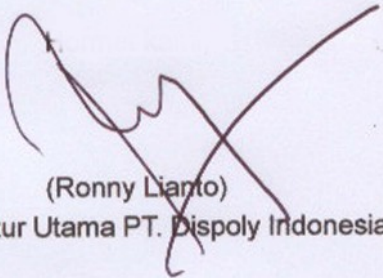


A high-angle photograph of a person riding a mountain bike on a narrow, steep, and rocky trail. The rider is positioned in the lower-left quadrant of the frame, moving towards the center. The trail is light-colored and appears to be made of dirt or sand, with some rocks scattered along its edges. The surrounding terrain is rugged and rocky, with sparse, dry vegetation. The overall scene conveys a sense of adventure and outdoor activity.

**COMMUNICATION ON PROGRESS  
PT. DISPOLY INDONESIA  
2011**

## Statement Of Continued Support

In order to be able to sustain business and resource, as well as human assets, Polygon committed to implement the Global Compact Principles through out our daily business activities.



(Ronny Lianto)  
Direktur Utama PT. Dispoly Indonesia



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## The Ten Principles Of United Global Compact

- |              |  |
|--------------|--|
| Principle 1  | We Support and respect the protection of international human rights in our sphere of influence |
| Principle 2  | We make sure that Polygon are not complicit in human rights abuses                             |
| Principle 3  | We uphold freedom of association and recognize the right to collective bargaining              |
| Principle 4  | We eliminate all forms of forced labor   |
| Principle 5  | We abolish child labor   |
| Principle 6  | We eliminate discrimination with respect to employment   |
| Principle 7  | We support precautionary approach to environmental challenges                                  |
| Principle 8  | We undertake initiatives to promote greater environmental responsibility                       |
| Principle 9  | We encourage the development and diffusion of environmentally friendly technologies            |
| Principle 10 | We work againts all forms of corruption including extortion and bribery                        |



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## Human Rights

- Principle 1 We Support and respect the protection of international human rights in our sphere of influence
- Principle 2 We make sure that Polygon are not complicit in human rights abuses

We acknowledge the basic right of our employee to have equal treatment as God's creature, to perform religious activities based on their belief, to perform their right and obligation, and to defense in case of having unfair treatment from the company. We believes that every human has same basic rights that should be respected.

In the process of recruitment we carefully screening all candidate and never employ a child labor even though it is for non technical job such as housekeeping and non-technical jobs.

We ensure that our policy in Human Resources is in compliance with the government policy Law No. 13 year 2003 concerning Manpower. Some policies even surpass the government standard such as; minimum wages for permanent employee in our company is more than 100% higher than Regional Minimum Wages ( UMR ), additional leave for employee involved in volunteering in the social activities (i.e. humanitarian workers, fund raisers for undeveloped areas, etc), additional leave 1 day per month for woman, additional leave 3 months for pregnant woman.



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## Human Rights

**BEASISWA PRESTASI 9**

**HADIAH:**

**10 orang pelajar SLTP:**  
- Sepeda Polygon & Piagam  
- Beasiswa prestasi sebesar @Rp 150.000/bln (selama 6 bulan)

**10 orang pelajar SLTA:**  
- Sepeda Polygon & Piagam  
- Beasiswa prestasi sebesar @Rp 250.000/bln (selama 6 bulan)

**10 orang mahasiswa:**  
- Sepeda Polygon & Piagam  
- Beasiswa prestasi sebesar @Rp 500.000/bln (selama 6 bulan)

**KATEGORI PESERTA:**  
Pelajar SLTP  
SLTA  
Mahasiswa

1. Penerima beasiswa prestasi dalam keseluruhannya selama ini harus pulang pergi sekolah / kuliah naik sepeda dan ada surat keterangan dari kepala sekolah / guru pembimbing / biro kemahasiswaan yang menyatakan perihal tsb.
2. Penerima beasiswa prestasi harus mencukupi prestasi sbb:  
- Ranking 10 besar (untuk pelajar SLTP & SLTA)  
- IPK min. 3.0 (untuk mahasiswa).
3. Menyerahkan data pribadi dengan susunan sbb:  
- Nama, alamat lengkap & no. telp. yang bisa dihubungi  
- Nama lengkap sekolah / kampus & alamat lengkap sekolah  
- No. telp. sekolah / kampus  
- Kelas... / semester... & cita-cita  
- Foto copy raport / transkrip nilai terbaru yg menyatakan ybs juara kelas ko... / IPK...  
- Foto saat bersepeda  
ke alamat : PO. BOX 154 - Sigonjro 51200  
atau ke alamat : Multiplus Business Centre  
Jl. Danau Sentor Utara Blok C1 No. 12 B  
Suite # 10 - Jakarta Utara 14350  
paling lambat tgl 30 Juni 2011 (cap Pos).
4. Pihak Internal Polygon akan menentukan siapa yang berhak mendapatkan beasiswa prestasi & keputusan yang dibuat tidak dapat diganggu gugat.
5. Keluarga besar Polygon dan Majalah Cycling tidak dipertanggungjawabkan untuk mengikuti ajang pemilihan ini.
6. Pelajar / mahasiswa yang berhak mendapatkan beasiswa prestasi akan diumumkan di Media nasional, www.polygoncycle.com pada bulan Juli 2011.
7. Pihak Polygon berhak membatalkan beasiswa tsb bila diumumkan hari yang bersangkutan tidak memenuhi syarat-syarat penerimaan beasiswa, baik di awal maupun saat bulan berjalan.

**100% INDONESIA**

Selamat bagi :  
Penerima Beasiswa Prestasi 9

**POLYGON**

We understand that everyone has the right to freedom of thought, conscience, and religion. In practice we respect all religion and make no discriminations based on the religion including during the employee recruitment. We provide praying room for moslems employees.

Twice a year we provide scholarship for 10 Junior High School students, 10 Senior High School Students, and 10 College students. The requirement for the scholarship is all the students riding a bike to go to their schools or colleges. We called this programme as Beasiswa Prestasi Polygon. And now, our programme has been running for 9 periods.

Every year we provide leisure time for employees in the form of employee gathering. We also provide opportunity for employees to discuss about the Company's regulation, work-related issues, and even personal matters that may influence their work performance



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## Labor

Principle 3	We uphold freedom of association and recognize the right to collective bargaining
Principle 4	We eliminate all forms of forced labor
Principle 5	We abolish child labor
Principle 6	We eliminate discrimination with respect to employment

We Believe that human resources are valuable asset for a company. Therefore, we always try the best to treat them fairly, develop, support, encourage, and acknowledge them to reach the highest work performance. We always try to maintain the work relationship with our employees as long as we can by consideration our company's ability.

We also believe that conducive workplace both physically and emotionally will result in company's goals through employees optimal performance. Therefore, since its establishment we always give our concern to the aspects of health, safety, and environment of workplace (insurance).

Polygon support the freedom of association. We do not give any restriction to all of our employee to be active in any of the organization, moreover if the organization is in line with Polygon visions and values.



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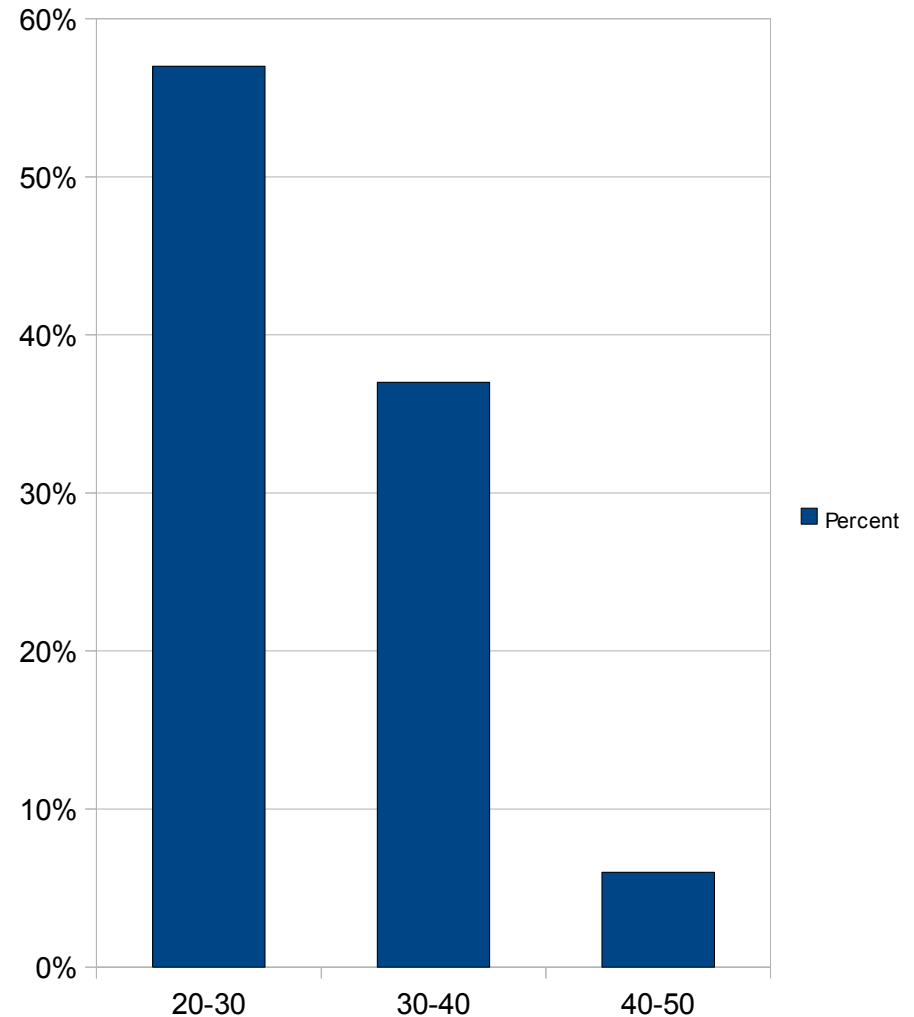
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## Labor

Every six months we conduct employee assessment. In order to improve their performance and achievement, employees will be assessed by their key performance indicator. The assessments is conducted in two ways; not only from top down but also bottom up. In our HR policy, we do not make any discrimination such as age, sex, race, religion, as well as time serves in our company, all promotions and reward will be based on this assessments. This create equal opportunity for all employee to compete

Polygon do not tolerate a child labor, in opening recruitment for employee we do not except candidate below 18. For staff our requirements is from university graduates while for housekeeping, driver and others our requirements is high school graduates.

The composition of our employees based on the age is:



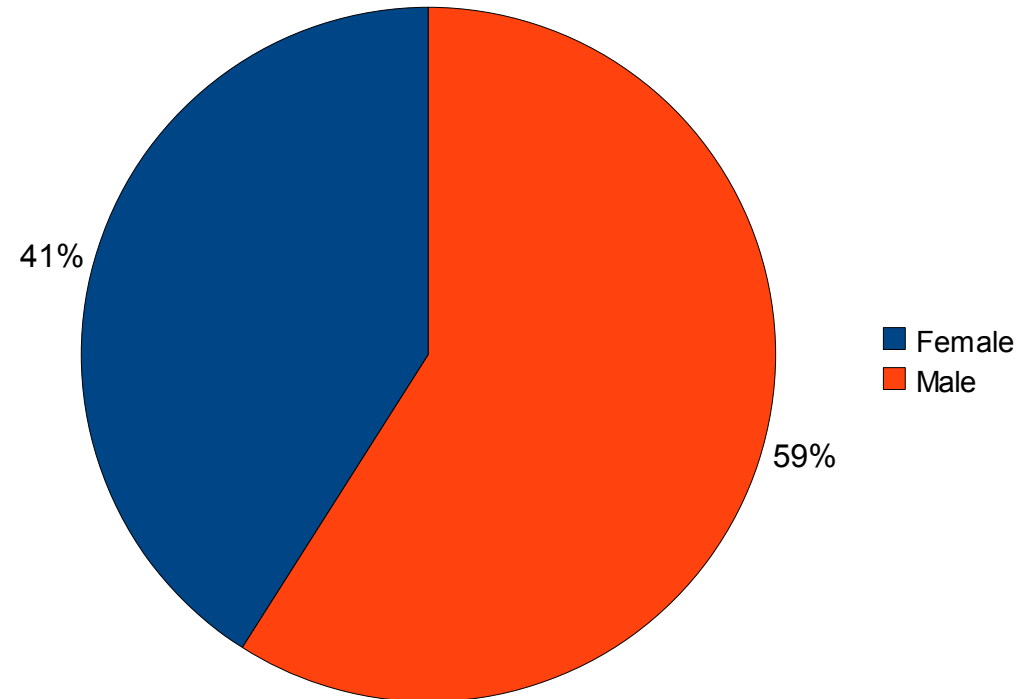
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## Labor

In the recruitment process as well as employee assessment and promotion we do not make any discrimination about gender, religion, and ethnicity. All the assessment are conducted fairly and involving a third party.

The composition of man and woman employees are as follows:



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## Environmental

- Principle 7 We support precautionary approach to environmental challenges
- Principle 8 We undertake initiatives to promote greater environmental responsibility
- Principle 9 We encourage the development and diffusion of environmentally friendly technologies

Polygon implements environment friendly policy in running its business. In daily business activities our commitment is to reduce, reuse, and recycle. As the bike produsen, Polygon has support green community programme by running more than 400 fun bikes activities every year.

We communicate how to live a healthy life to community by held funbikes in order to create green lifestyle and to reduce the impact of global warming. We believe that bicycles actually helped ease a pollution problem in the city. So that we support Car Free Day in every second week of the month.



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## Environmental

We cooperate with some companies to create healthy environmental together. For example, we support “Earth Hour” programme. Earth Hour is organised by the World Wildlife Fund (WWF). With almost 5 million supporters and a global network in over 100 countries/territories, it’s one of the world's largest and most respected independent conservation organisations. WWF and Polygon have the same mission which is we want to stop the degradation of the Earth's natural environment and build a future where people live in harmony with nature. Earth Hour programme was held on 26 March 2011.



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## Environmental



Besides fun bike, we give a coaching clinic about safety cycling in every schools. This activity is one of Polygon programme for caring children who use bicycles to school. Safety cycling creating awareness for children to riding the bike on the road safely and understanding them to help preserve the environment by cycling.



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## Environmental



Polygon along with the ministry of environment held green funbike almost every year. We dedicate this green funbike to the environment for the preservation of nature in order to reduce the impact of Global Warming.

Together with Bike 2 Work community, we create green activity. We plant trees as our action to build healthy environment for a better life.



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## Environmental

We use friendly technologies to produce bikes. Clean and green process is the only way to reach the company target optimally. Saving energy, efficient working system, clean production, and environmentally working sphere together can achieve corporate targets and give more benefits to all stakeholders.

We ensure that our products, services, and all activities of product development, production, and marketing are safe for employees, consumers, and environment. All management and non management employees concern, understand and responsible to the quality of products, services, and environment through total continuous improvement. We committed to try to reduce and prevent the rising of quality problems and environment impact, as well as to evaluate quality and environment objectives and target regularly. We also obey the related laws and government regulations and we socialize the quality and environment policies to the public.



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## Anti-Corruption

### Principle 10

We work against all forms of corruption including extortion and bribery

#### Implementation on:

- Payment Authorization
- Vendors selection SOP
- Open Management
- External Auditor
- Always improve Code of Conduct

In purchasing goods and services, we always invite more than two vendors and in order to get the best offer from all competitors in term of punctuality, quality of goods, pricing, and other aspects which is not violating the law. In order to prevent conflict of interest, purchase of goods/services and payment of goods/service are conducted by separate divisions. All purchasing of goods/service has to obtain approval from several related divisions.

Internally, we inform our employees not to misuse the company's facility or their position for personal purpose. Our employees are prohibited to accept or give money or goods in any form from vendor or other party having relation with goods/service procurement. No document, goods, facility, asset are allowed to be sold, lent, or leased by employees without Polygon's official permission.



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**THANK YOU**