
Auditee :	CICEKCI TEKSTIL SANAYI VE TICARET A.S.
Audit Date From :	01/03/2021
Audit Date To :	01/03/2021
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Ersin Onder, Elcin Yildirim, Soykan Denizyilmaz(Lead)
Auditing Branch (if applicable) :	Intertek Turkey



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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence
A Very Good	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated A No Performance Areas rated C, D or E 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 Good	<ul style="list-style-type: none"> Maximum 3 Performance Areas rated C No Performance Areas rated D or E 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.
C Acceptable	<ul style="list-style-type: none"> Maximum 2 Performance Areas rated D No Performance Areas rated E 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.
D Insufficient	<ul style="list-style-type: none"> Maximum 6 Performance Areas rated E 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.
E Unacceptable	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated E 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.
Zero Tolerance	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 :	CICEKCI TEKSTIL SANAYI VE TICARET A.S.		
DBID number :	353776		
Audit ID :	40255		
Address :	Haciyuplu Mah., 3125. Sok. No.12/1 Merkezefendi		
Province :	Denizli	Country :	Turkey
Management Representative :	VEDUT CICEKCI - BSCI REPRESENTATIVE		
Contact person:	VEDUT CICEKCI	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Home textiles
Product Type :	HOME TEXTILE (Such as bed sheet, linens..)		

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	<input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
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
A	C	A	A	A	A	A	A	A	A	A	A	B

Executive summary of audit report

CICEKCI TEKSTIL was established on 2017 and specialized in the manufacturing of bed sheets and home textile. The process of cutting, confection, sewing, packing all in-house by the factory. The factory consisted of 2 shared production building with a total production area of 4000 square meters. The firm is in the building as a tenant. The name of the building owner is Sevinc Tekstil and works in separated side hall, therefore not included into the audit scope.

Regular working hours are as below;
From 08.00 to 18.30 with 2 times 15 minutes break and 1 time 60 minutes lunch break.

No dormitory provided to workers. Food and transportation were provided for free of charge.
The factory had a monthly capacity of 5000 pcs/month.
It was noted that there was no specific peak season.
There were 102 employees were working in the factory and the youngest worker was 19 years old. The factory adopted fingerprints system to record employees' working hours.

Due to the practice of protection of personal data, documents containing personal information , have not been added in accordance with Amfori's proposal.

Current status of performance areas:

PA3
No evidence of restriction or discrimination was observed regarding the freedom of association. The grievance mechanism was working properly with documented records, meetings. Documented procedures, worker representative election records, recruitment procedures, meeting records were reviewed.

PA4
No kind of discrimination was observed. The facility has related procedures (e.g. Employment procedure, dismissal procedure). Discipline procedure included the list of disciplinary rules and resulting penalties and was communicated to employees & management. Management and workers were trained regarding discrimination. Training records, meeting records, disciplinary procedures, grievance records were reviewed.

PA5
All the wages were paid on time and official way by bank account. Payslips are given to employees. Living wage is calculated by the facility via employee questionnaire and the result is compared with different NGO's results. Payslips, employee questionnaire records were reviewed.

PA6
Workers' regular working hours were limited to 45 hours. Their daily total (normal+overtime) working hours limited to 11 hours. Sufficient rest breaks were provided to all workers between the working hours. All overtime wages were paid in line with legal law. Facility has established an adequate control system on overtime practices. Working practices were limited with legal limits. Electronic fingerprint time recording system was used, time records, production plans, working rules, documented overtime procedure were reviewed. Max monthly overtime is 18 hours in February 2021, max overtime is 9,5 hours in September 2020, max overtime is 2 hours in May 2020.

PA7
All health and safety procedures, documents and implementations were provided by the facility. Sufficient number of fire fighting equipment, emergency exit routes and exits, fire alarm buttons were available. Provided procedures were consistent with the implementations of the facility.

PA8
There was no child labor in the facility. There was a written policy and procedure against child labor. Remediation plan about child labor was available. Documented procedures, remediation plan and employment procedure were reviewed. Age- verification (ID card copies) were reviewed in personal lists and personal files.

PA9

All employees are above the age required by local law. During the facility tour, there was no observation that any employee looked like a young employee. Based on the employee interviews, they confirmed that there was no employee whose age was less than 18 years old working in the facility. ID card copies, personal files, recruitment procedure, training records, personal lists, risk assessment were reviewed.

PA10

Employees are informed about working hours, trainings, rest hours and holidays, wages and payment conditions, grievance mechanism in orientation training. All workers have social insurance. All workers have labor contracts and copy of labor contracts was given to workers. Workers' personnel files, labor contracts, employment procedure, social insurance procedures were reviewed, workers and management were interviewed.

PA11

Orientation training was given to employees at the beginning of the employment. No kind of forced labor was observed. Workers can leave the premises after working hours. Human resources were aware of the additional risks of employing migrant workers. Training records, disciplinary procedures, employment contracts were reviewed.

PA12

The environmental impact assessment was available and reviewed. Complaints mechanism for community around the facility about environmental issues was established. There was an environmental policy that includes environmental laws in the facility. Waste management procedure was available in the facility. The training about the waste management procedure was provided to employees. Environmental permit exemption letter and environmental impact assessment exemption letter were available in the facility.

PA13

There was anti-bribery policy in the facility. Employees were trained regarding handling and managing bribery and corruption cases. There was procedure about following the way if employees are faced with bribery-corruption issues. There was risk assessment about anti-bribery and anti-corruption issues. Workers' written consents were taken due to personnel information protection law. Workers' personnel information was kept confidential in the facility.

Auditor note:

- 1) Documents noted below are not uploaded in the system due to fact that they are not applicable as, Government waivers, CBA, dormitory and inconsistency between records
- 2) Documents noted below are not uploaded in the system due to the practice of protection of personal data such as documents containing personnel information as, Working hours (attendance), wages/payrolls, training attendance records...etc.
- 3) Names of EXTERNAL contacts in supply chain and stakeholder sections and jobsite doctor and occupational health and safety specialist who are from an outsourced agency are noted with *** coding due to the practice of protection of personal data
- 4) There was no service provider that has direct contract with facility, therefore service provider contract was not uploaded to the system.

#COVID19:

Even though no improvement area was found in precautions of COVID 19 pandemic, below notes indicate the implementations of the company.

- Risk analysis was updated regarding the COVID 19 pandemic hazards and its relevant precautions.
- Emergency response plans were revised to include COVID 19 precautions.
- All employees were trained regarding the precautions of COVID 19.
- Lunch hall capacity was limited to ensure social distancing.
- Necessary PPES were provided and disinfectants were available at relevant points such as entrance of the building and lunch hall.

Ratings Summary



Auditee's background information			
Auditee's name :	CICEKCI TEKSTIL SANAYI VE TICARET A.S.	Legal status :	Incorporated
Local Name :	CICEKCI TEKSTIL SANAYI VE TICARET A.S.	Year in which the auditee was founded :	2017
Address :	Haciyuplu Mah., 3125. Sok. No.12/1	Contact person (please select) :	VEDUT CICEKCI
Province :	Denizli	Contact's Email :	muhasebe@cicekcitekstil.com
City :	Merkezefendi	Auditee's official language(s) for written communications :	Turkish
Region :	Middle East/ North Africa	Other relevant languages for the auditee :	English
Country :	Turkey	Website of auditee (if applicable) :	www.cicekcitekstil.com
GPS coordinates :	37°50'10.8"N 29°02'12.7"E	Total turnover (in Euros) :	12700000.00
Sector :	Non-Food	Of which exports % :	93.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	7.00
If other, please specify :		Production volume :	50000 pcs/month
Product Group :	Home textiles	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	HOME TEXTILE (Such as bed sheet, linens..)		

Auditee's employment structure at the time of the audit			
Total number of workers :	102	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	39	63	
Temporary workers	0	0	
In management positions	1	1	
Apprentices	0	0	
On probation	0	0	
With disabilities	2	1	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	39	63	
Production based workers	0	0	
With shifts at night	0	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	1	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 40255] Audit Date: 01/03/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 40255] Audit Date: 01/03/2021 PA Score: C

Deadline date:26/12/2015

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

2,1 Yönetim ile çalışan temsilcisi arasında düzenli toplantılar gerçekleştirilmediği görülmüştür. Based on satisfactory evidence, the main auditee respects this principle partially because no regular meetings are set between the management & worker representative. BSCI Gerekliliği / BSCI Requirement 2.2 Firmanın BSCI Davranış kuralları kapsamında yıllık hedefleri olmadığı görülmüştür. Based on satisfactory evidence, the main auditee does not respect this principle partially because the facility has no long term goals framework of the BSCI Code of Conduct. BSCI Gerekliliği / BSCI Requirement 2.4 Çalışanlara düzenli ISG eğitimleri verildiği fakat BSCI standartları ve şikayet mekanizması hakkında eğitim verilmediği görülmüştür. Based on satisfactory evidence, the main auditee respects this principle partially because employees are trained about OHS regularly however not trained about the BSCI standards & grievance procedure. BSCI Gerekliliği / BSCI Requirement

Remarks from Auditee:

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

Full Audit [Audit Id - 40255] Audit Date: 01/03/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 40255] Audit Date: 01/03/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 40255] Audit Date: 01/03/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Lunch & transportation are provided free of charge.

Remarks from Auditee:

Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 40255] Audit Date: 01/03/2021 PA Score: A	Deadline date:26/12/2015
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>6.1 İşletme örgü bölümünde gece vardiyası çalışması için ayrı bir zaman kaydı tutulmaktadır. Based on satisfactory evidence, the main auditee does partially respect this principle because there is an additional time recording system for knitting section. 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. İş Kanununa İlişkin Çalışma Süreleri Yönetmeliği (06.04.2004 tarihli, 25425 sayılı Resmî Gazetede yayımlanmıştır.) Çalışma Süresinin Belgelenmesi, Madde 9 6.2 Örgü dairesinde 14 kişiden 3 kişinin Haziran ve Kasım aylarında 07:30-19:30 ve 19:30-07:30 olmak üzere 2 vardiya olarak çalıştığı, ve gece vardiyasının 7.5 saat yasal limiti aştığı (11 saat) görülmüştür. Based on satisfactory evidence, the main auditee does partially respect this principle because 3 out of 14 employees from knitting section worked 2 shifts as 07:30 - 19:30 and 19:30 - 07:30 in June '15 and November '15, so the night shift working hours exceeded 7.5 hours legal limit in these months (11 hours). Turkish Regulation on the Occupations which are carried out by working of employees on shifts , art 7 Employees cannot work more than 7,5 hours in the night shift. If more than half time of the shifts are in the limits of the night shift , this shift will be considered as night shift. POSTALAR HALİNDE İŞÇİ ÇALIŞTIRILARAK YÜRÜTÜLEN İŞLERDE ÇALIŞMALARLA İLİŞKİN ÖZEL USUL VE ESASLAR HAKKINDA YÖNETMELİK(07.04.2004) No: 25426 Madde 7</p>	
Remarks from Auditee:	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 40255] Audit Date: 01/03/2021 PA Score: A	Deadline date:26/12/2015
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>7.3 Risk analizi raporuna bulaşıcı ve bulaşıcı olmayan hastalıkların dahil edilmediği görülmüştür. Based on satisfactory evidence, the main auditee respects this principle partially because contagious and non-contagious diseases were not included to the risk assesment report. BSCI GEREKLİLİĞİ / BSCI REQUIREMENT 7.8 Acil durum planına, hamile, genç ve engelli çalışanların acil durum güvenliği dahil edilmemiştir. Based on satisfactory evidence, the main auditee respects this principle partially because the emergency safety of the pregnant, young and disabled employees were not included. BSCI GEREKLİLİĞİ / BSCI REQUIREMENT</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 40255] Audit Date: 01/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 40255] Audit Date: 01/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 40255] Audit Date: 01/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 40255] Audit Date: 01/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 40255] Audit Date: 01/03/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 40255] Audit Date: 01/03/2021 PA Score: B

Deadline date:26/12/2015

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

13.2 İşletme örgü bölümünde gece vardiyası çalışması için ayrı bir zaman kaydı tutulmaktadır. Based on satisfactory evidence, the main auditee does partially respect this principle because there is an additionnal time recording system for knitting section. 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. İş Kanununa İlişkin Çalışma Süreleri Yönetmeliği (06.04.2004 tarihli, 25425 sayılı Resmi Gazetede yayımlanmıştır.) Çalışma Süresinin Belgelenmesi, Madde 9

Remarks from Auditee:

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	01/03/2021	40255	A	C	A	A	A	A	A	A	A	A	A	A	B	B

Producer Photos



External photo(s) of the production unit(s)
outside view.JPG



Photo first aid facilities
doctor room.JPG



Photo first aid facilities
first aid box.JPG



Photo of chemical storage room (if applicable)
machine oils with secondary containment.JPG



Photo of the canteen (if applicable)
lunch hall.JPG



Photo of the inside of the main production hall
aisle.JPG



Photo of the inside of the main production hall
announcement board.JPG



Photo of the inside of the main production hall
anti slippery bands.JPG

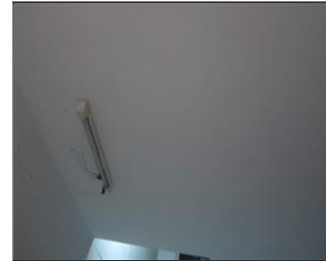


Photo of the inside of the main production hall
battery operated light.JPG



Photo of the inside of the main production hall
classified wastes.JPG



Photo of the inside of the main production hall
electricity panel (2).JPG

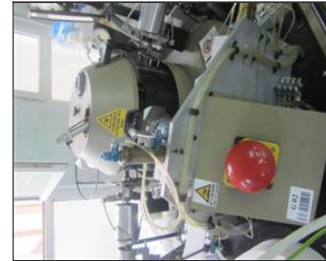


Photo of the inside of the main production hall
emergency button.JPG



Photo of the inside of the main production hall
emergency exit door.JPG



Photo of the inside of the main production hall
emergency exit.JPG



Photo of the inside of the main production hall
evacuation plan.JPG



Photo of the inside of the main production hall exit sign & emergency light.JPG



Photo of the inside of the main production hall fire alarm button.JPG



Photo of the inside of the main production hall fire alarm control panel.JPG



Photo of the inside of the main production hall fire extinguisher control tag.JPG



Photo of the inside of the main production hall fire extinguisher.JPG



Photo of the inside of the main production hall fire hose.JPG



Photo of the inside of the main production hall knitting section (2).JPG



Photo of the inside of the main production hall knitting section 3.JPG



Photo of the inside of the main production hall knitting section.JPG



Photo of the inside of the main production hall line binding section.JPG



Photo of the inside of the main production hall locker room.JPG



Photo of the inside of the main production hall locker room.JPG



Photo of the inside of the main production hall machine guard (2).JPG



Photo of the inside of the main production hall machine guard (3).JPG



Photo of the inside of the main production hall machine guard (4).JPG



Photo of the inside of the main production hall machine guard.JPG



Photo of the inside of the main production hall machine guard3.JPG



Photo of the inside of the main production hall packing section.JPG



Photo of the inside of the main production hall smoke detector.JPG



Photo of the inside of the main production hall suggestion box.JPG



Photo of the inside of the main production hall time recording machine.JPG



Photo of the inside of the main production hall toe sewing section (2).JPG



Photo of the inside of the main production hall toe sewing section.JPG



Photo of the inside of the main production hall toe sewing.JPG



Photo of the inside of the main production hall warehouse.JPG



Photo of the inside of the main production hall warning signs.JPG



Photo of the personal protection equipments (if applicable) ear plug used.JPG



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



Photo of the sanitary facilities potable water.JPG



Photo of the sanitary facilities Toilet (3).jpg