

Producer Name ss: Narkonteks Tekstil Ihr. Ith. San Ve Tic A.S. Sti

DBID: 10171

Audit Date: 13/06/2017

Audit ID: 81987

Audit Type: Full Audit

Date for closing the follow-up on the findings report: 15/06/2018

Performance area 1:Social Management System and Cascade Effect

Full Audit [Audit Id - 81987] Audit Date: 13/06/2017

Good Practices

Area Of Improvement

Based on satisfactory evidences, the facility partially respect the Social Management System and Cascade Effect;
İşletme objektif kanıtlara göre sosyal yönetim sistemleri başlığına kısmi uygunluk göstermemektedir.

1.1 - BSCI PRINCIPLES 1.1. The facility should have an efficient management system to BSCI values are implemented.

Finding:

-The management review meeting for social compliance issues is not conducted in the facility.

- There were issues that need to be corrected in PA 1, 5 ,6, 7 and 12.

This question was rated as partially because the gaps noted were minor and non-systematical.

BSCI GEREKLİLİKLERİ 1.1.

Bulgu:

-Sosyal uygunluk konularının ele alınacağı yönetim gözden geçirme toplantıları yapılmamaktadır.

- Performans alanı 1, 5, 6 , 7 ve 12 '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:

-There is no evaluation system (audit etc.) for the subcontractors & service providers in the facility.

-The review meeting regarding social compliance management system for suppliers and subcontractors is not conducted

This question was rated as partially because the gaps noted were minor and non-systematical.

BSCI GEREKLILIKLERI 1.3.

Bulgu:

-Taşeron ve hizmet sağlayıcılar için bir değerlendirme sistemi(denetim) olmadığı görülmüştür.

- Taşeronların ve hizmet sağlayıcıların sosyal uygunluk açısından değerlendirmesine yönelik gözden geçirme toplantıları yapılmamaktadır.

1.4 - BSCI REQUIREMENT 1.4. There should be satisfactory evidence that the auditee's workforce capacity is properly organized to meet the expectations of the delivery order and contracts.

Finding:

- There is evaluation system for doing overtime practices & for paying overtime practices according to local law but is not effective.

It was noted that employees worked daily total (normal and overtime) more than 11 hours.

This question was rated as partially because the gaps noted were minor and non-systematical.

BSCI GEREKLILIKLERI 1.4.

Bulgu:

- Firmanın kanuna uygun şekilde fazla mesai çalışmaları yapmak & fazla mesai çalışmalarını ödemek için bir sistem mevcuttur ancak efektif değildir. İşletmede çalışanların günlük toplam (normal ve fazla mesai) 11 saatten fazla çalıştıkları tespit edilmiştir.

<u>Remarks from Auditee</u>		<u>DeadLine Date</u>	31/10/2017
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Performance area 2: Workers Involvement and Protection

Full Audit [Audit Id - 81987] Audit Date: 13/06/2017

Good Practices

Area Of Improvement

<u>Remarks from Auditee</u>		<u>DeadLine Date</u>	
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Performance area 3:The rights of Freedom of Association and Collective Bargaining

Full Audit [Audit Id - 81987] Audit Date: 13/06/2017

Good Practices

Area Of Improvement

<u>Remarks from Auditee</u>	<u>DeadLine Date</u>

Performance area 4:No Discrimination

Full Audit [Audit Id - 81987] Audit Date: 13/06/2017

Good Practices

Area Of Improvement

<u>Remarks from Auditee</u>	<u>DeadLine Date</u>

Performance area 5:Fair Remuneration

Full Audit [Audit Id - 81987] Audit Date: 13/06/2017

Good Practices

Area Of Improvement

Based on satisfactory evidences, the main auditee partially respects the performance area 5;
İşletme objektif kanıtlara göre, 5. Performans alanına kısmen uygunluk göstermektedir.

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:

- The facility had works about calculatin living wage. However there is no any plan about paying determinated living wage to employees.
- The facility does not pay the living wage to employees.

This question was rated as partially because the gaps noted were minor and non-systematical.

BSCI PRENSIPLERİ 5.4
Bulgu:

- İşletmede yaşam ücretinin belirlenmesine yönelik çalışma yapıldığı görülmüştür. Ancak belirlenen yaşam ücretinin çalışanlara verilmesi konusunda bir plan yapılmadığı görülmüştür.
- İşletmenin belirlediği yaşam ücretinin çalışanlara verilmediği görülmüştür.

Remarks
from
Auditee

DeadLine
Date

15/06/2018

Performance area 6:Decent Working Hours

Full Audit [Audit Id - 81987] Audit Date: 13/06/2017

Good Practices

Area Of Improvement

Based on satisfactory evidences, the main auditee partially respects the performance area 6;
İşletme objektif kanıtlara göre, 6. Performans alanına kısmen uygunluk göstermektedir.

6.2 - Law: Turkish Regulation on Working Hours Related to Labor Law, art 4
Finding: It was noted that employees worked daily total (normal and overtime) more than 11 hours.

At May 2017; 6 out of 20 employees stay maximum 12,5 hrs./daily for three times .

The auditors marked the question as partial as there is relevantly small number of employees in sampled group.

Kanun:İŞ KANUNUNA İLİŞKİN ÇALIŞMA SÜRELERİ
YÖNETMELİĞİ(06.04.2004) No: 25425

Madde 4

Bulgu:İşletmede çalışanların günlük toplam (normal ve fazla mesai) 11 saatten fazla çalıştıkları tespit edilmiştir.

Mayıs 2017 de; 20 kişiden 6'sı en fazla maksimum üç kez 12,5 saat / günlük çalışmıştır.

Remarks
from
Auditee

DeadLine
Date

31/07/2017

Performance area 7:Occupational Health and Safety

Full Audit [Audit Id - 81987] Audit Date: 13/06/2017

Good Practices

Area Of Improvement

Based on satisfactory evidence through documents review and management interview, the main auditee partially respects this performance area 7.

İşletme döküman incelemesi ve yönetim görüşmesine performans alanı 7'e kısmen uygunluk göstermektedir

7.15 - Law:The Regulation On the Health and Safety Measures Taken for the Buildings and Additions (17.07.2013, No: 28710)

Appendix-1 Minimum Health and Safety Requirements for Buildings and Additions

Emergency Exit Routes and Doors

Finding: It was noted that 2 fire exit doors in Bra department and Sampling Departments are sliding doors.

This question was rated as partially because the gaps noted were minor and non-systematical.

Kanun: İŞYERİ BİNA VE EKLENTİLERİNDE ALINACAK SAĞLIK VE GÜVENLİK ÖNLEMLERİNE İLİŞKİN YÖNETMELİK (17.07.2013) EK-1
Acil çıkış yolları ve kapıları

Bulgu: Firmada modalhane ve sütyen bölümündeki 2 yangın çıkış kapıları sürgülü kapılardır.

Remarks
from
Auditee

DeadLine
Date

15/07/2017

Performance area 8:No Child Labour

Full Audit [Audit Id - 81987] Audit Date: 13/06/2017

Good Practices

Area Of Improvement

Remarks
from
Auditee

DeadLine
Date

Performance area 9:Special protection for young workers

Full Audit [Audit Id - 81987] Audit Date: 13/06/2017

Good Practices

Area Of Improvement

<u>Remarks from Auditee</u>		<u>DeadLine Date</u>	
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Performance area 10:No Precarious Employment

Full Audit [Audit Id - 81987] Audit Date: 13/06/2017

Good Practices

Area Of Improvement

<u>Remarks from Auditee</u>		<u>DeadLine Date</u>	
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Performance area 11:No Bonded Labour

Full Audit [Audit Id - 81987] Audit Date: 13/06/2017

Good Practices

Area Of Improvement

<u>Remarks from Auditee</u>		<u>DeadLine Date</u>	
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Performance area 12:Protection of the Environment

Full Audit [Audit Id - 81987] Audit Date: 13/06/2017

Good Practices

Area Of Improvement

Based on satisfactory evidence through documents review and management interview, the main auditee partially respects this performance area 12
İşletme döküman incelemesi ve yönetim görüşmesine performans alanı 12'ye kısmen uygunluk göstermektedir

12.3 - Law: Regulation about the obligatory permits and licenses according to the Environment Law(29.04.2009) No: 27214, Article 4;

Finding:Environment permit or environment permit exemption letter is not available.

This question was rated as partially because the gaps noted were minor and non-systematical.

Kanun:ÇEVRE KANUNUNCA ALINMASI GEREKEN İZİN VE
LİSANSLAR HAKKINDA YÖNETMELİK(29.04.2009) No: 27214
Çevre iznine veya çevre izin ve lisansına tabi işletmeler
MADDE 4

Bulgu:İşletmede çevre izni veya çevre izni kapsam dışı yazısı görülememiştir.

<u>Remarks</u> from <u>Auditee</u>		<u>DeadLine</u> <u>Date</u>	16/10/2017
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Performance area 13:Ethical Business Behaviour

Full Audit [Audit Id - 81987] Audit Date: 13/06/2017

Good Practices

Area Of Improvement

<u>Remarks</u> from <u>Auditee</u>		<u>DeadLine</u> <u>Date</u>	
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Date:

15/06/2017

Place:

IZMIR

Auditor's name:

TUBA GOKOGLAN

Auditor signature:

Auditee's name:

Narkonteks Tekstil Ihr. Ith. San Ve Tic A.S.
Sti

Auditee signature:

Workers' representative's name:

ESRA DEVIR

Workers' representative signature:

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