

Auditee :	<b>TEKS PRO PROMOSYON TEKSTIL ÜRÜN.SAN VE TIC.LTD.STI</b>
Audit Date From :	<b>10/05/2018</b>
Audit Date To :	<b>10/05/2018</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>Intertek</b>
Auditor's Name(s) :	<b>Nazli Tazebay(Lead), SEVAN CIMEN</b>
Auditing Branch (if applicable) :	<b>Intertek Turkey &amp; Romania &amp; Bulgaria</b>



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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence
<b>A</b> Very Good	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated A</li> <li>No Performance Areas rated C, D or E</li> </ul> These are three examples: A B B B A A A A A A A B B B B B B B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
<b>B</b> Good	<ul style="list-style-type: none"> <li>Maximum 3 Performance Areas rated C</li> <li>No Performance Areas rated D or E</li> </ul> These are three examples: A A A A A A B B B B B B B A A A A A B B B B B B B C B B B B B B B B B B C C C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
<b>C</b> Acceptable	<ul style="list-style-type: none"> <li>Maximum 2 Performance Areas rated D</li> <li>No Performance Areas rated E</li> </ul> These are three examples: A A A A A A A A A C C C C A A A A A B B B B C C C D C C C C C C C C C C D D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
<b>D</b> Insufficient	<ul style="list-style-type: none"> <li>Maximum 6 Performance Areas rated E</li> </ul> These are three examples: A A A A A A A A A A D D D A A A B B B C C C D D D E D D D D D D D E E E E E E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
<b>E</b> Unacceptable	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated E</li> </ul> These are three examples: A A A A A A E E E E E E E A A B B C D E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
<b>Zero Tolerance</b>	A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.

**Main Auditee Information**



Name of producer :	TEKS PRO PROMOSYON TEKSTIL ÜRÜN.SAN VE TIC.LTD.STI		
DBID number :	25327		
Audit ID :	123377		
Address :	NAMIK KEMAL MH. DEGIRMEN SK. NO.53 34762 UMRANIYE Istanbul		
Province :	Istanbul	Country :	Turkey
Management Representative :	CANAN AKGUNDUZ		
Contact person:	CANAN AKGUNDUZ	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Knitted and woven workwear, school wear and promotional items.		

**Audit Details**



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	Combined with other system(s)		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	B		
Need of follow-up :		If YES, by :	

Rating per Performance Area (PA)												
PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
C	A	A	A	A	A	A	A	A	A	A	A	A

Executive summary of audit report
<p>TEKS-PRO PROMOSYON TEKSTIL URUNLERI SAN VE TIC LTD STI is located in Umraniye -Istanbul -Turkey. The company was established in 2010. The main products manufactured by the factory are knitted and woven workwear, school wear and promotional items. Main operations are cutting and modelling. Lunch hall and warehouse are also available in the facility. Capacity: 120900 unit/month</p> <p>The total closed facility area is 2000 sqm The facility is located at 3 floors in the building which consists of 4 floor. -1st Floor: Different Company (embroidery company) Entrance Floor: Warehouse, modelling 1st Floor: Cutting 2nd Floor: Offices, lunch hall</p> <p>The breakdown is as follow; Administration Staff: 15 (6 male, 9 female) Production Staff: 7 (7 male, 0 female)</p> <p>PA2: According to management and employee interviews and document reviews, BSCI COC and orientation trainings are given. All employees are aware the code and the facility's rules. PA3:It was reviewed that there was no union in the facility. No evidence of restriction or discrimination was observed regarding the freedom of association or collective bargaining. The worker representative is not prevented from communicating to employees. PA4:No kind of discrimination was observed. The facility has related procedures PA5:All employees are paid at least legal minimum wage. Overtime wages are properly calculated and compensated. All employees are registered to the social insurance system. All kind of leaves are used properly by the employees. PA6:Regular weekly working hours were limited to 45 hours. The daily breaks were in compliance with the regulations. However there were gaps on overtime working hours PA8:There was no child labour in the facility. There was written policy and procedure against child labour. PA9:There was no young labour in the facility PA10:All employees were permanent and local. Employment contract was available for each employee and it was compliant with regulations. All employees were registered to social security system PA11:No kind of forced labour was observed. PA12:The facility has all legal permits and licences. The wastes are given to licenced companies. There is no industrial waste water or any air emission based on the production process. PA13:This facility had no legal case. The management was transparent during the audit process.</p>

**Ratings Summary**



Auditee's background information			
Auditee's name :	TEKS PRO PROMOSYON TEKSTİL ÜRÜN.SAN VE TIC.LTD.ŞTİ	Legal status :	Limited company
Local Name :	TEKS PRO PROMOSYON TEKSTİL ÜRÜN.SAN VE TIC.LTD.ŞTİ	Year in which the auditee was founded :	2010
Address :	NAMIK KEMAL MH. DEGIRMEN SK. NO.53 34762 UMRANIYE	Contact person (please select) :	CANAN AKGUNDUZ
Province :	Istanbul	Contact's Email :	canan.akgunduz@tekspro.com.tr
City :	Istanbul	Auditee's official language(s) for written communications :	TURKISH
Region :	Middle East/ North Africa	Other relevant languages for the auditee :	NONE
Country :	Turkey	Website of auditee (if applicable) :	http://www.tekspro.com.tr
GPS coordinates :	NOT PROVIDED	Total turnover (in Euros) :	2500000.00
Sector :	Non-Food	Of which exports % :	60.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	40.00
If other, please specify :	N/A	Production volume :	40.000 pieces / month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	N/A	Lost time injury calculation cost :	Yes
Product Type :	Knitted and woven workwear, school wear and promotional items.		

Auditee's employment structure at the time of the audit			
Total number of workers :	22	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	13	9	
Temporary workers	0	0	
In management positions	6	9	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	13	9	
Production based workers	0	0	
With shifts at night	0	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

## Finding Report



### Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 123377] Audit Date: 10/05/2018 PA Score: C

Deadline date:10/12/2018

#### GOOD PRACTICES:

#### AREAS OF IMPROVEMENT:

Based on satisfactory evidences, the facility partially respect the Social Management System and Cascade Effect;

İşletme objektif kanıtlara göre sosyal yönetim sistemleri başlığına kısmi uygunluk göstermemektedir.

1.1 - BSCI PRINCIPLES 1.1. The facility should have an efficient management system to BSCI values are implemented.

The facility has social compliance management system. All policies and procedures about social compliance management system is available. There were just 2 performance areas which need to be corrected. Please refer to PA 1 and 7.

This question was rated as partially because the social compliance management system has been established in the facility.

BSCI GEREKLİLİKLERİ 1.1.

İşletmede bir sosyal uygunluk yönetim sistemi mevcuttur. Sosyal uygunluk yönetim sistemine dair tüm politika ve prosedürler mevcuttur. ancak sistemde iyileştirilmesi yalnızca 2 performans alanı bulunmaktadır. Lütfen performans alanı 1 ve 7'deki konulara bakınız.

1.3 - BSCI PRINCIPLES 1.3. There should be satisfactory evidence that the auditee has a good overview of the significant business partners and their level of alignment with the BSCI Code of Conduct.

Finding: It was noted that the study about supply chain mapping has been started. All subcontractors were audited, BSCI COC and TOI were signed by the all subcontractors. Significant level of part of suppliers were defined, BSCI COC and TOI were signed by high significance suppliers, the mapping of other suppliers is in progress.

This question was rated as partially because the procedure of evaluating suppliers and subcontractors is available. All subcontractors are controlled by the facility.

BSCI GEREKLİLİKLERİ 1.3.

Bulgu: İşletmede tedarikçi haritalandırmasına yönelik çalışmalar başlamıştır. Tüm fasonların yerinde denetimi yapılmakta, BSCI Davranış Kuralları ve TOI fasonların tamamına imzalatılmıştır. Tedarikçilerin ise bir kısmı için önem dereceleri belirlenmiş, yüksek önemli olan tedarikçilere BSCI Davranış Kuralları ve TOI imzalatılmıştır, diğer tedarikçilerin haritalandırma süreci devam etmektedir.

#### Remarks from Auditee:

### Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 123377] Audit Date: 10/05/2018 PA Score: A

Deadline date:

#### GOOD PRACTICES:

#### AREAS OF IMPROVEMENT:

#### Remarks from Auditee:

### Performance Area 3 : The rights of Freedom of Association and Collective Bargaining

Full Audit [Audit Id - 123377] Audit Date: 10/05/2018 PA Score: A

Deadline date:

#### GOOD PRACTICES:

#### AREAS OF IMPROVEMENT:

#### Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 123377] Audit Date: 10/05/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 123377] Audit Date: 10/05/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> The main auditee exceeds expectations with respect to this principle because meal and transportation are provided free of charge, food aid (in Ramadan bairam), cloth aid in the year beginning. And full gold coin is given to employee if she/he completes 5 years in the facility.	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 123377] Audit Date: 10/05/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> The main auditee exceeds expectations with respect to this principle because the weekly working hours are limited to 42,5 hours/week and employee paid as overtime above 42,5 hours/week.	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 123377] Audit Date: 10/05/2018 PA Score: A	Deadline date:10/12/2018
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> Based on satisfactory evidence through documents review and management interview, the main auditee partially respects this performance area 7.  İşletme döküman incelemesi ve yönetim görüşmesine performans alanı 7'e kısmen uygunluk göstermektedir. <b>7.11 - BSCI PRINCIPLES 7.11</b> There should be satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe. Finding: Facility has no earthquake-resistance performance report and building usage licence was not observed.  This question was rated as partially because opening and operating permit of the facility is available and valid.  BSCI GEREKLİLİKLERİ 7.11 Bulgu: İşletmede depreme dayanıklılık raporu bulunmamaktadır ve yapı kullanım izin belgesi görülmemiştir.	
<b>Remarks from Auditee:</b>	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 123377] Audit Date: 10/05/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	

<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 123377] Audit Date: 10/05/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 123377] Audit Date: 10/05/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 123377] Audit Date: 10/05/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 123377] Audit Date: 10/05/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 123377] Audit Date: 10/05/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	



Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	10/05/2018	123377	C	A	A	A	A	A	A	A	A	A	A	A	A	B

Producer Photos



External photo(s) of the production unit(s)  
OUT VIEW OF THE FACILITY.JPG



Photo of fire safety equipment  
SMOKE DETECTOR.JPG



Photo of the personal protection equipments (if applicable)  
EMPLOYEE WORKING WITH PPE.JPG



Photo first aid facilities  
FIRST AID KIT.JPG



Photo of the canteen (if applicable)  
LUNCH HALL.JPG



Photo of the personal protection equipments (if applicable)  
PPE.JPG

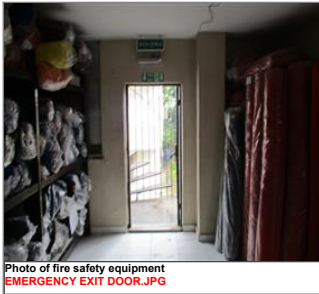


Photo of fire safety equipment  
EMERGENCY EXIT DOOR.JPG



Photo of the inside of the main production hall  
ELECTRICITY PANEL.JPG

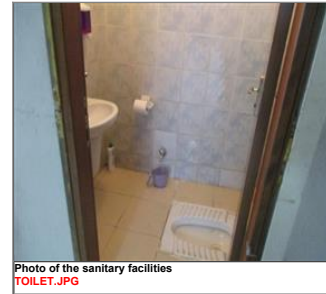


Photo of the sanitary facilities  
TOILET.JPG



Photo of fire safety equipment  
FIRE ALARM BUTTON.JPG



Photo of the inside of the main production hall  
MODEL SEWING SECTION.JPG



Photo of the code of conduct on display  
BSCI COC.JPG



Photo of fire safety equipment  
FIRE EXTINGUISHER.JPG