

Monitoring result for CARETTA DERİ KONFEKSİYON SAN VE TIC LTD STI on site CARETTA DERİ KONFEKSİYON SAN. VE TIC. LTD. STI.

Monitoring

Monitored Party : CARETTA DERİ KONFEKSİYON SAN VE TIC LTD STI
amfori ID : 792-000103-000
Site : CARETTA DERİ KONFEKSİYON SAN. VE TIC. LTD. STI.
Site amfori ID : 792-000103-002
Address : BAGLAR MAH.62.SK. YILDIZLAR PLAZA NO.10/31 BAGCILAR
: Istanbul
: İstanbul
: Turkey
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Follow-up Monitoring
Submission Date : 19/09/2022
Expiration Date : 12/04/2024

This is an extract of the online monitoring result, generated on 20/09/2022, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



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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	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 Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

General description

CARETTA DERI KONFEKSIYON SAN. VE TIC. LTD. STI. was established on 01.01.1992 as a manufacturer of leather outwear garment for men and women. It is located at BAGLAR MAH. 62. SK. YILDIZLAR PLAZA NO:10/31 BAGCILAR-ISTANBUL/ TURKEY.

Sampling, cutting, sewing, QC, rivet attachment, ironing and packaging processes were available in the company. Monthly production capacity was 3.000 pieces. The products made in the factory were 100% to Export market (mainly to USA and Germany, Denmark and Netherland).

Low season: January and February

Peak season: From June to August

The total closed areas occupied by the audited company are net 1400 square meters.

The audited company is located on 1 building and building's layout of floors are below:

Building:

Basement Floor: Another tenant company (Totally isolated – Out of the audit scope)

Entrance Floor: Another tenant company (Totally isolated – Out of the audit scope)

Floor 1: Another tenant textile company (Totally isolated – Out of the audit scope)

Floor 2: Another tenant textile company (Totally isolated – Out of the audit scope)

Floor 3: Another tenant textile company (Totally isolated – Out of the audit scope)

Floor 4: Another tenant textile company (Totally isolated – Out of the audit scope)

Floor 5: Another tenant textile company (Totally isolated – Out of the audit scope)

Floor 6: Offices, lunch hall, lavatories, changing room, infirmary, sampling, cutting, sewing, QC, rivet attachment, ironing and packaging sections and leather storage area, accessory storage area, finished good storage area, shipment area and waste area

There was no dormitory provided to the employees.

Meal and transportation were provided to employees free of charge.

There were totally 57 (42 male and 15 female) employees including 11 administrative staff (3 male and 8 female), 4 male supervisors, 41 production (35 male and 6 female) and 1 female kitchen staff.

The youngest worker was 20 years old in the company. There were 2 disabled workers (1 male and 1 female) on-site. There was no pregnant worker, no agency worker, no piece rate worker, no daily worker, no young, no intern, no apprentice and no uninsured worker in the company. All workers were taken into the audit scope.

Systematically working practices were arranged as follows of the company;

From 08:30 am. to 06:30 pm. including 15'x2 tea breaks and 60' lunch break from Monday to Friday. Totally 42 hours 30 minutes/week.

Saturdays and Sundays were granted as weekly rest days.

Time Record System: Digital finger print scanning activated computer database system for all workers.

The employees were paid a monthly rate, as per worker interview.

The payments of all employees were paid on time between 1st and 5th day of the each month via bank officially.

6 workers' time and wage records were reviewed for the months July 2022 and August 2022 (last paid month). According to the decision of The Minimum Wage Determination Commission, the current minimum wage is net 2825,90 TL per month and gross 3577,50 TL per month in 2021, net 4253,40 TL per month and gross 5004,00 TL per month from January 2022, net 5500,35 TL per month and gross 6471,00 TL per month from July 2022.

6 production workers (4 male and 2 female) were selected for interviews randomly or according to their age, physical appearance, health care reports, sections or personal file records. 6 individual interviews (4 male and 2 female) were conducted confidentially in an isolated meeting room. Their thoughts were asked about the workplace and working conditions. Interviewed workers informed their pleasure about free lunch, friendship and providing social insurance in the company. No negative feedback was raised. Intern worker could not be sampled due to intern worker was absent during the audit

There was no trade union onsite. Employees feel free to join trade union as per interviews. In addition to that, there were complaint boxes onsite and open door policy effectively works. There were 2 male freely elected worker representatives. All workers have labour 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 open door policy in facility that employees could complain directly to the top management (declared by workers during interviews). Complaint box is placed onsite. 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.

Remark:

1. Contractor license/permit, government waivers, CBA are not applicable in this company.
2. Announcement Type: Fully Announced

3. The audit was performed with 1 auditor on 12.09.2022 (09:00 am.-06:00 pm.) and as totally 1 man-day on-site.
4. Audit Company: Bureau Veritas Consumer Products Service
Audit Company APSCA Number: 11600002
Lead Auditor Name: Mr. HASAN ALTUG SOYOK
APSCA Auditor Registered Number of Lead Auditor: RA21701275

Site Details

Site : CARETTA DERI KONFEKSIYON SAN. VE TIC. LTD. STI.

Site amfori ID : 792-000103-002

GICS Classification

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

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	50 Workers
Legal minimum wage in local currency	5500 Monthly
Lowest wage paid for regular work at the site	5500 Monthly
Calculated living wage in local currency	8446 Monthly
Total sample	6 Workers

Other Metrics

Male workers	39 Workers
Female workers	11 Workers
Permanent workers - Male	42 Workers
Permanent workers - Female	15 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	3 Workers
Management - Female	8 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	6 Workers
Workers on probation - Female	1 Workers
Workers with night shift - Male	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	1 Workers
Workers with disabilities - Female	1 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	42 Workers
Workers hired directly - Female	15 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	4 Workers
Sample - Female	2 Workers

Findings

PA1: Social Management System

Previous Finding (04-05/04/2022): Based on satisfactory evidence the main auditee did not respect partially this principle due to non-compliances in performance area 1-2-4-5-7-8-13. BSCI Principle Corrective Action NOT Taken (12.09.2022): Previous finding was reviewed with document review, worker interview and management interview. Based on satisfactory evidence the main auditee did not respect partially this principle due to non-compliances in performance area 1-2-5-13. Amfori BSCI Requirement

Önceki Bulgu (04-05/04/2022): Elde edilen yeterli delillere göre, firmada 1-2-4-5-7-8-13 performans alanlarında bulunan uygunsuzluklardan dolayı denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. BSCI Prensibi Düzeltici Eylem Alınmamıştır (12.09.2022): Önceki Bulgu doküman incelemesi, çalışan görüşmesi ve yönetim görüşmesi ile incelenmiştir Elde edilen yeterli delillere göre, firmada 1-2-5-13 performans alanlarında bulunan uygunsuzluklardan dolayı denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Amfori BSCI Gerekliliği

PA 2: Workers Involvement and Protection

New Finding (12.09.2022): Based on satisfactory evidence, the main auditee does not respect partially this principle because; despite the company defined the long term goals to protect workers according to Amfori BSCI code of conduct however for ensuring the sustainability improvement no defined steps were available. Amfori BSCI Requirement

Yeni Bulgu (12.09.2022): Elde edilen yeterli delillere göre, işletme Amfori BSCI kurallarına göre çalışanlarını korumak amacıyla uzun vadeli hedeflerini tanımlanmış olması ancak sürekli iyileştirmenin sağlanabilmesi için atılacak adımların tanımlanmamış olması sebebiyle denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Amfori BSCI Gerekliliği

PA 5: Fair Remuneration

New Finding (12/09/2022): Based on satisfactory evidence, the main auditee does not respect partially this principle because whole parameters which were used in calculation of the premium payments were not identified. (Between sampled workers, 500,00 TL - 2.100,00 TL bonus payment in July 2022 and 3.500,00 TL - 5.000,00 TL bonus payment in August 2022) Amfori BSCI Requirement

Yeni Bulgu (12/09/2022): Elde edilen yeterli delillere göre, firmada çalışanlara yapılan performans primi ödenmesinde kullanılan hesaplama yöntemindeki tüm parametrelerin belirlenmemesi sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. (Örneklenen çalışanlar arasında Temmuz 2022 ayında 500,00 TL - 2.100,00 TL arasında prim ödemesi ve Ağustos 2022 ayında 3.500,00 TL - 5.000,00 TL) prim ödemesi) Amfori BSCI Gerekliliği

PA 13: Ethical Business Behaviour

Previous Finding (04-05/04/2022): Based on satisfactory evidence, the main auditee did not respect partially this principle because, training logs about corruption, anti-bribery and anti-corruption of workers were available however these workers' awareness of training was not effective. BSCI Principle Corrective Action NOT Taken (12.09.2022): Previous finding was reviewed with document review, worker interview and management interview. Based on satisfactory evidence, the main auditee did not respect partially this principle because, training logs about corruption, anti-bribery and anti-corruption of workers were available however these workers' awareness of training was not effective. Amfori BSCI Requirement

Önceki Bulgu (04-05/04/2022): Elde edilen yeterli delillere göre, çalışanların rüşvet önleme ve çıkarma sağlama ile ilgili eğitim kayıtlarının mevcut olması ancak bu çalışanların verilen eğitim ile alakalı net efektif farkındalıklarının olmaması sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. BSCI Prensibi Düzeltici Eylem Alınmamıştır (12.09.2022): Önceki Bulgu doküman incelemesi, çalışan görüşmesi ve yönetim görüşmesi ile incelenmiştir Elde edilen yeterli delillere göre, çalışanların rüşvet önleme ve çıkarma sağlama ile ilgili eğitim kayıtlarının mevcut olması ancak bu çalışanların verilen eğitim ile alakalı net efektif farkındalıklarının olmaması sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Amfori BSCI Gerekliliği