

THE STRATEGIES OF REDUCING AUDIT FATIGUE & STANDARD FATIGUE

How companies can survive during the
audit fatigue and standard fatigue.

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SCI-Side Session on February 13th 2023





PT PAN BROTHERS Tbk

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Vision:

TO BE AN INTEGRATED AND WORLDWIDE APPAREL SUPPLIER



Est	1980
HQ	Indonesia
Status	Locally-owned public company 49.1% public share; 50.9% Other
No. of Employee	31,228 (end of 2022)
Industry	Garment Manufacturing (Upstream to Downstream)
Production Facility	22 factories across Java Island, Indonesia (Banten, West Java, and Central Java)
Production Capacity	117 mill pcs (polo shirt)
Export Destination	US, Europe, Asia, Canada, Australia and New Zealand (Worldwide)
Product Segmentation	Sports-inspired and premium lifestyle apparel Outdoor and Performance apparel PPE

ELEMENTS OF THE STANDARD



ELEMENTS OF THE STANDARD & BUYER'S CODE OF CONDUCT OF SLCP

* Facility Profile

* Recruitment and Hiring

* Working Hours

* Wages and Benefits

* Worker Treatment

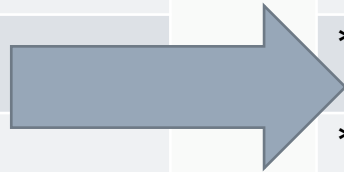
* Worker Involvement

* Health and Safety

* Termination

* Health & Safety

* Management System



ELEMENTS OF THE STANDARD & BUYER'S CODE OF CONDUCT OF PT PAN BROTHERS TBK

* Child Labor

* Discrimination

* Working Hours

* Remuneration

* Forced/Compulsory Labor

* Disciplinary Practices

* Freedom Of Association & Right to Collective bargaining

* Harrasment Abuse

* Health & Safety

* Management System

The Elements apply an Industry-Based Framework for assessing social and working conditions.

The Elements include standard-independent instruments. These include standard-independent tools and verification methods that collect objective social and employment data that stakeholders can use to identify opportunities for improvement and track progress

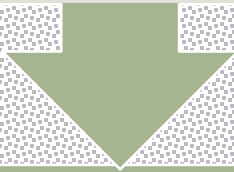
Overall, The Elements Offered by SLCP can meet the needs of our business.

THE PROBLEMS



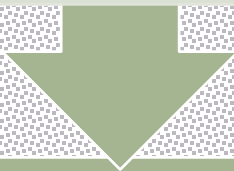
BUYER REQUIREMENTS

Buyers always have their own Code of Conduct (CoC) and requirements with their special Grading Audit System.



EXTERNAL PARTY AUDITING COMPANY STANDARD

The External Audit Company has its own auditing standard.



BUYER AFFILIATION MEMBER

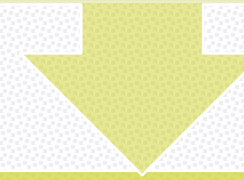
Buyers have their own affiliation member.

THE SOLUTIONS



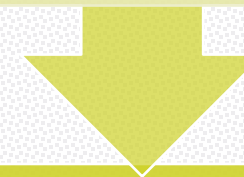
FOR BUYERS FLEXIBILITY

Having Agreement with Buyers to accept any kind of Social Audit Result conducted by External Party to replace the need for repetitive social audit.



THE HIGHER RANGE OF STANDARDIZE AUDIT

Having Agreement with Buyers to accept Social Audit Result with higher range standardize audit provided by the company.



THE MUTUAL TRUST

Having the Agreement of mutual trust between compliance buyers with compliance companies without any external party of social audit.

THANK YOU



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