



Factory Assessment Report

Sustainable Compliance Initiative (SCI)

Companies that join the Fair Labor Association (FLA) agree to uphold the FLA Workplace Code of Conduct throughout their entire supply chain. The Code of Conduct is based on International Labour Organization (ILO) standards, and defines labor standards that aim to achieve decent and humane working conditions.

FLA member(s)	Gymshark Ltd. - 33
Country	Türkiye
Assessment Date	7/2/2026
Assessment Company	Key of Sustainability Denetim Ltd. - 200004

Workforce Summary

Number of Workers	295
Percentage female	73 %
Primary Languages	TÜRKÇE

Wage Data information

Monthly minimum wage in country at time of assessment	N/A
GLWC living wage benchmark for the country or relevant region at time of assessment	N/A

Assessment Summary

Violations per FLA Code Element	Violated Benchmarks
Nondiscrimination (ND)	0
Health, Safety And Environment (HSE)	1 
Employment Relationship (ER)	6 
Hours Of Work (HOW)	0
Harassment Or Abuse (HA)	0
Freedom Of Association And Collective Bargaining (FOA)	0
Forced Labor (F)	0
Child Labor (CL)	0
Compensation (C)	1 

Violations per Category	Violated Benchmarks
Immediate Action Required	1 
Sustainable Improvement Required	7 
Uncorroborated Risk of Non-Compliance	0
Notable Feature	0



Assessment Results

Compensation (C)

Benchmark ID	C.25.2
Benchmark Details	Advances shall only be made following clearly established rules which have been communicated to workers.
Finding Details	Factory doesn't have an advance payment procedure and clear explanation to workers on advance payments.
Recommendations for Immediate Action	
Recommendations for Sustainable Improvement	
Compliance Classifications	Sustainable improvement required
Local Law	

Employment Relationship (ER)

Benchmark ID	ER.8
Benchmark Details	Employers shall have written policies and procedures with regard to promotion, demotion, and job reassignment that outline the criteria, demonstrate linkages to job grading, and prohibit discrimination or use of demotion or job reassignment as a form of penalty or punishment, are provided in writing and seek feedback from employees in writing, and follow all local legal requirements.
Finding Details	Factory doesn't have policies and procedures on promotion, demotion and job reassignment
Recommendations for Immediate Action	
Recommendations for Sustainable Improvement	
Compliance Classifications	Sustainable improvement required
Local Law	

Benchmark ID	ER.1.1
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Benchmark Details	Employers shall have in place written policies and practices and maintain proper and accurate records governing all aspects of employment from recruitment, hiring and probation, including written terms and conditions of employment, job descriptions, administration of compensation, and working hours for all positions, through to retrenchment and termination processes.
Finding Details	Factory doesn't have procedures to remediate if child labor found.
Recommendations for Immediate Action	
Recommendations for Sustainable Improvement	
Compliance Classifications	Sustainable improvement required
Local Law	

Benchmark ID	ER.6.1
Benchmark Details	Employers shall have written policies and procedures and implement practices that encourage ongoing training of all categories of workers with the goal of raising or broadening skills in order to advance in their careers within the factory or beyond.
Finding Details	Factory doesn't have written policies and procedures on personnel development that encourage ongoing training with the goal of raising or broadening workers' skills so they can advance in their careers.
Recommendations for Immediate Action	
Recommendations for Sustainable Improvement	
Compliance Classifications	Sustainable improvement required
Local Law	

Benchmark ID	ER.7.1
Benchmark Details	Employers shall have written policies and procedures with regard to performance reviews that outline the review steps and process, demonstrate linkages to job grading, prohibit discrimination, are provided in writing and seek feedback and agreement/disagreement from employees in writing, and that follow all local legal requirements.



Finding Details

Factory doesn't have policies and procedures on performance reviews that include steps and processes, linkages to job grading, nondiscrimination, written feedback, and compliance with legal requirement.
Factory doesn't conduct performance reviews.

Recommendations for Immediate Action

Recommendations for Sustainable Improvement

Compliance Classifications

Sustainable improvement required

Local Law

Benchmark ID

ER.1.2

Benchmark Details

Employers shall assign responsibility for the administration of human resources to a clearly defined and adequately qualified staff member or staff members and ensure workers at all levels receive communication and training about existing policies and procedures or any revisions.

Finding Details

Factory doesn't have a clearly defined qualified staff person responsible for social compliance issues at the workplace.

Factory doesn't provide any ongoing training to workers on all FLA's Code elements and Employment Functions.

Recommendations for Immediate Action

Recommendations for Sustainable Improvement

Compliance Classifications

Sustainable improvement required

Local Law

Benchmark ID

ER.1.3

Benchmark Details

Employers should implement an annual, review process with input from workers of all policies, procedures and their implementation to ensure they meet legal requirements and the FLA Workplace Code.

Finding Details

Few of the factory's policies and procedures on all FLA's Code elements and Employment Functions were reviewed by the facility. There is no regular revision process, revisions are done when a social compliance audit is conducted.

Workers are consulted in the decision-making process of aspects concerning OHS but not regarding working conditions (e.g., creation or revision of policies and procedures, changes on production processes, hours of work, etc.).

Recommendations for Immediate Action

Recommendations for Sustainable Improvement

Compliance Classifications

Sustainable improvement required

Local Law

Health, Safety And Environment (HSE)

Benchmark ID

HSE.13

Benchmark Details

All necessary ventilation, plumbing, electrical, noise and lighting services shall be installed and maintained to conform to applicable laws and to prevent or minimize hazardous conditions to workers in the facility.

Finding Details

The factory has not conducted thermal comfort measurements during both the hottest and the coldest periods of the year to assess whether indoor thermal conditions remain appropriate for workers.

Recommendations for Immediate Action

Ensure that thermal comfort assessments are conducted during both the hottest and coldest periods of the year and implement corrective measures where necessary to maintain appropriate indoor thermal conditions.

Recommendations for Sustainable Improvement

Compliance Classifications

Immediate Action Required

Local Law

Regulation on Workplace Building and Annexes Health and Safety Measures – Workplaces shall maintain thermal conditions appropriate to the nature of the work and the physical activities of employees. Employers shall ensure that indoor temperature, ventilation, and other environmental conditions do not adversely affect the health, safety, or comfort of employees.