Monitoring summary report for Özpekler İnş.Taah.Day.Tük.Mall.Su Ürünleri San. ve Tic.Ltd.Şti.

MONITORING ID: 26-0382481

Monitored Party **Özpekler İnş.Taah.Day.Tük.Mall.Su Ürünleri San. ve Tic.Ltd.Şti.**	amfori ID **792-000965-000**	Address **Bozburun Mahallesi 7152 Sokak No:4, 20085 Denizli, Denizli, Türkiye**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **TÜV SÜD**
Monitoring Start Date **11/05/2026**	Closing Meeting Finished Date **01/06/2026**	Submission Date **01/06/2026**
Expiration Date **01/06/2028**	Announcement Type **Semi Announced**	
Site **ÖZPEKLER SU ÜRÜNLERİ**	Site amfori ID **792-000965-002**	

This is an extract of the online Monitoring Result, generated on 01/06/2026, 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.

OVERALL RATING

A | **B** | C | D | E | None

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	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	**B**	
PA 13: Ethical Business Behaviour	**A**	

GENERAL DESCRIPTION

Lead Auditor Name: Cagla Baskın, APSCA Number: CSCA 21700076,
Team Auditor: Not applicable
Name of observers, translator, trainees, advisor/consultant: None available
Monitoring partner name: TUV SUD
Monitoring date: The audit is planned for 1 auditor x 1,5 days from on May 11, 2026 from 09:00 to 16:30 and May 12, 2026 from 09:00 to 14:00.
Announcement type: Semi-Announced

Business partner information: The audited factory Özpekler İnş.Taah.Day.Tük.Mall.Su Ürünleri San. ve Tic.Ltd.Şti. was established in 1988 and relocated to its current address at Bozburun Mahallesi 7152 Sokak No:4, 20085 Denizli, Türkiye in 2003.

The factory is specialized in the production of frozen trout, trout fillets, and smoked trout. The factory has a total annual production capacity of 1,980 tons for frozen products and 1,058 tons for smoked products. Approximately 97% of the products manufactured at the facility are exported, while 3% are supplied to the domestic market.

Raw material cleaning, gutting, washing, brining, skewering, smoking, cooling, filleting, packaging, shock freezing, and boxing processes were carried out in-house.

Audited location information: The facility consists of 2 separate buildings with 2 floors and a total production area of 4,900 square meters. There are no dormitories provided for workers. The facility is not located in a shared building, and the company owns the entire premises. The building structure is detailed below:

Building 1: Fresh Products
Ground Floor: Raw material cleaning, gutting, washing, brining, skewering, dressing room, and cold storage area
1st Floor: Offices, lunch hall, and infirmary

Building 2: Cooked Products
Ground Floor: Smoking, cooling, filleting, packaging, shock freezing, and boxing processes
1st Floor: Canteen and dressing rooms

Operating shifts and hours:
The regular working hours for administrative and production employees were from Monday to Saturday, between 08:00 and 16:30, including a 60-minute lunch break at 12:00. Sunday were granted as weekly rest days.

Security personnel worked in 3 shifts:
08:00 – 16:00
16:00 – 24:00
24:00 – 08:00
Sunday was provided as the weekly rest day.

Time recording system: The factory used a face scan attendance system to record employees’ working hours.

Salary payment details: Monthly wages were paid at monthly rate at latest on the 5th of each month through bank transfer. The lowest basic wage was TRY 28075,5 per month which was equal to local legal minimum payment requirement (TRY 28075,5 per month); for overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, no overtime was arranged on public holidays. 3 months sampled for review from last 12 months’ time and wage records. A total sample of 36 records were reviewed:13 samples from October 2025, July 2025 and April 2026

Worker number information: The entire workforce of the factory consisted of a total of 83 employees (31 male, 52 female) (71 production (27 male, 44 female),9 management (1 male 8 female) 3 security guard(3 male) (5 worker with disability).

All workers were living domestically and permanent contracted. The youngest worker was 23 years old. There was no foreign, no pregnant employee , no piece rate worker, no daily worker. There was no contracted worker in the company, all workers were taken into the audit scope.

Good practices: Free meal and transportation provided in the facility to all employees. Toilet paper and disinfectant are available for all employees in the restrooms.Ramadan packages were distributed to employees. Fish products were periodically distributed to employees as an employee welfare practice.
The facility maintained several internationally recognized certifications relevant to food safety, aquaculture, and feed management systems. Details of the certifications are listed below:
Global GAP CFM Certificate was available and valid until 13 March 2027.
GLOBALG.A.P. Certificate was valid from 20 July 2025 to 19 July 2026.
ASC Farm Certificate was valid from 05 September 2024 to 04 September 2027.
IFS Food Version 8 Certificate was available and valid until 18 May 2027.
ASC Feed Certificate was valid from 16 February 2026 to 15 February 2029.

Worker organization details: There was no union established in the facility. There were 4 freely elected worker representatives available in the facility.

Circumstances: There was no special circumstance during the audit
There was no government waivers / collective bargaining used or available by the auditee, which made the contractor license/ government waivers / collective bargaining agreements not applicable.

Summary of the performance areas needed improvements: The facility management and workers (representative) showed a positive attitude to this audit during the whole process. The audit was basically fulfilled according to the audit plan sent prior to the audit. At the end of the audit, all the findings were accepted by the auditee. The performance areas which needed improvement were as follows: PA1, PA5, PA6, PA7, PA12.
Summary of findings:
PA1:
1.1-There was no proper social management system in the company, non-compliances in performance area PA1,PA5,PA6,PA7,PA12.
1.4-Due to overtime exceeding 270 hours per year at the company, there is no production plan in place to reduce overtime.
PA5:
5.5-Travel and meal expenses are not included in the calculation of employees' severance pay.
PA6:
6.2-According to the reviewed time records and payrolls, 5 out of 13 sampled employees worked overtime exceeding the annual legal limit of 270 hours, ranging between 280 and 442 hours.
PA7:
7.1-It was noted that the facility generally follows the applicable regulations on OHS, however some gaps were noted under PA 7 related building usage permit.
7.6- Employees were observed working in the noisy cutting area without using hearing protection equipment.
PA12:
12.3-The Environmental Permit Scope Opinion was not available at the facility on the day of the audit.
12.5-The facility does not have a sewer connection/discharge permit for wastewater discharge.

Remark for living wage: #LivingWage data on GLWC website calculated on 2021 for Turkey. This GLWC calculation was not reflect real living wage of Turkey now. Therefore, facility has used the methodology which is similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent life style for a worker and his/her family. This involves adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason facility does not use Anker benchmark is the most update data in Anker was since 2021, meanwhile the cost is extremely increasing recently.

SITE DETAILS

Site
ÖZPEKLER SU ÜRÜNLERİ

Site amfori ID
792-000965-002

GICS Classification

Sector
Consumer Staples

Industry Group
Food, Beverage & Tobacco

Industry
Food Products

Sub Industry
Packaged Foods & Meats

amfori Process Classifications

Cooking

GS1 Classifications

N.A.

NACE Classification

Processing and preserving of meat and production of meat products

Water Stress Situation

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

METRICS

Key Metrics

Total workforce	75	Workers
Legal minimum wage in local currency	28.075,5	Monthly
Lowest wage paid for regular work at the site	28.075,5	Monthly
Calculated living wage in local currency	32.526,09	Monthly
Total sample	13	Workers

Other Metrics

Male workers	27	Workers
Female workers	48	Workers
Non-binary workers	0	Workers
Permanent workers - Male	31	Workers
Permanent workers - Female	52	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	4	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	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	2	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	5	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	**31**	**Workers**
Workers hired directly - Female	**52**	**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	**0**	**Workers**
Workers on parental leave - Non-binary	**0**	**Workers**
Sample - Male	**6**	**Workers**
Sample - Female	**7**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: ÖZPEKLER SU ÜRÜNLERİ | Site amfori ID: 792-000965-002

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	
Legal and COC reference:BSCI Requirement 1.1 Finding :Based on site tour, employee interview and management interview ,the main auditee partially respect this principle due to there was no proper social management system in the company, non-compliances in performance area PA1,PA5,PA6,PA7,PA12.	Yasal ve COC referansı:BSCI Gerekliliği 1.1 Bulgu: Yapılan saha turu , çalışan görüşmesi ve yönetim görüşmesine göre firmada uygun bir sosyal yönetim sisteminin olmaması ve performans alanları PA1,PA5,PA6,PA7,PA12. de bulunan uygunsuzluklardan dolayı denetlenen firma ilgili prensibi kısmen karşılayamamaktadır.

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	
Legal and COC reference:(amfori BSCI principle 1.4) Based on examinated time records the main auditee partially respect this principle due to ;The company is engaged in production planning, and an Contigency Plan has been conducted in case of production stoppages or slowdowns but due to annual overtime exceeding 270 hours per year at the company, the production planning is not effective in terms of worker capacity planning .	Yasal ve COC referansı:(amfori BSCI prensibi 1.4) İncelenen zaman kayıtlarına göre denetlenen firma ilgili prensibi kısmen karşılamaktadır çünkü;firmada üretim planlaması yapılmaktadır, üretimin durması ve yavaşlaması durumlarında acil durum maliyet çalışması yapılmıştır fakat firmada yılda 270 saati aşan fazla mesailer olmasından kaynaklı firmanın üretim planlamasının işçi kapasitesi planlaması açısından etkili olmadığını göstermektedir.

PA 5: Fair Remuneration

Site: ÖZPEKLER SU ÜRÜNLERİ | Site amfori ID: 792-000965-002

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	
Legal reference: (Turkish Labor Law 4857 Official Gazette Date: 10.06.2003 Number of Official	Yasal referansı: (Türk İş Kanunu 4857 Resmî Gazete Tarihi: 10.06.2003 Resmî Gazete Sayısı:

Finding	
Gazette: 25134 Wage deduction ARTICLE 32 (Additional paragraph: 17/4/2008 - 5754/85th art.) ARTICLE 32) Finding :According to the examined termination documents and severance pay calculations, the audited company partially meets the relevant principle because the company calculates severance pay and pays it to employees without delay; however, travel and meal expenses are not included in the calculation of severance pay for employees.	25134 (Ek fıkra : 17/4/2008- 5754/85 md MADDE 32.)) Bulgu: İncelenen işten çıkış evrakları ve tazminat hesaplarına göre denetlenen firma ilgili prensibi kısmen karşılamaktadır çünkü; firmada tazminat hesabı yapılmaktadır ve gecikme olmadan çalışanlara ödenmektedir fakat işçilerin kıdem tazminatı hesabına yol ve yemek ücretleri dahil edilmemekmetedir.

PA 6: Decent Working Hours

Site: ÖZPEKLER SU ÜRÜNLERİ | Site amfori ID: 792-000965-002

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	
Legal reference:According to Article 63 of the Turkish Labour Law Finding :According to the examined time and wage records the audited company partially meets the relevant principle because ; According to the reviewed time records and payrolls, 5 out of 13 sampled employees worked overtime exceeding the annual legal limit of 270 hours, ranging between 280 and 442 hours.	Yasal referansı:Türk İş kanunu Madde 63 Bulgu: Elde edilen yeterli delillere göre denetlenen firma ilgili prensibi kısmen karşılamaktadır çünkü ; incelenen zaman kayıtlarına ve bordrolara göre ; Örneklenen 13 çalışandan 5 tanesi yıllık 270 saati aşan (280 ila 442 saat arasında) çalışma yapmıştır.

PA 7: Occupational Health and Safety

Site: ÖZPEKLER SU ÜRÜNLERİ | Site amfori ID: 792-000965-002

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

ENGLISH	LOCAL LANGUAGE
Finding	
COC reference:BSCI principle 7.1 Finding: Based on the sufficient evidence obtained, the main audited entity is partially compliant with this principle. The facility generally complies with the applicable Occupational Health and Safety	COC referansı: BSCI prensibi 7.1 Bulgu :Elde edilen yeterli delillere göre, ana denetlenen kuruluş bu ilkeye kısmen uymaktadır. Tesisin genel olarak İSG ile ilgili yürürlükteki yönetmeliklere uyduğu, ancak PA 7 ile ilgili

Finding	
(OHS) regulations; however, regarding PA 7, employees were observed working in the noisy cutting area without using hearing protection equipment.	çalışanların gürültülü kesim alanında kulaklık kullanmadan çalışma yaptıgı gözlemlenmiştir.

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
Legal reference:The Turkish Regulation on risks with the protection of noise exposures on employees (28.07.13 # 28721) Art 9 Finding: Based on sufficient evidence, the main audited facility partially complies with this principle because although employees were provided with headphones to use in noisy areas, it was observed that some employees worked in noisy areas without using headphones. employees were observed working in the noisy cutting area without using hearing protection equipment.	Yasal referansı:Çalışanların Gürültü İle İlgili Risklerden Krounmalarında Dair Yönetmelik (28.07.2013), Madde 9 Bulgu :Elde edilen yeterli delillere göre, ana denetlenen kuruluş bu ilkeye kısmen uymaktadır çünkü çalışanlara gürültülü alanlarda kullanmaları için kulaklık sağlanmasına rağmen çalışanların gürültülü kesim alanında kulaklık kullanmadan çalışma yaptıgı gözlemlenmiştir.

PA 12: Protection of the Environment

Site: ÖZPEKLER SU ÜRÜNLERİ | Site amfori ID: 792-000965-002

Question: 12.3 Is there satisfactory evidence of the auditee’s required environmental permits and licences?

ENGLISH	LOCAL LANGUAGE
Finding	
Legal reference:(Environmental Permit and License Regulation) Finding: Based on the reviewed environmental documents, the audited facility is partially compliant with the relevant principle,The company has an EIA opinion and is following environmental legal regulations, however the Environmental Permit Scope Opinion was not available at the facility on the day of the audit.	Yasal referansı:(Çevre İzin ve Lisans Yönetmeliği) Bulgu: İncelenen çevre dökümanlarına göre denetlenen firma ilgili prensibi kısmen karşılamaktadır çünkü firmada Çed görüşü mevcuttur çevresel yasal mevzuatlar takip edilmektedir fakat çevre izni kapsam görüşü denetim gününde mevcut değildir.

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

ENGLISH	LOCAL LANGUAGE

Finding	
Legal reference:(Water Pollution Control Regulation) Finding: Based on the reviewed environmental documents, the audited facility is partially compliant with the relevant principle, as the facility does not have a sewer connection/discharge permit for wastewater discharge. Management stated that the facility is planning to establish a wastewater treatment unit and will apply for the discharge permit after the treatment system is installed.	Yasal referansı:(Su Kirliliği Kontrolü Yönetmeliği) Bulgu: İncelenen çevre dökümanlarına göre denetlenen firma ilgili prensibi kısmen karşılamaktadır çünkü firmada atık suların deşarjı için kanal bağlantı izni mevcut değildir. Firma atık suların arıtılması için bir arıtma ünitesi kurmayı planlamakta olup arıtma tesisi kurulduktan sonra deşarj izni için başvuruda bulunacağını beyan etmiştir.