

Auditee :	KARE MUMESSILLIK TEKS.SAN.VE DIS.TIC.LTD.STI
Audit Date From :	01/03/2017
Audit Date To :	02/03/2017
Expiry Date of the Audit :	Please refer to the producer profile in the BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Serap Tumen(Lead)
Auditing Branch (if applicable) :	SGS TURKEY



BSCI Audit Summary Report

This is an extract of the on line Audit Report.The complete report is available in the BSCI Platform.
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This is an extract of the BSCI Audit Report, which is available in the BSCI Platform. © Foreign Trade Association (FTA), 2013 - The English version is the legally binding One.

Rating Definitions



Rating	A combination of ratings per performance area where:	Consequence																																													
<p>A OUTSTANDING</p>	<p>o Minimum 7 performance area rated A o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <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><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>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>A</td><td>B</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	A	A	A	B	B	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
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<p>B GOOD</p>	<p>o Maximum 3 performance area rated C o No performance area rated D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <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><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><td></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>B</td><td>C</td><td>C</td><td>C</td><td></td></tr> </table>	A	A	A	A	A	A	B	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	B	C	C	C		<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
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B	B	B	B	B	B	B	B	B	B	B	C	C	C																																		
<p>C ACCEPTABLE</p>	<p>o Maximum 2 performance areas rated D o No performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <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></td><td></td></tr> <tr><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><td></td><td></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><td></td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C			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		<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
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<p>D INSUFFICIENT</p>	<p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <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></td><td></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><td></td><td></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></td><td></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	E	E	E	E	E	E			<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
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<p>E UNACCEPTABLE</p>	<p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <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></td><td></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></td><td></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></td><td></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			<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
A	A	A	A	A	A	E	E	E	E	E	E	E																																			
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<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

Main Auditee Information



Name of producer :	KARE MUMESSILLIK TEKS.SAN.VE DIS.TIC.LTD.STI		
DBID number :	356443		
Audit ID :	75011		
Address :	ALTAYCESME MAH ENGIN SOK NO:22 MALTEPE Istanbul		
Province :	Istanbul	Country :	Turkey
Management Representative :	BARBAROS AYGUN		
Contact person:	BARBAROS AYGUN	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	KNITTED GARMENTS		

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	
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 :	A		
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	A	A	A	B	A	A	A	A	A	A	A	A

Executive summary of audit report

The company was established in 2004 as a manufacturer of knitted garments for ladies and men in a different address and this branch was established in May 2015.

The company has sewing, pressing, quality control and packaging processes.

The cutting and sample sewing processes were done in the main office of the company which was also stated in the report in "supply chain" part.

The company was located in a 5 storey building, details are:

Entrance floor: Another tenant company, only evacuation route of KARE MUMESSILLIK ends at entrance floor. (Floor was totally rented by EKIP OTOMOTIV performing car care service which has no business/structural relationship with the audited company. So, it was taken out of the audit scope)

1st floor: Pressing, quality control and packaging area (empty – inactive on audit date)

2nd floor: Pressing, quality control, packaging areas, spot cleaning unit, lockers

3rd floor: Sewing area

4th floor: Offices and warehouses

5th floor Lunch hall and infirmary

Total area: 2800 square meters

**** This is a mixed-used building and fire alarm system was integrated for the whole building.

Production capacity was 45000 pieces per month

Time record system: Face scanner system on computerized database.

Systematically working practices are arranged as:

From Monday to Friday: 08:30 - 18:45 including 15'X2 tea breaks and 45' lunch break

Wages and overtime payments are paid at the 5th of each month via bank.

There was a good social compliance management system with documented procedures, sufficient trainings; management / worker representatives, adequate grievance system, adequate monitoring systems...etc

There were two subcontractors which were used for only sewing process if necessary. Subcontractors' monitoring system was available.

Authorized jobsite doctor and OHS specialist were available.

Periodical inspections for boilers, compressor and lift were conducted on 1511.2016

Drinking water analyses were performed by authorized 3d party laboratory in February 2017

There were 3 first aid certified staff (validity of certificates: 09/2017)

OHS, legal rights, complaint mechanism, anti-bribery, BSCI requirements...etc trainings were given to whole staff in February 2017.

Fire fight equipments were controlled periodically. Fire drills were conducted last in January 2017

Indoor measurements (noise, VOC, dust, thermal comfort, illumination) were performed by 3rd party agency in December 2015

Ratings Summary



Auditee's background information			
Auditee's name :	KARE MUMESSILLIK TEKS.SAN.VE DIS.TIC.LTD.STI	Legal status :	LIMITED COMPANY
Local Name :	-	Year in which the auditee was founded :	2004
Address :	ALTAYCESME MAH ENGIN SOK NO:22 MALTEPE	Contact person (please select) :	BARBAROS AYGUN
Province :	Istanbul	Contact's Email :	idari@kare-tai.com
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.kare-tai.com
GPS coordinates :	40°56'05.4"N 29°08'12.2"E	Total turnover (in Euros) :	4894691.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	45000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	KNITTED GARMENTS		

Auditee's employment structure at the time of the audit			
Total number of workers :	53	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	28	25	
Temporary workers	0	0	
In management positions	4	0	
Apprentices	0	0	
On probation	0	0	
With disabilities	2	1	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	28	25	
Production based workers	24	25	
With shifts at night	0	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 - 75011] Audit Date: 01/03/2017 PA Score: B

Deadline date:02/03/2018

GOOD PRACTICES:
None / Yoktur

AREAS OF IMPROVEMENT:

The company has significantly proper social compliance management system. There was a gap at the management system due to unpaid basic needs wage.

Firmada önemli ölçüde uygun bir sosyal uygunluk yönetim sistemi bulunmaktadır. Yaşanabilir ücretin ödenmesine henüz başlanamamış olması sebebiyle yönetim sisteminde açık mevcuttur.

- 1.1 -** Based on satisfactory evidence, the main auditee partially respect this principle due to the gap on social management system regarding unpaid basic needs wage. BSCI Requirement
Eide edilen yeterli delillere göre, yaşanabilir ücretin ödenmesine henüz başlanamamış olması sebebiyle sosyal yönetim sisteminde açık tespit edilmiştir ve bu sebepten denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. BSCI Gerekliği

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 75011] Audit Date: 01/03/2017 PA Score: A

Deadline date:

GOOD PRACTICES:
None / Yoktur

AREAS OF IMPROVEMENT:

None
Yoktur

Remarks from Auditee:

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

Full Audit [Audit Id - 75011] Audit Date: 01/03/2017 PA Score: A

Deadline date:

GOOD PRACTICES:
None / Yoktur

AREAS OF IMPROVEMENT:

Auditor note regarding N/A - marking for 3.3: There is no unionization activity onsite.
3.3 maddesindeki U/D olarak işaretlenmesi için denetçi notu: Firmada sendika bulunmamaktadır.

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 75011] Audit Date: 01/03/2017 PA Score: A

Deadline date:

GOOD PRACTICES:
None / Yoktur

AREAS OF IMPROVEMENT:

None
Yoktur

Remarks from Auditee:

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 75011] Audit Date: 01/03/2017 PA Score: B

Deadline date:02/03/2018

GOOD PRACTICES:

The main auditee exceeds expectations with respect to this principle because the meal and transportation service are provided free of charge. // Denetlenen firma, yemek ve servis hizmetlerinin ücretsiz sağlanmasından dolayı ilgili prensibin üzerinden bir yaklaşım gerçekleştirmiştir.

AREAS OF IMPROVEMENT:

It was verified that all workers were paid at least the legal minimum wage, overtime practices were paid according to laws, all benefits were completely reflected to social security premiums and all workers were given pay stubs. However basic needs wage standard has not been paid. İşletmede tüm çalışanlar en az asgari ücret ile ücretlendirilmekte, fazla çalışmalar kanuna uygun şekilde ödenmekte, tüm ödemeler sosyal sigorta prim sistemine dahil edilmekte ve çalışanlara ücret hesap pusulası verilmektedir. Ancak, yaşanabilir ücret standardı ödenmemektedir.

5.4 - Based on satisfactory evidence, the main auditee does not respect this principle because workers were not paid decent living standard wage. BSCI requirement
Elde edilen yeterli delillere göre, firmada çalışanlara yaşam standartı ücretinin ödenmemesi sebebiyle, denetlenen firma ilgili prensibi tamamen karşılayamamaktadır.

Remarks from Auditee:

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 75011] Audit Date: 01/03/2017 PA Score: A

Deadline date:

GOOD PRACTICES:

None / Yoktur

AREAS OF IMPROVEMENT:

None
Yoktur

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 75011] Audit Date: 01/03/2017 PA Score: A

Deadline date:

GOOD PRACTICES:

None / Yoktur

AREAS OF IMPROVEMENT:

None
Yoktur

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 75011] Audit Date: 01/03/2017 PA Score: A

Deadline date:

GOOD PRACTICES:

None / Yoktur

AREAS OF IMPROVEMENT:

None
Yoktur

Remarks from Auditee:

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 75011] Audit Date: 01/03/2017 PA Score: A

Deadline date:

GOOD PRACTICES:

None / Yoktur

AREAS OF IMPROVEMENT:

Auditor note regarding N/A : There was no young worker onsite.
U/D olarak işaretlenen bölüm için denetçi notu : Firmada genc çalışan bulunmamaktadır.

Remarks from Auditee:

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 75011] Audit Date: 01/03/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None / Yoktur	
AREAS OF IMPROVEMENT: None Yoktur	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 75011] Audit Date: 01/03/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None / Yoktur	
AREAS OF IMPROVEMENT: Auditor note regarding N/A - marking for 11.2 : There was no migrant worker. 11.2 maddesindeki U/D olarak işaretlenen bölüm için denetçi notu : Firmada yabancı işçi bulunmamaktadır.	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 75011] Audit Date: 01/03/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None / Yoktur	
AREAS OF IMPROVEMENT: None Yoktur	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 75011] Audit Date: 01/03/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None / Yoktur	
AREAS OF IMPROVEMENT: None Yoktur	
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	01/03/2017	75011	B	A	A	A	B	A	A	A	A	A	A	A	A	A

Producer Photos



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



Photo of fire safety equipment
Smoke detector.JPG



Photo of the inside of the main production hall
Quality control area.JPG



Photo first aid facilities
First aid kit.JPG



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



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

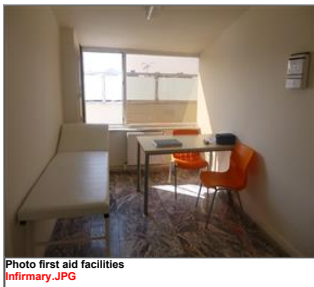


Photo first aid facilities
Infirmary.JPG

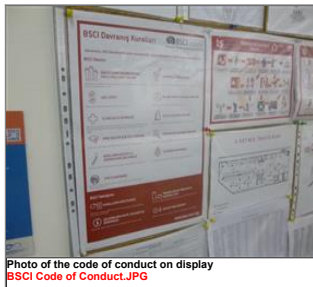


Photo of the code of conduct on display
BSCI Code of Conduct.JPG



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



Photo of fire safety equipment
Emergency sign and illumination.JPG



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



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



Photo of fire safety equipment
Fire alarm button.JPG



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



Photo of the personal protection equipments (if applicable)
Personal protective equipments.JPG



Photo of fire safety equipment
Fire extinguisher.JPG



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



Photo of the sanitary facilities
Lavatory.JPG



Photo of fire safety equipment
Fire hose.JPG