

# UN GLOBAL COMPACT

## PT. Karisman Primalulang – 2013 Communication on Progress

Period covered by Communication on Progress (COP)

From : January 2012

To : December 2012



### PT. KARISMAN PRIMALULANG (The inQuest Consulting)

Ruko Cibubur Indah Blok A No. 17

Jl. Lapangan Tembak

Cibubur

Ciracas - Jakarta Timur

Mail to > [inquest@cbn.net.id](mailto:inquest@cbn.net.id)

Phone > 62 21 872 6091

Fax > 62 21 2937 8284

[www.theinquestconsulting.com](http://www.theinquestconsulting.com)

## **Our Commitment to Sustainable Development**

It has been a year since we first signed off the United Nations Global Compact, we believe there are still so much to be done. This Communication on Progress (COP) is our first communication to our stakeholder on what had done in the area of Global Compact Commitment. Last year we established company policy on human rights, labor, and environmental as foundation on how we operate.

We start the implementation of the policy internally on how we manage our human resources and began to manage our environmental footprints to better awareness and responsible business. What we had been doing in the business of training and consulting are actually inline with our commitment to sustainable development and 10 Principles of Global Compact.

Facing future challenges, we believe that efforts must be strengthen. We will integrate the 10 Principles in Global Compact into our business and further disseminate these principles to our clients. With this, we also further our commitment and support to United Nations Global Compact to foster sustainable development.

Chandra Wirman  
CEO

## Human Rights

Principle 1 : Business should support and respect the protection of internationally proclaimed human rights.

Principle 2 : Make sure that they are not complicit in human rights abuses

### Assessment, Policy and Goals

PT. Karisman Primalulang support and respect human rights in our operations. We ensure that all staff, clients and visitors are not deprived of their human rights in any way. All management and employee uphold code of conduct to outline steps that had to be followed to ensure this principle is upheld, as well as obligations to the community to ensure that the company is not complicit in human right abuse.

### Implementations

PT. Karisman Primalulang does not and will not carry out business with any clients or engage in activity which leads to the abuse and violation of internationally recognize human rights are known or reported.

PT. Karisman Primalulang also not tolerate any form of harassment or discrimination against any individual, including employees, managers, or clients. This is applies to, such as, training, performance, assessment, promotions, layoffs, remuneration, and all other employment practices and working conditions.

Every employee may consult or report of any discrimination and/or harassing

behavior in any form of convenient communication media.

### Measurement of Outcomes

PT. Karisman Primalulang has not been subject to any investigations, legal cases or incidents involving Human Rights



Figure 1 Business Conduct



Figure 2 Employment and Human Rights at Work

## **Labor**

Principle 3 : Business should uphold freedom of association and the effective recognition of the right to collective bargaining.

Principle 4 : The elimination of all forms of forced and compulsory labor

Principle 5 : The effective abolition of child labor

Principle 6 : The elimination of discrimination in respect of employment and occupation

### **Assessment, Policy and Goals**

PT. Karisman Primalulang does not support any forms of forced or compulsory labor and does not allow to hire any child labor at any cost and condition. There is no restrictions for employee to enjoy freedom of association and right of collective bargaining.

PT. Karisman Primalulang provide equal opportunity working environment that values all of their employees in terms of their social, intellectual and personal contribution to the company in every sector of its operations without any discrimination of gender, racial/ethnic, culture, religion, age, or political opinion.

### **Implementation**

There was no employee under 14 years old working in PT. Karisman Primalulang. Company's recruitment and performance assessment are using competency based framework. This process ensures an objective perspective is taken in relation to all recruitment decisions as well as promotions or other compensations are

place emphasis on the individual's level of qualification, experience and knowledge. All employees have individual contracts of employment detailing their terms and conditions of employment including job title, employment status, pay rates, benefits, roles and responsibilities.

Employees are provided with a dynamic and challenging environment. They are often given a diverse range of tasks and projects, giving them the opportunity to deepen their knowledge. Whenever an employee needs help, peers will go to extraordinary lengths to make certain that they are assisted. We constantly invest in their personal development, formal trainings to day-to-day coaching from team mates.

Open dialog is conducted with employees to understand their aspiration as well as sharing ideas, through this communication scheme every employee has the opportunity to express his / her opinions and find the best solution. Employee has the right to collective bargaining, to reach collective agreement.

Our current goal is to create a workplace of diversity that attracts the most talented employees and enables them to develop their potency. We believe that a successful company embodies a diverse yet inclusive culture, where we respect and leverage the differences we bring to the workplace.

### **Measurement of Outcomes**

No labor incidents have been recognized or reported during this period

## Environmental

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8 : Undertake initiatives to promote greater environmental responsibility; and

Principle 9 : Encourage the development and diffusion of environmentally friendly technologies

### Assessment, Policy and Goals

Though our activities are not likely damage the local or global environment, promote environmental sustainability is part of our main business as a consultation company of management system.

### Implementation

PT. Karisman Primalulang is a consultation service company, one of ours main business is provide services of consultation and training regarding environmental and energy management system. We are helping our clients how to manage the environmental impact from their operations refer to certain standard, applicable regulations and other

environmental requirements.

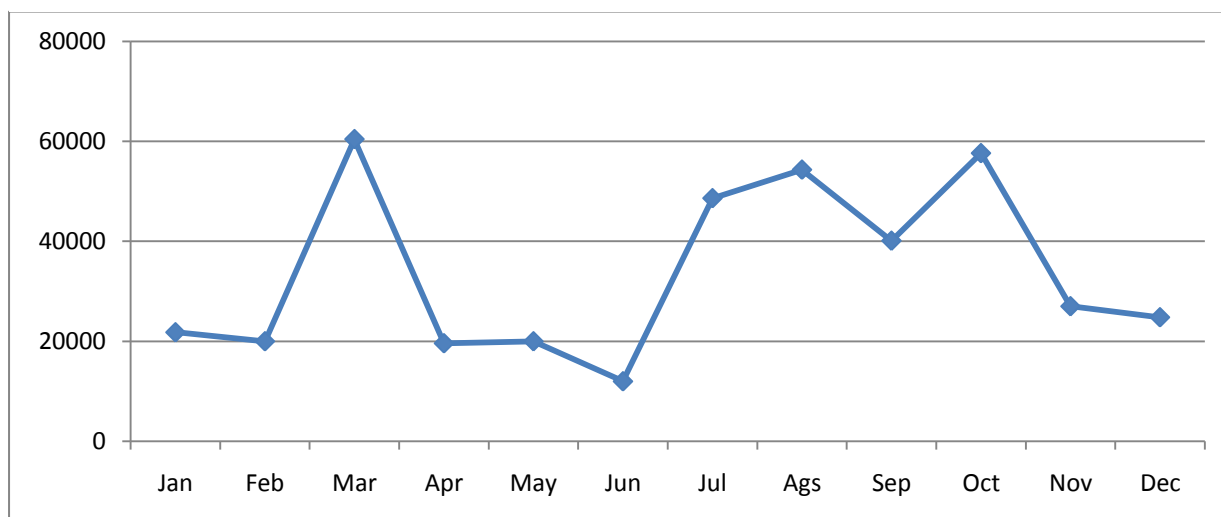
As a common company which provide services, paper, electricity, water and transportation fuel are main material that we use to operate our business. Though we have not recorded yet, PT. Karisman Primalulang has started to find ways to reduce environmental impact of its activities. Re-use of paper is practically implemented if applicable as a way to minimize waste. In order to preserve energy, we are used to being wise regarding air conditioning and lights. Air conditioning and lights are not to be turned on before 08.00 AM and only in the certain area where it is used.

Refer to the electricity consumption data, it shows that the consumption number was very variant, this condition was influenced by our mobile activities which was not always in the office.

### Measurement of Outcomes

PT. Karisman Primalulang has not been subject to any investigations, legal cases or incidents regarding environmental impact during this period.

Figure 3 Electricity Consumption



## Anti - Corruption

Principle 10 : Business should work against corruption in all its forms, including extortion and bribery

### Assessment, Policy and Goals

PT. Karisman Primalulang does not support any form of corrupt practice by its management, staff or clients. This includes refusal to practice in any corruption, bribery or extortion. Compete fairly and ethically and within the framework of applicable competition laws has been company's commitment to run the business.

### Implementation

Management and employee is required not being part of the offering, paying or receiving of bribes; that no payments have been made which knowingly violate the laws of the countries and that no receipts or payments of money or other

assets derived from the company that have been either unrecorded or falsified when described in the relevant books and records and no other improper accounting practice has been adopted in the period under review.

We ensure that our services meet the requirements stipulated by the appropriate regulatory bodies as well as legal requirements. All transactions on behalf of the company are appropriately described in the accounts of the company. External auditing of financial accounts has ensures that the company's expectations in relation to prevent corruption, bribery and extortion are maintained.

### Measurement of Outcomes

PT. Karisman Primalulang has not been involved in any legal cases, investigations or other events related to corruption and bribery .



# COMPANY SERVICES

The inQuest Consulting is one leading consulting firm focused in business sustainability.

Our strengths are in the area of Environment Management, Occupational Health and Safety Management, Quality Management and in recent years, we gain expertise on Corporate Sustainability.

The clients were ranging from medium up to multinational companies from various business including, mining, oil & gas, plantation, manufacturing, banking, food, and many other services.

*Advice*

*Planning*

*Training*

*Consulting*

*Implementation*

*Auditing & Compliance Assessment*

*Coaching*

*Sustainability Reporting*

*Reviewing*