

	AUDITORS' REPORT ON CORPORATE SOCIAL RESPONSIBILITY	MANGO
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GENERAL DATA ON AUDITED FACTORY

Auditor Name	MARC GONZALO MARTINEZ
Audit Date	08 April 2016
Facility Name	FERAH KONFEKSIYON SAN VE TIC LTD STI
Supplier Name	I FERAH KONFEKSIYON SAN VE TIC LTD STI DEA TEKSTIL
Facility Adress	Cumhuriyet mahallesi 1993 sokak no:6 Esenyurt / Istanbul
Facility phone, fax ans email	
Facility Country	TURKEY
Staff	104 with contract
Working times	Monday to Friday: 08:00 – 18:15 2 coffebreaks 15 min. 45 min for lunch. Saturday (extra hour, if needed) 08:00 – 13:00 1 coffebreaks 15 min.
Shifts	1
Facility Activities for Mango <i>e.g Cut & Sewn/Knitting/ Growing/Packing/Machining</i>	X Sewing & Cutting X Ironing X Packing
Has the factory adhered to the MANGO Code of Conduct?:	YES
OTHERS CSR AUDIT	SEDEX, INTERTEX, SGS
Does the factory subcontract production to other companies?	NO
Type of Audit	Initial Audit <input checked="" type="checkbox"/> Follow up Audit <input type="checkbox"/> New Non-Compliance Findings: Yes <input type="checkbox"/> No <input type="checkbox"/> All Action Steps Taken: Yes <input type="checkbox"/> No <input type="checkbox"/>

AUDITING APPROACH

The audit was conducted on site by one auditor on 08 April 2016. The following section outlines the criteria that were taken into account in conducting the audit, as well as the different stages of the audit.

1. AUDITING CRITERIA

The auditing criteria used are those laid down by the following documents and organisations:

- The Mango Code of Conduct (EF-RSC-0G-005)
- The 2003 Labour Act of Turkey No. 4857
- Labour Act of Turkey No. 4857
- TRADE UNIONS ACT/Law No. 2821
- The Turkish Regulations for Labour Health and Job safety (7/7583),
- Employment Criteria and Guidelines of the ILO
- Auditing Requirements specified by AUREN AUDITORS BCN

1. DOCUMENTARY REVIEW

I have reviewed a number of documents relating to the company's commercial and payroll management. I went to the offices of the department responsible for the company's payroll and commercial management and requested to see the documents that I thought could be of interest to me. Among the documents reviewed were employment contracts and staff records, a sample of pay slips chosen randomly, the records kept by the company with regard to the employees' performance, and other documents relating to the company's ordinary business activities.

2. PERSONAL INTERVIEWS WITH EMPLOYEES

The company provided me with a room isolated from other employees and their representatives. I interviewed employees and asked them questions about the company's activities in the areas of interest relating to the requirements of the MANGO Code of Conduct. Out of the 5 workers working in the workshop I interviewed, 4 were selected randomly from the assembly line.

3. INTERVIEWS WITH REPRESENTATIVES OF THE COMPANY

I met with the company's representatives at the company's head office and asked them a series of questions concerning the company's compliance with the principles set out in the MANGO Code of Conduct (area of interest). A lot of the questions were identical to those put to employees, so that I could compare the answers.

4. INSPECTION OF THE FACTORY

I inspected the premises (plant and offices) using graphic reproduction means. Despite being accompanied by a guide, I was able to inspect the factory without interference from company representatives or employees, who complied with all the inspection requirements I had established for them. All common areas, lavatories, production rooms, administrative rooms, entrances and exits were inspected thoroughly. I took photographs, without interruptions, to analyse in detail the aspects most relevant to my audit.

5. LOCAL LAW

<i>Legal Work Week (Total Hours):</i>	9 hours/day, 45 hours/week / Young Workers 8 hours day 40 hours/week
<i>Legal Max allowed Overtime hours (per day, week, month):</i>	2 hours/day, 270 hours/year / Young workers not aloud any.
<i>Legal Minimum Work Age:</i>	15 years old
<i>Legal Minimum Wage(s):</i>	For Period of 01.01.2016-30.06.2016 Full-time worker: 1300.99 TL/month (NET), for youngers between16-18years old the sañary is the same.
<i>Legal Overtime wage(s):</i>	Salary/225 = hour wage and more than 50% and 100% of regular wages for overtime working on weekdays, rest days and statutory holidays respectively.

RESULT OF COMPLIANCE WITH THE CODE OF CONDUCT

	STRENGTHS	REMARK	NON-COMPLIANCE
<p>CHILD LABOR</p> <p><i>There shall be no new recruitment of child labour. Children and young persons under 16 shall not be employed</i></p>	<p>In accordance with the Labour act of Turkey No. 4857 Article 71, none of the company's employees are under the age of 15.</p>	<p>The company doesn't employ young employees, younger than 18 years.</p>	<p>None</p>
<p>FORCED LABOUR</p> <p><i>There is no forced, bonded or involuntary prison labour. Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice. Forced labour laid down in Conventions 29 and 105 of the ILO.</i></p>	<p>According to the audit performed, none of the company's workers are subjected to forced labour.</p>	<p>None</p>	<p>None</p>
<p>HEALTH AND SAFETY AT WORK</p> <p><i>A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health: fire extinguishers, emergency plan and drills protection equipment, staff evacuation signs, chemical products, ventilation, Ergonomy, medical assistance, etc.</i></p>	<p>In accordance with Occupational Health and Safety Law No: 6331, Article 10, the employer had an assessment of risks to health and safety of workers carried out by professionals and according to the report the employer took all the actions that need to be taken for the safety and health of workers.</p> <p>In accordance with Occupational</p>	<p>None</p>	<p>None</p>

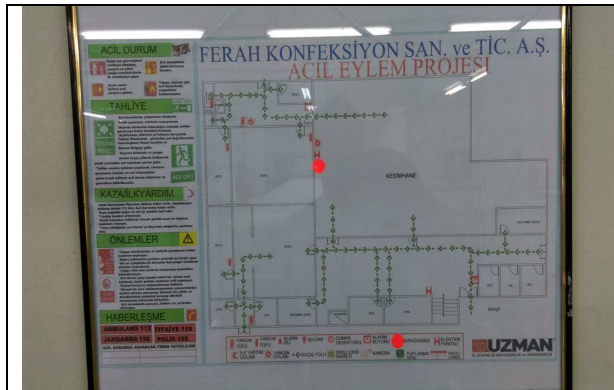
<p><i>Workers shall receive regular and recorded health and safety training. Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.</i></p> <p><i>Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.</i></p> <p><i>The company observing the code shall assign responsibility for health and safety to a senior management representative.</i></p>	<p>Health and Safety Law No: 6331, Article 11, fire extinguishers are hanged on the walls adequately, the emergency exit signs and evacuation plans are hanged on the walls adequately, employees had fire drills.</p> <p>In accordance with Occupational Health and Safety Law No: 6331, Article 17, all employees have received a health and safety training and 6 employees has a first aid certificate.</p> <p>In accordance with Occupational Health and Safety Law No: 6331, Article 14, employer keeps records of occupational accidents which were none.</p> <p>In accordance with Occupational Health and Safety Law No: 6331, Article 15. The employer keeps records of workers' health conditions.</p> <p>There's no need for accommodation.</p>		
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<p>RIGHT TO ORGANISE AND COLLECTIVE BARGAINING</p> <p><i>Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.</i></p> <p><i>The manager adopts an open attitude towards the activities of trade unions and their organizational activities and does not hinder</i></p> <p><i>There are workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.</i></p>	<p>In accordance with the requirements of Occupational Health and Safety Law No: 6331, Article 20, employees have elected their representative.</p> <p>Company use the opinion boxes and also take action to make better working conditions according to the suggestions or complaints of the workers.</p>	<p>None</p>	<p>None</p>
<p>DISCRIMINATION</p> <p><i>There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.</i></p>	<p>The company said that the candidate's true ID card, experience and skills are important criteria when it comes to filling a vacancy.</p> <p>According to the audit performed, there are no discrimination practices in the treatment of employees. There is no discrimination in the hiring, promotion, salaries or training of employees.</p>	<p>None</p>	<p>None</p>

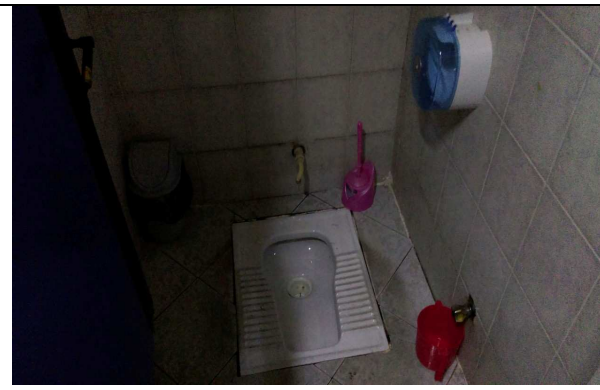
<p>DISCIPLINARY ACTION, HARASSMENT AND ABUSE</p> <p><i>Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation be prohibited.</i></p>	<p>According to the employees' statements, the above mentioned legal procedure is frequently used by the company. All the employees have the same opinion that the company treats them respectfully.</p> <p>According to the audit performed, there is no physical abuse, or other harassment.</p>	<p>None</p>	<p>None</p>
<p>WORKING TIME</p> <p><i>Working hours comply with national laws In any event, workers shall be provided with at least one day off for every Extra hours are adapted to the Turkish legislation.</i></p>	<p>According to the audit performed, none of the company's employees has been forced to work extra hours.</p> <p>In accordance with requirements of the Labour act of Turkey No. 4857, Article 63 Regular working time doesn't exceed maximum 45 hours weekly.</p> <p>In accordance with the requirements of the Labour act of Turkey No. 4857, Article: 41, extra working hours don't exceed the daily and yearly limits.</p> <p>In Accordance with the requirements of the Labour act of Turkey No. 4857, Article: 68, employees are allowed to rest breaks.</p>	<p>None</p>	<p>None</p>

<p>REMUNERATION</p> <p><i>Wages and benefits paid for a standard working week meet, at a minimum, national legal standards.</i></p> <p>All employees are registered in the medical assistance system of the Turkish Government.</p>	<p>According to the audit performed I was able to establish that the company provides additional services to its employees. These services, which are recognised by the employees themselves, include: food, doctor and transport.</p> <p>In accordance with Turkey Social Insurance and General Health Insurance Law No.5510 all employees are affiliated to the Social Security.</p> <p>From the payslips it was obvious that employer pays overtime work in accordance with Labour act of Turkey No.4857 Article 41.</p> <p>In accordance with the Labour act of Turkey No. 4857, Article: 37 the employer delivers a signed wage slip with all other information required to the employee.</p>	<p>None</p>	<p>None</p>
<p>ENVIRONMENTAL ASPECTS</p> <p><i>According to the audit performed, the company complies with environmental legislation.</i></p> <p><i>The textile waste is re-used.</i></p> <p><i>There are water treatment if is necessary.</i></p> <p><i>Chemical product is in a separate room and indicated.</i></p>	<p>In accordance with requirements of the 3rd part of The Turkish Regulations for Labour Health and Job safety (7/7583), the company takes all the necessary actions to guarantee safety regarding the usage of boilers, compressors and stain removers.</p>	<p>Company does not use chemicals.</p> <p>Company use stain remover.</p> <p>As drinking water the company uses filtered tap water.</p> <p>Company uses boiler and compressor.</p>	<p>None</p>

Appendix A: Digital Photo Form



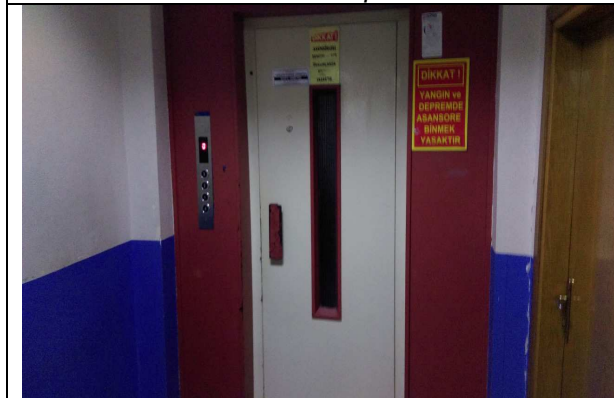
Evacuation plan



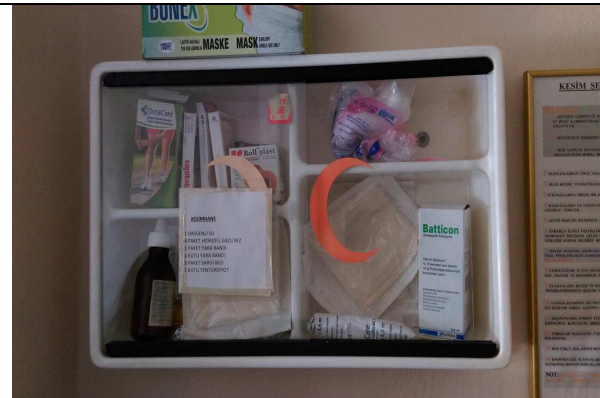
Toilet



fire extinguishers



Elevator



First aid



Opinion box



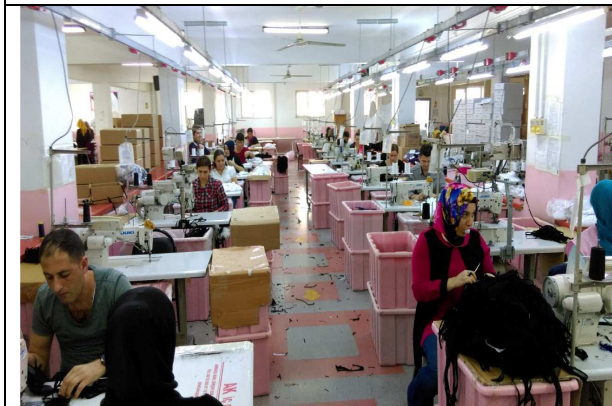
Canteen



Production



Compressor



Production



Production



Production