

Producer : Cam Konfeksiyon Ve Sanayi Ticaret LTD STI

DBID : 397100 and Audit Id : 187416
Audit Type : Full Audit

Audit Date : 21/07/2020



Auditee : **Cam Konfeksiyon Ve Sanayi Ticaret LTD STI**
Audit Date From : **21/07/2020**
Audit Date To : **23/07/2020**
Expiry Date of the Audit : **Please refer to the producer profile in the amfori BSCI platform**
Auditing Company : **Intertek**
Auditor's Name(s) : **ARI MANUK KOLANCIYAN(Lead)**
Auditing Branch (if applicable) : **Intertek Turkey**



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																										
A Very Good	<ul style="list-style-type: none">Minimum 7 Performance Areas rated ANo Performance Areas rated C, D or E These are three examples: <table><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><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><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>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	A	B	B	B	B	A	A	A	A	A	A	A	A	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.
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	B																															
A	A	A	A	A	A	A	A	B	B	B	B	B	B																															
B Good	<ul style="list-style-type: none">Maximum 3 Performance Areas rated CNo Performance Areas rated D or E These are three examples: <table><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><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>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><td>C</td></tr></table>	A	A	A	A	A	A	B	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	B	B	B	B	B	B	B	B																															
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B	B	B	B	B	B	B	B	B	B	C	C	C	C																															
C Acceptable	<ul style="list-style-type: none">Maximum 2 Performance Areas rated DNo Performance Areas rated E These are three examples: <table><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><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>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>C</td><td>D</td><td>D</td></tr></table>	A	A	A	A	A	A	A	A	A	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	C	C	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.
A	A	A	A	A	A	A	A	A	C	C	C	C	C																															
A	A	A	A	A	B	B	B	B	C	C	C	C	D																															
C	C	C	C	C	C	C	C	C	C	C	C	D	D																															
D Insufficient	<ul style="list-style-type: none">Maximum 6 Performance Areas rated E These are three examples: <table><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><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>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><td>E</td></tr></table>	A	A	A	A	A	A	A	A	A	A	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	D	D	D	D	D	D	D	E	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.
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D	D	D	D	D	D	D	E	E	E	E	E	E	E																															
E Unacceptable	<ul style="list-style-type: none">Minimum 7 Performance Areas rated E These are three examples: <table><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><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><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><td>E</td></tr></table>	A	A	A	A	A	A	E	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	E	E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
A	A	A	A	A	A	E	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	E	E																															
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.																																										

Producer : Cam Konfeksiyon Ve Sanayi Ticaret
LTD STI

DBID : 397100 and Audit id : 187416
Audit Type : Full Audit

Audit Date : 21/07/2020



Main Auditee Information



Name of producer :	Cam Konfeksiyon Ve Sanayi Ticaret LTD STI		
DBID number :	397100		
Audit ID :	187416		
Address :	Ankara Cad. Hacibekirler Köyü mevkii, Kanalboyu sokak. No.3 Gümüşova Düzce DÜZCE		
Province :	Düzce	Country :	Turkey
Management Representative :	SONNUR ZENGİN		
Contact person:	SONNUR ZENGİN	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Woven outerwear		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	D		
Need of follow-up :	Yes	If YES, by :	23/07/2021

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
E	A	A	A	B	D	D	A	A	A	A	B	C

Executive summary of audit report

The audit was scheduled as 3MD according to the companies declaration, 205 workers were declared at the application form in March 2020 however it was realised that there were 254 workers at the company. Audited company was not informed Intertek regarding related worker number change so the audit was conducted 3MD as planned.

CAM Konfeksiyon was established in 2017 in current address, the company has head office in Istanbul.

The facility located in 3 storey reinforced concrete building including entrance floor.

2nd floor: cutting section

1st floor: sewing section

Entrance floor: Management office, infirmary, QC, ironing packing and lunch hall

The facility producer of woven outerwear.

Facility export 100% of total production.

There was no any service provider company or inhouse subcontractor.

There were totally 254 workers including management

Management 11 male and 7 female

Production 57 male and 179 female

There were also 8 disabled workers including total number above.

Regular working hours were scheduled from 08.00 to 18.30 including 15'x2 tea and 60' lunch break x 5 days from Tuesday to Saturday.

Auditor note regarding PA

PA3

Facility has a FoA policy, document policies, procedures, election records and meeting records were reviewed, there were freely elected worker representatives, worker representatives conducted meeting with workers and managers, each workers feel free to join an union, there was no any restriction.

PA4

Company procedure, training records were reviewed and based on worker interviews there was no any discrimination practice in the facility, disciplinary procedure were available, each workers and managers, supervisor were given training regarding procedure and company rule

PA8

Facility has detailed documented child labor policy with procedure including improvement plan, age of the workers and visitors were verified by ID card, no child was allowed into the facility.

PA9

There was no juvenile worker at the facility, also facility has documented procedure regarding working condition of the juvenile worker, daily and weekly working hours were detailed in there, risk assessment were available regarding working condition of juvenile.

PA10

Worker personnel folder, training records were reviewed, each workers are local and permanent, no migrant worker was available, each workers were registered to social security foundation, orientation training was given to each workers at the beginning of the work.

PA11

Worker personnel folder, training records were reviewed and based on worker interview no workers was forced to work, no original document was kept such as ID car, certificate etc, only copy of them were kept in folder, training were given to workers.

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

#COVID19 (proper implementations are listed below)

- Temperature check is done for every visitor and worker with digital probe.
- Social distancing is managed on tables in lunch hall with warning signs and limited usage.
- Protective masks are provided free of charge for every worker.
- Additional hand sanitation points are provided especially for social areas.
- Risk assessment and emergency action plans have been renewed as covering COVID19 issues.
- Workers have been informed about COVID19 issues with warning posters.
- Social distancing is managed with reducing workforce in same section and with proper signs.
- Additional transportation vehicles are provided to manage social distancing in vehicles.

ARI KOLANCIYAN APSCA STATSU AND NUMBER: RA21701535

Ratings Summary



Auditee's background information

Auditee's name :	Cam Konfeksiyon Ve Sanayi Ticaret LTD STI	Legal status :	Limited Company
Local Name :	Cam Konfeksiyon Ve Sanayi Ticaret LTD STI	Year in which the auditee was founded :	2017
Address :	Ankara Cad. Hacıbekirler Köyü mevkii, Kanalboyu sokak. No.3 Gümüşova Düzce	Contact person (please select) :	SONNUR ZENGİN
Province :	Düzce	Contact's Email :	muhasabe.duzce@camkonfeksiyon.com.tr
City :	DUZCE	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) :	None
GPS coordinates :	40°51'5"N 31°1'13"E	Total turnover (in Euros) :	1200000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	75.000 PCS / MONTH
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Woven outerwear		

Auditee's employment structure at the time of the audit

Total number of workers :	254	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	68	186	
Temporary workers	0	0	
In management positions	11	7	
Apprentices	0	0	
On probation	14	44	
With disabilities	7	1	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	68	186	
Production based workers	0	0	
With shifts at night	0	0	
Unionised	0	0	
Pregnant	-	1	
On maternity leave	-	1	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 187416] Audit Date: 21/07/2020 PA Score: E

Deadline date:31/01/2021

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

There were social compliance management system with documented procedure and appointed management representative however main auditee partially respect PA1 due to current NC in PA 1,2,5,6,7,12 and 13

- Firmada sorumluların atandığı, dökümanite prosedürlerin olduğu sosyal uygunluk yönetim sistemi mevcuttur, ancak firma PA 1,2,5,6,7,12,13 deki eksiklikler nedeniyle PA1 kısmen uygunluk göstermektedir.
- 1.1 - BSCI PRINCIPLES 1.1.** The facility should have an efficient management system to BSCI values are implemented. -There was no management review meeting records in the company. - The facility has social compliance management system however there are gaps. Please refer to issues that need to be corrected in PA 1,2,5,6,7,12,13 This question was rated as partially because there was social compliance system, social compliance responsible, and trainings were given.
BSCI GEREKLİLİKLERİ 1.1. Bulgu: -Yönetim gözden geçirme toplantı kayıtları mevcut değildir. - İşletmede bir sosyal uygunluk yönetim sistemi mevcuttur ancak sistemde iyileştirmesi gereken açıklar mevcuttur. Lütfen performans alanı 1,2,5,6,7,12 ve 13'deki düzeltilmesi gereken konulara bakınız. Bu soru kısmen olarak cevaplanmıştır, çünkü sosyal uygunluk sistemi, sorumlusu vardır ve eğitimler verilmiştir.
- 1.2 - BSCI PRINCIPLES 1.2.**A senior manager should be appointed to ensure that the BSCI values and principles are followed in a satisfactory manner. Finding: -There is a responsible person with job description however related person has no sufficient awareness regarding BSCI requirements, all monitoring steps conducted by consultant. This question was rated as partially because there was a responsible person.
BSCI GEREKLİLİKLERİ 1.2. Bulgu: - Firmada sosyal uygunluk konularından sorumlu bir kişi vardır, görev tanımları mevcuttur, ancak ilgili kişinin BSCI gereklilikleri hakkında yeterli farkındalığı yoktur, tüm değerlendirme süreçleri danışman tarafından yürütülmüştür. Bu soru kısmen olarak cevaplanmıştır, çünkü sorumlu bir kişi vardır.
- 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 is a written procedure regarding social compliance management system for selecting and assessing the suppliers and subcontractors however responsibilities were not defined also only local suppliers were included assessment scope, raw material suppliers were not assessed. This question was rated as partially because mapping was conducted and COC was shared.
BSCI GEREKLİLİKLERİ 1.3. Bulgu: -İşletmede tedarikçi ve fasonların sosyal uygunluk açısından seçme ve değerlendirmeyle ilgili yazılı bir prosedür mevcuttur ancak, prosedürden sorumlu kişiler belirlenmemiştir, ve sadece lokal tedarikçiler kapsama alınmıştır, ham madde tedarikçiler, sosyal uygunluk açısından değerlendirilmemektedir. Bu soru kısmen olarak cevaplanmıştır, çünkü kısmi haritalandırma yapılmıştır, ve COC paylaşılmıştır.
- 1.4 - BSCI REQUIREMENT 1.4.** The should be satisfactory evidence that the auditee's workforce capacity is properly organized to meet the expectations of the delivery order and contracts. Finding: - There is evaluation system for doing overtime practices & for paying overtime practices according to local law but is not effective. This question was rated as partially because there is a written procedure.
BSCI GEREKLİLİKLERİ 1.4. Bulgu: - Firmanın kanuna uygun şekilde fazla mesai çalışmaları yapmak & fazla mesai çalışmalarını ödemek için bir sistem mevcuttur ancak efektif değildir. Bu soru kısmen olarak işaretlenmiştir çünkü, bir prosedür mevcuttur.

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 187416] Audit Date: 21/07/2020 PA Score: A

Deadline date:23/08/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

There was WR system, meetings were conducted worker and representatives suggestion and complaint box available with records however main auditee partially respects PA2 due to lack of proper long term goals.
Firmada çalışan temsilcisi sistemi mevcuttur, çalışanlar ve temsilcileriyle toplantılar yapılmaktadır, şikayet mekanizması kayıtları ile mevcuttur, ancak uygun uzun vadeli hedefler olmaması sebebiyle firma PA2 ye kısmen uygunluk göstermektedir.

- 2.2 - BSCI REQUIREMENT 2.2.** There should be satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct. Finding: - It was noted that the long-term goals were defined however majority of the defined goals are already available in the company. No responsible person was defined regarding goals, and there was no strategic plan regarding goals. This question is rated as partially because there were some partially goals.
BSCI GEREKLİLİKLERİ 2.2. Bulgu: - İşletmede çalışanları korumaya yönelik BSCI Davranış Kuralları uyarınca hedefler belirlenmiştir ancak, belirlenen hedeflerin çoğu firmada zaten uygulanan konulardır. Ayrıca hedefler için uygulama adımları ve sorumlu kişiler belirlenmemiştir. Bu soru kısmen olarak cevaplanmıştır, çünkü kısmi birtakım hedefler vardır.

Remarks from Auditee:

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 187416] Audit Date: 21/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 187416] Audit Date: 21/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 187416] Audit Date: 21/07/2020 PA Score: B	Deadline date:31/01/2021
GOOD PRACTICES: The main auditee exceeds expectations with respect to this principle because meal are provided free of charge. Firmada çalışanlara ücretsiz yemek sağlandığı için gerekliliklerin üzerinde bir yaklaşım sergilemiştir.	
AREAS OF IMPROVEMENT: At least legal minimum wages were granted to workers, payments were done on time (10th of each month), each legal benefits were granted to production workers however main auditee partially respects PA5 due to lack of different wage for skilled workers, living wage payments and unofficially paid payments. Firmada çalışanlara en az yasal asgari ücret sağlanmaktadır, ödemeler zamanında yapılmaktadır, üretim çalışanları tüm yasal hakedileri almaktadır ancak yinede, yetkin çalışanlara farklı maaş uygulaması olmaması, yaşam ücreti ödeme ve gayri resmi ödeme yöntemi nedeniyle firma PA5 e kısmen uygunluk göstermektedir.	
5.3 - BSCI PRINCIPLES 5.3. The level of wages should reflect the skills and education of workers. Finding: All employees are paid minimum wage without noticing skills and experiences. This question was rated as partially because supervisors earns more than legal minimum wages.	
BSCI PRENSİPLERİ 5.3 Bulgu: İşletmede tüm çalışanların yetkinlik, tecrübe farketmeksizin asgari ücret aldığı görülmüştür. Bu soru kısmen olarak cevaplanmıştır, çünkü şefler asgari ücretin üzerinde ücret almaktadır.	
5.4 - BSCI PRINCIPLES 5.4: There should be satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living. Finding: - The facility had works about calculation living wage. However there is no any plan about paying determined living wage to employees. This question is rated as partially because living wage calculation was done. BSCI PRENSİPLERİ 5.4 Bulgu: - İşletmede yaşam ücretinin belirlenmesine yönelik çalışma yapıldığı görülmüştür. Ancak belirlenen yaşam ücretinin çalışanlara verilmesi konusunda bir plan yapılmadığı görülmüştür. Bu soru kısmen olarak cevaplanmıştır çünkü, yaşam ücreti hesabı yapılmıştır.	
5.5 - 1-LAW: Turkish Labour Law # 4857 / 2003, ARTICLE 54 In the calculation of the time required to be entitled to the annual paid leave, the time that the workers work in one or several workplaces of the same employer is combined and taken into consideration. Finding: Initial/previous working periods of the workers who worked the facility before, were not considered as criteria for annual leave calculation. 2-LAW: In accordance with The Turkish Regulation on Overtime and Extra Work art 10, The overtime and extra works payments included with normal working hours payment that are given to employees are paid according to Turkish Labor Law .This payment has to be clearly shown on payroll documentation and on pay slips, which are given to employees according to Turkish Labor Law. In accordance with Social Insurance and General Health Insurance Law; #5510/2006, Rev: 08.05.2008, Art.80. The social insurance premiums of the employees are calculated and paid based on gross total wage paid to the employees in the related month. Turkish Labor Law # 4857 / 2003, ARTICLE 32-In general terms, the wage shall mean the amount provided and paid in cash to a person by the employer or third persons against performance of a designated work. Basically, the wage is paid as Turkish currency in the working place or deposit in a bank account in the name of the worker. Where it is agreed to pay the wage in foreign currency, Turkish equivalent of the agreed amount is calculated and paid over the current forex rate prevailing on the date of payment. The wages may not be paid in the form of bill payable to order (bond), or coupon or any other valuable paper alleged to represent a currency effective in the country. Finding: It was noted that somepart of wages are paid through bank account; the rest of the salaries are done in cash for management and supervisors. This question is rated as partially because the facility shared all related documents with auditors.	
1-Kanun: TÜRK İŞ KANUNU # 4857 / 2003, Bulgu: Firmada daha önce çalışmış çalışanların ilk/önceki çalışma periyodları yıllık izin hakediş hesaplamasına dahil edilmemektedir. 2-KANUN: İş Kanununa İlişkin Çalışma Süreleri Yönetmeliği, (06.04.2004 tarihli, 25425 sayılı Resmî Gazetede yayımlanmıştır). Çalışma Süresinin Belirlenmesi, Madde 9; İŞ KANUNUNA İLİŞKİN FAZLA ÇALIŞMA VE FAZLA SÜRELERLE ÇALIŞMA YÖNETMELİĞİ, MD. 10; SOSYAL SİGORTA VE GENEL SAĞLIK SİGORTASI KANUNU, MD.80; İŞ KANUNU, MAD. 32; ÜCRET, PRİM, İKRAMİYE VE BU NİTELİKTEKİ HER TÜRLÜ İSTİHKAKIN BANKALAR ARACILIĞIYLA ÖDENMESİNE DAİR YÖNETMELİK, MD. 10 Bulgu: İşletmede yönetim ve şeflere maaşların bir kısmı banka aracılığı ile ödendiği ancak maaşların geri kalanı elden nakit olarak ödendiği belirlenmiştir. Firma, ilgili tüm dokümanları denetçiler ile paylaştığı için bu soru kısmen olarak cevaplanmıştır.	
Remarks from Auditee:	

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 187416] Audit Date: 21/07/2020 PA Score: D

Deadline date:31/12/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Facility has working hours management system, working hours were recorded by computer data base system, however main auditee partially respect PA6 because there were some excessive overtime working hours and working period without off days. Firmada çalışma saati yönetim sistemi mevcuttur, çalışma saatleri bilgisayar sistemi ile kaydedilmektedir ancak denetlenen firma PA6 ya kısmen uygunluk göstermektedir, çünkü limitlerin üzerinde fazla çalışmalar ve hafta tatilinde yapılan fazla çalışmalar mevcuttur.

- 6.2 - 1) LAW: In accordance with the Turkish Regulation on Working Hours Related to Labor Law, art 4 In general the duration of work shall be at the most 45 hours a week. This period shall be applied by dividing equally among the days of the week worked, unless the opposite is concluded. Daily working hours shall not be exceeded 11 hrs a day in any case. Finding: It was noted that some worker daily working hours exceeded 11hours/day legal limit in some days. 2 out of 16 sampled workers performed up to 15 hours/Day working practice max 2 times in April 2020 (Cutting section) 2) LAW: Turkish Labour Law # 4857 / 2003, ARTICLE 64 Compensatory work cannot exceed three hours a day, provided that it does not exceed the maximum working time per day. Compensation cannot be done on holidays. Finding: It was noted that compensation practices were conducted in June 2020 on weekly off days, and compensation practice exceeded 3 hours daily limit. No extra payment were done for these days. This question was rated as partially because other overtime practice were paid according to the law.
- 1) Kanun: İŞ KANUNUNA İLİŞKİN ÇALIŞMA SÜRELERİ YÖNETMELİĞİ(06.04.2004) No: 25425 Madde 4 Bulgu: Firmada yoğun dönemde bazı çalışanların günlük toplam çalışma saatlerinin 11 saat/gün olan yasal sınırı aştığı tespit edilmiştir. Örneklenen 16 çalışandan 2 si 2020 Nisan ayında en fazla 2 kere 15 saat/gün çalışma yapmışlardır. 2) Kanun: TÜRK İŞ KANUNU # 4857 / 2003, madde 64 Bulgu: Firmada 2020 Haziran ayında hafta tatil günün telafi çalışması yapılmıştır, ve telafi çalışması günlük 3 saat sınırını aşmıştır. Bu çalışmalar için ek bir ödeme yapılmamıştır. Bu soru kısmen olarak cevaplanmıştır, çünkü diğer fazla çalışmalar kanuna uygun olarak ödenmektedir.
- 6.4 - LAW: Turkish Labour Law # 4857 / 2003, ARTICLE 46-The workers employed in the working places within the scope of this Law are granted at least twenty-four hours uninterrupted relaxation period (weekly holiday) within seven days time scale provided that they have executed worked during the working days fixed according to article 63. Turkish Labour Law # 4857 / 2003, ARTICLE 63- In general the duration of work shall be at the most 45 hours a week. This period shall be applied by dividing the same equally among the days of the week worked. Finding: it was noted that some workers performed more than 6 consecutive days working practice in June 2020 (max 13 consecutive days in each section) This question was rated as partially because non compliance occurred in June 2020 only.

Kanun: Turkish Labour Law # 4857 / 2003, ARTICLE 46 TÜRK İŞ KANUNU # 4857 / 2003, Madde 46, 63 Bulgu: 2020 Haziran ayında bazı çalışanların 6 ardışık günden daha fazla çalışma yaptıkları tespit edilmiştir. (en fazla 13 ardışık gün her bölümde) BU soru kısmen olarak cevaplanmıştır, çünkü uygunsuzluk sadece Haziran 2020 de tespit edilmiştir.

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 187416] Audit Date: 21/07/2020 PA Score: D

Deadline date:23/09/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

There was H&S management system, H&S expert jobsite doctor were available, but due to lack of hand guards, building earthquake report and related NC about fire hose, main auditee partially respects PA7

Firmada İSG yönetim sistemi vardır, isg uzmanı hekim mevcuttur, ancak elde edilen delillere göre el koruyucu, bina performans raporu ve hortum sisteminde su basıncı olmaması nedeniyle denetlenen firma PA7 e kısmen uygunluk göstermektedir.

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 follow in the facility however some missing gaps were noted under PA 7. This question was rated as partially because the facility follow legal requirement.
Bulgu: İşletmede iş sağlığı ve güvenliğine ilişkin kanun ve yönetmelik takip edilmektedir, ancak PA 7'de bazı eksikler olduğu görülmüştür. Bu soru kısmen olarak cevaplanmıştır, çünkü firmada İSG yasal gereklilikler takip edilmektedir.

7.11 - BSCI Requirement 7.11: The auditee confirms that the equipment and buildings used for production are stable and safe Finding: - Facility has no earthquake-resistance performance report. This question was rated as partially because building usage permit were available.
BSCI Gerekliği 7.11:Bulgu: İşletmede depreme dayanıklılık raporu bulunmamaktadır. Bu soru kısmen olarak cevaplanmıştır, çünkü firmada yapı kullanma izni mevcuttur.

7.14 - LAW: Implementing Regulation Amending the Regulation on the Protection of Buildings from Fire, Official Gazette No. 27344 dated September 9, 2009 ARTICLE 164- (1) The provisions of Article 94 shall apply to fixed piping and fire cabinets in existing buildings, taking into account the second paragraph of this article. (2) Total closed usage area with high-rise buildings in production facilities, workshops, warehouses, accommodation, health and gathering buildings and educational buildings with a total area of more than 2000 m2, closed areas with a total area of more than 1000 m2 and thermal capacity of more than 500 kW fire cabinets are required in boiler rooms. Finding: There was no water pressure at fire hose on the top floor also related non compliance was indicated in fire hose inspection report. This question was rated as partially because other fire fighting equipments are available.

Kanun: Binaların Yangından Korunması Hakkında Yönetmelikte Değişiklik Yapılmasına Dair Yönetmelik, 9 Eylül 2009 tarihli 27344 Sayılı Resmi Gazete MADDE 164 Bulgu: En üst kattaki yangın hortumunda su basıncı yoktur, bu konu yangın sistemi fennî muayene raporunda da belirtilmiştir. BU soru kısmen olarak cevaplanmıştır, çünkü diğer yangın söndürme ekipmanları mevcuttur.

7.17 - 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 2-8 Appropriate safety guards and safety systems should be provided to prevent the reach to the dangerous areas of the machine or to stop these active areas before reaching them, if the mechanic contact with the active parts of the job equipment may cause a danger.

Finding: There was no hand guard system at rivet attachment machine. This question was rated as partially because other machine has proper safe guards.

Kanun: İŞ EKİPMANLARININ KULLANIMINDA SAĞLIK VE GÜVENLİK ŞARTLARI YÖNETMELİĞİ Resmi Gazete Tarihi: 25.04.2013 Sayısı:28628 - EK 1

Bulgu: Rivet çakım makinesinde el koruyucu düzenek yoktur. Bu soru kısmen olarak cevaplanmıştır, çünkü diğer ekipmanların koruyucu düzenekleri mevcuttur.

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 187416] Audit Date: 21/07/2020 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 - 187416] Audit Date: 21/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 187416] Audit Date: 21/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 187416] Audit Date: 21/07/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 187416] Audit Date: 21/07/2020 PA Score: B	Deadline date:23/09/2020
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The facility has environmental policy, including waste management system however main auditee partially respect PA12 due to lack of environmental permit.</p> <p>Firmada çevre politikası mevcuttur, atık yönetim planı mevcuttur ancak çevre izni olmaması nedeniyle PA 12 ye kısmen uygunluk göstermektedir</p> <p>12.3 - LAW: Regulation about the obligatory permits and licenses according to the Environment Law(29.04.2009) No: 27214, Article 4; facilities subject to environment permit or to environment permit and license are classified as below regarding to their impact to environment; 1- Facilities which have contaminating impact to environment at high level (Appendix 1) 2- Facilities which have contaminating impact to environment (Appendix 2) Facilities which listed at Appendix 1 or 2 are required to obtain environment permit or to environment permit and license. FINDING:There was no environmental permit or exemption letter from the environmental permit of the facility. This question was rated as no because no any practice were available.</p> <p>KANUN:ÇEVRE KANUNUNCA ALINMASI GEREKEN İZİN VE LİSANSLAR HAKKINDA YÖNETMELİK(29.04.2009) No: 27214 Çevre iznine veya çevre izin ve lisansına tabi işletmeler MADDE 4 BULGU: İşletmenin çevre izni yada çevre izninden muafiyet yazısı yoktur. Bu soru hayır olarak işaretlenmiştir çünkü, bu konuyla ilgili bir çalışma yoktur.</p>	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 187416] Audit Date: 21/07/2020 PA Score: C	Deadline date:31/01/2021
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Facility has anti ethic and anti bribery policy, trainings were given to workers however main auditedd partially respects PA13 due to unofficial payments method.</p> <p>Firmada etik karşıtı ve anti rüşvet politikası mevcuttur, çalışanlara eğitim verilmiştir ancak gayri resmi ödeme yöntemi nedeniyle firma PA 13 e kısmen uygunluk göstermektedir.</p> <p>13.3 - LAW: Turkish Labour Law # 4857 / 2003, ARTICLE 54 In the calculation of the time required to be entitled to the annual paid leave, the time that the workers work in one or several workplaces of the same employer is combined and taken into consideration. Finding: Initial/previous working periods of the workers who worked the facility before, were not considered as criteria for annual leave calculation. 2-LAW: In accordance with The Turkish Regulation on Overtime and Extra Work art 10, The overtime and extra works payments included with normal working hours payment that are given to employees are paid according to Turkish Labor Law .This payment has to be clearly shown on payroll documentation and on pay slips, which are given to employees according to Turkish Labor Law. In accordance with Social Insurance and General Health Insurance Law; #5510/2006, Rev: 08.05.2008, Art.80. The social insurance premiums of the employees are calculated and paid based on gross total wage paid to the employees in the related month. Turkish Labor Law # 4857 / 2003, ARTICLE 32-In general terms, the wage shall mean the amount provided and paid in cash to a person by the employer or third persons against performance of a designated work. Basically, the wage is paid as Turkish currency in the working place or deposit in a bank account in the name of the worker. Where it is agreed to pay the wage in foreign currency, Turkish equivalent of the agreed amount is calculated and paid over the current forex rate prevailing on the date of payment. The wages may not be paid in the form of bill payable to order (bond), or coupon or any other valuable paper alleged to represent a currency effective in the country. Finding: It was noted that somepart of wages are paid through bank account; the rest of the salaries are done in cash for management and supervisors. This question is rated as partially because the facility shared all related documents with auditors.</p> <p>KANUN: İş Kanununa İlişkin Çalışma Süreleri Yönetmeliği, (06.04.2004 tarihli, 25425 sayılı Resmi Gazetede yayımlanmıştır.) Çalışma Süresinin Belirlenmesi, Madde 9; İŞ KANUNUNA İLİŞKİN FAZLA ÇALIŞMA VE FAZLA SÜRELERLE ÇALIŞMA YÖNETMELİĞİ, MD. 10; SOSYAL SİGORTA VE GENEL SAĞLIK SİGORTASI KANUNU, MD.80; İŞ KANUNU, MAD. 32; ÜCRET, PRIM, İKRAMIYE VE BU NİTELİKTEKİ HER TÜRLÜ İSTİHKAKIN BANKALAR ARACILIĞIYLA ÖDENMESİNE DAİR YÖNETMELİK, MD. 10 Bulgu: İşletmede yönetim ve şeflere maaşların bir kısmı banka aracılığı ile ödendiği ancak maaşların geri kalanı elden nakit olarak ödendiği belirlenmiştir. Firma, ilgili tüm dokümanları denetçiler ile paylaştığı için bu soru kısmen olarak cevaplanmıştır.</p>	
Remarks from Auditee:	

Producer : Cam Konfeksiyon Ve Sanayi Ticaret
LTD STI

DBID : 397100 and Audit Id : 187416
Audit Type : Full Audit

Audit Date : 21/07/2020



Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	21/07/2020	187416	E	A	A	A	B	D	D	A	A	A	A	B	C	D

Producer Photos



External photo(s) of the production unit(s)
Outside view (2).JPG



Photo of the canteen (if applicable)
Lunch hall.JPG



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



External photo(s) of the production unit(s)
Outside view.JPG

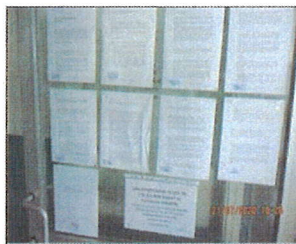


Photo of the code of conduct on display
BSCI COC.JPG



Photo of the inside of the main production hall
Potable water.JPG



Photo first aid facilities
First aid kit.JPG



Photo of the inside of the main production hall
Cutting floor.JPG



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



Photo first aid facilities
Infirmary.JPG

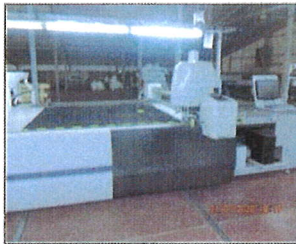


Photo of the inside of the main production hall
Cutting machine.JPG



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



Photo of fire safety equipment
Fire alarm button.JPG



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



Photo of the inside of the main production hall
Spot cleaning unit.JPG



Photo of fire safety equipment
Fire detector.JPG



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

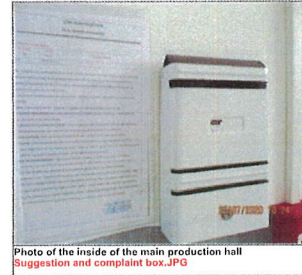


Photo of the inside of the main production hall
Suggestion and complaint box.JPG



Photo of fire safety equipment
Fire extinguisher.JPG

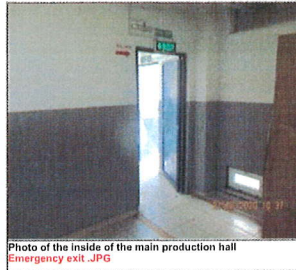


Photo of the inside of the main production hall
Emergency exit.JPG



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

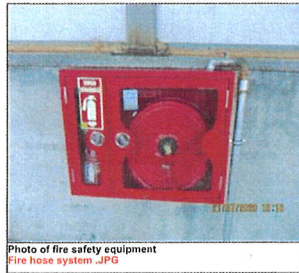


Photo of fire safety equipment
Fire hose system.JPG

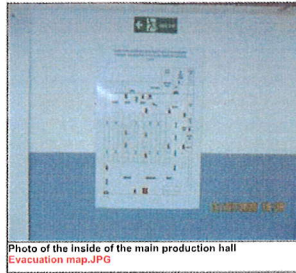


Photo of the inside of the main production hall
Evacuation map.JPG



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



Photo of non-conformity
NC Fire hose less pressure.JPG

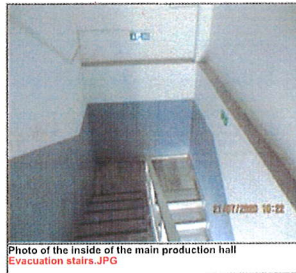


Photo of the inside of the main production hall
Evacuation stairs.JPG

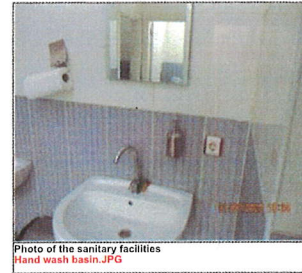


Photo of the sanitary facilities
Hand wash basin.JPG



Photo of non-conformity
NC Attachment machine without hand guard.JPG



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

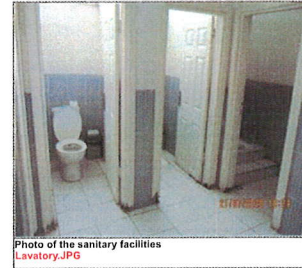


Photo of the sanitary facilities
Lavatory.JPG