

Monitoring result for PT GLOBAL BEAUTY SCIENCE on site PT GLOBAL BEAUTY SCIENCE

Monitoring

Monitored Party : PT GLOBAL BEAUTY SCIENCE
amfori ID : 360-000197-000
Site : PT GLOBAL BEAUTY SCIENCE
Site amfori ID : 360-000197-001
Address : Jalan Pemda Tigaraksa KM.3 No.8, Budi Mulya, Kec. Cikupa, Tangerang
: 15710, Banten
: Jakarta Raya
: Indonesia
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Submission Date : 22/12/2021
Expiration Date : 22/12/2022

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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 | C |
| PA 4: No Discrimination | A |
| PA 5: Fair Remuneration | A |
| PA 6: Decent Working Hours | A |
| PA 7: Occupational Health and Safety | D |
| 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

Pt Global Beauty Science is a Indonesian domestic company engage in cosmetic manufacturer. The site located at Jalan Raya Pemda Tigaraksa Kp. Ciapus Indah, Kel. Budi Mulya, Kec. Cikupa, Kab. Tangerang, Prop. Banten. The site has been established since 2007. The factory occupied land area of 21,990 m2. with 1 building of 15,000 m2.

The site operation is from Monday to Saturday with only 1 working shift. The working time shall be from 08:00 - 16:30 for Monday to Friday and with 1 hour break at 12:00 - 13:00 for Monday to Thursday and 2 hours break at 11:30 - 13:30 for Friday (and from 08:00-11:30 for Saturday).

Total workers of the factory is 77 with production workers is 68 and office and staff 9.

The factory has no peak season.

Product of the factory: liquid soap and cosmetic

Full access was provided during factory tour. All operations were noted on audit day. There was no contractor/agency/government used or available by the auditee which made the contractor/agency/government waivers not applicable.

Remark: Hydrant is not mandatory according to law in Indonesia and the nearest fire station is under 5km away from the factory. Therefore no photo of fire hydrant testing is attached in the report and no need to trigger ZT.

Audit Company: Bureau Veritas Consumer Products Service Audit Company

APSCA Number: 11600002

Lead Auditor Name: Achmad Fajar

APSCA Level: Registered Number

APSCA Number: RA21701640

Member Auditor: Herdien Pradhitya

APSCA Level: ASCA

APSCA Number: ASCA21702334

Site Details

Site : PT GLOBAL BEAUTY SCIENCE

Site amfori ID : 360-000197-001

GICS Classification

Sector : Consumer Staples

Industry : Personal Products

Industry Group : Household & Personal Products

Sub Industry : Personal Products

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

| | |
|---|-----------------|
| Total workforce | 77 Workers |
| Legal minimum wage in local currency | 4168268 Monthly |
| Lowest wage paid for regular work at the site | 4168268 Monthly |
| Calculated living wage in local currency | 2145000 Monthly |
| Total sample | 10 Workers |

Other Metrics

| | |
|--|-----------------|
| Male workers | 49 Workers |
| Female workers | 28 Workers |
| Permanent workers - Male | 9 Workers |
| Permanent workers - Female | 5 Workers |
| Temporary workers - Male | 40 Workers |
| Temporary workers - Female | 23 Workers |
| Seasonal workers - Male | 0 Workers |
| Seasonal workers - Female | 0 Workers |
| Management - Male | 4 Workers |
| Management - Female | 5 Workers |
| Apprentices - Male | 0 Workers |
| Apprentices - Female | 0 Workers |
| Workers on probation - Male | 0 Workers |
| Workers on probation - Female | 0 Workers |
| Workers with night shift - Male | 9 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 | 49 Workers |
| Workers hired directly - Female | 28 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 | 49 Workers |
| Workers under CBA - Female | 28 Workers |
| Pregnant workers | 0 Workers |
| Workers on parental leave - Male | 0 Workers |
| Workers on parental leave - Female | 0 Workers |
| Minimum wage agreed on CBA in local currency | 4168268 Monthly |
| Sample - Male | 5 Workers |
| Sample - Female | 5 Workers |

Findings

PA1: Social Management System

It was noted during audit found that the existing management system was not fully effective since there were some of non-compliance were raised on some of performance area during audit. It violated performance area 1.1 Amfori BSCI.

Tercatat selama audit ditemukan bahwa sistem manajemen yang ada tidak sepenuhnya efektif karena ditemukan beberapa ketidakpatuhan pada beberapa performance area selama audit. Hal itu melanggar Area Kinerja 1.1 Amfori BSCI"

PA 2: Workers Involvement and Protection

It was noted that factory has not legalized bipartite body local labor office. It violate amfori BSCI performance area 2.1 and Per Men No. Per.32/Men/XII/2008

Tercatat, pabrik belum mengesahkan kantor tenaga kerja lokal badan bipartit. Melanggar kinerja amfori BSCI area 2.1 dan Per Men No. Per.32/Men/XII/2008

PA 3: The Rights of Freedom of Association and Collective Bargaining

It was noted that factory has not obtained legalization for its company regulation from local labor office. It violated amfori BSCI performance area 3.2

Tercatat, pabrik belum mendapatkan pengesahan peraturan perusahaan dari dinas tenaga kerja setempat. Itu melanggar area kinerja amfori BSCI 3.2

PA 7: Occupational Health and Safety

It was noted that the license of boiler operator has been expired since 20th March 2020. It violated amfori BSCI performance area 7.1 and Regulation of the Minister of Labor No. 01 / MEN / 1988 article 3: Qualifications carriers consist of two classes: (1) The Operator class I and (2) Operator Class II: Passing the exam organized by the Ministry of Labor cq. Directorate General Labor Bureau. Jo. Article 3: Employers or officials are prohibited to employ operator and / or personnel lift and transport aircraft that do not have a license K3 and workbook.

Tercatat, izin operator boiler telah habis masa berlakunya sejak 20 Maret 2020. Hal itu melanggar kinerja amfori BSCI area 7.1 dan Peraturan Menteri Tenaga Kerja No. 01/MEN/1988 pasal 3 Kualifikasi pembawa terdiri dari dua golongan : (1) Operator Kelas I dan (2) Operator Kelas II: Lulus ujian yang diselenggarakan oleh Kementerian Tenaga Kerja cq. Direktorat Jenderal Biro Ketenagakerjaan. Jo. Pasal 3 Pengusaha atau pejabat dilarang mempekerjakan operator dan/atau personel pesawat angkat dan angkut yang tidak memiliki izin K3 dan buku kerja.

It was noted that factory has not posted MSDS for oil and chemicals in chemicals storage area. It violated Amfori BSCI PA7.7 and PER. 23/M-IND/PER/4/2013, article 9; Chemicals as referred to in Article 2 shall have a safety data sheet in the format to show data of chemical contains

Tercatat bahwa pabrik belum memasang MSDS untuk minyak dan bahan kimia di tempat penyimpanan bahan kimia. Itu melanggar Amfori BSCI PA7.7 dan PER. 23/M-IND/PER/4/2013, pasal 9; Bahan kimia sebagaimana dimaksud dalam Pasal 2 wajib memiliki lembar data keselamatan dalam format yang menunjukkan data kandungan bahan kimia

It was noted that no evacuation line and arrow signed marked at filling, packing and finished goods areas. Furthermore, emergency exit was partially blocked by material at packaging material storage. It violated amfori BSCI performance area 7.15 and Law No.1/1970, article 3.d: Safety condition shall be prescribed by legislative regulations to provide service of escape from fire or other danger.

Dicatat bahwa tidak ada garis evakuasi dan tanda panah yang ditandai di area pengisian, pengepakan dan barang jadi. Selanjutnya, pintu keluar darurat sebagian terhalang oleh material di tempat penyimpanan material kemasan. Itu melanggar amfori BSCI performance area 7.15 dan UU No.1/1970, pasal 3.d: Kondisi keselamatan harus ditentukan oleh peraturan perundang-undangan untuk menyediakan layanan penyelamatan diri dari kebakaran atau bahaya lainnya.

It was noted that 2 evacuation maps were not posted in actual condition at mixing area and packaging material storage. It violated amfori BSCI performance area 7.16 and KEPMEN 186/Men/1999, article 2.2b: Obligation to avoid, to reduce and to put out the fire in working places covers: equipping detector, fire alarm and evacuation plan.

Tercatat bahwa 2 peta evakuasi tidak dipasang dalam kondisi sebenarnya di area pencampuran dan penyimpanan bahan kemasan. Melanggar kinerja amfori BSCI area 7.16 dan KEPMEN 186/Men/1999 pasal 2.2b: Kewajiban untuk menghindari, mengurangi dan memadamkan api di tempat kerja meliputi: melengkapinya detektor, alarm kebakaran dan rencana evakuasi.