

Monitored Party Ender Tekstil Sanayi ve Ticaret Limited Şirketi	amfori ID 792-001333-000	Address PINARKENT MAH. CAFER SADIK ABALIOGLU BULV. NO:33 , 20170 Pamukkale, Denizli, Türkiye
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 22/07/2024	Closing Meeting Finished Date 26/07/2024	Submission Date 26/07/2024
Expiration Date 26/07/2026	Announcement Type Fully Announced	
Site ENDER TEKSTİL SAN. VE TİC. LTD. ŞTİ.	Site amfori ID 792-001333-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
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

Name of lead auditor SEBLA EROGLU;

APSCA membership number: CSCA 21702600

Monitoring partner name: INTERTEK

Audit schedule details: e.g. The audit is planned for 1 auditor x 2 days (22-23.07.2024)

The factory was established on 1994 in Denizli city Turkey. The factory has been operated at the current location since 2000 with a total production area of 8387 square meters(3010 sqm closed area).

The process of weaving, sizing, confection sections are available in the factory. The building is not shared and owned from facility.

Layout is as below;

Entrance Floor; Weaving, sizing administrative offices, maintenance room, warehouse.

1st Floor; Offices, sewing lines,towel cutting section, packing units, lunch hall, doctor room.

Peak season: Not spesific peak season

No dormitory provided to workers. No union is available at the facility.

A total of 65 employees are currently working in the factory, which includes 54 production employees (33 male and 21 female) and 11 non-production employees (9 male and 2 female).

Also there was only 1 catering firm in the facility. (no security firm worked in the facility.)

(There was no effective time record system for catering employee. But from employee and management interview; employee worked from 08:00 to 16:00 with 30 minutes break on 6 days in a week.)

So at total there were 66 employees worked.

Working hours;

Employees worked from 08:30 to 19:00 with 60' lunch break and 15' X 2 tea breaks, 5 days a week (all sections except of lunch hall, weaving and sizing sections)

For weaving and sizing production sections;

Employees worked from 07:00 to 15:00/ from 15:00 to 23:00/ from 23:00 to 07:00 with 30' meal break, 6 days a week. (Sunday is rest day)

of young employees: 0

of apprentice: 0

of pregnant employee: 0

of employees on maternity leave: 0

of disabled: 3 (3 male . 1 out of 3 was interviewed by auditor.)

of employees on probation – 10 (8 Male and 2 female)

Capacity:1200 tones / a year

Payment Period: Monthly

Payment Day: Between 15th and 20th of each month

Time record system: Time card record system for facility employees (except of catering employee)

Auditor interviewed with at total 11 employees (5 male and 6 female) Auditor interviewed with 6 employees by individually (5 male and 1 female) and 5 employees by group (5 female)

11 employees' wage records were reviewed for June 2024 (last paid month), April 2024 (random Month) and October 2023 were reviewed.

- At least legal minimum wage was paid to all workers.

- There were 2 worker representatives in the facility.(elected by employees)

Overtime hours are as below:

June 2024: No overtime noted in sample employees

April 2024: No overtime noted in sample employees.

October 2023: No overtime noted in sample employees

For June 2024, one of the months examined; that reviewed employees took at average 21319,40 TL(NET). It was noted that 1 out of the 11 reviewed employee received a maximum of 27887,49 TL (NET)

For April 2024, one of the months examined; that reviewed employees took at average 20205,27 TL(NET). It was noted that 1 out of the 11 reviewed employee received a maximum of 28158,14 TL (NET)

*For October 2023, one of the months examined; that reviewed employees took at average 15445 (NET). It was noted that 1 out of the 11 reviewed employee received a maximum of 18010.72 TL

(There was no salary below the minimum wage in the 3-month salary of the 11 people who were examined.)

The youngest worker was 20 years old in the company.

The main auditee exceeds expectations with respect to this principle because meal and transportation are provided free of charge for all workers

Auditor Comments;

- All workers said they were satisfied with their employment at the factory.

-The company has a current business license to open and operate. (Please consider the photo report. Business License No: 11.08.2010 NO: 174 (No valid date.)

*The overtime compensation is as per Law, it is paid %150 of hourly wage. National holiday overtime is paid as one more daily wage. (it was verified from policy and procedures)

All employees have been provided with legally required rights: Annual leaves, sick leaves, maternity and paternity leaves.

All employees were provided social security.

Auditor Note regarding documents;

- Those documents below were not uploaded in the system due to the fact that they were not applicable.

- Agency labor contract

- Government waivers

- Collective bargaining agreement

- Dormitory

- Inconsistency between time and production records

Auditor Note 1: Auditor corrected grammar and spelling errors during internal review..

Auditor Note 2: The external persons' (such as facility doctor, h&s expert...) and blue collared employees' information have been hidden due to the practice of protection of personal data.

Auditor Note 3 :On the fair remuneration table in the remuneration sheet, the areas which were not applicable in Turkey were kept with 0 value.

Auditor Note 4: An additional time of 0.5 days more than the minimum person day is allocated for on-site inspection.The auditor is provided with 0.5 day reporting time.'

Auditor Note 5: Since there are those who are on leave on the day of the audit and those who are on sick leave, the total number and the number of those who were in the factory during the audit are different

Auditor Note 6: Observation about speak for change -BSCI Poster was hung for grievance mechanism.

Auditor Note 7 :There was no special circumstance during the audit.

Auditor Note 8: Employee representatives did not attend the opening and closing meetings due to their busy schedule.

Auditor Note 9: The last salary at the factory was paid in June 2024. However, the state; It allows the issuance of insurance declarations until the end of July 2024. For this reason, June insurance notifications have not been made yet.

The auditor, as the last payment month; Examined insurance declaration records for May 2024

Auditor Note 10:The auditing company has made calculations available for their auditors for the using Anker methodology.

Auditor Note 11: Last 12 months' time and wage records were available in the facility.

Summary of Non Compliances are noted as below;

1.1; Based on the management & employee interview and document review; There is a management system for social compliance, but it has been noted that there are findings that need to be corrected in Performance areas 1 and 5

1.3. It has been observed that the company's own employees record their working hours using the card machine.

However, it was determined that the person working on behalf of the catering company did not have an appropriate time recording system. For this reason, the time and payment records of the catering company employee could not be examined and verified.

5.5. (1) 1: Based on employee & management interview and document review; It was noted that the progress payment provided as transportation and meal is not included when calculating the severance allowance of employees who left the company.

5.5 (2) The company declared that they made an agreement with a healthcare institution as of 01.06.2024 and that the company paid from now on. However, it has been determined that the payment system is not working properly yet and some of the wages are paid by the employees and some by the company. For example; 12 employees have been employed in the last 2 months, and it has been determined that 8 of these employees are paid by the company, and 4 of them are paid by the employees themselves.

SITE DETAILS

Site	Site amfori ID
ENDER TEKSTİL SAN. VE TİC. LTD. ŞTİ.	792-001333-002

GICS Classification

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

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	40	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	22.019,56	Monthly
Total sample	11	Workers

Other Metrics

Male workers	30	Workers
Female workers	10	Workers
Non-binary workers	0	Workers
Permanent workers - Male	43	Workers
Permanent workers - Female	23	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	9	Workers
Management - Female	2	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	8	Workers
Workers on probation - Female	2	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	25	Workers
Workers with night shift - Female	17	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	3	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	42	Workers
Workers hired directly - Female	23	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	1	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	5	Workers
Sample - Female	6	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: ENDER TEKSTİL SAN. VE TİC. LTD. ŞTİ. | Site amfori ID: 792-001333-002

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

Amfori BSCI Code of Conduct, Social Management System Principle; The facility should have an efficient management system to BSCI values are implemented.

FINDING 1; Based on the management & employee interview and document review; There is a management system for social compliance, but it has been noted that there are findings that need to be corrected in Performance areas 1 and 5 This question was rated as partially because the other sections were correct.

Amfori BSCI Davranış Kuralları, Sosyal Yönetim Sistemi İlkesi; Tesis, BSCI değerlerinin uygulanabilmesi için etkin bir yönetim sistemine sahip olmalıdır.

Bulgu 1: Yönetim & çalışan görüşmesine göre ayrıca yapılan doküman incelemesine göre; Sosyal uygunluk ile ilgili bir yönetim sistemi mevcuttur ancak Performans alanı 1 ve 5 ' de düzeltilmesi gereken bulgular olduğu not edilmiştir. Bu soru, diğer bölümlerin uygun olması nedeniyle kısmen olarak puanlanmıştır.

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

ENGLISH

LOCAL LANGUAGE

Finding

LAW: In accordance with the Turkish Regulation on Working Hours Related to Labor Law, No: 25425, Date: 06.04.2004, Art. 9; The employer should document the working hours of employees appropriately.

FINDING: Based on the management & employee interview and document review; It has been observed that the company's own employees record their working hours using the card machine. However, it was determined that the person working on behalf of the catering company did not have an appropriate time recording system. For this reason, the time and payment records of the catering company employee could not be examined and verified.

This question has been marked as partially inappropriate because other employees appear to be using the time recording system properly.

KANUN: İş Kanununa İlişkin Çalışma Süreleri Yönetmeliği (06.04.2004 tarihli, 25425 sayılı Resmi Gazetede yayımlanmıştır.) Çalışma Süresinin Belgelenmesi Madde 9 —İşveren, işçilerin çalışma sürelerini uygun araçlarla belgelemek zorundadır.

BULGU: Yönetim & çalışan görüşmesine göre ayrıca yapılan doküman incelemesine göre; İşletmenin kendi çalışanlarının kart makinasını kullanarak çalışma sürelerini kayıt altına aldıkları görülmüştür. Ancak işletmede yemek firması adına çalışan kişinin uygun bir zaman kayıt sistemi olmadığı tespit edilmiştir. Bu sebeple yemek şirketi çalışanın zaman ve ödeme kayıtları incelenememiş ve doğrulanamamıştır. Bu soru diğer çalışanların düzgün bir şekilde zaman kayıt sistemini kullandığı görüldüğü için kısmen uygun değildir olarak işaretlenmiştir.

PA 5: Fair Remuneration

Site: ENDER TEKSTİL SAN. VE TİC. LTD. ŞTİ. | Site amfori ID: 792-001333-002

ENGLISH	LOCAL LANGUAGE
Finding	
5.5. LAW:(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.	NA

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH	LOCAL LANGUAGE
Finding	
LAW 1:Turkish Labor Law # 4857 / 22.5.2003, 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 FINDING 1: Based on employee & management interview and document review; It was noted that the progress payment provided as transportation and meal is not included when calculating the severance allowance of employees who left the company. LAW 2: 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; Article 4 and 5 are noted in section findings. FINDING 2: Based on employee & management interview and document review;; The management declared that they made an agreement with a	KANUN 1:Türk İş Kanunu No. 4857 / 22.5.2003, hükümler; Madde 120: BULGU 1: Yapılan çalışan ve yönetim görüşmesi ve evrak incelemesine göre; Firmada işten çıkan personellerin kıdem tazminatı hesaplaması yapılırken yol ve yemek ücreti olarak sağlanan hak edişlerinin dahil edilmediği tespit edilmiştir. KANUN 2: 6331 Sayılı İŞ SAĞLIĞI VE GÜVENLİĞİ KANUNU (20/6/2012) MADDE 15 – (1) & Adil işe alım için ILO Genel ilkeleri ve operasyonel yönergeleri ve İşe alım ücretleri ile ilgili maliyetlerin tanımına göre; (2),(3),(4),(5) BULGU 2: Yapılan çalışan ve yönetim görüşmesi ve evrak incelemesine göre; Firma 01.06.2024 tarihi itibari ile bir sağlık kuruluşu ile anlaşma yaptıklarını ve bundan sonra firmanın ödediklerini beyan etmiştir. Fakat ödeme sisteminin henüz tam olarak doğru çalışmadığı bir kısım ücretleri çalışanların bir kısım ücretleri firmanın ödediği tespit edilmiştir. Örneğin; son 2 ayda 12 çalışan işe girmiş, bu çalışanlardan 8'inin ücretini firma, 4'ünün ücretini çalışanların kendilerinin ödediği tespit edilmiştir.. Bu soru, çalışanların diğer sosyal haklarını tam almaları sebebi ile kısmen uygun değildir olarak derecelendirilmiştir.

Finding

healthcare institution as of 01.06.2024 and that the company paid from now on.

However, it has been determined that the payment system is not working properly yet and some of the wages are paid by the employees and some by the company. For example; 12 employees have been employed in the last 2 months, and it has been determined that 8 of these employees are paid by the company, and 4 of them are paid by the employees themselves.

This question was rated as partially unsuitable because the employees fully received their other social rights.