

Monitored Party <b>PT COSMO TECHNOLOGY</b>	amfori ID <b>360-000194-000</b>	Address <b>JL RAYA SEGOG KM 14, Kel. Batununggal, Kec. Cibadak, Kab. Sukabumi, Prop. Jawa Barat, Sukabumi, Jakarta Raya (DKI Jakarta; DKI), Indonesia</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>ABS Quality Evaluations Inc.</b>
Monitoring Start Date <b>12/02/2025</b>	Closing Meeting Finished Date <b>15/02/2025</b>	Submission Date <b>27/02/2025</b>
Expiration Date <b>27/02/2027</b>	Announcement Type <b>Fully Unannounced</b>	
Site <b>PT COSMO TECHNOLOGY</b>	Site amfori ID <b>360-000194-002</b>	

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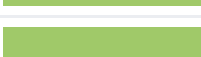
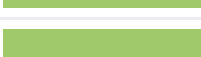
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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>B</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>A</b>	
PA 6: Decent Working Hours	<b>A</b>	

PA 7: Occupational Health and Safety	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Mr. Yuli Hartono; CSCA 21703485

Name of team auditor (if applicable): N/A

Name of observers, translators, trainees, advisors/consultants (if applicable): N/A

Monitoring partner name: ABS Quality Evaluations, Inc.

Audit schedule details: The audit is planned for 1 auditor x 3.5 days. The team leader Yuli Hartono attended the first, second, third and fourth day of the audit.

Business partner information: PT. Cosmo Technology is located at JL Raya Segog KM 14, Kel. Batununggal, Kec. Cibadak, Kab. Sukabumi, Prop. Jawa Barat, Indonesia. The factory's business license number is No. 8120004912511, dated 28 March 2024. The main business products were LED and accessories lamps. The production capacity is up to 10,000,000 units; however, the actual production is 7,000,000 units. The main process includes raw material – automatic mounting – semi finish – forming - assembly – packing – FG warehouse. The main equipment and production lines include SMT machines, DIP machines, injection machines, and oven machines. There are 19 production lines.

Audited location information: The factory owns 5 buildings: 3 buildings for production, 1 building for the warehouse and office, and 1 building for other purposes. The total construction area used by the factory, warehouse and office is 52,620 square meters and the total land area is 79,665 square meters. The factory does not provide any dormitory and there is no other social facility for workers.

Operating shifts and hours: This company's working days: Production is from Monday through Friday: 07.30 - 16.30 with a lunch break between 11.30 and 12.30. Saturday: 07.30 – 13.10, short break 10 minute. Office is from Monday through Friday: 07.30 – 16.00, with a lunch break between 11.30-13.00. Sunday is off days.

Time recording system: The factory uses a fingerprint system to record working hours. During the audit, the factory provided the working time records from February 2024 to the audit date. 30 workers selected from April 2024, 30 workers selected from November 2024 and 30 workers selected from January 2025. It was noted that all randomly selected workers' working hours were 40 hours/week.

Salary payment details: The local minimum wage of Sukabumi Regency 2025 is IDR 3.604.482,92 per month. Workers are paid once a month via wire transfer, with a payment of IDR 3.604.483. For overtime wages, the factory paid 150% of normal pay for overtime working on the normal working day and paid 200% of normal pay for overtime working on the holiday. The factory provided social, medical insurance (BPJS Ketenagakerjaan dan BPJS Kesehatan) and pension program to all workers. The company does not use subcontractors for production.

Worker number information: Total 795 employees were working in the factory is divided 136 males and 659 females, Permanent is 239 and contract is 556. Production employees are 542 and non-production are 253. No vulnerable workers in this factory and no interns and apprentices.

Good practices: The factory provided benefits to workers like social, medical and pension to all workers.

Worker organization details: There is no union in this factory, it only has a worker committee, names LKS Bipartite. The meeting was conducted at a minimum every three months. Last meeting on dated 4 February 2025.

Circumstances: During the audit, the factory very support to audit. They allow the auditor to take photos, take documents, and attend during opening and during closing meetings.

Special circumstances can be classified as follows: The special circumstances are that there is one accident that occurs during January to December 2024. The auditor was briefed regarding OHS before entering the factory. The factory already has a building permit since the factory was built, no national event during audit, good behaviour of management and workers during interview and audit and no coaching to workers before interviewed.

Summary of PA & findings: Summarize the performance areas of factory are:

PA 1: One nonconformity was found related to worker involvement, protection, and occupational health and safety.

PA 2: One nonconformity was found because the facility does not conduct satisfaction surveys on the grievance mechanism.

PA 7: Two nonconformities were found in Occupational Health and Safety:

- 1) The factory does not have an Environmental Safety and Health Expert,
- 2) No certified electrical technician was found in the facility.

Living wage calculation: The factory has calculated living wages at IDR 3,600.000. The calculation formula is based on expenses for food, education, transportation, medical needs, etc.

SITE DETAILS

Site  
PT COSMO TECHNOLOGY

Site amfori ID  
360-000194-002

GICS Classification

Sector Industrials	Industry Group Capital Goods	Industry Electrical Equipment
Sub Industry Electrical Components & Equipment		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## METRICS

### Key Metrics

Total workforce	795	Workers
Legal minimum wage in local currency	3,604,482.92	Monthly
Lowest wage paid for regular work at the site	3,604,483	Monthly
Calculated living wage in local currency	3,600,000	Monthly
Total sample	30	Workers

### Other Metrics

Male workers	136	Workers
Female workers	659	Workers
Non-binary workers	0	Workers
Permanent workers - Male	80	Workers
Permanent workers - Female	159	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	159	Workers
Temporary workers - Female	500	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	6	Workers
Management - Female	1	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	2	Workers
Workers with night shift - Female	29	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	5	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	136	Workers
Workers hired directly - Female	659	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	8	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	4	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	4	Workers
Sample - Female	26	Workers
Sample - Non-binary	0	Workers

## FINDINGS

### PA1: Social Management System

Site: PT COSMO TECHNOLOGY | Site amfori ID: 360-000194-002

**Question:** 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

#### ENGLISH

#### LOCAL LANGUAGE

##### Finding

Base on limited evidence, the auditee partially respects this principle cause it was found nonconformity on Worker Involvement and Protection and Occupational Health and safety.

Berdasarkan bukti yang terbatas, auditee sebagian menghormati prinsip ini karena ditemukan ketidaksesuaian pada Keterlibatan Pekerja dan Kesehatan serta Keselamatan Kerja.

### PA 2: Workers Involvement and Protection

Site: PT COSMO TECHNOLOGY | Site amfori ID: 360-000194-002

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

#### ENGLISH

#### LOCAL LANGUAGE

##### Finding

During review document, it was noted that the facility does not conduct satisfaction surveys on the grievance mechanism [amfori code of conduct].

Selama dokumen peninjauan, dicatat bahwa fasilitas tidak melakukan survei kepuasan pada mekanisme pengaduan [kode etik amfori].

### PA 7: Occupational Health and Safety

Site: PT COSMO TECHNOLOGY | Site amfori ID: 360-000194-002

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

#### ENGLISH

#### LOCAL LANGUAGE

##### Finding

During the review of the document and discussion with management, it was noted that the factory does not have an Environmental Safety and Health Expert.  
In accordance with the Regulation of the Minister of Manpower of the Republic of Indonesia Number 5 of 2018, Article 45 (2) K3 Personnel as referred to in Article (1) include: a. Junior K3 Expert for the

Saat telaah dokumen dan pembahasan dengan manajemen, diketahui bahwa pabrik tersebut belum memiliki Tenaga Ahli Keselamatan dan Kesehatan Lingkungan.  
Sesuai dengan Peraturan Menteri Ketenagakerjaan Republik Indonesia Nomor 5 Tahun 2018, Pasal 45 (2) Tenaga K3 sebagaimana dimaksud pada Pasal (1) meliputi: a. Tenaga Ahli K3 Lingkungan Kerja

Finding	
Work Environment; b. Middle K3 Expert for the Work Environment: and c. Main K3 Expert for the Work Environment.	Junior; b. Tenaga Ahli K3 Lingkungan Kerja Madya; dan c. Tenaga Ahli K3 Lingkungan Kerja Utama.

**Question:** 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>During review document and discussion with management, no found the technician of electric with proper certificate in this facility.</p> <p>in accordance Regulation of the Minister of Employment Republic of Indonesia, No.12 of 2015 article 6 (4): In the case of activities carried out in the form of installation and maintenance of electricity generation, transmission, distribution and utilization, it can be carried out by: a. Electrical K3 Technician at the company or.</p>	<p>Pada saat telaah dokumen dan pembahasan dengan manajemen, tidak ditemukan teknisi ketenagalistrikan yang memiliki sertifikat yang sesuai pada fasilitas ini.</p> <p>Sesuai dengan Peraturan Menteri Ketenagakerjaan Republik Indonesia Nomor 12 Tahun 2015 Pasal 6 (4): Dalam hal kegiatan yang dilakukan berupa pemasangan dan pemeliharaan pembangkitan, transmisi, distribusi, dan pemanfaatan tenaga listrik, dapat dilakukan oleh: a. Teknisi K3 Ketenagalistrikan pada perusahaan atau.</p>