
Auditee :	DEKA AYAKKABI DERI TEKSTIL VE INS. TIC. LTD. STI.
Audit Date From :	03/01/2020
Audit Date To :	03/01/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	BureauVeritas
Auditor's Name(s) :	Aygul Karadeniz(Lead)
Auditing Branch (if applicable) :	



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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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B	B	B	B	B	B	B	B	B	B	C	C	C																													
<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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C	C	C	C	C	C	C	C	C	C	C	D	D																													
<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																													
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 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 :	DEKA AYAKKABI DERI TEKSTIL VE INS. TIC. LTD. STI.		
DBID number :	397024		
Audit ID :	172099		
Address :	in Selahattin EyyubiMah. Ugur Mumcu Cad. No:31 /1 Esenyurt Istanbul		
Province :	Istanbul	Country :	Turkey
Management Representative :	FATMA OZTURK		
Contact person:	FATMA OZTURK	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Footwear (including sport shoes)
Product Type :	SHOES		

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
B	A	A	A	A	A	A	A	A	A	A	A	C

Executive summary of audit report

DEKA AYAKKABI DERI TEKSTIL VE INS. SAN. TIC.LTD. STI is located in Selahattin EyyubiMah. Uğur Mumcu Cad. No: 31 /1 in 2006 .The company is located at 5-storey building. Total area of the facility is 7500 sqm .It was shared building as find on below.

-1 Floor: Badilli Shoes
Ground Floor: Empty Floor
1 Floor: Empty Floor
2 Floor: Empty Floor
3 Floor: Warehouse (Pames Shoes 's)
4 Floor: Production Area (cutting, montage and packaging) and warehouse, toilets, dressing room,
5 Floor: lunch hall, infirmary, offices, showroom

There were totally 46 employees available at site which is 8 non production (6 males, 2 females) employees and 38 production employees available at site. The youngest employee is 18 years old.
Regular working hour for all employees is Monday to Friday at 08:00 to 18:00 with 30 min lunch break at 13:00 and 15 min teak break at 10:00 and 16:00. Saturday and Sunday are weekly rest days.
Payment Day: 5st of following month by bank transfer and cash.
Time record system: Electronic face scanning system.
Capacity: 1800 pcs per day

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.
Facility main export market is %30(Germany, France).
Monthly wages were paid at monthly rate at latest on the 10th of each month through bank transfer.
(According to the decision of The Minimum Wage Determination Commission, the current minimum wage is net 2020, 90 TRY per month and gross 2558,40 TRY per month in 2019)

There was no union onsite. There was open door policy in the company.
There were 2 freely elected worker representative in the company. The election was done in 2019.
There was no dormitory provided to the employees.
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.

7 production workers were selected for interviews randomly or according to their age, physical appearance, health care reports, sections or personal file records. 7 individual interviews and no group interview were conducted confidentially in an isolated meeting room. Their thoughts were asked about the workplace and working conditions. Interviewed workers informed their pleasure about free lunch, friendship and providing social insurance in the company. No negative feedback was raised.

All workers have labor contracts and personnel files. ID copies are kept in personnel files. Employment is freely chosen. Movement of employees at the facility is not prohibited or limited. Employees have free access to toilets and potable water. There was open door policy in facility that employees could complain directly to the top management (declared by workers during interviews). Complaint box is placed onsite. There was no discrimination in hiring, sexual orientation, union membership or political affiliation. No discrimination in any aspect according to interviews. Overall work environment condition was acceptable.

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.
Remark: Time records were examined by the auditors during the audit.
However, according to the law on the protection of personal data, sharing of pictures is not allowed.
Audit Company: Bureau Veritas Consumer Products Service
Audit Company APSCA Number: 11600002
Lead Auditor Name: Aygül Karadeniz
APSCA Auditor Registered Number: 21703379

Ratings Summary



Auditee's background information			
Auditee's name :	DEKA AYAKKABI DERI TEKSTIL VE INS. TIC. LTD. STI.	Legal status :	Limited Company
Local Name :	DEKA AYAKKABI DERI TEKSTIL VE INS. SAN. TIC.LTD. STI	Year in which the auditee was founded :	2006
Address :	in Selahattin EyyubiMah. Ugur Mumcu Cad. No:31 /1 Esenyurt	Contact person (please select) :	FATMA OZTURK
Province :	Istanbul	Contact's Email :	erkan@ryt.com.tr
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) :	N/A
GPS coordinates :	39°53'30.7"N 32°52'24.0"E	Total turnover (in Euros) :	4000000.00
Sector :	Non-Food	Of which exports % :	30.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	70.00
If other, please specify :		Production volume :	1800 pcs
Product Group :	Footwear (including sport shoes)	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	SHOES		

Auditee's employment structure at the time of the audit		
Total number of workers :	46	Total number of workers in the production unit to be monitored (if applicable) :
	MALE WORKERS	FEMALE WORKERS
Permanent workers	36	12
Temporary workers	0	0
In management positions	6	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	36	12
Production based workers	0	0
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 - 172099] Audit Date: 03/01/2020 PA Score: B

Deadline date:03/03/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

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,PA5, PA7,PA12,PA13.
Fabrikada detaylı sosyal politika ve prosedürler olmasına rağmen PA1, PA2,PA5, PA7,PA12,PA13 alanlarında yer alan uygunsuzlukları engellemeye yönelik efektif bir yönetim sistemine sahip değildir.

- 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,PA5, PA7,PA12,PA13. (BSCI principles 1.1)
Fabrikada detaylı sosyal politika ve prosedürler olmasına rağmen PA1, PA2,PA5, PA7,PA12,PA13 alanlarında yer alan uygunsuzlukları engellemeye yönelik efektif bir yönetim sistemine sahip değildir. (BSCI Perensibi 1.1)

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 172099] Audit Date: 03/01/2020 PA Score: A

Deadline date:03/03/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Two-way communication meetings regarding social rights and working environment performed between management and workers, workers representatives.
İşletmede işçiler, işçi temsilcileri ve işveren arasında, sosyal hakları ve çalışma düzenlerini görüşmek üzere düzenli toplantılar yapılmaktadır.

- 2.5 - Based on satisfactory evidence facility management recorded grievances regularly but grievance evaluation recorded, but grievance evaluation result were not shared with employees . (BSCI principle 2.5)
Elde edilen yeterli delillere göre şikayetler düzenli olarak kayıt altına alınmaktadır fakat , şikayet değerlendirme kayıtları bulunmaktadır ve şikayet değerlendirme sonuçları çalışanlar ile paylaşılmamıştır. (BSCI principle 2.5)

Remarks from Auditee:

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

Full Audit [Audit Id - 172099] Audit Date: 03/01/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

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.
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 - 172099] Audit Date: 03/01/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

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.

Fabrikada oluşturulmuş olan sosyal yönetim sistemi prosedürleri ayrımcılığa karşı politikayı da 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.

Remarks from Auditee:

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 172099] Audit Date: 03/01/2020 PA Score: A

Deadline date:03/03/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

All employees received payslips as a confirmation of wage receipt. All employees have been provided with legally required rights: annual leaves, sickleaves. At least the minimum wage provided to all employees.

Çalışanlara aldıkları ücreti açıklayan maaş bordroları verilmektedir. Tüm çalışanlara yasal hakları: Yıllık izin, hastalık izni hakkı eksiksiz sağlanmaktadır. Tüm çalışanlar en az asgari ücret almaktadırlar.

- 5.5 - Factory's payments to social insurance agency for all workers were paid for national minimum wage and not paid for the remaining balance of salaries and overtime hours for the workers provided with social insurance benefit in the factory. This caused workers' retirement wages to be calculated less than the actual amount during retirement. (Regulation On Social Insurance Processes Issued On 20.08.2008 Dated Official Newspaper, Part 8 And The Tax Procedure Law) (BSCI Principle 13.3)

Çalışan maaşlarının asgari ücret kadınının Sosyal Sigortalar Kurumu'na bildirilmekte olduğu; geri kalan ücretlerin ve fazla mesai ücretlerinin Sosyal Sigortalar Kurumu'na bildirilmemekte olduğu görülmüştür. (Sosyal Sigortalar Kanunu) (BSCI Prensibi 13.3)

Remarks from Auditee:

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 172099] Audit Date: 03/01/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

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.

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 172099] Audit Date: 03/01/2020 PA Score: A

Deadline date:03/03/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

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 in monthly basis and latest meeting was . 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 twice a year. PPE (e.g. gloves, goggles, work clothes and so on) provided to employees for free of charge and usage was encouraged through posters and H&S signs on the walls. Evacuation plans were corrected at each floor and reflect the actual set-up of the floor. Machines were regularly inspected and with guards. Safety control reports for steam boiler, compressor and lifts were reviewed and found acceptable. General H&S environment in the factory was good. The facility had sufficient number of fire extinguishers, which are mounted, marked height of extinguishers were proper. Evacuation plans were posted on walls and match the facility's current layout. 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. Drinking water was analyzed properly for potability. Warning and obligation signs are present in all working areas. Employees are provided with hygienic and clean toilets. Working areas are well lit.

ISG politikası detaylı bir şekilde oluşturulmuş okup çalışanlara ISG konuları üzerine eğitim verilmiştir. Acil eylem planları dökümanite edilmiş olup, ekipler oluşturulmuştur. ISG Komitesi aylık toplantılar yapmaktadır r. Risk değerlendirmesi yapılmış olup, gerekli önlemler alınmıştır. Yangın söndürücüler önleri açık bir vaziyette işaretli olarak yer almaktadır. Yangın eğitimi ve acil tahliye tatbikatları yılda 2 kere yapılmaktadır. Kişisel koruyucu ekipmanlar (ö.r. eldiven, gözlük, iş kıyafeti, vb.) çalışanlara ücretsiz olarak sağlanmaktadır ve çalışanlara kullanımı işaretlemelerle vurgulanmaktadır. Acil tahliye planları tüm katlarda düzeltilmiş olup, fabrikanın mevcut konumu yansıtmaktadır. Tüm makinalarda makina koruyucuları sağlanmıştır. Kazan, kompresör ve asansörün fenni muayenesi yapılmıştır ve sonuçlar uygundur. Genel olarak fabrikadaki çalışmaları iyi dir.Tesiste yeterli miktarda yangın söndürücü vardır, bunlar işaretlidir, söndürücülerin yüksekliği uygundur. Tahliye planları duvarlara yerleştirildi 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. Uyanı ve zorunluluk işaretleri tüm çalışma alanlarında mevcuttur. Çalışanlara hijyenik ve temiz tuvaletler verilmektedir. Çalışma alanları iyi aydınlatılmıştır.

- 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 facility generally follow the applicable regulations on OHS, however some gaps were noted under PA 7.(BSCI principle)
Firmanın genel itibari ile kendisi için uygulanabilir kanunları takip ettiği, ancak PA 7'de bazı eksikler tespit edildiği not edilmiştir.(BSCI prensibi)

- 7.13 - Electrical grounding test was conducted in the factory, but this report not appropriate to local law.(Internal Electrical Installations Regulations, Article 23)
Elektrik topraklama testi fabrikada yapıldı, ancak bu rapor yerel yasalara uygun değildir. (Elektrik İç Tesisleri Yönetmeliği, Madde 23)

- 7.25 - Based on satisfactory evidence, the main auditee does not respect partially this principle because, there was no periodical inspection report of ventilation system in the company. Law: Regulation based on the revision of regulation based on security terms regarding industry equipments, Appendix 2, Table 3
Elde edilen yeterli de illere göre, firmada havalandırma tesisatının fenni muayene raporu bulunmaması sebebiyle denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Kanun: Kanun: İş Ekipmanlarının Kullanımında Sağlık ve Güvenlik Şartları Yönetmeliğinde Değişiklik Yapılmasına Dair Yönetmelik Ek 2, Tablo 3

Remarks from Auditee:

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 172099] Audit Date: 03/01/2020 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 15 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. Fabrikada yaş doğrulamak için dökümanları ve kopyalarını tutmaktadır.Denetçi iş başvuru formlarını,yaş doğrulama için dökümanları, tüm taraflar tarafından imzalı iş sözleşmelerini ve eğitim belgelerini örnekleme alınan 15 özlük dosyalarından doğrulamıştır.Bu belgelere göre firmada çocuk işçiliği bulunmamaktadır.	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 172099] Audit Date: 03/01/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: The company has no young worker. Firmada genç çalışan bulunmamaktadır.	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 172099] Audit Date: 03/01/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Workers were given continuous employment.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. Çalışanlar süresiz sözleşmeye sahiptir.Örnekleme alınan çalışanların özlük dosyası ve iş sözleşmeleri incelenmiştir ve tüm gereksinimler yasalara uygundur. Tüm çalışanlar yerel çalışanlardır ve hepsi zamanında sosyal sigortalar kurumuna zamanında kaydedilmiştir.	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 172099] Audit Date: 03/01/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: No force labor noted or being reported by employees during audit.There was no migrant worker in the factory. Denetim esnasında herhangi bir zorla çalıştırma olmadığı not edilmiştir. Fabrikada göçmen çalışan bulunmamaktadır.	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 172099] Audit Date: 03/01/2020 PA Score: A	Deadline date:03/03/2020
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: Environmental Permit was no provided.EIA report was provided. Factory created satisfied environmental procedures. Although Facility management conducted environmental risk analysis.There was no approved from local ministry industrial waste management plan and waste declaration form available in the facility. Çevre izni sağlanmıştır.Çevresel etki değerlendirme raporu görülmüştür. Fabrika çevre prosedurlerini oluşturmıştır.Ayrıyeten çevresel risk analizi yapmıştır.Firmada bakanlık onaylı endüstriyel atık yönetim planı ve atık beyan formu bulunmamaktadır 12.3 - 1-It was noted that there was no approved from local ministry industrial waste management plan and waste declaration form available in the facility. (Waste management regulation Article 9) 2-Environmental Permit/ Exemption Letter of Environmental Permit was not available for review. (Regulation on Environmental Permits and Licenses, Article 10.8)(BSCI Principle 12.3) 1-Firmada bakanlık onaylı endüstriyel atık yönetim planı ve atık beyan formu bulunmamaktadır. (Atık Yönetimi Yönetmeliği Madde 9) 2-Fabrikada Çevre izni/Çevre izni Muafiyet Yazısı bulunmamaktadır.(Çevre ve İzin Lisansları Hakkında Yönetmelik, Madde 10.8)(BSCI Prensi 12.3)	
Remarks from Auditee:	

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 172099] Audit Date: 03/01/2020 PA Score: C

Deadline date:03/03/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on satisfactory evidence, the main auditee does respect partially this principle because; training logs about corruption, anti-bribery and anti-corruption were available however these workers' awareness of training was not effective. Factory's payments to social insurance agency for all workers were paid for national minimum wage and not paid for the remaining balance of salaries and overtime hours for the workers provided with social insurance benefit in the factory. This caused workers' retirement wages to be calculated less than the actual amount during retirement. (Regulation On Social Insurance Processes Issued On 20.08.2008 Dated Official Newspaper, Part 8 And The Tax Procedure Law)
Çalışan maaşlarının asgari ücret kadarcınının Sosyal Sigortalar Kurumu'na bildirilmekte olduğu; geri kalan ücretlerin ve fazla mesai ücretlerinin Sosyal Sigortalar Kurumu'na bildirilmemekte olduğu görülmüştür

- 13.3 -** Factory's payments to social insurance agency for all workers were paid for national minimum wage and not paid for the remaining balance of salaries and overtime hours for the workers provided with social insurance benefit in the factory. This caused workers' retirement wages to be calculated less than the actual amount during retirement. (Regulation On Social Insurance Processes Issued On 20.08.2008 Dated Official Newspaper, Part 8 And The Tax Procedure Law) (BSCI Principle 13.3)
Çalışan maaşlarının asgari ücret kadarcınının Sosyal Sigortalar Kurumu'na bildirilmekte olduğu; geri kalan ücretlerin ve fazla mesai ücretlerinin Sosyal Sigortalar Kurumu'na bildirilmemekte olduğu görülmüştür. (Sosyal Sigortalar Kanunu) (BSCI Prensibi 13.3)

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	03/01/2020	172099	B	A	A	A	A	A	A	A	A	A	A	A	C	B

Producer Photos



External photo(s) of the production unit(s)
assembly point.jpg



External photo(s) of the production unit(s)
chemical area.jpg



External photo(s) of the production unit(s)
control date of fire extinguisher.jpg



External photo(s) of the production unit(s)
emergency exit door.jpg



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



External photo(s) of the production unit(s)
evacuation plan.jpg



External photo(s) of the production unit(s)
eye washer.jpg



External photo(s) of the production unit(s)
face scan system.jpg



External photo(s) of the production unit(s)
fire alarm button.jpg



External photo(s) of the production unit(s)
fire alarm control panel.jpg



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



External photo(s) of the production unit(s)
general overview of company.jpg



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



External photo(s) of the production unit(s)
lockers.jpg



External photo(s) of the production unit(s)
lunch hall.jpg



External photo(s) of the production unit(s)
name table of company.jpg



External photo(s) of the production unit(s)
pressure of fire extinguisher.jpg



External photo(s) of the production unit(s)
toilets.jpg



External photo(s) of the production unit(s)
ventilation system.jpg