

# Monitoring result for Firatteks Tekstil San. ve Tic. Ltd. Şti. on site Firatteks Tekstil San. ve Tic. Ltd. Şti.

## Monitoring

Monitored Party : **Firatteks Tekstil San. ve Tic. Ltd. Şti.**  
amfori ID : **792-000200-000**  
Site : **Firatteks Tekstil San. ve Tic. Ltd. Şti.**  
Site amfori ID : **792-000200-002**  
Address : **Kahramanlar Cad.No:29 Gaziemir,**  
: **Izmir**  
: **Adana**  
: **Turkey**  
Monitoring Activity : **amfori Social Audit - Manufacturing**  
Monitoring Type : **Follow-up Monitoring**  
Submission Date : **01/06/2022**  
Expiration Date : **20/08/2023**

This is an extract of the online monitoring result, generated on 01/06/2022, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



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## Overall rating



## Section rating

PA1: Social Management System	B
PA 2: Workers Involvement and Protection	A
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	A
PA 6: Decent Working Hours	A
PA 7: Occupational Health and Safety	A
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A

PA 10: No Precarious Employment	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

## General description

NAME OF LEAD AUDITOR: TUBA GÖKOĞLAN  
APSCA NUMBER: RA21701428- IN GOOD STANDING  
NAME OF TEAM AUDITOR: NONE  
INTERTEK  
12-13.05.2022  
2ND FU

Firatteks Tekstil San. ve Tic. Ltd. Sti. is established in 1994 in a different location and producing denim and non denim apparels. Facility moved to the current location in 2004. Currently it is located in Kahramanlar Cad No29, Gaziemir, Izmir. The facility has also 3 sister companies in Izmir- Sarnıç ( Washing Unit ), Tire ( Sewing Unit ) and Ödemiş ( Sewing Unit ). Those sister companies are not in scope of the audit.

This audit is second follow up audit.

The facility operates in 1 building (concrete) with 5 floors. The total closed area is 7390 sqm. in construction permit. Building has opening and operating permit for 5000 square meter. (Pls. refer 7.11 )  
There are cutting, sewing ,sampling, finishing and Warehouse sections in the facility.

Basement Floor: Warehouse and Cutting Section  
First Floor: Administration Offices, Sampling  
Second Floor: Finishing Section ( Quality, Ironing and Packaging)  
Third Floor: Sewing Section , Doctor Room  
Fourth Floor: Lunch Area

Changing Rooms and Toilets are located in every floor.  
There is agreement with nursery in the facility since there are more than 150 female employees.

Minimum age is 21 years old.  
All employees are paid minimum wage which is 4253,40 tl /monthly.  
Highest wage is 5500 tl /monthly.  
Average wage is 5000 tl /monthly.  
There is no service provider in the facility.  
Worker representatives are elected by employees. There are 4 worker representatives in the facility.

Systematically working practices of majority of the sections :  
From 08:30 to 19:00 including 90'break x 5 days in Summer (April-October)  
From 08:30 to 18:15 including 90'break x 5 days (Monday to Friday) and from 08:30 to 12:15 including 15'break X 1 day (Saturday) in Winter season (October-April)

There is no dormitory at the facility.  
There is no union or CBA in the facility.  
There is face scan time recording system in the facility.  
Food and transportation are provided free of charge.

There are totally 296 employees in the facility.  
Administration Employees: 75 employees ( 40 Female and 35 Male)  
Production Employees: 221 employees ( 126 Female and 95 Male )  
There is one migrant employee, 4 part time employees in the facility.  
There are 9 Disabled employee in the facility.

Payment was done by via bank at 5-10th of each month . Last payment is 10.05.2022 .  
The external persons' and also blue collar employees information have been hidden due to the practice of protection of personal data

#COVID19 (proper implementations are listed below)

- Temperature check is done for every visitor and worker with digital probe.
- Social distancing is managed on tables in lunch hall with warning signs and limited usage.
- Protective masks are provided free of charge for every worker.
- Additional hand sanitation points are provided especially for social areas.
- Risk assessment and emergency action plans have been renewed as covering COVID19 issues.
- Workers have been informed about COVID19 issues with warning posters.
- Social distancing is managed with reducing workforce in same section and with proper signs.

- Additional transportation vehicles are provided to manage social distancing in vehicles.
- Working hours scheme was revised to shift system to reduce the population during working hours.

Maximum overtime hours;  
February 2022: 65 hrs./ monthly  
March 2022: 55 hrs./ monthly  
April 2022: 45 hrs./ monthly

In Turkey, report writing is not included in manday calculation. Extra 0,5 md is given for the report writing process.

AUDITOR NOTE 1: The worker representative did not attend to opening / closing meeting due to #COVID19 precautions.

AUDITOR NOTE 2: There is no waiver, agency or CBA in the facility. So, related documents and also Contractor license/permit ve inconsistencies between time and production records could not be uploaded to the system.

AUDITOR NOTE 3: The total workforce of the facility on the day of the audit is different from general total workforce since there are employees are absent, on annual or on sick leave.

AUDITOR NOTE 4 :PA 2-3-4-8-9-10-11-12 are NOT RATED since this is a follow up audit.

AUDITOR NOTE 5: There is no highly risk area therefore no photo could be uploaded to the system.

AUDITOR NOTE 6: Since confidential reasons, the facility does not led to take photos of production records so could not be uploaded to the system.

AUDITOR NOTE 7: Finding 7.11 was closed since the same finding was noted in 7.1.

## Site Details

Site : Firatteks Tekstil San. ve Tic. Ltd. Sti.

Site amfori ID : 792-000200-002

### GICS Classification

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Sector : Consumer Discretionary

Industry Group : Consumer Durables & Apparel

Industry : Textiles, Apparel & Luxury Goods

Sub Industry : Apparel, Accessories & Luxury Goods

### amfori Process Classifications

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N.A.

### NACE Classification

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N.A.

### GS1 Classifications

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N.A.

### Water Stress Situation

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N.A.

## Metrics

### Key Metrics

Total workforce	262 Workers
Legal minimum wage in local currency	4253 Monthly
Lowest wage paid for regular work at the site	4253 Monthly
Calculated living wage in local currency	4953 Monthly
Total sample	22 Workers

### Other Metrics

Male workers	111 Workers
Female workers	151 Workers
Permanent workers - Male	128 Workers
Permanent workers - Female	164 Workers
Temporary workers - Male	2 Workers
Temporary workers - Female	2 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	35 Workers
Management - Female	40 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	5 Workers
Workers with disabilities - Female	4 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	1 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	130 Workers
Workers hired directly - Female	166 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	12 Workers
Sample - Female	10 Workers

## Findings

### PA1: Social Management System

2nd Follow Up audit performed on 12-13.05.2022 STATUS IS OPEN Amfori BSCI Code of Conduct, Principle on Social Management System , The facility should have an efficient management system to BSCI values are implemented. - There were issues that need to be corrected in PA 1 and 7. This question was rated as partially because there is written social policy, annual review meetings, grievance system, organization chart, supplier evaluation policy and internal audit in the facility. STATUS IS OPEN

2. Takip Denetimi 12-13.05.2022 STATÜ AÇIK Amfori BSCI Davranış Kuralları, Sosyal Yönetim Sistemi İlkesi Bulgu: - Performans alanı 1 ve 7 ' de düzeltilmesi gereken bulgular olduğu not edilmiştir. Soru kısmen diye cevaplandırılmıştır çünkü firmada sosyal uygunluk politikası, yıllık gözden geçirme toplantıları , dilek şikayet sistemi, organizasyon şeması ,iç tetkik ve tedarikçi değerlendirme sistemi mevcuttur . STATÜ AÇIK

### PA 5: Fair Remuneration

2nd Follow Up audit performed on 12-13.05.2022 STATUS IS CLOSED 1-There are 5 part time employees during the audit date in the facility. It was verified that ingoing and outgoing times of employees kept properly in selected months of February , March and April. Only Part time employees time records kept manually with signatures of themselves. 2-The facility has an agreement of daycare since there is more than 150 women employees.

2. Takip Denetimi 12-13.05.2022 STATÜ KAPANDI 1- Firmada denetim günü 5 part time çalışan bulunmaktadır. Bu part time çalışanların giriş ve çıkış saatleri incelenen aylar olan Şubat , Mart ve Nisan aylarında doğru bir şekilde tutulmaktadır. Sadece part time çalışanların zaman kayıtları çalışanların kendi imzalarını attıkları manuel kayıt şeklindedir. 2- Firmada 150 den fazla kadın çalışan bulunduğu için kreş antlaşması bulunmaktadır.

2nd Follow Up audit performed on 12-13.05.2022 STATUS IS CLOSED There are 5 part time employees during the audit date in the facility. It was verified that ingoing and outgoing times of employees kept properly in selected months of February , March and April. Only Part time employees time records kept manually with signatures of themselves.

2. Takip Denetimi 12-13.05.2022 STATÜ KAPANDI Firmada denetim günü 5 part time çalışan bulunmaktadır. Bu part time çalışanların giriş ve çıkış saatleri incelenen aylar olan Şubat , Mart ve Nisan aylarında doğru bir şekilde tutulmaktadır. Sadece part time çalışanların zaman kayıtları çalışanların kendi imzalarını attıkları manuel kayıt şeklindedir.

### PA 6: Decent Working Hours

2nd Follow Up audit performed on 12-13.05.2022 STATUS IS CLOSED There are 5 part time employees during the audit date in the facility. It was verified that ingoing and outgoing times of employees kept properly in selected months of February , March and April. Only Part time employees time records kept manually with signatures of themselves.

2. Takip Denetimi 12-13.05.2022 STATÜ KAPANDI Firmada denetim günü 5 part time çalışan bulunmaktadır. Bu part time çalışanların giriş ve çıkış saatleri incelenen aylar olan Şubat , Mart ve Nisan aylarında doğru bir şekilde tutulmaktadır. Sadece part time çalışanların zaman kayıtları çalışanların kendi imzalarını attıkları manuel kayıt şeklindedir.

2nd Follow Up audit performed on 12-13.05.2022 STATUS IS CLOSED 1-There are 5 part time employees during the audit date in the facility. It was verified that ingoing and outgoing times of employees kept properly in selected months of February , March and April. Only Part time employees time records kept manually with signatures of themselves. 2- In accordance within document check of time records of February, March and April 2022 , it was noted that employees do not stay more than 11 hrs./ daily.

2. Takip Denetimi 12-13.05.2022 STATÜ KAPANDI 1-Firmada denetim günü 5 part time çalışan bulunmaktadır. Bu part time çalışanların giriş ve çıkış saatleri incelenen aylar olan Şubat , Mart ve Nisan aylarında doğru bir şekilde tutulmaktadır. Sadece part time çalışanların zaman kayıtları çalışanların kendi imzalarını attıkları manuel kayıt şeklindedir. 2- 2022 Şubat, Mart ve Nisan tarihlerine ait zaman kayıtlarının belge kontrolüne göre, çalışanların günlük 11 saatten fazla kalmadığı kaydedildi.

2nd Follow Up audit performed on 12-13.05.2022 STATUS IS CLOSED There are 5 part time employees during the audit date in the facility. It was verified that ingoing and outgoing times of employees kept properly in selected months of February , March and April. Only Part time employees time records kept manually with signatures of themselves.

2. Takip Denetimi 12-13.05.2022 STATÜ KAPANDI Firmada denetim günü 5 part time çalışan bulunmaktadır. Bu part time çalışanların giriş ve çıkış saatleri incelenen aylar olan Şubat , Mart ve Nisan aylarında doğru bir şekilde tutulmaktadır. Sadece part time çalışanların zaman kayıtları çalışanların kendi imzalarını attıkları manuel kayıt şeklindedir.

### PA 7: Occupational Health and Safety

2nd Follow Up audit performed on 12-13.05.2022 STATUS IS OPEN Law: REGULATION ON OPENING AND WORKING LICENSE (10/8/2005) - II. chapter The companies that are given a business opening and operating permit must meet the following conditions: Article 5 h) Public recreation and entertainment places; workplaces where explosive, flammable and combustible substances are produced, sold and stored; All kinds of workplaces with more than thirty employees, the main

## PA 7: Occupational Health and Safety

entrance gates outside the street and the street and the direct connection of more than one workplace in a business office, bazaar and similar workplaces to take the necessary fire prevention report showing that the fire is taken, in other workplaces necessary measures against fire to be taken. Finding: 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. There is fire certificate for 5000 sqm provided on 09.12.2010 but according to construction permit there are 7390 sqm area for building use so fire certificate shall be renewed for 7390 sqm for the building. This question was rated as partially because there is health and safety policy in the facility.

2. Takip Denetimi 12-13.05.2022 STATÜ AÇIK Kanun:İŞYERİ AÇMA VE ÇALIŞMA RUHSATLARINA İLİŞKİN YÖNETMELİK (10/8/2005) - II. Bölüm İşyeri açma ve çalışma ruhsatı verilen işyerleri aşağıda belirtilen şartları taşımak zorundadır: Madde 5 h) Umuma açık istirahat ve eğlence yerleri; patlayıcı, parlayıcı ve yanıcı maddelerin üretildiği, satıldığı ve depolandığı işyerleri; otuz kişiden fazla çalışanın bulunduğu her türlü işyerleri, ana giriş kapıları dışında cadde ve sokağa doğrudan bağlantısı olmayan ve birden fazla işyerinin bir arada bulunduğu iş hanı, çarşı ve benzeri işyerlerinde yangına karşı gerekli önlemlerinin alındığını gösteren itfaiye raporunun alınması, diğer işyerlerinde ise yangına karşı gerekli tedbirlerin alınmış olması. Bulgu: İşletmede iş sağlığı ve güvenliğine ilişkin kanun ve yönetmelik takip edilmektedir, ancak PA 7'de bazı eksikler olduğu görülmüştür. Firmada 5000 m2 lik alan için 09.12.2010 da alınmış itfaiye raporu mevcuttur ancak firmanın yapı kullanımını 7390 m2 içindir. Dolayısıyla itfaiye raporu 7390 m2 için yenilenmelidir. Bu soru kısmen diye cevaplandırılmıştır çünkü firmada iş sağlığı ve güvenliği politikası mevcuttur.

2nd Follow Up audit performed on 12-13.05.2022 STATUS IS CLOSED Since the finding was noted in 7.1, this clause was closed.

2. Takip Denetimi 12-13.05.2022 STATÜ KAPALI Bulgu 7.1. e not edildiği için bu madde kapatılmıştır.

## PA 13: Ethical Business Behaviour

2nd Follow Up audit performed on 12-13.05.2022 STATUS IS CLOSED There are 5 part time employees during the audit date in the facility. It was verified that ingoing and outgoing times of employees kept properly in selected months of February , March and April. Only Part time employees time records kept manually with signatures of themselves.

2. Takip Denetimi 12-13.05.2022 STATÜ KAPANDI Firmada denetim günü 5 part time çalışan bulunmaktadır. Bu part time çalışanların giriş ve çıkış saatleri incelenen aylar olan Şubat , Mart ve Nisan aylarında doğru bir şekilde tutulmaktadır. Sadece part time çalışanların zaman kayıtları çalışanların kendi imzalarını attıkları manuel kayıt şeklindedir.