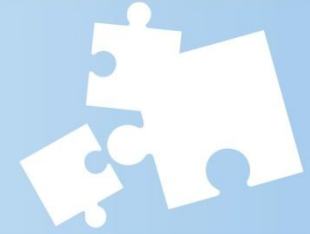


Communication On Progress PT. JAC Indonesia 2010

MARIKO ASMARA YOSHIHARA
President Director
PT. JAC Indonesia

JAC Indonesia Profile



JAC Recruitment has placed 3,170 talents for more than 950 companies since July 2002.

We have faith that through this profession, we are able to give a better working place for the candidates and also able to grow the clients company by providing the necessary talents.

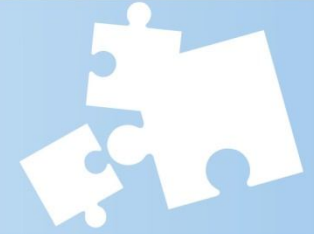
We could promote Indonesian talents to world wide by maximizing JAC Global network (UK, Japan, China, Singapore, Thailand & Malaysia)

JAC has commitment to participate **ACTIVELY** for better Indonesia in the future!

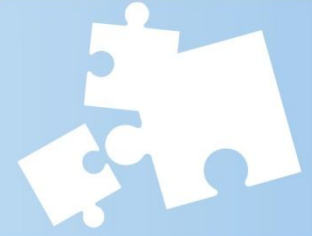
MARIKO ASMARA
Head Hunting Specialist, Managing Director



The statement of continued Support

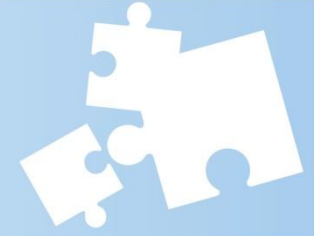


In order to be able to sustain business and resource, as well as human assets, JAC Indonesia committed to implement the Global Compact Principles through out our daily business activities.



The implementation of Global Compact Principles

Human Rights

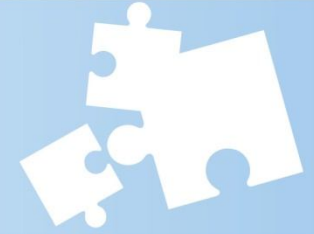


The issues on Human rights and Labor Principles, have been implemented in our company since 2002 and stated in **Company Regulation**

In order to add the welfare benefits to employee, we have implemented the below points;

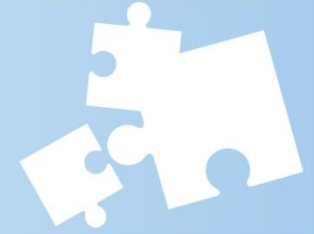
- a) Additional annual leave for those employees who have been working with JAC more than 3 years
- b) Fast loan system without any interest from the company for those employees who have been working with JAC more than 1 year
- c) Flex time on Wednesdays (can work from 11 am onwards)
- d) 1 month bonus for every 4 working years
- e) Pension plan fund (organized by 3rd party, Allianz)
- f) Hospitalization coverage starting from Room price at Rp. 350,000/day
- g) Out-patience medical coverage is 2 months THP per annum

Labor Standards



- Recruitment
We recruit employees based on the company necessity (based on education, skill, ability, working experiences and competency). The employee agreement will be made base on the valid Government regulation
- Freedom to speak up
In our company, employees are allowed to speak up at any style/format to the Group Leaders and BOD by verbally/written
- Training
Every employee at least receives 4 times training program every year. The training materials depend on their position and function needs.
- Elimination of discrimination
Company eliminates racial, sex & religion discrimination. In our company the minimum age of the employees is 18 years old
- Health allowance
Provide to the employee and spouses with maximum 3 children under 21 years old

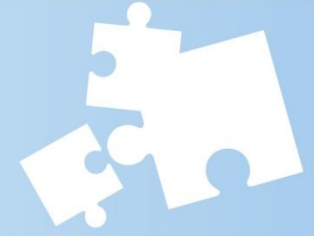
Environment



With Respects to the principle related to promote greater environmental responsibilities, company do the following kind of actions;

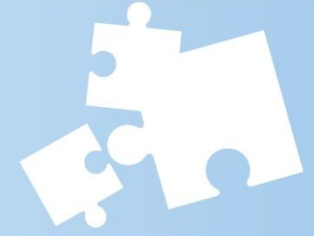
- Paperless
By implementing database system in JAC Indonesia
- Maximize used paper (recycle)
Recommend all staffs to maximize used paper for internal usage
- Minimize AC
By asking the building management to cut the AC usage from 6.30 pm.
- PPP Project
As part of our efforts to save the environment, JAC Group actively promote a re-forestation program. For every successful candidate placement, we will plant 1 tree in Bali (Kintamani). So far we have planted 9,000 trees.
- Minimize the electricity usage
By not asking most of the employees to work on Saturday and Sunday

Anti-corruption



Implementation on :

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



THANK YOU