

Monitored Party NARKONTEKS TEXTILE EXPORT IMPORT INDUSTRY AND TRADE INCORPORATED COMPANY	amfori ID 792-000149-000	Address ŞEMSİBEY OSB MAH. SÜPHAN CAD. NO:1, İÇ KAPI NO:1, TUŞBA/ VAN, 65040 VAN, Van, Türkiye
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 29/11/2023	Closing Meeting Finished Date 30/11/2023	Submission Date 08/12/2023
Expiration Date 08/12/2025	Announcement Type Fully Announced	
Site NARKONTEKS TEXTILE EXPORT IMPORT INDUSTRY AND TRADE INCORPORATED COMPANY VAN PRODUCTION BRANCH	Site amfori ID 792-000149-004	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	C	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	C	
PA 5: Fair Remuneration	B	

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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

The third-party (Auditing Company) Name: Intertek Test Hizmetleri A.S.

The audit was conducted by 2 auditors in 2 audit days.

OMER F. ASKAN (The lead auditor), APSCA No: CSCA 21700618

GIZEM OZTURK (The team auditor), APSCA No: CSCA 21700502

The duration of the audit: 29-30.11.2023

"NARKONTEKS TEKSTIL IHRACAT ITHALAT SANAYI VE TICARET ANONIM SIRKETI" was established in Izmir/Turkey on 21.03.2005. The Van branch of the company was officially registered on 26.04.2022. The company first started operating at a different address in Van on 14.11.2022. The company later moved to the audited address on 18.01.2023 and started its production activities at the audited address.

- The facility has a valid opening and operating permit (business license).
- The company was a producer of underwear, basic homewear, and beachwear.
- The processes at the auditee were cutting, sewing, ironing, packing, and hot printing processes.
- Facility layout as follow;

The auditee consisted of 1 building with 24876 square meters of closed area.

A dormitory is not available in the facility.

The building is not shared with other companies.

The Building;

1st floor: Showroom, meeting rooms, administration offices, cafeteria, production area (sewing, ironing, packaging, printing, QC), maintenance room, lunch hall, stain removal room

Entrance: Warehouse (accessories, fabric,consumption), shipment, cutting section, production preparation section, printing, administration offices, locker rooms, praying rooms, toilets, doctor room, OHS specialist room, breastfeeding room, administration offices, secretarial

- Annual production capacity: 1.920.000 pieces

-There was no union & CBA and accommodation in the facility.

- Total population were 312 (46 male, 266 female) employees in the facility.

Administrative: 29 (14 male, 15 female)

Production: 192 (20 male, 172 female)

Iskur(Turkish employment agency/indirect & temporary): 84 (6 male, 78 female)

Service provider security(Euroserve Security): 6 male

Service provider meal(Viyan Food Company): 1 female

There are no piece rate workers, daily workers, child, young, maternity leave, pregnant, migrant, and breastfeeding employees in the auditee.

106 employees are on a probation period.

3 employees are disabled.

The youngest worker is 18 years old.

-There is no union at the facility. There are 3 worker representatives at the facility with the free election.

- Payments are done on 5th of each month via bank account

- The auditee has at least 12 months of time and wage records

- 25 employees' wage & time records for October 2023 (last paid and peak month), March 2023 (nonpeak month), and July 2023 (medium month) are reviewed. 1 worker representative, 1 probation period, 1 lunch hall service provider employee, 1 disabled employee, 1 iskur (Turkish Employment Agency) employee, and 1 service provider security employee are included in the sampling.

- The factory has a fingerprinting time record system.

Regular working hours in the company were as below for administrative and production workers;

07:30-17:30 X 5 days a week with 2x15' tea + 30' lunch break

For security workers;

2 shift system: 07:30-17:30/19:30-07:30 with 2x15' tea + 30' lunch break X 4 days in a week.

- The highest and average wages for reviewed months;

October 2023: 15000 TL & 13300 TL

July 2023: 15000 TL & 13300 TL

March 2023: 8550 TL & 8550 TL

- Meal and transportation are provided free of charge to all employees.

*The facility hung the poster about S4C on the notice board in the production area. In addition, information / training on S4C was provided to all employees.

** There was no special circumstance during the audit.

Summary Of Findings;

PA1;The auditee has areas for improvement in the areas of management review meeting and business partner selection and evaluation.

PA2; The auditee has areas for improvement in terms of holding meetings with employee representatives in terms of social compliance, long-term goals in accordance with the amfori BSCI code of conduct to protect employees, amfori BSCI information training, and the wish & complaint system.

PA3; No regular meeting between worker representatives and management regarding social compliance topics.

PA4; The auditee did not conduct a satisfaction survey (within the suggestion system) for its employees.

PA5; The auditee has areas for improvement in the areas of calculating living wage and providing nursery/nursery assistance to employees.

PA7; The auditee has areas for improvement in the use of PPE (earplug) and the technical inspection of portable fire extinguisher equipment.

PA10; The auditee has areas for improvement in terms of the number of disabled employees.

PA11; There are areas for improvement regarding the disciplinary board in the company's disciplinary regulations.

PA13; The company has areas for improvement in training.

AUDITOR NOTES:

• Those documents below were not uploaded into the system due to the fact that they were not applicable.

- Government waivers

- Dormitory

- CBA

- Inconsistency between records.

- Agency labour contract

* The fair remuneration table in the audit report was filed by the auditor according to GLWC.

* The reason why the total workforce number of the auditee was different from the number of the workforce who came to the auditee on the audit day was the absent workers - sick report during the audit day.

* All names and surnames of the outsourced persons and blue-collared employees due to the practice of protection of personal data are noted with *** in the report.

* An additional 0.5 days more than the minimum audit-day is assigned for onsite auditing. The auditor is provided with 0.5 day reporting time.

• In the scope of the report internal control process;

- Typing mistakes were corrected during the report writing process.

SITE DETAILS

Site
**NARKONTEKS TEXTILE EXPORT
 IMPORT INDUSTRY AND TRADE
 INCORPORATED COMPANY VAN
 PRODUCTION BRANCH**

Site amfori ID
792-000149-004

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry Textiles, Apparel & Luxury Goods
Sub Industry Apparel, Accessories & Luxury Goods		

amfori Process Classifications

N.A.

GS1 Classifications

Segment	Clothing
Family	Activewear
Product Class	Activewear
Segment	Clothing
Family	Clothing
Product Class	Clothing Accessories
Segment	Clothing
Family	Clothing
Product Class	Full Body Wear
Segment	Clothing
Family	Clothing
Product Class	Lower Body Wear/Bottoms
Segment	Clothing
Family	Clothing
Product Class	Upper Body Wear/Tops
Segment	Clothing
Family	Clothing
Product Class	Clothing Variety Packs
Segment	Clothing
Family	Protective Wear
Product Class	Protective Wear
Segment	Clothing
Family	Sleepwear
Product Class	Sleepwear
Segment	Clothing
Family	Swimwear
Product Class	Swimwear
Segment	Clothing
Family	Underwear
Product Class	Underwear

NACE Classification

Water Stress Situation