
Auditee :	AKYUZ PLASTIK SAN. VE TIC. A.S.
Audit Date From :	05/01/2021
Audit Date To :	05/01/2021
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	BureauVeritas
Auditor's Name(s) :	Aygul Karadeniz(Lead)
Auditing Branch (if applicable) :	



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
Access www.bsciplatform.org, for entitled users only.

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.

This is an extract of the amfori BSCI Audit Report, which is available in the amfori BSCI Platform. © amfori, 2018 - The English version is the legally binding One.

Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
A Very Good	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated A• No Performance Areas rated C, D or E These are three examples: <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></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr></table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	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	B	B	B																													
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 C• No 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></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr><tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr></table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	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																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
C Acceptable	<ul style="list-style-type: none">• Maximum 2 Performance Areas rated D• No 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></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr><tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr></table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	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																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
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></tr><tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr><tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	D	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.
A	A	A	A	A	A	A	A	A	A	D	D	D																													
A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	D	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></tr><tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	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																													
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																													
Zero Tolerance	A Zero Tolerance Issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.																																							

Main Auditee Information

Name of producer :	AKYUZ PLASTIK SAN. VE TIC. A.S.		
DBID number :	365365		
Audit ID :	202659		
Address :	Omerli mah.,Ataturk Sanayi bolgesi, Ihsan Gazi sk. No:48 (1.Bodrum Kat) Arnavutkoy Istanbul		
Province :	Istanbul	Country :	Turkey
Management Representative :	Mr. Hilmi Aydın / General Manager		
Contact person:	Mr. Hilmi Aydın	Sector :	Non-Food
Industry Type :	Plastic Industry	Product group :	Other plastic like products (please specify)
Product Type :	Plastic kitchen and bathroom products		

Audit Details


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

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
B	C	A	B	B	A	A	A	A	A	A	B	C

Executive summary of audit report

The audited company was established in 1989. Then the factory moved to audited address in 2013.
 The company is located at 4-storey building. Total area of the facility is 5000 sqm.
 It is a shared building. Details as below.
 Ground Floor: raw material stock area, warehouse, Production Area (Injection and mold maintenance workshop), lunch hall, changing room, toilets, pray Room, infirmary, shipment area.
 Mezzanine floor: inspection room, showroom, offices, toilets.
 First Floor: Güneş Tel Çekme Company
 Second Floor: Güneş Tel Çekme Company
 The youngest employee was 18 years old.

As per company management declaration, systematically working hours are arranged as:
 For administrative, shipping, warehouse section's employee;
 # 1 shift: From 07:30 to 17:30 including 30' lunch break for 6 days. Totally 45 hours per week.
 From Monday to Saturday
 For Injection section's employee;
 # 1 shift: From 07:30 to 17:30 including 15'x2 tea breaks and 30' lunch break for 6 days. Totally 45 hours per week. From Monday to Saturday
 # 2 shift: From 17:30 to 23:30 including 15'x2 tea breaks and including 30' lunch break for 6 days. Totally 45 hours per week. From Monday to Saturday
 # 3 shift: From 23:30 to 07:30 including 15'x2 tea breaks and including 30' lunch break for 6 days. Totally 45 hours per week. From Monday to Saturday

Payment Day: between 5th and 10th days of following month by bank transfer and cash.
 Time record system: Electronic finger scanning system.
 Capacity: 200 tons/monthly
 They are currently establishing a detailed management system based on BSCI CoC. They have written policies and procedures, a responsible team for the compliance, a good communication mechanism with employees.

There was no contractor/agencies/ government waivers/collective bargaining used or available by the auditee, which made the contractor license/agency labor contract/government waivers/collective bargaining agreements not applicable.

Audit Company: Bureau Veritas Consumer Product Service
 Audit Company APSCA Number: 11600002
 Lead Auditor Name: Aygül Karadeniz
 APSCA Auditor Registered Number: RA 21703379

Ratings Summary


Auditee's background information			
Auditee's name :	AKYUZ PLASTIK SAN. VE TIC. A.S.	Legal status :	Private Company
Local Name :	AKYUZ PLASTIK SAN. VE TIC. A.S.	Year in which the auditee was founded :	1989
Address :	Omerli mah.,Ataturk Sanayi bolgesi, Ihsan Gazi sk. No:48 (1.Bodrum Kat) Arnavutkoy	Contact person (please select) :	Mr. Hilmi Aydın
Province :	Istanbul	Contact's Email :	hilmi@akyuz.com.tr
City :	Istanbul	Auditee's official language(s) for written communications :	TURKISH
Region :	Middle East/ North Africa	Other relevant languages for the auditee :	ENGLISH
Country :	Turkey	Website of auditee (if applicable) :	www.akyuz.com.tr
GPS coordinates :	41.136254, 28.646572	Total turnover (in Euros) :	555000000.00
Sector :	Non-Food	Of which exports % :	60.00
Industry :	Plastic Industry	Of which domestic market % :	40.00
If other, please specify :		Production volume :	200 tons/monthly
Product Group :	Other plastic like products (please specify)	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Plastic kitchen and bathroom products		

Auditee's employment structure at the time of the audit		
Total number of workers :	45	Total number of workers in the production unit to be monitored (if applicable) :
	MALE WORKERS	FEMALE WORKERS
Permanent workers	40	5
Temporary workers	0	0
In management positions	5	4
Apprentices	0	0
On probation	0	0
With disabilities	2	0
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	40	5
Production based workers	0	0
With shifts at night	14	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 202659] Audit Date: 05/01/2021 PA Score: B

Deadline date:01/04/2021

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The factory has detailed social policies and procedures in place, however non-conformities noted on PA1,PA2,PA4,PA5,PA7,PA10,PA12,PA13. Fabrikada detaylı sosyal politika ve prosedürler olmasına rağmen PA1,PA2,PA4,PA5,PA7,PA10,PA12,PA13 alanlarında uygunsuzluklar bulunmaktadır

- 1.1 -** The factory has detailed social policies and procedures in place, however non-conformities noted on PA1,PA2,PA4,PA5,PA7,PA10,PA12,PA13. (BSCI principles 1.1)
Fabrikada detaylı sosyal politika ve prosedürler olmasına rağmen PA1,PA2,PA4,PA5,PA7,PA10,PA12,PA13 alanlarında uygunsuzluklar bulunmaktadır. (BSCI Prensibi 1.1)

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 202659] Audit Date: 05/01/2021 PA Score: C

Deadline date:01/04/2021

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Satisfactory evidence has showed that there are freely-elected worker representative, who meet the management once a month. It has been noted that the auditee has an effective grievance mechanism; the mechanism consists of using suggestion boxes, worker representation, and an open door policy. All these processes are documented and integrated into worker trainings.

Elde edilen yeterli kanıtlara göre fabrikada özgürce çalışanlar tarafından seçilmiş bir çalışan temsilcisi bulunmaktadır ve bu temsilci yönetim ile aylık toplantılar yapmaktadır. Fabrikada geliştirilmiş olan şikayet dinleme mekanizmasının efektif olarak çalışanlar tarafından kullanıldığı gözlenmiştir. Şikayet kutuları, işçi temsilcileri ve açık kapı politikası gibi uygulamalar çalışanların kendilerini rahatça ifade etmelerini sağlamaktadır. Tüm bu uygulamalar yazılı politikalar ve eğitimler ile desteklenmektedir.

- 2.1 -** Two-way communication meetings between the employees and employer were not conducted to discuss about improving working conditions. (BSCI Principle 2.1)
İşyerinin çalışma koşullarını iyileştirmeye yönelik çift-yönlü şikayet dinleme toplantıları yapılmamaktadır. (BSCI Prensibi 2.1)
- 2.2 -** The factory did not define long-term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct. (BSCI Principle 2.2)
Fabrikada BSCI Davranış Kuralları çerçevesinde uygulanmak üzere uzun vadeli hedefler belirlenmemiştir. (BSCI Prensibi 2.2)
- 2.4 -** Based on satisfactory evidence, the main auditee did not respect this principle because; employees (managers, administrators, human resources employees, worker representatives and health and safety employees) given training about BSCI Code however these workers' awareness of training was not effective. (BSCI Principle 2.4)
Elde edilen yeterli delillere göre, çalışanlara (müdürler, yöneticiler, insan kaynakları, işçi temsilcileri ve isg personelleri) BSCI gereklilikleri ile ilgili eğitim kayıtlarının mevcut olması ancak bu çalışanların verilen eğitim ile alakalı net bir efektif farkındalıklarının olmaması sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. (BSCI Prensibi 2.4)
- 2.5 -** Employees were not trained on grievance system in the factory and regular surveys on grievance system was not conducted in the factory. (BSCI Principle 2.5)
Çalışanlara şikayet mekanizması ile ilgili eğitim verilmemiştir ve şikayet mekanizması ile ilgili düzenli anketler yapılmamaktadır. (BSCI Prensibi 2.5)

Remarks from Auditee:

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

Full Audit [Audit Id - 202659] Audit Date: 05/01/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee fulfills the requirements of this principle. There was no union established in the factory. However employees are free to join any union or association and management does not interfere or restrict workers choice of joining or forming any union or association. Based on management and employee interviews, the factory had a policy to protect the rights of Freedom of Association and Collective Bargaining.

Yapılan genel değerlendirme sonrasında fabrikanın bu gereksinimi tam olarak karşılamakta olduğu gözlenmiştir. Fabrikada sendika bulunmamaktadır. Ancak çalışanlar yönetimden herhangi bir müdahale olmaksızın sendikaya üye olmakta özgürdürler. Fabrikada çalışanların sendikal özgürlüklerini ve toplu görüşme haklarını korumak için politikaları bulunmaktadır.

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 202659] Audit Date: 05/01/2021 PA Score: B

Deadline date:01/04/2021

GOOD PRACTICES:**AREAS OF IMPROVEMENT:**

The factory has established written social procedures including anti-discrimination. Employees have been well trained on the procedures and there was no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation. No discrimination in any aspect according to interviews.

Fabrikada oluşturulmuş olan sosyal yönetim sistemi prosedürleri ayrımcılığa karşı politikayıda kapsamaktadır ve çalışanlara bu konu hakkında detaylı bir eğitim verilmiştir. Buna ek olarak fabrikada işe alımlarda, ödemelerde, eğitim haklarında, işten çıkarmalarda yada emeklilik haklarında din, dil, ırk, yaş, cinsiyet, engellilik durumu, evlilik durumu, sendika üyeliği ve ya politik görüş ayrılığı gibi sebeplerden dolayı ayrımcılık yapılmadı görülmüştür. Yapılan işçi görüşmelerinde firmada herhangi bir ayrımcılık olmadığı doğrulanmıştır.

- 4.2 - Based on satisfactory evidence, the main auditee did not respect this principle because, satisfaction survey regarding grievances was not conducted or records were not available in the company. (BSCI requirement)
Elde edilen yeterli delillere göre, firmada şikayet mekanizmasıyla ilgili memnuniyet anketi yapılmaması veya kayıtların mevcut olmaması sebebiyle, denetlenen firma ilgili prensibi tamamen karşılayamamaktadır. (BSCI gerekliliği)

Remarks from Auditee:**Performance Area 5 : Fair Remuneration**

Full Audit [Audit Id - 202659] Audit Date: 05/01/2021 PA Score: B

Deadline date:01/04/2021

GOOD PRACTICES:**AREAS OF IMPROVEMENT:**

All wages paid on-time and wage calculation was correctly done in the factory. All employees received payslips as a confirmation of wage receipt. All employees have been provided with legally required rights: annual leaves, sickleaves, overtime wages, retirement benefits. At least the minimum wage provided to all employees.

Maaşlar zamanında yapılmakta olup, ücret hesaplamaları doğru olarak yapılmaktadır. Çalışanlara aldıkları ücreti açıklayan maaş bordroları verilmektedir. Tüm çalışanlara yasal hakları: Yıllık izin, hastalık izni, fazla mesai ödemeleri, emeklilik hakları hakkı eksiksiz sağlanmaktadır. Tüm çalışanlar en az asgari ücret almaktadırlar.

- 5.4 - The factory did not have a plan to provide a sufficient remuneration that allows workers to meet a decent standard of living.(BSCI Principle 5.4)
Fabrika çalışanlara hayatlarını açık sınırının üzerinde devam ettirebileceği adil ücret sağlamaya yönelik bir plan yapmamıştır. (BSCI Prensibi 5.4)
- 5.5 - Factory's payments to social insurance agency for all workers were paid for national minimum wage and not paid for the remaining balance of salaries and overtime hours for the workers provided with social insurance benefit in the factory. This caused workers' retirement wages to be calculated less than the actual amount during retirement. (Regulation On Social Insurance Processes Issued On 20.08.2008 Dated Official Newspaper, Part 8 And The Tax Procedure Law).
Çalışan maaşlarının asgari ücret kadınının Sosyal Sigortalar Kurumu'na bildirilmekte olduğu; geri kalan ücretlerin ve fazla mesai ücretlerinin Sosyal Sigortalar Kurumu'na bildirilmemekte olduğu görülmüştür.

Remarks from Auditee:**Performance Area 6 : Decent Working Hours**

Full Audit [Audit Id - 202659] Audit Date: 05/01/2021 PA Score: A

Deadline date:

GOOD PRACTICES:**AREAS OF IMPROVEMENT:**

Contracted working hour is 45 hours per week. All employees aware of the legal limits of working hours. Working hours were not exceeding the regular hour limits. Workers have access to areas where resting breaks can be effective. Facility management grants to workers the right to rest. The factory adopted card scan attendance system to record employees' working hours.

Çalışma saati haftada 45 saattir. Tüm çalışanlar yasal çalışma saatlerinin sınırlarını bilmektedirler. Çalışma saatleri normal saat sınırlarını aşmamaktadır. İşçiler dinlenme molalarının etkili olabileceği alanlara sahiptirler. Tesis yönetimi, çalışanlara dinlenme hakkını tanımaktadır. Fabrikada çalışanların çalışma saatleri kart okutma sistemi ile tutulmaktadır.

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 202659] Audit Date: 05/01/2021 PA Score: A

Deadline date:01/04/2021

GOOD PRACTICES:
AREAS OF IMPROVEMENT:

Health & Safety policies were in place and trainings on policies were provided regularly. Emergency action plan was documented and teams were established. Risk assessment was conducted and adequate precautions were taken. Fire extinguishers were placed and clearly marked in the production floor. Fire training and evacuation drills were conducted twice a year. PPE (e.g. gloves, goggles, work clothes and so on) provided to employees for free of charge and usage was encouraged through posters and H&S signs on the walls. Evacuation plans were corrected at each floor and reflect the actual set-up of the floor. Machines were regularly inspected and with guards. Safety control reports for steam boiler, compressor and lifts were reviewed and found acceptable. General H&S environment in the factory was good. The facility had sufficient number of fire extinguishers, which are mounted, marked height of extinguishers were proper. Evacuation plans were posted on walls and match the facility's current layout. There were emergency evacuation signs positioned on the walls of premises. H&S training sessions are held as per documents. Eating areas were found in clean and hygienic condition. Drinking water was analyzed properly for potability. Warning and obligation signs are present in all working areas. Employees are provided with hygienic and clean toilets. Working areas are well lit.

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

- 7.1 -** Based on satisfactory evidence that, the main auditee partially respected this principle because there were existing non-conformities which did not comply with local regulations and global standards in the OHS management system yet.
Elde edilen yeterli delillere göre, firma iş sağlığı ve güvenliği yönetim sistemindeki yerel kanun ve küresel standartları tam olarak karşılamayan mevcut eksiklikler sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır.
- 7.10 -** Based on satisfactory evidence, the main auditee partially respected this principle because, there was no system (Occurance of accident, determining the root cause, identifying measures necessary to prevent the recurrence) to prevent the recurrence of occupational accidents in the company. (BSCI requirement)
Elde edilen yeterli delillere göre, iş kazalarının tekrarlanmasını önleyecek herhangi bir sistem (Kazanın oluşu ve alınan aksiyon , kazanın kök sebebi, kazanın tekrarını önlemeye yönelik aksiyonlar) bulunmaması sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. (BSCI gerekliliği)

Remarks from Auditee:
Performance Area 8 : No Child Labour

Full Audit [Audit Id - 202659] Audit Date: 05/01/2021 PA Score: A

Deadline date:

GOOD PRACTICES:
AREAS OF IMPROVEMENT:

Factory verifies the age proof documents and retains copies of these documents on appointment. Auditor verified 6 workers' personnel files where workers have job application, copies of age documentation, contract based on listed terms and conditions signed by parties, educational certificate, etc. and found maintained in all of cases. According to the age documentation of the employees no child labor was found and worker's testimonies support documentary evidence of compliance. The youngest workers in the factory was 18 years old. The factory develop policies and procedures for remediation in case child labour occurs.
Fabrikada yaş doğrulamak için dökümanları ve kopyalarını tutmaktadır.Denetici iş başvuru formlarını,yaş doğrulama için dökümanları, tüm taraflar tarafından imzalı iş sözleşmelerini ve eğitim belgelerini örnekleme alınan 6 özlük dosyalarından doğrulamıştır.Bu belgelere göre firmada çocuk işçiliği bulunmamaktadır.Fabrikada en genç çalışanlar 18yaşındadır.İşletmede çocuk bulunmasına karşı alınması gereken önlemleri içeren bir prosedür bulunmaktadır.

Remarks from Auditee:
Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 202659] Audit Date: 05/01/2021 PA Score: A

Deadline date:

GOOD PRACTICES:
AREAS OF IMPROVEMENT:

The factory management comply with this principle by ensuring that young employees are protected from any inconvenient conditions for their health and safety, moral values and development, without regard to the expectations set forth in these rules. Since the place of recruitment of young employees is not intended to affect factory management work, health or development; The fact that working hours do not affect attendance at school, participation in professional adjustment processes approved by the competent authorities, or capacity to benefit from training programs.
Fabrika yönetimi bu kurallar çerçevesinde belirlenmiş beklentiler göz ardı edilmeksizin, genç çalışanların geceleri çalışmaması ve sağlıkları, güvenlikleri, ahlaki değerleri ve gelişimleri için sakıncalı koşullardan korunmasını sağlayarak bu ilkeye uyacaktır.Genç çalışanların işe alındığı yerlerde, fabrika yönetimi için, sağlıkları veya gelişimlerini etkileyecek nitelikte olmadığından; çalışma saatlerinin okula devam durumlarını, yetkili mercilerin onayladığı mesleki uyum süreçlerine katılımlarını veya eğitim programlarından yararlanma kapasitelerini etkilemediğinden emindir.Genç işçilere zarar gelmesini önlemek, bunları tanımlamak ve azaltmak için gerekli mekanizmaları oluşturmıştır.

Remarks from Auditee:

Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - 202659] Audit Date: 05/01/2021 PA Score: A

Deadline date:01/04/2021

GOOD PRACTICES:**AREAS OF IMPROVEMENT:**

Workers were given continuous employment. Sampled workers employment files and contracts were reviewed and the terms and conditions were found as per law. All workers were local workers and have social security insurance on-time.

Çalışanlar süresiz sözleşmeye sahiptir.Örnekleme alınan çalışanların özlük dosyası ve iş sözleşmeleri incelenmiştir ve tüm gereksinimler yasalara uygundur. Tüm çalışanlar yerel çalışanlardır ve hepsi zamanında sosyal sigortalar kurumuna zamanında kaydedilmiştir.

- 10.2 -** The contracts used for all employees did not include working hours, wage information in the factory. (BSCI Principle 10.2) (Turkish Labor Law 4857, Article 8, Article 9)
Fabrikada çalışanların sözleşmelerinde çalışma saatleri ve maaş bilgileri bulunmamaktadır. (BSCI Prensibi 10.2)(Türk İş Kanunu, Madde 8, 9)

Remarks from Auditee:**Performance Area 11 : No Bonded Labour**

Full Audit [Audit Id - 202659] Audit Date: 05/01/2021 PA Score: A

Deadline date:

GOOD PRACTICES:**AREAS OF IMPROVEMENT:**

The overall observation shows that the auditee fulfills the requirements of this principle. No force labor noted or being reported by employees during audit. There was no migrant worker in the factory. Annual overtime confirmations obtained from workers in the factory.

Yapılan genel değerlendirme sonrasında fabrikanın bu gereksinimi tam olarak karşılamakta olduğu gözlenmiştir.Denetim esnasında herhangi bir zorla çalıştırma olmadığı not edilmiştir. Fabrikada göçmen çalışan bulunmamaktadır.Çalışanlardan fazla mesai onay yazısı alınmıştır.

Remarks from Auditee:**Performance Area 12 : Protection of the Environment**

Full Audit [Audit Id - 202659] Audit Date: 05/01/2021 PA Score: B

Deadline date:01/04/2021

GOOD PRACTICES:**AREAS OF IMPROVEMENT:**

Facility management had been taken the necessary measures to avoid environmental degradation, facility assess significant environmental impact of operations, and establish effective policies and procedures that reflect their environmental responsibility. They had been implemented adequate measures to prevent or minimise adverse effects on the community, natural resources and the overall environment. Environmental Permit was provided. EIA report was provided. Factory created satisfied environmental procedures.

Fabrika yönetimi çevreye zarar vermeyi önlemek adına gerekli tedbirleri alarak, Fabrika faaliyetlerinin çevreye verdiği kayda değer etkileri değerlendirmektedir ve çevreye karşı sorumluluklarını yansıtan etkin politika ve prosedürler oluşturmuştur. Toplum, doğal kaynaklar ve genel çevre üzerindeki olumsuz etkileri engellemek ya da en aza indirmek adına uygun tedbirlerin alınmasını sağlamışlardır.Çevre izni sağlamıştır. Çevresel etki değerlendirme raporu görülmüştür. Fabrika çevre prosedürlerini oluşturmıştır.

- 12.3 -** It was noted that there was no approval from local ministry industrial waste management plan and waste declaration form available in the facility. (Waste management regulation Article 9)
Firmada bakanlık onaylı endüstriyel atık yönetim planı ve atık beyan formu bulunmamaktadır. (Atık Yönetimi Yönetmeliği Madde 9)

- 12.4 -** There was no temporary area for hazardous wastes (e.g. flouresan lamps.) and there was no agreement with licensed firms for hazardous wastes. (In accordance with Regulation on Control of Hazardous Waste - (14 March 2005 -25755), art 9 m)
Tehlikeli atıklar (Floresan gibi) için kanuna uygun şekilde geçici depolama alanları mevcut değildir ve tehlikeli atıkların bertarafı için için lisanslı firmalarla anlaşma yapılmamıştır. (TEHLİKELİ ATIKLARIN KONTROLÜ YÖNETMELİĞİ (14.03.2005) Resmi Gazete Sayısı: 25755 Madde 9)

Remarks from Auditee:

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 202659] Audit Date: 05/01/2021 PA Score: C

Deadline date:01/04/2021

GOOD PRACTICES:**AREAS OF IMPROVEMENT:**

Ethical procedures were established under social management system. The factory management was cooperative and granted access to all documents, site tour and private worker interviews during the course of audit. The factory management provided full access to any type of documents requested by the auditor. And their approach is cooperative and respective to auditor.

Etik prosedürler sosyal yönetim sistemi altında dökümanite edilmiştir. Fabrika yönetimi denetim sürecini desteklemiş olup, denetçinin dökümanları incelemesine, saha turu yapmasına ve istediği işçilerle özel görüşmesine izin vermiştir. Fabrika yönetimi denetçinin tüm dökümanlara erişebilmesini sağlamıştır. Yönetimin denetçilere yaklaşımı işbirliği ve saygı çerçevesindedir.

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

Remarks from Auditee:

Summary

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	05/01/2021	202659	B	C	A	B	B	A	A	A	A	A	A	B	C	B

Producer Photos



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



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



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



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



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



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



External photo(s) of the production unit(s)
fire hose tested.jpg



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



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



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



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



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



External photo(s) of the production unit(s)
pray room.jpg



External photo(s) of the production unit(s)
preparation room.jpg



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



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



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



External photo(s) of the production unit(s)
smoke detector.jpg



External photo(s) of the production unit(s)
suggestion and complain box.jpg



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



External photo(s) of the production unit(s)
warehouse 1.jpg



External photo(s) of the production unit(s)
warehouse 2.jpg



External photo(s) of the production unit(s)
waste box.jpg