



SMETA Corrective Action Plan Report (CAPR)

Version 6.1



Audit Content:

(1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Best Practice Version 6.1 (March 2019) was applied. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA Methodology are stated (with reasons for deviation) in the SMETA Declaration.

(2) The audit scope was against the following reference documents

2-Pillar SMETA Audit

- ETI Base Code
- SMETA Additions
 - Universal rights covering UNGP
 - Management systems and code implementation,
 - Responsible Recruitment
 - Entitlement to Work & Immigration,
 - Sub-Contracting and Home working,

4-Pillar SMETA

- 2-Pillar requirements plus
- Additional Pillar assessment of Environment
- Additional Pillar assessment of Business Ethics
- The Customer's Supplier Code (Appendix 1)

(3) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.

(4) Any Non-Compliance against customer code shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

Guidance

The Corrective Action Plan Report summarises the site audit findings and a corrective, and preventative action plan that both the auditor and the site manager believe is reasonable to ensure conformity with the ETI Base Code, Local Laws and additional audited requirements. After the initial audit, the form is used to record actions taken and to categorise the status of the non-compliances.

N.B. observations and good practice examples should be pointed out at the closing meeting as well as discussing non-compliances and corrective actions.

To ensure that good practice examples are highlighted to the supplier and to give a more 'balanced' audit a section to record these has been provided on the CAPR document (see following pages) which will remain with the supplier. They will be further confirmed on receipt of the audit report.

Root cause (see column 4)

Root cause refers to the specific procedure or lack of procedure which caused the issue to arise. Before a corrective action can sustainably rectify the situation, it is important to find out the real cause of the non-compliance and whether a system change is necessary to ensure the issue will not arise again in the future.

See SMETA BPG Chapter 7 'Audit Execution' for more explanation of "root cause".

Next Steps:

1. The site shall request, via Sedex, that the audit body upload the audit report, non-compliances, observations and good examples. If you have not already received instructions on how to do this then please visit the web site www.sedexglobal.com.
2. Sites shall action its non-compliances and document its progress via Sedex.
3. Once the site has effectively progressed through its actions then it shall request via Sedex that the audit body verify its actions. Please visit www.sedexglobal.com web site for information on how to do this.
4. The audit body shall verify corrective actions taken by the site by either a "Desk-Top" review process via Sedex or by Follow-up Audit (see point 5).
5. Some non-compliances that cannot be closed off by "Desk-Top" review may need to be closed off via a "1 Day Follow Up Audit" charged at normal fee rates. If this is the case, then the site will be notified after its submission of documentary evidence relating to that non-compliance. Any follow-up audit must take place within twelve months of the initial audit and the information from the initial audit must be available for sign off of corrective action.
6. For changes to wages and hours to be correctly verified it will normally require a follow up site visit. Auditors will generally require to see a minimum of two months wages and hours records, showing new rates in order to confirm changes (note some clients may ask for a longer period, if in doubt please check with the client).

Audit Details			
Sedex Company Reference: <i>(only available on Sedex System)</i>	ZC292273895	Sedex Site Reference: <i>(only available on Sedex System)</i>	ZS310762197
Business name (Company name):	BESLI TEKSTIL SAN TIC LTD STI		
Site name:	BESLI TEKSTIL SANAYI VE TICARET LIMITED SIRKETI		
Site address:	OSMANGAZI MAH. HADIMKÖY YOLU CAD. NO:66 ESENYURT İSTANBUL 34522 TR	Country:	TR
Site contact and job title:	PASALI BESLI / FACILITY OWNER		
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health and Safety (plus Environment 2-Pillar)	<input type="checkbox"/> Environment 4-pillar
			<input type="checkbox"/> Business Ethics
Date of Audit:	2023-02-08		

Audit Company Name:
Intertek Turkey

Audit Conducted By					
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>	Retailer	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>	Trade Union	<input type="checkbox"/>
Multi-stakeholder	<input type="checkbox"/>	Combined Audit (select all that apply)			

Audit Parameters		
Time in and time out	Day 1	
	In	09:00
	Out	17:00
Audit type:	FULL_INITIAL	
Was the audit announced?	SEMI_ANNOUNCED	
Was the Sedex SAQ available for review?	Yes	
Any conflicting information SAQ/Pre-Audit Info to Audit findings?	No	
Who signed and agreed CAPR	PASALI BESLI / FACILITY OWNER	
Is further information available	No	

Audit attendance	Management	Worker Representatives	
	Senior management	Worker Committee representatives	Union representatives
A: Present at the opening meeting?	Yes	Yes	No
B: Present at the audit?	Yes	Yes	No
C: Present at the closing meeting?	Yes	Yes	No
<i>Reason for absence at the opening meeting</i>	There is no union in the facility.		
<i>Reason for absence during the audit</i>	There is no union in the facility.		
<i>Reason for absence at the closing meeting</i>	There is no union in the facility.		

Summary of Findings

Issue <i>(please click on the issue title to go direct to the appropriate audit results by clause)</i>	Area of Non-Conformity		Number of issues			Findings
	ETI	Local Law	NC	Obs	GE	
10B2 - Environment 2-pillar	10.B2.1	§1	1	0	0	NC - ZAF600019040
6 - Working hours are not excessive	6.1	§2	1	0	0	NC - ZAF600019041
0B - Management systems and code implementation	0.B.4	§3	1	0	0	NC - ZAF600019042
3 - Working conditions are safe and hygienic	3.1 3.1 3.2	§4 §5 §6	3	0	0	NC - ZAF600019043 NC - ZAF600019044 NC - ZAF600019045
5 - Living wages are paid			0	0	1	GE - ZAF600019046

Local Law Issues

Issue	Description
§1	Regulation about the obligatory permits and licenses according to the Environment Law(29.04.2009) No: 27214, Article 4; facilities subject to environment permit or to environment permit and license are classified as below regarding to their impact to environment; 1- Facilities which have contaminating impact to environment at high level (Appendix 1) 2- Facilities which have contaminating impact to environment (Appendix 2) Facilities which listed at Appendix 1 or 2 are required to obtain environment permit or to environment permit and license.
§2	In accordance with the Turkish Regulation on Working Hours Related to Labor Law, art 4 In general the duration of work shall be at the most 45 hours a week. This period shall be applied by dividing equally among the days of the week worked, unless the opposite is concluded. Daily working hours shall not be exceeded 11 hrs a day in any case.
§3	Regulation for facility opening and operating permit (10/8/2005), II. Section Art 6 (Changed first clause: 19/3/2007 – 2007/11882 K.) – It is not allowed that the facility are not opened and operated without “Opening and Operating Permit” that is taken from local authorities properly.
§4	In accordance with The Turkish Regulation for Occupational Health and Safety Method and Elements for Employees (15.05.2013), art 6, (1)The employer should provide the health and safety trainings which also include the topics in Appendix 1. (2)The employer should provide the training which includes the occupation, risks special to facility and protection measure before employee start the occupation. (3)Besides the training which includes the risk while changing the profession or workplace, changing the equipments used in the Occupation, application of the new technology (4)The training which is given according to Paragraph 1 should be renewed due to changing and newly appeared risks and if necessary, it should be repeated periodically. a-)At least once a year for facilities in very hazard class b-)At least twice a year for facilities in hazard class c-)At least three times a year for facilities in less hazard class (5)Additionally, training about the reasons for accident or occupational illness, protection methods and safely working methods should be given to employees who had occupational accident or occupational illness. (6) Training should be given to employees who could not work more than 6 months due to any reason before employee start the occupation again.

§5	<p>In accordance with Turkish Regulation about Occupational Health and Safety circumstances using work equipments (25/04/2013) No: 28628 Addition III - Related Matters for Maintenance, Repairs and Periodical Checks Art 2.2.3 Periodical check period and check criteria for lifting and transfer tools are stated on Table 2 provided that the criteria stated in Art 2.1.1 are reserved. Table 2 Equipment : Lift(Man lift, Goods Lift), Forklift, Transpallet, Lifting or transferring tools Check Period(Max): 1 year Art.1.9. In case when non-compliance points are detected in terms of occupational health and safety and operating of the work equipment is inappropriate if these points are not corrected; the work equipment shall not be used until these points are corrected.</p>
§6	<p>The Regulation On the Health and Safety Measures Taken for the Buildings and Additions (17.07.2013, No: 28710) Appendix-1 Minimum Health and Safety Requirements for Buildings and Additions Emergency Exit Routes and Doors 10 - a) All emergency exit routes and doors at workplaces are opened directly outside or a safety area and shall not be any obstacle in front of or behind them to avoid escaping. 10 - ç) All emergency exit doors are opened immediately and easily by employees in emergency cases. These doors are opened outward. Railing and revolving doors can not be used as emergency exits. 10 - d) There shall not be any obstacle that makes difficult to evacuate at emergency exit routes and doors, and on routes and exits which leading to emergency exit routes and doors. Emergency exit doors shall not be locked or conditioned by any material. 10 - e) All emergency exit routes and doors shall be marked properly in accordance with Regulation on Safety and Health Signs (date: 23/12/2003, No: 25325). Signs shall be placed at proper places and be permanent.</p>

Corrective Action Plan - Non Compliances

Non-Compliance		Evidence
[Back to findings summary]		
Non-Compliance		
Status	OPEN	
Reference	ZAF600019040	
Clause	10B2 - Environment 2-pillar	
Issue Title	598 - The site does not have all legally required permits for use and / or disposal of resources e.g. energy, water, air emissions, waste etc.	
Subcategory	General Environmental Permits, & Management systems	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	Regulation about the obligatory permits and licenses according to the Environment Law(29.04.2009) No: 27214, Article 4; facilities subject to environment permit or to environment permit and license are classified as below regarding to their impact to environment; 1- Facilities which have contaminating impact to environment at high level (Appendix 1) 2- Facilities which have contaminating impact to environment (Appendix 2) Facilities which listed at Appendix 1 or 2 are required to obtain environment permit or to environment permit and license.	
ETI code	10.B2.1 - Suppliers must comply with the requirements of local and international laws and regulations including having necessary permits.	
Explanation to the non compliance	Firmada çevre izni veya kapsam dışı yazısı yoktur. / It was noted that there was no environmental permit or out of scope letter at the facility.	
Follow up method	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input type="checkbox"/> 30 days <input checked="" type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	Firma çevre izni veya kapsam dışı yazısı sağlamalıdır. / Facility shall provide environmental permit or out of scope letter.	

Non-Compliance		Evidence
[Back to findings summary]		
Non-Compliance		
Status	OPEN	
Reference	ZAF600019041	
Clause	6 - Working hours are not excessive	
Issue Title	469 - Working hours exceed what is allowed by law or collective bargaining agreement - systemic	
Subcategory	Excessive hours	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	In accordance with the Turkish Regulation on Working Hours Related to Labor Law, art 4 In general the duration of work shall be at the most 45 hours a week. This period shall be applied by dividing equally among the days of the week worked, unless the opposite is concluded. Daily working hours shall not be exceeded 11 hrs a day in any case.	
ETI code	6.1 - Working hours must comply with national laws, collective agreements, and the provisions of 6.2 to 6.6 below, whichever affords the greater protection for workers. Sub-clauses 6.2 to 6.6 are based on international labour standards.	
Explanation to the non compliance	İşletmede çalışanların günlük toplam (normal+fazla mesai) çalışma saatleri 11 saati aşmaktadır. Aralık 2022: 26 çalışandan 11'i max: 2 kez max: 12 saat/gün Ağustos 2022: 26 çalışandan 6'si max: 2 kez max: 12 saat/gün Nisan 2022 : 26 çalışandan 6'sı max: 1 kez max: 12 saat/gün, / It was noted that employees' daily total (regular+overtime) working hours exceeded 11 hours. December 2022: 11 out of 26 employees max: 2 times max: 12 hours/day August 2022: 6 out of 26 employees max: 2 times max: 12 hours/day April 2022: 6 out of 26 employees max: 1 time max: 12 hours/day,	
Follow up method	<input checked="" type="checkbox"/> Follow up audit <input type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input type="checkbox"/> 30 days <input checked="" type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	Çalışanların günlük toplam (normal+fazla mesai) çalışma saatleri 11 saat ile sınırlanmalıdır. / Employees' daily total (regular+overtime) working hours shall be limit to 11 hours.	

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Non-Compliance	Evidence																														
[Back to findings summary]																															
<table border="1" style="width: 100%;"> <thead> <tr> <th colspan="2">Non-Compliance</th> </tr> </thead> <tbody> <tr> <td>Status</td> <td>OPEN</td> </tr> <tr> <td>Reference</td> <td>ZAF600019042</td> </tr> <tr> <td>Clause</td> <td>0B - Management systems and code implementation</td> </tr> <tr> <td>Issue Title</td> <td>34 - Site is operating without all required in-date licences and permits (e.g. business / factory licence has expired)</td> </tr> <tr> <td>Subcategory</td> <td>Site's licenses & Certifications</td> </tr> <tr> <td>New or carried over?</td> <td> <input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over </td> </tr> <tr> <td>Root cause</td> <td> <input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other </td> </tr> <tr> <td>Root cause - Other</td> <td></td> </tr> <tr> <td>Local law issue</td> <td>Regulation for facility opening and operating permit (10/8/2005), II. Section Art 6 (Changed first clause: 19/3/2007 – 2007/11882 K.) – It is not allowed that the facility are not opened and operated without “Opening and Operating Permit” that is taken from local authorities properly.</td> </tr> <tr> <td>ETI code</td> <td>0.B.4 - Suppliers are expected to be operating legally in premises with the correct business licenses and permissions and to have systems to ensure that all relevant land rights have been complied with.</td> </tr> <tr> <td>Explanation to the non compliance</td> <td>İşletmenin işyeri açma ve çalışma ruhsatının görülemediği not edildi. (Başvuru formu görülmüştür.) / It was noted that the opening and operating permit work could not be seen. (Application form has been seen.) /</td> </tr> <tr> <td>Follow up method</td> <td> <input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit </td> </tr> <tr> <td>Timescale</td> <td> <input type="checkbox"/> Immediate <input type="checkbox"/> 30 days <input type="checkbox"/> 60 days <input checked="" type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other </td> </tr> <tr> <td>Actions</td> <td>İşyeri açma ve çalışma ruhsatı sağlanmalıdır. / Opening and operating permit shall be provided.</td> </tr> </tbody> </table>		Non-Compliance		Status	OPEN	Reference	ZAF600019042	Clause	0B - Management systems and code implementation	Issue Title	34 - Site is operating without all required in-date licences and permits (e.g. business / factory licence has expired)	Subcategory	Site's licenses & Certifications	New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	Root cause - Other		Local law issue	Regulation for facility opening and operating permit (10/8/2005), II. Section Art 6 (Changed first clause: 19/3/2007 – 2007/11882 K.) – It is not allowed that the facility are not opened and operated without “Opening and Operating Permit” that is taken from local authorities properly.	ETI code	0.B.4 - Suppliers are expected to be operating legally in premises with the correct business licenses and permissions and to have systems to ensure that all relevant land rights have been complied with.	Explanation to the non compliance	İşletmenin işyeri açma ve çalışma ruhsatının görülemediği not edildi. (Başvuru formu görülmüştür.) / It was noted that the opening and operating permit work could not be seen. (Application form has been seen.) /	Follow up method	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit	Timescale	<input type="checkbox"/> Immediate <input type="checkbox"/> 30 days <input type="checkbox"/> 60 days <input checked="" type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	Actions	İşyeri açma ve çalışma ruhsatı sağlanmalıdır. / Opening and operating permit shall be provided.
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Actions	İşyeri açma ve çalışma ruhsatı sağlanmalıdır. / Opening and operating permit shall be provided.																														

Non-Compliance		Evidence
[Back to findings summary]		
Non-Compliance		
Status	CLOSED	
Reference	ZAF600019043	
Clause	3 - Working conditions are safe and hygienic	
Issue Title	161 - No / inadequate health and safety training provided to workers in relation to processes which may cause serious injury or death - systemic	
Subcategory	Health & Safety Training	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Resolved by audit	ZAA600003506	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	<p>In accordance with The Turkish Regulation for Occupational Health and Safety Method and Elements for Employees (15.05.2013), art 6, (1)The employer should provide the health and safety trainings which also include the topics in Appendix 1. (2)The employer should provide the training which includes the occupation, risks special to facility and protection measure before employee start the occupation. (3)Besides the training which includes the risk while changing the profession or workplace, changing the equipments used in the Occupation, application of the new technology (4)The training which is given according to Paragraph 1 should be renewed due to changing and newly appeared risks and if necessary, it should be repeated periodically. a-)At least once a year for facilities in very hazard class b-)At least twice a year for facilities in hazard class c-)At least three times a year for facilities in less hazard class (5)Additionally, training about the reasons for accident or occupational illness, protection methods and safely working methods should be given to employees who had occupational accident or occupational illness. (6) Training should be given to employees who could not work more than 6 months due to any reason before employee start the occupation again.</p>	
ETI code	3.2 - Workers shall receive regular and recorded Health & Safety training, and such training shall be repeated for new or reassigned workers.	
Explanation to the non compliance	İşletmede temel sağlık konularına dair eğitimin verilmediği görülmüştür. / It was noted that training on basic health issues was not provided in the facility.	

Follow up method	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit
Timescale	<input type="checkbox"/> Immediate <input checked="" type="checkbox"/> 30 days <input type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other
Actions	Tüm çalışanlara temel sağlık konuları eğitimlerinin verilmesi sağlanmalıdır. / All employees should be provided with basic health education training.
Additional comments	Tüm çalışanlara temel sağlık eğitimi verilmiştir. / Basic health training is provided to all workers. 1.DESKTOP İNCELEMESİ: 14.04.2023 İşletmede temel sağlık konularına dair eğitimin verildiği görülmüştür. Bulgu kapanmıştır// 1.DESKTOP REVIEW: 14.04.2023 It has been observed that training on basic health issues is given in the facility. Finding is closed.

Non-Compliance		Evidence
[Back to findings summary]		
Non-Compliance		
Status	CLOSED	
Reference	ZAF600019044	
Clause	3 - Working conditions are safe and hygienic	
Issue Title	267 - No / inadequate certificates for inspections of machinery, or machines not registered as required by law	
Subcategory	Machinery	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Resolved by audit	ZAA600003506	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	<p>In accordance with Turkish Regulation about Occupational Health and Safety circumstances using work equipments (25/04/2013) No: 28628 Addition III - Related Matters for Maintenance, Repairs and Periodical Checks Art 2.2.3 Periodical check period and check criteria for lifting and transfer tools are stated on Table 2 provided that the criteria stated in Art 2.1.1 are reserved. Table 2 Equipment : Lift(Man lift, Goods Lift), Forklift, Transpallet, Lifting or transferring tools Check Period(Max): 1 year Art.1.9. In case when non-compliance points are detected in terms of occupational health and safety and operating of the work equipment is inappropriate if these points are not corrected; the work equipment shall not be used until these points are corrected.</p>	
ETI code	<p>3.1 - A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.</p>	
Explanation to the non compliance	<p>İşletmede bulunan 1 yük ve 1 insan asansörüne ait periyodik muayene raporları görülemedi./ It was noted that the periodic inspection reports of 1 freight and 1 human elevator in the facility could not be seen.</p>	
Follow up method	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input checked="" type="checkbox"/> 30 days <input type="checkbox"/> 60 days	

	<input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	Asansörler için uygun fenni muayene raporları sağlanmalıdır. / The appropriate periodical inspection reports shall be provided for elevators.	
Additional comments	1 Yük ve 1 İnsan asansörü için fenni muayeneler yaptırılmıştır. / Periodical inspections were made for 1 freight lift and 1 human elevator. 1.MASAUSTU INCELEMESİ: 14.04.2023 İşletmede 1 yük ve 1 İnsan asansörünün fenni muayenelerinin yapıldığı görülmüştür.// 1. DESKTOP REVIEW: 14.04.2023 It has been observed that the technical inspections of 1 freight and 1 human elevator were carried out in the facility.	

Non-Compliance		Evidence
[Back to findings summary]		
Non-Compliance		
Status	CLOSED	
Reference	ZAF600019045	
Clause	3 - Working conditions are safe and hygienic	
Issue Title	203 - Fire exits are inadequate by design/construction, location, etc.	
Subcategory	Fire Safety - Fire exits	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Resolved by audit	ZAA600003506	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	<p>The Regulation On the Health and Safety Measures Taken for the Buildings and Additions (17.07.2013, No: 28710) Appendix-1 Minimum Health and Safety Requirements for Buildings and Additions Emergency Exit Routes and Doors 10 - a) All emergency exit routes and doors at workplaces are opened directly outside or a safety area and shall not be any obstacle in front of or behind them to avoid escaping. 10 - ç) All emergency exit doors are opened immediately and easily by employees in emergency cases. These doors are opened outward. Railing and revolving doors can not be used as emergency exits. 10 - d) There shall not be any obstacle that makes difficult to evacuate at emergency exit routes and doors, and on routes and exits which leading to emergency exit routes and doors. Emergency exit doors shall not be locked or conditioned by any material. 10 - e) All emergency exit routes and doors shall be marked properly in accordance with Regulation on Safety and Health Signs (date: 23/12/2003, No: 25325). Signs shall be placed at proper places and be permanent.</p>	
ETI code	<p>3.1 - A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.</p>	
Explanation to the non compliance	<p>İşletmeden yapılan saha turunda, 2 adet acil çıkış rotasının mevcut olduğu görülmüştür. 2 adet acil çıkış kapısından 1'inin içeriye doğru açıldığı ve öncesinde kayar kapı mevcut olduğu tespit edilmiştir. / It was</p>	

	observed that there are 2 emergency exit routes. It was noted that 1 of the 2 emergency exit doors opened inwards and there was a sliding door before it during the field tour made from the facility.	
Follow up method	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input checked="" type="checkbox"/> 30 days <input type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	Acil çıkış kapılarının dışarıya açılması sağlanmalıdır. / Facility shall provide that all emergency exit doors are opening outward.	
Additional comments	<p>Sensörlü ve içe açılan kapı olan acil çıkış kapısı iptal edilmiştir. Tüm tahliye haritaları ve yönlendirmeler buna göre düzenlenmiştir. Firmada 2 adet acil kaçış rotası bulunmaktadır. (1 yangın merdivenleri , 2 binanın yan tarafına direkt dışarı açılan merdivenler). Kat planlarını ve iptal edilen kapının fotoğrafını ekte görebilirsiniz. İlgili alan artık acil kaçış rotası olarak kullanılmamaktadır.</p> <p>/</p> <p>The emergency exit door, which has a sensor and opens inwards, has been cancelled. All evacuation maps and directions are arranged accordingly.</p> <p>The company has 2 emergency escape routes. (1 fire escape stairs, 2 stairs that open directly to the side of the building). You can see the floor plans and the photo of the canceled door attached. The relevant area is no longer used as an emergency escape route.</p> <p>1. DESKTOP REVIEW: 14.04.2023</p> <p>According to the documents examined from the enterprise; The inward opening door has been canceled and the emergency exit door directions have been changed as specified in the evacuation plan//</p> <p>1. MASAUSTU INCELEME: 14.04.2023</p> <p>İşletmeden incelenen dokümanlara göre; içeriye doğru açılan kapıyı iptal edilmiş olup, acil çıkış kapısı yönlendirmeleri tahliye planında belirtildiği üzere değiştirilmiştir.</p>	

Corrective Action Plan - Good Examples

Good Example		Evidence																		
<p>[Back to findings summary]</p> <table border="1"> <thead> <tr> <th colspan="2">Good Example</th> </tr> </thead> <tbody> <tr> <td>Status</td> <td>OPEN</td> </tr> <tr> <td>Reference</td> <td>ZAF600019046</td> </tr> <tr> <td>Clause</td> <td>5 - Living wages are paid</td> </tr> <tr> <td>Issue Title</td> <td>429 - Company provides a range of additional benefits, including: free medical care on-site, holiday and other bonuses, free library, food subsidy, free transport</td> </tr> <tr> <td>Subcategory</td> <td>Benefits & Insurance</td> </tr> <tr> <td>New or carried over?</td> <td><input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over</td> </tr> <tr> <td>Explanation to the good example</td> <td>Yemek ve ulaşım çalışanlara ücretsiz sağlanmaktadır. / Meal and transportation services are provided free of charge to employees.</td> </tr> <tr> <td>Evidence</td> <td>Çalışan görüşmeleri & Döküman incelemesi / Employee Interview % Document Review</td> </tr> </tbody> </table>		Good Example		Status	OPEN	Reference	ZAF600019046	Clause	5 - Living wages are paid	Issue Title	429 - Company provides a range of additional benefits, including: free medical care on-site, holiday and other bonuses, free library, food subsidy, free transport	Subcategory	Benefits & Insurance	New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	Explanation to the good example	Yemek ve ulaşım çalışanlara ücretsiz sağlanmaktadır. / Meal and transportation services are provided free of charge to employees.	Evidence	Çalışan görüşmeleri & Döküman incelemesi / Employee Interview % Document Review	
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SMETA Declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA Best Practice Guidance and SMETA Measurement Criteria.

- (1) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.
- (2) Any Non-Compliance against customer code alone shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

Auditor Team			
Lead Auditor:	CEREN AKKURT	APSCA Number:	21704506
Additional Auditors:	EMRE AKDEMIR		
Date of declaration:	2023-04-06		

Note: The focus of this ethical audit is on the ETI Base Code and local law. The additional elements will not be audited in such depth or scope, but the audit process will still highlight any specific issues.

Site Representation	
Full Name:	PASALI BESLI
Title:	FACILITY OWNER
Date of declaration:	2023-04-06
Comments:	

Guidance on Root Cause

Explanation of the Root Cause Column

If a non-compliance is to be rectified by a corrective action which will also prevent the non-compliance re-occurring, it is necessary to consider whether a system change is required.

Understanding the root cause of the non-compliance is essential if a site is to prevent the issue re-occurring.

The root cause refers to the specific activity/ procedure or lack of activity /procedure which caused the non-compliance to arise. Before a corrective action can rectify the situation, it is important to find out the real cause of the non-compliance and whether a system change is necessary to ensure the issue will not arise again in the future.

Since this is a new addition, it is not a mandatory requirement to complete this column at this time. We hope to encourage auditors and sites to think about Root Causes and where they are able to agree, this column may be used to describe their discussion.

Some examples of finding a “root cause”

Example 1

Where excessive hours have been noted the real reason for these needs to be understood, whether due to production planning, bottle necks in the operation, insufficient training of operators, delays in receiving trims, etc.

Example 2

A non-compliance may be found where workers are not using PPE that has been provided to them. This could be the result of insufficient training for workers to understand the need for its use; a lack of follow-up by supervisors aligned to a proper set of factory rules or the fact that workers feel their productivity (and thus potential earnings) is affected by use of items such as metal gloves.

Example 3

A site uses fines to control unacceptable behaviour of workers.

International standards (and often local laws) may require that workers should not be fined for disciplinary reasons.

It may be difficult to stop fines immediately as the site rules may have been in place for some time, but to prevent the non-compliance re-occurring it will be necessary to make a system change.

The symptom is fines, but the root cause is a management system which may break the law. To prevent the problem re-occurring it will be necessary to make a system change for example the site could consider a system which rewards for good behaviour

Only by understanding the underlying cause can effective corrective actions be taken to ensure continuous compliance.

The site is encouraged to complete this section so as to indicate their understanding of the issues raised and the actions to be taken.



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Your feedback on your experience of the SMETA audit you have observed is extremely valuable. It will help to make improvements to future versions.

You can leave feedback by following the appropriate link to our questionnaire:

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[Click here for Supplier \(B\) members:](http://www.surveymonkey.com/s.aspx?sm=d3vYsCe48fre69DRgIY_2brg_3d_3d)

http://www.surveymonkey.com/s.aspx?sm=d3vYsCe48fre69DRgIY_2brg_3d_3d

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<https://www.surveymonkey.co.uk/r/BRTVCKP>