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Auditee :	<b>DENIMCE TEKSTIL SAN. TIC. LTD. STI.</b>
Audit Date From :	<b>10/05/2019</b>
Audit Date To :	<b>10/05/2019</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>SGS</b>
Auditor's Name(s) :	<b>Ilker Karakavuk(Lead)</b>
Auditing Branch (if applicable) :	<b>SGS TURKEY</b>

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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence
<b>A</b> <b>Very Good</b>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated A</li> <li>No Performance Areas rated C, D or E</li> </ul> These are three examples: A A A A A A A A A A A A A A A A A A A A A A A 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>B</b> <b>Good</b>	<ul style="list-style-type: none"> <li>Maximum 3 Performance Areas rated C</li> <li>No Performance Areas rated D or E</li> </ul> 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.
<b>C</b> <b>Acceptable</b>	<ul style="list-style-type: none"> <li>Maximum 2 Performance Areas rated D</li> <li>No Performance Areas rated E</li> </ul> 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.
<b>D</b> <b>Insufficient</b>	<ul style="list-style-type: none"> <li>Maximum 6 Performance Areas rated E</li> </ul> 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.
<b>E</b> <b>Unacceptable</b>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated E</li> </ul> These are three examples: A A A A A A E E E E E E E A A B B C D E E E E E E E E E E E E E E E E E E E E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
<b>Zero Tolerance</b>	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 :	DENIMCE TEKSTIL SAN. TIC. LTD. STI.		
DBID number :	368814		
Audit ID :	150979		
Address :	GUNESLI MAH. 1291 SOKAK. NO:4 KAT : 1-2 -3 BAGCILAR Bagcilar		
Province :	Istanbul	Country :	Turkey
Management Representative :	AYSEGUL ERTEKIN		
Contact person:	AYSEGUL ERTEKIN	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	DENIM GARMENTS		

**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 :	A		
Need of follow-up :	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%;"></td> <td style="width: 50%;">If YES, by :</td> </tr> </table>		If YES, by :
	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
B	A	A	A	B	A	A	A	A	A	A	A	A

**Executive summary of audit report**

DENIMCE TEKSTIL SAN. VE TIC. LTD. STI. was established on 07.01.2016 as a supplier of denim outwear garments for women, men and kids.

Company's building have 6 floors.  
Building layout was as below  
Floor -1 : Another textile company - Totally isolated-Out of scope  
Entrance Floor : Another company - Totally isolated-Out of scope  
1st Floor : Offices, showroom , lunch hall, praying room  
2nd Floor : Sample sewing section, accessory warehouse  
3rd Floor : Cutting section, lavatories  
4th Floor : Another textile company - Totally isolated-Out of scope

Auditor Note : There was no production sharing observed during audit between DENIMCE TEKSTIL and other companies. Also other companies were totally isolated. Therefore other companies were taken out of audit scope

There were cutting and sample sewing processes performed onsite. Cutting, sewing, ironing, packaging, washing, dyeing and ageing processes were outsourced by the company.

The company exports 100% of their products.

Main product: Denim outwear for women, men and kids

Monthly production capacity: 20.000 pieces (including outsourced capacity)

The population layout of the company: 25  
Administrative: 9 male, 8 female  
Production: 8 male  
There was no pregnant, juvenile or disabled employee in the company.

Regular weekly working hours were arranged as follows:  
From 08:00 to 18:30 (including 15' x 2 tea breaks + 60' lunch break) x 5 days = 45 hours / week.

Payment day: Between 1st - 5th of each month via bank.

Time record system: Digital fingerprint scanning activated computer database.

The company has written social policy, anti bribery policy, anti-harassment and abuse policy, grievance policy. ID copies are kept in personnel files. The company has a documented written child labour policy and a detailed remediation plan. Employment is freely chosen. Movement of employees at the facility is not prohibited or limited. Employees have free access to toilets. Overtimes are always performed on voluntary basis. 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.

The company has H&S Specialist.  
The last fire fighting and evacuation drill was performed on 05.03.2019  
The last periodical inspection of 1 compressor was performed on 23.10.2018  
The last periodical inspection of 1 lift was performed on 19.12.2018

The analysis of drinking water was performed on 01.01.2019  
The last Health and Safety training performed on 05.03.2019  
The last electricity grounding test was performed on 23.01.2019  
The fire extinguishers were controlled periodically.  
Risk analysis was conducted in January 2019  
Indoor measurements (noise, dust, thermal comfort, illumination and vibration) were conducted on 11.03.2016

Auditor Note: Those are the documents which were not uploaded in system because they were not applicable.

-Government waivers (not applicable in Turkey)

-Dormitories couldn't be attached as no dormitory was available.

-Inconsistencies between time and production records couldn't be attached as no inconsistency available among the submitted records.

-Structural/stability licenses couldn't be attached as no related license a requirement in Turkey for the company.

-Collective bargaining agreements couldn't be attached as no unionization activity was available in the company.

-Agency labour contract couldn't be attached as no agency was available.

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>DENIMCE TEKSTIL SAN. TIC. LTD. STI.</b>	Legal status :	<b>LIMITED COMPANY</b>
Local Name :	-	Year in which the auditee was founded :	<b>2016</b>
Address :	<b>GUNESLI MAH. 1291 SOKAK. NO:4 KAT : 1-2 -3 BAGCILAR</b>	Contact person (please select) :	<b>AYSEGUL ERTEKIN</b>
Province :	<b>Istanbul</b>	Contact's Email :	<b>aysegul@denimce.com</b>
City :	<b>Bagcilar</b>	Auditee's official language(s) for written communications :	<b>TURKISH</b>
Region :	<b>Middle East/ North Africa</b>	Other relevant languages for the auditee :	<b>ENGLISH</b>
Country :	<b>Turkey</b>	Website of auditee (if applicable) :	<b>www.denimce.com</b>
GPS coordinates :	<b>41°02'18.3"N 28°49'56.2"E</b>	Total turnover (in Euros) :	<b>0.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Textiles, clothing, leather</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :	-	Production volume :	<b>20000 pieces per month (including subcontractor)</b>
Product Group :	<b>Apparel</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :	-	Lost time injury calculation cost :	<b>Yes</b>
Product Type :	<b>DENIM GARMENTS</b>		

<b>Auditee's employment structure at the time of the audit</b>		
Total number of workers :	<b>25</b>	Total number of workers in the production unit to be monitored (if applicable) :
		<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>
Permanent workers	<b>17</b>	<b>8</b>
Temporary workers	<b>0</b>	<b>0</b>
In management positions	<b>9</b>	<b>8</b>
Apprentices	<b>0</b>	<b>0</b>
On probation	<b>0</b>	<b>0</b>
With disabilities	<b>0</b>	<b>0</b>
Migrants (national citizens)	<b>0</b>	<b>0</b>
Migrants (foreign citizens)	<b>0</b>	<b>0</b>
Workers on the permanent payroll	<b>17</b>	<b>8</b>
Production based workers	<b>8</b>	<b>0</b>
With shifts at night	<b>0</b>	<b>0</b>
Unionised	<b>0</b>	<b>0</b>
Pregnant	<b>-</b>	<b>0</b>
On maternity leave	<b>-</b>	<b>0</b>

## Finding Report



### Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 150979] Audit Date: 10/05/2019 PA Score: B

Deadline date:10/06/2019

#### GOOD PRACTICES:

None/Yoktur

#### AREAS OF IMPROVEMENT:

The company has significantly succesful social compliance management system (policies, improvement plans, job descriptions, trainings etc). Nevermore, there were some gaps at the social management system as; lack of calculation of living wage and related payment plan and lack of some improvements at health and safety system.

Firmanın dökümantasyon ve sosyal uygunluk uygulamaları anlamında oldukça başarılı bir sosyal uygunluk yönetim sistemi (politikalar, iyileştirme planları, görev tanımları vb. ) bulunmaktadır. Ancak sosyal uygunluk yönetim sisteminde, yaşam standartı ücreti hesaplaması ve ödeme planıyla ilgili eksiklik ve iş sağlığı ve güvenliği konularına bağlı bazı açıklar mevcuttur.

- 1.1 - Based on satisfactory evidence, the main auditee partially respect this principle because existing non-compliances noted at performance areas 1, 5 and 7. Amfori BSCI Requirement  
Elde edilen yeterli delillere göre, 1, 5 ve 7. performans alanlarındaki mevcut eksiklikler sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Amfori BSCI Gerekliği

#### Remarks from Auditee:

None/Yoktur

### Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 150979] Audit Date: 10/05/2019 PA Score: A

Deadline date:

#### GOOD PRACTICES:

None/Yoktur

#### AREAS OF IMPROVEMENT:

None  
Yoktur

#### Remarks from Auditee:

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

Full Audit [Audit Id - 150979] Audit Date: 10/05/2019 PA Score: A

Deadline date:

#### GOOD PRACTICES:

None/Yoktur

#### AREAS OF IMPROVEMENT:

Auditor note regarding N/A - marking for 3.3: There is no unionization activity onsite.  
3.3 maddesindeki U/D olarak işaretlenmesi için denetçi notu: Firmada sendika bulunmamaktadır.

#### Remarks from Auditee:

### Performance Area 4 : No Discrimination

Full Audit [Audit Id - 150979] Audit Date: 10/05/2019 PA Score: A

Deadline date:

#### GOOD PRACTICES:

None/Yoktur

#### AREAS OF IMPROVEMENT:

None  
Yoktur

#### Remarks from Auditee:

<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 150979] Audit Date: 10/05/2019 PA Score: B	Deadline date:10/06/2019
<b>GOOD PRACTICES:</b> The main auditee exceeds expectations with respect to this principle because the meal service is provided free of charge. // Denetlenen firma, yemek hizmetini ücretsiz sağladığı için ilgili prensibin üzerinden bir yaklaşım gerçekleştirmiştir.	
<b>AREAS OF IMPROVEMENT:</b> All workers were paid at least legal minimum wage, all workers were given pay slips, no inconsistency between time and wage records and worker interviews and all employees were paid completely on time. However management submitted a worker survey regarding decent living wage. However, living wage calculation was not supported with reliable data from independent sources and from managements' calculations and no realistic payment plan was created. İşletmede tüm çalışanlar en az asgari ücret ile ücretlendirilmekte, çalışanlara ücret hesap pusulası verilmektedir, çalışan görüşmeleri ve zaman ve ödeme kayıtları arasında tutarsızlık yoktur ve çalışanlar ödemelerini tam ve zamanında almaktadırlar. Ancak yönetim yaşam standartı ücret anket bilgilerini sunmuştur. Ancak, adil yaşam ücreti bağımsız kaynaklara dayalı veriler ve firma yönetiminin hesaplamalarıyla bu hesaplamanın desteklenmemesi ve gerçekçi bir mali ödeme planı oluşturulmaması	
<b>5.4 -</b> Based on satisfactory evidence, management submitted a worker survey regarding decent living wage. However, the main auditee partially respects this principle this calculation was not supported with reliable data from independent sources and from managements' calculations and no realistic payment plan was created. // Amfori BSCI requirement Elde edilen yeterli delillere göre, yönetim yaşam standartı ücret anket bilgilerini sunmuştur. Ancak, bağımsız kaynaklara dayalı veriler ve firma yönetiminin hesaplamalarıyla bu hesaplamanın desteklenmemesi ve gerçekçi bir mali ödeme planı oluşturulmaması sebebiyle, denetlenen firma ilgili prensibi tamamen karşılayamamaktadır. // Amfori BSCI gerekliliği	
<b>Remarks from Auditee:</b> None/Yoktur	
<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 150979] Audit Date: 10/05/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None/Yoktur	
<b>AREAS OF IMPROVEMENT:</b> None Yoktur	
<b>Remarks from Auditee:</b>	
<b>Performance Area 7 : Occupational Health and Safety</b>	
Full Audit [Audit Id - 150979] Audit Date: 10/05/2019 PA Score: A	Deadline date:10/06/2019
<b>GOOD PRACTICES:</b> None/Yoktur	
<b>AREAS OF IMPROVEMENT:</b> No high risk was observed during the site tour of overall working environment. The health and safety performance of the company almost comply with legal requirements in terms of drills, trainings, machine safety, health checks etc. There was a gap at health and safety management system as there was no earthquake related durability performance report of the factory building. Firmanın çalışma ortamının güvenliği anlamında yüksek risk arz edecek herhangi bir bulgu gözlemlenmemiştir. Tüm tatbikatlar, eğitimler, makine güvenliği, kişisel koruyucu ekipman sağlanması, sağlık raporları gibi konularda firma yasal gerekliliklere yakın bir performans sergilemiştir. Bu sistemin içerisinde, işletme binası için deprem dayanıklılık performans raporu bulunmaması sebebiyle eksiklik not edilmiştir.	
<b>7.1 -</b> Based on satisfactory evidence that , the main auditee partially respect this principle because there were existing non-conformities which do not comply with local regulations and global standards in the OHS management system. Amfori BSCI requirement Elde edilen yeterli delillere göre, firma iş sağlığı ve güvenliği yönetim sistemindeki yerel kanun ve küresel standartları tam olarak karşılamayan mevcut eksiklikler sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Amfori BSCI gerekliliği	
<b>7.11 -</b> Based on satisfactory evidence that the auditee partially respects this principle there was no earthquake related durability performance report of the factory building. Law: Regulation based on constructions which will be built at earthquake zones and all appendixes – (06.03.2007), Amfori BSCI requirement Elde edilen yeterli delillere göre, işletme binası için deprem dayanıklılık performans raporu bulunmaması sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Kanun: Deprem Bölgelerinde Yapılacak Binalar Hakkında Yönetmelik ve Tüm Ekleri (06.03.2007), Amfori BSCI gerekliliği	
<b>Remarks from Auditee:</b> None/Yoktur	



<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 150979] Audit Date: 10/05/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None/Yoktur	
<b>AREAS OF IMPROVEMENT:</b> None Yoktur	
<b>Remarks from Auditee:</b>	
<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 150979] Audit Date: 10/05/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None/Yoktur	
<b>AREAS OF IMPROVEMENT:</b> None Yoktur	
<b>Remarks from Auditee:</b>	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 150979] Audit Date: 10/05/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None/Yoktur	
<b>AREAS OF IMPROVEMENT:</b> None Yoktur	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 150979] Audit Date: 10/05/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None/Yoktur	
<b>AREAS OF IMPROVEMENT:</b> None Yoktur	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 150979] Audit Date: 10/05/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None/Yoktur	
<b>AREAS OF IMPROVEMENT:</b> None Yoktur	
<b>Remarks from Auditee:</b>	

<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 150979] Audit Date: 10/05/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None/Yoktur	
<b>AREAS OF IMPROVEMENT:</b> None Yoktur	
<b>Remarks from Auditee:</b>	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	10/05/2019	150979	B	A	A	A	B	A	A	A	A	A	A	A	A	A

**Producer Photos**



External photo(s) of the production unit(s)  
Outside view of building1.JPG



Photo of fire safety equipment  
Fire hose.JPG



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



External photo(s) of the production unit(s)  
The signboard of the company.JPG



Photo of fire safety equipment  
Smoke detector.JPG



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



Photo first aid facilities  
First aid kit.JPG



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



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



Photo of fire safety equipment  
Fire alarm button.JPG



Photo of the code of conduct on display  
Posted Amfori BSCI Code.JPG



Photo of the sanitary facilities  
Lavatories.JPG



Photo of fire safety equipment  
Fire extinguisher.JPG



Photo of the inside of the main production hall  
Drinking water supply.JPG