

Monitored Party DEPA EV VE MUTFAK GERECLERI SAN. VE TIC. LTD. STI.	amfori ID 792-001598-000	Address Maltepe Mah. Bestekar Medeni Aziz Efendi Sok.No:6 / 1, 34010 Zeytinburnu, İstanbul, Türkiye
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner SGS
Monitoring Start Date 02/08/2023	Closing Meeting Finished Date 08/08/2023	Submission Date 08/08/2023
Expiration Date 03/05/2025	Announcement Type Semi Announced	
Site DEPA EV VE MUTF.GER.SAN. VE TIC.LTD.STI. Factory and Warehouse	Site amfori ID 792-001598-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	A	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination	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 Labour	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Semi – Announced follow up amfori BSCI audit was performed as 1 man-day on-site by 1 (one) lead auditor participation on 2nd of August 2023. Total duration was 1,5 man-days including 0,5 man-day reporting.

DEPA EV VE MUTFAK GERECLERI SAN. VE TIC. LTD. STI. was established in 2008 as a manufacturer of acrylic kitchen utensils. There were plastic injection, labeling , packing and shipping processes in the company. The company was moved the current address in 2017. Yearly production capacity between 1.500.000 and 2.000.000 pieces. Total closed area was approximately 4000 square meters. 85% production was exported.

**There was cookware production in the 1st floor of the company. However, according to the management and worker declaration, the section was not active for 1 year.

-Ms. Gamze SARIAYDIN – Accounting Responsible was responsible to ensure that the company's implementations in compliance with ETI Base Code.

-Peak seasons are September, October, November, December, January, February, March, April, May.

-Low seasons are July and June

-There was no trade union in the company.

-There was no dormitory provided to the employees.

[Audit Process]

-Expectations regarding BSCI's transparency throughout whole supply chain was mentioned during opening meeting.

-Facility tour was conducted with auditor and facility representative and all areas and floors were visited.

-Relevant documents regarding health and safety, prepared policy and procedures, employee files, time and wage records and other requested documents were provided to auditor.

-There was responsible management representative staff for BSCI who was in charge to follow-up and take necessary steps to implement BSCI principles and follow local laws.

[The floor description]

Layout of Building:

3rd Floor: Warehouse, Offices

2nd Floor: Offices, Lunch hall

1st Floor: *Not active*

Ground Floor: Production area(plastic injection), Warehouse, Shipping section

-1st Floor: Warehouse

[Population layout]

There were totally 38 employees onsite.

23 male and 15 female employees.

Production: 23 total as 14 male and 9 female.

Administrative and office staff: 15 total as 6 female and 9 male.

There was no young worker in the company.

There was no handicapped worker in the company.

There was 2 pregnant worker in the company.

There was no worker on maternity leave.

The youngest worker has finished 21 years old.

There was 1 freely elected worker representative in the company.

There were 3 migrant workers in the facility.

There were no agency workers in the company.

There were no homeworking practices in company.

[Working hours]

For administrative staff and production;

From 07:45 to 18:00 including, 15'x 2 minutes break and 45' meal break as 9 hours per day and 45 hours per week.

-Sunday and Saturday was granted as weekly rest days.

For pregnant worker;

From 07:45 to 16:30 including, 15'x 2 minutes break and 45' meal break as 7,5 hours per day and 37,5 hours per week.

-Sunday and Saturday was granted as weekly rest days.

-The factory adopted fingerprint scanning system attendance system to record employees' working hours.

[Payments]

- All workers are paid by monthly net rate except migrant workers due no legal requirements.

-Wages were paid at monthly rate between 1st and 5th days each month via bank.

-All employees were paid at least legal minimum wage.

-The payment and attendance records of 6 employees were reviewed for June 2023 (last paid month), May 2023.

[Minimum wage description]

-According to the decision of The Minimum Wage Determination Commission in Turkey, minimum net wage was 4253,40 TL and gross was 5004 TL per month since January 2022 to December 2022.

-According to the decision of The Minimum Wage Determination Commission in Turkey, minimum net wage was 5500,35 TL and gross was 6471 TL per month since July 2022 to December 2022.

-According to the decision of The Minimum Wage Determination Commission in Turkey, minimum net wage was 8506,80 TL and gross was 10008 TL per month since January 2023 to December 2023.

[Interviews]

-6 workers were selected for interview including 3 female and 3 male employees. 1 Group interview and 3 individual interviews were conducted.

-No specific complaint was raised during worker interviews. Workers were aware of grievance systems.

Remark and Notes by Auditor;

Business License: Uploaded on Amfori platform

Building License: Uploaded on Amfori platform

Fire Safety License: Uploaded on Amfori platform

Environmental Certificate: Uploaded on Amfori platform.

Signed TOI document: Uploaded on Amfori platform.

Signed Code of Conduct Document: Uploaded on Amfori platform.

Sample Payment Record: Uploaded on Amfori platform.

Sample Time Record: Uploaded on Amfori platform.

Social Policy: Uploaded on Amfori platform.

Sample Social Security Form: Uploaded on Amfori platform.

Sample Photos: Uploaded on Amfori platform.

Findings/Areas of improvement: No physical evidence for findings.

Signed CAP: Uploaded on Amfori platform.

Basic fire equipments: Uploaded on Amfori platform.

Contractor license/permit: No contractors were seen.

Agency labour contract: No agency workers were seen.

Government waivers: No Government waivers were seen.

Collective bargaining agreements: No CBA were seen.

No Zero Tolerance issue was raised.

Audit Company: SGS Turkey

Audit Company APSCA Number: 11600006

Lead Auditor Name: ECE AKTAS TUNCEL, Ms
APSCA Auditor Registered Number: CSCA 21703345

SITE DETAILS

Site

DEPA EV VE MUTF.GER.SAN. VE
TIC.LTD.STI. Factory and
Warehouse

Site amfori ID

792-001598-001

GICS Classification

Sector	Industry Group	Industry
Consumer Staples	Household & Personal Products	Household Products
Sub Industry		
Household Products		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	35	Workers
Legal minimum wage in local currency	8.506,8	Monthly
Lowest wage paid for regular work at the site	8.510	Monthly
Calculated living wage in local currency	10.606	Monthly
Total sample	6	Workers

Other Metrics

Male workers	20	Workers
Female workers	15	Workers
Permanent workers - Male	23	Workers
Permanent workers - Female	15	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	9	Workers
Management - Female	6	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Foreign migrant workers - Male	3	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	23	Workers
Workers hired directly - Female	15	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Pregnant workers	2	Workers

Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Sample - Male	3	Workers
Sample - Female	3	Workers

FINDINGS



PA1: Social Management System

Site: DEPA EV VE MUTFAK GER. SAN. VE TIC. LTD. STI. Factory and Warehouse | Site amfori ID: 792-001598-001

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	
FOLLOW UP AUDIT – COMPLETED (02.08.2023) BSCI Principle 1.1 Non-compliances in performance area 1-2-4-5-7-11-12 and 13 were fixed.	TAKİP DENETİMİ – TAMAMLANDI (02.08.2023) BSCI Prensibi 1.1 Performans alanları 1-2-4-5-7-11-12 ve 13'de uygunsuzluklar düzeltildi.
FOLLOW UP AUDIT – COMPLETED (02.08.2023) BSCI Principle 1.1 The facility have an internal audit procedure covering the Amfori BSCI performance areas and audit records performed.	TAKİP DENETİMİ – TAMAMLANDI (02.08.2023) BSCI Prensibi 1.1 İşletmenin Amfori BSCI performans alanlarını içeren bir iç denetim prosedürü ve gerçekleştirilmiş denetim kayıtları mevcuttur.

Question: 1.2 Is there satisfactory evidence that a senior manager has been appointed to ensure that the values and principles of amfori BSCI are followed in a satisfactory manner?

ENGLISH	LOCAL LANGUAGE
Finding	
FOLLOW UP AUDIT – COMPLETED (02.08.2023) BSCI Principle 1.2 Available appointed BSCI management representative's job description, responsibilities and authority were clearly indicated. BSCI Requirement	TAKİP DENETİMİ – TAMAMLANDI (02.08.2023) BSCI Prensibi 1.2 Firmada mevcut olan BSCI gerekliliklerini yönetecek bir yönetim temsilcisinin görev tanımı, sorumlulukları ve yetkilerinin net bir şekilde belirtilmiştir.

Question: 1.3 Is there satisfactory evidence that the auditee has a good overview of the significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
FOLLOW UP AUDIT – COMPLETED (02.08.2023) BSCI Principle 1.3 Social compliance performances and BSCI compliance status of were considered as a criteria for selection of current and possible business partners such as subcontractors, catering companies and suppliers.	TAKİP DENETİMİ – TAMAMLANDI (02.08.2023) BSCI Prensibi 1.3 Mevcut veya kullanılması muhtemel fasonlar, yemek firmaları, tedarikçiler gibi iş ortakları seçiminde , bu firmaların BSCI standartlarına uygunlukları ve sosyal uygunluk performansları bir seçim kriteri olarak değerlendirilmiştir

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH

LOCAL LANGUAGE

Finding

FOLLOW UP AUDIT – COMPLETED (02.08.2023)
BSCI Principle 1.4
The factory have an contingency cost plan including amfori BSCI 0 tolerance issues.

TAKİP DENETİMİ – TAMAMLANDI (02.08.2023)
BSCI Prensibi 1.4
İşletmenin , amfori BSCI 0 tolerans konularını da içeren acil durum maaliyet analizi bulunmaktadır.

PA 2: Workers Involvement and Protection

Site: DEPA EV VE MUTFAK GERECİLERİ SAN. VE TIC.LTD.STİ. Factory and Warehouse | Site amfori ID: 792-001598-001

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

FOLLOW UP AUDIT – COMPLETED (02.08.2023)
BSCI Principle 2.2
The company define the long term goals to protect workers according to BSCI code of conduct.

TAKİP DENETİMİ – TAMAMLANDI (02.08.2023)
BSCI Prensibi 2.2
İşletme BSCI kurallarına göre çalışanlarını korumak amacıyla uzun vadeli hedeflerini tanımlamıştır.

Question: 2.3 CRUCIAL: Is there satisfactory evidence that the auditee takes specific steps to make workers aware of their rights and responsibilities?

ENGLISH

LOCAL LANGUAGE

Finding

FOLLOW UP AUDIT – COMPLETED (02.08.2023)

BSCI Prensibi 2.3
Employees were given training which includes amfori BSCI Principles.

TAKİP DENETİMİ – TAMAMLANDI (02.08.2023)
BSCI Prensibi 2.3
İşletmedeki çalışanların amfori BSCI davranış kurallarını içeren eğitim almaktadır.

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH

LOCAL LANGUAGE

Finding	
FOLLOW UP AUDIT – COMPLETED (02.08.2023) Employees (managers, administrators, human resources employees, worker representatives and health and safety employees) were given training about BSCI Code.	TAKİP DENETİMİ – TAMAMLANDI (02.08.2023) BSCI Prensibi 2.4 Çalışanlara (müdürler, yöneticiler, insan kaynakları, işçi temsilcileri , ISG Personelleri) BSCI gereklilikleri ile ilgili eğitim verilmektedir.

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH	LOCAL LANGUAGE
Finding	
FOLLOW UP AUDIT – COMPLETED (02.08.2023) BSCI Principle 2.5 There was satisfaction survey including the wish and complaint mechanism in the facility and there were procedural monthly records of written and verbal complaints	TAKİP DENETİMİ – TAMAMLANDI (02.08.2023) BSCI Prensibi 2.5 İşletmede dilek ve şikayet mekanizmasını da içeren memnuniyet anketi yapılmaktadır ve yazılı ve sözlü şikayetlerin prosedüre bağlı aylık olarak tutulan kayıtları mevcuttur

PA 4: No Discrimination

Site: DEPA EV VE MUTF.GER.SAN. VE TIC.LTD.STI. Factory and Warehouse | Site amfori ID: 792-001598-001

Question: 4.2 Is there satisfactory evidence that the auditee takes the necessary preventative and/or remedial measures to ensure workers are not disciplined, dismissed or otherwise discriminated against because of their complaints against infringements of their rights?

ENGLISH	LOCAL LANGUAGE
Finding	
FOLLOW UP AUDIT – COMPLETED (02.08.2023) BSCI Principle 4.2 There was satisfaction survey including the wish and complaint mechanism in the facility .	TAKİP DENETİMİ – TAMAMLANDI (02.08.2023) BSCI Prensibi 4.2 İşletmede dilek ve şikayet mekanizmasını da içeren memnuniyet anketi yapılmaktadır.

PA 5: Fair Remuneration

Site: DEPA EV VE MUTF.GER.SAN. VE TIC.LTD.STI. Factory and Warehouse | Site amfori ID: 792-001598-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
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Finding	
<p>FOLLOW UP AUDIT – COMPLETED (02.08.2023)</p> <p>BSCI Principle 5.4</p> <p>The business management has made a fair remuneration wage study, but the result has been compared with the regional data and a payment plan has been created.</p>	<p>TAKİP DENETİMİ – TAMAMLANDI (02.08.2023)</p> <p>BSCI Prensibi 5.4</p> <p>İşletme yönetimi, adil ücretlendirme çalışması yapmıştır ve çıkan sonuç bölgesel veriler ile karşılaştırılıp bir ödeme planı oluşturulmuştur.</p>

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>FOLLOW UP AUDIT – COMPLETED (02.08.2023)</p> <p>BSCI Principle 5.5</p> <p>There was tracking chart or annual leave book in which the annual leave earned, transferred and used is followed up in the facility.</p>	<p>TAKİP DENETİMİ – TAMAMLANDI (02.08.2023)</p> <p>BSCI Prensibi 5.5</p> <p>İşletmede, hak edilen, devreden ve kullanılan yıllık iznin takibinin yapıldığı bir takip çizelgesi veya yıllık izin defteri bulunmaktadır.</p>

PA 7: Occupational Health and Safety

Site: DEPA EV VE MUTF.GER.SAN. VE TIC.LTD.STI. Factory and Warehouse | Site amfori ID: 792-001598-001

Question: 7.5 Is there satisfactory evidence that the auditee regularly provides OHS trainings to ensure workers understand the rules of work, personal protection and measures for preventing and reacting to injury to themselves and fellow workers?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>FOLLOW UP AUDIT – COMPLETED (02.08.2023)</p> <p>BSCI Principle 7.5</p> <p>Employees in the plastic injection department have a professional qualification certificate.</p>	<p>TAKİP DENETİMİ – TAMAMLANDI (02.08.2023)</p> <p>BSCI Prensibi 7.5</p> <p>İşletmede plastik enjeksiyon bölümünde çalışanların mesleki yeterlilik belgesi mevcuttur.</p>

Question: 7.10 Is there satisfactory evidence that the auditee has and properly uses procedures and systems for reporting and recording occupational accidents and injuries?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>FOLLOW UP AUDIT – COMPLETED (02.08.2023)</p>	<p>TAKİP DENETİMİ – TAMAMLANDI (02.08.2023)</p>

Finding	
BSCI Principle 7.10 There was system to prevent the recurrence of occupational accidents in the company.	BSCI Prensibi 7.10 İş kazalarının tekrarlanmasını önleyecek sistem oluşturuldu

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	
FOLLOW UP AUDIT – COMPLETED (02.08.2023) BSCI Principle 7.11 The building usage permit for the building (483 plots, 2911 blocks, 31 parcels) was confirmed with a letter from the municipality.	TAKİP DENETİMİ – TAMAMLANDI (02.08.2023) BSCI Prensibi 7.11 İşletme tarafında binaya ait (483 pafta, 2911 ada, 31 parsel) yapı kullanım izni , belediyeden alınan yazı ile doğrulandı.

Question: 7.14 CRUCIAL: Is there satisfactory evidence that the auditee has installed an adequate amount of properly working firefighting equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
1)FOLLOW UP AUDIT – COMPLETED (02.08.2023) BSCI Principle 7.14 The duration of the fire warning period has been extended to prevent any risk and it has been verified that it works effectively on audit day. 2)FOLLOW UP AUDIT – COMPLETED (02.08.2023) BSCI Principle 7.17 There were periodical inspection report of existing fire hydrant installation, fire extinguishers and fire alarm system.	1)TAKİP DENETİMİ – TAMAMLANDI (02.08.2023) BSCI Prensibi 7.14 Yangın ikaz süresinin süresi risk oluşturmaya engel olacak şekilde uzatılmıştır ve efektif olarak çalıştığı denetim günü doğrulandı. 2) TAKİP DENETİMİ – TAMAMLANDI (02.08.2023) BSCI Prensibi 7.17 İşletmedeki mevcut yangın hidrant sistemi, portatif yangın söndürücüler ve yangın ihbar sisteminin fenni muayene raporu mevcuttur

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
Finding	
FOLLOW UP AUDIT – COMPLETED (02.08.2023)	TAKİP DENETİMİ – TAMAMLANDI (02.08.2023)

Finding	
<p>BSCI Principle 7.17</p> <p>There were periodical inspection report of existing crane in the injection section and industrial door in the ground floor.</p> <p>Law: Regulation about Occupational Health and Safety circumstances using work equipment's, Official Gazette Date (25/04/2013) Addition III ----</p>	<p>BSCI Prensibi 7.17</p> <p>İşletmenin enjeksiyon bölümündeki vincin, ve zemin katta bulunan endüstriyel kapının fenni muayene raporu mevcuttur.</p> <p>Kanun: İŞ EKİPMANLARININ KULLANIMINDA SAĞLIK VE GÜVENLİK ŞARTLARI YÖNETMELİĞİ, Resmî Gazete Tarihi: 25.04.2013. EK-III</p>

PA 11: No Bonded Labour

Site: DEPA EV VE MUTF.GER.SAN. VE TIC.LTD.STI. Factory and Warehouse | Site amfori ID: 792-001598-001

Question: 11.2 Is there satisfactory evidence that the auditee acts rigorously and diligently when engaging and recruiting migrant workers both directly and indirectly?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>1)FOLLOW UP AUDIT – COMPLETED (02.08.2023)</p> <p>BSCI Principle 11.2</p> <p>The foreign originated workers have n understandable labor contracts in their own language.</p>	<p>1)TAKİP DENETİMİ – TAMAMLANDI (02.08.2023)</p> <p>BSCI Prensibi 11.2</p> <p>Firmadaki yabancı uyruklu çalışanların kendi dillerinde ve anlayabilecekleri şekilde bir iş sözleşmesi bulunmaktadır.</p>
<p>2)FOLLOW UP AUDIT – COMPLETED (02.08.2023)</p> <p>BSCI Principle 11.2</p> <p>Existing foreign employees in the facility were n given occupational safety training in their own language.</p>	<p>2)TAKİP DENETİMİ – TAMAMLANDI (02.08.2023)</p> <p>BSCI Prensibi 11.2</p> <p>Mevcut yabancı çalışanlara kendi dillerinde iş güvenliği eğitimi verilmektedir.</p>

PA 12: Protection of the Environment

Site: DEPA EV VE MUTF.GER.SAN. VE TIC.LTD.STI. Factory and Warehouse | Site amfori ID: 792-001598-001

Question: 12.3 Is there satisfactory evidence of the auditee's required environmental permits and licences?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>FOLLOW UP AUDIT – COMPLETED (02.08.2023)</p> <p>BSCI PRİNCİPLE 12.3</p>	<p>TAKİP DENETİMİ – TAMAMLANDI (02.08.2023)</p> <p>BSCI Prensibi 12.3</p>

Finding

The enterprise has an industrial waste management plan, ministry approval is available. It was automatically approved as it passed 180 in the report prepared in December 2022.

İşletmenin endüstriyel atık yönetim planı mevcuttur ancak bakanlık onayı mevcuttur. Aralık 2022'de hazırlanan rapordan 180 geçmesi sebebiyle otomatik onaylanmıştır.

PA 13: Ethical Business Behaviour

Site: DEPA EV VE MUTF.GER.SAN. VE TIC.LTD.STI. Factory and Warehouse | Site amfori ID: 792-001598-001

Question: 13.1 Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise?

ENGLISH

LOCAL LANGUAGE

Finding

FOLLOW UP AUDIT – COMPLETED (02.08.2023)
BSCI Principle 13.1
Bribery corruption risk analysis of the business is available

TAKİP DENETİMİ – TAMAMLANDI (02.08.2023)
BSCI Prensibi 13.1
İşletmenin rüşvet yolsuzluk risk analizi mevcuttur

FOLLOW UP AUDIT – COMPLETED (02.08.2023)
BSCI Principle 13.1
Employees were given training about corruption, anti-bribery and anti-corruption.

TAKİP DENETİMİ – TAMAMLANDI (02.08.2023)
BSCI Prensibi 13.1
Çalışanlara rüşvet önleme ve çıkarma sağlama ile ilgili eğitim verilmektedir.