

Monitoring result for Gondol Plastik Sanayi Ve Dis Ticaret A.S. on site Gondol Plastik San. Ve Dis Tic. A.S.

Monitoring

| | |
|---------------------|---|
| Monitored Party | : Gondol Plastik Sanayi Ve Dis Ticaret A.S. |
| amfori ID | : 792-000203-000 |
| Site | : Gondol Plastik San. Ve Dis Tic. A.S. |
| Site amfori ID | : 792-000203-002 |
| Address | : Osman Gazi Mahallesi, Gazi Caddesi, No:27 Kiraç E senyurt |
| | : Esenyurt |
| | : Adana |
| | : Turkey |
| Monitoring Activity | : amfori Social Audit - Manufacturing |
| Monitoring Type | : Full Monitoring |
| Submission Date | : 25/04/2022 |
| Expiration Date | : 25/04/2024 |

This is an extract of the online monitoring result, generated on 25/04/2022, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



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Overall rating



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 | 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

LEAD AUDITOR: OZGE YILDIRIM - APSCA Membership Number: RA21700703
TEAM AUDITOR: ARI MANUK KOLANCIYAN - APSCA Membership Number: RA21701535
Audit Company: INTERTEK
Audit Date: 11-12.04.2022

The audited factory was established in 1978 and at its current address since 2014. All employees moved from the old location to the current location under the same legal entity with no change in its management and/or ownership. The factory changed the factory title on 17.07.2014. The factory specialized in the production of plastic kitchen applicants and the process of raw material storage; plastic injection, packing, and dispatch were done in-house. The factory had a total capacity of 7000 tonnes of raw material per year and no subcontractor is used by the factory for production processes.

The facility occupies a single production building. The total closed area is 7500 square meters. Total area of 11.000 square meters. Food and transportation provided free of charge.

There was one floor and two mezzanines floors available in the factory building.
1st Floor: production area, warehouse, lunch hall and maintenance,
1st mezzanine: packing, warehouse, doctor room, showroom and offices.
2nd mezzanine: offices.
The building is concrete. There is no dormitory in the facility.

Working Hours:

Injection:

1st shift: from 7:30 to 15:30 with 30 minutes meal break

2nd shift: from 15:30 to 23:30 with 30 minutes meal break

3rd shift: 23:30 to 07:30 with 30 minutes meal break for 6 days

Packaging and Warehouse: The regular working hours of warehouse employees from Monday to Friday from 8:30 a.m. to 6:00 p.m. with 2 times tea break (2x15 min.) and half an hour meal break, 5 days a week.

Administration: The regular working hours of administration employees from Monday to Friday from 8:30 a.m. to 6:00 p.m. with 2 times tea break (2x15 min.) and 60' meal break, 5 days a week. Saturday 8:30 a.m. - 12:00 pm with 15 minutes break,

There is an electronic card scanning time recording system.

Payments are done between 1-5th of each month via bank account.

There were totally of 308 employees at the facility with the below distribution:

Gondol: 300

Gonpa: 3

Yeditepe: 1

Ayyildiz: 4

There are 2 service providers; one is for lunch service, YEDITEPE (1 employee) and the other one is for security, AYYILDIZ (4 employees). 1 employee from each service provider is included in the audit scope.

GONPA EV GERECLERI LTS STI is the sister export company and the employees (only 3 administrative) are working in the audited facility address with the secondment. Therefore, these employees are included in the audit scope. (GONDOL is the producer, GONPA is the exporter.)

There are 7 disabled workers.

There was no homemaker, no agency, no migrant, no young, no pregnant, no breastfeeder, no maternity leave or no new parent employee.

There is no union and CBA at the facility.

The minimum age found at the audited facility was 19.

Highest wages for reviewed months:

-March 2022: 6500 TRY / December 2021: 4950 TRY / August 2021: 4950 TRY

Average wages for reviewed months:

-March 2022: 4702 TRY / December 2021: 3272 TRY / August 2021: 3272 TRY

There were 3 freely elected worker representatives.

#COVID19:

Even though no improvement area was found in precautions of COVID 19 pandemic, the below notes indicate the implementations of the company.

- Risk analysis was updated regarding the COVID 19 pandemic hazards and their relevant precautions.

- Emergency response plans were revised to include COVID 19 precautions.
- All employees were trained regarding the precautions of COVID 19.
- Necessary PPEs were provided and disinfectants were available at relevant points such as the entrance of the building and lunch hall.
- Infrared thermometer was available at the entrance of the building.

In Turkey, report writing is not included in the manday calculation. Extra 0,5 md off-site is given for the report writing process. The opening and operating permit of the facility is valid and there is no end date.

Due to absent employees and shift-based working hours, there is a difference between worker numbers on the audit day and general worker numbers.

*** 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
- CBA documents

The external persons' information has been hidden due to the practice of protection of personal data.

***Auditor Note regarding auditors:

- The team auditor Ari Manuk Kolanciyan was present only on the 1st day of the audit.

Site Details

Site : Gondol Plastik San. Ve Dis Tic. A.S.

Site amfori ID : 792-000203-002

GICS Classification

Sector : Industrials

Industry : Building Products

Industry Group : Capital Goods

Sub Industry : Building Products

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

| | |
|---|--------------|
| Total workforce | 146 Workers |
| Legal minimum wage in local currency | 4253 Monthly |
| Lowest wage paid for regular work at the site | 4253 Monthly |
| Calculated living wage in local currency | 4795 Monthly |
| Total sample | 21 Workers |

Other Metrics

| | |
|------------------------------------|-------------|
| Male workers | 100 Workers |
| Female workers | 46 Workers |
| Permanent workers - Male | 228 Workers |
| Permanent workers - Female | 80 Workers |
| Temporary workers - Male | 0 Workers |
| Temporary workers - Female | 0 Workers |
| Seasonal workers - Male | 0 Workers |
| Seasonal workers - Female | 0 Workers |
| Management - Male | 16 Workers |
| Management - Female | 5 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 | 30 Workers |
| Workers with night shift - Female | 13 Workers |
| Workers with disabilities - Male | 5 Workers |
| Workers with disabilities - Female | 2 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 | 222 Workers |
| Workers hired directly - Female | 74 Workers |
| Workers hired indirectly - Male | 4 Workers |
| Workers hired indirectly - Female | 4 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 | 0 Workers |
| Workers on parental leave - Male | 0 Workers |
| Workers on parental leave - Female | 0 Workers |
| Sample - Male | 14 Workers |
| Sample - Female | 7 Workers |

Findings

PA1: Social Management System

Amfori BSCI Code of Conduct, Principle on Social Management System The facility should have an efficient management system to BSCI values are implemented. FINDING: The facility has social compliance management system however there are gaps in PA 1 and 2. This question is rated as partially because the facility has a social compliance system.

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensibi BULGU: İşletmede bir sosyal uygunluk yönetim sistemi mevcuttur ancak PA 1 ve 2'de iyileştirmesi gereken açıklar mevcuttur. Bu soru kısmen olarak cevaplanmıştır çünkü firmada bir sosyal uygunluk sistemi bulunmaktadır.

Amfori BSCI Code of Conduct, Principle on Social Management System There should be satisfactory evidence that the auditee has a good overview of the significant business partners and their level of alignment with the BSCI Code of Conduct. FINDING: It was noted that the facility only took into account the importance of its supplier in line with production (except service providers). However, the importance of all suppliers in terms of social compliance has not been determined. The monitoring method for social compliance has not been determined (such as an audit). Zero tolerance issues are not defined for suppliers. This question is rated partially because there is the approved supplier list at the facility.

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensibi BULGU: İşletmede tedarikçi haritalandırması yapılırken sadece üretim açısından önem dereceleri dikkate alınmıştır (servis sağlayıcılar hariç). Ancak sosyal uygunluk açısından tüm tedarikçilerin önem derecesi belirlenmemiştir. Tedarikçilerin sosyal uygunluk açısından nasıl bir yöntem ile izleneceği belirlenmemiştir (denetim gibi). Tedarikçiler için sıfır tolerans konuları tanımlanmamıştır. Bu soru kısmen olarak cevaplanmıştır çünkü firmada onaylı tedarikçi listesi vardır.

PA 2: Workers Involvement and Protection

Amfori BSCI Code of Conduct, Principle on Workers involvement and Protection There should be satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct. FINDING: It was noted that workers and worker representatives are not involved in the process of defining and implementing the process of defining and implementing long-term goals in line with the aspirations of the BSCI Code of Conduct. This question is rated partially because long terms are goals defined at the facility.

Amfori BSCI Davranış Kuralı, Çalışanların Süreçlere Dâhil Edilmesi ve Korunması Prensibi BULGU: İşletmede BSCI kuralları uyarınca belirlenen hedeflerin oluşturulması ve gerçekleştirilmesi sürecine çalışanların ve temsilcilerin dahil edilmediği görülmüştür. Bu soru kısmen olarak cevaplanmıştır çünkü firmada uzun dönemli hedefler vardır