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Auditee :	<b>Simin Tekstil San ve Tic. Ltd. Sti</b>
Audit Date From :	<b>13/07/2020</b>
Audit Date To :	<b>14/07/2020</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>Intertek</b>
Auditor's Name(s) :	<b>ARI MANUK KOLANCIYAN(Lead)</b>
Auditing Branch (if applicable) :	<b>Intertek Turkey</b>

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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence
<b>A</b> <b>Very Good</b>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated A</li> <li>No Performance Areas rated C, D or E</li> </ul> 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>B</b> <b>Good</b>	<ul style="list-style-type: none"> <li>Maximum 3 Performance Areas rated C</li> <li>No Performance Areas rated D or E</li> </ul> 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.
<b>C</b> <b>Acceptable</b>	<ul style="list-style-type: none"> <li>Maximum 2 Performance Areas rated D</li> <li>No Performance Areas rated E</li> </ul> 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.
<b>D</b> <b>Insufficient</b>	<ul style="list-style-type: none"> <li>Maximum 6 Performance Areas rated E</li> </ul> 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.
<b>E</b> <b>Unacceptable</b>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated E</li> </ul> These are three examples: A A A A A A E E E E E E E A A B B C D E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
<b>Zero Tolerance</b>	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 :	<b>Simin Tekstil San ve Tic. Ltd. Sti</b>		
DBID number :	<b>399430</b>		
Audit ID :	<b>186542</b>		
Address :	<b>Pazarsuyu köyü 2. Organize Sanayi 2. Cadde no:3 Bulancak/Giresun GİRESUN</b>		
Province :	<b>Giresun</b>	Country :	<b>Turkey</b>
Management Representative :	<b>SEYMA SAHINKECE</b>		
Contact person:	<b>SEYMA SAHINKECE</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Textiles, clothing, leather</b>	Product group :	<b>Footwear (including sport shoes)</b>
Product Type :	<b>Socks</b>		

**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
C	C	A	A	B	A	A	A	A	A	A	A	A

**Executive summary of audit report**

SIMIN TEKSTIL was officially established in 2012 and GIRE SUN production branch was established in 2020 at the current address. The company is producer of socks, with knitting, toe sewing, sewing, washing, embroidery, QC, boarding and packing process. The production capacity of the facility was; 1.500.000 pair/month

Total occupied area of the company was 20.000 square meters and closed area of the company was 16.000 square meters. The company has 1 main buildings.  
Main building:  
Entrance floor: Offices, doctor room, production processes, warehouse, toilets and lunch hall..  
1st mezzanine floor: office  
2nd mezzanine floor: office  
3rd mezzanine floor: office

Building was enhanced concrete buildings.

Regular weekly working hours of employees were arranged as.  
08:00 – 16:00 including 30 minutes meal break for 6 days  
There was no shift system in the facility.  
Totally: 45 hours/week.  
Digital face scanner activated computer data base system was used to record ingress and egress hours of employees.

Payment of the employees were done between 5th and 10th of each month via bank accounts with fully registered to Social Security Foundation.

The employee distribution of the company was;

Administrative: 7 male, 4 female  
Production employees: 11 male, 16 female  
Iskur status workers: 7 male, 15 female  
Totally 60 individuals .

No juvenile, disabled, pregnant, maternity leave and migrant employee was available in the company.

NOTE: Due to the practice of protection of personal data, documents containing personal information, have not been added, in accordance with Amfori's proposal.  
Documents to be attached to the report:  
• Business license : Uploaded into the system  
• Contractor license/permit : not applicable  
• Government waivers: Not applicable as no implementation was available in the company.  
• Fire-related licenses: Uploaded to the system.  
• Structural/stability licenses: Uploaded to the system.  
Environmental licenses: Environmental exception letter was uploaded into the system.  
• Collective bargaining agreements : Not applicable as no collective bargaining agreement was available in the company.  
Documents to be attached on a sample basis:  
• Policy/procedures: Sampled policies were uploaded into the system.  
• Social insurance: Due to the practice of protection of personal data, documents containing personal information, have not been added,  
• Working hours (attendance) : Due to the practice of protection of personal data, documents containing personal information, have not been added,

• Wages/payroll : Due to the practice of protection of personal data, documents containing personal information, have not been added.

Current status of performance areas:

Performance area 4: No Discrimination

Based on employee interviews, they are treated equally in accordance with each employee's qualification and performance. They are not treated differently based on personal characteristics, gender, disability, sexual orientation, racial characteristics, cultural or religious beliefs of similar factors. The facility provides equal support to all employees in training and promotions to higher positions.

Performance area 6: Working hours

Working hours were scheduled between 08.00 to 16.00 including 30' daily break x 6 days. Overtime payments were done according to the local law. Proper resting time were granted each day and each week.

Performance Area 8; Child Labour:

All employees are above the age required by local law. The hiring age policy of the facility is 16 years old and above.

During the facility tour, there is no observation that any employee looks like a child employee. Based on the employee interviews, they confirmed that there is no employee whose age is less than 16 years old working in the facility. The copies of age documents such as national ID card, house registration, and employment card are kept in each personnel file.

Performance area 9: Special protection for young workers

Special protection procedures of juvenile employees were documented and implemented in the company. However, no juvenile employees were available in the company.

Performance Area 10: No Precarious Employment

Based on employee interview and personal files review, the employees are educated and informed regarding general work rules: working hour, break hours, wages and benefits during the new employees' orientation training. There is no home working and apprenticeship employed at the facility and no temporary employees are employed in the facility. The employment application including copies of ID card, house registration, and employment card are kept and maintained on the employees' personnel file. Based on employee interview, all employees are hired permanently, and they are trained on the facility work rules.

Performance area 11: No Bonded Labour:

All employees are working in the facility on their own will. There is no forced, bonded or involuntary prison labour noted during the audit.

Performance area 12: Protection of the Environment

Facility has waste management policy, training were given to workers regarding waste management also environmental permits were available.

Auditor status in APSCA system.

ARI MANUK KOLANCIYAN (RA21701535 - IN GOOD STANDING)

No turnover information was provided because production has been started in 2020.

#COVID19 (proper implementations are listed below)

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

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Simin Tekstil San ve Tic. Ltd. Sti</b>	Legal status :	<b>Limited Company</b>
Local Name :	<b>Simin Tekstil San ve Tic. Ltd. Sti</b>	Year in which the auditee was founded :	<b>2020</b>
Address :	<b>Pazarsuyu köyü 2. Organize Sanayi 2. Cadde no:3 Bulancak/Giresun</b>	Contact person (please select) :	<b>SEYMA SAHINKECE</b>
Province :	<b>Giresun</b>	Contact's Email :	<b>seymasahin.kece@simintekstil.com</b>
City :	<b>GİRESUN</b>	Auditee's official language(s) for written communications :	<b>Turkish</b>
Region :	<b>Middle East/ North Africa</b>	Other relevant languages for the auditee :	<b>English</b>
Country :	<b>Turkey</b>	Website of auditee (if applicable) :	<b>www.simintekstil.com/</b>
GPS coordinates :	<b>40°56'30.2"N 38°10'20.7"E</b>	Total turnover (in Euros) :	<b>0.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Textiles, clothing, leather</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :		Production volume :	<b>1.500.000 pair / month</b>
Product Group :	<b>Footwear (including sport shoes)</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>Yes</b>
Product Type :	<b>Socks</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>60</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
		<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>
Permanent workers		<b>18</b>	<b>20</b>
Temporary workers		<b>7</b>	<b>15</b>
In management positions		<b>7</b>	<b>4</b>
Apprentices		<b>0</b>	<b>0</b>
On probation		<b>6</b>	<b>12</b>
With disabilities		<b>0</b>	<b>0</b>
Migrants (national citizens)		<b>0</b>	<b>0</b>
Migrants (foreign citizens)		<b>0</b>	<b>0</b>
Workers on the permanent payroll		<b>18</b>	<b>20</b>
Production based workers		<b>0</b>	<b>0</b>
With shifts at night		<b>0</b>	<b>0</b>
Unionised		<b>0</b>	<b>0</b>
Pregnant		<b>-</b>	<b>0</b>
On maternity leave		<b>-</b>	<b>0</b>

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

Full Audit [Audit Id - 186542] Audit Date: 13/07/2020 PA Score: C

Deadline date:14/08/2020

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

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

Firmada saha turu, çalışan görüşmeleri, döküman inceleme, yönetim görüşmeleri gibi yeterli delillere göre PA 1 e kısmen uygunluk göstermektedir. BSCI requirements are not well understood and implemented by the company management.

- 1.1 - BSCI PRINCIPLES 1.1.** The facility should have an efficient management system to BSCI values are implemented. - There is no procedure and implemetation on monitoring the improvement plans on social compliance system.- There was no internal audit procedure and records - There was no written procedure regarding management of current / future sub-contractors and suppliers that might be used.-The management review meeting for social compliance issues is not conducted in the facility. - The facility has social compliance management system however there are gaps. Please refer to issues that need to be corrected in PA 1,2,3,5,7 and 13. This question was rated as partially because there was social compliance system, social compliance responsible, and some trainings were given.

**BSCI GEREKLİLİKLERİ 1.1.** Bulgu: - İşletmede sosyal uygunluk sistemi ile ilgili iyileştirme planlarının izlenmesine ilişkin prosedür ve uygulama mevcut değildir. - Mevcut / ileride kullanabilecek tedarikçilerin, taşeronların ve fasonların yönetimine ilişkin yazılı bir prosedür bulunmamaktadır.-İç denetim yapılmamaktadır. - Sosyal uygunluk konularının ele alınacağı yönetim gözden geçirme toplantıları yapılmamaktadır. - İşletmede bir sosyal uygunluk yönetim sistemi mevcuttur ancak sistemde iyileştirmesi gereken açıklar mevcuttur. Lütfen performans alanı 1,2,3,5,7 ve 13'deki düzeltilmesi gereken konulara bakınız. Bu soru kısmen olarak cevaplanmıştır, çünkü firmada bir sosyal uygunluk sistemi mevcuttur, sorumlular vardır ve bazı eğitimler verilmiştir.

- 1.3 - BSCI PRINCIPLES 1.3.** There should be satisfactory evidence that the auditee has a good overview of the significant business partners and their level of alignment with the BSCI Code of Conduct. Finding: - There is no up to date supply chain mapping, there was a partially conducted map which was prepared during the previous audit. Sup suppliers were defined in this map but subcontractors were not defined. -There is a written procedure regarding selecting and assessing the suppliers and subcontractors however related procedure is focused on quality topics only. -The review meeting regarding social compliance management system for suppliers and subcontractors is not conducted. -BSCI COC and TOI were not signed by Sub suppliers.. -Significands level of companies were not defined. This question was rated as partially because there was a partially supplier selection procedure.

**BSCI GEREKLİLİKLERİ 1.3.** Bulgu: -İşletmede tedarikçi ve fasonların seçme ve değerlendirmeyle ilgili yazılı bir prosedür mevcuttur ancak ilgili prosedür tamamen kalite odaklıdır, sosyal uygunluk konuları dahil edilmemiştir. - Taşeronların ve hizmet sağlayıcıların sosyal uygunluk açısından değerlendirmesine yönelik gözden geçirme toplantıları yapılmamaktadır. -Tedarikçi firmalar için BSCI davranış kuralları ve TOI mevcut değildir. - Mevcut haritalandırma üzerinde iş ortaklarının önem düzeyi belirtilmemiştir. Bu soru kısmen olarak cevaplanmıştır, çünkü kısmi bir tedarikçi değerlendirme sistemi mevcuttur.

**Remarks from Auditee:**

## Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 186542] Audit Date: 13/07/2020 PA Score: C

Deadline date:14/08/2020

### GOOD PRACTICES:

### AREAS OF IMPROVEMENT:

Based on satisfactory evidence through site tour, documents review and employee and management interview, the main auditee partially respects this performance area 2 due to no detailed social compliance long and lack of meeting between workers or representatives. Firmada saha turu, çalışan görüşmeleri, döküman inceleme, yönetim görüşmeleri gibi yeterli delillere göre PA 2 e kısmen uygunluk göstermektedir. Çünkü, detaylı sosyal uygunluk hedefleri yoktur ve çalışanlarla düzenli toplantı yapılmamaktadır.

- 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. Finding: -There was no meeting between employees and management regarding improving working conditions and possible issues that need to be corrected in the facility. This question is rated as partially because there were selected worker representatives.

**BSCI PRENSIPLERİ 2.1.** Bulgu: - Çalışanlar veya çalışan temsilcileri ve yönetim arasında çalışma koşullarının iyileştirilmesi ve işletmede düzeltmeye açık konuların görüşülmesine ilişkin toplantılar yapılmamaktadır. Bu soru kısmen olarak cevaplanmıştır; çünkü seçilmiş çalışan temsilcisi vardır.

- 2.2 - BSCI REQUIREMENT 2.2.** There should be satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct. Finding: - It was noted that the long-term goals for protecting workers were defined in isolated scope, there was no strategic plan regarding goals. Also there was no vision and mission line with the aspirations of the BSCI Code of Conduct in the facility. This question is rated as partially because there were some partially goals.

**BSCI GEREKLİLİKLERİ 2.2.** Bulgu: - İşletmede çalışanları korumaya yönelik BSCI Davranış Kuralları uyarınca belirlenen hedefler kısmi başlıklar altında toplanmıştır ve hedefler doğrultusunda çalışma planları mevcut değildir ayrıca, vizyon ve misyon belirlenmemiştir. Bu soru kısmen olarak cevaplanmıştır, çünkü kısmi birtakım hedefler vardır.

- 2.5 - BSCI PRINCIPLES 2.5.** Auditee should establish, or participates in, an effective operational-level grievance mechanism for individuals and communities. Finding: - The griveances which are done regarding open door policy are not kept. This question was rated as partially because there was suggestion and complaint box system with records.

**BSCI GEREKLİLİKLERİ 2.5.** Bulgu: - İşletmede açık kapı politikasına ilişkin yapılan şikayetler kayıt altına alınmamaktadır. Bu soru kısmen olarak cevaplanmıştır, çünkü; firmada dilek şikayet kutusu kayıtlarıyla birlikte mevcuttur.

### Remarks from Auditee:

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

Full Audit [Audit Id - 186542] Audit Date: 13/07/2020 PA Score: A

Deadline date:14/08/2020

### GOOD PRACTICES:

### AREAS OF IMPROVEMENT:

There were freely elected worker representatives, suggestion and complaint box system, and based on document review, and worker interview no meeting was conducted with worker representative and facility management so due to this NC the audited company partially respects PA3.

Firmada özgürce seçilmiş çalışan temsilcisi vardır, dilek ve şikayet kutusu mevcuttur, çalışan görüşmesi ve döküman inceleme gibi kanıtlara göre çalışan temsilcileri ile yönetim arasında toplantılar yapılmamaktadır, bu eksik sebebiyle denetlenen kurum, PA3 e kısmen uygunluk göstermektedir.

- 3.4 - BSCI PRINCIPLES 3.4.** Auditee should not prevent workers representatives from accessing or interacting with workers in the workplace. Finding: - There was no regular meeting between worker representatives and management regarding social compliance topics. This question was rated as partially because there was a suggestion and complaint box with records.

**BSCI GEREKLİLİKLERİ 3.4.** Bulgu: - Çalışan temsilcileri ve yönetim arasında sosyal uygunluk konuları hakkında düzenli olarak toplantı yapılmamaktadır. Bu soru kısmen olarak cevaplanmıştır, çünkü; firmada kayıtlarıyla birlikte dilek şikayet kutusu mevcuttur.

### Remarks from Auditee:

## Performance Area 4 : No Discrimination

Full Audit [Audit Id - 186542] Audit Date: 13/07/2020 PA Score: A

Deadline date:

### GOOD PRACTICES:

### AREAS OF IMPROVEMENT:

### Remarks from Auditee:



<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 186542] Audit Date: 13/07/2020 PA Score: B	Deadline date:14/08/2020
<b>GOOD PRACTICES:</b> The main auditee exceeds expectations with respect to this principle because meal are provided free of charge and at east 2 hours overtime payments were done to workers at each month without any working practice. Firmada çalışanlara ücretsiz yemek sağlandığı için ve karşılıksız olarak her çalışana ayda 2 saat fm ücreti ödendiği için gerekliliklerin üzerinde bir yaklaşım sergilemiştir.	
<b>AREAS OF IMPROVEMENT:</b> Based on satisfactory evidence through site tour, documents review and employee and management interview, the main auditee partially respects this performance area 5 due to lack of living wage calculation. Firmada saha turu, çalışan görüşmeleri, döküman inceleme, yönetim görüşmeleri gibi yeterli delillere göre PA 5 e kısmen uygunluk göstermektedir çünkü, yaşanabilir ücret hesabı yapılmamıştır.	
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: - It was noted that the facility did not work on calculating living wage also it was not known is there any gap between min wages and living wages standards.This question is rated as no because there was no any step for calculation of living wage.
5.5 -	BSCI PRENSIPLERİ 5.4 Bulgu: - İşletmede yaşam ücretinin belirlenmesi için bir çalışma yapılmadığı görülmüştür, dolayısıyla sağlanan ücretle yaşam ücreti arasında kapatılması için plan yapılması gereken bir fark var mıdır bilinmemektedir. Bu soru hayır olarak cevaplanmıştır çünkü, yaşanabilir ücret hesaplaması için herhangi bir adım mevcut değildir. LAW: In accordance with Social Insurance and General Health Insurance Law; #5510/2006, Rev: 08.05.2008, Art. 80. g) The daily income to be taken as the basis for the calculation of the premiums is that the insured is subject to the premium for one month. Is one thirty of his earnings. However, it did not work on some days in the month which is the basis for the daily income calculation. And the daily earning of the insured who has not been paid for the days when he / she is not working, the earnings that are subject to premium for that month. It is calculated by dividing the number of days it receives wages. Finding: #COVID19: The company had been applied and started to short term working allowance between 01.04.2020 and 31.05.2020 due to pandemic reason. 2 or 3 days/week working practice conducted in this period, facility paid half daily wages for first 7 days period however worked days during this 7 days period were not considered and paid as working days. So the workers got 1 or 1,5 daily wages less than total monthly deserved. This question was rated as partially because, all other payments were done fully and officially. Kanun: SOSYAL SİGORTALAR VE GENEL SAĞLIK SİGORTASI KANUNU #5510/2006, Rev: 08.05.2008, madde 80 G) Bulgu: Firma yönetimi 01.04.2020 -31.05.2020 tarihleri arası için pandemi nedeniyle kısa çalışma ödeneğine başvurmuştur. Bu dönemde haftada 2 yada 3 gün çalışma yapılmıştır. Firma bu dönemde ilk 7 gün için yarım günlük ücret ödemiştir ancak bu ilk 7 gündeki çalışılan günler çalışma günü olarak kabul edilip ödenmemiştir. Sonuç olarak çalışanlar toplam hakettikleri ücretten 1 yada 1,5 günlük ücret eksik almışlardır. Bu soru kısmen olarak cevaplanmıştır, çünkü diğer tüm hakedişler çalışanlara tam ve yasal olarak yapılmaktadır.
<b>Remarks from Auditee:</b>	
<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 186542] Audit Date: 13/07/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 7 : Occupational Health and Safety</b>	
Full Audit [Audit Id - 186542] Audit Date: 13/07/2020 PA Score: A	Deadline date:14/08/2020
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> There were H&S specialist, fire safety license, however based on satisfactory evidence through site tour, documents review and employee and management interview, the main auditee partially respects this performance area 7 due to lack of root cause analysis in accident records. Firmada saha turu, çalışan görüşmeleri, döküman inceleme, yönetim görüşmeleri gibi yeterli delillere göre PA 7 e kısmen uygunluk göstermektedir çünkü, Fenni muayeneler, tatbikatlar, aların butonu ve uygun acil çıkış kapısı konusunda eksiklikler mevcuttur.	
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 root cause analyze and corrective action plan. This question was rated as partially because accident records were available regarding local law. BSCI GEREKLİLİKLERİ 7.10. Bulgu: İş kazası kayıtları bulunmamaktadır. Kök sebep analizi ve düzeltici faaliyet planı da içeren, yazılı bir kaza kayıt prosedürü yoktur. Bu soru kısmen olarak cevaplanmıştır, çünkü; yasal gerekliliklere uygun kaza kayıtları mevcuttur.
<b>Remarks from Auditee:</b>	
<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 186542] Audit Date: 13/07/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	

<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 186542] Audit Date: 13/07/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 186542] Audit Date: 13/07/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 186542] Audit Date: 13/07/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 186542] Audit Date: 13/07/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 186542] Audit Date: 13/07/2020 PA Score: A	Deadline date:14/08/2020
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>Based on satisfactory evidence through site tour, documents review and employee and management interview, the main auditee partially respects this performance area 13 due to lacks of communication way.</p> <p>Firmada saha turu, çalışan görüşmeleri, döküman inceleme, yönetim görüşmeleri gibi yeterli delillere göre PA 13 e kısmen uygunluk göstermektedir çünkü, iletişim yolu tanımlanmamıştır.</p> <p><b>13.1 - BSCI PRINCIPLES 13.1.</b> Auditee should actively oppose any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise. Finding: - There is no procedure about following the way if employees are faced with bribery-corruption issues, no training was given regarding communication way. - There is no risk assessment about anti-bribery and anti corruption issues. This question was rated as partially because facility has anti-bribery policy.</p> <p><b>BSCI PRENSİPLERİ 13.1.</b> Bulgu: -İşletmede rüşvetle karşılaşılması ve ya rüşvete tanık olunması durumunda çalışanların nasıl bir yol izleyeceğine dair prosedür bulunmamaktadır, ihbar yolu konusunda eğitim verilmemiştir. -İşletmede anti rüşvet ve yolsuzluk ile ilgili risk analizinin yapılmadığı görülmüştür. Bu soru kısmen olarak cevaplanmıştır, çünkü; firmanın anti rüşvet yolsuzluk politikası mevcuttur.</p>	
<b>Remarks from Auditee:</b>	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	13/07/2020	186542	C	C	A	A	B	A	A	A	A	A	A	A	A	B

**Producer Photos**



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



Photo first aid facilities  
First aid kit.JPG



Photo first aid facilities  
Infirmary.JPG



Photo of fire safety equipment  
Fire alarm button.JPG



Photo of fire safety equipment  
Fire extinguisher.JPG



Photo of fire safety equipment  
Fire hose.JPG



Photo of fire safety equipment  
Fire sprinkler system .JPG



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



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



Photo of the sanitary facilities  
Hand wash basin.JPG



Photo of the sanitary facilities  
Lavatory.JPG



Photo of the inside of the main production hall  
Electrical control pannel.JPG



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



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

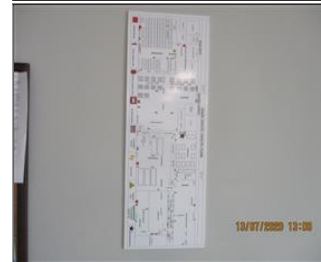


Photo of the inside of the main production hall  
Evacuation map.JPG



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



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



Photo of the inside of the main production hall  
Hand sanitation point.JPG



Photo of the inside of the main production hall  
Knitting line 2.JPG



Photo of the inside of the main production hall  
Knitting line.JPG



Photo of the inside of the main production hall  
Notice board.JPG



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



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



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



Photo of the inside of the main production hall  
Time recording device.JPG



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



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



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



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



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