

Monitored Party PASIN TEKSTIL SANAYI VE TICARET LIMITED SIRKETI	amfori ID 792-001614-000	Address Cumhuriyet Mahallesi Bereket Sokak No. 28 Sultangazi / ISTANBUL, Sultangazi, İstanbul, Türkiye
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 10/06/2024	Closing Meeting Finished Date 11/06/2024	Submission Date 23/06/2024
Expiration Date 23/06/2026	Announcement Type Semi Announced	
Site PASIN TEKSTIL SANAYI VE TICARET LIMITED SIRKETI	Site amfori ID 792-001614-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	A	

PA 6: Decent Working Hours	A	
PA 7: Occupational Health and Safety	A	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Audit Company: SGS TURKEY Auditors Name: DOGUKAN ALKAN - Lead Auditor APSCA Auditor Registered Number: CSCA 21703608, BUGRA KARACA-Team Member APSCA Auditor Registered Number CSCA

There was no observer, translator, trainee, advisors/consultant during the audit. The audit was performed between 10.06.2024 to 10.06.2024 as 1 man-day on-site. Announcement type: Semi-Announced (Between 03.06.2024 to 29.06.2024) Contractor license/permit, government waivers, CBA are not applicable in this company. The company has been in operation for 12 years, was established in Cumhuriyet District Bereket Street Number:28 internal door number:1 Sultangazi - İstanbul in 29.06.2012. The site is sample garment producer & processor. Annual capacity is 115200 units. Closed area size of the company is about 1600 sqm. The facility occupies all floors of a 6-storey building. There were sample sewing, sample cutting, sample ironing sections at the facility.

Structure and number of buildings

-2: empty

-1: warehouse

0: warehouse , showroom)

1: showroom, offices, wc

2: sample cutting, sewing , ironing sections , wc , stain removing room

3: showroom, warehouse

4: Warehouse

Worker number information: There were 21 worker available in the facility which is 11 males and 10 females. There were 11 management (4 male, 7 female) , 10 production employee (7 male, 3 female) available in the facility. There was no disable employee, no pregnant employees, no contractor employee available. There was no migrant employee available at site.

- The youngest employee was 18 years old.
- There was no trade union in the company.
- There was an employee representative in the company.
- Peak seasons are stable to management statement.
- 10 workers were selected for interview. (6 individuals and 4 employees as 1 group)
- 10 employees' time and payment records were reviewed for the last 12 months.
- All employees were paid equal to or above of legal minimum wage.
- Regular weekly working hours for all employees:

From 08:30 am. to 18:30 pm. including 2 times 15 minutes tea break, 45 min lunch break from Monday to Friday.

Totally 43 hours 45 min/week. Saturday and Sunday were granted as rest day.

Time recording system: Finger scan activated computer database system.

Wages are paid between 1-5th days of each month via personal bank.

According to the decision of The Minimum Wage Determination Commission, the current minimum wage is net 11402,32 TL per month and gross 13414,50 TL per month in 2023, the current minimum wage is net 17.002,12 TL per month and gross 20.002,50 TL per month in 2024. The facility calculated the living wage using the Anker methodology. Worker surveys completed for calculating living wage, person in charge of recruiting was aware of the standard of living wage in the region and payment plan of living wage and the family package amount was determined accurately during the calculation. The facility compared the living wage result with the living wage of NGO's in 2024 and created a strategic plan. Worker surveys, living wage calculations and all similar documents were submitted to the auditor.

Good practices; The facility provides free transportation and meal services to employees.

There was no trade union onsite. Employees feel free to join trade union as per interviews. All workers have labor contracts and personnel files. ID copies are kept in personnel files. Employment is freely chosen. Movement of employees at the facility is not prohibited or limited. Employees have free access to toilets and potable water. There was no discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation. No discrimination in any aspect according to interviews. Overall work environment condition was acceptable.

There was no special circumstance during the audit.

Remark: The audit was conducted as a Combo audit with Sedex, therefore Buğra KARACA participated in the audit as a team member.

PA1.1: Based on satisfactory evidence the main auditee does not respect partially this principle due to non-compliances in performance area 1,5,7,and 12.

PA5.2: Based on satisfactory evidence that the main auditee does partially respect partially this principle because, it was noted that employees were not regularly given payrolls.

PA7.1: Based on satisfactory evidence that , the main auditee does partially respect partially this principle because there were existing non-conformities which do not comply with local regulations and global standards in the OHS management system.

PA7.25: Based on satisfactory evidence, the main auditee does partially respect this principle because, it was noted that there were indoor environmental measurements (noise, lighting, dust, etc.) in the facility, however there was no VOC measurement for the stain room where chemicals are used.

PA12.4: Based on satisfactory evidence, the main auditee does partially respect this principle because it was noted that the company did not make an annual waste declaration as written to the Ministry of Environment.

SITE DETAILS

Site
**PASIN TEKSTIL SANAYI VE
TICARET LIMITED SIRKETI**

Site amfori ID
792-001614-001

GICS Classification

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

amfori Process Classifications

N.A.

GS1 Classifications

Segment	Clothing
Family	Clothing
Product Class	Upper Body Wear/Tops

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	21	Workers
Legal minimum wage in local currency	17.002,12	Monthly
Lowest wage paid for regular work at the site	17.002,12	Monthly
Calculated living wage in local currency	27.275,42	Monthly
Total sample	10	Workers

Other Metrics

Male workers	11	Workers
Female workers	10	Workers
Non-binary workers	0	Workers
Permanent workers - Male	11	Workers
Permanent workers - Female	10	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	4	Workers
Management - Female	7	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	11	Workers
Workers hired directly - Female	10	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	7	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: PASIN TEKSTIL SANAYI VE TICARET LIMITED SIRKETI | Site amfori ID: 792-001614-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Based on satisfactory evidence the main auditee does not respect partially this principle due to non-compliances in performance area 1,5,7,and 12.

#Amfori BSCI Requirement 1.1#

Elde edilen yeterli delillere göre, performans alanları 1,5,7,ve 12'de uygunsuzluklar bulunması sebebiyle denetlenen firma ilgili prensibi kısmen karşılayamamaktadır.

#Amfori BSCI Prensibi 1.1#

PA 5: Fair Remuneration

Site: PASIN TEKSTIL SANAYI VE TICARET LIMITED SIRKETI | Site amfori ID: 792-001614-001

Question: 5.2 Is there satisfactory evidence that wages are paid in a timely, stable and regular manner, and fully in legal tender?

ENGLISH

LOCAL LANGUAGE

Finding

Finding: Based on satisfactory evidence that the main auditee does partially respect partially this principle because, it was noted that employees were not regularly given payrolls.

Amfori BSCI Requirement

Law: In accordance with Turkish Labour Law # 4857 / 2003, ARTICLE 37-The employer is obliged to issue a slip to the worker indicating the each payment effected in the working place or deposited in the bank account, complete with the signature and logo (seal) of the facility. This slip should also indicate the due date of payment and related payment period, including the breakdown of other extras to be added to the basic wage amount such as overtime, weekend, official and religious holiday work pays and tax, insurance premium, alimony and attachment deductions and set-off of advances.

Bulgu: Elde edilen yeterli delillere göre, çalışanlara düzenli olarak hesap pusulası verilmemesi sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır.

Amfori BSCI Gerekliliği

Kanun:Türk İş Kanunu #4857 (2003), Madde 37; İşveren işyerinde veya bankaya yaptığı ödemelerde işçiye ücret hesabını gösterir imzalı veya işyerinin özel işaretini taşıyan bir pusula vermek zorundadır. Bu pusulada ödemenin günü ve ilişkin olduğu dönem ile fazla çalışma, hafta tatili, bayram ve genel tatil ücretleri gibi asıl ücrete yapılan her çeşit eklemeler tutarının ve vergi, sigorta primi, avans mahsubu, nafaka ve icra gibi her çeşit kesintilerin ayrı ayrı gösterilmesi gerekir. Bu işlemler damga vergisi ve her çeşit resim ve harçtan muafır.#

PA 7: Occupational Health and Safety

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

LOCAL LANGUAGE

Finding

Based on satisfactory evidence that , the main auditee does partially respect partially this principle because there were existing non-conformities which do not comply with local regulations and global standards in the OHS management system.

Elde edilen yeterli delillere göre, firma iş sağlığı ve güvenliği yönetim sistemindeki yerel kanun ve küresel standartları tam olarak karşılamayan mevcut eksiklikler sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır.

#Amfori BSCI Requirement #

#Amfori BSCI Gerekliliği #

Question: 7.25 Is there satisfactory evidence the auditee verifies that temperature, humidity, space, sanitation, illumination are adequate for the health and safety of workers?

ENGLISH

LOCAL LANGUAGE

Finding

Based on satisfactory evidence, the main auditee does partially respect this principle because, it was noted that there were indoor environmental measurements (noise, lighting, dust, etc.) in the facility, however there was no VOC measurement for the stain room where chemicals are used.

Elde edilen yeterli delillere göre, tesis iş hijyeni ortam ölçümlerini (gürültü, aydınlatma, toz vb.) yaptırmıştır ancak kimyasal kullanımı yapılan leke odası için VOC ölçümü bulunmaması sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır.

Amfori BSCI Requirement

Amfori BSCI Gerekliliği

Law: REGULATION ON HEALTH AND SAFETY MEASURES IN WORKING WITH CHEMICAL SUBSTANCES

KİMYASAL MADDELERLE ÇALIŞMALARDA SAĞLIK VE GÜVENLİK ÖNLEMLERİ HAKKINDA YÖNETMELİK

Official Gazette Date: 12.08.2013: 28733

Resmî Gazete Tarihi: 12.08.2013: 28733

Obligations of the Employer

İşverenin Yükümlülükleri

ARTICLE 5 – (1) The employer is obliged to take all necessary measures to prevent the exposure of workers to these substances, when this is not possible, to minimize it when working with chemical substances, and to protect workers from the dangers of these substances.#

MADDE 5 – (1) İşveren, kimyasal maddelerle çalışmalarda, çalışanların bu maddelere maruziyetini önlemek, bunun mümkün olmadığı hallerde en aza indirmek ve çalışanların bu maddelerin tehlikelerinden korunması için gerekli tüm önlemleri almakla yükümlüdür.#

PA 12: Protection of the Environment

Site: PASIN TEKSTİL SANAYİ VE TİCARET LIMITED SİRKETİ | Site amfori ID: 792-001614-001

Question: 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

Finding

Finding: Based on satisfactory evidence, the main auditee does partially respect this principle because it was noted that the company did not make an annual waste declaration as written to the Ministry of Environment.

Law: WASTE MANAGEMENT REGULATION
Official Gazette Date: 02.04.2015 Official Gazette
Number: 29314 Article:9

ğ) It is obliged to fill in the waste declaration form, including the information of the previous year, by using online applications prepared by the Ministry starting from January every year and until the end of March at the latest, to approve it, to print it and to keep a copy for five years.#

Bulgu: Elde edilen yeterli delillere göre, firmanın çevre bakanlığına yazılı olarak yıllık atık beyanı yapmaması sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır.

Kanun: ATIK YÖNETİMİ YÖNETMELİĞİ Resmî Gazete Tarihi: 02.04.2015 Resmî Gazete Sayısı: 29314 Madde: 9 ğ)Atık beyan formunu bir önceki yıla ait bilgileri içerecek şekilde her yıl Ocak ayı itibariyle başlamak üzere en geç Mart ayı sonuna kadar Bakanlıkça hazırlanan çevrimiçi uygulamalar kullanarak doldurmak, onaylamak, çıktısını almak ve beş yıl boyunca bir nüshasını saklamakla, askeri birlik ve kurumlar ise yazılı olarak belirtilen sürede Millî Savunma Bakanlığı ve Genelkurmay Başkanlığına Bakanlığa göndermek ve beş yıl boyunca bir nüshasını saklamakla.