

Monitoring result for Forteks Tekstil San tic ltd sti on site Forteks Tekstil San. ve Tic. Ltd. Sti

Monitoring

Monitored Party	: Forteks Tekstil San tic ltd sti
amfori ID	: 792-000519-000
Site	: Forteks Tekstil San. ve Tic. Ltd. Sti
Site amfori ID	: 792-000519-002
Address	: Ugur Mumcu Mah. Ataturk Bulvan Cad. 2316 No:4-6
	: Istanbul
	: Adana
	: Turkey
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 13/01/2022
Expiration Date	: 13/01/2023

This is an extract of the online monitoring result, generated on 15/02/2022, 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	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	B
PA 6: Decent Working Hours	A
PA 7: Occupational Health and Safety	D
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	C

General description

The third party(Auditing Company) Name: Intertek Test Hizmetleri A.S.

The audit was conducted by 3 auditors. MERT SURUCU (the lead -APSCA No: RA 21704518); SEDA OZTURK (the trainee - APSCA No: ASCA 21703563); UMUT EKIZ (the trainee: APSCA No: RA 21704871)

The duration of the audit: 29.12.2021

FORTEKS TEKSTIL was located in Sultangazi, İstanbul, TURKEY; and was established in 1993; and has been operating in this current location since its establishment. They produced denim and non-denim garments.

There were cutting, sewing, sampling and warehouse sections in the facility. Ironing & packaging process has been moved to another address of the auditee on March 2019 (The other branch(which had the ironing & packaging processes) of the company was kept out of the audit scope.).

There was no union and accommodation in the facility. There was no service provider.

The auditee was located in two buildings. The buildings' structure were concrete. The total closed area was approx. 4000 sqm.

1st Building's layout:

Floor 4: Showroom,

Floor 3: Offices,

Floor 2: Sampling,

Floor 1: Offices,

Entrance: Secretary and accessory Warehouse,

Floor -1: Cutting section,

Floor -2: Waste warehouse,

2nd building's layout:

Floor 4: Offices,

Floor 3: Doctor room, meal hall and sampling,

Floor 2: Warehouse, dressing room, praying room, classification section and sewing section

Floor 1: Sewing section,

Entrance: Warehouse, loading area and button hole section,

Floor -1: Fabric Warehouse,

The entire workforce of the factory consisted of a total of permanent 143 employees(99 male, 44 Female) including 70 administrative staff as;

White collar employees: 70 (39 male, 31 female)

Blue collar employees: 73 (60 male, 13 female)

There was no migrant, pregnant, breastfeeder, worker on maternity leave, apprentice or daily worker during the audit at the workplace. However, there were 2(male) disabled employees, 1 juvenile(female intern) at the auditee.

The regular working hours of the employees except for the juvenile were 08:30 – 19:00 including 60' meal break and 15' tea break x 2 times for 5 days a week.

The juvenile(intern)'s regular working hours were scheduled as below;

From 08:30 to 19:00 (including totally 2 hours 30 min break) x 3 days for a week.

A card time recording system was used for time recording in the facility.

The Salaries were paid via bank transfer method(approx. 80 of the salaries and at least the minimum legal wage amount) and by cash(approx. 20 of the salaries) at latest on 5th of each following month. The overtime payments were paid via bank transfer method and by cash without any specified rate.

In the scope of #COVID-19 measurements, some actions taken by the audited facility were identified as below;

#Risk analysis was updated regarding #COVID-19 pandemic hazards and precautions.

#Emergency response plans were established for #COVID-19 precautions.

#All employees were trained regarding the precautions of #COVID-19.

#Masks were provided to all employees regularly and disinfectants were available.

The sitting order on the chairs in the meal hall was re-arranged to reduce the interaction of the employees with each other, due to #COVID-19.

The meal session number for the meal break was increased to reduce the interaction of the employees with each other, due to #COVID-19.

Disposable cups in the meal hall were used.

AUDITOR NOTES:

- Those documents below were not uploaded into the system due to the fact that they were not applicable.
 - Agency labor contract
 - Government waivers
 - Collective bargaining agreement
 - Dormitory
 - Inconsistency between records etc.

- The external workers' information have been hidden by blackout due to the practice of protection of personal data.

- There was a valid opening and operating license at the auditee.

- The fair remuneration table in the audit report was filled by the auditor.

- The reason why the total workforce number of the auditee was different from the number of the workforce come to the auditee on the audit day was the absent workers during the audit day.

- There was no attachment for an approved waste management plan due to the fact that there was no approval letter for industrial waste management plan; Please refer to PA 12.4.

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

Site Details

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

Site amfori ID : 792-000519-002

GICS Classification

Sector : Industrials

Industry : Commercial Services & Supplies

Industry Group : Commercial & Professional Services

Sub Industry : Office Services & Supplies

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	114 Workers
Legal minimum wage in local currency	2557 Monthly
Lowest wage paid for regular work at the site	2557 Monthly
Calculated living wage in local currency	3526 Monthly
Total sample	16 Workers

Other Metrics

Male workers	79 Workers
Female workers	35 Workers
Permanent workers - Male	99 Workers
Permanent workers - Female	43 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	1 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	39 Workers
Management - Female	31 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	6 Workers
Workers on probation - Female	5 Workers
Workers with night shift - Male	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	2 Workers
Workers with disabilities - Female	0 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	99 Workers
Workers hired directly - Female	43 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	1 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	13 Workers
Sample - Female	3 Workers

Findings

PA1: Social Management System

AMFORI BSCI CODE OF CONDUCT, THE PRINCIPLE ON SOCIAL MANAGEMENT SYSTEM: FINDING: The auditee had a social compliance management system, but there was a gap regarding the effectiveness of it due to the fact that there was an improvement area in PA1, PA2, PA5, PA7, PA12 and PA13. This question was rated as partial, because the auditee had social compliance policies and procedures.

AMFORI BSCI DAVRANIŞ KURALLARI, SOSYAL YÖNETİM SİSTEMİ HAKKINDA PRENSİP: BULGU: Denetlenen firmanın, bir sosyal uygunluk yönetim sistemi vardır; ancak PA1, PA2, PA5, PA7, PA12 and PA13'de geliştirmeye açık bir alan olması nedeniyle etkinliği konusunda iyileştirmeye açık bir alan bulunmaktadır. Bu soru, denetlenen kurumun sosyal uygunluk politika ve prosedürlerine sahip olması nedeniyle kısmi olarak derecelendirilmiştir.

AMFORI BSCI CODE OF CONDUCT, THE PRINCIPLE ON SOCIAL MANAGEMENT SYSTEM: FINDING: In the audited firm, the volume (specified to be taken into account in the system booklet) was not taken into account during the determination of important commercial partners. In addition, the audited firm has declared that it does not go to its important suppliers to monitor its social compliance performance, that they send the social performance evaluation form to its suppliers to fill out, and that it considers the forms filled by the suppliers in terms of social performance. This question was rated as partial, because the auditee had a business partners evaluation procedure.

AMFORI BSCI DAVRANIŞ KURALLARI, SOSYAL YÖNETİM SİSTEMİ HAKKINDA PRENSİP: BULGU: Denetlenen firmada, önemli ticari partner belirlenmesi sürecinde hacim(sistem kitapçığında dikkate alınması belirtilen) dikkate alınmamıştır. Bunun yanında denetlenen firma önemli tedarikçilerine sosyal uygunluk performansını izlemek amacıyla gitmediğini, sosyal performans değerlendirme formunu tedarikçilerine doldurmaları için gönderdiklerini ve tedarikçilerin doldurduğu formları sosyal performans anlamında dikkate aldığını beyan etmiştir. Bu soru, denetlenen kurumun iş ortakları değerlendirme prosedürüne sahip olması nedeniyle kısmi olarak derecelendirilmiştir.

PA 2: Workers Involvement and Protection

AMFORI BSCI CODE OF CONDUCT, THE PRINCIPLE ON WORKER INVOLVEMENT AND PROTECTION: FINDING: In line with the objectives of the Amfori BSCI code of conduct and principles & principles, long-term goals to protect employees were taken into account in the management systems meetings; However, these long-term goals only included some performance areas such as environmental issues and decent working hours. In this scope, there were no long-term goals that would cover all performance areas, at least in outline, in order to protect the employees in line with the objectives of BSCI principles and principles. This question was rated as "Partial", because the auditee determined some long-term goals in the management system meetings.

AMFORI BSCI DAVRANIŞ KURALLARI, İŞÇİ KATILIMI VE KORUMASI PRENSİBİ: BULGU: Amfori BSCI davranış kuralları ve ilke&prensiplerinin hedefleri doğrultusunda çalışanları korumaya yönelik uzun vadeli hedefler yönetim sistemleri toplantılarında dikkate alınmıştır; ancak, bu uzun vadeli hedefler sadece çevre konuları ve makul çalışma saati gibi bazı performans alanlarını içermektedir. Bu kapsamda, BSCI ilke ve prensiplerinin hedefleri doğrultusunda çalışanları korumak için tüm performans alanlarını en azından ana hatları ile kapsayacak uzun vadeli hedefler bulunmamaktadır. Bu soru, denetlenen firma yönetim sistemleri toplantılarında bazı uzun dönemli hedefleri belirlediği için "Kısmen" olarak derecelendirilmiştir.

PA 5: Fair Remuneration

AMFORI BSCI CODE OF CONDUCT, THE PRINCIPLE ON FAIR REMUNERATION: FINDING: There was a living wage calculation study at the auditee; However, the average number of adult wage earners in a family was miscalculated. In this scope, there was no true living wage value. In this scope, it was not known whether there was a gap between the given minimum wage and the calculated living wage at the auditee. This question was rated as "Partial", because there was a living wage study at the facility.

AMFORI BSCI DAVRANIŞ KURALLARI, ADIL ÜCRETLENDİRMEYE DAİR PRENSİP: BULGU: Denetlenen kurumda adil yaşam ücreti hesaplama çalışması vardır; Ancak, bir ailede yetişkin ücret kazananların ortalama sayısı yanlış hesaplanmıştır. Bu kapsamda doğru hesaplanmış bir yaşam ücreti değeri yoktur. Bu kapsamda denetlenen kurumda; verilen minimum ücret ile hesaplanan adil yaşam ücreti arasında bir fark olup olmadığı bilinmemektedir. Bu soru, denetlenen kurumda bir adil yaşam ücreti çalışması olduğu için "Kısmi" olarak derecelendirilmiştir.

LAW: In accordance with The Turkish Regulation on Overtime and Extra Work art 10, The overtime and extra works payments included with normal working hours payment that are given to employees are paid according to Turkish Labor Law .This payment has to be clearly shown on payroll documentation and on pay slips, which are given to employees according to Turkish Labor 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. Turkish Labor Law # 4857 / 2003, ARTICLE 32 and 40: In accordance with Regulation about Compensation of all kinds of rights such as Wage, Bonus, Premium through Bank Accounts; No: 27058, Date: 18.11.2008, Art. 10. In accordance with Regulation Regarding Amendments In The Regulation about Compensation of all kinds of rights such as Wage, Bonus, Premium through Bank Accounts; No: 29718, Date: 21.05.2016, Art. 5: FINDING: The auditee provided to the employees the payments equivalent to the worked duration of the employees. The amount of the legal minimum wage of the payments were

PA 5: Fair Remuneration

paid via bank transfer method; the remaining part of the payments were paid by cash. At least the amount of the legal minimum wage of the payments was declared to the social security foundation, the amount of the remaining part of the payments was not declared to the social security foundation. In this scope, there was an amount at the payments of the employees, not declared to the social security foundation. This question was rated as partial; because the auditee paid at least the minimum legal wage to the employees and provided social security premiums equal to the gross minimum legal wage.

KANUN: İş Kanununa İlişkin Fazla Çalışma Ve Fazla Sürelerle Çalışma Yönetmeliği, Madde 10: İş Kanunu, Madde 32, 40: Sosyal Sigortalar Kanunu, Madde 80: Ücret, prim, ikramiye ve bu nitelikteki her türlü istihkakın Bankalar aracılığıyla ödenmesine dair yönetmelik, Md: 10, Ücret, prim, ikramiye ve bu nitelikteki her türlü istihkakın Bankalar aracılığıyla ödenmesine dair yönetmelik değişiklik yapılmasına dair yönetmelik, Md: 5, BULGU: Denetlenen kurum; çalışanlara, çalışanların çalıştıkları süre kadar ödeme yapmıştır. Ödemelerin en az yasal asgari ücret tutarı banka aracılığıyla ödenmiştir; geri kalan miktarı elden ödenmektedir. Ödemelerin en az yasal asgari ücret tutarının brüt miktarı sosyal güvenlik kurumuna beyan edilmiştir, ödemelerin geri kalan farkı sosyal güvenlik kurumuna bildirilmemiştir. Bu kapsamda, çalışanların ödemelerinde sosyal güvenlik kurumuna beyan edilmeyen tutar bulunmaktadır. Bu soru kısmi olarak değerlendirildi; çünkü denetlenen kurum çalışanlara en az asgari ücret ödemektedir ve brüt asgari ücret kadarlık sosyal güvenlik primlerini sağlamaktadır.

PA 7: Occupational Health and Safety

AMFORI BSCI CODE OF CONDUCT, THE PRINCIPLE ON OCCUPATIONAL HEALTH AND SAFETY: FINDING: The facility followed the occupational health and safety legislation related to its activities; however, this following was not effective due to the fact that there was not insufficient number of the employees with first aid certificate based on the danger level of the auditee in terms of safety and the total number of the employees. This question was rated as partial; because the facility had other applications such as risk analysis.

AMFORI BSCI DAVRANIŞ KURALLARI, İŞ SAĞLIĞI VE GÜVENLİĞİ PRENSİBİ: BULGU: Firma kendi aktiviteleri ile ilgili iş sağlığı ve güvenliği mevzuatını takip etmektedir; ancak işyeri iş güvenliği tehlike sınıfı ve toplam çalışan sayısına göre denetlenen firmada yeterli ilk yardım sertifikalı çalışan olmaması nedeniyle bu takip etkin değildir. Bu soru kısmen olarak cevaplanmıştır; çünkü firmanın risk analizi yapması gibi diğer uygulamaları mevcuttur.

LAW: First-aid Regulation (29.07.2015), No : 29429 Obligatory first-aid trained employee employment. Art 19 - (1) At the Occupational Health and Safety Scope; It is an obligation that having a) 1 first aider for every 20 employees for facilities at low hazardous class b) 1 first aider for every 15 employees for facilities at hazardous class c) 1 first aider for every 10 employees for facilities at high hazardous class FINDING: In the facility, there was no enough first-aid certified employee. There are only 7 first-aiders for total 143 employees. The facility is in low hazardous class and minimum 8 first aiders shall be in the facility totally. It was observed that 5 employees have received training on 21-22.12.2021 but they have not taken exam yet. The exam date on 08&09.01.2022 has been given. This question was rated as partial because the auditee had employees with first aid certificates.

KANUN: İLK YARDIM YÖNETMELİĞİ Resmi Gazete Tarihi/Sayısı: 29.07.2015 / 29429 İlk yardımcı bulundurulması MADDE 19 – (1): BULGU: İşletmede çalışan mevcudu için yeterli sayıda ilk yardımcı bulunmamaktadır. Toplam 143 çalışan için sadece 7 ilk yardımcı sertifikalı çalışan bulunmaktadır. Firma az tehlikeli sınıftadır ve toplam en az 8 ilk yardımcı olmalıdır. İşletmede 5 kişinin 21-22.12.2021 tarihlerinde eğitim aldığı ama henüz sınava girmedikleri görülmüştür. 08&09.01.2022 için sınav tarihi verilmiştir. Bu soru, denetlenen kurumun ilk yardım sertifikasına sahip çalışanları olduğu için kısmi olarak derecelendirilmiştir.

PA 12: Protection of the Environment

1- LAW: WASTE MANAGEMENT REGULATION Section One 2 April 2015 No: 29314: Responsibilities Of Waste Producer And Waste Owner Art.9 - (1) Waste producer is responsible from; a) Taking necessary precautions to minimize waste production b) Collecting wastes separately and storing temporarily, c) Preparing and presenting the waste management plan they're obliged to prepare, regarding the waste they produce and the prevention and reduction of waste (2) Waste owner is obliged to manage the waste in accordance with the provisions of this regulation. FINDING: It was observed that there is no approval letter for industrial waste management plan. 2- BSCI CODE OF CONDUCT, THE PRINCIPLE ON PROTECTION OF THE ENVIRONMENT: FINDING: The management did not present a waste management procedure during the audit. The question was rated as partial, because the auditee had disposal agreement with the licensed firm for wastes.

1- KANUN: ATIK YÖNETİMİ YÖNETMELİĞİ Birinci Bölüm 2 Nisan 2015 Sayı : 29314, Atık Üreticisinin Ve Atık Sahibinin Yükümlülükleri, MADDE 9: BULGU: İşletmede endüstriyel atık yönetim planı onay yazısı olmadığı görülmüştür. 2- BSCI DAVRANIŞ KURALLARI, ÇEVRENİN KORUNMASINA DAİR PRENSİP: BULGU: Yönetim, denetim sırasında bir atık yönetimi prosedürü sunmamıştır. Denetlenen kurumun atıklar için lisanslı firma ile bertaraf anlaşması olduğu için soru kısmi olarak değerlendirildi.

PA 13: Ethical Business Behaviour

LAW: In accordance with The Turkish Regulation on Overtime and Extra Work art 10, The overtime and extra works payments included with normal working hours payment that are given to employees are paid according to Turkish Labor Law .This payment has to be clearly shown on payroll documentation and on pay slips, which are given to employees according to Turkish

PA 13: Ethical Business Behaviour

Labor 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. Turkish Labor Law # 4857 / 2003, ARTICLE 32 and 40: In accordance with Regulation about Compensation of all kinds of rights such as Wage, Bonus, Premium through Bank Accounts; No: 27058, Date: 18.11.2008, Art. 10. In accordance with Regulation Regarding Amendments In The Regulation about Compensation of all kinds of rights such as Wage, Bonus, Premium through Bank Accounts; No: 29718, Date: 21.05.2016, Art. 5: FINDING: The auditee provided to the employees the payments equivalent to the worked duration of the employees. The amount of the legal minimum wage of the payments were paid via bank transfer method; the remaining part of the payments were paid by cash. At least the amount of the legal minimum wage of the payments was declared to the social security foundation, the amount of the remaining part of the payments was not declared to the social security foundation. In this scope, there was an amount at the payments of the employees, not declared to the social security foundation. This question was rated as partial; because the auditee paid at least the minimum legal wage to the employees and provided social security premiums equal to the gross minimum legal wage.

KANUN: İş Kanununa İlişkin Fazla Çalışma Ve Fazla Sürelerle Çalışma Yönetmeliği, Madde 10: İş Kanunu, Madde 32, 40: Sosyal Sigortalar Kanunu, Madde 80: Ücret, prim, ikramiye ve bu nitelikteki her türlü istihkakın Bankalar aracılığıyla ödenmesine dair yönetmelik, Md: 10, Ücret, prim, ikramiye ve bu nitelikteki her türlü istihkakın Bankalar aracılığıyla ödenmesine dair yönetmelik değişiklik yapılmasına dair yönetmelik, Md: 5, BULGU: Denetlenen kurum; çalışanlara, çalışanların çalıştıkları süre kadar ödeme yapmıştır. Ödemelerin en az yasal asgari ücret tutarı banka aracılığıyla ödenmiştir; geri kalan miktarı elden ödenmektedir. Ödemelerin en az yasal asgari ücret tutarının brüt miktarı sosyal güvenlik kurumuna beyan edilmiştir, ödemelerin geri kalan farkı sosyal güvenlik kurumuna bildirilmemiştir. Bu kapsamda, çalışanların ödemelerinde sosyal güvenlik kurumuna beyan edilmeyen tutar bulunmaktadır. Bu soru kısmi olarak değerlendirildi; çünkü denetlenen kurum çalışanlara en az asgari ücret ödemektedir ve brüt asgari ücret kadarlık sosyal güvenlik primlerini sağlamaktadır.

LAW: Protection of Personal Data Law #6698 / 2016, ARTICLE 5- (1) Personal data cannot be processed without the express consent of the person concerned. ARTICLE 10- (1) In the process of obtaining personal data, the person in charge of the data or the person authorized by him / her shall be entitled to; a) The identity of the data officer and the representative, if any, b) The purpose for which personal data will be processed, c) To whom and for what purpose the personal data processed may be transmitted, ç) The method and legal basis of personal data collection is obliged to provide information about. FINDING: It was noted that employees were not informed about the sharing of their personal data with third parties and employees' express consent was not obtained. (The auditee declared that an open consent form has been ready for signature.) This question is rated as partial; because the facility acted transparent to the auditors.

KANUN: Kişisel Verilerin Korunması Kanunu 6698, Madde-5, Madde-10: BULGU: Çalışanlara ait kişisel verilerin, 3. taraflar ile paylaşılması konusunda çalışanların bilgilendirilmediği ve çalışanların açık rızalarının alınmadığı görülmüştür. (Firma açık rıza formlarını imzaya hazırladığını beyan etmiştir.) Bu soru kısmen olarak cevaplanmıştır çünkü işletme denetçilere şeffaf davranmıştır.