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Auditee :	<b>PASIN TEKSTIL SAN. VE TIC. LTD. STI.</b>
Audit Date From :	<b>22/02/2019</b>
Audit Date To :	<b>22/02/2019</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>Banu Korkmaz(Lead), ARI MANUK KOLANCIYAN</b>
Auditing Branch (if applicable) :	<b>Intertek Turkey &amp; Romania &amp; Bulgaria</b>

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This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.  
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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 C C C C A A A A A 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>PASIN TEKSTIL SAN. VE TIC. LTD. STI.</b>		
DBID number :	<b>387203</b>		
Audit ID :	<b>144166</b>		
Address :	<b>CUMHURIYET MAHALLESİ BEREKET SOKAK NO: 28 Sultangazi</b>		
Province :	<b>Istanbul</b>	Country :	<b>Turkey</b>
Management Representative :	<b>SECIL SEZER</b>		
Contact person:	<b>KIVANC PASIN</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Textiles, clothing, leather</b>	Product group :	<b>Apparel</b>
Product Type :	<b>CASUAL AND CORPORATE WEAR</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) :	Combined with other system(s)
Audit interferences or contingencies (if applicable) :	none
Overall rating :	<b>B</b>
Need of follow-up :	<input type="checkbox"/> If YES, by :

Rating per Performance Area (PA)													
PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13	
<b>C</b>	<b>B</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	

**Executive summary of audit report**

The facility has been established on 2012 and has been located in this current location since this date. The facility is casual and corporate wear producer. Building structure is concrete. Facility building is noted as 1600 sqm closed area in opening and operating permit(not include roof floor and -2 floor).

4th floor(Roof floor):Warehouse  
3rd floor:Warehouse and cutting  
2nd floor:Sample Sewing and sample ironing  
1st floor :Offices  
Entrance:Showroom  
-1 floor:Cutting  
-2 floor: Warehouse

There is only cutting and sample sewing & ironing sections available in the facility. Other processes are outsourced by the facility.

Working Hours: 08:30-19:00 including 60 minutes lunch and 2 times 15 minutes tea break, 5 days a week.

Auditor Note 1: Due to the practice of protection of personal data in Turkey, documents containing personal information, have not been added, in accordance with Amfori's proposal.

Auditor Note 2: Opening and operating permit only include 5 floor. -2 floor and roof floor were not included. So that opening and permit of related floors is not available and could not be uploaded into the system.

Current status of performance areas:

PA3  
It was reviewed that there was no union in the facility. No evidence of restriction or discrimination was observed regarding the freedom of association or collective bargaining. The worker representative is not prevented from communicating to employees.

PA4  
The factory has established written social procedures including anti-discrimination. Employees have been well trained on the procedures and there was no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation. No discrimination in any aspect according to interviews. All workers are aware of the reason for disciplinary measures.

PA6  
Regular weekly working hours were limited to 45 hours. The daily breaks were in compliance with the regulations. No overtime work was observed.

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

PA9  
All employees are above the age required by local law. The hiring age policy of the facility is 18 years old and above. During the facility tour, there is no observation that any employee looks like a young employee. Based on the employee interviews, they confirmed that there is no employee whose age is less than 18 years old working in the facility.

**PA10**

All employees were permanent and local. Employment contract was available for each employee and it was compliant with regulations. All employees were registered to social security system.

**PA11**

Orientation training is given to employees at the beginning of the employment.  
No kind of forced labour was observed.

**PA12**

The facility has all environmental legal permits and licences. The wastes are given to licenced companies. There is no industrial waste water or any air emission based on the production process.  
This facility had no legal case.

**PA13**

The management was transparent during the audit process. There is a written anti-bribery and -corruption policy and procedure, and training was given to employees about it.

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>PASIN TEKSTIL SAN. VE TIC. LTD. STI.</b>	Legal status :	<b>Limited Company</b>
Local Name :	<b>PASIN TEKSTIL SAN. VE TIC. LTD. STI.</b>	Year in which the auditee was founded :	<b>2012</b>
Address :	<b>CUMHURİYET MAHALLESİ BEREKET SOKAK NO: 28</b>	Contact person (please select) :	<b>KIVANC PASIN</b>
Province :	<b>Istanbul</b>	Contact's Email :	<b>kivanc@pasintekstil.com</b>
City :	<b>Sultangazi</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>NONE</b>
Country :	<b>Turkey</b>	Website of auditee (if applicable) :	<b>www.pasintekstil.com</b>
GPS coordinates :	<b>Not provided</b>	Total turnover (in Euros) :	<b>2500000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>40.00</b>
Industry :	<b>Textiles, clothing, leather</b>	Of which domestic market % :	<b>60.00</b>
If other, please specify :	<b>None</b>	Production volume :	<b>70.000 -250.000 pcs/month</b>
Product Group :	<b>Apparel</b>	Production cost calculation :	<b>No</b>
If other, please specify :	<b>NONE</b>	Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>CASUAL AND CORPORATE WEAR</b>		

<b>Auditee's employment structure at the time of the audit</b>		
Total number of workers :	<b>21</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>15</b>	<b>6</b>
Temporary workers	<b>0</b>	<b>0</b>
In management positions	<b>4</b>	<b>8</b>
Apprentices	<b>0</b>	<b>0</b>
On probation	<b>0</b>	<b>0</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>15</b>	<b>6</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 - 144166] Audit Date: 22/02/2019 PA Score: C

Deadline date:22/03/2019

**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.
- Last internal audit was conducted on 21.12.2018 but time and payroll review and interview was not conducted.
  - The management review meeting for social compliance issues was not conducted by the facility management.
  - There were issues that need to be corrected in PA 1,2,5,7.

This question was rated as partially because the facility has a good overview of management system with a responsible team, written social policy and supporting procedures.

**BSCI GEREKLILIKLERI 1.1.**

Bulgu:

- İşletmede son iç denetim 21.12.2018 de yapılmıştır.Ancak çalışan görüşmesi, zaman ve ödeme kaydı incelemesi yapılmamıştır.
- Sosyal uygunluk konularının ele alınacağı yönetim gözden geçirme toplantıları yapılmamaktadır.
- Performans alanı 1,2,5,7'de 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.

Finding:

- Supply chain mapping was not conducted properly. All supplier was defined as medium significant level but significance criterias were not defined.
- The review meeting regarding social compliance management system for suppliers and subcontractors is not conducted

-Only 4 out of 38 subcontractor were monitored.

This question was rated as partially they started to work about this issue.

**BSCI GEREKLILIKLERI 1.3.**

Bulgu:

- İşletmede tedarikçi haritalandırması uygun olarak yapılmamıştır. Tüm tedarikçiler orta düzey olarak işaretlenmiştir ancak önem derecesi için kriterler tanımlı değildir.
- Taşeronların ve hizmet sağlayıcıların sosyal uygunluk açısından değerlendirmesine yönelik gözden geçirme toplantıları yapılmamaktadır.

-38 fasondan yalnızca 4 tanesinin gözetilmesi yapılmıştır.

**Remarks from Auditee:**

## Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 144166] Audit Date: 22/02/2019 PA Score: B

Deadline date:22/03/2019

### **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.

#### **2.2 - 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 were defined but not measurable.

- There is no strategic plan in line with the goals

- The workers and workers representatives are not involved in defining goals.

This question is rated partial because mission and vision are defined.

#### **BSCI GEREKLILIKLERI 2.2.**

Bulgu:

- İşletmede uzun dönemli hedefler belirlenmiştir ancak ölçülebilir değildir.

- İşletmede belirlenen hedefler doğrultusunda bir çalışma planı mevcut değildir.

- İşletmede çalışan temsilcilerinin hedef tespitine dahil edilmediği görülmüştür.

#### **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 the gaps noted were minor and non-systematical.

#### **BSCI GEREKLILIKLERI 2.5.**

Bulgu:

- 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 - 144166] Audit Date: 22/02/2019 PA Score: A

Deadline date:

### **GOOD PRACTICES:**

### **AREAS OF IMPROVEMENT:**

### **Remarks from Auditee:**

## Performance Area 4 : No Discrimination

Full Audit [Audit Id - 144166] Audit Date: 22/02/2019 PA Score: A

Deadline date:

### **GOOD PRACTICES:**

### **AREAS OF IMPROVEMENT:**

### **Remarks from Auditee:**



### Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 144166] Audit Date: 22/02/2019 PA Score: A

Deadline date:22/04/2019

#### **GOOD PRACTICES:**

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

#### **AREAS OF IMPROVEMENT:**

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

**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 for 2019 so it is not known in case there is gap to fill.

This question was rated as partially because they calculated BNW for 2018.

#### **BSCI PRENSIPLERİ 5.4**

#### **Bulgu:**

- İşletmede 2019 için yaşam ücretinin belirlenmesine yönelik çalışma yapılmadığı görülmüştür. Dolayısıyla sağlanan ücretle yaşam ücreti arasında kapatılması için plan yapılması gereken bir fark var mıdır bilinmemektedir.

#### **Remarks from Auditee:**

### Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 144166] Audit Date: 22/02/2019 PA Score: A

Deadline date:

#### **GOOD PRACTICES:**

#### **AREAS OF IMPROVEMENT:**

#### **Remarks from Auditee:**

### Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 144166] Audit Date: 22/02/2019 PA Score: A

Deadline date:22/02/2020

#### 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 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 followed in the facility however some missing gaps were noted under PA 7.

This question was rated as partially because the facility follows legal requirements.

#### BSCI Prensipleri 7.1

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

- 7.11 - LAW: 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 are not opened and operated without "Opening and Operating Permit" that is taken from local authorities properly  
Finding: The facility has 7 floors. But opening and operating permit only include 5 floors. -2 floor and roof floor were not included.

This question was rated as partially because opening and operating permit and building permit is available for 5 floor.

İŞYERİ AÇMA VE ÇALIŞMA RUHSATLARINA İLİŞKİN YÖNETMELİK (10/8/2005) No : 25902 - II. Bölüm  
Madde 6

Bulgu:Bina 7 katlıdır. Ancak işyeri açma ve çalışma ruhsatı ve yapı kullanım izni 5 katı içermektedir. -2 ve çatı katı dahil edilmemiştir.

- 7.23 - N/A No transportation is provided to employees.

#### Remarks from Auditee:

### Performance Area 8 : No Child Labour

Full Audit [Audit Id - 144166] Audit Date: 22/02/2019 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 - 144166] Audit Date: 22/02/2019 PA Score: A

Deadline date:

#### GOOD PRACTICES:

#### AREAS OF IMPROVEMENT:

#### Remarks from Auditee:

### Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - 144166] Audit Date: 22/02/2019 PA Score: A

Deadline date:

#### GOOD PRACTICES:

#### AREAS OF IMPROVEMENT:

#### Remarks from Auditee:

<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 144166] Audit Date: 22/02/2019 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 - 144166] Audit Date: 22/02/2019 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 - 144166] Audit Date: 22/02/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<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	22/02/2019	144166	C	B	A	A	A	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 of the sanitary facilities  
Lavatory.JPG

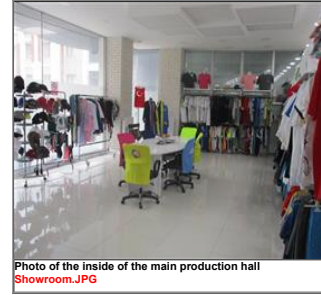


Photo of the inside of the main production hall  
Showroom.JPG



Photo first aid facilities  
First aid kit.JPG



Photo of the inside of the main production hall  
Cutting section.JPG



Photo of the inside of the main production hall  
Suggestion Box.JPG



Photo of fire safety equipment  
Fire extinguisher.JPG



Photo of the inside of the main production hall  
Exit door.JPG



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



Photo of fire safety equipment  
Fire hose.JPG



Photo of the inside of the main production hall  
Production area 1.JPG



Photo of the inside of the main production hall  
Metal detector.JPG

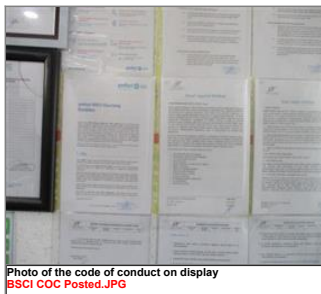


Photo of the code of conduct on display  
BSCI COC Posted.JPG



Photo of the inside of the main production hall  
Sample ironing section.JPG



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

