



Supplier Information

Audited Site	FOURSTONE TEKSTIL SAN. VE TIC LTD		
Date of Audit	15/02/22		
Auditors	Jouana Ali		
Audit Type	Full		
Site Visit Type	Announced	Building Rating	N
Process Type	Process:Stitching / Sewing / Assembly	Fire Safety Rating	N/A
Overall Site Rating	3	Site Rating Reason	
Proposed Date of Next Visit	15/02/23		
Non-Compliance			
Comments			

Details of Supplier Head Office

Name	Modatimkar Trading Co Ltd (D33161)		
Address	Sovereign Place, 117 Main Street Gibraltar GX11 1AA		
Phone		FAX	
Contact		Email	

Details of Site Audited

Name	FOURSTONE TEKSTIL SAN. VE TIC LTD	COP Site ID	21956	NSL Site Ref	N/A
Address	BUYUK YONCALI MAH ATATURK CAD NO 84 SARAY TEKIRDAG				
Phone	902125517634	FAX			
Contact	MESUT OZDEMIR	Email	mesut@osaygrup.com		
MD Contact		MD Email			
Country	Turkey	Region			

Agent Details

Name			
Address			
Phone		FAX	
Contact		Email	

Next Retail Limited is a UK high street retailer, selling Next branded fashion clothing and accessories for men, women, children and the home. The company operates in excess of 450 retail stores in the UK and Ireland. In addition, franchise partners operate in over 120 stores in more than 20 countries under the Next brand. Next also sells its products by mail order, through the Next Directory and the internet.

With suppliers manufacturing Next products in more than 40 countries, we are committed to evaluating our supply base in line with our Code of Practice. As a member of the Ethical Trading Initiative (ETI), our Code of Practice is aligned to the ETI Base Code, and we are committed to both confronting and broadening our learning regarding social and ethical issues within our supply chain.

N.B. This report and its contents are confidential to Next, the audited site and or the named supplier on the report. It is not intended as a certificate of performance levels



Code Of Practice Audit Report

or standards and is for reference by Next, the audited site and or the named supplier only. The findings in this report are a snapshot of what is found on the day of audit. Next will not release the contents or findings of this report without the prior knowledge and consent of the audited site and or named supplier.

**Site Information**

Product(s) made by the site	Jersey, T-Shirts, Sweatshirts, Sweatpants					
Product(s) currently made for Next	No Next Production yet					
Division within Next supplied	Menswear					
% of factory capacity to Next	0.0%					
Number of employees	Male	Permanent	68	Female	Permanent	59
		Temporary	0		Temporary	0
Overall Total = 127	Total		68	Total		59
Breakdown Unknown						
What Languages are spoken by employees at the manufacturing site?						
Turkish						
Senior site manager	Elif Atalay					
Person responsible for COP	Ezgi Koyluoglu					
Trade Union in Factory? (If "Yes", provide name)	Yes/No	No		No. of members		
Freely Elected Workers Committee?	Yes/No	Yes		No. of members		
Employee Representatives/s Names	Muslum Bacaksiz, Filiz Altun, Ciler Baykal, Doguean Karadag, Eylem Yalvac, Cengiz Gulamya					
Description of Site and Manufacturing Process						
Fourstone Tekstil is located in Saray Tekirdag (41.277593, 27.593634) that is a 1.5 hours drive from Istanbul airport. The factory is established on a 1843 sqm closed area. The main processes are cutting, sewing, ironing and packaging. The monthly capacity is 250K pieces. The working hours are from 8.00 to 18.10 Monday to Friday with 2 tea breaks for 15 minutes at 10.00 and 16.00 as well as a lunch break for 40 minutes at 12.30. The salaries are paid between the 15th and the 20th of every month.						

Major Customers % of Capacity**Other Customers**

Customer	% of Trade
Matalan	5.0%
George	20.0%
Primark	70.0%
Inditex	5.0%

Factory/Supplier Representatives Involved in the Audit Day

Name / Job Title / Company	Opening Meeting	Site Inspection	Document Review	Closing Meeting
Ms Ezgi Koyluoglu / HR Manager / Fourstone Tekstil	Present	Present	Present	Present
Ms Nese Ulucam / CSR Manager / Modatimkar	Present	Present	Present	Present
Ms Gulcin Uz / CSR Specialist / Modatimkar	Present	Present	Present	Present
Ms Elif Atalay / Factory Manager / Fourstone Tekstil	Present	Present	Present	Present



Wages and Working Hours Analysis

Wages	Value	Time Period
Wages Currency	New Turkish Lira	
Legal Minimum Wage	2,825.90	Per month
% of Workforce not paid Min Wage	0.0%	
Lowest Wage Found	2,825.90	Per month
Average Wage Found	2,900.00	Per month
Highest Wage Found	3,100.00	Per month
Sample Size Reviewed	10	
Time Period Reviewed	Previous 3 months	

Working Hours	Value	Time Period
Legal Standard Hours	45.00	Per week
Legal Overtime Hours	270.00	Per year
Lowest Hours Worked (inc Overtime)	45.00	Per week
Average Hours Worked (inc Overtime)	47.00	Per week
Highest Hours Worked (inc Overtime)	55.00	Per week
Sample Size Reviewed	10	
Time Period Reviewed	Previous 3 months	

**Fire Safety & Evacuation Procedures**

Fire Certificate Available (if required)		Fire Certificate Covers All Floors	Yes
Floor Level Approved (if required)	Yes	Fire Alarm installed with Backup Power	Yes
Sufficient Emergency Lighting	Yes	Auto Smoke Detection System Available	Yes
Smoking Policy Available	Yes	No Evidence of Smoking	Yes
Fire Protection Equipment Available and Accessible	Yes	Fire Doors Installed	Yes
Sufficient and No Locked Exits	Yes	Fire Exits Clearly Signed	Yes
Fire Drills Carried Out	Yes	Assembly Points Available	Yes
Fire Protection Equipment Maintained or Inspected	Yes	Induction Training Provided For Employees Including Site Tour	Yes
Floor or Roof Openings Are Guarded	Yes	Wastage/Storage/Stock Kept In Designated Area	Yes

Stairways

Clear of Obstruction		Yes
Safe		Yes

Aisles

Clear of Obstruction		Yes
Safe		Yes
Wide enough		Yes

Effective Evacuation

Fire Doors Kept Clear		Yes
Fire Escapes Kept Clear		Yes
Windows Not Barred		Yes

Chemicals

Flammables Labelled & Stored Adequately		Yes
Storage Facilities Adequate		Yes

Electricals

Cables/Wiring in Good Condition		Yes
Plant & Equipment is Installed & Operated Correctly		Yes

Building Structure

Encased Roof		Yes
High Rise (3 or above)		No
Multi-Occupancy		No
Prefabricated Steel Structure and Fire Protected with intumescent paint		No
Rented		No



Sub-Contractor(s)

No sub-contractors found

Comment/Recommendations/Best Practice Observations

No comments/recommendations/best practice observations



Chronology Summary of COP Audits

No.	Type	Date	Site Rating	Auditor(s)	No of Non-Conformities		Proposed Next Visit
					Major	Minor	
1	Full	15/02/22	3	Jouana Ali	6	1	15/02/23

**Non-Conformities Report****1 No Forced Labour/Employment is Freely Chosen**

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion
None Observed	<p>Next Comments None Observed</p> <p>Summary Type None observed</p>	Corrective Action	

2 Freedom of Association

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion
None Observed	<p>Next Comments None Observed</p> <p>Summary Type None observed</p>	Corrective Action	

3 Health and Safety Standards

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion
None Observed	<p>Next Comments None Observed</p> <p>Summary Type None observed</p>	Corrective Action	

3.1 Working Conditions

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion
None Observed	<p>Next Comments None Observed</p> <p>Summary Type None observed</p>	Corrective Action	

3.2 Fire Safety and Evacuation

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion
Major	<p>Next Comments There is clear evidence of smoking in the toilets. Please see the regulation on Dangers of Tobacco Products, article 2.</p> <p>Summary Type Other NC in "Health and Safety Standards"</p>	Corrective Action There will be more training about smoking and warnings will be posted on the walls.	01/02/23

3.3 Medical Programmes

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion
None Observed	<p>Next Comments None Observed</p> <p>Summary Type None observed</p>	Corrective Action	

3.4 Chemical Safety

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion



None Observed	Next Comments None Observed Summary Type None observed	Corrective Action	
---------------	---	--------------------------	--

3.5 Equipment/Machinery

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion
Minor	Next Comments The workers are not using needle guards on sewing machines. Please see Regulation on Safe Usage of Working Equipment, attached I, article 2.8.1. Summary Type Other NC in "Health and Safety Standards"	Corrective Action There will be more training about the usage of the needle guards.	01/08/22

3.6 Electrical Safety

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion
Major	Next Comments There are no 30 mA current residual devices attached to the ironing machines. Please see the regulation of Safety for Facilities and Their Extensions, attachment 1, article 8. Summary Type Other NC in "Health and Safety Standards"	Corrective Action Residual current devices will be connected to the machines.	01/03/22

3.7 Manual Handling

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion
None Observed	Next Comments None Observed Summary Type None observed	Corrective Action	

3.8 Job Hazard Assessment

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion
None Observed	Next Comments None Observed Summary Type None observed	Corrective Action	

3.9 Residential Accommodation

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion
None Observed	Next Comments None Observed Summary Type None observed	Corrective Action	

3.10 Childcare Facilities

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion
None Observed	Next Comments None Observed	Corrective Action	



Code Of Practice Audit Report

	Summary Type None observed		
--	--------------------------------------	--	--

3.11 Environmental Protection Standards

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion
None Observed	Next Comments None Observed Summary Type None observed	Corrective Action	

4 Child Labour

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion
None Observed	Next Comments None Observed Summary Type None observed	Corrective Action	

5 Wages and Benefits

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion
Major	Next Comments There is double book keeping. Please see Turkish Labor Law #4857, articles from 32 to 37. Summary Type Other NC in "Wages and Benefits"	Corrective Action The factory is planning to pay all their financial receivables via bank transfer.	01/02/23

6 Working Hours

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion
Major	Next Comments There is systematic overtime. Please see Next Code of Practice, section 6. Summary Type Other NC in "Working Hours"	Corrective Action The management will place a plan to prevent the overflow of the overtime.	01/08/22
Major	Next Comments Annual overtime hours exceed 270 hours a year (i.e. 667hours). Please see Turkish Labor Law, article 41 Summary Type Overtime hours exceed stipulated requirements	Corrective Action The management will place a plan to prevent the overflow of the overtime.	01/08/22
Major	Next Comments Working hours exceed 11 hours a day in all the sections (i.e. 13 hours). Please see Turkish Labor Law, article 63. Summary Type Normal working hours exceed stipulated requirements	Corrective Action The management will place a plan to prevent the overflow of the overtime.	01/08/22

7 No Discrimination is Practiced/Equal Opportunities

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion
None Observed	Next Comments None Observed	Corrective Action	



Code Of Practice Audit Report

	Summary Type None observed		
--	--------------------------------------	--	--

8 Regular Employment is Provided

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion
None Observed	Next Comments None Observed Summary Type None observed	Corrective Action	

8.1 Hiring and Personnel Practices

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion
None Observed	Next Comments None Observed Summary Type None observed	Corrective Action	

8.2 Sub-contractors

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion
None Observed	Next Comments None Observed Summary Type None observed	Corrective Action	

9 Treatment of Employees and Employee Communication

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion
None Observed	Next Comments None Observed Summary Type None observed	Corrective Action	

10 Management Systems

Rating	Non-Conformities Observed by Next	Corrective Action Plan Proposed by Factory	Expected Completion
None Observed	Next Comments None Observed Summary Type None observed	Corrective Action	



Supporting Images

No supporting images supplied



Further Action

Action	Date
Interim Letter	
Product Director Letter	
Disengaged	