



SMETA Corrective Action Plan Report (CAPR)

Version 6.1



Audit Content:

(1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Best Practice Version 6.1 (March 2019) was applied. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA Methodology are stated (with reasons for deviation) in the SMETA Declaration.

(2) The audit scope was against the following reference documents

2-Pillar SMETA Audit

- ETI Base Code
- SMETA Additions
 - Universal rights covering UNGP
 - Management systems and code implementation,
 - Responsible Recruitment
 - Entitlement to Work & Immigration,
 - Sub-Contracting and Home working,

4-Pillar SMETA

- 2-Pillar requirements plus
- Additional Pillar assessment of Environment
- Additional Pillar assessment of Business Ethics
- The Customer's Supplier Code (Appendix 1)

(3) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.

(4) Any Non-Compliance against customer code shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

Guidance

The Corrective Action Plan Report summarises the site audit findings and a corrective, and preventative action plan that both the auditor and the site manager believe is reasonable to ensure conformity with the ETI Base Code, Local Laws and additional audited requirements. After the initial audit, the form is used to record actions taken and to categorise the status of the non-compliances.

N.B. observations and good practice examples should be pointed out at the closing meeting as well as discussing non-compliances and corrective actions.

To ensure that good practice examples are highlighted to the supplier and to give a more 'balanced' audit a section to record these has been provided on the CAPR document (see following pages) which will remain with the supplier. They will be further confirmed on receipt of the audit report.

Root cause (see column 4)

Root cause refers to the specific procedure or lack of procedure which caused the issue to arise. Before a corrective action can sustainably rectify the situation, it is important to find out the real cause of the non-compliance and whether a system change is necessary to ensure the issue will not arise again in the future.

See SMETA BPG Chapter 7 'Audit Execution' for more explanation of "root cause".

Next Steps:

1. The site shall request, via Sedex, that the audit body upload the audit report, non-compliances, observations and good examples. If you have not already received instructions on how to do this then please visit the web site www.sedexglobal.com.
2. Sites shall action its non-compliances and document its progress via Sedex.
3. Once the site has effectively progressed through its actions then it shall request via Sedex that the audit body verify its actions. Please visit www.sedexglobal.com web site for information on how to do this.
4. The audit body shall verify corrective actions taken by the site by either a "Desk-Top" review process via Sedex or by Follow-up Audit (see point 5).
5. Some non-compliances that cannot be closed off by "Desk-Top" review may need to be closed off via a "1 Day Follow Up Audit" charged at normal fee rates. If this is the case, then the site will be notified after its submission of documentary evidence relating to that non-compliance. Any follow-up audit must take place within twelve months of the initial audit and the information from the initial audit must be available for sign off of corrective action.
6. For changes to wages and hours to be correctly verified it will normally require a follow up site visit. Auditors will generally require to see a minimum of two months wages and hours records, showing new rates in order to confirm changes (note some clients may ask for a longer period, if in doubt please check with the client).

Audit Details				
Sedex Company Reference: <i>(only available on Sedex System)</i>	ZC5000001999	Sedex Site Reference: <i>(only available on Sedex System)</i>	ZS1000002099	
Business name (Company name):	TEMBREZ TEKSTIL KONFEKSIYON MODA SANVE TIC LTD STI			
Site name:	TEMBREZ TEKSTIL KONFEKSIYON MODA SANVE TIC LTD STI			
Site address:	Erkenez Mahallesi. Ramazan yıldırım cad No:20/A İç kapı No:1 DULKADİROĞLU/KAHRA MANMARAS 46080 TR	Country:	TR	
Site contact and job title:	Mr. OMER ABDULKADIR / GENERAL MANAGER			
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health and Safety (plus Environment 2-Pillar)	<input type="checkbox"/> Environment 4-pillar	<input type="checkbox"/> Business Ethics
Date of Audit:	2023-07-03			

Audit Company Name:
BUREAU VERITAS CPS - EMEA

Audit Conducted By					
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>	Retailer	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>	Trade Union	<input type="checkbox"/>
Multi-stakeholder	<input type="checkbox"/>	Combined Audit (select all that apply)			

Audit Parameters		
Time in and time out	Day 1	
	In	09:00
	Out	17:00
Audit type:	FULL_INITIAL	
Was the audit announced?	SEMI_ANNOUNCED	
Was the Sedex SAQ available for review?	No	
Any conflicting information SAQ/Pre-Audit Info to Audit findings?	No	
Who signed and agreed CAPR	Mr. OMER ABDULKADIR / GENERAL MANAGER	
Is further information available	No	

Audit attendance	Management	Worker Representatives	
	Senior management	Worker Committee representatives	Union representatives
A: Present at the opening meeting?	Yes	Yes	No
B: Present at the audit?	Yes	Yes	No
C: Present at the closing meeting?	Yes	Yes	No
<i>Reason for absence at the opening meeting</i>	There was no unionisation activity in the company.		
<i>Reason for absence during the audit</i>	There was no unionisation activity in the company.		
<i>Reason for absence at the closing meeting</i>	There was no unionisation activity in the company.		

Summary of Findings

Issue <i>(please click on the issue title to go direct to the appropriate audit results by clause)</i>	Area of Non-Conformity		Number of issues			Findings
	ETI	Local Law	NC	Obs	GE	
5 - Living wages are paid	5.1	§1	1	0	1	NC - ZAF600097243 GE - ZAF600097236
0B - Management systems and code implementation	0.B.4	§2	1	0	2	NC - ZAF600097240 GE - ZAF600097237 GE - ZAF600097239
3 - Working conditions are safe and hygienic	3.1 3.2	§3 §4	2	0	1	NC - ZAF600097241 NC - ZAF600097242 GE - ZAF600097238

Local Law Issues

Issue	Description
§1	Law of Social Insurance and General Health Insurance #5510 Article 80: a. Gross total amounts of following earnings shall be taken as a basis for the calculation of payable contributions:
§2	Turkish Regulation on Workplace Opening and Operating Permit (10.08.2005 # 25902)
§3	BUILDING INSPECTION APPLICATION REGULATION, Date: 05.02.2008, No: 26778, Duties and Responsibilities of building owner, Art. 8 (5), The building whose construction is finished, cannot be brought into use without Building Usage Permit.
§4	In accordance with the regulation based on first aid (#29429 Date: 29.07.2015) Art.19 : It is an obligation that one out of twenty workers at low hazardous industries, one out of fifteen workers at hazardous industries and one out of ten workers at very hazardous industries should be certified to first aid training.

Corrective Action Plan - Non Compliances

Non-Compliance		Evidence
[Back to findings summary]		
Non-Compliance		
Status	OPEN	
Reference	ZAF600097240	
Clause	0B - Management systems and code implementation	
Issue Title	34 - Site is operating without all required in-date licences and permits (e.g. business / factory licence has expired)	
Subcategory	Site's licenses & Certifications	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	Turkish Regulation on Workplace Opening and Operating Permit (10.08.2005 # 25902)	
ETI code	0.B.4 - Suppliers are expected to be operating legally in premises with the correct business licenses and permissions and to have systems to ensure that all relevant land rights have been complied with.	
Explanation to the non compliance	It was noted that there was no workplace opening and operating permit for company. / Firmanın işyeri açma ve çalıştırma ruhsatı bulunmamaktadır.	
Follow up method	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input type="checkbox"/> 30 days <input type="checkbox"/> 60 days <input checked="" type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	It is recommended that the workplace opening and operating permit shall be covered to all buildings. / Lütfen tüm alanları kapsayan çalışma ruhsatı temin ediniz.	

Non-Compliance		Evidence
[Back to findings summary]		
Non-Compliance		
Status	OPEN	
Reference	ZAF600097241	
Clause	3 - Working conditions are safe and hygienic	
Issue Title	250 - No or inadequate assessment / certificates / report / licence in place for structural safety of building including building stability certificate	
Subcategory	Building/Site Maintenance	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	BUILDING INSPECTION APPLICATION REGULATION, Date: 05.02.2008, No: 26778, Duties and Responsibilities of building owner, Art. 8 (5), The building whose construction is finished, cannot be brought into use without Building Usage Permit.	
ETI code	3.1 - A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.	
Explanation to the non compliance	It was noted that the company does not have an occupancy permit. / Firmanın yapı kullanım izin belgesi yoktur.	
Follow up method	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input checked="" type="checkbox"/> 30 days <input type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	It is recommended that the company obtain a building occupancy permit. / Firma yapı kullanım izin belgesi almalıdır.	

Non-Compliance		Evidence																														
[Back to findings summary]																																
<table border="1"> <thead> <tr> <th colspan="2">Non-Compliance</th> </tr> </thead> <tbody> <tr> <td>Status</td> <td>OPEN</td> </tr> <tr> <td>Reference</td> <td>ZAF600097242</td> </tr> <tr> <td>Clause</td> <td>3 - Working conditions are safe and hygienic</td> </tr> <tr> <td>Issue Title</td> <td>291 - First aiders in place but not enough for the size of site (including not covering all shifts)</td> </tr> <tr> <td>Subcategory</td> <td>First Aid / Accidents</td> </tr> <tr> <td>New or carried over?</td> <td> <input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over </td> </tr> <tr> <td>Root cause</td> <td> <input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other </td> </tr> <tr> <td>Root cause - Other</td> <td></td> </tr> <tr> <td>Local law issue</td> <td>In accordance with the regulation based on first aid (#29429 Date: 29.07.2015) Art.19 : It is an obligation that one out of twenty workers at low hazardous industries, one out of fifteen workers at hazardous industries and one out of ten workers at very hazardous industries should be certified to first aid training.</td> </tr> <tr> <td>ETI code</td> <td>3.2 - Workers shall receive regular and recorded Health & Safety training, and such training shall be repeated for new or reassigned workers.</td> </tr> <tr> <td>Explanation to the non compliance</td> <td>It was noted that there was 1 first aid certificated employee in the company and the number of them is not sufficient. (60 employees in total.) / Firmada 1 sertifikalı ilk yardımcı çalışan mevcuttur ve sayı yetersizdir. (Toplam çalışan sayısı 60.)</td> </tr> <tr> <td>Follow up method</td> <td> <input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit </td> </tr> <tr> <td>Timescale</td> <td> <input type="checkbox"/> Immediate <input checked="" type="checkbox"/> 30 days <input type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other </td> </tr> <tr> <td>Actions</td> <td>It is recommended that there shall be at least one certificated first aider for every 20 employees. / Lütfen her 20 kişiye 1 kişi düşecek şekilde sertifikalı ilk yardımcı bulundurunuz</td> </tr> </tbody> </table>		Non-Compliance		Status	OPEN	Reference	ZAF600097242	Clause	3 - Working conditions are safe and hygienic	Issue Title	291 - First aiders in place but not enough for the size of site (including not covering all shifts)	Subcategory	First Aid / Accidents	New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	Root cause - Other		Local law issue	In accordance with the regulation based on first aid (#29429 Date: 29.07.2015) Art.19 : It is an obligation that one out of twenty workers at low hazardous industries, one out of fifteen workers at hazardous industries and one out of ten workers at very hazardous industries should be certified to first aid training.	ETI code	3.2 - Workers shall receive regular and recorded Health & Safety training, and such training shall be repeated for new or reassigned workers.	Explanation to the non compliance	It was noted that there was 1 first aid certificated employee in the company and the number of them is not sufficient. (60 employees in total.) / Firmada 1 sertifikalı ilk yardımcı çalışan mevcuttur ve sayı yetersizdir. (Toplam çalışan sayısı 60.)	Follow up method	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit	Timescale	<input type="checkbox"/> Immediate <input checked="" type="checkbox"/> 30 days <input type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	Actions	It is recommended that there shall be at least one certificated first aider for every 20 employees. / Lütfen her 20 kişiye 1 kişi düşecek şekilde sertifikalı ilk yardımcı bulundurunuz	
Non-Compliance																																
Status	OPEN																															
Reference	ZAF600097242																															
Clause	3 - Working conditions are safe and hygienic																															
Issue Title	291 - First aiders in place but not enough for the size of site (including not covering all shifts)																															
Subcategory	First Aid / Accidents																															
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over																															
Root cause	<input type="checkbox"/> Training <input checked="" type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other																															
Root cause - Other																																
Local law issue	In accordance with the regulation based on first aid (#29429 Date: 29.07.2015) Art.19 : It is an obligation that one out of twenty workers at low hazardous industries, one out of fifteen workers at hazardous industries and one out of ten workers at very hazardous industries should be certified to first aid training.																															
ETI code	3.2 - Workers shall receive regular and recorded Health & Safety training, and such training shall be repeated for new or reassigned workers.																															
Explanation to the non compliance	It was noted that there was 1 first aid certificated employee in the company and the number of them is not sufficient. (60 employees in total.) / Firmada 1 sertifikalı ilk yardımcı çalışan mevcuttur ve sayı yetersizdir. (Toplam çalışan sayısı 60.)																															
Follow up method	<input type="checkbox"/> Follow up audit <input checked="" type="checkbox"/> Desktop audit																															
Timescale	<input type="checkbox"/> Immediate <input checked="" type="checkbox"/> 30 days <input type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other																															
Actions	It is recommended that there shall be at least one certificated first aider for every 20 employees. / Lütfen her 20 kişiye 1 kişi düşecek şekilde sertifikalı ilk yardımcı bulundurunuz																															

Non-Compliance		Evidence
[Back to findings summary]		
Non-Compliance		
Status	OPEN	
Reference	ZAF600097243	
Clause	5 - Living wages are paid	
Issue Title	423 - Compulsory insurance (e.g. social insurance, accident insurance etc.) not paid - systemic	
Subcategory	Benefits & Insurance	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Root cause	<input type="checkbox"/> Training <input type="checkbox"/> System <input checked="" type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input type="checkbox"/> Other	
Root cause - Other		
Local law issue	Law of Social Insurance and General Health Insurance #5510 Article 80: a. Gross total amounts of following earnings shall be taken as a basis for the calculation of payable contributions:	
ETI code	5.1 - Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.	
Explanation to the non compliance	It was noted that total payment amounts of workers were not registered to Social Security Foundation completely. Overtime payments are paid by cash non-officially. / Firmada personellerin ödemelerinin tümü SGK sistemine bildirilmemekte, fazla mesai ödemeleri resmi olmayan ayrı bir bordro ile nakit olarak ödenmektedir.	
Follow up method	<input checked="" type="checkbox"/> Follow up audit <input type="checkbox"/> Desktop audit	
Timescale	<input type="checkbox"/> Immediate <input type="checkbox"/> 30 days <input checked="" type="checkbox"/> 60 days <input type="checkbox"/> 90 days <input type="checkbox"/> 120 days <input type="checkbox"/> 180 days <input type="checkbox"/> 365 days <input type="checkbox"/> Other	
Actions	It is recommended that whole payment should be registered to Social Security Institution and be paid via bank. / Lütfen tüm ödemelerinizi banka yoluyla, resmi olarak ödeyiniz.	

Corrective Action Plan - Good Examples

Good Example		Evidence
[Back to findings summary]		
Good Example		
Status	OPEN	
Reference	ZAF600097236	
Clause	5 - Living wages are paid	
Issue Title	429 - Company provides a range of additional benefits, including: free medical care on-site, holiday and other bonuses, free library, food subsidy, free transport	
Subcategory	Benefits & Insurance	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Explanation to the good example	Meal and transportation are provided free of charge to employees. / Çalışanlara ücretsiz yemek ve ulaşım sağlanmaktadır.	
Evidence	Worker interviews, management declaration, document review / Çalışan görüşmeleri, yönetim beyanı, döküman inceleme	

Good Example		Evidence
[Back to findings summary]		
Good Example		
Status	OPEN	
Reference	ZAF600097237	
Clause	0B - Management systems and code implementation	
Issue Title	35 - Presence of relevant certifications certification that address labour rights / human rights, environmental impact or corruption (OHSAS 18001, ISO 14001, ISO 50001, ISO 37001, SA8000 etc.)	
Subcategory	Site's licenses & Certifications	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Explanation to the good example	ISO 9001:2015 certificate was available on-site. – Validity date: 07.06.2024 / Firmada ISO 9001:2015 sertifikası bulunmaktadır. – Geçerlilik Tarihi: 07.06.2024	
Evidence	Management declaration, document review. / Yönetim beyanı, döküman inceleme	

Good Example		Evidence
[Back to findings summary]		
Good Example		
Status	OPEN	
Reference	ZAF600097238	
Clause	3 - Working conditions are safe and hygienic	
Issue Title	155 - Site has internationally recognised health and safety certification e.g. OHSAS 18000	
Subcategory	Health & Safety Management	
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	
Explanation to the good example	ISO 45001:2018 certificate was available on-site. – Validity date: 07.06.2024 / Firmada ISO 45001:2018 sertifikası bulunmaktadır. – Geçerlilik Tarihi: 07.06.2024	
Evidence	Worker interviews, management declaration, document review / Yönetim beyanı, döküman inceleme	

Good Example		Evidence																		
<p>[Back to findings summary]</p> <table border="1"> <thead> <tr> <th colspan="2">Good Example</th> </tr> </thead> <tbody> <tr> <td>Status</td> <td>OPEN</td> </tr> <tr> <td>Reference</td> <td>ZAF600097239</td> </tr> <tr> <td>Clause</td> <td>0B - Management systems and code implementation</td> </tr> <tr> <td>Issue Title</td> <td>35 - Presence of relevant certifications certification that address labour rights / human rights, environmental impact or corruption (OHSAS 18001, ISO 14001, ISO 50001, ISO 37001, SA8000 etc.)</td> </tr> <tr> <td>Subcategory</td> <td>Site's licenses & Certifications</td> </tr> <tr> <td>New or carried over?</td> <td><input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over</td> </tr> <tr> <td>Explanation to the good example</td> <td>ISO 10002: 2018 certificate was available on-site. – Validity date: 07.06.2024 / Firmada ISO 10002: 2018 sertifikası bulunmaktadır. – Geçerlilik Tarihi: 07.06.2024</td> </tr> <tr> <td>Evidence</td> <td>Worker interviews, management declaration, document review / Yönetim beyanı, döküman inceleme</td> </tr> </tbody> </table>		Good Example		Status	OPEN	Reference	ZAF600097239	Clause	0B - Management systems and code implementation	Issue Title	35 - Presence of relevant certifications certification that address labour rights / human rights, environmental impact or corruption (OHSAS 18001, ISO 14001, ISO 50001, ISO 37001, SA8000 etc.)	Subcategory	Site's licenses & Certifications	New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over	Explanation to the good example	ISO 10002: 2018 certificate was available on-site. – Validity date: 07.06.2024 / Firmada ISO 10002: 2018 sertifikası bulunmaktadır. – Geçerlilik Tarihi: 07.06.2024	Evidence	Worker interviews, management declaration, document review / Yönetim beyanı, döküman inceleme	
Good Example																				
Status	OPEN																			
Reference	ZAF600097239																			
Clause	0B - Management systems and code implementation																			
Issue Title	35 - Presence of relevant certifications certification that address labour rights / human rights, environmental impact or corruption (OHSAS 18001, ISO 14001, ISO 50001, ISO 37001, SA8000 etc.)																			
Subcategory	Site's licenses & Certifications																			
New or carried over?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Carried Over																			
Explanation to the good example	ISO 10002: 2018 certificate was available on-site. – Validity date: 07.06.2024 / Firmada ISO 10002: 2018 sertifikası bulunmaktadır. – Geçerlilik Tarihi: 07.06.2024																			
Evidence	Worker interviews, management declaration, document review / Yönetim beyanı, döküman inceleme																			

SMETA Declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA Best Practice Guidance and SMETA Measurement Criteria.

- (1) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.
- (2) Any Non-Compliance against customer code alone shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

Auditor Team			
Lead Auditor:	Cengiz SAHIN	APSCA Number:	21705562
Additional Auditors:			
Date of declaration:	2023-07-03		

Note: The focus of this ethical audit is on the ETI Base Code and local law. The additional elements will not be audited in such depth or scope, but the audit process will still highlight any specific issues.

Site Representation	
Full Name:	Mr. OMER ABDULKADIR
Title:	GENERAL MANAGER
Date of declaration:	2023-07-03
Comments:	<p><i>Any exceptions to this must be recorded here (e.g. different sample size):</i> <i>Sampled wage records from the past 5 months were provided for review (5 months only since the operation for digital thermometer just started last Sep 2020).</i> <i>The audit took 2.0 man-days (9AM-6PM per day). Audit time was extended until 8PM due to the extent of documentation; this was agreed upon with the factory representatives</i></p>

Guidance on Root Cause

Explanation of the Root Cause Column

If a non-compliance is to be rectified by a corrective action which will also prevent the non-compliance re-occurring, it is necessary to consider whether a system change is required.

Understanding the root cause of the non-compliance is essential if a site is to prevent the issue re-occurring.

The root cause refers to the specific activity/ procedure or lack of activity /procedure which caused the non-compliance to arise. Before a corrective action can rectify the situation, it is important to find out the real cause of the non-compliance and whether a system change is necessary to ensure the issue will not arise again in the future.

Since this is a new addition, it is not a mandatory requirement to complete this column at this time. We hope to encourage auditors and sites to think about Root Causes and where they are able to agree, this column may be used to describe their discussion.

Some examples of finding a “root cause”

Example 1

Where excessive hours have been noted the real reason for these needs to be understood, whether due to production planning, bottle necks in the operation, insufficient training of operators, delays in receiving trims, etc.

Example 2

A non-compliance may be found where workers are not using PPE that has been provided to them. This could be the result of insufficient training for workers to understand the need for its use; a lack of follow-up by supervisors aligned to a proper set of factory rules or the fact that workers feel their productivity (and thus potential earnings) is affected by use of items such as metal gloves.

Example 3

A site uses fines to control unacceptable behaviour of workers.

International standards (and often local laws) may require that workers should not be fined for disciplinary reasons.

It may be difficult to stop fines immediately as the site rules may have been in place for some time, but to prevent the non-compliance re-occurring it will be necessary to make a system change.

The symptom is fines, but the root cause is a management system which may break the law. To prevent the problem re-occurring it will be necessary to make a system change for example the site could consider a system which rewards for good behaviour

Only by understanding the underlying cause can effective corrective actions be taken to ensure continuous compliance.

The site is encouraged to complete this section so as to indicate their understanding of the issues raised and the actions to be taken.



For more information visit: [Sedexglobal.com](https://www.sedexglobal.com)

Your feedback on your experience of the SMETA audit you have observed is extremely valuable. It will help to make improvements to future versions.

You can leave feedback by following the appropriate link to our questionnaire:

[Click here for Buyer \(A\) & Buyer/Supplier \(A/B\) members:](http://www.surveymonkey.com/s.aspx?sm=riPsbE0PQ52ehCo3lnq5lw_3d_3d)

http://www.surveymonkey.com/s.aspx?sm=riPsbE0PQ52ehCo3lnq5lw_3d_3d

[Click here for Supplier \(B\) members:](http://www.surveymonkey.com/s.aspx?sm=d3vYsCe48fre69DRgIY_2brg_3d_3d)

http://www.surveymonkey.com/s.aspx?sm=d3vYsCe48fre69DRgIY_2brg_3d_3d

[Click here for Auditors:](https://www.surveymonkey.co.uk/r/BRTVCKP)

<https://www.surveymonkey.co.uk/r/BRTVCKP>