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Auditee :	<b>AYSOY PAZARLAMA KONFEKSIYON TEKSTIL SAN. VE TIC.LTD.STI.</b>
Audit Date From :	<b>13/11/2018</b>
Audit Date To :	<b>15/11/2018</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>SGS</b>
Auditor's Name(s) :	<b>Ilker Karakavuk(Lead)</b>
Auditing Branch (if applicable) :	<b>SGS TURKEY</b>

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**Rating Definitions**



Rating	A combination of ratings per Performance Area where:	Consequence
<b>A</b> <b>Very Good</b>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated A</li> <li>No Performance Areas rated C, D or E</li> </ul> These are three examples: A B B B A A A A A A A B B B B B B B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
<b>B</b> <b>Good</b>	<ul style="list-style-type: none"> <li>Maximum 3 Performance Areas rated C</li> <li>No Performance Areas rated D or E</li> </ul> These are three examples: A A A A A A B B B B B B B A A A A A B B B B B B B C B B B B B B B B B B C C C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
<b>C</b> <b>Acceptable</b>	<ul style="list-style-type: none"> <li>Maximum 2 Performance Areas rated D</li> <li>No Performance Areas rated E</li> </ul> These are three examples: A A A A A A A A C C C C A A A A A B B B C C C D C C C C C C C C C C D D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
<b>D</b> <b>Insufficient</b>	<ul style="list-style-type: none"> <li>Maximum 6 Performance Areas rated E</li> </ul> These are three examples: A A A A A A A A A A D D D A A A B B B C C C D D D E D D D D D D D E E E E E E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
<b>E</b> <b>Unacceptable</b>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated E</li> </ul> These are three examples: A A A A A A E E E E E E E A A B B C D E E E E E E E E E E E E E E E E E E E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
<b>Zero Tolerance</b>	A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.

**Main Auditee Information**



Name of producer :	AYSOY PAZARLAMA KONFEKSIYON TEKSTIL SAN. VE TIC.LTD.STI.		
DBID number :	349317		
Audit ID :	137796		
Address :	Organize San. Bolgesi 2. Kism Ibrahim Çalli Cad. No.2 Honaz Denizli		
Province :	Denizli	Country :	Turkey
Management Representative :	AYBUKE CEBE		
Contact person:	AYBUKE CEBE	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	KNITTED TSHIRT, SWEATSHIRT, UNDERWEAR		

**Audit Details**



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	A		
Need of follow-up :		If YES, by :	

**Rating per Performance Area (PA)**

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
B	A	A	A	B	A	A	A	A	A	A	A	A

**Executive summary of audit report**

The company was established in 2014 as a manufacturer of knitted outwear garments for both genders and kids. The company has cutting, sewing, ironing, QC, labelling, packaging and shipment processes. The company was located 2 storey building. Ground floor: Cutting, warehouse, lunch hall, shipment processes and changing room. There were 2 printing companies located in same building of the factory, but no business relationship was available between them. Totally isolated and taken out of audit scope. 1st floor: Sewing, ironing, QC, packaging process. Also doctor room, section offices, lavatories and management office were located on this floor.

There were totally 150 workers in the company:  
 Management: 12 male and 19 female  
 Production: 27 male and 92 female  
 Security staff: 4 male workers (agency worker) included audit scope.  
 Catering staff: 1 male, 1 female workers (agency worker) included audit scope.

Production capacity was 100.000 pieces per month  
 Total manufacturing area is 7200 sqm. The factory has exported %100 of their products. The company has written social policy, remediation plan for children who were found to be working in the company premises, anti bribery policy, anti-harassment and abuse policy, grievance policy. ID copies are kept in personnel files. The company has a documented written child labour policy and a detailed remediation plan. Employment is freely chosen. Movement of employees at the facility is not prohibited or limited. Employees have free access to toilets and drinkable water. Overtimes are always performed on voluntary basis. There was 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. No discrimination in any aspect according to interviews. Overall work environment condition was acceptable.  
 According to the provided records worker representative election has been done on 01.08.2018. There was 1 freely elected worker representative in the company.  
 Time record system: Finger print activated system on computerized database.  
 Systematically working practices are arranged for as follows for workers (including catering staff):  
 From Monday to Thursday: From 07:30 to 17:50 including 75' break  
 On Fridays: From: 07.30 to 18.00 including 110' break for lunch and praying.  
 For pregnant: From: 07.30 to 16.00 including 60' break x 5 days  
 For security worker: there were 3 shift system. 1st shift from 07.00 to 15.00, 2nd shift from 15.00 to 23.00 and 3rd shift 23.00 to 07.00. 30 minutes breaks were provided for every shift.

Wages and overtime payments are paid on 10th of each month via bank in official manner as per worker interviews and document review.  
 Injury records were available at the time of the visit.  
 There were 8 first aid trained workers onsite.  
 PPEs were provided to employees free of charge.  
 Risk analysis was last updated by OHS expert on 24.03.2017.  
 The last fire and evacuation drill was performed on 14.09.2017  
 The last periodical inspections of compressors, steam generator and heating boiler were performed on 30.06.2018, 02.07.2018.  
 The last electricity grounding was performed on 05.06.2018  
 Fire equipments were last checked in August 2018.  
 Occupational H&S training was last given to workers on 04.10.2018  
 Drinking water analysis was last done on 09.07.2018  
 The noise, dust, illumination, thermal comfort level tests reports were available.

AUDITOR NOTE: Those are the documents which were not uploaded in system because they were not applicable.

- Government waivers (not applicable in Turkey)
- Collective bargaining agreements couldn't be attached as no unionization activity was available in the company.
- Dormitories couldn't be attached as no dormitory was available.
- Inconsistencies between time and production records couldn't be attached as no inconsistency available among the submitted records.

There was no structural/stability licenses which was noted as non-compliance.

## Ratings Summary



Auditee's background information			
Auditee's name :	AYSOY PAZARLAMA KONFEKSIYON TEKSTIL SAN. VE TIC.LTD.STI.	Legal status :	LIMITED COMPANY
Local Name :	-	Year in which the auditee was founded :	2014
Address :	Organize San. Bolgesi 2. Kisim Ibrahim Çalli Cad. No.2 Honaz	Contact person (please select) :	AYBUKE CEBE
Province :	Denizli	Contact's Email :	aybuke@aysoytextile.com.tr
City :	Denizli	Auditee's official language(s) for written communications :	TURKISH
Region :	Middle East/ North Africa	Other relevant languages for the auditee :	ENGLISH
Country :	Turkey	Website of auditee (if applicable) :	www.aysoytextile.com.tr
GPS coordinates :	37°47'59.2"N 29°14'39.6"E	Total turnover (in Euros) :	3500000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :	-	Production volume :	100000 pieces/month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	-	Lost time injury calculation cost :	Yes
Product Type :	KNITTED TSHIRT, SWEATSHIRT, UNDERWEAR		

Auditee's employment structure at the time of the audit			
Total number of workers :	156	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	39	111	
Temporary workers	5	1	
In management positions	12	19	
Apprentices	0	0	
On probation	0	0	
With disabilities	4	1	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	39	111	
Production based workers	27	92	
With shifts at night	4	0	
Unionised	0	0	
Pregnant	-	2	
On maternity leave	-	4	

## Finding Report



### Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 137796] Audit Date: 13/11/2018 PA Score: B

Deadline date:15/11/2019

#### **GOOD PRACTICES:**

None/Yoktur

#### **AREAS OF IMPROVEMENT:**

The company has significantly succesful social compliance management system (policies, procedure, organizational charts, improvement plans, job descriptions, trainings etc). Nevermore, there were some gaps at the management system as sources which were used for calculation of living wage insufficient and no payment plan was prepared for living wage and no earthquake related durability performance report.

Firmanın dökümantasyon ve sosyal uygunluk uygulamaları anlamında oldukça başarılı bir sosyal uygunluk yönetim sistemi (politikalar, prosedürler, organizasyon şemaları, iyileştirme planları, görev tanımları vb. ) bulunmaktadır. Ancak, firmada yaşam standardı ücreti hesaplanırken kullanılan kaynakların yetersiz olması ve yaşam standardı ücreti ödeme planı oluşturulmamış olması ve deprem uygunluk raporu bulunmaması sebebiyle yönetim sisteminde halen bazı açıklar mevcuttur.

- 1.1 - Based on satisfactory evidence, the main auditee partially respect this principle due to the gaps on social management system regarding non compliances noted in PA 1, 5 and 7. Amfori BSCI Requirement  
Elde edilen yeterli delillere göre, PA 1, 5 ve 7 de yazılan uygunsuzluklardan dolayı sosyal yönetim sisteminde açıklar tespit edilmiştir ve bu sebepten denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Amfori BSCI Gerekliliği

#### **Remarks from Auditee:**

None/Yoktur

### Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 137796] Audit Date: 13/11/2018 PA Score: A

Deadline date:

#### **GOOD PRACTICES:**

None/Yoktur

#### **AREAS OF IMPROVEMENT:**

None  
Yoktur

#### **Remarks from Auditee:**

### Performance Area 3 : The rights of Freedom of Association and Collective Bargaining

Full Audit [Audit Id - 137796] Audit Date: 13/11/2018 PA Score: A

Deadline date:

#### **GOOD PRACTICES:**

None/Yoktur

#### **AREAS OF IMPROVEMENT:**

Auditor note regarding N/A - marking for 3.3: There is no unionization activity onsite.  
3.3 maddesindeki U/D olarak işaretlenmesi için denetçi notu: Firmada sendika bulunmamaktadır.

#### **Remarks from Auditee:**

### Performance Area 4 : No Discrimination

Full Audit [Audit Id - 137796] Audit Date: 13/11/2018 PA Score: A

Deadline date:

#### **GOOD PRACTICES:**

None/Yoktur

#### **AREAS OF IMPROVEMENT:**

None  
Yoktur

#### **Remarks from Auditee:**

### Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 137796] Audit Date: 13/11/2018 PA Score: B

Deadline date:15/11/2019

#### **GOOD PRACTICES:**

The main auditee exceeds expectations with respect to this principle because the meal and transportation service is provided free of charge. // Denetlenen firma, yemek ve servis hizmetini ücretsiz sağladığı için ilgili prensibin üzerinden bir yaklaşım gerçekleştirmiştir.

#### **AREAS OF IMPROVEMENT:**

It was verified that all workers were paid at least legal minimum wage, all workers were given pay slips, no inconsistency between time and wage records and worker interviews and all employees were paid completely on time. However sources which were used for calculation of living wage insufficient and no payment plan was prepared for living wage.

İşletmede tüm çalışanlar en az asgari ücret ile ücretlendirilmekte, çalışanlara ücret hesap pusulası verilmektedir, çalışan görüşmeleri ve zaman ve ödeme kayıtları arasında tutarsızlık yoktur ve çalışanlar ödemelerini tam ve zamanında almaktadırlar. Ancak firmada yaşam standartı ücreti hesaplanırken kullanılan kaynakların yetersiz olması ve yaşam standartı ücreti ödeme planı oluşturulmamıştır.

**5.4 -** Based on satisfactory evidence, the main auditee does not respect this principle because sources which were used for calculation of living wage insufficient and no payment plan was prepared for living wage. Amfori BSCI Requirement

Elde edilen yeterli delillere göre, firmada yaşam standartı ücreti hesaplanırken kullanılan kaynakların yetersiz olması ve yaşam standartı ücreti ödeme planı oluşturulmamış olması sebebiyle, denetlenen firma ilgili prensibi tamamen karşılayamamaktadır Amfori BSCI Gerekliliği

#### **Remarks from Auditee:**

None/Yoktur

### Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 137796] Audit Date: 13/11/2018 PA Score: A

Deadline date:

#### **GOOD PRACTICES:**

None/Yoktur

#### **AREAS OF IMPROVEMENT:**

None  
Yoktur

#### **Remarks from Auditee:**

### Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 137796] Audit Date: 13/11/2018 PA Score: A

Deadline date:15/11/2019

#### **GOOD PRACTICES:**

None/Yoktur

#### **AREAS OF IMPROVEMENT:**

No high risk was observed during the site tour of overall working environment. The health and safety performance of the company almost comply with legal requirements in terms of drills, trainings, machine safety, health checks etc. There was a gap at health and safety management system as there was no earthquake related durability performance report of the factory.

Firmanın çalışma ortamının güvenliği anlamında yüksek risk arz edecek herhangi bir bulgu gözlemlenmemiştir. Tüm tatbikatlar, eğitimler, makine güvenliği, kişisel koruyucu ekipman sağlanması, sağlık raporları gibi konularda firma yasal gerekliliklere yakın bir performans sergilemiştir. Bu sistemin içerisinde, deprem uygunluk raporu bulunmaması sebebiyle eksiklik not edilmiştir.

**7.1 -** Based on satisfactory evidence that, the main auditee partially respect this principle because there was existing non-conformity which do not comply with local regulations and global standards in the OHS management system. Amfori BSCI requirement

Elde edilen yeterli delillere göre, firma iş sağlığı ve güvenliği yönetim sistemindeki yerel kanun ve küresel standartları tam olarak karşılamayan mevcut eksiklik sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Amfori BSCI gerekliliği

**7.11 -** Based on satisfactory evidence that the auditee partially respects this principle since there was no earthquake related durability performance report of the factory building which had been constructed before 19.08.2008. Law: Regulation based on occupational health and safety risk evaluation – Art:7 Amfori BSCI requirement

Elde edilen yeterli delillere göre, 19.08.2008'den önce yapılmış olan işletme binası için deprem dayanıklılık performans raporu bulunmaması sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Kanun: İş Sağlığı ve Güvenliği Risk Değerlendirmesi Yönetmeliği Md.7, Amfori BSCI gerekliliği

#### **Remarks from Auditee:**

None/Yoktur



<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 137796] Audit Date: 13/11/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None/Yoktur	
<b>AREAS OF IMPROVEMENT:</b> None Yoktur	
<b>Remarks from Auditee:</b>	
<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 137796] Audit Date: 13/11/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None/Yoktur	
<b>AREAS OF IMPROVEMENT:</b> Auditor note regarding N/A marking and current status for the section is shown as follow'; there was no juvenile employee in the company. Uygulanabilir değil olarak işaretlenen kısımlar ve mevcut durum için denetçi notu' yandaki gibidir; firmada genç çalışan bulunmamaktadır.	
<b>Remarks from Auditee:</b>	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 137796] Audit Date: 13/11/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None/Yoktur	
<b>AREAS OF IMPROVEMENT:</b> None Yoktur	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 137796] Audit Date: 13/11/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None/Yoktur	
<b>AREAS OF IMPROVEMENT:</b> Auditor note regarding N/A - marking for 11.2: There is no migrant worker. 11.2 maddesindeki U/D olarak işaretlenen bölüm için denetçi notu: Firmada yabancı işçi bulunmamaktadır.	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 137796] Audit Date: 13/11/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None/Yoktur	
<b>AREAS OF IMPROVEMENT:</b> None Yoktur	
<b>Remarks from Auditee:</b>	

<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 137796] Audit Date: 13/11/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None/Yoktur	
<b>AREAS OF IMPROVEMENT:</b> None Yoktur	
<b>Remarks from Auditee:</b>	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	13/11/2018	137796	B	A	A	A	B	A	A	A	A	A	A	A	A	A

**Producer Photos**



External photo(s) of the production unit(s)  
Outside view.JPG



Photo of fire safety equipment  
Smoke detector.JPG



Photo of the inside of the main production hall  
Packing section.JPG



Photo first aid facilities  
First aid kit.JPG



Photo of the canteen (if applicable)  
Lunch hall.JPG



Photo of the inside of the main production hall  
QC section.JPG



Photo first aid facilities  
Infirmary.JPG



Photo of the code of conduct on display  
Amfori BSCI Code.JPG



Photo of the inside of the main production hall  
Sewing section.JPG



Photo of fire safety equipment  
Fire alarm button.JPG



Photo of the inside of the main production hall  
Cutting section.JPG



Photo of the personal protection equipments (if applicable)  
Glove and mask.JPG



Photo of fire safety equipment  
Fire extinguisher.JPG



Photo of the inside of the main production hall  
Ironing section.JPG



Photo of the personal protection equipments (if applicable)  
Steel glove.JPG

