

Monitored Party Turkuaz Tekstil San. ve Tic. A.Ş.	amfori ID 792-000371-000	Address AKCESME MAH. 2053 SOK. NO:3 MERKEZEFENDI, Denizli, Denizli, Türkiye
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner Intertek
Monitoring Start Date 19/06/2023	Closing Meeting Finished Date 27/06/2023	Submission Date 27/06/2023
Expiration Date 17/04/2025	Announcement Type Semi Announced	
Site TURKUAZ TEKSTIL	Site amfori ID 792-000371-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
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

Name of lead auditor SEBLA EROGLU; APSCA membership number: CSCA 21702600

Name of team auditor (if applicable): NA APSCA membership number:NA

Name of observers, translators, trainees, advisors/consultants (if applicable):NONE

Monitoring partner name: INTERTEK

Audit schedule details: e.g. The audit is planned for 1 auditors x 1,5 day (19-20.06.2023)

Announcement Type: SEMI-ANNOUNCED

This is a first follow up audit.

Since no non-compliance was written in the initial audit under the following headings, these headings are out of scope in the follow-up audit. PA2, PA3, PA4, PA8, PA9, PA10, PA 11, PA 12, PA 13

Business partner information: The facility was established in 1994 in Denizli /Turkey as a manufacturer of towels & bathrobes. The main processes are weaving, cutting, sewing and finishing in the facility.

Main Products; Towels and bathrobe.

The peak production months are: September and October

The facility has been located in 2 buildings.

The total land area occupied by the facility is approximately 17.073 sqm. The total manufacturing area is 12,541 sqm.

Facility positioned in 2 buildings. All production sections located in one building and only warehouse is positioned in 2nd building.

The facility has a renter firm in the 2nd building. Its name is TURKAR TEKSTIL, they have embroidery section. 1st Building;

-1st floor: Lunch Hall and changing rooms.

Entrance floor: Offices, Cutting Section, Fabric QC section, Weaving section, towel cutting, and towel sewing

1st floor: head offices, sewing lines for towels and bathrobes, packing section.

2nd Building;

1st Floor; Warehouse hall

2nd Floor; Renter Firm (Turkar Tekstil)

Auditor reviewed renting contract between TURKAR TEKSTIL and TURKUAZ TEKSTIL.

TURKAR TEKSTIL is out of scope for audit. Also Turkar tekstil was a supplier for embroidery process to Turkuaz Tekstil.

There was no dormitory provided to the employees. The building is not shared and owned from facility.

Employees use an electronic time recording system.

For all sections (except of weaving& security sections) working hours are as below ;

08:00 –18:00 (30' minutes meal break and 2 times 15' minutes tea break) x5 days in a week.(Rest Days; Saturday and Sunday)

For weaving and security sections; 3shift; (rest day is Sunday)

07:00-15:00 (30' minutes break) x 6 days

15:00-23:00 (30' minutes break) x 6 days

23:00-07:00 (30' minutes break) x 6 days

Time recording system: The facility adopted card scanning computer database system to record employees' working hours.

Salary payment details: Wages are paid on 10th day of each month via bank transfer

Worker number information:

There were totally 232 (81 male and 151 female) employees including 66 administrative staff (38 male and 28 female) , 166 production (43 male and 123 female) excluding security staffs.

Security Employees; 5 male (external supplier company)

Total 232 + 5 = 237 employees worked in the facility.

-There were no apprentices worked in the facility.

The youngest worker was 18 years old in the company.

There were 7 disabled employees(1 male , 6 female) and 4 pregnant employee worked in the facility. There was no piece rate worker, no daily worker, no migrant in the company. All workers were taken into the audit scope

Good practices: The main auditee exc eeds expectations with respect to this principle because meal and transportation are provided free of charge for all workers.

Worker organization details: - There were 4 worker representatives in the facility.(elected by employees)

- The employees informed that their complaints and suggestions are taken into consideration by the managers.

Circumstances: There was no special circumstance during the audit.

Living wage calculation: Auditors use a calculation methodology of #LivingWage GLWC Website.

Auditor Comments;

- All workers said they were satisfied with their employment at the factory.

Time record system: Time card is used for time record keeping

-The company has a current business license to open and operate. (Please consider the photo report. Business License No: 09.06.2021 NO: 17 (No valid date.)

#COVID19 (proper implementations are listed below)

1 Protective masks and face covers are provided for every worker.

2) Additional hand disinfectants are provided especially for social areas.

3) Risk assessment and emergency action plans have been renewed as covering COVID19 issues.

4) Workers have been given trainings about COVID19 issues.

The facility has certifications listed below;

-OEKO-TEX STANDARD 100 (validated on 07.09.2022 and will be expired on 30.09.2023)

-OEKO-TEX STEP (will be expired on 31.12.2024)

-ISO 9001:2015 (will be expired on 02.03.2025)

ISO 14001:2015 (will be expired on 11.03.2024)

Yearly Capacity; 576 TONES

Payment Period: Monthly

- The employees informed that their complaints and suggestions are taken into consideration by the managers.

- All workers said they were satisfied with their employment at the factory.

- Standard working hours on site was 225 hours/month.

-Auditor interviewed with at total 12 employees (4 male and 8 female) .

-12 employees' time and wage records were reviewed for May 2023 (last paid month), April 2023 (Randomly Month) were reviewed

Findings noted in 1st Follow up audit;

1.1.FINDING; - There is a management system for social compliance, but it has been noted that there are findings that need to be corrected in Performance areas 1 and 7.

7.1. Finding: It was noted that the laws and regulations regarding health and safety are follow in the facility however, it has been observed that there are deficiencies in the building occupancy permit in PA 7.

7.11.FINDING(1): It was noted that some of the buildings belonging to the facility and some areas that have been added do not have a building use permit. (The business has provided a building registration certificate for these areas.)

7.11-Finding(2): Some of the buildings belonging to the enterprise and some areas that have been added do not have a building use permit. The earthquake performance analysis report for the relevant area and buildings could not be seen either.

** Auditor Note regarding documents;

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

- Agency labor contract

- Government waivers

- Collective bargaining agreement

- Dormitory

- Inconsistency between records...

Auditor Note 1: Spelling errors in the report& capar were corrected during the control. Auditor corrected grammar and spelling errors during internal review..

Auditor Note 2: The external persons' (such as facility doctor, h&s expert...) and blue collared employees' information have been hidden due to the practice of protection of personal data.

Auditor Note 3 :On the fair remuneration table in the remuneration sheet, the areas which were not applicable in Turkey were kept with 0 value.

Auditor Note 4: Additional 0.5 day more than minimum man-day is assigned for onsite auditing. The auditor is provided with 0.5 day reporting time onsite.

Auditor Note 5: There are employees in the company who are on annual leave& on shift on the day of the audit and are on a report. For this reason, the number of employees on the audit day and the total number are different.

Auditor Note 6: The employee representative could not attend the opening and closing meeting due to the intensity of production.

Auditor Note 7: This is a follow-up control. The initial audit was carried out in April 2023. For this reason, the auditor examined the time and payment records for the months of April and May for the selected sample. Since the social insurance statements were submitted to the state at the end of the following month, the auditor did not examine the social insurance statement of May 2023 and did not include it in the photograph report.

Auditor Note 8: A4 size poster is hung in an area that will be visible to all employees.

Complaint and correction mechanisms are functioning properly in the company.

SITE DETAILS

Site
TURKUAZ TEKSTIL

Site amfori ID
792-000371-002

GICS Classification

Sector Industrials	Industry Group Capital Goods	Industry Trading Companies & Distributors
Sub Industry Trading Companies & Distributors		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	186	Workers
Legal minimum wage in local currency	8.506,8	Monthly
Lowest wage paid for regular work at the site	8.600	Monthly
Calculated living wage in local currency	9.456,14	Monthly
Total sample	12	Workers

Other Metrics

Male workers	66	Workers
Female workers	120	Workers
Permanent workers - Male	86	Workers
Permanent workers - Female	151	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	38	Workers
Management - Female	28	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Workers on probation - Male	10	Workers
Workers on probation - Female	17	Workers
Workers with night shift - Male	25	Workers
Workers with night shift - Female	10	Workers
Workers with disabilities - Male	1	Workers
Workers with disabilities - Female	6	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	81	Workers
Workers hired directly - Female	151	Workers
Workers hired indirectly - Male	5	Workers
Workers hired indirectly - Female	0	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	4	Workers

Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	1 Workers
Sample - Male	4 Workers
Sample - Female	8 Workers

FINDINGS

PA1: Social Management System

Site: TURKUAZ TEKSTİL | Site amfori ID: 792-000371-002

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>Amfori BSCI Code of Conduct, Social Management System Principle; The facility should have an efficient management system to BSCI values are implemented.</p> <p>FINDING; - There is a management system for social compliance, but it has been noted that there are findings that need to be corrected in Performance areas 1 and 7.</p> <p>This question was rated as partially because the other sections were correct.</p>	<p>Amfori BSCI Davranış Kuralları, Sosyal Yönetim Sistemi İlkesi; Tesis, BSCI değerlerinin uygulanabilmesi için etkin bir yönetim sistemine sahip olmalıdır.</p> <p>Bulgu: Sosyal uygunluk ile ilgili bir yönetim sistemi mevcuttur ancak Performans alanı 1 ve 7'de düzeltilmesi gereken bulgular olduğu not edilmiştir. Bu soru, diğer bölümlerin uygun olması nedeniyle kısmen olarak puanlanmıştır.</p>

PA 7: Occupational Health and Safety

Site: TURKUAZ TEKSTİL | Site amfori ID: 792-000371-002

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>Amfori BSCI Code of Conduct, Principle on Occupational Health and Safety</p> <p>The auditee should be in observance of the occupational health and safety regulations applicable for its activities.</p> <p>Finding: It was noted that the laws and regulations regarding health and safety are follow in the facility however, it has been observed that there are deficiencies in the building occupancy permit in PA 7.</p> <p>This question was rated as partially because the gaps noted were minor and non-systematical.</p>	<p>Amfori BSCI Davranış Kuralı, İş Sağlığı Ve Güvenliği Prensibi</p> <p>Bulgu: İşletmede iş sağlığı ve güvenliğine ilişkin kanun ve yönetmelik takip edilmektedir, ancak PA 7'de yapı kullanma izin belgesindeki eksikler olduğu görülmüştür.</p> <p>Bu soru, belirtilen boşlukların küçük olması ve sistematik olmaması nedeniyle kısmen olarak derecelendirilmiştir.</p>
<p>1)LAW: ZONING LAW (1) (2) Law Number: 3194, Acceptance Date: 3/5/1985. Building occupancy permit: Article 30 - If the building is completely finished, it is possible to use the whole, partially. If the parts are completed, from the offices of the municipality, governorship (...) (1) that give the construction license in order to use these parts; The buildings that are not subject to license according to article 27. In order to be used partially or partially, it is obligatory to obtain permission from the relevant municipality and governorship.</p>	<p>1)KANUN: İMAR KANUNU #3194 (1)(2)madde 30. BULGU: İşletmeye ait binalardan bazılarının ve ekleme yapılan bazı alanların yapı kullanım izni bulunmamaktadır. (İşletme bu alanlar için yapı kayıt belgesi sağlamıştır.)</p> <p>2) Amfori BSCI Davranış Kuralı, İş Sağlığı Ve Güvenliği Prensibi</p> <p>Bulgu: İşletmeye ait binalardan bazılarının ve ekleme yapılan bazı alanların yapı kullanım izni</p>

Finding(s)

FINDING: It was noted that some of the buildings belonging to the facility and some areas that have been added do not have a building use permit. (The business has provided a building registration certificate for these areas.)

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: Some of the buildings belonging to the enterprise and some areas that have been added do not have a building use permit. The earthquake performance analysis report for the relevant area and buildings could not be seen either.

This question is scored as partial because the business has a valid opening work permit and other official documents.

bulunmamaktadır. İlgili alan ve binalar için deprem performans analiz raporu da görülememiştir.

Bu soru kısmen şekilde skorlanmıştır çünkü işletmenin geçerli bir işyeri açma çalışma ruhsatı ve diğer resmi evrakları mevcuttur.