

# Monitoring result for NARKONTEKS TEXTILE EXPORT IMPORT INDUSTRY AND TRADE INCORPORATED COMPANY on site NARKONTEKS TEXTILE EXPORT IMPORT INDUSTRY AND TRADE INCORPORATED COMPANY MANISA BRANCH

## Monitoring

Monitored Party	: NARKONTEKS TEXTILE EXPORT IMPORT INDUSTRY AND TRADE INCORPORATED COMPANY
amfori ID	: 792-000149-000
Site	: NARKONTEKS TEXTILE EXPORT IMPORT INDUSTRY AND TRADE INCORPORATED COMPANY MANISA BRANCH
Site amfori ID	: 792-000149-003
Address	: 28 sokak : 45140, MANISA : Manisa : Turkey
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 26/08/2022
Expiration Date	: 26/08/2023

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## Overall rating



## Section rating

PA1: Social Management System	D
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	B
PA 6: Decent Working Hours	C

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

FATMA ARLI (RA 21702375– IN GOOD STANDING)  
INTERTEK TURKEY  
AUDIT DATE : 16-17-18/ 08/ 2022

NARKONTEKS TEKSTIL IHRACAT ITHALAT SAN VE TIC AS MANISA BRANCH has been established on 2014 . NARBAY TEKSTIL SAN AS was the sister company Of NARKONTEKS TEKSTIL AS in MANISA . There was NARBAY TEKSTIL AS in current address before and name of facility has been changed as NARKONTEKS TEKSTIL IHRACAT ITHALAT SAN VE TIC AS on 30.09.2021. Trade letter was uploaded in the system.

Main activity is underwear and home textiles production .  
The total closed areas occupied by the company were about 3000 square meters.

1 building was occupied by the company. The layout of floors was below;  
Entrance floor: Office, sewing section, printing section, QC section, ironing section, packaging section, warehouse, loading area, stain removing room, maintenance room, infirmary, final inspection room, lavatories, changing room, prayer room and lunch hall  
Mezzanine floor: Offices, training room and meeting room.  
Sewing, printing, QC, ironing, stain removing and packaging processes were available in the company.  
There was no dormitory at site.  
There was no union.

There is contractor companies in security , cleaning and meal services.  
Security and Cleaning service: EUROSERVE GUVENLIK  
Meal service: SOFRA YEMEK EUROEST

Regular working hours are :  
Administration and production sections: 07:30-17:30 with 2x15 min tea break and 30 min lunch break for 5 days in a week.  
Contractor Security : 07:30-19:30 / 19:30-07:30 with 1 hour break for 4 days in a week

Overtime hours are as below in selected months:  
October 2021: 0- 27 hours/month  
April 2022:0 hours/month  
July 2022: 0- 25,5 hours/month

Payment is done by via bank at 7th of each month.

Wages are as below in selected months :  
Minimum wages :  
October 2021: 2750 TL /month  
April 2022: 4400 TL/month  
July 2022: 5550 TL / month

Avarage wages :  
October 2021: 3000 TL /month  
April 2022: 4670 TL/month  
July 2022: 6100 TL / month

Maximum wages :  
October 2021: 3501 TL /month  
April 2022: 5000 TL/month  
July 2022: 6600 TL / month

Total number of employees are : 217  
Administration: 17 ( 5 male and 12 female )  
Production: 177 ( 1 male and 176 female )  
Contarctor ( security ): 3 male  
Contarctor ( lunch hall ) : 2 female  
Contractor ( cleaning ): 1 male and 1 female  
ISKUR trainees : 16 female

Migrant: 0  
Pregnant: 3  
Disabled: 6  
Young labour: 0  
Minimum age is 20

The factory adopted a finger scan attendance system to record employees' working hours.

AUDITOR NOTES:

AUDITOR NOTE 1: Worker representative was selected by the employees freely. The worker representative did not attend to opening and closing meeting due to COVID 19 precautions. So no signature of her was available at the closing meeting report.

AUDITOR NOTE 2 : Due to there is no juvenile, breast feeding and migrant employee at the facility so interview could not be done.

AUDITOR NOTE 3: Those are the documents which were not uploaded in system because they were not applicable.

Government waivers (not applicable in Turkey), Agency labor contract couldn't be attached as no agency available.

AUDITOR NOTE 4: Inconsistencies between time and production records couldn't be attached as no inconsistency available among the submitted records. Valid CBA is not available, so it cannot be uploaded.

AUDITOR NOTE 5: The total workforce of the facility on the day of the audit is different from the general total workforce since there are employees who are absent, on sick leave

AUDITOR NOTE 6: Opening and operating license is available ( date and no : 11.05.2022- GSM-2022/06 ). This documents uploaded to the system.

AUDITOR NOTE 7: Some employees who was blue collar and external persons` names were blacked out in the report due to personal data protection law.

AUDITOR NOTE 8: Due to there was no high risk area, no photograph was uploaded

AUDITOR NOTE 9: Due to there is a correlation between 1.4 and 6.2 , issue is added in 6.2 after the audit.

AUDITOR NOTE 10: On the fair remuneration table in the remuneration sheet, the areas which were not applicable in Turkey were kept with 0 value.

#COVID19 (proper implementations are listed below)

- Temperature check is done for every visitor and worker with digital probe.
- Social distancing is managed on tables in lunch hall with warning signs and limited usage.
- Protective masks are provided free of charge for every worker.
- Additional hand sanitation points are provided especially for social areas.
- Risk assessment and emergency action plans have been renewed as covering COVID19 issues.
- Workers have been informed about COVID19 issues with warning posters.
- Social distancing is managed with reducing workforce in same section and with proper signs.
- Additional transportation vehicles are provided to manage social distancing in vehicles.
- Working hours scheme was revised to shift system to reduce the population during working hours.

## Site Details

Site : NARKONTEKS TEXTILE EXPORT IMPORT INDUSTRY AND TRADE INCORPORATED COMPANY  
MANISA BRANCH  
Site amfori ID : 792-000149-003

### GICS Classification

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

### amfori Process Classifications

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N.A.

### GS1 Classifications

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Segment	: Clothing
Family	: Activewear
Product Class	: Activewear
Segment	: Clothing
Family	: Clothing
Product Class	: Full Body Wear
Segment	: Clothing
Family	: Underwear
Product Class	: Underwear

### NACE Classification

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Manufacture of knitted and crocheted apparel

### Water Stress Situation

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This site is located in a high or extremely high water stressed region

## Metrics

### Key Metrics

Total workforce	184 Workers
Legal minimum wage in local currency	5500 Monthly
Lowest wage paid for regular work at the site	5550 Monthly
Calculated living wage in local currency	6916 Monthly
Total sample	16 Workers

### Other Metrics

Male workers	6 Workers
Female workers	178 Workers
Permanent workers - Male	10 Workers
Permanent workers - Female	191 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	16 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	5 Workers
Management - Female	12 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	4 Workers
Workers with night shift - Male	3 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	6 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	6 Workers
Workers hired directly - Female	188 Workers
Workers hired indirectly - Male	4 Workers
Workers hired indirectly - Female	19 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	3 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	1 Workers
Sample - Female	15 Workers

## Findings

### PA1: Social Management System

Amfori BSCI Code of Conduct, Principle on Social Management System The facility should have an efficient management system to BSCI values are implemented. FINDING: -There is no training plan regarding social compliance issues. -The management review meeting for social compliance issues was conducted on 09.05.2022 in the facility. But it was not an effective meeting which include all BSCI subjects. - The facility has social compliance management system however there are gaps. Please refer to issues that need to be corrected in PA 2,5,6,12 . This question was rated as partially because there is social management system in the facility.

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensibi Bulgu:-İşletmede sosyal uygunluk konularına ilişkin eğitimin planının oluşturulmadığı görülmüştür. -Sosyal uygunluk konularına yönelik yönetim gözden geçirme toplantısı 09.05.2022 tarihinde tesiste gerçekleştirilmiştir. Ancak tüm konuları içeren etkin bir toplantı olmamıştır. - İşletmede bir sosyal uygunluk yönetim sistemi mevcuttur ancak sistemde iyileştirmesi gereken açıklar mevcuttur. Lütfen performans alanı 2,5,6,12 'deki düzeltilmesi gereken konulara bakınız. Bu soru işletmede sosyal uygunluk sistemi bulunduğundan dolayı kısmen olarak cevaplanmıştır.

Amfori BSCI Code of Conduct, Principle on Social Management System There should be satisfactory evidence that the auditee has a good overview of the significant business partners and their level of alignment with the BSCI Code of Conduct. Finding: - There is supply chain mapping conducted. -There is written procedure regarding social compliance management system for selecting and assessing the suppliers and subcontractors. -There is no evaluation system (audit etc.) for the service providers in the facility. -The review meeting regarding social compliance management system for suppliers and subcontractors is not conducted This question was rated as partially because there is supplier evaluation procedure in the facility.

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensibi Bulgu: - İşletmede tedarikçi haritalandırması yapılmıştır. -İşletmede tedarikçi ve fasonların sosyal uygunluk açısından seçme ve değerlendirmeyle ilgili yazılı bir prosedür bulunmaktadır. -Hizmet sağlayıcılar için bir değerlendirme sistemi( denetim) olmadığı görülmüştür. - Taşeronların ve hizmet sağlayıcıların sosyal uygunluk açısından değerlendirmesine yönelik gözden geçirme toplantıları yapılmamaktadır. Bu soru işletmede tedarikçi değerlendirme prosedürü olduğundan dolayı kısmen olarak cevaplanmıştır.

Amfori BSCI Code of Conduct, Principle on Social Management System The should be satisfactory evidence that the auditee's workforce capacity is properly organized to meet the expectations of the delivery order and contracts. Finding: - There is no emergency action plan for the emergency cases that may lead to slow down or interrupt production. This question was rated as partially because issue is minor

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensibi Bulgu:- İşletmede üretimin yavaşlaması veya sekteye uğramasına sebep olabilecek acil durumlar için bir eylem planı mevcut değildir. Bu soru bulgu minor olduğundan dolayı kısmen olarak cevaplanmıştır.

### PA 2: Workers Involvement and Protection

Amfori BSCI Code of Conduct, Principle on Workers involvement and Protection There should be satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct. Finding:- It was noted that the no long-term goals , for protecting workers were not defined in line with the aspirations of the BSCI Code of Conduct in the facility. - There is no strategic plan in line with the goals - The workers and workers representatives are not involved in defining goals regarding BSCI Code in the facility. . This question was rated as partially because issue is minor

Amfori BSCI Davranış Kuralı, Çalışanların Süreçlere Dâhil Edilmesi ve Korunması Prensibi Bulgu: - İşletmede çalışanları korumaya yönelik BSCI Davranış Kuralları uyarınca uzun dönemli hedefler, belirlenmemiştir. - İşletmede belirlenen hedefler doğrultusunda bir çalışma planı mevcut değildir. - İşletmede BSCI kuralları uyarınca belirlenen hedeflerin oluşturulmasında ve gerçekleştirilmesinde çalışanların ve temsilcilerin uygulamalara dahil edilmediği görülmüştür. Bu soru bulgu minor olduğundan dolayı kısmen olarak cevaplanmıştır.

### PA 5: Fair Remuneration

Amfori BSCI Code of Conduct, Principle on Fair Remuneration There should be satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living. FINDING: It was noted that living wage has been calculated, but no objective evidence has been presented to the auditor as to where the data used in the calculation has been obtained. This question was rated as partially because issue is minor and not systematic.

Amfori BSCI Davranış Kuralı, Adil Ücretlendirme Prensibi BULGU: işletmede yaşam ücreti hesaplanmıştır fakat hesaplamada kullanılan verilerin nereden temin edildiğine dair objektif bir kanıt denetçiye sunulmamıştır. Bu soru bulgu minor olduğundan ve sistematik olmadığından dolayı kısmen olarak cevaplanmıştır.

LAW:Regulation on Working Conditions of Pregnant or Breastfeeding Females, Breastfeeding Rooms and Childcare Facilities, No.28737, Date: 16.08.2013; Art. 13 – (2) In any case of ages and marital status, employers who employ more than 150 female shall establish a childcare facility which fulfill the conditions stated in Appendix-IV for female employees to leave their children (0-6 ages), childcare and breastfeeding. If the childcare facility is more than 250 m. far away from the company, employer shall provide transportation. FINDING: There is no creche or creche agreement in the facility This question was rated as partially because other benefits are given to employees according to law.

## PA 5: Fair Remuneration

KANUN: GEBE VEYA EMZİREN KADINLARIN ÇALIŞTIRILMA ŞARTLARIYLA EMZİRME ODALARI VE ÇOCUK BAKIM YURTLARINA DAİR YÖNETMELİK Oda ve Yurt Açma Yükümlülüğü Madde 13 BULGU: İşletmede kreş veya kreş anlaşması yoktur. Bu soru diğer haklar çalışanlara yasalara uygun olarak verildiğinden dolayı kısmen olarak işaretlenmiştir.

## PA 6: Decent Working Hours

Amfori BSCI Code of Conduct, Principle on Decent Working hours to there was a correlation between 1.4 and 6.2 clauses. This question was rated as partially

Amfori BSCI Davranış Kuralları, İnsana Yakışır Çalışma Saatleri İlkesi 1.4 VE 6.2 maddeleri arasındaki korelasyon sebebiyle bu soru kısmen olarak işaretlenmiştir.

## PA 12: Protection of the Environment

LAW: Regulation about the obligatory permits and licenses according to the Environment Law(29.04.2009) No: 27214, Article 4; facilities subject to environment permit or to environment permit and license are classified as below regarding to their impact to environment; 1- Facilities which have contaminating impact to environment at high level (Appendix 1) 2- Facilities which have contaminating impact to environment (Appendix 2) Facilities which listed at Appendix 1 or 2 are required to obtain environment permit or to environment permit and license. FINDING: It was noted that there was no environment permit or environment out of scope letter belongs to NARKONTEKS TEKSTİL AS in the facility. There is a document belongs to NARBAY which was the previous name of the facility. This question was rated as partially because there is environment impact analysis and environment policy.

KANUN: ÇEVRE KANUNUNCA ALINMASI GEREKEN İZİN VE LİSANSLAR HAKKINDA YÖNETMELİK(29.04.2009) No: 27214 Çevre iznine veya çevre izin ve lisansına tabi işletmeler MADDE 4 BULGU: İşletmede NARKONTEKS TEKSTİL AS adına çevre izni veya çevre izni kapsam dışı yazısı yoktur. Firmanın önceki ismi NARBAY adına doküman bulunmaktadır. Bu soru çevre boyut analizi ve çevre politikası bulunduğundan dolayı kısmen olarak cevaplanmıştır.