
Auditee :	As Tekstil San. Ic ve Dis. Tic. A.S.
Audit Date From :	24/03/2016
Audit Date To :	26/03/2016
Expiry Date of the Audit :	24/03/2018
Auditing Company :	TUEV SUD
Auditor's Name(s) :	Caner Gencosmanoglu(Lead)
Auditing Branch (if applicable) :	TUV SUD Turkei - Istanbul



BSCI Audit Summary Report

This is an extract of the on line Audit Report. The complete report is available in the BSCI Platform.
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This is an extract of the BSCI Audit Report, which is available in the BSCI Platform. © Foreign Trade Association (FTA), 2013 - The English version is the legally binding One.

Rating Definitions



Rating	A combination of ratings per performance area where:	Consequence																																													
<p>A OUTSTANDING</p>	<p>o Minimum 7 performance area rated A o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <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><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>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>A</td><td>B</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	A	A	A	A	B	B	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	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	A	B	B	B	B	B	B	B																																	
<p>B GOOD</p>	<p>o Maximum 3 performance area rated C o No performance area rated D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <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><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>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></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>B</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	A	B	B	B	B	B	B	B	B	A	A	A	A	A	A	B	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	A	B	B	B	B	B	B	B	B																																	
A	A	A	A	A	A	B	B	B	B	B	B	B	B	C																																	
B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
<p>C ACCEPTABLE</p>	<p>o Maximum 2 performance areas rated D o No performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <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>C</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>C</td><td>D</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>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	C	C	C	C	C																																	
A	A	A	A	A	B	B	B	B	C	C	C	C	D	D																																	
C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<p>D INSUFFICIENT</p>	<p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <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>D</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>D</td><td>E</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><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
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A	A	A	B	B	B	C	C	C	D	D	D	D	E	E																																	
D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<p>E UNACCEPTABLE</p>	<p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><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><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><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><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	E	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	E	E	E	E	<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
A	A	A	A	A	A	A	E	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	E	E	E	E																																	
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

Main Auditee Information

Name of producer :	As Tekstil San. Ic ve Dis. Tic. A.S.		
DBID number :	588		
Audit ID :	45827		
Address :	KERESTICILER SITESI FATI H CAD. KALENDER SOK. NO12 KAT1 MERTER Istanbul		
Province :	Istanbul	Country :	Turkey
Management Representative :	Tugba Sahin		
Contact person:	Tugba Sahin	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Knitted ready made garments mostly for female		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> 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
C	B	A	A	B	A	B	A	A	A	A	B	A

Executive summary of audit report

The company has been founded in 2001 and it has started production in its current location in 2001. During the audit company was doing renovation and re-organisation on building. Company has 172 employees. 100 male and 72 females. All employees are Turkish.

Employees work between 08:30 to 18:30 with 50 min. lunch break and 2 times 20 min. tea break from Monday to Friday. Saturday 09:15 to 12:00. 15' tea break is provided. Electronic data transfer system in use. Payslips are provided to all employees. Sunday is the rest day.

Interviews are done in private room.
The factory occupies 4 floor of 4 stores building covering 3.150 sqm covered area. Floor wise description of company is as follows:

Ground Floor Warehouse, Sampling
Floor 1 Administration
Floor 2 Sewing, Finishing
Floor 3 Cutting and Lunch room

There is in house subcontractor at site which is responsible from sewing process. Cellini Tekstil San Tic. Ltd.Sti. with 54 employees.

Company also has accounting and finishing workshop just on opposite building. Adress of the site is Fatih Cad Ardic Sok No:10. Merter.

Ratings Summary



Auditee's background information			
Auditee's name :	As Tekstil San. Ic ve Dis. Tic. A.S.	Legal status :	Private
Local Name :	Nil	Year in which the auditee was founded :	2001
Address :	KERESTICILER SITESI FATI H CAD. KALENDER SOK. NO12 KAT1 MERTER	Contact person (please select) :	Tugba Sahin
Province :	Istanbul	Contact's Email :	tugba@as-textile.com
City :	Istanbul	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) :	www.as-textile.com
GPS coordinates :	Nil	Total turnover (in Euros) :	21000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	200000 pcs / month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Knitted ready made garments mostly for female		

Auditee's employment structure at the time of the audit			
Total number of workers :	172	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	100	72	
Temporary workers	0	0	
In management positions	35	37	
Apprentices	0	0	
On probation	0	0	
With disabilities	2	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	100	72	
Production based workers	65	35	
With shifts at night	0	0	
Unionised	0	0	
Pregnant	-	3	
On maternity leave	-	1	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45827] Audit Date: 24/03/2016 PA Score: C		
The training about legal rights and responsibilities of employees are provided during occupational health and safety trainings in the facility. İşletmede çalışanların yasal hak ve sorumlulukları ile ilgili eğitim iş sağlığı güvenliği eğitiminde verilmiştir.	1- BASED ON SATISFACTORY EVIDENCE; AUDITEE DOES NOT RESPECT THIS PRINCIPLE BECAUSE; COMPANY DOES NOT HAVE SELECTION AND EVALUATION SYSTEM FOR ALL SUPPLY CHAIN. TÜM TEDARİK ZİNCİRİNİ KAPSAYAN SECİM VE DEĞERLENDİRME SİSTEMİ MEVCUT DEĞİLDİR. 2- BASED ON SATISFACTORY EVIDENCE; AUDITEE PARTIALLY RESPECT THIS PRINCIPLE BECAUSE;COMPANY DOES NOT HAVE ADEQUATE SYSTEM FOR TO DEFINITION OF JOB RESPONSIBILITIES FOR BSCI REPRESENTATIVE . FIRMANIN BSCI TEMSİLCİSİ GÖREV SORUMLUKLARINI YETERİNCE TANIMLAYAN SİSTEMİ BULUNMAMAKTADIR.	18/05/2016
Remarks from Auditee:		
Performance Area 2 : Workers Involvement and Protection		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45827] Audit Date: 24/03/2016 PA Score: B		
The training about legal rights and responsibilities of employees are provided during occupational health and safety trainings in the facility. İşletmede çalışanların yasal hak ve sorumlulukları ile ilgili eğitim iş sağlığı güvenliği eğitiminde verilmiştir.	1 BASED ON SATISFACTORY EVIDENCE;AUDITEE PARTIALLY RESPECT THIS PRINCIPLE BECAUSE;BSCI TRAINING IS NOT INCLUDED ON ANNUAL TRAINING PLAN. BSCI EĞİTİMİ YILLIK EĞİTİM PLANINDA BULUNMAMAKTADIR 2-BASED ON SATISFACTORY EVIDENCE; AUDITEE PARTIALLY RESPECT THIS PRINCIPLE BECAUSE;COMPANY DID NOT PROVIDE BSCI TRAINING TO ALL EMPLOYEES. TÜM ÇALIŞANLARA BSCI KONUSU EĞİTİM VERİLMEMİŞTİR	15/04/2016
Remarks from Auditee:		
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45827] Audit Date: 24/03/2016 PA Score: A		
There are suggestion boxes in the facility. The worker representative has been elected by the employees./ İşletmede dilek şikayet kutusu bulunmaktadır. Çalışan temsilcisinin çalışanlar tarafından seçildiği görülmüştür		
Remarks from Auditee:		
Performance Area 4 : No Discrimination		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45827] Audit Date: 24/03/2016 PA Score: A		
There was no discriminative attitudes observed during site tour, document review and employee interview in the facility. İşletmede saha turu, döküman incelemesi ve çalışan görüşmesi süresince ayırıcı davranışlar gözlenmemiştir.		
Remarks from Auditee:		

Performance Area 5 : Fair Remuneration		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45827] Audit Date: 24/03/2016 PA Score: B		
"The main audit exceeds expectations with respect to this principal because the auditor describes the good practices and related evidence 1)Foods were provided free to the employees. 2) Factory management give transportation money to the employees. Denetlenen firmada bulunan iyi uygulamalar: 1)Yemek çalışanlara ücretsiz sağlanmaktadır. 2) Firma yönetimi çalışanlara servis ücreti sağlamaktadır. " All the payments are done by bank.	BASED ON SATISFACTORY EVIDENCE AUDITEE DOES NOT RESPECT THIS PRINCIPLE BECAUSE;BNW CALCULATION DOES NOT APPLY TO TOTAL WAGES IN THE COMPANY. COMPANY DOES NOT HAVE OWN CALCULATION. ASGARI YASAM UCRET HESAPLAMASI YAPILMAMISTIR	19/05/2016
Remarks from Auditee:		
Performance Area 6 : Decent Working Hours		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45827] Audit Date: 24/03/2016 PA Score: A		
Overtime work is voluntarily.		
Remarks from Auditee:		
Performance Area 7 : Occupational Health and Safety		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45827] Audit Date: 24/03/2016 PA Score: B		
1)Risk assessment is conducted by occupational health and safety expert and corrective actions are conducted regularly. Risk analizi iş sağlığı güvenliği uzmanı tarafından hazırlanmıştır ve düzeltici faaliyetler düzenli olarak sağlanmaktadır. 2) Potable water and clean food are provided to employees free. Çalışanlara içme suyu ve temiz yemek ücretsiz sağlanmaktadır. 3) Occupational health and safety trainings are provided to all employees. Tüm çalışanlara iş sağlığı güvenliği eğitimi sağlanmaktadır	1- BASED ON SATISFACTORY EVIDENCE;AUDITEE DOES NOT RESPECT THIS PRINCIPLE BECAUSE;Temperature and humidity at site is not measured. Isı ve nem ölçümü yapılmamaktadır.(Turkish Safety Law 6331 Cl 16) 2- BASED ON SATISFACTORY EVIDENCE;AUDITEE DOES NOT RESPECT THIS PRINCIPLE BECAUSE; Transportation suppliers evaluation system is not clearly defined according to BSCI requirements. Firma çalışanlarına servis hizmeti firmanın nasıl kontrol edildiği açıkça tanımlanmamıştır. 3- BASED ON LIMITED EVIDENCE AUDITEE PARTIALLY RESPECT THIS PRINCIPLE BECAUSE; Special groups are not defined on Emergency procedure according to BSCI requirements. BSCI şartları gereği özel gruplar acil durum planlarında tanımlanmamıştır. 4-BASED ON LIMITED EVIDENCE AUDITEE PARTIALLY RESPECT THIS PRINCIPLE BECAUSE; Risk analyzing does not cover sickness like hepatitis, HIV etc. Risk analizi hepatitis, HIV gibi rahatsızlıkları kapsamamaktadır 5-BASED ON SATISFACTORY EVIDENCE;AUDITEE DOES NOT RESPECT THIS PRINCIPLE BECAUSE Company does not have all type of business licenses for current address. Address needs to be updated on business licence.That is in progress. (The audited supplier was registered at the Tax Office and Labor Office but they did not have business license / working permission issued by the municipality (according to Turkish law 1593) The supplier was missing 1 official documents, and only received a temporary license by the municipality. It takes average 1 year to get permanent license.) Firmanın belediyeden geçici ruhsatı mevcut olup kalıcı ruhsata çevirmesi gerekmektedir.	05/05/2016
Remarks from Auditee:		
Performance Area 8 : No Child Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45827] Audit Date: 24/03/2016 PA Score: A		
Remarks from Auditee:		

Performance Area 9 : Special protection for young workers		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45827] Audit Date: 24/03/2016 PA Score: A		
	There is no young worker at site.	
Remarks from Auditee:		
Performance Area 10 : No Precarious Employment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45827] Audit Date: 24/03/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 11 : No Bonded Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45827] Audit Date: 24/03/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 12 : Protection of the Environment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45827] Audit Date: 24/03/2016 PA Score: B		
	BASED ON SATISFACTORY EVIDENCE;AUDITEE DOES NOT RESPECT;Environmental risk analyzing is not conducted. Regulation on Environmental permissions 27214/29.04.2009 cl 4. Firmanın çevre risk analizi bulunmamaktadır.	05/05/2016
Remarks from Auditee:		
Performance Area 13 : Ethical Business Behaviour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45827] Audit Date: 24/03/2016 PA Score: A		
Remarks from Auditee:		

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	24/03/2016	45827	C	B	A	A	B	A	B	A	A	A	A	B	A	B

Producer Photos



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



Photo of the inside of the main production hall
fire exit.JPG



Photo of the inside of the main production hall
drinking water.JPG



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



Photo of the sanitary facilities
toilet.JPG



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



Photo first aid facilities
first aid box.JPG



Photo of the inside of the main production hall
evacuation plan.JPG



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



Photo of fire safety equipment
fire alarm.JPG



Photo of the inside of the main production hall
suggestion box.JPG



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



Photo of the canteen (if applicable)
lunch room.JPG



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



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

