

Monitoring result for FERAH KONFEKSİYON SAN VE TUR TİC AS on site Site 1

Monitoring

Monitored Party	: FERAH KONFEKSİYON SAN VE TUR TİC AS
amfori ID	: 792-000125-000
Site	: Site 1
Site amfori ID	: 792-000125-001
Address	: Turgut Ozal Mah 68 Sokak no 42 Esenyurt : 34513, İstanbul : İstanbul : Türkiye
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Follow-up Monitoring
Monitoring Partner	: Intertek
Monitoring Start Date	: 16/02/2023
Closing Meeting Finished Date	: 16/02/2023
Submission Date	: 17/02/2023
Expiration Date	: 15/12/2024

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Overall rating



Section rating

PA1: Social Management System	C
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

OMER FARUK ASKAN - Lead Auditor / INTERTEK - RA 21700618 / 06.02.2023

MERT SURUCU - Team Auditor / INTERTEK - RA 21704518 / 06.02.2023

FERAH KONFEKSIYON SAN. VE TUER. TIC. A.S. is located in Esenyurt /, Istanbul, Turkey. The facility has been established in 1977 in Istanbul but it's located in current address since 2015. Total area of the facility is 3819 sqm. The building is made of reinforced concrete. The facility has the necessary business Opening and Operating Permit dated 21.02.2022.

Products of the facility are lingerie and swimwear. The yearly production volume is 1.000.000 pieces.

Production processes are cutting, sewing, QC, ironing and packing.

No dormitory or any kind of accommodation area was available on the site or provided by the audited facility. There was no union at the facility.

Food and transportation were provided for free of charge to the employees. There was no juvenile, migrant, contractor, pregnant, on breast feeding worker and apprentice or intern during the auditee.

The total workforce is 85. There is no contractor worker in the facility. There are 6 on probation employees at the facility.

There is no sister company.

The facility operates in 1 building. The building is a 5-storey building made of concrete and steel construction date is 2005. The lay out is:

Basement floor: Other company

Ground floor: Other company

1st floor: Offices, cutting section, warehouse

2nd floor: Sample section, sewing, ironing and packing sections

3rd floor: Offices, lunch hall, doctor room, showroom

The youngest worker is 18 years old.

There is no union and there are 2 elected employee representatives.

There is electronic card time recording system for recording all working hours. The regular working hours of the employees are arranged as:

8:00-18:15 with 45' lunch break and 15'x2 tea breaks for 5 days from Monday to Friday.

Overtime wages are paid in line with legal requirements. Workers use their weekly rest days regularly.

Overtime ranges;

In December 2022; 0 - 8 hours/month (Packaging section)

In January 2023; 0 - 28 hours/month (Packaging section)

The wages are paid 1st day of each month through bank accounts.

Average and highest wages in the reviewed months;

In December 2022; 7 500 TL/month (highest wage) - 6 183,22 TL/month (average wage)

In January 2023; 10 900 TL/month (highest wage) - 9 290,32 TL/month (average wage)

**PA 12, PA11, PA 9, PA 8, PA 4, PA 3 and PA 2 were not included in the audit scope due to there is no finding in these PAs in the initial audit.

The #COVID19 precautions are:

Risk assessment and emergency case plans are provided separately for #COVID19. There are informative posters posted on #COVID19. Hygiene masks are provided free of charge. The rest breaks are differentiated to keep social distancing.

Auditor notes regarding documents:

* Those documents below were not uploaded in system due to fact that they are not applicable; dormitory, agency provider contract, CBA, Government waiver, contractor documents, inconsistencies between time and production records, no chemical storage.

* The total number on the day of the audit differs from total work force due to absentee employees.

* The external persons' information and documents containing personal information have been blacked out due to the practice of protection of personal data.

* Typing mistakes and revision on findings were corrected during the report writing process.

* Additional 0.5 day more than minimum man-day is assigned for onsite auditing. The auditor is provided with 0.5 day reporting time.

* Due to the fact that the working time of the worker representatives in the audit day was over while the closing meeting was being performed; any of the worker representatives could not attend to the closing meeting.

* Environmental documents (EIA document, etc.) have not been uploaded because PA12 is not within the scope of follow-up audit.

Site Details

Site : Site 1
Site amfori ID : 792-000125-001

GICS Classification

Sector	: Consumer Discretionary	Industry	: Textiles, Apparel & Luxury Goods
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	73 Workers
Legal minimum wage in local currency	8506 Monthly
Lowest wage paid for regular work at the site	8506 Monthly
Calculated living wage in local currency	11051 Monthly
Total sample	10 Workers

Other Metrics

Male workers	21 Workers
Female workers	52 Workers
Permanent workers - Male	28 Workers
Permanent workers - Female	57 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	4 Workers
Management - Female	15 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	4 Workers
Workers on probation - Female	2 Workers
Workers with night shift - Male	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	1 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	28 Workers
Workers hired directly - Female	57 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	1 Workers
Sample - Female	9 Workers

Findings

PA1: Social Management System

Amfori BSCI Code of Conduct, Principle on Social Management System The facility should have an efficient management system to BSCI values are implemented. Finding-1: Internal audit was conducted in the company on 14.02.2023 and no findings were found. However, the fact that there is no technical inspection report of the elevator in the facility and that the orientation trainings are not recorded regularly during the recruitment were not noted as findings. (New Finding) Finding-2: The facility has social compliance management system however there are gaps. Please refer to issues that need to be corrected in PA 1,7 and 10. (OPEN) This question was rated as partially because the facility has a social compliance system.

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensibi Bulgu-1: Firmada 14.02.2023 tarihinde iç denetim gerçekleştirilmiştir ve bulgu bulunmamıştır. Fakat, firmada asansörün fenni muayene raporunun olmaması ve oryantasyon eğitimlerinin işe girişlerde düzenli olarak kayıt altına alınmaması bulgu olarak not edilmemiştir. (Yeni Bulgu) Bulgu-2: İşletmede bir sosyal uygunluk yönetim sistemi mevcuttur ancak sistemde iyileştirmesi gereken açıklar mevcuttur. Lütfen performans alanı 1,7,10'daki düzeltilmesi gereken konulara bakınız.(AÇIK) Bu soru kısmi olarak cevaplanmıştır, çünkü işletmede bir sosyal uygunluk yönetim sistemi bulunmaktadır.

Amfori BSCI Code of Conduct, Principle on Social Management System 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: 1) The facility has a written procedure for mapping, selecting and evaluating suppliers and subcontractors in terms of social compliance. The supplier has been properly evaluated according to the criteria as high-medium-low confidence level in mapping. The facility has mapping of suppliers/contractors. However, according to the audit periods, no audits have been performed yet for suppliers and subcontractors in 2022 and 2023. (OPEN) 2) The review meeting regarding social compliance management system for suppliers and subcontractors is not conducted. (OPEN) This question was rated as partially because there is an evaluation system (audit etc.) for the subcontractors & service providers in the facility.

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensibi Bulgu: 1) İşletmede tedarikçi ve fasonların sosyal uygunluk açısından haritalandırma, seçme ve değerlendirmeye ilgili yazılı bir prosedür bulunmaktadır. Tedarikçi haritalandırmada yüksek-orta-düşük güven derecesi olarak kriterlere göre uygun bir şekilde değerlendirilmiştir. Firmanın tedarikçi/fasonların haritalandırması mevcuttur. Fakat, denetim periyotlarına göre 2022 ve 2023 yılında tedarikçi ve fason firmalara henüz denetim gerçekleştirilmemiştir. (AÇIK) 2) Taşeronların ve hizmet sağlayıcıların sosyal uygunluk açısından değerlendirmesine yönelik gözden geçirme toplantıları yapılmamaktadır. (AÇIK) Bu soru kısmen cevaplanmıştır çünkü işletmede tedarikçi değerlendirmeler yapılmaktadır.

PA 7: Occupational Health and Safety

Amfori BSCI Code of Conduct, Principle on Occupational Health and Safety 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. (OPEN) This question has been rated as partially due to fact that the health and safety issues are monitored systematically in the facility.

Amfori BSCI Davranış Kuralları, İş Sağlığı ve Güvenliği İlkesi Bulgu: İşletmede iş sağlığı ve güvenliğine ilişkin kanun ve yönetmelik takip edilmektedir, ancak PA 7'de bazı eksikler olduğu görülmüştür. (AÇIK) Bu soru, işletmede iş sağlığı ve güvenliği konuları sistematik olarak takip edildiği için kısmen derecelendirilmiştir.

Law: In accordance with Maintenance and Operation Regulation for Elevators (No.27058, Date:18.11.2008) Art.10 /1

– (Revision : RG-5/11/2011-28106) 1) The administration of the building where the lift is located should provide annual maintenance of the lift conducted by A type institution at the end of the first year the lift is supplied and at least once a year afterwards. Finding: There is no inspection report of the 1 human lift at the facility. This question was answered as partially because there are inspection reports of the other equipment's at the facility. (OPEN)

Kanun: ASANSÖR BAKIM VE İŞLETME YÖNETMELİĞİ R.Gazete No. 27058. R.G. Tarihi: 18.11.2008, MADDE 10 - (1) (R.G.05.11.2011) Bulgu: İşletmede 1 insan asansörüne ait fenni muayene raporu görülememiştir. Bu soru diğer ekipmanların fenni muayenesi bulunduğundan kısmen olarak cevaplanmıştır. (AÇIK)

PA 10: No Precarious Employment

Amfori BSCI Code of Conduct, Principle of Preventing Precarious Work New Finding: On-the-job trainings are given to new workers by the relevant responsible persons in the facility, but it has been noted that the records are not recorded regularly. (Orientation training forms for the workers who are in the new probationary period among the examined employees) could not be seen. This question is rated partially because the facility has an "Orientation Training Form" and basic occupational health and amfori BSCI information trainings are given to workers on a regular basis.

Amfori BSCI Davranış Kuralı, Güvencesiz Çalışmayı Önleme Prensibi Yeni Bulgu: Firmada iş başı eğitimleri ilgili sorumlu kişiler tarafından işe giren yeni işçilere verilmekte fakat kayıtların düzenli olarak kayıt altına alınmadığı not edilmiştir. (İncelenen çalışanlardan yeni deneme süresinde olan işçilerde oryantasyon eğitim formları) görülememiştir. Bu soru kısmen olarak derecelendirilmiştir, çünkü firmada "Oryantason Eğitim Formu" mevcut olup, temel iş sağlığı ve amfori BSCI bilgilendirme eğitimleri düzenli olarak işçilere verilmektedir.