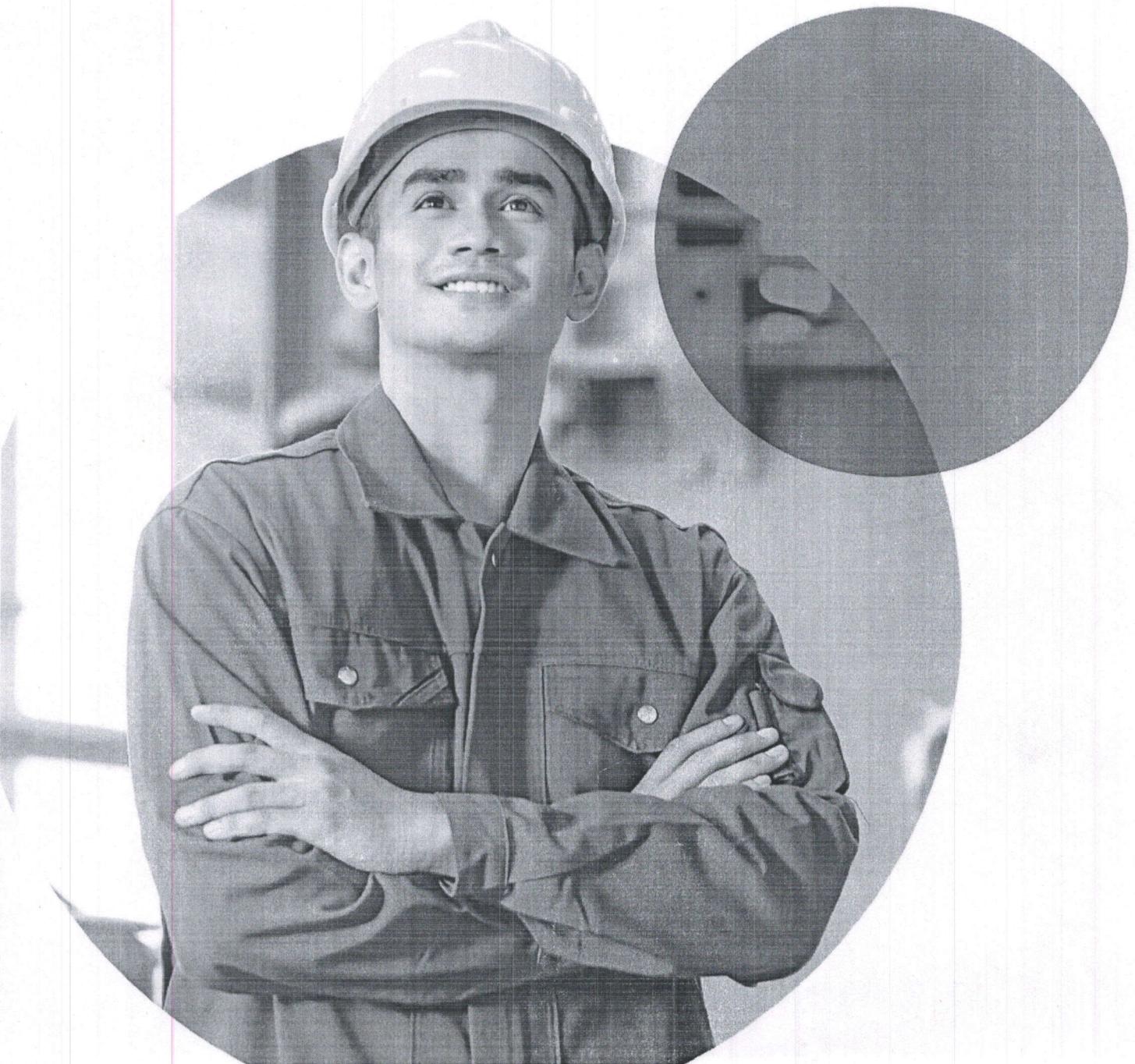




# SMETA Corrective Action Plan Report (CAPR)

Version 6.1



## Audit Content:

- (1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Best Practice Version 6.1 (March 2019) was applied. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA Methodology are stated (with reasons for deviation) in the SMETA Declaration.
- (2) The audit scope was against the following reference documents
- 2-Pillar SMETA Audit**
- ETI Base Code
  - SMETA Additions
    - Universal rights covering UNGP
    - Management systems and code implementation,
    - Responsible Recruitment
    - Entitlement to Work & Immigration,
    - Sub-Contracting and Home working,
- 4-Pillar SMETA**
- 2-Pillar requirements plus
  - Additional Pillar assessment of Environment
  - Additional Pillar assessment of Business Ethics
  - The Customer's Supplier Code (Appendix 1)
- (3) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.
- (4) Any Non-Compliance against customer code shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

## Guidance

The Corrective Action Plan Report summarises the site audit findings and a corrective, and preventative action plan that both the auditor and the site manager believe is reasonable to ensure conformity with the ETI Base Code, Local Laws and additional audited requirements. After the initial audit, the form is used to re-record actions taken and to categorise the status of the non-compliances.

N.B. observations and good practice examples should be pointed out at the closing meeting as well as discussing non-compliances and corrective actions.

To ensure that good practice examples are highlighted to the supplier and to give a more 'balanced' audit a section to record these has been provided on the CAPR document (see following pages) which will remain with the supplier. They will be further confirmed on receipt of the audit report.

### Root cause (see column 4)

**Root cause refers to the specific procedure or lack of procedure which caused the issue to arise. Before a corrective action can sustainably rectify the situation, it is important to find out the real cause of the non-compliance and whether a system change is necessary to ensure the issue will not arise again in the future.**

See SMETA BPG Chapter 7 'Audit Execution' for more explanation of "root cause".

### Next Steps:

1. The site shall request, via Sedex, that the audit body upload the audit report, non-compliances, observations and good examples. If you have not already received instructions on how to do this then please visit the web site [www.sedexglobal.com](http://www.sedexglobal.com).
2. Sites shall action its non-compliances and document its progress via Sedex.
3. Once the site has effectively progressed through its actions then it shall request via Sedex that the audit body verify its actions. Please visit [www.sedexglobal.com](http://www.sedexglobal.com) web site for information on how to do this.
4. The audit body shall verify corrective actions taken by the site by either a "Desk-Top" review process via Sedex or by Follow-up Audit (see point 5).
5. Some non-compliances that cannot be closed off by "Desk-Top" review may need to be closed off via a "1 Day Follow Up Audit" charged at normal fee rates. If this is the case, then the site will be notified after its submission of documentary evidence relating to that non-compliance. Any follow-up audit must take place within twelve months of the initial audit and the information from the initial audit must be available for sign off of corrective action.
6. For changes to wages and hours to be correctly verified it will normally require a follow up site visit. Auditors will generally require to see a minimum of two months wages and hours records, showing new rates in order to confirm changes (note some clients may ask for a longer period, if in doubt please check with the client).

Audit Details				
Sedex Company Reference: <i>(only available on Sedex System)</i>	ZC5000003601	Sedex Site Reference: <i>(only available on Sedex System)</i>	ZS1000003735	
Business name (Company name):	GULCEK TEKSTIL BOYA APRE ORME INS.SAN.ve TIC. A.S			
Site name:	GULCEK TEKSTIL BOYA APRE ORME INS SAN VE TIC AS			
Site address:	T.C. Çerkezköy Organize Sanayi Bölgesi Müdürlüğü Gazi Osman Pasa mah. 23.sok no:1/a Çerkezköy 59510 TR	Country:	TR	
Site contact and job title:	Burcu Dalkılıç / Quality Management System Responsible			
Site phone:	00902827262333	Site e-mail:	burcudalkilic@gulcektekstil.com.tr	
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health and Safety (plus Environment 2-Pillar)	<input checked="" type="checkbox"/> Environment 4-pillar	<input checked="" type="checkbox"/> Business Ethics
Date of Audit:	2023-08-31			

Audit Company Name:
BUREAU VERITAS CPS - EMEA

Audit Conducted By					
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>	Retailer	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>	Trade Union	<input type="checkbox"/>
Multi-stakeholder	<input type="checkbox"/>	Combined Audit (select all that apply)			

Audit Parameters		
Time in and time out	Day 1	
	In	09:00
	Out	17:00
Audit type:	FULL_INITIAL	
Was the audit announced?	SEMI_ANNOUNCED	
Was the Sedex SAQ available for review?	Yes	
Any conflicting information SAQ/Pre-Audit Info to Audit findings?	No	
Who signed and agreed CAPR	Burcu Dalkılıç / Quality Management System Responsible	
Is further information available	No	

Audit attendance	Management	Worker Representatives	
	Senior management	Worker Committee representatives	Union representatives
A: Present at the opening meeting?	Yes	Yes	No
B: Present at the audit?	Yes	Yes	No
C: Present at the closing meeting?	Yes	Yes	No
<i>Reason for absence at the opening meeting</i>	There was no union onsite.		
<i>Reason for absence during the audit</i>	There was no union onsite.		
<i>Reason for absence at the closing meeting</i>	There was no union onsite.		

## Summary of Findings

Issue <i>(please click on the issue title to go direct to the appropriate audit results by clause)</i>	Area of Non-Conformity		Number of issues			Findings
	ETI	Local Law	NC	Obs	GE	
<u>5 - Living wages are paid</u>	5.2	§1	1	0	2	NC - 93070042-b43d-491b-8299-3b92dc5e1f1a GE - c8c50d48-874d-4bcc-9f62-eae55cec8423e GE - 19e83cbb-9e19-4545-89da-6ad596de0130
<u>7 - No discrimination is practiced</u>	7.1	§2	1	0	0	NC - fbc6a09e-9d2a-46ed-a5d6-dd1135eda03b
<u>3 - Working conditions are safe and hygienic</u>	3.1 3.1 3.1 3.1 3.1 3.1 3.1	§10 §3 §4 §5 §6 §7 §8 §9	8	0	0	NC - 50059209-66f1-4cc4-b295-ffc796d9f6ac NC - a7389007-5faf-4f79-8f71-93056af1ec60 NC - 63c6b894-dab9-4d5d-b96a-d8a145269a47 NC - 0b4a1804-01e5-40f9-88c4-3c10888383f0 NC - 70e582ea-9595-4ad4-a318-46c28090687e NC - fd7ff2ca-6a47-43ca-97f5-991e23f20cc3 NC - a97a5026-72c3-49a6-8e42-10e584bd5c99 NC - 590a83cd-7e33-4517-9ddf-37ff1aed1e5f
<u>1 - Freely chosen employment</u>	1.2	§11	1	0	0	NC - fe4cb34a-e2a7-486b-8c37-05f52b7024c3
<u>6 - Working hours are not excessive</u>	6.1 6.1 6.1 6.4 6.6	§12 §13 §14 §15	5	0	0	NC - 56c8851f-6c63-4dd0-8151-0f2904570601 NC - f9cdce5b-6a6f-45ac-a751-ac6e67b5b8cc NC - 3b1c564d-4908-4f61-aa70-e8f3c6dae39f NC - a5d3089c-0911-4d53-a93e-b29f032e4db9 NC - 7be9cd9a-54ad-46f9-85a9-b7dd93874ce6

### Local Law Issues

Issue	Description
§1	Annual Paid Leave Regulation-Article 15 / Yıllık Ücretli İzin Yönetmeliği-Madde 15
§2	Regulation on Work Placement Services in Turkey-Date: 25.04.2009 - Number: 27210-Article-10 / Yurtiçinde işe yerleştirme Hizmetleri Hakkında Yönetmelik-Tarihi: 25.04.2009 - Sayı: 27210-Madde 10
§3	Health And Safety Requirements For The Use Of Work Equipment-Annex-3-Related Matters For Maintenance,Repair And Periodic Control 1.7.6. / İş Ekipmanlarının Kullanımında Sağlık Ve Güvenlik Şartları Yönetmeliği Ek-3-Bakım,Onarım ve Periyodik Kontroller ile İlgili Hususlar: 1.7.6.
§4	Regulation on the Amendment of the Regulation on Health and Safety Conditions in the Use of Work Equipment -18.02.2022- Appendix 3- Matters related to Maintenance, Repair and Periodic Controls - Table 2.3 - Fire systems / İş Ekipmanlarının Kullanımında Sağlık ve Güvenlik Şartları Yönetmeliğinde Değişiklik Yapılmasına Dair Yönetmelik -18.02.2022- Ek 3- Bakım Onarım ve Periyodik Kontroller ile ilgili hususlar - Tablo 2.3 - Yangın sistemleri

§5	Health And Safety Requirements For The Use Of Work Equipment-Annex-3-Related Matters For Maintenance,Repair And Periodic Control 1.7.6. / İş Ekipmanlarının Kullanımında Sağlık Ve Güvenlik Şartları Yönetmeliği Ek-3-Bakım,Onarım ve Periyodik Kontroller ile İlgili Hususlar: 1.7.6.
§6	The regulation based on the grounding of electrical formations (21.08.2001) Appendix-P. Art.3 / Elektrik Tesislerinde Topraklamalar Yönetmeliği ( 21.08.2001), Ek P - Madde 3
§7	In accordance with the Turkish Regulation on the Health and Safety Precautions Taken While Working with the Chemical Substances (12.08.2013), Art 7 - i - 3 Necessary measures shall be taken in case of fire or explosion arising from flammable and / or explosive materials; or to prevent workers from or to minimize the dangerous physical effects of chemically unstable substances or mixtures.
§8	In accordance with the Regulation for the Revision of the Regulation Protection Of Buildings Against Fire (9.9.2009) , art 5 The fire evacuation plans should be posted at the production , warehouse, hotel , health or training facilities of which have an area more than 10.000 sqm.
§9	In accordance with the Turkish Regulation on the Usage of the Personnel Protective Equipments in the Workplace (02.07.2013) Art 8 - (1) The employer shall provide the necessary personnel protective equipments which were described in Annex-2 and shall take all precautions to make employees use these personnel protective equipments properly.
§10	Regulation on the Protection of Buildings from Fire - Article 81-(1) The processes of informing the residents of all the used parts of a building about fire or similar emergencies are carried out with sound and light warning devices. Where the fire warning button is mandatory, the warning system is also mandatory.
§11	Occupational Safety Law Number: 6331, Date: 30/6/2012-ARTICLE 15 / İş Güvenliği Kanunu Kanun No:6331, Tarih: 30/6/2012-MADDE 15
§12	Turkish Regulation on Working Hours Related to Labor Law, art 4 / İş Kanununa İlişkin Fazla Çalışma ve Fazla Sürelerle Çalışma Yönetmeliği (06.04.2004), Madde 4
§13	Turkish Regulation on the Occupationals which are carried out by working of employees on shifts, art 7 / POSTALAR HALİNDE İŞÇİ ÇALIŞTIRILARAK YÜRÜTÜLEN İŞLERDE ÇALIŞMALARA İLİŞKİN ÖZEL USUL VE ESASLAR HAKKINDA YÖNETMELİK 07.04.2004 #25426 Madde 7
§14	Turkish Labour Law # 4857 / 2003, ARTICLE 46 / Türk İş Kanunu #4857 (2003), Madde 46
§15	Turkish Regulation on the Occupationals which are carried out by working of employees on shifts , art 9 / Postalar Halinde İşçi Çalıştırılarak Yürütülen İşlerde Çalışmalara İlişkin Özel Usul ve Esaslar Hakkında Yönetmelik 07.04.2004 #25426 Posta Değişiminde Dinlenme Süresi-Madde 9

## Corrective Action Plan - Non Compliances

Non-Compliance		Evidence
[Back to findings summary]		
<b>Non-Compliance</b>		
Status	OPEN	
Reference	fbc6a09e-9d2a-46ed-a5d6-dd1135eda03b	
Clause	7 - No discrimination is practiced	
Issue Title	506 - Site does not achieve the percentage or number of a particular group (e.g. workers with disabilities, apprentices etc.) as required by local law	
Subcategory	General Discrimination, HR systems & Policy	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	Regulation on Work Placement Services in Turkey- Date: 25.04.2009 - Number: 27210-Article-10 / Yurtiçinde işe yerleştirme Hizmetleri Hakkında Yönetmelik-Tarihi: 25.04.2009 - Sayı: 27210-Madde 10	
ETI code	7.1 - There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.	
Explanation to the non compliance	Despite the obligation to employ disabled employees, which is required by law, the number of disabled people employed remains below the legal limit in the company.( There was only 8 disabled employee instead of 10) / Firmada yasaların zorunlu kıldığı engelli çalışan çalıştırma yükümlülüğüne karşın çalıştırılan engelli sayısı yasal limitin altında kalmaktadır. (10 yerine 8 engelli çalışan vardır. )	
Follow up method	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input type="checkbox"/> 30 days <input checked="" type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	It is recommended that disabled employees should be employed at a rate of at least 3% of the total number of employees. / Toplam çalışan sayısının en az %3 ü oranında engelli çalışan istihdam edilmelidir.	

Non-Compliance		Evidence
<a href="#">[Back to findings summary]</a>		
<b>Non-Compliance</b>		
Status	OPEN	
Reference	93070042-b43d-491b-8299-3b92dc5e1f1a	
Clause	5 - Living wages are paid	
Issue Title	427 - No policy on annual leave or not communicated to workers	
Subcategory	Benefits & Insurance	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	Annual Paid Leave Regulation-Article 15 / Yıllık Ücretli İzin Yönetmeliği-Madde 15	
ETI code	5.2 - All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.	
Explanation to the non compliance	It was noted that an annual leave committee has not been established in the company. / Tesiste yıllık izin kurulu henüz oluşturulmamıştır.	
Follow up method	<input checked="" type="checkbox"/> Follow up audit <input type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input type="checkbox"/> 30 days <input checked="" type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	It is recommended that the annual leave committee be elected and the committee is formed and regular committee meetings are held. / Yıllık izin komitesinin seçilmesi ve komitenin oluşturulması ve düzenli komite toplantılarının yapılması önerilmektedir.	

Non-Compliance		Evidence
<a href="#">[Back to findings summary]</a>		
<b>Non-Compliance</b>		
Status	OPEN	
Reference	50059209-66f1-4cc4-b295-ffc796d9f6ac	
Clause	3 - Working conditions are safe and hygienic	
Issue Title	187 - Fire extinguishers not inspected / checked regularly / out of date	
Subcategory	Fire Safety - Fire Fighting Equipment	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	Health And Safety Requirements For The Use Of Work Equipment-Annex-3-Related Matters For Maintenance,Repair And Periodic Control 1.7.6. / İş Ekipmanlarının Kullanımında Sağlık Ve Güvenlik Şartları Yönetmeliği Ek-3-Bakım,Onarım ve Periyodik Kontroller ile İlgili Hususlar: 1.7.6.	
ETI code	3.1 - A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.	
Explanation to the non compliance	It was noted that the periodic inspection reports of the company's fire hose, fire hydrant system and fire pumps carried out on June 5, 2023 were concluded as inappropriate. / Firmanın 5 haziran 2023 te gerçekleştirilen yangın hortumu , yangın hidrant sistemi ve yangın pompalarını periyodik kontrol raporlarının uygunsuz olarak sonuçlandığı not edilmiştir.	
Follow up method	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input checked="" type="checkbox"/> 30 days <input type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	It is recommended to correct the relevant nonconformities in the report and revise the periodic inspection report. / Rapordaki ilgili uygunsuzlukların düzeltilip periyodik kontrol raporunun revize edilmesi önerilir.	



Non-Compliance		Evidence
[Back to findings summary]		
<b>Non-Compliance</b>		
Status	OPEN	
Reference	a7389007-5faf-4f79-8f71-93056af1ec60	
Clause	3 - Working conditions are safe and hygienic	
Issue Title	187 - Fire extinguishers not inspected / checked regularly / out of date	
Subcategory	Fire Safety - Fire Fighting Equipment	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	Regulation on the Amendment of the Regulation on Health and Safety Conditions in the Use of Work Equipment -18.02.2022- Appendix 3- Matters related to Maintenance, Repair and Periodic Controls - Table 2.3 - Fire systems / İş Ekipmanlarının Kullanımında Sağlık ve Güvenlik Şartları Yönetmeliğinde Değişiklik Yapılmasına Dair Yönetmelik -18.02.2022- Ek 3- Bakım Onarım ve Periyodik Kontroller ile ilgili hususlar - Tablo 2.3 - Yangın sistemleri	
ETI code	3.1 - A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.	
Explanation to the non compliance	It was noted that there was no periodical inspection report of the fire extinguishing system in the hood and sprinkler system/ Davlumbaz içi yangın söndürme sistemi ve yağmurlama sistemi için periyodik kontrol raporu bulunmamaktadır.	
Follow up method	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input checked="" type="checkbox"/> 30 days <input type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	It is recommended to provide a periodic inspection report for the relevant fire equipment. / İlgili yangın ekipmanı için periyodik kontrol raporu sağlanması önerilir.	

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Non-Compliance		Evidence
[Back to findings summary]		
<b>Non-Compliance</b>		
Status	OPEN	
Reference	63c6b894-dab9-4d5d-b96a-d8a145269a47	
Clause	3 - Working conditions are safe and hygienic	
Issue Title	267 - No / inadequate certificates for inspections of machinery, or machines not registered as required by law	
Subcategory	Machinery	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	Health And Safety Requirements For The Use Of Work Equipment-Annex-3-Related Matters For Maintenance,Repair And Periodic Control 1.7.6. / İş Ekipmanlarının Kullanımında Sağlık Ve Güvenlik Şartları Yönetmeliği Ek-3-Bakım,Onarım ve Periyodik Kontroller ile İlgili Hususlar: 1.7.6.	
ETI code	3.1 - A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.	
Explanation to the non compliance	It was noted that result of the periodic inspections of some machinery and work equipment were inappropriate on conducted 05 June 2023. These are : 1 air tank, 1 out of 2 hydrophores, 2 out of 3 forklifts, 1 out of 10 pallet trucks, 1 out of 3 forklift, industrial racks / 5 haziran 2023 te gerçekleştirilen bazı makine ve iş ekipmanlarının periyodik kontrollerinin uygunsuz olarak sonuçlandığı not edilmiştir. Bunlar : 1 hava tankı , 2 hidrofordan 1 i , 3 forkliftten 2 si , 10 transpaletten 1 i , 3 forkliftten 1 i, endüstriyel raflar	
Follow up method	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input checked="" type="checkbox"/> 30 days <input type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	It is recommended to correct the relevant nonconformities in the report and revise the periodic	

	inspection report. / Rapordaki ilgili uygunsuzlukların düzeltilip periyodik kontrol raporunun revize edilmesi önerilir.	
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Non-Compliance		Evidence
<a href="#">[Back to findings summary]</a>		
<b>Non-Compliance</b>		
Status	OPEN	
Reference	0b4a1804-01e5-40f9-88c4-3c10888383f0	
Clause	3 - Working conditions are safe and hygienic	
Issue Title	221 - Inadequate electrical safety inspections conducted, including on lighting	
Subcategory	Electrical risk	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	The regulation based on the grounding of electrical formations (21.08.2001) Appendix-P. Art.3 / Elektrik Tesislerinde Topraklamalar Yönetmeliği ( 21.08.2001), Ek P - Madde 3	
ETI code	3.1 - A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.	
Explanation to the non compliance	It was noted that the latest electricity grounding test was done on 05.06.2023 however; some non-compliances which should be corrected company were noted on the electrical grounding test reports. / Firmada topraklama ölçümü en son 05.06.2023 tarihinde yapılmıştır ancak topraklama raporunda düzeltilmesi gereken uygunsuzluklar not edilmiştir.	
Follow up method	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input checked="" type="checkbox"/> 30 days <input type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	It is recommended to correct the relevant nonconformities in the report and revise the periodic inspection report. / Rapordaki ilgili uygunsuzlukların düzeltilip periyodik kontrol raporunun revize edilmesi önerilir.	

Non-Compliance		Evidence
[Back to findings summary]		
<b>Non-Compliance</b>		
Status	OPEN	
Reference	fe4cb34a-e2a7-486b-8c37-05f52b7024c3	
Clause	1 - Freely chosen employment	
Issue Title	80 - Workers incur fees, legal or otherwise, during the recruitment process	
Subcategory	Recruitment/termination	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	Occupational Safety Law Number: 6331, Date: 30/6/2012-ARTICLE 15 / İş Güvenliği Kanunu Kanun No:6331, Tarih: 30/6/2012-MADDE 15	
ETI code	1.2 - Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.	
Explanation to the non compliance	It was noted that costs related to health report required for employment is covered by workers instead of the employer. / İşe giriş sırasında firma tarafından istenen sağlık kontrolü masraflarının firma yerine işçiler tarafından ödendiği not edilmiştir.	
Follow up method	<input checked="" type="checkbox"/> Follow up audit <input type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input checked="" type="checkbox"/> 30 days <input type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	It is recommended that the health check costs for the should be paid by the company / Sağlık kontrolü için ödenen masraflar firma tarafından karşılanmalıdır.	

Non-Compliance		Evidence
[Back to findings summary]		
<b>Non-Compliance</b>		
Status	OPEN	
Reference	70e582ea-9595-4ad4-a318-46c28090687e	
Clause	3 - Working conditions are safe and hygienic	
Issue Title	240 - No / inadequate safety measures / anti-explosion measures for chemicals (e.g. no anti-leaking system / secondary container / unbunded)	
Subcategory	Chemicals	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	<p>In accordance with the Turkish Regulation on the Health and Safety Precautions Taken While Working with the Chemical Substances (12.08.2013), Art 7 - i - 3 Necessary measures shall be taken in case of fire or explosion arising from flammable and / or explosive materials; or to prevent workers from or to minimize the dangerous physical effects of chemically unstable substances or mixtures.</p>	
ETI code	<p>3.1 - A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.</p>	
Explanation to the non compliance	<p>It was noted that no secondary containers were provided for chemicals kept in the open area and machine oils in the maintenance department. / Firmada açık alanda bekletilen kimyasallar ve bakım bölümünde bulunan makine yağları için ikincil kap sağlanmadığı görülmüştür.</p>	
Follow up method	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input checked="" type="checkbox"/> 30 days <input type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	<p>It is recommended to provide a secondary container for the chemicals involved. / İlgili kimyasallar için ikincil kap sağlanmalıdır.</p>	

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Non-Compliance		Evidence
<a href="#">[Back to findings summary]</a>		
<b>Non-Compliance</b>		
Status	OPEN	
Reference	fd7ff2ca-6a47-43ca-97f5-991e23f20cc3	
Clause	3 - Working conditions are safe and hygienic	
Issue Title	215 - Evacuation plan not adequately communicated to workers	
Subcategory	Fire Safety - Fire alarms & Evacuation	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	In accordance with the Regulation for the Revision of the Regulation Protection Of Buildings Against Fire (9.9.2009) , art 5 The fire evacuation plans should be posted at the production , warehouse, hotel , health or training facilities of which have an area more than 10.000 sqm.	
ETI code	3.1 - A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.	
Explanation to the non compliance	It was noted that the evacuation plans examined in the company's knitting and raw fabric warehouse did not reflect the reality in their location. / Firmanın örgü ve ham kumaş deposunda incelenen tahliye planlarının bulunduğu konumda gerçeği yansıtmadığı görülmüştür.	
Follow up method	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input checked="" type="checkbox"/> 30 days <input type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	It is recommended that provide an emergency evacuation plan in an appropriate format. Uygun bir formatta acil durum tahliye planının sağlanması tavsiye edilir.	



Non-Compliance		Evidence
<a href="#">[Back to findings summary]</a>		
<b>Non-Compliance</b>		
Status	OPEN	
Reference	a97a5026-72c3-49a6-8e42-10e584bd5c99	
Clause	3 - Working conditions are safe and hygienic	
Issue Title	278 - Personal Protective Equipment (PPE) provided but incidents of workers not using PPE where appropriate	
Subcategory	Personal Protective Equipment/Clothing	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	In accordance with the Turkish Regulation on the Usage of the Personnel Protective Equipments in the Workplace (02.07.2013) Art 8 – (1) The employer shall provide the necessary personnel protective equipments which were described in Annex-2 and shall take all precautions to make employees use these personnel protective equipments properly.	
ETI code	3.1 - A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.	
Explanation to the non compliance	During the document review in the company, it was noted that noise measurements in the printing and dyeing kitchen were above the limit values. Despite this, it was observed that the employees working in this section did not use earplugs. In addition, it was observed that an employee working with a forklift in the raw fabric storage section was not wearing steel-toed protective shoes. / Firmada yapılan döküman incelemesinde, baskı boya mutfağında gürültü ölçümlerinin sınır değerlerin üzerinde çıktığı görülmüştür. Buna rağmen bu bölümde çalışan çalışanların kulaklık kullanmadığı görülmüştür. Ayrıca ham kumaş depo bölümünde forklift ile çalışan bir çalışanın çelik burunlu koruyucu ayakkabı giymediği görülmüştür.	
Follow up method	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input checked="" type="checkbox"/> 30 days <input type="checkbox"/> 60 days	

	<input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	It is recommended that employees use personal protective equipment (PPE) suitable for their work. / Çalışanların yaptığı işe uygun kişisel koruyucu donanım (KKD) kullanması tavsiye edilir.	

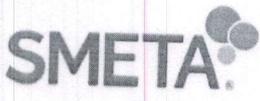
Non-Compliance		Evidence
<a href="#">[Back to findings summary]</a>		
<b>Non-Compliance</b>		
Status	OPEN	
Reference	590a83cd-7e33-4517-9ddf-37ff1aed1e5f	
Clause	3 - Working conditions are safe and hygienic	
Issue Title	195 - Emergency notification system (e.g. fire alarm) is not set up to notify all workers at the site, including on multiple floors	
Subcategory	Fire Safety - Fire alarms & Evacuation	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	Regulation on the Protection of Buildings from Fire - Article 81-(1) The processes of informing the residents of all the used parts of a building about fire or similar emergencies are carried out with sound and light warning devices. Where the fire warning button is mandatory, the warning system is also mandatory.	
ETI code	3.1 - A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.	
Explanation to the non compliance	It was noted that there was no fire alarm button and audible alarm system in the yarn warehouse in the company. The fire alarm system is not integrated with other sections. / Firmada bulunan iplik depoda yangın alarm butonunun ve sesli alarm sisteminin olmadığı görülmüştür. Yangın alarm sistemi diğer bölümlerle entegre değildir.	
Follow up method	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input checked="" type="checkbox"/> 30 days <input type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	It is recommended that provide an alarm system to warn all employees in all buildings and areas in case of emergency. In addition, alarm systems and detectors must be in working order. Acil durumlarda tüm bina ve alanlardaki tüm çalışanları uyarmayı sağlayacak bir	

alarm sistemi sağlanmalıdır. Ayrıca, alarm sistemleri ve dedektörler çalışır durumda olmalıdır.

Non-Compliance		Evidence
<a href="#">[Back to findings summary]</a>		
<b>Non-Compliance</b>		
Status	OPEN	
Reference	56c8851f-6c63-4dd0-8151-0f2904570601	
Clause	6 - Working hours are not excessive	
Issue Title	470 - Working hours exceed what is allowed by law or collective bargaining agreement - isolated	
Subcategory	Excessive hours	
New or carried over?	<input checked="" type="checkbox"/> New <span style="margin-left: 100px;"><input type="checkbox"/> Carried Over</span>	
Root cause	<input type="checkbox"/> Training <span style="margin-left: 100px;"><input checked="" type="checkbox"/> System</span> <input type="checkbox"/> Costs <span style="margin-left: 100px;"><input type="checkbox"/> Lack of workers</span> <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	Turkish Regulation on Working Hours Related to Labor Law, art 4 / İş Kanununa İlişkin Fazla Çalışma ve Fazla Sürelerle Çalışma Yönetmeliği (06.04.2004), Madde 4	
ETI code	6.1 - Working hours must comply with national laws, collective agreements, and the provisions of 6.2 to 6.6 below, whichever affords the greater protection for workers. Sub-clauses 6.2 to 6.6 are based on international labour standards.	
Explanation to the non compliance	<p>It was noted that daily total (regular + overtime) working hours exceeded 11 hours in some days in selected months. Details; 1 out of 26 selected workers performed total daily working practice maximum 11 hours 30 min /day, once in July 2023, 1 out of 26 selected workers performed total daily working practice maximum 15 hours/day once in October 2022, / Seçilen aylarda günlük toplam (normal + fazla mesai) çalışma süresi bazı günlerde 11 saati aşmaktadır. Detaylar; Örneklenen 26 kişiden 1 kişide Temmuz 2023 ayı içerisinde 1 kere maksimum 11 saat 30 dakika/gün şeklinde çalışmalar, Örneklenen 26 kişiden 1 kişide Ekim 2022 ayı içerisinde 1 kez maksimum 15 saat/gün şeklinde çalışmalar,</p>	
Follow up method	<input checked="" type="checkbox"/> Follow up audit <span style="margin-left: 100px;"><input type="checkbox"/> Desktop audit</span>	
Timescale	<input type="checkbox"/> Immediate <span style="margin-left: 20px;"><input type="checkbox"/> 30 days</span> <span style="margin-left: 20px;"><input checked="" type="checkbox"/> 60 days</span> <input type="checkbox"/> 90 days <span style="margin-left: 20px;"><input type="checkbox"/> 120 days</span> <span style="margin-left: 20px;"><input type="checkbox"/> 180 days</span> <input type="checkbox"/> 365 days <span style="margin-left: 20px;"><input type="checkbox"/> Other</span>	
Actions	It is recommended that total daily working practices should be limited to 11 hours. / Günlük toplam çalışma süreleri 11 saat ile sınırlandırılmalıdır.	

Non-Compliance		Evidence
<a href="#">[Back to findings summary]</a>		
<b>Non-Compliance</b>		
Status	OPEN	
Reference	f9cdce5b-6a6f-45ac-a751-ac6e67b5b8cc	
Clause	6 - Working hours are not excessive	
Issue Title	473 - Total hours exceed 60 hours per week - ETI requirements are not met - systemic	
Subcategory	Excessive hours	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
ETI code	6.4 - The total hours worked in any 7-day period shall not exceed 60 hours, except where covered by clause 6.5 below.	
Explanation to the non compliance	<p>As per reviewed records total (regular+overtime) weekly working practices exceeded 60 hours ETI limit. Details: 2 out of 26 sampled workers performed total weekly working practices of 65 hours 30 minutes, max 2 times in July 2023. 1 out of 26 sampled workers performed total weekly working practices of 66 hours, max 2 times in June 2023. 1 out of 26 sampled workers performed total weekly working practices of 63 hours, max once in October 2022. / Sunulan kayıtlara göre haftalık toplam (normal çalışma+fazla mesai) çalışma süresi 60 saatlik ETI limitini aşmaktadır. Detaylar: Örneklenen 26 çalışandan 2'si Temmuz 23'de 62 saat 30 dakika maksimum 1 kez, Örneklenen 26 çalışandan 1'i Haziran 2023'de 66 saat maksimum 2 kez. Örneklenen 26 çalışandan 1'i Ekim 2022'de 63 saat maksimum 1 kez.</p>	
Follow up method	<input checked="" type="checkbox"/> Follow up audit <input type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input type="checkbox"/> 30 days <input checked="" type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	It is recommended that total weekly working time should be limited to 60 hours. / Haftalık toplam çalışma süresi 60 saat ile sınırlandırılmalıdır.	

Non-Compliance		Evidence
<a href="#">[Back to findings summary]</a>		
<b>Non-Compliance</b>		
Status	OPEN	
Reference	3b1c564d-4908-4f61-aa70-e8f3c6dae39f	
Clause	6 - Working hours are not excessive	
Issue Title	689 - Working hours in extreme weather conditions exceed what is allowed by local law or collective bargaining agreement- systemic	
Subcategory	Excessive hours	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	Turkish Regulation on the Occupational which are carried out by working of employees on shifts, art 7 / POSTALAR HALİNDE İŞÇİ ÇALIŞTIRILARAK YÜRÜTÜLEN İŞLERDE ÇALIŞMALARA İLİŞKİN ÖZEL USUL VE ESASLAR HAKKINDA YÖNETMELİK 07.04.2004 #25426 Madde 7	
ETI code	6.1 - Working hours must comply with national laws, collective agreements, and the provisions of 6.2 to 6.6 below, whichever affords the greater protection for workers. Sub-clauses 6.2 to 6.6 are based on international labour standards.	
Explanation to the non compliance	It was noted that overtime practices were performed during night shift in the company.(max 3 hours 30 min/day) / Firmada gece vardiyasında fazla mesai yapılmaktadır.(Maximum 3 saat 30 dakika/gün )	
Follow up method	<input checked="" type="checkbox"/> Follow up audit <input type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input type="checkbox"/> 30 days <input checked="" type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	It is recommended that no overtime practice should be performed in night shift. / Gece vardiyasında fazla mesai yapılmamasını sağlayınız.	



Sedex Audit Reference:  
ZAA600022217

**SMETA Corrective Action Plan Report (CAPR)**  
Version 6.1

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Audit company:

BUREAU VERITAS CPS - EMEA

Report reference:

ZAA600022217

Start Date:

2023-08-31

End Date:

2023-08-31

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Non-Compliance		Evidence
<a href="#">[Back to findings summary]</a>		
<b>Non-Compliance</b>		
Status	OPEN	
Reference	a5d3089c-0911-4d53-a93e-b29f032e4db9	
Clause	6 - Working hours are not excessive	
Issue Title	486 - Workers do not take off 1 day in 7, and this is contrary to law or collective bargaining agreement (CBA) – isolated	
Subcategory	Rest breaks and rest days	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	Turkish Labour Law # 4857 / 2003, ARTICLE 46 / Türk İş Kanunu #4857 (2003), Madde 46	
ETI code	6.6 - Workers shall be provided with at least one day off in every 7-day period or, where allowed by national law, 2 days off in every 14-day period.	
Explanation to the non compliance	<p>It was noted that workers were not granted one paid weekly rest day after each 6 consecutive days working practices in selected months. Details: 1 out of 26 sampled workers performed max 8 consecutive days working practice once in July 2023 2 out of 26 sampled workers performed max 9 consecutive days working practice maximum 2 times in October 2022, / Çalışanların seçilen aylarda 6 günlük çalışmanın ardından 1 günlük ücretli dinlenme izni kullanmadıkları tespit edilmiştir. Detaylar: Örneklenen 26 çalışandan 1 çalışan, Temmuz 2023'de maksimum 1 kez 8 ardışık gün, Örneklenen 26 çalışandan 1 çalışan Ekim 2022'de maksimum 2 kez 9 ardışık gün,</p>	
Follow up method	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input type="checkbox"/> 30 days <input checked="" type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	<p>It is recommended that at least 24 hours uninterrupted paid resting break should be provided after 6 consecutive days work. / 6 günlük çalışmanın ardından en az 24 saat kesintisiz ücretli izin verilmelidir.</p>	



Non-Compliance		Evidence
<a href="#">[Back to findings summary]</a>		
<b>Non-Compliance</b>		
Status	OPEN	
Reference	7be9cd9a-54ad-46f9-85a9-b7dd93874ce6	
Clause	6 - Working hours are not excessive	
Issue Title	493 - Rest breaks between shifts are not taken as required - systemic	
Subcategory	Rest breaks and rest days	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	Turkish Regulation on the Occupational which are carried out by working of employees on shifts , art 9 / Postalar Halinde İşçi Çalıştırılarak Yürütülen İşlerde Çalışmalara İlişkin Özel Usul ve Esaslar Hakkında Yönetmelik 07.04.2004 #25426 Posta Değişiminde Dinlenme Süresi-Madde 9	
ETI code	6.1 - Working hours must comply with national laws, collective agreements, and the provisions of 6.2 to 6.6 below, whichever affords the greater protection for workers. Sub-clauses 6.2 to 6.6 are based on international labour standards.	
Explanation to the non compliance	It was noted that some employees were provided less than 11 hours resting time when changing shifts. -4 out of 26 sampled workers granted rest hours minimum 8 hours/day in July 2023. -3 out of 26 sampled workers granted rest hours minimum 8 hours/day in June 2023. - 2 out of 26 sampled workers granted rest hours minimum 8 hours/day in October 2022. / Firmada örneklenen bazı çalışanlara vardiya değişimlerinde 11 saatten az dinlenme süresi sağlanmıştır. Detaylar: * Örneklenen 26 çalışandan 4'ü Temmuz 2023'de, minimum 8 saat/gün. * Örneklenen 26 çalışandan 3'ü Haziran 2023'de , minimum 8 saat/gün. * Örneklenen 26 çalışandan 2'si Ekim 2023'de, minimum 8 saat/gün.	
Follow up method	<input checked="" type="checkbox"/> Follow up audit <input type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input type="checkbox"/> 30 days <input checked="" type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	It is recommended that at least 11 hours resting break should be granted between two shifts. / İki vardiya arasında en az 11 saatlik dinlenme süresi	

sağlanmalıdır.	
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## Corrective Action Plan - Good Examples

Good Example		Evidence
<a href="#">[Back to findings summary]</a>		
<b>Good Example</b>		
Status	OPEN	
Reference	c8c50d48-874d-4bcc-9f62-eae5cec8423e	
Clause	5 - Living wages are paid	
Issue Title	429 - Company provides a range of additional benefits, including: free medical care on-site, holiday and other bonuses, free library, food subsidy, free transport	
Subcategory	Benefits & Insurance	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Explanation to the good example	Employees are provided with free lunch. / Çalışanlara ücretsiz öğle yemeği sağlanmaktadır.	
Evidence	worker interview, management declaration, document review	

Good Example		Evidence
<a href="#">[Back to findings summary]</a>		
<b>Good Example</b>		
Status	OPEN	
Reference	19e83cbb-9e19-4545-89da-6ad596de0130	
Clause	5 - Living wages are paid	
Issue Title	429 - Company provides a range of additional benefits, including: free medical care on-site, holiday and other bonuses, free library, food subsidy, free transport	
Subcategory	Benefits & Insurance	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Explanation to the good example	Transportation is provided free of charge for employees. / Çalışanlara ücretsiz olarak ulaşım sağlanmaktadır.	
Evidence	worker interview, management declaration, document review	

## SMETA Declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA Best Practice Guidance and SMETA Measurement Criteria.

- (1) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.
- (2) Any Non-Compliance against customer code alone shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

Auditor Team			
Lead Auditor:	Bugra Karaca	APSCA Number:	21703666
Additional Auditors:	Cengiz SAHIN		21705562
	Erdem Yesilyurt		32200356
	Gokce ERDOGAN		32200351
Date of declaration:	2023-08-31		

Note: The focus of this ethical audit is on the ETI Base Code and local law. The additional elements will not be audited in such depth or scope, but the audit process will still highlight any specific issues.

Site Representation	
Full Name:	Burcu Dalkılıç
Title:	Quality Management System Responsible
Date of declaration:	2023-08-31
Comments:	<p><b>Ölçek Tekstil</b>                      Beys, Apr. Örne. İnşaat San. ve Tic. A.Ş.                      Yeniosna Merkez Mah. 29 Ekim Cad. Manolya 1 Sok.                      No: 3 Bahçeşehir / İSTANBUL                      Yeniosna Vergi Dairesi 415 100 7119                      Mersis No: 081800711000001 Tic. Sic. No: 438422-0</p> <p>Any exceptions to this must be recorded here (e.g. different sampling sites).                      Sampled wage records from the past 5 months were provided for review (5 months only since the operation for digital thermometer just started last Sep 2020).                      The audit took 2.0 man-days (9AM-6PM per day). Audit time was extended until 8PM due to the extent of documentation; this was agreed upon with the factory representatives</p>
None	

## Guidance on Root Cause

### Explanation of the Root Cause Column

If a non-compliance is to be rectified by a corrective action which will also prevent the non-compliance re-occurring, it is necessary to consider whether a system change is required.

Understanding the root cause of the non-compliance is essential if a site is to prevent the issue re-occurring.

The root cause refers to the specific activity/ procedure or lack of activity /procedure which caused the non-compliance to arise. Before a corrective action can rectify the situation, it is important to find out the real cause of the non-compliance and whether a system change is necessary to ensure the issue will not arise again in the future.

Since this is a new addition, it is not a mandatory requirement to complete this column at this time. We hope to encourage auditors and sites to think about Root Causes and where they are able to agree, this column may be used to describe their discussion.

### Some examples of finding a "root cause"

#### Example 1

Where excessive hours have been noted the real reason for these needs to be understood, whether due to production planning, bottle necks in the operation, insufficient training of operators, delays in receiving trims, etc.

#### Example 2

A non-compliance may be found where workers are not using PPE that has been provided to them. This could be the result of insufficient training for workers to understand the need for its use; a lack of follow-up by supervisors aligned to a proper set of factory rules or the fact that workers feel their productivity (and thus potential earnings) is affected by use of items such as metal gloves.

#### Example 3

A site uses fines to control unacceptable behaviour of workers.

International standards (and often local laws) may require that workers should not be fined for disciplinary reasons.

It may be difficult to stop fines immediately as the site rules may have been in place for some time, but to prevent the non-compliance re-occurring it will be necessary to make a system change.

The symptom is fines, but the root cause is a management system which may break the law. To prevent the problem re-occurring it will be necessary to make a system change for example the site could consider a system which rewards for good behaviour

Only by understanding the underlying cause can effective corrective actions be taken to ensure continuous compliance.

The site is encouraged to complete this section so as to indicate their understanding of the issues raised and the actions to be taken.



For more information visit: [Sedexglobal.com](http://Sedexglobal.com)

Your feedback on your experience of the SMETA audit you have observed is extremely valuable. It will help to make improvements to future versions.

You can leave feedback by following the appropriate link to our questionnaire:

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