

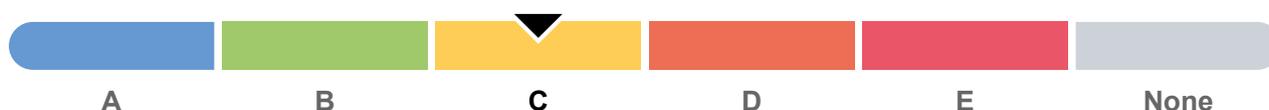
Monitored Party NARKONTEKS TEXTILE EXPORT IMPORT INDUSTRY AND TRADE INCORPORATED COMPANY	amfori ID 792-000149-000	Address DOGUS CAD NO:12, BUCA EGE GIYİM ORG.SAN.BÖLGESİ 3/19 SOKAK BUCA/İZMİR, 35400 İzmir, İzmir, Türkiye
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 21/09/2023	Closing Meeting Finished Date 05/10/2023	Submission Date 05/10/2023
Expiration Date 05/10/2024	Announcement Type Semi Announced	
Site NARKONTEKS TEXTILE EXPORT IMPORT INDUSTRY AND TRADE INCORPORATED COMPANY	Site amfori ID 792-000149-002	

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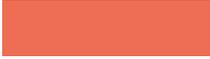
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OVERALL RATING



SECTION RATING

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

PA 6: Decent Working Hours	C	
PA 7: Occupational Health and Safety	D	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded Labour	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

LEAD AUDITOR: TUBA GOKOGLAN - APSCA NUMBER : CSCA 21701428

TEAM AUDITOR : FATMA ARLI - APSCA NUMBER: CSCA 21702375

THE AUDIT COMPANY: INTERTEK /THE AUDIT DATE: 21-22.09.2023

NARKONTEKS TEKSTIL IHRACAT ITHALAT SAN VE TIC AS CENTRAL FACILITY ((Yahya Kemal Beyatlı Caddesi no:12 BEGOS BUCA-IZMIR)) has been established on 24.03. 2005 . There are 4 branch companies ;

NARKONTEKS TEKSTIL - Logistic Facility (Yahya Kemal Beyatlı Caddesi no:10 BEGOS BUCA-IZMIR) - FACTORY 2

NARKONTEKS TEKSTIL - Bra Production Facility (Yahya Kemal Beyatlı Caddesi no:4 BEGOS BUCA-IZMIR) -FACTORY 3

NARKONTEKS TEKSTIL - Manisa Branch

NARKONTEKS TEKSTIL - Van Facility.

Logistic and Bra production Facilities are included into scope of the audit.

Trade letter was uploaded in the system.

Only Factory 3 (Bra production) building is rented ; other center and logistic (Factory 1 and 2)buildings are owned by the management.

Main activity is underwear and home / night / beachwear textiles production .There are cutting, Sewing, label printing, Finishing , printing and Warehouses processes were available in the company.

There was no dormitory at site.

There was no union.

The total closed areas occupied by the company were 17586 square meters.

Factory 1 (Central Facility) : 5774 m2

Factory 2 (Logistic) : 5577 m2

Factory 3 (Bra Production): 6235 m2

All opening and operating permits, fire certificates, and building occupancy permits are available for all buildings. However lunch area of logistic facility's building occupancy permit was not available.Pls. refer NC.7.11.

Factory 1 (Central Facility)

The layout of floors was below;

Basement Floor: Warehouse ,changing rooms

Ground Floor: Sewing and Finishing sections , lavatories, changing rooms

1st floor: Administration Offices

2nd Floor: Sewing and Finishing sections , lavatories, changing rooms

3rd Floor: Sewing and Finishing sections , lavatories, changing rooms

4th Floor: Lunch Area and Doctor Room, Nursery room, Training rooms and Prayer rooms

Factory 2 (Logistic Facility)

The layout of floors was below;

Basement Floor: Lunch Area, Sampling area, lavatories, changing rooms

Ground Floor: Warehouse , lavatories, changing rooms

1st floor: Cutting ,lavatories, changing rooms

2nd Floor: Cutting ,lavatories, changing rooms

3rd Floor: Warehouse

4th Floor: Administration Offices

Factory 3 (Bra production Facility)

The layout of floors was below;

Ground Floor: Elastic preparation, lavatories, changing rooms, prayer rooms, lunch area

1st floor: Accessory Warehouse ,lavatories, changing rooms
2nd Floor: Sewing, finishing section,lavatories, changing rooms
3rd Floor: Printing section , lavatories, changing rooms

There are contractor companies in security , cleaning and meal services.
Security and Cleaning service: EUROSERVE
Meal service: EUREST- SOFRA

Regular working hours are :
Administration and production sections: 07:30-17:30 with 2x15 min tea break and 30 min lunch break for 5 days in a week.
Contractor Security : 07:00-19:00 / 19:00-07:00 with 1 hour break for 4 days in a week
ISKUR (Turkish Employment Agency) employees work 07:30-17:30 with 2x30 min tea break and 60 min lunch break for 5 days in a week.
Pregnant Employee work 07:30-16:00 with 2x15 min tea break and 30 min lunch break for 5 days in a week.

Overtime hours are as below in selected months:
February 2023: 40 hours/month
July 2023:52,5 hours/month
August 2023: 40 hours/month

Payment is done by via bank at 7th of each month.

Wages are as below in selected months :

Average and highest wages;
In January 2023; 9450 TL/month - 11650 TL/month (NET)
In July 2023; 12700 TL/month - 15650 TL/month (NET)
In August 2023; 12700 TL/month - 15650 TL/month (NET)

Total number of employees are : 635
Administration: 160 (43 male and 117 female)
Production: 449 (61 male and 388 female)
EUREST-SOFRA (Catering): 11 Female
EUROSERVE (Cleaning): 5 Male 7 Female
EUROSERVE (Security): 3 Male

There are 17 ISKUR (Turkish Employment Agency) trainees (17 Female) employees in the facility.
Migrant: 0
Pregnant: 1
Disabled: 19
Maternity Leave:0
Young labour: 0
Minimum age is 18.

The factory adopted a finger scan attendance system to record employees' working hours.
Food and transportation are provided free of charge.
There are 3 elected worker representatives in the facility.
There is highly risk area in the facility.
Speak for Change Observations posted on notice board and training is given to employees.
"There was no special circumstance during the audit."

AUDITOR NOTE 1: The external persons'and blue collared employees' information have been hidden due to the practice of protection of personal data.

AUDITOR NOTE 2: There is no government waiver , dormitory or CBA in the facility. So, related documents could not be

uploaded to the system. In addition to that inconsistency between time and production records were not uploaded to the system because they are not applicable.

AUDITOR NOTE 3: Payment records and time records were available for last 12 months.

AUDITOR NOTE 4: The total workforce of the facility on the day of the audit is different from the general total workforce since there are employees who are absent, on sick leave

AUDITOR NOTE 5: On the fair remuneration table in the remuneration sheet, the areas which were not applicable in Turkey were kept with 0 value.

AUDITOR NOTE 6: Additional 0.5 day more than minimum man-day is assigned for onsite auditing. The auditor is provided with 0.5 day reporting time.

AUDITOR NOTE 7: The worker representative did not attend to opening and closing meeting due to production intensity.

AUDITOR NOTE 8: Finding NC.1.4 has been deleted since there is no correlation anymore with NC.6.2.

AUDITOR NOTE 9: Finding 5.4. was revised and has been given more detail.

AUDITOR NOTE 10: Finding NC6.2 ; English law has been revised.

AUDITOR NOTE 11: Finding NC 1.1. , manual correction was made on CAP report .