

Monitored Party PASIN TEKSTIL SANAYI VE TICARET LIMITED SIRKETI	amfori ID 792-001614-000	Address Cumhuriyet Mahallesi Bereket Sokak No. 28 Sultangazi / ISTANBUL, Sultangazi, İstanbul, Türkiye
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 27/07/2023	Closing Meeting Finished Date 11/08/2023	Submission Date 11/08/2023
Expiration Date 11/08/2024	Announcement Type Semi Announced	
Site PASIN TEKSTIL SANAYI VE TICARET LIMITED SIRKETI	Site amfori ID 792-001614-001	

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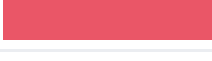
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OVERALL RATING



SECTION RATING

PA1: Social Management System	E	
PA 2: Workers Involvement and Protection	C	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination	B	
PA 5: Fair Remuneration	E	

PA 6: Decent Working Hours	E	
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	C	
PA 11: No Bonded Labour	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	E	

GENERAL DESCRIPTION

The third party(Auditing Company) Name: Intertek Test Hizmetleri A.S.

The audit was conducted by 1 auditor. SEDA OZTURK (the lead -APSCA No: CSCA 21703563) in 2 days.

Audit days: 27-28.07.2023

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The facility is established in 29.06.2012; and has been operating in the current address since its establishment.

The processes were modal sewing, modal cutting. Facility uses subcontractors for production. Annual capacity is 160000 units with subcontractors.

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No dormitory or any kind of accommodation area was available on the site or provided by the audited facility. There was no union at the facility.

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The facility occupies 6 floors of building with a total production area of 1600 square. Facility uses Ground floor, 1st, 2nd and 3rd floors of the building.

-1 Floor: Another company

Ground Floor : Showroom, warehouse, help desk

1 Floor :Offices, toilet

2 Floor: Model cutting section, model sewing section, stain remover, accessorize room, metal detector area, toilets, kitchen

3 Floor: The auditee uses but it was empty on audit day.

4 Floor : Another company

-

The working practices for all departments;

08:30-19:00 including 15' tea break x 2 times + 60' meal break for 5 days (Monday to Friday)

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Payments were done on 1-5th of each following month officially via bank accounts.

The time recording system: Card scanning and finger printing time recording system.

Total population were 22 employees in the facility.

Administrative: 12 employees, (7 male, 5 female)

Production: 10 employees (8 male, 2 female).

of young employee: 0- The youngest worker on site was 27 years old.

of pregnant employee: 0

of disabled employee: 0

maternity leave: 0

of migrant employee: 0

of daily workers: 0

of intern or apprentice: 0

There was no union at this facility. There was 1 freely elected worker representatives (1 male)

There was no service provider(contractor) and no agency at this facility.

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-There is opening and operating permit in the facility. (For No:2017-54; Date:12.05.2017)

-Lunch and transportation is provided free of charge to all employees.

There were 6 production employees on audit day. 6 employees' wage & time records and social security premium records for June 2023 (last paid month), April 2023 (random month) and October 2022 (month with public holiday) were reviewed.

1 worker representative and 1 employee on probation are included scope of the audit.

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12 months records were reviewed from July 2022 to June2023.

But there was an inconsistency on working hours and payment sections. Please refer to PA1, PA5, PA6, PA10 and PA13.

Average and highest wages in the reviewed months;

For the period of June 2023: (The highest payment: 17200 TL net and the average payment: 11050 TL net)

For the period of April 2023: (The highest payment: 17200 TL net and the average payment: 9800 TL net)
For the period of October 2022: (The highest payment: 15000 TL net and the average payment: 9000 TL net)

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The highest overtime practices of the sampled employees for the sampled months:

Not verified for sampled months due to inconsistencies; June 2023, April 2023 and October 2022

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There are findings in performance areas 1, 2, 4, 5,6,7, 10, 12 and 13. They are related internal audit, evaluation of supplier chain, emergency action plan for the emergency cases that may lead to slow down or interrupt production, long-term goals, social compliance trainings, satisfaction survey, living was calculation, pay slips, the calculation of severance pay, the wages of the health checks made at the start of employment in the company, inconsistency on working hours and payment sections, risk assessment, work contracts, waste declarations and ethical Business behaviour on inconsistency on working hours and payment sections

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Speak for change poster was posted on announcement board.

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#no special circumstances

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NOTE: Those documents below were not uploaded to the system due to fact that they were not applicable.

- Agency labor contract
- Service provider(Contractor) agreement and license
- Union agreement and CBA
- Government waivers
- Dormitory

Auditor Notes:

All names and surnames of the persons from the outsourced agency and production workers due to the practice of protection of personal data are noted with * into the report.

** On the fair remuneration table in the remuneration sheet, the areas which were not applicable in Turkey were kept with 0 value.

** The total number on the day of the audit differs from total work force due to absentee employees and employees who is working in outside.

** Additional 0.5 day more than minimum man-day is assigned for onsite auditing. The auditor is provided with 0.5 day reporting time.

-Typing & Spelling mistakes were revised while report writing.

-Finding in 10.3 is moved to 10.2 while report writing.

SITE DETAILS

Site
**PASIN TEKSTIL SANAYI VE
TICARET LIMITED SIRKETI**

Site amfori ID
792-001614-001

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry Textiles, Apparel & Luxury Goods
Sub Industry Textiles		

amfori Process Classifications

N.A.

GS1 Classifications

Segment	Clothing
Family	Clothing
Product Class	Upper Body Wear/Tops

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	18	Workers
Legal minimum wage in local currency	8.506,8	Monthly
Lowest wage paid for regular work at the site	8.506,8	Monthly
Calculated living wage in local currency	11.051,03	Monthly
Total sample	6	Workers

Other Metrics

Male workers	11	Workers
Female workers	7	Workers
Permanent workers - Male	15	Workers
Permanent workers - Female	7	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Management - Male	7	Workers
Management - Female	5	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	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	15	Workers
Workers hired directly - Female	7	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

4 Workers

Sample - Female

2 Workers

FINDINGS



PA1: Social Management System

Site: PASIN TEKSTİL SANAYİ VE TİCARET LIMITED SİRKETİ | Site amfori ID: 792-001614-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Amfori BSCI Code of Conduct, Principle on Social Management System

FINDING: Based on management interview and document review,

-It was observed that in the internal audit conducted on 03.07.2023, there was not enough evidence that employee interviews were held this year to verify sensitive issues. In addition, the answers to some questions in internal audit were found to be insufficient to show the current situation. (such as waste shipping records, PPE usage etc.)

-There is a social compliance management system in the facility, but there are gaps in the system that need improvement. Please refer to the issues that need to be fixed in performance areas 1, 2, 4, 5, 6, 7, 10, 12 and 13.

This question has been partially graded due to the studies/applications for the establishment of a general social compliance management system in the facility.

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensibi

BULGU: Yönetim görüşmeleri ve döküman kontrolüne göre,

-İşletmede 03.07.2023'de gerçekleştirilen iç denetimde hassas konuların doğrulanması için çalışan görüşmelerinin bu yıl yapıldığına dair yeterli delil görülemedi. Ayrıca iç denetimde bazı soruların cevaplarının mevcut durumu göstermede yetersiz olduğu görülmüştür. (atık gönderim kayıtları, kkd kullanımı vs gibi)

-İşletmede bir sosyal uygunluk yönetim sistemi mevcuttur ancak sistemde iyileştirmesi gereken açıklar mevcuttur. Lütfen performans alanı 1, 2, 4, 5, 6, 7, 10, 12 ve 13'deki düzeltilmesi gereken konulara bakınız.

Bu soru işletmede genel bir sosyal uygunluk yönetim sistemi kurulması için yapılan çalışmalar/ uygulamalar sebebiyle kısmen olarak derecelendirilmiştir.

Question: 1.3 Is there satisfactory evidence that the auditee has a good overview of the significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Amfori BSCI Code of Conduct, Principle on Social Management System

FINDING: Based on management interview and document review, in the supplier mapping made in the facility, it was seen that the importance levels of all suppliers were not determined. It has been observed that some of the suppliers they work with were last evaluated in 2018 and 2019, and they were not evaluated at intervals in accordance with the procedure. Zero tolerance issues in the supplier selection and evaluation procedure were

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensibi

BULGU: Yönetim görüşmesi ve doküman

incelemesine göre, işletmede yapılan tedarikçi haritalandırmasında bütün tedarikçilerin önem derecelerinin belirlenmediği görülmüştür. Güncel olarak çalışılan bazı tedarikçilerin en son 2018 ve 2019 yılında değerlendirildiği, prosedüre uygun aralıklarla değerlendirilmediği görülmüştür.

Tedarikçi seçme ve değerlendirme prosedüründe sıfır tolerans konuları 2021 yılında güncellemeyle

Finding

determined with an update in 2021, so the companies in the audits that were not renewed after 2021 could not be evaluated in this regard. It was observed that Terms of implementation (TOI) for business partners have not been signed by all business partners.

This question was rated partially because there is supplier evaluation procedure in the facility.

belirlenmiş dolayısıyla 2021'den sonra yenilenmeyen denetimlerdeki firmalar bu konuda değerlendirmeye alınamamıştır. Bütün tedarikçiler tarafından İş ortakları uygulama koşulları (TOI)'nin imzalanmadığı görülmüştür.

Bu soru tedarikçi değerlendirme prosedürü olduğundan kısmen olarak cevaplanmıştır.

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH

LOCAL LANGUAGE

Finding

1) LAW: In accordance with the Turkish Regulation on Working Hours Related to Labor Law, No: 25425, Date: 06.04.2004, Art. 9; The employer should document the working hours of employees appropriately.

FINDING: Based on document review, employee interviews and management interviews, it was determined that there were inconsistencies in the time records given to the auditors. At the opening meeting, facility representatives declared that they use a finger-printing system as a time recording system, after that they said that they have both finger-scanning and card-scanning systems during the day. It was requested to watch the camera recordings showing the time recording system on the audit day, but the facility declared that only the data processing officer who manages the password remotely knows, and that he cannot obtain the password on the audit day. It has been observed that the employees do not use the time recording system regularly, but the records are presented to the auditors completely. As the facility representatives could not provide the camera recordings; normal and overtime hours, normal and overtime wages, social insurance premiums, deductions and other social benefits could not be verified through the records.

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2) Amfori BSCI Code of Conduct, Principle on Social Management System

FINDING: There is emergency action plan for the emergency cases that may lead to slow down or interrupt production but It has been observed that it

1) KANUN: İş Kanununa İlişkin Çalışma Süreleri Yönetmeliği (06.04.2004 tarihli, 25425 sayılı Resmî Gazetede yayımlanmıştır.) Çalışma Süresinin Belgelenmesi- Madde 9

BULGU: Döküman incelemesi, çalışan görüşmeleri ve yönetim görüşmelerine göre, denetçilere sunulan zaman kayıtlarında tutarsızlıklar olduğu tespit edilmiştir. İşletme yetkilileri açılış toplantısında zaman kayıt sistemi olarak parmak okutma sistemi kullandıklarını, gün içerisinde hem parmak okutma hem de kart okutma sistemi olduğunu beyan etmiştir. Denetim günü zaman kayıt sistemini gösteren kamera kayıtlarının izlenmesi istenmiş fakat işletme şifreyi sadece uzaktan yöneten veri işleme sorumlusunun bildiğini onunda şifreyi denetim günü temin edemeyeceğini bildirmiştir. Çalışanların kendileri tarafından zaman kayıt sisteminin düzenli bir şekilde kullanmadıkları ama kayıtların denetçilere eksiksiz sunulduğu görülmüştür. İşletme yetkililerin kamera kayıtlarının sunamaması üzerine çalışanların normal ve fazla mesai saatleri, normal ve fazla mesai ücretleri, sosyal sigorta primleri, kesintiler ve diğer sosyal yardımlar kayıtlardan doğrulanamamıştır.

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2) Amfori BSCI Davranış Kuralları, Sosyal Yönetim Sistemine dair Prensip:

BULGU: Döküman incelemesine göre, işletmede üretimin yavaşlaması veya sekteye uğramasına sebep olabilecek acil durumlar için bir eylem planı mevcuttur fakat salgın hastalıkları içermediği görülmüştür.

Finding

does not contain epidemic diseases.

This question has been rated as no due to in compliance with the BSCI Memo (ACs JULY23/01)

Bu soru BSCI Memo (ACs JULY23/01)'suna uygunluk nedeni ile hayır olarak cevaplanmıştır.

PA 2: Workers Involvement and Protection

Site: PASIN TEKSTİL SANAYI VE TİCARET LIMITED SİRKETİ | Site amfori ID: 792-001614-001

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

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: According to the document review and employee interviews, it has been seen that the company has started work to determine long-term goals by including employees, but it has not yet established measurable goals.
This question was rated as partially because facility has mission and vision.

Amfori BSCI Davranış Kuralı, Çalışanların Süreçlere Dâhil Edilmesi ve Korunması Prensibi
Bulgu:Döküman incelemesi ve çalışan görüşmelerine göre, İşletme çalışanların dahil edilerek uzun dönemli hedeflerin belirlenmesi için çalışma başlatmış fakat ölçülebilir hedefleri henüz oluşturmadığı görülmüştür.
Bu soru kısmen olarak skorlanmıştır, çünkü işletmenin misyon ve vizyonu bulunmaktadır.

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH

LOCAL LANGUAGE

Finding

Amfori BSCI Code of Conduct, Principle on Workers involvement and Protection
Auditee should build sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation.

Finding: According to the document review, management and employee interviews, it was seen that the BSCI information training was given to the employees, but the training was not effective.
This question was rated as partially because

Amfori BSCI Davranış Kuralı, Çalışanların Süreçlere Dâhil Edilmesi ve Korunması Prensibi
Bulgu: Döküman incelemesi, yönetim ve çalışan görüşmelerine göre, çalışanlara BSCI bilgilendirme eğitiminin verildiği fakat eğitimin etkin olmadığı görülmüştür.
Bu soru kısmen olarak cevaplandırılmıştır çünkü işletmede eğitim kayıtları mevcuttur.

Finding

training records are available in the facility.

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH

LOCAL LANGUAGE

Finding

Amfori BSCI Code of Conduct, Principle on No discrimination
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: Based on management interview, document review and worker interview, It was observed that the satisfaction survey was conducted in the facility, but the complaint mechanism was not questioned effectively, and the results of the satisfaction survey were not evaluated
This question has been rated partially because there are worker representatives and suggestion-compliant boxes at the facility.

Amfori BSCI Davranış Kuralı, Ayrımcılık Yapılmaması Prensibi
Bulgu: Yönetim görüşmeleri, döküman kontrolü ve çalışan görüşmelerine göre, İşletmede memnuniyet anketinin yapıldığı fakat şikayet mekanizmasının etkin bir şekilde sorgulanmadığı, ayrıca memnuniyet anketinin sonuçlarının değerlendirilmediği görülmüştür.
Bu soru, işletmede çalışan temsilcileri, dilek şikayet kutuları olması sebebiyle kısmen olarak derecelendirilmiştir.

PA 4: No Discrimination

Site: PASIN TEKSTİL SANAYİ VE TİCARET LIMITED SİRKETİ | Site amfori ID: 792-001614-001

Question: 4.2 Is there satisfactory evidence that the auditee takes the necessary preventative and/or remedial measures to ensure workers are not disciplined, dismissed or otherwise discriminated against because of their complaints against infringements of their rights?

ENGLISH

LOCAL LANGUAGE

Finding

Amfori BSCI Code of Conduct, Principle on No discrimination
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: Based on management interview, document review and worker interview, It was observed that the satisfaction survey was conducted in the facility, but the complaint mechanism was not questioned effectively, and the

Amfori BSCI Davranış Kuralı, Ayrımcılık Yapılmaması Prensibi
Bulgu: Yönetim görüşmeleri, döküman kontrolü ve çalışan görüşmelerine göre, İşletmede memnuniyet anketinin yapıldığı fakat şikayet mekanizmasının etkin bir şekilde sorgulanmadığı, ayrıca memnuniyet anketinin sonuçlarının değerlendirilmediği görülmüştür.
Bu soru, işletmede çalışan temsilcileri, dilek şikayet kutuları olması sebebiyle kısmen olarak derecelendirilmiştir.

Finding

results of the satisfaction survey were not evaluated
This question has been rated partially because there are worker representatives and suggestion-compliant boxes at the facility.

PA 5: Fair Remuneration

Site: PASIN TEKSTIL SANAYI VE TICARET LIMITED SIRKETI | Site amfori ID: 792-001614-001

ENGLISH

Finding

5.5. LAW REFERENCES

1) LAW: OCCUPATIONAL HEALTH AND SAFETY LAW#6331(20/6/2012)

ARTICLE 15 – (1) The employer does the following:

a) Ensures that the employees are subjected to health surveillance, by taking into account the health and safety risks that they would encounter at the workplace;

b) In the following cases, they must ascertain that the employees' medical checkups are done:

1) When they start the job;

2) When they change their job;

3) When after repeated leaves because of an industrial accident, occupational disease or health issued, they request to return to the job;

4) Throughout the employment, at regular interval as decided by the Ministry according to the qualifications of the employee, the nature of the work and the danger class of the workplace.

(4) All costs of the health surveillance and all additional cost that is incurred because of such surveillance will be borne by the employer, and the employee will not be charged for them.

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ILO General principles and operational guidelines for fair recruitment and Definition of recruitment fees and related costs:

For the purpose of this definition of recruitment fees and related costs, the definitions of the General Principles and Operational Guidelines apply. The term “workers” includes jobseekers.

2)LAW: In accordance with Turkish Labour Law # 4857 / 2003, ARTICLE 37-The employer is obliged to issue a slip to the worker indicating the each payment effected in the working place or deposited in the bank account, complete with the signature and logo (seal) of the enterprise.

This slip should also indicate the due date of payment and related payment period, including the breakdown of other extras to be added to the basic wage amount such as overtime, weekend, official and religious holiday work pays and tax, insurance premium, alimony and attachment deductions and set-off of advances.

ENGLISH

Finding

5.5. LAW REFERENCES

3) LAW: LAW: Turkish Labor Law # 4857 / 22.5.2003, Repealed provisions; Article 120: Other articles were repealed except for the 14th article of the Labor Law dated 25.8.1971 and numbered 1475.

Turkish Labor Law # 1475 / 25.8.1971, Article 14, (Changes on 29/7/1983 – 2869/3. Art): In the calculation

Finding

of the compensation mentioned in Article 13 and the wage that will be the basis for the severance pay in this article, the money provided to the worker and the benefits arising from the contract and law that can be measured in money are also taken into consideration.

4)LAW: In accordance with the Turkish Regulation on Working Hours Related to Labor Law, No: 25425, Date: 06.04.2004, Art. 9; The employer should document the working hours of employees appropriately

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

LOCAL LANGUAGE

Finding

1)AMFORI BSCI CODE OF CONDUCT, THE PRINCIPLE ON FAIR REMUNERATION:
FINDING: Based on document review, management interview and employee interviews, The facility had works about calculating living wage. However there is no plan about paying determinated living wage to employees.

2)LAW: In accordance with the Turkish Regulation on Working Hours Related to Labor Law, No: 25425, Date: 06.04.2004, Art. 9; The employer should document the working hours of employees appropriately.

FINDING: Based on document review, employee interviews and management interviews, it was determined that there were inconsistencies in the time records given to the auditors. At the opening meeting, facility representatives declared that they use a finger-printing system as a time recording system, after that they said that they have both finger-scanning and card-scanning systems during the day. It was requested to watch the camera recordings showing the time recording system on the audit day, but the facility declared that only the data processing officer who manages the password remotely knows, and that he cannot obtain the password on the audit day. It has been observed that the employees do not use the time recording system regularly, but the records are presented to the auditors completely. As the facility representatives could not provide the camera recordings; normal and overtime hours, normal and overtime wages, social insurance premiums, deductions and other social benefits could not be verified through the records.

This question has been rated as no due to in

1) AMFORI BSCI DAVRANIS KURALLARI, ADIL UCRETLENDIRMEYE DAIR PRENSIP:
BULGU: Döküman incelemesi, yönetim görüşmesi ve çalışan görüşmelerine göre, işletmede yaşam ücretinin belirlenmesine yönelik çalışma yapıldığı görülmüştür. Ancak belirlenen yaşam ücretinin çalışanlara verilmesi konusunda bir plan yapılmadığı görülmüştür.

2) KANUN: İş Kanununa İlişkin Çalışma Süreleri Yönetmeliği (06.04.2004 tarihi, 25425 sayılı Resmî Gazetede yayımlanmıştır.) Çalışma Süresinin Belgelenmesi- Madde 9

BULGU: Döküman incelemesi, çalışan görüşmeleri ve yönetim görüşmelerine göre, denetçilere sunulan zaman kayıtlarında tutarsızlıklar olduğu tespit edilmiştir. İşletme yetkilileri açılış toplantısında zaman kayıt sistemi olarak parmak okutma sistemi kullandıklarını, gün içerisinde hem parmak okutma hem de kart okutma sistemi olduğunu beyan etmiştir. Denetim günü zaman kayıt sistemini gösteren kamera kayıtlarının izlenmesi istenmiş fakat işletme şifreyi sadece uzaktan yöneten veri işleme sorumlusunun bildiğini onunda şifreyi denetim günü temin edemeyeceğini bildirmiştir. Çalışanların kendileri tarafından zaman kayıt sisteminin düzenli bir şekilde kullanmadıkları ama kayıtların denetçilere eksiksiz sunulduğu görülmüştür. İşletme yetkililerin kamera kayıtlarının sunamaması üzerine çalışanların normal ve fazla mesai saatleri, normal ve fazla mesai ücretleri, sosyal sigorta primleri, kesintiler ve diğer sosyal yardımlar kayıtlardan doğrulanamamıştır.

Bu soru BSCI Memo (ACs JULY23/01)'suna uygunluk nedeni ile hayır olarak cevaplanmıştır.

Finding

compliance with the BSCI Memo (ACs JULY23/01)

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?

ENGLISH

LOCAL LANGUAGE

Finding

1) LAW: OCCUPATIONAL HEALTH AND SAFETY LAW#6331(20/6/2012)

ARTICLE 15 / When they start the job / ILO

General principles and operational guidelines for fair recruitment and Definition of recruitment fees and related costs

FINDING: Based on management interview and employee interview, the wages of the health checks made at the start of employment in the company are paid by the employees.

2)LAW: In accordance with Turkish Labour Law # 4857 / 2003, ARTICLE 37

FINDING: Based on management interview and employee interview, detailed pay slips were not provided to employees regularly at the facility.

3) LAW: Turkish Labor Law # 4857 / 22.5.2003, Repealed provisions; Article 120:

FINDING: Based on management interview and document review, meal & travel fees are not included in the calculation of severance pay in the facility.

4)LAW: In accordance with the Turkish Regulation on Work

FINDING: Based on document review, employee interviews and management interviews, it was determined that there were inconsistencies in the time records given to the auditors. At the opening meeting, facility representatives declared that they use a finger-printing system as a time recording system, after that they said that they have both finger-scanning and card-scanning systems during the day. It was requested to watch the camera recordings showing the time recording system on the audit day, but the facility declared that only the data processing officer who manages the password remotely knows, and that he cannot obtain the password on the audit day. It has been observed that the employees do not use the time recording system regularly, but the records are presented to the auditors completely. As the facility representatives could not provide the camera

1) KANUN: İŞ SAĞLIĞI VE GÜVENLİĞİ KANUNU #6331 Yayımlandığı R.Gazete : Tarih: 30/6/2012

Sayı : 28339, MADDE 15 – 1) / ILO Adil İşe Alım Genel İlkeleri ve Operasyonel Kılavuzu

BULGU: Yönetim görüşmeleri ve çalışan görüşmelerine göre, işletmede işe girişlerde yapılan sağlık taramaları ücretleri çalışanlar tarafından ödenmektedir.

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2)KANUN: TÜRK İŞ KANUNU # 4857 / 2003, Madde 37

BULGU: Yönetim görüşmeleri ve çalışan görüşmelerine göre, işletmede çalışanlara düzenli olarak detaylı hesap pusulası verilmemektedir.

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3)KANUN: Türk İş Kanunu #4857 / 22.5.2003, Yürürlükten kaldırılan hükümler Madde 120

BULGU: Yönetim görüşmeleri ve döküman kontrolüne göre, Firmada kıdem-tazminat hesaplamasında yemek & yol ücreti dahil edilmemektedir.

-

4)KANUN: İş Kanununa İlişkin Çalışma Süreleri Yönetmeliği (06.04.2004 tarihli, 25425 sayılı Resmi Gazetede yayımlanmıştır.) Çalışma Süresinin Belgelenmesi- Madde 9

BULGU: Döküman incelemesi, çalışan görüşmeleri ve yönetim görüşmelerine göre, denetçilere sunulan zaman kayıtlarında tutarsızlıklar olduğu tespit edilmiştir. İşletme yetkilileri açılış toplantısında zaman kayıt sistemi olarak parmak okutma sistemi kullandıklarını, gün içerisinde hem parmak okutma hem de kart okutma sistemi olduğunu beyan etmiştir. Denetim günü zaman kayıt sistemini gösteren kamera kayıtlarının izlenmesi istenmiş fakat işletme şifreyi sadece uzaktan yöneten veri işleme sorumlusunun bildiğini onunda şifreyi denetim günü temin edemeyeceğini bildirmiştir. Çalışanların kendileri tarafından zaman kayıt sisteminin düzenli bir şekilde kullanmadıkları ama kayıtların denetçilere eksiksiz sunulduğu

Finding

recordings; normal and overtime hours, normal and overtime wages, social insurance premiums, deductions and other social benefits could not be verified.

This question has been rated as no due to in compliance with the BSCI Memo (ACs JULY23/01)

görülmüştür. İşletme yetkililerin kamera kayıtlarının sunamaması üzerine çalışanların normal ve fazla mesai saatleri, normal ve fazla mesai ücretleri, sosyal sigorta primleri, kesintiler ve diğer sosyal yardımlar kayıtlardan doğrulanamamıştır.

Bu soru BSCI Memo (ACs JULY23/01)'suna uygunluk nedeni ile hayır olarak cevaplanmıştır.

Question: 5.6 CRUCIAL: Is there satisfactory evidence that the auditee ensures that deductions are only taken under the conditions and to the extent prescribed by the law?

ENGLISH

LOCAL LANGUAGE

Finding

1) LAW: In accordance with Turkish Labour Law # 4857 / 2003, ARTICLE 37-The employer is obliged to issue a slip to the worker indicating the each payment effected in the working place or deposited in the bank account, complete with the signature and logo (seal) of the enterprise.

FINDING: Based on management interview and document review,

it has been observed that the road and meal fees given to the employees are not shown in the payrolls issued in the facility.

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2) LAW: In accordance with the Turkish Regulation on Working Hours Related to Labor Law, No: 25425, Date: 06.04.2004, Art. 9; The employer should document the working hours of employees appropriately.

FINDING: Based on document review, employee interviews and management interviews, it was determined that there were inconsistencies in the time records given to the auditors. At the opening meeting, facility representatives declared that they use a finger-printing system as a time recording system, after that they said that they have both finger-scanning and card-scanning systems during the day. It was requested to watch the camera recordings showing the time recording system on the audit day, but the facility declared that only the data processing officer who manages the password remotely knows, and that he cannot obtain the password on the audit day. It has been observed that the employees do not use the time recording system regularly, but the records are presented to the auditors completely. As the facility

1) KANUN: TÜRK İŞ KANUNU # 4857 / 2003, Madde 37

BULGU: Yönetim görüşmeleri ve döküman incelemesine göre, işletmede düzenlenen maaş bordrolarında çalışanlara verilen yol ve yemek ücretlerinin gösterilmediği görülmüştür.

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2) KANUN: İş Kanununa İlişkin Çalışma Süreleri Yönetmeliği (06.04.2004 tarihli, 25425 sayılı Resmi Gazetede yayımlanmıştır.) Çalışma Süresinin Belgelenmesi- Madde 9

BULGU: Döküman incelemesi, çalışan görüşmeleri ve yönetim görüşmelerine göre, denetçilere sunulan zaman kayıtlarında tutarsızlıklar olduğu tespit edilmiştir. İşletme yetkilileri açılış toplantısında zaman kayıt sistemi olarak parmak okutma sistemi kullandıklarını, gün içerisinde hem parmak okutma hem de kart okutma sistemi olduğunu beyan etmiştir. Denetim günü zaman kayıt sistemini gösteren kamera kayıtlarının izlenmesi istenmiş fakat işletme şifreyi sadece uzaktan yöneten veri işleme sorumlusunun bildiğini onunda şifreyi denetim günü temin edemeyeceğini bildirmiştir. Çalışanların kendileri tarafından zaman kayıt sisteminin düzenli bir şekilde kullanmadıkları ama kayıtların denetçilere eksiksiz sunulduğu görülmüştür. İşletme yetkililerin kamera kayıtlarının sunamaması üzerine çalışanların normal ve fazla mesai saatleri, normal ve fazla mesai ücretleri, sosyal sigorta primleri, kesintiler ve diğer sosyal yardımlar kayıtlardan doğrulanamamıştır.

Bu soru BSCI Memo (ACs JULY23/01)'suna uygunluk nedeni ile hayır olarak cevaplanmıştır.

Finding

representatives could not provide the camera recordings; normal and overtime hours, normal and overtime wages, social insurance premiums, deductions and other social benefits could not be verified through the records.

This question has been rated as no due to in compliance with the BSCI Memo (ACs JULY23/01)

PA 6: Decent Working Hours

Site: PASIN TEKSTIL SANAYI VE TICARET LIMITED Sirketi | Site amfori ID: 792-001614-001

Question: 6.1 Is there satisfactory evidence that the auditee does not require more than 48 regular working hours per week, without prejudice to the exceptions recognised by the ILO?

ENGLISH

LOCAL LANGUAGE

Finding

LAW: In accordance with the Turkish Regulation on Working Hours Related to Labor Law, No: 25425, Date: 06.04.2004, Art. 9; The employer should document the working hours of employees appropriately.

FINDING: Based on document review, employee interviews and management interviews, it was determined that there were inconsistencies in the time records given to the auditors. At the opening meeting, facility representatives declared that they use a finger-printing system as a time recording system, after that they said that they have both finger-scanning and card-scanning systems during the day. It was requested to watch the camera recordings showing the time recording system on the audit day, but the facility declared that only the data processing officer who manages the password remotely knows, and that he cannot obtain the password on the audit day. It has been observed that the employees do not use the time recording system regularly, but the records are presented to the auditors completely. As the facility representatives could not provide the camera recordings; normal and overtime hours, normal and overtime wages, social insurance premiums, deductions and other social benefits could not be verified through the records.

This question has been rated as no due to in compliance with the BSCI Memo (ACs JULY23/01)

KANUN: İş Kanununa İlişkin Çalışma Süreleri Yönetmeliği (06.04.2004 tarihli, 25425 sayılı Resmi Gazetede yayımlanmıştır.) Çalışma Süresinin Belgelenmesi- Madde 9

BULGU: Döküman incelemesi, çalışan görüşmeleri ve yönetim görüşmelerine göre, denetçilere sunulan zaman kayıtlarında tutarsızlıklar olduğu tespit edilmiştir. İşletme yetkilileri açılış toplantısında zaman kayıt sistemi olarak parmak okutma sistemi kullandıklarını, gün içerisinde hem parmak okutma hem de kart okutma sistemi olduğunu beyan etmiştir. Denetim günü zaman kayıt sistemini gösteren kamera kayıtlarının izlenmesi istenmiş fakat işletme şifreyi sadece uzaktan yöneten veri işleme sorumlusunun bildiğini onunda şifreyi denetim günü temin edemeyeceğini bildirmiştir. Çalışanların kendileri tarafından zaman kayıt sisteminin düzenli bir şekilde kullanmadıkları ama kayıtların denetçilere eksiksiz sunulduğu görülmüştür. İşletme yetkililerin kamera kayıtlarının sunmaması üzerine çalışanların normal ve fazla mesai saatleri, normal ve fazla mesai ücretleri, sosyal sigorta primleri, kesintiler ve diğer sosyal yardımlar kayıtlardan doğrulanamamıştır. Bu soru BSCI Memo (ACs JULY23/01)'suna uygunluk nedeni ile hayır olarak cevaplanmıştır.

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

LAW: In accordance with the Turkish Regulation on Working Hours Related to Labor Law, No: 25425, Date: 06.04.2004, Art. 9; The employer should document the working hours of employees appropriately.

FINDING: Based on document review, employee interviews and management interviews, it was determined that there were inconsistencies in the time records given to the auditors. At the opening meeting, facility representatives declared that they use a finger-printing system as a time recording system, after that they said that they have both finger-scanning and card-scanning systems during the day. It was requested to watch the camera recordings showing the time recording system on the audit day, but the facility declared that only the data processing officer who manages the password remotely knows, and that he cannot obtain the password on the audit day. It has been observed that the employees do not use the time recording system regularly, but the records are presented to the auditors completely. As the facility representatives could not provide the camera recordings; normal and overtime hours, normal and overtime wages, social insurance premiums, deductions and other social benefits could not be verified through the records.

This question has been rated as no due to in compliance with the BSCI Memo (ACs JULY23/01)

KANUN: İş Kanununa İlişkin Çalışma Süreleri Yönetmeliği (06.04.2004 tarihli, 25425 sayılı Resmi Gazetede yayımlanmıştır.) Çalışma Süresinin Belgelenmesi- Madde 9

BULGU: Döküman incelemesi, çalışan görüşmeleri ve yönetim görüşmelerine göre, denetçilere sunulan zaman kayıtlarında tutarsızlıklar olduğu tespit edilmiştir. İşletme yetkilileri açılış toplantısında zaman kayıt sistemi olarak parmak okutma sistemi kullandıklarını, gün içerisinde hem parmak okutma hem de kart okutma sistemi olduğunu beyan etmiştir. Denetim günü zaman kayıt sistemini gösteren kamera kayıtlarının izlenmesi istenmiş fakat işletme şifreyi sadece uzaktan yöneten veri işleme sorumlusunun bildiğini onunda şifreyi denetim günü temin edemeyeceğini bildirmiştir. Çalışanların kendileri tarafından zaman kayıt sisteminin düzenli bir şekilde kullanmadıkları ama kayıtların denetçilere eksiksiz sunulduğu görülmüştür. İşletme yetkililerin kamera kayıtlarının sunamaması üzerine çalışanların normal ve fazla mesai saatleri, normal ve fazla mesai ücretleri, sosyal sigorta primleri, kesintiler ve diğer sosyal yardımlar kayıtlardan doğrulanamamıştır. Bu soru BSCI Memo (ACs JULY23/01)'suna uygunluk nedeni ile hayır olarak cevaplanmıştır.

Question: 6.3 CRUCIAL: Is there satisfactory evidence that the auditee grants workers the right to resting breaks in every working day?

ENGLISH

LOCAL LANGUAGE

Finding

LAW: In accordance with the Turkish Regulation on Working Hours Related to Labor Law, No: 25425, Date: 06.04.2004, Art. 9; The employer should document the working hours of employees appropriately.

FINDING: Based on document review, employee interviews and management interviews, it was determined that there were inconsistencies in the

KANUN: İş Kanununa İlişkin Çalışma Süreleri Yönetmeliği (06.04.2004 tarihli, 25425 sayılı Resmi Gazetede yayımlanmıştır.) Çalışma Süresinin Belgelenmesi- Madde 9

BULGU: Döküman incelemesi, çalışan görüşmeleri ve yönetim görüşmelerine göre, denetçilere sunulan zaman kayıtlarında tutarsızlıklar olduğu tespit edilmiştir. İşletme yetkilileri açılış

Finding

time records given to the auditors. At the opening meeting, facility representatives declared that they use a finger-printing system as a time recording system, after that they said that they have both finger-scanning and card-scanning systems during the day. It was requested to watch the camera recordings showing the time recording system on the audit day, but the facility declared that only the data processing officer who manages the password remotely knows, and that he cannot obtain the password on the audit day. It has been observed that the employees do not use the time recording system regularly, but the records are presented to the auditors completely. As the facility representatives could not provide the camera recordings; normal and overtime hours, normal and overtime wages, social insurance premiums, deductions and other social benefits could not be verified through the records.

This question has been rated as no due to in compliance with the BSCI Memo (ACs JULY23/01)

toplantısında zaman kayıt sistemi olarak parmak okutma sistemi kullandıklarını, gün içerisinde hem parmak okutma hem de kart okutma sistemi olduğunu beyan etmiştir. Denetim günü zaman kayıt sistemini gösteren kamera kayıtlarının izlenmesi istenmiş fakat işletme şifreyi sadece uzaktan yöneten veri işleme sorumlusunun bildiğini onunda şifreyi denetim günü temin edemeyeceğini bildirmiştir. Çalışanların kendileri tarafından zaman kayıt sisteminin düzenli bir şekilde kullanmadıkları ama kayıtların denetçilere eksiksiz sunulduğu görülmüştür. İşletme yetkililerin kamera kayıtlarının sunamaması üzerine çalışanların normal ve fazla mesai saatleri, normal ve fazla mesai ücretleri, sosyal sigorta primleri, kesintiler ve diğer sosyal yardımlar kayıtlardan doğrulanamamıştır. Bu soru BSCI Memo (ACs JULY23/01)'suna uygunluk nedeni ile hayır olarak cevaplanmıştır.

Question: 6.4 CRUCIAL: Is there satisfactory evidence that the auditee grants workers the right to at least one day off in every seven days?

ENGLISH

LOCAL LANGUAGE

Finding

LAW: In accordance with the Turkish Regulation on Working Hours Related to Labor Law, No: 25425, Date: 06.04.2004, Art. 9; The employer should document the working hours of employees appropriately.

FINDING: Based on document review, employee interviews and management interviews, it was determined that there were inconsistencies in the time records given to the auditors. At the opening meeting, facility representatives declared that they use a finger-printing system as a time recording system, after that they said that they have both finger-scanning and card-scanning systems during the day. It was requested to watch the camera recordings showing the time recording system on the audit day, but the facility declared that only the data processing officer who manages the password remotely knows, and that he cannot obtain the password on the audit day. It has been observed that the employees do not use the time recording system regularly, but the records are presented to

KANUN: İş Kanununa İlişkin Çalışma Süreleri Yönetmeliği (06.04.2004 tarihli, 25425 sayılı Resmî Gazetede yayımlanmıştır.) Çalışma Süresinin Belgelenmesi- Madde 9

BULGU: Döküman incelemesi, çalışan görüşmeleri ve yönetim görüşmelerine göre, denetçilere sunulan zaman kayıtlarında tutarsızlıklar olduğu tespit edilmiştir. İşletme yetkilileri açılış toplantısında zaman kayıt sistemi olarak parmak okutma sistemi kullandıklarını, gün içerisinde hem parmak okutma hem de kart okutma sistemi olduğunu beyan etmiştir. Denetim günü zaman kayıt sistemini gösteren kamera kayıtlarının izlenmesi istenmiş fakat işletme şifreyi sadece uzaktan yöneten veri işleme sorumlusunun bildiğini onunda şifreyi denetim günü temin edemeyeceğini bildirmiştir. Çalışanların kendileri tarafından zaman kayıt sisteminin düzenli bir şekilde kullanmadıkları ama kayıtların denetçilere eksiksiz sunulduğu görülmüştür. İşletme yetkililerin kamera kayıtlarının sunamaması üzerine çalışanların normal ve fazla

Finding

the auditors completely. As the facility representatives could not provide the camera recordings; normal and overtime hours, normal and overtime wages, social insurance premiums, deductions and other social benefits could not be verified through the records.
This question has been rated as no due to in compliance with the BSCI Memo (ACs JULY23/01)

mesai saatleri, normal ve fazla mesai ücretleri, sosyal sigorta primleri, kesintiler ve diğer sosyal yardımlar kayıtlardan doğrulanamamıştır.
Bu soru BSCI Memo (ACs JULY23/01)'suna uygunluk nedeni ile hayır olarak cevaplanmıştır.

PA 7: Occupational Health and Safety

Site: PASIN TEKSTİL SANAYI VE TİCARET LIMITED SİRKETİ | Site amfori ID: 792-001614-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

LOCAL LANGUAGE

Finding

Amfori BSCI Code of Conduct, Principle on Occupational Health and Safety
FINDING: Based on management interview, site tour and document review, 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.

This question was rated as partially because general health and safety regulations are followed in the facility.

-Amfori BSCI Davranış Kuralı, İş Sağlığı Ve Güvenliği Prensibi
BULGU:Yönetim görüşmeleri, saha turu ve döküman kontrolüne göre,

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

Bu soru kısmen olarak cevaplanmıştır çünkü işletmede genel iş sağlığı ve güvenliği yönetmelikleri takip edilmektedir.

Question: 7.3 Is there satisfactory evidence that the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH

LOCAL LANGUAGE

Finding

LAW: In accordance with Occupational Health and Safety Law, 20/06/2012, No: 6331, Article 10; (1) Employer should provide risk assessment regarding the occupational health and safety. In the risk assessment, the issues listed below should be considered; a) The situation of the employees who could be affected by certain risks. b) The choice of the work equipment and chemical substances to be used. c) Organization and order

KANUN: İŞ SAĞLIĞI VE GÜVENLİĞİ KANUNU #6331, Yayımlandığı -R.Gazete : Tarih: 30/6/2012 Sayı : 28339- MADDE 10
BULGU: Yönetim görüşmeleri ve döküman kontrolüne göre, işletme paylaşımli binada yer almaktadır ve 2 farklı firmayla binayı paylaşmaktadır. Ortak kullanılan acil çıkış rotası gibi konularda risk değerlendirmesinin yapılmadığı görülmüştür.

Finding

in the workplace, d) The situation of the employees who requires special policies as young employees, elders, handicapped employees and breast feeding employees, and of the female employees. (2) Employer determines occupational health and safety measurement to be taken and protective equipment.

(3) The occupational health and safety measurement to be taken, working practices and production methods in the workplace should increase the degree of the protection regarding the employees' health and safety, and should be applicable at every level of workplace's administrative structure.

(4) Employer ensures that required controls, measurements, examinations and researches are done to define the risks to which the employees are exposed in workplace regarding the occupational health and safety.

FINDING: Based on management interview and document review, the business is located in the shared building and shares the building with 2 different companies. It has been observed that no risk assessment has been made on issues such as the common emergency exit route.

This question is rated partially because facility conduct a risk assessment.

Bu soru kısmen olarak derecelendirilmiştir çünkü firma bir risk değerlendirmesi yapmıştır.

PA 10: No Precarious Employment

Site: PASIN TEKSTİL SANAYI VE TİCARET LIMITED SİRKETİ | Site amfori ID: 792-001614-001

Question: 10.1 Is there satisfactory evidence that auditee employment relationships are not precarious for the workers?

ENGLISH

LOCAL LANGUAGE

Finding

LAW: In accordance with the Turkish Regulation on Working Hours Related to Labor Law, No: 25425, Date: 06.04.2004, Art. 9; The employer should document the working hours of employees appropriately.

FINDING: Based on document review, employee interviews and management interviews, it was determined that there were inconsistencies in the time records given to the auditors. At the opening

KANUN: İş Kanununa İlişkin Çalışma Süreleri Yönetmeliği (06.04.2004 tarihli, 25425 sayılı Resmi Gazetede yayımlanmıştır.) Çalışma Süresinin Belgelenmesi- Madde 9

BULGU: Döküman incelemesi, çalışan görüşmeleri ve yönetim görüşmelerine göre, denetçilere sunulan zaman kayıtlarında tutarsızlıklar olduğu tespit edilmiştir. İşletme yetkilileri açılış toplantısında zaman kayıt sistemi olarak parmak

Finding

meeting, facility representatives declared that they use a finger-printing system as a time recording system, after that they said that they have both finger-scanning and card-scanning systems during the day. It was requested to watch the camera recordings showing the time recording system on the audit day, but the facility declared that only the data processing officer who manages the password remotely knows, and that he cannot obtain the password on the audit day. It has been observed that the employees do not use the time recording system regularly, but the records are presented to the auditors completely. As the facility representatives could not provide the camera recordings; normal and overtime hours, normal and overtime wages, social insurance premiums, deductions and other social benefits could not be verified through the records.

This question has been rated as no due to in compliance with the BSCI Memo (ACs JULY23/01)

okutma sistemi kullandıklarını, gün içerisinde hem parmak okutma hem de kart okutma sistemi olduğunu beyan etmiştir. Denetim günü zaman kayıt sistemini gösteren kamera kayıtlarının izlenmesi istenmiş fakat işletme şifreyi sadece uzaktan yöneten veri işleme sorumlusunun bildiğini onunda şifreyi denetim günü temin edemeyeceğini bildirmiştir. Çalışanların kendileri tarafından zaman kayıt sisteminin düzenli bir şekilde kullanmadıkları ama kayıtların denetçilere eksiksiz sunulduğu görülmüştür. İşletme yetkililerin kamera kayıtlarının sunamaması üzerine çalışanların normal ve fazla mesai saatleri, normal ve fazla mesai ücretleri, sosyal sigorta primleri, kesintiler ve diğer sosyal yardımlar kayıtlardan doğrulanamamıştır. Bu soru BSCI Memo (ACs JULY23/01)'suna uygunluk nedeni ile hayır olarak cevaplanmıştır.

Question: 10.2 Is there satisfactory evidence that the auditee engages workers based on recognised and documented employment relationships?

ENGLISH

LOCAL LANGUAGE

Finding

1)LAW: In accordance with Turkish Labor Law # 4857 / 2003, ARTICLE 8-An employment contract is a contract in which one party (employee) undertakes to work as a dependent and the other party (employer) undertakes to pay wages. The employment contract is not subject to a special form, unless otherwise stated in the Law. Employment contracts with a duration of one year or more must be made in writing. These documents are exempt from stamp duty and all kinds of fees and charges. In cases where a written contract is not made, the employer gives the employee the general and special working conditions, daily or weekly working hours, basic wage and wage supplements, if any, within two months at the latest. is obliged to provide a written document showing the duration of the contract and the provisions that the parties have to comply with in case of termination. The provision of this paragraph does not apply to fixed-term employment contracts whose duration does not exceed one month. If the employment contract is terminated before the

1)KANUN: TÜRK İŞ KANUNU # 4857 / 2003, Madde 8 -

BULGU: Döküman incelemesi ve çalışan görüşmelerine göre, İşletmede işe girişler yapılan iş sözleşmelerinin çalışanlara düzenli bir şekilde verilmediği görülmüştür.

2) KANUN: Türk İş Kanunu Madde 41

BULGU: Döküman incelemesine göre, işletmede çalışanların iş sözleşmelerinde; işverenin gerekli gördüğü dönemlerde çalışanlar fazla mesai ile çalışmayı peşinen kabul eder maddesi bulunmaktadır.

Bu soru kısmen olarak derecelendirilmiştir çünkü işletmede çalışanlarla iş sözleşmesi yapılmaktadır.

Finding

expiry of two months, this information must be given in writing to the worker at the latest on the expiration date.

FINDING: According to the document review and employee interviews, it has been observed that the employment contracts made in the facility are not given to the employees on a regular basis.

2) LAW: Turkish Labour Law, #4857 DATE: - Art 41-For overtime working practices, employee's approval should be received.

FINDING: According to the document review, in the labor contracts of the employees in the facility; there is a clause that it says employees agree to work overtime in advance if the employer says it is necessary.

This question is rated partially because the business contracts with the employees.

PA 12: Protection of the Environment

Site: PASIN TEKSTİL SANAYİ VE TİCARET LIMITED SİRKETİ | Site amfori ID: 792-001614-001

Question: 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

ENGLISH

LOCAL LANGUAGE

Finding

LAW: WASTE MANAGEMENT REGULATION, #29314 Date:02.04.2015

Obligations of the waste producer and waste owner
ARTICLE 9-(1) Waste producer; ğ) By filling in the waste declaration form including the information of the previous year, starting from January every year until the end of March at the latest, using the online applications prepared by the Ministry, approving it, printing it out and keeping a copy for five years, military units and institutions in writing. It is obliged to send it to the Ministry by the Ministry of National Defense and the General Staff within a period of time and to keep a copy for five years.

FINDING: Based on management interview, document review and worker interview, It has been observed that regular annual waste declarations have not been made. In addition, it has been observed that records of sending waste to licensed

KANUN: ATIK YÖNETİMİ YÖNETMELİĞİ, #29314
Tarih: 02.04.2015

Atık üreticisinin ve atık sahibinin yükümlülükleri
MADDE 9 – (1) Atık üreticisi; ğ) Atık beyan formunu bir önceki yıla ait bilgileri içerecek şekilde her yıl Ocak ayı itibarıyla başlamak üzere en geç Mart ayı sonuna kadar Bakanlıkça hazırlanan çevrimiçi uygulamalar kullanarak doldurmak, onaylamak, çıktısını almak ve beş yıl boyunca bir nüshasını saklamakla, askeri birlik ve kurumlar ise yazılı olarak belirtilen sürede Millî Savunma Bakanlığı ve Genelkurmay Başkanlığınca Bakanlığa göndermek ve beş yıl boyunca bir nüshasını saklamakla yükümlüdür.

BULGU: Yönetim görüşmeleri, döküman kontrolü ve çalışan görüşmelerine göre, İşletmenin düzenli yıllık atık beyanlarının yapılmadığı görülmüştür. Ayrıca atıkların lisanslı firmalara gönderilmesine

Finding

companies are not kept.
This question has been partially answered because the facility has environmental policy.

ilişkin kayıtların tutulmadığı görülmüştür.
Bu soru kısmen olarak cevaplandırılmıştır çünkü işletmenin çevre politikası bulunmaktadır.

PA 13: Ethical Business Behaviour

Site: PASIN TEKSTİL SANAYI VE TICARET LIMITED SİRKETİ | Site amfori ID: 792-001614-001

Question: 13.2 Is there satisfactory evidence that the auditee keeps accurate information regarding its own activities, structure and performance?

ENGLISH

LOCAL LANGUAGE

Finding

LAW: In accordance with the Turkish Regulation on Working Hours Related to Labor Law, No: 25425, Date: 06.04.2004, Art. 9; The employer should document the working hours of employees appropriately.

FINDING: Based on document review, employee interviews and management interviews, it was determined that there were inconsistencies in the time records given to the auditors. At the opening meeting, facility representatives declared that they use a finger-printing system as a time recording system, after that they said that they have both finger-scanning and card-scanning systems during the day. It was requested to watch the camera recordings showing the time recording system on the audit day, but the facility declared that only the data processing officer who manages the password remotely knows, and that he cannot obtain the password on the audit day. It has been observed that the employees do not use the time recording system regularly, but the records are presented to the auditors completely. As the facility representatives could not provide the camera recordings; normal and overtime hours, normal and overtime wages, social insurance premiums, deductions and other social benefits could not be verified through the records.

This question has been rated as no due to in compliance with the BSCI Memo (ACs JULY23/01)

KANUN: İş Kanununa İlişkin Çalışma Süreleri Yönetmeliği (06.04.2004 tarihli, 25425 sayılı Resmi Gazetede yayımlanmıştır.) Çalışma Süresinin Belgelenmesi- Madde 9

BULGU: Döküman incelemesi, çalışan görüşmeleri ve yönetim görüşmelerine göre, denetçilere sunulan zaman kayıtlarında tutarsızlıklar olduğu tespit edilmiştir. İşletme yetkilileri açılış toplantısında zaman kayıt sistemi olarak parmak okutma sistemi kullandıklarını, gün içerisinde hem parmak okutma hem de kart okutma sistemi olduğunu beyan etmiştir. Denetim günü zaman kayıt sistemini gösteren kamera kayıtlarının izlenmesi istenmiş fakat işletme şifreyi sadece uzaktan yöneten veri işleme sorumlusunun bildiğini onunda şifreyi denetim günü temin edemeyeceğini bildirmiştir. Çalışanların kendileri tarafından zaman kayıt sisteminin düzenli bir şekilde kullanmadıkları ama kayıtların denetçilere eksiksiz sunulduğu görülmüştür. İşletme yetkililerin kamera kayıtlarının sunamaması üzerine çalışanların normal ve fazla mesai saatleri, normal ve fazla mesai ücretleri, sosyal sigorta primleri, kesintiler ve diğer sosyal yardımlar kayıtlardan doğrulanamamıştır. Bu soru BSCI Memo (ACs JULY23/01)'suna uygunluk nedeni ile hayır olarak cevaplanmıştır.

Question: 13.3 CRUCIAL: Is there satisfactory evidence that the auditee takes the necessary measures to not be involved in falsifying information related to its activities, structure and performance; nor in any act of misrepresentation of its supply chain?

Finding

LAW: In accordance with the Turkish Regulation on Working Hours Related to Labor Law, No: 25425, Date: 06.04.2004, Art. 9; The employer should document the working hours of employees appropriately.

FINDING: Based on document review, employee interviews and management interviews, it was determined that there were inconsistencies in the time records given to the auditors. At the opening meeting, facility representatives declared that they use a finger-printing system as a time recording system, after that they said that they have both finger-scanning and card-scanning systems during the day. It was requested to watch the camera recordings showing the time recording system on the audit day, but the facility declared that only the data processing officer who manages the password remotely knows, and that he cannot obtain the password on the audit day. It has been observed that the employees do not use the time recording system regularly, but the records are presented to the auditors completely. As the facility representatives could not provide the camera recordings; normal and overtime hours, normal and overtime wages, social insurance premiums, deductions and other social benefits could not be verified through the records.

This question has been rated as no due to in compliance with the BSCI Memo (ACs JULY23/01)

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BULGU: Döküman incelemesi, çalışan görüşmeleri ve yönetim görüşmelerine göre, denetçilere sunulan zaman kayıtlarında tutarsızlıklar olduğu tespit edilmiştir. İşletme yetkilileri açılış toplantısında zaman kayıt sistemi olarak parmak okutma sistemi kullandıklarını, gün içerisinde hem parmak okutma hem de kart okutma sistemi olduğunu beyan etmiştir. Denetim günü zaman kayıt sistemini gösteren kamera kayıtlarının izlenmesi istenmiş fakat işletme şifreyi sadece uzaktan yöneten veri işleme sorumlusunun bildiğini onunda şifreyi denetim günü temin edemeyeceğini bildirmiştir. Çalışanların kendileri tarafından zaman kayıt sisteminin düzenli bir şekilde kullanmadıkları ama kayıtların denetçilere eksiksiz sunulduğu görülmüştür. İşletme yetkililerin kamera kayıtlarının sunamaması üzerine çalışanların normal ve fazla mesai saatleri, normal ve fazla mesai ücretleri, sosyal sigorta primleri, kesintiler ve diğer sosyal yardımlar kayıtlardan doğrulanamamıştır. Bu soru BSCI Memo (ACs JULY23/01)'suna uygunluk nedeni ile hayır olarak cevaplanmıştır.