

Auditee :	Konc Corapcilik San. ve Tic. Ltd. Sti.
Audit Date From :	05/01/2016
Audit Date To :	05/01/2016
Expiry Date of the Audit :	05/01/2018
Auditing Company :	Intertek
Auditor's Name(s) :	Aysel Topcu, Huseyin Ozkan(Lead)
Auditing Branch (if applicable) :	Intertek Turkey & Romania & Bulgaria



BSCI Audit Summary Report

This is an extract of the on line Audit Report. The complete report is available in the BSCI Platform.
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This is an extract of the BSCI Audit Report, which is available in the BSCI Platform. © Foreign Trade Association (FTA), 2013 - The English version is the legally binding One.

Rating Definitions



Rating	A combination of ratings per performance area where:	Consequence																																													
<p>A OUTSTANDING</p>	<p>o Minimum 7 performance area rated A o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	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	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	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																																	
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<p>B GOOD</p>	<p>o Maximum 3 performance area rated C o No performance area rated D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	B	B	A	A	A	A	A	A	B	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
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B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
<p>C ACCEPTABLE</p>	<p>o Maximum 2 performance areas rated D o No performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	C	C	C	C	C																																	
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C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<p>D INSUFFICIENT</p>	<p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	D	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
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D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<p>E UNACCEPTABLE</p>	<p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	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	E	E	E	E	<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
A	A	A	A	A	A	E	E	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	E	E	E	E																																	
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

Main Auditee Information

Name of producer :	Konc Corapcilik San. ve Tic. Ltd. Sti.		
DBID number :	9016		
Audit ID :	42202		
Address :	Petrol Ofisi Cad. Sehit Komando Onbasi Ugur Hanci Sk. No:14 Kat :2 Avcilar ISTANBUL Istanbul		
Province :	Istanbul	Country :	Turkey
Management Representative :	SENGUL OZCAN		
Contact person:	SENGUL OZCAN	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	socks		

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
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
B	A	A	A	A	A	A	A	A	A	A	A	A

Executive summary of audit report

Konc Corapcılık San. ve Tic. Ltd. Sti. was established in 1990 in Istanbul. The facility produces socks for women, child. The firm has rented 2 floors of a commercial building. There are knitting, toe sewing, forming and packaging sections in the factory. Lunch hall which is used common with another company in building is located at entrance floor, different company named Ekolet is located at 1st floor; forming , ironing and management offices of Konc Corapcılık are located at 2nd floor; Knitting section and toe sewing sections are located at 3rd floor. Total area occupied by the factory is 2000 sqm. Total annual capacity is 2000000 dozens. Working hours are arranged as between 08:30 to 18:00 from Monday to Friday with 60 min lunch and flexible tea breaks and between 08:30 to 13:00 on Saturdays with approximately 30 min tea breaks for white collar employees. There are 3 shifts at knitting section which is arranged as 07:00 - 15:00/ 15:00 - 23:00/ 23:00 - 07:00 with 30 min break x 6 days a week. Forming and toe sewing work as 08:30 - 18:00 on weekdays with 15 minx2 tea breaks and 60 min lunch break and 08:30 - 13:00 with 15 min tea break on Saturdays. Payment date is 5th day of each month. December, February and July are declared as peak months. There were 3 young employees in the facility. There was no pregnant, maternity leave employee in the facility. There were 62 employees on audit day in the facility.

Ratings Summary



Auditee's background information			
Auditee's name :	Konc Corapcilik San. ve Tic. Ltd. Sti.	Legal status :	Limited company
Auditee aliases :		Year in which the auditee was founded :	1990
Address :	Petrol Ofisi Cad. Sehit Komando Onbasi Ugur Hanci Sk. No:14 Kat :2 Avcilar ISTANBUL	Contact person (please select) :	SENGUL OZCAN
Province :	Istanbul	Contact's Email :	sengul.ozcan@koncsocks.com
City :	Istanbul	Auditee's official language(s) for written communications :	Turkish
Region :	Middle East/ North Africa	Other relevant languages for the auditee :	None
Country :	Turkey	Website of auditee (if applicable) :	www.koncsocks.com
GPS coordinates :	NA	Total turnover (in Euros) :	2900000.00
Sector :	Non-Food	Of which exports % :	99.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	1.00
If other, please specify :	None	Production volume :	2000000 pair unit
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	None	Lost time injury calculation cost :	No
Product Type :	socks		

Auditee's employment structure at the time of the audit			
Total number of workers :	62	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	37	23	
Temporary workers	0	0	
In management positions	1	1	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	38	24	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	38	0	
Production based workers	0	0	
With shifts at night	13	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42202] Audit Date: 05/01/2016 PA Score: B		
	<p>İşletme objektif kanıtlara göre, performans alanı 1 ' e kısmen uygunluk göstermektedir Based on objective evidence, the facility partially respects to performance area 1; 1) 1.2 BSCI GEREKLİLİĞİ: İşletmede BSCI uygulamalarıyla ilgili yönetim sistemi olmalı, sorumlu kişi atanmalı, çalışanlara gerekliliklerle ilgili eğitim sağlanmalı ve tüm paydaşlar BSCI prensiplerine dahil edilmelidir. Bulgu: İşletmede BSCI gereklilikleri ve işletmenin sosyal uygunluk politikasıyla ilgili çalışanlara eğitim verilmediği görülmüştür. BSCI REQUIREMENT : There should be management system related BSCI principles, responsible person shall be appointed, training about requirements shall be provided to employees and all stakeholders shall be covered into BSCI principles. Issue: It was noted that training about BSCI requirements and social compliance policy of the facility was not provided to employees in the facility. 2) 1.3. BSCI GEREKLİLİĞİ : Tedarikçilerin sosyal uygunluk ile ilişkili olarak belirlendiğine dair, ve bu tedarikçilerle ilgili şikayetlerin değerlendirilmesine dair bir sistem bulunmalıdır. Bulgu: İşletmede 3 taşeron güvenlik çalışanınin haftalık çalışma saatlerinin 45 saati aştığı görülmüştür. 08:00 – 20:00 / 20:00 – 08:00 30 dk mola ile 5 gün. BSCI REQUIREMENT : There should be satisfactory evidence that the auditee has a good overview of the significant business partners and their level of alignment with the BSCI Code of Conduct. Issue: It was noted that time records of 3 subcontracted security employees ' weekly working hours exceeded 45 hours. 08:00 – 20:00 / 20:00 – 08:00 with 30 min total break 5 days. 3) 1.3. BSCI GEREKLİLİĞİ : Tedarikçilerin sosyal uygunluk ile ilişkili olarak belirlendiğine dair, ve bu tedarikçilerle ilgili şikayetlerin değerlendirilmesine dair bir sistem bulunmalıdır. BULGU: İşletmede tedarikçi ve fason seçme ve değerlendirmeye ilgili kriterler oluşturulmamıştır. Denetim/ izleme yalnızca ihtiyaç durumunda burun dikiş prosesinin gerçekleştirildiği MAYDIN CORAP' a gerçekleştirilmiştir. BSCI REQUIREMENT : There should be satisfactory evidence that the auditee has a good overview of the significant business partners and their level of alignment with the BSCI Code of Conduct. ISSUE: It was noted that there was no criteria to select and assess suppliers and subcontractors in the facility. Audit/ monitoring was conducted only to MAYDIN CORAP which is used for toe sewing when needed.</p>	05/04/2016
Remarks from Auditee:		

Performance Area 2 : Workers Involvement and Protection

GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42202] Audit Date: 05/01/2016 PA Score: A		
	<p>İşletme objektif kanıtlara göre, performans alanı 2 ' e kısmen uygunluk göstermektedir Based on objective evidence, the facility partially respects to performance area 2 1) 2.1 BSCI GEREKLİLİĞİ: Yönetim işyeri ile ilgili konularda çalışanlarla ve temsilcileriyle bilgi paylaşımında bulunmalıdır. BULGU: İşletmede çalışanlarla yönetim arasında yapılan iletişim toplantısına ait kayıt görülememiştir. BSCI REQUIREMENT: Management shall exchanges information on workplace-related issues with workers and their representatives ISSUE: It was noted that there was no record of related communication meeting between employees and management in the facility.</p>	05/04/2016
Remarks from Auditee:		

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42202] Audit Date: 05/01/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 4 : No Discrimination		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42202] Audit Date: 05/01/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 5 : Fair Remuneration		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42202] Audit Date: 05/01/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 6 : Decent Working Hours		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42202] Audit Date: 05/01/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 7 : Occupational Health and Safety		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42202] Audit Date: 05/01/2016 PA Score: A		
	<p>İşletme objektif kanıtlara göre, performans alanı 7 ' e kısmen uygunluk göstermektedir Based on objective evidence, the facility partially respects to performance area 7 1) 7.5 KANUN: İŞYERLERİNDE ACIL DURUMLAR HAKKINDA YÖNETMELİK Resmi Gazete Tarihi/Sayısı: 18.06.2013/28681 TATBİKAT MADDE 13 BULGU: İşletmede 10.04.2015 tarihinde gerçekleştirilmiş yangın tahliye tatbikatına 15.00 – 23:00 ve 23:00 - 07:00 vardiyasında olan çalışanların katılmadığı görülmüştür. LAW: REGULATION ABOUT EMERGENCY CASES AT WORKPLACES DRILL Article 13 – (1) In order to follow the implementation fundamentals of prepared emergency case plan regularly and to be sure that it can be implemented; drill is conducted at least annually, audited and necessary corrective and preventive actions are taken. Drill report is recorded including performed drill's date, occurred deficiencies and corrective actions to be taken in accordance with these deficiencies. (2) Emergency case plans are reviewed and necessary actions are taken in according to acquired experiences and defective points if occurred as a result of performed drill. ISSUE: It was noted that all employees who worked at 15.00 – 23:00 and 23:00 - 07:00 shift did not attend to fire drill which is conducted on 10.04.2015 in the facility.</p>	
Remarks from Auditee:		

Performance Area 8 : No Child Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42202] Audit Date: 05/01/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 9 : Special protection for young workers		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42202] Audit Date: 05/01/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 10 : No Precarious Employment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42202] Audit Date: 05/01/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 11 : No Bonded Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42202] Audit Date: 05/01/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 12 : Protection of the Environment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42202] Audit Date: 05/01/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 13 : Ethical Business Behaviour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42202] Audit Date: 05/01/2016 PA Score: A		
Remarks from Auditee:		

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	05/01/2016	42202	B	A	A	A	A	A	A	A	A	A	A	A	A	A

Producer Photos



External photo(s) of the production unit(s)
Facility overview.JPG



Photo of the inside of the main production hall
Exit way.JPG



Photo of the inside of the main production hall
Lunch Hall.JPG



Photo of the inside of the main production hall
Knitting Section.JPG



Photo of the inside of the main production hall
Garment warehouse.JPG



Photo of the inside of the main production hall
Isolator mat.JPG



Photo of the inside of the main production hall
Ironing.JPG



Photo of the inside of the main production hall
Secondary Containment.JPG



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



Photo of the inside of the main production hall
Packaging.JPG



Photo of the inside of the main production hall
Proper emergency exit.JPG



Photo of the inside of the main production hall
Evacuation plan.JPG



Photo of the inside of the main production hall
Doctor Room.JPG



Photo of the inside of the main production hall
Suggestion Box.JPG