

Monitored Party <b>Oztek Hazır Giyim Sanayi ve Ticaret A.Ş.</b>	amfori ID <b>792-000981-000</b>	Address <b>ÇAĞLAYAN MAHALLESİ, OKUL CADDESİ, NO:10/1 KAĞITHANE/ İSTANBUL, İSTANBUL, İstanbul, Türkiye</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>Intertek</b>
Monitoring Start Date <b>16/01/2025</b>	Closing Meeting Finished Date <b>17/01/2025</b>	Submission Date <b>27/01/2025</b>
Expiration Date <b>27/01/2027</b>	Announcement Type <b>Semi Announced</b>	
Site <b>ÖZTEK HAZIR GİYİM SANAYİ VE TİCARET ANONİM ŞİRKETİ</b>	Site amfori ID <b>792-000981-003</b>	

This is an extract of the online Monitoring Result, generated on 27/01/2025, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.

amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>A</b>	
PA 6: Decent Working Hours	<b>A</b>	

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

## GENERAL DESCRIPTION

LEAD AUDITOR: OZGE YILDIRIM - APSCA Membership Number: CSCA 21700703

TEAM AUDITOR: PELIN CELIK - APSCA Membership Number: CSCA 21700541

Monitoring partner name: INTERTEK

Audit schedule details: The audit is planned for 2 auditors in 1 day. (2 auditor days)

Announcement Type: Semi-Announced

Audit date: 16 January 2025

The audit was conducted as initial audit.

ÖZTEK HAZIR GIYİM SANAYİ VE TİCARET ANONİM ŞİRKETİ. was established in 1995 as a manufacturer of woven garments. There were cutting, sewing, pressing, QC, packing processes in the company. 90% of production was exported. Annual production capacity was approximately 60.000 pieces. Total closed area was approximately 22.840 sqm and the land area is 12.000 sqm as per management declaration.

The building is made of concrete and the buildings description was as follow:

Roof top: Empty

Floor 4: Offices, lunch hall, model production, cutting, sewing, pressing and packaging

Floor 3: Offices and warehouse

Floor 2: Some part is used as warehouse, the rest is empty

Floor 1: Some part is used as warehouse, the rest is empty

Entrance floor: Offices, doctor room, prayer room, changing rooms, warehouse, fabric control, shipping

Floor -1: Some part is used as lunch hall, the rest is empty

Floor -2: Empty, water storage, compressor, hydrophone

The auditee is the owner of the building. There is a sister company with 10 workers at the same building but business line is construction works. Therefore the sister company is not included in the audit scope.

No dorms are provided for workers.

The facility has opening and operating permit.

- Number of opening and operating permit for production: 2024/G/3304-125; date of opening and operating permit: 27.09.2024. There is no end date.

There were totally 95 employees (67 male, 28 female) and the distribution is as below:

Management: 59 (37 male, 22 female)

Production: 28 (22 male, 6 female)

Security service provider: 8 (all male)

The youngest worker was 24 years old in the company. There was no piece rate, daily, migrant, pregnant, young worker in the company. There were 2 disabled workers however they were absent on the audit date.

Time Recording System: Electronic card scanning system.

The payments are done on the last day of each month through bank account

The highest and average wages for the reviewed months

December 2024: 35.000 TL & 20.144 TL

August 2024: 35.000 TL & 20.144 TL

April 2024: 35.000 TL & 20.144 TL

Maximum overtime in reviewed months:

December 2024 (Peak-Current month): 0 hours/month

August 2024 (Peak month): 6 hours/month

April 2024 (Random month): 21 hours/month

Sample Details:

"Standard weekly working hours + max weekly overtime hours" in the sampled months

December 2024: Standard weekly working hours (45 hours) + max weekly overtime hours (0 hours)

August 2024: Standard weekly working hours (45 hours) + max weekly overtime hours (3 hours)

April 2024: Standard weekly working hours (45 hours) + max weekly overtime hours (11 hours)

12 months records were available from January 2024 to December 2024.

There is no union in the facility.

There were 2 freely elected worker representatives (1 male, 1 female).

Food and transportation were provided free of charge to all employees.

There was no special circumstance during the audit.

The S4C poster was posted on the notice board in the facility and information training was given to the employees.

Summary of PAs with findings:

PA1: There are gaps in supplier mapping procedure, training to personnel transportation drivers and other PAs.

PA5: There is a gap in severance calculation.

PA7: There is a gap in building usage permit.

PA10: There is a gap in orientation trainings.

PA12: There are gaps regarding environmental permit and water discharge letter.

PA8: There is a gap regarding written policy to protect children from abuse.

\*\*\* Auditor Notes

- Additional 0.5 day more than minimum person-day is assigned for onsite auditing. The auditor is provided with 0.5 day reporting time.
- The external persons' and production employees' information was hidden due to the practice of protection of personal data.
- As a semi-announced audit procedure, a quick site tour was conducted before opening meeting.
- Typing mistakes were corrected during the report writing process.
- No kind of co-mingling issue was identified by the auditors.
- The difference in employee numbers between "day of audit" and "general" caused by absenteeism of employees.
- Disabled workers were absent on the audit date, therefore they could not be included in sampling.
- The living wage is calculated by the audit company by Anker method. On the fair remuneration table in the remuneration sheet, the areas that were not applicable in Turkey were kept with 0 value.
- Government waiver, agency labor contract, collective bargaining agreement and inconsistencies between time and production records could not be uploaded since they are not applicable.

## SITE DETAILS

Site amfori ID  
792-000981-003

Site  
ÖZTEK HAZIR GIYİM SANAYİ VE  
TİCARET ANONİM ŞİRKETİ

### 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	80	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	27.498,73	Monthly
Total sample	11	Workers

## Other Metrics

Male workers	39	Workers
Female workers	21	Workers
Non-binary workers	0	Workers
Permanent workers - Male	67	Workers
Permanent workers - Female	28	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	37	Workers
Management - Female	22	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	8	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	2	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	59	Workers
Workers hired directly - Female	28	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	8	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	9	Workers
Sample - Female	2	Workers
Sample - Non-binary	0	Workers

## FINDINGS



### PA1: Social Management System

Site: ÖZTEK HAZIR GIYİM SANAYİ VE TİCARET ANONİM ŞİRKETİ | Site amfori ID: 792-000981-003

**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, Principle on Social Management System

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

**FINDING:** Based on the document review, site tour, management and employee interviews, the company has a social compliance management system, but there are gaps in the system that need to be improved. Please see the issues that need to be improved in performance areas 1, 5, 7, 10 and 12.

This question is partially answered because the company has a social compliance management system.

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensibi

**BULGU:** Doküman incelemesi, saha turu, yönetim ve çalışan görüşmelerine dayanarak firmada bir sosyal uygunluk yönetim sistemi mevcuttur ancak sistemde iyileştirmesi gereken açıklar mevcuttur. Lütfen performans alanı 1, 5, 7, 10 ve 12'deki düzeltilmesi gereken konulara bakınız.

Bu soru kısmen olarak cevaplanmıştır çünkü firmada bir sosyal uygunluk yönetim sistemi vardır.

**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

Amfori BSCI Code of Conduct, Principle on Social Management System

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

**FINDING:** Based on the document review, management interview and site tour; the company has a procedure for selecting and evaluating important business partners. However, the procedure does not specify how to evaluate business partners in terms of social compliance and how to monitor them according to social compliance risk. While determining the importance levels of important business partners, criteria such

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensibi

**BULGU:** Doküman incelemesi, yönetim görüşmesi ve saha turuna dayanarak; firmanın önemli iş ortaklarının seçilmesi ve değerlendirilmesine yönelik bir prosedürü vardır. Ancak prosedüre göre iş ortaklarının sosyal uygunluk bakımından nasıl değerlendirileceği ve sosyal uygunluk riskine göre nasıl izleneceği belirtilmemiştir. Önemli iş ortaklarının önem dereceleri belirlenirken coğrafi konum, yüksek riskli üretim proseleri gibi kriterler değerlendirilmemiştir.

Bu soru kısmen olarak cevaplanmıştır çünkü firmanın bir onaylı tedarikçi listesi vardır.



## Finding

as geographical location, high-risk production processes were not evaluated.

This question is partially answered because the company has an approved supplier list.

**Question:** 1.5 Is there satisfactory evidence that the auditee monitors how its business partners observe the amfori BSCI Code of Conduct?

## ENGLISH

## LOCAL LANGUAGE

## Finding

Amfori BSCI Code of Conduct, Principle on Social Management System

There should be satisfactory evidence that the auditee monitors its business partners to observe the amfori BSCI Code of Conduct

**FINDING:** Based on document review and management interviews, it was determined that the company did not provide training to its personnel shuttle drivers on safe and sexual violence-free transportation.

This question was partially answered because the company had its business partners sign the BSCI code of conduct.

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensipleri

**BULGU:** Doküman incelemesi ve yönetim görüşmelerine dayanarak firmanın personel servisi sürücülerine güvenli ve cinsel şiddetten uzak ulaşım hakkında bir eğitim vermediği belirlenmiştir.

Bu soru kısmen olarak cevaplanmıştır çünkü firma iş ortaklarına BSCI davranış kurallarını imzalatmıştır.

## PA 5: Fair Remuneration

Site: ÖZTEK HAZIR GIYİM SANAYİ VE TİCARET ANONİM ŞİRKETİ | Site amfori ID: 792-000981-003

**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: 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

KANUN: Türk İş Kanunu #4857 / 22.5.2003, Yürürlükten kaldırılan hükümler Madde 120: 25.8.1971 tarihli ve 1475 sayılı İş Kanununun 14 üncü maddesi hariç diğer maddeleri yürürlükten kaldırılmıştır. Türk İş Kanunu #1475 / 25.8.1971, Madde 14, (Değişik : 29/7/1983 – 2869/3 md.): 13 üncü maddesinde sözü geçen tazminat ile bu maddede yer alan kıdem tazminatına esas olacak ücretin

Finding	
<p>the worker and the benefits arising from the contract and law that can be measured in money are also taken into consideration.</p> <p>FINDING: Based on management interview and document review, meal and transportation aid are not included in the calculation of severance pay in the facility.</p> <p>This question is partially answered because the company pays salaries in full and on time.</p>	<p>hesabında 26 ncı maddenin birinci fıkrasında yazılı ücrete ilaveten işçiye sağlanmış olan para ve para ile ölçülmesi mümkün akdi ve kanundan doğan menfaatler de gözönünde tutulur.</p> <p>BULGU: Yönetim görüşmeleri ve doküman kontrolüne göre, firmada kıdem-tazminat hesaplamasında yemek &amp; yol yardımı dahil edilmemektedir.</p> <p>Bu soru kısmen olarak cevaplanmıştır çünkü firma maaşlar tam ve zamanında ödenmektedir.</p>

## PA 7: Occupational Health and Safety

Site: ÖZTEK HAZIR GIYİM SANAYİ VE TİCARET ANONİM ŞİRKETİ | Site amfori ID: 792-000981-003

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

ENGLISH	LOCAL LANGUAGE
<p><b>Finding</b></p> <p>Amfori BSCI Code of Conduct, Principle on Occupational Health and Safety The auditee should be in observance of the occupational health and safety regulations applicable for its activities.</p> <p>FINDING: It was noted that the laws and regulations regarding health and safety are followed in the facility however some missing gaps were noted under PA 7.</p> <p>This question has been partially answered because occupational health and safety rules are followed in the company.</p>	<p>Amfori BSCI Davranış Kuralı, İş Sağlığı Ve Güvenliği Prensibi</p> <p>BULGU: İşletmede iş sağlığı ve güvenliğine ilişkin kanun ve yönetmelik takip edilmektedir, ancak PA 7'de bazı eksikler olduğu görülmüştür.</p> <p>Bu soru kısmen olarak cevaplanmıştır çünkü firmada iş sağlığı ve güvenliği kuralları takip edilmektedir.</p>

**Question:** 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
<p><b>Finding</b></p> <p>LAW: Zoning Law No. 3194, Date: Official Gazette Date: 09.05.1985, Issue: 18749, Article 30 – In case the structure is completely completed, in order</p>	<p>KANUN: KANUN: 3194 sayılı İmar Kanunu, Tarih: Resmî Gazete Tarihi: 09.05.1985, Sayı: 18749, Madde 30</p>

## Finding

to use the whole structure, or in case the parts that can be used partially are completed, it is mandatory to obtain permission from the municipality or governor's office that issued the construction permit; in order to use the structures that are not subject to a permit according to Article 27, in order to use them completely or partially, it is mandatory to obtain permission from the relevant municipality and governor's office. Upon the application of the owner of the property, it must be determined that the structure complies with the permit and its annexes and that there is no technical problem in its use. Municipalities and governor's offices are obliged to finalize the applications of the owners of the property within thirty days at the latest. Otherwise, at the end of this period, permission is deemed to have been granted to use the whole structure or the completed part. The permission granted according to this article will not relieve the owner of the structure from liability arising from non-compliance with the law, the permit and its annexes, nor will it relieve him/her from the obligation to pay any taxes, duties and fees.

FINDING: Based on the document review, site tour and management interview; it was noted that the factory building is 8 floors and 22,841 m2 in total. However, there is no building usage permit for the building. There is a building registration document covering the entire building.

This question is rated as partial because the company's other official documents are complete.

BULGU: Doküman incelemesi, saha turu ve yönetim görüşmesine dayanarak; firma binasının toplam 8 katlı ve 22.841 m2 olduğu belirlenmiştir. Ancak binaya ait yapı kullanım izni bulunmamaktadır. Binanın tamamını kapsayan yapı kayıt belgesi vardır.

Bu soru kısmen olarak cevaplanmıştır çünkü firmanın diğer resmi evrakları tamdır.

## PA 10: No Precarious Employment

Site: ÖZTEK HAZIR GIYİM SANAYİ VE TİCARET ANONİM ŞİRKETİ | Site amfori ID: 792-000981-003

**Question:** 10.3 Is there satisfactory evidence that the auditee provides workers with understandable information before entering into employment?

### ENGLISH

### LOCAL LANGUAGE

#### Finding

Amfori BSCI Code of Conduct, Principle on No Precarious Employment  
Auditee should provide workers with understandable information before entering into employment.

Amfori BSCI Davranış Kuralı, Güvencesiz Çalışmayı Önleme Prensibi

BULGU: Doküman incelemesi, çalışan ve yönetim görüşmelerine dayanarak; çalışanlara iş

## Finding

FINDING: Based on document review, employee and management interviews; employees are given training on occupational health and safety issues at the beginning of their employment, but there is no record of training on working hours, training, rest periods and holidays, compensation and payment terms.

This question is rated as partially answered because employees are given training on occupational health and safety and the complaint mechanism.

başlangıcında iş sağlığı ve güvenliği konularını içeren eğitimler verildiği ancak çalışma saatleri, eğitimler, dinlenme süreleri ve tatiller, ücretlendirme ve ödeme şartları ile ilgili eğitim verildiğine dair kayıt görülmemiştir.

Bu soru kısmen olarak cevaplanmıştır çünkü çalışanlara iş sağlığı ve güvenliği ile şikayet mekanizması hakkında eğitim verilmektedir.

## PA 12: Protection of the Environment

Site: ÖZTEK HAZIR GIYİM SANAYİ VE TİCARET ANONİM ŞİRKETİ | Site amfori ID: 792-000981-003

### ENGLISH

### LOCAL LANGUAGE

## Finding

#12.3

Local Law for 2nd Finding:

WATER POLLUTION CONTROL REGULATION,  
#25687 Date:31.12.2004

Wastewater Connection Permit and Certificate  
ARTICLE 44 - The ability of parcels, institutions, organizations and enterprises to connect their wastewater to wastewater infrastructure facilities in a city and/or industrial zone is subject to a wastewater connection permit to be given by the wastewater infrastructure facilities management. Wastewater connection permit, domestic wastewater in return for a written document; on the other hand, if industrial and mixed wastewater meets the conditions in the connection quality control permit to be issued, it is the permit given by the wastewater infrastructure facilities management. Link quality control clearance; The connection is issued by the wastewater infrastructure facilities management with the quality control permit document, which determines the connection conditions of industrial wastewater to the sewage system. These permits and documents are given on condition that the matters explained in Articles 45, 46, 47 and 48 are complied with.

NIL

**Question:** 12.3 Is there satisfactory evidence of the auditee's required environmental permits and licences?

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

1) LAW: WATER POLLUTION CONTROL REGULATION, #25687 Date:31.12.2004  
Monitoring-Article 54 – (Amended first paragraph: OG-17/12/2022-32046) Wastewater treatment plant operators are responsible for monitoring the efficient operation of treatment plants and keeping records. It is obligatory to enter the data regarding the disposal of wastewater generated as a result of all kinds of activities into the wastewater information system by the wastewater producers and ensure that they are up-to-date. Enterprises are responsible for taking samples of the effluent waters of their wastewater at intervals specified in the discharge permit, controlling them by measuring and analyzing, determining, documenting and declaring information on the characteristics and amounts of wastewater during inspections. The reports of the results of the measurements and analyzes made by the operators must be kept for at least five years.

1) FINDING: Based on the document review, field tour and management interviews, it was determined that the company did not have an environmental permit or an environmental permit out-of-scope letter.

2) LAW: WATER POLLUTION CONTROL REGULATION, #25687 Date:31.12.2004  
Wastewater Connection Permit and Certificate

2) FINDING: Based on the document review, field tour and management interviews, it was determined that the company does not have a wastewater opinion letter.

This question is partially answered because the company has an environmental impact assessment out of scope letter.

Please refer to the "Section Findings" area for the rest of the 2nd LAW.

1) KANUN: ÇEVRE İZİN VE LİSANS YÖNETMELİĞİ, #29115 Tarih:10.09.2014

1) BULGU: Doküman incelemesi, saha turu ve yönetim görüşmelerine dayanarak firmada çevre izni veya çevre izni kapsam dışı yazısının olmadığı belirlenmiştir.

2) SU KİRLİLİĞİ KONTROLÜ YÖNETMELİĞİ, #25687 Tarih:31.12.2004  
Atıksu Bağlantı İzni ve Belgesi

2) BULGU: Doküman incelemesi, saha turu ve yönetim görüşmelerine dayanarak firmada atık su görüş yazısının olmadığı belirlenmiştir.

Bu soru kısmen olarak cevaplanmıştır çünkü firmanın çevresel etki değerlendirmesi kapsam dışı yazısı vardır.