

**Communication on Progress
January 2008 – December 2008**



**MARKPLUS INC
COMMUNICATION ON PROGRESS 2008**

Company Name	MarkPlus Inc	Date	April 30 th , 2009
Unit (if applicable)		Membership date	April 8 th , 2006
Address	MarkPlus Inc Segitiga Emas Business Park B01/01 Jl. Prof. Dr. Satrio Kav 6 Jakarta 12940	Number of employees	170 persons (Total in five cities in Indonesia)
Country	Indonesia	Sector	Education & Consulting Services
Contact name	Hendra Warsita		
Contact Position	Director		
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Brief description of nature of business

MarkPlus Inc is a leading Integrated Marketing and Strategy Professional Service Firm who has served many privately-owned and state-owned companies including multinational corporations across industries. MarkPlus Inc has more than 170 full-time professionals, comprised of mostly consultants, researchers, trainers, and administrators.

We are mindful of the challenges that companies face in today's ever competitive business environment. We have experience expertise with capability to provide valuable solutions to achieve your goals. We offer a unique and integrated proposition of knowledge (Training), Insight (Research), and Solution (Consulting) through our 3 individual but synergistic capabilities.

Statement of continuing support

MarkPlus Inc. with many other companies and institutions have signed a commitment to become a member of Indonesia Global Compact Network on April 8, 2006. Throughout these two years, we have been continuously promoting and practicing Global Compact initiatives. Internally, we also have constantly promoting good Corporate Governance to our employees in conducting business, and providing good and safe working environment to our employees.

We will continue contribute ideas and concepts to other Indonesia Global Compact Network members, and encourage other organizations to support the 10 Principles of

UN Compact Network. We believe that by adhering to this core set of universal values which are fundamental in meeting the socio economic needs of the world, we would be able to foster sustainable growth.

Hermawan Kartajaya
Founder & President
MarkPlus Inc

PRINCIPLE 1 BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS

At MarkPlus Inc, the implementation of human rights is reflected in the company philosophy, values, policies and procedures covering the roles of management and employees. This includes advancement opportunity, competitive compensation and benefits, work environments and obligation to the community.

Status of implementation:

- **Company Policy and Procedures**

The Company Policy and Procedures are in place, socialized and implemented. The policy document is updated regularly, and serve as a guideline for the management and employees in conducting the business.

- **Rights to Equal Employment Opportunity & Non Discriminatory Treatment**

Written policy is in place and implemented in all its operations and employment practices. The policy defines that all hiring process, promotion and business decisions are taken strictly on qualifications, business imperatives and merit.

- **Rights of Employees**

Rights of Employees are stipulated in the Employment Policy. It covers among others:

Health & Safety

- MarkPlus Inc has established comprehensive and adequate allowance including medical plan, transportation allowances, emergency loan, safety and security procedures so the employees can have a favorable working condition and support their well-being.
- The policy is written in Employment Policies & Procedure

Education

Company provides special scholarship program, granted to the employees with qualification to support business as well as employees development need.

Conducive Working Climate for employees

To create a conducive working climate for employees as well as to support the community where we operate, we have provided some employee communication as stated below:

- **MarkPlus Annual Gathering:** annual meeting for management to recognize the achievers and communicate our business direction and strategy;
 - **Marketeers Magazine:** a monthly magazine to accommodate our community communication. This magazine provides information regarding company's events, activities directed to both internal management and public.
 - Some employees within company have **employee gathering** and form their own internal activities to strengthen the spirit of teamwork and improve performance;
 - Other social programs is Social and Recreation Day in order to boost employees's motivation within management.
- **Obligations to the community Development**
Within company we have core values of Fours P's. Each of them provides spirits and values of company to support community development internally as well as externally.
 - Passion for Knowledge, value for the new world
Inspiring knowledge management for collective wisdom
 - Passion for Business, value for sustainable business
Sustainable business philosophy for community enhancement
 - Passion for Service, value for smarter and more sensitive customers
Trusted delivery philosophy for earnest caring
 - Passion for People, value for responsible talent
Productive collaboration philosophy for being a good citizen of the world

PRINCIPLE 2	BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES
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Implementation:

- Policy is in place in line with the principle and implemented. The policy is defined in the Employee Policy.

Employee Wellness

Company provides comprehensive wellness facilities. These include:

- medical & transportation allowances;
- health assistance;
- New Year bonus equivalent to one month salary.
- Special emergency loan offered to our employees affected by crisis, such as grievances (i.e: death, prolonged sickness,) natural & fire disaster;
- Employees' leaves (Annual Leave, Medical & Hospitalization Leave, Maternity Leave, Sick Leave, Compassionate Leave, Parental Leave, Exam Leave, Matrimonial Leave, Haj Pilgrimage Leave, and Unpaid Leave);

Disciplinary Procedures

In order to maintain a fair, consistent and logical work discipline, the company implements sanction procedures for any indiscipline made by employees.

Termination of employment

To ensure that all termination are justifiable, properly executed according to the prevailing government laws and company policy/regulations, the company stipulated termination procedure. Company categorized termination in two category: company initiated termination and employee initiated termination. Employees whose employment is terminated may receive one month's salary.

PRINCIPLE 3 BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING

Implementation:

- **Freedom of association**

The company facilitates communication programs to allow dialog with employees to understand their aspirations. Employee can form a forum or organization so long it adheres to the company policy and code of business conduct. Some department established MarkPlus Interactive Gathering to discuss issues and ideas for improvement of organization operation.

- **Political Activities**

MarkPlus Inc. is not affiliated to any political party. Employee joining political party is considered personal affair. Employees should not use the company's time and resources in conducting his/her political activities.

PRINCIPLE 4 BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR

Implementation:

- MarkPlus Inc. does not engage in any forced and compulsory labour. The company establishes standard working hours. The procedures and payment of employees are provided in Employment Policy.

PRINCIPLE 5 BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR

Implementation:

- The company determines that the minimum age of employee to be hired is 18 years old. No child labour is hired.

PRINCIPLE 6 BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

Implementation:

- Promotion is fully based on individual performance and potentials, evaluated by immediate superior, and approved by superior's superior and Head of Human Resource.

Other activities in promoting TTI programs and education offerings in order to help creating job opportunities.

- Support the Regional Trade Tourism Investment conference by conducting RTTI award.
- Lecturing senior staff of foreign ministry of Indonesia
- Hermawan Kartajaya Founder and President of MarkPlus Inc is officially elected as Expert Advisor of the Indonesian Chief of Police Force.
- Hermawan Kartajaya as a member of Council Member of University Indonesia, actively providing ideas and support in developing and fostering Indonesian youth community.
- Regularly teaching theory and concept of Sustainable Marketing Enterprise to enhance skill and knowledge of public community and Universities.
- Participating and promoting Enjoy Jakarta Award to encourage Indonesian youth to be actively creating job opportunities in Jakarta.

PRINCIPLE 7 BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES

implementation: N/A

PRINCIPLE 8 BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY

Implementation: N/A

PRINCIPLE 9 BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

Implementation: N/A

PRINCIPLE 10 BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY

Implementation:

Promoting Good Corporate Governance

The company also support some government institutions, universities and business community by providing seminar related to the implementation of Business Conducts and Practices.

Prohibited Conduct

The company provides guidelines for employees in dealing with customers. This includes: compliance with laws, regulations and company's policies; fair dealing; conflicts of interest; outside engagements, insider trading, gifts & entertainment; integrity of financial records, crisis management, establishment of authorities, group asset and confidential information protection.

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