

Monitored Party SÖNMEZ GLOBAL PLASTİK A.Ş.	amfori ID 792-001542-000	Address OSB MAH. 28 NO'LU CAD. NO:2/1 MERKEZ/KILIS, KILIS, Kilis, Türkiye
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner Intertek
Monitoring Start Date 30/09/2025	Closing Meeting Finished Date 14/10/2025	Submission Date 14/10/2025
Expiration Date 08/08/2027	Announcement Type Semi Announced	
Site Sönmez Global Plastik Anonim Şirketi	Site amfori ID 792-001542-001	

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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, Violence or Harassment	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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Audit Company: INTERTEK-TURKEY

Auditor Name; Ms. Emine Idis (Lead Auditor / APSCA No: CSCA21702434),

The audit date: 30.09.2025- 01&02.10.2025. Audit is conducted in 1 auditor for 3 days.

Announcement type: Semi-announcement

The facility was established as a SONMEZ HAMMADDE PLASTIK SANAYI VE TICARET LIMITED SIRKETI in 2017 and changed its title, to as SONMEZ GLOBAL PLASTIK A.S. on 13.10.2023 and has been operating in its current address since its establishment.

According to the management statement, prior to the current tax registration and existing trade name, the company initially operated in Gaziantep.

The facility has an opening and operating permit. (08.03.2024/24-116)

The products are furniture and household appliances made of plastic materials.

The processes at the auditee are raw material preparation, mixing, molding, injection, quality control, packing, warehouse and shipping.

Annual production capacity: 50000 tones

The facility is located in the attached buildings. The facility has 80 603 m² of closed area. A dormitory is not available in the facility.

The building structure is steel construction with concrete. The company is the owner of the building. The building is shared with another facilities. Approximately 30,000 m² of the building has been leased to another company. Official documents have been submitted confirming that production has not yet commenced in this area and that legal proceedings are ongoing.

Building layout:

-The administrative part of the building has 2 floors.

Floor 1: Offices

Ground floor: Offices

-Production part;

Ground floor: Production, toilets, lunch hall, doctor room, changing room

The total number of employees in the facility is 576. (555 male, 21 female)

Administrative: 37 (29 male, 8 female) and Tea service-lunch hall employee: 1 female

Production: 526 (514 male, 12 female),

Security: 12 male,

The auditee has no piece-rate workers, children, breastfeeding employees, maternity leave employees, service provider employee, or homeworkers.

On probation period employees: 12, disabled employees: 16, foreign employees(temporary): 62 Syrian workers.

The youngest employee is 19 years old.

There is no union at the facility. There are 6 worker representatives at the facility with free elections. (It was specifically elected for women and foreign employees.)

The factory has an electronic time recording system. (card printing)

-Working hours for Administrative employees:

08:00-18:00 with 30' lunch break + 2x15' tea breaks x 5 days (From Monday to Friday)

-Working hours for maintenance and warehouse employees:

09:00-17:00 with 30' lunch break x 6 days (From Monday to Saturday)

-Working hours for packing employees:

08:00- 16:00 with 30' lunch break x 6 days (From Monday to Saturday)

-Working hours for Production with shifts and security employees:

08:00-16:00 with 30' meal break x 6 days (From Monday to Saturday)

16:00-00:00 with 30' meal break x 6 days (From Monday to Saturday)

00:00-08:00 with 30' meal break x 6 days (From Monday to Saturday)

The wages are paid on the 10th of each month.

The payment method is Bank.

The auditee has the last 12 months of time and wage records.

21 workers' time and wage records were reviewed from August 2025 (last paid month), July 2025 (random and stable month).

The highest and average wages for the reviewed months;

"Standard weekly working hours + max weekly overtime hours" in the sampled months:

July 2025: Standard weekly working hours (45 hours) + max weekly overtime hours (8hours)

August 2025: Standard weekly working hours (45 hours) + max weekly overtime hours (0 hours)

Maximum overtime in reviewed months:

July 2025 (Current month): 8 hours/month

August 2025 (Medium month): 0 hours/month

The highest and average wages for the reviewed months;

July 2025: 27680 TL & 22500 TL

August 2025: 27260 TL & 227000 TL

Good examples;

-Meal is provided free of charge to all employees.

-Transportation is provided free of charge to all employees.

-Production bonus payment is provided.

-Overtime practices are paid over legal requirements, which is 170%.

-Sanitary pad boxes are available in the women's toilets for use.

The living wage was calculated in 2025. The last living wage was found 27562 TL.

The current lowest net wage in the company is 22500 TL.

This audit is a follow-up audit, therefore this related area (PA4 PA11, PA13) is not rated and not included in the audit scope since there was no non-compliance from the initial audit.

The auditee fully respects the performance areas PA 2,3,6, 8,9,12.

The summary of findings is below;

PA1: The management system, the management system, the lack of knowledge for calculation of living wage, non-effective internal audit, lack of definition zero tolerance in the selection-evaluation system of supply chain and defined communication channel for informing the business partners.

PA5: the payslip is not given to workers

PA7: A lack of proper ventilation and smoking was available

PA10: The number of disable worker is not within local law.

**The facility is used a consultant for the BSCI management system. The name of Ethica Danışmanlık Ltd Sti-Ebru Gökbulut. This consultant was not available through the audit days. This information decelerated by the management.

AUDITOR NOTES:

* Those documents below were not uploaded into the system because they were not applicable: Government waivers / Dormitory / High-risk area / CBA documents (union is not available) / agency labor contract documents (None) / Service provider documents (None) / inconsistency between records (None)

* The total number on the audit day differs from the total workforce due to absenteeism and the shift system.

* The #livingwage fair remuneration table in the audit report was filed by the auditing company according to the Anker method.

* All names and surnames of the outsourced persons and blue-collar employees, due to the practice of protection of personal data, are noted with "*****" in the report.

- * Report is proofread in general. A spelling check has been done and corrected for report quality.
- * The on-site audit days spent at the facility are 3 days. (1 person x 3 days) An additional 0.5-person day reporting time has been provided.
- * There was no special circumstance during the audit.
- * "Speak for change" poster was posted in the company. Also, the informative training was given to the employees.
- * The employee representative could not attend the closing meeting due to the end of their shift.
- **Due to a malfunction with the camera, some photos are missing the date and time. Complaint and suggestion boxes were located in accessible areas on the field, but they were not found on the memory card.
- **The finding in PA 7.17 has been moved to PA 7.3.

SITE DETAILS

Site
Sönmez Global Plastik Anonim Şirketi

Site amfori ID
792-001542-001

GICS Classification

Sector Industrials	Industry Group Capital Goods	Industry Trading Companies & Distributors
Sub Industry Trading Companies & Distributors		

amfori Process Classifications

Moulding / Molding: injection moulding / rotomoulding (plastics)

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is located in a high or extremely high water stressed region

METRICS

Key Metrics

Total workforce	245	Workers
Legal minimum wage in local currency	22.104,67	Monthly
Lowest wage paid for regular work at the site	22.500	Monthly
Calculated living wage in local currency	36.730,64	Monthly
Total sample	21	Workers

Other Metrics

Male workers	231	Workers
Female workers	14	Workers
Non-binary workers	0	Workers
Permanent workers - Male	494	Workers
Permanent workers - Female	20	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	61	Workers
Temporary workers - Female	1	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	29	Workers
Management - Female	8	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	11	Workers
Workers on probation - Female	1	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	416	Workers
Workers with night shift - Female	4	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	16	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	61	Workers

Foreign migrant workers - Female	1 Workers
Foreign migrant workers - Non-binary	0 Workers
Workers hired directly - Male	555 Workers
Workers hired directly - Female	21 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	0 Workers
Unionised workers - Female	0 Workers
Unionised workers - Non-binary	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Workers under CBA - Non-binary	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	1 Workers
Workers on parental leave - Female	0 Workers
Workers on parental leave - Non-binary	0 Workers
Sample - Male	15 Workers
Sample - Female	6 Workers
Sample - Non-binary	0 Workers

FINDINGS



PA1: Social Management System

Site: Sönmez Global Plastik Anonim Şirketi | Site amfori ID: 792-001542-001

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

Amfori BSCI Code of Conduct, Principle on Social Management System

The facility should have an efficient management system to BSCI values are implemented.

FINDING: Based on document review, facility tour, employee interviews and management interviews conducted in the company;

-The company has an evaluation procedure for its suppliers. However, the procedure lacks information about the evaluation system for social compliance. It primarily covers quality processes. (Only the performance section includes the heading "social compliance and OHS requirements.")

-The internal audit conducted in 2025 was found to have covered all social compliance issues. However, the action plan, in the internal audit report dated 17.08.2025 did not identify the existing non-conformities.

-New Finding: There is no sufficient information about the calculating living wage.

The company has a social compliance management system, but there are gaps in the system that need to be improved. Please see the issues that need correction in performance areas 1, 5, 7, 10

This question was answered "partially" because the company has an established and functioning social compliance management system.

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensibi

BULGU: Firmada gerçekleştirilen döküman incelemesi, saha turu, çalışan görüşmeleri ve yönetim görüşmesine dayalı olarak;
-Firmanın tedarikçilerine ait bir değerlendirme prosedürü mevcuttur. Ancak prosedürde sosyal uygunluk açısından değerlendirilme sistemine ilişkin bilgi yoktur. Daha çok kalite süreçlerine ait bilgi mevcuttur. (sadece performans başlığında sosyal uygunluk ve işg şartları başlığı mevcuttur.)

-2025 yılında gerçekleştirilen iç denetimin bütün sosyal uygunluk konularını kapsadığı görülmüştür. Ancak 17.08.2025 tarihinde yapılan iç tetkik raporundaki aksiyon planı mevcut eksiklikleri tanımlamamıştır.

-Yeni Bulgu: Yaşam ücreti hesaplamasında yeterli bilgi mevcut değildir.

İşletmede bir sosyal uygunluk yönetim sistemi mevcuttur ancak sistemde iyileştirmesi gereken açıklar mevcuttur. Lütfen performans alanı 1, 5, 7, 10'da düzeltilmesi gereken konulara bakınız.

Bu soru "kısmen" olarak cevaplanmıştır çünkü firmada kurulmuş ve işleyen bir sosyal uygunluk yönetim sistemi vardır.

Question: 1.2 Is there satisfactory evidence that a senior manager has been appointed to ensure that the values and principles of amfori BSCI are followed in a satisfactory manner?

ENGLISH

LOCAL LANGUAGE

Finding

Amfori BSCI Code of Conduct, Principle on Social Management System

A senior manager should be appointed to ensure that the BSCI values and principles are followed in a satisfactory manner.

New Finding:

-An organizational chart was created for social compliance at the company, but it was observed that some social compliance issues, such as the living wage calculation, were handled by the consulting firm, and the social compliance team was found to lack sufficient knowledge on these issues.

This question was rated "partially" because it was observed that the social compliance team was well-versed in other performance areas.

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensipleri

Yeni Bulgu:

-İşletmede sosyal uygunluk için organizasyon şeması oluşturulmuştur fakat sosyal uygunluk konularında yaşam ücreti, hesaplama konusu gibi bazı konuların danışmanlık hizmeti alınan firma tarafından yapıldığı ve sosyal uygunluk ekibinin bu konularda yeterli bilgiye sahip olmadığı görülmüştür.

Bu soru "kısmen" olarak derecelendirilmiştir çünkü sosyal uygunluk ekibin diğer performans alanlarına hakim olduğu görülmüştür.

Question: 1.3 Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

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: Based on the document review, site tour, employee interviews, and management interview conducted at the facility, it was found that the company has a supplier evaluation procedure and an approved supplier list. However:

-The procedure lacks information on the evaluation system for social compliance. It primarily covers quality processes. (Only the performance heading includes the headings for social compliance and occupational health and safety requirements.)
-Zero-tolerance issues are not mentioned in the procedure or the supplier evaluation checklist.
-The impact of zero-tolerance issues on the scoring or evaluation system is not defined in the procedure or the checklist.

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensipleri

BULGU: Firmada gerçekleştirilen döküman incelemesi, saha turu, çalışan görüşmeleri ve yönetim görüşmesine dayalı olarak; firmada tedarikçi değerlendirme prosedürü ve onaylı tedarikçi listesi mevcuttur. Ancak;

-Prosedürde sosyal uygunluk açısından değerlendirilme sistemine ilişkin bilgi yoktur. Daha çok kalite süreçlerine ait bilgi mevcuttur. (sadece performans başlığında sosyal uygunluk ve işg şartları başlığı mevcuttur.)
-Sıfır toleranslı konulardan prosedürde ve tedarikçi değerlendirme soru listesinde bahsedilmemiştir.
-Sıfır toleranslı konuların puan sistemine ya da değerlendirme sistemine etkisi prosedürde ya da kontrol listesinde belirtilmemiştir.

Bu soru "kısmen" olarak cevaplanmıştır çünkü bir prosedür ve uygulama mevcuttur.

Finding

This question has been rated as "partial" because a procedure and a form of implementation are in place.

Question: 1.7 Is there satisfactory evidence that the auditee manages its business relations in a responsible manner?

ENGLISH

LOCAL LANGUAGE

Finding

Amfori BSCI Code of Conduct, Social Management System Principle

There should be satisfactory evidence that the auditee manages its business relations in a responsible manner.

FINDING:According to the document review and management interviews, the audited institution conducts its business relations in a responsible manner. However, there is no defined communication channel for informing the business partners about the difficulties they experience and the progress they have made in implementing the amfori BSCI Code of Conduct.

Since there is a system for business partners working in the company, the relevant question was answered as "partially".

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensipleri

BULGU: Gerçekleştirilen doküman incelemesi ve yönetim görüşmelerine göre; denetlenen kurum iş ilişkilerini sorumluluk sahibi bir tavırla yürütmektedir. Ancak, İş ortaklarının, amfori BSCI Davranış Kuralları'nı uygulamak konusunda yaşadıkları zorluklar ve kat ettikleri ilerlemelerin bilgilendirmesinin yapılacağı tanımlı bir iletişim kanalı yoktur.

Firmada çalışılan iş ortakları için bir sistem olduğundan ilgili soru "kısmen" olarak cevaplanmıştır.

PA 5: Fair Remuneration

Site: Sönmez Global Plastik Anonim Şirketi | Site amfori ID: 792-001542-001

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH

LOCAL LANGUAGE

Finding

LAW:TURKISH LABOR LAW # 4857, Date: 10.06.2003, No: 25134

Article 37-The employer is obliged to issue a slip to the worker indicating the each payment effected in the working place or deposited in the bank account, complete with the signature and logo (seal) of the facility.

Kanun:TÜRK İŞ KANUNU # 4857, Tarih: 10.06.2003, Sayı: 25134

Madde 37 -

Yeni Bulgu:Doküman kontrolü, yönetim ve çalışanların toplantılarına göre; Çalışanların maaş

Finding

This slip should also indicate the due date of payment and related payment period, including the breakdown of other extras to be added to the basic wage amount such as overtime, weekend, official and religious holiday work pays and tax, insurance premium, alimony and attachment deductions and set-off of advances.

New Finding: According to document review, and management and employee interviews, it was determined that employees were not being provided with pay slips in accordance with their salary requirements. Management stated that they were provided upon employee request.

This question was answered as "partially" because the payments are done on time and correct.

şartlarına göre bordro verilmediği tespit edilmiştir. Yönetim çalışanın talebi halinde iletildiğini belirtmiştir.

Bu soru "kısmen" olarak cevaplanmıştır, çünkü işletmede ödemeler zamanında ve doğru bir şekilde yapılmaktadır.

PA 7: Occupational Health and Safety

Site: Sönmez Global Plastik Anonim Şirketi | Site amfori ID: 792-001542-001

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

ENGLISH

LOCAL LANGUAGE

Finding

Amfori BSCI Code of Conduct, Principle on Occupational Health and Safety: The auditee should be in observance of the occupational health and safety regulations applicable for its activities.

FINDING: Based on the factory tour, employee and management interviews held in the company; It has been observed that the laws and regulations regarding occupational health and safety are followed in the auditee, but there are gaps that need improvement under PA 7.

This question is rated "partially" because it was noted that policies & procedures & training and practices are regularly managed in terms of occupational health and safety in the auditee.

Amfori BSCI Davranış Kuralı, İş Sağlığı Ve Güvenliği Prensibi

BULGU: Firmada gerçekleştirilen saha turu, çalışan ve yönetim görüşmelerine dayalı olarak; İşletmede iş sağlığı ve güvenliğine ilişkin kanun ve yönetmeliklerin takip edildiği, ancak PA 7'de iyileştirilmesi gereken noktalar olduğu görülmüştür.

Bu soru "kısmen" olarak derecelendirilmiştir çünkü denetlenen firmada iş sağlığı ve güvenliği yönünden politika & prosedür & eğitim ve uygulamaları düzenli olarak yönetilmektedir.

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH

LOCAL LANGUAGE

Finding

LAW: LAW ON THE PREVENTION AND CONTROL OF DAMAGES OF TOBACCO PRODUCTS, Law Number: 4207, Accepted Date: 7/11/1996, Published in the R. Newspaper: Date: 26/11/1996 Issue: 22829, Published Code: Arrangement: 5 Volume: 36, Prohibition of tobacco products (2), Article 2 – (Amended: 3/1/2008-5727/3 art.), (1) Tobacco products; b) It cannot be consumed in closed areas of buildings that belong to private law persons for all kinds of education, health, production, trade, social, cultural, sports, entertainment and similar purposes and can be entered by more than one person (except for residences), including their corridors.

NEW FINDING: Based on satisfactory objective evidence from site tour, employee and management interview and document review; it was determined that there was evidence of smoking in the product packaging and final product storage areas, including cigarette butts, ashes, and cigarette packs on the work floor and in trash cans. Management created another smoking area on the day of the inspection. It was stated that this action would continue.

This question has been rated as partially because the facility has designated smoking areas have been established, training has been provided on the relevant topic, and sprinkler systems and fire extinguishing equipment are in place.

KANUN: TÜTÜN ÜRÜNLERİNİN ZARARLARININ ÖNLENMESİ VE KONTROLÜ HAKKINDA KANUN Kanun Numarası: 4207 Kabul Tarihi: 7/11/1996 Yayımlandığı R.Gazete: Tarih : 26/11/1996 Sayı : 22829 Yayımlandığı Düstur: Tertip : 5 Cilt : 36 Tütün ürünlerinin yasaklanması (2), Madde 2

YENİ BULGU: Saha turu, çalışan ve yönetim görüşmesi, ve döküman incelemesinden elde edilen yeterli kanıtlara göre, ürün paketlenme ve son ürün depolama alanlarında sigara içildiğine dair çalışma alanı zeminde ve çöp kutularında sigara izmaritleri ve külleri, sigara paketi görülmüştür. Sahada 2 noktada sigara içme alanı olduğu görülmüştür. Yönetim denetim günü bir sigara içme alanı daha oluşturmuştur. Aksiyona devam edileceği iletili.

Bu soru kısmen olarak skorlanmıştır çünkü belirli noktalarda sigara içme alanları oluşturulmuş, ilgili konu ile ilgili eğitimler verilmiştir, sprinkler sistemi, yangın söndürme ekipmanları mevcuttur.

Question: 7.25 Is there satisfactory evidence the auditee verifies that temperature, humidity, space, sanitation, illumination are adequate for the health and safety of workers?

ENGLISH

LOCAL LANGUAGE

Finding

LAW: Regulation on Laboratories which conduct measurement, test and analyse on Labor Hygiene, Date: 20.08.2013, No: 28741; Art. 5 – (1) Employer shall protect the employee against the dangers and hazardous impacts of workplace conditions and any processed, used or existed substance. To

KANUN: İŞ HİJYENİ ÖLÇÜM, TEST VE ANALİZİ YAPAN LABORATUVARLAR HAKKINDA YÖNETMELİK- Resmi Gazete Tarihi/Sayısı: 20.08.2013/28741 -MADDE 5

BULGU: Saha turu, çalışan görüşmeleri ve

Finding

provide a safety workplace; employer shall conduct measurement, test, analyse and evaluations on physical, chemical and biological impacts about personnel exposure on workplace or workplace conditions.

FINDING: Based on the site tour, employee interviews, and document review, There are no preventive measures in place regarding the production area's conditions being hot in the summer, cold in the winter, and generally lacking proper ventilation.

This question was rated "partially" because the company provided indoor environmental measurements.

döküman incelemesine göre, işletmenin üretim alanında yazın sıcak, kışın soğuk olması ve ortamın genel olarak havasız olması konusunda önleyici bir çalışma yoktur.

Bu soru "kısmen" olarak derecelendirilmiştir çünkü işletme iç ortam ölçümlerini sağlamıştır.

PA 10: No Precarious Employment

Site: Sönmez Global Plastik Anonim Şirketi | Site amfori ID: 792-001542-001

Question: 10.2 Is there satisfactory evidence that the auditee engages workers based on recognised and documented employment relationships?

ENGLISH

LOCAL LANGUAGE

Finding

LAW: TURKISH LABOR LAW # 4857 / 2003, - Obligation to employ disabled people and ex-convicts (1)(2)(3) Article 30 ARTICLE 10 – (Amended:OG-6/12/2012-28489)

(1) Employers;

a) Three percent (Amended phrase:OG-2/8/2013-28726) are disabled in private sector workplaces where they employ 50 or more workers,

FINDING: According to document review and management & employee interviews, there are 16 disabled employees in the facility. The number of disabled people is below the legal requirement. (min. 17 disabled employees are required)

This question was rated "partially" because the facility has employees with disabilities.

KANUN: TÜRK İŞ KANUNU # 4857 / 2003,-Engelli ve eski hükümlü çalıştırma zorunluluğu(1)(2)(3) Madde 30

BULGU: Döküman incelemesi ve yönetim&çalışan görüşmelerine göre, İşletmede 16 engelli çalışan bulunmaktadır. Engelli sayısı kanuni gerekliliğin altındadır. (en az 17 engelli çalışan olması gereklidir.)

Bu soru "kısmen" olarak derecelendirilmiştir çünkü işletmede engelli çalışanlar bulunmaktadır.