

Monitored Party Laviosa Sanayi Ve Ticaret Ltd Şti.	amfori ID 792-001100-000	Address Organiza Sa. Bolg. 108. Sok. No:3 Fatsa, 52400 Fatsa, Ordu, Türkiye
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner ELEVATE
Monitoring Start Date 13/09/2024	Closing Meeting Finished Date 13/09/2024	Submission Date 02/10/2024
Expiration Date 24/05/2026	Announcement Type Semi Announced	
Site Laviosa Sanayi Ve Ticaret Ltd Sti	Site amfori ID 792-001100-002	

This is an extract of the online Monitoring Result, generated on 02/10/2024, 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.

amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).


All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
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	C	
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: Mert Sürücü, APSCA membership number: CSCA 21704518

Name of team auditor (if applicable): NA

Monitoring partner name (audit company): ELEVATE.

Audit schedule details : The audit was planned for 1 auditor x 1 day. Follow-up audit (Semi- Announced) was conducted on September 13, 2024.

Business partner information: Laviosa Sanayi Ve Ticaret Ltd Sti. was located at FATSA OSB Mah 108th Sok. Number: 3 and 6 FATSA/ORDU, TÜRKİYE, based on the business license. The factory address was the same with BSCI platform and BL and the actual production site. The factory started its operations in 2008 and has been located at the current address since its establishment. The factory's local name was Laviosa Sanayi Ve Ticaret Ltd Şti.

Audited location information: In view of the factory, the total buildings' area was around 7355 square meters. The auditee consisted of 2 addresses located on the 2 sides of a street (One of both was on Number 3, and the other one was on Number 6). The 1st location was used for administrative offices and storage areas, and this area was made up of concrete. The 2nd location was used for production areas with 2 lines, locking rooms, waste storage area and 1 administrative building (made up of concrete).

The buildings (related for offices and only 1 storage area) consisted of concrete; the material for structure of the other area was metal construction. Buildings' layouts were as below:

1) The office and storage building layout:

Ground Floor: Warehouse, laboratory, chemical storage area, meal hall(canteen), toilets,

1st floor: Offices and toilets,

2) The production lines (with oven) and packing section layout:

Ground Floor: Warehouse, production lines (with 2 ovens), packing section, toilets, locker room, maintenance workshop, resting area, offices, waste storage area and dispatch area.

1st floor: Offices

Operating shifts and hours: Attendance records from June 2024 to the audit day and payroll records from June 2024 to July 2024 were reviewed in this audit. By cross check those records, production records and interview with the management, the workers and a worker representative/ the appointed union representative, the regular working time was as below:

For administration: 08:30 to 18:30 inc. total 60' break x 5 days (From Monday to Friday) per week (45 hours per week).

For Production lines and packing workers: 08:00 – 16:00 / 16:00 - 24:00 / 24:00 - 08:00 for 6 days per shift; shift cycle was 1 week. Some of the workers on 1st shift; some of the workers on 1st and 2nd shift; some of them were on all shifts.

Time recording system: A card reading time recording system was used for time recording.

Salary payment details: All employees' wages were calculated by hourly rate, (payment was done on monthly rate) the lowest basic wage (gross wage) was TRY 666,75 per day (minimum wage) which was equal to the local legal minimum payment requirement (TRY 666,75 per day). For overtime wages of the non-unionized workers: 150% of basic wages were paid for their overtime hours on workdays and 300% of basic wages were paid for their overtime hour on rest days and holidays.

For overtime wages of the unionized workers: 165% of basic wages were paid for the period of 16:00-20:00 for their overtime hours on workdays; 200% of basic wages were paid for overtime hours carried between 20:00-24:00 on workdays; 225% of basic wages were paid for overtime hours carried between 24:00-08:00 on workdays; and 400% of basic wages were paid for their overtime hour on rest days and holidays. Besides, if any unionized worker come to work at the auditee (in voluntary basis) after a break less than 11 hours, he/she takes an extra overtime of 6 hours payment.

Employees were paid by bank transfer on between the 1st and 7th day after each completed month. The auditor has

reviewed the social insurance records for the last 2 months, as per the record for the latest month July 2024, all workers had participated in work-related injury, retirement, medical, unemployment and child-bearing insurance.

Worker number information: During the audit day, there were a total of 105 employees in the factory, including 101 male employees and 4 female employees currently working in the factory. No child workers were seen during the audit. There was no apprentice or intern. The youngest employee was 18 years old. There were in total 87 production employees - 87 male and 0 female. There were 18 non-production employees (including 11 management & office persons and 7 service workers including driver, maintenance workers, 1 tea preparation worker).

Good practices : The factory provided benefits to the workers like meal and transportation. The factory also calculated the living wage.

Worker organization details: There was a trade union called "Türkiye Maden İşçileri Sendikası". There was 1 appointed (by the union) union representative; besides, there were 2 freely elected worker representatives at the auditee.

Speak for change document was posted on the notification board.

Circumstances: The factory management and workers were positive for this audit, the auditor well communicated all non-compliances and good practice to the factory already, finally the factory signed the on-site CAP, and the auditor left the factory.

Summary of findings: The performance areas which needed improvement were as follows: PA1, PA6 & PA7.

Living wage calculation: This audit used worker survey method to collect the factory's living wage data. The factory calculated its living wage by themselves, and the auditor verified and accepted it.

Remark: The auditee paid to the workers for the period of August 2024; however, this period was not taken into the sampling, due to the fact that there was no payslips signed by the workers for this period.

SITE DETAILS

Site
Laviosa Sanayi Ve Ticaret Ltd Sti

Site amfori ID
792-001100-002

GICS Classification

Sector Materials	Industry Group Materials	Industry Metals & Mining
Sub Industry Diversified Metals & Mining		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	33	Workers
Legal minimum wage in local currency	17.002,12	Monthly
Lowest wage paid for regular work at the site	17.002,12	Monthly
Calculated living wage in local currency	23.900,9	Monthly
Total sample	9	Workers

Other Metrics

Male workers	30	Workers
Female workers	3	Workers
Non-binary workers	0	Workers
Permanent workers - Male	93	Workers
Permanent workers - Female	1	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	8	Workers
Management - Female	3	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	51	Workers
Workers on probation - Female	1	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	83	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	2	Workers
Workers with disabilities - Female	0	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	93	Workers
Workers hired directly - Female	1	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	42	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	42	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Minimum wage agreed on CBA in local currency	19.357,72	Monthly
Sample - Male	8	Workers
Sample - Female	1	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Laviosa Sanayi Ve Ticaret Ltd Sti | Site amfori ID: 792-001100-002

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

NOT CORRECTED:

THE SITUATION ON THE 1ST FOLLOW UP AUDIT PERFORMED ON 13.09.2024:

Based on the site tour, reviewed documents and the management declaration, it was noted that the auditee had some gaps on PA1, PA6 (no 1 day-off after 6 consecutive working days) and PA7. In this scope, there was a gap on the management system of the auditee.

Due to the fact that there was a social compliance management system such as social policy and procedures, this question was rated as Partial. In this scope, the related gap was not closed.

(REFERENCE: Amfori BSCI Code of Conduct)

DÜZELTİLMEMİŞTİR:

13.09.2024 TARİHİNDE YAPILAN 1. TAKİP DENETİMİNDE DURUM:

Denetlenen kurumun PA1, PA6 (ardışık 6 günlük çalışmadan daha fazla süre sonra 1 gün izin verilmesi gibi) ve PA7 alanlarında bazı iyileştirmeye açık yönlerin olduğu saha turu, doküman incelemeleri ve yönetimin beyanı ile tespit edilmiştir. Bu kapsamda denetlenen firmanın yönetim sisteminde iyileştirilmesi gereken bir açık mevcuttur.

Sosyal politika ve prosedürler gibi bir sosyal uygunluk yönetim sisteminin mevcut olması nedeniyle bu soru Kısmi olarak derecelendirilmiştir. Bu kapsamda ilgili iyileştirmeye açık yön kapatılmamıştır.

(REFERANS: Amfori BSCI Davranış Kuralları)

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH

LOCAL LANGUAGE

Finding

CORRECTED NC:

THE SITUATION ON THE 1ST FOLLOW UP AUDIT PERFORMED ON 13.09.2024:

The auditor sampled the last 2 months (the period of June 2024; the period of July 2024) for the payments, the working hours and the social security premiums. There was no more than totally 11 hours per week for the sampled 2 months for the sampled workers. There was no less than 11 hours break duration between 2 consecutive shifts for the sampled workers for the sampled months. There was no overtime practices at night shift for the

DÜZELTİLMİŞ BULGU:

13.09.2024 TARİHİNDE GERÇEKLEŞTİRİLEN 1. TAKİP DENETİMİNDEKİ DURUM:

Denetçi; ödemeler, çalışma saatleri ve sosyal güvenlik primleri için son 2 ayı (Haziran 2024 dönemi; Temmuz 2024 dönemi) örneklemiştir. Örneklenen çalışanlar için örneklenen 2 ayda haftada toplam 11 saatten fazla mevcut değildir. Örneklenen çalışanlar için örneklenen aylarda 2 ardışık vardiya arasında 11 saatten az dinlenme süresi mevcut değildir. Örneklenen çalışanlar için örneklenen 2 ayda gece çalışmalarında fazla mesai

Finding

sampled 2 months for the sampled workers. In addition to this, there was a contingency plan at the auditee.

In this scope, the related non-compliance was closed.

uygulaması mevcut değildir. Buna ek olarak, denetlenen kuruluştta bir acil durum maliyet çalışması mevcuttur.

Bu kapsamda ilgili iyileştirmeye açık yön kapatılmıştır.

PA 6: Decent Working Hours

Site: Laviosa Sanayi Ve Ticaret Ltd Sti | Site amfori ID: 792-001100-002

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

THE SITUATION ON THE 1ST FOLLOW UP AUDIT PERFORMED ON 13.09.2024:

The auditor sampled the last 2 months (the period of June 2024; the period of July 2024) for the payments, the working hours and the social security premiums. For the sampled workers for the sampled 2 months:

- 1) There was no overtime at night period.
- 2) No exceeding the legal daily working limit.
- 3) No less than 11 working hours break between 2 consecutive shifts.

In this scope, the related non-compliance was closed.

13.09.2024 TARİHİNDE GERÇEKLEŞTİRİLEN 1. TAKİP DENETİMİNDEKİ DURUM:

- Denetçi; ödemeler, çalışma saatleri ve sosyal güvenlik primleri için son 2 ayı (Haziran 2024 dönemi; Temmuz 2024 dönemi) örneklemiştir. Örneklenen çalışanlar için örneklenen 2 ayda;
- 1) Gece döneminde fazla mesai çalışması yapılmamıştır.
 - 2) Yasal günlük çalışma sınırı aşılmamıştır.
 - 3) 2 ardışık vardiya arasında 11 saatten az dinlenme yapılmamıştır.

Bu kapsamda ilgili iyileştirmeye açık yön kapatılmıştır.

Question: 6.4 CRUCIAL: Is there satisfactory evidence that the auditee grants workers the right to at least one day off in every seven days?

ENGLISH

LOCAL LANGUAGE

Finding

NOT CORRECTED:

THE SITUATION ON THE 1ST FOLLOW UP AUDIT PERFORMED ON 13.09.2024:

Based on the reviewed documents and the management declaration, it was noted that 1 of the sampled workers did not take at least 1 day-off after 6 consecutive working days, 1 time, in the sampled months (the finding was isolated.). The details are the following:

DÜZELTİLMEMİŞTİR:

13.09.2024 TARİHİNDE GERÇEKLEŞTİRİLEN 1. TAKİP DENETİMİNDEKİ DURUM:

İncelenen belgeler ve yönetim beyanı ile örnekleme alınan işçilerden birinin, örnekleme alınan aylarda 1 kez arka arkaya 6 günlük çalışmadan sonra en az 1 gün izin kullanmadığı tespit edilmiştir (Bulgu, isole - münferit hale gelmiştir.). Detaylar aşağıdaki gibidir; Haziran 2024 dönemi için: 14 işçiden 1'i, 1 kez, 1

Finding

For the period of June 2024: 1 out of 14 workers, 1 time, 8 consecutive days without 1 day-off.

This question was rated as partial because other employees in the sample had at least 1 day off after 6 days of work. In this scope, the non-compliance was not closed.

(REFERENCE: Turkish Labour Law # 4857 / 2003, ARTICLE 46 and 63.)

izin günü olmaksızın 8 gün kesintisiz çalışma. Temmuz 2024 de gözlemlenmemiştir.

Örneklemdaki diğer çalışanların 6 günlük çalışmadan sonra en az 1 gün izinli olması nedeniyle bu soru kısmi olarak derecelendirilmiştir. Bu kapsamda ilgili iyileştirmeye açık yön kapatılmamıştır.

(REFERANS: TÜRK İŞ KANUNU # 4857 / 2003, Madde 46 ve 63.)

PA 7: Occupational Health and Safety

Site: Laviosa Sanayi Ve Ticaret Ltd Sti | Site amfori ID: 792-001100-002

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

LOCAL LANGUAGE

Finding

NOT CORRECTED:
THE SITUATION ON THE 1ST FOLLOW UP AUDIT PERFORMED ON 13.09.2024:
Based on site tour, the management declaration and the reviewed documents, it was noted that there was a gap on the occupational health and safety management system due to a building structural integrity report requirement for the area of 1000 sqm.

This question was rated as partial since health and safety trainings, safety periodic control reports and site tour controls were available.

In this scope, this non-compliance was not closed.

(REFERENCE: Amfori BSCI Code of Conduct)

DÜZELTİLMEMİŞTİR:
13.09.2024 TARİHİNDE GERÇEKLEŞTİRİLEN 1. TAKİP DENETİMİNDEKİ DURUM:
1000 m2 alan için bina yapısal bütünlük raporu gerekliliği nedeniyle iş sağlığı ve güvenliği yönetim sisteminde iyileştirmeye açık bir yön olduğu saha turu, yönetim beyanı ve incelenen belgelerle tespit edilmiştir.

Sağlık & güvenlik açısından; sağlık ve güvenlik eğitimleri, iş güvenlik periyodik kontrol raporları ve saha turu kontrolleri mevcut olduğundan bu soru kısmi olarak değerlendirilmiştir.

Bu kapsamda ilgili iyileştirmeye açık yön kapatılmamıştır.

(REFERANS: Amfori BSCI Davranış Kuralları)

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH

LOCAL LANGUAGE

Finding

NOT CORRECTED:

THE SITUATION ON THE 1ST FOLLOW UP AUDIT PERFORMED ON 13.09.2024:

Based on site tour, the management declaration and the reviewed documents, it was noted that the auditee was located on 2 areas on a street (located on the 2 sides of the street; first building's address is no. 3, and the other building is no. 6). The area at no. 6, consisted of a closed warehouse, offices (with 2 floors) and a laboratory. The other area at no. 3, consisted of production section (with 2 lines), packing section and storage sections.

The auditee had a building occupancy permit (for 1610 sqm) for the area at no. 6. Besides, the auditee had some building occupancy permits (for total 4745 sqm) and a building registration certificate (for 1000 sqm) for the area at no. 3. However, there was no building structural evaluation report such as building occupancy permit for the area of 1000 sqm (defined on the building registration certificate.).

This question has been rated as partial due to the presence of areas with building occupancy permits.

In this scope, this non-compliance was not closed.

(REFERENCE: Amfori BSCI Code of Conduct)

DÜZELTİLMEMİŞTİR:

13.09.2024 TARİHİNDE GERÇEKLEŞTİRİLEN 1. TAKİP DENETİMİNDEKİ DURUM:

İncelenen belgeler, saha turu ve yönetim beyanı ile denetlenen firmanın bir sokak üzerindeki 2 tarafta (sokağın 2 tarafında yer alarak) bulunduğu; her ikisinden de 1'inin adres numarasının 3; diğerininki ise 6 idir.). Adres numarası 6 olan alan; kapalı depo, ofisler (2 katlı) ve laboratuvaradan oluşmaktadır. Adres numarası 3 olan diğer alan ise üretim bölümü (2 hatlı), paketleme bölümü ve depolama bölümlerinden oluşmaktadır.

Denetlenen firmanın adres numarası 6 olan alanlar için yapı kullanma izni (1610 m2 lik) mevcuttur. Ayrıca denetlenen firmanın adres numarası 3 olan alanlar için de yapı kullanma izinleri (toplamda 4745 m2 lik) ve yapı kayıt belgesi(1000 m2 lik) bulunmaktadır. Ancak 1000 m2 (Yapı Kayıt Belgesinde tanımlanan) alan için yapı kullanma izin belgesi gibi bir yapı değerlendirme raporu mevcut değildir.

Yapı kullanma izin belgesi olan alanların bulunması nedeniyle bu soru kısmi olarak derecelendirilmiştir.

Bu kapsamda ilgili iyileştirmeye açık yön kapatılmamıştır.

(REFERANS: Amfori BSCI Davranış Kuralları)