

Monitored Party Bursali Tekstil San. ve Tic. A.S.	amfori ID 792-000353-000	Address DEMIRTAS ORGANIZE SANAYI BOLGESI, CIGDEM 1 SOKAK, NO:14 OSMANGAZI, 16369 Bursa, Bursa, Türkiye
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner Eurofins CPA
Monitoring Start Date 28/02/2024	Closing Meeting Finished Date 18/03/2024	Submission Date 18/03/2024
Expiration Date 21/11/2025	Announcement Type Semi Announced	
Site Bursali Tekstil San. ve Tic. A.S.	Site amfori ID 792-000353-002	

This is an extract of the online Monitoring Result, generated on 18/03/2024, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.





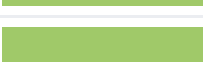

amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).








All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

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, Violence or Harassment	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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Ozgun Sari ; APSCA membership number: CSCA 21704946

Name of observers, translators, trainees, advisors/consultants (if applicable): None

Monitoring partner name: Eurofins CPA

Audit schedule details: The audit is planned for 1 auditor in 1 day and conducted as planned.

Announcement Type: Semi - Announced

The audit is a follow-up audit, and performance area PA-1, PA-2, PA-5, PA-7 and PA-13 were included in the scope of the audit.

BURSALI TEKSTİL SAN. Ve TİC. A.Ş. Was established in 1988 as towels & robes producer.

Main processes are warping, winding, sizing, weaving, bobbin/fabric dyeing, cutting, sewing, quality control and packaging. Also, embroidery process was available in sampling basis. The annual capacity is 2.500 tons / year.

Audited location information:

The facility is located 2 main buildings built between 2005-2018. The facility is the owner and sole user of the buildings. The total closed area is 36.786,71 m2.

The layout is as follows:

Administrative part:

3rd Floor: Rest area

2nd Floor: Offices, lunch hall

1st Floor: Offices

Ground Floor: Offices

-1st Floor: Warehouse

Production Building:

1st Floor: Cutting, sewing, QC, packaging areas, embroidery, accessories warehouse, locker rooms

Ground Floor: Dyeing, finishing, weaving, warping areas, shipment, doctor room, dye kitchens Mezzanine = Laboratory, solid dye warehouse

-1st Floor: Stock area, soft transfer, QC, velvet, final winding

Summary of production process: The facility manufactures towels & robes producer.

Operating shifts and hours:

Administration: 8:30-18:30 including 60' meal break & 15'x 2 tea breaks for 5 days. 42,5 hours

Production: 7:00-15:00 & 15:00-23:00 & 23:00-7:00 including 30' meal breaks for 5 days. 37,5 hours, Sunday are weekly rest days.

Time recording system:

All employees' working hours were recorded by finger-printing recognition recording machine with detailed time in and time out information.

Salary payment details:

Employees' wages were calculated on hourly rate basis and paid monthly by via bank on the 5th day of each month.

According to the sampled payroll records in sampled months, it was noted that the lowest basic wages of all sampled employees was 17002.12 TL (net) per month,

Worker number information:

There were total of 356 employees including 175 female employees and 181 male employees in the auditee, of which 274 employees were production employees . 9 employees were hired indirectly, and rest of the employees were hired by the factory directly. There was no young worker in the company. The youngest employee working in the auditee was 19 years old. There was 1 pregnant worker in the company. There were no workers on maternity leave in the company. There was no migrant worker in the facility. There was no dormitory provided to the employees. There were no home working

practices in the company.

Good practices: The facility provides free transportation and meals to the employees.

Worker organization details: There was no union at the auditee, but there were freely elected worker representatives. There were OHS Committee and Grievance Committee which included freely elected worker representatives in the facility.

#LivingWage: The living wage data calculation was filled in Fair Remuneration part of the report and attached in the attachment.

Circumstances: The facility representative was transparent and collaborative. There was no special circumstance during the audit.

Summary of finding; In the previous audit, there were findings in Performance Areas 1 and 7.

Remark:

1. The auditee did not obtain government waivers and collective bargaining agreements, which made aforesaid documents not applicable.
2. Employees' names were hidden in the uploaded sampled payroll records and attendance records as there is a personal data protection law/ requirement in Turkey.

SITE DETAILS

Site
Bursali Tekstil San. ve Tic. A.S.

Site amfori ID
792-000353-002

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Textiles, Apparel & Luxury Goods

Sub Industry
Textiles

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	226	Workers
Legal minimum wage in local currency	17.002,12	Monthly
Lowest wage paid for regular work at the site	17.002,12	Monthly
Calculated living wage in local currency	19.431,7	Monthly
Total sample	20	Workers

Other Metrics

Male workers	98	Workers
Female workers	128	Workers
Non-binary workers	0	Workers
Permanent workers - Male	174	Workers
Permanent workers - Female	173	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	7	Workers
Temporary workers - Female	2	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	30	Workers
Management - Female	43	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	12	Workers
Workers on probation - Female	7	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	114	Workers
Workers with night shift - Female	15	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	7	Workers
Workers with disabilities - Female	2	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	174	Workers
Workers hired directly - Female	173	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	7	Workers
Workers hired indirectly - Female	2	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	1	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	10	Workers
Sample - Female	10	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: Bursali Tekstil San. ve Tic. A.S. | Site amfori ID: 792-000353-002

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Previous Finding: Through document review, management & employee interviews, facility tour it is noted that:

- The social compliance issues is not included in the management review meeting.
- There is a social management system in the facility, however the social compliance responsible shall improve his knowledge on the BSCI system and documentation available.
- The facility has social compliance management system however there are gaps. Please refer to issues that need to be corrected in PA 1, 2, 5, 7 and 13.

As there is written policies & procedures the question is marked partial.

Corrective action not taken: Based on document review, worker interview, site tour and management interview, the audited facility has not taken necessary corrective action for non-compliances in PA-1 and PA-7 completely, it was noted that the Amfori BSCI management system was not fully implemented in these performance areas.

As there is written policies & procedures the question is marked partial.

amfori BSCI requirement 1.1

Önceki Bulgu: Yapılan doküman inceleme, işletme turu, yönetim ve çalışan görüşmesi ile tespit edilen konular mevcuttur:

- Sosyal uygunluk konularının yönetim gözden geçirme toplantılarına dahil edilmediği tespit edilmiştir.
- Firmada bir sosyal uygunluk sistemi mevcuttur ancak, BSCI sistemi ve dokümantasyona hakimiyet konusunda sistem sorumlusunun bilgi düzeyini geliştirmesi gereklidir.
- İşletmede bir sosyal uygunluk yönetim sistemi mevcuttur ancak sistemde iyileştirmesi gereken açıklar mevcuttur. Lütfen performans alanı 1, 2, 5,7 ve 13'deki düzeltilmesi gereken konulara bakınız.

Soru yazılı politika ve prosedürler olduğu için kısmi cevaplanmıştır.

Düzeltilici Aksiyon Alınmadı: Belge inceleme, işçi kayıtları, saha turu ve yönetim süreçlerine dayanarak, denetlenen tesisin PA-1 ve PA-7'deki uygunsuzluklar için gerekli düzeltici önlemleri tam olarak almadığı, Amfori BSCI'nın Bu performans alanlarında yönetim sistemi tam olarak uygulanmadığı not edildi.

Soru yazılı politika ve prosedürler olduğu için kısmi cevaplanmıştır.

amfori BSCI gereklilikleri 1.1

PA 7: Occupational Health and Safety

Site: Bursali Tekstil San. ve Tic. A.S. | Site amfori ID: 792-000353-002

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Previous Finding: The laws and regulations regarding health and safety is followed by the facility however a gap to be fulfilled was noted under PA 7.</p> <p>As there is a management system in place in HS the question is marked partial.</p> <p>Corrective action not taken: Based on document review, site tour, there was good H&S management system in the facility however the system has gaps due to building usage permit and fire licence were not cover all building.</p> <p>Due to there that there were H&S trainings, risk assessment, periodical inspection of lifting machine and pressured equipment's etc. the audited company partially respects amfori BSCI requirement 7.1</p>	<p>Önceki Bulgu: İşletmede iş sağlığı ve güvenliğine ilişkin kanun ve yönetmelikler takip edilmektedir, ancak PA 7'de iyileştirilmesi gereken konular not edilmiştir.</p> <p>Soru ISG konusunda bir yönetim sistemi olduğu için kısmi olarak cevaplanmıştır.</p> <p>Düzeltilici önlem alınmadı: Belge incelemesi, saha turu dayanarak, tesiste iyi bir Sağlık ve Güvenlik yönetim sistemi mevcuttu ancak bina kullanım izni ve yangın ruhsatının tüm binaları kapsamaması nedeniyle sistemde boşluklar mevcuttu.</p> <p>Sağlık ve güvenlik eğitimleri, risk değerlendirmesi, kaldırma makinelerinin ve basınçlı ekipmanların periyodik muayenesi vb.nin mevcut olması nedeniyle denetlenen şirket amfori BSCI gereklilikleri 7.1'e kısmen uymaktadır.</p>

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Previous Finding:</p> <ul style="list-style-type: none"> - The fire brigades reports issued in 2007 & 2021 covers 31.292 sqm, does not cover all areas as the total closed area is 36.786,71 sqm in total. - The facility consists of 2 main semidetached buildings with a total closed area of 36.786,71 m2; however, the current building occupancy permits covers 32.578 m2. In reference to the areas not covered by the company's building occupancy permit, there are 2 building registration certificates dated 13.06.2019 (Social area on top floor of administrative building & closed porch areas in sides of production building). Contrary to the provisions of "Temporary Article 16 of the Zoning Law", the discrepancies related to the two areas of 4.208,71 m2 not covered by the building occupancy permit have become legally acceptable, not in a physical sense but effectively. However, the building registration certificate assigns responsibility to the holder of the building 	<p>Önceki Bulgu:</p> <ul style="list-style-type: none"> - İşletmenin 2007 & 2021 tarihli itfaiye raporları 31.292 m2'yi kapsamaktadır; tüm alanlar dahil değildir. Toplam kapalı alan 36.786,71 m2 dir. - İşletmenin 2 ana bitişik nizam binasının toplam alanı 36.786,71 m2dir, mevcut yapı kullanma izinleri 32.578 m2'yi kapsamaktadır. İşletmenin yapı kullanım izninin kapsamadığı alanlara istinaden 13.06.2019 tarihli 2 adet yapı kayıt belgesi mevcuttur (İdari bina çatı katındaki sosyal alan ve üretim binası kapatılmış sundurma alanları). Yapı kayıt belgesi ile yapı kullanım izninin kapsamadığı 4.208.71 m2 alana ilişkin ayrıntılıklar "İmar Kanunu Geçici 16." maddesi uyarınca fiziksel olarak değil ancak fiilen yasal hale gelmiştir. Ancak yapı kayıt belgesi, ilgili geçici madde uyarınca bilimsel ve teknik kurallara ve deprem yönetmeliğine uygunluk noktasında sorumluluğu yapı kayıt belgesi sahibine yüklemektedir. Bu nedenle yapı kayıt belgesine istinaden yapı kayıt belgesinin kapsadığı alanın

Finding

registration certificate in accordance with the relevant temporary provision for compliance with scientific and technical rules and earthquake regulations. Consequently, the physical compliance of the areas covered by the building registration certificate with scientific and technical regulations and earthquake regulations cannot be confirmed.

As building occupancy permits / registry documents for all areas are provided, the question is marked partial.

Corrective action not taken:

- Based on document review, site tour, the audited facility was not taken necessary corrective action for non-compliances completely. The fire brigades reports covers 31.292 sqm, does not cover all areas as the total closed area is 36.786,71 sqm in total.

-Based on document review, site tour, the audited facility was not taken necessary corrective action for non-compliances completely. the building occupancy permits covers 32.578 m2. not covered by the company's building occupancy permit, there are 2 building registration certificates dated 13.06.2019.

fiziken bilimsel ve teknik kurallara ve Deprem Yönetmeliğine uygunluğu teyit edilememektedir.

Soru yapı kullanım izni/ yapı kayıt belgeleri tüm binalar için mevcut olduğundan kısmi cevaplanmıştır.

Düzeltilici önlem alınmadı:

Belge incelemesi, saha turu dayanarak, denetlenen tesiste uygunsuzluklar için gerekli düzeltici faaliyet yapılmamıştır. İtfaiye raporları 31.292 m2'yi kapsamakta olup toplam kapalı alan 36.786,71 m2 olduğundan tüm alanları kapsamamaktadır.

Belge incelemesi, saha turu dayanarak, denetlenen tesiste uygunsuzluklar için gerekli düzeltici faaliyetlerin tam olarak yapılmadığı anlaşılmaktadır. Yapı kullanma izin belgeleri 32.578 m2'yi kapsamaktadır. Şirketin yapı kullanma izin belgesi kapsamına girmeyen 13.06.2019 tarihli 2 adet yapı kayıt belgesi bulunmaktadır.