
Auditee :	DENIZLI RATEKS TEKSTIL SAN. TIC. A.S
Audit Date From :	05/04/2021
Audit Date To :	08/04/2021
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Sebla Eroglu(Lead)
Auditing Branch (if applicable) :	Intertek Turkey



This is an extract of the on line Audit Report.The complete report is available in the amfori BSCI Platform.
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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p>A Very Good</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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<p>B Good</p>	<ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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<p>C Acceptable</p>	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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<p>D Insufficient</p>	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	E	E	E	E	E	E	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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<p>E Unacceptable</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
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<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

Main Auditee Information



Name of producer :	DENIZLI RATEKS TEKSTIL SAN. TIC. A.S		
DBID number :	333506		
Audit ID :	207685		
Address :	BOZBURUN MAH. 7050 SOK. NO:3 DENIZLI Denizli		
Province :	Denizli	Country :	Turkey
Management Representative :	ILKER EMER- ASS. OF GENERAL MANAGER		
Contact person:	ILKER EMER	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Home textiles
Product Type :	Towel, Bathrobe and home textile		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	B		
Need of follow-up :		If YES, by :	

Rating per Performance Area (PA)												
PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
C	B	A	A	A	A	A	A	A	A	A	A	A

Executive summary of audit report

Auditor Name: SEBLA EROGLU OZCAN (RA21702600)

The factory was established in 1994 and specialized in the manufacturing of towels and bathrobes in Denizli city, Turkey. And facility has weaving, cutting, confection, embroidery sampling, packing, towel sewing, towel packing and dispatching production process in the facility.

Building 1
Ground floor: Weaving, raw materials warehouse, semi-finished goods warehouse, lunch hall, doctor room, offices.
1st floor: Cutting, embroidery sewing, and packing section Entrance hall, offices

Building 2
Ground floor: Carton and finished goods warehouse, offices.
1st floor: cutting and sewing sections, packing section, offices.

*** These are industrial two buildings which are used as production sites and have inter-related transition. One of these buildings built in 2019. They have legal permits. Buildings belong to RATEKS TEXTILE.

It was noted that production buildings with a total production area of 22,541 square meters. (open area: 19.900 square meters.)
The management declared that they do not purchase any outside service for meal and for security service.
There was no dormitory.
There was no apprentice worked in the facility.
There was no union in the facility.
There was no migrant employee worked in the facility

The process of weaving, cutting, confection, embroidery sampling, packing, towel sewing, towel packing and dispatching all in-house by the factory. The factory had a monthly capacity of 300 tones /month. Facility product: towel, bathrobe and home textile.
Peak seasons noted as ; August, September, October and November.

There were 592 employees were working in the factory and the youngest worker was 19 years old.
There were 101 administrative employees worked. (51 male and 50 female)
There were 491 production employees worked. (139 male and 352 female)

The factory adopted time card attendance system to record employees' working hours.

The regular working hours for other management staff was from Monday to Friday; from 07:45 a.m to 6:15 p.m. with 2 times tea break at 10:00 a.m. to 15:00p.m. (20 minutes x 2) and 50 minutes lunch break at 12:20 p.m. Saturdays and Sundays were granted as weekly rest day.

The factory operates in 3 shifts in Weaving and Embroidery sections for six days, as follows:
1st shift: 8:00 a.m. to 4:00 p.m. with 30 minutes meal break at 12:20 a.m.
2nd shift: 4:00 p.m. to 12:00 a.m. with 30 minutes meal break at 8:00 p.m.
3rd shift: 12:00 a.m. to 8:00 p.m. with 30 minutes meal break at 4:00 a.m.
Sundays were granted as weekly rest day.
The company gives regular payments to 10th of each month trough the bank.

The auditor interviewed 30 employees in the audit. (17 employees interviewed by individual (7 male and 10 female) and 13 female employees interviewed by group(in 3 groups).

#COVID19 (proper implementations are listed below)
1)There was short-time working system and has been worked between 01.04.2020 and 31.03.2021 in the facility. Those reduced working hours were

implemented for some part sections of factory. Those non-worked days have been already paid properly by the government. Payment records are checked as a sample.

- 2) Protective masks and face covers are provided for every worker.
- 3) Additional hand disinfectants are provided especially for social areas.
- 4) Risk assessment and emergency action plans have been renewed as covering COVID19 issues.
- 5) Workers have been given trainings about COVID19 issues.
- 6) At the entrance of the facility, temperature of workers and visitors are checked with digital probe and noted every day.
- 7) Social distancing is managed with reducing workforce in same section and with proper signs.

Current Status of performance areas;

Performance area 3: The rights of Freedom of Association and Collective Bargaining. There is no labor union established at the facility as it is not required by law. However, the facility respects workers' rights to form unions and join workers organizations of their own choosing including freely to exiting of collective bargaining. However, there is no collective bargaining is observed in the facility.

Performance area 4: No Discrimination Based on employee interviews, they are treated equally in accordance with each employee's qualification and performance. They are not treated differently based on personal characteristics, gender, disability, sexual orientation, racial characteristics, cultural or religious beliefs of similar factors. The facility provides equal support to all employees in training and promotions to higher positions.

Performance Area 6: Decent Working Hours :

The factory adopted time card system to record employees' working hours. The regular working hours for management, and all production employees (except weaving and embroidery sections) were from Monday to Friday; from 7:45 a.m to 6:15 p.m. with two times 20 minutes tea breaks and 50 minutes lunch time. Saturdays and Sundays were weekly rest days.

The regular working hours for weaving and embroidery sections :

- 3 shift system ;
- From 08:00-16:00 (including 30' break) x 6 days
- From 16:00-24:00 (including 30' break) x 6 days
- From 24:00-08:00 (including 30' break) x 6 days

The company stated that they work from time to time so that the loading of the orders is not delayed. Overtime work is noted as follows;

Overtime work is noted as follows;

For August 2020; Maximum 14 overtime hours/month

For December 2020; Maximum 37 overtime hours/month

For February 2021; Maximum 30 overtime hours/month

Performance Area 8; Child Labour- No Child Labour in the facility. All employees are above the age required by local law. The hiring age policy of the facility is 18 years old and above.

During the facility tour, there is no observation that any employee looks like a child employee. Based on the employee interviews, they confirmed that there is no employee whose age is less than 18 years old working in the facility. The youngest employee found was 19 years old. The copies of age documents such as national ID card, house registration, and employment card are kept in each personnel file.

Performance area 9: All employees are above the age required by local law. The hiring age policy of the facility is 18 years old and above. During the facility tour, there are no young employees worked in the facility.

Performance Area 10;

No Precarious Employment Based on employee interview and personal files review, the employees are educated and informed regarding general work rules: working hour, break hours, wages and benefits during the new employees' orientation training. There is no home working and apprenticeship employed at the facility and no temporary employees are employed in the facility.

Performance area 11: No Bonded Labour

All employees are working in the facility on their own will. There is no forced, bonded or involuntary prison labour noted during the audit. Orientation training is given to employees at the beginning of the employment. Orientation training is about working hours, trainings, rest hours and holidays, wages and payment conditions and grievance mechanism. The disciplinary rules are communicated through the notice boards and employees are informed in the recruitment process.

Performance area 12: Protection of Environment:

The facility has all legal permits and licenses. The wastes are given to licensed companies. The environment policy was established in the facility. The facility is aware of clients' and environmental requirements. The hazardous wastes are sent to authorized and licensed firms. The facility has letter for out of scope for environmental permit. The risk assessment on the environmental impact of the site, including implementation of controls to reduce identified risks was prepared by the environmental engineer.

Note: Due to the practice of protection of personal data, documents containing personal information , have not been added in accordance with Amfori's proposal.

Auditor Note regarding documents;

- Those documents below were not uploaded in system due to fact that they were not applicable.
 - Government waivers
 - Agency contracts
 - Dormitory
 - Inconsistency between records...etc.

- Those documents below were not uploaded in system due to the practice of protection of personal data such as documents containing personnel information as names...etc.
 - Working hours (attendance)
 - Wages/payroll

Auditor Note: Worker representative could not join the closing meeting because he has works.

Ratings Summary



Auditee's background information			
Auditee's name :	DENIZLI RATEKS TEKSTIL SAN. TIC. A.S	Legal status :	Private
Local Name :	DENIZLI RATEKS TEKSTIL SAN. TIC. A.S	Year in which the auditee was founded :	1994
Address :	BOZBURUN MAH. 7050 SOK. NO:3 DENIZLI	Contact person (please select) :	ILKER EMER
Province :	Denizli	Contact's Email :	iemer@goldstarteks.com
City :	Denizli	Auditee's official language(s) for written communications :	TURKISH
Region :	Middle East/ North Africa	Other relevant languages for the auditee :	NONE
Country :	Turkey	Website of auditee (if applicable) :	www.goldstarteks.com.tr
GPS coordinates :	37.837988,29.053631	Total turnover (in Euros) :	22820512.00
Sector :	Non-Food	Of which exports % :	90.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	10.00
If other, please specify :	NA	Production volume :	300 TONES/ MONTHS
Product Group :	Home textiles	Production cost calculation :	No
If other, please specify :	NA	Lost time injury calculation cost :	No
Product Type :	Towel, Bathrobe and home textile		

Auditee's employment structure at the time of the audit			
Total number of workers :	592	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	190	402	
Temporary workers	0	0	
In management positions	51	50	
Apprentices	0	0	
On probation	0	0	
With disabilities	13	4	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	190	402	
Production based workers	0	0	
With shifts at night	38	30	
Unionised	0	0	
Pregnant	-	4	
On maternity leave	-	10	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 207685] Audit Date: 05/04/2021 PA Score: C

Deadline date:05/10/2021

GOOD PRACTICES:

none observed.

AREAS OF IMPROVEMENT:

According to the business document review and management meeting, the company has a documented management system. In addition, a management review meeting was held, an appropriate organizational chart was prepared, BSCI responsible was appointed. However, it partially complies with performance area 1 because of the non compliances noted in suppliers and stakeholders, the non compliances noted in the trainings, the non compliances noted in the vibration indoor environment measurement, and the non compliances noted in the calculation of the living wage.

İşletme döküman incelemesi ve yönetim görüşmesine göre firmada dokumante bir yönetim sistemi mevcuttur ayrıca yönetim gözden geçirme toplantısı yapılmış, uygun bir organizasyon şeması hazırlanmış, BSCI sorumlusu atanmıştır. Ancak bunlarla birlikte tedarikçi ve taseronlar konusundaki eksikler, eğitimler konusunda not edilen eksikler, titreşim iç ortam ölçümünde not edilen eksikler, yaşam ücretinin hesaplanması konusunda not edilen uygunsuzluklar sebebi ile performans alanı 1'e kısmen uygunluk göstermektedir

- 1.1 -** BSCI PRINCIPLES 1.1. The facility should have an efficient management system to BSCI values are implemented. - The facility has social compliance management system however there are gaps. Please refer to issues that need to be corrected in PA1, 2,5,7 and 13. This question was rated as partially because the gaps noted were minor and non-systematical.
BSCI GEREKLİLİKLERİ 1.1.Tesis, BSCI değerlerinin uygulanması için verimli bir yönetim sistemine sahip olmalıdır. Bulgu: - İşletmede bir sosyal uygunluk yönetim sistemi mevcuttur ancak sistemde iyileştirmesi gereken açıklar mevcuttur. Lütfen performans alanı 1, 2,5,7,13 'deki düzeltilmesi gereken konulara bakınız. Bu soru kısmen olarak derecelendirildi çünkü kaydedilen uygunsuzluklar kısmen olarak seçilmiştir ve sistematik değildir.
- 1.3 -** BSCI PRINCIPLES 1.3. There should be satisfactory evidence that the auditee has a good overview of the significant business partners and their level of alignment with the BSCI Code of Conduct. Finding: - There is no supply chain mapping conducted. -There is no written procedure regarding social compliance management system for selecting and assessing the suppliers and subcontractors. - It has been observed that an evaluation system (audit) has started to be established for subcontractors and service providers, but is still continuing. (For example, an audit has been made for 7 companies in the company, and therefore a supplier map has been created. However, there is no link between the inspection result and mapping. It is not clear which companies will be evaluated in how long.) -The review meeting regarding social compliance management system for suppliers and subcontractors is not conducted This question was rated as partially because the management started to work for suppliers and subcontractor.
BSCI GEREKLİLİKLERİ 1.3. Bulgu: - İşletmede tüm tedarikçileri kapsayan bir tedarikçi haritalandırması yapılmamıştır. -İşletmede tedarikçi ve fasonların sosyal uygunluk açısından seçme ve değerlendirmeyle ilgili yazılı tam bir prosedür bulunmamaktadır. -Taşeron ve hizmet sağlayıcılar için bir değerlendirme sistemi(denetim) oluşturulmaya başlandığı ancak henüz devam ettiği görülmüştür. (Örneğin işletmede 7 firma için denetim yapılmaya çalışılmış buna istinaden tedarikçi haritası oluşturulmaya başlanmıştır. Ancak denetim sonucu ile haritalandırma arasında bir bağ yoktur. Hangi firmalar, ne kadar periyotta değerlendirilecek belirli değildir. - Taşeronların ve hizmet sağlayıcıların sosyal uygunluk açısından değerlendirmesine yönelik gözden geçirme toplantıları yapılmamaktadır. Bu soru, yönetimin tedarikçiler ve taşeronlar için çalışmaya başlaması nedeniyle kısmen derecelendirildi.

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 207685] Audit Date: 05/04/2021 PA Score: B

Deadline date:05/10/2021

GOOD PRACTICES:

none observed

AREAS OF IMPROVEMENT:

It was noted that there is a worker representative elected by the employees in the facility. In addition, meetings are held between employees or employee representatives and the management to improve working conditions and discuss issues open to correction in the business. Also, the auditor select partially as Performance Area 2 is because of the non compliances noted in the trainings, the non compliances noted in the complaint mechanism procedure, and non compliances noted in open door policy.

İşletmede çalışanlar tarafından seçilmiş işçi temsilcisi olduğu görülmüştür. Ayrıca çalışanlar veya çalışan temsilcileri ve yönetim arasında çalışma koşullarının iyileştirilmesi ve işletmede düzeltmeye açık konuların görüşülmesine ilişkin toplantılar yapılmaktadır. Bunlarla birlikte eğitimlerde not edilen eksikler, şikayet mekanizması prosedüründe not edilen eksikler, açık kapı politikasında gelen şikayetlerin kayıt edilmemesi gibi eksikler sebebi ile denetçi Performans Alanı 2 'ye kısmen uygundur olarak seçmiştir.

- 2.4 - BSCI PRINCIPLES 2.4. Auditee should build sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation. Finding: - It was noted that the BSCI training given to employees in December 2020 was not effective (example; Training is ineffective because employees do not understand, and they do not remember.) and the records that did not cover all shifts were not kept correctly (for example, the date is missing, subjects are missing.) - No training regarding implementation of BSCI Code to employee representatives and managers. This question was rated as partially because BSCI training has begun to be given on December 2020 .

BSCI GEREKLİLİKLERİ 2.4. Denetlenen kurum, sorumlu uygulamaları iş operasyonuna başarıyla yerleştirmek için yöneticiler, işçiler ve işçi temsilcileri arasında yeterli yeterliliği oluşturmaktadır. Bulgu: - Çalışanlara Aralık 2020 de verilen BSCI bilgilendirme eğitiminin efektif olmadığı (çalışanlar eğitimi anlamamış ve hatırlamamaktadırlar.), tüm vardiyaları kapsamadığı kayıtların doğru tutulmadığı (örneğin tarih eksik, konular eksik vs.) görülmüştür. - Çalışan temsilcilerine ve yöneticilere BSCI davranış kurallarının uygulanışına dair bir eğitim verilmemiştir. Bu soru, BSCI eğitimi Aralık 2020 de verilmeye başlandığı için denetçi tarafından kısmen uygunsuzdur olarak seçilmiştir.

- 2.5 - BSCI PRINCIPLES 2.5. Auditee should establish, or participates in, an effective operational-level grievance mechanism for individuals and communities. Finding: - There is no training about suggestion & compliance usage procedure to employees. - There is no procedure about following the way if there is a complaint to the person who is responsible for suggestion mechanism. - The grievances which are done regarding open door policy are not kept. This question was rated as partially because the suggestion & compliance usage procedure prepared in the facility.

BSCI GEREKLİLİKLERİ 2.5. Denetlenen kurum, bireyler ve topluluklar için operasyonel düzeyde etkili bir şikayet mekanizması oluşturmalı veya bu mekanizmaya katılmalıdır. Bulgu: -Çalışanlara şikayet& öneri prosedürü ile ilgili eğitim verilmemiştir. -İşletmede şikayet mekanizmasından sorumlu kişi için bir şikayet olması durumunda; nasıl bir yol izleneceğine dair prosedür bulunmamaktadır. -İşletmede açık kapı politikasına ilişkin yapılan şikayetler kayıt altına alınmamaktadır. Bu soru, şikayet ve öneri proseduru hazırlanmaya başlanıldığı için denetçi tarafından kısmen uygunsuzdur olarak seçilmiştir.

Remarks from Auditee:

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining

Full Audit [Audit Id - 207685] Audit Date: 05/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 207685] Audit Date: 05/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 207685] Audit Date: 05/04/2021 PA Score: A

Deadline date:05/10/2021

GOOD PRACTICES:

The main auditee exceeds expectations with respect to this principle because meal and transportation are provided free of charge . İşletme bu presiplerin beklentilerinin üzerinde bir yaklaşım sergilemiştir çünkü yemek ve servis ücretsiz sağlanmaktadır.

AREAS OF IMPROVEMENT:

According to the facility document review, employee and management interview, it was noted that the company made payments on time and correctly. It was noted that employees received their payrolls correctly and used their annual leaves in a timely and correctly. In addition to these, due to the non compliances noted in the living wage, the auditor selected the PA5 area as partially suitable.
İşletme döküman incelemesi, işçi ve yönetim görüşmesine göre firmada düzgün ve zamanında ödemelerin yapıldığı görülmüştür. Kişilerin maaş bordrolarını doğru bir şekilde aldıkları, yıllık izinlerini zamanında ve doğru bir şekilde kullandıkları görülmüştür. Bunlarla beraber yaşam ücretinin 2021 yılında hesaplanmaması sebebi ile denetçi Performan Alanı 5'e kısmen uygundur olarak seçmiştir.

5.4 - BSCI PRINCIPLES 5.4: There should be satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living. Finding: - It was noted that the facility did not work on calculating living wage for 2021 year.. This question was rated as partially because they calculated it for 2020 year.

BSCI PRENSİPLERİ 5.4 Denetlenen kurumun, işçilerin makul bir yaşam standardını karşılamasına olanak tanıyan yeterli ücret sağladığına dair tatmin edici kanıtlar olmalıdır. Bulgu: - İşletmede yaşam ücretinin belirlenmesi için 2021 yılında bir çalışma yapılmadığı görülmüştür. Denetçi bu soruya kısmen uygundur olarak seçmiştir çünkü 2020 yılında firma yaşam ücretini hesaplamıştır.

Remarks from Auditee:

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 207685] Audit Date: 05/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 207685] Audit Date: 05/04/2021 PA Score: A

Deadline date:05/10/2021

GOOD PRACTICES:

none observed

AREAS OF IMPROVEMENT:

According to the facility tour, document review, worker and management meeting in the company; OHS policy has been prepared in detail and training has been provided to employees on OHS issues. Emergency action plans have been documented and teams have been formed. The H&S Committee holds meetings in every months. Risk assessment has been made and necessary measures have been taken. Fire extinguishers are located with open front and marked. Emergency evacuation plans have been corrected on all floors and reflect the current location of the factory. In general, their work in the factory is good. There are enough fire extinguishers in the facility, they are marked, the height of the extinguishers is appropriate. Evacuation plans are built into the walls and reflect the current layout of the facility. There are emergency evacuation signs placed on the walls of the building. Health and Safety trainings are certified. Eating areas were found in clean and hygienic conditions. Potable water has been analyzed for drinkability. Warning and obligation signs are available in all workplaces. Hygienic and clean toilets are provided to employees. Work areas are well lit. In addition to these, due to the non compliances noted in the vibration report, the auditor selected the PA7 area as partially suitable.

İşletmeyapılan saha turu, döküman incelemesi, işçi ve yönetim görüşmesine göre firmada; ISG politikası detaylı bir şekilde oluşturulmuş okup çalışanlara ISG konuları üzerine eğitim verilmiştir. Acil eylem planları dökümanite edilmiş olup, ekipler oluşturulmuştur. ISG Komitesi ayda bir toplantılar yapmaktadır. Risk değerlendirmesi yapılmış olup, gerekli önlemler alınmıştır. Yangın söndürücüler önleri açık bir vaziyette işaretli olarak yer almaktadır. Acil tahliye planları tüm katlarda düzeltilmiş olup, fabrikanın mevcut konumu yansıtmaktadır. Genel olarak fabrikadaki çalışmaları iyi dir.Tesiste yeterli miktarda yangın söndürücü vardır, bunlar işaretlidir, söndürücülerin yüksekliği uygundur. Tahliye planları duvarlara yerleştirilmiştir ve tesisin mevcut düzenini yansıtmaktadır. Binanın duvarlarına yerleştirilen acil tahliye işaretleri vardır. ISG eğitimleri belgelendirilmiştir. Yeme alanları temiz ve hijyenik koşullarda bulunmuştur. İçilebilir su içilebilirlik açısından analiz edilmiştir. Uyarı ve zorunluluk işaretleri tüm çalışma alanlarında mevcuttur. Çalışanlara hijyenik ve temiz tuvaletler verilmektedir. Çalışma alanları iyi aydınlatılmıştır. Bunlarla beraber titreşim raporunda not edilen eksikler sebebi ile denetçi PA7 alanının kısmen uygundur olarak seçmiştir.

7.1 - BSCI Principle 7.1; The auditee should be in observance of the occupational health and safety regulations applicable for its activities. Finding: It was noted that the laws and regulations regarding health and safety are followed in the facility however some missing gaps were noted under PA 7. This question was rated as partially because other health and safety systems worked correctly.

BSCI Prensipleri 7.1 Bulgu: İşletmede iş sağlığı ve güvenliğine ilişkin kanun ve yönetmelik takip edilmektedir, ancak PA 7'de bazı eksikler olduğu görülmüştür. Bu soruyu denetçi kısmen olarak seçmiştir, çünkü diğer sağlık ve güvenlik sistemlerinin doğru olarak çalıştığı görülmüştür.

7.25 - LAW: REGULATION ON WORK HYGIENE MEASUREMENT, TEST AND ANALYSIS LABORATORIES Published in the Official Gazette Date / Number: 20.08.2013 / 28741 ARTICLE 5 - (1) The employer is obliged to protect employees from the dangers and harmful effects of the substances and working environment conditions in the workplace, used or handled in any way. In order to provide a safe working environment, it is obliged to have laboratories with pre-qualification or qualification certificates to measure, test, analyze and evaluate physical, chemical and biological factors in the working environment or personal exposures in the working environment. FINDING: It was noted that the vibration report made on 08.03.2021 in the facility, it was determined that the measurement of the cutting machine was not appropriate. The auditor chose this question partially because the lighting, noise, dust, etc. results of other inside measurements were appropriately evaluated.
KANUN: İŞ HİJYENİ ÖLÇÜM, TEST VE ANALİZİ YAPAN LABORATUVARLAR HAKKINDA YÖNETMELİK Yayımlandığı Resmi Gazete Tarihi/Sayısı: 20.08.2013/28741 MADDE 5 – (1) İşveren, işyerinde bulunan, kullanılan veya herhangi bir şekilde işlem gören maddelerin ve çalışma ortam koşullarının tehlikelerinden, zararlı etkilerinden çalışanları korumak zorundadır. Güvenli bir çalışma ortamı sağlamak amacıyla çalışma ortamındaki kişisel maruziyetlere veya çalışma ortamına yönelik fiziksel, kimyasal ve biyolojik etkenlere yönelik ölçüm, test, analiz ve değerlendirmeleri, ön yeterlik veya yeterlik belgesini haiz laboratuvarlara yaptırmakla yükümlüdür. BULGU: İşletmede 08.03.2021 de yapılan titreşim raporunda kesim makinasına ait ölçümün uygun olmadığı tesbit edilmiştir. Denetçi bu soruya kısmen uygundur olarak seçmiştir çünkü diğer ortam ölçümlerinin aydınlatma, gürültü, toz vs.. sonuçlarının uygun olarak değerlendirildiği görülmüştür.

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 207685] Audit Date: 05/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 207685] Audit Date: 05/04/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 207685] Audit Date: 05/04/2021 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 207685] Audit Date: 05/04/2021 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 207685] Audit Date: 05/04/2021 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 207685] Audit Date: 05/04/2021 PA Score: A	Deadline date:05/10/2021
GOOD PRACTICES: none observed	
AREAS OF IMPROVEMENT: According to the facility tour, document review, worker and management meeting in the company; No misrepresentation was seen in the information about the activities, structure and performance of the auditee, and it was determined that the company treated the auditor transparently and openly. In addition to these, due to the non compliances noted for the trainings, the auditor selected the PA 13 area as partially suitable. İşletme saha turu, döküman incelemesi ve çalışan & yönetim görüşmesine göre; Denetlenen kurumun faaliyetler, yapı ve performansla ilgili bilgilerinde herhangi bir yanlış beyan görülmemiş firmanın denetçiye şeffaf ve açık davrandığı tesbit edilmiştir. Bununla birlikte eğitimde eksikler sebebi ile denetçi performans alanı 13 ü kısmen uygundur olarak seçmiştir. 13.1 - BSCI PRINCIPLES 13.1. Auditee should actively oppose any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise. Finding: -Employees were not trained regarding handling and managing bribery and corruption cases. This question has been selected as partially inappropriate by the auditor as a procedure has been initiated on anti-bribery and anti-corruption management. BSCI PRENSİPLERİ 13.1. Denetlenen kurum, bir ticari işletme olarak faaliyetlerinde her türlü yolsuzluk, gasp veya zimmete para geçirme veya her türlü rüşvet eylemine aktif olarak karşı çıkmalıdır. Bulgu: -Çalışanlara da rüşvet ve yolsuzlukla mücadelesi/yönetimi ilişkin bir eğitim verilmemiştir. Bu soru, rüşvet ve yolsuzlukla mücadele/yönetimi ne ilişkin bir prosedür hazırlanmaya başlanıldığı için denetçi tarafından kısmen uygunsuzdur olarak seçilmiştir.	
Remarks from Auditee:	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	05/04/2021	207685	C	B	A	A	A	A	A	A	A	A	A	A	A	B

Producer Photos



External photo(s) of the production unit(s)
cutting section.JPG



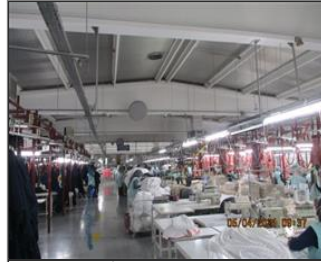
External photo(s) of the production unit(s)
embroidery section (1).JPG



External photo(s) of the production unit(s)
embroidery section (2).JPG



External photo(s) of the production unit(s)
sewing area (1).JPG



External photo(s) of the production unit(s)
sewing area (2).JPG



External photo(s) of the production unit(s)
sewing area (3).JPG



External photo(s) of the production unit(s)
sewing area (4).JPG



External photo(s) of the production unit(s)
lowel section.JPG



External photo(s) of the production unit(s)
warehouse (1).JPG



External photo(s) of the production unit(s)
warehouse (2).JPG



External photo(s) of the production unit(s)
weaving section (1).JPG



External photo(s) of the production unit(s)
weaving section (2).JPG



Photo first aid facilities
first aid kit.JPG



Photo of fire safety equipment
evacuation plan.JPG



Photo of fire safety equipment
fire equipment (2).JPG



Photo of fire safety equipment
fire equipment and emergency exit.JPG



Photo of fire safety equipment
fire equipment.JPG



Photo of fire safety equipment
smoke detector.JPG



Photo of the code of conduct on display
bsci coc posted.JPG



Photo of the personal protection equipments (if applicable)
ppe in cutting section.JPG



Photo of the personal protection equipments (if applicable)
ppe on sewing machine.JPG



Photo of the personal protection equipments (if applicable)
ppe.JPG



External photo(s) of the production unit(s)
outview.JPG



Photo of chemical storage room (if applicable)
msds posted.JPG



Photo of chemical storage room (if applicable)
secondary containment available under chemicals.JPG



Photo of the canteen (if applicable)
lunch hall.JPG



Photo of fire safety equipment
fire alarm system box.JPG



Photo of fire safety equipment
fire alarm system.JPG



Photo of fire safety equipment
fire extinguisher and emergency exit.JPG

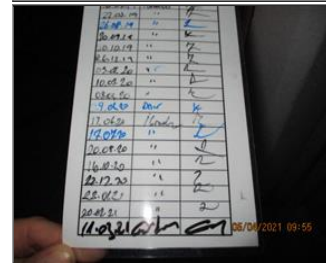


Photo of fire safety equipment
fire extinguisher check card.JPG



Photo of the sanitary facilities
toilet (1).JPG

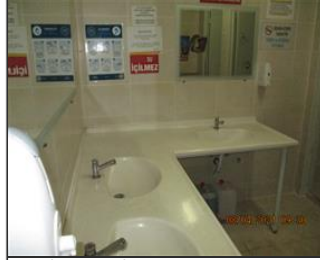


Photo of the sanitary facilities
toilet (2).JPG



Photo of the inside of the main production hall
drinking water and fire box.JPG



Photo of the inside of the main production hall
drinking water.JPG

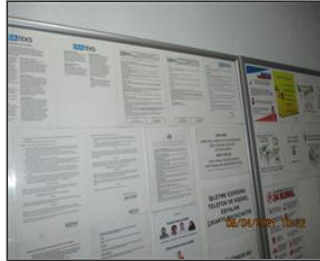


Photo of the inside of the main production hall
notice board.JPG



Photo of the inside of the main production hall
suggestion box in changing room.JPG