

Monitoring result for CV. RATTAN SANGA SANGA CIREBON on site CV. RATTAN SANGA SANGA CIREBON

Monitoring

Monitored Party	: CV. RATTAN SANGA SANGA CIREBON
amfori ID	: 360-000244-000
Site	: CV. RATTAN SANGA SANGA CIREBON
Site amfori ID	: 360-000244-001
Address	: JALAN KISABALANANG BLOK SIPANCING , Desa/Kelurahan Megu Cilik, Kec. Weru, Kab. Cirebon, Provinsi Jawa Barat, Kode Pos: 45154
	: 45154, CIREBON
	: Jawa
	: Indonesia
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Monitoring Partner	: TUV Rheinland
Monitoring Start Date	: 21/12/2022
Closing Meeting Finished Date	: 05/01/2023
Submission Date	: 05/01/2023
Expiration Date	: 05/01/2025

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Overall rating



Section rating

PA1: Social Management System	B
PA 2: Workers Involvement and Protection	A
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	A
PA 6: Decent Working Hours	A

PA 7: Occupational Health and Safety	A
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A
PA 10: No Precarious Employment	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

General description

CV Rattan Sanga Sanga Cirebon was located in JALAN KISANABALANANG BLOK SIPANCING, Desa/Kelurahan Megu Cilik, Kec. Weru, Kab. Cirebon, Provinsi Jawa Barat, Kode Pos: 45154. The Facility established in July 2021. The audit was conducted semi-announced with windows date provided, audit took place in 1 person-day (1 auditor) by TUV Rheinland field staff with APSCA number RA 21702850 (Ms. Dwi Suryaningsih) on December 21, 2022, and 1 observer from TUV Rheinland (Mr. Yusuf Nanda Pratama). The auditor provided a brief description of the audit process, scope and required documentation as well as explained the client expectation on transparency, and also provided the Integrity Declaration on Facility Audit letter for review and signature.

The management seemed open to the audit and claimed that they would provide all the necessary documentation as requested. Document & Record Review: In order to verify that the provided time and payroll records as well as legal records related to the various licenses and certificates required for the functioning of the facility were called for and examined.

No contractor and no labor agency used by the facility. All employees directly hired by the facility. Government license, Building construction permit has obtained by the facility were discovered to be applicable for the auditee. Hours of Work (Based on provided records Twelve (12) months, attendance records were provided. Overall, the facility's highest working hours per day was noted to be 7 hours/day. The normal weekly working hours were noted to be 40 hours per week. A variety of documents and records such as: employee personnel files, contracts, age verification documentation, facility's business license, facility's rules; machine certificates, etc. were provided and reviewed. The facility had all valid business licenses to operate the facility. The facility has policies on different issues like child labor, forced labor, working hour, discrimination, harassment and abuse, recruitment policy etc. The facility has formal grievance handling procedure and existing in the facility. Health & Safety Tour: All areas and floors of this facility were toured including all departments. The Health & Safety condition of this facility is fair. The production floor was found clean. Pure drinking water was provided for the workers. Facility's production floor was well ventilated. First aid boxes were provided on the floor with proper contents based on regulation. Evacuation plan was posted in all exit points in local language. Fire alarm and fire extinguisher were available in workplaces. However, some issues were identified as noted in Finding Report.

In view of the facility, there were 1 main building with 1 floor which used for production (Finishing activities) and office. While, supporting area are: Dining area, security post, first aid room, praying room, and temporary storage for hazardous waste. There are no shared buildings. Total facility area was 1,200 square meters, and total building area was 688 square meters. The facility is a domestic investment that produce rattan home furniture. Production capacity for 19,200 pcs per year. Main production process such as: Sanding – Accessories – Cleaning -- Packing. There were 16 employees in the facility who are permanent employees. Foreign workers were not present in the facility hence no translators required for the communication during audit day.

The facility operation is 6 working days per week with 1 shift, and rest day in Sunday. While details working hours as bellow: Monday – Thursday: 08:30 – 16:00 with break 12:00 – 13:00; Friday: 08:30 – 16:00 with break 11:30 – 13:00; Saturday: 08:30 – 14:30 with break 12:00 – 13:00. Facility identified peak season in September, October, November, and December, while no low season in the last 12 months. Working hours recorded by punch card. The facility paid the wages in weekly basis through cash to workers bank account every Saturday in each week. Living Wage calculation collected manually since different standard and different needs in each area / region. Percentage of household expenditure is spent on food: 29.3% (http://www.ndrc.gov.cn/yysp/201804/t20180403_881650.html); and Calories data of foodstuff from: <http://www.boohee.com/food>. Details calculation as attached in the report attachment.

No dormitories provided for workers. There was no trade union and no Bipartite committee established in the facility which is comply with the regulation. Workers representatives available in the facility, and workers may raise their concern through suggestion box, through workers representatives, or directly to management during morning briefing. Workers look favorable during interview and no indication of coaching identified. Management supports the audit by granted full access during facility tour, provided private room for workers interview, and provide required documents in due time. While for production area all visited by the auditors. As overall no negative attitude towards auditors. During closing meeting, the auditor has communicated each finding in details and allowed facility representative to ask questions and make any clarification. The facility approved all the issues and signed CAP and confirmed their understanding of all findings discussed. The auditor handed over a copy of findings draft and thank for their cooperation and left the facility.

Site Details

Site : CV. RATTAN SANGA SANGA CIREBON

Site amfori ID : 360-000244-001

GICS Classification

Sector : Consumer Discretionary

Industry Group : Retailing

Industry : Specialty Retail

Sub Industry : Homefurnishing Retail

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

Metrics

Key Metrics

Total workforce	16 Workers
Legal minimum wage in local currency	2279982 Monthly
Lowest wage paid for regular work at the site	2395833 Monthly
Calculated living wage in local currency	2279982 Monthly
Total sample	7 Workers

Other Metrics

Male workers	15 Workers
Female workers	1 Workers
Permanent workers - Male	15 Workers
Permanent workers - Female	1 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	4 Workers
Management - Female	1 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	1 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	15 Workers
Workers hired directly - Female	1 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	7 Workers
Sample - Female	0 Workers

Findings

PA1: Social Management System

Noted that facility has established management system on BSCI COC implementation, conduct internal monitoring and management review, However, non-compliance identified in Performance Area 2: Workers Involvement & Protection, Performance Area 5: Fair Remuneration, Performance Area 7: Occupational Health & Safety, and Performance Area 12: Protection of the Environment.

Tercatat bahwa fasilitas telah membentuk sistem manajemen pada implementasi COC BSCI, melakukan pemantauan internal dan tinjauan manajemen, Namun, ketidakpatuhan teridentifikasi dalam Area Kinerja 2: Keterlibatan & Perlindungan Pekerja, Area Kinerja 5: Remunerasi yang Adil, Area Kinerja 7: Kesehatan & Keselamatan Kerja, dan Area Kinerja 12: Perlindungan Lingkungan Hidup.

PA 2: Workers Involvement and Protection

The facility has designed and implemented a grievance system in the workplace, according to the report. All employees can anonymously file grievances using suggestion boxes, or directly to their superiors or management, according to the existing grievance procedure. However, the factory does not perform a regular survey of the grievance system in place.

Fasilitas tersebut telah merancang dan menerapkan sistem pengaduan di tempat kerja, menurut laporan tersebut.

Semua karyawan dapat mengajukan keluhan secara anonim menggunakan kotak saran, atau langsung ke atasan atau manajemen mereka, sesuai dengan prosedur keluhan yang ada. Namun, pabrik tidak melakukan survei rutin terhadap sistem pengaduan yang ada.

PA 5: Fair Remuneration

Based on document review of social security insurance payment, payroll records, workers interview and management discussion found that the facility has not registered all employees to pension fund programs as regulated (Manpower Minister Regulation No. 29/2015. Article 3 (1))

Berdasarkan telaah dokumen pembayaran jaminan sosial, catatan penggajian, wawancara pekerja dan diskusi manajemen ditemukan bahwa fasilitas tersebut belum mendaftarkan semua karyawan ke program dana pensiun sebagaimana diatur (Permenaker No. 29/2015. Pasal 3 (1))

PA 7: Occupational Health and Safety

Noted that the facility has not obtained the electrical operational acceptance certificate (SLO) for its electrical installation as required by Energy and Mineral Source Minister Regulation No. 38 year 2018, Art.55

Dicatat bahwa fasilitas tersebut belum memperoleh sertifikat laik operasi kelistrikan (SLO) untuk instalasi kelistrikannya sebagaimana disyaratkan oleh Peraturan Menteri Energi dan Sumber Daya Mineral No. 38 tahun 2018, Pasal 55

Noted that facility has not obtained for building integrity construction certificate as required by Public Work Minister Regulation No. 25 year 2007 art 3.

Dicatat bahwa fasilitas belum memperoleh sertifikat konstruksi integritas bangunan seperti yang dipersyaratkan oleh Peraturan Menteri Pekerjaan Umum No. 25 tahun 2007 pasal 3.

PA 12: Protection of the Environment

Noted that the facility has not obtained the permit of its temporary storage of hazardous waste as required by Government Regulation No 101 year 2014, Art 12 (3).

Dicatat bahwa fasilitas tersebut belum memperoleh izin tempat penyimpanan sementara limbah B3 sebagaimana disyaratkan oleh Peraturan Pemerintah No 101 tahun 2014, Pasal 12 (3).