

Monitoring result for Kare Konfeksiyon Sanayi Limited Sirketi on site Kare Konfeksiyon Sanayi Limited Sirketi

Monitoring

| | | | |
|-----------------|--|---------------------|---------------------------------------|
| Monitored Party | : Kare Konfeksiyon Sanayi Limited Sirketi | amfori ID | : 792-000919-000 |
| Site | : Kare Konfeksiyon Sanayi Limited Sirketi | Site amfori ID | : 792-000919-002 |
| Address | : Zumrutevler Mah. Hisar Sok No:20/A Maltepe | Monitoring Activity | : amfori Social Audit - Manufacturing |
| | : Istanbul | Monitoring Type | : Full Monitoring |
| | : Istanbul | Submission Date | : 25/11/2021 |
| | : Turkey | Expiration Date | : 25/11/2023 |

This is an extract of the online monitoring result, generated on 25/11/2021, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

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. © amfori, 2021

Overall rating



Section rating

| | |
|--|---|
| PA1: Social Management System | C |
| PA 2: Workers Involvement and Protection | A |
| PA 3: The Rights of Freedom of Association and Collective Bargaining | A |
| PA 4: No Discrimination | A |
| PA 5: Fair Remuneration | A |
| PA 6: Decent Working Hours | A |
| PA 7: Occupational Health and Safety | A |
| PA 8: No Child Labour | A |
| PA 9: Special Protection for Young Workers | A |
| PA 10: No Precarious Employment | A |
| PA 11: No Bonded Labour | A |
| PA 12: Protection of the Environment | A |

General description

This periodic audit has been conducted by three auditors:
OKAN BULUT - ASCA REGISTRATION: RA 21700523.
ORHAN BUYUKCAM - ASCA REGISTRATION: RA 21700567.
MURAT KAHRIMAN - ASCA REGISTRATION: RA 21704535.
The audit company: Intertek.
The audit date: 17/11/2021.

The facility was established in 2004 in Istanbul and moved to the current address in September 2018. The first name of the 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. The products manufactured by the facility are outwear garments. The main processes of the facility are cutting, modelling sewing, quality control, ironing and packaging. The facility has been operating in an eight-floored building. It is not a shared building. The total closed area of the facility is 4700 sqm as per the business license. The business license is valid. Dormitory is not available in the facility building. No migrant employee. There is no trade union in the facility. The catering service is provided by a subcontractor firm's (Donmezler Yemek) one employee. The structure of the facility building is concrete. The layout of the facility building is as below:

-3th Floor: Warehouse
-2nd Floor: Cutting section, changing room
-1st Floor: Ironing and packing section, changing room
Ground Floor: Sewing section, doctor room
1st Floor: Sampling section,
2nd Floor: Administration offices,
3th Floor: Administration offices,
4th Floor: Lunch hall.

The regular working hours of the facility are 08:30-18:45 including 45 minutes lunch break and twice 15 minutes tea breaks, from Monday to Friday. The employees' working hours are recorded by electronic time recording system with electronic timecards. Normal wages are paid on 5th of each month through bank transfer. Overtime wages are paid on 20th of each month through bank transfer.

Auditor notes regarding documents:

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

- Agency labor contract,
- Government waiver, etc.

Due to the practice of protection of personal data, documents containing personal information have not been added. The contact person information of the contractor has been hidden due to the practice of protection of personal data.

In Turkey, report writing is not included in manday calculation. Extra 0,5 md is given for the report writing process.

Remark: The definitions of Amfori BSCI principles have been revised in performance area 1 and 2 as per the last work instruction.

#COVID19 (proper implementations are listed below)

- Protective mask is provided to workers and it is worn by the workers.
- The workers' fevers are measured by a responsible person at the entrance of the facility.
- Hand sanitizers are located at some points of the facility.
- Risk assessment and emergency action plans have been established including COVID19 issues.
- Workers have been informed about COVID19 issues with warning posters.

Site Details

Site : **Kare Konfeksiyon Sanayi Limited Sirketi**

Site amfori ID : **792-000919-002**

GICS Classification

Sector : **Industrials**

Industry : **Building Products**

Industry Group : **Capital Goods**

Sub Industry : **Building Products**

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

| | |
|---|--------------|
| Total workforce | 111 Workers |
| Legal minimum wage in local currency | 2557 Monthly |
| Lowest wage paid for regular work at the site | 2557 Monthly |
| Calculated living wage in local currency | 3537 Monthly |
| Total sample | 16 Workers |

Other Metrics

| | |
|------------------------------------|------------|
| Male workers | 53 Workers |
| Female workers | 58 Workers |
| Permanent workers - Male | 62 Workers |
| Permanent workers - Female | 65 Workers |
| Temporary workers - Male | 0 Workers |
| Temporary workers - Female | 0 Workers |
| Seasonal workers - Male | 0 Workers |
| Seasonal workers - Female | 0 Workers |
| Management - Male | 23 Workers |
| Management - Female | 24 Workers |
| Apprentices - Male | 0 Workers |
| Apprentices - Female | 0 Workers |
| Workers on probation - Male | 0 Workers |
| Workers on probation - Female | 1 Workers |
| Workers with night shift - Male | 0 Workers |
| Workers with night shift - Female | 0 Workers |
| Workers with disabilities - Male | 3 Workers |
| Workers with disabilities - Female | 1 Workers |
| Domestic migrant workers - Male | 0 Workers |
| Domestic migrant workers - Female | 0 Workers |
| Foreign migrant workers - Male | 0 Workers |
| Foreign migrant workers - Female | 0 Workers |
| Workers hired directly - Male | 62 Workers |
| Workers hired directly - Female | 64 Workers |
| Workers hired indirectly - Male | 0 Workers |
| Workers hired indirectly - Female | 1 Workers |
| Unionised workers - Male | 0 Workers |
| Unionised workers - Female | 0 Workers |
| Workers under CBA - Male | 0 Workers |
| Workers under CBA - Female | 0 Workers |
| Pregnant workers | 1 Workers |
| Workers on parental leave - Male | 0 Workers |
| Workers on parental leave - Female | 0 Workers |
| Sample - Male | 7 Workers |
| Sample - Female | 9 Workers |

Findings

PA1: Social Management System

Amfori BSCI Code of Conduct, Principle on Social Management System - The facility should have an efficient management system to BSCI values are implemented. - Finding: There is no a written procedure regarding management of current and future sub-contractors and suppliers that might be used. - 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, and 13. Auditors rated this question as partially due to fact that there are implementations on social compliance management system.

Amfori BSCI Davranış Kuralları, Sosyal Yönetim Sistemi İlkesi - Bulgu: Mevcut ve ileride kullanabilecek tedarikçilerin, taşeronların ve fasonların yönetimine ilişkin yazılı bir prosedür bulunmamaktadır. - İşletme BSCI konularının da içerdiği yönetim gözden geçirme toplantısı yapmamaktadır. - Performans alanı 1,2 ve 13 düzeltilmesi gereken bulgular olduğu not edilmiştir. Sosyal uygunluk yönetim sistemi ile ilgili uygulamaların olması nedeniyle bu soru kısmen derecelendirilmiştir.

Amfori BSCI Code of Conduct, Principle on Social Management System - 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: The suppliers and subcontractors mapping has not been completed 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. This question has been rated as partially due to fact that there suppliers and subcontractors were listed and some information was obtained.

Amfori BSCI Davranış Kuralları, Sosyal Yönetim Sistemi İlkesi - Bulgu: Tedarikçi ve fason haritalandırılması henüz tamamlanmamıştır. -İşletmede tedarikçi ve fasonların sosyal uygunluk açısından seçme ve değerlendirmeye ilgili yazılı bir prosedür bulunmamaktadır. - Tedarikçi ve fasonlar için sosyal uygunluk konularında değerlendirildiği gözden geçirme toplantısı yapılmamaktadır. Bu soru, tedarikçilerin ve fasonların listelenmesi ve bazı bilgilerin toplanması nedeniyle kısmen derecelendirilmiştir.

PA 2: Workers Involvement and Protection

Amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection - 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: Some long-term goals were determined for 2020-2023 years, but the goals are not measurable, evaluable, smart and there is no strategic plans to do goals. This question has been rated as partially, as the long term goals were determined.

Amfori BSCI Davranış Kuralları, İşçi Katılımı ve Koruma İlkesi - Bulgu: 2020-2023 dönemi için bazı uzun dönemli hedefler oluşturulmuştur ve ölçülebilir, değerlendirilebilir ve smart olmadığı görülmüştür ve hedefler için stratejik planları da yoktur. Bu soru, uzun vadeli hedefler belirlendiği için kısmen derecelendirilmiştir.

PA 13: Ethical Business Behaviour

Law: Protection of Personal Data Law #6698 ARTICLE 5- (1) Personal data cannot be processed without the express consent of the person concerned. ARTICLE 10- (1) In the process of obtaining personal data, the person in charge of the data or the person authorized by him / her shall be entitled to; a) The identity of the data officer and the representative, if any, b) The purpose for which personal data will be processed, c) To whom and for what purpose the personal data processed may be transmitted, ç) The method and legal basis of personal data collection is obliged to provide information about that. Finding: It was noted that employees were not informed about the sharing of their personal data with third parties and employees' express consent was not obtained. This question has been rated as partially, because the facility has a study regarding this issue.

Kanun: 6698 Sayılı Kişisel Verilerin Korunması Kanunu Madde 5 – (1) Kişisel veriler ilgili kişinin açık rızası olmaksızın işlenemez. Madde 10 – (1) Kişisel verilerin elde edilmesi sırasında veri sorumlusu veya yetkilendirdiği kişi, ilgili kişilere; a) Veri sorumlusunun ve varsa temsilcisinin kimliği, b) Kişisel verilerin hangi amaçla işleneceği, c) İşlenen kişisel verilerin kimlere ve hangi amaçla aktarılabilceği, ç) Kişisel veri toplamanın yöntemi ve hukuki sebebi, konusunda bilgi vermekle yükümlüdür. Bulgu: Çalışanlara ait kişisel verilerin, 3. taraflar ile paylaşılması konusunda çalışanların bilgilendirilmediği ve çalışanların açık rızalarının alınmadığı görülmüştür. Bu soru kısmen olarak cevaplanmıştır, çünkü işletmenin bu konuda bir çalışması bulunmaktadır.