

# Monitoring result for PELIN TRIKO A.S. on site Pelin Triko Ith.Ihr. Paz. San. ve Tic. Ltd.Sti.(SAMSUN SUBE)

## Monitoring

|                                  |  |
|----------------------------------|--|
| Monitored Party                  | : PELIN TRIKO A.S.   |
| amfori ID                        | : 792-000552-000   |
| Site                             | : Pelin Triko Ith.Ihr. Paz. San. ve Tic. Ltd.Sti.(SAMSUN SUBE) |
| Site amfori ID                   | : 792-000552-002   |
| Address                          | : Yenimahalle 5. Sokak No:13 Canik                             |
|                                  | : Samsun   |
|                                  | : Samsun   |
|                                  | : Turkey   |
| Monitoring Activity              | : amfori Social Audit - Manufacturing                          |
| Monitoring Type                  | : Follow-up Monitoring   |
| Monitoring Partner               | : Intertek   |
| Monitoring Start Date            | : 17/11/2022   |
| Closing Meeting<br>Finished Date | : 20/11/2022   |
| Submission Date                  | : 28/11/2022   |
| Expiration Date                  | : 27/08/2024   |

This is an extract of the online monitoring result, generated on 28/11/2022, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



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## Overall rating



## Section rating

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

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

## General description

The third party(Auditing Company) Name: Intertek Test Hizmetleri A.S.

The audit was conducted by 1 auditor: MERT SURUCU (the lead - APSCA No: RA 21704518);

The duration of the audit: 17&18.11.2022

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), ironing, inline QC, packing and shipping processes in the auditee.

The company was located at a 5 storey building(1st building). No any other tenant companies were available in the building. In addition, the company rented the first floor of the adjacent building(2nd building) at the end of 2019 and added it to its structure. This building had 2 floors in total (ground floor +1 floor). The total closed area of the building was approx. 1770 square meters including the 1st floor of the adjacent building area.

The details were as below;

The ground Floor: Offices, warehouse and yarn transfer,

1st Floor: Preparation, washing section + adjacent building area; packing section, ironing section, chemical warehouse, 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: Meal hall, infirmary, praying room, water tank and changing rooms,

The youngest worker was 19 years old. There was no union in the facility. There were 3 freely elected worker representatives. There was no migrant workers at the auditee. There was 1 catering service provider called as "Ilhan Aytas".

There were total 121 workers including 16 administrative employees, 1 service provider worker, 25 ISKUR workers and 105 production workers. There were some vulnerable employees which consisted of 25 ISKUR employees (They were included into the audit scope), 4 workers on probation time, 3 disabled employees, 1 pregnant and 1 worker on maternity leave.

The auditee had 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 per week.

2nd Shift: 16:00 – 00:00 including 15' tea break and 30' meal break for 6 days per week.

3rd Shift: 24:00 – 08:00 including 15' tea break and 30' meal break for 6 nights per week.

There were 2 shifts system in the ironing-packing section, when needed;

1st Shift: 08:00 – 16:00 including 15' tea break and 30' meal break for 6 days per week.

2nd Shift: 16:00 – 00:00 including 15' tea break and 30' meal break for 6 days per week.

2nd System: (Other sections)

07:45 – 18:00 including 15'x2 tea breaks and 45' lunch break for 5 days per week.

A digital card activated computer database system was used to records ingress and egress hours of employees.

The payments of the employees were granted on 15th of each month via bank account transfer.

The regular working hours of the meal presenting employee(from the meal service provider);

10:00-16:30 with 60 min break, 5 days a week in the facility.

For the sampled employees for the period of October 2022: (The highest payment: 10.125,83 TL net and the average payment: 7.856,92 TL net)

For the sampled employees for the period of September 2022: (The highest payment: 9.304,17 TL net and the average payment: 7.697,30 TL net)

There were some #COVID19 precautions taken at the auditee;

There were disinfectants and soap to provide hygiene in the production floors.

The risk assessment was revised based on #COVID19 issues.

The emergency case plan was revised for #COVID19 issues.

There were different start times of the break durations to reduce interactions among the employees.

### AUDITOR NOTES:

Those documents below were not uploaded in system due to fact that they are not applicable.

- Agency labor license and contract,

- Government waivers,

- Union or CBA,
  - Dormitory,
  - Inconsistency between time and wage records,
- 
- The external workers' information and the blue collared employees' information have been hidden by blackout due to the practice of protection of personal data.
  - There were opening and operating licenses of the facility. (For the main building: date: 10.09.2014 number: 92 (renewal date; 19.08.2021) + for the adjacent building area: date: 07.12.2021 number:180).
  - Due to the fact that the auditee had no building occupancy permit or building registration certificate for the adjacent building area, any of these documents could not be loaded to the attached documents for the adjacent building area. (Please, refer to PA7.11)
  - The fair remuneration table in the audit report was filled by the auditor.
  - On the fair remuneration table in the remuneration sheet, the areas which were not applicable in Turkey were kept with 0 value.
  - Additional 0.5 day more than minimum man-day is assigned for onsite auditing. The auditor is provided with 0.5 day reporting time.'
  - Due to the fact that there was no non-compliance in PA3, PA4, PA8, PA9, PA10 and PA11, these performance areas were not audited and were rated "Yes"(since no "Not rated" option was available) at this follow-up audit.
  - Due to the fact that the working hours of the worker representatives were over while the closing meeting was being performed, any of the worker representatives could not attend to the closing meeting.
  - The reason why the total workforce number of the auditee was different from the number of the workforce come to the auditee on the audit days was the absent workers and the shift based regular working hours of some sections during the audit days.

## Site Details

Site : Pelin Triko lth.lhr. Paz. San. ve Tic. Ltd.Sti.(SAMSUN SUBE)

Site amfori ID : 792-000552-002

### GICS Classification

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Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Textiles

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

## Metrics

### Key Metrics

|   |              |
|---|--------------|
| Total workforce                               | 83 Workers   |
| Legal minimum wage in local currency          | 5500 Monthly |
| Lowest wage paid for regular work at the site | 5500 Monthly |
| Calculated living wage in local currency      | 5990 Monthly |
| Total sample                                  | 15 Workers   |

### Other Metrics

|                                    |            |
|------------------------------------|------------|
| Male workers                       | 21 Workers |
| Female workers                     | 62 Workers |
| Permanent workers - Male           | 32 Workers |
| Permanent workers - Female         | 63 Workers |
| Temporary workers - Male           | 6 Workers  |
| Temporary workers - Female         | 20 Workers |
| Seasonal workers - Male            | 0 Workers  |
| Seasonal workers - Female          | 0 Workers  |
| Management - Male                  | 7 Workers  |
| Management - Female                | 9 Workers  |
| Apprentices - Male                 | 0 Workers  |
| Apprentices - Female               | 0 Workers  |
| Workers on probation - Male        | 2 Workers  |
| Workers on probation - Female      | 2 Workers  |
| Workers with night shift - Male    | 14 Workers |
| Workers with night shift - Female  | 0 Workers  |
| Workers with disabilities - Male   | 2 Workers  |
| Workers with disabilities - Female | 1 Workers  |
| Domestic migrant workers - Male    | 0 Workers  |
| Domestic migrant workers - Female  | 0 Workers  |
| Foreign migrant workers - Male     | 0 Workers  |
| Foreign migrant workers - Female   | 0 Workers  |
| Workers hired directly - Male      | 32 Workers |
| Workers hired directly - Female    | 63 Workers |
| Workers hired indirectly - Male    | 6 Workers  |
| Workers hired indirectly - Female  | 20 Workers |
| Unionised workers - Male           | 0 Workers  |
| Unionised workers - Female         | 0 Workers  |
| Workers under CBA - Male           | 0 Workers  |
| Workers under CBA - Female         | 0 Workers  |
| Pregnant workers                   | 1 Workers  |
| Workers on parental leave - Male   | 0 Workers  |
| Workers on parental leave - Female | 1 Workers  |
| Sample - Male                      | 6 Workers  |
| Sample - Female                    | 9 Workers  |

## Findings

### PA1: Social Management System

CONTINUEING FOR PA1.3: This question was rated as partial; because the auditee had a social compliance assessment procedure, and has conducted a social monitoring of the catering service provider.

DEVAM EDEN PA1.3: Bu soru kısmen olarak cevaplanmıştır; çünkü denetlenen firmanın bir sosyal uygunluk değerlendirme prosedürü vardır, ve yemek hizmeti sağlayan firmaya bir sosyal izleme yapmıştır.

Amfori BSCI Code of Conduct, Principle on Social Management System FINDING ON THE INITIAL AUDIT: -There is no procedure for monitoring the improvement plans related to the social compliance system in the facility and there is no finding in the internal audit, the nonconformities detected in the BSCI audit could not be detected, therefore the internal audit is not effective. - There was no grievance control procedure for griveances from outside (community). - Management review meetings are held to discuss social compliance issues, but the contents of the meetings held for the last few years are exactly the same, except for the date information on the document. - The facility has social compliance management system however there are gaps. Please refer to issues that need to be corrected in PA 1,2,5,7,12 and 13. FOLLOW UP AUDIT: -There was no procedure for monitoring the improvement plans related to the social compliance system in the facility. (OPEN) - An internal audit was conducted in the auditee, the findings of the internal audit were in compliance with the current status of the auditee and the reviewed documents - such as the OHS committee meeting, training records and updated procedures. (CLOSED) - It was determined that a communication line was added to the complaint procedure regarding the management and follow-up of external complaints in the auditee.(CLOSED) - The management review meeting to discuss social compliance issues was held again after the initial audit; The decisions at this meeting were different from the previous meeting and there was no time-based inconsistency when considering the reviewed documents and the site of the auditee.(CLOSED). - The facility had social compliance management system; however there were gaps. Please, refer to issues that need to be corrected in PA 1,2,5 and 7 This question was rated as partially because the gaps noted were minor and non-systematical.

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensipleri İLK DENETİMDEKİ BULGU: - İşletmede sosyal uygunluk sistemi ile ilgili iyileştirme planlarının izlenmesine ilişkin prosedür mevcut değildir ve yapılan iç denetimde herhangi bir bulgu yoktur, BSCI denetiminde tespit edilen uygunsuzluklar tespit edilememiştir, bu nedene yapılan iç denetim etkili değildir. - İşletmede dışardan gelecek şikayetlerin yönetimi ve takibi ile ilgili yazılı prosedürü yoktur. - Sosyal uygunluk konularının ele alınacağı yönetim gözden geçirme toplantıları yapılmaktadır ancak son bir kaç yıldır yapılan toplantıların içerikleri, döküman üzerindeki tarih bilgisi hariç birebir aynıdır. - İşletmede bir sosyal uygunluk yönetim sistemi mevcuttur ancak sistemde iyileştirmesi gereken açıklar mevcuttur. Lütfen performans alanı 1, 2,5,7,12 ve 13'deki düzeltilmesi gereken konulara bakınız. TAKIP DENETİMİ: - İşletmede sosyal uygunluk sistemi ile ilgili iyileştirme planlarının izlenmesine ilişkin bir prosedür mevcut değildir. (AÇIK) - Denetlenen firmada bir iç denetim yapılmıştır, yapılan iç denetimdeki bulgular denetlenen firmanın mevcut durumu ve incelenen dokümanlar ile - işg kurul toplantısı, eğitim kayıtları ve güncellenen prosedürler gibi - uyumluluk halindedir.(KAPALI) - İşletmede dışardan gelecek şikayetlerin yönetimi ve takibi ile ilgili şikayet prosedürüne iletişim hattı eklendiği tespit edilmiştir.(KAPALI) - Sosyal uygunluk konularının ele alınacağı yönetim gözden geçirme toplantısı ilk denetimden sonra tekrar yapılmıştır; bu toplantıdaki kararlar önceki toplantıdan farklıdır ve işletmenin incelenen dokümanları ve sahası dikkate alındığında zaman bazılı bir uygunsuzluk görülmemiştir.(KAPALI). - İşletmede bir sosyal uygunluk yönetim sistemi mevcuttur ancak sistemde iyileştirmesi gereken açıklar mevcuttur. Lütfen performans alanı 1, 2, 5 ve 7'deki düzeltilmesi gereken konulara bakınız. Bu soru kısmen olarak cevaplanmıştır çünkü eksiklikler minördür ve sistematik değildir.

Amfori BSCI Code of Conduct, Principle on Social Management System FINDING ON THE INITIAL AUDIT: - There is no supply chain mapping conducted. -There is written procedure regarding social compliance management system for selecting and assessing the suppliers and subcontractors but no social compliance evaluation was observed in line with the procedure. -There is no evaluation system (audit etc.) regarding social compliance issue for the subcontractors & service providers in the facility. -The review meeting regarding social compliance management system of service provider firm is not conducted. -BSCI code of conduct was not signed by suppliers and service providers. FOLLOW UP AUDIT: - A supply chain mapping was carried out in the auditee; however, it did not cover all the supply chain (subcontractors, service providers, etc.). (OPEN) - There was a written procedure in the auditee regarding the selection and evaluation of suppliers and subcontractors in terms of social compliance, but a social compliance assessment in accordance with the procedure could not be seen; because significant business partners were not identified via all the parameters taken into account to identify significant business partners in BSCI system manual. The auditee only socially monitored the catering service provider; however, it was not known whether the catering service provider was all the significant business partners, because the significant business partners were not identified via all the parameters taken into account to identify significant business partners in BSCI system manual.(OPEN) - The review meeting regarding social compliance management system of service provider firm is not conducted.(OPEN) - BSCI code of conduct was signed by suppliers and service providers.(CLOSED)

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensipleri İLK DENETİMDEKİ BULGU: - İşletmede tedarikçi haritalandırması yapılmamıştır. -İşletmede tedarikçi ve fasonların sosyal uygunluk açısından seçme ve değerlendirmeye ilgili yazılı bir prosedür bulunmaktadır ancak prosedüre uygun bir sosyal uygunluk değerlendirmesi görülmemiştir. -Taşeron ve hizmet sağlayıcılar için sosyal uygunluk açısından bir değerlendirme sistemi( denetim) olmadığı görülmüştür. - Hizmet sağlayıcı firmanın sosyal uygunluk açısından değerlendirmesine yönelik gözden geçirme toplantıları yapılmamaktadır. - BSCI davranış kuralları tedarikçi ve hizmet sağlayıcılar tarafından imzalanmamıştır. TAKIP DENETİMİ: - İşletmede tedarik zinciri haritalandırması yapılmıştır; ancak tüm tedarik zincirini (fasonlar, hizmet sağlayıcıların tümü vd.) kapsamamaktadır. (AÇIK) -İşletmede tedarikçi ve fasonların sosyal uygunluk açısından seçme ve değerlendirmeye ilgili yazılı bir prosedür bulunmaktadır ancak prosedüre uygun bir sosyal uygunluk değerlendirmesi görülmemiştir; çünkü BSCI sistem el kitapçığında önemli ticari partnerleri belirlemek için dikkate alınan tüm parametreler ile önemli ticari partnerler

## PA1: Social Management System

belirlenmemiştir. Denetlenen firma sadece yemek firmasını sosyal olarak izlemiştir; ancak BSCI sistem el kitapçığındaki önemli ticari partnerleri belirlemek için dikkate alınacak tüm parametreler ile önemli ticari partnerler belirlenmediği için, yemekhane firmasının tüm önemli ticari partnerler olup olmadığı bilinmemektedir. (AÇIK) - Hizmet sağlayıcı firmanın sosyal uygunluk açısından değerlendirilmesine yönelik gözden geçirme toplantıları yapılmamaktadır.(AÇIK) -BSCI davranış kuralları tedarikçi ve hizmet sağlayıcılar tarafından imzalanmıştır. (KAPALI)

## PA 2: Workers Involvement and Protection

Amfori BSCI Code of Conduct, Principle on The Rights of Freedom of Association and Collective Bargaining FINDING ON THE INITIAL AUDIT: The records of the targets set for 2022 in the facility were reviewed, but it was seen that the annual targets determined for the last few years were exactly the same, only the date information on the documents were changed. In addition, the targets discussed at the management review meeting held for 2022 do not match with the targets presented to the auditor. There is no work plan in line with the targets set in the enterprise. FOLLOW UP: The auditee prepared a new set of goals (different from the old goals); these goals included social compliance goals; There was no inconsistency between the decisions taken and the issues discussed at the management review meeting and this set of goals. However, the goals were made for a period of 1 year, in this scope, they did not include a long-term approach. Except for some of the goals, there was no strategic plan to achieve these goals. In addition, the needs of vulnerable groups were not taken into account in this new set of goals. (OPEN) This question was rated as partial; because the auditee had a new set of social goals.

Amfori BSCI Davranış Kuralı, Çalışanların Süreçlere Dâhil Edilmesi ve Korunması Prensibi İLK DENETİMDE BULGU: İşletmede 2022 için belirlenen hedeflerin kayıtları incelenmiştir ancak son bir kaç yıldır belirlenen yıllık hedeflerin birebir aynı olduğu,sadece döküman üzerindeki tarih bilgisinin değiştirildiği görülmüştür. Ayrıca 2022 yılı için yapılan yönetim gözden geçirme toplantısında görüşülen hedeflerle denetçiye sunulan hedefler örtüşmemektedir. İşletmede belirlenen hedefler doğrultusunda bir çalışma planı mevcut değildir. TAKIP DENETİMİ: Denetlenen firma yeni bir hedefler seti yapmıştır(eski hedeflerden farklıdır.); bu hedefler içinde sosyal uygunluk hedefleri de bulunmaktadır; yönetim gözden geçirme toplantısında alınan kararlar ve görüşülen konular ile bu hedefler seti arasında bir uyumsuzluk yoktur. Ancak, hedefler 1 yıllık süre için yapılmıştır, bu kapsamda uzun vadeli bir yaklaşım içermemektedir. Hedeflerin bazıları haricinde, bu hedeflerin gerçekleştirilmesine dair bir stratejik plan yoktur. Bunun yanında, yeni yapılan bu hedefler setinde özel politika gerektiren gurupların ihtiyaçları dikkate alınmamıştır. (AÇIK) Bu soru kısmen olarak cevaplanmıştır, çünkü denetlenen firmanın yeni bir sosyal uygunluk hedefler seti vardır.

Amfori BSCI Code of Conduct, Principle on Workers involvement and Protection FINDING ON THE INITIAL AUDIT: - Training about suggestion & compliance usage procedure was given to the employees during orientation training and was not renewed afterwards. - There is no procedure about following the way if there is a compliant about the person who is responsible for suggestion mechanism. FOLLOW UP: - It was determined that employees were given request & complaint training again after the initial audit. (CLOSED) - In case of a complaint for the person responsible for the grievance mechanism in the auditee; There was information(at least 2 main channel was available) on how to proceed at the related procedure. (CLOSED) In this scope, this non-compliance was closed.

Amfori BSCI Davranış Kuralı, Çalışanların Süreçlere Dâhil Edilmesi ve Korunması Prensibi İLK DENETİMDEKİ BULGU: -Çalışanlara şikayet& öneri prosedürü ile ilgili eğitim sadece oryantasyon eğitimi esnasında verilmektedir ve sonrasında yenilenmemektedir. -İşletmede şikayet mekanizmasından sorumlu kişi için bir şikayet olması durumunda; nasıl bir yol izleneceğine dair prosedür bulunmamaktadır. TAKIP DENETİMİ: - Çalışanlara ilk denetimden sonra tekrar dilek& şikayet eğitimi verildiği tespit edilmiştir. (KAPALI) - İşletmede şikayet mekanizmasından sorumlu kişi için bir şikayet olması durumunda; nasıl bir yol izleneceğine dair bilgi(en az 2 mail kanalı mevcuttur.) ilgili prosedürde bulunmaktadır. (KAPALI) Bu kapsamda bu iyileştirmeye açık yön kapatılmıştır.

## PA 5: Fair Remuneration

Amfori BSCI Code of Conduct, Principle on Fair Remuneration FINDING IN THE INITIAL AUDIT: There was no updated living wage calculation after new living wage was published in July 2022 and previous calculated living wage was under minimum wage amount at the first half of 2022. FOLLOW UP: The auditee had an updated living wage calculation study after the new minimum legal wage was published in July 2022; this calculation exceeded the monthly wage of the lowest paid employee; the auditee declared that it did not carry out any study in order to close this gap. This question was rated as partial; because there was a study to calculate living wage, performed after July 2022.

Amfori BSCI Davranış Kuralı, Adil Ücretlendirme Prensibi İLK DENETİMDEKİ BULGU: Temmuz 2022'de yeni asgari ücret açıklandıktan sonra güncellenmiş bir yaşam ücreti hesaplaması bulunmamaktadır ve önceki hesaplanan yaşam ücreti 2022'nin ilk yarısındaki asgari ücret miktarının altındadır. TAKIP DENETİMİ: Denetlenen firmanın; Temmuz 2022'de yeni asgari ücret açıklandıktan sonra güncellenmiş bir yaşam ücreti hesaplaması bulunmaktadır; bu hesaplama en düşük ücretli çalışanın aylık ücretinden fazla çıkmıştır; bu farkı kapatmak için denetlenen firma bir çalışma yapmadığını beyan etmiştir. Bu soru Temmuz 2022'den sonra bir yaşam ücreti hesaplama çalışması olduğu için kısmen olarak cevaplanmıştır.



## PA 7: Occupational Health and Safety

CONTINUEING FOR PA7.11: The auditee had ironing-packaging activities on the 1st floor of the 2-storey building connected to the main building; No building occupancy permit or building registration document was submitted for this building. (OPEN.) The auditee had no earthquake-resistance performance report.(OPEN) This question was rated as partially because there is opening and operating permit.

CONTINUEING FOR PA7.17: FOLLOW UP: The auditee had a periodic control report for the fire watery extinguishing with compliant result, performed within the last 1 year. (CLOSED) There were machine guards for rotating parts and parts with pulley on 2 machines in the knitting section. (These machines were called as "Tiktak" machine). (CLOSED) In this scope, this non-compliance was closed.

CAP WAS NOT FULLY CLOSED: Amfori BSCI Code of Conduct, Principle on Occupational Health and Safety FINDING IN THE INITIAL AUDIT: It was noted that the laws and regulations regarding health and safety are follow in the facility however some missing gaps were noted under PA 7. FOLLOW UP: It was noted that the laws and regulations regarding health and safety were follow in the facility; however some missing gaps were noted under PA 7.(OPEN) This question was rated as partially because the facility follows general health and safety regulations.

DFP TAMAMEN KAPATILMAMIŞTIR: Amfori BSCI Davranış Kuralı, İş Sağlığı Ve Güvenliği Prensipli İLK DENETİMDEKİ BULGU: İşletmede iş sağlığı ve güvenliğine ilişkin kanun ve yönetmelik takip edilmektedir, ancak PA 7'de bazı eksikler olduğu görülmüştür. TAKIP DENETİMİ: İşletmede iş sağlığı ve güvenliğine ilişkin kanun ve yönetmelik takip edilmektedir, ancak PA 7'de bazı eksikler olduğu görülmüştür.(AÇIK) Bu soru kısmen olarak cevaplanmıştır çünkü işletme genel iş sağlığı ve güvenliği yönetmeliklerini takip etmektedir.

CAP WAS FULLY CLOSED: LAW: REGULATION ABOUT EMERGENCY CASES AT WORKPLACES DRILL Article 13 – (1) In order to follow the implementation fundamentals of prepared emergency case plan regularly and to be sure that it can be implemented; drill is conducted at least annually, audited and necessary corrective and preventive actions are taken. Drill report is recorded including performed drill's date, occurred deficiencies and corrective actions to be taken in accordance with these deficiencies. (2) Emergency case plans are reviewed and necessary actions are taken in according to acquired experiences and defective points if occurred as a result of performed drill. FINDING IN THE INITIAL AUDIT: A fire evacuation drill as conducted on 14.04.2022 in the facility and the evacuation drill was conducted at 11:00 a.m. and 2 shift workers (mid and night shift) could not attend to the drill. (Based on signed drill attendance record, total 93 workers attended to the drill and the total workforce of the facility in the audit date was 130.) FOLLOW UP: The auditee conducted a fire and evacuation drill; all the shifts participated in this drill; and in this scope the related finding was closed. (CLOSED)

DFP TAMAMEN KAPATILMIŞTIR: KANUN: İŞYERLERİNDE ACİL DURUMLAR HAKKINDA YÖNETMELİK Resmi Gazete Tarihi/Sayısı: 18.06.2013/28681 TATBİKAT, MADDE 13 İLK DENETİMDE BULGU: İşletmede 14.04.2022 tarihinde bir yangın tahliye tatbikatı gerçekleştirilmiştir ve yangın tahliye tatbikatı sabah 11:00'de yapılmıştır ve 2 vardiya çalışanları (orta ve gece vardiyası) tatbikata katılmamıştır. (İmzalı tatbikat katılım formuna göre, tatbikata toplam 93 çalışan katılmıştır işletmenin denetim günü toplam iş gücü 130'dur) TAKIP DENETİMİ: Denetlenen firma 1 yangın ve tahliye tatbikatı yapmıştır; bu tatbikata tüm vardiyalar katılmıştır ve bu kapsamda ilgili bulgu kapatılmıştır. (KAPANDI)

CAP WAS NOT FULLY CLOSED: 1) LAW: Building Inspection Implementation Regulation Official Gazette: 05 February 2008/26778 B , Article 8, 5) Completed building cannot be brought into use before occupancy permit is drawn up. THE SITUATION ON THE INITIAL AUDIT: FINDING: Based on fire department report, the facility building (5th street No:13) is 1493 sqm but there is building occupancy permit for 372 sqm and building enrolment letter for 276,92 sqm of this area and building occupancy permit could not be observed for rest area. 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 (276,92 sqm). 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. There is business license for this area but building occupancy permit for this area could not be observed. 2) Amfori BSCI Code of Conduct, Principle on Occupational Health and Safety There should be satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe. FINDING: Facility has no earthquake-resistance performance report. FOLLOW UP: The auditee received a building registration certificate for its main building (No: 13) covering an area of 1493 m2 (Also, the auditee presented a building occupancy permit for No: 13). In this scope, there was a building occupancy permit or building registration certificate covering the No:13 area. (CLOSED)

DFP TAMAMEN KAPATILMAMIŞTIR: 1) KANUN: YAPI DENETİMİ UYGULAMA YÖNETMELİĞİ (Resmi Gazete : 05 February 2008/26778 B) , MADDE 8 İLK DENETİMDE DURUM: BULGU: İşletme binası (5. sokak No:13 adresi) itfaiye raporuna göre 1493 m2'dir ancak bu alanın 372 m2'si için yapı kullanım izni ve 298,6m2'si için de yapı kayıt belgesi bulunmaktadır, diğer alan için yapı kullanım izni görülememiştir. Ayrıca firma 2019 sonunda faaliyet gösterdiği binaya(no:13) komşu olan bir yan binanın 1. katını kiralarak bir kısım faaliyetlerini o alanda gerçekleştirmektedir (276,92 m2). Bu alan işletmenin faaliyet gösterdiği binanın(no:13) 1.katına denk gelmekte ve içeriden geçiş bulunmaktadır. Yani kendi binasının 1. katı genişletilmiştir. Bu alan için işyeri açma ve çalışma ruhsatı bulunmaktadır fakat bu binaya ait yapı kullanım izni görülememiştir. 2) Amfori BSCI Davranış Kuralı, İş Sağlığı Ve Güvenliği Prensipli BULGU: İşletmede depreme dayanıklılık raporu bulunmamaktadır. TAKIP DENETİMİ: İşletme ana binası için (No:13) 1493 m2'lik alanı kapsayan bir yapı kayıt belgesi almıştır(Ayrıca No:13 için bir yapı kullanım izin belgesi sunmuştur.). Bu kapsamda No:13 alanını kapsayacak şekilde bir yapı kullanım izin belgesi veya yapı kayıt belgesi mevcuttur. (KAPANDI) İşletme, 2 katlı yan binanın 1. katında üt-paket faaliyeti yapmaktadır; bu binaya dair bir yapı kullanım izin belgesi veya yapı kayıt belgesi sunulmamıştır. (AÇIK) İşletmede depreme dayanıklılık raporu bulunmamaktadır. (AÇIK) Bu soru kısmen olarak cevaplanmıştır; çünkü işyeri açma ve çalışma ruhsatı bulunmaktadır.

## PA 7: Occupational Health and Safety

CAP WAS FULLY CLOSED: LAW: In accordance with the Regulation on Protection Of Buildings Against Fire (19.12.2007 ), Art 31- (1) The exit way is defined as the not blocked way starting from any part of the building till the street at the ground level. (2) The elevators cannot be accepted as exit way. FINDING IN THE INITIAL AUDIT: Workers were semi-blocked with production machines in the sewing section and they have not evacuation route at enough width to evacuate easily in this area. FOLLOW UP: It was determined that the workers in the sewing department were not blocked and there were evacuation routes wide enough for easy evacuation in this area. In this scope, the related non-compliance was closed.

DFP TAMAMEN KAPATILMIŞTIR: KANUN: BİNALARIN YANGINDAN KORUNMASI HAKKINDA

YÖNETMELİK(19.12.2007 ) Kaçış Yolları, MADDE 31 İLK DENETİMDEKİ BULGU: Dikim bölümünde çalışanlar üretim

makinalarıyla yarı blokedir ve bu alanda kolayca tahliye için yeterli genişlikte tahliye rotaları bulunmamaktadır. TAKIP

DENETİMİ: Dikim bölümünde çalışanların bloke olmadığı ve bu alanda kolayca tahliye için yeterli genişlikte tahliye rotaları olduğu tespit edilmiştir. Bu kapsamda ilgili bulgu kapatılmıştır.

CAP WAS FULLY CLOSED: THE SITUATIN ON THE INITIAL AUDIT: 1)LAW: 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: There was not watery firefighting system periodical inspection report in the facility. 2) LAW: In accordance with Turkish Regulation about Occupational Health and Safety circumstances using work equipments (25/04/2013) Appendix I Minimum general requirements to be included in the job equipment 2-3 In all job equipment, there should have the system that can stop all parts of the equipment safely. In each working location, in accordance with the nature of the danger, there should be control system which can stop all or part of the equipment and ensure the safe condition of the related equipment. 2-5 Appropriate safety apparatus should be provided for the job equipments which have the risk of falling down or popping of piece out of the machine. 2-7 Appropriate safety measures should be taken for the risks of breaking off, breaking and scattering of the pieces that may cause a danger for the health and safety of the employees. FINDING: There was no machine guard for rotating parts and parts with pulley on 2 machines in the knitting section and existing guard was not enough. (These machines are called as "Tiktak" machine)

DFP TAMAMEN KAPATILMIŞTIR: İLK DENETİMDEKİ DURUM: 1) 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. 2) KANUN: İŞ EKİPMANLARININ KULLANIMINDA SAĞLIK VE GÜVENLİK ŞARTLARI YÖNETMELİĞİ,

Resmî Gazete Tarihi: 25.04.2013. EK-I BULGU: İşletmede örgü bölümünde bulunan 2 makinanın dönen kısımları ve kayışlı

kısımları için koruyucu bulunmamaktadır ve varolan koruyucu yeterli değildir. (Bu makineler "Tiktak" makinesi olarak

isimlendirilmektedir) TAKİP DENETİMİ: Denetlenen firma, son 1 yıl içerisinde yapılmış, uygun sonuçlu bir periyodik kontrol

raporuna sulu söndürme sistemi için sahiptir.(KAPALI) İşletmede örgü bölümünde bulunan 2 makinanın dönen kısımları

ve kayışlı kısımları için makine koruyucu bulunmaktadır (Bu makinelere "Tiktak" makinesi denmektedir.). (KAPALI) Bu

kapsamda, bu iyileştirmeye kapatılmıştır.

## PA 12: Protection of the Environment

CAP WAS FULLY CLOSED: Amfori BSCI Code of Conduct, Principle on Protection of Environment FINDING IN THE INITIAL AUDIT: - It was noted that there is no compliants mechanism for community around the facility about environmental issues. FOLLOW UP: It was noted that the auditee prepared a compliants mechanism for community around the facility about environmental issues, via adding this issue to the environmental procedure and adding to the web site(communication channel). (CLOSED.) In this scope, the related non-compliance was closed.

DFP TAMAMEN KAPATILMIŞTIR: Amfori BSCI Davranış Kuralı, Çevrenin Korunması Prensibi İLK DENETİMDE BULGU:

İşletmede çevresel konularla ilgili çevredeki toplulukların kaygılarını ele alacak şikayet mekanizmasının oluşturulmadığı

görülmüştür. TAKİP DENETİMİ: İşletmede çevresel konularla ilgili çevredeki toplulukların kaygılarını ele alacak bir

şikayet mekanizmasını, çevre prosedürüne yazarak ve web sitesine ekleyerek(iletişim kanalını) oluşturduğu görülmüştür.

(KAPANDI.) Bu kapsamda, ilgili iyileştirmeye açık yön kapatılmıştır.

## PA 13: Ethical Business Behaviour

CAP WAS FULLY CLOSED: Amfori BSCI Code of Conduct, Principle on Ethical Business Behaviour FINDING IN THE INITIAL AUDIT: Training regarding handling and managing bribery and corruption cases was given to the upper management only, the training was not given to the production workers. FOLLOW UP: A training regarding handling and managing bribery and corruption cases was given to all the employees(blue collared and white collared) in general. In this scope, the related non-compliance was closed.

DFP TAMAMEN KAPATILMIŞTIR: Amfori BSCI Davranış Kuralı, Etik Davranışlar Prensibi İLK DENETİMDEKİ BULGU:

İşletmede rüşvet ve yolsuzlukla mücadelesi/yönetimi eğitimi sadece üst yönetime verilmiştir, üretim çalışanlarına

verilmemiştir. TAKİP DENETİMİ: İşletmede rüşvet ve yolsuzlukla mücadelesi/yönetimi eğitiminin genel olarak çalışanların

bütütüne (Beyaz yaka ve mavi yaka) verildiği tespit edilmiştir. Bu kapsamda, ilgili iyileştirmeye açık yön kapatılmıştır.