

# Monitoring result for Ilda Tekstil Triko ve Konf. San. Tic. Ltd. Sti. on site Ilda Tekstil Triko ve Konf. San. Tic. Ltd. Sti.

## Monitoring

Monitored Party : Ilda Tekstil Triko ve Konf. San. Tic. Ltd. Sti.  
amfori ID : 792-000186-000  
Site : Ilda Tekstil Triko ve Konf. San. Tic. Ltd. Sti.  
Site amfori ID : 792-000186-002  
Address : Kocasinan Merkez Mah. Mimar Sinan Cad. No:16/1-11 Bahçelievler/Istanbul  
: Istanbul  
: Adana  
: Turkey  
Monitoring Activity : amfori Social Audit - Manufacturing  
Monitoring Type : Full Monitoring  
Submission Date : 27/01/2022  
Expiration Date : 27/01/2024

This is an extract of the online monitoring result, generated on 27/01/2022, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



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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	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 Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	C

## General description

The audit was conducted by 2 auditors for 1 day.  
ORHAN BUYUKCAM - Lead auditor - RA21700567  
UMUT EKIZ - Trainee Auditor - RA21704871  
Audit company is INTERTEK TURKIYE  
Audit date: 13.01.2022

İlda Tekstil Triko ve Konfeksiyon San. Tic Ltd. Şti is a clothing products' manufacturing and exporting company, which has been established in 1997.

The product of the company is knitted outerwear garments. There is Administration and Sample making sections in the facility. Bulk production is organized by subcontractors.

The total number of employees is 47(41 administration and 6 production employees).  
All employees are local and permanent.  
There is 1 handicapped employee, no young, migrant or pregnant employees in the facility.  
There is no trade union at the facility.

The company occupies 1 building. The building consists of 6 storeys. The total closed area is 2000 sqm. The building was made of concrete.

Ground floor: Entrance of the facility, prayer room

1. floor: administrative offices

2.floor: planning & designing department.

3. floor: showroom

4. floor: Sampling department

5. floor: kitchen and lunch hall

There is no dormitory in the facility.

Working time is recorded by the fingerprint time recording system.

Working hours are between 7:30 am to 5:30 pm including 2x10 min tea breaks and 40 min lunch breaks, 5 days a week.

The payment day is between on 1st - 5th of each month.

\*Precautions taken about #COVID19 in the facility.

The facility distributed a mask to everyone. Management organized training for employees on the issues to be considered about #Covid-19. There are disinfectants at certain points of the facility and fever is measured at the entrance to the facility. It uses floor markings and posters hanging on the walls to comply with the social distance rules. The facility has identified possible risks in its OHS risk assessment and updated its emergency action plan.

Production capacity information provided in the "Production and Employment Structure" section reflects only the audited facility capacity. There is only a model shop section that produced sampling products.

\*\* The opening and operating license is available and uploaded to the system. But there is finding related to this issue. Please refer to relevant non-compliance in PA 7.11.

\*\*\*There is 6 production(sampling section) employees at the facility. Therefore only 6 employees could be interviewed.

NOTE: Those documents below were not uploaded to the system due to fact that they were not applicable.

- Agency labor contract
- Government waivers
- Collective bargaining agreement
- Dormitory
- Inconsistency between records...etc.

• All names and surnames of the persons from the outsourced agency, due to the practice of protection of personal data are noted with \*\*\* into the report.

\*\*\*\*In Turkey, report writing is not included in the man-day calculation. Extra 0,5 man-day is given for the report writing process.

## Site Details

Site : Ilda Tekstil Triko ve Konf. San. Tic. Ltd. Sti.

Site amfori ID : 792-000186-002

### GICS Classification

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Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Textiles

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

## Metrics

### Key Metrics

Total workforce	43 Workers
Legal minimum wage in local currency	2557 Monthly
Lowest wage paid for regular work at the site	2557 Monthly
Calculated living wage in local currency	3526 Monthly
Total sample	6 Workers

### Other Metrics

Male workers	15 Workers
Female workers	28 Workers
Permanent workers - Male	17 Workers
Permanent workers - Female	30 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	12 Workers
Management - Female	29 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	1 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
Workers hired directly - Male	17 Workers
Workers hired directly - Female	30 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	5 Workers
Sample - Female	1 Workers

## Findings

### PA1: Social Management System

Amfori BSCI Code of Conduct, Principle on Social Management System The facility should have an efficient management system to BSCI values are implemented. Finding: There is no satisfactory evidence of interviews with employees and time-payment record review in the internal audit reports of the facility. Therefore, in this internal audit, it was not observed that sufficient review was made on issues such as discrimination, harassment, forced labor, and the working hours and payments of the employees. The facility has a social compliance management system however there are gaps. Please refer to issues that need to be corrected in PA 1,5,7 and 13. This question was rated partially because the laws and regulations are followed in the facility.

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensibi Bulgu: İşletmenin gerçekleştirmiş olduğu iç denetim raporlarında çalışanlar ile gerçekleştirilmiş görüşmelere ve zaman-ödeme kaydı incelemesine dair tatmin edici kanıtlar bulunmamaktadır. Dolayısıyla, gerçekleştirilen bu iç denetimde ayrımcılık, baskı, taciz, zorla çalıştırma gibi konular ile çalışanların çalışma saatleri ve ödemeleri hakkında yeterli inceleme yapıldığı görülememiştir. İşletmede bir sosyal uygunluk yönetim sistemi mevcuttur ancak sistemde iyileştirmesi gereken açıklar mevcuttur. Lütfen performans alanı 1,5, 7, ve 13'deki düzeltilmesi gereken konulara bakınız. Bu soru, işletmenin kanun ve yönetmelikleri takip etmesinden dolayı kısmen olarak derecelendirildi.

### PA 5: Fair Remuneration

LAW: In accordance with The Turkish Regulation on Overtime and Extra Work art 10, The overtime and extra works payments included with normal working hours payment that is given to employees are paid according to Turkish Labor Law . This payment has to be clearly shown on payroll documentation and on payslips, which are given to employees according to Turkish Labor Law. In accordance with Social Insurance and General Health Insurance Law; #5510/2006, Rev: 08.05.2008, Art.80. The social insurance premiums of the employees are calculated and paid based on the gross total wage paid to the employees in the related month. Turkish Labor Law # 4857 / 2003, ARTICLE 32-In general terms, the wage shall mean the amount provided and paid in cash to a person by the employer or third persons against the performance of a designated work. Basically, the wage is paid as Turkish currency in the workplace or deposit in a bank account in the name of the worker. Where it is agreed to pay the wage in foreign currency, the Turkish equivalent of the agreed amount is calculated and paid over the current forex rate prevailing on the date of payment. The wages may not be paid in the form of a bill payable to order (bond), coupon or any other valuable paper alleged to represent a currency effective in the country. FINDING: It was noted that part of the normal and overtime wages were paid through the official payroll that is submitted to the social insurance institution and based on this amount, employees' social insurance is paid. The rest of the normal and overtime wages are paid by cash and are not submitted to the social insurance institution. This question was rated as partial because the wages are paid on time and calculated correctly.

KANUN: İş Kanununa İlişkin Çalışma Süreleri Yönetmeliği, (06.04.2004 tarihli, 25425 sayılı Resmi Gazetede yayımlanmıştır.) Çalışma Süresinin Belgelenmesi, Madde 9; İŞ KANUNUNA İLİŞKİN FAZLA ÇALIŞMA VE FAZLA SÜRELERLE ÇALIŞMA YÖNETMELİĞİ, MD. 10; SOSYAL SİGORTA VE GENEL SAĞLIK SİGORTASI KANUNU, MD.80; İŞ KANUNU, MAD. 32; ÜCRET, PRİM, İKRAMIYE VE BU NİTELİKTEKİ HER TÜRLÜ İSTİHKAKIN BANKALAR ARACILIĞIYLA ÖDENMESİNE DAİR YÖNETMELİK, MD. 10 BULGU: İşletmede, normal maaşların ve fazla mesai ücretinin bir kısmı Sosyal Sigortalar Kurumuna sunulan resmi bordro üzerinden ödendiği tespit edilmiştir. Çalışanların sosyal sigorta primleri de bu miktar üzerinden ödenmektedir. Maaşların ve fazla mesai ücretlerinin geri kalan kısmı ise elden yapılmaktadır ve Sosyal Sigortalar Kurumuna bildirilmemektedir. Bu soruya, ücretler zamanında ve eksiksiz ödendiğinden, kısmen cevabı verilmiştir.

### PA 7: Occupational Health and Safety

Amfori BSCI Code of Conduct, Principle on Occupational Health and Safety; 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 followed in the facility however some missing gaps were noted under PA 7. This question was rated as partially because the company follows most of the legal requirements.

Amfori BSCI Davranış Kuralı, İş Sağlığı Ve Güvenliği Prensibi Bulgu: İşletmede iş sağlığı ve güvenliğine ilişkin kanun ve yönetmelik takip edilmektedir, ancak PA 7'de bazı eksikler olduğu görülmüştür. Bu soruya, firma genel olarak yasal gerekliliklere uyduğundan, kısmen cevabı verilmiştir.

Law: Regulation for facility opening and operating permit ( 10/8/2005), II. Section Art 6 (Changed first clause: 19/3/2007 – 2007/11882 K.) – It is not allowed that the facility are not opened and operated without “Opening and Operating Permit” that is taken from local authorities properly. Finding:- It was reviewed that the opening and operating permit dated 12/03/2015 was temporary; given by the Municipality and valid till they obtain a construction permit, and there was a note on this permit stating that this document is valid 1 year, and the construction permit needed to be obtained for renewal. The construction usage permit(building registration letter) is now available, but the opening and operating permit need to be actual and valid. This question is rated partially, as the facility has the building registration letter available.

Kanun: İŞYERİ AÇMA VE ÇALIŞMA RUHSATLARINA İLİŞKİN YÖNETMELİK (10/8/2005) No : 25902 - II. Bölüm Madde 6 Bulgu : İşletmede 12/03/2015 tarihli, belediye tarafından verilmiş ve iskan işlemleri tamamlanana kadar 1 yıl için geçerli olan bir geçici işyeri açma ve çalıştırma izin belgesi mevcuttur ; ruhsatta, yenilenme için iskanın alınması gerektiği notu

## PA 7: Occupational Health and Safety

bulunmaktadır. Yapı kullanım izni (Yapı kayıt belgesi) nin mevcut olduğu görülmüştür, ancak iş yeri açma ve çalıştırma ruhsatının güncel ve geçerli olması gerekmektedir. Bu soruya, işletmenin yapı kayıt belgesi bulunduğundan, kısmen cevabı verilmiştir.

## PA 13: Ethical Business Behaviour

LAW: In accordance with The Turkish Regulation on Overtime and Extra Work art 10, The overtime and extra works payments included with normal working hours payment that is given to employees are paid according to Turkish Labor Law . This payment has to be clearly shown on payroll documentation and on payslips, which are given to employees according to Turkish Labor Law. In accordance with Social Insurance and General Health Insurance Law; #5510/2006, Rev: 08.05.2008, Art.80. The social insurance premiums of the employees are calculated and paid based on the gross total wage paid to the employees in the related month. Turkish Labor Law # 4857 / 2003, ARTICLE 32-In general terms, the wage shall mean the amount provided and paid in cash to a person by the employer or third persons against the performance of a designated work. Basically, the wage is paid as Turkish currency in the workplace or deposit in a bank account in the name of the worker. Where it is agreed to pay the wage in foreign currency, the Turkish equivalent of the agreed amount is calculated and paid over the current forex rate prevailing on the date of payment. The wages may not be paid in the form of a bill payable to order (bond), coupon or any other valuable paper alleged to represent a currency effective in the country. FINDING: It was noted that part of the normal and overtime wages were paid through the official payroll that is submitted to the social insurance institution and based on this amount, employees' social insurance is paid. The rest of the normal and overtime wages are paid by cash and are not submitted to the social insurance institution. This question was rated as partial because the wages are paid on time and calculated correctly.

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