



PARKIM AYAZ HOTEL SUSTAINABILITY REPORT

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ABOUT THE REPORT

Sustainability: Sustainability is defined as the use of resources in an environmentally sensitive, socially equitable and economically viable manner, meeting the needs of current users without compromising the ability of future generations to use them.

Sustainability Management System: A management system comprising a set of interrelated elements for establishing a sustainability policy, sustainability objectives, and processes for achieving these objectives.

Sustainable Tourism: The preservation of the environment, whether or not humans interact with it, without deterioration or alteration, while maintaining cultural integrity, ecological processes, biological diversity and life-sustaining systems, and at the same time managing all resources in a way that meets the economic, social and aesthetic needs of the people and tourists in the visited area, and in a way that future generations can also meet the same needs.

Sustainability Report: This report certifies that our hotel's projects and activities have a working system that does not harm the environment or human life and uses energy resources in a balanced manner.

In this report, you will see the activities and projects we have undertaken to minimise the potential harm we cause to the environment and human life, reflecting the value we place on our society and our world in the 2026 season.



PARKIM AYAZ HOTEL'S SUSTAINABILITY MESSAGE

Our aim is to;

Provide high-quality service to our guests, bring economic benefits to the region we live in, contribute to social harmony and local employment, thereby benefiting the place we live in and protecting our environment.

Our goals are;

- *To identify our risks and move forward for our guests and employees,*
- *To minimise our negative impact on the environment by reducing unnecessary use of energy, waste and water,*
- *To provide economic benefits for the destination by providing employment opportunities for local people and purchasing goods and services from local sources,*
- *To create innovations that continuously increase employee and guest satisfaction,*
- *To be an eco-friendly hotel that is sensitive to the ecosystem, preserves wildlife, and is surrounded by endemic plant species,*
- *To be more environmentally conscious by recycling waste materials generated during our operations.*

Our History;

- *PARKIM AYAZ HOTEL takes pride in welcoming guests with its incredibly attractive and airy atmosphere, where blue and green meet, under one roof that unites two sister hotels.*
- *Our hotel is located in Gümbet, the centre of entertainment and one of the most popular bays on the Bodrum Peninsula. It is built on an area of 15,000 m², with 237 rooms, a 250 m beach, 3 swimming pools, 1 main restaurant, 2 à la carte restaurants, 5 bars, and a spacious garden, providing an atmosphere and location that ensures guests can enjoy themselves and relax.*
- *Since its establishment in 1989, our company has held an important place in the Aegean Region due to its environmental practices. As a company and all our employees, we consider it important to protect the environment by using our natural resources efficiently and preventing pollution.*
- *In addition to our Safe Tourism certificate, we strive to obtain new certificates and awards every year. Furthermore, our hotel has been awarded the Zero Waste Certificate for its environmentally conscious activities. The most important reason behind these efforts is our respect for our hotel, our guests, our employees, and our environment.*
- *We are aware of the contribution our activities make to our environment and our world.*



- *We also believe that the quality of our natural resources and the way these natural resources are managed are very important factors in ensuring the sustainability of tourism development in both the short and long term.*

Our Responsible Tourism Incentives in our region;

- *As PARKIM AYAZ Hotel, we are members of the Bodrum Chamber of Commerce, the Bodrum Promotion Foundation, and the Bodrum Hoteliers Association, and we aim to provide more economic and social benefits for tourism and the business world. Local communities are always our source.*
- *Our hotel also works with local schools and universities to provide work experience opportunities.*

OUR QUALITY POLICY

Our PARKIM AYAZ HOTEL aims to provide products and services that comply with internationally accepted standards and to ensure their sustainability;

- *Ensuring the satisfaction of internal and external stakeholders by taking into account the developing quality standards specific to its sector,*
- *Providing environmentally and socially conscious services in line with global competitive conditions, while taking into account national and regional conditions,*
- *Ensuring the continuous improvement of the products and services provided in order to realise its vision,*
- *To improve the infrastructure and resources necessary for increasing and developing the ability to adapt to innovations and to ensure their effective use,*
- *To develop cooperation with national and international organisations in order to maximise the services offered and increase success is important to us.*

Continuous Guest Satisfaction and Food Safety;

- *Ensuring maximum satisfaction by identifying our guests' expectations and needs in advance,*
- *Defining the necessary methods for our guests to comfortably communicate their complaints and requests to us,*
- *Ensuring food safety by creating a hygienic environment throughout all processes, from raw material procurement to serving our guests,*
- *Committing to comply with the legal regulations and requirements related to our sector.*



Continuity of Employee and Local Relations;

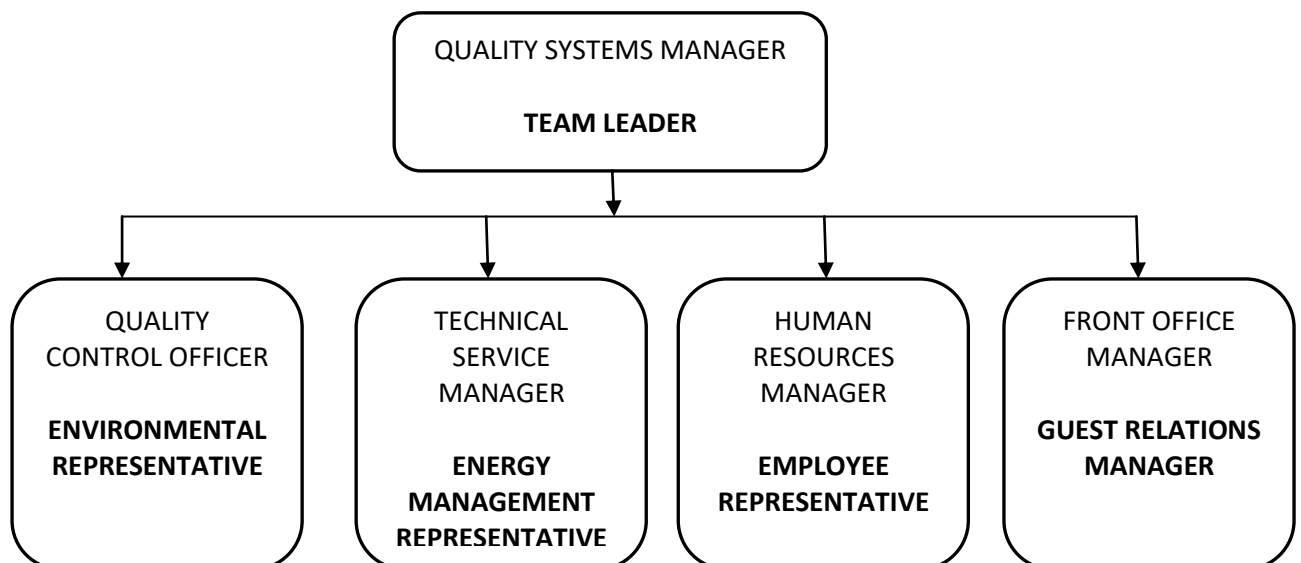
- *Providing our employees with safe and appropriate standard working areas,*
- *Ensuring equal rights for our employees regardless of gender, religion, language, race, ethnic origin, or physical disability.*
- *As an organisation that respects human and children's rights, ensuring the protection of children against all forms of neglect and abuse.*
- *Continuously improving the individual competencies of our employees through internal and external training programmes.*
- *In line with our goal of 'zero workplace accidents' and 'zero occupational illnesses,' we undertake activities to identify potential hazards and unsafe conditions that could lead to workplace accidents and occupational illnesses, take necessary measures to eliminate or reduce them, and ensure the health and safety conditions of our employees.*
- *To participate in projects in cooperation with local public institutions, civil society organisations and communities, and to provide financial support.*
- *To provide financial and moral support for the promotion of local culture.*
- *To encourage our guests to discover the local natural and historical beauties.*
- *We commit to conducting our work with respect for the natural resources of our region and the lives of the local people.*

We commit to continuous improvement through open, transparent, and professional management in all activities we undertake for our growth objectives in the tourism sector, and to providing effective and sustainable services while considering environmental, social, and cultural impacts.

GENERAL MANAGER

UFUK DEĞİŞEN

SUSTAINABILITY TEAM





REDUCING ENVIRONMENTAL IMPACTS

ENVIRONMENTAL MANAGEMENT

As Parkim Ayaz Hotel, we act in accordance with national and international legal regulations and institutional requirements to create a more liveable environment for our employees, guests, suppliers and the community we are part of, in addition to guest satisfaction.

In today's world, where the importance of climate change and global warming is increasingly felt, we accept all our responsibilities and constantly strive to ensure that our employees embrace environmental awareness. We reduce our carbon footprint by acting in accordance with environmental management principles such as reduction at source, reuse, recycling and disposal, and by engaging in activities such as the efficient use of energy and natural resources and reducing the use of hazardous chemicals.

In addition to holding all necessary official permits, such as Environmental Permits, Live Music Permits, and Environmental Impact Assessment (EIA) certificates, our waste management, monitoring of energy and water consumption, wastewater measurements, and staff training are essential to minimising the harm we cause to our community and the world.

Our Environmental Awareness Policy

- *In our endeavour to minimise the impact of tourism on our environment, our hotel has taken necessary measures in many areas, from the recycling of solid waste and vegetable waste oil to the use of renewable energy.*
- *Recycling and purchasing environmentally friendly products are our priorities.*
- *Our hotel management keeps abreast of new technologies and makes environmentally conscious investments. The necessary work continues to ensure the continuous improvement of our environmental performance.*
- *We have made it our management practice to reduce waste by using raw materials, energy and natural resources efficiently. For this reason, we separate the waste generated according to its source, group and hazard class, store it in separate warehouses, deliver it to licensed companies without exceeding the legal storage time limit, keep records, and carry out regular disposal work. Our hotel holds a Zero Waste certificate.*
- *We undertake training on the use of hazardous and chemical substances. It is important for us to ensure their use is limited to what is necessary, thereby reducing waste quantities and negative environmental impacts.*

MÜZFED
Müzik Sektöründe Bağlantılı Haklar



ENERGY MANAGEMENT

Our Energy Efficiency Policy

- *In order to fulfil both our responsibilities towards nature and our legal obligations, we voluntarily carry out work to reduce energy usage and continuously improve energy consumption performance by following national and international laws and regulations, and we monitor the results of our work.*
- *We set targets, monitor and improve them, and encourage our employees to contribute through training.*
- *All our stakeholders are important to us in terms of energy management. We strive to work together with our guests, employees and all our business partners on this issue and attach importance to creating awareness-raising projects.*
- *When making purchases, we take care to find energy-efficient products, equipment, tools, and technology alternatives.*
- *Energy risks and potential emergencies such as energy restrictions have been assessed by our hotel, and the necessary precautions have been taken.*
- *We always follow innovations in energy efficiency and direct our investments accordingly.*

Our Parkim Ayaz Hotel consists of high-capacity facilities that utilise a wide range of energy sources and numerous technologies. Energy data is recorded and reported on a regular basis. The energy data monitored through operational and financial analyses is evaluated regularly. Savings opportunities can be created through the use of automation systems for lighting, air conditioning, irrigation, etc. The aim is to produce projects and achieve a positive impact on energy values by procuring efficient, economical, environmentally friendly, new technology products.

The Day Heat Project; *ensures that the 20-22 degree mains water is heated to 40-50 degrees using a solar panel system (day heat system). The aim is to reduce the costs incurred in the heat pump system by preheating the water for use with an environmentally friendly and cost-effective solar energy system. Parkim Ayaz Hotel aims to reduce electricity consumption with environmentally friendly renewable solar energy systems and thus achieve cost optimisation. It is striving to adapt to new technologies by making new investments in renewable energy systems in the 2026 season.*

Lighting Automation Project; *By eliminating the human factor, the aim is to prevent lighting systems in guest areas from compromising comfort and wasting energy, thereby reducing energy costs. At Parkim Ayaz Hotel, the installation of a lighting automation system aims to optimise energy consumption and guest area comfort. Some of the lighting used in the garden area and the corridor lighting in the rooms are automatically switched on/off according to the system.*



Solar-Powered Lighting Project; All garden lighting at Parkim Ayaz Hotel consists of automatic lamps powered by solar energy.

Mechanical Air Conditioning Project; This project aims to provide comfort to our staff and energy cost advantages to our hotel. The mechanical air conditioning system aims to maintain comfortable temperatures and reduce energy costs by preventing consumption through the efficient use of electrical energy. The installation of a mechanical automation system in the accommodation areas used by our staff aims to provide climate control comfort while preventing electricity consumption wastage, thereby reducing costs and achieving cost optimisation. The project will be evaluated at the end of the season, and the climate control system will be rolled out to more areas.

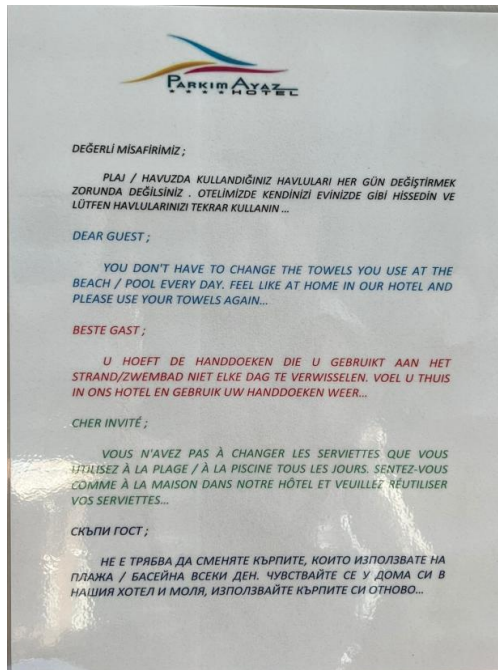


In addition to these projects:

- A system is used to cut off the electricity supply after our guests leave their rooms.
- Compact fluorescent bulbs and LED lighting have been chosen for 80% of our lighting systems.
- The mini bars in guest rooms are positioned to avoid direct sunlight in order to prevent overheating.
- Furthermore, our hotel uses energy-efficient equipment with A and A+ ratings.



- Our hotel informs and educates its employees and stakeholders on energy conservation. Brochures located throughout the hotel aim to raise awareness among staff and guests.



WATER AND WASTEWATER MANAGEMENT

Our hotel complies with all legal requirements and regulations regarding water usage. Water is sourced from a legal and sustainable source via the mains supply. We have an active and monitored water conditioning system. The water distributed from our water pipes to every corner of the facility is of drinking water quality, and the total water used per guest or per night is calculated and reported.

Water risk has been specifically assessed in the risk analysis, and a water management plan has been developed. The water usage activities of our hotel do not harm aquatic life in bodies of water such as the sea or lakes. Nevertheless, the possibility of harm to such life has been assessed in the risk analysis, and necessary precautions have been taken.

The Water Management Plan includes targets and reporting aimed at measuring and monitoring water usage and reducing water consumption. Water consumption in the system is read using meters and recorded in consumption reports. The water risk status in the area where our hotel is located has been determined. The Water Risk Atlas prepared by the World Resources Institute is used for this purpose.



Water conservation measures in our hotel;

- *All shower heads are fitted with aerators.*
- *All bathrooms are equipped with shower trays.*
- *Double-flush cisterns have been installed in all toilets.*
- *Bed linen and towels are changed upon guest request.*
- *Water-saving sensor taps are used in public urinals and washbasins.*
- *Water-efficient washing machines and dishwashers (with eco-labels) are used throughout the premises.*
- *Our hotel informs and guides its employees and stakeholders on water conservation.*



Our facility is connected to a central treatment system. Wastewater generated as a result of use is documented with a Connection Quality Control Licence. The drinking and domestic water consumption values in our hotels also represent wastewater values. Our hotel complies with the regulations set by the local authorities for the disposal of wastewater and makes every effort to ensure that wastewater does not harm the environment.



WASTE AND HAZARDOUS WASTE MANAGEMENT

Our hotel has a Waste Management Plan in place. The plan includes the regular measurement and monitoring of waste production, waste reduction, reuse, recycling and waste disposal.

Solid waste is separated according to type, such as food, recyclable, toxic/hazardous and organic, and recycling and reuse opportunities are considered during separation. Our hotel regularly informs and guides its employees and stakeholders on waste management using various visual and communication materials. Solid waste separated by type at our hotel is collected by authorised and licensed companies.

Solid waste, including food waste, is measured by type. At our hotel, the amount of solid waste per guest or per overnight stay is calculated and reported. Our hotel has also identified activities and risk areas where solid waste generation is high. Corrective measures are planned and implemented to reduce food waste and spoilage.

The aim is to ensure that solid waste disposal has no adverse effect on the local population or the environment. Compliance with the 'Zero Waste Regulation' legislation on solid waste management is ensured.





During the 2026 season, plastic bottle caps were collected to support a charity campaign and were handed over to the Turkish Association for the Disabled.



During the 2026 season, our hotel delivered the following to the waste collection company TEM – ÇEV: 1,810 kg of paper waste, 930 kg of plastic waste and 420 kg of metal waste. In addition, 10,720 kg of glass waste was deposited at the TEM – ÇEV storage facility by our hotel's vehicles.





During the 2025–2006 season, we commenced storage operations in three different areas to ensure the more organised storage of solid and hazardous waste.



Our Dangerous Goods Storage Facility, refurbished for the 2026 season





In the 2026 season, 17 kg of waste batteries were sent to the TAP association. During the 2026 season, 2,515 kg of vegetable waste oil were delivered to licensed companies.



We ensure that our vegetable waste oil and hazardous waste are stored in accordance with the law and sent to licensed companies for disposal or recycling. By maintaining the necessary records, we strive to prevent any harm that hazardous waste might cause to the environment.



We prioritise ensuring that all chemicals used on our premises are approved, labelled and in suitable packaging, and that their MSDSs have been provided to us. Necessary precautions have been taken in our chemical storage areas against leaks, spills and similar incidents that could harm the environment.



Furthermore, at our hotel:

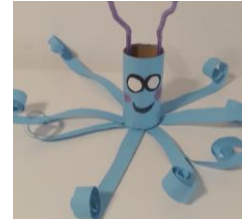
- *Single-use items are not used in communal showers and toilets or in communal areas.*
- *In our guest rooms, refillable products have been introduced in place of single-use items.*
- *Our swimming pools are equipped with an automatic dosing system that uses the minimum amount of disinfectant required to achieve appropriate hygiene standards.*
- *When selecting chemicals for cleaning, painting and maintenance, we avoid those that are corrosive or harmful to the environment.*
- *Staff receive training on the safe handling of chemicals, covering the conditions, quantities and methods of use for detergents and disinfectants.*
- *Furthermore, all staff at our hotel receive training on environmental awareness, water and electricity conservation, zero waste and methods for separating hazardous waste.*
- *We verify that the pesticides used by the external pest control company we engage are products that do not harm human health or the environment, and we strive to reduce chemical consumption by making greater use of natural measures.*
- *Our hazardous waste, used vegetable oil and solid waste are regularly handed over to the relevant companies, and the handover forms are retained.*



OUR RENOVATED MINI CLUB AREA FOR OUR YOUNGEST GUESTS



ACTIVITIES WE ORGANISE FOR OUR YOUNG VISITORS



Activities we organise at our Mini Club with our Child Development Specialist to engage our younger guests staying at our hotel...

The materials used in these activities are recycled items. The activities are planned using plastic lids from products used in the Kitchen, Housekeeping, Accounts and Purchasing departments, as well as used paper, cardboard and plastic PET bottles.





PURCHASING MANAGEMENT

At our PARKIM AYAZ hotel, we encourage local production by ensuring quality and food safety without compromising the comfort of our guests.

SUSTAINABLE PURCHASING POLICY

Products are sourced from local suppliers or produced in Bodrum and the surrounding area. This approach contributes to reducing CO2 emissions during international transport.

Our hotel prioritises local products and services over imported goods. Seasonally produced items are also utilised.

It is a priority for us that the supplier companies we work with have Quality Assurance Systems, Environmental and Occupational Health and Safety Management Systems, internationally recognised and sustainable certifications, and that their production and supply do not have harmful effects on the environment and comply with environmental legislation.

It is important that our supplier companies, like us, use their resources appropriately without harming natural life and the ecosystem and that they comply with hunting bans.

They must have systems in place to minimise and properly manage their waste and be able to offer alternatives with less packaging/bulk packaging.

It is important to us that our supplier companies offer alternatives that are environmentally friendly, economical, value local ethical values, use recyclable or recycled materials, are organic, bio, vegan, not tested on animals, do not contain harmful chemical components, etc.

We share our perspective with our suppliers and strive to create efficient purchasing opportunities with them. By monitoring our procurement processes, we aim to reduce the environmental impacts arising from these processes.

We monitor our suppliers and support them in meeting our sustainability targets. By regularly assessing our working ratios with local and non-local suppliers, we aim to continuously increase our opportunities to work with local suppliers in order to reduce our carbon footprint and support the local economy.



During the 2026 season, audits were carried out at eight supplier firms.

Furthermore, 73 per cent of work was carried out with local suppliers during the 2026 season. This proportion stood at 49 per cent in the 2025 season and 47 per cent in the 2024 season. The majority of the suppliers worked with are environmentally certified.





OUR CHILDREN'S RIGHTS POLICY

According to the United Nations Convention on the Rights of the Child, adopted on 20 November 1989, every human being is defined as a child until the age of 18.

We do not employ child labour at our hotel, and it is important to us that all our business partners share this awareness.

We ensure that all children staying at our hotel are provided with a safe and secure environment where they can enjoy themselves, regardless of their gender, ability, race, origin, status or age.

Our children's rights policy has been communicated to our guests, stakeholders and all our staff. We provide training to our employees on preventing and recognising child abuse.

In cases where we witness suspicious behaviour involving children, the General Manager is informed, and we seek assistance from official organisations when deemed necessary.

We organise training sessions and support projects to raise awareness about the protection of children's rights.

Children are our future...

Posters and information are displayed on notice boards within our hotel for our guests and staff.





WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

Our hotel does not discriminate against our employees on the basis of race, nationality, religion, age, disability, gender, marital status, trade union membership or political beliefs. The principle of equal pay for equal work is adopted.

Hiring, pay, training opportunities, promotion, termination, and retirement are standard for every employee.

Women's participation in the workforce is supported by all our departments, and we offer equal conditions.

Regardless of gender, the working and accommodation conditions of all our employees are safe, hygienic, and comfortable.

We provide the necessary environment for our employees to benefit equally from our training opportunities and career prospects.

Our hotel management supports training requested by our employees.

We create working conditions and accommodation that maintain a work-life balance.

We do not tolerate women being subjected to exploitation, harassment, discrimination, suppression, coercion, slander, etc. in any way.

We are always aware of and supportive of the value that our employees add to PARKIM AYAZ HOTEL.

In 2026, support was provided to the Saadet Teacher's Association for Combating Child Abuse. Parkim Ayaz Hotel will continue to provide both financial and moral support to relevant associations and organisations.





ACCESSIBILITY POLICY

Our PARKIM AYAZ HOTEL has prepared the appropriate infrastructure to ensure that our disabled guests can easily access their rooms, the pool, beach, restaurant and bars.

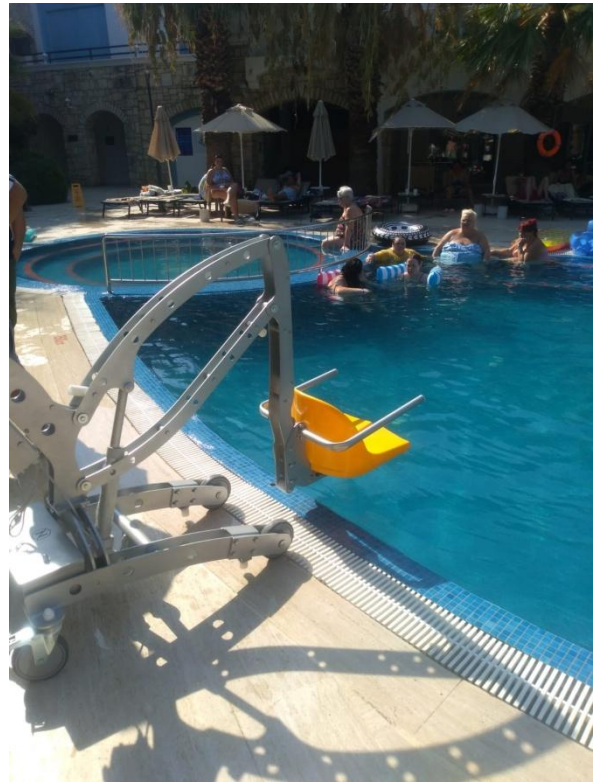
Our hotel also collaborates with the Bodrum Health Foundation in our local area, providing financial and moral support to ensure opportunities are available for local disabled people.

Suitable working areas have been created for the comfort and convenience of our disabled employees.

PARKIM AYAZ HOTEL will continue its efforts to provide an accessible environment for our disabled guests and employees.

Our PARKIM AYAZ HOTEL has five adapted rooms so that our disabled guests can enjoy their holidays comfortably. These are rooms 1301, 1302, 1303, 1553 and 1558. Our facility has one toilet in the outdoor area for guests who use wheelchairs.

Our disabled staff members also contribute to the service we provide to our guests at Parkim Ayaz Hotel.





STAFF AND WORKING LIFE

At PARKIM AYAZ, we prefer to employ staff from the local community. Our aim in this regard is to ensure that the money earned is spent within the local economy. Furthermore, our hotel encourages the local community to seek employment in the town where we are based. We support local schools and universities and offer work experience opportunities within the hotel. During the 2026 season, work experience opportunities were provided to a total of 31 students from the tourism colleges in Gönen, Kastamonu and Bodrum.



Our proportion of local staff for the 2026 season was 19 per cent.

EDUCATION MANAGEMENT

In line with our sustainability policies and management system, we provide orientation training, periodic training programmes related to sustainability and work areas, on-the-job training, training required by legal regulations, and guidance support to our employees.

We implement annual training plans on topics such as Occupational Health and Safety training, hygiene training, water and energy conservation, chemical substance usage rules, fire prevention, first aid, etc.



In 2026, a total of 46 training courses were delivered. The total number of staff who participated in the training courses was 1,346. The average number of training courses per person was determined to be 5. Our staff have free and open access to all our training materials.

In 2025, a total of 55 training sessions were delivered. The total number of staff who attended the training sessions was 1,952. The average number of training sessions per person was set at 8.

During the 2024 season, 31 training sessions were delivered. The total number of staff who attended the training sessions was 1,334.

All new staff members receive induction training upon joining the company.



TRAINING COURSES THAT TAKE US ONE STEP FURTHER





EMPLOYEE AND HUMAN RIGHTS MANAGEMENT

The satisfaction of our staff is a priority of the utmost importance to our hotel. For this reason, it is the management's responsibility to ensure, first and foremost, that employees' legal rights are upheld, as well as their working environment, psychological well-being, motivation, performance and, in short, all aspects of their comfort in the workplace. Our hotel undertakes to comply with the relevant provisions of the Labour Act No. 4857 and pays staff at least the minimum wage.

Furthermore, our hotel undertakes to comply with the Social Insurance and General Health Insurance Act No. 5510 and the Occupational Health and Safety Act No. 6331. Before starting work at our premises, our employees are informed about matters such as their salary, working conditions, working hours and when they will receive their pay.



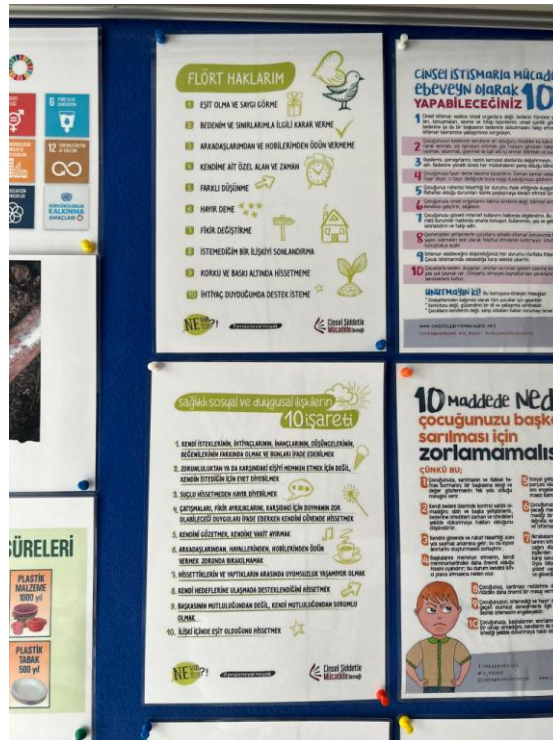
During the 2026 season, 272 members of our staff received Health and Safety training. The training sessions were delivered by our Health and Safety specialist, Nursena Nazilli.

Just as we do not discriminate against our guests or visitors, we also do not discriminate against our staff on the basis of gender, nationality, race, language, etc., as this is contrary to both our hospitality and our working principles. We always protect our staff's personal data. We provide our departmental staff with training on Combating Violence Against Women and Child Neglect and Abuse – Child-Friendly Tourism. During the 2026 season, 146 members of our staff received training from officials of the Ministry of Family, Labour and Social Services.



The locations of the staff accommodation, which is allocated specifically to each department, have been chosen to ensure staff do not become isolated from social life, and are situated close to shopping areas, the beach and the walking trail. Family rooms have been provided for staff working at our hotel with their families. The same standard has been maintained in all accommodation rooms. An air-conditioning system ensures a comfortable stay. Staff uniforms are laundered at the hotel, whilst laundry facilities are provided in the accommodation for personal clothing. To reduce our carbon footprint, a shuttle service is available for staff residing in Bodrum.

It is important to us that our staff work in a safe working environment. For this reason, investments are being made to ensure staff are provided with a suitable working environment through appropriate safety measures. Staff awareness is being raised through training programmes on this subject.



OUR OCCUPATIONAL HEALTH AND SAFETY POLICY

- With the aim of protecting our workplace, our employees, our visitors and our suppliers, creating a safe working environment and ensuring business continuity;
- We comply with all legal and other obligations relating to Occupational Health and Safety.
- We embrace the principle that Occupational Health and Safety and improvement activities are the shared responsibility of all employees.



- *We set targets to ensure participation at all levels in Risk Assessment and Risk Mitigation activities..*
- *By continuously improving our occupational health and safety culture, we aim to achieve the sustainable goal of 'Zero Accidents at Work'.*
- *We share the work we carry out in the field of occupational health and safety with all our employees and the wider community, with a view to setting an example and leading the way.*

In April of the 2026 season, fire safety training sessions and fire drills were carried out, and staff were briefed on potential emergency situations. A total of 127 members of our staff took part in the fire safety training sessions delivered by Güler Yangın. A fire drill was carried out with all 127 members of our staff.





In February and on 5 March, we attended the Fire Safety Information Sessions organised by the Bodrum Chamber of Commerce and the Muğla Metropolitan Municipality Fire Service.

SOCIAL WORK

We measure our staff's satisfaction at regular intervals. It is important to us that our staff are happy and content in their work. By assessing the requests and complaints raised in surveys and suggestion forms, we implement the necessary changes and investments. The participation rate in the satisfaction survey and the satisfaction rate are monitored by the General Manager, and departments are informed of the findings promptly. Maintaining a high participation rate in the Staff Satisfaction Survey and high departmental satisfaction levels are among the targets our hotel always strives to achieve.

During the 2026 season, staff satisfaction was measured three times, in May, July and October. A total of 387 staff members were surveyed during the 2026 season. The results of the survey were communicated to all relevant department managers, and the necessary corrective actions were taken.

OUR STAFF EVENTS

Our 'Fish on the Grill' event, aimed at encouraging our staff to eat healthily...



Our 'Green Bodrum Mandarin' and 'Çökertme Kebab' events, organised to raise our staff's awareness of the local area...



We acted as the accommodation sponsor for the 21st Bodrum Kite Festival, held on 10 May 2026, and provided financial support.



**Hıdırellez Şenliği
Hıdırellez Dostları
ile Büyüdü**



Teşekkür ederiz.

Hıdırellez'de Engel Yok
Birlik Var

We provided financial support for the 3rd Bodrum International Hıdırellez Festival, held on 2–3–4–5 May 2026.



At the 'White Night' event—which plays a significant role in the sustainability of our Bodrum Health Foundation, which aims to deliver the special education and physiotherapy programmes it runs under the Ministry of National Education with the highest quality of education to support the development of our citizens with special needs—we provided sponsorship for the refreshments prepared for the guests.



On 19 September, we at Parkım Ayaz Hotel provided sponsorship in the form of refreshments for the Architects, Engineers and Town Planners Solidarity Day, held at the Bodrum Branch of the Chamber of Mechanical Engineers.



We provided accommodation support for the **BODRUM INTERNATIONAL OPTIMIST REGATTA**, an international race organised by the Bodrum Sports Club Sailing Section, with the support of Bodrum Municipality, which took place between 6 and 10 May.



The 2026 ILCA U21 European Championships, in which 184 athletes from 39 countries competed, took place in Bodrum from 9 to 16 October 2026, hosted by B.B. Bodrumspor Club. As Parkim Ayaz Hotel, we provided accommodation support for this championship.



EVENTS WE HAVE ATTENDED AS THE PARKIM AYAZ FAMILY



On 27–28–29 March, our Quality Systems Manager, Selin Eşer Cingöz, and our Dietitian, Seda Ulutaş, attended the 'Symposium on the Environmental and Structural Future of the Bodrum Peninsula'. Our Quality Systems Manager, Selin Eşer Cingöz, and our Dietitian, Seda Ulutaş, attended the event. Our Quality Manager, Selin Eşer Cingöz, played an active role at the symposium.

OUR VISITS TO AND CONTRIBUTIONS TO BODRUM'S LOCAL ORGANISATIONS



On 15 October 2026, Mehmet AYAZ, a member of our hotel's Board of Directors, was appointed Vice-Chairman of the Board of the Bodrum Chamber of Commerce.



At our 30 August Victory Day dinner, we hosted the players from the Bodrum Women's Volleyball Sports Club.



On 18 October 2026, we hosted the players from the Bodrum Women's Volleyball Sports Club at our lunch and dinner buffets.

CULTURAL ACTIVITIES

Introduction ;

- *Promoting Bodrum means promoting our hotel. Our hotel works in collaboration with the Bodrum Promotion Foundation to promote Bodrum, and contributes to raising awareness of Bodrum and its local culture and history by participating in international trade fairs.*
- *Our hotel always reflects the culture to which it belongs. We have an information board, a barcode system and a website to ensure that our guests can learn about our local history and culture.*
- *Through these communication channels, you can find a wealth of details on Bodrum's local delicacies, festivals, notable figures who have enriched Bodrum, values unique to Bodrum, our historical sites and much more.*

During the 2024 season, an area has been set up in our hotel to display old photographs of Bodrum.



During the 2025 season, a collection of books written by local authors from Bodrum in two languages has also been put on display for our guests.





In addition, information boards set up in the reception area and at the restaurant entrance provide guests with details of upcoming concerts and events.



Furthermore, we keep track of events taking place in Bodrum for our staff, and these are displayed on the staff noticeboard.



OUR STAFF'S TRIP TO BODRUM CASTLE



As Parkim Ayaz Hotel, in line with our approach to sustainability, we place great importance on the preservation and promotion of local cultural heritage, as well as on raising our staff's awareness of the historical and cultural values of the region in which they live and work.

As part of this initiative, we organised a cultural tour of Bodrum Castle for our staff. Accompanied by our licensed guide, Ufuk Orhan Dağ, the tour provided insights into the historical background of Bodrum Castle, its architectural features and its significance in terms of the region's cultural heritage. Through this event, we aimed to enable our staff to gain a closer understanding of Bodrum's historical and cultural riches, to raise their awareness of local values, and to contribute to the promotion of the region by sharing the knowledge they have gained with our guests.



PROMOTION OF LOCAL PRODUCTS AND GEOGRAPHICAL INDICATIONS

For a product to be eligible for a geographical indication, it must be produced within a clearly defined geographical area; it must be a product resulting from the characteristics of that area; it must possess a distinctive characteristic; and this distinctive characteristic must be associated with the region in which it is found.

In the interests of sustainability, our menus feature products with geographical indications. Furthermore, some of the local products from Muğla bearing geographical indications are served to our guests at our establishment: Tepsi böreği, oil-cured olives, Çekişte olives, olive oil, Marmaris pine honey, Bodrum mandarins, Fethiye tahini, Köyceğiz oranges, etc.

In addition to all these products, Bergama tulum cheese, İzmir tulum cheese, Ezine cheese, Erzincan tulum cheese, Kars aged Kashar cheese, Erzurum Çeçil cheese, Cypriot Hellim cheese, Van herb cheese, Edremit pink olives, Ayvalık black olives, Hatay crushed olives, Gemlik sele olives, Adana kebab, Antep baklava varieties, etc., are all served to our guests at our establishment. Geographical indications are featured on the labels of the products served, ensuring that guests can learn about them. Furthermore, through our 'Turkish Night' held every Tuesday, we have the opportunity to introduce our international guests to Turkish culture, traditions and cuisine.



SÜRDÜRÜLEBİLİR BİR GELECEK İÇİN HEP BİRLİKTE ;

Yeşile koşulsuz değer veren , bulunduğu bölgeyi önemseyen ve sahiplenen , karbon ayak izini azaltmak için yatırımdan hiç çekinmeyen PARKIM AYAZ HOTEL'e hoş geldiniz ! ...

Otelimizin yapımı sırasında doğaya saygılı davranılmış , yerel kurallar çerçevesinde binalar yapılmıştır . Otelimiz etrafında göreceğiniz pek çok bitki endemiktir . Her yıl endemik bitki türümüzü arttırmak üzerine hedeflerimiz vardır . Kullanılan çim, kuraklığa ve deniz suyuna en dayanıklı türdür . Otel etrafında bulunan limon , incir , dut , malta eriği , nar ağaçlarımıza ait meyveler tüketilebilir , ağaçlarımıza zarar vermeden deneyebilirsiniz .

Otelimiz genel aydınlatmalarında güneş enerjili ve sensörlü lambalar kullanılmaktadır .

Yenilenebilir enerjiden en yüksek fayda sağlamak otelimizin yatırım anlayışıdır .

Bulunduğunuz alanın yerel kültürünü anlayabilmek için Türk kahvemizden için , Türk gecemize katılın , gözleme standını ziyaret etmeyi unutmayın . Ayrıca otelimize çok yakın alanlarda bulunan tarihi ve kültürel miras alanlarımızı ve pazarlarımızı keşfetme fırsatını da sakın kaçırmayın .

Otelimizde kaplumbağalarımız vardır . Beslemeyiniz ve bulunduğu yerleri değiştirmeyiniz .

Doğamızın da kendine ait hakları vardır . Lütfen bunu unutmayınız .

Otelimizde konakladığınız süre boyunca ;

- Odalardan çıkışlarda oda kartlarınızı yanınıza almanızı , odada bulunmadığınız zamanlarda elektrikli aletleri açık bırakmamanızı ,
- Tesisimizde sıcak su güneş enerjisi panellerinden elde edilmektedir . Bu nedenle sıcak su kullanım miktarınıza dikkat etmenizi ,
- Otel genel alanlarında ve kumsalda bulunduğunuz zaman süresince ortaya çıkan atıklarınızı uygun kutulara atmanızı ,
- Odalarda ve genel alanlarda kullandığınız havluları gerekli ise değişmenizi ,
- Tek kullanımlık ürünleri kullanımını mümkün olduğunca azaltmanızı rica ederiz .



BODRUM YEŞİLİ FESTİVALİ

We, as the Parkim Ayaz Hotel, supported the 'Bodrum Mandarin' campaign launched by Bodrum Municipality for the Bodrum Green Mandarin, which holds a Geographical Indication. Having held the first edition of our Green Bodrum Mandarin Cocktail Festival in 2025, we organised the second edition this year. In the festival area we set up at our hotel, we treated our guests to alcoholic and non-alcoholic cocktails made with Bodrum Green Mandarins, as well as mandarin-filled muffins, chocolates and dried mandarins. In the leaflets we displayed in the festival area, we provided information on the general characteristics and uses of the Bodrum Green mandarin. We also treated our guests to Bodrum Mandarin Fizzy Drink, Bodrum Mandarin Lokum and mandarin-flavoured biscuit lokum, all produced by the Bodrum Producers' Association.





SIGNS IDENTIFYING ENDEMIC PLANT SPECIES

Many plant species native to the Bodrum and Muğla regions have been used in our hotel's landscaping. Examples include the siğla tree, laurel, bougainvillea, Yediveren lemon, weeping fig, olive, and many others.

Signage has been installed to better introduce these species to our local and international guests and to raise awareness. There are over sixty signs identifying endemic plant species throughout the hotel grounds.



BIODIVERSITY

Our hotel is environmentally conscious and animal-friendly. We have over a hundred tortoises in our communal areas, which we care for whilst respecting their natural habitats. We have also created special feeding areas for our cats, which are free to roam the hotel grounds. We raise our guests' awareness of these issues.



As Parkim Ayaz Hotel, we will continue to provide both financial and moral support for the conservation of biodiversity.





We are aware of the impact of the greenhouse gas emissions generated during the day-to-day operations of our hotel. We have set targets for reducing our use of fossil fuels and increasing our use of renewable energy, and we are continuing to invest in these areas.



The awards we have received as a result of the targets we set for the 2026 season





The plaques we have received from the organisations we support



Our vision is:

To create a cleaner environment for both the present and the future, and a business that is mindful of the local area and works in harmony with the local community.