

Monitored Party SİR HAZIR GİYİM TEKSTİL SANAYİ VE TİCARET LTD. ŞİRKETİ	amfori ID 792-001274-000	Address FATİH MAHALLESİ 1191 SOKAK NO:27, 35410 GAZİEMİR, İzmir, Türkiye
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner SGS
Monitoring Start Date 23/10/2023	Closing Meeting Finished Date 24/10/2023	Submission Date 27/10/2023
Expiration Date 18/04/2025	Announcement Type Semi Announced	
Site SİR HAZIR GİYİM TEKSTİL SAN. VE TİC. LTD. ŞTİ	Site amfori ID 792-001274-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	A	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination	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 Labour	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: BUSRA NUR BERBEROGLU Ms APSCA Auditor Registered Number: CSCA 21705469

Name of team auditor (if applicable): None

Name of observers, translators, trainees, advisors/consultants (if applicable): None

Monitoring partner name: SGS TURKIYE

Audit schedule details: Amfori BSCI initial audit was performed over 2,5 man-days (2 Man-day on-site) by 1 (one) lead auditor on 23&24th of October 2023.

Announcement Type: Semi-announced

Business partner information: Facility Name: SIR HAZIR GIYIM TEKSTİL SANAYİ VE TİCARET LTD. SİRKETİ Facility Local Name: SİR HAZIR GİYİM TEKSTİL SANAYİ VE TİCARET LTD. ŞİRKETİ The facility address is FATİH MAHALLESİ 1191 SOKAK NO:27, 35410 GAZİEMİR / İZMİR which is same as Amfori Platform. SIR HAZIR GIYIM has been established on 2018 in Istanbul and facility started to activity at current adress in May 2018.

Production Process: Main activity is men suit and men outwear production . Main processes are sewing, cutting , ironing and packaging

Audited location information: Factory Building: The total closed areas occupied by the audited company are approximately 8500 square meters. There is one building. The building is not shared. Building layout of floors is as below: Facility located in 4 floored building. Building structure is concrete. Bottom floor: Boiler room, fire room, compressor room, lunch hall and infirmary room Entrance floor: Sewing, pressing, showroom 1st floor: Offices, cutting ,spare parts warehouse Roof floor: Empty

Operating shifts and hours:

Regular working hours are 07:30-17:45 with 2x15 min tea break and 45 min lunch break for 5 days in a week from Monday to Friday.

Time recording system: The factory adopted card reading system to record employees' working hours.

Salary payment details: Payment is done at 10th of each month via bank officialy.

Worker number information:

366 workers as 42 administrative (22 male, 20 female), 321 production (109 male, 212 female) For Doğançoç Güvenlik: 3 worker as 3 male. Totally 366 workers (134 male , 232 female) There were 2 pregnant and 12 handicapped workers at the facility. There was no daily, migrant,young, piece rate and homeworker at the facility. Youngest worker age is 18 at the company.

Good practices: Meal and transportation were provided by facility free of charge.

Worker organization details: There was no government waivers / collective bargaining used or available by the auditee, which government waivers / collective bargaining agreements not applicable.

Circumstances: There was no special circumstance during the audit.

Summary of findings: None

Living wage calculation: The company has calculated an updated living wage.

Business License: Uploaded on Amfori platform Building License: Uploaded on Amfori platform Fire Safety License:

Uploaded on Amfori platform Signed TOI document: Uploaded on Amfori platform. Signed Code of Conduct Document:

Uploaded on Amfori platform. Sample Payment Record: Uploaded on Amfori platform. Sample Time Record: Uploaded on

Amfori platform. Social Policy: Uploaded on Amfori platform. Sample Social Security Form: Uploaded on Amfori platform.

Sample Photos: Uploaded on Amfori platform. Findings/Areas of improvement: No physical evidence for findings. Signed

CAP: Uploaded on Amfori platform. Testing of fire hose: Uploaded on Amfori platform. Contractor license/permit: No

contractors were seen. Agency labour contract: No agency workers were seen. Government waivers: No Government

wavers were seen. Collective bargaining agreements: No CBA were seen. No Zero Tolerance issue was raised.

SITE DETAILS

Site
**SİR HAZIR GİYİM TEKSTİL SAN.
VE TİC. LTD. ŞTİ**

Site amfori ID
792-001274-001

GICS Classification

Sector	Industry Group	Industry
Materials	Materials	Construction Materials
Sub Industry		
Construction Materials		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	340	Workers
Legal minimum wage in local currency	11,4	Monthly
Lowest wage paid for regular work at the site	11,4	Monthly
Calculated living wage in local currency	23.000	Monthly
Total sample	15	Workers

Other Metrics

Male workers	140	Workers
Female workers	200	Workers
Permanent workers - Male	131	Workers
Permanent workers - Female	232	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	22	Workers
Management - Female	20	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with disabilities - Male	8	Workers
Workers with disabilities - Female	4	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	131	Workers
Workers hired directly - Female	232	Workers
Workers hired indirectly - Male	3	Workers
Workers hired indirectly - Female	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Pregnant workers	2	Workers

Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Sample - Male	4	Workers
Sample - Female	11	Workers