

Monitored Party Unity tekstil orme kumas san. ve tic. a.s.	amfori ID 792-001939-000	Address Doğanay, 369 Sokak, 71100 Bahşili/Kırıkkale, bahsili, Kırıkkale, Türkiye
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 26/02/2026	Closing Meeting Finished Date 13/03/2026	Submission Date 13/03/2026
Expiration Date 25/08/2027	Announcement Type Semi Announced	
Site Unity tekstil orme kumas san. ve tic. a.s.	Site amfori ID 792-001939-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
PA 2: Workers Involvement and Protection	B	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	B	
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

The facility established on 18.06.2018 at ESENYURT/ISTANBUL-TURKIYE as a headquarter. The audited site is the branch of the facility, and located at DOGANAY MAHALLESİ 369 SOKAK NO:17 BAHSILI/KIRIKKALE-TURKIYE. The facility's official name has changed from "ECOSE KONFEKSIYON İTH. İHR. SAN. TIC. A.S." to "UNITY TEKSTİL ORME KUMAS SAN. VE TIC. A.S." on 01st June 2025.

The facility is a manufacturer of knitted outdoor garment.

GPS Location of the facility: Latitude: 39.7950204468408, Longitude: 33.447933697794454

Main product of the facility is knitted outdoor garment.

Classification, sewing, internal label sewing, thread cutting, QC, stain removing, ironing, labeling, packaging and shipment processes are available on-site.

The products made in the factory were 99% to export market to mainly to Germany.

Yearly production capacity is 1,500,000 pieces.

There is no obvious peak season and low season in the facility.

The audited facility occupies of 2 buildings with 2 floors which is approximately 4,800 square meters closed area. Floor layout of the buildings is below;

Building 1:

Entrance Floor: Offices, production area, maintenance room, accessory storage area, finished goods storage area, metal free zone, toilets, lunch hall, kitchen, infirmary, and breastfeeding room, changing rooms, prayer rooms, boiler room, compressor room

Mezzanine Floor: Office, training room, in-active cutting section

Building 2:

Entrance Floor: Security area

The audited facility is tenant in the buildings. There was no dormitory in the building. There is 1 lunch hall with approximately 200 seat capacity in the facility.

Card scan attendance system was used to record employees working hours.

The regular weekly working hours of the administrative staff, production workers, kitchen staff;

From 07:30 AM. to 06:00 PM. including 15 minutes tea break, 10 minutes tea break, 40 minutes lunch break, 15 minutes tea break, and 10 minutes tea break from Monday to Friday. Totally 45 hours per week. Saturday and Sunday are granted as rest day.

The regular weekly working hours of security staff;

Shift 1: From 07:00 AM. to 07:00 PM. including 60 minutes lunch break for 4 days in a week.

Shift 2: From 07:00 PM. to 07:00 AM. including 60 minutes dinner break for 4 days in a week.

Totally 44 hours per week. 3 days in a week is granted as rest day.

The total employees in the facility was 257 including 22 administrative staff.

Production: 235 (23 male and 212 female)

Administrative: 22 (12 male and 10 female)

There were 8 (2 female and 6 male) disabled employees.

There was no young employee/trainee. The youngest employee was 18 years old. There was no migrant employee. All employees were local employees. There was no pregnant employee. There were 2 employees on maternity leave. There was no piece rate, daily, seasonal, foreign, migrant, contractor, agency, uninsured, unionized in the facility

There was no union. There were 3 freely elected worker representatives in the facility.

The calculated living wage was obtained from GLWC website.

The management was helpful during audit process.

At closing meeting, management agreed and signed the findings report.

Confidential interviews were conducted with a total of 20 employees without the presence of factory management in a separate place.

Audit Team:

Audit company: TUV Rheinland Turkey.

Name of Lead auditor: İpek Basoğlu, CSCA 21702157.

The audit is planned for 1 auditor x 2 days

The duration of the audit: from 26.02.2026 to 27.02.2026

The type of the audit: Semi announced follow up monitoring - PA1, PA2, PA4, PA5, PA6, PA7, PA10, PA12, and PA13 were

audited.

Day 1: time in 08:30, time out 17:30

Day 2: time in 08:15, time out 17:15

There are no agencies used by the auditee, which makes the agency labor contract not applicable.

There are no waivers used by the auditee, which makes the government waivers not applicable.

There was not any dormitory in the auditee which makes the dormitory photo not applicable.

There was no collective bargaining agreement and no union, which makes the collective bargaining agreement not applicable.

The business license is valid and has the address 'DOGANAY MAHALLESİ 369 SOKAK NO:17 BAHSILI/KIRIKKALE-TURKIYE.- The license corresponds with the actual situation with respect to company name, address in which it operates.

Summary of Findings;

PA1# There were issues needs to be corrected in PA1, PA2, PA4, PA7 and PA12.

PA2# employee representatives and factory managers have signed the strategic plans for social compliance targets, dated 01/13/2026. However, it was determined that employee participation was not ensured.

PA2# employees were not informed on some grievances - raised via QR code - solutions.

PA5# the statement "payments will be made by the 20th of each month." However, during the sampled period, it was determined that the January 2026 salary payment was made after the 20th, specifically on the 23rd.

PA5# a study has been conducted for the sewing department to determine employees' skills and performance. However, a written system explaining that employees' wage levels are determined according to their seniority, responsibilities, and skills has not yet been developed.

PA5# it was found that although there are more than 150 female employees in the facility, there is no nursery or nursery contract available.

PA7# Business license was not obtained for the mezzanini floor(1200 sqm). The facility obtained Business License on 20.02.2026. The facility has total 4800 sqm closed area. The Business License was obtained for 3600 sqm.

PA7# Additional building structure was built and building license and building occupancy license was not obtained for his additional structure.

PA7# employees are using eye protectors but not finger protectors, and that a guard was not provided on one side of the interlining machine.

Summary of Good Practices;

PA5# Meal and transportation are provided to employees free of charge.

SITE DETAILS

Site
Unity tekstil orme kumas san. ve tic. a.s.

Site amfori ID
792-001939-001

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry Textiles, Apparel & Luxury Goods
Sub Industry Textiles		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	234	Workers
Legal minimum wage in local currency	28.075,5	Monthly
Lowest wage paid for regular work at the site	32.216,81	Monthly
Calculated living wage in local currency	25.449,31	Monthly
Total sample	20	Workers

Other Metrics

Male workers	29	Workers
Female workers	205	Workers
Non-binary workers	0	Workers
Permanent workers - Male	35	Workers
Permanent workers - Female	222	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	12	Workers
Management - Female	10	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	6	Workers
Workers on probation - Female	17	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	4	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	6	Workers
Workers with disabilities - Female	2	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	35	Workers
Workers hired directly - Female	222	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	0	Workers
Workers on parental leave - Female	2	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	4	Workers
Sample - Female	16	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Unity tekstil orme kumas san. ve tic. a.s. | Site amfori ID: 792-001939-001

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

Partially Corrected: Based on management interviews, employee interviews, employee representative interviews, site tour, and document review, nonconformities were identified in PA1, PA2, PA5, and PA7. As a result, the audited company only partially complies with the relevant principle. This question has been marked as partial because the company has established a social compliance system that includes procedures and internal audits. (amfori BSCI requirement)

Düzeltilmedi: Yönetim görüşmesi, çalışan görüşmesi, çalışan temsilcisi görüşmesi, saha turu ve doküman incelemesine göre PA1, PA2, PA5, PA7' de uygunsuzluklar bulunması sebebiyle denetlenen firma ilgili prensibi kısmen karşılayamamaktadır. Bu soru kısmen olarak işaretlenmiştir. Çünkü işletmede prosedürler, iç denetimleri kapsayan sosyal uygunluk sistemi kurulmuştur. (amfori BSCI gereksinimi)



PA 2: Workers Involvement and Protection

Site: Unity tekstil orme kumas san. ve tic. a.s. | Site amfori ID: 792-001939-001

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Partially Corrected: As a result of management interviews, employee interviews, and review of worker involvement documentation inspection, employee representatives and factory managers have signed the strategic plans for social compliance targets, dated 01/13/2026. However, it was determined that employee participation was not ensured. This question is marked as partial due to the establishment of long-term goals within the company. (amfori BSCI requirement)

Kısmen Düzeltildi: Yönetim görüşmesi, çalışan görüşmesi, çalışan katılımı dokümantasyon incelemesi sonucunda 13.01.2026 tarihli Sosyal uygunluk hedefleri stratejik planlara çalışan temsilcileri ve fabrika müdürleri imza atmışlardır. Ancak çalışanların katılımının sağlanmadığı tespit edilmiştir. Bu soru işletmede uzun vadeli hedeflerin oluşturulmasından dolayı kısmen olarak işaretlenmiştir. (amfori BSCI gereksinimi)

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH

LOCAL LANGUAGE

Finding

Partially corrected: Based on management interview, worker interview, site tour and grievance mechanism documentation inspection it was determined that employees were not informed on some grievances - raised via QR code - solutions. This question was marked partially because the facility has grievance mechanism. (amfori BSCI requirement)

Kısmen Düzeltildi: Yönetim görüşmesi, işçi görüşmesi, tesis gezisi ve şikayet mekanizması dokümantasyonunun incelenmesi sonucunda, çalışanların QR kod aracılığıyla iletilen bazı şikayetlerin çözümleri hakkında bilgilendirilmediği tespit edilmiştir. Bu soru kısmen işaretlenmiştir çünkü tesiste bir şikayet mekanizması bulunmaktadır. (Amfori BSCI gerekliliği)

PA 5: Fair Remuneration

Site: Unity tekstil orme kumas san. ve tic. a.s. | Site amfori ID: 792-001939-001

Question: 5.2 Is there satisfactory evidence that wages are paid in a timely, stable and regular manner, and fully in legal tender?

ENGLISH

LOCAL LANGUAGE

Finding

New Finding: Based on management interviews, employee interviews, and a review of payment records documentation, it was found that contracts include the statement "payments will be made by the 20th of each month." However, during the sampled period, it was determined that the January 2026 salary payment was made after the 20th, specifically on the 23rd. This question has been noted as partially compliant because regular payments were made to employees in other sampled months. (Turkish Labour Law, Article 34)

Yeni Bulgu: Yönetim görüşmesi, çalışan görüşmesi, ödeme kayıtları dokümantasyon incelemesi sonucunda Sözleşmelerde "ödemeler her ayın 20. gününe kadar yatırılır." İbaresini mevcuttur. Ancak Örneklem alınan zaman diliminde Ocak 2026 maaş ödemesinin 20 sini geçerek 23ünde yapıldığı tespit edilmiştir. Bu soru diğer örneklem alınan aylarda çalışanlara düzenli ödeme yapıldığı için kısmen olarak not edilmiştir. (Türk İş Kanunu, Madde 34)

Question: 5.3 Is there satisfactory evidence that the level of wages reflects the skills, seniority, responsibility and education of workers?

ENGLISH

LOCAL LANGUAGE

Finding

Partially Corrected: Based on management interviews, employee interviews, payment time records, and personnel file documentation review, a study has been conducted for the sewing department to determine employees' skills and performance. However, a written system explaining that employees' wage levels are determined according to their seniority, responsibilities, and skills has not yet been developed. This question has been marked as partially compliant because

Kısmen Düzeltildi: Yönetim görüşmesi , çalışan görüşmesi, ödeme zaman kayıtları ve özlük dosyaları dokümantasyon incelemesine göre; firma çalışanların becerilerini , performanslarını gösteren dikim bölümü için etüd çalışması yapılmıştır ancak çalışanların ücret seviyelerinin, kıdemlerine sorumluluklarına, becerilerine göre belirlendiğini açıklayan yazılı sistem henüz geliştirilmemiştir. Bu soru kısmen olarak işaretlenmiştir çünkü işletme dikim bölümü için beceri belirleyen çalışma

Finding	
the business has conducted a skills assessment study for the sewing department. (amfori BSCI requirement)	yapmıştır. (amfori BSCI gereksinimi)

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	
Not corrected: As a result of management interviews, employee interviews, and reviews of employee payments, personnel files, and documentation of benefits, it was found that although there are more than 150 female employees in the facility, there is no nursery or nursery contract available. This question has been marked as partially compliant since all personnel in the facility have social insurance. (Local Regulation:) Regulation on the Working Conditions of Pregnant and Nursing Women, Nursing Rooms and Child Care Facilities, Official Gazette Date: 10/16/2013, #28737, Article 13-1)	Düzeltilmedi: Yönetim görüşmesi, çalışan görüşmesi ve çalışan ödemeleri, özlük dosyaları ve yan hakları dokümantasyon incelemesi sonucunda işletmede 150 kadın çalışan üzerinde kadın çalışan istihdam edilmesine rağmen kreş yada kreş sözleşmesi bulunmadığı tespit edilmiştir. Bu soru işletmede tüm personelin sosyal sigortasının bulunması sebebiyle kısmen olarak işaretlenmiştir. (Yerel Yönetmelik:)Gebe ve Emziren Kadınların Çalıştırılma Şartlarıyla Emzirme Odaları ve Çocuk Bakım Yurtlarına Dair Yönetmelik, Resmi Gazete Tarihi: 16.10.2013, #28737, Madde 13-1)

PA 7: Occupational Health and Safety

Site: Unity tekstil orme kumas san. ve tic. a.s. | Site amfori ID: 792-001939-001

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

ENGLISH	LOCAL LANGUAGE
Finding	
Partial Corrected: Based on management and worker interviews, health and safety documentation inspection and site tour it was identified that there were some missing gaps in health and safety management in the auditee and noted under PA7. This question was rated partially because the auditee follow up the laws and regulations regarding health and safety. (amfori BSCI requirement)	Kısmen Düzeltildi: Yönetim ve işçi görüşmeleri, sağlık ve güvenlik doküman incelemesi ve saha gezisine dayanarak, denetlenen kurumda sağlık ve güvenlik yönetiminde bazı eksik boşluklar olduğu belirlendi ve PA7 kapsamında not edildi. Denetlenen kurumun sağlık ve güvenlikle ilgili yasa ve yönetmelikleri takip etmesi sebebiyle bu soru kısmen derecelendirilmiştir. (amfori BSCI gereksinimi)

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	
<p>Partially Corrected: Based on management interview, worker interview,site tour and building safety documentation inspection; Business license was not obtained for the mezzanini floor(1200 sqm). The facility obtained Business License on 20.02.2026. The facility has total 4800 sqm closed area. The Business License was obtained for 3600 sqm. New Finding: Additional building structure was built and building license and building occupancy license was not obtained fort his additional structure. This question was marked as partially because the facility has building license for main building. (Local regulation : Building Inspection Application Regulation, Date: 05.02.2008, No: 26778, Duties and Responsibilities of building owner, Art. 8 (5))</p>	<p>Kısmen Düzeltildi: Yönetim görüşmesi, çalışan görüşmesi, saha turu ve bina güvenliği dokümanlarının incelenmesine dayanarak; Mezzanini katı (1200 m²) için iş yeri ruhsatı alınmamıştır. T Tesis, 20.02.2026 tarihinde iş yeri ruhsatı almıştır. Tesisin toplam kapalı alanı 4800 m² olup, alınan iş yeri ruhsatı 3600 m² için alınmıştır. Yeni Bulgu: Ek bir bina yapısı inşa edilmiştir ve bu ek yapı için yapı ruhsatı ve yapı kullanma izin belgesi alınmamıştır. Bu soru kısmen olarak işaretlenmiştir çünkü tesis ana bina için yapı ruhsatına sahiptir. (Yerel mevzuat : Yapı Denetimi Uygulama Yönetmeliği, Tarih: 05.02.2008, Sayı: 26778, Yapı sahibinin görev ve sorumlulukları, Madde 8 (5))</p>

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Partially Corrected: As a result of management interview, employee interview, site tour, and machine safety document review, it was determined that employees are using eye protectors but not finger protectors, and that a guard was not provided on one side of the interlining machine. This question has been marked as partially corrected because eye and finger protectors have been provided for the machines at the company. (Local Regulation: The Regulation Based on Security Terms Regarding Industry Equipment, Date: 25.04.2013, Appendix I, Article 2.8)</p>	<p>Kısmen Düzeltildi: Yönetim görüşmesi , çalışan görüşmesi, saha turu ve makine güvenliği doküman kontrolü sonucunda Çalışanların göz koruyucuları kullandığı ancak parmak koruyucuları kullanmadığı ve 1 tela makinasının tek tarafına koruyucu sağlanmadığı tespit edilmiştir. Bu soru kısmen olarak işaretlenmiştir çünkü firmada makinalara göz koruyucu ve parmak koruyucular sağlanmıştır . (Yerel Yönetmelik: İş Ekipmanlarının Kullanımında Sağlık ve Güvenlik Şartları Yönetmeliği, Ek I, Madde 2.8)</p>