

**Audit Details**



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" 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 :	C	
Need of follow-up :	Yes	If YES, by : 25/08/2021

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	B	A	A	A	C	D	A	A	A	A	A	A

**Executive summary of audit report**

The audited factory was established in 2002 and producing different types of yarn with a total capacity of 634.583 kg per month. The products were produced in the factory %85 export market (mainly to Europe, America, Canada, Japan, China, India, Jordan, Lebanon, Iraq) and 15% were sold to domestic market. The peak seasons were June to Sep and the low seasons were Jan to March.

Main processes were dyeing, preparation, final apartment (twisting, spinning), warehouse and dispatching in the factory.

The factory locates in one building with 2 floors with 45361 sqm closed area. The factory building or factory garden was not shared by any other company.

Ground floor: Production areas, Canteen, Locker rooms, doctor room  
1st floor: Management offices

The factory adopted face scan attendance system to record employees' working hours.

The entire workforce of the factory consisted of total 802 employees (3 female, 799 male) included service provider employees(4 male employees). There was(1 male) migrant(Syrian) bilingual employee. There was no young employee in the factory. The youngest employee was 18 years old. There was no pregnant employee and no employee was on maternity leave in the factory. There were 20 (1female,19 male) disabled employees. There was not a workers' union available to employees in the factory. No dorms provided for workers. There was 4 (4 male)security service provider employees and working conditions were included in the scope of the audit.

The regular working hours of production and security service employees were from Monday to Saturday, in 3 shifts in production for six days, as follows;1st shift: 8:00 a.m. to 4:00 p.m. with 30 minutes' meal break at 11:30 a.m.,2nd shift: 4:00 p.m. to 12:00 a.m. with 30 minutes' meal break at 6:30 p.m.,3rd shift: 12:00 a.m. to 8:00 a.m. with 30 minutes' meal break at 3:30 a.m.Sundays were granted as weekly rest days.

The regular working hours of Administrative and laboratory, maintenance, Re&De, QC workers were from Monday to Friday, from 08:30 a.m. to 5:30 p.m. and 1 hour' lunch break at 12:30 p.m. and 15 minutes' tea break at 3:00 p.m. On Saturday from 08:30 a.m. to 1:00 p.m. with 15 mins break.Sundays was granted as weekly rest day.

Monthly wages were paid at monthly rate at latest 15th of each month through bank transfer.

The management was very helpful during audit process and provided all requested information and documentation to auditor and let auditor to take photos of all requested documentation and production areas.

Confidential interviews were conducted with a total of 30 employees (28 male, 2 female) without the presence of factory management in a separate place. At closing meeting, Mr.Eflatun Tiryaki-Quality Management Representative agreed and signed the findings report.

Ms. Ipek Basoglu from TUVRheinland Turkey CSR team was present during this audit as a Lead auditor APSCA Membership Number 21702157.

The audit plan was revised by Performance Area reviewing hours and worker number have been changed and uploaded the platform as audit version.

There are no agencies used by the auditee, which makes the agency labour contract not applicable.

There are no waivers used by the auditee, which makes the government waivers not applicable.

There is no collective bargaining agreement and no union in the factory, which makes which makes the collective bargaining agreement not applicable.

There was not any dormitory in the factory which makes the dormitory photo not applicable.

The business license is valid and has the address "4. Organize Sanayi Bolgesi 83413 Nolu cad. No:6 Sehitkamil, Gaziantep"-The business license corresponds with the actual situation with respect to company name, address and the number of building in which it operates.

Remark:The audit was planned as 2 man-day as audited factory declared the workforce was total 800 employees. During audit it was noticed that the factory had 4 service security employees and all employees were covered in the scope of the audit. However the audit could not be extended due to there was no other auditor could be participated the audit due to the factory location distance and there was limited transportation due to pandemic. All employees' working conditions were covered to the audit however the audit man-day occurred as planned.

Production volume was noted due to factory capacity report.

Annual turnover was noted due to factory corporate tax return.