

Monitoring result for Multipak Ambalaj ve Gıda San. Tic. A.Ş. on site Multipak Ambalaj ve Gıda San.Tic. A.S.

Monitoring

Monitored Party : Multipak Ambalaj ve Gıda San. Tic. A.Ş.
amfori ID : 792-000904-000
Site : Multipak Ambalaj ve Gıda San.Tic. A.S.
Site amfori ID : 792-000904-002
Address : Yazibasi Mah. Batibeton Cad. No:10/1 Yazibasi Torbali
: 35875, İzmir
: İzmir
: Türkiye
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Monitoring Partner : Intertek
Monitoring Start Date : 14/03/2023
Closing Meeting : 16/03/2023
Finished Date :
Submission Date : 23/03/2023
Expiration Date : 23/03/2025

This is an extract of the online monitoring result, generated on 23/03/2023, 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.



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	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 Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

General description

NAME OF LEAD AUDITOR: FATMA ARLI (Attended to the audit on 14-15-16/03/2023)

APSCA NUMBER: RA21702375

THIRD PARTY COMPANY : INTERTEK

The facility was established in August 2008 at the current address in Izmir. They produce paper plates, glasses, cake capsules and cooking cups. There are Printing, Cutting ,Forming and Packaging proceses.

There are 2 buildings.

BUILDING 1:

The first building has all production areas and also raw material warehouse and administration offices.

The first building has a 4754 m2 total area and two floors.

First Floor: All production area, doctor room, changing room , toilets. There is also semi-finished material warehouse in the mezzanine floor in the production area.

Second Floor: Administration Offices

BUILDING 2:

There is only a finished material warehouse in the second building. The total area is 1520 m2. There is one ground floor where there is the warehouse and also one mezzanine floor where there are administration offices.

The buildings are reinforced concrete.

Total number of employees :

Administration :22 (8 male and 14 female)

Production:137 (60 male and 77 female)

Young labour:0

Migrant: 1 (Administration employee. (egypt)

Pregnant:1

Maternity leave:1

Disabled: 5

Daily paid :0

Piece rate:0

Minimum age is 20 at site.

The working hours in the facility are arranged as follows:

For all employees except administration and warehouse employees;

From Monday to Saturday, 8:00-16:00 /16:00-00:00 /00:00-08:00 (including 30 minutes lunch break and 10 minutes tea break x 6 days a week

The Administration and Warehouse employees work from 08:00 to 17:30(including 30 minutes lunch break) x 5 days a week

Payment Period: Monthly

Payment Day: 10th day of each month by bank

Time record system: Face scan system

The facility has the below certificates;

ISO 9001:2015 valid till 15.10.2023

ISO14001:2015 valid till 15.10.2023

ISO 22000:2005 valid till 15.10.2023

FSC Certificate valid till 22.09.2025

GMP Certificate valid till 12.10.2023.

ECO LABEL certificate valid till 30.06. 2023

PEFC Certificate: Valid till 20.1.2027

BRC Certificate: valid till 04.11.2023

There is no dormitory at the facility.

There is no service provider in the facility. So contractor license/permit was not uploaded to the system.

There are time and payment records for last 12 months in the facility.

Minimum, average and maximum wages in selected months for selected employees are as below:

Minimum wages :

August 2022: 5500,35 TL (NET)

December 2022: 5500,35 TL (NET)

February 2023: 8506,80 TL (NET)

Average wages :

August 2022: 6275 TL (NET)

December 2022: 6275 TL (NET)

February 2023: 9000 TL (NET)

Maximum wages :
August 2022: 7750 TL (NET)
December 2022: 7750 TL (NET)
February 2023: 11850 TL (NET)

Overtime hours are as below for selected months.

February 2023: 0- 15 hours/month
December 2022: 0- 22.5 hours/month
August 2022: 0- 23,5 hours/month

AUDITOR NOTES:

AUDITOR NOTE 1: The unionization process has been initiated in the facility . According to the number of unionized employees, the union named SELULOZ- IS wanted to enter, but the management initially filed a lawsuit stating that the union was not provided with a majority in 8.9.2022. The case was concluded against the company and the court decided that the majority was granted. As a result, the company filed an appeal case against the union again and requested the court to re-evaluate the number of unionized warehouse and production employees should be considered separately. Finally, the court decided to unionize by concluding the case in favor of the union.No CBA has been signed yet in the facility. Process continue. In addition that since the number of unionized employees in the facility is not clearly known, the number of unionized employees could not be entered into the system. During the audit , facility management was transparent about unionization process and shared all details about this process with the auditor.

AUDITOR NOTE 2 : Worker representatives were elected by the employees freely. Worker representative attended the opening and closing meeting and the interviewed conducted with the worker representative

AUDITOR NOTE 3: Those are the documents which were not uploaded in system because they were not applicable.

Government waivers (not applicable in Turkey), Agency labor contract couldn't be attached as no agency available.

AUDITOR NOTE 4: Inconsistencies between time and production records couldn't be attached as no inconsistency available among the submitted records. Valid CBA is not available, so it cannot be uploaded.

AUDITOR NOTE 5: 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 6: Opening and operating license is available (date and no : 22.09.2021- 392). This documents uploaded to the system.

AUDITOR NOTE 7: Some employees who was blue collar and external persons` names were blacked out in the report due to personal data protection law.

AUDITOR NOTE 8: There is no dormitory at site. So no dormitory photograph uploaded to the system.

AUDITOR NOTE 9: On the fair remuneration table in the remuneration sheet, the areas which were not applicable in Turkey were kept with 0 value.

AUDITOR NOTE 10: 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 11: Due to social insurances belongs to February 2023 did not approved yet , last approved social insurance document belongs to January 2023 was uploaded to the system

AUDITOR NOTE 12: Due to there is no breast feeding , young labour and blue collar migrant employee at the facility so interview could not be done.

AUDITOR NOTE 13: Due to migrant (egypt) employee was white collar , no migrant interviewed.

#COVID19 (proper implementations are listed below)

- Social distancing is managed on tables in lunch hall with warning signs and limited usage.
- Protective masks are provided free of charge for every worker.
- Additional hand sanitation points are provided especially for social areas.
- Risk assessment and emergency action plans have been renewed as covering COVID19 issues.
- Workers have been informed about COVID19 issues with warning posters.
- Social distancing is managed with reducing workforce in same section and with proper signs.
- Additional transportation vehicles are provided to manage social distancing in vehicles.

Site Details

Site : Multipak Ambalaj ve Gıda San.Tic. A.S.

Site amfori ID : 792-000904-002

GICS Classification

Sector : Materials

Industry : Containers & Packaging

Industry Group : Materials

Sub Industry : Paper Packaging

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	77 Workers
Legal minimum wage in local currency	8506 Monthly
Lowest wage paid for regular work at the site	8506 Monthly
Calculated living wage in local currency	11066 Monthly
Total sample	16 Workers

Other Metrics

Male workers	35 Workers
Female workers	42 Workers
Permanent workers - Male	68 Workers
Permanent workers - Female	91 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	8 Workers
Management - Female	14 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	4 Workers
Workers on probation - Female	1 Workers
Workers with night shift - Male	59 Workers
Workers with night shift - Female	78 Workers
Workers with disabilities - Male	4 Workers
Workers with disabilities - Female	1 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	1 Workers
Workers hired directly - Male	68 Workers
Workers hired directly - Female	91 Workers
Workers hired indirectly - Male	0 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	1 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	1 Workers
Sample - Male	7 Workers
Sample - Female	9 Workers

Findings

PA1: Social Management System

Amfori BSCI Code of Conduct, Principle on Social Management System Finding:- The facility has social compliance management system however there are gaps. Please refer to issues that need to be corrected in PA 6 and 7 This question was rated as partially because there is a social management system at site

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensibi Bulgu: İşletmede bir sosyal uygunluk yönetim sistemi mevcuttur ancak sistemde iyileştirmesi gereken açıklar mevcuttur. Lütfen performans alanı 6 ve 7 deki düzeltilmesi gereken konulara bakınız. Bu soru işletmede sosyal uygunluk istemi bulunduğundan dolayı kısmen olarak cevaplanmıştır.

PA 6: Decent Working Hours

LAW: Turkish Labour Law # 4857 / 2003, ARTICLE 46-The workers employed in the working places within the scope of this Law are granted at least twenty-four hours uninterrupted relaxation period (weekly holiday) within seven days time scale provided that they have executed worked during the working days fixed according to article 63. Turkish Labour Law # 4857 / 2003, ARTICLE 63- In general the duration of work shall be at the most 45 hours a week. This period shall be applied by dividing the same equally among the days of the week worked. FINDING: It was noted that some employees worked in their rest days . December 2022: 2 employees worked 1 time, maximum 7 consecutive days February 2023: 3 employees worked 1 time, maximum 7 consecutive days . August 2022: None observed Finding is observed in packaging section. This question was rated as partially because issue is not systematical.

KANUN: TÜRK İŞ KANUNU # 4857 / 2003, Madde 46 BULGU: İşletmede bazı çalışanların hafta tatillerinde çalıştıkları tespit edilmiştir. Aralık 2022: 2 çalışan 1 kez, maksimum 7 gün üst üste çalışmıştır. Şubat 2023: 3 çalışan, 1 kez, maksimum 7 gün üst üste çalışmıştır. Ağustos 2022: Gözlenmedi Bulgu paketleme bölümünde gözlenmiştir. Bu soru bulgu sistematik olmadığından dolayı kısmen olarak cevaplanmıştır.

PA 7: Occupational Health and Safety

Amfori BSCI Code of Conduct, Principle on Occupational Health and Safety Finding: It was noted that the laws and regulations regarding health and safety are follow in the facility however some missing gaps were noted under PA 7. This question was rated as partially because the gaps noted were minor and non-systematical.

Amfori BSCI Davranış Kuralı, İş Sağlığı Ve Güvenliği Prensibi Bulgu: İşletmede iş sağlığı ve güvenliğine ilişkin kanun ve yönetmelik takip edilmektedir, ancak PA 7'de bazı eksikler olduğu görülmüştür. Bu soru bulgu minor olduğundan ve sistematik olmadığından dolayı kısmen olarak işaretlenmiştir.

ZONING LAW (1) (2)Law Number: 3194Acceptance Date: 3/5/1985Published in Official Gazette: Date: 9/5/1985 Issue: 18749Code of Publication: Series: 5 Volume: 24 Page: 378Building occupancy permit:Article 30 - If the building is completely finished, it is possible to use the whole, partially.If the parts are completed, from the offices of the municipality, governorship (...) (1) that give the construction license in order to use these parts; The buildings that are not subject to license according to article 27.In order to be used partially or partially, it is obligatory to obtain permission from the relevant municipality and governorship. FINDING: Building using permit does not cover 3899 sqm of the 1st building. Building registration license was provided for this areas of this building.Building using permit does not cover 1000 sqm of the 2nd building. Building registration license was provided for this areas of this building. This question was rated as partially because the gaps noted were minor and non-systematical.

KANUN: İMAR KANUNU (1)(2)Kanun Numarası : 3194Kabul Tarihi : 3/5/1985Yayımlandığı R. Gazete : Tarih :9/5/1985 Sayı: 18749Yayımlandığı Düstur : Tertip : 5 Cilt : 24 Sayfa : 378Yapı kullanma izni:Madde 30 – Yapı tamamen bittiği takdirde tamamının, kısmen kullanılması mümküncisimleri tamamlandığı takdirde bu kısımlarının kullanılabilmesi için inşaat ruhsatını veren belediye, valilik (...) (1) bürolarından; 27 nci maddeye göre ruhsata tabi olmayan yapıların tamamenveya kısmen kullanılabilmesi için ise ilgili belediye ve valilikten izin alınması mecburidir. BULGU: 1. bina için Yapı kullanma izni binanın 3899 metre karesini kapsamamaktadır. Bu alan için 1. binanın yapı kayıt belgesi bulunmaktadır. 2. bina için Yapı kullanma izni binanın 1000 metre karesini kapsamamaktadır. Bu alan için 2. binanın yapı kayıt belgesi bulunmaktadır. Soru kısmen diye cevaplandırılmıştır çünkü not edilen bulgular minördür ve sistematik değildir.