

Sedex Members Ethical Trade Audit Report

Version 7



Contents

[Audit content](#)

[Audit details](#)

[SMETA declaration](#)

[Summary of findings](#)

[Management systems](#)

[Site details and data points](#)

[Site details](#)

[Worker analysis](#)

[Worker interviews](#)

[Measure workplace impact](#)

[0. Enabling accurate assessment](#)

[1. Employment is freely chosen](#)

[1.A. Responsible recruitment and entitlement to work](#)

[2. Freedom of association and right to collective bargaining are respected](#)

[3. Working conditions are safe and hygienic](#)

[4. Child labour shall not be used](#)

[5. Legal wages are paid](#)

[5.A. Living wages are paid](#)

[6. Working hours are not excessive](#)

[7. No discrimination is practiced](#)

[8. Regular employment is provided](#)

[8.A. Sub-contracting and homeworkers are used responsibly](#)

[9. No harsh or inhumane treatment is allowed](#)

[10.A. Environment 2-Pillar](#)

[10.B. Environment 4-Pillar](#)

[10.C. Business ethics](#)

[Attachments](#)

Audit content

(1) A SMETA audit was conducted which included some or all of labour standards, health and safety, environment and business ethics. The SMETA minimum requirements were applied and the SMETA auditor manual was followed. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA methodology are stated (with reasons for deviation) in the SMETA declaration.

The audit scope includes an assessment of the Workplace Requirements and the Management Systems Assessment against the code areas below.

2-pillar audits include:

- Labour standards:
 - 0. Enabling accurate assessment
 - 1. Employment is freely chosen
 - 1.A. Responsible recruitment and entitlement to work
 - 2. Freedom of association and right to collective bargaining are respected
 - 4. Child labour shall not be used
 - 5. Legal wages are paid
 - 5.A. Living wages are paid
 - 6. Working hours are not excessive
 - 7. No discrimination is practiced
 - 8. Regular employment is provided
 - 8.A. Sub-contracting and homeworkers are used responsibly
 - 9. No harsh or inhumane treatment is allowed
- Health and safety:
 - 3. Working conditions are safe and hygienic
- Environment:
 - 10.A. Environment 2-pillar

4-pillar audits include, in addition to the above:

- Environment:
 - 10.B. Environment 4-pillar
- Business ethics:
 - 10.C. Business ethics

(2) Where appropriate, non-compliances or non-conformances were raised where either local law or the base code were not met, and recorded as non-compliances on both the audit report, CAPR and on the Sedex Platform.

(3) Any non-conformance against customer code shall not be uploaded to Sedex, but sent directly to the customer in question.

Audit details

Site details

Sedex site reference	ZS415697642	Site name	PT TRI SINAR PURNAMA
Business name	TRI SINAR PURNAMA	Site address	Jalan Moch Ichsana RT 1 / RW 1, Wates, Ngaliyan Semarang ID 50188

Audit details

Sedex company reference	ZC415495637	Auditor company name	TUV Rheinland (TUEV Rheinland)
Audit company address	Am Grauen Stein, Cologne, DE, 51105		
Date of audit	2025-10-27	Audit conducted by	Arifzal Adrianto
Audit pillars	Labour Standards Health and safety Environment 4-Pillar Business ethics		
Time in and out	Day 1	Day 2	Day 3
	In 07:55	In 08:05	In 08:10
	Out 17:10	Out 17:15	Out 12:15
Audit type	Periodic		
Was the audit announced?	Semi announced		

[← Contents](#)

[Findings →](#)

Was the Sedex SAQ available for review? Yes

Who signed and agreed CAPR? Avi Pangestuti / Management Representative

Any conflicting information SAQ/Pre-Audit Info No

Is further information available? No

Audit attendance

	Senior management	Worker representative	Union representative
A: Present at the opening meeting?	Yes	Yes	No
B: Present at the audit?	Yes	Yes	No
C: Present at the closing meeting?	Yes	Yes	No
Reason for absence at the opening meeting	N/A. No union onsite		
Reason for absence during the audit	N/A. No union onsite		
Reason for absence at the closing meeting	N/A. No union onsite		

SMETA declaration

Auditor team

SMETA declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA Minimum Requirements and the SMETA Auditor Manual.

1. Where appropriate non-compliances/ non-conformances were raised against the Base Code and local law and recorded as non-compliances/ non-conformances on both the audit report, CAPR and on the Sedex Platform.
2. Any non-conformance against customer code alone shall not be uploaded to Sedex, and will be shared directly with the customer in question.

This report provides a summary of the findings and other applicable information found/gathered during the social audit conducted on the above date only and does not officially confirm or certify compliance with any legal regulations or industry standards. The social audit process requires that information be gathered and considered from records review, worker interviews, management interviews and visual observation. More information is gathered during the social audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited site prior, during or post-audit, are in full compliance with the Code being audited against. The provisions of this Code constitute minimum and not maximum standards and this Code should not be used to prevent companies from exceeding these standards. Companies applying this Code are expected to comply with national and other applicable laws and where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.

Any exceptions to the SMETA Methodology must be recorded here (e.g. different sample size)

Semi-announced window date between October 1-30, 2025

Lead auditor

Arifzal Adrianto

APSCA Number

21702353

Additional auditor

ANGGA WIJAYA

APSCA Number

21703319

Date of declaration

2025-10-29

[← Contents](#)

[Findings →](#)

Site representation

Declaration	I acknowledge that details from this report can change during the review process and that I will be given the opportunity to dispute the content once the review has been published.
Full name	Avi Pangestuti
Title	Management Representative
Date of declaration	2025-10-29

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
2. Freedom of association and right to collective bargaining are respected	2.D Give appropriate time and space for worke...	Local law Base code	NC ZAF601203439
3. Working conditions are safe and hygienic	3.U Ensure any additional relevant legal requ...	Local law	NC ZAF601142701
5.A. Living wages are paid	5.A.A Review workers' total pay including ben...	Base code	NC ZAF601203440
	5.A.B Put in place a wage improvement plan th...	Base code	NC ZAF601203441
10.B. Environment 4-Pillar	10.B.I Monitor and mitigate the site's impact...	Base code	NC ZAF601203442

Management systems

	Policies and procedures	Resources	Communication and training	Monitoring
1. Employment is freely chosen				
1.A. Responsible recruitment and entitlement to work				
2. Freedom of association and right to collective bargaining are respected				
3. Working conditions are safe and hygienic				
4. Child labour shall not be used				
5. Legal wages are paid				
6. Working hours are not excessive				
7. No discrimination is practiced				
8. Regular employment is provided				

Not addressed

















Fundamental improvements required


Some improvements recommended


Robust management systems


[← Summary of findings](#)


[Site details →](#)

	Policies and procedures	Resources	Communication and training	Monitoring
8.A. Sub-contracting and homeworkers are used responsibly				
9. No harsh or inhumane treatment is allowed				
10.A. Environment 2-Pillar				
10.C. Business ethics				

 Not addressed

 Fundamental improvements required

 Some improvements recommended

 Robust management systems

Site details

Company and site details

Sedex company reference	ZC415495637	
Sedex site reference	ZS415697642	
Company name	TRI SINAR PURNAMA	
Business ownership type	GOODS	
Site name	PT TRI SINAR PURNAMA	
Site name in local language	PT TRI SINAR PURNAMA	
GPS location	GPS address	Jl. Moch Ichsan, Kelurahan Wates, Kecamatan Ngaliyan, Kota Semarang, Jawa Tengah, Indonesia
	Coordinates	Latitude: -9.1470908 Longitude: 107.2643354
Is the worksite in a remote location, far from habitation?	No	
Site contact	Contact name	Avi Pangestuti
	Job title	Management Representative
	Phone number	0247628224
	Email	avi.trisip@gmail.com
Applicable business and other legally required business license numbers and documents	Business license number: NIB: No.: 8120114061528 valid for long term	

[← Management systems](#)

[Worker analysis →](#)

Site activities

Site function	Factory Processing/Manufacturer	
Site activities	Primary	Casting of iron and steel
	Secondary	
	Other	
Product type	Manufacturer of malleable cast iron pipe fittings products	
Process overview	Raw material, Molding, casting, Melting, Grinding, shot blasting, galvanizing, Annealing, Lathe process, tapping section, leakage test, Dimension inspection, rust protection, finishing and packing. There are 4 lines production and the main equipment used are barrel machines, vacuum suction, leakage test machines, tapping, lathe machines, shot blast machines, jolt squeeze machines and compressor	
What level of mechanization best describes the work at this site?	Fair mechanisation / manual Labour	

Site scope

Is the audited site a physically continuous area?	Yes	
What is the area of audited site to its boundary?	10898m ²	
Building 1	Last construction works on site	1997
	If building is shared, provide details	No share building
	Number of floors	1
	Description of floor activities	Lathe process, Tapping section, leakage test, Dimension inspection, rust protection, finishing and packing.

[← Management systems](#)

[Worker analysis →](#)

Site scope

Building 2	Last construction works on site	2005
	If building is shared, provide details	No share building
	Number of floors	2
	Description of floor activities	Floor 1 Office Floor 2 Office
Building 3	Last construction works on site	1997
	If building is shared, provide details	No share building
	Number of floors	1
	Description of floor activities	Moulding, casting, Melting, Grinding, shot blasting and galvanizing
Building 4	Last construction works on site	1997
	If building is shared, provide details	No share building
	Number of floors	1
	Description of floor activities	Annealing
Building 5	Last construction works on site	1998
	If building is shared, provide details	No share building
	Number of floors	1
	Description of floor activities	Warehouse

[← Site details](#)

[Worker analysis →](#)

Site scope

Building 6	Last construction works on site	2005
	If building is shared, provide details	No share building
	Number of floors	2
	Description of floor activities	Floor 1 Office Floor 2 Office

Is there any difference between the site scope of the audit and the Sedex site profile? No

Does the scope of the audit subdivide any building or is limited to particular processes, products or businesses within the physical site? No

Is any activity conducted onsite not included within the scope of the audit? No

Worker accommodation and transport

Are there any site-provided worker accommodation buildings? No

Does the site organise worker transport to the worksite? Not applicable
No transportation is provided to workers, and it is not legally required

[← Site details](#)

[Worker analysis →](#)

Work patterns

Approximate workers on site per month (% of peak)	January	90-95%	February	90-95%
	March	90-95%	April	90-95%
	May	90-95%	June	90-95%
	July	90-95%	August	90-95%
	September	90-95%	October	90-95%
	November	90-95%	December	90-95%

Is there any night shift work at the site?	Yes
	<ul style="list-style-type: none"> •The regular working hours for facility unit 1 is implements 2 shifts six days per week from Monday until Friday from: 7:30 am to 3:30 pm (1 shift), 3:45 pm to 11:15 pm (2nd shift) and Saturday 7:30am to 11:30 am (1 shift), 1:00 pm to 6:00 pm (2nd shift). •The factory unit 2 is implements 3 shifts six days per week from Monday until Friday from: 7:30 am to 3:30 pm (1 shift), 4:00 pm to 11:30 pm (2nd shift), 11:30 pm to 7:00 am (3rd shift) and Saturday 7:30am to 11:30 am (1 shift), 1:00 pm to 6:00 pm (2nd shift).

What percentage of the workforce, including temporary and agency workers, work during the night shift?	45%
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Was the audit conducted across all shift times, and did it include a representative sample of workers from each shift time in interviews and sampling?	Yes
	The audit was conducted across all shift times and included a representative sample of workers from each shift through thorough interviews and sampling

Site assessments

Does this site hold any certifications that address labour standards, human rights, corruption or environmental impact?	Other social audit
	Client/buyer code of conduct audit

[← Site details](#)

[Worker analysis →](#)

Site assessments

<p>Has the site assessed for negative impacts on the human rights, lands, resources, territories, livelihoods or food security of indigenous peoples or the local community?</p>	<p>Yes</p> <p>The facility has carried out a risk assessment to determine whether there could be detrimental effects on the local community's or indigenous peoples' human rights, lands, resources, territories, livelihoods, or food availability.</p>
<p>Has there been a Human Rights Impact Assessment (HRIA) conducted within the last three years at this site?</p>	<p>Yes</p> <p>as mentioned on risk assessment document</p>

[← Site details](#)

[Worker analysis →](#)

Worker analysis

Gender disaggregated data available Men and women

Worker totals

	Men	Women	Other	Total
Number of workers	2081 (92.1%)	179 (7.9%)	- -	2260 (100%)

Workers by type

	Men	Women	Other	Total
Permanent workers (employees)	2081 (92.1%)	179 (7.9%)	- -	2260 (100%)
Temporary or fixed term employees	0 -	0 -	- -	0 (0%)
Agency or subcontracted workers	0 -	0 -	- -	0 (0%)
Seasonal workers	0 -	0 -	- -	0 (0%)
Self-employed workers	0 -	0 -	- -	0 (0%)
Informal workers including home workers	0 -	0 -	- -	0 (0%)
Apprentices, trainees or interns	0 -	0 -	- -	0 (0%)

* % of total workforce

[← Site details](#)

[Worker interviews →](#)

Migrant workers

	Men	Women	Other	Total
Domestic migrant workers	0 -	0 -	- -	0 (0%)
International migrant workers	0 -	0 -	- -	0 (0%)
Total migrant workers	0 -	0 -	- -	0 (0%)

* % of total workforce

Where workers have migrated internally, N/A
list the most common internal states
workers have moved from

Workers by age

	Men	Women	Other	Total
18 - 24 years old	300 (95.8%)	13 (4.2%)	- -	313 (13.8%)
15 - 17 years old	0 -	0 -	- -	0 (0%)
Under 15 years old	0 -	0 -	- -	0 (0%)

* % of total workforce

[← Worker analysis](#)

[Worker interviews →](#)

Is the worker analysis data relevant for peak season and current to the audit? No

Describe how this may vary during peak periods N/A. There are no peak months

Please list the nationalities of all workers, with the three most common nationalities listed first Indonesian

Most common nationalities as approximate % of workforce

	Men	Women	Other	Total
Indonesian	92%	8%	-	100%

Workers by remuneration type

	Men	Women	Other	Total
Workers paid per unit (piece rate)	0 -	0 -	- -	0 (0%)
Workers paid based on a mix of 'piece work' and hourly rate	0 -	0 -	- -	0 (0%)
Workers paid hourly / daily rate	1232 (91.7%)	112 (8.3%)	- -	1344 (59.5%)
Salaried workers	849 (92.7%)	67 (7.3%)	- -	916 (40.5%)

* % of total workforce

[← Worker analysis](#)

[Worker interviews →](#)

Workers by payment cycle

	Men	Women	Other	Total
Paid daily	0 -	0 -	- -	0 (0%)
Paid weekly	1232 (91.7%)	112 (8.3%)	- -	1344 (59.5%)
Paid monthly	849 (92.7%)	67 (7.3%)	- -	916 (40.5%)
Other	0 -	0 -	- -	0 (0%)

* % of total workforce

If other payment cycle entered, please provide details N/A

People in managerial, supervisory and administrative roles

	Men	Women	Other	Total
Employees in management positions	7 (70%)	3 (30%)	- -	10
Supervisors or team leaders	20 (76.9%)	6 (23.1%)	- -	26
Administrative staff	786 (71.1%)	319 (28.9%)	- -	1105

[← Worker analysis](#)

[Worker interviews →](#)

Worker interview summary

Gender disaggregated data available Men and women

Which methods of worker engagement were used? Individual interviews
Group interviews

Digital worker survey participants

	Men	Women	Other	Total
Number of workers	-	-	-	-

Were any of the audit findings attributable to the survey?

Was the interview sample representative of all types of nationality and employment types of workers? Yes

Was the interview sample representative of the gender composition of the workforce? Yes

Number and size of group interviews 8 groups of 5

Did workers understand the purpose of the audit? Yes

Were interviews conducted in circumstances to ensure privacy, with the confidentiality of the interview process communicated to the workers? Yes

Was there any indication that workers had been 'coached' in how they should respond to questions?

No

What was the general attitude of the workers towards their workplace?

Favorable

Attitude of workers

In which areas did workers raise significant concerns or complaints?

Other (provide details)

N/A. There were no serious issues or complaints from employees.

What did the workers like the most about working at this site?

Freedom of movement
Grievance mechanisms

Additional comments

The auditor randomly picked 62 employees. The interview took held in a confidential meeting room. Everyone who worked there was free to express their opinions regarding the factory. They were satisfied with the factory's working conditions, wages, and schedule.

Attitude of workers' committee/union representatives

Two members of the workforce were interviewed. According to the worker representative, all of the employees were eager to offer their advise. Workers' grievances were addressed through frequent meetings between representatives and management. The management treated the worker representative with decency and impartiality.

Attitude of managers

Managers promised full cooperation in the audit. The auditor received clearance to utilize the facilities. The manufacturer granted the auditor permission to take photographs. Every document was delivered on schedule.

Workers interviewed by type

	Total
Permanent workers	62

[← Worker analysis](#)

[Measuring workplace impact →](#)

Workers interviewed by type

Temporary or fixed-term employees	0
Agency or subcontracted workers	0
Seasonal workers	0
Other workers	0
Total number of workers interviewed	62

Workers interviewed by group/individual

	Men	Women	Other	Total
Workers interviewed in groups	30	10	-	40
Workers interviewed individually	14	8	-	22

Migrant workers interviewed

	Men	Women	Other	Total
Domestic migrant workers interviewed	0	0	-	0
International migrant workers interviewed	0	0	-	0
Total migrant workers interviewed	0	0	-	0

Measuring workplace impact

Gender disaggregated data available Men and women

Annual worker turnover (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	5.0%	3.0%	-	8.0%
Last full calendar year (2024)	4.0%	3.0%	-	7.0%
Previous full calendar year (2023)	4.0%	4.0%	-	8.0%

* Number of workers leaving in last 12 months as a % of average total number of workers on site over the year.

Rate of absenteeism (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	6.0%	3.0%	-	9.0%
Last full calendar year (2024)	5.0%	3.0%	-	8.0%
Previous full calendar year (2023)	5.0%	3.0%	-	8.0%

Number of days lost through job absence in the year, calculated as: (Number of days lost through job absence in the year) / [(Number of employees on 1st day of the year + Number of employees on the last day of the year) / 2] * (Number of available workdays in the year).

Are accidents recorded? Yes

Per document review and management interview, no accident had occurred in the past 12 months.

[← Worker interviews](#)

[Code area 0 →](#)

Annual number of work related accidents and injuries (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%
Previous full calendar year (2023)	0.0%	0.0%	-	0.0%

* Calculated as (number of work related accidents and injuries * 100) / number of total workers.

Lost day work cases (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%
Previous full calendar year (2023)	0.0%	0.0%	-	0.0%

* Calculated as (number of lost days due to work accidents and work related injuries * 100) / number of total workers.

Percentage of workers that work on average more than 48 total hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%

[← Worker interviews](#)

[Code area 0 →](#)

Percentage of workers that work on average more than 48 total hours in a given week

Previous full calendar year (2023)	0.0%	0.0%	-	0.0%
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Percentage of workers that work on average more than 60 total hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%
Previous full calendar year (2023)	0.0%	0.0%	-	0.0%

0. Enabling accurate assessment

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			
Systems and evidence examined to validate this code section	<p>Full access to personnel, documentation, and all places covered by the auditee's business license was given. Workers' interviews were conducted in a private setting, free of intervention from the auditor. The auditee made no attempt to influence the audit results in any way. No signs of manipulation were found either. The auditee has a human rights policy. All staff receive formal training on the importance of upholding human rights. The labor agreement and employee handbook explicitly define employment terms and conditions. The grievance procedure is conveyed to workers.</p> <p>Details: Training records, social responsibility manual, supplier assessment report, employee handbook, workers interview</p>		

0. Enabling accurate assessment

Data points

Has the site received an official notice, fine, prosecution, or withhold release order (WRO) for non-compliance with legislation, regulation, consent, or permits within the last three years, relating to Health and Safety, labour rights or the environment? No

Did any workers selected by the auditor decline to be interviewed? No

1. Employment is freely chosen

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met Robust Management Systems

Appoint a manager with sufficient seniority who is responsible for implementing procedures Robust Management Systems

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures Robust Management Systems

Monitor the effectiveness of procedures to meet policy and workplace requirements Robust Management Systems

Management systems

Explanation for management systems grades

Policies and Procedures: The facility has recruitment policy and procedure that ensure workers are employed on their own will. The facility also has an anti-forced and prison labor policy. The policies and procedure are endorsed by Factory Manager, who is assisted by his compliance team for the implementation. The policies and procedure state they will be reviewed regularly at least annually. Hence, this is graded as Robust Management Systems.

Resources: The facility has a dedicated team to ensure compliance with applicable standards. The person in charge of the compliance team, Factory Manager, reports directly to the Director. The Factory Manager has been attending training on social compliance conducted by various stakeholders and is engaged in online and offline peer discussions. In addition, the Factory Manager has been maintaining regular contact with local labor office and updating himself of law updates through the government's website. Hence, this is graded as Robust Management Systems.

Communication and Training: The policies and procedure are communicated to workers. They are also trained on the voluntary principle of the recruitment process. Bipartite meeting is held between the management and workers representatives to discuss anything related to work environment on monthly basis. The facility has an open-door policy where workers can directly approach the management, in addition to the availability of anonymous reporting through suggestion box and hotline number. Though the facility has a commitment to provide refresher training to workers annually. Hence, this is graded as Robust Management Systems.

Monitoring: The facility conducts internal audit and management system review every year. An internal audit checklist accommodating their client's requirements as well as legal requirements has been created and utilized. Hence, this is graded as Robust Management Systems.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
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No findings

[← Code area 0](#)

[Code area 1.A →](#)

Systems and evidence examined to validate this code section

The facility has a recruitment procedure that requires applicants to submit copies of national ID card, school completion certificate, and family book. Original documents are only required to be shown during interview. No deposit of any kind is required for the purpose of the recruitment. Work agreement is signed upon establishment of employment, with a copy of the signed agreement being provided to workers. No illegal clause was found in the work agreement. Workers can terminate the work agreement by submitting a notification one month in advance. Employee handbook, endorsed by the local labor office and distributed to each worker, stipulates the rights and obligations of employees and employer.

Details: Recruitment procedure, anti-forced and prison labor policy, employee personnel file, work agreement, worker interview, management interview, and onsite observation

1. Employment is freely chosen

Data points

If required under local law, is there a published 'modern slavery' or similar statement? Not Applicable

Does the site utilise any workers who are prisoners? No

Does the site use the labour of persons required to work under any government scheme? No

1.A. Responsible recruitment and entitlement to work

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met Robust Management Systems

Appoint a manager with sufficient seniority who is responsible for implementing procedures Robust Management Systems

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures Robust Management Systems

Monitor the effectiveness of procedures to meet policy and workplace requirements Robust Management Systems

Management systems

Explanation for management systems grades

Policies and Procedures: The facility has recruitment policy and procedure that ensure workers are employed on their own will. The facility also has an anti-forced and prison labor policy. The policies and procedure are endorsed by CEO of the auditee. The policies and procedure state they will be reviewed regularly at least annually. Hence, this is graded as "Robust Management Systems"

Resources: The facility has assigned their HSE team and human resources team to ensure compliance with legal standards. These teams have been attending various trainings related to their job desks and engaging in online and offline peer discussions. In addition, the teams regularly monitor the government's websites for most updated legal requirements. Hence, this is graded as "Robust Management Systems"

Communication and Training: The policies and procedures are communicated to workers. They are also trained on the voluntary principle of the recruitment process. Bipartite meeting is held between the management and workers representatives to discuss anything related to work environment on monthly basis. The facility has an open-door policy where workers can directly approach the management, in addition to the availability of suggestion boxes. Hence, this is graded as "Robust Management Systems"

Implementation and Monitoring: The facility conducts internal audit and management system review every year. An internal audit checklist accommodating legal requirements has been created and utilized. Hence, this is graded as "Robust Management Systems"

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

Systems and evidence examined to validate this code section

Recruitment procedure states no payment is required for the process of the recruitment. Only copies of age-identification evidence such as national ID card, school completion certificate, and family book are required. No original document is retained. These were also confirmed by interviewed workers. All workers are directly hired and no recruitment fees or related costs. Work agreement is signed upon the establishment of employment, with a copy being provided to workers. The agreement stipulates rights and obligations of each party, including working hours and remuneration. Workers can terminate the employment by submitting a resignation letter 30 days in advance. Workers also have relative freedom of movement at the work floor. They can access toilets and drinking water anytime. They can leave the premises during non-working hours without having to ask for permission. No migrant or young worker is employed.

Details: Recruitment policy and procedure, anti-forced and prison labor policy, personnel files, work agreement, workers interview, management interview, and onsite observation.

1.A. Responsible recruitment and entitlement to work

Data points

Labour hire

Does the site use labour providers and/or formal, temporary, seasonal or guest worker programmes? Workers are recruited, selected, and hired directly by our company

How do the labour providers recruit and hire workers? N/A - Recruitment providers not used

Where labour providers were used to recruit, what was the highest number of tiers identified in a workers recruitment journey? 0

Are there any subcontracted workers (excluding dispatched labour) on site? No

Were all non-employee (e.g. agency or subcontracted) workers included within the scope of this audit for the purpose of document review and (if onsite on date of audit) interview? Not Applicable

Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review? Not Applicable

Migrant workers

Do any workers migrate across international borders to work at this site? No

[← Code area 1.A](#)

[Code area 2 →](#)

Percentage of workers that are migrant 0%

Do any workers migrate from other states, provinces or regions within the country to work at this site? No

Recruitment fees

Were you able to detect recruitment fees and costs paid by workers during the recruitment and employment process? Not Applicable

Were recruitment fees or costs identified during worker interviews? No

All interviewed workers reported not paying anything for the purpose of employment.

2. Freedom of association and right to collective bargaining are respected

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met

Robust Management Systems

Appoint a manager with sufficient seniority who is responsible for implementing procedures

Robust Management Systems

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures

Some Improvements Recommended

Monitor the effectiveness of procedures to meet policy and workplace requirements

Robust Management Systems

Management systems

Explanation for management systems grades

Policies and Procedures: The facility has freedom of association policy and procedure, guaranteeing workers rights to freely associate and assemble. The policy and procedure state that workers are free to join or to form any legal organization and to refrain from doing so. The policy and procedure are endorsed by CEO of the facility. The policy and procedure state they will be reviewed regularly at least annually. Hence, this is graded as "Robust Management Systems."

Resources: The facility has assigned their human resources team to ensure compliance with legal standards. The team does have a system to regularly monitor the most updated legal and client's requirements. Hence, this is graded as "Hence, this is graded as "Robust Management Systems."

Communication and Training: The policy and procedure are communicated to workers. They are also trained on freedom of association and collective bargaining. The facility has an open-door policy where workers can directly approach the management. Improvement recommended in this area to ensure that all employees were familiar with that the bipartite committee and its representatives even existed. Hence, this is graded as "Some Improvements Recommended."

Implementation and Monitoring: The facility has been trying to implement applicable laws and regulations. However, they were aware that they have to establish a Bipartite Forum (LKS Bipartit) as legally required. Hence, this is graded as "Robust Management Systems."

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
2. Freedom of association and right to collective bargaining are respected	2.D Give appropriate time and space for worke...	Local law Base code	NC ZAF601203439

[← Code area 1.A](#)

[Code area 3 →](#)

Systems and evidence examined to validate this code section

The facility has a policy guaranteeing worker's right to associate and to assemble. There is no workers union at the facility. Nevertheless, workers are free to join or to form any legal organization and to refrain from doing so. There is Bipartite Forum consisting of representatives of management and workers, who assembles to discuss work environment on monthly basis. The workers representatives are democratically elected without interference from the management. There is no discrimination or intimidation happening to the workers representatives.

Details: Freedom of association policy, workers and management interview, grievance record, election records, Bipartite Forum minutes of meeting

Findings: non-compliances

ZAF601203439

Non-compliance

Due 2026-01-26

Code area

2 Freedom of association and right to collective bargaining are respected

Status

Open*

Workplace requirement

2.D Give appropriate time and space for worker representatives to operate. Ensure all workers are aware of who their representative is, their activities and how they can engage with them.

Time given to resolve

60 days

Issue title

137 - A committee exists but workers do not know about the worker committee, its function and/or who their representatives are

Verification method

Desktop audit

Description

Most of the employees interviewed were not familiar with that the bipartite committee and its representatives even existed. Sebagian besar karyawan yang diwawancarai tidak mengetahui bahwa komite bipartit dan perwakilannya bahkan ada

Area of non-compliance/non-conformance

Local law

Base code

Corrective and preventative actions

The presence of the bipartite committee and the representatives they have on it should be communicated to employees.

Local law reference

Regulation of Ministry of Manpower No. 32/MEN/XII/2008 on Procedure for the Establishment and Membership of Bi-partite Committee (2008), Art. 6. Membership of workers representatives sitting in the bipartite forum are stipulated as follow: a. Wherein there is one (1) workers union in a company and all workers are members of the union, leadership of the union can automatically appoint their representatives for Bipartite Forum; b. Wherein there is no workers union in a company, workers representatives for the Bipartite Forum shall be democratically elected; c. wherein there is more than one (1) workers union and all workers are members of the existing unions, workers representatives in the Bipartite Forum are proportional representation of each union; d. wherein there is one (1) workers union in the company and there are non-unionized workers, the union shall appoint their representatives for Bipartite Forum and non-unionized workers shall democratically elect their representatives; e. wherein there is more than one (1) workers union and there are non-unionized workers, each union shall appoint their representatives in proportional representation and the unionized workers shall democratically elect their representatives.

[← Code area 2](#)

[Code area 3 →](#)

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[← Code area 2](#)

[Code area 3 →](#)

Audit company:
TUV Rheinland (TUEV Rheinland)

Audit reference:
ZAA600163595

Start Date:
2025-10-27

End Date:
2025-10-29

2. Freedom of association and right to collective bargaining are respected

Data points

Are trade unions allowed by law in the national context?	Yes
Are there any registered trade unions in the workplace?	No
Are they active?	
Does the employer recognise the trade union?	Not Applicable
Are the worker representative bodies, trade union or otherwise, accessible to all workers, including more vulnerable workers (such as female, migrant, agency, and seasonal workers)?	Yes
Are the worker representatives freely elected by the workforce as a whole?	Yes
Does union/worker committee membership reflect the gender composition of the workforce?	Yes
Does the membership reflect the nationality composition of the workforce?	Yes
Has there been any industrial action (e.g. strikes, unrest, or cases raised to formal tribunals or labour courts) in the past two years?	No

[← Code area 2](#)

[Code area 3 →](#)

3. Working conditions are safe and hygienic

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met Robust Management Systems

Appoint a manager with sufficient seniority who is responsible for implementing procedures Robust Management Systems

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures Robust Management Systems

Monitor the effectiveness of procedures to meet policy and workplace requirements Robust Management Systems

Management systems

Explanation for management systems grades

Policies and Procedures: The facility has occupational health and safety policy and procedure aimed at ensuring a safe and healthy work environment. The policy and procedure are endorsed by CEO of the company. The policy and procedure state they will be reviewed regularly at least annually. Hence, this is graded as "Robust Management Systems"

Resources: The facility has assigned their HSE team to ensure compliance with legal standards. The team have been attending various training related to their job desks and engaging in online and offline peer discussions. In addition, the team regularly monitors the government's websites for most updated legal requirements. Hence, this is graded as "Robust Management Systems"

Communication and Training: The policy and procedure are communicated to workers. Various health and safety training, including PPE training, first aid training, and chemical handling training, are provided on regular basis to workers. However, there is system to ensure all workers receive evacuation training on all shifts they are assigned to at least once a year. Hence, this is graded as "Robust Management Systems"

Implementation and Monitoring: The facility has been trying to implement legal requirements onsite, with HSE team being responsible for monitoring the implementation. Hence, this is graded as "Robust Management Systems"

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
3. Working conditions are safe and hygienic	3.U Ensure any additional relevant legal requ...	Local law	NC ZAF601142701

[← Code area 2](#)

[Code area 4 →](#)

Systems and evidence examined to validate this code section

1. The facility has a health and safety policy, expressing their commitment to providing safe and healthy working conditions for workers. This commitment is elaborated into health and safety procedures that are communicated to workers.
2. The facility has an Occupational Health and Safety Committee (Tim P2K3) consisting of representatives of management and workers. However, the committee is not yet registered to and endorsed by local labor office.
3. The facility obtained building construction permit (IMB).
4. As observed onsite, fire alarm and fire extinguisher are installed onsite.
5. Hazard identification and risk assessment has been developed. Main risks in production include cut and bruises. Relevant PPE (personal protective equipment) and tools are provided.
6. Health and safety trainings, including first aid training, PPE training, and chemical handling training are provided upon joining and repeated every year.
7. First aid kits are provided with sufficient supplies in every department.
8. Machines and equipment have valid permits and are inspected on an annual basis by a third party and endorsed by the local labor office.
9. Clean and gender-based toilets are available in a sufficient number. Workers can access the toilets anytime.

Details: • Occupational health and safety policy and procedure. • Electrical installation permit and inspection record • Fire-drill record • EHS trainings, including first aid, PPE (personal protective equipment), and chemical handling trainings • Injury log for 2024 and 2025. • Health and safety inspection checklist. • Drinking water testing record. • Hazard identification and risk assessment record.

Findings: non-compliances

ZAF601142701

Non-compliance

Due 2024-11-25

Code area

3 Working conditions are safe and hygienic

Status

Closed (2025-10-29)*

Workplace requirement

3.U Ensure any additional relevant legal requirements concerning health & safety are met.

Time given to resolve

60 days

Issue title

338 - No/inadequate health checks for kitchen personnel

Verification method

Desktop audit

Description

Noted that factory had not ensure that food handler of catering provider regularly has taken health examination every 6 months as regulated. Ditemukan bahwa pabrik belum memastikan bahwa penjamah makanan pada penyedia katering secara rutin melakukan pemeriksaan kesehatan setiap 6 bulan sekali sesuai ketentuan

Area of non-compliance/non-conformance

Local law

Description (carried over)

Noted that factory had not ensure that food handler of catering provider regularly has taken health examination every 6 months as regulated. Ditemukan bahwa pabrik belum memastikan bahwa penjamah makanan pada penyedia katering secara rutin melakukan pemeriksaan kesehatan setiap 6 bulan sekali sesuai ketentuan

Corrective and preventative actions

The facility shall ensure that food handler health checks conducted once in 6 months as per regulation.

Corrective and preventative actions (carried over)

The facility shall ensure that food handler health checks conducted once in 6 months as per regulation.

Local law reference

Health Minister Regulation No. 715 year 2003 Article 5 (1) Food handler shall in health condition and not having contagious diseases. Article 5 (2) The food handler as mentioned on subsection (1) shall gone through regular medical check-up at least for 2 (two) times in a year.

[← Code area 3](#)

[Code area 4 →](#)

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[← Code area 3](#)

[Code area 4 →](#)

Audit company:
TUV Rheinland (TUEV Rheinland)

Audit reference:
ZAA600163595

Start Date:
2025-10-27

End Date:
2025-10-29

3. Working conditions are safe and hygienic

Data points

Is someone within the company responsible for health and safety?	Yes, senior manager or business owner Yes, qualified safety officer
Do workers operate high risk or heavy machinery or vehicles as part of their jobs?	Yes
Do workers handle or have access to hazardous substances (e.g. chemicals or pesticides)?	Yes Lubricants and anti-corrosive substances are used for machineries and equipment. These chemicals are stored in a dedicated chemical storage area and accessible for mechanics only.
Who organises accommodation for workers?	The company owns or operates worker accommodation (onsite)
Who organises worker transportation between accommodation and worksite?	Workers organise their own transport
Who organises worker transportation while at work?	Workers organise their own transport
Do all structural additions (e.g. added floors) have a valid permit/inspection report as per local law?	Not Applicable No additional structure was found
Does the visual appearance of the building give you any immediate concerns about the structural integrity of the building?	No
Are there any cracks observed in the walls, floors, ceilings or other areas of the facility, both internally or externally?	No

[← Code area 3](#)

[Code area 4 →](#)

Does the site have a structural engineer evaluation? Yes

[← Code area 3](#)

[Code area 4 →](#)

4. Child labour shall not be used

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met Robust Management Systems

Appoint a manager with sufficient seniority who is responsible for implementing procedures Robust Management Systems

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures Robust Management Systems

Monitor the effectiveness of procedures to meet policy and workplace requirements Robust Management Systems

Management systems

Explanation for management systems grades

Policies and Procedures: The facility has recruitment policy and procedure endorsed by CEO of the company. The policy and procedure state the facility will only hire those who are at least 18 years old, the legal age for working without restrictions in Indonesia. The policy and procedure also express the company's commitment to the eradication of child labor in reference to local laws. Hence, this is graded as "Robust Management Systems."

Resources: The facility has assigned their human resources team to ensure compliance with legal standards. The team have been attending various training related to their job desks and engaging in online and offline peer discussions. In addition, the team regularly monitors the government's websites for most updated legal requirements. Hence, this is graded as "Robust Management Systems."

Communication and Training: The policy and procedure are communicated to workers. They are also trained on anti-child labor policy. The training schedule for the last year has established and implemented, while the facility has established the training schedule for current year as well. The facility has conducted the training pre-test and post-test for all training participants to ensure the understanding of the training materials. Hence, this is graded as "Robust Management Systems."

Monitoring: The facility management-maintained records of internal reviews and corrective measures, and the facility conducted internal reviews at least once a year. The facility has established the monitoring / internal audit schedule and has implemented as well. The facility has performed regular risk assessment for all Based code areas. Hence, this is graded as "Robust Management Systems."

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

[← Code area 3](#)

[Code area 5 →](#)

Systems and evidence examined to validate this code section

No child or young workers were observed or reported during the assessment. The facility has a policy of hiring only those who are at least 18 years old, the legal working age without restriction in Indonesia. Applicants are required to submit copies of national ID card, school completion certificate, and family book for age verification. These documents are maintained in each employee's personal file, which was sampled and reviewed by the auditor. In addition, the facility has established child labor remediation that includes ensuring the safety and welfare of the child labor. Procedure on protection of young worker is established, too.

Details: Recruitment policy and procedure, child labor remediation policy, young worker protection procedure, personnel files, workers interview, management interview, and onsite observation.

4. Child labour shall not be used

Data points

Percentage of workers that are age 24 or younger	13%
Enter the legal age of employment	18
Enter the age of the youngest worker identified	18
Enter the number of workers under local legal minimum age	0
Enter the number of workers under 15 years old	0
Percentage of workers that are apprentices, trainees or interns	0.0%
Were there children present on the work floor but not working at the time of audit?	No
Do children live at the accommodation provided to workers?	Not Applicable

[← Code area 4](#)

[Code area 5 →](#)

5. Legal wages are paid

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met Some Improvements Recommended

Appoint a manager with sufficient seniority who is responsible for implementing procedures Robust Management Systems

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures Robust Management Systems

Monitor the effectiveness of procedures to meet policy and workplace requirements Some Improvements Recommended

Management systems

Explanation for management systems grades

Policies and Procedures: The facility has working hours and remuneration policy and procedure endorsed by CEO of the company. The policy and procedure express the company's commitment to meeting legal requirements on working hours, compensation, and benefits. However, the policy and procedure do not define the living wage calculation and the procedure for gap analysis between the calculated living wage and the actual remuneration. Hence, this is graded as "Some Improvements Recommended."

Resources: The facility has assigned their human resources team to ensure compliance with legal standards. The team have been attending various training related to their job desks and engaging in online and offline peer discussions. In addition, the team regularly monitors the government's websites for most updated legal requirements. Hence, this is graded as "Robust Management Systems"

Communication and Training: The policy and procedure are communicated to workers. Training on working hours and remunerations are also provided to workers. the policy and procedure cover living wage as defined by the client, communication and training on living wage calculation has been delivered to related personnel, Hence, this is graded as "Robust Management Systems."

Implementation and Monitoring: The facility has been trying to implement legal requirements on compensation and benefits. However, non-conformances related to wages and benefits were detected, indicating gaps in implementation and monitoring. Hence, this is graded as "Some Improvements Recommended."

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

[← Code area 4](#)

[Code area 5.A →](#)

Systems and evidence examined to validate this code section

1. The facility has working hours and remuneration policy and procedure expressing the facility's commitment to meeting applicable standards.
2. Documentation review of sampled workers show the lowest wage paid to workers is IDR3,454,827/month in 2025, meeting the applicable minimum wage.
3. Wages are paid by the 10th of the following month, with the end of the month being the cut-off date. Pay slip is provided upon wage payment. No deduction is made other than for social security contribution.
4. Social security invoices, bank transfer, and payment receipt show all workers are enrolled to both BPJS Kesehatan (social security for health insurance) and BPJS Ketenagakerjaan (life insurance, occupational accident insurance, pension plan, and retirement plan).
5. Time records, wage payment receipt, and bank transfer record show weekday overtime is compensated at 150% of regular rate for the first hour and 200% for the subsequent hours, while rest-day and public-holiday overtime is compensated at 200% of regular rate.
6. Leave records indicate workers are provided with legally required paid leaves, such as annual leave, sick leave, parental leave, maternity leave, marriage leave, and bereavement leave.

Details: Wage payment receipt, bank transfer record, attendance record, management interview, workers interview, and social security payment and invoice.

5. Legal wages are paid

Data points

What is the basic wage paid to workers?	The legal minimum wage Wages are based on job skills and experience
Does the site use digital payment methods (i.e. money paid directly into a bank account) to pay workers?	Only digital payments
How much as a percentage of their pay does a worker receive as 'payment-in-kind' benefits?	None

Worker remuneration

Which benefits are provided to permanent or full-time workers that are not provided to temporary or part-time workers?	Not applicable
--	----------------

Summary information

Is legal wage/legally recognised CBAs data available for any of these options?	Weekly	
Is actual wage data available on site for any of these options?	Weekly	
Maximum legal working hours	Max hours per day	7.0
	Max hours per week	40.0
	Max hours per month	Non applicable

[← Code area 5](#)

[Code area 5.A →](#)

Actual required working hours	Required hours per day	7.0
	Required hours per week	40.0
	Required hours per month	Non applicable
Maximum legal overtime hours	Max hours per day	4.0
	Max hours per week	18.0
	Max hours per month	Non applicable
Actual overtime hours	Max hours per day	0.0
	Max hours per week	0.0
	Max hours per month	Non applicable
Minimum legal wage	Min per hour	Non applicable
	Min per day	138193.08
	Min per week	Non applicable
	Min per month	3454827.0
Actual minimum wage	Actual per hour	Non applicable
	Actual per day	138193.08
	Actual per week	Non applicable
	Actual per month	3454827.0
Minimum legal overtime wage	Min per hour	19970.09
	Min per day	Non applicable
	Min per week	Non applicable
	Min per month	Non applicable

[← Code area 5](#)

[Code area 5.A →](#)

Actual minimum overtime wage	Actual per hour	0.0
	Actual per day	Non applicable
	Actual per week	Non applicable
	Actual per month	Non applicable

Wage analysis

Number of workers' records checked	186
Provide the date and details of the records	<p>Twelve months of time attendance and payroll records from the period of October 2024 to September 2025 were provided by the facility.</p> <p>Three months of time records and payroll records for the period of January 2025, April 2025, and September 2025 are tested. 62 sampled employees in September 1-30, 2025 (current paid month) 62 sampled employees in April 1-30, 2025 (Random month) 62 sampled employees in January 1-31, 2025 (Random month).</p>
Are there different legal minimum/legally recognised CBAs wage grades?	No
For the lowest paid workers, are wages paid for standard/contracted hours (excluding overtime) below or above the legal minimum/ legally recognised CBAs?	Above legal minimum
Indicate the breakdown of workforce per earnings	Of 62 sampled workers, 12 are paid the applicable minimum wage, while the other 14 are paid higher than the applicable minimum wage. This is because the 14 workers have been working for more than one year, eligible for a seniority allowance.
Are there any bonus schemes used?	<p>Yes</p> <p>Festival bonus</p>
Were accurate records shown at the first request?	Yes

Were any inconsistencies found? No

[← Code area 5](#)

[Code area 5.A →](#)

Audit company:
TUV Rheinland (TUEV Rheinland)

Audit reference:
ZAA600163595

Start Date:
2025-10-27

End Date:
2025-10-29

5.A. Living wages are paid

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
5.A. Living wages are paid	5.A.A Review workers' total pay including ben...	Base code	NC ZAF601203440
	5.A.B Put in place a wage improvement plan th...	Base code	NC ZAF601203441

Systems and evidence examined to validate this code section

There is no living wage calculation available in Indonesia other than the living wage calculation (KHL / Kebutuhan Hidup Layak) conducted by the government. The living wage calculation conducted by the government is defined as the minimum wage required for a single worker. It covers food basket, housing, clothing, housing, education, health maintenance, transportation, communication, recreation, saving, and social security. The result of the calculation is then used to determine the regional minimum wage. The facility uses this as a benchmark in determining the wages paid to workers.

Details: Wage payment receipt, bank transfer record, Governor Decision on Minimum Wage, workers interview, and management interview

Findings: non-compliances

ZAF601203440

Non-compliance

Code area

5.A Living wages are paid

Status

Open*

Workplace requirement

5.A.A Review workers' total pay including benefits and compare it with a credible 'living wage' to calculate a 'living wage gap', and understand what proportion of the workforce has a gap.

Time given to resolve

Verification method

Collaborative action required

Issue title

903 - CAR: A living wage gap analysis has not been completed

Area of non-compliance/non-conformance

Base code

Description

The facility does not conduct the living wage analysis, as per the manager's discussion and document review. Fasilitas tersebut tidak melakukan analisis upah layak, sesuai dengan pembahasan manajer dan tinjauan dokumen

Corrective and preventative actions

Calculate the living wage and conduct living wage analyses for each component.

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ZAF601203441

Non-compliance

Code area

5.A Living wages are paid

Status

Open*

[← Code area 5.A](#)

[Code area 6 →](#)

Workplace requirement

5.A.B Put in place a wage improvement plan that aims to pay workers a living wage within a stated timeframe.

Issue title

905 - CAR: A wage improvement plan (with Living Wage as the goal) has not been completed

Description

The living wage calculation plan, which set the living wage as the aim, was found to be not complete by management during the confirmation and document check. Rencana perhitungan upah layak, yang menetapkan upah layak sebagai tujuan, ditemukan tidak lengkap oleh manajemen selama proses verifikasi dan pemeriksaan dokumen.

Corrective and preventative actions

The living wage should be set as the goal for implementing the pay adjustment strategy.

* PDF generated at 20:54 (UTC) on 27 Nov 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

Time given to resolve

Verification method

Collaborative action required

Area of non-compliance/non-conformance

Base code

6. Working hours are not excessive

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met Robust Management Systems

Appoint a manager with sufficient seniority who is responsible for implementing procedures Robust Management Systems

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures Robust Management Systems

Monitor the effectiveness of procedures to meet policy and workplace requirements Robust Management Systems

Management systems

Explanation for management systems grades

Policies and Procedures: The facility has working hours and remuneration policy and procedure that express the facility's commitment to meeting applicable laws related to working hours and remuneration. The policies and procedure are endorsed by Factory Manager, who is assisted by his compliance team and reporting directly to the Director. The policies and procedure state they will be reviewed annually. Hence, this is graded as "Robust Management Systems."

Resources: The facility has a dedicated team to ensure compliance with applicable standards. The person in charge of the compliance team, Factory Manager, reports directly to the Director. The Factory Manager has been attending training on social compliance conducted by various stakeholders and is engaged in online and offline peer discussions. In addition, the Factory Manager has been maintaining regular contact with local labor office and updating himself of law updates through the government's website. Hence, this is graded as "Robust Management Systems."

Communication and Training: The policy and procedure are communicated to workers. Training on working hours and wages are also provided. Regular meeting is held between the management and workers representatives to discuss anything related to work environment. The facility has an open-door policy where workers can directly approach the management, in addition to the availability of anonymous reporting through suggestion box and hotline number. Though the facility has a commitment to provide refresher training to workers annually, Hence, this is graded as "Robust Management Systems."

Monitoring: The facility has expressed their commitment to monitor the implementation of the procedure on annual basis. An internal audit checklist accommodating their client's requirements as well as legal requirements has been created and utilized. Hence, this is graded as "Robust Management Systems."

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
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No findings

[← Code area 5.A](#)

[Code area 7 →](#)

Systems and evidence examined to validate this code section

- All interviewed employees stated using finger scan to record their working hours. Reportedly, they scan their finger scan two times a day, upon entering and upon leaving the facility
- The regular working hours for facility unit 1 is implements 2 shifts six days per week from Monday until Friday from: 7:30 am to 3:30 pm (1 shift), 3:45 pm to 11:15 pm (2nd shift) and Saturday 7:30am to 11:30 am (1 shift), 1:00 pm to 6:00 pm (2nd shift).
- The factory unit 2 is implements 3 shifts six days per week from Monday until Friday from: 7:30 am to 3:30 pm (1 shift), 4:00 pm to 11:30 pm (2nd shift), 11:30 pm to 7:00 am (3rd shift) and Saturday 7:30am to 11:30 am (1 shift), 1:00 pm to 6:00 pm (2nd shift).
- Interviewed employees stated overtime is conducted during 12 months
- There was no report of Sunday work.
- All overtime hours are conducted based on volunteered, employees may decline or refuse for working overtime.

Details:

- Labour contracts
- Timecard (for sampled employees)-Twelve months of time attendance were provided by the facility
- Working hours and overtime hours policy and procedure.
- Leave records

6. Working hours are not excessive

Data points

Is the sample size the same as in the wages section?	Yes
Normal day overtime premium as a percentage of standard wages	150%
If the site pays an overtime premium of less than 125% and this is allowed under local law, are there other considerations?	N/A. The facility pays workers the applicable premium rate for overtime.
Excluding overtime, what are the regular working hours per week for workers at this site?	40.0
Including overtime, what is the average number of working hours per week for full-time workers at this site?	40.0
In the sample, what was the maximum number of hours worked in a single week, including overtime, for any worker at this site?	40.0
Maximum number of days worked without a day off in sample	6

[← Code area 6](#)

[Code area 7 →](#)

7. No discrimination is practiced

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met Robust Management Systems

Appoint a manager with sufficient seniority who is responsible for implementing procedures Robust Management Systems

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures Robust Management Systems

Monitor the effectiveness of procedures to meet policy and workplace requirements Robust Management Systems

Management systems

Explanation for management systems grades

Policies and Procedures: The facility has an anti-discrimination policy and procedure that express the facility's commitment to against any form of discrimination. The policies and procedure are endorsed by who is assisted by his compliance team and reporting directly to the Director. The policies and procedure state they will be reviewed annually. Hence, this is graded as "Robust Management Systems."

Resources: The facility has a dedicated team to ensure compliance with applicable standards. The person in charge of the compliance team, Factory Manager, reports directly to the Director. The Factory Manager has been attending training on social compliance conducted by various stakeholders and is engaged in online and offline peer discussions. In addition, the Factory Manager has been maintaining regular contact with local labor office and updating himself of law updates through the government's website. Hence, this is graded as "Robust Management Systems."

Communication and Training: The policy and procedure are communicated to workers. Training on anti-discrimination is also provided. Regular meeting is held between the management and workers representatives to discuss anything related to work environment. The facility has an open-door policy where workers can directly approach the management, in addition to the availability of anonymous reporting through suggestion box and hotline number. Though the facility has a commitment to provide refresher training to workers annually, Hence, this is graded as "Robust Management Systems."

Monitoring: The facility has expressed their commitment to monitor the implementation of the procedure on annual basis. An internal audit checklist accommodating their client's requirements as well as legal requirements has been created and utilized. Hence, this is graded as "Robust Management Systems."

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

Systems and evidence examined to validate this code section

The facility has established an anti-discrimination policy, expressing their commitment to the issue. The policy states workers will be treated equally regardless of their personal characteristics, including but not limited to gender, race, religion, and ethnicity. Workers have the same opportunity to work overtime, to participate in training, and to gain promotion. Personal ability development plan is also established for each worker. Workers are paid the same wage for doing the same work. As observed onsite, the facility has a heterogenous workforce. Vacancy notice does not mention personal characteristics. It focuses on skills and minimum legal age only.

Details: anti-discrimination policy, management interview, Personal ability development plan, workers interview, time records, payrolls, job vacancy notice, and onsite observation.

7. No discrimination is practiced

Data points

Percentage of women workers in skilled or technical roles (e.g. where specific qualifications are needed, such as engineer/laboratory analyst)?	22%
Representation of women in managerial roles (ratio of women workers to women managers)	1%
Representation of women in supervisory roles (ratio of women workers to women supervisors)	3%
Three most common nationalities in managerial and supervisory roles	Indonesian

8. Regular employment is provided

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met Robust Management Systems

Appoint a manager with sufficient seniority who is responsible for implementing procedures Robust Management Systems

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures Robust Management Systems

Monitor the effectiveness of procedures to meet policy and workplace requirements Robust Management Systems

Management systems

Explanation for management systems grades

Policies and Procedures: The facility has recruitment policy and procedure that ensure workers are employed in accordance with applicable laws. The policy and procedure are endorsed by CEO of the company. Hence, this is graded as "Robust Management Systems"

Resources: The facility has assigned their human resources team to ensure compliance with legal standards. The team have been attending various training related to their job desks and engaging in online and offline peer discussions. In addition, the team regularly monitors the government's websites for most updated legal requirements. Hence, this is graded as "Robust Management Systems"

Communication and Training: The policy and procedure are communicated to workers. Training on recruitment policy and procedure is also provided for workers, including those responsible for recruitment. However, considering the facility's policy and procedure are currently aimed at meeting legal requirements only, Hence, this is graded as "Robust Management Systems"

Implementation and Monitoring: The facility has been trying to implement the applicable legal requirements. Hence, this is graded as "Robust Management Systems"

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

Systems and evidence examined to validate this code section

1. Recruitment policy and procedure express the facility's commitment to meeting applicable laws in term of employment.
2. Work agreement was signed before commencement of work, with a copy of signed work agreement being provided to each worker.
3. All workers signed PKWT (work agreement for specified period) with the company.
4. No payment is made by workers for the purpose of employment.
5. No apprentice is employed by the facility.

Details: Recruitment policy and procedure, company's rules and regulations, work agreement, service agreement with service providers, onsite observation, management interview, and workers interview.

8. Regular employment is provided

Data points

Percentage of workers that are permanently or temporarily employed	100.0%
Percentage of workers that have been engaged via irregular, sub-contracted or non-employment models of labour, rather than permanent or temporary contracts of employment	0.0%
Percentage of workers employed as apprentices, trainees or interns	0.0%

8.A. Sub-contracting and homeworkers are used responsibly

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met Robust Management Systems

Appoint a manager with sufficient seniority who is responsible for implementing procedures Robust Management Systems

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures Robust Management Systems

Monitor the effectiveness of procedures to meet policy and workplace requirements Robust Management Systems

Management systems

Explanation for management systems grades

Policies and Procedures: The facility has recruitment policy and procedure that ensure workers are employed in accordance with applicable laws. The policy and procedure also apply to indirectly hired workers or onsite subcontractors. In addition, the facility has a policy of not using a homeworker. The policy and procedure are endorsed by CEO of the company. Hence, this is graded as "Robust Management Systems"

Resources: The facility has assigned their human resources team to ensure compliance with legal standards. The team have been attending various training related to their job desks and engaging in online and offline peer discussions. In addition, the team regularly monitors the government's websites for most updated legal requirements. Hence, this is graded as "Robust Management Systems"

Communication and Training: The policy and procedure are communicated to workers. Training on recruitment policy and procedure is also provided for workers, including those responsible for recruitment. Hence, this is graded as "Robust Management Systems"

Implementation and Monitoring: The facility has been trying to implement the applicable legal requirements. Hence, this is graded as "Robust Management Systems"

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
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No findings

Systems and evidence examined to validate this code section

The facility does not utilize subcontractors in any of its production processes. They do not use homeworkers either. All processes are conducted onsite.

Details: Production records, management interview, workers interview, and onsite observation

8.A. Sub-contracting and homeworkers are used responsibly

Data points

Are homeworkers employed directly or engaged through an agent? Not applicable

Gender disaggregated data available

Number of homeworkers used

	Men	Women	Other	Total
Number of workers	-	-	-	-

What processes are carried out by homemaker?

Are full records of homeworkers available at the site?

Does the supplier buy products or services from suppliers that use homeworkers? No
No homemaker is used

Sub-contracting

Are there any concerns about unrecorded work or undeclared sub-contracting on site, giving considerations to the workers' capacity? No
None

[← Code area 8.A](#)

[Code area 9 →](#)

Are any sub-contractors used?

No

[← Code area 8.A](#)

[Code area 9 →](#)

Audit company:
TUV Rheinland (TUEV Rheinland)

Audit reference:
ZAA600163595

Start Date:
2025-10-27

End Date:
2025-10-29

9. No harsh or inhumane treatment is allowed

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met Robust Management Systems

Appoint a manager with sufficient seniority who is responsible for implementing procedures Robust Management Systems

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures Robust Management Systems

Monitor the effectiveness of procedures to meet policy and workplace requirements Robust Management Systems

Management systems

Explanation for management systems grades

Policies and Procedures: The facility has anti-abuse and anti-harassment policy and procedure. Disciplinary action policy and procedure is established and included in employee handbook. The policies and procedure are endorsed by Factory Manager who is assisted by his compliance team and reporting directly to the Director. The policies and procedure state they will be reviewed annually. Hence, this is graded as "Robust Management Systems."

Resources: The facility has a dedicated team to ensure compliance with applicable standards. The person in charge of the compliance team, Factory Manager, reports directly to the Director. The Factory Manager has been attending training on social compliance conducted by various stakeholders and is engaged in online and offline peer discussions. In addition, the Factory Manager has been maintaining regular contact with local labor office and updating himself of law updates through the government's website. Hence, this is graded as "Robust Management Systems."

Communication and Training: The policy and procedure are communicated to workers. Trainings on disciplinary action, anti-harassment and anti-abuse were also provided. Regular meeting is held between the management and workers representatives to discuss anything related to work environment. The facility has an open-door policy where workers can directly approach the management, in addition to the availability of anonymous reporting through suggestion box and hotline number. Though the facility has a commitment to provide refresher training to workers annually, Hence, this is graded as "Robust Management Systems." "

Monitoring: The facility has expressed their commitment to monitor the implementation of the procedure on annual basis. An internal audit checklist accommodating their client's requirements as well as legal requirements has been created and utilized. Hence, this is graded as "Robust Management Systems."

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
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No findings

[← Code area 8.A](#)

[Code area 10.A →](#)

Systems and evidence examined to validate this code section

1. The facility has established anti-harassment and anti-abuse policy and procedure.
2. Disciplinary action policy and procedure are established and embedded into employee handbook.
3. Disciplinary actions are limited to verbal warning, written warning, and, in severe cases such as theft, termination of employment.
4. No abuse, harassment, or inhumane treatment was reported and observed.
5. The facility has established a grievance mechanism where workers can raise their grievances directly or anonymously.

Details: policies and procedures on disciplinary action, anti-harassment and abuse, employee handbook, grievance mechanism procedure, grievance records, personnel files, management interview, workers interview, and onsite observation.

9. No harsh or inhumane treatment is allowed

Data points

Is there a formal process for workers to report concerns, complaints, or problems ('grievance mechanism')?	Yes, there is a formal grievance process
What type of grievance mechanism(s) are available?	Suggestion box, hotline number, workers representatives sitting in Bipartite Forum, and direct communication with the management.
Number of grievances raised in the last 12 months	2
Number of grievances resolved in the last 12 months	2

10.A. Environment 2-Pillar

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met Some Improvements Recommended

Appoint a manager with sufficient seniority who is responsible for implementing procedures Robust Management Systems

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures Robust Management Systems

Monitor the effectiveness of procedures to meet policy and workplace requirements Robust Management Systems

Management systems

Explanation for management systems grades

Policies and Procedures: The facility has environmental policy and procedure expressing their commitment to meeting applicable laws. The policy and procedure are endorsed by CEO of the company. However, since the policy and procedure are mostly aligned with legal requirements, future risks may occur if the client has different or stricter requirements than local laws. Hence, this is graded as "Some Improvements Recommended."

Resources: The facility has assigned their HSE team to ensure compliance with legal standards. The team have been attending various training related to their job desks and engaging in online and offline peer discussions. In addition, the team regularly monitors the government's websites for most updated legal requirements. Hence, this is graded as "Robust Management Systems"

Communication and Training: The policy and procedure are communicated to workers. Training on the environment is also provided for workers. However, considering the facility's policy and procedure are currently aimed at meeting legal requirements, Hence, this is graded as "Robust Management Systems"

Monitoring: The facility has been trying to implement the applicable legal requirements. The facility has established the monitoring / internal audit schedule and has implemented as well. The facility has performed regular risk assessment for all Based code areas, Hence, this is graded as "Robust Management Systems"

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
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No findings

[← Code area 9](#)

[Code area 10.B →](#)

Systems and evidence examined to validate this code section

1. The facility has an environmental policy.
2. Compliance team regularly monitors law updates on the environment through government's website and through peer discussions.
3. The facility policy clearly focuses on a safe and hygienic environment.
4. The facility does not generate industrial wastewater.
5. Hazardous wastes are transported by a certified transporter.
6. Air emission is monitored on biannual basis and reported to the environment department.
7. Implementation of RPL/RKL (environment management and monitoring planning) is reported on biannual basis.

Details: RPL/RKL (environment management and monitoring planning), RPL/RKL implementation report, environmental policy, Environmental Permit, onsite observation, workers interview, and management interview.

10.A. Environment 2–Pillar

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with environmental legislation, regulation, consent or permits (within the last three years)?

No

Does the site have any valid environmental or energy management certificates?

N/A. No certificates onsite

Are there any other sustainability certifications present (e.g. Forest Stewardship Council (FSC), Marine Stewardship Council (MSC)?

No

Has the site implemented or made plans to implement any adaptive measures to protect workers from the impact of climate change?

No

[← Code area 10.A](#)

[Code area 10.B →](#)

10.B. Environment 4-Pillar

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
10.B. Environment 4-Pillar	10.B.I Monitor and mitigate the site's impact...	Base code	NC ZAF601203442
Systems and evidence examined to validate this code section	<p>The environmental policy was communicated to all workers. Environmental reports are secure. The guidelines are consistent with the results of all environmental tests, including those for dust, pollution, water, and air.</p> <p>Detail: Environmental risk assessment. Environmental training record. Environmental policy. Records monitoring energy, water and solid waste</p>		

[← Code area 10.A](#)

[Code area 10.C →](#)

Findings: non-compliances

ZAF601203442

Non-compliance

Due 2026-01-26

Code area

10.B Environment 4-Pillar

Status

Open*

Workplace requirement

10.B.I Monitor and mitigate the site's impacts on biodiversity.

Time given to resolve

60 days

Issue title

652 - Site does not have a biodiversity policy in place contrary to law

Verification method

Desktop audit

Description

Biodiversity policy is not included in the company's environmental policy. Kebijakan keanekaragaman hayati tidak termasuk dalam kebijakan lingkungan perusahaan.

Area of non-compliance/non-conformance

Base code

Corrective and preventative actions

The management recommended that biodiversity policy into the environmental policy and monitor its implementation.

* PDF generated at 20:54 (UTC) on 27 Nov 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

[← Code area 10.B](#)

[Code area 10.C →](#)

10.B. Environment 4-Pillar

Data points

Has the site conducted a risk assessment on the environmental impact of the site, including implementation of controls to reduce identified risks?	Yes
What additional specific environmental policies does the site capture?	Zero-waste and recycling protocols
Is there a system for managing client's requirements and legislation in the destination countries regarding environmental and chemical issues?	Yes The facility always updates the requirement from regulation and client requirement
Does the site have reduction targets in place to manage climate related risks?	None
Does the site have reduction targets in place for environmental aspects (e.g. water consumption and discharge, waste, energy and green-house gas emissions: (Scope 1, 2 & 3))?	Yes Verified that the facility has a reduction target for electrical consumption, waste and others source for improving their environmental performance.
Has the site checked that any sub-contracting agencies or business partners operating on the premises have the appropriate permits and licences and are conducting business in line with environmental expectations of the facility?	Not Applicable

Usage/discharge analysis

Last full calendar year (2024)

Previous full calendar year (2023)

[← Code area 10.B](#)

[Code area 10.C →](#)

Total electricity consumption from non-renewable sources (kWh)	5,272,986	3,438,814
Total electricity consumption from renewable sources (kWh)	Data not available	Data not available
Sources of renewable energy used	None	None
Types of renewable energy used	Other (provide details)	Other (provide details)
	N/A	N/A
Total natural gas consumption (kWh)	0	0
Usage of other purchased fuels	N/A	N/A
Has the site completed any carbon footprint analysis?	No	No
Water sources	Underground Water	Underground Water
Does the site use mercury or mercury compounds?	No	No
Water volume used (m3)	29,442	31,154
Water discharged	surface water	surface water
Water volume discharged (m3)	29,442	31,154
Water volume recycled (m3)	0	0
Total waste produced (mt)	126.5	248
Total hazardous waste produced (mt)	11	14

[← Code area 10.B](#)

[Code area 10.C →](#)

Waste to recycling (mt)	0	0
Waste to landfill (mt)	126.5	248
Waste to other (mt)	0	0
Total product produced (mt)	7,354	9,120

[← Code area 10.B](#)

[Code area 10.C →](#)

10.C. Business ethics

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
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Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
--	---------------------------

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
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Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
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[← Code area 10.B](#)

Management systems

Explanation for management systems grades

Policies and Procedures: The facility has ethics policy expressing their commitment to ethical business practices. The policies and procedure are endorsed by Factory Manager, who is assisted by his compliance team and reporting directly to the Director. The policies and procedure state they will be reviewed annually. Hence, this is graded as "Robust Management Systems."

Resources: The facility has a dedicated team to ensure compliance with applicable standards. The person in charge of the compliance team, Factory Manager, reports directly to the Director. The Factory Manager has been attending training on social compliance conducted by various stakeholders and is engaged in online and offline peer discussions. In addition, the Factory Manager has been maintaining regular contact with local labor office and updating himself of law updates through the government's website. Hence, this is graded as "Robust Management Systems."

Communication and Training: The policy and procedure are communicated to workers. Trainings related to ethical behaviors are provided. Regular meeting is held between the management and workers representatives to discuss anything related to work environment. The facility has an open-door policy where workers can directly approach the management, in addition to the availability of anonymous reporting through suggestion box and hotline number. Though the facility has a commitment to provide refresher training to workers annually, Hence, this is graded as "Robust Management Systems."

Monitoring: The facility has expressed their commitment to monitor the implementation of the procedure on annual basis. An internal audit checklist accommodating their client's requirements as well as legal requirements has been created and utilized. Hence, this is graded as "Robust Management Systems."

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

[← Code area 10.B](#)

Systems and evidence examined to validate this code section

1. The facility has ethics policy and procedure. These policy and procedure have been communicated to workers through postings.
2. A documented mechanism was put in place at work to prevent corruption and extortion. Clients and suppliers were told about the procedure by phone or email.
3. The policy was then prepared in accordance with the relevant laws and standards governing corporate ethics, which the factory compiles on a regular basis.
4. Training on ethics policy has been provided to workers.

Details: Ethic policy and procedure, workers interview, management interview, onsite observation, training records

[← Code area 10.B](#)

10.C. Business ethics

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with business ethics legislation, regulation, consent or permits (within the last three years)?

No

Provide any certified anti-bribery management systems for the site

None

[← Code area 10.C](#)

Attachments



[SMETA Photo - PT. Tri Sinar Purnama.pdf](#)



[Signed CAP.pdf](#)

