
| | |
|-----------------------------------|---|
| Auditee : | Narkonteks Tekstil Ihr. Ith. San Ve Tic A.S. Sti |
| Audit Date From : | 13/05/2019 |
| Audit Date To : | 15/05/2019 |
| Expiry Date of the Audit : | Please refer to the producer profile in the amfori BSCI platform |
| Auditing Company : | BureauVeritas |
| Auditor's Name(s) : | Cagla Baskin(Lead) |
| Auditing Branch (if applicable) : | |



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Rating Definitions



| Rating | A combination of ratings per Performance Area where: | Consequence | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|--|
| <p style="text-align: center;">A</p> <p style="text-align: center;">Very Good</p> | <ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table> | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | B | B | B | A | A | A | A | A | A | A | B | B | B | B | B | B | <p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p> |
| A | A | A | A | A | A | A | A | A | A | A | A | A | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| A | A | A | A | A | A | A | A | A | A | B | B | B | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| A | A | A | A | A | A | A | B | B | B | B | B | B | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p style="text-align: center;">B</p> <p style="text-align: center;">Good</p> | <ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table> | 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 | <p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p> |
| 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p style="text-align: center;">C</p> <p style="text-align: center;">Acceptable</p> | <ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table> | A | A | A | A | A | A | A | A | A | C | C | C | C | A | A | A | A | A | B | B | B | B | C | C | C | D | C | C | C | C | C | C | C | C | C | C | C | D | D | <p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p> |
| A | A | A | A | A | A | A | A | A | C | C | C | C | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| A | A | A | A | A | B | B | B | B | C | C | C | D | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| C | C | C | C | C | C | C | C | C | C | C | D | D | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p style="text-align: center;">D</p> <p style="text-align: center;">Insufficient</p> | <ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table> | 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 | <p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p> |
| 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p style="text-align: center;">E</p> <p style="text-align: center;">Unacceptable</p> | <ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table> | A | A | A | A | A | A | E | E | E | E | E | E | E | A | A | B | B | C | D | E | E | E | E | E | E | E | E | E | E | E | E | E | E | E | E | E | E | E | E | <p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p> |
| A | A | A | A | A | A | E | E | E | E | E | E | E | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| A | A | B | B | C | D | E | E | E | E | E | E | E | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| E | E | E | E | E | E | E | E | E | E | E | E | E | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p style="text-align: center;">Zero Tolerance</p> | <p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p> | <p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Main Auditee Information



| | | | |
|-----------------------------|---|-----------------|----------|
| Name of producer : | Narkonteks Tekstil Ihr. Ith. San Ve Tic A.S. Sti | | |
| DBID number : | 10171 | | |
| Audit ID : | 150966 | | |
| Address : | BEGOS Dogus Caddesi 3/19 Sok No:12 Buca Izmir | | |
| Province : | Izmir | Country : | Turkey |
| Management Representative : | Mr Onur Bag (Investment Project Manager) | | |
| Contact person: | Onur Bag | Sector : | Non-Food |
| Industry Type : | Textiles, clothing, leather | Product group : | Apparel |
| Product Type : | Underwear, lounge wear, swimwear,technical textile products | | |

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 checked="" type="checkbox"/> Fully-Announced | <input type="checkbox"/> Fully-Unannounced | <input type="checkbox"/> Semi-Announced |
| Random Unannounced Check (RUC) : | No | | |
| Audit extent (if applicable) : | none | | |
| Audit interferences or contingencies (if applicable) : | none | | |
| Overall rating : | C | | |
| Need of follow-up : | Yes | If YES, by : 15/05/2020 | |

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 |
|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|
| D | B | A | B | A | D | A | A | A | A | A | A | A |

Executive summary of audit report

Narkonteks Tekstil Ihr. Ith. San Ve Tic A.S. Sti was established in 2005 as a manufacturer of underwear, lounge wear, swimwear, technical textile products and located at BEGOS Dogus Caddesi 3/19 Sok No:12 Buca Izmir - TURKEY. Cutting, sewing, QC, transfer printing removing and packaging processes were available in the company. Monthly production capacity: 434000 pieces. The products made in the factory were 60% to Export market (mainly to Western Europe). The total closed areas occupied by the company are about 6500 square meters.

1 building was occupied by the company.

The layout of floors was below;

-2 Floor: Dispatching, Accessory warehouse, tire preparation, quality control

-1 Floor: Cutting, transfer printing for label

Entrance Floor: offices, toilet

1 Floor: Sewing, dressing room, toilet

2 Floor: Sewing, dressing room, toilet

3: canteen , infirmary , modal sewing, pray room

The youngest worker was 17 years old in the company. There were 4 juvenile workers in the company (including in total number). There were 8 pregnant workers in the company (including in total number). There were 13 disable workers in the company (including in total number). There was no migrant employee in the company. All workers were taken into the audit scope.

Time Record System: Digital finger scanning activated computer database system

Systematically working practices were arranged as follows for production and administrative employees; From 08:00 am. to 6:00 pm. including 15 minutes' tea break at 10:00 am., 30 minutes' lunch break at 12:00 pm. and 15 minutes' tea break at 3:00 pm. in weekdays. Total 45 hours/week. Saturdays and Sundays were granted as weekly rest days.

Systematically working practices were arranged as follows for pregnant employees;

From 08:00 am. to 4:30 pm. including 15 minutes' tea break at 10:00 am., 30 minutes' lunch break at 12:45 pm. and 15 minutes' tea break at 3:00 pm. in weekdays. Total 37 hours 30 minutes/week. Saturdays and Sundays were granted as weekly rest days.

Systematically working practices were arranged as follows for intern employees; From 08:00 am. to 6:00 pm. including 30 minutes' tea break at 10:00 am., 60 minutes' lunch break at 12:45 pm. and 30 minutes' tea break at 4:00 pm. for 3 days. Saturdays and Sundays were granted as weekly rest days.

Systematically working practices were arranged as follows for employees of catering service, security and cleaning service From 08:00 am. to 6:00 pm. including 15 minutes' tea break at 10:00 am., 30 minutes' lunch break at 12:45 pm. and 15 minutes' tea break at 3:00 pm in weekdays. Total 45 hours/week. Saturdays and Sundays were granted as weekly rest days.

The employees were paid a monthly rate, as per worker interview and records review.

The payments of employees were paid on time at 10th day of each month via bank officially.

Remark:

1. 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.

2. There were 4 young employees working in the facility but the factory did not fill relevant information in the self-assessment form of this area. Youngest employee was 17 years old. Young employees were received BSCI and HSE training on 17-19.09.2018.

3. Audit Company: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Lead Auditor Name: Cagla Baskin

APSCA Auditor Registered Number: 21700076