

Monitored Party <b>AYDINLI MODA TEKSTİL SAN. VE TİC. A.Ş.</b>	amfori ID <b>792-000447-000</b>	Address <b>GÜNEYKÖY KÖYÜ UZUNKUM SAHİL MEVKİİ UZUNKUM KÜME EVLERİ NO:27 KEŞAP/GİRESUN, Kesap, Giresun, Türkiye</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>Intertek</b>
Monitoring Start Date <b>22/05/2023</b>	Closing Meeting Finished Date <b>05/06/2023</b>	Submission Date <b>05/06/2023</b>
Expiration Date <b>05/06/2025</b>	Announcement Type <b>Semi Announced</b>	
Site <b>AYDINLI MODA TEKSTİL SAN. VE TİC. A.Ş.</b>	Site amfori ID <b>792-000447-002</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination	B	
PA 5: Fair Remuneration	A	
PA 6: Decent Working Hours	A	

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PA 7: Occupational Health and Safety	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded Labour	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

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## GENERAL DESCRIPTION

Audit Company: INTERTEK TURKEY

Lead Auditor Name and APSCA Registration Number: SEDA OZTURK- CSCA 21703563

Audit is conducted in 4 days. (1 lead auditor)

The audit date: 22-23-24-25.05.2023

The company was established in 1972 as a manufacturer of socks in ISTANBUL, TURKIYE. GIRESUN Branch was established in 2006 in KESAP/GIRESUN.

The facility has changed its name and group company from AKIN CORAP SAN. VE TIC. A.S.- GIRESUN BRANCH to AYDINLI MODA TEKSTİL SANAYİ VE TİCARET A.S. since January 2023.

The auditee consisted of 2 buildings when the facility was established. In 2013, the auditee expanded its closed area with 3rd production building. There are also 2 buildings used as lunch hall and lactation room.

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The auditee had knitting, toe sewing, sewing, washing & drying, silicon pressing, embroidery, quality control, forming and packaging. The facility was located on 3 separate buildings which were connected to each other. Also there are also 2 separate buildings used as lunch hall and lactation room. The total closed area was approx. 17.746 sqm. The buildings was a reinforced concrete.

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The general layout of the 1st building:

Basement floor: Garage,

Entrance floor: Offices, medical room, reception, kitchen and meal hall for administrative staff,

1st floor: Offices,

2nd floor: Offices,

3rd floor: Meeting Room,

The general layout of the 2nd building:

Entrance floor: Warehouse, laboratory, changing rooms,

1st floor: Knitting area, toe sewing area, praying room,

The general layout of the 3rd building:

Entrance floor: Shipment area and warehouse,

1st floor: Silicon pressing, forming & packing & QC, washing & drying,

2nd floor: Sewing, forming, packing, embroidery, thread cleaning, offices & QC,

3rd floor: Warehouse,

The general layout of the 4th building:

Entrance floor: Lunch hall.

The general layout of the 5th building:

Entrance floor: Lactation room and warehouse.

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There was a trade union called as "OZ-IPLIK IS" at the facility. There was no dormitory at the facility. There were 4 elected union representatives. Election was conducted in 2020.

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The regular working practices were arranged as;

There was 3 shifts system for the production workers and the service providers' workers. Some of these workers were only in 1st shift or 3 shifts.

The 3 shifts were as below;

1st shift: 8:00 - 16:00 including 30' meal breaks. x 6 days per week

2nd shift: 16:00 - 24:00 including 30' meal breaks. x 6 days per week

3rd shift: 00:00 - 08:00 including 30' meal breaks. x 6 days per week

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For the administration staff;

08:00 - 18:00 including 60' total break. x 5 days per week

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There is card scanning time recording system.

Payments are done on the 1st day of each month via bank account.

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The facility had service providers (contractor firms) for security (called as "SECURITAS") and catering (called as "GİRESUN PINAR GIDA"). These firms were included into the audit scope.

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Total number of population: 637 (222 male, 415 female) (including service provider employees)

Administration staff: 43 (15 male, 28 female)

Production workers: 574 (194 male, 380 female)

Service provider- security: 7 (7 male)

Service provider- lunch hall: 13 ( 6 male, 7 female)

Total number of employees are at the facility on audit day is 406. (131 male, 275 female)

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26 workers were interviewed and all of them are directly hired. 1 union representative, 1 pregnant, 1 breastfeeding employee, 1 disabled, 16 night shift, and 2 service provider employees were interviewed. There was no migrant, young worker and worker on probation in the facility. 26 employees' attendance and payroll for April 2023 (Last paid month), January 2023 (random month) and October 2022 (peak month) were reviewed. The youngest worker was 19 years old in the facility.

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There is opening and operating permit in the facility. (Date: 21.03.2023 and number: 28.00.2023.GSM1.1) Please refer to NC#7.11

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Maximum overtimes in reviewed months:

April 2023: 1.5 hours/month

January 2023: 0 hours/month

October 2022: 24.5 hours/month

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12 months records were reviewed from May 2022 to April 2023.

Average and highest wages in the reviewed months;

In April 2023; 9311 TL/month - 12222 TL/month

In January 2023; 8630 TL/month - 12222 TL/month

In October 2022; 5853 TL/month - 8444 TL/month

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Precautions taken about #COVID19 in the facility.

Management organized training for employees on the issues to be considered about #Covid-19.

There are 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.

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

- Agency labor contract

- Government waivers

- Dormitory

- Highly risk area photos

- Inconsistencies between time and production records since not applicable

Auditor Notes:

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

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

\*\* The total number on the day of the audit differs from total work force due to absentee employees and night shift.

\*\* Additional 0.5 day more than minimum man-day is assigned for onsite auditing. The auditor is provided with 0.5 day reporting time.

-Typing & Spelling mistakes were revised while report writing.

-Facility have finding related structure permit. Related documents that facility have is uploaded. Please refer to NC #7.11.

## SITE DETAILS

Site  
**AYDINLI MODA TEKSTİL SAN. VE  
TİC. A.Ş.**

Site amfori ID  
**792-000447-002**

### GICS Classification

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Sector	Industry Group	Industry
<b>Consumer Discretionary</b>	<b>Consumer Durables &amp; Apparel</b>	<b>Textiles, Apparel &amp; Luxury Goods</b>
Sub Industry		
<b>Textiles</b>		

### 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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This site is not located in a water stressed region

# METRICS

## Key Metrics

Total workforce	406	Workers
Legal minimum wage in local currency	8.506,8	Monthly
Lowest wage paid for regular work at the site	8.650	Monthly
Calculated living wage in local currency	9.265,04	Monthly
Total sample	26	Workers

## Other Metrics

Male workers	131	Workers
Female workers	275	Workers
Permanent workers - Male	222	Workers
Permanent workers - Female	415	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	15	Workers
Management - Female	28	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	138	Workers
Workers with night shift - Female	316	Workers
Workers with disabilities - Male	11	Workers
Workers with disabilities - Female	13	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	209	Workers
Workers hired directly - Female	408	Workers
Workers hired indirectly - Male	13	Workers
Workers hired indirectly - Female	7	Workers
Unionised workers - Male	194	Workers
Unionised workers - Female	380	Workers
Workers under CBA - Male	194	Workers
Workers under CBA - Female	380	Workers
Pregnant workers	4	Workers

Workers on parental leave - Male	<b>0</b>	<b>Workers</b>
Workers on parental leave - Female	<b>9</b>	<b>Workers</b>
Minimum wage agreed on CBA in local currency	<b>8.650</b>	<b>Monthly</b>
Sample - Male	<b>10</b>	<b>Workers</b>
Sample - Female	<b>16</b>	<b>Workers</b>



## FINDINGS



### PA1: Social Management System

Site: AYDINLI MODA TEKSTİL SAN. VE TİC. A.Ş. | Site amfori ID: 792-000447-002

ENGLISH	LOCAL LANGUAGE
<p><b>Finding(s)</b></p> <p>Amfori BSCI Code of Conduct, Principle on Social Management System FINDING: Based on management interview and document review, -There is a social compliance management system in the facility, but there are gaps in the system that need improvement. Please refer to the issues that need to be fixed in performance areas 1, 4, 5 and 7. This question has been partially graded due to the studies/applications for the establishment of a general social compliance management system in the facility.</p>	<p>Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensibi BULGU: Yönetim görüşmeleri ve döküman kontrolüne göre, -İşletmede bir sosyal uygunluk yönetim sistemi mevcuttur ancak sistemde iyileştirmesi gereken açıklar mevcuttur. Lütfen performans alanı 1, 4, 5 ve 7'deki düzeltilmesi gereken konulara bakınız. Bu soru işletmede genel bir sosyal uygunluk yönetim sistemi kurulması için yapılan çalışmalar/ uygulamalar sebebiyle kısmen olarak derecelendirilmiştir.</p>
<p>Amfori BSCI Code of Conduct, Principle on Social Management System FINDING: Based on management interview and document review, It has been observed that there is a supplier selection and evaluation procedure in the facility but there are minor missing points. It has been observed that social compliance issues do not take place as an important factor in the selection of important business partners. It was observed that zero tolerance issues were not determined in the supplier evaluations and the result evaluations were incomplete. This question was rated partially because there is supplier evaluation procedure in the facility.</p>	<p>Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensibi BULGU: Yönetim görüşmesi ve doküman incelemesine göre, işletmede tedarikçi seçme ve değerlendirme prosedürünün olduğu görülmüştür fakat küçük eksiklikler bulunmaktadır. Önemli iş ortaklarının seçiminde sosyal uygunluk konularının önemli etken bir biçimde yer almadığı görülmüştür. Tedarikçi değerlendirmelerinde sıfır tolerans konularının belirlenmediği ve sonuç değerlendirmelerinin eksik olduğu görülmüştür. Bu soru tedarikçi değerlendirme prosedürü olduğundan kısmen olarak cevaplanmıştır.</p>



### PA 4: No Discrimination

Site: AYDINLI MODA TEKSTİL SAN. VE TİC. A.Ş. | Site amfori ID: 792-000447-002

ENGLISH	LOCAL LANGUAGE
<p><b>Finding(s)</b></p> <p>Amfori BSCI Code of Conduct, Principle on No discrimination Auditee should take the necessary preventative and/or remedial measures so workers are not harassed or disciplined on grounds of discrimination as listed in the BSCI Code.</p>	<p>Amfori BSCI Davranış Kuralı, Ayrımcılık Yapılmaması Prensibi Bulgu: Yönetim görüşmeleri, döküman kontrolü ve çalışan görüşmelerine göre, İşletmede son 1 yıl içerisinde memnuniyet anketinin yapılmadığı görülmüştür.</p>

## Finding(s)

Finding: Based on management interview, document review and worker interview, It has been seen that the employee satisfaction survey was not conducted at the facility in last 1 year. This question has been rated partially because there are union representatives and suggestion-compliant boxes at the facility.

Bu soru, işletmede sendika temsilcileri, dilek şikayet kutuları olması sebebiyle kısmen olarak derecelendirilmiştir.

## PA 5: Fair Remuneration

Site: AYDINLI MODA TEKSTİL SAN. VE TİC. A.Ş. | Site amfori ID: 792-000447-002

### ENGLISH

### LOCAL LANGUAGE

## Finding(s)

1) LAW: Regulation on Working Conditions of Pregnant or Breastfeeding Females, Breastfeeding Rooms and Childcare Facilities, No.28737, Date: 16.08.2013; Art. 13 – (2) In any case of ages and marital status, employers who employ more than 150 female shall establish a childcare facility which fulfill the conditions stated in Appendix-IV for female employees to leave their children (0-6 ages), childcare and breastfeeding. If the childcare facility is more than 250 m. far away from the company, employer shall provide transportation. FINDING: Based on management interview and document review, It was observed that the number of female employees in the facility is more than 150. The business does not have a creche or creche agreement. However, it has been observed that both male and female employees of the facility are provided with 300 TL support for the children's daycare expenses.

2) LAW: Turkish Code of Obligation # 479 / 2011 Art 408- If the employer prevents the performance of the performance by fault or defaults in accepting the performance, it is obliged to pay the wage to the worker and cannot ask the worker to fulfill this act later. However, the expenses that the worker avoids due to this obstacle and the benefits he earns by doing another job or knowingly avoids from earning are deducted from his wage. FINDING: Based on management interviews, employee interviews and document control, it was observed that the periods not employed by the employer were used as annual leave in the forming section between mid-March-2023 and the audit

1)KANUN: GEBE VEYA EMZİREN KADINLARIN ÇALIŞTIRILMA ŞARTLARIYLA EMZİRME ODALARI VE ÇOCUK BAKIM YURTLARINA DAİR YÖNETMELİK-Oda ve Yurt Açma Yükümlülüğü- Madde 13  
BULGU: Yönetim görüşmesi ve doküman incelemesine göre, işletmede kadın çalışan sayısının 150'den fazla olduğu görülmüştür. İşletmenin kreş veya kreş anlaşması bulunmamaktadır. Ancak tesisin hem erkek hem de kadın çalışanlarına çocukların kreş giderleri için 300 TL destek verildiği görülmüştür.

2) KANUN: Türk Borçlar Kanunu # 479 / 2011 Madde 408  
BULGU: Yönetim görüşmeleri, çalışan görüşmeleri ve doküman incelemesine göre, işveren tarafından çalıştırılmayan günlerin Mart-2023 ortası ile denetim günü arasındaki dönemde formhane bölümünde yıllık izin olarak kullanıldırıldığı görülmüştür. Bu periyotlar 6 günlük haftalık çalışmada çalışanların isteği doğrultusunda Cumartesi günleri olarak planlanmıştır. Örnek alınan Nisan 2023 döneminde örnek alınan 26 kişiden 14'ünde gözlenlenmiştir. Bu soru kısmen derecelendirilmiştir çünkü bu durum sistematik değildir.

## Finding(s)

day. These periods are planned as Saturdays of 6-day weekly work as the wish of employees. It was observed in 14 of the 26 people sampled during the sampled April 2023 period. This question is rated partially because the noted gap is not systematical.

## PA 7: Occupational Health and Safety

Site: AYDINLI MODA TEKSTİL SAN. VE TİC. A.Ş. | Site amfori ID: 792-000447-002

### ENGLISH

### LOCAL LANGUAGE

## Finding(s)

Amfori BSCI Code of Conduct, Principle on Occupational Health and Safety  
FINDING: Based on management interview, site tour 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.

This question was rated as partially because general health and safety regulations are followed in the facility.

1) LAW: Zoning Law No:319, Date: 3/5/1985, Building permit, Article 30 - From the offices of the municipality, governorship (...), permission from the relevant municipality and governorship is obligatory in order to fully or partially use the buildings that are not subject to license as per to article 27.

FINDING: Based on management interview, site tour and document review, it was observed that there are 2 buildings used as lunch hall and lactation room in the facility and building usage permit of the facility does not covers these areas.

2) 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: Based on management interview, site

Amfori BSCI Davranış Kuralı, İş Sağlığı Ve Güvenliği Prensibi

BULGU:Yönetim görüşmeleri, saha turu ve döküman kontrolüne göre,

İşletmede iş sağlığı ve güvenliğine ilişkin kanun ve yönetmelik takip edilmektedir, ancak PA 7’de bazı eksikler olduğu görülmüştür.

Bu soru kısmen olarak cevaplanmıştır çünkü işletmede genel iş sağlığı ve güvenliği yönetmelikleri takip edilmektedir.

1) KANUN: 319 Sayılı İmar Kanunu, Tarih: 3/5/1985, Yapı Ruhsatı, Madde 30.

BULGU: Yönetim görüşmesi, saha turu ve döküman incelemesine göre, işletmede yemekhane ve emzirme odası olarak kullanılan 2 binanın olduğu ve işletmenin yapı izin belgesinin bu alanları kapsamadığı görülmüştür.

2) KANUN: İŞYERİ AÇMA VE ÇALIŞMA RUHSATLARINA İLİŞKİN YÖNETMELİK (10/8/2005) No : 25902 - II. Bölüm- Madde 6- (Değişik birinci fıkra: 19/3/2007 – 2007/11882 K.)

BULGU: Yönetim görüşmesi, saha turu ve döküman incelemesine göre, işletmede yemekhane ve emzirme odası olarak kullanılan 2 binanın olduğu ve bu alanların yapı izin belgelerine göre ruhsatta yazan 17746 m2 içinde olmadığı görülmüştür. Dolayısıyla işyeri açma ve çalıştırma ruhsatı işletmenin kullandığı bütün alanları kapsamamaktadır.

## Finding(s)

tour and document review, there are 2 buildings used as lunch hall and lactation room in the facility and these buildings are not located within the 17746 sqm written in the license according to the building usage permit. Therefore, the business opening and operating license does not cover all areas that facility use.

This question has been rated as partially due to fact that facility has a fire department report, business opening and operating permit and building usage permit for other areas.

İşletmenin itfaiye raporu, işyeri açma ve çalıştırma ruhsatı ve diğer alanlar için yapı izin belgesi bulunduğundan bu soru kısmen derecelendirilmiştir.

LAW: Regulation about Emergency Cases at Workplaces, No: 28681, Date: 18.06.2013  
Documentation-ARTICLE 12 – (1) The emergency plan is documented to cover at least the following issues:

- a) The title, address of the workplace and the name of the employer.
- b) Name, surname and title of the preparers.
- c) The date it was prepared and the validity date.
- d) Identified emergencies.
- d) Preventive and restrictive measures taken.
- e) Emergency response and evacuation methods.
- f) Evacuation plan showing the workplace or parts of the workplace (Amended phrase: OG-1/10/2021-31615) including the following elements:
  - 1) Locations where emergency equipment is located, including those to be used for firefighting.
  - 2) Places where first aid supplies are found.
  - 3) Sketch including escape routes, assembly places and warning systems if available (Amended expression: OG-1/10/2021-31615).
  - 4) Name, surname, title, area of responsibility and contact information of the assigned employees and their substitutes, if any.
  - 5) (Amended: OG-1/10/2021-31615) Emergency contact numbers of national and local institutions and organizations related to emergencies.
  - 6) (Annex: RG-1/10/2021-31615) Sections that contain chemical spread, flaming or explosion hazard and similar special risks in workplaces.
  - 7) (Annex: RG-1/10/2021-31615) Cutoff points and valves of electricity and gas flow.

FINDING: Based on management interview and site tour, it has been observed that the evacuation plans in the facility do not have a legend section showing what the figures in the plan mean, and the figures are not clear in some areas.

This question has been rated as partially due to

KANUN: İŞYERLERİNDE ACİL DURUMLAR HAKKINDA YÖNETMELİK, No: 28681, Tarih: 18.6.2013

Dokümantasyon-MADDE 12

BULGU: Yönetim görüşmesi ve saha turuna göre, işletmede bulunan tahliye planlarında planda bulunan şekillerin ne anlama geldiğini gösteren lejant bölümünün olmadığı ve bazı alanlarda şekillerin belli olmadığı görülmüştür.

İşletmede tahliye planları bulunduğundan bu soru kısmen derecelendirilmiştir.

**Finding(s)**

fact that facility has evacuation plans.