

# Monitoring result for PASIN TEKSTIL SANAYI VE TICARET LIMITED SIRKETI on site Site 1

## Monitoring

Monitored Party	: PASIN TEKSTIL SANAYI VE TICARET LIMITED SIRKETI	amfori ID	: 792-000603-000
Site	: Site 1	Site amfori ID	: 792-000603-001
Address	: Cumhuriyet Mahallesi Bereket Sokak No. 28 Sultangazi / ISTANBUL	Monitoring Activity	: amfori Social Audit - Manufacturing
	: 34265, SULTANGAZI	Monitoring Type	: Full Monitoring
	: İstanbul	Submission Date	: 12/05/2021
	: Turkey	Expiration Date	: 12/05/2023

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## Overall rating



## Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	B
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	B
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	B
PA 13: Ethical Business Behaviour	A

## General description

The audited factory established in 2017 and located at Cumhuriyet Mahallesi Bereket Sokak No: 28 , Sultangazi Istanbul - Turkey.

The process of modal sewing,modal cutting were done in-house.

The facility occupies 6 floors of building with a total production area of 1600 square. No dorms provided for workers.

-1 Floor: Sas Group Company

Ground Floor : Showroom, Sas Group's Lunch hall

1 Floor :Offices, toilet

2 Floor: Cutting section, sewing section, stain remover, accesorize room, metal detector area,toilets,kitchen

3 Floor: Sas Group Company

4 Floor : Sas Group Company 's Warehouse

The factory had a total monthly capacity of 10000 pieces per month. The products made in the factory were sent 50% to Export market (mainly to Germany,England,Poland ) and 50% domestic market.

The factory adopted card scan attendance system to record employees' working hours. The regular working hours of all employees were from Monday to Friday , in 1 shifts in production for five days, as follows:

1st shift: 8:30 a.m. to 7:00 p.m. with 60 min meal break at 12:00 p.m. 15 min 2 times teak break at 10:00 and 15:30

Saturdays and Sundays were granted as weekly rest days.

Monthly wages were paid at monthly rate at latest on the 10th of each month through bank transfer

Good Practices: Food and transportation provided for free of charge.

Remark :

Only modal products are made in the company. The company uses subcontractors for production.No process was observed on the day of audit. 2 employee work in production area. Interviewed with the modal sewing employee and warehouse manager in the company, and the time and payment records and personal files of these two employees were checked.

Remark:Audit was performed on 06/05/2021 between 09:00 a.m. to 16:45. p.m.

They are currently establishing a detailed management system based on BSCI CoC. They have written policies and procedures, a responsible team for the compliance, a good communication mechanism with employees.

There was no contractor/agencies / government waivers / collective bargaining used or available by the auditee, which made the contractor license/agency labor contract / government waivers / collective bargaining agreements not applicable.

Audit Company APSCA Number: 11600002

Member Auditor Name: Aygül Karadeniz

APSCA Auditor Registered Number: RA 21703379

## Site Details

Site : **Site 1**

Site amfori ID : **792-000603-001**

### GICS Classification

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Sector : **Consumer Discretionary**

Industry : **Diversified Consumer Services**

Industry Group : **Consumer Services**

Sub Industry : **Education Services**

### GS1 Classifications

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N.A.

### Product Process Classifications

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N.A.

## Metrics

### Key Metrics

Total workforce	9 Workers
Legal minimum wage in local currency	2 Monthly
Lowest wage paid for regular work at the site	2 Monthly
Calculated living wage in local currency	5 Monthly
Total sample	2 Workers

### Other Metrics

Male workers	3 Workers
Female workers	6 Workers
Permanent workers - Male	10 Workers
Permanent workers - Female	5 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	6 Workers
Management - Female	4 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 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	10 Workers
Workers hired directly - Female	5 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 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	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	2 Workers
Sample - Female	0 Workers

## Findings

### PA1: Social Management System

The factory has detailed social policies and procedures in place, however they did not set up effective management systems to avoid non - conformities noted on PA1, PA2,PA4,PA12 . ( BSCI principles 1.1)

Fabrikada detaylı sosyal politika ve prosedurler olmasına rağmen PA1, PA2,PA4,PA12 alanlarında yer alan uygunsuzlukları engellemeye yönelik efektif bir yönetim sistemine sahip değildir. (BSCI Prensibi1.1)

The factory did not maintain appropriate records of suppliers' commitment to social compliance and did not establish a functioning system to monitor the significant business partners's social performance including but not limited implementing remedial and corrective action to address any nonconformance identified with regard to the BSCI social requirements. (BSCI Principle 1.3)

Fabrika tedarikçileri için BSCI gerekliliklerine uyduklarını gösteren BSCI gereksinimleri dökümanları bulunmamakta ve fabrika önemli iş ortaklarını BSCI gereksinimlerine denetlememiş ve gerekli düzeltici faaliyetleri yerine getirdiğini gösteren Düzeltici Önleyici Faaliyet Raporları oluşturulmamıştır (BSCI Prensibi1.3)

### PA 2: Workers Involvement and Protection

Two-way communication meetings between the employees and employer were not conducted to discuss about improving working conditions.(BSCI Principle 2.1)

İşyerinin çalışma koşullarını iyileştirmeye yönelik çift-yönlü şikayet dinleme toplantıları yapılmamaktadır.(BSCI Prensibi 2.1)

Employees trained on grievance system in the factory but regular surveys on grievance system was not conducted in the factory.(BSCI Principle 2.5)

Çalışanlara şikayet mekanizması ile ilgili eğitim verilmiştir fakat şikayet mekanizması ile ilgili düzenli anketler yapılmamaktadır. (BSCI Prensibi 2.5)

### PA 4: No Discrimination

It was noted that there were no regularly survey about grievance procedure. (BSCI Principle 4.2)

Fabrikada şikayet prosedürü ile ilgili anket yapılmamış olduğu görülmüştür. (BSCI Prensibi 4.2)

### PA 12: Protection of the Environment

It was noted that there was no approved from local ministry industrial waste management plan and waste declaration form available in the facility. ( Waste management regulation Article 9)

Firmada bakanlık onaylı endüstriyel atık yönetim planı ve atık beyan formu bulunmamaktadır. ( Atık Yönetimi Yönetmeliği Madde 9 )

There was no temporary area for hazardous wastes( e.t.c flueresan lamps.) and there was no agreement with licenced firms for hazardous wastes( In accordance with Regulation on Control of Hazardous Waste -(14 March 2005 -25755), art 9 m) )

Tehlikeli atıklar (Floresan gibi) için kanuna uygun şekilde geçici depolama alanları mevcut değildir ve tehlikeli atıkların bertarafı için için lisanslı firmalarla anlaşma yapılmamıştır.( TEHLİKELİ ATIKLARIN KONTROLÜ YÖNETMELİĞİ(14.03.2005) Resmi Gazete Sayısı: 25755 Madde 9)