

Monitored Party SARDES GIDA SAN. VE TAR. ÜR. TİC. İTH. İHR. LTD. ŞTİ.	amfori ID 792-000689-000	Address OSB. MAH. NO:2, 45300 SALİHLİ, Manisa, Türkiye
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 26/06/2024	Closing Meeting Finished Date 04/07/2024	Submission Date 04/07/2024
Expiration Date 22/02/2026	Announcement Type Fully Announced	
Site SARDES GIDA SAN. VE TAR. ÜR. TİC. İTH. İHR. LTD. ŞTİ.	Site amfori ID 792-000689-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	D	
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	C	

PA 7: Occupational Health and Safety	D	
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: Mr. ALTUG SOYOK, APSCA membership number: CSCA 21701275

Name of team auditor (if applicable): N/A, APSCA membership number: N/A

Name of translators, trainees, advisors/consultants (if applicable):

Mr. Sabahattin Can Unkaya from GEDIZ IS SAGLIGI VE GUVENLIGI company attended to the 1st day of the audit between 10:30 AM. and 06:00 PM. as an external OHS expert. The facility works with the external OHS company about 8 years.

Monitoring part name: TUV Rheinland, APSCA membership number: 11600007

Audit schedule details: The follow up audit is planned 2.0 person-day on site and 0.5 person-day off-site reporting (Totally 2.5 person-day) as fully announced. The audit was planned on 26th June 2024 (From 08:30 AM. to 05:30 PM.) and 27th June 2024 (From 08:30 AM. to 05:30 PM.) with 1 auditor as totally 2.0 man-day on-site. However, the audit was performed on 26th June 2024 (From 10:30 AM. to 06:00 PM.) and 27th June 2024 (From 08:00 AM. to 06:00 PM.) with 1 auditor.

Announcement Type: Fully Announced (26th and 27th June 2024)

Business partner info: The facility was established in 1996 as a producer of dried, fermented and canned vegetables and fruits.

There are 2 different official addresses of the facility. One of them is at OSB MAH 302. CAD. NO:5 SALIHLI / MANISA – TURKIYE and other one is OSB MAH. ORGANIZE SANAYI BULVARI NO:2 SALIHLI / MANISA – TURKIYE because of there are 2 different entrance door of the facility.

The facility is a producer of dried, fermented and canned vegetables and fruits.

GPS Location of the facility: Latitude: 38.511748468345566, Longitude: 28.321042253741414

Election, classification, cleaning, cutting, QC, filling, heating process, labeling, packaging and shipment processes were available on-site.

The products made in the factory were 96% to export market to mainly to Australia, Germany, England and USA.

Yearly production capacity is 10,000,000 pieces.

Peak season is from August to October and low season is from December to February.

Audited location info: The audited facility is owner of the building. There was no dormitory in the building. There was a canteen with approximately 70 seat capacity in the facility. The audited facility occupies 4 buildings with maximum 3 floors in 5435.60 square meters closed area as per building occupancy permit. There is no another facility in the facility. Floor layout of the building is below;

Building 1:

1st Basement floor: Cold storage area

Entrance floor: Production area, laboratory, maintenance section, lunch hall, infirmary, toilets and changing rooms

Mezzanine floor: Management offices, meeting rooms

Building 2:

Entrance floor: Resting area

Building 3:

Entrance floor: Coal boiler

Building 4:

Entrance floor: Security area

Operating shifts and hours:

Regular weekly working hours of the facility;

From 08:00 AM. to 06:00 PM. including 15 minutes tea break, 60 minutes lunch break and 15 minutes tea break from Monday to Friday. Totally 42 hours 30 minutes/week.

Saturday and Sunday were granted as rest day.

Time Record System: Digital card scanning activated computer database system for the all employees.

Salary Payment details: The employees were paid a monthly rate, as per worker interview and records review. The payments of all employees were paid on time between 4th and 6th day of each month via bank officially. Wage was paid with 100% of normal wage if working practices performed on statutory holiday and overtime wage was paid with 150% of normal wage. The wage was formed with basic wage and overtime wage.

According to the decision of The Minimum Wage Determination Commission, the current minimum wage net 5,500.35 TL per month and gross 6,471.00 TL per month from July 2022, net 8,506.80 TL per month and gross 10,008.00 TL per month from January 2023 and net 11,402.32 TL per month and gross 13,414.50 TL per month from July 2023, net 17,002.12 TL per month and gross 20,002.50 TL per month from January 2024.

Worker number information: There were totally 183 (67 male and 116 female) employees including 14 administrative staff (9 male, 5 female), 8 supervisors (2 male, 6 female), 155 production (52 male and 103 female), 4 watchman staff (4 male) and 2 kitchen staff (2 female).

All employees were permanent and local. The youngest worker was 19 years old. There was no piece rate worker, no daily worker, no migrant worker, no foreign worker, no domestic foreign worker, no contractor worker, no agency worker, no uninsured worker and no worker in maternity leave and no worker in paternity leave in the facility. There were 7 disabled workers (6 male, 1 female) and 1 pregnant worker in the facility. All workers were taken into the audit scope.

Sampling Information: 16 workers' time and wage records were reviewed for the months March 2024 and April 2024 and May 2024 (last paid month).

16 workers (7 male and 9 female) were selected for interviews randomly or according to their age, physical appearance, health care reports, sections or personal file records. 8 individual interviews (3 male and 5 female) and 2 group interviews (4 workers at each) 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 facility. No negative feedback was raised.

Good Examples:

-Meal and transportation were provided to employees free of charge.

Worker Organization details: 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 3 freely elected worker representatives (1 male, 2 female) on-site.

Circumstances:

The audit is follow up audit and only 9 PAs (PA1, PA2, PA4, PA5, PA6, PA7, PA 10, PA12, PA13) was included and reviewed in the audit. So all PAs were not included in this follow-up audit scope, the findings and ratings in the PA remained unchanged just as it was in the previous audit.

-The address of the facility's business license is OSB MAH. ORGANIZE SANAYI BULVARI NO:2 SALIHLI / MANISA. The business license corresponds with respect to company name, address and the number of building in which it operates.

-Speak For Change (S4C) has not started to implementation in the facility yet. There is no S4C poster and S4C training was not given to workers on-site.

- The facility management was kind, transparent and cooperative during the audit.

-At the closing meeting, the facility management agreed and signed the finding report.

Summary of findings:

There were gaps in PA1 due to the findings in PA1, PA5, PA6, PA7 and PA13.

There was a gap in PA5 because all production workers are paid the minimum wage, seniority and competence are not criteria for determining salary.

There were gaps in PA6 due to weekly rest day working practice and exceeding legal daily regular working limit for pregnant worker.

There were gaps in PA7 due to lack of building occupancy permit which is covered all areas, lack of updated business license, lack of fire brigade report, lack of periodical inspections of some equipment.

There were gaps in PA13 because lack of informing and express consent about the personal data protection.

Living wage calculation: #LivingWage – The calculated living wage was obtained from GLWC website :
<https://www.globallivingwage.org/reference-value/living-wage-reference-value-urban-turkey/>

Attachments: Mandatory attachments are uploaded but “The Personal Information Protection Law #6698” was effective as of April 7th, 2016 in the country that audit takes place. Therefore, attached documents are censored.

Government waivers, agency and contractor labor, CBA and dormitory are not applicable in this facility. Therefore, these documents are not applicable to attach to the report.

SITE DETAILS

Site

SARDES GIDA SAN. VE TAR. ÜR. TİC. İTH. İHR. LTD. ŞTİ.

Site amfori ID

792-000689-001

GICS Classification

Sector	Industry Group	Industry
Consumer Staples	Food, Beverage & Tobacco	Food Products
Sub Industry		
Packaged Foods & Meats		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	157	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	13.087	Monthly
Total sample	16	Workers

Other Metrics

Male workers	59	Workers
Female workers	98	Workers
Non-binary workers	0	Workers
Permanent workers - Male	67	Workers
Permanent workers - Female	116	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	5	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	4	Workers
Workers on probation - Female	1	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	6	Workers
Workers with disabilities - Female	1	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	67	Workers
Workers hired directly - Female	116	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	1	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	9	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: SARDES GIDA SAN. VE TAR. ÜR. TİC. İTH. İHR. LTD. ŞTİ. | Site amfori ID: 792-000689-001

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	
<p>Previous Finding: Based on document review, site observation, management and worker interview, there was a social compliance management system with an appointed staff, written procedures and policies, internal audits were conducted but not effective (none of the noncompliance could be identified), also current non compliance in PA 1, 2, 4, 5, 6, 7, 10, 12 and PA 13 made gaps in a system.</p> <p>Due to that there was a social compliance system, the audited company partially respects amfori BSCI requirement 1.1</p> <p>Follow up Audit (Corrective action NOT taken): Based on worker interview, worker representative interview, management interview and document review, existing finding is carried over. Corrective action was not taken for the finding by the facility management.</p> <p>Based on management interview, worker interview, worker representative interview, site tour and document review that the main auditee does not respect partially this principle because the findings are available in PA1, PA5, PA6, PA7 and PA13.</p> <p>amfori BSCI Requirement</p>	<p>Önceki Denetim: Doküman incelemesi, yönetim görüşmesi, çalışan görüşmesi ve saha gözlemine göre, firmada atanmış sorumlusunun olduğu, politika ve prosedürlerle desteklenen, sosyal uygunluk yönetim sistemi mevcuttur. İç denetimler yapılmıştır ancak etkin değildir (mevcut uygunsuzluklar tespit edilememiştir), ayrıca PA1,2,4,5,6,7,10,12 ve 13 deki eksiklikler sistemde açıklar meydana getirmiştir.</p> <p>Firmada bir sosyal uygunluk yönetim sistemi olması sebebiyle denetlenen firma amfor BSCI gerekliliği 1.1 e kısmen uygunluk göstermektedir.</p> <p>Takip Denetimi (Düzeltilici eylem ALINMADI): Çalışan görüşmesi, çalışan temsilcisi görüşmesi, yönetim görüşmesi ve doküman incelemesine göre, mevcut bulgu devam etmektedir. Yönetim tarafından bulgu ile alakalı bir aksiyon alınmamıştır. Yönetim görüşmesi, çalışan görüşmesi, çalışan temsilcisi görüşmesi, saha turu ve doküman incelemesine göre performans alanı 1, 5, 6, 7 ve 13'de bulgular bulunması sebebiyle denetlenen firma ilgili prensibi kısmen karşılayamamaktadır.</p> <p>amfori BSCI Gerekliliği</p>

Question: 1.2 Is there satisfactory evidence that a senior manager has been appointed to ensure that the values and principles of amfori BSCI are followed in a satisfactory manner?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Previous Finding: Based on document review and management interview there was a social compliance management system, there was an appointed responsible staff for social compliance issues, also the company started working with an external system consultant during the audit</p>	<p>Önceki Denetim: Doküman incelemesi, yönetim görüşmesine göre firmada sosyal uygunluk yönetim sistemi mevcuttur, atanmış bir sosyal uygunluk sorumlusu vardır, ayrıca firma denetim hazırlık aşamasında (Kasım 2023) harici bir danışman ile çalışmaya başlamıştır, adımların büyük çoğunluğu</p>

Finding	
<p>preparation phase (November 2023). Majority of the steps were taken by the navigation of the consultant, currently appointed staff has no sufficient awareness regarding amfori BSCI requirement.</p> <p>Due to that there was an appointed staff, the audited company partially respects amfori BSCI requirement 1.2</p> <p>Follow up Audit (Corrective action NOT taken): Based on worker interview, worker representative interview, management interview and document review, existing finding is carried over. Corrective action was not taken for the finding by the facility management.</p> <p>The main auditee does not respect partially this principle because currently appointed staff has no sufficient awareness regarding amfori BSCI requirement.</p> <p>amfori BSCI Requirement</p>	<p>harici danışmanın yönlendirmesinde atılmıştır. Atanmış sosyal uygunluk sorumlusunun amfori BSCI gereklilikleri hakkında yeterli farkındalığı yoktur.</p> <p>Yine de atanmış bir kişinin olması sebebiyle denetlenen kurum, amfori BSCI gerekliliği 1.2 e kısmen uygunluk göstermektedir.</p> <p>Takip Denetimi (Düzeltilici eylem ALINMADI): Çalışan görüşmesi, çalışan temsilcisi görüşmesi, yönetim görüşmesi ve doküman incelemesine göre, mevcut bulgu devam etmektedir. Yönetim tarafından bulgu ile alakalı bir aksiyon alınmamıştır. Atanmış sosyal uygunluk sorumlusunun amfori BSCI gereklilikleri hakkında yeterli farkındalığı olmaması sebebiyle denetlenen firma ilgili prensibi kısmen karşılayamamaktadır.</p> <p>amfori BSCI Gerekliliği</p>

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Previous Finding: Based on document review and management interview there was no effective production planning system in the company, workers performed overtime on weekly rest days and the company had layoffs in December 2023 due to a decline in business, but records show that 17 new workers were hired during this period.</p> <p>Due to that there was production plan the audit company partially respects amfori BSCI requirement 1.4</p> <p>Follow up Audit (Corrective action NOT taken): Based on site tour, worker interview, worker representative interview, management interview and document review, existing finding is carried over. Corrective action was not taken for the finding by the facility management.</p> <p>The main auditee does not respect partially this principle because there was no effective production planning system in the facility because of</p>	<p>Önceki Denetim: Doküman incelemesi, yönetim görüşmesine göre firmada etkin bir üretim planlaması yoktur, çalışanların hafta tatil günlerinde fazla mesai yapmaları gerektiği dönemler olmuştur, ayrıca Aralık 2023 de işlerin azlığı nedeniyle işçi çıkarmaları yapılmıştır, ancak kayıtlara göre bu dönemde 17 yeni işçi istihdam edilmiştir.</p> <p>Firmada bir üretim planlaması olması nedeniyle, amfori BSCI gerekliliği 1.4 e kısmen uygunluk göstermektedir.</p> <p>Takip Denetimi (Düzeltilici eylem ALINMADI): Saha turu, çalışan görüşmesi, çalışan temsilcisi görüşmesi, yönetim görüşmesi ve doküman incelemesine göre, mevcut bulgu devam etmektedir. Yönetim tarafından bulgu ile alakalı bir aksiyon alınmamıştır.</p> <p>Üretim çalışanlarının hafta tatillerinde fazla mesai yapmalarından kaynaklı tesiste efektif bir üretim planı olmaması sebebiyle denetlenen firma ilgili</p>

Finding

production workers performed overtime practices on their weekly rest days.
amfori BSCI Requirement

prensibi kısmen karşılayamamaktadır.
amfori BSCI Gerekliliği

PA 5: Fair Remuneration

Site: SARDES GIDA SAN. VE TAR. ÜR. TİC. İTH. İHR. LTD. ŞTİ. | Site amfori ID: 792-000689-001

Question: 5.3 Is there satisfactory evidence that the level of wages reflects the skills, seniority, responsibility and education of workers?

ENGLISH

LOCAL LANGUAGE

Finding

Previous Finding: Based on document review, management and worker interview all production workers are paid the minimum wage, seniority and competence are not criteria for determining salary.

Due to that there was no practice and improvement plan about this issue, the audited company do not respect amfori BSCI requirement 5.3

Follow up Audit (Corrective action NOT taken):
Based on worker interview, worker representative interview, management interview and document review, existing finding is carried over. Corrective action was not taken for the finding by the facility management.

The main auditee does not respect partially this principle because all production workers are paid the minimum wage, seniority and competence are not criteria for determining salary.
amfori BSCI Requirement

Önceki Denetim: Doküman incelemesi, yönetim beyanı ve çalışan görüşmesine göre tüm üretim çalışanlarına Asgari ücret ödenmektedir, çalışanların kıdem ve yetkinliği maaş belirleme için bir kriter değildir.

Firmada bu konuda bir çalışma, bir iyileştirme planı vs olmaması nedeniyle, denetlenen kurum amfor, BSCI gerekliliği 5.3 e uygunluk gösterememektedir.

Takip Denetimi (Düzeltilici eylem ALINMADI):
Çalışan görüşmesi, çalışan temsilcisi görüşmesi, yönetim görüşmesi ve doküman incelemesine göre, mevcut bulgu devam etmektedir. Yönetim tarafından bulgu ile alakalı bir aksiyon alınmamıştır. Tüm üretim çalışanlarına Asgari ücret ödenmektedir, çalışanların kıdem ve yetkinliği maaş belirleme için bir kriter olmaması sebebiyle denetlenen firma ilgili prensibi kısmen karşılayamamaktadır.
amfori BSCI Gerekliliği

PA 6: Decent Working Hours

Site: SARDES GIDA SAN. VE TAR. ÜR. TİC. İTH. İHR. LTD. ŞTİ. | Site amfori ID: 792-000689-001

Question: 6.1 Is there satisfactory evidence that the auditee does not require more than 48 standard working hours per week, without prejudice to the exceptions recognised by the ILO?

ENGLISH

LOCAL LANGUAGE

Finding

Follow Up Audit (New Finding): Based on

Takip Denetimi (Yeni Bulgu): Doküman incelemesi,

Finding

document review, worker interview, worker representative interview and management interview, the main auditee does not respect partially this principle because regular daily working hours of pregnant workers exceeded 7 hours 30 minutes per day legal limit in the facility. (8 hours 30 minutes per day)

Law: The Turkish Regulation on Working Conditions for Pregnant and Breastfeeding Women and Conditions of Breastfeeding Rooms and Baby Care rooms (16.08.2013) Article 9

çalışan görüşmesi, çalışan temsilcisi görüşmesi ve yönetim görüşmesine göre, tesiste hamile çalışanların günlük düzenli çalışma süresi günlük 7 saat 30 dakika yasal sınırını aşması sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. (Günlük 8 saat 30 dakika)

Kanun: Gebe veya Emziren Kadınların Çalıştırma Şartlarıyla Emzirme Odaları ve Çocuk Bakım Yurtlarına Dair Yönetmelik (16.08.2013) Madde 9

Question: 6.4 CRUCIAL: Is there satisfactory evidence that the auditee grants workers the right to at least one day off in every seven days?

ENGLISH

LOCAL LANGUAGE

Finding

Previous Finding: Based on document review, management and worker interview, regular working hours scheduled as 6 days + 1 day off. However in some weeks workers performed more than 6 consecutive days practice.

8 out of 15 sampled workers performed 13-30 consecutive days working practice once in September 2023

Law: Turkish Labour Law # 4857 / 2003, ARTICLE 46-The workers employed in the working places within the scope of this Law are granted at least twenty-four hours uninterrupted relaxation period (weekly holiday) within seven days time scale provided that they have executed worked during the working days fixed according to article 63. Since the off days were granted generally, the audited company partially respects amfori BSCI requirement 6.4.

Follow up Audit (Corrective action NOT taken): Based on worker interview, worker representative interview, management interview and document review, existing finding is carried over. Corrective action was not taken for the finding by the facility management.

The auditee does not respect partially this principle because production workers were not granted one paid weekly rest day after each 6 consecutive days working practices in the facility due to rush orders.

Details:

Önceki Denetim: Doküman incelemesi, yönetim ve çalışan görüşmesine göre, haftalık düzenli çalışma planı 6 gün çalışma, 1 gün tatil olarak planlanmıştır ancak, bazı haftalarda çalışanlar hafta tatil gününde fazla çalışma yaparak ard arda 6 günden fazla çalışmıştır.

Örneklenen 15 çalışandan 8 Eylül ayında 1 kere 13-30 ardışık gün çalışma yapmışlardır.

Kanun: TÜRK İŞ KANUNU # 4857 / 2003, art 46. Genel olarak hafta tatil günün sağlanıyor olması sebebiyle denetlenen kurum amfori BSCI gerekliliği 6.4 e kısmen uygunluk göstermektedir.

Takip Denetimi (Düzeltilici eylem ALINMADI): Çalışan görüşmesi, çalışan temsilcisi görüşmesi, yönetim görüşmesi ve doküman incelemesine göre, mevcut bulgu devam etmektedir. Yönetim tarafından bulgu ile alakalı bir aksiyon alınmamıştır. Üretim çalışanları, acil siparişler sebebiyle 6 günlük çalışmanın ardından 1 günlük ücretli dinlenme izni kullanmaması sebebiyle denetlenen firma ilgili prensibi kısmen karşılayamamaktadır.

Detaylar:

-Örneklenen 16 çalışandan 3 üretim çalışan, Mayıs 2024 ayında maksimum 2 kere, maksimum 24 ardışık gün çalıştığı tespit edilmiştir.

-Örneklenen 16 çalışandan 2 üretim çalışan, Nisan 2024 ayında maksimum 2 kere, maksimum 20 ardışık gün çalıştığı tespit edilmiştir.

-Örneklenen diğer ayda (Mart 2024) örneklenen

Finding

-3 production workers out of 16 sampled workers performed maximum 24 consecutive days working practice maximum twice in May 2024.
-2 production workers out of 16 sampled workers performed maximum 20 consecutive days working practice maximum twice in April 2024.
-No rest day working practice was observed in other sample month (March 2024) for sampled workers.
Law: Labor Law #4857, Article 46

çalışanlar için hafta tatil gününde çalışma uygulaması gözlemlenmemiştir.
Kanun: İş Kanunu #4857, Madde 46

PA 7: Occupational Health and Safety

Site: SARDES GIDA SAN. VE TAR. ÜR. TİC. İTH. İHR. LTD. ŞTİ. | Site amfori ID: 792-000689-001

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

ENGLISH

LOCAL LANGUAGE

Finding

Previous Finding: Based on document review, management and worker interview, site observation, there was good H&S management system in the facility however the system has gaps due to lack of full building usage permit, fire safety certificate, business license and indoor illumination measurement.
Due to there that there were H&S trainings, risk assessment, periodical inspection of lifting machine and pressured equipment's etc. the audited company partially respects amfori BSCI requirement 7.1

Follow up Audit (Corrective action NOT taken):
Based on worker interview, worker representative interview, management interview, site tour and document review, existing finding is carried over.
The auditee does not respect partially this principle because the facility follow up the laws and regulations regarding health and safety however some missing gaps were noted under PA7.
amfori BSCI Requirement

Önceki Denetim: Doküman incelemesi, çalışan ve yönetim görüşmesi, saha turu gözlemine göre firmada iyi bir İSG yönetim sistemi mevcuttur ancak sistemde yapı kullanma izni, itfaiye raporu, ruhsatın tam olmaması ve iç ortam aydınlatma ölçümündeki eksiklik nedeniyle açık mevcuttur.
İSG eğitimlerinin verilmiş olması, risk analizinin yapılmış olması, kaldırma ekipmanları ve basınçlı ekipmanların fenni muayenesinin mevcut olması nedeniyle denetlenen kurum amfori BSCI gerekliliği 7.1 i kısmen karşılamaktadır.

Takip Denetimi (Düzeltilici eylem ALINMADI):
Çalışan görüşmesi, çalışan temsilcisi görüşmesi, yönetim görüşmesi, saha turu ve doküman incelemesine göre, mevcut bulgu devam etmektedir. İşletmede iş sağlığı ve güvenliğine ilişkin kanun ve yönetmelikler takip edilmektedir, ancak PA 7'de iyileştirilmesi gereken alanların mevcut olması sebebiyle denetlenen firma ilgili prensibi kısmen karşılayamamaktadır.
amfori BSCI Gerekliliği

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

Finding

Previous Finding: Based on site observation, document review and management interview, there were 3 building usage permit and total area is indicated as 5435,6. However the usage area has been increased with the structures and porch areas added to the building later. Related added areas are used for maintenance room, warehouse, dry tomato processing and roasting of pepper.

1-There was no building usage permit for these added areas. The actual total closed area is not known since documents such as approved architectural projects, technical drawings, etc. are not shared for new areas.

Law: Construction Zoning Law (No: 3194) (03/05/1985), (Article 30)

2- The business license has not been updated after the increased closed area capacity.

Law: Regulation for facility opening and operating permit (10/8/2005), II. Section, Art 6 (Changed first clause: 19/3/2007 – 2007/11882 K.)

3-Fire safety license has not been updated after the increased closed area capacity.

Law: Regulation for facility opening and operating permit (10/8/2005), II. Section, Art 5 G)

Due to that there was building usage permit, business license and fire safety license were available for some of the buildings, the audited company partially respects amfori BSCI requirement 7.11

Follow up Audit (Corrective action NOT taken): Based on management interview, site tour and document review, existing findings are carried over. No corrective action could be taken for building occupancy permit, business license and fire brigade report. The facility have just applied for new fire brigade report to local authority on 27th May 2024 however new fire brigade report was not obtained yet.

Önceki Denetim: Doküman incelemesi, yönetim görüşmesi ve saha gözlemine göre firmada 3 yapı kullanım izni mevcuttur, belgelere göre toplam kullanım alanı 5435,6 m2 dir. Ancak binaya sonradan eklenen yapılar ve sundurma alanlarla kullanım alanı arttırılmıştır. Eklenen bu alanlar, bakım odası, depo, kuru domates üretim hattı, biber közleme amacı ile kullanılmaktadır.

1-Bu alanlar için yapı kullanım izni yoktur. Yeni eklenen alanlar için onaylı mimari proje, teknik çizim vs gibi belge paylaşımı yapılmadığı için gerçek toplam kapalı alan bilinmemektedir. Kanun: İMAR KANUNU Madde 30

2- Arttırılan kapalı alan kapasitesi sonrası işyeri açma ve çalıştırma ruhsatı güncellenmemiştir. Kanun: İŞYERİ AÇMA VE ÇALIŞMA RUHSATLARINA İLİŞKİN YÖNETMELİK (10/8/2005) No : 25902 - II. Bölüm Madde 6-

3- Arttırılan kapalı alan kapasitesi sonrası itfaiye uygunluk raporu güncellenmemiştir. Kanun: İşyeri Açma ve Çalıştırma Yönetmeliği (10/8/2005), II. Bölüm Madde 5-G

Firmada bir kısım binalar için yapı kullanım izni, itfaiye uygunluk raporu ve işyeri açma çalıştırma ruhsatı olması sebebiyle denetlenen kurum amfori BSCI gerekliliği 7.11 e kısmen uygunluk göstermektedir.

Takip Denetimi (Düzeltilici eylem ALINMADI): Yönetim görüşmesi, saha turu ve doküman incelemesine göre, mevcut bulgular devam etmektedir. Yapı kullanım izin belgesi için, çalışma ruhsatı için ve itfaiye uygunluk raporu için düzeltilici eylem alınamamıştır. Tesis sadece yeni itfaiye uygunluk raporu için 27 Mayıs 2024 tarihinde resmi otoriteye başvuru yapmıştır ancak yeni itfaiye uygunluk raporu henüz temin edilmemiştir.

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH

LOCAL LANGUAGE

Finding	
<p>Follow Up Audit (New Finding): Based on management interview, site tour and document review that the main auditee does not respect partially this principle because there was no periodical inspection report of 2 electrical generators and the lightning rood in the facility.</p> <p>Law: The Regulation About Occupational Health and Safety Circumstances Using Work Equipment, Annex, Table 3</p>	<p>Takip Denetimi (Yeni Bulgu): Yönetim görüşmesi, saha turu ve doküman incelemesine göre tesiste bulunan 2 elektrik jeneratörünün ve elektrik paratonerinin fenni muayenesi bulunmaması sebebiyle denetlenen firma ilgili prensibi kısmen karşılayamamaktadır.</p> <p>Kanun: İş Ekipmanlarının Kullanımında Sağlık ve Güvenlik Şartları Yönetmeliği, Ek, Tablo 3</p>

Question: 7.14 CRUCIAL: Is there satisfactory evidence that the auditee has installed an adequate amount of properly working firefighting equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Follow Up Audit (New Finding): Based on management interview, site tour and document review that the main auditee does not respect partially this principle because there was no periodical inspection report of the portable fire extinguishers in the facility.</p> <p>Law: The Regulation About Occupational Health and Safety Circumstances Using Work Equipment, Annex, Table 3</p>	<p>Takip Denetimi (Yeni Bulgu): Yönetim görüşmesi, saha turu ve doküman incelemesine göre tesiste bulunan portatif yangın ekipmanlarının fenni muayenesi bulunmaması sebebiyle denetlenen firma ilgili prensibi kısmen karşılayamamaktadır.</p> <p>Kanun: İş Ekipmanlarının Kullanımında Sağlık ve Güvenlik Şartları Yönetmeliği, Ek, Tablo 3</p>

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Follow Up Audit (New Finding): Based on management interview, site tour and document review that the main auditee does not respect partially this principle because there was no periodical inspection report of the 5 industrial doors in the facility.</p> <p>Law: The Regulation About Occupational Health and Safety Circumstances Using Work Equipment, Annex, Table 5</p>	<p>Takip Denetimi (Yeni Bulgu): Yönetim görüşmesi, saha turu ve doküman incelemesine göre tesiste bulunan 5 endüstriyel kapının fenni muayenesi bulunmaması sebebiyle denetlenen firma ilgili prensibi kısmen karşılayamamaktadır.</p> <p>Kanun: İş Ekipmanlarının Kullanımında Sağlık ve Güvenlik Şartları Yönetmeliği, Ek, Tablo 5</p>

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
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Finding

Follow Up Audit (New Finding): Based on management interview, site tour and document review that the main auditee does not respect partially this principle because there was no periodical inspection report of the ventilation system in the facility.

Law: The Regulation About Occupational Health and Safety Circumstances Using Work Equipment, Annex, Table 3

Takip Denetimi (Yeni Bulgu): Yönetim görüşmesi, saha turu ve doküman incelemesine göre tesiste bulunan havalandırma tesisatının fenni muayenesi bulunmaması sebebiyle denetlenen firma ilgili prensibi kısmen karşılayamamaktadır.

Kanun: İş Ekipmanlarının Kullanımında Sağlık ve Güvenlik Şartları Yönetmeliği, Ek, Tablo 3

PA 13: Ethical Business Behaviour

Site: SARDES GIDA SAN. VE TAR. ÜR. TİC. İTH. İHR. LTD. ŞTİ. | Site amfori ID: 792-000689-001

Question: 13.4 Is there satisfactory evidence that the auditee collects uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?

ENGLISH

LOCAL LANGUAGE

Finding

Previous Finding: Based on the document review, management and employee interviews, employees were not informed about the sharing of their personal data with third parties and employees' express consent was not obtained.

This question has been rated as partially because the facility has a study regarding this issue.

Law: Protection of Personal Data Law #6698 ARTICLE 5 and 10

Follow up Audit (Corrective action NOT taken): Based on worker interview, worker representative interview, management interview and document review, existing finding is carried over. Corrective action was not taken for the finding by the facility management.

amfori BSCI Requirement

Önceki Denetim: Doküman incelemesi, yönetim ve çalışan görüşmesine göre, çalışanlara ait kişisel verilerin, 3. taraflar ile paylaşılması konusunda çalışanların bilgilendirilmediği ve çalışanların açık rızalarının alınmadığı görülmüştür.

Bu soru kısmen olarak cevaplanmıştır, çünkü işletmenin bu konuda bir çalışması bulunmaktadır.

Kanun: 6698 Sayılı Kişisel Verilerin Korunması Kanunu Madde 5, Madde 10.

Takip Denetimi (Düzeltilici eylem ALINMADI): Çalışan görüşmesi, çalışan temsilcisi görüşmesi, yönetim görüşmesi ve doküman incelemesine göre, mevcut bulgu devam etmektedir. Yönetim tarafından bulgu ile alakalı bir aksiyon alınmamıştır.

amfori BSCI Gerekliliği