

# Monitoring result for Bursali Tekstil San. ve Tic. A.S. on site Bursali Tekstil San. ve Tic. A.S.

## Monitoring

Monitored Party	: Bursali Tekstil San. ve Tic. A.S.	amfori ID	: 792-000353-000
Site	: Bursali Tekstil San. ve Tic. A.S.	Site amfori ID	: 792-000353-002
Address	: DEMIRTAS ORGANIZE SANAYI BOLGESI, CIGDEM 1 SOKAK, NO:14 OSMANGAZI : 16369, Bursa : Bursa : Turkey	Monitoring Activity	: amfori Social Audit - Manufacturing
		Monitoring Type	: Full Monitoring
		Submission Date	: 14/12/2021
		Expiration Date	: 14/12/2023

This is an extract of the online monitoring result, generated on 14/12/2021, 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.



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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

AUDIT DATES = 1st & 2nd December 2021

NAME OF LEAD AUDITOR: SERAP TUMEN - INTERTEK TURKEY

APSCA NUMBER: RA21700067

NAME OF TEAM AUDITOR: MURAT KAHRIMAN – INTERTEK TURKEY

APSCA NUMBER: RA21704535

In Turkey, report writing is not included in man day calculation. Extra 0,5 md is given for the report writing process.

There is no union in the facility.

BURSALI HAVLU was founded in 1988 and has been operating in current address since 2004.

Main products are towel and bathrobe.

Main processes are warping, sizing, weaving, bobbin/fabric dyeing, cutting, sewing, quality control and packaging. Also, embroidery process was available in sampling basis.

Workplace Opening and Operating Permit is available with 13.10.2016 / 21 number, it is a permanent permit.

Buildings' layout:

The facility operates in two reinforced concrete buildings which were semi-detached buildings, these were separated from each other by concrete walls and have connections to each other on two floors. Total closed area was 26,532 sqm.

Building # 1 (administrative building)

Basement, ground, 1st covers offices and 2nd floor covers offices and lunch hall.

Building # 2 (production building)

Basement = Stock area, soft transfer, QC, velvet, final winding

Ground = Dyeing, finishing, weaving, warping areas, shipment, doctor room, dye kitchens

Mezzanine = Laboratory, solid dye warehouse

1st floor = Cutting, sewing, QC, packaging areas, embroidery (for sampling), accessories warehouse, locker rooms

There are totally 495 staff including 136 administrative staff, 338 production workers, 14 staff from service provider (SOFRA-EUREST) for cleaning & security services and 7 interns from school. All workers are local and permanent covering 14 handicapped, 3 pregnant, 7 interns (3 of them are young), 4 workers in maternity leave.

Time recording system is based on electronic timecard.

Working hours are arranged as

1 SHIFT SYSTEM: 08:30 – 18:30 including 40' lunch and 10'x2 tea breaks for 5 days

= 45 hours/week

OR

3 SHIFTS SYSTEM: 07:00 – 15:00 / 15:00 – 23:00 / 23:00 – 07:00 including 30' meal break for 6 days

= 45 hours/week

Payments are done on 5th of each month via bank.

Auditor Notes

- 1) Documents noted below are not uploaded in system due to fact that they are not applicable as, government waivers, dormitory, and inconsistency between records.
- 2) Documents noted below are not uploaded in 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) There are some photos lack of date/hour stamp due to failure in photo machine.
- 4) Total workforce on day of audit is different from general workforce because there is shifts system and only 1st shift is included in data for day of audit.
- 5) During technical report review, some typing mistakes are corrected in closing meeting report.

#COVID19 (proper implementations are listed below)

- TSE Covid-19 Safe Production Certificate is available and valid until 03.09.2022.
- HES Code (government application for Covid-19) is checked every day for workers and also visitors at the entrance.
- Covid-19 management committee is available and has meetings.
- Protective masks are provided for every worker free of charge.
- Additional hand disinfectants are provided especially for social areas.
- Risk assessment and emergency action plans have been renewed as covering COVID19 issues.
- Workers have been given trainings about COVID19 issues.
- At the entrance of the facility, temperature of workers and visitors are checked with digital probe.
- Social distancing is managed with proper warnings and signs.
- Lunch hall seats are reduced with 50% capacity to prevent any contamination.

## Site Details

Site : **Bursali Tekstil San. ve Tic. A.S.**

Site amfori ID : **792-000353-002**

### GICS Classification

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Sector : **Consumer Discretionary**

Industry : **Textiles, Apparel & Luxury Goods**

Industry Group : **Consumer Durables & Apparel**

Sub Industry : **Textiles**

### GS1 Classifications

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N.A.

### Product Process Classifications

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N.A.

## Metrics

### Key Metrics

Total workforce	287 Workers
Legal minimum wage in local currency	2557 Monthly
Lowest wage paid for regular work at the site	2557 Monthly
Calculated living wage in local currency	2853 Monthly
Total sample	20 Workers

### Other Metrics

Male workers	131 Workers
Female workers	156 Workers
Permanent workers - Male	267 Workers
Permanent workers - Female	214 Workers
Temporary workers - Male	7 Workers
Temporary workers - Female	7 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	56 Workers
Management - Female	80 Workers
Apprentices - Male	2 Workers
Apprentices - Female	5 Workers
Workers on probation - Male	2 Workers
Workers on probation - Female	3 Workers
Workers with night shift - Male	215 Workers
Workers with night shift - Female	87 Workers
Workers with disabilities - Male	9 Workers
Workers with disabilities - Female	5 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	267 Workers
Workers hired directly - Female	214 Workers
Workers hired indirectly - Male	7 Workers
Workers hired indirectly - Female	7 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	3 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	9 Workers
Sample - Female	11 Workers

## Findings

### PA1: Social Management System

Amfori BSCI Code of Conduct, Principle on Social Management System. The facility should have an efficient management system to BSCI values are implemented. Finding: There were issues that need to be corrected in PA1, PA5 and PA7 due to gaps in social management system. This question is rated as partially because the facility has social compliance management system with a responsible team, internal audits, proper trainings, documented policies and supporting procedures and management reviews...etc.

Amfori BSCI Prensipleri, Yönetim Sistemleri Prensipleri. Bulgu: Sosyal yönetim sistemindeki acıklar sebebiyle, PA1, PA5 ve PA7 de düzeltilmesi gereken bulgular not edilmiştir. Bu soru kısmi cevaplanmıştır çünkü firmada sorumlu ekip, iç tetkikler, uygun eğitimler, dokümanite politika ve destekleyici prosedürler ve yönetim gözden geçirmeleri...vb ile sosyal uygunluk yönetim sistemleri mevcuttur.

### PA 5: Fair Remuneration

Law: Turkish Labour Law # 4857 / 2003, Art 53-Any worker completing the at least one year service period, including the trial period, is granted a paid annual leave. The worker may not waive the right of paid annual leave. The provisions of this Law relating to paid annual leaves may not be applied to the workers employed in seasonal and campaign works less than one year due to their qualifications. The paid annual leaves to be granted to the workers may not be less than; a) 14 working days for those having service period 1 to 5 years (incl.) b) 20 working days for those having service period more than five less than fifteen years c) 26 working days for those having service period fifteen years (incl.) and over. Finding: According to record review and interviews, 11 out of 20 sampled workers are not granted their annual leaves (1-25 days) and this does not cover newly deserved leaves in 2021. This question is rated as partially because social benefits like social insurance are compensated properly.

Kanun: İş Kanunu # 4857 / 2003 Madde 53. Bulgu: İncelenen kayıtlara ve görüşmelere göre, örneklenen 20 çalışandan 11 i, 1-25 gün arasında değişen yıllık izinlerini kullanmamışlardır (bu günler 2021 de yeni hakedilen izinleri kapsamamaktadır). Bu soru kısmi cevaplanmıştır çünkü sosyal sigorta gibi sosyal haklar uygun şekilde verilmektedir.

### PA 7: Occupational Health and Safety

Amfori BSCI Code of Conduct, Principle on Occupational Health and Safety, The auditee should be in observance of the occupational health and safety regulations applicable for its activities. Finding: Laws and regulations regarding health and safety are followed in the facility however some missing gap is noted under PA 7. This question is answered as partially because facility meet the most of the laws.

Amfori BSCI Davranış Kuralı, İş Sağlığı Ve Güvenliği Prensipleri, Bulgu: İşletmede iş sağlığı ve güvenliğine ilişkin kanun ve yönetmelik takip edilmektedir, ancak PA 7'de eksik olduğu görülmüştür. Bu soru kısmi cevaplanmıştır çünkü işletme çoğu kanuna uygunluk göstermektedir.

Law: Turkish Regulation on the Health and Safety Precautions Taken While Working with the Chemical Substances 2013, Art 7 – (1) When working with hazardous chemical substances, the health and safety risks of workers are removed or minimized by the following measures: (a) Appropriate arrangements and work arrangements are made in the workplace. Finding: Chemical management system is almost managed properly for chemicals and dyes used in production areas and stored in warehouses. However, secondary containments are not provided for paint storage room (paints are used for building maintenance). This question is answered as partially because general chemical management system is sufficient.

Kanun: Kimyasal Maddelerle Çalışmalarda Sağlık ve Güvenlik Önlemleri Hakkında Yönetmelik 2013, Madde 7 - (1). Bulgu: Üretimde kullanılan ve depolarda saklanan üretim kimyasalları ve boya için kimyasal yönetim sistemi uygundur. Ancak, bina bakımında kullanılan boyaların depolandığı alan için ikincil kap sağlanmamıştır. Bu soru kısmi cevaplanmıştır çünkü genel kimyasal yönetim sistemi uygundur.