# Monitoring summary report for AYSOY PAZARLAMA KONFEKSİYON TEKSTİL SANAYİ VE TİCARET LİMİTED ŞİRKETİ

## MONITORING ID: 24-0300366

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Trade with purpose

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|---|---|---|
| Monitored Party<br>**AYSOY PAZARLAMA KONFEKSİYON TEKSTİL SANAYİ VE TİCARET LİMİTED ŞİRKETİ** | amfori ID<br>**792-000348-000** | Address<br>**HACIEYÜPLÜ MAHALLESİ 3206 SOKAK NO:10 , 20030 MERKEZEFENDİ, Denizli, Türkiye** |
| Monitoring Activity<br>**amfori Social Audit - Manufacturing** | Monitoring Type<br>**Full Monitoring** | Monitoring Partner<br>**SGS** |
| Monitoring Start Date<br>**10/02/2025** | Closing Meeting Finished Date<br>**17/02/2025** | Submission Date<br>**17/02/2025** |
| Expiration Date<br>**17/02/2027** | Announcement Type<br>**Semi Announced** | |
| Site<br>**AYSOY PAZARLAMA KONFEKSIYON TEKSTIL SAN. VE TIC.LTD.STI.** | Site amfori ID<br>**792-000348-002** | |

This is an extract of the online Monitoring Result, generated on 17/02/2025, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the amfori Sustainability Platform - The English version is the legally binding one.



## OVERALL RATING


## SECTION RATING

| | | |
|---|---|---|
| PA1: Social Management System | **B** | |
| PA 2: Workers Involvement and Protection | **A** | |
| PA 3: The Rights of Freedom of Association and Collective Bargaining | **A** | |
| PA 4: No Discrimination, Violence or Harassment | **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, Forced Labour or Human Trafficking | **A** | |
| PA 12: Protection of the Environment | **A** | |
| PA 13: Ethical Business Behaviour | **A** | |

## GENERAL DESCRIPTION

Announcement Type: Semi announced (4 weeks window applied with the dates 01.02-01.03.2025)
Monitoring Date: 10-12.02.2025
Monitoring Firm: SGS (Monitoring firm APSCA Number: 11600006)
Name of the Lead Auditor: Gökhan Mürk (CSCA 21703624) [No team member in charge]
Audit schedule details: The audit was planned for 2.5 person-days with 1 auditor onsite for 2.5 day.
Business partner information: Aysoy Pazarlama Konfeksiyon Tekstil Sanayi ve Ticaret Limited Şirketi was established in 2014 in other address and moved to its current address in 2019.
There is 1 building with 3 Storeys that covers the company as a whole. The layout of the floors are as follows:
-1: Fabric warehouse, lunch hall
0: Cutting room, offices, nursing & doctor rooms, toilets
1: Sewing, quality control, ironing, packing, boxing departments, toilets
An adjacent room available with electricity distribution panel and natural gas boiler. It has ground floor only.
The site produces jersey garments for kids, women & men. Manufacturing processes are spreading, cutting, sorting, ticketing, sewing, ironing, quality control, folding-packing, boxing, shipment.
Annual production capacity is 2.400.000 pcs garments.
The company operates computer database supported digital fingerprint & card reading system to record main auditee & contractor employees' working hours. Both fingerprint & card reading functions on.
Regular working hours:
07.15-17.30 with 1x15 minutes & 1x20 minutes tea breaks & 1x40 minutes meal break for the weekdays that attains 45 hours a week.
07.00-15.00 / 15.00-23.00 / 23.00-07.00 with 30 minutes daily break for 6 days a week for the security team (contractor company)
07.15-17.00 with 2x30 minutes tea breaks & 1x60 minutes meal break for the weekdays for the apprentices
1 pregnant employee works between 07.15 & 15.30
July 2024 - Standard weekly working hours 45 hours; weekly maximum overtime 14 hours
October 2024: Standard weekly working hours 45 hours; weekly maximum overtime 6 hours
January 2025: Standard weekly working hours 45 hours; weekly maximum overtime 12 hours
Wages are paid on 10th of each month via personal bank accounts of the individuals.
Minimum wage: 22.104,67 TL/month net.
There is no worker union in the company.
Head count: 159 (including 5 contractor employees and 5 apprentices). The breakdown given in the relevant section.
Summary of the findings:
PA 1.1: Management system gap resulted from the findings raised under the performance areas 1, 5, 7
PA 1.5: Annual paid leave calculation of the security service provider company's employee mistaken, causing gap in the surveillance system of the relevant stakeholder
PA 5.5: Health expenses paid by the employees (provided that employer pay them back after the employment officially starts). Wrongly calculated severance pay
PA 7.1: National OHS regulation violation
PA 7.11: Building occupancy permit doesn't cover 93,41 sqm of the closed areas of the building
Good practices:
Free daily meal and transportation service provision to the employees
Fire-evacuation drill implemented more frequent than the local requirement
Drinking water analysis implemented with the samples taken from plenty of supply points to ensure water quality standard for everyone & in continuous basis
General: The management showed cooperation. Attitude of them was good, transparent and positive to the general audit process. Necessary documents were shared with the auditor. Full access granted for the site tour and interviews. No transparency issues or access denied was raised during audit
Extraordinary Situation: No extraordinary situation observed or reported during the audit
Living wage calculation: The company has calculated a living wage, detail of the figures of which was given in the relevant section of the report.
S4C poster was announced in the workplace without the site ID printed on; not enough awareness observed among the employees though training was provided for the employees on 20.01.2025.

## SITE DETAILS

Site
**AYSOY PAZARLAMA KONFEKSIYON TEKSTIL SAN. VE TIC.LTD.STI.**

Site amfori ID
**792-000348-002**

### GICS Classification

Sector
**Consumer Discretionary**

Industry Group
**Consumer Durables & Apparel**

Industry
**Textiles, Apparel & Luxury Goods**

Sub Industry
**Textiles**

### amfori Process Classifications

N.A.

### GS1 Classifications

N.A.

### NACE Classification

N.A.

### Water Stress Situation

N.A.

# METRICS

## Key Metrics

| | | |
|---|---|---|
| Total workforce | **150** | **Workers** |
| Legal minimum wage in local currency | **22.104,67** | **Monthly** |
| Lowest wage paid for regular work at the site | **22.104,67** | **Monthly** |
| Calculated living wage in local currency | **32.879** | **Monthly** |
| Total sample | **18** | **Workers** |

## Other Metrics

| | | |
|---|---|---|
| Male workers | **37** | **Workers** |
| Female workers | **113** | **Workers** |
| Non-binary workers | **0** | **Workers** |
| Permanent workers - Male | **40** | **Workers** |
| Permanent workers - Female | **109** | **Workers** |
| Permanent workers - Non-binary | **0** | **Workers** |
| Temporary workers - Male | **0** | **Workers** |
| Temporary workers - Female | **0** | **Workers** |
| Temporary workers - Non-binary | **0** | **Workers** |
| Seasonal workers - Male | **0** | **Workers** |
| Seasonal workers - Female | **0** | **Workers** |
| Seasonal workers - Non-binary | **0** | **Workers** |
| Management - Male | **16** | **Workers** |
| Management - Female | **18** | **Workers** |
| Management - Non-binary | **0** | **Workers** |
| Apprentices - Male | **0** | **Workers** |
| Apprentices - Female | **5** | **Workers** |
| Apprentices - Non-binary | **0** | **Workers** |
| Workers on probation - Male | **0** | **Workers** |
| Workers on probation - Female | **0** | **Workers** |
| Workers on probation - Non-binary | **0** | **Workers** |
| Workers with night shift - Male | **3** | **Workers** |
| Workers with night shift - Female | **0** | **Workers** |
| Workers with night shift - Non-binary | **0** | **Workers** |
| Workers with disabilities - Male | **3** | **Workers** |
| Workers with disabilities - Female | **2** | **Workers** |
| Workers with disabilities - Non-binary | **0** | **Workers** |
| Domestic migrant workers - Male | **0** | **Workers** |
| Domestic migrant workers - Female | **0** | **Workers** |
| Domestic migrant workers - Non-binary | **0** | **Workers** |
| Foreign migrant workers - Male | **0** | **Workers** |

| | | |
|---|---|---|
| Foreign migrant workers - Female | **0** | **Workers** |
| Foreign migrant workers - Non-binary | **0** | **Workers** |
| Workers hired directly - Male | **40** | **Workers** |
| Workers hired directly - Female | **109** | **Workers** |
| Workers hired directly - Non-binary | **0** | **Workers** |
| Workers hired indirectly - Male | **3** | **Workers** |
| Workers hired indirectly - Female | **2** | **Workers** |
| Workers hired indirectly - Non-binary | **0** | **Workers** |
| Unionised workers - Male | **0** | **Workers** |
| Unionised workers - Female | **0** | **Workers** |
| Unionised workers - Non-binary | **0** | **Workers** |
| Workers under CBA - Male | **0** | **Workers** |
| Workers under CBA - Female | **0** | **Workers** |
| Workers under CBA - Non-binary | **0** | **Workers** |
| Pregnant workers | **1** | **Workers** |
| Workers on parental leave - Male | **0** | **Workers** |
| Workers on parental leave - Female | **0** | **Workers** |
| Workers on parental leave - Non-binary | **0** | **Workers** |
| Sample - Male | **6** | **Workers** |
| Sample - Female | **12** | **Workers** |
| Sample - Non-binary | **0** | **Workers** |

# FINDINGS

## PA1: Social Management System

Site: AYSOY PAZARLAMA KONFEKSIYON TEKSTIL SAN. VE TIC.LTD.STI. | Site amfori ID: 792-000348-002

**Question:** 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

| ENGLISH | LOCAL LANGUAGE |
|---|---|
| **Finding** | |
| amfori BSCI Principle 1.1:<br><br>Based on sufficient evidence obtained during site tour, document review and interviews, it was concluded that the auditee partially respects this principle because of the gaps found in the management system due to the findings raised under the performance areas 1, 5, 7.<br><br>amfori BSCI Requirement | amfori BSCI Prensibi 1.1:<br><br>Saha turu, çalışan görüşmesi ve doküman incelemesi sırasında elde edilen yeterli deliller ışığında, performans alanları 1, 5, 7'de tespit edilen bulguların yol açtığı yönetim sistemi boşlukları nedeniyle, denetlenen firmanın ilgili prensibi kısmen karşıladığı sonucuna varılmıştır.<br><br>amfori BSCI Gerekliliği |

**Question:** 1.5 Is there satisfactory evidence that the auditee monitors how its business partners observe the amfori BSCI Code of Conduct?

| ENGLISH | LOCAL LANGUAGE |
|---|---|
| **Finding** | |
| amfori BSCI Principle 1.5:<br><br>Based on sufficient evidence collected on document review and interviews, it was seen that the auditee partially respects the principle because that the duration of the annual paid leave of one employee of the security service provider company (contractor) was calculated & recorded wrongly, inclusive of weekly rest day and national holiday that is not in line with the local legislation. As per the local legislation, weekly rest days as well as general/national holidays are not included in the calculation of paid leave duration.<br>Because that the site's general surveillance of the contractor companies implemented effectively, the finding was rated as "partially".<br><br>Local Law Reference:<br>Labour Law 4857, Clause 55, f | amfori BSCI Prensibi 1.5:<br><br>Doküman incelemesi ve görüşmelerde elde edilen yeterli kanıtlara göre, alt yüklenici güvenlik hizmeti sağlayıcı şirket sicilli bir çalışanın yıllık ücretli izninin yerel mevzuata uygun olmayan şekilde haftalık izin günü ve ulusal tatili de içerecek şekilde hesaplanması nedeniyle, denetlenen firma bu ilkeye kısmen uymaktadır. Yerel mevzuat uyarınca, hafta tatili günleri ile genel/resmi tatil günlerinin, ücretli izin süresinin hesabında hariç tutulması gerekmektedir.<br>Alt yüklenici firmaların gözetiminin genel manada etkin şekilde yürütülmesi nedeniyle bulgu "kısmi uygunsuzluk" olarak değerlendirilmiştir.<br><br>Yerel Kanun:<br>4857 Sayılı İş Kanunu, Madde 55, f |

## PA 5: Fair Remuneration

Site: AYSOY PAZARLAMA KONFEKSIYON TEKSTIL SAN. VE TIC.LTD.STI. | Site amfori ID:

792-000348-002

**Question:** 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

| ENGLISH | LOCAL LANGUAGE |
|---|---|
| **Finding** | |
| amfori BSCI Principle 5.5:<br><br>Based on sufficient evidence collected on document review and interviews, it was detected that the auditee partially respects this principle because that;<br>(1) Cost of the health inspections conducted at hiring stage in licensed health centers are paid by the employees first and reimbursement of the expense involved by the management is made after the employment officially initiated, contrary to the relevant requirement of the amfori.<br>Since no other recruitment cost applies, the situation was ranked as "partial".<br>(2) Monetary worth of regularly provided (daily basis) meal and transportation service in-kind provisions are not included in the calculation of severance pay amount of the employees at retirement or other situations where severance pay involved.<br>Because that other calculation input is listed and calculated correctly, the finding classified as "partial".<br><br>(1) amfori BSCI Requirement: (M031)<br>(2) Local Law Reference: Labour Law, 1475, Clause 14 | amfori BSCI Prensibi 5.5:<br><br>Doküman incelemesi ve görüşmelerde elde edilen yeterli delillere göre, denetlenen firma ilgili prensibi kısmen karşılamaktadır. Çünkü;<br>(1) İlgili amfori gerekliliğiyle uyumlu olmayacak şekilde, işe alım süreçlerinde yetkili sağlık kuruluşlarından alınan işe uygunluğu gösterir sağlık raporu masrafları çalışanlarca karşılanmakta, ilgili meblağ çalışanlara işbaşı yaptıktan sonra ödenmektedir.<br>İşe giriş süreçlerinde oluşan başka bir ücret ödemesi tespit edilmediği için durum "kısmi" sınıfta değerlendirilmiştir.<br>(2) Kıdem tazminatı hesaplamasına, düzenli sağlanan (günlük) ayni yemek ve ulaşım servisi yardımlarının hesaplanabilir parasal tutarları dahil edilmemektedir. İlgili mevzuat gereğince, çalışana düzenli sağlanan ve paraya çevrilebilir edere sahip bütün menfaatlerin kıdem tazminatı hesabına dahil edilmesi gerekmektedir.<br>Kıdem tazminatının diğer kalemleri doğru belirlenmiş ve hesaplanmış olduğundan, bulgu "kısmi" olarak değerlendirilmiştir.<br><br>(1) amfori BSCI Gerekliliği (M031)<br>(2) Yerel Mevzuat: 1475 Sayılı İş Kanunu, Madde 14 |

## PA 7: Occupational Health and Safety

Site: AYSOY PAZARLAMA KONFEKSIYON TEKSTIL SAN. VE TIC.LTD.STI. | Site amfori ID: 792-000348-002

**Question:** 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

| ENGLISH | LOCAL LANGUAGE |
|---|---|
| **Finding** | |
| amfori BSCI Principle 7.1:<br><br>Based on sufficient evidence collected on site tour, document review and interviews, it was concluded | amfori BSCI Prensibi 7.1:<br><br>Doküman incelemesi, saha turu ve görüşmelerde elde edilen yeterli delillere göre denetlenen firma |

| Finding | |
|---|---|
| that auditee partially respects the principle because of not fully observing local legislation in terms of occupational health and safety.<br><br>amfori BSCI Requirement | ilgili prensibi kısmen karşılamaktadır. Çünkü ulusal iş sağlığı güvenliği mevzuatıyla tam uyumlu olmayan noktalar tespit edilmiştir.<br><br>amfori BSCI Gerekliliği |

**Question:** 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

| ENGLISH | LOCAL LANGUAGE |
|---|---|
| **Finding** | |
| amfori BSCI Principle 7.11:<br><br>With sufficient evidence obtained during the site tour and document review, it was concluded that the audited company partially respects the relevant principle. Because, there is no occupancy permit for the single-Storey building that is adjacent to the main building of the workplace where the natural gas boiler and main electricity distribution board were established (floor area of the construction is 93,41 sqm).<br>Since the business has building permit including all floors of the main building (total floor size is 3868,4 sqm), the finding was rated as "partial".<br><br>Local Law Reference:<br>Zoning Law 3194, (Official Gazette No. 18749 dated 9/5/1985), Clause 30, 31 / (Temporary Article 16 - (Amendment: 11/5/2018-7143/16 clause) Paragraph 10; Planned Areas Zoning Regulation (Official Gazette No. 30113 dated 3/7/2017), Clause 64; Regulation on Procedures and Principles Regarding the Granting of Building Registration Certificates (Official Gazette No. 30443 dated 6/6/2018), Clause 6. | amfori BSCI Prensibi 7.11:<br><br>Saha turu ve doküman incelemesinde elde edilen yeterli delillerle, denetlenen firmanın ilgili prensibi kısmen karşıladığı sonucuna varılmıştır. Çünkü, iş yeri ana binasına bitişik durumdaki doğalgaz kazanı ve ana elektrik dağıtım panosunun bulunduğu tek katlı yapı (taban alanı 93,41 metrekare) için yapı kullanma izin belgesi bulunmamaktadır. İşletmenin ana binasının (kapalı alan büyüklüğü toplam 3868,4 metrekare) bütün katları dahil yapı kullanma izin belgesi bulunduğundan, bulgu "kısmi" olarak değerlendirilmiştir.<br><br>Yerel Kanun:<br>İmar Kanunu 3194 (9/5/1985 tarihli ve 18749 sayılı Resmî Gazete), Madde 30, 31 (Geçici Madde 16-(Ek: 11/5/2018-7143/16 md.) 10. Fıkra; Planlı Alanlar İmar Yönetmeliği (3/7/2017 tarihli ve 30113 sayılı Resmî Gazete), Madde 64; Yapı Kayıt Belgesi Verilmesine İlişkin Usul ve Esaslar Tebliği, (6/6/2018 tarihli ve 30443 sayılı Resmî Gazete), Madde 6. |