

Monitoring result for uçsan plastik on site UCSAN PLASTIK KALIP SAN VE TIC LTD STI

Monitoring

Monitored Party	: uçsan plastik	amfori ID	: 792-001084-000
Site	: UCSAN PLASTIK KALIP SAN VE TIC LTD STI	Site amfori ID	: 792-001084-002
Address	: Sancaktepe Mah. Millet Cad. No:16 Silivri	Monitoring Activity	: amfori Social Audit - Manufacturing
	: Istanbul	Monitoring Type	: Full Monitoring
	: Adana	Submission Date	: 13/12/2021
	: Turkey	Expiration Date	: 13/12/2023

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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	B
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

UCSAN PLASTIK VE KALIP SAN. VE TIC. LTD. STI. was established on 01.01.1993 as a manufacturer of plastic garments and located at Sancaktepe Mah. Millet Cad. No:16 Ada Silivri-ISTANBUL/TURKEY. Raw material accepting, molding, mixture preparation, breaking, control, plastic injection, assembly, screen printing, quality control and shipping processes were available in the company. Monthly production capacity was 400 tones. The products made in the factory were 70% to Export market (mainly to everywhere in the world – 89 country).

There was head office under the same name in MAHMUBEY MAHALLESİ 2430 SOKAK NO:93 BAGCILAR/ISTANBUL.

The total closed areas occupied by the company are about 11831,92 square meters. 4 floors of one building were occupied by the company. The layout of floors are below:

Floor -1: Praying room, toilet and changing room

Entrance floor: Raw material accepting, molding, mixture preparation, breaking, control, plastic injection, assembly, screen printing, quality control and shipping sections, warehouse, lunch hall, infirmary, toilet and offices

Floor 1: Offices

Floor 2: Offices

There was no dormitory provided to the employees. Meal and transportation were provided to employees free of charge.

There were totally 185 (152 male and 33 female) employees including 20 administrative staff (14 male and 6 female) and 153 production (129 male and 24 female), 2 male security staff, 3 female kitchen staff, 1 male university intern, 4 male high school intern and 2 male apprentice trainee.

The youngest worker was 16 years old in the company. There was no piece rate worker, no daily worker, no agency worker in the company. There were 4 high school intern workers including 3 young workers, 2 apprentice trainee including 1 young worker and 1 university intern, 2 security staff, 3 kitchen staff and 4 disable workers in the company. All workers were taken into the audit scope.

Systematically working practices were arranged as follows for administrative workers;

From 08:00 am. to 05:30 pm. including 30 minutes break from Monday to Friday. Totally 45 hours/week.

Saturdays and Sundays were granted as weekly rest days.

Systematically working practices were arranged as follows for the workers who are worked in molding section;

From 08:00 am. to 05:30 pm. including 30 minutes break from Monday to Friday. Totally 45 hours/week.

Saturdays and Sundays were granted as weekly rest days.

Systematically working practices were arranged as follows for the workers who are worked in production sections:

Before 1st November 2021

1st shift: From 08:00 am. to 05:30 pm. including 30 minutes break from Monday to Friday. Totally 45 hours/week.

2nd Shift: From 05:30 pm. to 03:00 am. including 30 minutes break from Monday to Friday. Totally 45 hours/week

Saturdays and Sundays were granted as weekly rest days.

After 1st November 2021

1st shift: From 08:00 am. to 04:00 pm. including 30 minutes break from Monday to Saturday. Totally 45 hours/week.

2nd Shift: From 04:00 pm. to 00:00 am. including 30 minutes break from Monday to Saturday. Totally 45 hours/week

Sundays were granted as weekly rest days.

Systematically working practices were arranged as follows for kitchen staff;

Before 1st November 2021

1st shift: From 08:00 am. to 05:30 pm. including 30 minutes break from Monday to Friday. Totally 45 hours/week.

2nd Shift: From 05:30 pm. to 03:00 am. including 30 minutes break from Monday to Friday. Totally 45 hours/week

Saturdays and Sundays were granted as weekly rest days.

After 1st November 2021

1st shift: From 08:00 am. to 04:00 pm. including 30 minutes break from Monday to Saturday. Totally 45 hours/week.

2nd Shift: From 04:00 pm. to 00:00 am. including 30 minutes break from Monday to Saturday. Totally 45 hours/week

Sundays were granted as weekly rest days.

Systematically working practices were arranged as follows for security staff;

Before 1st November 2021

1st shift: From 08:00 am. to 05:30 pm. including 30 minutes break from Monday to Friday. Totally 45 hours/week.

2nd Shift: From 05:30 pm. to 03:00 am. including 30 minutes break from Monday to Friday. Totally 45 hours/week

Saturdays and Sundays were granted as weekly rest days.

After 1st November 2021

1st shift: From 08:00 am. to 04:00 pm. including 30 minutes break from Monday to Saturday. Totally 45 hours/week.

2nd Shift: From 04:00 pm. to 00:00 am. including 30 minutes break from Monday to Saturday. Totally 45 hours/week

Sundays were granted as weekly rest days.

Systematically working practices were arranged as follows for intern workers (High School intern) including 3 young intern workers;

Before 1st November 2021

From 08:00 am. to 05:30 pm. including 60 minutes break from Monday, Tuesday and Wednesday. Totally 25 hours 30 minutes/ week.

After 1st November 2021

From 08:00 am. to 04:00 pm. including 30 minutes break from Monday, Tuesday and Wednesday. Totally 22 hours 30 minutes/ week.

Systematically working practices were arranged as follows for intern workers: (University intern)

Before 1st November 2021

From 08:00 am. to 05:30 pm. including 60 minutes break from Monday to Friday. Totally 42 hours 30 minutes/week.

After 1st November 2021

From 08:00 am. to 04:00 pm. including 30 minutes break from Monday to Friday. Totally 37 hours 30 minutes/week.

Systematically working practices were arranged as follows for apprentice trainee including 1 apprentice trainee young worker;

Before 1st November 2021

From 08:00 am. to 05:30 pm. including 60 minutes break from Monday, Tuesday, Thursday and Friday. Totally 34 hours/week.

After 1st November 2021

From 08:00 am. to 04:00 pm. including 30 minutes break from Monday, Tuesday, Thursday and Friday. Totally 30 hours/week.

Time Record System: Digital card scanning activated computer database system for all workers including apprentice and intern workers.

The employees were paid a monthly rate, as per worker interview. The payments of all employees were paid on time between 1st and 5th day of each month via bank officially.

15 workers' time and wage records were reviewed for the months September 2021, October 2021 and November 2021 (last paid month). According to the decision of The Minimum Wage Determination Commission, the current minimum wage is net 2324,70 TRY per month and gross 2943,00 TRY per month in 2020, net 2825,90 TL per month and gross 3577,50 TL TRY per month in 2021.

15 production workers (12 male and 3 female) were selected for interviews randomly or according to their age, physical appearance, health care reports, sections or personal file records. 9 individual (7 male and 2 female) and 2 groups (3 at each) interviews were conducted confidentially in an isolated meeting room. Their thoughts were asked about the workplace and working conditions. Interviewed workers informed their pleasure about free lunch, friendship and providing social insurance in the company. No negative feedback was raised.

There was no trade union onsite. Employees feel free to join trade union as per interviews. In addition to that, there were complaint boxes onsite and open door policy effectively works. There were 4 freely elected worker representatives (3 male and 1 female).

Remark:

1. Contractor license/permit, government waivers, CBA are not applicable in this company.
2. The audit was performed with 2 auditors (team member auditor attended the audit on first day) between 06.12.2021 (09:00 am.-05:00 pm.) and 07.12.2021 (09:00 am.-01:00 pm.) as totally 2.5 man-day on-site.
3. Audit Company: Bureau Veritas Consumer Products Service
Audit Company APSCA Number: 11600002
Lead Auditor Name: HASAN ALTUG SOYOK
APSCA Auditor Registered Number: RA21701275
Team Auditor Name: BUGRA KARACA
APSCA Auditor Registered Number: RA21703666

Site Details

Site : UCSAN PLASTIK KALIP SAN VE TIC LTD STI Site amfori ID : 792-001084-002

GICS Classification

Sector : **Materials**
Industry Group : **Materials**

Industry : **Containers & Packaging**
Sub Industry : **Metal & Glass Containers**

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	103 Workers
Legal minimum wage in local currency	3577 Monthly
Lowest wage paid for regular work at the site	3577 Monthly
Calculated living wage in local currency	5885 Monthly
Total sample	15 Workers

Other Metrics

Male workers	82 Workers
Female workers	21 Workers
Permanent workers - Male	145 Workers
Permanent workers - Female	33 Workers
Temporary workers - Male	7 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	14 Workers
Management - Female	6 Workers
Apprentices - Male	2 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	119 Workers
Workers with night shift - Female	24 Workers
Workers with disabilities - Male	4 Workers
Workers with disabilities - Female	0 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	145 Workers
Workers hired directly - Female	33 Workers
Workers hired indirectly - Male	7 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	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	12 Workers
Sample - Female	3 Workers

Findings

PA1: Social Management System

Based on satisfactory evidence the main auditee does not respect partially this principle due to non-compliances in performance area 2, 6, 7, 9 and 13. Amfori BSCI Requirement

Elde edilen yeterli delillere göre, firmada 2, 6, 7, 9 ve 13 performans alanlarında bulunan uygunsuzluklardan dolayı denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Amfori BSCI Gerekliliği

PA 2: Workers Involvement and Protection

Based on satisfactory evidence, the main auditee does not respect partially this principle because; despite the company defined the long term goals to protect workers according to Amfori BSCI code of conduct however for ensuring the sustainability improvement no defined steps were available. Amfori BSCI Requirement

Elde edilen yeterli delillere göre, işletme BSCI kurallarına göre çalışanlarını korumak amacıyla uzun vadeli hedeflerini tanımlanmış olması ancak sürekli iyileştirmenin sağlanabilmesi için atılacak adımların tanımlanmamış olması sebebiyle denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Amfori BSCI Gerekliliği

PA 6: Decent Working Hours

1. Based on satisfactory evidence, the main auditee does not respect partially this principle because night shift practices between 05:30 pm. to 03:00 am. exceeded 7.5 hours/night legal limit (9 hours/night) before 1st November 2021. Law : Turkish Regulation on the Occupational which are carried out by working of employees on shifts (07.04.2004), Art 7 2. Based on satisfactory evidence, the main auditee does not respect partially this principle because that regular daily working hours of intern and apprentice young workers exceeded 8 hours/day legal limit (8 hours 30 minutes/day) during the regular working hours between 08:00 am. to 05:30 pm. (60' break) before 1st November 2021, Law: Turkish Labour Law # 4857 / 2003, Article 71

1. Elde edilen yeterli delillere göre, firmada 1 Kasım 2021 öncesi 17:30-03:00 arası yapılan gece vardiyası çalışmasının 7.5 saat/gece yasal limiti aşması (9 saat/gece) sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır.

Kanun: Postalar Halinde İşçi Çalıştırılarak Yürütülen İşlerde Çalışmalara İlişkin Özel Usul ve Esaslar Hakkında

Yönetmelik (07.04.2004) , Madde 7 2. Elde edilen yeterli delillere göre, firmada stajyer ve çırak genç çalışanların 1 Kasım

2021 tarihinden önce 08:00-17:30 (60' mola) arasında yapılan düzenli çalışmalarında günlük çalışma sürelerinin 8 saat/gün yasal limit aşması (8 saat 30 dakika/gün) sebebiyle denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Kanun: Türk İş Kanunu #4857 (2003), Madde 71

1. Based on satisfactory evidence, the main auditee does not respect partially this principle because 30' resting break instead of 60' resting break was defined for the workers who are worked in molding section during regular working hours between 08:00 am. to 05:30 pm. and it was insufficient. Law : Turkish Labour Law # 4857 / 2003, Article 68 2. Based on satisfactory evidence, the main auditee does not respect partially this principle because workers who are worked in shift base system were granted 30' resting break during regular working hours of 1st shift between 08:00 am. to 05:30 pm. and 2nd shift between 05:30 pm. to 03:00 pm. instead of 60 minutes before 1st November 2021 and they were insufficient. Law : Turkish Labour Law # 4857 / 2003, Article 68 3. Based on satisfactory evidence, the main auditee does not respect partially this principle because that 30' resting break instead of 60' resting break was granted to intern and apprentice young workers during the regular working hours between 08:00 am. to 04:00 pm. after 1st November 2021 and this resting break was insufficient. Law: Regulation on Operational Procedures and Principles of Children and Young People, Article 6

1. Elde edilen yeterli delillere göre, firmada kalıphane bölümü çalışanlarının 08:00-17:30 arasında olan düzenli çalışmalarında 60 dakika mola yerine 30 dakika mola tanımlanmış olması ve yetersiz olması sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Kanun: Türk İş Kanunu # 4857 / 2003, Madde 68 2. Elde edilen yeterli delillere

göre, firmada 1 Kasım 2021 tarihi öncesinde vardiyalı çalışan çalışanlarının 1. vardiyasında 08:00-17:30 arasında ve

2. vardiyasında 17:30-03:00 arasında olan düzenli çalışmalarında 60 dakika mola yerine 30 dakika mola verilmesi ve yetersiz olması sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Kanun: Türk İş Kanunu # 4857 / 2003, Madde

68 3. Elde edilen yeterli delillere göre, firmada stajyer ve çırak genç çalışanların 1 Kasım 2021 tarihinden sonra 08:00-16:00

arasında yapılan düzenli çalışmalarında 60' yerine 30' mola verilmesi ve bu mola sürelerinin yetersiz olması sebebiyle

denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Kanun: Çocuk ve Genç İşçilerin Çalıştırılma Usul ve Esasları

Hakkında Yönetmelik, Madde 6

PA 7: Occupational Health and Safety

Based on satisfactory evidence that, the main auditee does not respect partially this principle because there were existing non-conformities which do not comply with local regulations and global standards in the OHS management system. Amfori BSCI Requirement

Elde edilen yeterli delillere göre, firma iş sağlığı ve güvenliği yönetim sistemindeki yerel kanun ve küresel standartları tam olarak karşılamayan mevcut eksiklikler sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Amfori BSCI Gerekliliği

PA 7: Occupational Health and Safety

Based on satisfactory evidence, the main auditee does not respect partially this principle because, there was no OHS boarding meeting was performed once in 3 months instead of once in 2 months. Law: Regulation on Health and Safety Boards; (18.01.2013), Article 9

Elde edilen yeterli delillere göre, firmada ISG komitesi toplantısı 2 ayda 1 kere yerine 3 ayda 1 kere yapılması (son toplantı tarihi: 30.11.2021 ve bir önceki toplantı tarihi: 26.08.2021) sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Kanun: İş Sağlığı ve Güvenliği Kuralları Hakkında Yönetmelik, (18.01.2013), Madde 9

Based on satisfactory evidence, the main auditee does not respect partially this principle because, earthquake performance analysis report was not available in the company. Amfori BSCI Requirement

Elde edilen yeterli delillere göre, firmada deprem performans analiz raporu olması sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Amfori BSCI Gerekliği

PA 9: Special Protection for Young Workers

1. Based on satisfactory evidence, the main auditee does not respect partially this principle because that regular daily working hours of intern and apprentice young workers exceeded 8 hours/day legal limit (8 hours 30 minutes/day) during the regular working hours between 08:00 am. to 05:30 pm. (60' break) before 1st November 2021, Law: Turkish Labour Law # 4857 / 2003, Article 71 2. Based on satisfactory evidence, the main auditee does not respect partially this principle because that 30' resting break instead of 60' resting break was granted to intern and apprentice young workers during the regular working hours between 08:00 am. to 04:00 pm. after 1st November 2021 and this resting break was insufficient. Law: Regulation on Operational Procedures and Principles of Children and Young People, Article 6

1. Elde edilen yeterli delillere göre, firmada stajyer ve çırak genç çalışanların 1 Kasım 2021 tarihinden önce 08:00-17:30 (60' mola) arasında yapılan düzenli çalışmalarında günlük çalışma sürelerinin 8 saat/gün yasal limit aşması (8 saat 30 dakika/gün) sebebiyle denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Kanun: Türk İş Kanunu #4857 (2003), Madde 71 2. Elde edilen yeterli delillere göre, firmada stajyer ve çırak genç çalışanların 1 Kasım 2021 tarihinden sonra 08:00-16:00 arasında yapılan düzenli çalışmalarında 60' yerine 30' mola verilmesi ve bu mola süresinin yetersiz olması sebebiyle denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Kanun: Çocuk ve Genç İşçilerin Çalıştırılma Usul ve Esasları Hakkında Yönetmelik, Madde 6

Based on satisfactory evidence, the main auditee does not respect partially this principle because that the company do not comply with Amfori BSCI/Legal requirements about young workers regarding their working hours, resting break and special precautions regarding working conditions. Amfori BSCI Requirement

Elde edilen yeterli delillere göre, firma yönetiminin genç çalışanların çalışma süreleri, mola süreleri ve çalışma koşulları için özel önlemler konularında Amfori BSCI veya yasal gereklilikleri karşılayacak yeterlikte özene/imkanı göstermemesi sebebiyle denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Amfori BSCI Gerekliği

PA 13: Ethical Business Behaviour

Based on satisfactory evidence, the main auditee does respect partially this principle because; training logs about corruption, anti-bribery and anti-corruption of workers were available however these workers' awareness of training was not effective. Amfori BSCI Requirements

Elde edilen yeterli delillere göre, çalışanların rüşvet önleme ve çıkarma sağlama ile ilgili eğitim kayıtlarının mevcut olması ancak bu çalışanların verilen eğitim ile alakalı net bir efektif farkındalıklarının olmaması sebebiyle, denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Amfori BSCI Gerekliği