Monitoring summary report for Solmazer Ev Gerecleri Sanayi Anonim Sirketi

MONITORING ID: 24-0264842

Monitored Party **Solmazer Ev Gerecleri Sanayi Anonim Sirketi**	amfori ID **792-000372-000**	Address **Yeni Mahalle 10. Sokak No:22 Büyükkarıştıran Organize San. Bölgesi Lüleburgaz - Kırklareli, Luleburgaz, Kırklareli, Türkiye**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **Eurofins CPA**
Monitoring Start Date **14/08/2024**	Closing Meeting Finished Date **16/08/2024**	Submission Date **27/08/2024**
Expiration Date **27/08/2026**	Announcement Type **Semi Announced**	
Site **Solmazer Ev Gerecleri Sanayi Anonim Sirketi**	Site amfori ID **792-000372-002**	

This is an extract of the online Monitoring Result, generated on 27/08/2024, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the amfori Sustainability Platform - The English version is the legally binding one.

OVERALL RATING

A | **B** | C | D | E | None

SECTION RATING

PA1: Social Management System	C
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

Name of lead auditor: ARİ MANUK KOLANCİYAN, APSCA membership number: CSCA21701535
Monitoring partner name: Eurofins CPA
Audit schedule details: The audit is planned as 3 md excluding 0.5 md offsite report writing
The audit was conducted by 1 auditor on 3 days

Announcement Type: Semi announced
Business partner information:
Solmazer Ev Gerecleri Sanayi Anonim Sirketi was established in 2006 and production facility moved to current location 2015, all the production and management was done by audited location, the company also has sell office in Istanbul.

The company is producer of plastic kitchenware and homeware, there were also glass production process which is under construction, they have a plan to produce glass, cup.
There were mainly plastic injection, assembling, printing/dyeing, QC and packing process.
The company indirectly export %100 of their products.
Audited location information: The facility use 1 building which is about 34.000 sqm, there were 2nd and 3rd floor on some of the facility area.

Main building :
Entrance floor: assembling, packing, warehouse, infirmary, blow molding,
1st floor: lunch hall, printing/dyeing, assembling,
2nd floor: injection, mold repairing area, management office.

Buildings are not shared with any other companies.

The company is owner of the building.
There was no dormitory.

Operating shifts and hours: There were 2 working hours system. (Shift basis and non shift)
Non shift: from 08:00 to 18:00 including 30’ + 15’x2 breaks x 5 days from Monday to Fridays

Shift basis: There were 3 shift were scheduled between 08:00, 16:00 and 24:00 including 30’ +10’ breaks at each shift x 6 days.
Sunday is applied as off day.

Time recording system: There were card activated system also there were manual record keeping for service provider workers.

Salary payment details: all the wages were paid between 5th and 10th day of each month by bank.
Worker number information:

There were totally 417
Management 13 male and 12 female
Production 129 male and 252 female
Security: 3 male (DOST ÖZEL GÜVENLİK EĞİTİM HİZMETLERİ)
Kitchen: 2 male 6 female (TEYVAŞ TOPLU YEMEK Hizmetleri San. Ve Tic. A.Ş.)

Also 12 disabled (10 male and 2 female) 2 pregnant, 2 parenteral leave workers included in above.
There was no migrant, no seasonal worker.

Good practices: Daily meal and transportation is provided to all workers.

Worker organization details: There was no organized trade union, there was a freely elected worker representation system.

Circumstances: There was no special circumstance during the audit.

Summary of findings: The performance areas with findings are PA 1,5

Pa1: There was a social compliance management system with documented procedure and policy, the appointed staff is available. However the audited company partially respects this PA due to listed findings below.

• there were gaps in a system due to current gaps in PA1 and PA 5.
• There were business partner mapping with importance details. However there are no details on how the importance level of companies will be determined. Also purchasing manager and a social compliance responsible have been appointed to audit business partner in terms of social compliance, some of the business partners were audited by purchasing manager. However, there was no evidence to show that purchasing manager has awareness regarding social compliance requirement.
• Service provider company workers working conditions(working hours, payment) were not assessed by the main auditing company, daily break period of the security staff(how much) were not defined.

PA5: There were well organized payment system as per local law. At least legal minimum wages were provided, payments were done on time, there was no illegal deduction, wages vary according to seniority and competence, breaks are provided as per law however the audited company partially respects this PA due to listed findings below:
• some mistake was done during calculation. Workers surveys were given to all workers, 181 employees returned the survey. While the data was being averaged, the total numbers should have been divided by the number of participants in the survey, but by dividing by the total number of employees in the workplace, which is 421, incorrect numbers were found to be below the average. So there was no acceptable living wage calculation system.

#speakforchange: there was no announcement about speak for change, management informed during the audit.
Since July 1st 2022: 6.471,00 TL (Gross); 5500, 35 TL (Net) / month
Since January 1st 2023: 10.008 TL (Gross); 8.506,80 TL (Net) / month
Since July 1st 2023: 13.414,00 TL (Gross); 11402,32 TL (Net) / month
Since January 1st 2024: 20.002,50 TL (Gross); 17.002,12 TL (Net) / month

Based on Turkish regulation, legal minim wages were officially announced as daily gross wage in Official Gazette. however as a practice it is applied and announced as monthly net wage.

#LivingWage calculation: There was no living wage calculation so living wage amount at Remuneration and Working Hours section was provided by auditing company and source of related data is Turkish Economic Enterprise and Business Ethics Association and the Turkish Statistical Institute related institute was calculated the amount with Anker method.

https://igiad.org.tr/igiad-2024-yili-insani-gecim-ucretini-acikladi
Due to there was no calculation details only final amount could be provided.

#certificates: the company has below certificates
ISO9001:2015 valid 06.07.2026
Iso45001:2018 valid 02.06.2025
ISO14001:2015 valid 02.06.2025
ISO/IEC 27001:2013 valid 25.10.2025
ISO22000:2018 valid 27.03.2025

ISO10002:2018 valid 30.05.2027

Uploaded documents containing personal information were uploaded with sensitive personal information hidden.

*** Auditor Note regarding documents;
• Those documents below were not uploaded in the system due to the fact that they were not applicable.
- Agency labor contract
- Government waivers
- Dormitory
- Inconsistency between records…etc.

Note 1:Typing mistakes were changed in report after closing meeting.
Note 2: audited company provide the procedure after the audit, which include details on how the importance level of business partner companies will be determined. (Finding 1.3)

SITE DETAILS

Site
Solmazer Ev Gerecleri Sanayi Anonim Sirketi

Site amfori ID
792-000372-002

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Household Durables

Sub Industry
Housewares & Specialties

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	**198**	**Workers**
Legal minimum wage in local currency	**17.002,12**	**Monthly**
Lowest wage paid for regular work at the site	**17.100**	**Monthly**
Calculated living wage in local currency	**23.120**	**Monthly**
Total sample	**20**	**Workers**

Other Metrics

Male workers	**91**	**Workers**
Female workers	**107**	**Workers**
Non-binary workers	**0**	**Workers**
Permanent workers - Male	**147**	**Workers**
Permanent workers - Female	**270**	**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	**13**	**Workers**
Management - Female	**12**	**Workers**
Management - Non-binary	**0**	**Workers**
Apprentices - Male	**0**	**Workers**
Apprentices - Female	**0**	**Workers**
Apprentices - Non-binary	**0**	**Workers**
Workers on probation - Male	**10**	**Workers**
Workers on probation - Female	**12**	**Workers**
Workers on probation - Non-binary	**0**	**Workers**
Workers with night shift - Male	**45**	**Workers**
Workers with night shift - Female	**80**	**Workers**
Workers with night shift - Non-binary	**0**	**Workers**
Workers with disabilities - Male	**10**	**Workers**
Workers with disabilities - Female	**2**	**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	**142**	**Workers**
Workers hired directly - Female	**264**	**Workers**
Workers hired directly - Non-binary	**0**	**Workers**
Workers hired indirectly - Male	**5**	**Workers**
Workers hired indirectly - Female	**6**	**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	**2**	**Workers**
Workers on parental leave - Male	**0**	**Workers**
Workers on parental leave - Female	**2**	**Workers**
Workers on parental leave - Non-binary	**0**	**Workers**
Sample - Male	**9**	**Workers**
Sample - Female	**11**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: Solmazer Ev Gerecleri Sanayi Anonim Sirketi | Site amfori ID: 792-000372-002

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	
There was a social compliance management system, related system was managed and monitored by appointed staff, there were appointed staffs, documented policy and procedures, evidence for given training however there were gaps in a system due to current gaps in PA1 and PA 5. Based on satisfactory evidence that main audited partially respects BSCI requirement 1.1	Firmada bir sosyal uygunluk yönetim sistemi mevcuttur, bu sistem atanmış sorumlusu tarafından izlenmekte ve yönetilmektedir. Atanmış bir sorumlusu, dökümante politika ve prosedürler, verilen eğitimler için kayıtlar mevcuttur ancak elde edilen yeterli delillere göre PA1 ve PA5 deki mevcut açıklar nedeniyle denetlenen firma BSCI gerekliliği 1.1 i kısmen karşılayabilmektedir.

Question: 1.3 Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
1)Based on document review, management interview there were business partner assessment and management system with written procedure. There were business partner mapping with importance details. However there are no details on how the importance level of companies will be determined. Also purchasing manager and a social compliance responsible have been appointed to audit business partner in terms of social compliance, some of the business partners were audited by purchasing manager. However, there was no evidence to show that purchasing manager has awareness regarding social compliance requirement. 2) Based on document review, management and worker interview, site observation there were 2 service provider company for kitchen and security service. Service provider company workers working conditions(working hours, payment) were not assessed by the main auditing company, daily break period of the security staff(how much) were	1) dokuman incelemesi, yönetim görüşmesine göre firmada iş ortağı değerlendirme ve denetleme sistemi vardır yazılı prosedür mevcuttur. Paydaş haritalandırması yapılmıştır önem seviyesi belirlenmiştir ancak önem seviyesinin neye göre belirlendiği/belirleneceğine dair tanım yoktur. Ayrıca paydaşların sosyal uygunluk açısından denetlenmesi için sosyal uygunluk sorumlusu ve satın alma müdürü sorumludur, firmaların bazıları satın alma sorumlusu tarafından denetlenmiştir ancak satın alma sorumlusunun sosyal uygunluk gerekliliklerine dair farkındalığı olduğuna dair kanıt yoktur. 2)dokuman incelemesi, çalışan ve yönetim görüşmesi, saha gözlemine göre fabrikada yemek ve güvenlik hizmet için 2 tane servis sağlayıcı firma vardır. Hizmet sağlayıcı sağlayıcı firma çalışanlarının çalışma koşulları (çalışma saati ödemeler) ana denetlenen tarafından kontrol edilmemektedir. Güvenlik firması çalışanlarının günlük dinlenme süresi tanımlanmamıştır.

Finding	
not defined. Amfori BSCI requirement 1.3: Auditee should identify their significant business partners and their level of alignment with the amfori BSCI Code of Conduct. The audited company partially respects amfori BSCI requirement 1.3 because supply chain management procedure was available, companies were audited, BSCI COC and company social compliance policies were shared and signed.	BSCI gerekliliği 1.3: Denetlenen kurum, önemli iş ortaklarını ve onların amfori BSCI Davranış Kuralları'na uyum düzeylerini belirlediğine dair tatmin edici kanıtlar sunmalıdır. Firmanın iş ortaklarının sosyal performanslarına yönelik adımlar atmış olması, değerlendirme prosedürü oluşturmuş olması, BSCI davranış kuralları ve kendi politikasını paylaşmış ve imzalatmış olması sebebiyle, denetlenen firma amfori BSCI gerekliliği 1.3 e kısmen uygunluk göstermektedir.

PA 5: Fair Remuneration

Site: Solmazer Ev Gerecleri Sanayi Anonim Sirketi | Site amfori ID: 792-000372-002

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review, management and worker interview, living wage calculation was done beginning of 2024 via worker survey method. However some mistake was done during calculation. Workers surveys were given to all workers, 181 employees returned the survey. While the data was being averaged, the total numbers should have been divided by the number of participants in the survey, but by dividing by the total number of employees in the workplace, which is 421, incorrect numbers were found to be below the average. So there was no acceptable living wage calculation system. Amfori BSCI requirement 5.4: The auditee provides sufficient remuneration that allows workers to meet a decent standard of living. Due to that some steps were taken, there was a calculation system the audited company partially respects amfori BSCI requirment 5.4.	Dokuman incelemesi, yönetim ve çalışan görüşmesine göre, yaşam ücreti hesaplaması 2024 başında çalışan anketleri ile yapılmaya çalışılmıştır. Ancak hesaplarken bazı hatalar yapılmıştır. Çalışan anketleri tüm çalışanlara dağıtılmış, 181 kişi anket verilerini geri getirmiştir. Verilerin ortalamaları alınırken toplam rakamlar ankete katılanlara bölünmesi gerekirken, işyerindeki toplam çalışan olan 421 e bölünerek ortalamanın altında hatalı rakamlar bulunmuştur. Amfori BSCI gerkeliliği 5.4: Denetlenen kurum, işçilerin makul bir yaşam standardı oturtmalarına yetecek bir ücret öder. Yinede firmada yaşam ücreti hesaplama sistemi olması ve bir takım adımlar atılmış olması sebebiyle, denetlenen firma amfori BSCI gerekliliği 5.4 e kısmen uygunluk göstermektedir.