

Monitoring result for MESSİNA TRİKO SAN. ve TİC. LTD. ŞTİ on site Site 1

Monitoring

Monitored Party	: MESSİNA TRİKO SAN. ve TİC. LTD. ŞTİ	amfori ID	: 792-000657-000
Site	: Site 1	Site amfori ID	: 792-000657-001
Address	: MURATPAŞA MAHALLESİ SANAYİ SOKAK NO : 16/1 BAYRAMPAŞA / İSTANBUL	Monitoring Activity	: amfori Social Audit - Manufacturing
	: 34040, Bayrampaşa	Monitoring Type	: Full Monitoring
	: İstanbul	Submission Date	: 09/07/2021
	: Turkey	Expiration Date	: 09/07/2023

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Overall rating



Section rating

PA1: Social Management System	B
PA 2: Workers Involvement and Protection	A
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	A
PA 6: Decent Working Hours	A
PA 7: Occupational Health and Safety	A
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A
PA 10: No Precarious Employment	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

General description

Semi-Announced amfori BSCI audit was performed over 1,5 man-day (1 Man-day on-site 0,5 Reporting) by 1 (one) lead auditor on 24 June, 2021.

MESSİNA TRİKO SAN.VE TİC.LTD.ŞTİ. Was established in February 2021 in Istanbul city.

Facility is manufacturer of man and woman knitted wear. There were washing, ironing, packing, quality control, knitting, sewing, stitching processes were available in the company. 100 percent of production was exported. Production capacity was 35000 pieces per month.

Below participants were accompanied during BSCI audit to auditors and participate in opening and closing meetings;

Mr Unal ORTAK – Facility Owner
Mr Aykut KRANDA – Accounting and BSCI Representative
Mr Gungor SEREMIT – Worker Representative
Ms Hatice OSBAS – Health and Safety Specialist

Terms of Implementation for Business Partners Producers v2017 and BSCI Code of Conduct was signed by auditee before audit and was provided before audit.

Expectations regarding BSCI's transparency throughout whole supply chain was mentioned during opening meeting.

Facility tour was conducted with auditor and facility representative and all areas and floors were visited.

Relevant documents regarding health and safety, prepared policy and procedures, employee files, time and wage records and other requested documents were provided to auditor.

There was responsible management representative staff for BSCI who was in charge to follow-up and take necessary steps to implement BSCI principles.

During audit, PA 1-5-7-12 areas were not implemented effectively and findings were noted in report.

Facility was respect to #Covid19 spread prevention and follow up legal regulations and provided hygiene stations to workers and provided face mask and daily fever measurement to employees.

Facility was located at 5 storey building with totally 1800 square meters as per business license but current business license was not covers ground floor and 4th floors of current building but facility operates there as well. Relevant findings were noted under PA1.1 and PA7.11

Layout of Building:

-1 Basement Floor: Another Company (Out of Scope)

Ground Floor: MESSİNA – Audited Company - Information desk, delivery of raw materials, empty ares.

1ST Floor: Another Company (Out of Scope)

2ND Floor: sewing, stitching, modelling, warehouse, toilets.

3RD Floor: Ironing, packing, washing, knitting, quality control.

4TH Floor: Showroom, lunch hall and kitchen, administrative offices, terrace, toilets.

Total employees in facility was informed as 13 employees to audit company SGS and during audit 24 employees were seen.

Population layout during audit;

Totally 17 male and 7 female

Production: Totally 14 as 9 male and 5 female.

Administrative and office staff: Totally 10 as 8 male and 2 female

The factory adopted face scanning reader scanning system attendance system to record employees' working hours.

Regular working hours in company was as below for all departments;

For administrative staff and production;

From 08:30 AM to 06:30 PM including 15 minutes break at between 10:15 AM and 10:30 AM, meal break between 01:00 PM and 01:30 PM as 30 minutes and second 15 minutes tea break between 04:15 pm and 04:30 PM, as 9 hours per day from Monday to Friday, totally 45 hours per week as 5 days.

Working hours for knitting section as 3 shift;

07:00 AM - 03:00 PM

03:00 PM – 11:00 PM

11:00 PM – 07:00 AM including 30 minutes meal break for each shift.

For washing section;

08:00 AM to 06:30 PM, including totally 1 hour meal break and 2 times as 15 minutes rest break, totally 1 hours and 30 minutes rest break, as 5 days and 45 hours per week.

Wages were paid at monthly rate at 5th day each month via bank and cash (Deserved payments more than minimum wage were paid via cash and were not informed to social security)

There was no government waivers / collective bargaining used or available by the auditee, which government waivers / collective bargaining agreements not applicable.

There was no young worker in the company.

There was no trainee in the company.

There was no agency worker in the company.

The youngest worker has finished 25 years old.

There was no pregnant employee in the company.

There was no employees on maternity leave.

There was no employee with breastfeeding.

There was no disabled employee in the company.

There was no foreign worker in facility working as office staff.

There was no dormitory provided to the employees.

There was no homeworking practices in company.

The payment and attendance records of 6 employees were reviewed for May 2021 (last paid month), April 2021 (random) and March 2021 (random).

According to the decision of The Minimum Wage Determination Commission in Turkey minimum net wage was 2825,90 TL and gross was 3577,50 TL per month since January 2021 to December 2021.

Minimum wage in May 2021 was Net 2825,90 TL, per month including local minimum living allowance;

Minimum wage in April 2021 was Net 2825,90 TL, per month including local minimum living allowance;

Minimum wage in March 2021 was Net 2825,90 TL, per month including local minimum living allowance;

Meal and transportation was provided by facility free of charge.

Remark and Notes by Auditor;

Business License: Uploaded on Amfori platform (Not cover all areas)

Environmental Permit Review: Not Available

Building Certificate: Uploaded on Amfori platform (Not cover all areas)

Tax Letter: Uploaded on Amfori platform

Fire Safety License: Uploaded on Amfori platform. (Not cover all areas)

Signed TOI document: Uploaded on Amfori platform.

Signed Code of Conduct Document: Uploaded on Amfori platform.

Sample Payment Record: Uploaded on Amfori platform.

Sample Time Record: Uploaded on Amfori platform.

Social Policy: Uploaded on Amfori platform.

Sample Social Security Form: Uploaded on Amfori platform.

Sample Photos: Uploaded on Amfori platform.

Findings/Areas of improvement: No findings was exits as physical evidence.

Signed CAP: Uploaded on Amfori platform.

Testing of fire alarms and fire hose: Uploaded on Amfori platform.

Testing of emergency lights: Uploaded on Amfori platform

Contractor license/permit: No contractors were seen.

Agency labour contract: No agency workers were seen.

Government waivers: No Government waivers were seen.

Collective bargaining agreements: No CBA were seen.

No Zero Tolerance issue was raised.

Audit Company: SGS Turkey

Audit Company APSCA Number: 11600006

Lead Auditor Name: TOGRUL MUSTAFAYEV, Mr

APSCA Auditor Registered Number: RA21703500

Observer Auditor Name: OKAY YILDIRIM (Mr)

APSCA Auditor Registered Number: Not registered.

Site Details

Site : Site 1

Site amfori ID : 792-000657-001

GICS Classification

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Textiles

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	20 Workers
Legal minimum wage in local currency	2825 Monthly
Lowest wage paid for regular work at the site	2825 Monthly
Calculated living wage in local currency	4210 Monthly
Total sample	6 Workers

Other Metrics

Male workers	13 Workers
Female workers	7 Workers
Permanent workers - Male	17 Workers
Permanent workers - Female	7 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	8 Workers
Management - Female	2 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	4 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 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	17 Workers
Workers hired directly - Female	7 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	4 Workers
Sample - Female	2 Workers

Findings

PA1: Social Management System

1) Facility have established social management system regarding local laws and Amfori BSCI principles, however some performance areas were not partially implemented effectively and should be improved in PA 1-5-7-12 BSCI Principle 1.1 2) Facility operates at ground floor, 2nd floor, 3rd floor and 4th floor in the building, however current business license was not cover 4th floor and the ground floor. Law: Regulation on Workplace Opening and Operating Permit (10.08.2005 # 25902) BSCI Principle 1.1 - 7.11

1) Firma, yerel kanun ve BSCI prensipleri doğrultusunda uygun bir sosyal yönetim sistemi kurmuştur ancak PA 1-5-7-12 performans alanları efektif olarak uygulanmamakta ve geliştirilmesi gerekmektedir. BSCI Prensibi 1.1 2) İşletme bina için, giriş kat, 2.kat, 3.kat ve 4.katta faaliyet göstermektedir ancak mevcut çalışma ruhsatına 4.kat ve giriş kat dahil değildir. Kanun: İşyeri Açma ve Çalışma Ruhsatlarına İlişkin Yönetmelik (10.08.2005 #25902) BSCI Prensibi 1.1 - 7.11

PA 5: Fair Remuneration

Overtime payments and a part of wages more than minimum local wage were paid via cash in facility and were not informed to local social security fund (SGK) BSCI Principle 5.5

İşletmede maaşların asgari ücret tutarı üstü ve mesai ödemeleri elden nakit olarak yapılmaktadır ve SGK sistemine bildirilmemektedir. BSCI Prensibi 5.5

PA 7: Occupational Health and Safety

1) Facility operates at ground floor, 2nd floor, 3rd floor and 4th floor in the building, however current business license was not cover 4th floor and the ground floor. Law: Regulation on Workplace Opening and Operating Permit (10.08.2005 # 25902) BSCI Principle 7.11 2) İşletme bina için, giriş kat, 2.kat, 3.kat ve 4.katta faaliyet göstermektedir ancak mevcut itfaiye raporunu giriş katı kapsamamaktadır. Kanun: İşyeri Açma ve Çalışma Ruhsatlarına İlişkin Yönetmelik (10.08.2005 #25902) BSCI Prensibi 7.11 3) According to provided building license, the attic floor of facility was not covered in building license. Law: Planned areas zoning regulation, Article 4 BSCI Principle 7.11

1) İşletme bina içinde, giriş kat, 2.kat, 3.kat ve 4.katta faaliyet göstermektedir ancak mevcut çalışma ruhsatına 4.kat ve giriş kat dahil değildir. Kanun: İşyeri Açma ve Çalışma Ruhsatlarına İlişkin Yönetmelik (10.08.2005 #25902) BSCI Prensibi 7.11 2) İşletme bina içinde, giriş kat, 2.kat, 3.kat ve 4.katta faaliyet göstermektedir ancak mevcut itfaiye raporu giriş katı kapsamamaktadır. Kanun: İşyeri Açma ve Çalışma Ruhsatlarına İlişkin Yönetmelik (10.08.2005 #25902) BSCI Prensibi 7.11 3) İşletmede sunulan yapı kullanım izin belgesine göre işletmenin çatı katı yapı kullanım izin belgesine dahil değildir. Kanun: Planlı alanlar imar yönetmeliği, Madde 4 BSCI Prensibi 7.11

PA 12: Protection of the Environment

Environmental permit review and EIA report was not available in facility. Law: Environmental Permit and License Regulation, 10.09.2014

İşletmede çevre izin görüşü ve ÇED raporu mevcut değildir. Kanun: Çevre İzin ve Lisans Yönetmeliği, 10.09.2014 BSCI Prensibi 12.3