
Auditee :	Merkoteks Tekstil San. ve Tic. A.S
Audit Date From :	24/10/2018
Audit Date To :	26/10/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	BureauVeritas
Auditor's Name(s) :	Cagla Baskin(Lead)
Auditing Branch (if applicable) :	



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Rating Definitions 

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

Main Auditee Information

Name of producer :	Merkoteks Tekstil San. ve Tic. A.S		
DBID number :	8771		
Audit ID :	136285		
Address :	15 Temmuz Mah Halkali Cad No113 Gunesli Istanbul Bagcilar		
Province :	Istanbul	Country :	Turkey
Management Representative :	Elif Ugur (HR and CSR Manager)		
Contact person:	Elif Ugur	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Denim and Non-denim		

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 :	A		
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
B	A	A	A	A	A	A	A	A	A	A	A	A

Executive summary of audit report

Merkoteks is located in Istanbul in 28.08.1997. The company is located at 5-storey building. Total area of the facility is 5000 square meters .It is not a shared building as find on below.

Ground Floor: washing, infirmary, wc
 First Floor: offices, quality control and sorting, R&D, M&D, pray rooms ,wc
 Second Floor: offices, cutting, sewing, ironing and packing, dressing rooms, wc
 Third Floor: offices, embroidery, wc
 4th Floor: offices, wc
 5th Floor: canteen, pattern shop, offices, wc
 Products of the facility are denim and non-denim. Production processes are washing, cutting sewing and quality control, ironing and packing, embroidery. Lunch hall also present in the facility with capacity of 200 seats.

Regular working hour for washing section is
 1st shift at Monday to Friday at 08:30 to 19:00 with 60 minutes' lunch break at 12:45 and 15 minutes' teak break at 10:00 and 16:00. Saturday and Sunday are weekly rest days;
 2nd shift at Monday to Saturday 20:30 to 05:00 with 45 minutes' lunch break and 15 minutes' tea break at 04:00.

Regular working hour for embroidery section is
 1 shift at Monday to Friday at 08:30 to 19:00 with 60 minutes' lunch break at 12:45 and 15 minutes' teak break at 10:00 and 16:00. Saturday and Sunday are weekly rest days;
 2nd shift at Monday to Saturday 22:00 to 06:30 with 45 minutes' lunch break at 00:15 and 15 minutes' tea break at 04:00.

Regular working hour for all other employees is Monday to Friday at 08:30 to 19:00 with 60 minutes' lunch break at 12:45 and 15 minutes' teak break at 10:00 and 16:00. Saturday and Sunday are weekly rest days.

Payment Day: 5st between 10th of following month by bank transfer

Time record system: Electronic finger and card scanning system.

Capacity: 250000-300000 pieces per month.

They are currently establishing a detailed management system based on BSCI CoC. They have written policies and procedures, a responsible team for the compliance, a good communication mechanism with employees.

Remark:

1. The information of total turnover was not provided during the audit.
2. There was no contractor/agencies/government waivers/collective bargaining used or available by the auditee, which made the contractor license/agency labour contract/government waivers/collective bargaining agreements not applicable.

Ratings Summary



Auditee's background information			
Auditee's name :	Merkoteks Tekstil San. ve Tic. A.S	Legal status :	Incorporated
Local Name :	Merkoteks Tekstil San. ve Tic. A.S	Year in which the auditee was founded :	1997
Address :	15 Temmuz Mah Halkali Cad No113 Gunesli Istanbul	Contact person (please select) :	Elif Ugur
Province :	Istanbul	Contact's Email :	elif.balikci@merkoteks.com
City :	Bagcilar	Auditee's official language(s) for written communications :	Turkish
Region :	Middle East/ North Africa	Other relevant languages for the auditee :	English
Country :	Turkey	Website of auditee (if applicable) :	www.merkoteks.com
GPS coordinates :	41.0435495,28.8177801	Total turnover (in Euros) :	
Sector :	Non-Food	Of which exports % :	50.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	50.00
If other, please specify :		Production volume :	250000-300000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Denim and Non-denim		

Auditee's employment structure at the time of the audit		
Total number of workers :	448	Total number of workers in the production unit to be monitored (if applicable) :
	MALE WORKERS	FEMALE WORKERS
Permanent workers	309	139
Temporary workers	0	0
In management positions	116	71
Apprentices	0	0
On probation	0	0
With disabilities	10	0
Migrants (national citizens)	0	0
Migrants (foreign citizens)	1	1
Workers on the permanent payroll	309	139
Production based workers	0	0
With shifts at night	64	7
Unionised	0	0
Pregnant	-	0
On maternity leave	-	3

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 136285] Audit Date: 24/10/2018 PA Score: B

Deadline date:26/10/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Organizational chart and reporting line was determined in the factory. It was noted that related procedures for particularly for hiring, using recruitment agencies, subcontracting, dealing with grievances, training workers, promoting ethical behavior, following up on BSCI Remediation Plans was established in the factory.- They have implemented a social management system manual. Factory procedures defined an appointed senior management staff who is responsible for BSCI Code 2.0 implementation and grievance system. The work instructions, time table, emergency instructions, instructions in case of accidents was available in the factory. The contracts used for all employees were available in the factory. Production capacity planning records were reviewed during course of audit and found that the capacity planned to reduce overtime in the factory. Regular meetings between HR, production manager and worker representatives held in regular basis to avoid bottlenecks in the production. The factory had also established a supplier assessment procedures.

Firmada Organizasyon şeması ve raporlama sırası belirlenmiştir. Fabrikada kısmi işe alma, işe alım ajansları kullanımı, fasonculuk, şikayet değerlendirme, çalışan eğitimleri, etik davranışa teşvik ile ilgili prosedür oluşturulmuştur. Fabrika çok detaylı bir sosyal yönetim sistemi el kitapçığı oluşturmuştur. Bu prosedürler fabrika üst yönetiminden bir kişinin BSCI Temsilcisi ve şikayet Mekanizması temsilcisi olarak atanmasını kapsamaktadır. Fabrikada çalışma talimatları, çalışma saatleri, acil durum talimatları, kaza durumunda yapılacak talimatlar bulunmaktadır. Tüm çalışanların iş sözleşmesi bulunmaktadır. Sağlanan üretim kayıtlarına göre fabrikada üretim kapasitesi fazla mesaiyi azaltma yönünde planlanmıştır.İK, üretim müdürü ve çalışan temsilcisi arasında düzenli toplantıların yapılmakta olduğu görülmüştür. Fabrika tedarikçi değerlendirme prosedürünü yapmıştır.

- 1.1 - The factory has detailed social policies and procedures in place, however they did not set up effective management systems to avoid non - conformities noted on PA1, PA2,PA7,PA12.(BSCI Principle 1.1)
Fabrikada detaylı sosyal politika ve prosedürler olmasına rağmen PA1, PA2,PA7,PA12 alanlarında yer alan uygunsuzlukları engellemeye yönelik efektif bir yönetim sistemine sahip değildir. (BSCI Prensi 1.1)

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 136285] Audit Date: 24/10/2018 PA Score: A

Deadline date:26/10/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Satisfactory evidence has showed that there are freely-elected worker representative, who meet the management once a month. It has been noted that the auditee has a grievance mechanism; the mechanism consists of using suggestion boxes, worker representation, and an open door policy. All these processes are documented and integrated into worker trainings.

Elde edilen yeterli kanıtlara göre fabrikada özgürce çalışanlar tarafından seçilmiş bir işçi temsilcisi bulunmaktadır ve bu temsilci yönetim ile aylık toplantılar yapmaktadır. Fabrikada geliştirilmiş olan şikayet dinleme mekanizmasının efektif olarak çalışanlar tarafından kullanıldığı gözlenmiştir. Şikayet kutuları, işçi temsilcileri ve açık kapı politikası gibi uygulamalar çalışanların kendilerini rahatça ifade etmelerini sağlamaktadır. Tüm bu uygulamalar yazılı politikalar ve eğitimler ile desteklenmektedir.

- 2.5 - The factory did not have a record system of including how they were investigated and addressed. Also worker representatives were not joined open grievance boxes in the facility. (BSCI Principle 2.5)
Fabrikada şikayetlerin kök nedenlerinin araştırılıp, düzeltici aksiyonların alındığı dökümanete bir sistem yoktur. Ayriyetten dilek şikayet kutularının açılması sırasında çalışan temsilcisi bulunmamaktadır. (BSCI Prensi 2.5)

Remarks from Auditee:

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

Full Audit [Audit Id - 136285] Audit Date: 24/10/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee fulfills the requirements of this principle. There is no union was established in the factory. However employees are free to join any union or association and management does not interfere or restrict workers choice of joining or forming any union or association. Based on, management and employee interviews, in the factory. The factory had a policy to protect the rights of Freedom of Association and Collective Bargaining.

Yapılan genel değerlendirme sonrasında fabrikanın bu gereksinimi tam olarak karşılamakta olduğu gözlenmiştir. Fabrikada sendika bulunmamaktadır.Ancak çalışanlar yönetimden herhangi bir müdahale olmaksızın sendikaya üye olmakta özgürdürler. Fabrikada çalışanların sendikal özgürlüklerini ve toplu görüşme haklarını korumak için politikaları bulunmaktadır.

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 136285] Audit Date: 24/10/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation shows that the auditee fulfils the requirements of this principle. The factory has established written social procedures including anti-discrimination. Employees have been well trained on the procedures and there was no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation. No discrimination in any aspect according to interviews.</p> <p>Yapılan genel değerlendirme sonrasında fabrikanın bu gereksinimi tam olarak karşılamakta olduğu gözlenmiştir. Fabrikada oluşturulmuş olan sosyal yönetim sistemi prosedürleri ayrımcılığa karşı politikayla kapsamaktadır ve çalışanlara bu konu hakkında detaylı bir eğitim verilmiştir. Buna ek olarak fabrikada işe alımlarda, ödemelerde, eğitim haklarında, işten çıkarmalarda yada emeklilik haklarında din, dil, ırk, yaş, cinsiyet, engellilik durumu, evlilik durumu, sendika üyeliği ve ya politik görüş ayrılığı gibi sebeplerden dolayı ayrımcılık yapılmadığı görülmüştür. Yapılan işçi görüşmelerinde firmada herhangi bir ayrımcılık olmadığı doğrulanmıştır.</p>	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 136285] Audit Date: 24/10/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Monthly wages were paid at latest on first week of each month through bank transfer. All wages paid on-time and wage calculation was correctly done in the factory. All employees received payslips as a confirmation of wage receipt. All employees have been provided with legally required rights: annual leaves, sickleaves, overtime wages, retirement benefits. At least the minimum wage provided to all employees.</p> <p>Çalışanlara aylık ücretleri her ayın ilk haftasında banka yoluyla yapılmaktadır. Maaşlar zamanında yapılmakta olup, ücret hesaplamaları doğru olarak yapılmaktadır. Çalışanlara aldıkları ücreti açıklayan maaş bordroları verilmektedir. Tüm çalışanlara yasal hakları: Yıllık izin, hastalık izni, fazla mesai ödemeleri, emeklilik hakları eksiksiz sağlanmaktadır. Tüm çalışanlar en az asgari ücret almaktadırlar.</p>	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 136285] Audit Date: 24/10/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Working hours clearly defined on employees contract. Contracted working hour is 45 hours per week. All employees aware of the legal limits of working hours. working hours were not exceeding the regular hour limits. workers have access to areas where resting breaks can be effective. Facility management grants to workers the right to rest. The factory adopted finger scan attendance system to record employees' working hours. Çalışma saatleri Çalışanlar sözleşmesinde açıkça tanımlanmıştır . Çalışma saati haftada 45 saattir. Tüm çalışanlar yasal çalışma saatlerinin sınırlarını bilmektedirler. Çalışma saatleri normal saat sınırlarını aşmamaktadır. İşçiler dinlenme molalarının etkili olabileceği alanlara sahiptirler. Tesis yönetimi, çalışanlara dinlenme hakkını tanımaktadır. Fabrikada çalışanların çalışma saatleri parmak tarama sistemi ile tutulmaktadır.</p>	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 136285] Audit Date: 24/10/2018 PA Score: A

Deadline date:26/11/2018

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

There was a contracted H&S specialist and an occupation doctor. All exit doors and aisles were clearly marked and unobstructed. Evacuation plan was posted. There were adequate number of fire extinguishers and fire hydrant in the factory. Fire extinguishers were checked periodically. Fire alarm buttons were available and visual alarm was also installed for noisy areas. Latest evacuation drill was conducted.PPE was available for chemical usage and ear-plug available for noisy areas. Electrical panels were provided with isolation mat. Inspections'report of compressors was up-to-date. There were adequate number of first-aid kits.H&S training records were kept properly. Accidents records were also available with necessary corrective actions noted. A comprehensive risk assessment was conducted in 2016.

Sözleşmeli bir H & S uzmanı ve bir meslek doktoru mevcuttur. Tüm çıkış kapıları ve koridorları açıkça işaretlenmiş ve engellenmemiştir. Kaçış planı yayınlanmıştır. Yeterli sayıda yangın söndürme tüpü ve yangın hortumu mevcuttur. Yangın söndürücüler periyodik olarak kontrol edilmiştir. Yangın alarm butonları mevcuttur ve gürültülü alanlar için de görsel alarm kuruludur.Tahliye tatbikatı yapılmıştır. Kimyasal kullanım için PPE ve gürültülü alanlar için kulak tıkacı mevcuttur.Elektrik panolarına yalıtım örtüsü sağlanmıştır. Kompresörlerin inceleme raporu günceldir. Yeterli sayıda ilk yardım çantası vardır. ISG eğitim kayıtları düzgün tutulmuştur. Kaza kayıtları vardır gerekli düzeltici önlemlerle alınmıştır. Kapsamlı bir risk değerlendirmesi yapılmıştır.

- 7.1 - It was noted that the facility generally follow the applicable regulations on OHS, however some gaps were noted under PA 7. The auditee should be in observance of the occupational health and safety regulations applicable for its activities.(BSCI Principle 7.1)
Firmanın genel itibari ile kendisi için uygulanabilir kanunları takip ettiği, ancak PA 7'de bazı eksikler tespit edildiği not edilmiştir.
- 7.11 - 1) Fire safety inspection report was not available to review during audit . (Business Opening and Operating License Regulation, Article 5-g) (BSCI Principle 7.11) 2) Building License was not available to review during audit. (Building Control Implementation Regulation Article 8/6)(BSCI Principle 7.11)
1) İtfaiye uygunluk raporu denetim esnasında gorulmemiştir. (İşyeri Açma Ve Çalışma Ruhsatlarına İlişkin Yönetmelik, Madde 5-g) (BSCI Prensibi 7.1) 2) Bina ruhsatı denetim esnasında gorulmemiştir. (Yapı Denetimi Uygulama Yönetmeliği Madde 8/6) (BSCI Prensibi 7.1)
- 7.13 - It was noted that Electrical grounding test based machines was not conducted in the factory. (Internal Electrical Installations Regulations, Article 23) (BSCI Principle 7.13)
İşlemede topraklama raporunun makina bazlı yapılmamış olduğu gözlenmiştir.(Elektrik İç Tesisleri Yönetmeliği, Madde 23 ,ELEKTRİK TESİSLERİNDE TOPRAKLAMALAR YÖNETMELİĞİ madde 10) (BSCI Prensibi 7.13)
- 7.25 - It was noted that VOC measurement conducted in the facility but there was no VOC measurement result provided for review during audit session. (6331 Health and Safety labour Article 10)
Fabrikada VOC ortam olcumlari yapılmış olup denetim esnasında VOC olcum sonuçları gorulmemiştir. (6331 sayılı iş sağlığı ve güvenliği kanunu Madde 10)

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 136285] Audit Date: 24/10/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Factory verifies the age proof documents and retains copies of these documents on appointment. Auditor verified 18 workers' personnel files where workers have job application, copies of age documentation, contract based on listed terms and conditions signed by parties, educational certificate, etc. and found maintained in all of cases. According to the age documentation of the employees no child labor was found and worker's testimonies support documentary evidence of compliance. The youngest worker in the factory was 18 years old. The factory develop policies and procedures for remediation in case child labour occurs.

Fabrikada yaş doğrulamak için dökümanları ve kopyalarını tutmaktadır.Denetici iş başvuru formlarını,yaş doğrulama için dökümanları, tüm taraflar tarafından imzalı iş sözleşmelerini ve eğitim belgelerini örnekleme alınan 18 özlük dosyalarından doğrulamıştır.Bu belgelere göre firmada çocuk işçiliği bulunmamaktadır.Fabrikada en genç çalışan 18 yaşındadır.İşletmede çocuk bulunmasına karşı alınması gereken önlemleri içeren bir prosedür bulunmaktadır.

Remarks from Auditee:

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 136285] Audit Date: 24/10/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The factory management comply with this principle by ensuring that young employees are protected from any inconvenient conditions for their health and safety, moral values and development, without regard to the expectations set forth in these rules. Since the place of recruitment of young employees is not intended to affect factory management work, health or development; The fact that working hours do not affect attendance at school, participation in professional adjustment processes approved by the competent authorities, or capacity to benefit from training programs. The factory attaches great importance to ensuring access to effective grievance mechanisms and to the Occupational Health and Safety education systems and programs of young workers in particular. Have created the necessary mechanisms to identify and mitigate them.</p> <p>Fabrika yönetimi bu kurallar çerçevesinde belirlenmiş beklentiler göz ardı edilmez, genç çalışanların geceleri çalışmaması ve sağlıkları, güvenlikleri, ahlaki değerleri ve gelişimleri için sakıncalı koşullardan korunmasını sağlayarak bu ilkeye uyacaklardır. Genç çalışanların işe alındığı yerlerde, fabrika yönetimi için, sağlıkları veya gelişimlerini etkileyecek nitelikte olmadığından; çalışma saatlerinin okula devam durumlarını, yetkili mercilerin onayladığı mesleki uyum süreçlerine katılımlarını veya eğitim programlarından yararlanma kapasitelerini etkilemediğinden emindir. Fabrika, özellikle genç işçilerin etkin şikayet mekanizmaları ile İş Sağlığı ve Güvenliği eğitim sistemleri ve programlarına erişiminin sağlanmasına önem vermektedir, genç işçilere zarar gelmesini önlemek, bunları tanımlamak ve azaltmak için gerekli mekanizmaları oluşturmuştur.</p>	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 136285] Audit Date: 24/10/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Workers were given continuous employment. 20 sampled workers employment files and contracts were reviewed and the terms and conditions were found as per law. All workers were local workers and have social security insurance on-time.</p> <p>Çalışanlar süresiz sözleşmeye sahiptir. Örnekleme alınan 20 çalışanın özlük dosyası ve iş sözleşmeleri incelenmiştir ve tüm gereksinimler yasalara uygundur. Tüm çalışanlar yerel çalışanlardır ve hepsi zamanında sosyal sigortalar kurumuna zamanında kaydedilmiştir.</p>	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 136285] Audit Date: 24/10/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation shows that the auditee fulfills the requirements of this principle. No force labor noted or being reported by employees during audit. There was no migrant worker in the factory. Annual overtime confirmations obtained from workers in the factory.</p> <p>Yapılan genel değerlendirme sonrasında fabrikanın bu gereksinimi tam olarak karşılamakta olduğu gözlemlenmiştir. Denetim esnasında herhangi bir zorla çalıştırma olmadığı not edilmiştir. Fabrikada göçmen çalışan bulunmamaktadır. Çalışanlardan fazla mesai onay yazısı alınmıştır.</p>	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 136285] Audit Date: 24/10/2018 PA Score: A	Deadline date: 26/11/2018
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Facility management had been taken the necessary measures to avoid environmental degradation, facility assess significant environmental impact of operations, and establish effective policies and procedures that reflect their environmental responsibility. They had been implemented adequate measures to prevent or minimise adverse effects on the community, natural resources and the overall environment. Environmental Permit was provided. EIA report was provided. Factory created satisfied environmental procedures. Although Facility management conducted environmental risk analysis.</p> <p>Fabrika yönetimi çevreye zarar vermeyi önlemek adına gerekli tedbirleri alarak, Fabrika faaliyetlerinin çevreye verdiği kayda değer etkileri değerlendirmektedir ve çevreye karşı sorumluluklarını yansıtan etkin politika ve prosedürler oluşturmuştur. Toplum, doğal kaynaklar ve genel çevre üzerindeki olumsuz etkileri engellemek ya da en aza indirmek adına uygun tedbirlerin alınmasını sağlamışlardır. Çevre izni sağlamıştır. Çevresel etki değerlendirme raporu görülmüştür. Fabrika çevre prosedürlerini oluşturmıştır. Ayrıca çevresel risk analizi yapmıştır.</p> <p>12.1 - It was noted that air emission measurement conducted in the facility but there was no measurement result provided for review during audit session. (Industry-controlled control of air pollution Article 24)</p> <p>Fabrikada hava emisyon ölçümleri yapılmış olup , ölçüm sonuçları denetim esnasında görülmemiştir. (Sanayi kaynaklı hava kirliliğinin kontrolü yönetmeliği Madde 24)</p>	
Remarks from Auditee:	

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 136285] Audit Date: 24/10/2018 PA Score: A

Deadline date:

GOOD PRACTICES:**AREAS OF IMPROVEMENT:**

Ethical procedures were established under social management system. The factory management was cooperative and granted access to all documents, site tour and private worker interviews during the course of audit. The factory management provided full access to any type of documents requested by the auditor. And their approach is cooperative and respectful to auditors.

Etik prosedürler sosyal yönetim sistemi altında dökümante edilmiş olup, Fabrika yönetimi denetim sürecini desteklemiş olup, denetçinin dökümanları incelemesine, saha turu yapmasına ve istediği işçilerle özel görüşmesine izin vermiştir. Fabrika yönetimi denetçinin tüm dökümanlara erişebilmesini sağlamıştır. Yönetimin denetçilere yaklaşımı işbirliği ve saygı çerçevesindedir.

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	24/10/2018	136285	B	A	A	A	A	A	A	A	A	A	A	A	A	A

Producer Photos



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



External photo(s) of the production unit(s)
first aid kit.JPG



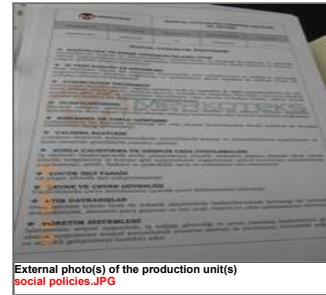
External photo(s) of the production unit(s)
smoke detector.JPG



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



External photo(s) of the production unit(s)
grievance box.JPG



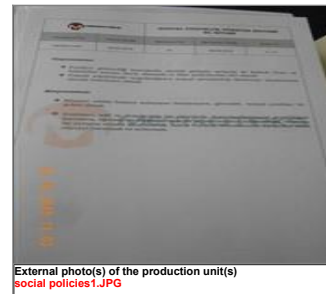
External photo(s) of the production unit(s)
social policies.JPG



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



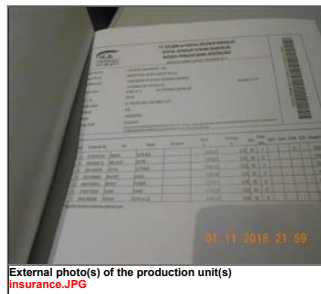
External photo(s) of the production unit(s)
infirmary.JPG



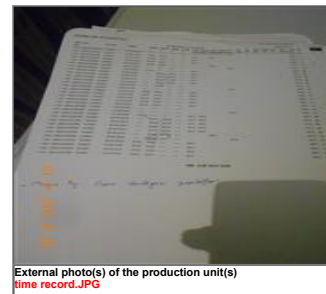
External photo(s) of the production unit(s)
social policies1.JPG



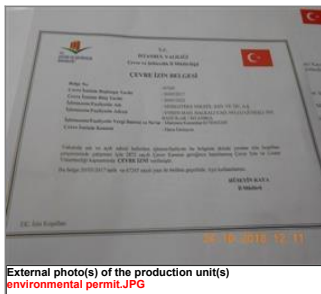
External photo(s) of the production unit(s)
embroidery section.JPG



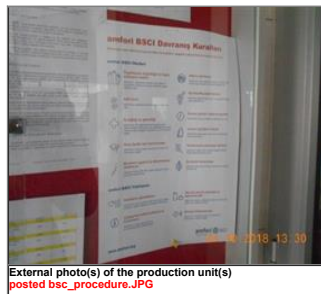
External photo(s) of the production unit(s)
insurance.JPG



External photo(s) of the production unit(s)
time record.JPG



External photo(s) of the production unit(s)
environmental permit.JPG



External photo(s) of the production unit(s)
posted bsc_procedure.JPG



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



External photo(s) of the production unit(s)
evacuation map.JPG



External photo(s) of the production unit(s)
potable water.JPG



External photo(s) of the production unit(s)
wage record.JPG



External photo(s) of the production unit(s)
factory overview.JPG



External photo(s) of the production unit(s)
quality control.JPG



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



External photo(s) of the production unit(s)
fire alarm testing.JPG



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



External photo(s) of the production unit(s)
washing section1.JPG



External photo(s) of the production unit(s)
fire hose testing.JPG



External photo(s) of the production unit(s)
sewing1.JPG



External photo(s) of the production unit(s)
yarn cleaning.JPG