTAR/AY



What Are We Doing?

CARBON FOOTPRINT

13 İKLİM EYLEMİ



The carbon footprint is a measure of the damage caused to the environment by human activities, measured in units of carbon dioxide produced. To leave a more livable world for future generations, we set goals for reducing our carbon footprint by tracking it and making efforts to decrease it every year.



In our evaluation for the year 2022 at our facility,

Total carbon footprint of our facility was determined to be 3,866.76 tCO₂e,
Carbon footprint per room was determined to be 86.4 kgCO₂e.

What Are We Doing?



TORBA PRIVATE

HEALTHY LIFE

3 SAĞLIK VE
KALİTELİ YAŞAM



Our facility is committed to implementing the WHO Framework Convention on Tobacco Control, which is one of the sub-goals under the main goal of healthy and quality living from the UN Sustainable Development Goals. As part of this commitment, we ensure the necessary sensitivity by regulating smoking areas.



HEDEF 3.A

3 SAĞLIKLI
BİREYLER



DSÖ TÜTÜN KONTROLÜ ÇERÇEVE SÖZLEŞMESİNİN UYGULANMASI

What Are We Doing?

BIODIVERSITY

Voyage Torba & Pivate Hotel supports the initiative organized by Bodrum Municipality to protect biodiversity and natural habitats on Çatal Ada beach, which is one of the areas where the endangered species of Sand Lily grows. We are particularly focused on preserving the Sand Lilies through our efforts.

15 KARASAL YAŞAM



HEDEF 15.5

15 KARASAL YAŞAM



BİYOÇEŞİTLİLİĞİN VE DOĞAL HABİTLERİN KORUNMASI

What Are We Doing?



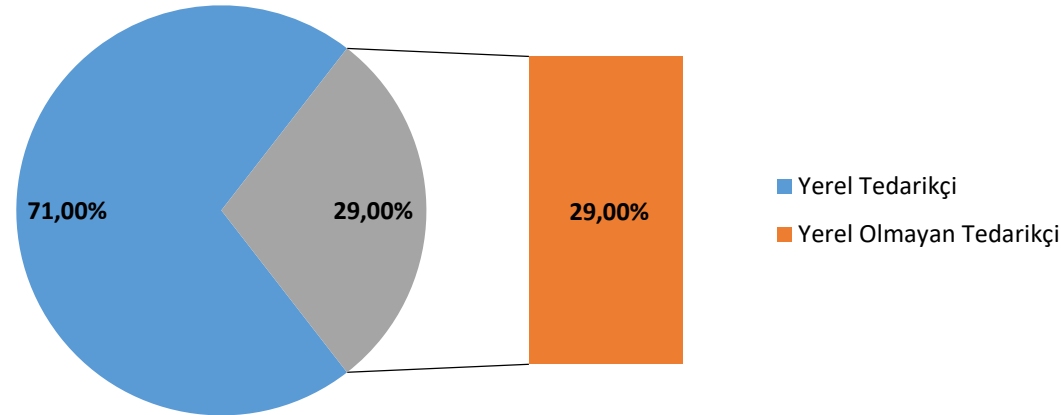
TORBA PRIVATE

SUPPLY CHAIN MANAGEMENT

8 İNSANA YAKIŞIR İŞ
VE EKONOMİK BÜYÜME



At Voyage Torba and Private, we prioritize Supply Chain Management. Under the umbrella of Supply Chain Management, we strive to apply efficient purchasing, local purchasing, and eco-friendly purchasing principles in all our service and product acquisitions as much as possible.



What Are We Doing?



TORBA PRIVATE

CHILDREN

4 NİTELİKLİ
EĞİTİM



At Voyage Torba and Private, we prioritize our young guests. In addition to providing fun activities for children, we also organize various workshops on sustainability to raise awareness and educate them with scientifically-based quality education.



HEDEF 4.7

4 NİTELİKLİ
EĞİTİM



SÜRDÜRÜLEBİLİR KALKINMA VE DÜNYA VATANDAŞLIĞI EĞİTİMİ

What Are We Doing?

VOYAGE

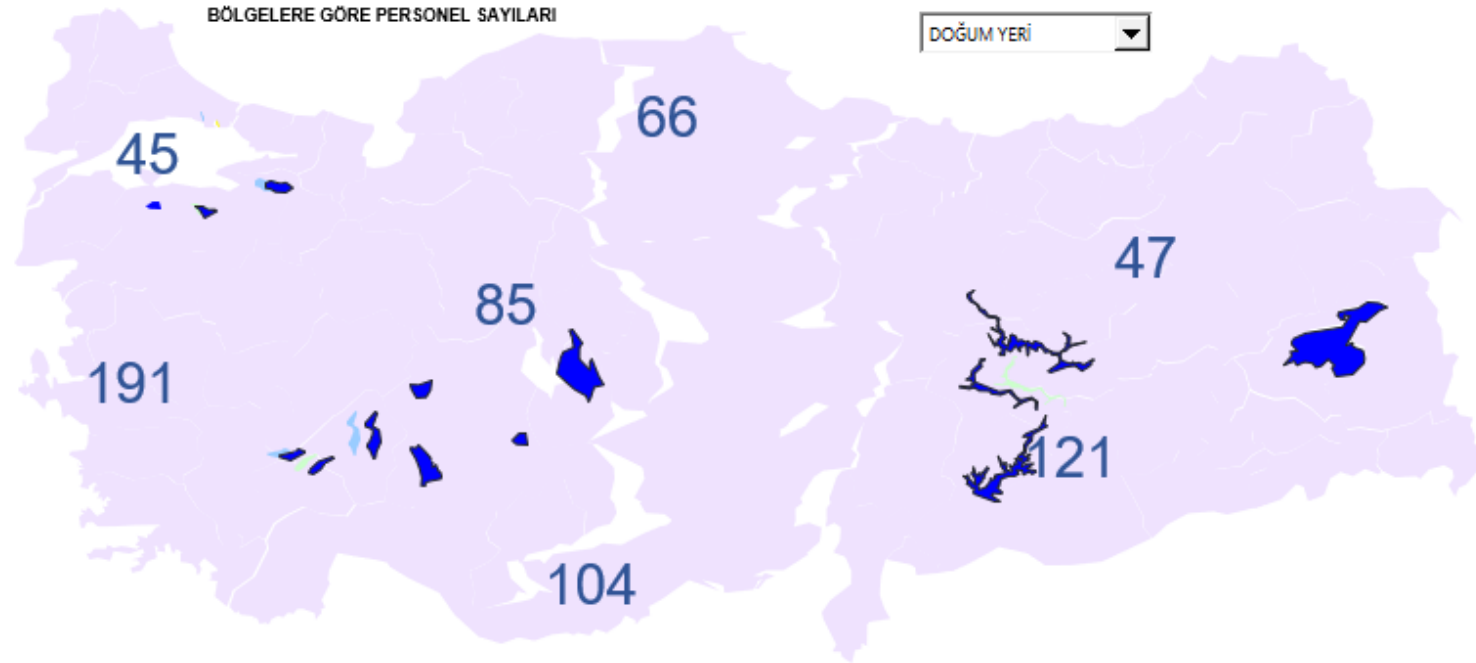
TORBA PRIVATE

EQUAL OPPORTUNITY

10 EŞİTSİZLİKLERİN AZALTILMASI



We evaluate applications from all regions of our country when selecting our employees. Voyage Torba and Private, which is committed to providing an opportunity for anyone who wants to work in the accommodation sector, stands against discrimination in all its efforts.



PERSONEL BÖLGE HARİTASI



Don't forget to visit the sustainability section of our website to gather information about the cultural tangible heritage of our immediate surroundings.

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

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