

**Producer :** Acme Tekstil Sanayi Ic ve Dis Tic.  
A.S.

DBID : 395960 and Audit Id : 198465  
Audit Type : Follow-up Audit

Audit Date : 18/11/2020



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Auditee :	Acme Tekstil Sanayi Ic ve Dis Tic. A.S.
Audit Date From :	18/11/2020
Audit Date To :	18/11/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Duygu Yaravli(Lead), Mert Surucu
Auditing Branch (if applicable) :	SGS TURKEY

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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 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 C C C C A A A A A 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 D D D A A A B B B C C C D D D E 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	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.

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### Main Auditee Information



Name of producer :	Acme Tekstil Sanayi Ic ve Dis Tic. A.S.		
DBID number :	395960		
Audit ID :	198465		
Address :	Kirazli Koyu 51. Sok. No:5 77200 Merkez Yalova		
Province :	Yalova	Country :	Turkey
Management Representative :	Mr. Aziz Vural - Factory Manager		
Contact person:	Aziz Vural	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Yarn		

**Audit Details**



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" 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 checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input 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 :		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	A	A	A	A	A	A	A	A	A	A	A	A

**Executive summary of audit report**

ACME TEKSTIL SANAYI IC VE DIS TIC. A.S. was established as a yarn manufacturer at 2015 in Yalova, Turkey. The company is within Acme Group. The centers of Acme Group is in Istanbul. The main center established at 2002. Acme grup manufactured carpet, bed, paint shop and yarn.

The factory manufactured 100% yarn.

The products made in the factory were sent 60% to export market mainly Denmark, Germany, England, America and 40% were sent to local sale up to country.

The factory capacity is 3.5 tones per month.

The process of comb, preparation, trolley, folding twist, superlink mug, quality control and shipment.

Total closed area was 10380 square meters and 13106 sqm. open area. The company consists of 1 building. Building description was as follows;  
Administrative building part: 3 floors  
1st floor: secretariat, canteen, dressing room,  
2nd floor: offices, production, doctor's room  
3th floor: shoowroom ve top management offices

No dorms provided for workers. Food and transportation are provided for free of charge. Canteen capacity was 25 seats.

The factory adopted face scan attendance system to record all employees' working hours.

The regular working hours of white collar employees, maintenance and warehouse employees were from Monday to Friday; from 8:30 a.m. to 17:30 p.m. with 1 hour meal break at 12:00 p.m..  
Saturday from; 8:30 a.m. to 12:00 p.m. Sundays were granted as weekly rest days.

The regular working hours of production employees were from Monday to Saturday;  
1st shift: from 8:00 a.m. to 16:00 p.m. with 30 mins. meal break  
2nd shift: 16:00 p.m. to 12:00 a.m. with 30 mins. meal break  
3th shift: 12:00 a.m. to 08:00 a.m. with 30 mins. meal break.  
Sunday was granted as weekly rest days.

Monthly wages were paid through bank transfer at latest 10th of every month. The lowest wage was legal minimum wage (it was net 2020,90 TRY before 2020 January; and as of 2020 it was net 2324,71 TRY) in the factory.

Acsan Catering has been operated canteen. There was 1 employee employed in the factory. Acsan Catering included to initial audit by auditor. Acsan Catering and Acme Tekstil work together since 01/11/2020  
The regular working hours of catering company was from Monday to Saturday; from 8:00 a.m. to 17:30 p.m. with 2x15 mins tea break and an hour meal break.  
Saturday from; 8:00 a.m. to 12:00 p.m. Sundays were granted as weekly rest days.

The assessment components included an opening meeting and ongoing discussions with management regarding factory practices, site tour, a review of documentation and records, confidential employee interviews and a final closing meeting with management.  
The management provided all requested information and documentation promptly to the auditor and let auditor to take photos of all requested documentation and production areas. Confidential interviews were conducted without the presence of factory management in a seperate place.  
At closing meeting, Mr. Aziz Vural-Factory Manager accepted findings and signed the findings report.

Additional Notes:  
-Business licence was obtained from local municipality.  
-The audit plan was revised by Performance Area reviewing hours and worker number have been changed and uploaded the platform as audit version.  
- Contractor license/permit: There was no contractor in the factory. However, the factory provided catering Service.  
-Agency labour contract: Provided. There was ISKUR employees employed in the factory.  
- Government waivers: N/A as per Law.  
-Fire-related licenses: Provided.  
-Structural/stability licenses: Provided. Please refer attached documents.

-Environmental licenses: Provided. Please refer attached documents.  
-Collective bargaining agreements:N/A. No trade union exists in the facility.  
-Policy/procedures: Provided.  
-Social insurance: Provided. Please refer attached documents.  
Note for social insurance record: Auditor blocked employee personnel data. (Name, surname, Social insurance number etc.)  
-Working hours (attendance):Not provided. The factory can not provided time record system because of the cyber-attack.  
-Wages/payroll: Please refer attached documents.  
Note for payroll record: Auditor blocked employee personnel data. (name, surname, ID Card number etc.)  
-Findings/Areas of improvement (e.g. H&S): Please refer attached photos.  
-Remediation of previous findings/areas of improvement: Please refer to the attached.  
-Entrance to the audited facility, including entity name: Provided.  
-Hygiene-sensitive areas (e.g. canteen, toilets): Provided. Please refer attached photos.  
-Dormitories: N/A. The factory didn't provided dormitories.  
-Notice board / code of conduct: Provided. Please refer attached photos.  
-High-risk health and safety areas (e.g. chemical storage): Provided.  
-Inconsistencies between time and production records:N/A.  
-First aid: Provided. Please refer attached photos.  
-Basic fire safety: Provided. Please refer attached photos.  
-Drinking water: Provided. Please refer attached photos.

Note: Due to the practice of protection of personal data, documents and photos containing personal information have been blanked by auditor in accordance with Amfori's proposal.

#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) At the entrance of the facility, temperature of workers and visitors are checked with digital probe and noted every day.
- 5) Social distancing is managed with reducing workforce in same section and with proper signs.
- 6) touchless time recording system were used.

Audit Company: SGS Turkey

Lead Auditor Name: Duygu Yaravli (APSCA Membership Number: 21704705)

Trainee Auditor: Mert Surucu (His Training Date: 29/11/2019 APSCA Membership Number: 21704518)