



IPLIK SANAYI

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.
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 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).

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Tel: +90 276 716 71 61 Fax: +90 276 716 73 69
Uşak V.D.H. No: 037 07 44 Tic. Sic. No: 5701

Audit company:
Intertek Turkey

Report reference:
ZAA600081938

Start Date:
2024-08-14

End Date:
2024-08-14

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| Audit Details | | | | |
|--|--|---|---|--|
| Sedex Company Reference: (only available on Sedex System) | ZC416672633 | Sedex Site Reference: (only available on Sedex System) | ZS420418567 | |
| Business name (Company name): | HAKSA ORME SANAYI VE TICARET ANONIM SIRKETI | | | |
| Site name: | HAKSA IPLIK | | | |
| Site address: | Uşak Organize Sanayi Bölgesi, 104. Cd. NO:154, 64100 Tekstil OSB/MERKEZ/Uşak USAK 64100 TR | Country: | TR | |
| Site contact and job title: | OKAN CETIN / HUMAN RESOURCE MANAGER | | | |
| Site phone: | 0 276 266 73 63 | Site e-mail: | insankaynaklari@haksatekstil.com.tr | |
| SMETA Audit Pillars: | <input checked="" type="checkbox"/> Labour Standards | <input checked="" type="checkbox"/> Health and Safety (plus Environment 2-Pillar) | <input type="checkbox"/> Environment 4-pillar | <input type="checkbox"/> Business Ethics |
| Date of Audit: | 2024-08-14 | | | |

| |
|---------------------|
| Audit Company Name: |
| Intertek Turkey |

| 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) | | |

KAKSA İPLİK SANAYİ A.Ş.

| 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 |
| Reason for absence at the opening meeting | There is no union in the facility, there is no worker committee in the facility. There are 5 worker representatives in the facility. 1 representative was included in the interviews. The worker representative attended the opening meetings. // İşletmede sendika bulunmamaktadır, işletmede çalışan komitesi bulunmamaktadır. İşletmede 5 çalışan temsilcisi vardır. 1 temsilci görüşmelere dahil edilmiştir. Çalışan temsilcisi açılış toplantısına katılmıştır. | | |
| Reason for absence during the audit | There is no union in the facility. // İşletmede sendika bulunmamaktadır. | | |
| Reason for absence at the closing meeting | There is no union in the facility, there is no worker committee in the facility. There are 5 worker representatives in the facility. 1 representative was included in the interviews. The worker representative attended the closing meetings. // İşletmede sendika bulunmamaktadır, işletmede çalışan komitesi bulunmamaktadır. İşletmede 5 çalışan temsilcisi vardır. 1 temsilci görüşmelere dahil edilmiştir. Çalışan temsilcisi kapanış toplantısına katılmıştır | | |

İPLİK SANAYİ A.Ş.

Audit company:
Intertek Turkey

| | | |
|-------------------|-------------|------------|
| Report reference: | Start Date: | End Date: |
| ZAA600081938 | 2024-08-14 | 2024-08-14 |

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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>6 - Working hours are not excessive</u> | 6.1 6.6 | \$1 \$2 | 2 | 0 | 0 | NC - ZAF600587009 NC - ZAF600587010 |
| <u>5 - Living wages are paid</u> | 5.1 5.1 5.1 | \$3 \$4 \$5 | 3 | 0 | 2 | NC - ZAF600587011 NC - ZAF600587015 NC - a74615bb-bddf-42a2-bd43-ed7ae4046a2f GE - 7eaf4e73-0d31-4077-ab8c-129a1eb147fa GE - 8be69fe3-dae0-430e-a6db-0fceab97ad91 |
| <u>10B2 - Environment 2-pillar</u> | 10.B2.1 | \$6 | 1 | 0 | 0 | NC - ZAF600587012 |
| <u>OB - Management Systems and code implementation</u> | 0.B.1 | \$7 | 1 | 0 | 0 | NC - ZAF600587013 |
| <u>4 - Child labour shall not be used</u> | 4.4 | \$8 | 1 | 0 | 0 | NC - ZAF600587014 |
| <u>3 - Working conditions are safe and hygienic</u> | 3.1 3.1 | \$10 \$9 | 2 | 0 | 0 | NC - 456a21bf-27c3-4831-b58e-04cfc31a6e1e NC - c9a4b62e-d190-48d2-b323-7260f310d935 |

Local Law Issues

| Issue | Description |
|-------|---|
| §1 | Turkish Labour Law # 4857 / 2003, ARTICLE 46-The workers employed in the working places within the scope of this Law are granted at least twenty-four hours uninterrupted relaxation period (weekly holiday) within seven days time scale provided that they have executed worked during the working days fixed according to article 63. Turkish Labour Law # 4857 / 2003, ARTICLE 63- In general the duration of work shall be at the most 45 hours a week. This period shall be applied by dividing the same equally among the days of the week worked. |
| §2 | In accordance with the Turkish Regulation on the Occupations which are carried out by working of employees on shifts , art 9 The employees who work in shift should have at least 11 hours uninterrupted rest. |

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| §3 | <p>ILO reference: ILO General principles and operational guidelines for fair recruitment and Definition of recruitment fees and related costs: For the purpose of this definition of recruitment fees and related costs, the definitions of the General Principles and Operational Guidelines apply. The term "workers" includes jobseekers. OCCUPATIONAL HEALTH AND SAFETY LAW#6331(20/6/2012) ARTICLE 15 – (1) The employer does the following: a) Ensures that the employees are subjected to health surveillance, by taking into account the health and safety risks that they would encounter at the workplace; b) In the following cases, they must ascertain that the employees' medical checkups are done: 1) When they start the job; 2) When they change their job; 3) When after repeated leaves because of an industrial accident, occupational disease or health issued, they request to return to the job; 4) Throughout the employment, at regular interval as decided by the Ministry according to the qualifications of the employee, the nature of the work and the danger class of the workplace. (2) Those who will work at hazardous and very hazardous class workplaces will not be allowed to start work until they get a health report verifying that are medically fit for the job. (3) Medical reports that must be obtained as a requirement under this Law must be obtained at the workplace health and safety unit or from the workplace doctor that works at the joint health and safety unit from which service is procured. Objections to the reports must be submitted to the arbitrator hospitals that are selected by the Ministry of Health, and their decisions will be final. (4) All costs of the health surveillance and all additional cost that is incurred because of such surveillance will be borne by the employer, and the employee will not be charged for them. (5) Medical details of the employee who has been examined will be kept confidential respecting the right of privacy.</p> |
| §4 | <p>Turkish Labor Law # 4857 / 22.5.2003, Repealed provisions; Article 120: Other articles were repealed except for the 14th article of the Labor Law dated 25.8.1971 and numbered 1475. Turkish Labor Law # 1475 / 25.8.1971, Article 14, (Changes on 29/7/1983 - 2869/3. Art): In the calculation of the compensation mentioned in Article 13 and the wage that will be the basis for the severance pay in this article, the money provided to the worker and the benefits arising from the contract and law that can be measured in money are also taken into consideration.</p> |
| §5 | <p>The Turkish Regulation on Overtime and Extra Work art 10, The overtime and extra works payments included with normal working hours payment that are given to employees are paid according to Turkish Labor Law .This payment has to be clearly shown on payroll documentation and on pay slips, which are given to employees according to Turkish Labor Law. Social Insurance and General Health Insurance Law; #5510/2006, Rev: 08.05.2008, Art. 80. The social insurance premiums of the employees are calculated and paid based on gross total wage paid to the employees in the related month. Turkish Labor Law # 4857 / 2003, ARTICLE 32-In general terms, the wage shall mean the amount provided and paid in cash to a person by the employer or third persons against performance of a designated work. Basically, the wage is paid as Turkish currency in the working place or deposit in a bank account in the name of the worker. Where it is agreed to pay the wage in foreign currency, Turkish equivalent of the agreed amount is calculated and paid over the current forex rate prevailing on the date of payment. The wages may not be paid in the form of bill payable to order (bond), or coupon or any other valuable paper alleged to represent a currency effective in the country. Wage, premium, bonus and all kinds of this qualification regulation on payment through banks; ARTICLE 10 - (1) Businesses and third parties with employers that implementation of the Labor Law in business, number of workers they employ in overall Turkey(Amended expression: OG-21/5 / 2016-29718) (2) if at least five workers they employ for that month the banks are obliged to pay the net amount of any payment they will make after the legal deductions are deducted through banks.</p> |

| | |
|-----|--|
| §6 | In accordance with Regulation on Control of Hazardous Waste -(14 March 2005 -25755), art 9 m) The employee is supposed to protect the wastes temporarily in strong, non leaking, safe and appropriate for standards accepted international containers which are located on concrete area in the plant border far from facilities and buildings, to write hazardous waste on containers, to state the quantity of storage material and date of storage on containers, to transfer wastes to another container having the same properties in the case of container damage, to ensure the containers always closed, to set the temporary storage of not to enter chemical reaction. |
| §7 | BUILDING INSPECTION APPLICATION REGULATION, Date: 05.02.2008, No: 26778, Duties and Responsibilities of building owner, Art. 8 (5), The building whose construction is finished, cannot be brought into use without Building Usage Permit. |
| §8 | Turkish Labour Law # 4857 / 2003, ARTICLE 71-The working hours of the minors who completed elementary education but stopped education, shall not be more than 7 hours a day and 35 hours a week. However, these period may be increased to 8 hours a day and 40 hours a week for the minors completed the age of 15. |
| §9 | Regulation on the Health and Safety Measures Taken For the Buildings and Additions (No: 28710, Date: 17.7.2013) Appendix-I Minimum Health and Safety Requirements for Buildings and Additions 22- Workplaces shall be illuminated with sufficient day light. If it is not able to benefit from day light sufficiently reasoned from type of work or construction style of workplace or at night work, illumination is provided with appropriate and sufficient artificial light. 23- Illumination systems on working places and passage ways shall be in style that will not create any accident risk for employees and placed appropriately. |
| §10 | Regulation about Emergency Cases at Workplaces, 18.06.2013, No: 28681 Documentation Art. 12 - (1) Emergency case plan is documented included below-mentioned minimum requirements. a) Employer title, address and name b) Name, surname and title of prepared-by persons c) Prepared date and expiry date d) Taken preventive and limiting precautions e) Emergency case responding and evacuation methods f) Sketch which includes below-mentioned points and shows workplace or workplace sections 1) Emergency case equipments' places including equipments which will be used for fire fighting 2) Places of first aid materials 3) Evacuation plan which including evacuation routes, assembly areas and warning systems if existed 4) Name, surname, title, area of responsibility and contact information of designated employees and alternatives of them if existed 5) Communication numbers of first aid, immediate medical responses, rescue and fire fighting bodies expect workplace (2) Pages of emergency case plan are numerated; all pages are signed by prepared-by persons, last page is signed and related plan is kept in a way that teams who will fight against emergency case can reach easily (3) Sketch which prepared in terms of emergency case plan is posted in places where can be seen easily. |

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Corrective Action Plan - Non Compliances

Audit company:
Intertek Turkey

Report reference:
ZAA600081938

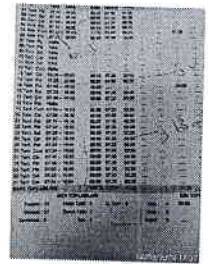
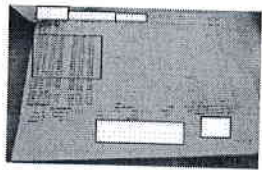

Start Date:
2024-08-14

End Date:
2024-08-14

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haksalin ^{iplik} **IPLİK SANAYİ**
A.Ş.
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Tic. Sic. No: 276163 Şirket Sic. No: 276163
Uyşak V.D.Ş. No: 457 47 64 Tic. Sic. No: 276163

| Non-Compliance | | Evidence | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|--|----------------|--|--------|------|-----------|--------------|--------|-------------------------------------|-------------|---|-------------|---------------------------|----------------------|---|-----------------|--------------|------------|---|--------------------|--|-----------------|---|----------|---|-----------------------------------|--|
| [Back to findings summary] | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <table border="1"> <thead> <tr> <th colspan="2">Non-Compliance</th> </tr> </thead> <tbody> <tr> <td>Status</td> <td>OPEN</td> </tr> <tr> <td>Reference</td> <td>ZAF600587009</td> </tr> <tr> <td>Clause</td> <td>6 - Working hours are not excessive</td> </tr> <tr> <td>Issue Title</td> <td>485 - Workers do not take off 1 day in 7, and this is contrary to law or collective bargaining agreement (CBA) – systemic</td> </tr> <tr> <td>Subcategory</td> <td>Rest breaks and rest days</td> </tr> <tr> <td>New or carried over?</td> <td><input type="checkbox"/> New <input checked="" type="checkbox"/> Carried Over</td> </tr> <tr> <td>Raised by audit</td> <td>ZAA421626913</td> </tr> <tr> <td>Root cause</td> <td><input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other</td> </tr> <tr> <td>Root cause - Other</td> <td></td> </tr> <tr> <td>Local law issue</td> <td>Turkish Labour Law # 4857 / 2003, ARTICLE 46-The workers employed in the working places within the scope of this Law are granted at least twenty-four hours uninterrupted relaxation period (weekly holiday) within seven days time scale provided that they have executed worked during the working days fixed according to article 63. Turkish Labour Law # 4857 / 2003, ARTICLE 63- In general the duration of work shall be at the most 45 hours a week. This period shall be applied by dividing the same equally among the days of the week worked.</td> </tr> <tr> <td>ETI code</td> <td>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.</td> </tr> <tr> <td>Explanation to the non compliance</td> <td>It was noted that workers were not given a one-day paid leave after 6 consecutive days of work during peak seasons. Details: 11 out of 26 sampled workers performed max 12 consecutive days working practice max 1 time in October 2023. 5 out of 26 sampled workers performed max 7 consecutive days working practice max 1 time in April 2024. 8 out of 26 sampled workers performed max 13 consecutive days working practice max 1 time in July 2024. // Çalışanların seçilen aylarda 6 günlük çalışmanın ardından 1 günlük ücretli dinlenme izni kullanmadıkları tespit edilmiştir. Detaylar: Örneklenen 26 çalışandan 11 çalışan, Ekim 2023'te maksimum 1 kez, maksimum 12 ardışık gün, Örneklenen 26 çalışandan 5 çalışan, Nisan 2024'te</td> </tr> </tbody> </table> | | | Non-Compliance | | Status | OPEN | Reference | ZAF600587009 | Clause | 6 - Working hours are not excessive | Issue Title | 485 - Workers do not take off 1 day in 7, and this is contrary to law or collective bargaining agreement (CBA) – systemic | Subcategory | Rest breaks and rest days | New or carried over? | <input type="checkbox"/> New <input checked="" type="checkbox"/> Carried Over | Raised by audit | ZAA421626913 | 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-The workers employed in the working places within the scope of this Law are granted at least twenty-four hours uninterrupted relaxation period (weekly holiday) within seven days time scale provided that they have executed worked during the working days fixed according to article 63. Turkish Labour Law # 4857 / 2003, ARTICLE 63- In general the duration of work shall be at the most 45 hours a week. This period shall be applied by dividing the same equally among the days of the week worked. | 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 | It was noted that workers were not given a one-day paid leave after 6 consecutive days of work during peak seasons. Details: 11 out of 26 sampled workers performed max 12 consecutive days working practice max 1 time in October 2023. 5 out of 26 sampled workers performed max 7 consecutive days working practice max 1 time in April 2024. 8 out of 26 sampled workers performed max 13 consecutive days working practice max 1 time in July 2024. // Çalışanların seçilen aylarda 6 günlük çalışmanın ardından 1 günlük ücretli dinlenme izni kullanmadıkları tespit edilmiştir. Detaylar: Örneklenen 26 çalışandan 11 çalışan, Ekim 2023'te maksimum 1 kez, maksimum 12 ardışık gün, Örneklenen 26 çalışandan 5 çalışan, Nisan 2024'te |
| Non-Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Status | OPEN | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reference | ZAF600587009 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clause | 6 - Working hours are not excessive | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Issue Title | 485 - Workers do not take off 1 day in 7, and this is contrary to law or collective bargaining agreement (CBA) – systemic | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Subcategory | Rest breaks and rest days | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| New or carried over? | <input type="checkbox"/> New <input checked="" type="checkbox"/> Carried Over | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Raised by audit | ZAA421626913 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| Explanation to the non compliance | It was noted that workers were not given a one-day paid leave after 6 consecutive days of work during peak seasons. Details: 11 out of 26 sampled workers performed max 12 consecutive days working practice max 1 time in October 2023. 5 out of 26 sampled workers performed max 7 consecutive days working practice max 1 time in April 2024. 8 out of 26 sampled workers performed max 13 consecutive days working practice max 1 time in July 2024. // Çalışanların seçilen aylarda 6 günlük çalışmanın ardından 1 günlük ücretli dinlenme izni kullanmadıkları tespit edilmiştir. Detaylar: Örneklenen 26 çalışandan 11 çalışan, Ekim 2023'te maksimum 1 kez, maksimum 12 ardışık gün, Örneklenen 26 çalışandan 5 çalışan, Nisan 2024'te | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | |  <p>TimePhoto 20240814 15 2715.jpg</p>  <p>Weekly Rest Day Work July 2023.JPG</p> | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | |  <p>İPLİK SANAYİ A.Ş.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | |


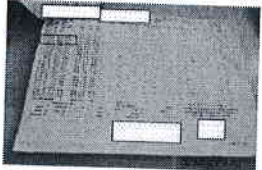
| | | |
|------------------|---|--|
| | maksimum 1 kez, maksimum 7 ardışık gün, Örneklenen 26 çalışandan 8 çalışan, Temmuz 2024'te maksimum 1 kez, maksimum 13 ardışık gün. | |
| Follow up method | <input checked="" type="checkbox"/> Follow up audit <input type="checkbox"/> Desktop audit | |
| Timescale | <input type="checkbox"/> Immediate <input type="checkbox"/> 30 days <input type="checkbox"/> 60 days <input checked="" 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 24 hours uninterrupted paid resting break should be provided after 6 consecutive days work. // Çalışanlara 6 günlük çalışmanın ardından en az 24 saat kesintisiz ücretli izin verilmesi tavsiye edilir. | |

Audit company:
Intertek TurkeyReport reference:
ZAA600081938Start Date: 2024-08-14
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| Non-Compliance | | Evidence | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|---|----------|----------------|--|--------|------|-----------|--------------|--------|-------------------------------------|-------------|---|-------------|---------------------------|----------------------|---|-----------------|--------------|------------|---|--------------------|--|-----------------|---|----------|--|-----------------------------------|---|------------------|--|--|
| [Back to findings summary] | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <table border="1"> <thead> <tr> <th colspan="2">Non-Compliance</th> </tr> </thead> <tbody> <tr> <td>Status</td> <td>OPEN</td> </tr> <tr> <td>Reference</td> <td>ZAF600587010</td> </tr> <tr> <td>Clause</td> <td>6 - Working hours are not excessive</td> </tr> <tr> <td>Issue Title</td> <td>493 - Rest breaks between shifts are not taken as required - systemic</td> </tr> <tr> <td>Subcategory</td> <td>Rest breaks and rest days</td> </tr> <tr> <td>New or carried over?</td> <td><input type="checkbox"/> New <input checked="" type="checkbox"/> Carried Over</td> </tr> <tr> <td>Raised by audit</td> <td>ZAA421626913</td> </tr> <tr> <td>Root cause</td> <td><input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other</td> </tr> <tr> <td>Root cause - Other</td> <td></td> </tr> <tr> <td>Local law issue</td> <td>In accordance with the Turkish Regulation on the Occupational which are carried out by working of employees on shifts , art 9 The employees who work in shift should have at least 11 hours uninterrupted rest.</td> </tr> <tr> <td>ETI code</td> <td>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.</td> </tr> <tr> <td>Explanation to the non compliance</td> <td>It was noted that the employees in the company are provided with less than 11 hours of rest time during shift changes. (Max 8 hours/day) Details: 12 out of 26 sampled workers performed max 8 hours, max 5 times in October 2023. 11 out of 26 sampled workers performed max 8 hours, max 4 times in April 2024. 10 out of 26 sampled workers performed max 8 hours, max 4 times in July 2024. // Firmada çalışanlara vardiya değişimlerinde 11 saatten az dinlenme süresi sağlandığı not edilmiştir. (Max 8 saat/gün) Detaylar: Örneklenen 26 çalışandan 12 çalışan, Ekim 2023'te maksimum 5 kez, maksimum 8 saat. Örneklenen 26 çalışandan 11 çalışan, Nisan 2024'te maksimum 4 kez, maksimum 8 saat. Örneklenen 26 çalışandan 10 çalışan, Temmuz 2024'te maksimum 4 kez, maksimum 8 saat.</td> </tr> <tr> <td>Follow up method</td> <td><input checked="" type="checkbox"/> Follow up audit <input type="checkbox"/> Desktop audit</td> </tr> </tbody> </table> | | | Non-Compliance | | Status | OPEN | Reference | ZAF600587010 | 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 type="checkbox"/> New <input checked="" type="checkbox"/> Carried Over | Raised by audit | ZAA421626913 | 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 Occupational which are carried out by working of employees on shifts , art 9 The employees who work in shift should have at least 11 hours uninterrupted rest. | 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 the employees in the company are provided with less than 11 hours of rest time during shift changes. (Max 8 hours/day) Details: 12 out of 26 sampled workers performed max 8 hours, max 5 times in October 2023. 11 out of 26 sampled workers performed max 8 hours, max 4 times in April 2024. 10 out of 26 sampled workers performed max 8 hours, max 4 times in July 2024. // Firmada çalışanlara vardiya değişimlerinde 11 saatten az dinlenme süresi sağlandığı not edilmiştir. (Max 8 saat/gün) Detaylar: Örneklenen 26 çalışandan 12 çalışan, Ekim 2023'te maksimum 5 kez, maksimum 8 saat. Örneklenen 26 çalışandan 11 çalışan, Nisan 2024'te maksimum 4 kez, maksimum 8 saat. Örneklenen 26 çalışandan 10 çalışan, Temmuz 2024'te maksimum 4 kez, maksimum 8 saat. | Follow up method | <input checked="" type="checkbox"/> Follow up audit <input type="checkbox"/> Desktop audit |  <p>Least 11 hours between shifts.jpg</p>  <p>Example of at least 11 hours of rest between shifts July 2023.JPG</p> |
| Non-Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Status | OPEN | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reference | ZAF600587010 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 type="checkbox"/> New <input checked="" type="checkbox"/> Carried Over | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Raised by audit | ZAA421626913 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 Occupational which are carried out by working of employees on shifts , art 9 The employees who work in shift should have at least 11 hours uninterrupted rest. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 the employees in the company are provided with less than 11 hours of rest time during shift changes. (Max 8 hours/day) Details: 12 out of 26 sampled workers performed max 8 hours, max 5 times in October 2023. 11 out of 26 sampled workers performed max 8 hours, max 4 times in April 2024. 10 out of 26 sampled workers performed max 8 hours, max 4 times in July 2024. // Firmada çalışanlara vardiya değişimlerinde 11 saatten az dinlenme süresi sağlandığı not edilmiştir. (Max 8 saat/gün) Detaylar: Örneklenen 26 çalışandan 12 çalışan, Ekim 2023'te maksimum 5 kez, maksimum 8 saat. Örneklenen 26 çalışandan 11 çalışan, Nisan 2024'te maksimum 4 kez, maksimum 8 saat. Örneklenen 26 çalışandan 10 çalışan, Temmuz 2024'te maksimum 4 kez, maksimum 8 saat. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input checked="" 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. |

Audit company:
Intertek Turkey

| | | |
|-------------------|-------------|------------|
| Report reference: | Start Date: | End Date: |
| ZAA600081938 | 2024-08-14 | 2024-08-14 |

haksan **İPLİK SANAYİ**
A.Ş.
Organize San. Böl. 104 Cad. No: 14 ÜSKÜTÜ/TÜRKİYE
Tic. Sic. No: 275155 / Mers: 0819002760007389
Usak V.D.H.No:433037/44 Tic.Sic.No:5701

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Audit company:
Intertek Turkey

| | | |
|-------------------|-------------|------------|
| Report reference: | Start Date: | End Date: |
| ZAA600081938 | 2024-08-14 | 2024-08-14 |

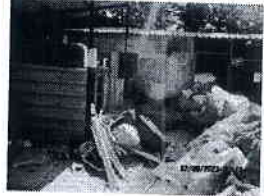
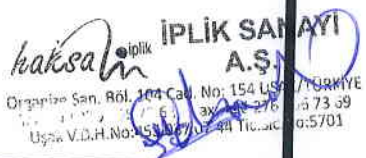
| | |
|-----------------------------------|---|
| | surveillance and all additional cost that is incurred because of such surveillance will be borne by the employer, and the employee will not be charged for them. (5) Medical details of the employee who has been examined will be kept confidential respecting the right of privacy. |
| ETI code | 5.1 - Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income. |
| Explanation to the non compliance | It was noted that the employer does not pay for the health check report fee of the employees in the facility at the first employment. (It was observed that the employees are paid back for their health check report fee 6 months after they start work) // Firmada çalışanların ilk işe girişlerde sağlık taraması ücretinin, işveren tarafından karşılanmadığı gözlenmiştir. (Çalışanlara işe başladıktan 6 ay sonra işe giriş sağlık muayenesi ücretlerinin geri ödendiği görülmüştür.) |
| 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 type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input checked="" type="checkbox"/> 365 days <input type="checkbox"/> Other |
| Actions | It is recommended that the health check fee of all employees is provided by the employer at the first job entrance. // İlk işe girişte tüm çalışanların sağlık raporu ücretinin işveren tarafından sağlanması önerilir. |

Audit company:
Intertek TurkeyReport reference:
ZAA600081938Start Date: 2024-08-14
End Date: 2024-08-14

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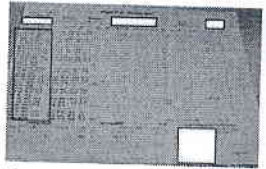

haksalın
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Organize San. Bölgesi 154. ÜSÜK/TÜRKİYE
Fax: +90 276 573 09
Uşak V.D.H.No: 25037 d7 44 T.C.No: 5701

| Non-Compliance | | Evidence | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|--|----------------|--|--------|--------|-----------|--------------|--------|-----------------------------|-------------|---|-------------|------------------|----------------------|---|-----------------|--------------|-------------------|--------------|------------|---|--------------------|--|-----------------|--|----------|---|-----------------------------------|--|------------------|--|-----------|---|
| [Back to findings summary] | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| Non-Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Status | CLOSED | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reference | ZAF600587012 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clause | 10B2 - Environment 2-pillar | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Issue Title | 620 - Hazardous waste improperly handled / stored / disposed of | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Subcategory | Waste Management | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| New or carried over? | <input type="checkbox"/> New <input checked="" type="checkbox"/> Carried Over | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Raised by audit | ZAA600021998 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Resolved by audit | ZAA600081938 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| Explanation to the non compliance | During the field tour, it was noted that the hazardous waste area was insufficient and some hazardous barrels were stored outside the hazardous waste area. // Saha turunda tehlikeli atik alanin yetersiz olduđu ve bazı tehlikeli varillerin atik alanı dışına depolandığı gözlenmiştir. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input checked="" type="checkbox"/> 365 days <input type="checkbox"/> Other | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | |  <p><u>Hazardous Waste Area.JPG</u></p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | |  <p>İPLİK SANAYİ A.Ş. Organize San. Böl. 104 Cad. No: 154 ÜSKÜDAR/İSTANBUL Tic. Sic. No: 276165 Uşak V.D.H.No: 53167/07-44 Tic. Sic. No: 5701</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

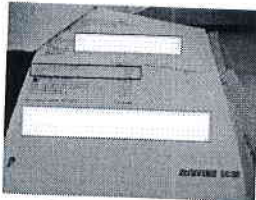

| | | |
|---------------------|--|--|
| Actions | It is recommended that the hazardous waste area is sufficient and that hazardous wastes should not be stored outside the waste area. // Tehlikeli atık alanının yeterli olması ve tehlikeli atıkların atık alanı dışında depolanmaması önerilir. | |
| Additional comments | According to the site tour, it was seen that hazardous wastes are stored regularly and the waste area is suitable. // İşletmede yapılan saha turuna göre, tehlikeli atıkların düzenli depolandığı ve atık alanının uygun olduğu görülmüştür. According to the site tour, it was seen that hazardous wastes are stored regularly and the waste area is suitable. // İşletmede yapılan saha turuna göre, tehlikeli atıkların düzenli depolandığı ve atık alanının uygun olduğu görülmüştür. According to the site tour, it was seen that hazardous wastes are stored regularly and the waste area is suitable. // İşletmede yapılan saha turuna göre, tehlikeli atıkların düzenli depolandığı ve atık alanının uygun olduğu görülmüştür. According to the site tour, it was seen that hazardous wastes are stored regularly and the waste area is suitable. // İşletmede yapılan saha turuna göre, tehlikeli atıkların düzenli depolandığı ve atık alanının uygun olduğu görülmüştür. | |

| Non-Compliance | | Evidence | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|---|----------------|--|--------|------|-----------|--------------|--------|---|-------------|--|-------------|----------------------------------|----------------------|---|-----------------|--------------|------------|---|--------------------|--|-----------------|--|----------|--|-----------------------------------|---|---|
| [Back to findings summary] | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <table border="1"> <thead> <tr> <th colspan="2">Non-Compliance</th> </tr> </thead> <tbody> <tr> <td>Status</td> <td>OPEN</td> </tr> <tr> <td>Reference</td> <td>ZAF600587013</td> </tr> <tr> <td>Clause</td> <td>0B - Management Systems and code implementation</td> </tr> <tr> <td>Issue Title</td> <td>34 - Site is operating without all required in-date licences and permits (e.g. business / factory licence has expired)</td> </tr> <tr> <td>Subcategory</td> <td>Site's licenses & Certifications</td> </tr> <tr> <td>New or carried over?</td> <td><input type="checkbox"/> New <input checked="" type="checkbox"/> Carried Over</td> </tr> <tr> <td>Raised by audit</td> <td>ZAA600021998</td> </tr> <tr> <td>Root cause</td> <td><input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other</td> </tr> <tr> <td>Root cause - Other</td> <td></td> </tr> <tr> <td>Local law issue</td> <td>BUILDING INSPECTION APPLICATION REGULATION, Date: 05.02.2008, No: 26778, Duties and Responsibilities of building owner, Art. 8 (5), The building whose construction is finished, cannot be brought into use without Building Usage Permit.</td> </tr> <tr> <td>ETI code</td> <td>0.B.1 - Suppliers are expected to implement and maintain systems for delivering compliance to this Code.</td> </tr> <tr> <td>Explanation to the non compliance</td> <td>The building where the company is located consists of 2 floors and has an area of 14.593 square meters; however, the current building occupancy permit only covers 13.953 square meters. In reference to the areas not covered by the company's building occupancy permit, there is a building registration certificate dated 03/01/2019 . Contrary to the provisions of "Temporary Article 16 of the Zoning Law", the discrepancies related to the 640 square meters area not covered by the building occupancy permit have become legally acceptable, not in a physical sense but effectively. However, the building registration certificate assigns responsibility to the holder of the building registration certificate in accordance with the relevant temporary provision for compliance with scientific and technical rules and earthquake regulations. Consequently, the physical safety and compliance in accordance with the earthquake regulations of the building cannot be confirmed based on the building registration certificate. // İşletmenin bulunduğu bina 2 kat, 14.593 m2 dir ancak mevcut yapı kullanma izni 13.953 m2'yi kapsamaktadır. İşletmenin yapı kullanım izninin kapsamadığı alanlara istinaden 03/01/2019 tarihli yapı kayıt belgesi mevcuttur. Yapı</td> </tr> </tbody> </table> | | Non-Compliance | | Status | OPEN | Reference | ZAF600587013 | Clause | 0B - Management Systems and code implementation | Issue Title | 34 - Site is operating without all required in-date licences and permits (e.g. business / factory licence has expired) | Subcategory | Site's licenses & Certifications | New or carried over? | <input type="checkbox"/> New <input checked="" type="checkbox"/> Carried Over | Raised by audit | ZAA600021998 | 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 | BUILDING INSPECTION APPLICATION REGULATION, Date: 05.02.2008, No: 26778, Duties and Responsibilities of building owner, Art. 8 (5), The building whose construction is finished, cannot be brought into use without Building Usage Permit. | ETI code | 0.B.1 - Suppliers are expected to implement and maintain systems for delivering compliance to this Code. | Explanation to the non compliance | The building where the company is located consists of 2 floors and has an area of 14.593 square meters; however, the current building occupancy permit only covers 13.953 square meters. In reference to the areas not covered by the company's building occupancy permit, there is a building registration certificate dated 03/01/2019 . Contrary to the provisions of "Temporary Article 16 of the Zoning Law", the discrepancies related to the 640 square meters area not covered by the building occupancy permit have become legally acceptable, not in a physical sense but effectively. However, the building registration certificate assigns responsibility to the holder of the building registration certificate in accordance with the relevant temporary provision for compliance with scientific and technical rules and earthquake regulations. Consequently, the physical safety and compliance in accordance with the earthquake regulations of the building cannot be confirmed based on the building registration certificate. // İşletmenin bulunduğu bina 2 kat, 14.593 m2 dir ancak mevcut yapı kullanma izni 13.953 m2'yi kapsamaktadır. İşletmenin yapı kullanım izninin kapsamadığı alanlara istinaden 03/01/2019 tarihli yapı kayıt belgesi mevcuttur. Yapı | <p>IMG 8863.JPG</p> <p>IMG 8872.JPG</p> <p>Building registration certificate.JPG</p> <p>Building registration certificate (2).JPG</p> |
| Non-Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Status | OPEN | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reference | ZAF600587013 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clause | 0B - Management Systems and code implementation | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Issue Title | 34 - Site is operating without all required in-date licences and permits (e.g. business / factory licence has expired) | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Subcategory | Site's licenses & Certifications | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| New or carried over? | <input type="checkbox"/> New <input checked="" type="checkbox"/> Carried Over | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Raised by audit | ZAA600021998 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | BUILDING INSPECTION APPLICATION REGULATION, Date: 05.02.2008, No: 26778, Duties and Responsibilities of building owner, Art. 8 (5), The building whose construction is finished, cannot be brought into use without Building Usage Permit. | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ETI code | 0.B.1 - Suppliers are expected to implement and maintain systems for delivering compliance to this Code. | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Explanation to the non compliance | The building where the company is located consists of 2 floors and has an area of 14.593 square meters; however, the current building occupancy permit only covers 13.953 square meters. In reference to the areas not covered by the company's building occupancy permit, there is a building registration certificate dated 03/01/2019 . Contrary to the provisions of "Temporary Article 16 of the Zoning Law", the discrepancies related to the 640 square meters area not covered by the building occupancy permit have become legally acceptable, not in a physical sense but effectively. However, the building registration certificate assigns responsibility to the holder of the building registration certificate in accordance with the relevant temporary provision for compliance with scientific and technical rules and earthquake regulations. Consequently, the physical safety and compliance in accordance with the earthquake regulations of the building cannot be confirmed based on the building registration certificate. // İşletmenin bulunduğu bina 2 kat, 14.593 m2 dir ancak mevcut yapı kullanma izni 13.953 m2'yi kapsamaktadır. İşletmenin yapı kullanım izninin kapsamadığı alanlara istinaden 03/01/2019 tarihli yapı kayıt belgesi mevcuttur. Yapı | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| | kayıt belgesi ile yapı kullanım izninin kapsamadığı 640 m2'lik alana ilişkin aykırılıklar "İmar Kanunu Geçici 16." maddesi uyarınca fiziksel olarak değil ancak fiilen yasal hale gelmiştir. Ancak yapı kayıt belgesi, ilgili geçici madde uyarınca bilimsel ve teknik kurallara ve deprem yönetmeliğine uygunluk noktasında sorumluluğu yapı kayıt belgesi sahibine yüklemektedir. Bu nedenle yapı kayıt belgesine istinaden ilgili binanın fiziki güvenliği ve Deprem Yönetmeliğine uygunluğu teyit edilememektedir. | |
| 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 type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input checked="" type="checkbox"/> 365 days <input type="checkbox"/> Other | |
| Actions | It is recommended to obtain building occupancy permit for entire building where the facility is located or provide a document/report that confirms the physical safety, compliance in accordance with the earthquake regulations of the building. // İşletmenin bulunduğu binanın tamamını kapsayan yapı kullanım izni alınmalı ya da binanın fiziki güvenliği, Deprem Yönetmeliğine uygunluğunu teyit eden bir belge/rapor temin edilmelidir. | |

| Non-Compliance | | Evidence | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|---|----------------|--|--------|--------|-----------|--------------|--------|------------------------------------|-------------|---|-------------|-------------------------------|----------------------|---|-----------------|--------------|-------------------|--------------|------------|---|--------------------|--|-----------------|--|----------|--|-----------------------------------|---|------------------|--|-----------|---|---------|---|---------------------|--|
| [Back to findings summary] | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <table border="1"> <thead> <tr> <th colspan="2">Non-Compliance</th> </tr> </thead> <tbody> <tr> <td>Status</td> <td>CLOSED</td> </tr> <tr> <td>Reference</td> <td>ZAF600587014</td> </tr> <tr> <td>Clause</td> <td>4 - Child labour shall not be used</td> </tr> <tr> <td>Issue Title</td> <td>403 - Apprentices / trainees / vocational workers are employed under terms and conditions contrary to law</td> </tr> <tr> <td>Subcategory</td> <td>Young Workers - Hours of Work</td> </tr> <tr> <td>New or carried over?</td> <td><input type="checkbox"/> New <input checked="" type="checkbox"/> Carried Over</td> </tr> <tr> <td>Raised by audit</td> <td>ZAA600021998</td> </tr> <tr> <td>Resolved by audit</td> <td>ZAA600081938</td> </tr> <tr> <td>Root cause</td> <td><input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other</td> </tr> <tr> <td>Root cause - Other</td> <td></td> </tr> <tr> <td>Local law issue</td> <td>Turkish Labour Law # 4857 / 2003, ARTICLE 71-The working hours of the minors who completed elementary education but stopped education, shall not be more than 7 hours a day and 35 hours a week. However, these period may be increased to 8 hours a day and 40 hours a week for the minors completed the age of 15.</td> </tr> <tr> <td>ETI code</td> <td>4.4 - These policies and procedures shall conform to the provisions of the relevant ILO Standards.</td> </tr> <tr> <td>Explanation to the non compliance</td> <td>It was noted that a young employee who is in the apprenticeship program in the company works 8.5 hours a day, excluding 1 hour break, between 08:30 and 18:00. // Firmada çıraklık programında olan bir genç çalışanın 08:30 - 18:00 arası 1 saat mola hariç, günlük 8,5 saat çalıştığı gözlenmiştir.</td> </tr> <tr> <td>Follow up method</td> <td><input checked="" type="checkbox"/> Follow up audit <input type="checkbox"/> Desktop audit</td> </tr> <tr> <td>Timescale</td> <td><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</td> </tr> <tr> <td>Actions</td> <td>It is recommended that all young employees work a max. of 8 hours per day. // Tüm genç çalışanların günde maksimum 8 saat çalışması önerilir.</td> </tr> <tr> <td>Additional comments</td> <td>There was no young employee in the facility on the day of the audit. // Denetim günü işletmede genç çalışan bulunmamaktadır.</td> </tr> </tbody> </table> | | | Non-Compliance | | Status | CLOSED | Reference | ZAF600587014 | Clause | 4 - Child labour shall not be used | Issue Title | 403 - Apprentices / trainees / vocational workers are employed under terms and conditions contrary to law | Subcategory | Young Workers - Hours of Work | New or carried over? | <input type="checkbox"/> New <input checked="" type="checkbox"/> Carried Over | Raised by audit | ZAA600021998 | Resolved by audit | ZAA600081938 | 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 71-The working hours of the minors who completed elementary education but stopped education, shall not be more than 7 hours a day and 35 hours a week. However, these period may be increased to 8 hours a day and 40 hours a week for the minors completed the age of 15. | ETI code | 4.4 - These policies and procedures shall conform to the provisions of the relevant ILO Standards. | Explanation to the non compliance | It was noted that a young employee who is in the apprenticeship program in the company works 8.5 hours a day, excluding 1 hour break, between 08:30 and 18:00. // Firmada çıraklık programında olan bir genç çalışanın 08:30 - 18:00 arası 1 saat mola hariç, günlük 8,5 saat çalıştığı gözlenmiştir. | 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 all young employees work a max. of 8 hours per day. // Tüm genç çalışanların günde maksimum 8 saat çalışması önerilir. | Additional comments | There was no young employee in the facility on the day of the audit. // Denetim günü işletmede genç çalışan bulunmamaktadır. |
| Non-Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Status | CLOSED | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reference | ZAF600587014 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clause | 4 - Child labour shall not be used | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Issue Title | 403 - Apprentices / trainees / vocational workers are employed under terms and conditions contrary to law | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Subcategory | Young Workers - Hours of Work | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| New or carried over? | <input type="checkbox"/> New <input checked="" type="checkbox"/> Carried Over | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Raised by audit | ZAA600021998 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Resolved by audit | ZAA600081938 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 71-The working hours of the minors who completed elementary education but stopped education, shall not be more than 7 hours a day and 35 hours a week. However, these period may be increased to 8 hours a day and 40 hours a week for the minors completed the age of 15. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ETI code | 4.4 - These policies and procedures shall conform to the provisions of the relevant ILO Standards. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Explanation to the non compliance | It was noted that a young employee who is in the apprenticeship program in the company works 8.5 hours a day, excluding 1 hour break, between 08:30 and 18:00. // Firmada çıraklık programında olan bir genç çalışanın 08:30 - 18:00 arası 1 saat mola hariç, günlük 8,5 saat çalıştığı gözlenmiştir. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 all young employees work a max. of 8 hours per day. // Tüm genç çalışanların günde maksimum 8 saat çalışması önerilir. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Additional comments | There was no young employee in the facility on the day of the audit. // Denetim günü işletmede genç çalışan bulunmamaktadır. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | |  <p><u>Young employee time recording example.[PG</u></p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | |  <p>İPLİK SANAYİ A.Ş. Organize San. Böl. 104 Cad. No: 154 ÜSKÜDAR/İSTANBUL Tic. Sic. No: 276100 Şirket Sicil No: 276100 Uşak Vahitler 2024-08-14 10:57:01</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Audit company: | Report reference: | Start Date: End Date: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Intertek Turkey | ZAA600081938 | 2024-08-14 2024-08-14 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | Sedexglobal.com 21 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| | <p>There was no young employee in the facility on the day of the audit. // Denetim günü işletmede genç çalışan bulunmamaktadır.</p> <p>There was no young employee in the facility on the day of the audit. // Denetim günü işletmede genç çalışan bulunmamaktadır.</p> <p>There was no young employee in the facility on the day of the audit. // Denetim günü işletmede genç çalışan bulunmamaktadır.</p> | |
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| Non-Compliance | | Evidence |
|-----------------------------------|--|--|
| [Back to findings summary] | | |
| Non-Compliance | | |
| Status | OPEN | |
| Reference | ZAF600587015 | |
| Clause | 5 - Living wages are paid | |
| Issue Title | 423 - Compulsory insurance (e.g. social insurance, accident insurance etc.) not paid - systemic | |
| Subcategory | Benefits & Insurance | |
| New or carried over? | <input type="checkbox"/> New <input checked="" type="checkbox"/> Carried Over | |
| Raised by audit | ZAA600021998 | |
| 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>Turkish Labor Law # 4857 / 22.5.2003, Repealed provisions; Article 120: Other articles were repealed except for the 14th article of the Labor Law dated 25.8.1971 and numbered 1475. Turkish Labor Law # 1475 / 25.8.1971, Article 14, (Changes on 29/7/1983 - 2869/3. Art): In the calculation of the compensation mentioned in Article 13 and the wage that will be the basis for the severance pay in this article, the money provided to the worker and the benefits arising from the contract and law that can be measured in money are also taken into consideration.</p> | |
| ETI code | 5.1 - Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income. | |
| Explanation to the non compliance | <p>It was noted that travel and food allowances given in-kind are not included in the calculation of severance compensation of the workers who were dismissed from facility. (Travel fee is included in the severance pay of the employees whose travel allowance is given in cash.) // İşten çıkartılan işçilerin kıdem tazminat hesaplamasında aynı olarak verilen yol ve yemek yardımının dahil edilmediği gözlenmiştir. (Yol parası nakdi olarak verilen çalışanların kıdem tazminatına, yol yardımı dahil edilmiştir.)</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 type="checkbox"/> 60 days <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | |
| | |  <p>Severance pay example.JPG</p> |
| | |  |



| | | | |
|---------|--|--|----------|
| | 90 days <input checked="" type="checkbox"/> 365 days | 120 days <input type="checkbox"/> Other | 180 days |
| Actions | It is recommended the facility shall include food and travel fees paid in kind in the calculation of severance pay. // Firmanın kıdem tazminatı hesaplamasında aynı olarak ödenen yemek ve yol ücretini dahil etmesi önerilir. | | |

Audit company:
Intertek TurkeyReport reference:
ZAA600081938Start Date: 2024-08-14
End Date: 2024-08-14

haksalir IRLIK SANAYI
A.Ş.
Ormanlı San. Böl. 704 Kat. No: 154 UŞAK/TÜRKİYE
Tic. Sic. No: 27600 / Şişli 49C 276 / Şişli 73.69
Uşak V.D.M. No: 154 / 07 44 Tic. Sic. No: 5701

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| Non-Compliance | | Evidence | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|--|----------------|--|--------|------|-----------|--------------------------------------|--------|--|-------------|--|-------------|---------------------------|----------------------|---|------------|---|--------------------|--|-----------------|---|----------|--|-----------------------------------|---|------------------|--|-----------|---|
| [Back to findings summary] | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| Non-Compliance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Status | OPEN | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reference | 456a21bf-27c3-4831-b58e-04cfc31a6e1e | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clause | 3 - Working conditions are safe and hygienic | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Issue Title | 257 - Low level / inadequate lighting in all areas of the site including production area | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Subcategory | Building/Site Maintenance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 Health and Safety Measures Taken For the Buildings and Additions (No: 28710, Date: 17.7.2013) Appendix-I Minimum Health and Safety Requirements for Buildings and Additions 22- Workplaces shall be illuminated with sufficient day light. If it is not able to benefit from day light sufficiently reasoned from type of work or construction style of workplace or at night work, illumination is provided with appropriate and sufficient artificial light. 23- Illumination systems on working places and passage ways shall be in style that will not create any accident risk for employees and placed appropriately. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | According to the document review at the facility, it was observed that there were inappropriate points in the warehouse areas in the lighting measurement dated March 2022. // İşletmede yapılan doküman incelemesine göre, Mart 2022 tarihli aydınlatma ölçümünde depo alanlarında uygunsuz noktalar olduğu görülmüştür. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | |  IMG_9148.JPG | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | |  İPLİK SANAYİ A.Ş. Organize San. Böl. 104 Cad. No: 184 ÜŞAK TÜRKİYE Uşak V.D.H.No:45093/0744 Tesis No:5701 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| | <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 | Please provide lighting measurement reports with appropriate results. // Lütfen uygun sonuçlu aydınlatma ölçüm raporları bulunmasını sağlayınız. | |

haksalın **İPLİK SANAYİ A.Ş.**
Organize San. Böl. 104 Cad. No: 154 UŞAK/TÜRKİYE
Tic. Sic. No: 27606 / Şube Sic. No: 27606 / Uşak V.D.H.No:455/03 / 07 44 Tic.Sic.No:5701

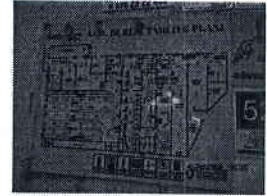
Audit company:
Intertek Turkey

Report reference:
ZAA600081938

Start Date: 2024-08-14
End Date: 2024-08-14

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| Non-Compliance | | Evidence | | | | | | | | | | | | | | | | | | | | | | |
|--|---|----------------|--|--------|------|-----------|--------------------------------------|--------|--|-------------|--|-------------|--|----------------------|---|------------|---|--------------------|--|-----------------|---|----------|---|---|
| [Back to findings summary] | | | | | | | | | | | | | | | | | | | | | | | | |
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| Non-Compliance | | | | | | | | | | | | | | | | | | | | | | | | |
| Status | OPEN | | | | | | | | | | | | | | | | | | | | | | | |
| Reference | c9a4b62e-d190-48d2-b323-7260f310d935 | | | | | | | | | | | | | | | | | | | | | | | |
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| 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 | | | | | | | | | | | | | | | | | | | | | | | | |
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| 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 | | | | | | | | | | | | | | | | | | | | | | | |

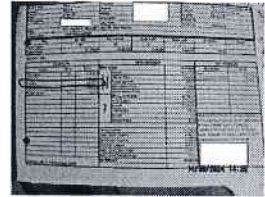
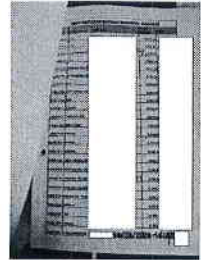
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| | hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment. | |
| Explanation to the non compliance | According to the site tour, the emergency evacuation plans did not specify the locations of first aid kits, chemical areas and electrical panels. // İşletmede yapılan saha turuna göre, acil durum tahliye planlarında ilk yardım dolaplarının, kimyasal alanlarının ve elektrik panolarının bulunduğu yerler belirtilmemiştir. | |
| 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 | Please provide that evacuation plans identify the location of first aid kits, chemical areas and electrical panels. // Lütfen tahliye planlarında ilk yardım dolaplarının, kimyasal alanlarının ve elektrik panolarının bulunduğu yerlerin belirlenmesini sağlayınız. | |

Audit company:
Intertek TurkeyReport reference:
ZAA600081938Start Date: 2024-08-14
End Date: 2024-08-14

haksal **İPLİK SANAYİ A.Ş.**
Organize San. Böl. 104 Cad. No: 154 UŞAK/TÜRKİYE
Tic. Sic. No: 266300 Şişli 6300 Fax: +90 276 306 73 39
Uşak V.D.H.No:455 937 07 44 Tic.Sic.No:5701

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| Non-Compliance | | Evidence | | | | | | | | | | | | | | | | | | | | |
|--|---|----------------|--|--------|------|-----------|--------------------------------------|--------|---------------------------|-------------|---|-------------|----------------------|----------------------|---|------------|---|--------------------|--|-----------------|---|--|
| [Back to findings summary] | | | | | | | | | | | | | | | | | | | | | | |
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Social Insurance and General Health Insurance Law; #5510/2006, Rev: 08.05.2008, Art. 80. The social insurance premiums of the employees are calculated and paid based on gross total wage paid to the employees in the related month.</p> <p>Turkish Labor Law # 4857 / 2003, ARTICLE 32-In general terms, the wage shall mean the amount provided and paid in cash to a person by the employer or third persons against performance of a designated work. Basically, the wage is paid as Turkish currency in the working place or deposit in a bank account in the name of the worker. Where it is agreed to pay the wage in foreign currency, Turkish equivalent of the agreed amount is calculated and paid over the current forex rate prevailing on the date of payment. The wages may not be paid in the form of bill payable to order (bond), or coupon or any other valuable paper alleged to represent a currency effective in the country.</p> <p>Wage, premium, bonus and all kinds of this qualification regulation on payment through banks; ARTICLE 10 - (1) Businesses and third parties with employers that implementation of the Labor Law in business, number of workers they employ in overall Turkey(Amended expression: OG-21/5 / 2016-29718) (2) if at least five workers they employ for that month the banks are obliged to pay the net amount of any payment they will make after the legal deductions are deducted through banks.</p> </td> </tr> </tbody> </table> | | Non-Compliance | | Status | OPEN | Reference | a74615bb-bddf-42a2-bd43-ed7ae4046a2f | Clause | 5 - Living wages are paid | Issue Title | 423 - Compulsory insurance (e.g. social insurance, accident insurance etc.) not paid - systemic | 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 | <p>The Turkish Regulation on Overtime and Extra Work art 10, The overtime and extra works payments included with normal working hours payment that are given to employees are paid according to Turkish Labor Law .This payment has to be clearly shown on payroll documentation and on pay slips, which are given to employees according to Turkish Labor Law. 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| Non-Compliance | | | | | | | | | | | | | | | | | | | | | | |
| Status | OPEN | | | | | | | | | | | | | | | | | | | | | |
| Reference | a74615bb-bddf-42a2-bd43-ed7ae4046a2f | | | | | | | | | | | | | | | | | | | | | |
| Clause | 5 - Living wages are paid | | | | | | | | | | | | | | | | | | | | | |
| Issue Title | 423 - Compulsory insurance (e.g. social insurance, accident insurance etc.) not paid - systemic | | | | | | | | | | | | | | | | | | | | | |
| 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 | | | | | | | | | | | | | | | | | | | | | | |
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| ETI code | 5.1 - Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income. |
| Explanation to the non compliance | According to the document review and management interview; it was seen that the salaries, overtime and additional benefits of the employees were paid through the bank and reported to the social insurance institution. However, it was seen that the amount of 500 TL of the holiday bonuses given in the enterprise was reported to the social insurance institution through the bank channel, and the remaining 8000 TL bonus amounts were paid in cash by hand. All employees received TL 8000 for Ramadan and TL 8000 for Eid al-Adha in cash. All cash records were presented to the auditors and the payments were verified. // İşletmede yapılan doküman incelemesi ve yönetim beyanına göre; çalışanların maaşlarının, fazla mesailerinin ve ek yardımlarının banka kanalıyla ödenerek sosyal sigortalar kurumuna bildirildiği görülmüştür. Ancak, işletmede verilen bayram ikramiyelerinin 500 tl'lik tutarının banka kanalıyla sosyal sigortalar kurumuna bildirildiği, geriye kalan 8000 tl ikramiye tutarlarının elden nakdi olarak ödendiği görülmüştür. Bütün çalışanlar ramazan bayramında 8000 tl ve kurban bayramında 8000 tl ödemeyi elden nakit olarak almıştır. Denetçilere tüm elden ödeme kayıtları sunulmuş ve ödemeler doğrulanmıştır. |
| 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 type="checkbox"/> 60 days <input checked="" type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other |
| Actions | Please ensure that all payments are reported to the social security office, including all wages (bonuses, premiums). // Lütfen ödemelerin tüm ücretleri (prim, ikramiye) kapsayacak şekilde sosyal sigorta kurumuna bildirilmesini sağlayınız. |

Corrective Action Plan - Good Examples

| Good Example | | Evidence |
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| [Back to findings summary] | | |
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| Good Example | | Evidence | | | | | | | | | | | | | | | | | | |
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| [Back to findings summary] | | | | | | | | | | | | | | | | | | | | |
| <table><thead><tr><th colspan="2">Good Example</th></tr></thead><tbody><tr><td>Status</td><td>OPEN</td></tr><tr><td>Reference</td><td>8be69fe3-dae0-430e-a6db-0fceab97ad91</td></tr><tr><td>Clause</td><td>5 - Living wages are paid</td></tr><tr><td>Issue Title</td><td>429 - Company provides a range of additional benefits, including: free medical care on-site, holiday and other bonuses, free library, food subsidy, free transport</td></tr><tr><td>Subcategory</td><td>Benefits & Insurance</td></tr><tr><td>New or carried over?</td><td><input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over</td></tr><tr><td>Explanation to the good example</td><td>Employees are given shopping vouchers every month according to their seniority. (0-1 year: 400 tl, 1-5 years: 600 tl, 5-10 years: 800 tl, 10+ years: 1000 tl) // İşletmede çalışanlara kıdemlerine göre her ay alışveriş çeki verilmektedir. (0-1 yıl: 400 tl, 1-5 yıl: 600 tl, 5-10 yıl: 800 tl, 10+ yıl: 1000 tl)</td></tr><tr><td>Evidence</td><td>Payrolls, Management & Employee Interview // Bodrolar, Yönetim & Çalışan Görüşmesi</td></tr></tbody></table> | | Good Example | | Status | OPEN | Reference | 8be69fe3-dae0-430e-a6db-0fceab97ad91 | 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 given shopping vouchers every month according to their seniority. (0-1 year: 400 tl, 1-5 years: 600 tl, 5-10 years: 800 tl, 10+ years: 1000 tl) // İşletmede çalışanlara kıdemlerine göre her ay alışveriş çeki verilmektedir. (0-1 yıl: 400 tl, 1-5 yıl: 600 tl, 5-10 yıl: 800 tl, 10+ yıl: 1000 tl) | Evidence | Payrolls, Management & Employee Interview // Bodrolar, Yönetim & Çalışan Görüşmesi | |
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Audit company:
Intertek TurkeyReport reference:
ZAA600081938Start Date: 2024-08-14
End Date: 2024-08-14

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A.Ş.
Organize San. Böl. 104 Cad. No:154 UŞAK/TÜRKİYE
Tic. Sic. No: 28.725 / Şahıs Sic. No: 276 / Şahıs Sic. No: 5701
Uşak V.D.H.No:430320144 Tic.Sic.No:5701

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: | nurselin aras | APSCA Number: | 32200554 |
| Additional Auditors: | MUBERRA DEMIRCIOGLU | | 32200396 |
| Date of declaration: | 2024-08-14 | | |

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: | OKAN CETIN |
| Title: | HUMAN RESOURCE MANAGER |
| Date of declaration: | 2024-08-14 |
| Comments: | <p>Any exceptions to this must be recorded here (e.g. different sample size): 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.

Audit company:
Intertek Turkey

Report reference:
ZAA600081938

Start Date:
2024-08-14

End Date:
2024-08-14

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Tisak: v.d.H.No:455 037 0744 Tisak No:5701



For more information visit: 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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