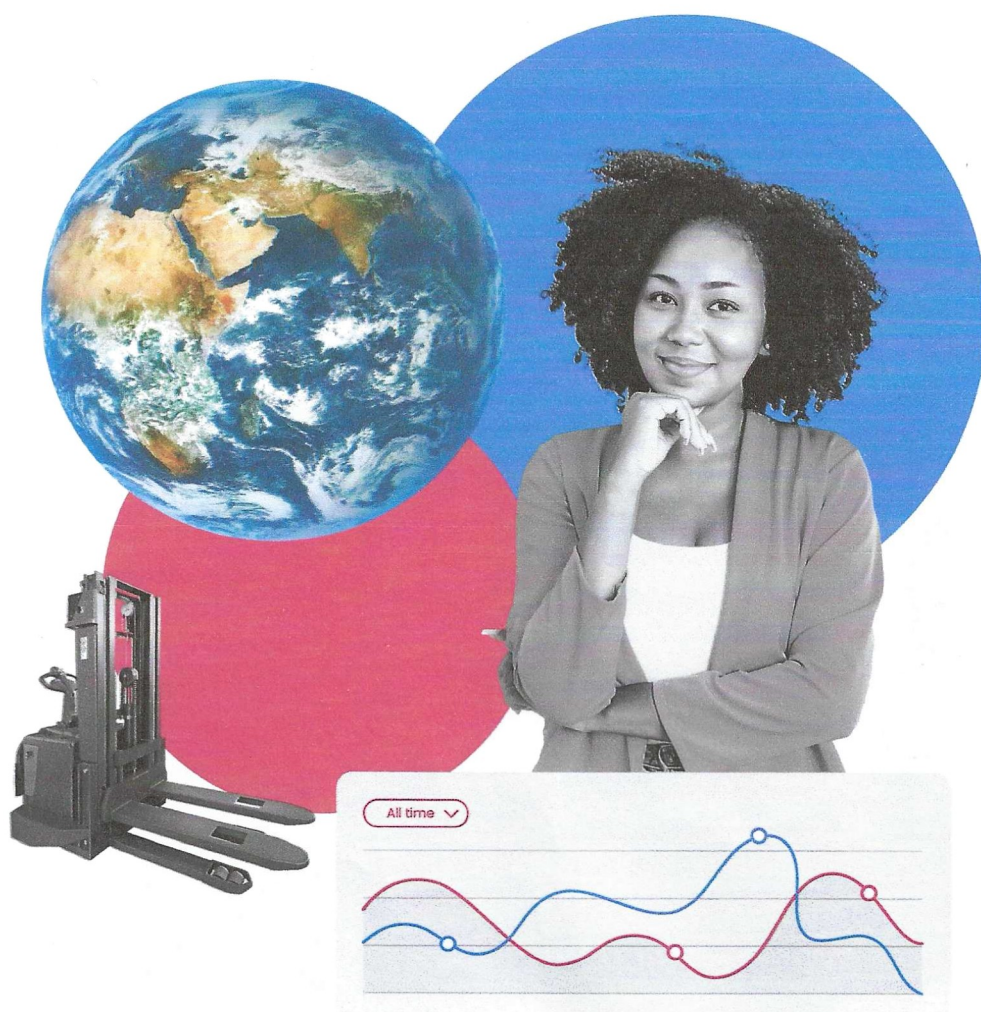


Sedex Members Ethical Trade Audit Report

Version 7



Audit details

Site details

Sedex site reference	ZS1000076795	Site name	CM Garmino
Business name	CM Garmino (PT. Pembuat Pakaian Bali)	Site address	Jl Tukad Citarum 7x Denpasar Selatan Denpasar ID 80234

Audit details

Sedex company reference	ZC5000064681	Auditor company name	Intertek Indonesia
Audit company address	line 1, aa, ID, 1212		
Date of audit	2025-09-08	Audit conducted by	Wiwik Suharsih
Audit pillars	Labour Standards Health and safety		
Time in and out	Day 1		
	In	08:30	
	Out	17:15	
Audit type	Full initial		
Was the audit announced?	Announced		
Was the Sedex SAQ available for review?	Yes		

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Audit company:
Intertek Indonesia

Audit reference:
ZAA600154995

Start Date: 2025-09-08
End Date: 2025-09-08



Who signed and agreed CAPR? Ms. Lianne Dennis / Director

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	No	No
B: Present at the audit?	Yes	No	No
C: Present at the closing meeting?	Yes	No	No
Reason for absence at the opening meeting	No worker representative or union were not required by law in the facility.		
Reason for absence during the audit	No worker representative or union were not required by law in the facility.		
Reason for absence at the closing meeting	No worker representative or union were not required by law in the facility.		

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Audit company:
Intertek Indonesia

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ZAA600154995



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)

None

Lead auditor

Wiwik Suharsih

APSCA Number

21700635

Additional auditor

Date of declaration

2025-09-08

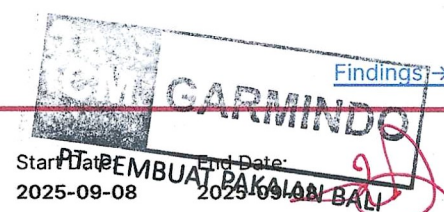
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Site representation

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	Ms. Lianne Dennis
Title	Director
Date of declaration	2025-09-08

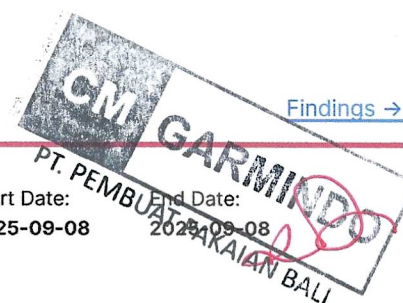
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Audit company:
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Site details

Company and site details

Sedex company reference	ZC5000064681		
Sedex site reference	ZS1000076795		
Company name	CM Garmino (PT. Pembuat Pakaian Bali)		
Business ownership type	GOODS		
Site name	CM Garmino		
Site name in local language	PT Pembuat Pakaian Bali		
GPS location	GPS address	JI Tukad Citarum no. 7X, Desa/Kelurahan Panjer, Kec. Denpasar Selatan, Kota Denpasar, Provinsi Bali, Indonesia.	
	Coordinates	-8.67825426535547, 115.23488986524174	
Is the worksite in a remote location, far from habitation?	No		
Site contact	Contact name	Lianne Dennis	
	Job title	Director	
	Phone number		
	Email		
Applicable business and other legally required business license numbers and documents	The business license of PT. Pembuat Pakaian Bali (CM Garmino) is no. 0611230106074 issued by local authority through online single submission on 6 November 2023 and will be valid as long as the company is still operating.		

[← Management systems](#)

[Worker analysis →](#)

Audit company:
Intertek Indonesia

Audit reference:
ZAA600154995



Site activities

Site function	Factory Processing/Manufacturer	
Site activities	Primary	Manufacture of wearing apparel (clothing), except fur apparel
	Secondary	
	Other	
Product type	Apparel (garments) for ladies' men and children.	
Process overview	- The main product produce by the facility is apparel (garment). - The main operational processes are as follows: material warehouse - cutting - sewing - ironing - finishing packing - finished good warehouse. -The production capacity of the facility is 3,000 pieces per month. - Total one line production with main equipment used by the facility is sewing, cutting, ironing machines.	
What level of mechanization best describes the work at this site?	Fair mechanisation / manual Labour	

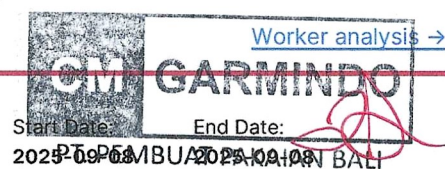
Site scope

Is the audited site a physically continuous area?	Yes
What is the area of audited site to its boundary?	392m ²

[← Management systems](#)

Audit company:
Intertek Indonesia

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ZAA600154995



Site scope

Building 1	Last construction works on site	2020
	If building is shared, provide details	None.
	Number of floors	2
	Description of floor activities	One main building consisting of two (2) floors, The first floor is used for design-office, dining area and finished good warehouse. The second floor is used for material warehouse and production process.
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 provided Not provided since the facility does not organize transportation in the worksite.

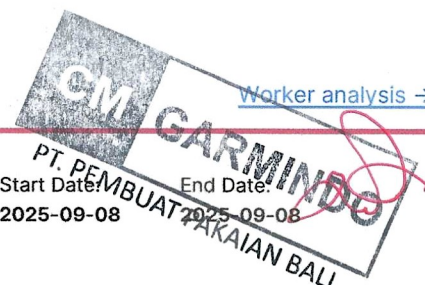
[← Site details](#)

[Worker analysis →](#)

Audit company:
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Work patterns

Approximate workers on site per month (% of peak)	January	95-100%	February	95-100%
	March	95-100%	April	95-100%
	May	95-100%	June	95-100%
	July	95-100%	August	95-100%
	September	95-100%	October	95-100%
	November	95-100%	December	95-100%

Is there any night shift work at the site? No

Site assessments

Does this site hold any certifications that address labour standards, human rights, corruption or environmental impact? No

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? Yes

The facility has quantified its direct, indirect, and potential impacts on the human rights, lands, resources, territories, livelihoods or food security of indigenous peoples or the local community, that have adverse impacts and have addressed those issues and enabled effective remediation.

Has there been a Human Rights Impact Assessment (HRIA) conducted within the last three years at this site? No

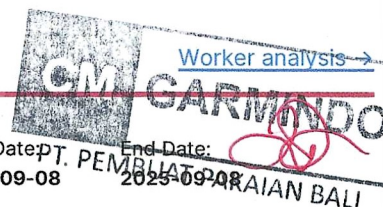
During document review, the facility has not yet established Human Rights Impact Assessment (HRIA), however the facility has included the prohibition of using any types of forced/trafficked labor, bonded labor, prison labor and child labor on employee's handbook.

[← Site details](#)

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PT. PEMBLAT PARIAN BALI



Worker analysis

Gender disaggregated data available

Men and women

Worker totals

	Men	Women	Other	Total
Number of workers	13 (41.9%)	18 (58.1%)	-	31 (100%)

Workers by type

	Men	Women	Other	Total
Permanent workers (employees)	0 -	0 -	- -	0 (0%)
Temporary or fixed term employees	13 (41.9%)	18 (58.1%)	- -	31 (100%)
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](#)

Audit company:
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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, list the most common internal states workers have moved from

None.

Workers by age

	Men	Women	Other	Total
18 - 24 years old	0 (0%)	5 (100%)	- -	5 (16.1%)
15 - 17 years old	- -	- -	- -	0 (0%)
Under 15 years old	- -	- -	- -	0 (0%)

* % of total workforce

[← Worker analysis](#)

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

Describe how this may vary during peak periods No peak season in the facility as the production activities are stable throughout the year.

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	42%	58%	-	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	0 -	0 -	- -	0 (0%)
Salaried workers	13 (41.9%)	18 (58.1%)	- -	31 (100%)

* % of total workforce

[← Worker analysis](#)

Audit company:
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PT. PEMBAKARAN BALI
Worker interviews
GARMINDO
2025-09-08

Workers by payment cycle

	Men	Women	Other	Total
Paid daily	0 -	0 -	- -	0 (0%)
Paid weekly	0 -	0 -	- -	0 (0%)
Paid monthly	13 (41.9%)	18 (58.1%)	- -	31 (100%)
Other	0 -	0 -	- -	0 (0%)

* % of total workforce

If other payment cycle entered, please provide details None.

People in managerial, supervisory and administrative roles

	Men	Women	Other	Total
Employees in management positions	1 (50%)	1 (50%)	- -	2
Supervisors or team leaders	0 (0%)	2 (100%)	- -	2
Administrative staff	1 (100%)	0 (0%)	- -	1

[← Worker analysis](#)

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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

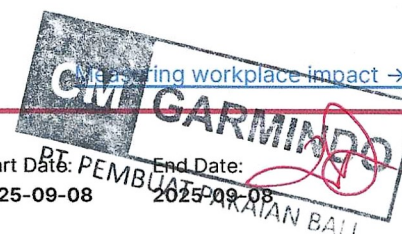
	Men	Women	Other	Total
Number of workers	-	-	-	-
Were any of the audit findings attributable to the survey?				
Was the interview sample representative of all types of nationality and employment types of workers?	Yes			
Was the interview sample representative of the gender composition of the workforce?	Yes			
Number and size of group interviews	1 group of 5 employees.			
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			

[← Worker analysis](#)

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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)

No complaints were raised during employee interview.

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

Facilities (e.g. rest area, recreation, canteen)

Freedom of movement

Hours worked, rest days or breaks

Pay

Social benefits & insurance (e.g. ability to book annual leave, maternity leave, pensions etc.)

Work environment – comfort (e.g. temperature, noise or dust levels)

Additional comments

A total of 10 selected employees from non-management departments were selected for interviews, consist of four (4) male and six (6) female employees. Five employees were individually interviewed while remaining five (5) employees were interviewed in 1 group of 5 employees. During the employee interview, all interviewees stated that they enjoyed working for the facility because the facility is located near their residence, the punctuality in paying their wage, the attitude of the management and the working environment. They were able to make suggestions to their supervisors and management. No complaint or negative information was observed during employee's interview.

Attitude of workers' committee/union representatives

No bipartite nor labor union were established in the facility since it is not required by law. Currently, the facility employs less than 50 employees.

[← Worker analysis](#)

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PEMBUATAN BALI



Attitude of workers

Attitude of managers

During the opening meeting in this initial audit, the management representative confirmed that they would fully cooperate with the audit such as gave the full access for the auditor to conduct the facility tour, took a photo during facility tour for the health and safety and also the production process, provided the documents requested by the auditor such as employees' documents and legal permits. The management also confirmed that the auditors could conduct employees' interviews separated from the management. On the closing meeting, the facility representative agreed and approved with the result of the audit.

Workers interviewed by type

	Total
Permanent workers	0
Temporary or fixed-term employees	10
Agency or subcontracted workers	0
Seasonal workers	0
Other workers	0
Total number of workers interviewed	10

Workers interviewed by group/individual

	Men	Women	Other	Total
Workers interviewed in groups	2	3	-	5

[← Worker analysis](#)

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