

Monitored Party	amfori ID	Address
ALAS EV TEKSTİL GIDA INSAAT VE TURİZM SAN. TIC. LTD. STİ.	792-001512-000	Maltepe Mah., Litros Yolu, Elcin Is Merkezi, No: 5, \$address.zip Zeytinburnu, İstanbul, Türkiye
Monitoring Activity	Monitoring Type	Monitoring Partner
amfori Social Audit - Small Producer Assessment	Full Monitoring	Intertek
Monitoring Start Date	Closing Meeting Finished Date	Submission Date
08/05/2023	08/05/2023	23/05/2023
Expiration Date	Announcement Type	
23/05/2025	Fully Announced	
Site	Site amfori ID	
ALAS EV TEKSTİL GIDA INSAAT VE TURİZM SAN. TIC. LTD. STİ.	792-001512-001	

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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	A	
PA 5: Fair Remuneration	B	
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	B	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

GAMZE TOKGOZ - Lead Auditor / INTERTEK - CSCA 21703530 / 08.05.2023

ALAS EV TEKSTIL GIDA INSAAT VE TURIZM SAN. TIC. LTD. STI. was established in May,2011 in Istanbul and it's located in current address since 2017. The company is a producer of organizer and home textile products. The main processes of the audited facility are cutting and sewing. The facility uses subcontractors for carpet, rug, kitchen apron, towel. The monthly capacity of the facility is 35.000 pieces for its own products. The monthly capacity of the facility are 35.000 pieces for subcontracted products.

There is no sister company.

The main facility has a business opening and operating permit. (Number: 2019/RG-233 Date: 24.10.2019).

Based on business license; total closed area of the facility is 2400 sqm. The structure of the facility building is concrete. Dormitory is not available in the facility.

The layout of the facility building is as below;

Basement floor: Car park

Entrance floor: Other company, Alas's administration offices

1st floor: Other company

2nd floor: Cutting section, sewing section, lunch hall, warehouse

3rd floor: Other company

4th floor: Other company

There is no trade union in the facility. There was 1 elected worker representative.

There was no migrant employee at the facility. There is no pregnant, no disabled, no on probation, on breast feeding, apprentice, juvenile or contractor worker at the facility.

The youngest employee is 23 years old.

The employees' working hours are recorded by face scan time recording system. Wages are paid between 1st-5th days of each month through bank transfer.

The regular working hours for management and production workers were from Monday to Friday from 8:30 to 19:00 with 20x2 min. tea breaks and 60 minutes meal break per week.

The total employee number is 24.

Administration staff; 9 (1 female, 8 male)

Production workers; 15 (2 female, 13 male)

According to the reviewed documents; average and highest wages in the reviewed months;

In March 2023; 9875 TL/month - 10500 TL/month

In January 2023; 9875 TL/month - 10500 TL/month

In October 2022; 6475 TL/month - 6900 TL/month

Auditor notes regarding documents:

* Those documents below were not uploaded in system due to fact that they are not applicable; chemical storage area, inconsistency between time and production records, dormitory, agency provider contract, CBA, Government waiver, contractor documents, environment permit letter (NC12.1), fire department report (7.8), building occupancy permit (7.8).

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

* On the fair remuneration table in the remuneration sheet, the areas which were not applicable in Turkey were kept with 0

value.

- * 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.
- * There are time and payment records for 12 months (Between April 2022- March 2023 period).
- * The finding related to the earthquake resistance report in question 7.8 was removed during the report control.
- * The total number on the day of the audit differs from total work force due to absentee employees.
- * Since the worker representative is not present on the day of the audit, he does not have his signature on the Cap.

#COVID19 (proper implementations are listed below)

- Protective mask is provided to workers to be used If they want.
- Hand sanitizers are located at some points of the facility.
- Risk assessment and emergency action plans have been established including COVID-19 issues.
- Workers have been informed about COVID-19 issues with training and warning posters.

SITE DETAILS

Site

ALAS EV TEKSTİL GIDA INSAAT
VE TURİZM SAN. TIC. LTD. STI.

Site amfori ID

792-001512-001

GICS Classification

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

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total sample	4	Workers
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Other Metrics

Total workforce	19	Workers
Male workers	16	Workers
Female workers	3	Workers
Permanent workers - Male	21	Workers
Permanent workers - Female	3	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	8	Workers
Management - Female	1	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	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	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
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Legal minimum wage in local currency	8506	Monthly
Lowest wage paid for regular work at the site	9000	Monthly
Calculated living wage in local currency	11051	Monthly
Sample - Male	3	Workers
Sample - Female	1	Workers

FINDINGS



PA1: Social Management System

Site: ALAS EV TEKSTİL GIDA INSAAT VE TURİZM SAN. TIC. LTD. STI. | Site amfori ID: 792-001512-001

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>Amfori BSCI Code of Conduct, Principle on Social Management System</p> <p>The facility should have an efficient management system to BSCI values are implemented.</p> <p>Finding:</p> <p>1) Based on document review and management interview, management review meetings are held to discuss social compliance issues. The last MRM date is 05.02.2023. Only 9 of the 15 agenda items specified in the MRM procedure were discussed at the meeting.</p> <p>2) Based on document review, management and worker interview, site tour; the facility has social compliance management system however there are gaps. Please refer to issues that need to be corrected in PA 1,5,7 and 12.</p> <p>This question was answered as partially because there is social compliance management system at the facility.</p>	<p>Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensibi</p> <p>Bulgu:</p> <p>1) Dokuman incelemesi ve yönetim beyanına göre; sosyal uygunluk konularının ele alınacağı yönetim gözden geçirme toplantıları yapılmaktadır. Son YGG tarihi 05.02.2023'tür. YGG prosedüründe belirtilen 15 gündem maddesinden sadece 9'u toplantıda görüşülmüştür.</p> <p>2) Dokuman incelemesi, yönetim ve çalışan beyanları ve saha turuna göre; işletmede bir sosyal uygunluk yönetim sistemi mevcuttur ancak sistemde iyileştirmesi gereken açıklar mevcuttur. Lütfen performans alanı 1,5,7 ve 12'deki düzeltilmesi gereken konulara bakınız.</p> <p>Bu soru kısmen olarak cevaplanmıştır, çünkü işletmede sosyal uygunluk yönetim sistemi vardır.</p>
<p>Amfori BSCI Code of Conduct, Principle on Social Management System</p> <p>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.</p> <p>Finding:</p> <p>1) Based on document review and management interview; supplier mapping was done in the company. However, there are inconsistencies between the application and the procedure. There are 5 evaluation criteria in the relevant procedure. For example, while it was written that the order fulfillment speed would be evaluated over 2,4,5 and 10 points, in practice, the evaluation was made over 10, 9 and 8 points. In addition, it was stated that an evaluation will be made out of 50 points in the section related to the social compliance audit. In the explanation below, evaluation criteria between 0 and 20 points were mentioned. In</p>	<p>Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensibi</p> <p>Bulgu:</p> <p>1) Dokuman incelemesi ve yönetim beyanına göre; işletmede tedarikçi haritalandırması yapılmıştır. Fakat uygulama ile prosedür arasında tutarsızlıklar bulunmaktadır. İlgili prosedürde 5 değerlendirme kriteri bulunmaktadır. Örneğin sipariş karşılama hızı 2,4,5 ve 10 puan üzerinden değerlendirileceği yazılıyken uygulamada 10, 9 ve 8 puan üzerinden değerlendirme yapılmıştır. Ayrıca sosyal uygunluk denetimi ile ilgili kısım 50 puan üzerinden değerlendirme yapılacağı belirtilmiştir. Altındaki açıklamada ise 0 ve 20 puan arasında değerlendirme kriterlerinden bahsedilmiştir. Uygulamada ise 50,45,38 gibi puanlar verildiği görülmüştür. Fakat bu puanların nasıl verildiğine ilişkin yazılı kayıt görülememiştir. Yönetim sistemi temsilcisi değerlendirmenin kendileri tarafından yazılı bir prosedür olmadan değerlendirildiğini</p>

Finding(s)	
<p>practice, it was seen that scores such as 50,45,38 was given. However, there is no written record of how these points were awarded. The management system representative stated that the evaluation was evaluated by them without a written procedure.</p> <p>2) Based on document review and management interview; the titles of the companies are not written in the stakeholder evaluation section. It is specified as A Textile, B Textile. In addition, there are 4 stakeholders in the mapping. However, it was seen that there were 5 facilities in the evaluation part. Since the titles of the enterprises are not written, it cannot be understood which stakeholder they belong to. In addition, subcontractors are not included in the mapping and evaluation part.</p> <p>3) Based on document review and management interview; There is no scoring in the supplier evaluation results. However, scoring is included in the relevant procedure.</p> <p>This question was answered as partially because there are supplier evolutions at the facility.</p>	<p>belirtmiştir.</p> <p>2) Dokuman incelemesi ve yönetim beyanına göre; paydaş değerlendirme kısmında firmaların unvanları yazılmamıştır. A Tekstil, B Tekstil şeklinde belirtilmiştir. Ayrıca haritalamada 4 paydaş bulunmaktadır. Fakat değerlendirme kısmında 5 işletme olduğu görülmüştür. İşletmelerin unvanları yazmadığından hangi paydaşa ait olduğu anlaşılamamaktadır. Ayrıca fasonlar haritalama ve değerlendirme kısmına dahil edilmemiştir.</p> <p>3) Dokuman incelemesi ve yönetim beyanına göre; yapılan tedarikçi değerlendirme sonuçlarında herhangi bir skora bulunmamaktadır. Fakat ilgili prosedürde skora yer almaktadır.</p> <p>Bu soru işletmede tedarikçi değerlendirmeleri bulunduğundan kısmen olarak cevaplanmıştır.</p>

PA 5: Fair Remuneration

Site: ALAS EV TEKSTİL GIDA INSAAT VE TURİZM SAN. TIC. LTD. STI. | Site amfori ID: 792-001512-001

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>Law: In accordance with Turkish Labour Law # 4857 / 2003, ARTICLE 37-The employer is obliged to issue a slip to the worker indicating the each payment effected in the working place or deposited in the bank account, complete with the signature and logo (seal) of the enterprise.</p> <p>Finding:</p> <p>Based on worker interview and management interview; no detailed pay slip was given to the workers.</p> <p>This question was answered as partially because the payments to the employees are made on time and accurately.</p>	<p>Kanun: TÜRK İŞ KANUNU # 4857 / 2003, Madde 37</p> <p>Bulgu:</p> <p>Çalışan beyanı ve yönetim beyanına göre; firmada çalışanlara detaylı ücret hesap pusulası verilmemektedir.</p> <p>Bu soru kısmen olarak cevaplanmıştır çünkü çalışanlara ödemeleri zamanında ve doğru olarak yapılmaktadır.</p>

PA 7: Occupational Health and Safety

Site: ALAS EV TEKSTİL GIDA INSAAT VE TURİZM SAN. TIC. LTD. STI. | Site amfori ID: 792-001512-001

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>1) Law: OCCUPATIONAL HEALTH AND SAFETY LAW #6331 Published in R. Newspaper: Date: 30/6/2012 Issue: 28339, ARTICLE 15</p> <p>Employer;</p> <p>a) Taking into account the health and safety risks that employees will be exposed to in the workplace ensure that they are subject to health surveillance.</p> <p>b) It has to ensure that the health examinations of the employees are carried out in the following cases:</p> <p>1) At their employment.</p> <p>2) In job change.</p> <p>3) Repetitive absence from work due to work accident, occupational disease or health later, if they request it on their return to work.</p> <p>4) During the continuation of the work, according to the nature of the employee and the work and the danger class of the workplace</p> <p>At regular intervals determined by the Ministry.</p> <p>Finding:</p> <p>Based on management interview, worker interview and document review; 4 out 4 sampled employees in the facility do not have health examination during employment. Periodical health examinations were seen of all employees.</p> <p>2)BSCI Code of Conduct, Principle on Occupational Health and Safety</p> <p>Finding:</p> <p>Based on document review, site tour, management interview, worker interview and document review; 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.</p> <p>This question was rated as partially because the gaps noted were minor and non-systematical and noted for isolated scope.</p>	<p>1) Kanun: İŞ SAĞLIĞI VE GÜVENLİĞİ KANUNU #6331 Yayımlandığı R.Gazete : Tarih: 30/6/2012 Sayı : 28339, MADDE 15</p> <p>Bulgu:</p> <p>Yönetim beyanı, çalışan beyanı ve dokuman incelemesine göre; işletmede örneklenen 4 çalışandan 4'ünün işe giriş sağlık taraması bulunmamaktadır. Tüm çalışanlara ait periyodik sağlık taramaları görülmüştür.</p> <p>2) BSCI davranış kuralları; İş sağlığı ve güvenliği prensibi</p> <p>Bulgu:</p> <p>Dokuman incelemesi, saha turu, yönetim beyanı, çalışan beyanı ve dokuman incelemesine göre; işletmede iş sağlığı ve güvenliğine ilişkin kanun ve yönetmelik takip edilmektedir, ancak PA 7'de bazı eksikler olduğu görülmüştür.</p> <p>Bu soru kısmen olarak işaretlenmiştir çünkü açık sistematik değildir, bazı konularda açık mevcuttur.</p>
<p>1) Law: Regulation for facility opening and operating permit (10/8/2005), II. Section Art 5 G) It is necessary to take firefighters report which shows that all kinds of workplaces where there are more than thirty employees, main entrance gateways, direct connection to streets and streets, and workplaces, bazaars and similar establishments where there are more than one</p>	<p>1) Kanun: İS YERİ ACMA VE CALISTIRMA RUHSATLARINA ILISKIN YONETMELİK (10/8/2005), 2.BOLUM MADDE-5, g)</p> <p>Bulgu:</p> <p>Dokuman incelemesi ve yönetim beyanına göre; işletmenin itfaiye raporu bulunmamaktadır. İşletmenin çalışan sayısı 30'un altındadır. Fakat</p>

Finding(s)	
<p>workplace together, take necessary precautions against fire.</p> <p>Finding:</p> <p>Based on document review and management interview; the facility does not have a fire department report. The number of employees of the company is below 30. However, there is no letter from the authorized institution stating that there is a workplace that does not require a fire department report.</p> <p>2) Law: Construction Zoning Law (No: 3194) (03/05/1985), (Article 30)</p> <p>Article 30 When the building is completely finished, it is possible to use the whole, partially If the parts are completed, in order for these parts to be used, the relevant Permission from the municipality and governorship is obligatory.</p> <p>Finding:</p> <p>Based on document review and management interview; the building occupancy permit of the building where the facility is located could not be seen. There is a construction permit.</p> <p>This question was answered as partially because there is Business License of the company.</p>	<p>itfaiye raporu gerektirmeyen işyeri olduğuna dair yetkili kurumdan alınmış yazı görülememiştir.</p> <p>2) Kanun: İMAR KANUNU: (No: 3194) (03/05/1985)</p> <p>Madde 30</p> <p>Bulgu:</p> <p>Dokuman incelemesi ve yönetim beyanına göre; işletmenin bulunduğu binaya ait yapı kullanma izin belgesi görülememiştir. Yapı ruhsatı bulunmaktadır.</p> <p>Bu soru kısmen olarak cevaplanmıştır çünkü işletmenin ruhsatı bulunmaktadır.</p>
<p>Law: In accordance with Turkish Regulation about Occupational Health and Safety circumstances using work equipments (25/04/2013) No: 28628 Addition III - Related Matters for Maintenance, Repairs and Periodical Checks</p> <p>Art 2.3.4</p> <p>Periodical check period and check criteria for some installments are stated on Table 3 provided that the criteria stated in Art 2.1.1 are reserved.</p> <p>Table 3</p> <p>Equipment: Electricity Installments, Grounding Installments, Lightning Rod</p> <p>Check Period (Max): 1 year</p> <p>Finding:</p> <p>Based on document review and management interview; in the grounding report of the company dated 11.04.2023, no measurement was made in the sewing section. There is a grounding report for the cutting section and other areas.</p>	<p>Kanun: İŞ EKİPMANLARININ KULLANIMINDA SAĞLIK VE GÜVENLİK ŞARTLARI YÖNETMELİĞİ EK-III BAKIM, ONARIM VE PERİYODİK KONTROLLER İLE İLGİLİ HUSUSLAR, 2.3.</p> <p>Tesisatlar</p> <p>Bulgu:</p> <p>Dokuman incelemesi ve yönetim beyanına göre; işletmenin 11.04.2023 tarihli topraklama raporunda dikimhane bölümünde ölçüm yapılmamıştır. Kesimhane ve diğer alanlara ait topraklama raporu mevcuttur.</p> <p>Bu soru kısmen olarak cevaplanmıştır çünkü topraklama raporu sonucu uygundur.</p>

Finding(s)	
This question was answered as partially because the grounding report result is appropriate.	
<p>Law: Regulation on Laboratories which conduct measurement, test and analyse on Labor Hygiene, Date: 20.08.2013, No: 28741; Art. 5 – (1) Employer shall protect the employee against the dangers and hazardous impacts of workplace conditions and any processed, used or existed substance. To provide a safety workplace; employer shall conduct measurement, test, analyse and evaluations on physical, chemical and biological impacts about personnel exposure on workplace or workplace conditions.</p> <p>Finding:</p> <p>Based on document review and management interview; in the indoor environment measurement results of the facility dated 10.04.2023, there was no evidence that any measurement was made in the sewing section.</p> <p>This question was answered as partially because other indoor measurement results are appropriate.</p>	<p>Kanun: İŞ HİJYENİ ÖLÇÜM, TEST VE ANALİZİ YAPAN LABORATUVARLAR HAKKINDA YÖNETMELİK</p> <p>Yayımlandığı Resmi Gazete Tarihi/Sayısı: 20.08.2013/28741</p> <p>MADDE 5 – (1)</p> <p>Bulgu:</p> <p>Dokuman incelemesi ve yönetim beyanına göre; işletmenin 10.04.2023 tarihli iç ortam ölçüm sonuçlarında dikimhane bölümünde herhangi bir ölçüm yapıldığına dair kanıt görülemedi.</p> <p>Bu soru kısmen olarak cevaplanmıştır çünkü işletmenin diğer iç ortam ölçüm sonuçları uygundur.</p>

PA 12: Protection of the Environment

Site: ALAS EV TEKSTİL GIDA INSAAT VE TURİZM SAN. TIC. LTD. STI. | Site amfori ID: 792-001512-001

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>Law: Regulation about the obligatory permits and licenses according to the Environment Law(29.04.2009) No: 27214, Article 4; facilities subject to environment permit or to environment permit and license are classified as below regarding to their impact to environment;</p> <p>1- Facilities which have contaminating impact to environment at high level (Appendix 1)</p> <p>2- Facilities which have contaminating impact to environment (Appendix 2)</p> <p>Facilities which listed at Appendix 1 or 2 are required to obtain environment permit or to environment permit and license.</p> <p>Finding:</p>	<p>Kanun: ÇEVRE KANUNUNCA ALINMASI GEREKEN İZİN VE LİSANSLAR HAKKINDA YÖNETMELİK(29.04.2009) No: 27214 MADDE 4</p> <p>Bulgu:</p> <p>Dokuman incelemesi ve yönetim beyanına göre; firmada Çevre izni veya kapsam dışı yazısı yoktur. 11.04.2023 tarihli başvuru yazısı görülmüştür.</p> <p>Bu soru kısmen olarak cevaplanmıştır çünkü ÇED kapsam dışı yazısı vardır.</p>

Finding(s)	
<p>Based on document review and management interview; there was no environmental permit or exception letter. The application form dated 11.04.2023 was seen.</p> <p>This question was rated as partially because facility has environmental impact assessment out of scope letter.</p>	
<p>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:</p> <p>Based on document review and management interview; there was no objective evidence to indicate that waste is managed properly. The application for registration of the company in the system of the ministry has been seen.</p> <p>This question was rated as partially because the facility has waste management procedure.</p>	<p>Kanun: ATIK YÖNETİMİ YÖNETMELİĞİ MADDE 9 - (1) Atık üreticisi; Bulgu:</p> <p>Dokuman incelemesi ve yönetim beyanına göre; firmada atıkların uygun şekilde bertaraf edildiğine dair kanıt yoktur. İşletmenin bakanlığın sistemine kayıt başvurusu görülmüştür.</p> <p>Bu soru kısmen olarak cevaplanmıştır, çünkü firmanın atık yönetim prosedürü vardır.</p>