

MONITORING ID: 24-0290896-3

Monitored Party KUCUKER TEKSTIL SANAYI VE TICARET A.S.	amfori ID 792-000064-000	Address Guzelkoy Mah. 233 .Sok No:4A DENIZLI, 20140 Denizli, Denizli, Türkiye
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner SGS
Monitoring Start Date 19/06/2025	Closing Meeting Finished Date 25/06/2025	Submission Date 25/06/2025
Expiration Date 08/01/2027	Announcement Type Semi Announced	
Site Kucuker Tekstil San. ve Tic. A. S.	Site amfori ID 792-000064-002	

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

GENERAL DESCRIPTION

Announcement Type: Semi-Announced(This is 2. Follow up audit)

Monitoring Date: 19.06.2025

Monitoring firm: SGS (Monitoring firm APSCA #: 11600006)

Name of Lead Auditor: AYTEK YILMAZ (APSCA member No: CSCA 32200536)

Name of Team Member Auditor: ALI GÖKHAN MÜRK (APSCA member No: CSCA 21703624)

Audit schedule details: The audit was planned for 2 auditor x 0.75 day.

Business partner information: KUCUKER TEKSTIL SANAYI VE TICARET A.S. which was located at Guzelkoy Mah. 233 .Sok No:4A DENIZLI, 20140 Denizli and established in 1977. Facility total closed area as 54388,42 square meters. It is not shared with any other company.

Business license nr: 04.08.2006 - 2006/5

The product manufactured at this site is towel, bathrobe. The main processes are warp sizing weaving, yarn dyeing, fabric dyeing, printing, cutting, sewing, ironing and packaging. Total annual capacity of 1800 tonne.

The layouts of the facility buildings are as below;

Main Building:

Basement: Weaving, storage, dyeing, toilets, changing room

Ground floor: offices, cutting, sewing, ironing and packaging, storage, toilets, changing room

1st Floor dining hall, storage, toilets

Operating shifts and hours and Time recording system:

Regular working hours in the company were as below for all workers:

The facility has management and some blue collar workers shift from 8.00 to 18.15 as per the working hour policy for all employee including 75 minute break. Saturday and Sunday guaranteed as rest days.

There is a shift work system for some production workers.

Shift 1: Work from 08:00 to 16:00 from Monday to Saturday. There is a 30-minute break. Sunday is a holiday.

Shift 2: Work from 16:00 to 00:00 from Monday to Saturday. There is a 30-minute break. Sunday is a holiday.

Shift 3: Work from 00:00 to 08:00 from Monday to Saturday. There is a 30-minute break. Sunday is a holiday.

Time recording system: Factory used card recorder to record the working hours.

Salary payment details: Workers were paid on the 15th of the following month by the bank. 150% of normal rate would be compensated for overtime in weekdays and weekends. Overtime premium for national/religious holidays is 100% (The employee gets one day salary for the related national holiday even though she/he does not work on this day. If she/he work , then additional 1 day salary is given to him/her; so the rate totally paid to him/her became 100% in case of doing overtime in national /religious holidays) The min. wage paid for workers was at least 22104.67 TL Net- per month.

There was no union.

Worker number information: There were total 1268 employees in the factory when auditing. 1105 production workers (447 female, 658 male) and 158 management workers (66 female, 92 male). Number of catering company employees: 19 people (9 male, 10 female)

Worker organization details: There was just H&S worker representatives in the factory.

Good practices: The meal and transporting were provided to employees free of charge. The company has an earthquake performance analysis.

Circumstances: The management showed cooperation. Attitude of management was good, transparent and positive to the general audit process. Management was arranged a room for auditors to conduct audit process and doing interviews.

Necessary documents were shared with auditors. Time records and payroll records were provided for requested months and sampled employees. Opening and closing meeting was done with facility representatives. No transparency issues or access denied was raised during audit. Management took necessary responsibility to conduct and participate during audit. The general attitude of the employees was positive. Most interviewees reported that they were satisfied with management and working condition

The special circumstances can be classified as followed: The auditor checked and found that there were no special abnormalities in the company's investigation.

Sections of findings;

PA1.1 According to sufficient evidence obtained, the audited company cannot partially meet the relevant principle due to the non-conformities found in the facility's performance areas 1-7.

PA7.1 Based on satisfactory evidence that, the main auditee does not partially respect this principle because there were

existing non-conformities which do not comply with local regulations and global standards in the OHS management system.

PA 7.11 According to document review, management interview and site tour;

It is noted that there are areas not covered by the company's building use permit, fire safety report and business licence.

Details;

-The closed area where the company operates is 54.388,42 m2.

-The company's building use permit documents (27.09.1989, 02.05.2000, 20.09.2000) cover a total closed area of 42.441,65 m2. It was noted that the company's building use permit does not cover 11.946,77 m2 closed area.

-The closed area covered by the building registration certificates (01.07.2019) provided by the company by making use of the zoning peace is 9730,77 m2. The company has an earthquake performance analysis with controlled damage result value.

-It was noted that the company's new warehouse building with a closed area of 2216 m2 became operational in 2024. There is no certificate of occupancy for the new warehouse.

-It was noted that the company's fire safety report (28.07.2023) does not cover the 2216 m2 warehouse that has just started operations.

-It was noted that the company's business licence (04.08.2006) does not cover the 9730,77 m2 closed area covered by the building registration documents. It was also noted that the company's business licence did not cover the 2216 m2 warehouse which was recently put into operation. It was noted that the company's business license does not cover a total closed area of 11.946,77 m2 .

Living wage calculation: The company has calculated a living wage. The Anker method was used.

Speak for change poster(S4C) was shared with employees.

SITE DETAILS

Site
Kucuker Tekstil San. ve Tic. A. S.

Site amfori ID
792-000064-002

GICS Classification

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

Sub Industry
Textiles

amfori Process Classifications

Packaging / wrapping / shipping

Sewing / Stitching

Continuous dyeing / Pad Steam dyeing / Pad dry dyeing / Thermosol

Warping

Weaving

GS1 Classifications

N.A.

NACE Classification

Manufacture of other textiles

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	723	Workers
Legal minimum wage in local currency	22.104,67	Monthly
Lowest wage paid for regular work at the site	22.104,67	Monthly
Calculated living wage in local currency	22.019,56	Monthly
Total sample	10	Workers

Other Metrics

Male workers	395	Workers
Female workers	328	Workers
Non-binary workers	0	Workers
Permanent workers - Male	759	Workers
Permanent workers - Female	523	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	92	Workers
Management - Female	66	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	348	Workers
Workers with night shift - Female	213	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	26	Workers
Workers with disabilities - Female	11	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	658	Workers
Workers hired directly - Female	447	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	9	Workers
Workers hired indirectly - Female	10	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	3	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	6	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	5	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Kucuker Tekstil San. ve Tic. A. S. | Site amfori ID: 792-000064-002

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

BSCI Principle 1.1(OOPEN)
According to sufficient evidence obtained, the audited company cannot partially meet the relevant principle due to the non-conformities found in the facility's performance areas 1-7.

BSCI Prensibi 1.1(AÇIK)
Elde edilen yeterli delillere göre, tesisin performans alanları 1-7 'de uygunsuzluklar bulunması sebebiyle denetlenen firma ilgili prensibi kısmen karşılayamamaktadır.



PA 7: Occupational Health and Safety

Site: Kucuker Tekstil San. ve Tic. A. S. | Site amfori ID: 792-000064-002

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

LOCAL LANGUAGE

Finding

Amfori BSCI Principle 7.1
Based on satisfactory evidence that, the main auditee does not partially respect this principle because there were existing non-conformities which do not comply with local regulations and global standards in the OHS management system.

Amfori BSCI prensibi 7.1
Elde edilen yeterli delillere göre, firma iş sağlığı ve güvenliği yönetim sistemindeki yerel kanun ve küresel standartları tam olarak karşılamayan mevcut eksiklikler sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır.

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH

LOCAL LANGUAGE

Finding

amfori BSCI principle 7.11(OOPEN)
Amfori BSCI Memo (ACs 2023/01 04) Türkiye: Building Safety & Earthquake Readiness.
There should be satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe.

LAW: Zoning Law No:319, Date: 3/5/1985, Building

amfori BSCI prensibi 7.11(AÇIK)
Amfori BSCI Memo'su (ACs 2023/01 04) Türkiye: Binaların Güvenliği & Depreme Hazırlık.
KANUN: 319 Sayılı İmar Kanunu, Tarih: 3/5/1985, Yapı Ruhsatı, Madde 30.
IS YERI ACMA VE CALISTIRMA RUHSATLARINA ILISKIN YONETMELIK, Resmi Gazete tarihi:10/8/

Finding

permit, Article 30 / article 27.

REGULATION ON OPENING AND OPERATING LICENSES FOR BUSINESSES

FINDING: According to document review, management interview and site tour;

It is noted that there are areas not covered by the company's building use permit, fire safety report and business licence.

Details;

-The closed area where the company operates is 54.388,42 m2.

-The company's building use permit documents (27.09.1989, 02.05.2000, 20.09.2000) cover a total closed area of 42.441,65 m2. It was noted that the company's building use permit does not cover 11.946,77 m2 closed area.

-The closed area covered by the building registration certificates (01.07.2019) provided by the company by making use of the zoning peace is 9730,77 m2. The company has an earthquake performance analysis with controlled damage result value.

-It was noted that the company's new warehouse building with a closed area of 2216 m2 became operational in 2024. There is no certificate of occupancy for the new warehouse.

-It was noted that the company's fire safety report (28.07.2023) does not cover the 2216 m2 warehouse that has just started operations.

-It was noted that the company's business licence (04.08.2006) does not cover the 9730,77 m2 closed area covered by the building registration documents. It was also noted that the company's business licence did not cover the 2216 m2 warehouse which was recently put into operation. It was noted that the company's business license does not cover a total closed area of 11.946,77 m2 .

This question is rated as partial non-conformity because the company has an earthquake performance analysis report with controlled damage rating.

2005, Sayısı: 25902, 2.BOLUM

BULGU: Döküman incelemesi, yönetim görüşmesi ve saha turundan elde edilen verilere göre; Firmanın yapı kullanım izin belgesinin, itfaiye uygunluk belgesinin ve işyeri açma çalışma ruhsatının kapsamadığı alanların olduğu not edilmiştir.

Detaylar;

-Firmanın faaliyet gösterdiği kapalı alan 54.388,42 m2'dir.

-Firmanın yapı kullanım izin belgeleri (27.09.1989, 02.05.2000, 20.09.2000) toplam 42.441,65 m2 kapalı alanı kapsamaktadır.Firmanın yapı kullanım izin belgesinin 11.946,77 m2 kapalı alanı kapsamadığı not edilmiştir.

-Firmanın imar barışından faydalanarak sağladığı yapı kayıt belgelerinin (01.07.2019) kapsadığı kapalı alan 9730,77 m2'dir. Firmanın kontrollü hasar sonuç değerine sahip deprem performans analizi mevcuttur.

-Firmanın 2216 m2 kapalı alanı olan yeni depo binasının 2024 yılında faaliyete geçtiği not edilmiştir. Yeni deponun yapı kullanım izin belgesi mevcut değildir.

-Firmanın itfaiye uygunluk raporunun (28.07.2023) yeni faaliyete geçen 2216 m2'lik depoyu kapsamadığı not edilmiştir.

-Firmanın işyeri açma çalışma ruhsatının (04.08.2006) yapı kayıt belgelerinin kapsadığı 9730,77 m2 kapalı alanı kapsamadığı not edilmiştir. Ayrıca firmanın işyeri açma ve çalışma ruhsatının yeni faaliyete geçen 2216 m2'lik depoyu kapsamadığı not edilmiştir. Firmanın işyeri açma çalışma ruhsatının toplam 11.946,77 m2 kapalı alanı kapsamadığı not edilmiştir.

Bu soru kısmi uygunsuzluk olarak derecelendirilmiştir çünkü, firmanın kontrollü hasar derecesine sahip deprem performans analiz raporu mevcuttur