

Monitored Party GOLDSTAR IC VE DIS TIC. LTD. STI.	amfori ID 792-000134-000	Address BOZBURUN MAH. 7050 SOK. NO:3 MERKEZEFENDI, DENIZLI, Denizli, Denizli, Türkiye
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
Monitoring Start Date 31/05/2023	Closing Meeting Finished Date 07/06/2023	Submission Date 07/06/2023
Expiration Date 07/06/2025	Announcement Type Fully Announced	
Site DENIZLI RATEKS TEKSTIL SAN. VE TIC. A.S	Site amfori ID 792-000134-002	

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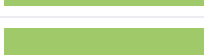
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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination	B	
PA 5: Fair Remuneration	A	
PA 6: Decent Working Hours	A	

PA 7: Occupational Health and Safety	A	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded Labour	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Denizli Rateks Teks. San. Ve Tic. A.S. is established on 1994 in Bozburun Mh. 7050 Sk. No:3 Merkezefendi, Denizli, Türkiye

Main product groups; baby clothing towels bathrobes and baby textile products

Weaving , fabric quality control, embroidery , terry bathrobe confection , combed cotton confection , cutting, sewing,ironing, packaging processes were available in the company.

The layout of floors are below:

-1st Building : (3 Floor)

Entrance Floor : Weaving , fabric quality control section, warehouses, offices , canteen , dressing room, doctor room

1st Floor : Offices , cutting ,samping, sewing,ironing,packaging , embroidery sections,

2nd Floor: Offices , showroom

-2nd Building : (2 Floor)

Entrance Floor : Quaiy control section , warehouses

1 st Floor : Towel confection section

-3th Building : (2 Floor)

Entrance Floor: Yarn warehouse

1st Floor : Loading section, lactation room

-4th Building(1 Floor –Cafeteria)

-5th Building(1 Floor – Boiler Room)

There were 2 juvenile trainee worker in the company.

The youngest worker 17 years old

There was no agency employee, 7 contractor employee(catering firm: Dentat Food Co.) in facility. There were 4 pregnant employee in the company. There were 16 disabled employee in the company. There was no migrant workers in the company.

All employees have agreement at their personal files in the company.

Monthly wages were paid at monthly rate at latest 10th -15th days of each month via bank transfer officially.

The factory keeps time records card scan system.

No peak season , all month is stable.

Regular working hours in company was:

Working practices were arranged as noted below for weaving, embroidery section and security staff:

08:00 – 16:00 / 16:00 – 24:00 / 00:00 – 08:00 x 6 days including 30' meal breaks in 3 shift and 45 hour per week. Sunday was normally granted as rest day.

Administration and other sections: 7:45-18:15 x 5 days including 60' break and 15' x 2 tea break and 45 hour per week.

Saturday and Sunday were normally granted as rest day.

Pregnant Employees: 7:45-16:45 x 5 days including 60' break and 15' x 2 tea break and 37 hour 30 min per week.

Saturday and Sunday were normally granted as rest day.

All employees were paid at least legal minimum wage and over.

Good Practices:

- 1-The company has an oeko tex certificate. (Validity period : 30 April 2025)
- 2-The company has an ISO 9001:2015 certificate. (Validity period : 24 January 2025)
- 3- The company has an ISO 14001:2015 certificate. (Validity period : 17 June 2025)
- 4- The company has an ISO 45001:2018 certificate. (Validity period : 17 June 2025)
- 5- The company has an Global recycled standard certificate. (Validity period : 01 February 2024)
- 6- The company has an Global organic textile standard certificate. (Validity period : 01 February 2024)
- 7-Meal was provided in free of charge.
- 8-Transportation was provided in free of charge.
- 9-The company provides discounts to its employees from various institutions (dental polyclinic, private hospitals, educational institutions).

Remark:

- 1-All employees were included in the scope of the audit.
- 2-There was no CBA and there were 7 contractor employees in the facility.
- 3-The facility did calculate fair living wage but the figures of non-governmental organizations and official research institutions were not taken as a basis while calculating fair living wage.
- 5-BV has used the methodology which is similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent life style for a worker and his/her family. This involves adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason BV does not use Anker benchmark is [the most update data in Anker was since 2020, meanwhile the cost is extremely increasing recently.
- 6-The audit was performed with an auditor on 31.05.2023 (09:00 am.-05:00 pm.) as totally 3 man-day on-site.

7-Audit Company: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Lead Auditor Name: Aygul Karadeniz

APSCA Auditor Registered Number: CSCA 21703379

Team Auditor Name-1: Buğra Karaca

APSCA Auditor Registered Number: ASCA 21703666

Team Auditor Name-2: Erhan Ergüder

APSCA Auditor Registered Number: ASCA 21703788

8- Announcement Type : Announced

SITE DETAILS

Site
DENIZLI RATEKS TEKSTIL SAN. VE TIC. A.S

Site amfori ID
792-000134-002

GICS Classification

Sector Industrials	Industry Group Capital Goods	Industry Trading Companies & Distributors
Sub Industry Trading Companies & Distributors		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	429	Workers
Legal minimum wage in local currency	8.506,8	Monthly
Lowest wage paid for regular work at the site	8.506,8	Monthly
Calculated living wage in local currency	10.887,96	Monthly
Total sample	25	Workers

Other Metrics

Male workers	124	Workers
Female workers	305	Workers
Permanent workers - Male	143	Workers
Permanent workers - Female	353	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	46	Workers
Management - Female	56	Workers
Apprentices - Male	6	Workers
Apprentices - Female	6	Workers
Workers on probation - Male	11	Workers
Workers on probation - Female	6	Workers
Workers with night shift - Male	78	Workers
Workers with night shift - Female	0	Workers
Workers with disabilities - Male	9	Workers
Workers with disabilities - Female	7	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	149	Workers
Workers hired directly - Female	363	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Pregnant workers	4	Workers

Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	13 Workers
Sample - Female	12 Workers