

Audit Type: Full Audit

Date for closing the follow-up on the findings report: 05/23/2020

Performance area 1: Social Management System and Cascade Effect	
Full Audit [Audit Id - 114910] Audit Date: 05/03/2019	
Good Practices	
Area Of Improvement	
	<p>Based on satisfactory evidence through documents review, employee interview and management interview, the main auditee partially respects this performance area 1</p> <p>İşletme doküman incelemesi, işçi ve yönetim görüşmesine performans alanı 1 kısmen uygunluk göstermektedir</p>
1.1 -	<p>BSCI PRINCIPLES 1.1. The facility should have an efficient management system to BSCI values are implemented. - There were issues that need to be corrected in PA 1,2,5,6,7,10,11,12,13. This question was rated as partially because the gaps noted were minor and non-systematical.</p> <p>BSCI GEREKLİLİKLERİ 1.1. Bulgu: - Performans alanı 1,2,5,6,7,10,11,12,13 de düzeltilmesi gereken bulgular olduğu not edilmiştir.</p>
1.4 -	<p>BSCI REQUIREMENT 1.4. The should be satisfactory evidence that the auditees workforce capacity is properly organized to meet the expectations of the delivery order and contracts. Finding: - There is evaluation system for doing overtime practices for paying overtime practices according to local law but is not effective.(related with 6.2) This question answered no because of wage records were not available for cash payments.</p> <p>BSCI GEREKLİLİKLERİ 1.4 Bulgu: - Firmanın kanuna uygun şekilde fazla mesai çalışmaları yapmak & fazla mesai çalışmalarını ödemek için bir sistem mevcuttur ancak efektif değildir. (6.2 deki bulguya bağlı olarak yazılmıştır.</p>

<u>Remarks from Auditee</u>		<u>DeadLine Date</u>	05/07/16
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<p>Performance area 2: Workers Involvement and Protection</p>	
<p>Form 1008 [Audit No - 144919] Audit Date: 05/03/2019</p>	
<p>Good Practices</p>	
<p>Area Of Improvement</p>	

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Based on satisfactory evidence through documents review, employee interview and management interview, the main auditee partially respects this performance area 2

İşletme döküman incelemesi, işçi ve yönetim görüşmesine performans alanı 2 kısmen uygunluk göstermektedir

- 2.3 - BSCI PRINCIPLES 2.3 Auditee should take specific steps to make workers aware of their rights and responsibilities Finding: - It was noted that 16 employees who did not have social insurances were not trained about their rights and liabilities and the working rules of the facility. This question was rated as partially other employees took related trainings.

BSCI GEREKLİLİKLERİ 2.3 Bulgu: - İşletmede denetim günü görülen 16 sigortasız çalışanlara hak ve sorumlulukları ve işyeri kuralları ile ilgili eğitim verilmediği görülmüştür.

- 2.4 - BSCI PRINCIPLES 2.4. Auditee should build sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation. Finding: - There is no informative training on BSCI Code to 16 employees who did not have social insurance. This question was rated as partially because the other employees took related trainings.

BSCI GEREKLİLİKLERİ 2.4. Bulgu: -Denetim günü görülen 16 tane sigortasız çalışanlara BSCI bilgilendirme eğitimi verilmemiştir.

- 2.5 - BSCI PRINCIPLES 2.5. Auditee should establish, or participates in, an effective operational-level grievance mechanism for individuals and communities. Finding: - There is no training about suggestion & compliance usage procedure for 16 employees who did not have social insurance. This question was rated as partially other employees took related trainings.

BSCI GEREKLİLİKLERİ 2.5. Bulgu: - Denetim günü işletmedeki 16 sigortasız çalışanlara şikayet& öneri prosedürü ile ilgili eğitim verilmemiştir.

Remarks
from
Auditee

DeadLine
Date

05/03/2020

Performance area 3: The rights of Freedom of Association and Collective Bargaining

For Audit (Audit Id: 144910) Audit Date: 02/03/2017

Good Practices

Area Of Improvement

Remarks
from
Auditee

DeadLine
Date

Performance area 4: Discrimination

BSCI UZ E

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are paid minimum wage without noticing skills and experiences or not. This question was rated as partially other employees took wages for their skills and experiences.

BSCI PRENSİPLERİ 5.3 Bulgu: İşletmede denetim günü 16 tane sigortasız çalışan görülmüştür. Bu çalışanların yetkinlik, tecrübe farketmeksizin asgari ücret alıp almadığı incelenemedi.

- 5.4 - 1- Law: 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. This slip should also indicate the due date of payment and related payment period, including the breakdown of other extras to be added to the basic wage amount such as overtime, weekend, official and religious holiday work pays and tax, insurance premium, alimony and attachment deductions and set-off of advances. 2-LAW 2: Turkish Labor Law # 4857 / 2003, ARTICLE 32 3- BSCI PRINCIPLES 5.4: There should be satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living. Finding 1: It was noted that the normal wages and only part overtime wages were paid through the official payroll that is submitted to social insurance agency and based on this amount, employees' social insurances are paid. Rest of overtime wages are paid by cash. Unofficial payment documents were not submitted to the auditor during the audit process. FINDING 2: It was noted that there were noted 16 employees who did not have social insurance on the audit dates. Also there was no wage document for these employees. So auditor could not verify wages, overtime wages, social insurances are paid in timely & correctly for these employees. This question was rated as no because auditor could not verify cash payments from records. Finding 3:- The facility had works about calculating living wage. However there is no any plan about paying determined living wage to employees.

Kanun 1: TÜRK İŞ KANUNU # 4857 / 2003, Madde 37 KANUN 2 TÜRK İŞ KANUNU # 4857 / 2003, MADDE 32 BULGU 1: Normal maaşlar ve fazla mesai ödemelerinin sadece bir miktarının sosyal sigortalar kurumuna sunulan resmi bordro üzerinden ödendiği tesbit edilmiştir. Fazla mesai ödemelerinin kalan kısımları elden ödenmektedir. Denetim sürecinde işletme gayri resmi ödeme kayıtlarını denetçi ile paylaşmamıştır. Bu sebeple denetçi bu elden ödemeleri doğrulayamadı. **BULGU 2:** İşletmede denetim günü 16 tane sigortasız çalışan görülmüştür. Bu çalışanların maaşları hakkında herhangi bir doküman görülemediği için maaşlarını zamanında alıp almadıkları doğrulanamadı. **BULGU 3: BSCI PRENSİPLERİ 5.4 Bulgu:** - İşletmede yaşam ücretinin belirlenmesine yönelik çalışma yapıldığı görülmüştür. Ancak belirlenen yaşam ücretinin çalışanlara verilmesi konusunda bir plan yapılmadığı görülmüştür.

- 5.5 - Law : 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. This slip should also indicate the due date of payment and related payment period, including the breakdown of other extras to be added to the basic wage amount such as overtime, weekend, official and religious holiday work pays and tax, insurance premium, alimony and attachment deductions and set-off of advances. LAW 2: Turkish Labor Law # 4857 / 2003, ARTICLE 32

Finding1: It was noted that the normal wages and only part overtime wages were paid through the official payroll that is submitted to social insurance agency and based on this amount, employees' social insurances are paid. Rest of overtime wages are paid by cash. Unofficial payment documents were not submitted to the auditor during the audit process. FINDING 2:It was noted that there were noted 16 employees who did not have social insurance on the audit dates. Also there was no wage document for these employees. So aitor could not be verify social benefits are paid in timely & correctly for these employees. This question was rated as no because auditor could not verify cash payments from records.

Kanun1: TÜRK İŞ KANUNU # 4857 / 2003, Madde 37 KANUN 2 TURK İŞ KANUNU # 4857 / 2003, MADDE 32 BULGU 1: Normal maaşlar ve fazla mesai ödemelerinin sadece bir miktarının sosyal sigortalar kurumuna sunulan resmi bordro üzerinden ödendiği tesbit edilmiştir. Fazla mesai ödemelerinin kalan kısımları elden ödenmektedir. Denetim sürecinde işletme gayri resmi ödeme kayıtlarını denetçi ile paylaşmamıştır. Bu sebeple denetçi bu elden ödemeleri doğrulayamadı. BULGU 2: İşletmede denetim günü 16 tane sigortasız çalışan görülmüştür. Bu çalışanların maaşları hakkında herhangi bir doküman görülemediği için sosyal hakları doğrulanamadı.

5.6 -

Law : 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. This slip should also indicate the due date of payment and related payment period, including the breakdown of other extras to be added to the basic wage amount such as overtime, weekend, official and religious holiday work pays and tax, insurance premium, alimony and attachment deductions and set-off of advances. LAW 2: Turkish Labor Law # 4857 / 2003, ARTICLE 32-Finding1: It was noted that the normal wages and only part overtime wages were paid through the official payroll that is submitted to social insurance agency and based on this amount, employees' social insurances are paid. Rest of overtime wages are paid by cash. Unofficial payment documents were not submitted to the auditor during the audit process. So auditor could not be verify . FINDING 2:It was noted that there were noted 16 employees who did not have social insurance on the audit dates. Also there was no wage document for these employees. So aitor could not be verify wages, deductions, overtime wages, social insurances are paid in timely & correctly for these employees. This question was rated as no because auditor could not verify cash payments from records.

Kanun1: TÜRK İŞ KANUNU # 4857 / 2003, Madde 37 KANUN 2 TURK İŞ KANUNU # 4857 / 2003, MADDE 32 BULGU 1: Normal maaşlar ve fazla mesai ödemelerinin sadece bir miktarının sosyal sigortalar kurumuna sunulan resmi bordro üzerinden ödendiği tesbit edilmiştir. Fazla mesai ödemelerinin kalan kısımları elden ödenmektedir. Denetim sürecinde işletme gayri resmi ödeme kayıtlarını denetçi ile paylaşmamıştır. Bu sebeple denetçi bu elden ödemeleri doğrulayamadı. BULGU 2: İşletmede denetim günü 16 tane sigortasız çalışan görülmüştür. Bu çalışanların maaşları hakkında herhangi bir doküman görülemediği için maaşlarını, fazla mesai ödemelerini, sosyal sigorta ödemelerini & kesintilerini, zamanında ödenip ödenmediğini doğrulanamadı.

Remarks

DeadLine

05/07/2020

5

from
Auditee

Date

Performance area 6: Normal Working Hours

1st Audit / Audit ID : 144910 / Audit Dates: 05.05.2019

Good Practices

Area Of Improvement

Based on satisfactory evidence through documents review, employee interview and management interview, the main auditee did not respects this performance area 6

İşletme doküman incelemesi, işçi ve yönetim görüşmesine performans alanı 6 ya uygunluk göstermemektedir

- 6.1 - Law : 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. This slip should also indicate the due date of payment and related payment period, including the breakdown of other extras to be added to the basic wage amount such as overtime, weekend, official and religious holiday work pays and tax, insurance premium, alimony and attachment deductions and set-off of advances. LAW 2::Turkish Labor Law # 4857 / 2003, ARTICLE 32- Finding1: It was noted that the normal wages and only part overtime wages were paid through the official payroll that is submitted to social insurance agency and based on this amount, employees' social insurances are paid. Rest of overtime wages are paid by cash. Unofficial payment documents were not submitted to the auditor during the audit process. Overtime hours were not verify for employees. FINDING 2;It was noted that there were noted 16 employees who did not have social insurance on the audit dates. Also there was no time document for these employees. So auditor could not be working hours and overtime hours for these employees. This question was rated as no because auditor could not verify working hours and overtime hours from records.

Kanun1: TÜRK İŞ KANUNU # 4857 / 2003,Madde 37 KANUN 2 TURK İŞ KANUNU # 4857 / 2003, MADDE 32 Bulgu: Normal maaşlar ve fazla mesai ödemelerinin sadece bir miktarının sosyal sigortalar kurumuna sunulan resmi bordro üzerinden ödendiği tesbit edilmiştir. Fazla mesai ödemelerinin kalan kısımları elden ödenmektedir. Denetim sürecinde işletme gayri resmi ödeme kayıtlarını denetçi ile paylaşmamıştır. Bu sebeple denetçi fazla mesai saatlerini doğrulayamadı. BULGU 2: İşletmede denetim günü 16 tane sigortasız çalışan görülmüştür. Bu çalışanların zaman kayıt sistemini kullanmadıkları görülmüştür.Bu sebeple bu çalışanların zaman kayıtları& fazla mesaiileri doğrulanamadı.

- 6.2 - Law : 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. This slip should also indicate the due date of payment and related payment period, including the breakdown of other extras to be added to

gorulmustur. Bu calisanlarin zaman kayit sistemini kullanmadiklari gorulmustur. Bu sebeple bu calisanlarin zaman kayitlari & fazla mesailer dogrulanamadi.

- 6.4 - Law : 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. This slip should also indicate the due date of payment and related payment period, including the breakdown of other extras to be added to the basic wage amount such as overtime, weekend, official and religious holiday work pays and tax, insurance premium, alimony and attachment deductions and set-off of advances. LAW 2::Turkish Labor Law # 4857 / 2003, ARTICLE 32-Finding1: It was noted that the normal wages and only part overtime wages were paid through the official payroll that is submitted to social insurance agency and based on this amount, employees' social insurances are paid. Rest of overtime wages are paid by cash. Unofficial payment documents were not submitted to the auditor during the audit process. Overtime hours were not verify for employees. FINDING 2;It was noted that there were noted 16 employees who did not have social insurance on the audit dates. Also there was no time document for these employees. So auitor could not be working hours and overtime hours for these employees. This question was rated as no because auditor could not verify working hours and overtime hours from records.
- Kanun1: TÜRK İŞ KANUNU # 4857 / 2003, Madde 37 KANUN 2 TURK İŞ KANUNU # 4857 / 2003, MADDE 32 Bulgu: Normal maaşlar ve fazla mesai ödemelerinin sadece bir miktarının sosyal sigortalar kurumuna sunulan resmi bordro üzerinden ödendiği tesbit edilmiştir. Fazla mesai ödemelerinin kalan kısımları elden ödenmektedir. Denetim sürecinde işletme gayri resmi ödeme kayıtlarını denetçi ile paylaşmamıştır. Bu sebeple denetçi fazla mesai saatlerini doğrulayamadı. BULGU 2: İşletmede denetim günü 16 tane sigortasız çalışan gorulmustur. Bu calisanlarin zaman kayit sistemini kullanmadiklari gorulmustur. Bu sebeple bu calisanlarin zaman kayitlari & fazla mesailer dogrulanamadi.

Remarks from Auditee		DeadLine Date	05/03/2020
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Performance area 7: Occupational Health and Safety

Facility Name: [Audit Id - 144910] Audit Date: 03/03/2019

Good Practices

Area Of Improvement

Based on satisfactory evidence through documents review, facility tour, employee interview and management interview, the main auditee partially respects this performance area 7

İşletme döküman incelemesi, saha turu, işçi ve yönetim görüşmesine performans alanı 7 kısmen uygunluk göstermektedir

- 7.1 - BSCI Principle 7.1; The auditee should be in observance of the occupational health and safety regulations applicable for its activities. Finding: 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. This question was rated as partially because other health and safety systems worked correctly.
BSCI Prensipleri 7.1 Bulgu: İşletmede iş sağlığı ve güvenliğine ilişkin kanun ve yönetmelik takip edilmektedir, ancak PA 7'de bazı eksikler olduğu görülmüştür.
- 7.5 - BSCI Principle 7.5; LAW:Occupational Health and Safety Law (6331 , 20/6/12) Art 17 – (1) Employer provides Health and Safety Training to employees.
Finding:It was noted that there were noted 16 employees who did not have social insurance on the audit dates. Also there was no training (such as fire evacuation drill, h&s training) conducted for these employees. This question was rated as partially because other employees took related training correctly.
BSCI KURALLARI 7.5 KANUN: İŞ SAĞLIĞI VE GÜVENLİĞİ KANUNU
Kanun Numarası : 6331 Kabul Tarihi : 20/6/2012 MADDE 17 – (1)
BULGU:İşletmede denetim günü 16 tane sigortasız çalışan görülmüştür. Bu çalışanların firmada yangın tatbikatı, iş sağlığı güvenliği gibi eğitimlere katılmadıkları görülmüştür.
- 7.6 - BSCI PRINCIPLES 7.6 LAW Turkish Regulation on the Usage of the Personnel Protective Equipments in the Workplace(02.07.2013), No.28695 Article 5; (1) FINDING: 1-It was noted that there was no PPE (glove, mask, glass ...) in stain removing section. 2-It was noted that there was no steel glove in cutting section. 3-It was noted that there was no PPE (glove mask..) in maintenance section. Also there was no cover for stoning machine in maintenance section. This question was rated as partially because other section's employees used PPE correctly.
BSCI KURALLARI 7.6 KİMYASAL MADDELERLE ÇALIŞMALARDA SAĞLIK VE GÜVENLİK ÖNLEMLERİ HAKKINDA YÖNETMELİK (12.08.2013) No:28733 MADDE 8 BULGU: 1-İşletmede leke çıkarma bölümünde gerekli kişisel koruyucuların (maske, eldiven, gözlük ..vs) olmadığı görülmüştür. 2-İşletmede kesim bölümünde çelik eldiven kullanılmadığı görüldü. 3-İşletmede makina bakımında gerekli koruyucuların olmadığı görüldü.(maske,eldiven..) Ayrıca taslam makinasında koruyucu kapak yoktur.
- 7.7 - BSCI PRINCIPLES 7.7 LAW 1:In accordance with the Turkish Regulation on the Health and Safety Precautions Taken While Working with the Chemical Substances (12.08.2013) No: 28733 Art. 8 - (1) LAW 2:In accordance with The Turkish Regulation on the Health and Safety Measures Taken for the Buildings and Their Additions (17.07.2013) No:28710, Appendix 1 - 15 LAW 3:Turkish Regulation on the Usage of the Personnel Protective Equipments in the Workplace(02.07.2013). No.28695 Article 5; (1) FINDING: 1-It was noted that MSDS was not available in stain removing section. 2- It was noted that ventilation system was not worked in stain removing section. 3-It was noted that there was no secondary containment under stain removing chemicals. This question was rated as no because there was no msds, no ventilation, no ppe and no secondary containment available in stain removing area.
BSCI KURALLARI 7.7. KANUN 1 Kimyasal Maddelerle Çalışmalarda Sağlık Ve Güvenlik Önlemleri Hakkında Yönetmelik Resmi Gazete Tarihi: 12.08.2013 Resmi Gazete Sayısı: 28733 MADDE 9 – (1) KANUN 2: İŞYERİ BİNA-VE EKLENTİLERİNDE ALINACAK SAĞLIK VE GÜVENLİK ÖNLEMLERİNİN

İLİŞKİN YÖNETMELİK 17.07.2013/28710 Ek-1-15 - KANUN:3 KİMYASAL MADDELERLE ÇALIŞMALARDA SAĞLIK VE GÜVENLİK ÖNLEMLERİ HAKKINDA YÖNETMELİK (12.08.2013) No:28733 MADDE 8 BULGU: 1- İşletmede leke çıkarma bölümünde MSDS olmadığı görüldü. 2- Leke çıkarma bölümünde havalandırma sisteminin çalışmadığı görüldü. 3-İşletmede leke çıkarma bölümünde kimyasalın altında ikincil kabın olmadığı görüldü.

- 7.11 - LAW: 1-BSCI PRINCIPLES 7.11. LAW 2: Regulation for facility opening and operating permit (10/8/2005), İl. Section Art 6 (Changed first clause: 19/3/2007 – 2007/11882 K.) – Finding 1: It was noted that facility has no earthquake-resistance performance report. Finding 2: It was noted that there was no opening and operating permit and fire licence available in the facility. This question was rated as no because legal documents are not available.

BSCI GEREKLİLİKLERİ 7.11 Bulgu 1: İşletmede depreme dayanıklılık raporu bulunmamaktadır . Bulgu 2: İşletmede işyeri açma ve çalıştırma ruhsatı, itfaiye belgesi bulunmamaktadır.

- 7.15 - BSCI PRINCIPLES 7.15 LAW: The Regulation On the Health and Safety Measures Taken for the Buildings and Additions (17.07.2013, No: 28710) Appendix-1-Minimum Health and Safety Requirements for Buildings and Additions, Emergency Exit Routes and Doors 10 - a) Finding: - Facility has no earthquake-resistance performance report FINDING:It was noted that 2 out of 2 emergency exits were locked in audit dates. This question was rated as partially because other emergency exits were open in audit dates.

BSCI GEREKLİLİKLERİ 7.15 KANUN: İŞYERİ BİNA VE EKLENTİLERİNDE ALINACAK SAĞLIK VE GÜVENLİK ÖNLEMLERİNE İLİŞKİN YÖNETMELİK (17.07.2013) EK-1 Acil çıkış yolları ve kapıları 10. BULGU: İşletme depoda 2 acil çıkış kapısı vardır, 2'nin 2'si de denetim esnasında kilitlidir.

- 7.18 - BSCI PRINCIPLES 7.18 LAW1:Regulation on the Health and Safety Measures Taken For the Buildings and Additions (17.07.2013) Appendix-I 60- LAW2: Occupational Health and Safety Services Regulation No: 28512. Date: 29.12.2012 Art.10 – (1); FINDING 1:It was noted that 2 out of 3 first aid kit were empty on the audit dates. FINDING 2: It was noted that there was no doctor room available on the audit dates.(building under construction for doctor room.) This question was rated as partially because there was a contract with doctor and 1 first aid kit was full with necessary medicines. .

BSCI GEREKLİLİKLERİ 7.18 KANUN: İŞYERİ BİNA VE EKLENTİLERİNDE ALINACAK SAĞLIK VE GÜVENLİK YÖNLEMLERİNE İLİŞKİN YÖNETMELİK(17.07.2013) - EK 1 - 60 - BULGU 1: İşletmede görülen 3 ecza dolabından 2 tanesinin denetim günü boş olduğu not edilmiştir. BULGU 2: İşletmede denetim günü doktor odası olmadığı görüldü.(inşaat olduğu)

- 7.21 - BSCI PRINCIPLES 7.21 LAW:HYGIENE TRAINING REGULATION (05.07.2013 / 28698) Art 5, the employees who work in the places, which produce foods, should take hygiene training.Art 6 – (1) FINDING: It was noted that the employee who work in lunch hall, did not take hygiene training. This question was rated as partially because other employees have health reports correctly.

BSCI GEREKLİLİKLERİ 7.21 KANUN:HİJYEN EĞİTİMİ YÖNETMELİĞİ
Yayımlandığı Resmi Gazete Tarihi/Sayısı: 05.07.2013/28698 MADDE 5 - (1)
BULGU:İşletmede denetim günü yemekhanede çalışan asçının hijyen eğitimi
almadığı görüldü.

Remarks
from
Auditee

DeadLine
Date

05/03/2020

Performance area 8: Child Labour

Full Text (Audit Id - 144916) Audit Date: 05/03/2019

Good Practices

Area Of Improvement

Remarks
from
Auditee

DeadLine
Date

Performance area 9: Special protection for young workers

Full Text (Audit Id - 144916) Audit Date: 05/03/2019

Good Practices

Area Of Improvement

Remarks
from
Auditee

DeadLine
Date

Performance area 10: Precarious Employment

Full Text (Audit Id - 144916) Audit Date: 05/03/2019

Good Practices

Area Of Improvement

Based on satisfactory evidence through documents review, employee interview and management interview, the main auditee partially respects this performance area 10

İşletme doküman incelemesi, işçi ve yönetim görüşmesine performans alanı 10 a kısmen uygunluk göstermektedir

10.1 - BSCI PRINCIPLES 10.1 LAW: Social Insurance and General Health Insurance Law # 5510 art 7,8 Employer unit and its workers must participate in social insurance schemes and pay social insurance premiums. Social insurance must

begin at the same date with the beginning of work day for employees Finding: It was noted that there were 16 employees did not participate in social insurance schemes This question was rated as partially because other employees have social insuarances correctly

BSCI PRENSIPLERİ 10.1 kanun:Sosyal Sigorta Ve Genel Sağlık Sigortası Kanunu, Madde 7,8 Bulgu: İşletmede denetim günü üretimde 16 tane sigortasız çalışan görülmüştür.

- 10.2 - BSCI PRINCIPLES 10.2 LAW: In accordance with Turkish Labor Law # 4857 / 2003, ARTICLE 8-The labor contract is an agreement concluded between two parties, one party (worker) undertaking to perform a permanent work, the other party (employer) undertaking the pay a wage. Unless otherwise is stated in the Law, the labor contract is not subject to any special form. Finding: It was noted that there were 16 employees did not participate in social insurance on audit date. Also these employees did not have any labour contract. This question was rated as partially because other employees have social insuarances& labour contracts correctly

BSCI PRENSIPLERİ 10.2 kanun:TÜRK İŞ KANUNU # 4857 / 2003, Madde 8 - İ Bulgu: İşletmede denetim günü üretimde 16 tane sigortasız çalışan görülmüştür. Bu çalışanların herhangi bir iş sözleşmesi görülemedi.

- 10.3 - BSCI PRINCIPLES 10.3 Auditee should provide workers with understandable information before entering into employment. Finding: Employees (who have not social insuarence) are not informed about working hours, trainings, rest hours and holidays, wages and payment conditions, grievance mechanism in orientation training. This question was rated as partially because other employees have related training correctly.

BSCI PRENSIPLERİ 10.3 Bulgu: İşletmedeki sigortasız çalışanlara iş başı eğitimlerinde (oryantasyon eğitimi) çalışma saatleri, eğitimler,dinlenme süreleri ve tatiller,ücretlendirme ve ödeme şartları, şikayet mekanizması ile ilgili bilgilendirme yapılmadığı görülmüştür.

Remarks
from
Auditee

DeadLine
Date

05/23/2020

Performance area 11:40 (Sanded Labour)

Good Practices

Area Of Improvement

Based on satisfactory evidence through documents review, employee interview and management interview, the main auditee partially respects this performance area 11

İşletme doküman incelemesi, işçi ve yönetim görüşmesine performans alanı 11 e kısmen uygunluk göstermektedir

11.4 -

BSCI PRINCIPLES 11.4. Auditee should establish all applicable disciplinary

BSCI GEREKLİLİKLERİ 11.4. Bulgu: - Disiplin yönetmeliği hakkında sigortasız çalışanlara herhangi bir eğitim verilmemiştir..

Remarks from Auditee		DeadLine Date	5/3/2020
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U.S. DEPARTMENT OF THE ARMY
OFFICE OF THE CHIEF OF STAFF
WASHINGTON, D.C. 20315

Area Of Improvement

İşletme doküman incelemesi, işçi ve yönetim görüşmesine performans alanı 12 e kısmen uygunluk göstermektedir

- 12.4 - BSCI PRINCIPLES 12.4** Auditee should manage waste in a way that does not lead to the pollution of the environment. Finding: -The training about the waste management procedure is not provided to employees who have not social insurance. This question was rated as partially because other employees have trainings correctly.
- BSCI PRENSİPLERİ 12.4** Bulgu: -Sigortasız çalışanlara atık yönetim prosedürü ile ilgili eğitim verilmemiştir.

Remarks from Auditee		DeadLine Date	05/23/2020
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Page 4 of 11 (Audit Id - 114910), Audit Date: 02/02/2019

Area Of Improvement

İşletme doküman incelemesi, işçi ve yönetim görüşmesine performans alanı 13 e uygunluk göstermemektedir

- 13.1 - BSCI PRINCIPLES 13.1.** Auditee should actively oppose any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise. Finding: -Employees who have not social insurance were not trained regarding handling and managing bribery and corruption cases. This question was rated as partially because other employees have trainings correctly.
BSCI PRENSİPLERİ 13.1. Bulgu: -Sigortasız çalışanlara da rüşvet ve yolsuzlukla mücadelesi/yönetimi ilişkin bir eğitim verilmemiştir.
- 13.2 - Law :** 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. This slip should also indicate the due date of payment and related payment period, including the breakdown of other extras to be added to the basic wage amount such as overtime, weekend, official and religious holiday work pays and tax, insurance premium, alimony and attachment deductions and set-off of advances. Finding: It was noted that the normal wages and only part overtime wages were paid through the official payroll that is submitted to social insurance agency and based on this amount, employees' social insurances are paid. Rest of overtime wages are paid by cash. Unofficial payment documents were not submitted to the auditor during the audit process. This question was rated as no because auditor could not verify cash payments from records.
Kanun1: TÜRK İŞ KANUNU # 4857 / 2003.Madde 37 BULGU 1: Normal maaşlar ve fazla mesai ödemelerinin sadece bir miktarının sosyal sigortalar kurumuna sunulan resmi bordro üzerinden ödendiği tesbit edilmiştir. Fazla mesai ödemelerinin kalan kısımları elden ödenmektedir. Denetim sürecinde işletme gayri resmi ödeme kayıtlarını denetçi ile paylaşmamıştır. Bu sebeple denetçi bu elden ödemeleri doğrulayamadı.
- 13.3 - Law :** 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. This slip should also indicate the due date of payment and related payment period, including the breakdown of other extras to be added to the basic wage amount such as overtime, weekend, official and religious holiday work pays and tax, insurance premium, alimony and attachment deductions and set-off of advances. Finding: It was noted that the normal wages and only part overtime wages were paid through the official payroll that is submitted to social insurance agency and based on this amount, employees' social insurances are paid. Rest of overtime wages are paid by cash. Unofficial payment documents were not submitted to the auditor during the audit process. This question was rated as no because auditor could not verify cash payments from records.
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Remarks
from

Deadline: 15/03/2020

Date: 15/03/2020

15
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