

Monitoring result for Ozanteks Tekstil San. ve Tic. A.S. on site OZANTEKS Tekstil San. Ve Tic. A.S.

Monitoring

Monitored Party : Ozanteks Tekstil San. ve Tic. A.S.
amfori ID : 792-000434-000
Site : OZANTEKS Tekstil San. Ve Tic. A.S.
Site amfori ID : 792-000434-002
Address : BOZBURUN MAH. 7042 SOK. NO: 6 Denizli
: Denizli
: Denizli
: Turkey
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Submission Date : 22/06/2022
Expiration Date : 22/06/2024

This is an extract of the online monitoring result, generated on 05/07/2022, 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.



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	C
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

Ozanteks Tekstil was established in 1973 and the facility locates at the present address since 2003. Total facility area is 1350000 m².(70,097 m² closed area)

The factory specialized in the home textiles (Towel, bathrobe, knitted products and soft home products). The process of all process were done in all in-house by the factory.

- There were weaving, dyeing, printing, knitting, cutting, sewing and finishing sections were available in the facility.
- The peak months are; not specific peak season noted.
- Employees' working hours were recorded by time card attendance system for each time-in and time-out.

Building no:1

- Entrance Floor; Offices and warehouses are located.
- 1st Floor; confection section is located.

Building no:2

Entrance Floor; dyeing, printing sections were located at parts

Building no:3

- Entrance Floor; Warehouses are located.
- 1st Floor; Warehouses are located
- 2nd Floor; Warehouses are located

Building no:4

Entrance Floor; Weaving section is located in that building.

Building no:5

Entrance Floor; Knitted section, Cutting, Sewing and finishing for home textile such as bed sheet

1st Floor; Cutting, Sewing and finishing for seamless products is located at 2nd floor

Building no:6

Refining section

Building no: 7

Occupational health and safety offices and Medical Room

Monthly production capacity;

170.000 pcs bathrobes per month,

3.000.000 pcs towelling per month,

420.000 pcs seamless products per month,

120.000 pcs home textile products per month.

- Facility has below certificates;

OCS(ORGANIC CONTENT STANDARD) VALID UNTIL 09.01.2023

GRS (GLOBAL RECYCLED STANDARD) VALID UNTIL 07.01.2023

GOTS (GLOBAL ORGANIC TEXTILE STANDARD) VALID UNTIL 09.01.2023

STEP VALID UNTIL 30.06.2024

OEKO-TEX VALID UNTIL 30.06.2024

FAIRTRADE; VALID UNTIL 11.02.2026

ISO 9001:2015, VALID UNTIL, 19.09.2022

ISO 14001:2015, VALID UNTIL, 26.03.2023

ISO 27001:2013, VALID UNTIL, 15.06.2022

ISO 50001:2018 VALID UNTIL, 16.10.2022

Working practices are arranged as follows: For weaving, dyeing and knitting sections :

3 shift system ;

From 08:00-16:00 (including 30' break) x 6 days

From 16:00-24:00 (including 30' break) x 6 days

From 24:00-08:00 (including 30' break) x 6 days

For the rest of the facility:

From 08:00 to 18:00 (including 45' lunch break + 15' tea breaks) x 5 days.

Total 45 hours/ week.

For pregnant employees;

From 08:00 to 18:00 (including 45' lunch break + 15' tea breaks and extra 1.5 hours rest time) x 5 days.

Total 37,5 hours/ week.

- Overall responsibility for meeting the standards is taken by MUSTAFA COREKCIOGLU- Production Coordinator, RAHMI SEKER- H&R Manager, YASEMIN IPEK AKINCI - H&S Expert, SERAP OZTURK- RESPONSIBLE OF SOCIAL COMPLIANCE
- There are a total of 1349 workers on site (Worker:1257 (Male; 459 & Female 798) Administrative: 92 (male: 68 female: 24) are local workers, all are permanent)
- Also there were 14 employee worked (12 female and 2 male) by state recruitment agency.
- Also there were 7 (all male) security employees worked in the facility. (Firm Name: De-Secure Hiz. A.S.)
- Also there were 20 (13 female and 7 male) catering employees worked in the facility. (Firm Name: Dentat YEMEK GIDA INS. SAN VE TIC LTD STI)
- So at total 1349 + 7 +20 + 14 = 1390 worker available.
- The youngest worker's age is 19 years old. There are no young employee in the facility.
- There are 18 worker representatives at the facility.
- There is no union at this facility.

- 36 workers were selected for review including 9 male and 27 female employees, and the balance of 18 workers were interviewed individually.
- 36 employees' attendance records and payroll records of January 2022 (randomly month), October 2021 (randomly month) and April 2022 (last paid month) were reviewed. (12 months' time and wage records were available, between April 2022 to May 2021.)
- Overtime hours in sample were (as minimum and maximum):,
 - 0 – 59,5 hours overtime /month in October 2021,(randomly month)
 - 0 – 28 hours overtime /month in January 2022, (randomly month)
 - 0 – 28 hours overtime /month in April 2022. (last paid month)

*The building is made of reinforced concrete. It is not a shared building

*The company has a current business license to open and operate. (Please consider the photo report. Business License No: 2011-15)

*No dorms provided for workers. Food and transportation are provided for free of charge.

*For April 2022, one of the months examined; that 4 out of the 36 reviewed employee took at least minimum wage of 4253,4 TL. It was noted that 1 out of the 36 reviewed employee received a maximum of 6070 TL.

*For January 2022, one of the months examined; that 5 out of the 36 reviewed employee took at least minimum wage of 4253,4 TL. It was noted that 1 out of the 36 reviewed employee received a maximum of 6179 TL.

*For October 2021, one of the months examined; that 2 out of the 36 reviewed employee took at least minimum wage of 2825,90 TL. It was noted that 1 out of the 36 reviewed employee received a maximum of 4834,08 TL.

(There was no salary below the minimum wage in the 3-month salary of the 36 people who were examined.)

of apprentice & young employees: 0

of pregnant employee: 13 (Auditor interviewed with 2 out of 40 employees)

of employees on maternity leave: 2 # of disabled: 40 (Auditor interviewed with 1 out of 40 employees)

The overtime compensation is as per Law, it is paid %150 of hourly wage. National holiday overtime is paid as one more daily wage.

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

There was not a workers' union available to employees in the factory.

Time recording System: Electronic card time recording system

Auditor Note: Due to the practice of protection of personal data, documents containing personal information , have not been added in accordance with Amfori's proposal. There was no dormitory.

There was no union in the facility. There was no migrant employee worked in the facility

. #COVID19 (proper implementations are listed below)

- 1) Protective masks and face covers are provided for every worker.
- 2) Additional hand disinfectants are provided especially for social areas.
- 3) Risk assessment and emergency action plans have been renewed as covering #COVID19 issues.
- 4) Workers have been given trainings about #COVID19 issues.
- 5) At the entrance of the facility, temperature of workers and visitors are checked with digital probe and noted every day.

*** Auditor Note regarding documents;

- Those documents below were not uploaded in the system due to the fact that they were not applicable.
- Agency labor contract
- Government waivers
- Collective bargaining agreement
- Dormitory
- Inconsistency between records...etc.

Auditor Note: In Turkey, the report writing is not included to manday calculation. Extra 0,5 md is given for report writing process

Auditor Note 2: Spelling errors in the report& capar were corrected during the control. Auditor corrected grammar and spelling errors during internal review..

Auditor Note 3: Since there is a 3-shift working system in the facility, the number of employees on the audit day and the total number of employees are different.

Auditor Note 4: Due to the practice of protection of personal data, documents containing personal information , have not been added in accordance with Amfori's proposal.

Auditor Note 5-The worker representative did not attend to opening / closing meeting due to #COVID19 precautions.

Auditor Name: Sebla Eroglu (LEAD AUDITOR-) and Gamze Tokgoz (TEAM AUDITOR)

Audit Firm: INTERTEK

Apsca Number: RA 21702600 - RA 21703530

Audit Dates: 06-07-08-09.06.2022 (4 days)

(There were 2 auditors conducted the audit (Sebla Eroğlu- Gamze Tokgoz) on 06.06.2022, there was 1 auditor conducted the audit (Sebla Eroğlu) on 07-08-09.06.2022)

Site Details

Site : OZANTEKS Tekstil San. Ve Tic. A.S.

Site amfori ID : 792-000434-002

GICS Classification

Sector : Consumer Discretionary

Industry Group : Consumer Durables & Apparel

Industry : Textiles, Apparel & Luxury Goods

Sub Industry : Textiles

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	355 Workers
Legal minimum wage in local currency	4253 Monthly
Lowest wage paid for regular work at the site	4253 Monthly
Calculated living wage in local currency	4449 Monthly
Total sample	36 Workers

Other Metrics

Male workers	206 Workers
Female workers	149 Workers
Permanent workers - Male	543 Workers
Permanent workers - Female	847 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	68 Workers
Management - Female	24 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	22 Workers
Workers on probation - Female	14 Workers
Workers with night shift - Male	420 Workers
Workers with night shift - Female	132 Workers
Workers with disabilities - Male	20 Workers
Workers with disabilities - Female	20 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	527 Workers
Workers hired directly - Female	822 Workers
Workers hired indirectly - Male	16 Workers
Workers hired indirectly - Female	12 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	13 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	1 Workers
Sample - Male	9 Workers
Sample - Female	27 Workers

Findings

PA1: Social Management System

Amfori BSCI Code of Conduct, Social Management System Principle; The facility should have an efficient management system to BSCI values are implemented. FINDING; - There is a management system for social compliance, but it has been noted that there are findings that need to be corrected in Performance areas 1,12 and 13. This question was rated as partially because the other sections were correct.

Amfori BSCI Davranış Kuralları, Sosyal Yönetim Sistemi İlkesi; Tesis, BSCI değerlerinin uygulanabilmesi için etkin bir yönetim sistemine sahip olmalıdır. Bulgu: -Sosyal uygunluk ile ilgili bir yönetim sistemi mevcuttur ancak Performans alanı 1, 12 ve 13'de düzeltilmesi gereken bulgular olduğu not edilmiştir. Bu soru, diğer bölümlerin uygun olması nedeniyle kısmen olarak puanlanmıştır.

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: - Supplier mapping was partially done in the enterprise. (For example, suppliers that are not employed & not used in the business are still on the list.) -There is a written procedure for the selection and evaluation of suppliers and subcontractors in terms of social compliance, but there are deficiencies in the evaluation system. (For example; Critical questions are not separated, all questions have equal importance and are worth 2 points.) Also, it is not clear which companies will be evaluated and how. (For example, Company x under the same conditions was audited, but Company y was not.) This question is rated partially because the gaps mentioned are small and unsystematic.

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensipli Bulgu: - İşletmede tedarikçi haritalandırması kısmen yapılmıştır. (Örneğin işletmede çalışılmayan & kullanılmayan tedarikçiler hala listede yer almaktadır.) -İşletmede tedarikçi ve fasonların sosyal uygunluk açısından seçme ve değerlendirmeyle ilgili yazılı bir prosedür vardır ancak değerlendirme sisteminde eksikler vardır. (Örneğin; Kritik sorular ayrılmamıştır tüm sorular eşit önem derecesine sahiptir 2 puan değerindedir.) Ayrıca hangi firmaların nasıl değerlendirileceği net değildir. (Örneğin aynı koşullardaki x firmasına denetim yapılmış, y firmasına yapılmamıştır.) Bu soru, belirtilen boşlukların küçük olması ve sistematik olmaması nedeniyle kısmen olarak derecelendirilmiştir.

PA 12: Protection of the Environment

Amfori BSCI Code of Conduct, Principle on Protection of Environment Auditee should manage waste in a way that does not lead to the pollution of the environment. Finding: It has been observed that the last training on waste management procedure was given to the employees on 11.06.2021 and it was not effective. This question was rated as partially because the gaps noted were minor and non-systematical.

Amfori BSCI Davranış Kuralı, Çevrenin Korunması Prensipli Bulgu: -Çalışanlara atık yönetim prosedürü ile ilgili eğitimin en son 11.06.2021 de verildiği, efektif olmadığı görülmüştür. Bu soru, belirtilen boşlukların küçük olması ve sistematik olmaması nedeniyle kısmen olarak derecelendirilmiştir.

PA 13: Ethical Business Behaviour

Amfori BSCI Code of Conduct, Principle on Ethical Business Behaviour Auditee should actively oppose any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise. FINDING; It has been observed that there is no risk assessment about anti-bribery and anti corruption issues in the facility, and a note was taken in social compliance with 1 sentence for that issue. This question was rated as partially because the gaps noted were minor and non-systematical.

Amfori BSCI Davranış Kuralı, Etik Davranışlar Prensipli Bulgu: -İşletmede anti rüşvet ve yolsuzluk ile ilgili risk analizinin yapılmadığı, sosyal uygunlukta bu konunun 1 cümle ile not alındığı görülmüştür. Bu soru, belirtilen boşlukların küçük olması ve sistematik olmaması nedeniyle kısmen olarak derecelendirilmiştir.