
Auditee :	BORA PLASTIK Sanayi ve Ticaret A.S
Audit Date From :	28/07/2020
Audit Date To :	28/07/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	ARI MANUK KOLANCIYAN(Lead), SEVAN CIMEN
Auditing Branch (if applicable) :	Intertek Turkey



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Rating Definitions



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

Main Auditee Information



Name of producer :	BORA PLASTIK Sanayi ve Ticaret A.S		
DBID number :	330658		
Audit ID :	188142		
Address :	Cihangir Mah. Petrol ofisi Cad No:11 34310 Avcilar Istanbul Istanbul		
Province :	Istanbul	Country :	Turkey
Management Representative :	MUSTAFA SERBEST		
Contact person:	MUSTAFA SERBEST	Sector :	Non-Food
Industry Type :	Plastic Industry	Product group :	Other plastic like products (please specify)
Product Type :	Plasticware for household		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by : 28/07/2021	

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

Executive summary of audit report

BORA PLASTIK was established in 1977 and they have been located in this address since 2000. They have 14500 open area which 8500 sqm is closed area. Building structure is concrete. They are producing kitchenware. They have injection, assembling, packaging and moulding sections. Their working hours is 08:00-18:00 including 30' lunch and 2 times 15' break, 5 days a week. And working hours were scheduled between 08.00 to 16.00 including 30' break for short term working allowance period due to #COVID19

The facility has 3 separate buildings. 1st building is used for warehouse which is 2 floored. 2nd building is used for production and administration. -1st floor is used for raw material warehouse, entrance floor is used for production and 1st floor is used for administration. 3rd building is used for paper box storing.

There were totally 85 workers
17 management (8male and 9 female)
68 produciton (45 male nad 23 female)

CURRENT STATUS OF PERFORMANCE AREAS

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

PA4
Worker representative election records and meeting records were seen. No kind of discrimination was observed. The facility has related procedures (e.g. Employment procedure, dismissal procedure)

PA6
Regular weekly working hours were limited to 45 hours. The daily breaks were in compliance with the regulations. No excessive overtime work was observed. Time records were kept by finger print activated system but due to COVID1) pandemic reason, working horus were recoreded manually.

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

PA9
There was no young worker in the facility. Also juvenile worker working condition were detailed with procedure, according to the law.

PA10
All employees were permanent and local. Employment contract was available for each employee and it was compliant with regulations. All employees were registered to social security system.

PA11
Orientation training is given to employees at the beginning of the employment. No kind of forced labour was observed. Working condition, company rule were detailed in training records.

PA12
Facility has environmental permit exception letter, waste management procedure wea availablei also training was given regarding waste management.

COVID#19 IMPLEMENTATIONS

There were good preventions regarding to #COVID19 pandemic in the facility. All sanitary materials have been provided in canteen, lockers room, toilets and entrance of the facility. The facility performs fever measurement for all employees and visitors. Wearing mask was mandatory. Sitting plan of the canteen was redesigned according to social distance. There were social distance cautions in whole factory areas.

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

Total annual turnover info was not shared with auditors.

APSCA Member Status;
ARI MANUK KOLANCIYAN – LEAD AUDITOR RA21701535

SEVAN CIMEN - AUDITOR RA21700367

Ratings Summary



Auditee's background information			
Auditee's name :	BORA PLASTIK Sanayi ve Ticaret A.S	Legal status :	Private Ownership
Local Name :	BORA PLASTIK Sanayi ve Ticaret A.S	Year in which the auditee was founded :	1977
Address :	Cihangir Mah. Petrol ofisi Cad No:11 34310 Avcilar Istanbul	Contact person (please select) :	MUSTAFA SERBEST
Province :	Istanbul	Contact's Email :	fabrika2@boraplastik.com.tr
City :	Istanbul	Auditee's official language(s) for written communications :	Turkish
Region :	Middle East/ North Africa	Other relevant languages for the auditee :	English
Country :	Turkey	Website of auditee (if applicable) :	www.boraplastik.com.tr
GPS coordinates :	41°01'43.9"N 28°40'18.6"E	Total turnover (in Euros) :	0.00
Sector :	Non-Food	Of which exports % :	30.00
Industry :	Plastic Industry	Of which domestic market % :	70.00
If other, please specify :		Production volume :	100.000 kg / month
Product Group :	Other plastic like products (please specify)	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Plasticware for household		

Auditee's employment structure at the time of the audit			
Total number of workers :	85	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	53	32	
Temporary workers	0	0	
In management positions	8	9	
Apprentices	0	0	
On probation	0	0	
With disabilities	1	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	53	32	
Production based workers	0	0	
With shifts at night	0	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 188142] Audit Date: 28/07/2020 PA Score: B

Deadline date:28/01/2021

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Facility has well detailed social compliance management system, with appointed responsible however Based on document review, management and worker interview and site tour observation, facility partially respects this PA due to current NC in Pa 1,2,5,7 and 13

Firmada detaylı bir sosyal uygunluk yönetim sistemi mevcuttur, sorumlu atanması yapılmıştır, Döküman inceleme, çalışan ve yönetim görüşmesi, saha turu gözlemine göre denetlenen firma bu PA ya kısmen uygunluk göstermektedir çünkü, PA 1,2,5,7 ve 13 de uygunsuzluk mevcuttur.

1.1 - BSCI PRINCIPLES 1.1. The facility should have an efficient management system to BSCI values are implemented. - The facility has social compliance management system however there are gaps. Please refer to issues that need to be corrected in PA 1,2,5,7 and 13. This question was rated as partially because there was social compliance system, social compliance responsible, and some trainings were given.

BSCI GEREKLİLİKLERİ 1.1. Bulgu: - İşletmede bir sosyal uygunluk yönetim sistemi mevcuttur ancak sistemde iyileştirmesi gereken açıklar mevcuttur. Lütfen performans alanı 1,2,5,7 ve 13'deki düzeltilmesi gereken konulara bakınız. Bu soru kısmen olarak cevaplanmıştır, çünkü sosyal uygunluk yönetim sistemi mevcuttur, sorumlular atanmış ve eğitimler verilmiştir.

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 188142] Audit Date: 28/07/2020 PA Score: A

Deadline date:28/08/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

There were selected WR, meeting records but Based on document review, management and worker interview and site tour observation, facility partially respects this PA due to lack of proper documented long term goals.

Firmada işçi temsilcisi mevcuttur, toplantı kayıtları mevcuttur, ancak Döküman inceleme, çalışan ve yönetim görüşmesi, saha turu gözlemine göre denetlenen firma bu PA ya kısmen uygunluk göstermektedir çünkü, dökümante edilmiş uzun vadeli hedefler eksiktir.

2.2 - BSCI REQUIREMENT 2.2. There should be satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct. Finding: - It was noted that the no UpToDate long-term goals were available, 2019 goals were seen, %75 of related goals are production and quality based, there were only 3 social compliance goals, goals are not measurable, responsible persons were not defined and strategic plan were not defined in line with the aspirations of the BSCI Code of Conduct in the facility. This question is rated as partially because related persons have awareness.

BSCI GEREKLİLİKLERİ 2.2. Bulgu: - Firmada güncel sosyal uygunluk hedefleri yoktur, 2019 yılı hedeflerinin %75 i üretim ve kalite odaklıdır, sosyal uygunluk odaklı sadece 3 hedef vardır, hedefler hepsi ölçülebilir değildir, sorumlular belirlenmemiş, ve uygulama adımları tanımlanmamıştır. Bu soru kısmen olarak tanımlanmıştır çünkü farkındalık vardır.

Remarks from Auditee:

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining

Full Audit [Audit Id - 188142] Audit Date: 28/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 188142] Audit Date: 28/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 188142] Audit Date: 28/07/2020 PA Score: B

Deadline date:28/01/2021

GOOD PRACTICES:

The main auditee exceeds expectations with respect to this Principle because meal and transportation are provided free of charge for all employees. Firma ücretsiz yemek ve servis sağlaması nedeniyle, gerekliliklerin üzerinde bir performans sergilemiştir.

AREAS OF IMPROVEMENT:

Based on document review, management and worker interview and site tour observation, facility partially respects this PA due to lack of full paid social security paymenets and BNW calculation.

Döküman inceleme, çalışan ve yönetim görüşmesi, saha turu gözlemine göre denetlenen firma bu PA ya kısmen uygunluk göstermektedir çünkü, tam ödenmeyen SGK ve yaşam ücreti hesaplaması eksiktir.

- 5.4 - BSCI PRINCIPLES 5.4: There should be satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living. Finding: - It was noted that the facility did not work on calculating living wage for 2020 so it is not known in case there is gap to fill. This question is rated as partially because there were living wage calculation procedure and old calculation records.
BSCI PRENSİPLERİ 5.4 Bulgu: - İşletmedegüncel yaşam ücretinin belirlenmesi için bir çalışma yapılmadığı görülmüştür, dolayısıyla sağlanan ücretle yaşam ücreti arasında kapatılması için plan yapılması gereken bir fark var mıdır bilinmemektedir. Bu soru kısmen olarak cevaplanmıştır çünkü, yaşam ücreti belireme prosedürü ve eski kayıtlar mevcuttur.
- 5.5 - LAW: In accordance with Social Insurance and General Health Insurance Law; #5510/2006, Rev: 08.05.2008, Art. 80. The social insurance premiums of the employees are calculated and paid based on gross total wage paid to the employees in the related month. Finding: During the short-time working allowance it was noted that some employees in the firm performed regularly and overtime working practice over the weekly working hours submitted to the ministry of labour, this practice payments were done by cash unofficially and no Social security days were paid for these working practice. This question was rated as partially because non compliance was noted for isolated period.
Kanun: SOSYAL SİGORTALAR VE GENEL SAĞLIK SİGORTASI KANUNU #5510/2006, Rev: 08.05.2008, madde 80, sosyal sigorta primi çalışana o ay verilen toplam brut maaş üzerinden hesaplanıp ödenmelidir. Bulgu: Firmada bazı çalışanların kısa çalışma ödeneği boyunca, bakanlığa bildirilen haftalık çalışma saatinin üzerinde düzenli ve fazla çalışma yaptığı tespit edilmiştir, bu çalışmalara karşılık yapılan ödeme çalışanlara elden nakit olarak yapılmıştır ve bu çalışma günlerine karşılık SGK gün ödemesi yapılmamıştır. Bu soru kısmen olarak cevaplanmıştır, çünkü uygunuzluk belirli bir dönem için not edilmiştir.

Remarks from Auditee:

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 188142] Audit Date: 28/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 188142] Audit Date: 28/07/2020 PA Score: D

Deadline date:28/10/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on document review, management and worker interview and site tour observation, facility partially respects this PA due to lack of up-to-date risk assessment, periodical inspections and H&S meetings.

Döküman inceleme, çalışan ve yönetim görüşmesi, saha turu gözlemine göre denetlenen firma bu PA ya kısmen uygunluk göstermektedir çünkü, güncel risk analizi, güncel fenni muayeneler ve ISG toplantılarında eksiklikler vardır.

- 7.1 - BSCI Principle 7.1; The auditee should be in observance of the occupational health and safety regulations applicable for its activities. Finding: It was noted that the laws and regulations regarding health and safety are followed in the facility however some missing gaps were noted under PA 7. This question was rated as partially because the facility follows legal requirements.
Bulgu: 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 firmada ISG yasal gereklilikler takip edilmektedir.
- 7.3 - LAW: Announcement of the General Directorate of Occupational Health and Safety dated 19.04.2020 titled "MEASURES TO BE TAKEN AGAINST NEW TYPE CORONA VIRUS". Article 2: Emergency plan should be put into operation by updating the planned measures against epidemic diseases according to the current COVID-19. Employee representatives and / or employees should be informed about the updated emergency plan and be aware of what they should or should not do within the scope of the plan. Hazards in workplace related to COVID-19 must be identified and newly established or updated risk assessment shall be prepared. Finding: Risk assessment was not updated according to the #COVID19 precaution. This question was rated as partially because there was an epidemic-focused risk analysis, emergency action plan and also facility management has sufficient awareness regarding COVID19
KANUN: 19.04.2020 tarihli, "İŞYERLERİNDE YENİ TİP KORONAVİRÜSE KARŞI ALINMASI GEREKEN ÖNLEMLER" başlıklı İş Sağlığı Ve Güvenliği Genel Müdürlüğü duyurusu Madde 2: Bulgu: Risk analizi COVID19 tedbirleri kapsamında güncellenmemiştir. Bu soru kısmen olarak cevaplanmıştır, çünkü firmanın salgın hastalık odaklı risk analizi, güncel acil durum planı ve yeterli farkındalığı mevcuttur.
- 7.4 - LAW: In accordance with the Regulation on Occupational Health and Safety Committees, date: 18.01.2013, No. 28532, Article 9 – (1) Committee meetings are held at least monthly. However; the committee, considering the hazard class of the facility, this period can be increased to 2 months for dangerous facilities and 3 months for low-dangerous facilities. FINDING: Based on document review and management interviews it was identified that, the last health and safety committee training was conducted on 24.01.2020. 2 monthly meeting periods which were defined according to the facility's hazardous class, exceeded. This question is rated as partially because, the facility has an established committee.

KANUN: İŞ SAĞLIĞI VE GÜVENLİĞİ KURULLARI HAKKINDA YÖNETMELİK Sayı : 28532 Kabul Tarihi : 18/01/2013 MADDE 9 BULGU: İşletmede gerçekleştirilen doküman inceleme ve yönetim görüşmeleri sonucunda, son iş sağlığı ve güvenliği kurul toplantısının 24.01.2020 tarihinde gerçekleştirildiği görülmüştür. İşletmenin tehlike sınıfına göre belirlenmiş olan 2 aylık toplantı periyodu aşılmıştır. Bu soru kısmen olarak cevaplanmıştır çünkü, işletmenin tanımlanmış bir ISG kurulu bulunmaktadır.

- 7.5 - LAW: In accordance with the Regulation on Protection Of Buildings Against Fire (19.12.2007) Art 129-(1) Emergency situation team crews should be trained about fire protection, fire extinguishing, life and property rescue, first aid activities, collaboration and providing organization with fire crew and experience and information are increased with the help of the trainings in the charge of building owner, manager or chief. A practical training that includes how to use fire extinguishing tools and materials and how to get to fire department as soon as possible should be given to team crew and other officers in the building. FINDING: Based on document review it was identified that, 2 out of 4 employees which were in fire fighting team not trained. This question is rated as partially because, part of the employees were trained.
KANUN: BİNALARIN YANGINDAN KORUNMASI HAKKINDA YÖNETMELİK(19.12.2007) MADDE 129 BULGU: İşletmede gerçekleştirilen doküman inceleme sonucunda yangın söndürme ekibinde bulunan 4 çalışandan 2 tanesinin söndürme eğitimi almadığı görülmüştür. Bu soru kısmen olarak cevaplanmıştır çünkü, çalışanların bir kısmı eğitilmiştir.
- 7.11 - 1)LAW: In accordance with Turkish Regulation about Occupational Health and Safety circumstances using work equipments (25/04/2013) No: 28628 Addition III - Related Matters for Maintenance, Repairs and Periodical Checks Art 2.3.1 Unless otherwise specified in the relevant standards, periodic inspections of the installations are carried out annually. Periodical check period and check criteria for some installations are stated on Table 3 provided that the criteria stated in Art 2.1.1 are reserved. Table 3 Equipment: Fire fighting installation, Hoses, Motopumps, Pipe Systems Check Period (Max): 1 year FINDING: Based on document review it was identified that, the validity date of fire fighting installation's periodical inspection report was expired on 17.06.2020. 2)BSCI Requirement 7.11: The auditee confirms that the equipment and buildings used for production are stable and safe Finding: - Facility has no earthquake-resistance performance report. This question is rated as partially because, regular maintenance records of the installation was available.
1)KANUN: İŞ EKİPMANLARININ KULLANIMINDA SAĞLIK VE GÜVENLİK ŞARTLARI YÖNETMELİĞİ, Resmî Gazete Tarihi: 25.04.2013. EK-III BAKIM, ONARIM VE PERİYODİK KONTROLLER İLE İLGİLİ HUSUSLAR 2.3. Tesisatlar BULGU: İşletmede gerçekleştirilen doküman inceleme istinaden, yangın tesisatı periyodik fenni muayene raporunun geçerlilik süresi 17.06.2020 tarihinde dolmuştur. 2)BSCI Gerekliliği 7.11:Bulgu: İşletmede depreme dayanıklılık raporu bulunmamaktadır. Bu soru kısmen olarak cevaplanmıştır çünkü, tesisatın düzenli bakım kayıtları mevcuttur.
- 7.13 - LAW: In accordance with Turkish Regulation about Occupational Health and Safety circumstances using work equipments (25/04/2013) No: 28628 Addition III - Related Matters for Maintenance, Repairs and Periodical Checks Art 2.3.4 Periodical check period and check criteria for some installations are stated on Table 3 provided that the criteria stated in Art 2.1.1 are reserved. Table 3 Equipment: Electricity Installments, Grounding Installments, Lightning Rod Check Period (Max): 1 year FINDING: Based on document review it was identified that, the validity dates of electrical grounding and electricity installation measurement reports were expired on 17.06.2020 This question is rated as partially because, regular maintenance records of the installations were available.
KANUN: İŞ EKİPMANLARININ KULLANIMINDA SAĞLIK VE GÜVENLİK ŞARTLARI YÖNETMELİĞİ EK-III BAKIM, ONARIM VE PERİYODİK KONTROLLER İLE İLGİLİ HUSUSLAR 2.3. Tesisatlar BULGU: İşletmede gerçekleştirilen doküman inceleme istinaden, elektrik topraklama ve iç tesisat uygunluk ölçüm raporlarının geçerlilik süresi 17.06.2020 tarihinde dolmuştur. Bu soru kısmen olarak cevaplanmıştır çünkü, tesisatların düzenli bakım kayıtları mevcuttur.
- 7.17 - LAW: In accordance with Turkish Regulation about Occupational Health and Safety circumstances using work equipments (25/04/2013) No: 28628 Inspection of work equipment Art.7 – (1) Below-mentioned issues are obeyed in controlling of work equipment used in workplace a) Work equipment's control is done by persons who have authorization to do periodical controls after set up and before first time set up and when change of place, document which proves that set up is done correctly and equipment works safely. b) Work equipments' periodical controls are done by persons who have authorization to do periodical controls c) Control results are recorded and kept as to be shown whenever authorities want FINDING: Based on document review it was identified that, the validity date of ventilation installation's periodical inspection report was expired on 30.05.2020. This question is rated as partially because, regular maintenance records of the installation was available.
KANUN: İŞ EKİPMANLARININ KULLANIMINDA SAĞLIK VE GÜVENLİK ŞARTLARI YÖNETMELİĞİ R.Gazete No: 28628 R.G. Tarihi: 25.4.2013 İş ekipmanının kontrolü MADDE 7 BULGU: İşletmede gerçekleştirilen doküman inceleme istinaden, havalandırma tesisatı periyodik fenni

muayene raporunun geçerlilik süresi 30.05.2020 tarihinde dolmuştur. Bu soru kısmen olarak cevaplanmıştır çünkü, tesisatın düzenli bakım kayıtları mevcuttur.

- 7.20 -** LAW: In accordance with Regulation Concerning Water Intended for Human Consumption, date: 17.02.2005, No. 25730, Article 6 – Waters shall be sanitary and clean. In terms of minimum requirements of this regulation, a) If water do not contain microorganisms, parasites and substances which are in amount and density that pose potential hazard on human health, b) If water are in compliance with requirements of Appendix-1 and Articles of 7, 8, 10, 11 and 13, are accepted as sanitary and clean. Article 10- Potable water available for consumption is subject to monitoring and control supervision in accordance with monitoring frequencies specified in Annex-2 Table B1. Monitoring programs are prepared in accordance with minimum requirements specified in Annex-2 Table B1. The sampling points are determined by the competent authorities to meet the requirements of Annex 2. Samples are taken to reflect the quality of the water consumed throughout the year. However, if any mismatch is detected between parametric values in Annex-1 (a),(b) and parametric values in accordance with the second clause of Article 7, in order to determine the size and effectiveness of corrective measures, in accordance with Article 11, additional monitoring may be required to follow, except monitoring program. FINDING: Based on document review it was identified that, up to date potable water analysis could not be reviewed. This question is rated as partially because, potable water is provided free of charge to all employees.
KANUN: İnsani Tüketim Amaçlı Sular Hakkında Yönetmelik RESMİ GAZETE: 17 Şubat 2005 PERŞEMBE - Sayı : 25730 Madde 6 BULGU: İşletmede gerçekleştirilen doküman incelemesi sonucunda, güncel içme suyu analiz raporu inceleme için sağlanamamıştır. Bu soru kısmen olarak cevaplanmıştır çünkü, içme suyu tüm çalışanlara ücretsiz olarak sağlanmaktadır.

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 188142] Audit Date: 28/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 188142] Audit Date: 28/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - 188142] Audit Date: 28/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 11 : No Bonded Labour

Full Audit [Audit Id - 188142] Audit Date: 28/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 188142] Audit Date: 28/07/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 188142] Audit Date: 28/07/2020 PA Score: C

Deadline date:28/01/2021

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on document review, management and worker interview and site tour observation, facility partially respects this PA due to unofficial payments practice

Döküman inceleme, çalışan ve yönetim görüşmesi, saha turu gözlemine göre denetlenen firma bu PA ya kısmen uygunluk göstermektedir çünkü, gayri resmi ödeme yöntemi vardır.

13.3 - LAW: In accordance with Social Insurance and General Health Insurance Law; #5510/2006, Rev: 08.05.2008, Art. 80. The social insurance premiums of the employees are calculated and paid based on gross total wage paid to the employees in the related month. Finding: During the short-time working allowance it was noted that some employees in the firm performed regularly and overtime working practice over the weekly working hours submitted to the ministry of labour, this practice payments were done by cash unofficially and no Social security days were paid for these working practice. This question was rated as partially because workers aware of the related practice.

Kanun: SOSYAL SİGORTALAR VE GENEL SAĞLIK SİGORTASI KANUNU #5510/2006, Rev: 08.05.2008, madde 80, sosyal sigorta primi çalışana o ay verilen toplam brut maaş üzerinden hesaplanıp ödenmelidir. Bulgu: Firmada bazı çalışanların kısa çalışma ödeneği boyunca, bakanlığa bildirilen haftalık çalışma saatinin üzerinde düzenli ve fazla çalışma yaptığı tespit edilmiştir, bu çalışmalara karşılık yapılan ödeme çalışanlara elden nakit olarak yapılmıştır ve bu çalışma günlerine karşılık SGK gün ödemesi yapılmamıştır. Bu soru kısmen olarak cevaplanmıştır, çünkü çalışanlar uygulamanın farkındadır.

Remarks from Auditee:

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	28/07/2020	188142	B	A	A	A	B	A	D	A	A	A	A	A	C	C

Producer Photos



External photo(s) of the production unit(s)
FACILITY OUT VIEW.jpeg



External photo(s) of the production unit(s)
WAREHOUSE BUILDING.jpeg



Photo first aid facilities
DOCTOR ROOM.jpeg



Photo first aid facilities
EYE WASH SOLUTION.jpeg



Photo first aid facilities
FIRST AID KIT.jpeg



Photo of fire safety equipment
FIRE ALARM BUTTON.jpeg



Photo of fire safety equipment
FIRE EXTINGUISHER.jpeg



Photo of fire safety equipment
FIRE HOSE CABINET.jpeg



Photo of the canteen (if applicable)
CANTEEN.jpeg



Photo of the code of conduct on display
BSCI COC.jpeg



Photo of the inside of the main production hall
CHANGING ROOM.jpeg



Photo of the inside of the main production hall
EMERGENCY EXIT DOOR.jpeg



Photo of the inside of the main production hall
EVACUATION PLAN.jpeg



Photo of the inside of the main production hall
POTABLE WATER.jpeg



Photo of the inside of the main production hall
PRODUCTION AREA 2.jpeg



Photo of the inside of the main production hall
PRODUCTION AREA.jpeg



Photo of the inside of the main production hall
SUGGESTION BOX.jpeg



Photo of the inside of the main production hall
TRAINING ROOM.jpeg



Photo of the inside of the main production hall
WAREHOUSE.jpeg



Photo of the inside of the main production hall
WASTE AREA.jpeg



Photo of the sanitary facilities
TOILET 2.jpeg



Photo of the sanitary facilities
TOILET 1.jpeg