

Monitored Party Kumtel Dayanıklı Tüketim Malları Plastik San. ve Tic. A.Ş.	amfori ID 792-001146-000	Address Organize Sanayi Bolgesi 6. Cad. No: 42 Melikgazi / Kayseri, 38070 Kayseri, Kayseri, Türkiye
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner SGS
Monitoring Start Date 14/04/2025	Closing Meeting Finished Date 22/04/2025	Submission Date 22/04/2025
Expiration Date 21/10/2026	Announcement Type Semi Announced	
Site Kumtel Dayanikli Tuketim Mallar Plastik Sanayi ve Ticaret A.Ş.	Site amfori ID 792-001146-002	

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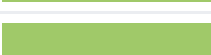
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OVERALL RATING



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(1. Followup audit)

Monitoring Date: 14-15.04.2025

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

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

Name of Team Member Auditor: Şeyma Karakurt Yan (APSCA member No: ASCA 32200927)

Audit schedule details: The audit was planned for 2 auditor x 1 day and for last day 1 auditor x 1 day.

Business partner information: Kumtel Dayanıklı Tüketim Malları Plastik Sanayi ve Ticaret A.Ş., which was located at Organize Sanayi Bölgesi 6. Cad. No: 42 Melikgazi / Kayseri, 38070 Kayseri, Türkiye and established in 1982. Facility total closed area as 50650 square meters. It is not shared with any other company.

Business license nr: 78451307-12.01-181087.

The product manufactured at this site is electrical appliances. The main processes are metal forming, surface coating, assembly, paint shop, shipping. Total annual capacity of 5400000 pieces.

-The structures of the facility buildings are concrete and there are four main buildings in the facility campus as noted below.

The layouts of the facility buildings are as below;

The building that covers security point, store and human resource department (It is located at the entrance of the facility.

There is a level difference at two side of the building. So, it seems road level from both side);

Up floor: Store and security staff room.

Down floor: Human resources department.

Administration building;

Entrance floor: Administration offices,

1st floor: Administration offices.

Production 1 building (It is located at the entrance of the facility. There is a level difference at two side of the building. So, it seems road level from both side);

Down floor: Lunch hall, coating section, hazardous waste storage area, service department, tray drawing section, nickeling section,

Up floor: Cutting section, press section, welding section, molding section, dyeing house, sandblasting section, doctor room,

Mezzanine floor: Locker rooms.

Production 2 building (It is located at the entrance of the facility. There is a level difference at two side of the building. So, it seems road level from both side);

Down floor: Assembling section, screen printing section, packaging section, completely knock down (semi-goods) section, shipment section,

Up floor: Enamelling section, montage section, administration offices, quality control section and shipment section, finished goods and material warehouses, locker rooms, prayer rooms.

Operating shifts and hours and Time recording system:

Based on the management/workers interview and review sampling attendance records, workers have 2 types of working hour systems.

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

- 07:30–17:30 with 60' break x 5 days in a week from Monday to Friday. 9 hours per day and 45 hours per week. Saturday and Sundays were granted as weekly rest days.

For other employees: 3 shift system;

- 07:30 – 15:30 with 30' lunch break x 6 days in a week from Monday to Saturday.

- 15:30 – 23:30 with 30' lunch break x 6 days in a week from Monday to Saturday.

- 23:30 – 07:30 with 30' lunch break x 6 days in a week from Monday to Saturday.

7,5 hours per day and 45 hours per week. Sundays were granted as weekly rest days.

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

Salary payment details: Workers were paid on the 10th 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 is a union whose company name is Özçelik İş.

Worker number information: There were total 1526 employees in the factory when auditing. 1362 production workers (344 female, 1018 male) and 146 management workers (51 female, 95 male). There were 6 migrant employee, There was 66 disabled employees, no young employees, no pregnant employee, and no breastfeeding employee at the facility. Support is received from a subcontractor company for security and food services within the company (Total number of employees: 25).

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.

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 1-5-7.

PA5.5- There are 397 female employees in the business. However, no crèche or crèche contract has yet been provided for female employees.

PA7.1- According to sufficient evidence obtained, the audited company cannot partially meet the relevant principle due to the existing deficiencies in the company's occupational health and safety management system, which does not fully meet local laws and global standards.

PA7.11- According to the document review, the company's usage area is 50650 square meters. There is a building usage permit for a usage area of 49650 square meters. There is no building usage permit for a usage permit of 1000 square meters. (There is a building registration certificate for 1000 square meters.)

Living wage calculation: The company has calculated a living wage.

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

SITE DETAILS

Site	Site amfori ID
Kumtel Dayanikli Tuketim Mallar Plastik Sanayi ve Ticaret A.Ş.	792-001146-002

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Household Durables
Sub Industry		
Household Appliances		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	1.045	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	31.985	Monthly
Total sample	20	Workers

Other Metrics

Male workers	650	Workers
Female workers	395	Workers
Non-binary workers	0	Workers
Permanent workers - Male	1.124	Workers
Permanent workers - Female	402	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	95	Workers
Management - Female	51	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	690	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	57	Workers
Workers with disabilities - Female	9	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	6	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	1.018	Workers
Workers hired directly - Female	344	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	11	Workers
Workers hired indirectly - Female	7	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	1.018	Workers
Unionised workers - Female	344	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	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Minimum wage agreed on CBA in local currency	22.104,67	Monthly
Sample - Male	13	Workers
Sample - Female	7	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: Kumtel Dayanikli Tuketim Mallar Plastik Sanayi ve Ticaret A.Ş. | Site amfori ID: 792-001146-002

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(OPEN)
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 1-5-7.

BSCI Prensibi 1.1 (AÇIK)
Elde edilen yeterli delillere göre, tesisin performans alanları 1-5-7 'de uygunsuzluklar bulunması sebebiyle denetlenen firma ilgili prensibi kısmen karşılayamamaktadır.

PA 5: Fair Remuneration

Site: Kumtel Dayanikli Tuketim Mallar Plastik Sanayi ve Ticaret A.Ş. | Site amfori ID: 792-001146-002

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH

LOCAL LANGUAGE

Finding

BSCI Principle 5.5(OPEN)
There are 397 female employees in the business. However, no crèche or crèche contract has yet been provided for female employees.
Law:
REGULATION REGARDING WORKING CONDITIONS OF PREGNANT OR NURSING WOMEN AND LACTATION ROOMS AND CHILD CARE DORMITORIES: Official Gazette Date: 16.08.2013 Official Gazette Number: 28737

BSCI Prensibi 5.5(AÇIK)
İşletmede 397 kadın çalışan mevcuttur. Buna karşın, kadın çalışanlar için henüz kreş veya kreş sözleşmesi sağlanmamıştır.
Kanun:
GEBE VEYA EMZİREN KADINLARIN ÇALIŞTIRILMA ŞARTLARIYLA EMZİRME ODALARI VE ÇOCUK BAKIM YURTLARINA DAİR YÖNETMELİK: Resmî Gazete Tarihi: 16.08.2013 Resmî Gazete Sayısı: 28737

PA 7: Occupational Health and Safety

Site: Kumtel Dayanikli Tuketim Mallar Plastik Sanayi ve Ticaret A.Ş. | Site amfori ID: 792-001146-002

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

ENGLISH

LOCAL LANGUAGE

Finding

BSCI Principle 7.1(OPEN)

According to sufficient evidence obtained, the audited company cannot partially meet the relevant principle due to the existing deficiencies in the company's occupational health and safety management system, which does not fully meet local laws and global standards.

BSCI prensibi 7.1(AÇIK)

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

BSCI Principle 7.11 (OPEN)

According to the document review, the company's usage area is 50650 square meters.
There is a building usage permit for a usage area of 49650 square meters. There is no building usage permit for a usage permit of 1000 square meters. (There is a building registration certificate for 1000 square meters.)
Law: PLANNED AREAS ZONING REGULATION
Official Gazette Date: 03.07.2017 Number of Official Gazette: 30113

BSCI Prensibi 7.11 (AÇIK)

Doküman incelemesine göre firmanın kullanım alanı 50650 metrekaredir.
49650 metrekare kullanım alanı için yapı kullanım izni vardır. 1000 metrekare kullanım izni için yapı kullanım izni yoktur. (1000 metre kare için yapı kayıt belgesi vardır.)
Kanun:
PLANLI ALANLAR İMAR YÖNETMELİĞİ: Resmî Gazete Tarihi: 03.07.2017 Resmî Gazete Sayısı: 30113