
Auditee :	ESSO TEKSTIL SAN VE DIS TIC LTD.STI
Audit Date From :	19/01/2021
Audit Date To :	19/01/2021
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Togrul Mustafayev(Lead)
Auditing Branch (if applicable) :	SGS 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 style="text-align: center;">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 style="text-align: center;">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 style="text-align: center;">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 style="text-align: center;">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 style="text-align: center;">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>
A	A	A	A	A	A	E	E	E	E	E	E	E																													
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E	E	E	E	E	E	E	E	E	E	E	E	E																													
<p style="text-align: center;">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 :	ESSO TEKSTIL SAN VE DIS TIC LTD.STI		
DBID number :	405431		
Audit ID :	203465		
Address :	ORUÇ REIS MAH.GIYIM KENT 15.SOK. NO:64A -68A-70A ESENLER Istanbul		
Province :	Istanbul	Country :	Turkey
Management Representative :	Ms SIBEL KARABAS - PLANNING & PURCHASING		
Contact person:	Ms Sibel Karabas	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Woven shirts		

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 checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input 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	B	A	B	B	A	A	A	A	A	A	A	A

Executive summary of audit report

Announced amfori BSCI audit was performed over 1.5 man-days (1 day on-site) by 1 (one) lead auditor and 1 (one) observer on 19 Jan 2021.

ESSO TEKSTİL SAN VE DIŞ TIC LTD.STI was established on 04.02.2005 and currently continue activity in ISTANBUL city in current address.

Facility was a garment manufacturer that makes especially modelling and sampling for on shirt production. Most of production was outsourced by facility's subcontractors. There were model cutting, model sewing, and small ironing area in the company. Monthly production capacity was max 6000 pieces per month. Main production like Cutting, sewing, ironing, packing, washing, print, embroidery, dyeing processes were outsourced by subcontractors. All goods were exported mainly to Europe.

Below participants were accompanied during BSCI audit to auditor and participate in opening and closing meetings;

Ms CANAN SALMEN– Facility Advisor
Mr CEVAT IHYA KURAN – Facility Advisor
Ms ARZU ERAT – ERAT OSGB (Health and Safety Advisor and specialist)
Mr UZEYIR IKTIMUR – General Manager
Mr AHMET ARSLAN – Financial Manager
Mr MEHMET KOLAK – Worker Representative

Terms of Implementation for Business Partners Producers 2017 and BSCI Code of Conduct was signed by auditee before audit and was provided before audit.

Expectations regarding BSCI's transparency throughout whole supply chain was mentioned during opening meeting.

Facility tour was conducted with auditor and facility representative and all areas and floors were visited.

Relevant documents regarding health and safety, prepared policy and procedures, employee files, time and wage records and other requested documents were provided to auditor.

There was responsible management representative staff for BSCI who was in charge to follow-up and take necessary steps to implement BSCI principles and follow local laws.

During audit, open areas were seen and some PA areas were not effectively implemented.

Facility was respect to #Covid19 spread preventions and follow up legal regulations and provided hygiene stations to workers and provided face mask daily to employees.

Facility was consisted of one building and located in industrial park and shared a big building located horizontally and occupies 3 small blocks as 3 floors in that long building with totally 450 square meters for 3 blocks. Please see relevant photo report for outside view of facility.

Catering service and meal was cooked in facility.

Layout of 1st Block number 68A-70A:

-1 Basement Floor: Fabric warehouse
Entrance Floor: Administrative offices and Accessory warehouse.
1st Floor: Sample (modelling) section (cutting, sewing, ironing) kitchen.

Layout of 2nd Block number 64:

-1 Basement Floor: Administrative Offices and information desk.
Entrance Floor: Administrative Offices
1st Floor: Administrative Offices and kitchen.

Population layout:

There were totally 15 employees onsite.
7 male and 8 female employee's total.
Production: total as 8 as 2 female and 6 male.
Administrative and office staff: 7 total as 1 male and 6 female.

The factory adopted fingerprint scan attendance system to record employees' working hours.
Regular working hours in company was as below for all departments;

From 08:00 AM to 06:30 PM, including 15 minutes first tea break started at 10:00 AM, 60 minutes meal break as 2 groups to prevent #Covid19 spread and 15 minutes second tea break started at 04:00 PM, as 09 hours per day excluding breaks, 5 days and 45 hours per week.

Saturday and Sunday were granted as weekly rest days.

Wages were paid at monthly min. wage rate between 1st- 10th of each month via bank officially.

There was no government waivers / collective bargaining used or available by the auditee, which made the contractor license / contract / government waivers / collective bargaining agreements not applicable.

There was no young workers in the company.
There was no trainees in the company.
There was no agency workers in the company.
The youngest worker has finished 20 years old.
There was no pregnant employee in the company
There was no disabled employee in the company.
There was no foreign or migrant workers in facility.
There was no dormitory provided to the employees.
There was no homeworking practices in company.

Due to #Covid19 disease, facility have applied to governmental program as short term working allowance between 06 of April and 11 May 2020 during this period facility was closed and wages were paid by government to employees directly to their bank accounts.

The payment and attendance records of 5 employees were reviewed for December 2020 (last paid month), October 2020 and April 2020.

Living wage calculation was done by facility and Anker Methodology and BSCI templates were used for calculation.

According to the decision of The Minimum Wage Determination Commission in Turkey, minimum net wage was 2324,70 TL and gross was 2943,00 TL per month since January 2020 to December 2020 and at sampled months minimum wages were checked.

Meal and transportation was provided by facility free of charge.

Remark and Notes by Auditor;

Business License: Uploaded on Amfori platform.
Environmental License: Uploaded on Amfori platform.
Building License: Uploaded on Amfori platform.
Fire Safety License: Uploaded on Amfori platform.
Signed TOI document: Uploaded on Amfori platform.
Signed Code of Conduct Document:Uploaded on Amfori platform.
Sample Payment Record: Uploaded on Amfori platform.
Sample Time Record: Uploaded on Amfori platform.
Social Policy: Uploaded on Amfori platform.
Sample Social Security Form: Uploaded on Amfori platform.
Sample Photos: Uploaded on Amfori platform.
Signed CAP: Uploaded on Amfori platform.
Tax Letter: Uploaded on Amfori platform.
Capacity Report: Uploaded on Amfori platform.
Testing of fire alarms and fire hose:No fire alarm and fire hose required as per laws.
Testing of emergency lights: Uploaded on Amfori platform.
Tax Letter: Uploaded on Amfori platform.
Contractor license/permit: No contractors were seen.
Agency labour contract: No agency workers were seen.
Government waivers: No Government waivers were seen.
Collective bargaining agreements: No CBA were seen.

No Zero Tolerance issue was raised.

Audit Company: SGS Turkey
Audit Company APSCA Number: 11600006

Lead Auditor Name: TOGRUL MUSTAFAYEV, Mr
APSCA Auditor Registered Number: RA21703500

Trainee Auditor Name: BUSRA GUDEN, Ms
APSCA Auditor Registered Number: Not registered to APSCA System yet.

Ratings Summary



Auditee's background information			
Auditee's name :	ESSO TEKSTIL SAN VE DIS TIC LTD.STI	Legal status :	Limited Company/Private Company
Local Name :	ESSO TEKSTİL SAN VE DIŞ TIC LTD.ŞTİ	Year in which the auditee was founded :	2005
Address :	ORUÇ REİS MAH.GİYİM KENT 15.SOK. NO:64A -68A-70A ESENLER	Contact person (please select) :	Ms Sibel Karabas
Province :	Istanbul	Contact's Email :	sibel@essotekstil.com
City :	Istanbul	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.essotekstil.com
GPS coordinates :	41°4'22?N, 28°52'16?E	Total turnover (in Euros) :	3248182.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	6000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Woven shirts		

Auditee's employment structure at the time of the audit			
Total number of workers :	15	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	7	8	
Temporary workers	0	0	
In management positions	1	2	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	7	8	
Production based workers	6	2	
With shifts at night	0	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 203465] Audit Date: 19/01/2021 PA Score: B

Deadline date:

GOOD PRACTICES:

Good documentation BSCI poster was posted and communicated to employees BSCI templates were used for BSCI documentation İyi dökümantasyon BSCI posterleri asılmıştır ve çalışanlara duyurulmuştur BSCI Dökümantasyonu için BSCI şablonları kullanılmıştır.

AREAS OF IMPROVEMENT:

Effective management systems was set up however there still open PA areas to improve.
Employees and management were underwent necessary BSCI training. BSCI code was posted and communicated to employees.

Documentation was well prepared by facility regarding social compliance and performance areas.
Authorized person to implement BSCI principles and give relevant training was assigned. Necessary health and safety issues in site tour and documentation shows that facility gave a budget to improve general conditions inside facility.

Management understand why its own good social performance is important for amfori BSCI and understand the importance and benefits of having an effective management system and related procedures.

Management assigned internal responsibilities to staff with decision-making capacity and financial resources for the development and implementation of social management.

Management understand the content of the amfori BSCI Code and Terms of Implementation for business partners to be involved in the amfori BSCI monitoring process and signed them prior to audit.

Structure of the company and organizational chart was established.

Documented procedures were seen regarding hiring, grievances, child labor, forced labor and relevant subjects.

Time and wage records were provided during audit however there were some miscalculations and were noted under PA 5.

Management staff was appointed to implement BSCI code and understanding of the amfori BSCI Code of Conduct and Terms of Implementation.

There was person in charge who was responsible for grievance mechanism, HR and accounting, OHS issues.
Management have developed a system to select significant business partners or members.

Relevant business partners have signed amfori BSCI code of conduct and terms of implementation.
They have kept accurate information regarding their business partners.

Facility was respect to #Covid19 spread preventions and follow up legal regulations and provided hygiene stations to workers. Facility distributes masks to employees every day and provided special waste bins for masks.

Living wage calculation was done by facility and Anker Methodology and BSCI templates were used for calculation.

Firmada etkili yönetim sistemleri kurulmuştur ancak halen açıkta bulunan PA alanları mevcuttur.
Çalışanlar ve yöneticiler BSCI ile ilgili eğitim almıştır. BSCI posterleri işletmede asılmış ve çalışanlara duyurulmuştur.

Sosyal uygunluk ve performans alanları ile ilgili dökümantasyon fabrika tarafından düzenli bir şekilde hazırlanmıştır.
BSCI prensiplerini uygulama ve eğitim vermek için sorumlu personel atamasının yapıldığı görülmüştür.
Saha turu esnasında ve dökümantasyon incelemesinde, işletme içinde genel koşulları iyileştirmek için işletmenin bir bütçe ayırdığı görülmüştür.

Yönetim, kendi sosyal performansının amfori BSCI için neden önemli olduğunu, etkili bir yönetim sistemine ve ilgili prosedürlere sahip olmanın önemini ve faydalarını anlamaktadır.

Yönetim, sosyal yönetimin geliştirilmesi ve uygulanması için karar verme kapasitesi ve mali kaynakları olan personele dahili sorumluluklar atamıştır.

Yönetim, amfori BSCI izleme sürecine dahil olacak iş ortaklarına yönelik amfori BSCI Kuralı ve Uygulama Koşullarının içeriğini anlamaktadır ve denetimden önce bunları imzalamıştır.

Şirketin yapısı ve organizasyon şeması oluşturulmuştur.

İşe alma, şikayetler, çocuk işçiliği, zorla çalıştırma ve ilgili konularla ilgili belgelenmiş prosedürler görülmüştür.

Denetim sırasında zaman ve ücret kayıtları sağlanmış ancak bazı yanlış hesaplamalar ile ilgili bulgular PA5 altında yazılmıştır.

BSCI kurallarını ve amfori BSCI Davranış Kuralları ve Uygulama Koşulları anlayışını uygulamak üzere üst yönetici atanmıştır.

Şikayet mekanizması, İK ve muhasebe, İSG konularından sorumlu olan sorumlu kişi mevcuttur.

Yönetim, önemli iş ortakları veya üyeleri seçmek için bir sistem geliştirmiştir.

İlgili iş ortakları amfori BSCI davranış kurallarını ve uygulama şartlarını imzalamıştır.

İşletme iş ortaklarıyla ilgili doğru bilgileri tutmuştur.

İşletme, iş ortaklarından gelen şikayetlerle ilgili şikayet mekanizmasını kurmuş ve işletmede duyurmuştur.

İşletme, #Covid19 yayılmasını önlemekte ve yasal düzenlemeleri takip etmektedir ve çalışanlara hijyen noktaları sağlamıştır. İşletme, çalışanlarına her gün maske dağıtmakta ve maskeler için özel çöp kutuları sağlamıştır.

Yaşam ücreti hesaplaması işletme tarafından yapılmış ve hesaplamada Anker Metodolojisi ve BSCI şablonları kullanılmıştır.

1.1 - Based on satisfactory evidence the main auditee partially respect this principle due to there was no proper social management system in the company, non-compliances in performance area 1-2-4-5-7.

Elde edilen yeterli delillere göre, firmada uygun bir sosyal yönetim sisteminin olmaması ve performans alanları 1-2-4-5-7 de bulunan uygunsuzluklardan dolayı denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. BSCI Gerekliliği.

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 203465] Audit Date: 19/01/2021 PA Score: B

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Facility was not respect to relevant BSCI PA area and still 2 (otwo) open issue was noted.
Facility has established communication structures to genuinely involve workers and their representatives.

Management exchanges information on workplace-related issues with workers and their representatives
Workers' representative elected by election system.

There were records of the election process.
Management follow up on workers' requests or complaints via complaint boxes or open door policy.
Vision, mission and objectives of the company was seen in line with the amfori BSCI Code.

İşletme ilgili BSCI PA alanına tam riayet etmemektedir ve halen 2 (iki) açık bulgu bulunmaktadır.
Denetlenen kurum, işçileri ve işçi temsilcilerini etkin bir şekilde süreçlere dâhil etmek için gerekli iletişim yapılarını kurmuştur.

Çalışan temsilcileri bir eleme sistemi ile seçilmişlerdir.
Seçime ait kayıtlar bulunmaktadır.
Yönetim çalışanların şikayetlerini, şikayet kutuları ve açık kapı politikası ile takip etmektedir.
Şirketin vizyonu, misyonu ve hedefleri, amfori BSCI Davranış Kuralları'na uygun görünmektedir.

- 2.2 - Based on satisfactory evidence, the main auditee does not respect this principle because; The company has set long-term goals, but there is no evidence of employees' involvement in these processes while setting these goals. Goals were achieved only after a meeting with the managers. BSCI requirement

Elde edilen yeterli delillere göre, işletme uzun vadeli hedefler belirlemiştir ancak bu hedefleri belirleme esnasında çalışanlarında bu süreçlere katılımını gösteren bir kanıt görülemediği. Hedefler sadece yöneticiler ile yapılan bir toplantı sonucu yapılmıştır.
BSCI gerekliliği

- 2.4 - 1)Based on satisfactory evidence, the main audited does not respect this principle because, facility, has prepared the necessary training and documentation regarding BSCI principles, but as a result of the documents and evidence available during the audit, it was observed that BSCI principles were not known effectively by the employees.

BSCI Principle

2)Based on satisfactory evidence, the main audited does not respect this principle because, facility, has prepared the necessary training and documentation regarding BSCI principles, but as a result of the documents and evidence available during the audit, it was observed that BSCI principles were not known effectively by the employees.

BSCI Principle

1)Elde edilen yeterli delillere göre, işletme BSCI prensipleri ile ilgili gerekli eğitim ve dökümantasyonu hazırlamıştır ancak denetim esnasında mevcut belgeler ve kanıtlar neticesinde BSCI prensiplerinin çalışanlar tarafından efektif olarak bilinmediği görüldüğünde, işletme mevcut prensibi kısmen karşılayamamaktadır.

BSCI Prensibi

2)Elde edilen yeterli delillere göre, işletme BSCI prensipleri ile ilgili gerekli eğitim ve dökümantasyonu hazırlamıştır ancak denetim esnasında mevcut belgeler ve kanıtlar neticesinde BSCI prensiplerinin çalışanlar tarafından efektif olarak bilinmediği görüldüğünde, işletme mevcut prensibi kısmen karşılayamamaktadır.

BSCI Prensibi

Remarks from Auditee:

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

Full Audit [Audit Id - 203465] Audit Date: 19/01/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None - Yoktur

AREAS OF IMPROVEMENT:

PA 3.1 was rated as N/A because there was no Collective Bargaining in facility.

Facility fully respect to relevant BSCI PA area. Facility have established necessary policy regarding relevant subject. No union activity was seen in facility but there were worker representatives in facility. Facility has legal no requirement to establish workers committee regarding the number of workers less than 50.

Management was not interfered to prevent workers' participation in meetings regarding unions or other workers' organizations. Workers' representatives were in present in the production site.

There clear mechanisms to allow workers to contact and meet the workers' representative.

İşletmede toplu sözleşme olmadığından PA 3.1 N/A olarak cevaplanmıştır.

İşletme ilgili BSCI PA alanına tam saygı göstermektedir. İlgili konu ile ilgili işletmenin oluşturmuş olduğu politika mevcuttur. İşletmede sendikal faaliyet görülmemiştir ancak işletmede çalışan temsilcileri bulunmaktadır. İşletmede çalışan sayısı 50 kişi altında olduğu için yasal olarak çalışan komitesi bulundurmasına gerek yoktur.

Yönetim, işçilerin sendikalar ya da diğer işçi toplulukları ile ilgili toplantılara katılmasını engellemek amacıyla müdahalede bulunmamaktadır. Üretim tesisinde işçi temsilcileri mevcuttur.

İşçilerin, işçi temsilcileri ile bağlantı kurmalarına ve görüşmelerine izin veren açık ve anlaşılır mekanizmalar mevcuttur.

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 203465] Audit Date: 19/01/2021 PA Score: B

Deadline date:

GOOD PRACTICES:

None-Yoktur

AREAS OF IMPROVEMENT:

Facility was not respect to relevant BSCI PA area and still 1 (one) open issue was noted. Facility have established necessary policy regarding relevant subject.

The auditee has the necessary preventive measures in place to avoid discriminatory practices based on reprisals (e.g. instructing the human resources department and supervisors that disciplinary measures or dismissal cannot occur based on such complaints)

İşletme ilgili BSCI PA alanına tam riayet etmemektedir ve halen 1 (bir) açık bulgu bulunmaktadır.

İlgili konu ile ilgili işletmenin oluşturmuş olduğu politika mevcuttur.

Denetlenen kurum, misilleme yöntemiyle ayrımcı davranışlar göstermekten kaçınmak için gerekli önlemleri almaktadır (Örnek: İnsan kaynakları departmanına ve şeflere bu tür şikâyetlere dayanarak ceza verilemeyeceği veya işten çıkarmalar yapılamayacağı konusunda talimat vermek.)

4.2 - Based on satisfactory evidence, the main auditee does not respect this principle partially because, employee satisfaction survey was conducted in the company, but as a result of the survey, it was observed that there was no prospective evaluation study on an improvement plan or survey results and was not announced to the employees.

BSCI Principle.

Elde edilen yeterli delillere göre, işletme ilgili prensibi kısmen karşılayamamaktadır çünkü, işletmede çalışan memnuniyeti anketi yapılmıştır ancak yapılan anket sonucunda bir iyileştirme planı veya anket sonuçları konusunda ileriye dönük bir değerlendirme çalışması yapılmadığı görülmüştür ve çalışanlara duyurulmamıştır.

Remarks from Auditee:

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 203465] Audit Date: 19/01/2021 PA Score: B

Deadline date:01/03/2021

GOOD PRACTICES:

Meal and transportation was provided free of charge to employees. Living wage calculation was done by facility and BSCI templates were used for calculation. Çalışanlara yemek ve ulaşım ücretsiz sağlanmaktadır. Yaşam ücreti hesaplaması işletme tarafından yapılmış ve BSCI şablonları kullanılmıştır

AREAS OF IMPROVEMENT:

Facility was not respect to relevant BSCI PA area and still 2 (two) open issue was noted.
The auditee does not pay any wage below the minimum established by the law or the collective bargaining agreement.
The auditee takes into consideration skills and education in the hiring process.
There were job descriptions available in employee files.
Living wage calculation was done by facility and BSCI templates were used for calculation.
Time records were kept via card reader scanning system.
Time and deserved payment records were verified.

İşletme ilgili BSCI PA alanına kısmen riayet etmemektedir ve halen 2 (iki) açık bulgu bulunmaktadır.
Denetlenen kurum, kanun veya toplu sözleşme anlaşmalarının belirlediği minimum ücretlerin altında herhangi bir ücret ödememektedir.
İşletme, işe alma sürecinde yetenekleri ve eğitimi göz önünde bulundurmaktadır.
Çalışanların dosyalarında iş sözleşmeleri bulunmaktadır.
Yaşam ücreti hesaplaması işletme tarafından yapılmış ve BSCI şablonları kullanılmıştır.
Zaman kayıtları kart okuma sistemi ile kayıt edilmektedir.
Zaman ve hakediş ödeme kayıtları doğrulanmıştır.

- 5.2 -** Based on satisfactory evidence, the main auditee does not respect this principle because, employees benefits were not paid to social security system accurately on April 2020 during short working allowance term. All payments were made according to the minimum wage, but before 6 April the facility was not in short term work allowance, but wages were made as like in short work allowance, and working practises till April 6, was paid at minimum wage level. (For employees with salaries above the minimum wage)

Elde edilen yeterli delillere göre, Nisan 2020'de kısa çalışma ödeneği zamanında, SGK bildirimleri doğru yapılmadığı için denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Tüm ödemeler asgari ücrete göre yapılmıştır, ancak 6 Nisan'dan önce işletme kısa çalışmaya ödeneğinde değildi ancak ücretler kısa çalışma ödeneğindeki gibi yapılmıştır ve 6 Nisana kadar yapılan çalışmalar da asgari ücret düzeyinde ödenmiştir. (Asgari ücret üstünde maaş alan çalışanlar için)

- 5.5 -** Based on satisfactory evidence, the main auditee does not respect this principle because, employees benefits were not paid to social security system accurately on April 2020 during short working allowance term. All payments were made according to the minimum wage, but before 6 April the facility was not in short term work allowance, but wages were made as like in short work allowance, and working practises till April 6, was paid at minimum wage level. (For employees with salaries above the minimum wage)

Elde edilen yeterli delillere göre, Nisan 2020'de kısa çalışma ödeneği zamanında, SGK bildirimleri doğru yapılmadığı için denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Tüm ödemeler asgari ücrete göre yapılmıştır, ancak 6 Nisan'dan önce işletme kısa çalışmaya ödeneğinde değildi ancak ücretler kısa çalışma ödeneğindeki gibi yapılmıştır ve 6 Nisana kadar yapılan çalışmalar da asgari ücret düzeyinde ödenmiştir. (Asgari ücret üstünde maaş alan çalışanlar için)

Remarks from Auditee:

Kapanis toplantısında yönetim yapılan bu hesaplamaların sehven muhasebesel olarak yapıldığını ve bu eksik ödemelerin Ocak 2021 ödeme döneminde tamamlanacağını belirtmiştir.

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 203465] Audit Date: 19/01/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None-Yoktur

AREAS OF IMPROVEMENT:

Facility was respect to relevant BSCI PA area.
Facility have established necessary policy regarding relevant subject.
HR representative can explain workers' working hours accordingly in the recruitment process.
Workers were aware of the regular working hours and possible exceptions.
Overtime was voluntarily agreed, unless in cases of temporary exceptions (e.g. force majeure) which need to be described in the contract.
The payment of overtime made in accordance with the law.
Time records were kept via card reader scanning system.
Time and deserved payment records were verified.

İşletme ilgili BSCI PA alanına riayet etmektedir.
İlgili bölüm ile ilgili işletme politika oluşturmuştur.
İK temsilcisi işçilerin çalışma saatlerini işe alım sürecinde buna göre açıklayabilmektedir.
İşçiler düzenli çalışma saatleri ve olası istisnalardan hakkında haberdardırlar.
Sözleşmede tanımlanması gereken geçici istisnalar haricinde (örneğin mücbir sebepler) fazla mesai gönüllü olarak kararlaştırılmıştır.
Fazla mesai ödemeleri kanunlara göre yapılmaktadır.
Zaman kayıtları kart okuma sistemi ile kayıt edilmektedir.
Zaman ve hakediş ödeme kayıtları doğrulanmıştır.

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 203465] Audit Date: 19/01/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None-Yoktur

AREAS OF IMPROVEMENT:

Facility was not respect to relevant BSCI PA area and still 2 (two) open issues were noted.
Health & Safety policies were in place and trainings on policies were provided regularly.
Emergency action plan was documented and teams were established.
H&S committee meetings were conducted at least every 3 months and latest meeting was performed on December 2020.
Risk assessment was conducted and adequate precautions were taken.
Fire extinguishers were placed and clearly marked in the production floor.
Fire training and evacuation drills were conducted.
PPE usage was encouraged through posters and H&S signs on the walls.
Evacuation plans were NOT posted at each floor.
Machines were regularly inspected and with guards.
Safety control reports for compressor was reviewed and found acceptable.
General H&S environment in the factory adequate.
The facility had sufficient number of fire extinguishers.
There were emergency evacuation signs positioned on the walls of premises.
H&S training sessions are held as per documents.
Eating areas were found in clean and hygienic condition.
Potable water was analyzed properly.

İşletme ilgili BSCI PA alanına riayet etmemektedir ve halen 2 (iki) açık bulgu bulunmaktadır.
İSG politikası detaylı bir şekilde oluşturulmuş olup çalışanlara İSG konuları üzerine eğitim verilmiştir.
Acil eylem planları dökümanite edilmiş olup, ekipler oluşturulmuştur.
İSG Komitesi en az 3 ayda bir toplantılar yapmaktadır ve son toplantı Aralık 2020'de yapılmıştır.
Risk değerlendirmesi yapılmış olup, gerekli önlemler alınmıştır.
Yangın söndürücüler önleri açık bir vaziyette işaretili olarak yer almaktadır.
Yangın eğitimi ve acil tahliye tatbikatları yapılmaktadır.
KKE'lerin çalışanlara kullanımı işaretlemelemlerle vurgulanmaktadır.
Acil tahliye planları tüm katlarda asılmamıştır.
Tüm makinalarda makina koruyucuları sağlanmıştır.
Kompresör fenni muayenesi yapılmıştır ve sonucu uygundur.
Tesiste yeterli miktarda yangın söndürücü vardır.
Binanın duvarlarına yerleştirilen acil tahliye işaretleri vardır.
İSG eğitimleri belgelendirilmiştir.
Yeme alanları temiz ve hijyenik koşullarda bulunmuştur.
İçilebilir su içilebilirlik açısından analiz edilmiştir.

- 7.1 - Based on satisfactory evidence that , the main auditee does not respect this principle partially because there were existing non-conformities which do not comply with local regulations and global standards in the OHS management system.

BSCI Principle

Elde edilen yeterli delillere göre, firma iş sağlığı ve güvenliği yönetim sistemindeki yerel kanun ve küresel standartları tam olarak karşılamayan mevcut eksiklikler sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır.

BSCI Prensibi

- 7.11 - Based on satisfactory evidence, the main auditee does not respect partially this principle because, facility was not obtained earthquake safety report for current building.

BSCI Principle

Elde edilen yeterli delillere göre, firmanın bulunduğu yapı için deprem güvenlik raporu temin etmemesi dolayısıyla ilgili prensibi kısmen karşılayamamaktadır.

BSCI Gerekliliği

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 203465] Audit Date: 19/01/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None-Yoktur

AREAS OF IMPROVEMENT:

Facility fully respect to relevant BSCI PA area. Facility have established necessary policy regarding relevant subject. The auditee shows a good understanding on what illegal child labour is and why it is an undesirable hiring practice. The recruitment procedures integrate the necessary measures to avoid or minimise the risk to hire minors. The policies and procedures aim at avoiding any exploitation of children, both directly or indirectly were available. The youngest employee noted during this audit was 20 years old.

İşletme ilgili BSCI PA alanına tam saygı göstermektedir. İlgili konu ile ilgili işletmenin oluşturmuş olduğu politika mevcuttur. İşletme, yasa dışı çocuk işçiliğinin ne olduğunu ve neden istenmeyen bir işe alım pratiği olduğunu bilmektedir. İşe alma prosedürleri, reşit olmayan kişileri işe alma riskini yok etmek ya da en aza indirmek için gerekli tedbirleri içermektedir. Doğrudan ya da dolaylı olarak çocuk istismarını engelleme amaçlı politika ve prosedürler mevcuttur. Bu denetim sırasında bulunan en genç çalışan 20 yaşındaydı.

Remarks from Auditee:

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 203465] Audit Date: 19/01/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None-Yoktur

AREAS OF IMPROVEMENT:

The main auditee fully respects this principle because:
The factory had established related policies.
There was no young worker in the company.
There was no trainee in facility.
The youngest employee noted during this audit was 20 years old.

There was no young workers in facility therefore PA9.4, PA9.5 nad PA9.6 were rated as N/A but facility have procedure regarding young workers if they hire.

Denetlenen firma ilgili prensibi tamamen karşılamaktadır. Firma genç çalışanların korunması ile ilgili politika ve prosedür hazırlamıştır. İşletmede genç çalışan bulunmamaktadır. İşletmede stajyer bulunmamaktadır. Bu denetim sırasında bulunan en genç çalışan 20 yaşındaydı.

İşletmede genç çalışan yoktur bu nedenle PA9.4, PA9.5 nad PA9.6 alanları uygulama yok olarak not edilmiştir ancak işletmenin genç çalışan istihdam edilmesi durumunda onları koruyabilecek politikası mevcuttur.

Remarks from Auditee:

Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - 203465] Audit Date: 19/01/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None-Yoktur

AREAS OF IMPROVEMENT:

Facility fully respect to relevant BSCI PA area. Facility have established necessary policy regarding relevant subject. The factory had established clear recruit policies to respect local law requirements. Confirmed through employee and employee representative interview, they need to sign standard labor contracts with factory and they kept one labor contract. Person responsible for human resources aware of practices that can potentially make employment precarious. Auditee keep accurate records on workers' work cycles.

İşletme ilgili BSCI PA alanına tam saygı göstermektedir. İlgili konu ile ilgili işletmenin oluşturmuş olduğu politika mevcuttur. Firmada yerel yasaları karşılayan açık işe alım politikaları bulunmaktadır. Çalışanlar ve çalışan temsilcisi ile teyit edilmiş olup, herkesin iş sözleşmelerini fabrika ile imzalayıp bir kopyalarının kendilerinde olması gerektiği teyit edilmiştir. İnsan kaynaklarından sorumlu olan kişi istihdamı güvencesiz kılacak uygulamalardan haberdardır. İşletme, işçilerin iş döngülerinin kayıtlarını doğru bir şekilde tutmaktadır.

Remarks from Auditee:

Performance Area 11 : No Bonded Labour

Full Audit [Audit Id - 203465] Audit Date: 19/01/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None-Yoktur

AREAS OF IMPROVEMENT:

Facility fully respects this principle.

Based on site tour, document review and interview, the auditee didn't limit the employees' freedom including resignation or ask for leave from the factory. Facility was established forced labor policy and communicated in facility. The inhumane or degrading treatment, corporal punishment, mental or physical coercion and/or verbal abuse never occurred. There was no prison labour or forced labour. No ID card or wage was withheld by factory. It was observed that workers were working without pressure. Disciplinary measures were all reasonable: Verbal warning, warning letter and termination.

İşletme ilgili prensibi tamamen karşılamaktadır.

Saha turu, evrak inceleme ve çalışan görüşmelerine göre; çalışanların işten ayrılmasını engelleyen herhangi bir duruma rastlanmadı. İşletme zorla çalışma konusunda politika oluşturmuştur ve bunu işletmede ilan etmiştir. İnsanlık dışı veya aşağılayıcı muamele, fiziksel cezalandırma, zihinsel veya fiziksel baskı ve / veya sözlü taciz asla gerçekleşmemiştir. Hapishane işçiliği ya da zorunlu çalışma yoktur. Fabrikada kimlik kartı veya ücret alkoyma mevcut değildir. İşçilerin baskı olmadan çalıştığı gözlemlendi. Disiplin önlemlerinin hepsi makul: Sözlü uyarı, uyarı mektubu ve fesih.

Remarks from Auditee:

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 203465] Audit Date: 19/01/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None -Yoktur

AREAS OF IMPROVEMENT:

The main auditee fully respects this principle.

Environmental impact assessment document and environmental permit was provided for review.

During plant tour, it was found waste was not dumped in natural environments, or burned on open fires. No obvious pollution found in this factory.

Agreement was seen for dispose hazardous and non-hazardous substances and waste declaration were done from governmental system.

The factory did not receive any fines from local environment bureau ever since.

The factory established related environmental policies.

Industrial waste management plan from local authority was obtained.

Denetlenen firma ilgili prensibi tamamen karşılamaktadır.

Çevresel etki değerlendirme belgesi ve çevre izni görülmüştür.

Fabrika turu sırasında atıkların doğal ortamlarda dökülmediği veya açık ateşlerde yakılmadığı tespit edilmiştir. Fabrikada bariz bir kirlilik bulunmamaktadır.

Tehlikeli ve tehlikeli atıklar için bertaraf sözleşmeleri görülmüştür ve devlet sistemi üzerinden atık beyanları yapılmıştır.

Fabrika yerel çevre bürosundan herhangi bir para cezası almamıştır.

Fabrika tarafından ilgili çevre politikaları oluşturulmuştur.

Bakanlık onaylı endüstriyel atık yönetim planı temin edilmiştir.

Remarks from Auditee:

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 203465] Audit Date: 19/01/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None-Yoktur

AREAS OF IMPROVEMENT:

The main auditee fully respects this principle. As per factory tour, document review, management interview and employees' private interview, it was noted that the auditee has set up appropriate measures to ensure and demonstrate no corruption, extortion, embezzlement, bribery, falsified information or misrepresentation in the supply chain. The auditee identified the situations and activities where acts of corruption, extortion or bribery were most likely to occur in its context and policies/procedures against any act of corruption and takes active measures to prevent and remediate them. Trainings were established and given.

Denetlenen firma ilgili prensibi tamamen karşılamaktadır. Saha turu, döküman incelemesi, yönetim görüşmesi ve çalışan görüşmelerine göre; denetlenen firmanın, tedarik zincirinde herhangi bir yolsuzluk, zorbalık, zimmete para geçirme, rüşvet, tahrir edilmiş bilgi veya yanlış beyanda bulunulmasını ve gösterilmesini sağlamak için uygun önlemler oluşturduğu görülmüştür. Denetlenen firma, yolsuzluk, gasp veya rüşvet eylemlerinin, bağlamında ve yolsuzluğa aykırı eylemlere karşı uygulanan politika ve prosedürlerin ve büyük olasılıkla meydana geldiği durumları ve faaliyetleri belirlemiş olup, bunları önlemek ve düzeltmek için aktif önlemler alınmıştır. Gerekli eğitimler hazırlanmış ve verilmiştir.

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	19/01/2021	203465	B	B	A	B	B	A	A	A	A	A	A	A	A	A

Producer Photos



Photo of the inside of the main production hall
Accessory warehouse.JPG



Photo of fire safety equipment
Emergency direction.JPG



Photo of the sanitary facilities
Kitchen.JPG



External photo(s) of the production unit(s)
Back Side of building.JPG



Photo of fire safety equipment
Emergency Exit.JPG



External photo(s) of the production unit(s)
Number 64.JPG



Photo of the inside of the main production hall
BSCI Code display.JPG



External photo(s) of the production unit(s)
Facility Building.JPG



External photo(s) of the production unit(s)
Number 68 and 70.JPG



Photo of chemical storage room (if applicable)
Chemical storage area.JPG



External photo(s) of the production unit(s)
Facility Entrance.JPG



Photo of the inside of the main production hall
Sampling section.JPG



Photo of the inside of the main production hall
Complaint box.JPG



Photo of fire safety equipment
Fire extinguisher.JPG



Photo of the inside of the main production hall
Small crane elevator.JPG



Photo of the inside of the main production hall
Compressor.JPG



Photo first aid facilities
First aid kit.JPG



Photo of fire safety equipment
Testing of emergency lights.JPG



Photo of the inside of the main production hall
Cutter.JPG



Photo of the inside of the main production hall
Information board for employees.JPG



Photo of the sanitary facilities
Toilet area and wash basin.JPG



Photo of the inside of the main production hall
Electrical panel.JPG



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



Photo of the inside of the main production hall
Waste area.JPG