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|-----------------------------------|---|
| Auditee : | KARE Konfeksiyon Sanayi Limited Sirketi |
| Audit Date From : | 18/03/2019 |
| Audit Date To : | 18/03/2019 |
| Expiry Date of the Audit : | Please refer to the producer profile in the amfori BSCI platform |
| Auditing Company : | Intertek |
| Auditor's Name(s) : | OKAN BULUT(Lead), RUHSAN EREYLI, HIKMET ISTEMIL |
| Auditing Branch (if applicable) : | Intertek Turkey & Romania & Bulgaria |



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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 A No Performance Areas rated C, D or E These are three examples: A B B B A A A A A A A B 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. |
| 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: 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. |
| C Acceptable | <ul style="list-style-type: none"> Maximum 2 Performance Areas rated D No Performance Areas rated E These are three examples: 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 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. |
| D Insufficient | <ul style="list-style-type: none"> Maximum 6 Performance Areas rated E These are three examples: 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 | The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days. |
| E Unacceptable | <ul style="list-style-type: none"> Minimum 7 Performance Areas rated E These are three examples: 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 | amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners. |
| 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 : | KARE Konfeksiyon Sanayi Liited Sirketi | | |
| DBID number : | 356443 | | |
| Audit ID : | 145987 | | |
| Address : | Zumrutevler Mah. Hisar Sok. No:20 Maltepe- Istanbul Istanbul | | |
| Province : | Istanbul | Country : | Turkey |
| Management Representative : | SEDAT ULU | | |
| Contact person: | SEDAT ULU | 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 | <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 : 18/03/2020 | |

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 | C | A | B | B | C | E | A | A | A | A | C | A |

Executive summary of audit report

Facility has been established in 2004 in ISTANBUL and moved to current address in September 2018. The first name of facility is Kare Mumessillik Tekstil San. ve Dis Tic. Ltd. Sti, after the name of facility was changed as current name (Kare Konfeksiyon San. Ltd. Sti) in September 2017. Main activity is outdoor garment production. Main process are cutting, model sewing, sewing, ironing, packaging. Facility located in 7 floored building that is concrete on 4680 sqm closed area. Bottom 2 floor: Cutting section, fabric warehouse Bottom 1 floor: Ironing and packaging section, shipment, QC section Entrance floor: sewing section. 1st floor: Modelling section. 2nd floor: Office and design. 3rd floor: Offices. 4th floor: Lunch hall.

Working hours are 08:30-18:45 (includes 15 min tea breaks x 2 times and 45 min lunch break) x 5 days (Monday to Friday)

There is one canteen service worker who is hired different company (Donmezler Yemek). Related worker was included the audit scope. There is one foreign worker who works in management section as marketing. Related worker has working permit. Meal and transportation are provided free of charge to all workers.

AUDITOR NOTE: Due to the practice of protection of personal data, documents containing personal information, have not been added, in accordance with Amfori's proposal. Additional, the opening operating permit and fire inspection report is not upload the system because there is no opening and operating permit and fire inspection report of facility. Please refer to related non-compliances.

Current status of performance areas:

PA6: Regular working hours are 08:30-18:45 (includes 15 min tea breaks x 2 times and 45 min lunch break) x 5 days (Monday to Friday).

PA8: There was no child labour in the facility. There was written policy and procedure against child labour

PA9: There is no young workers at the facility. Risk analysis was conducted for young labours.

PA11: No kind of forced labour was observed.

Ratings Summary



| Auditee's background information | | | |
|---|--|---|-------------------------------------|
| Auditee's name : | KARE Konfeksiyon Sanayi Liited Sirketi | Legal status : | Limited company |
| Local Name : | KARE KONFEKSIYON SANAYI LIMITED SIRETI | Year in which the auditee was founded : | 2004 |
| Address : | Zumrutevler Mah. Hisar Sok. No:20 Maltepe- Istanbul | Contact person (please select) : | SEDAT ULU |
| Province : | Istanbul | Contact's Email : | sedat.ul@karekonfeksiyon.com |
| City : | Istanbul | Auditee's official language(s) for written communications : | Turkish |
| Region : | Middle East/ North Africa | Other relevant languages for the auditee : | None |
| 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) : | 4668150.75 |
| Sector : | Non-Food | Of which exports % : | 100.00 |
| Industry : | Textiles, clothing, leather | Of which domestic market % : | 0.00 |
| If other, please specify : | N/A | Production volume : | 500000 pcs/year |
| Product Group : | Apparel | Production cost calculation : | No |
| If other, please specify : | N/A | Lost time injury calculation cost : | No |
| Product Type : | KNITTED GARMENTS | | |

| Auditee's employment structure at the time of the audit | | |
|--|---------------------|--|
| Total number of workers : | 119 | Total number of workers in the production unit to be monitored (if applicable) : |
| | | 0 |
| | MALE WORKERS | FEMALE WORKERS |
| Permanent workers | 63 | 56 |
| Temporary workers | 0 | 0 |
| In management positions | 26 | 24 |
| Apprentices | 0 | 0 |
| On probation | 0 | 0 |
| With disabilities | 2 | 2 |
| Migrants (national citizens) | 0 | 0 |
| Migrants (foreign citizens) | 0 | 1 |
| Workers on the permanent payroll | 63 | 56 |
| 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 - 145987] Audit Date: 18/03/2019 PA Score: E

Deadline date:18/09/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on satisfactory evidence through documents review and employee and management interview, the main auditee partially respects this performance area 1

- 1.1 - BSCI PRINCIPLES 1.1.** The facility should have an efficient management system to BSCI values are implemented. -- There is no procedure and implementation, monitoring the improvement plans on social compliance system. -There is no a written procedure regarding management of current and future sub-contractors and suppliers that might be used. -There is no grievance mechanism for external community.- The facility did not conducted management review meeting that is also included BSCI topics - There were issues that need to be corrected in other Performance Areas of 1,2,3,4,5,7,10,12,13. Auditors rated this question as partially due to fact that there are implementations on social compliance management system.

BSCI GEREKLILIKLERI 1.1 - İşletmede sosyal uygunluk sistemi ile ilgili iyileştirme planlarının izlenmesine ilişkin prosedür ve uygulama mevcut değildir. - Mevcut ve ileride kullanabilecek tedarikçilerin, taşeronların ve fasonların yönetimine ilişkin yazılı bir prosedür bulunmamaktadır. - İşletmede dışarıdan gelecek şikayetler için oluşturulmuş bir şikayet mekanizması yoktur.- İşletme BSCI konularının da içerdiği yönetim gözden geçirme toplantısı yapmamaktadır. - Performans alanı 1,2,3,4,5,7,10,12,13 düzeltilmesi gereken bulgular olduğu not edilmiştir.

- 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. -The suppliers and subcontractors mapping has not been conducted yet. -There is no written procedure regarding social compliance management system to select and to assess the suppliers and subcontractors. -The review meeting is not conducted according to social compliance management system for suppliers and subcontractors.

2-Law: Turkish Regulation on Working Hours Related to Labor Law, No: 25425, Date: 06.04.2004, Art. 9; Finding: There are no time records of the 1 out of 1 employee of the inside catering subcontractor firm which is DONMEZLER YEMEK. Auditors rated this question as no due to fact that there is systematical gaps.

BSCI GEREKLILIKLERI 1.3 -1- Tedarikçi ve fason haritalandırılması henüz yapılmamıştır. -İşletmede tedarikçi ve fasonların sosyal uygunluk açısından seçme ve değerlendirmeye ilişkin yazılı bir prosedür bulunmamaktadır. - Tedarikçi ve fasonlar için sosyal uygunluk konularında değerlendirildiği gözden geçirme toplantısı yapılmamaktadır.

2-Kanun: İş Kanununa İlişkin Çalışma Süreleri Yönetmeliği (06.04.2004 tarihli, 25425 sayılı Resmi Gazetede yayımlanmıştır.) Çalışma Süresinin Belirlenmesi Madde 9 Bulgu: İşletmede bulunan 1 yemek taşeronu (DÖNMEZLER YEMEK) çalışanın zaman kaydı bulunmamaktadır.

- 1.4 - BSCI REQUIREMENT 1.4.** There should be satisfactory evidence that the auditee's workforce capacity is properly organized to meet the expectations of the delivery order and contracts. - There is no emergency case plan for the emergency cases that may lead to slow down or interrupt production. Auditors rated this question as partially due to fact that there is capacity report.

BSCI GEREKLILIKLERI 1.4 İşletmede üretimin yavaşlaması veya sekteye uğramasına sebep olabilecek acil durumlar için bir eylem planı mevcut değildir.

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 145987] Audit Date: 18/03/2019 PA Score: C

Deadline date:18/09/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on satisfactory evidence through documents review and employee and management interview, the main auditee partially respects this performance area 2

- 2.1 -** BSCI PRINCIPLES 2.1. Auditee should have good management practices that involve workers and their representatives in sound information exchange on workplace issues. -There is no worker representatives who are elected from employees. There are 3 worker representatives who are assigned from management. This question is rated as partially there is responsible and meeting record with worker representatives.

BSCI GEREKLİLİKLERİ 2.1- Çalışanlar tarafında seçilen çalışan temsilcisi yoktur. 3 çalışan temsilcisi vardır ve yönetim tarafından seçilmiştir.

- 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. – There is no vision and mission for protecting workers were not defined in line with the aspirations of the BSCI Code of Conduct in the facility. The long-term goal was conducted for 2017-2020 but the goals are not measurable, evaluable, smart and there is no strategic plans to do goals. This question is rated as partially the long term goals was conducted.

BSCI GEREKLİLİKLERİ 2.2- İşletmede çalışanları korumaya yönelik BSCI Davranış Kuralları uyarınca vizyon ve misyon yoktur. 2017-2010 için uzun dönemli hedefler oluşturulmuştur ve ölçülebilir, değerlendirilebilir ve smart olmadığı görülmüştür ve hedefler için stratejik planları da yoktur.

- 2.4 -** BSCI PRINCIPLES 2.4. Auditee should build sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation. Finding: - There is no training records for informative training on BSCI Code to employees. - There is no training record about regarding implementation of BSCI Code to employee representatives and managers. This question is rated partially BSCI Code is posted inside the facility and employees aware of BSCI.

BSCI GEREKLİLİKLERİ 2.4. Bulgu: - Çalışanlara BSCI bilgilendirme eğitimi verildiğine dair kayıt görülememiştir. - Çalışan temsilcilerine ve yöneticilere BSCI davranış kurallarının uygulanışına dair bir eğitim kaydı görülememiştir.

- 2.5 -** BSCI PRINCIPLES 2.5. Auditee should establish, or participates in, an effective operational-level grievance mechanism for individuals and communities. Finding: -The training was not given to employees about grievance and compliance usage procedure. – The facility did not keep the records open door policy grievances - This question is rated as partial there is suggestion system procedure and there is suggestion box records.

BSCI GEREKLİLİKLERİ 2.5.Bulgu: Şikayet ve öneri sisteminin kullanımı prosedürü ile ilgili çalışanlara eğitim verilmemiştir. - İşletmede açık kapı politikasına ilişkin yapılan şikayetler kayıt altına alınmamaktadır.

Remarks from Auditee:

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

Full Audit [Audit Id - 145987] Audit Date: 18/03/2019 PA Score: A

Deadline date:18/06/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on satisfactory evidence through documents review and employee & management interview, the main auditee partially respects this performance area 3.

- 3.4 -** BSCI PRINCIPLES 3.4. Auditee should not prevent workers representatives from accessing or interacting with workers in the workplace. Finding: -There is no worker representatives who are elected from employees. There are 3 worker representatives who are assigned from management. This question was rated as partially

BSCI GEREKLİLİKLERİ 3.4- Çalışanlar tarafında seçilen çalışan temsilcisi yoktur. 3 çalışan temsilcisi vardır ve yönetim tarafından seçilmiştir

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 145987] Audit Date: 18/03/2019 PA Score: B

Deadline date:18/06/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on satisfactory evidence through site tour, documents review and employee & management interview, the main auditee partially respects this performance area 4.

- 4.3 - BSCI PRINCIPLES 4.3.** Auditee should take the necessary preventative and/or remedial measures so workers are not harassed or disciplined on grounds of discrimination as listed in the BSCI Code. Finding: -The training about disciplinary code and procedure and disciplinary rules is not conducted to management and supervisors. This question was rated as partially because the disciplinary procedure is available.

BSCI PRENSIPLERİ 4.3. Bulgu:-Yöneticiler ve usta başlarına disiplin yönetmeliği prosedürü ve disiplin kurallarına ilişkin eğitim verilmediği görülmüştür.

Remarks from Auditee:

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 145987] Audit Date: 18/03/2019 PA Score: B

Deadline date:19/03/2019

GOOD PRACTICES:

The main auditee exceeds expectations with respect to this principle because meal and transportation are provided free of charge to all employees.

AREAS OF IMPROVEMENT:

Based on satisfactory evidence through documents review and employee & management interview, the main auditee partially respects this performance area 5.

- 5.2 - Law:** In accordance with Turkish Labour Law # 4857 / 2003, ARTICLE 34- The employee who is not paid except for a force majeure within twenty days from the date of payment may avoid fulfilling his / her duty. Finding: Overtime payments of the employees are paid 25th of each month instead of till 20th of each month. This question was rated as partial because wages are paid regularly and normal wages are paid on time. Kanun: TÜRK İŞ KANUNU # 4857 / 2003, Madde Madde 34 - Bulgu: İşletmede çalışanların fazla mesai ödemeleri her ayın 20'sine kadar olması yerine her ayın 25 inde ödenmektedir.
- 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 employee surveys to define the living wage. However; living wage defining study was not done after evaluating the data received in the survey So there is no any plan about paying determinate living wage to employees. This question was rated as partial because the facility surveys to define the living wage.

BSCI PRENSIPLERİ 5.4 Bulgu:- İşletmede yaşam ücretinin belirlenmesine yönelik çalışanların bilgilerini toplamıştır. Ancak yaşam ücreti belirlenmesine ait çalışma yapılmamıştır. Bu nedenle de belirlenen yaşam ücretinin çalışanlara verilmesi konusunda bir plan yapılmadığı görülmüştür.

Remarks from Auditee:

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 145987] Audit Date: 18/03/2019 PA Score: C

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on satisfactory evidence through documents review and employee & management interview, the main auditee partially respects this performance area 6.

- 6.2 - BSCI REQUIREMENT 6.2.** There is satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI code of conduct. Finding: - There is evaluation system for doing overtime practices & for paying overtime practices according to local law, but there is no emergency action plan for the emergency cases that may lead to slow down or interrupt production. Please refer to issue 1.4 The question is marked as partial, because the working hours and overtime hours and wages are compliance.

BSCI GEREKLILIKLERİ 6.2. Bulgu: - Firmanın kanuna uygun şekilde fazla mesai çalışmaları yapmak & fazla mesai çalışmalarını ödemek için bir sistem mevcuttur, ancak işletmede üretimin yavaşlaması veya sekteye uğramasına sebep olabilecek acil durumlar için bir eylem planı mevcut değildir. 1.4'ü referans alınız.

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 145987] Audit Date: 18/03/2019 PA Score: E

Deadline date:18/09/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on satisfactory evidence through site tour, documents review and employee & management interview, the main auditee partially respects this performance area 7.

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. Auditors rated this question as partially due to fact that there was good understanding on H&S issues.

BSCI Prensipleri 7.1 Bulgu: İşletmede iş sağlığı ve güvenliğine ilişkin kanun ve yönetmelik takip edilmektedir, ancak PA 7'de bazı eksikler olduğu görülmüştür.

7.3 - BSCI PRINCIPLES 7.3. Auditee should regularly carry out risk assessments for safe, healthy and hygienic working conditions. Finding: There was no risk assessment related special conditioned employees (disabled) on risk analyse. This question was rated as partially because risk assessment was conducted for the related special conditioned employees (pregnant), transmitted and untransmitted diseases.

BSCI GEREKLİLİKLERİ 7.3 Bulgu: İşletmedeki risk analizinde hassas gruplu çalışanlara dair (engelli) dair risk değerlendirilmesi görülememiştir.

7.10 - BSCI PRINCIPLES 7.10. Auditee should have procedures and systems for reporting and recording occupational accidents and injuries. Finding: There was no written procedure to reporting the accidents, which includes corrective action plan. Also root cause analysis was not conducted for occurred job accident. This question was rated as partially because job accidents are recorded.

BSCI GEREKLİLİKLERİ 7.10. Bulgu: Düzeltici faaliyet planı da içeren, yazılı bir kaza kayıt prosedürü yoktur. Ayrıca gerçekleşen iş kazasına yönelik kök sebep analizi yapılmamıştır.

7.11 - Law: 1) Regulation for facility opening and operating permit (10/8/2005), II. Section Art 6 (Changed first clause: 19/3/2007 – 2007/11882 K.) – It is not allowed that the facility is not opened and operated without "Opening and Operating Permit" that is taken from local authorities properly 2) Regulation for facility opening and operating permit (10/8/2005), II. Section Art 5 G) It is necessary to take firefighters report which shows that all kinds of workplaces where there are more than thirty employees, main entrance gateways, direct connection to streets and streets, and workplaces, bazaars and similar establishments where there are more than one workplace together, take necessary precautions against fire. 3) Construction Zoning Law (No: 3194) (03/05/1985), (Article 30) Article 30 It's imperative to obtain permission from municipality or governership bureaus which were gave the construction permit, for a building using the absolute amount of, in case of building was totally finished or in the event of completed part of a construction which was to use. It is required to determination of building's compliance in terms of permit, additional documents and engineering, upon application of owner. Finding: 1) It was noted that the facility did not have business opening and operating permit. 2) There is no fire brigade's report regarding fire safety in the facility. This question was rated as partial because there is building registration certificate.

Kanun: 1) İŞYERİ AÇMA VE ÇALIŞMA RUHSATLARINA İLİŞKİN YÖNETMELİK (10/8/2005) No : 25902 - II. Bölüm Madde 6 2) İŞYERİ AÇMA VE ÇALIŞMA RUHSATLARINA İLİŞKİN YÖNETMELİK (10/8/2005) - II. Bölüm Madde 5 G) 3) YAPI KULLANMA İZİNİ Madde 30 Bulgu: 1) İşletmenin iş yeri açma ve çalıştırma ruhsatı bulunmamaktadır. 2) Yangın güvenliğine ilişkin itfaye raporu bulunmamaktadır.

7.15 - Law: Regulation on Protection Of Buildings Against Fire (19.12.2007), Art 31- (1) The exit way is defined as the not blocked way starting from any part of the building till the street at the ground level. (2) The elevators cannot be accepted as exit way. Finding: There is turnstyle system in front of 1 out of 2 main emergency exit door of the building at the entrance floor. When pushing fire alarm button, turnstyle system is ineffective. This question was rated as partial because some exits are open quick and all doors are marked and they have battery operated lights.

Kanun: BİNALARIN YANGINDAN KORUNMASI HAKKINDA YÖNETMELİK (19.12.2007) Kaçış Yolları MADDE 31 Bulgu: İşletmede giriş katta bina 2 ana acil çıkış kapısından 1 nin önünde turnike sistemi vardır. Yangın alarm butonuna basıldığında turnike sistemi devre dışı olmaktadır.

7.20 - Law: Regulation Concerning Water Intended for Human Consumption, date: 17.02.2005, No. 25730, Article 6 – Waters shall be sanitary and clean. In terms of minimum requirements of this regulation, a) If water do not contain microorganisms, parasites and substances which are in amount and density that pose potential hazard on human health, b) If water are in compliance with requirements of Appendix-1 and Articles of 7, 8, 10, 11 and 13, are accepted as sanitary and clean. Article 10- Potable water available for consumption is subject to monitoring and control supervision in accordance with monitoring frequencies specified in Annex-2 Table B1. Monitoring programs are prepared in accordance with minimum requirements specified in Annex-2 Table B1. The sampling points are determined by the competent authorities to meet the requirements of Annex 2. Samples are taken to reflect the quality of the water consumed throughout the year. However, if any mismatch is detected between parametric values in Annex-1 (a),(b) and parametric values in accordance with the second clause of Article 7, in order to determine the size and effectiveness of corrective measures, in accordance with Article 11, additional monitoring may be required to follow, except monitoring program. Finding: It was noted that potable water analysis report did not cover the microbiological parameters such as E.coli, Enterococcus, Coliform. This question was rated as partial because the potable water is provided to all workers free and there is an analysis about chemical and physical.

Kanun: İnsani Tüketim Amaçlı Sular Hakkında Yönetmelik RESMÎ GAZETE: 17 Şubat 2005 PERŞEMBE - Sayı : 25730 Madde 6, Madde 10 Bulgu: İşletmenin içme suyu analiz raporunda E.coli, Enterekok, Koliiform gibi mikrobiyolojik parametreler değerlendirilmemiştir.

Remarks from Auditee:

| Performance Area 8 : No Child Labour | |
|---|--------------------------|
| Full Audit [Audit Id - 145987] Audit Date: 18/03/2019 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 - 145987] Audit Date: 18/03/2019 PA Score: A | Deadline date: |
| GOOD PRACTICES: | |
| AREAS OF IMPROVEMENT: | |
| Remarks from Auditee: | |
| Performance Area 10 : No Precarious Employment | |
| Full Audit [Audit Id - 145987] Audit Date: 18/03/2019 PA Score: A | Deadline date:18/06/2019 |
| GOOD PRACTICES: | |
| AREAS OF IMPROVEMENT: | |
| Based on satisfactory evidence through documents review and employee & management interview, the main auditee partially respects this performance area 10 | |
| 10.3 - BSCI PRINCIPLES 10.3 Auditee should provide workers with understandable information before entering into employment. Finding: The orientation trainings were not given to employees who start to job after 2016 and the information of grievance mechanism were not provided to workers. This question is rated as partial because there is orientations for old workers. BSCI GEREKLİLİKLERİ 10.3 Bulgu: 2016'da sonra işe giren çalışanlara oryantasyon eğitimleri verilememiştir ve şikayet mekanizması ile ilgili bilgilendirme yapılmadığı görülmüştür. | |
| Remarks from Auditee: | |
| Performance Area 11 : No Bonded Labour | |
| Full Audit [Audit Id - 145987] Audit Date: 18/03/2019 PA Score: A | Deadline date: |
| GOOD PRACTICES: | |
| AREAS OF IMPROVEMENT: | |
| Remarks from Auditee: | |

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 145987] Audit Date: 18/03/2019 PA Score: C

Deadline date:18/06/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on satisfactory evidence through site tour, documents review and employee & management interview, the main auditee partially respects this performance area 12

- 12.1 -** BSCI PRINCIPLES 12.1. Auditee should continuously identify the significant impacts and environmental implications associated to its activity. Finding: Environmental impact assessment has not been conducted yet. This question was rated as partially because risk assessment was conducted.
BSCI PRENSIPLERİ 12.1. Bulgu: Çevre boyut analizi gerçekleştirilmemiştir.
- 12.2 -** BSCI PRINCIPLES 12.2. There should be satisfactory evidence that the auditee has procedures in place to ensure integration of local environmental law into the business model. Finding: There was no environmental policy that includes environmental laws in the facility. -It was noted that there is no complaints mechanism for community around the facility about environmental issues. This question was rated as partially because the facility is aware of environmental requirements.
BSCI PRENSIPLERİ 12.2. Bulgu: Çevresel kanunları da içeren bir çevre politikası bulunmamaktadır. - İşletmede çevresel konularla ilgili çevredeki toplulukların kaygılarını ele alacak şikayet mekanizmasının oluşturulmadığı görülmüştür.
- 12.4 -** BSCI PRINCIPLES 12.4 Auditee should manage waste in a way that does not lead to the pollution of the environment. Finding: Waste management procedure is not available in the facility. The training about the waste management procedure is not provided to employees. This question was rated as no because there is no study about this issue.
BSCI PRENSIPLERİ 12.4 Bulgu: İşletmede yazılı atık yönetim prosedürü bulunmamaktadır. -Çalışanlara atık yönetim prosedürü ile ilgili eğitim verilmemiştir.

Remarks from Auditee:

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 145987] Audit Date: 18/03/2019 PA Score: A

Deadline date:18/06/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on satisfactory evidence through site tour, documents review and employee & management interview, the main auditee partially respects this performance area 13

- 13.1 -** Based on satisfactory evidence through site tour, documents review and employee & management interview, the main auditee partially respects this performance area 13 BSCI PRINCIPLES 13.1. Auditee should actively oppose any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise. Finding: -Employees were not trained regarding handling and managing bribery and corruption cases. This questions is rated as partial because there is anti bribery procedure.
BSCI GEREKLİLİKLERİ 13.1. Bulgu: -Çalışanlara da rüşvet ve yolsuzlukla mücadelesi/yönetimi ilişkin bir eğitim verilmemiştir.

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 | 18/03/2019 | 145987 | E | C | A | B | B | C | E | A | A | A | A | C | A | D |

Producer Photos





