
Auditee :	Pelin Triko Ith.Ihr. Paz. San. ve Tic. Ltd.Sti.(SAMSUN SUBE)
Audit Date From :	09/06/2020
Audit Date To :	11/06/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Orhan Buyukcam(Lead)
Auditing Branch (if applicable) :	Intertek Turkey



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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 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 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 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 :	Pelin Triko Ith.Ihr. Paz. San. ve Tic. Ltd.Sti.(SAMSUN SUBE)		
DBID number :	359527		
Audit ID :	183010		
Address :	Yenimahalle 5. Sokak No:13 Canik Samsun		
Province :	Samsun	Country :	Turkey
Management Representative :	Serap KAHYAOGU		
Contact person:	Serap Kahyaoglu	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Tricot		

Audit Details



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

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

Executive summary of audit report

The company was established in 2006 as a manufacturer of tricot garments. There were flat knitting, linking, sewing, sample sewing, washing (domestic type cleaners were used) pressing, inline QC, packing and shipping processes in the company.

The company was located at a 4 storey building. No any other tenant companies were available in the building. In addition, the company rented the first floor of the adjacent building at the end of 2019 and added it to its structure. This building has 2 floors in total (ground floor +1 floor). The ground floor is empty and not used by any company.

Details;
 Ground Floor: Offices, machinery warehouse and yarn warehouse, accessory room.
 1st Floor: Packing section, pressing section, washing section + adjacent building area(approx. 300sqm); chemical warehouse, finished product warehouse.
 2nd Floor: Linking section, sewing section and compressor room (fully separated from the production site).
 3rd Floor: Flat knitting section, sample sewing section.
 4th Floor: Lunch hall, infirmary, praying room and changing rooms

The closed area of the building is 1300 square meters.

*There are 11 ISKUR(Turkish Employment Agency) employees at the facility. They were included in the audit scope.

The company has 2 different working hours systems.
 1st System: (Flat knitting section employees)
 1st Shift: 08:00 – 16:00 including 15' tea break and 30' meal break for 6 days.
 2nd Shift: 16:00 – 00:00 including 15' tea break and 30' meal break for 6 days.
 3rd Shift: 24:00 – 08:00 including 15' tea break and 30' meal break for 6 nights.

2nd System: (Other sections)
 07:45 – 18:00 including 15'x2 tea breaks and 45' lunch break for 5 days

Digital card activated computer database system was used to records ingress and egress hours of employees.
 Payments of the employees were done at the 15th of each month via bank account transfer.

***Precautions taken about #COVID 19 in the facility.

The facility disinfects the building and work areas at certain and frequent intervals regarding Covid-19. The facility distributed a mask to everyone and checked that it was used. Management organized training for employees on the issues to be considered about Covid-19. There are disinfectants at certain points of the facility and fever is measured at the entrance to the facility. It ensures that the social distance rule is followed in social areas such as dining halls, production areas. It uses ground lines and posters hanging on the walls to comply with the social distance rules. The facility has identified possible risks in its OHS risk assessment and updated its emergency action plan.

The current system of performance areas:

*PA2
 There was an effective communication system and grievance control procedure for grievances from inside (employees) and outside (community). The management review meeting for social compliance issues was conducted regularly. The vision and mission for protecting workers were defined in line with the aspirations of the BSCI Code of Conduct. The worker representatives were freely elected by the employees. Regular meetings were held between the management and worker representatives to discuss any workplace problem of employees in line with Social compliance policy.

*PA3
 There was no union in the facility. No evidence of restriction or discrimination was observed regarding the freedom of association or collective bargaining.

Also, there was freedom of association procedure available. The worker representatives were not prevented from communicating to employees. The worker representative election records were available and representative included the management meetings by facility representatives.

* PA4

No kind of discrimination was observed. The facility has related procedures (e.g. Employment procedure, dismissal procedure). The discipline procedure included the list of disciplinary rules and resulting penalties and was communicated to employees & management. Management and workers were trained regarding discrimination. Training records, meeting records, disciplinary procedures, grievance records were reviewed.

*PA6

The facility has established an adequate control system on overtime practices. Working practices were limited with legal limits. Electronic time- card system was used, time records, production plans, working rules, documented overtime procedure, accident records were reviewed.

*PA8

There was no child labour in the facility. There was written policy and procedure against child labour.

* PA9

There was no young employee in the facility. Protection of young employee procedure and young employee risk analyse available in the facility.

* PA10

The employment contract was available for each employee and it was compliant with regulations. All employees were registered to the social security system. Orientation trainings were given at the beginning of employment. Labor contracts including migrant workers, social insurance records, training records, recruitment and dismissal procedures and records were reviewed.

*PA11

No kind of forced labour was observed. Orientation training was given to employees at the beginning of employment. The facility has established all applicable disciplinary procedures in writing and has explained them verbally to workers in clear and understandable terms.

*PA12

The facility has all legal permits and licenses. The wastes are given to licensed companies. There is no industrial wastewater or any air emission based on the production process.

Note 1: Due to the practice of protection of personal data in Turkey, documents containing personal information, have not been added, in accordance with Amfori's proposal.

Note 2: Those are the documents that were not uploaded in the system because they were not applicable.

- Government waivers (not applicable in Turkey)
- The Agency labor contract couldn't be attached as no agency available.
- Collective bargaining agreements couldn't be attached as no unionization activity was available in the company.
- Dormitories couldn't be attached as no dormitory was available.
- Inconsistencies between time and production records couldn't be attached as no inconsistency available among the submitted records.

Lead Auditor Name and APSCA Registration Number: ORHAN BUYUKCAM - RA21700567

Ratings Summary



Auditee's background information			
Auditee's name :	Pelin Triko Ith.Ihr. Paz. San. ve Tic. Ltd.Sti. (SAMSUN SUBE)	Legal status :	Limited Company
Local Name :	Pelin Triko Ith.Ihr. Paz. San. ve Tic. Ltd.Sti. (SAMSUN SUBE)	Year in which the auditee was founded :	2006
Address :	Yenimahalle 5. Sokak No:13 Canik	Contact person (please select) :	Serap Kahyaoglu
Province :	Samsun	Contact's Email :	serap@pelintriko.com.tr
City :	Samsun	Auditee's official language(s) for written communications :	Turkish
Region :	Middle East/ North Africa	Other relevant languages for the auditee :	NONE
Country :	Turkey	Website of auditee (if applicable) :	www.pelintriko.com.tr
GPS coordinates :	41°16'28.0"N 36°21'07.8"E	Total turnover (in Euros) :	11215038.67
Sector :	Non-Food	Of which exports % :	38.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	62.00
If other, please specify :	N/A	Production volume :	18000 pieces/month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	N/A	Lost time injury calculation cost :	Yes
Product Type :	Tricot		

Auditee's employment structure at the time of the audit			
Total number of workers :	108	Total number of workers in the production unit to be monitored (if applicable) :	0
		MALE WORKERS	FEMALE WORKERS
Permanent workers	29	68	
Temporary workers	8	3	
In management positions	8	12	
Apprentices	0	0	
On probation	0	0	
With disabilities	2	1	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	29	68	
Production based workers	0	0	
With shifts at night	17	2	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	1	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 183010] Audit Date: 09/06/2020 PA Score: C

Deadline date:01/09/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on satisfactory evidence through documents review and employee and management interview, the main auditee partially respects performance area 1. There was a document procedure system in the company. However there were important gaps in the management system as supply chain mapping has not been completed yet, significance level of the suppliers was not identified and relevant gaps in the remaining social management system have not been identified and no corrective and as well as preventive actions were notified.

Evrak inceleme, saha turu , yönetim ve çalışan görüşmeleri ile elde edilen yeterli delillere göre, denetlenen firmanın bu performans alanı 1'e kısmen uyduğu görülmüştür. İşletmenin bir prosedür sistemi vardır. Ancak, tedarik zinciri haritalaması henüz tamamlanmadığı, tedarikçilerin önem düzeyi belirlenmediği ve geri kalan sosyal yönetim sistemindeki ilgili boşluklar tespit edilemediği ve düzeltici ve önleyici faaliyetlerin bulunmadığı için yönetim sisteminde önemli boşluklar vardır.

- 1.1 - BSCI PRINCIPLES 1.1. The facility should have an efficient management system for BSCI values are implemented. - There is no procedure and implementation on monitoring the improvement plans on the social compliance system(internal audit). - The facility has a social compliance management system however there are gaps. Please refer to issues that need to be corrected in PA 5, 7, and 13. This question was rated partially because the facility has a documented procedure system.

BSCI GEREKLİLİKLERİ 1.1.

Bulgu:

-İşletmede sosyal uygunluk sistemi ile ilgili iyileştirme planlarının izlenmesine ilişkin prosedür ve uygulama mevcut değildir(iç denetim).

- İşletmede bir sosyal uygunluk yönetim sistemi mevcuttur ancak sistemde iyileştirmesi gereken açıklar mevcuttur. Lütfen performans alanı 5, 7 ve 13'deki düzeltilmesi gereken konulara bakınız.

Bu soru, işletmenin dökümanite edilmiş bir sistemi bulunduğundan kısmen olarak derecelendirildi.

- 1.3 - BSCI PRINCIPLES 1.3. There should be satisfactory evidence that the auditee has a good overview of the significant business partners and their level of alignment with the BSCI Code of Conduct. Finding: There are supplier and subcontractor monitoring procedures in the facility. In this procedure, the criteria of the evaluation system are specified. However, - The facility has not determined the significance of their all business partners (including subcontractors, suppliers and service providers) - There is no evaluation result for suppliers. Therefore, the results of the evaluation were not discussed in the management review meeting. This question was rated as partially because there were monitoring procedures for suppliers.

BSCI GEREKLİLİKLERİ 1.3.

Bulgu: İşletmede tedarikçi ve fason seçme ve değerlendirme prosedürleri mevcuttur. Bu prosedürde değerlendirme sisteminin kriterleri belirtilmektedir.

Fakat;

- Firma tüm iş ortaklarının (fasonlar, tedarikçiler ve servis sağlayıcı firmalar) önem seviyelerini belirlememiştir.

- Tedarikçiler için bir değerlendirme sonucu bulunmamaktadır. Dolayısı ile değerlendirme sonuçları, yönetim gözden geçirme toplantısında görüşülmemiştir.

Bu soru, işletmenin tedarikçi seçme ve değerlendirme prosedürleri mevcut olduğundan kısmen olarak derecelendirilmiştir.

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 183010] Audit Date: 09/06/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

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

Full Audit [Audit Id - 183010] Audit Date: 09/06/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 183010] Audit Date: 09/06/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 183010] Audit Date: 09/06/2020 PA Score: C

Deadline date:01/09/2020

GOOD PRACTICES:

The main auditee exceeds expectations with respect to this principle because meal was provided free of charge to all employees. The living wage was calculated at the facility and the fee obtained by the facility is provided to the employees.

AREAS OF IMPROVEMENT:

Based on satisfactory evidence through documents review and employee & management interview, the main auditee partially respects this performance area 5. All employees are registered to the social insurance system. All kind of leaves is used properly by the employees. However, gaps have been identified in the following implementation;
Evrak inceleme, saha turu , yönetim ve çalışan görüşmeleri sonucunda, denetlenen firmanın performans alanı 5'e kısmen uyduğu görülmüştür. Tüm çalışanlar sosyal sigorta sistemine kayıtlıdır. Her türlü izin, çalışanlar tarafından düzgün bir şekilde kullanılmaktadır. Ancak, aşağıdaki uygulamada boşluklar tespit edilmiştir.

- 5.1 - LAW:MINIMUM WAGE REGULATION (01.08.2004) No:25540 Art 12 - No wage under Wage(Minimum wage) that is determined by committee(Minimum Wage Determination Committee) is paid to employees. Finding: According to local laws, the minimum subsistence allowance (MSA) must be paid to the employee as 220.73 TL in 2020 and the maximum MSA amount is 375.23 TL. This amount varies between the maximum and minimum amount, depending on whether the employee is single, married and his/her spouse is working or not working, having or not having a child. According to local laws, the minimum wage must be paid to the employee as 2103, 97 TL. The minimum total earnings of an employee at the end of the month should be the sum of these two amounts. (2103.97 + 220.73 = 2324.70 TL). According to the labor contract with the employees, the monthly wages of 19 out of 108 people who are required to receive a minimum wage (2103.97 TL) remain below 2103.97 TL. While this does not occur in those who have a monthly MSA fee of 220.73 TL (minimum MSA), It is observed in 19 people whose monthly wage is the minimum wage (2103.97 TL) and the MSA fee above 220.73 TL. As a result; While an employee's MSA fee is 297.98 TL and minimum monthly net wage is 2103.97 TL (according to local law), the total net earnings should be 2.401.95 TL. However, the monthly net wage is 2026.72 TL and the total monthly net earning is 2324,70 TL. This question was rated partially because other employees are earning at least min. wage and above.

KANUN: ASGARİ ÜCRET YÖNETMELİĞİ

Resmî Gazete Tarihi: 01.08.2004 Resmî Gazete Sayısı: 25540

Madde 12 — İşçilere, Komisyonca (Asgari Ücret Tespit Komisyonu) belirlenen ücretlerden (Asgari ücret) düşük ücret ödenemez. İş sözleşmelerine ve toplu iş sözleşmelerine bunun aksine hükümler konulamaz.

Bulgu:

Yerel kanunlara göre 2020 yılında bir çalışanın alması gereken minimum asgari geçim indirimi(agi) tutarı 220,73 TL, maximum agi tutarı ise 375,23 TL dir. Bu tutar çalışanın bekar, evli ve eşi çalışmayan, evli ve eşi çalışan, çocuğu olması veya olmaması gibi durumlara göre max. ve min. tutar arasında değişmektedir. Bir çalışanın alması gereken min. asgari ücret tutarı ise 2103, 97 TL dir. Yerel kanunlara göre bir çalışanın ay sonundaki minimum kazancı bu iki tutarın toplamı kadar olmalıdır. (2103,97 + 220,73= 2324,70 TL).

İşletmede, çalışan ile yapılan iş sözleşmesine göre min. asgari ücret (2103,97 TL) alması gereken 108 kişiden 19'unun aylık ücreti 2103,97 TL nin altında kalmaktadır. Bu durum aylık agi ücreti 220,73 TL olanlarda görülmezken, aylık ücreti min. asgari ücret (2103,97 TL) olup, agi ücreti 220,73 TL üstü olan (264,87 TL, 286,94 TL, 297,98 TL, 331,09 TL v.s) 19 kişide gözlenmektedir.

Sonuç olarak;

Agi ücreti 297,98 TL olan bir çalışanın aylık min. net ücreti 2103,97 TL, toplam eline geçen net tutar ise 2.401,95 TL olması gerekirken. Aylık net ücreti 2.026,72 TL, toplam eline geçen net tutar ise 2324,70 TL dir.

Bu soru, diğer çalışanlar minimum asgari ücret ve üstü kazandığı için kısmen olarak derecelendirildi.

Remarks from Auditee:

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 183010] Audit Date: 09/06/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 183010] Audit Date: 09/06/2020 PA Score: A

Deadline date:31/07/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on satisfactory evidence through site tour, documents review and employee & management interview, the main auditee partially respect this performance area 7. OHS policy and procedures are available, training for all new employees and refreshment trainings are carried out regularly. Responsible are available; OHS experts doctor, OHS committee, worker representatives, certified first aiders, trained emergency team, technician for maintenance, and dangerous equipment cleaningworkers are working actively and monitoring working conditions. Risk analyze and emergency action plans are ready, drills are conducted regularly. Periodical inspection records of equipment, maintenance reports, checklist of first aid box, fire extinguisher, are available. Facility building is safe and easy escape is available. Fire equipment is proper, mounted on correct positions and regularly checked. Chemical and electrical safety is ensured. Social facilities are kept clean and in hygiene conditions. However, below gap has been identified for future development

Evrak inceleme, saha turu , yönetim ve çalışan görüşmeleri sonucunda, denetlenen firmanın bu performans alanı 7'ye kısmen uyduğu görülmüştür. İSG politikası ve prosedürleri mevcuttur, tüm yeni çalışanlar için eğitim ve düzenli yenileme eğitimleri düzenlenmektedir. Sorumlu mevcuttur; İSG uzmanları doktoru, İSG komitesi, işçi temsilcisi, sertifikalı ilk yardım görevlileri, eğitilmiş acil durum ekibi, bakım teknisyeni ve tehlikeli ekipman temizlik işçileri aktif olarak çalışıyor ve çalışma koşullarını izliyor. Risk analizi ve acil durum eylem planları hazır, tatbikatlar düzenli olarak yapılmaktadır. Ekipmanların periyodik muayene kayıtları, bakım raporları, ilk yardım kutusu kontrol listesi, yangın söndürücü mevcuttur. Tesis binası güvenlidir ve kolay kaçış mevcuttur. Yangın ekipmanı uygun, doğru pozisyonlara monte edilmiş ve düzenli olarak kontrol edilmiştir. Kimyasal ve elektrik güvenliği sağlanır. Sosyal tesisler temiz ve hijyen koşullarında tutulur. Ancak firmanın geliştirmesi için aşağıdaki eksiklik belirlenmiştir.

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

This question was rated partially because the facility has gaps in building safety and fire installation that it has to improve.

BSCI Prensipleri 7.1

Bulgu: İşletmede iş sağlığı ve güvenliğine ilişkin kanun ve yönetmelik takip edilmektedir, ancak PA 7'de bazı eksikler olduğu görülmüştür.

Bu soru, işletmenin yapı güvenliği ve yangın tesisatı konularında iyileştirmesi gereken açıklar olduğu için kısmen olarak derecelendirildi.

- 7.11 - LAW:Regulation for facility opening and operating permit (10/8/2005), II. Section Art 6 (Changed first clause: 19/3/2007 – 2007/11882 K.) – It is not allowed that the facility are not opened and operated without "Opening and Operating Permit" that is taken from local authorities properly Finding:The facility has been leasing at the end of 2019 the first floor of a side building that is adjacent to the building where it operates and carries out some activities in that area (approximately 300m2). This area corresponds to the first floor of the building where the facility operates(no:13) and there is a passage through. In other words, the first floor of its building was expanded. Since the area in the adjacent building is a different address and structure, it requires a business license. However, there is no business license for this area. This question was rated partially because the leased area has a building permit.

KANUN: İŞYERİ AÇMA VE ÇALIŞMA RUHSATLARINA İLİŞKİN YÖNETMELİK (10/8/2005) No : 25902 - II. Bölüm

Madde 6- (Değişik birinci fıkrası: 19/3/2007 – 2007/11882 K.) Yetkili idarelerden usulüne uygun olarak işyeri açma ve çalışma ruhsatı alınmadan işyeri açılmaz ve çalıştırılmaz.

Bulgu: İşletme 2019 sonunda faaliyet gösterdiği binaya(no:13) komşu olan bir yan binanın 1. katını kiralarak bir kısım faaliyetlerini o alanda gerçekleştirmektedir(yaklaşık 300m2). Bu alan işletmenin faaliyet gösterdiği binanın(no:13) 1.katına denk gelmekte ve içeriden geçiş bulunmaktadır. Yani kendi binasının 1. katı genişletilmiştir.

Yan binadaki alan farklı bir adres ve yapı olduğundan, iş yeri açma ve çalışma ruhsatı gerektirmektedir. Fakat, bu alan için iş yeri açma ve çalışma ruhsatı bulunmamaktadır.

Bu soru, kiralanılan alanın bulunduğu binaya ait yapı ruhsatı olduğundan kısmen olarak derecelendirildi.

- 7.17 - KANUN:In accordance with Turkish Regulation about Occupational Health and Safety circumstances using work equipments (25/04/2013) No: 28628 Addition III - Related Matters for Maintenance, Repairs and Periodical Checks Art 2.3.1 Unless otherwise specified in the relevant standards, periodic inspections of the installations are carried out annually. Periodical check period and check criteria for some installments are stated on Table 3 provided that the criteria stated in Art 2.1.1 are reserved. Finding:The was not water-firefighting system periodical inspection report at the facility. Inspection processes were started on the audit day. This question was rated partially because facility has proper firefighting equipments.

KANUN: İŞ EKİPMANLARININ KULLANIMINDA SAĞLIK VE GÜVENLİK ŞARTLARI YÖNETMELİĞİ, Resmî Gazete Tarihi: 25.04.2013. EK-III BAKIM, ONARIM VE PERİYODİK KONTROLLER İLE İLGİLİ HUSUSLAR 2.3. Tesisatlar

Bulgu: İşletmenin sulu yangın tesisatı fenni muayene raporu bulunmamaktadır. Denetim gününde muayene işlemlerine başlanmıştır.

Bu soru, işletmenin uygun yangın söndürme ekipmanlarına sahip olması nedeniyle kısmen olarak derecelendirilmiştir.

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 183010] Audit Date: 09/06/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 183010] Audit Date: 09/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 183010] Audit Date: 09/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 183010] Audit Date: 09/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 183010] Audit Date: 09/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 183010] Audit Date: 09/06/2020 PA Score: A	Deadline date:31/07/2020
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Based on satisfactory evidence through documents review, facility tour, employee and management interview, the main auditee partially respects this performance area 13. The management was transparent during the audit process. Documented anti-bribery and corruption policy and procedures were available, and training records were reviewed. However, gaps have been identified in the following implementation: Evrak inceleme, saha turu , yönetim ve çalışan görüşmeleri sonucunda, denetlenen firmanın bu performans alanı 13'e kısmen uyduğu görülmüştür. Denetim sürecinde yönetim şeffaflığı. Dökümanite edilmiş rüşvet ve yolsuzlukla mücadele politikası ve prosedürlerimevcuttur ve bu konular ile ilgili eğitim kayıtları incelenmiştir. Ancak, firmanın bu prensibe tam uyum sağlaması için aşağıdaki iyileştirmelerin yapılması gerekmektedir.</p>	
<p>13.1 - BSCI PRINCIPLES 13.1. Auditee should actively oppose any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise. Finding:There is no risk assessment about anti-bribery and anti-corruption issues. This question was rated partially because the facility has detailedanti-bribery policy and given training about this policy.</p>	
<p>BSCI PRENSIPLERİ 13.1. Bulgu: İşletmede anti rüşvet ve yolsuzluk ile ilgili risk analizinin yapılmadığı görülmüştür.</p>	
<p>Bu soru, işletmenin rüşvetle mücadele konusunda ayrıntılı bir politikaya sahip olması ve bu politika hakkında eğitim vermesi nedeniyle kısmen olarak derecelendirilmiştir.</p>	
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	09/06/2020	183010	C	A	A	A	C	A	A	A	A	A	A	A	A	B