



CORRECTIVE ACTION PLAN

Factory Name		Business License		Missing	
Ferah Konfeksiyon San. Ve Tic. A.Ş.					
Factory Location		Type of Audit		INITIAL	
Turgut Ozal Mah. 68. Sokak, No: 42, Eseyurt İstanbul		Audit Company		AQM	
Audit First Day		Last Target Date		20.07.2017	
April 20, 2017		April 20, 2017			
NON CONFORMITY / BEST PRACTICE		RECOMMENDED CORRECTIVE ACTION		COMMENTS OF THE FACTORY REPRESENTATIVE	
SECTION TITLE/NO		TARGET DATE		COMMENTS OF PRINCIPAL	
0. MANAGEMENT SYSTEM AND TRACEABILITY					
0.6	The factory does not have a documented system to annually review and modify facility's policies. (ICS Standard: The factory should have a documented system to annually review and modify facility's policies.) Firma'da prosedürlerin yıllık incelenip gerekirse güncellenmesi ile ilgili bir yazılı prosedür yoktur.	The factory should have a documented system to annually review and modify facility's policies. Firma'da prosedürlerin yıllık incelenip gerekirse güncellenmesi ile ilgili bir yazılı prosedür olmalıdır.	28.04.2017	Eren Dirik / Owner	We would complete it next week.
0.11	Contract is missing at one out of 8 selected workers. (Labor Law (2003), No: 4857, Art. 8: Contracts should be issued for all workers) (Addressed during the audit) 8 seçilen çalışanın birinin sözleşmesi eksiktir.	Contracts should be issued for all workers. İş sözleşmeleri bütün çalışanlar ile yapılmalıdır.	28.04.2017	Eren Dirik / Owner	We will implement a system to check the contracts regularly during internal inspections.
6. WORKING HOURS AND OVERTIME					
6.7	Out of 8 selected workers, overtime exceeded 8 hours per week for two workers once in January 2017, for two workers at least once, at most twice in February 2017 and for 6 workers at least once, at most twice in March 2017. These employees worked minimum 9 hours and maximum 11 hours of overtime per week. (ICS Standard: Overtime should not exceed 8 hours per week) 8 seçilen çalışanın ikisi birer kere Ocak 2017'de, ikisi en az bir, en fazla iki kere Şubat 2017'de, 6 çalışan en az bir en fazla iki kere Mart 2017'de haftada 8 saatten fazla mesai çalışması yapmıştır. Bu çalışanlar haftada en az 9, en fazla 11 saat fazla mesai çalışmışlardır.	Overtime should not exceed 8 hours per week. Fazla mesai çalışması haftalık 8 saati aşmamalıdır.	20.06.2017	Beyhan Demirkol / HR Chief	The company comply with BSCI and SMETA standards and the management team would held a meeting to decide further.
8. HEALTH AND SAFETY					
8.1 Critical	Working permission is missing in the factory. (The factory has applied on March 14, 2017 according to the documentation provided) (Working Permission Regulation (2005), Art. 6: It is forbidden to open a business and operate it without obtaining working permission from the authorities) Firma'da çalışma ruhsatı eksiktir.	Working permission should be obtained from the municipality. Firma'da çalışma ruhsatı alınmalıdır.	20.07.2017	Eren Dirik / Owner	We hope that it would be finalized soon.
8.2 Critical	Fire safety documentation is missing in the factory. (ICS Standard: Fire safety documentation should be obtained) Firma'da itfaiye belgesi mevcut değildir.	Fire safety documentation should be obtained. Firma'da itfaiye belgesi alınmalıdır.	20.07.2017	Eren Dirik / Owner	We hope that it would be finalized soon.



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Factory Location	Turgut Ozal Mah. 68. Sokak, No: 42, Esenyurt Istanbul		Type of Audit	INITIAL
Audit First Day	April 20, 2017	Audit Last Day	Turkey	AQM
	April 20, 2017	April 20, 2017	Last Target Date	20.07.2017

SECTION TITLE/NO	NON CONFORMITY / BEST PRACTICE	RECOMMENDED CORRECTIVE ACTION	TARGET DATE	RESPONSIBLE	COMMENTS OF THE FACTORY REPRESENTATIVE	COMMENTS OF PRINCIPAL
8.19 Critical	The last fire drills are conducted on November 2, 2016. The factory is evacuated in 1 minute and 30 seconds. Fire drills are not conducted with all the company within the building. (Regulation Regarding the Prevention of Fire in the Buildings (November 27, 2007, No: 26735, Art. 125: The building's administrator is responsible at the common hold buildings) Yangın tatbikatı binadaki diğer firma ile birlikte yapılmamıştır	Fire drills should be conducted by all the companies within the building. Yangın tatbikatı bütün binadaki firmalar ile birlikte yapılmalıdır.	20.06.2017	Eren Dirik / Owner	We would complete this in June 2017.	
8.20	The evacuation drills document do not indicate if the drills were conducted on announced or unannounced basis and the number of participants. (Addressed during the audit) (ICS Standard: Fire drills document shall indicate announced / unannounced and number of participants) Tahliye tatbikatı evrakında haberli / habersiz olduğu ve katılan kişi sayısı belirtilmemiştir.	The evacuation drills document do not indicate if the drills were conducted on announced or unannounced basis and the number of participants. Tahliye tatbikatı evrakında haberli / habersiz olduğu ve katılan kişi sayısı belirtilmemiştir.	20.06.2017	Eren Dirik / Owner	We would complete this in June 2017.	
8.54	Smoke detectors are not checked each month. (ICS Standard: Smoke detectors should be checked each month) Duman dedektörleri her ay kontrol edilmemektedir.	Smoke detectors should be checked each month. Duman dedektörleri her ay kontrol edilmelidir.	20.06.2017	Eren Dirik / Owner	We would implement this in June 2017.	
8.61	17 lower and 7 upper pulley guards are missing at the sewing machines. (Regulation regarding health and safety conditions of the work equipment (April 25, 2013), No: 28628 - Appendix -1 Minimum Requirements at Work Equipment: Pulley guards should be implemented) 17 alt ve 7 üst koruyucu kasnak dikis makinalarında eksiktir.	Pulley guards should be implemented to all sewing machines. Koruyucu kasnaklar bütün dikis makinalarına takılmalıdır.	20.06.2017	Eren Dirik / Owner	We would implement the pulley guards within 3 months.	

A closing meeting has been undertaken and corrective actions were discussed and agreed:

Length of the closing meeting (in minutes): 30 minutes

Auditor Name:	Sudi Sinan Doven	Factory representative name:	Eren Dirik	Principal representative:	
Date:	April 20, 2017	Position:	Owner	Date:	
Signature:		Date:	April 20, 2017	Signature:	

Please detail how information will be communicated to workers' representatives and/or trade union representatives.



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SECTION TITLE/NO	NON CONFORMITY / BEST PRACTICE	RECOMMENDED CORRECTIVE ACTION	TARGET DATE	RESPONSIBLE	COMMENTS OF THE FACTORY REPRESENTATIVE	COMMENTS OF PRINCIPAL

During the next meeting....


TEPEKONFESİYON SAN. VE TİC. A.Ş.
SÜPERMİTİNG
Genel Müdürü
E. S. YERLİ



Date: April 20, 2017
Audit Company: AQM

Dear Sir, Madam,

We have conducted an ICS Social audit on behalf of: MONOPRIX

Supplier: Ferah
Factory: Ferah Konfeksiyon San. Ve Tur Tic A.S.
Factory location: Turgut Ozal Mah. 68. Sokak, No: 42, Esenyurt
Istanbul Turkey
Audit Date: April 20, 2017

Referring to ICS member audit scoring standards, the following results has been observed :

AUDIT SUMMARY	Rating		Best Practices	Rating of Previous Audit	AN
	%	Code			
0. Management System and Traceability	75%	B		0	NO
1. Child labour	100%	A		0	NO
2. Forced labour	100%	A		0	NO
3. Discrimination	100%	A		0	NO
4. Disciplinary practices	100%	A		0	NO
5. Freedom of association and Grievance Mechanism	100%	A		0	NO
6. Working hours and overtime	78%	B		0	NO
7. Remuneration and benefits	100%	A		0	NO
8. Health & safety	66%	C		0	NO
RATING (Automatic calculation)	91%	B		0	