
Auditee :	AVIDA TEKSTIL SAN.VE TIC.A.S
Audit Date From :	12/11/2019
Audit Date To :	12/11/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	TUBA AKHAN(Lead)
Auditing Branch (if applicable) :	Intertek Turkey



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
A Very Good	• Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr></table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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B Good	• Maximum 3 Performance Areas rated C • No Performance Areas rated D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr><tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr></table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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C Acceptable	• Maximum 2 Performance Areas rated D • No Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr><tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr></table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
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C	C	C	C	C	C	C	C	C	C	C	D	D																													
D Insufficient	• Maximum 6 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr><tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr><tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	D	E	E	E	E	E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
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D	D	D	D	D	D	D	D	E	E	E	E	E																													
E Unacceptable	• Minimum 7 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
Zero Tolerance	A Zero Tolerance Issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.																																							

Main Auditee Information

Name of producer :	AVIDA TEKSTIL SAN.VE TIC.A.S		
DBID number :	389509		
Audit ID :	167334		
Address :	Barboros Mah. Burak Reis Cad. N:4/41, Bornova Izmir		
Province :	Izmir	Country :	Turkey
Management Representative :	YASEMIN RAIFOGLU		
Contact person:	YASEMIN RAIFOGLU	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	blouses and dresses for women		

Audit Details


Audit Range :	☐ Full Audit	☒ Follow-up Audit
Audit Scope :	☒ Main Auditee	☐ Main Auditee & Farms
Audit Environment :	☒ Industrial	☐ Agricultural ☐ Small Producer
Audit Announcement :	☒ Fully-Announced	☐ Fully-Unannounced ☐ Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	B	
Need of follow-up :		If YES, by :

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	A	A	A	B	A	A	A	A	A	A	A	C

Executive summary of audit report

Avida Textile was established in 2017 in Bornova, Izmir-Turkey and the facility is producing blouses and dresses for women. The facility is located on the 3rd floor of a 4-stored building. The facility has in-house production, but mostly their products are produced at 3 subcontractors. The processes include cutting, sewing, quality controlling, ironing, packing, warehousing and loading.

Total number of employees are 53 including 4 ISKUR employees.

The facility does not have any young workers. The youngest worker was 19 years old. There were 2 pregnant workers. There were no workers on maternity leave. The facility has one disabled employee.

The factory uses electronic finger system to record employees' working hours. The regular working hours of employees were from Monday to Friday in 1 shift; from 8:15 a.m. to 06:30 p.m. with 45 minutes of lunch break and 2 tea breaks of 15 minutes each. Saturday and Sundays were granted as weekly rest days.

At the audit application of the facility , there were 47 employees therefore audit is planned as one man day instead of 1,5 man day.

Current status of performance areas:

Performance area 2: Workers Involvement and Protection.

There are provided any channel to employees for communicate or complaint all related issues such as suggestion box, or direct through their supervisor and manager.

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

It was reviewed that there was no union in the facility. No evidence of restriction or discrimination was observed regarding the freedom of association or collective bargaining. The worker representative is not prevented from communicating to employees.

Performance area 4: No Discrimination

Employees stated that they are not treated differently based on personal characteristics, gender, disability, sexual orientation, racial characteristics, cultural or religious beliefs of similar factors.

Performance Area 6: Decent Working Hours

Regular weekly working hours were limited to 45 hours. The daily breaks were in compliance with the regulations. Employees stay overtime in legal limits. Employees can use their weekly holidays.

Performance Area 7 : Occupational Health and Safety

The company has a documented detailed occupational health and safety policy and procedures. All employees were trained regarding the risks remained in the company operations. Regular firefighting and evacuation drills were carried out.

Performance area 8: No child labour

There is no child labour in the facility. There is child labour remediation procedure. Minimum age is 18 years old in the facility. There was written policy and procedure against child labour.

Performance area 9: Special protection for young workers

All employees are above the age required by local law. The hiring age policy of the facility is 18 years old and above.No child labour and young labour was observed during the facility tour. Minimum age is 18 years old in the facility.

Performance area 10: No precarious employment

All employees were registered to social security system. All employees were permanent and local. No foreign labour was observed in the facility in audit date. Employment contract was available for each employee and it was compliant with regulations. All employees were registered to social security system.

Performance area 11: No Bonded Labour

All employees are working in the facility on their own will. Overtime working practices was doing voluntarily. There is no forced, bonded or involuntary prison labour noted during the audit. No abuse and harassment observed in the facility.

Performance area 12: Protection of Environment

The facility has all legal permits and licences. The wastes are given to licenced companies. There is no industrial waste water or any air emission based on the production process. The facility has environment permit and give training to employees .

NOTE: Due to the practice of protection of personal data, documents containing personal information, have not been added, in accordance with Amfori's proposal.

TUBA AKHAN (RA21701428 – IN GOOD STANDING)

Ratings Summary


Auditee's background information			
Auditee's name :	AVIDA TEKSTIL SAN.VE TIC.A.S	Legal status :	Private Owned
Local Name :	Avida Tekstil Sanayi ve Ticaret A.S.	Year in which the auditee was founded :	2017
Address :	Barboros Mah. Burak Reis Cad. N:4/41, Bornova	Contact person (please select) :	YASEMIN RAIFOGLU
Province :	Izmir	Contact's Email :	sales@avidatekstil.com.tr
City :	Izmir	Auditee's official language(s) for written communications :	Turkish
Region :	Middle East/ North Africa	Other relevant languages for the auditee :	English
Country :	Turkey	Website of auditee (if applicable) :	http://www.bsplatform.org/entities/index/add/Mzg5NTA5
GPS coordinates :	38/6/13.06828 - 27/10/53.73901	Total turnover (in Euros) :	20009438.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :	N/A	Production volume :	3000-5000 pcs./ month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	N/A	Lost time injury calculation cost :	Yes
Product Type :	blouses and dresses for women		

Auditee's employment structure at the time of the audit		
Total number of workers :	53	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	27	26
Temporary workers	0	0
In management positions	5	5
Apprentices	1	3
On probation	0	0
With disabilities	1	0
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	27	26
Production based workers	0	0
With shifts at night	0	0
Unionised	0	0
Pregnant	-	2
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 167334] Audit Date: 12/11/2019 PA Score: B

Deadline date:12/05/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on satisfactory evidence through documents review and employee and management interview, the main auditee partially respects this performance area 1 There was a written social compliance policy with supporting procedures. A responsible person/team was nominated for Social compliance management system, with related job definitions and organization chart. There was a written procedure regarding management of current / future sub-contractors and suppliers that might be used. The subcontractors were monitored regarding the social compliance performance, regarding the related procedure. Employees were trained about the social compliance policy, related procedures and legal rights. There was a training plan regarding social compliance issues. There was an effective communication system and grievance control procedure for grievances from inside (employees) and outside (community).

- 1.1 -** 1st Follow Up Audit conducted on 12.11.2019 NOT CLOSED NEW FINDING:BSCI PRINCIPLES 1.1. The facility should have an efficient management system to BSCI values are implemented. - Internal audit was not performed yet in the facility. -The management review meeting for social compliance issues is lastly conducted on 30.10.2018 and not updated in 2019. - There were issues that need to be corrected in PA1,5 and 13. (NOT CLOSED) This question was rated as partially because there is written social policy , organization chart and procedure for supply chain.

1.Takip Denetimi 12.11.2019 KAPANMADI

YENİ BULGU:BSCI GEREKLİLİKLERİ 1.1.

Bulgu:

- İşletmede iç denetim henüz gerçekleşmemiştir.
- Sosyal uygunluk konularının ele alınacağı yönetim gözden geçirme toplantıları en son 30.10.2018 de yapılmıştır ve 2019 da yenilenmemiştir.
- Performans alanı 1, 5, 13'de düzeltilmesi gereken bulgular olduğu not edilmiştir. (NOT CLOSED)

- 1.3 -** 1st Follow Up Audit conducted on 12.11.2019 CLOSED The facility provided its significant suppliers list. The facility has created management system for amfori BSCI code of conduct. The facility monitors their significant suppliers' and significant business partners' social performance including implementing remedial and corrective action to address any non-conformance identified with regard to the BSCI social requirements. (CLOSED)

1.Takip Denetimi 12.11.2019 KAPANDI

İşletme önemli tedarikçi listesini sağlamıştır. İşletme amfori BSCI code of conduct için yönetim sistemi oluşturulmuştur. İşletme önemli tedarikçilerin ve önemli ortakları (servis sağlayıcı), BSCI gereksinimleri uyarınca denetlenip gerekli düzeltici faaliyetleri yerine getirdiğini gösteren düzeltici onaylı faaliyet raporları oluşturmıştır. (KAPANDI)

- 1.4 -** 1st Follow Up Audit conducted on 12.11.2019 CLOSED The issues at performance area 6.2 was closed so this non compliance was closed .

1.Takip Denetimi 12.11.2019 KAPANDI

İşletmenin performans alanı 6 bölümünde de uygunsuzluk kapandığı için bu bölümdeki uygunsuzluk kapanmıştır.

Remarks from Auditee:

Full Audit [Audit Id - 155948] Audit Date: 11/07/2019 PA Score: D

Deadline date:01/11/2019

Good practices

Areas of improvement

Mrs. Yasemin Raifoğlu - Export Manager is appointed as trained and experienced management staff who is responsible for BSCI Code 2.0 implementation. The auditee has set their own social compliance policy, which also refers to all BSCI Code of Conduct requirements and was available in the production areas. Procedures on promoting ethical behavior, following up on BSCI Remediation Plans and training workers were documented. All employees were trained on BSCI COC Code 2.0 and the training plans and the records were documented. The auditee documented contingency plan in case of something slow down or interrupts production. Besides factory allocated budget for the implementation of BSCI principles and values. Regular meetings between HR, production manager, worker representatives held in regular basis. The auditee maintained appropriate monthly plan records of workforce, production rate, work capacity. However, gaps have been identified in following implementation:

Yasemin Raifoğlu - İhracat Müdürü BSCI Code 2.0 uygulamalarından sorumlu eğitimli ve tecrübeli üst yönetici olarak atanmıştır. Fabrika tüm BSCI gereksinimlerini içeren kendi sosyal uygunluk politikasını oluşturmuştur ve tüm üretim alanlarında panolarda duyurulmuştur. Etik İş Davranışı BSCI iyileştirme planları takibi, çalışanların eğitimi için prosedürler dökümanite edilmiştir. Fabrikada acil durum maliyet çalışması dökümanite edilmiştir. Ayrıca fabrikada BSCI uygulamaları için bütçe ayrılmıştır. İnsan kaynakları, üretim müdürü ve çalışan temsilcilerini de kapsayan düzenli toplantılar yapılmaktadır. Bununla birlikte, aşağıdaki uygulamada boşluklar belirlenmiştir:

- 1.1 -** 1.1 - BSCI PRINCIPLES. Based on satisfactory evidence, the facility allocated budget for 2019 for the implementation of BSCI principles and values. Long term plan is prepared. Meetings were held with HR manager, production manager and worker representatives in regular basis for general conditions and including the production issues. However, there were issues that need to be corrected in PA 5 and 6, thus this question was rated as partially because the gaps were noted.

1.1. BSCI Prensipleri. Tatmin edici kanıtlara dayanarak fabrika, BSCI ilke ve değerlerinin uygulanması için 2019 yılı için bir bütçe tahsis etmiştir. Uzun vadeli plan yapılmıştır. İK, üretim müdürü ve işçi temsilcileriyle genel konularla ve üretim ile ilgili olarak toplantılar yapılmıştır. Ancak 5. ve 6. bölümde eksikler olduğu için bu bölümde kısmi uygunsuzluklar mevcuttur.

- 1.3 -** 1.3 - BSCI PRINCIPLES. Based on satisfactory evidence, the facility provided its significant suppliers list. The facility has created management system for amfori BSCI code of conduct. However, the facility did not monitor their significant suppliers' and significant business partners' social performance including but not limited to implementing remedial and corrective action to address any non-conformance identified with regard to the BSCI social requirements.

1.3 BSCI Prensipleri. Tatmin edici delillere dayanarak, işletme önemli tedarikçi listesini sağlamıştır. İşletme amfori BSCI code of conduct için yönetim sistemi oluşturulmuştur. Ancak, işletme önemli tedarikçilerin ve önemli ortakları (servis sağlayıcı), BSCI gereksinimleri uyarınca denetlenip gerekli düzeltici faaliyetleri yerine getirdiğini gösteren düzeltici onaylı faaliyet raporları oluşturmamıştır.

- 1.4 -** 1.4 - BSCI PRINCIPLES - Based on satisfactory evidence, it was noted the facility has issues in performance area 6, thus this question was rated as partially because the gaps were noted.

1.4 BSCI İLKELERİ - Tatmin edici delillere dayanarak, işletmenin 6 bölümlerinde uygunsuzluk olduğu için bu bölümde kısmi uygunsuzluk mevcuttur.

<u>Remarks from Auditee</u>	
Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 167334] Audit Date: 12/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 155948] Audit Date: 11/07/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
All requested documents maintained on-time within frame of audit plan during the audit. Worker representatives were elected by the workers. Grievance evaluation system was in place. No any findings were related this section. İstenilen tüm belgeler, denetim sırasında denetim planı çerçevesinde zamanında tutulmuştur. İşçi temsilcileri işçiler tarafından seçildi. Şikayet değerlendirme sistemi mevcuttur. Şikayet mekanizması için yazılı prosedür fabrikada kuruldu. Bu bölümde herhangi bir bulguya rastlanmamıştır.	
<u>Remarks from Auditee</u>	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 167334] Audit Date: 12/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 155948] Audit Date: 11/07/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
The facility does not have any union and no collective bargaining agreement is applicable. However, the facility does respects workers' rights to bargain collectively. Even there is no union in the facility, there is a worker committee system and the worker representatives were elected. No any findings were related this section. Fabrikada herhangi bir sendika ve toplu iş sözleşmesi uygulanmamaktadır. Bununla birlikte, fabrika işçilerinin toplu pazarlık haklarına saygı duyuyor. Fabrikada sendika olmamasına rağmen, bir işçi komitesi sistemi var ve işçi temsilcileri seçildi. Bu bölümde herhangi bir bulguya rastlanmamıştır.	
<u>Remarks from Auditee</u>	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 167334] Audit Date: 12/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 155948] Audit Date: 11/07/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
The main auditee has a clear written no discrimination policy and it is well integrated with the BSCI requirements. No complaints were noted during document review and worker interviews. Fabrikada açık bir yazılı ayrımcılık politikasına sahiptir ve BSCI gereklilikleriyle iyi entegre edilmiştir. Doküman incelemesi ve işçi görüşmeleri sırasında herhangi bir şikayet kaydedilmemiştir.	
<u>Remarks from Auditee</u>	

Performance Area 5 : Fair Remuneration

1- Followup Audit [Audit Id - 167334] Audit Date: 12/11/2019 PA Score: B

Deadline date:12/05/2020

GOOD PRACTICES:

The main auditee exceeds expectations with respect to this principle because meal and transportation are provided free of charge to all employees.

AREAS OF IMPROVEMENT:

Based on satisfactory evidence through documents review and employee & management interview, the main auditee partially respects this performance area 5.

All employees are paid at least legal minimum wage. Overtime wages are properly calculated and compensated. All employees are registered to the social insurance system. All kind of leaves are used properly by the employees.

- 5.2 -** 1st Follow Up Audit conducted on 12.11.2019 CLOSED The facility calculate overtime hours dividing the wage into 225 since August 2019 as required by law. However the facility has kept official and inofficial payroll records for more than 1 year. (CLOSED)

1.Takip Denetimi 12.11.2019 KAPANDI İşletme, fazla mesai saatlerini kanuna uygun olarak 225'e bölerek hesaplamaktadır. İşletme resmi ve gayri resmi bordro kayıtlarını 1 yıldan fazla süre ile tutmaktadır. (KAPANDI)

- 5.4 -** 1st Follow Up Audit conducted on 12.11.2019 NOT CLOSED BSCI PRINCIPLES 5.4. - Based on the limited evidences, facility did not calculate standard of living wage and there is no specific plan to providing sufficient remuneration that allows workers to meet a decent standard of living. (NOT CLOSED) This question is rated as no because living wage was not calculated.

1.Takip Denetimi 12.11.2019 KAPANMADI BSCI İLKELERİ 5.4- Tatmin edici kanıtlara dayanarak, işletme adil yaşam ücretini hesaplamamıştır ve işçilerin iyi bir yaşam standardını karşılamasına izin veren yeterli bir ücret vermeye yönelik spesifik bir plan mevcut değildir. (KAPANMADI)

- 5.5 -** 1st Follow Up Audit conducted on 12.11.2019 NOT CLOSED Law: The Turkish Regulation on Overtime and Extra Work art 10, The overtime and extra works payments included with normal working hours payment that are given to employees are paid according to Turkish Labor Law. This payment has to be clearly shown on payroll documentation and on pay slips, which are given to employees according to Turkish Labor Law. The payments are done correctly and on-time. 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 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 performance of a designated work. Basically, the wage is paid as Turkish currency in the working place or deposit in a bank account in the name of the worker. Where it is agreed to pay the wage in foreign currency, 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 bill payable to order (bond), or coupon or any other valuable paper alleged to represent a currency effective in the country. In accordance with Regulation about Compensation of all kinds of rights such as Wage, Bonus, Premium through Bank Accounts; No: 27058, Date: 18.11.2008, Art. 10. If the facility has at least 10 employees, net wages of the employees should be paid through bank account after the cut of legal deductions from gross wages. Finding: It was noted that the a part of salaries and part of the overtime 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 salaries and overtime payments are paid by cash and are not submitted to social insurance institution. All payments documents (official and unofficial) were shared to the auditors during the audit process. This question was rated as partially because part of wages are paid through official payroll.
- 1.Takip Denetimi 12.11.2019 KAPANMADI Kanun: İŞ KANUNUNA İLİŞKİN FAZLA ÇALIŞMA VE FAZLA SÜRELERLE ÇALIŞMA YÖNETMELİĞİ Resmi Gazete Tarihi: 06.04.2004 Resmi Gazete Sayısı: 25425 Madde 10 Bulgu: Maaşların asgari kısmının ve fazla mesailerin bir kısmının sosyal sigortalar kurumuna sunulan resmi bordro üzerinden ödendiği tesbit edilmiştir. Çalışanların sosyal sigorta primleri de bu miktar üzerinden ödenmektedir. Geriye kalan maaşlar ve Fazla mesai tutarları elden ödenmektedir ve sosyal sigortalar kurumuna bildirilmemektedir. Denetim sürecinde işletme tüm ödeme kayıtlarını(resmi ve gayri resmi) denetçiler ile paylaşmıştır. Ödemeler doğru ve zamanında yapılmaktadır.

Remarks from Auditee:

Full Audit [Audit Id - 155948] Audit Date: 11/07/2019 PA Score: D

Deadline date:01/11/2019

Good practices

The facility provides free lunch and free tea to all workers. İşletme tüm çalışanlarına ücretsiz öğle yemeği ve çay sağlamaktadır.

Areas of improvement

During this initial audit, payroll records were sampled to evaluate the wages and compensation status of the factory. A review of pay records yielded that the legal minimum wage was granted for all workers. However, gaps have been identified in following implementations:

Bu ilk denetim sırasında, fabrikanın ücret ve ödemeler durumunu değerlendirmek için bordro kayıtlarına bakıldı. Ücret kayıtlarına bakıldığında, yasal asgari ücretin tüm işçiler için verilmektedir. Ancak aşağıdaki uygulamalarda boşluklar belirlenmiştir:

- 5.2 -** BSCI PRINCIPLES 5.2. - Based on the limited evidences, it was noted that the overtime calculation was not done correctly. The facility was paying all overtime hours dividing the wage into 240 instead of dividing into 225, as a result the payment is less than the legal requirement. It was also noted that the facility has kept official payroll records for more than 1 year, but cash payment records are kept only for 6 months (from January 2019 to June 2019).
BSCI İLKELERİ 5.2- Tatmin edici kanıtlara dayanarak, fazla mesai hesaplamasının doğru yapılmadığı tespit edilmiştir. İşletme, fazla mesai saatlerini 225'e bölerek değil 240'a bölerek yapmaktadır. Dolayısı ile fazla mesai ödemeleri yasal sınırın altında yapılmaktadır. İşletme resmi bordro kayıtlarını 1 yıldan fazla süre ile tutmaktadır. Ancak, nakit yapılan ödemeler için bordro sadece 6 aylık tutulmuştur. (Ocak 2019'dan Haziran 2019'a kadar).
- 5.4 -** BSCI PRINCIPLES 5.4. - Based on the limited evidences, facility did not calculate standard of living wage and there is no specific plan to providing sufficient remuneration that allows workers to meet a decent standard of living.
BSCI İLKELERİ 5.4- Tatmin edici kanıtlara dayanarak, işletme adil yaşam ücretini hesaplamamıştır ve işçilerin iyi bir yaşam standardını karşılamasına izin veren yeterli bir ücret vermeye yönelik spesifik bir plan mevcut değildir.
- 5.5 -** BSCI PRINCIPLES 5.5. - Based on the limited evidence, it was noted that the factory is paying the minimum wage salaries by bank transfer and those payments are declared to social security department. However, above the minimum wages payments and overtime payments are done by cash payment, and those payments are not declared to social security department, and the facility has double bookkeeping system. It was also noted that the workers do not sign the cash payment records. It was also noted that in some cases, the facility uses subcontractors, and those workers come to main facility sometimes to fix the products, but those workers' payment records and social security records could not be seen.
BSCI İLKELERİ 5.5- Tatmin edici kanıtlara dayanarak, işletme asgari ücret kısmını banka yoluyla ödeme yapıp, bu ödemeler SSK'ya bildirilmektedir. Ancak asgari ücretin üzeri ve fazla mesai ödemeleri ise nakit olarak yapılmaktadır ve bu ödemeler SSK'ya bildirilmemektedir. Dolayısı ile işletme çift bordro sistemi mevcuttur. Ayrıca, nakit ödeme listelerindeki ödemelerde işçilerin imzası yoktur. Ayrıca, işletmenin kullandığı

fasaonlardan bazi zamanlar tamir isi yapmak icin isciler isletmeye gelmektedirler. Ancak bu calisan iscilerin maas, SSK gibi dokumanlari gorulememistir.

Remarks from Auditee

Performance Area 6 : Decent Working Hours

1- Followup Audit [Audit Id - 167334] Audit Date: 12/11/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

- 6.1 -** 1st Follow Up Audit conducted on 12.11.2019 CLOSED All employees use fingerprint reader system even they stay overtime. In&out records were proper since August 2019. There is no daily or piece rate employees anymore in the facility.
1.Takip Denetimi 12.11.2019 KAPANDI Firmada tüm çalışanlar mesai kaldıklarında bile Ağustos 2019 dan itibaren giriş çıkış kaydı olarak parmak okutma sistemini kullanmaktadır. Firma gündelikçi veya parça başı eleman artık getirmemektedir.
- 6.2 -** 1st Follow Up Audit conducted on 12.11.2019 CLOSED All employees use fingerprint reader system even they stay overtime. In&out records were proper since August 2019. There is no daily or piece rate employees anymore in the facility.
1.Takip Denetimi 12.11.2019 KAPANDI Firmada tüm çalışanlar mesai kaldıklarında bile Ağustos 2019 dan itibaren giriş çıkış kaydı olarak parmak okutma sistemini kullanmaktadır. Firma gündelikçi veya parça başı eleman artık getirmemektedir.
- 6.3 -** 1st Follow Up Audit conducted on 12.11.2019 CLOSED All employees use fingerprint reader system even they stay overtime. In&out records were proper since August 2019. There is no daily or piece rate employees anymore in the facility.
1.Takip Denetimi 12.11.2019 KAPANDI Firmada tüm çalışanlar mesai kaldıklarında bile Ağustos 2019 dan itibaren giriş çıkış kaydı olarak parmak okutma sistemini kullanmaktadır. Firma gündelikçi veya parça başı eleman artık getirmemektedir.
- 6.4 -** 1st Follow Up Audit conducted on 12.11.2019 CLOSED All employees use fingerprint reader system even they stay overtime. In&out records were proper since August 2019. There is no daily or piece rate employees anymore in the facility.
1.Takip Denetimi 12.11.2019 KAPANDI Firmada tüm çalışanlar mesai kaldıklarında bile Ağustos 2019 dan itibaren giriş çıkış kaydı olarak parmak okutma sistemini kullanmaktadır. Firma gündelikçi veya parça başı eleman artık getirmemektedir.

Remarks from Auditee:

Full Audit [Audit Id - 155948] Audit Date: 11/07/2019 PA Score: E

Deadline date:01/11/2019

Good practices

Areas of improvement

- During this initial audit, time records were sampled to evaluate the working hours status of the factory. However, gaps have been identified in following implementations:
Bu ilk denetim sırasında, fabrika saatlerinin çalışma durumunu değerlendirmek için zaman kayıtları örnekledi. Bununla birlikte, aşağıdaki uygulamalarda boşluklar belirlenmiştir:
- 6.1 -** BSCI PRINCIPLES 6.1 - Based on the satisfactory evidence, it was noted that the facility is using fingerprint system for in and out for the workers. However, the facility did not keep any in and out records for overtime hours (the workers do not use fingerprint system for overtime hours). The facility has kept and maintained total monthly overtime hours, as a result it is not possible to determine which days and hours are worked as overtime. Working hours could not be fully verified. It was also noted that in some cases, the facility uses subcontractors, and those workers come to main facility sometimes to fix the products, but those workers' in and out records and social security records could not be seen. Remark: During the audit day, those workers were not seen.
BSCI İLKELERİ 6.1 - Tatmin edici kanıtlara dayanarak, tesis çalışanlar giriş ve çıkış saatleri için parmak okuma sistemi kullanmaktadır. Ancak işletme, fazla mesai saatleri için giriş ve çıkış kayıtlarını tutmamaktadır (işçiler fazla mesai için parmak izi sistemi kullanmamaktadırlar). İşletmede sadece aylık toplam fazla mesai saatleri tutulmuştur, böylece işçilerin fazla mesai saatleri için hangi gün ve hangi mesai saatlerin bulunması mümkün değildir. Dolayısı ile, çalışma saatleri tam olarak doğrulanamamıştır. Ayrıca bazı durumlarda işletmenin alt taseronlar kullandığı ve bu işçilerin ürünleri zaman zaman tamir etmek için ana işletmeye geldikleri, ancak bu işçilerin giriş ve çıkış kayıtlarının kaydedilmediği ve dolayısı çalışma saati koşullarının doğrulanmadığı tespit edilmiştir. Not: Denetim günü bu işçiler işletmede görülmemiştir.
- 6.2 -** BSCI PRINCIPLES 6.2 - Based on the satisfactory evidence, it was noted that the facility is using fingerprint system for in and out for the workers. However, the facility did not keep any in and out records for overtime hours (the workers do not use fingerprint system for overtime hours). The facility has kept and maintained total monthly overtime hours, as a result it is not possible to determine which days and hours are worked as overtime. Working hours could not be fully verified. It was also noted that in some cases, the facility uses subcontractors, and those workers come to main facility sometimes to fix the products, but those workers' in and out records, as a result their working hours conditions could not be verified. Remark: During the audit day, those workers were not seen.
BSCI İLKELERİ 6.2 - Tatmin edici kanıtlara dayanarak, tesis çalışanlar giriş ve çıkış saatleri için parmak okuma sistemi kullanmaktadır. Ancak işletme, fazla mesai saatleri için giriş ve çıkış kayıtlarını tutmamaktadır (işçiler fazla mesai için parmak izi sistemi kullanmamaktadırlar). İşletmede sadece aylık toplam fazla mesai saatleri tutulmuştur, böylece işçilerin fazla mesai saatleri için hangi gün ve hangi mesai saatlerin bulunması mümkün değildir. Dolayısı ile, çalışma saatleri tam olarak doğrulanamamıştır. Ayrıca bazı durumlarda işletmenin alt taseronlar kullandığı ve bu işçilerin ürünleri zaman zaman tamir etmek için ana işletmeye geldikleri, ancak bu işçilerin giriş ve çıkış kayıtlarının kaydedilmediği ve dolayısı çalışma saati koşullarının doğrulanmadığı tespit edilmiştir.
- 6.3 -** BSCI PRINCIPLES 6.3 - Based on the satisfactory evidence, it was noted that the facility is using fingerprint system for in and out for the workers. However, the facility did not keep any in and out records for overtime hours (the workers do not use fingerprint system for overtime hours). The facility has kept and maintained total monthly overtime hours, as a result it is not possible to determine which days and hours are worked as overtime. Working hours could not be fully verified. It was also noted that in some cases, the facility uses subcontractors, and those workers come to main facility time to time fix the products, but those workers' in and out records are not recorded, as a result their working hours conditions could not be verified. Remark: During the audit day, those workers were not seen.
BSCI İLKELERİ 6.3 - Tatmin edici kanıtlara dayanarak, tesis çalışanlar giriş ve çıkış saatleri için parmak okuma sistemi kullanmaktadır. Ancak işletme, fazla mesai saatleri için giriş ve çıkış kayıtlarını tutmamaktadır (işçiler fazla mesai için parmak izi sistemi kullanmamaktadırlar). İşletmede sadece aylık toplam fazla mesai saatleri tutulmuştur, böylece işçilerin fazla mesai saatleri için hangi gün ve hangi mesai saatlerin bulunması mümkün değildir. Dolayısı ile, çalışma saatleri tam olarak doğrulanamamıştır. Ayrıca bazı durumlarda işletmenin alt taseronlar kullandığı ve bu işçilerin ürünleri zaman zaman tamir etmek için ana işletmeye geldikleri, ancak bu işçilerin giriş ve çıkış kayıtlarının kaydedilmediği ve dolayısı çalışma saati koşullarının doğrulanmadığı tespit edilmiştir.
- 6.4 -** BSCI PRINCIPLES 6.4 - Based on the satisfactory evidence, it was noted that the facility is using fingerprint system for in and out for the workers. However, the facility did not keep any in and out records for overtime hours (the workers do not use fingerprint system for overtime hours). The facility has kept and maintained total monthly overtime hours, as a result it is not possible to determine which days and hours are worked as overtime. Working hours could not be fully verified. It was also noted that in some cases, the facility uses subcontractors, and those workers come to main facility sometimes to fix the products, but those workers' in and out records, as a result their working hours conditions could not be verified. Remark: During the audit day, those workers were not seen.
BSCI İLKELERİ 6.4 - Tatmin edici kanıtlara dayanarak, tesis çalışanlar giriş ve çıkış saatleri için parmak okuma sistemi kullanmaktadır. Ancak işletme, fazla mesai saatleri için giriş ve çıkış kayıtlarını tutmamaktadır (işçiler fazla mesai için parmak izi sistemi kullanmamaktadırlar). İşletmede

sadece aylık toplam fazla mesai saatleri tutulmuştur, böylece işçilerin fazla mesai saatleri için hangi gün ve hangi mesai saatlerin bulunması mümkün değildir. Dolayısı ile, çalışma saatleri tam olarak doğrulanamamıştır. Ayrıca bazı durumlarda işletmenin alt taşeronlar kullandığı ve bu işçilerin ürünleri zaman zaman tamir etmek için ana işletmeye geldikleri, ancak bu işçilerin giriş ve çıkış kayıtlarının kaydedilmediği ve dolayısı çalışma saati koşullarının doğrulanmadığı tespit edilmiştir.	
<u>Remarks from Auditee</u>	
Performance Area 7 : Occupational Health and Safety	
1- Followup Audit [Audit Id - 167334] Audit Date: 12/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<u>Remarks from Auditee:</u>	
Full Audit [Audit Id - 155948] Audit Date: 11/07/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
All the areas were toured during the initial audit and all of the necessary documents were reviewed. The facility has very strict health and safety policy and procedures and overall the implementations were very good. No any issues were identified for this performance area. İlk denetim sırasında tüm alanlar gezildi ve gerekli tüm belgeler kontrol edildi. Tesis çok katı sağlık ve güvenlik politikası ve prosedürlerine sahiptir ve genel olarak uygulamalar çok iyidir. Bu bölümde herhangi bir uygunsuzluk tespit edilmemiştir.	
<u>Remarks from Auditee</u>	
Performance Area 8 : No Child Labour	
1- Followup Audit [Audit Id - 167334] Audit Date: 12/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<u>Remarks from Auditee:</u>	
Full Audit [Audit Id - 155948] Audit Date: 11/07/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
The main auditee has a clear child labour policy in accordance with the BSCI principles based on satisfactory evidence, and the main auditee fully respects the requirement of relevant PA. Ana denetlenen, tatmin edici kanıtlara dayanan BSCI ilkelerine uygun olarak açık bir çocuk işçiliği politikasına sahiptir ve ana fabrika, ilgili gerekliliklere tam olarak saygı duymaktadır.	
<u>Remarks from Auditee</u>	
Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 167334] Audit Date: 12/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<u>Remarks from Auditee:</u>	
Full Audit [Audit Id - 155948] Audit Date: 11/07/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
The main auditee has a clear child labour policy in accordance with the BSCI principles based on satisfactory evidence for young workers, and the main auditee did not have any young workers. Ana denetlenen, genç işçiler için tatmin edici kanıtlara dayanan BSCI ilkelerine uygun olarak açık bir anti-çocuk işçiliği politikasına sahiptir ve ana denetlenen firmada herhangi bir genç işçi bulunmamaktadır.	
<u>Remarks from Auditee</u>	

Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 167334] Audit Date: 12/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 155948] Audit Date: 11/07/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
The main auditee has showed to the auditor workers signed their employment contracts. Denetimden sorumlu ana denetçi, denetçiye iş sözleşmelerini imzalamış olduklarını gösterdi.	
<u>Remarks from Auditee</u>	
Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 167334] Audit Date: 12/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 155948] Audit Date: 11/07/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
The main auditee has a clear no bonded labour policy in accordance with the BSCI principles. Ana denetlenen, BSCI ilkelerine uygun olarak açık bir şekilde bağlı çalışanların olmadığına dair çalışma politikasına sahiptir.	
<u>Remarks from Auditee</u>	
Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 167334] Audit Date: 12/11/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 155948] Audit Date: 11/07/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
Environmental procedure and policy have been implemented and are in accordance with the BSCI requirement. The main auditee company has valid no need environmental permit. Wastes are sent to nominated supplier with sufficient records and evidences. Çevre prosedürü ve politikası uygulanmış olup, BSCI şartına uygundur. Ana denetlenen şirket geçerli çevre iznine gerekli değildir belgesine sahiptir. Atıklar yeterli kayıtlar ve deliller ile anlaşmalı tedarikçilere gönderilmektedir.	
<u>Remarks from Auditee</u>	

Performance Area 13 : Ethical Business Behaviour

1- Followup Audit [Audit Id - 167334] Audit Date: 12/11/2019 PA Score: C

Deadline date:12/05/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on satisfactory evidence through site tour, documents review and employee & management interview, the main auditee partially respects this performance area 13
This facility had no legal case. The management was transparent during the audit process. However some gaps were noted during the audit process as listed below.

- 13.3 -** 1st Follow Up Audit conducted on 12.11.2019 NOT CLOSED Law: The Turkish Regulation on Overtime and Extra Work art 10, The overtime and extra works payments included with normal working hours payment that are given to employees are paid according to Turkish Labor Law .This payment has to be clearly shown on payroll documentation and on pay slips, which are given to employees according to Turkish Labor Law. The payments are done correctly and on-time. 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 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 performance of a designated work. Basically, the wage is paid as Turkish currency in the working place or deposit in a bank account in the name of the worker. Where it is agreed to pay the wage in foreign currency, 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 bill payable to order (bond), or coupon or any other valuable paper alleged to represent a currency effective in the country. In accordance with Regulation about Compensation of all kinds of rights such as Wage, Bonus, Premium through Bank Accounts; No: 27058, Date: 18.11.2008, Art. 10. If the facility has at least 10 employees, net wages of the employees should be paid through bank account after the cut of legal deductions from gross wages. Finding: It was noted that the a part of salaries and part of the overtime 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 salaries and overtime payments are paid by cash and are not submitted to social insurance institution. All payments documents (official and unofficial) were shared to the auditors during the audit process. This question was rated as partially because part of wages are paid through official payroll.
1.Takip Denetimi 12.11.2019 KAPANMADI Kanun: İŞ KANUNUNA İLİŞKİN FAZLA ÇALIŞMA VE FAZLA SÜRELERLE ÇALIŞMA YÖNETMELİĞİ Resmi Gazete Tarihi: 06.04.2004 Resmi Gazete Sayısı: 25425 Madde 10 Bulgu: Maaşların asgari kısmının ve fazla mesailerin bir kısmının sosyal sigortalar kurumuna sunulan resmi bordro üzerinden ödendiği tesbit edilmiştir. Çalışanların sosyal sigorta primleri de bu miktar üzerinden ödenmektedir. Geriye kalan maaşlar ve Fazla mesai tutarları elden ödenmektedir ve sosyal sigortalar kurumuna bildirilmemektedir. Denetim sürecinde işletme tüm ödeme kayıtlarını(resmi ve gayri resmi) denetçiler ile paylaşmıştır. Ödemeler doğru ve zamanında yapılmaktadır.

Remarks from Auditee:

Full Audit [Audit Id - 155948] Audit Date: 11/07/2019 PA Score: A

Deadline date:

Good practices

Areas of improvement

The facility has a clear anti-corruption/bribery policy which respects the BSCI principles. From the records reviewed there was not any observation so based on satisfactory evidence factory fulfils requirements of relevant PA.
İşletme, BSCI ilkelerine saygı gösteren net bir yolsuzluk / rüşvet politikasına sahiptir. Gözden geçirilen kayıtlardan tatminkar kanıt fabrikasına dayalı olarak bu bölümde tüm gereklilerini yerine getirmektedir.

Remarks from Auditee

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	12/11/2019	167334	B	A	A	A	B	A	A	A	A	A	A	A	C	B
Full Audit	11/07/2019	155948	D	A	A	A	D	E	A	A	A	A	A	A	A	D

Producer Photos



External photo(s) of the production unit(s)
outview (1).JPG



Photo of fire safety equipment
firefighters.JPG



Photo of the inside of the main production hall
productionarea (3).JPG



External photo(s) of the production unit(s)
outview (2).JPG



Photo of the canteen (if applicable)
Luncharea.JPG



Photo of the inside of the main production hall
productionarea (5).JPG



Photo first aid facilities
doctorroom.JPG



Photo of the code of conduct on display
amforiBSCI.JPG



Photo of the inside of the main production hall
Quality.JPG



Photo first aid facilities
firstaidbox.JPG



Photo of the inside of the main production hall
changingroom.JPG



Photo of the inside of the main production hall
sewing.JPG



Photo of fire safety equipment
evacuationplan.JPG



Photo of the inside of the main production hall
Cutting.JPG



Photo of the inside of the main production hall
timecardsystem.JPG



Photo of fire safety equipment
exitdoor.JPG



Photo of the inside of the main production hall
eyewash.JPG



Photo of the inside of the main production hall
warehouse.JPG



Photo of fire safety equipment
exitmark.JPG



Photo of the inside of the main production hall
metallicgloves.JPG



Photo of the personal protection equipments (if applicable)
metallicgloves.JPG



Photo of fire safety equipment
firealarm.JPG



Photo of the inside of the main production hall
productionarea (1).JPG



Photo of the personal protection equipments (if applicable)
ppe.JPG