



UN GLOBAL COMPACT
COMMUNICATION ON PROGRESS
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From the Managing Partner

STATEMENT OF SUPPORT

June 2014,

As the 8th anniversary of Dunamis's signatory to the UN Global Compact, I am pleased to reconfirm our company's commitment to the UN Global Compact

We furthermore remain fully committed to sustainability in its broadest context and operate day to day on the basis that we have a responsibility to balance economic interests with those of the environment as well as with those representing the needs and interests of the communities in which we operate and serve.

This Communication on Progress report showcases the implementation of UN Global Compact principles through the policies and practices of our company and the work of the Dunamis Mitra Pertiwi Foundation. It serves also as a baseline report against which we can measure our future accomplishments.

With this publication of this report, Dunamis reaffirms our continued support to the principles of the UN Global Compact, covering human rights, labor rights, protection of the environment and anti-corruption.

Satyo Fatwan
Managing Partner



COMPANY IDENTITY

Company Name : Dunamis Organization Services
Address : Jl Bendungan Jatiluhur No. 56
Jakarta 10210
Country : Indonesia
Contact Name : Asri Larasati
Contact Position : Corporate Communications
Contact Telephone : +62 21 572 0761
Membership Date : April 8th, 2006
No of Employees : 130
Sector : Support & Services

Dunamis Organization Services is an Indonesian professional services firm incorporated in 1991 and dedicated to enable greatness in people and organizations everywhere.

Our clientele is across industry of Indonesia's most progressive institutions. Dunamis Organization Services is the licensee partner of FranklinCovey (USA) and VitalSmarts (USA) in Indonesia.

Our Practices include **Leadership & Trust, Execution, Productivity & Sales Performance, VitalSmarts Skills, Organizational Alignment (Knowledge, Research & Culture), Human Capital System and Education.**

COMPANY IDENTITY

Brief Description of Nature Business

COMPANY IDENTITY

Mission, Vision, Values

Mission

We enable Greatness in people and organizations everywhere

Vision

To be recognized as a world class professional services firm – an OASIS for Indonesia

Values ~ ROCK

1. Result Oriented

We deliver superior results to all our stakeholders. That's our bias.

2. Open Feedback

We have respectful but genuine and open communication. That's how we grow.

3. Strong Character

Integrity. Maturity. Abundance Mentality. That's our basic character.

4. World Class “K”ompetence

Applied Competence. That's how we produce superior performance.



Dunamis Foundation is a non profit organization dedicated to achieve community empowerment through Leadership Development Activities.

Dunamis Foundation was founded in 2001 with the name of Dunamis Mitra Pertiwi by the people who have concern with leadership development and organizational alignment to assist the unlucky and disadvantaged people of Pasir Angin as pilot program and people outside the Jakarta as well.

The fundamental motivating force in all activities of Dunamis Foundation is the development of people so that they are able to manage themselves, aware who are they, able to share to others, and able to do all things with the principle of sharing and togetherness.

Dunamis Foundation assists persons on the basis of need, not creed, race, or nationality.

DUNAMIS FOUNDATION



IMPLEMENTATION OF UNGC PRINCIPLES

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

2 **Principle 2**
Business should ensure that they are not complicit in human right abuses

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

4 **Principle 4**
Business should support the elimination of all forms of forced and compulsory labor

5 **Principle 5**
Business should support the effective abolition of child labor

6 **Principle 6**
Business should support the elimination of discrimination in respect of employment and occupation

7 **Principle 7**
Business should support a precautionary approach to environmental challenges

8 **Principle 8**
Business should undertake initiatives to promote greater environmental responsibility

9 **Principle 9**
Business should encourage the development and diffusion of environmentally friendly technologies

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

HUMAN RIGHTS

- *Principle 1 ~ Business should support and respect the protection of internationally proclaimed human rights*
- *Principle 2 ~ Business should ensure that they are not complicit in human rights abuses*
- *Principle 3 ~ Business should uphold the freedom of association and the effective recognition of the right to collective bargaining*

Respect for human rights is a fundamental principle of practicing good management and being a responsible business. Here in Dunamis, we reflected the implementation of the human rights into our vision, mission, values policies as well as the advancement opportunity, competitive compensation and benefits, work environments and obligation to the community in location where we are operating (Corporate Social Responsibility).

Dunamis offers favorable working conditions to its employees. Conditions of employment at Dunamis are outlined by the company regulations document approved in 2003 by the Department of Manpower. The policy under Chapter 1, Article 3(e), states that all employees have the right to equal treatment in line with their Human Rights. It also outlines the company's remuneration standards, working hours as well as employees' rights to holidays and leaves and to practice their faith. The policy also outlines a warning system and disciplinary guidelines which provides employees with protection against unemployment.

- Well beyond the minimum standards of employment, staffs at Dunamis are free to enjoy a healthy company-provided lunch on every work day, served at our indoor and outdoor lunchrooms. Staffs not at the office receive a lunch allowance.

Outcomes:

- Dunamis staffs enjoy a healthy lunch everyday.
- Our employee relationship increases, they have a better communication one and another
- No boundaries between employees and the management team
- In order to increase the food quality, staffs feedback and suggestion are accepted, We also change the lunch menu regularly to give a better service to the staffs.

WORKING *Condition*

WORKING *Condition*

- Dunamis policy defines that all hiring process, promotion and business decision are taken strictly on qualifications, business imperatives and merit. Every employee also has the equal employment opportunity. Dunamis established a comprehensive compensation and benefit and adequate allowance including medical, transportation, health assistance and pension plan.
- For all new Dunamis employees we conducted New employee induction to share about the company profile, company policy and, code of business conducts.
- Dunamis implemented a new Human Capital Management System to strengthen its employees relationship and management guideline. Employees could easily upgraded their job description and set their key performance indicators.

Outcomes:

- Dunamis renewing employee's compensation every year based on the quarterly and yearly evaluation
- Our employees felt more involved and improving their performance due we always set target and have a win-win agreement in every new quarter.
- Our employees could have a favorable working condition because of a planned benefit for their health and safety support

Future Target:

In 2014, Dunamis maintain this policy to remain the same.

- To promote a healthy life and encourage our staff to exercise regularly, Dunamis signed a join cooperation with one of gym club in Jakarta. Employees are free to use the gym facilities everyday. Dunamis also support the establishment of Dunamis Futsal Team.

Outcomes:

Every employee are free to use all the gym facilities everyday. They also could join all the available classes. Dunamis Futsal team held a weekly practices on company expenses. They also held a friendly match with client's institution.

Future Target:

In 2014, Dunamis maintain this policy to remain the same.

- In collaboration with PMI (Red Cross) DKI Jakarta, Dunamis held a blood donor program to commemorate our anniversary.

Outcomes:

Every employee had the change to donate and join this blood donor program every year.

Future Target:

In 2014, Dunamis maintain this policy to remain the same.

WORKING *Condition*

WORKING *Condition*

- To maintain and check the employees health, Dunamis sent all the employees to a medical check up once every two years.

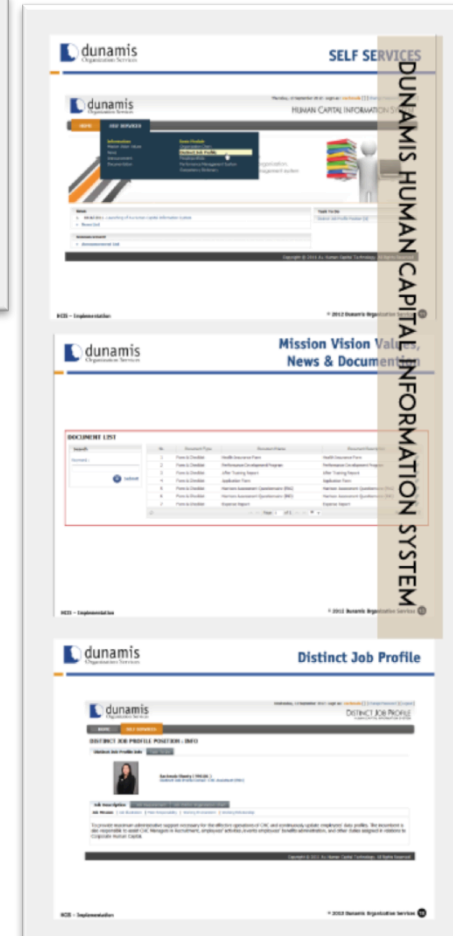
Outcomes:

Employees could get their medical check up result also consult with the doctor about their health condition. This preventing and checking program help employees to keep maintaining their health.

Future Target:

In 2014, Dunamis maintain this policy to remain the same.

WORKING *Condition*



As an act of respect for the rights of the community surrounding Dunamis' training facility in Pasir Angin village, the property remains unfenced, allowing for community access to and from their livelihood. Although this was and still is an uncommon practice in Indonesia, the decision was made not to close-off the property during construction of the facility, when it was recognized that fencing off the property would create a difficulty for the local community who would need to circle the area to get to and from home.

Outcomes:

By not fencing our property, the community around us could easily access to and from their livelihood. By giving them the access, they also help us in securing our property.

Future Targets:

The policy to unfenced the property will remain the same, we will also increase the community involvement in improving our property facilities. Dunamis procedures for using security personnel are based on human rights principles and include guidelines and restrictions on the use of force.

COMMUNITY

Access to Land

MEDIA *Presence*

Dunamis facilitates its personnel to contribute regularly to major Indonesian publications. Each month, articles written by Dunamis staff appear in one of leading Indonesian newspapers and magazines also in our website.

The articles represent themes that are of our business interest, covering organizational effectiveness and human capital development, as well as wider ranging issues including corporate social responsibility, democracy and social justice. With this activity, while increasing our company's contribution to the nation, we also become champions of another right presented in the UDHR:

“Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.” -- UDHR, Article

Outcomes:

- In 2014 Dunamis will keep maintaining both expanding the relationship with media (newspaper, magazines and radio).
- Dunamis will also continuing the policy to uphold the freedom to associate and the right to collective bargaining following the guidelines provided under the relevant national law.

Future Target:

In 2014 we will keep maintaining also expanding the relationship with media; newspapers, magazines and radio. We will also continue the policy to uphold the freedom to associate and the right to collective bargaining following the guidelines provided under the relevant national law.

MEDIA Presence

PARADIGMA & PERUBAHAN

Agus Ichwan
MANAJER PELAYANAN PELANGGAN

Isi artikel membahas tentang perubahan paradigma dalam pelayanan pelanggan, dengan fokus pada pentingnya memahami kebutuhan pelanggan dan memberikan solusi yang tepat.

PANCASILA



Artikel ini membahas tentang Pancasila sebagai dasar negara Indonesia, serta bagaimana nilai-nilai Pancasila dapat diterapkan dalam kehidupan sehari-hari.

DUNAMIS MEDIA PRESENCE

Artikel ini membahas tentang media presence sebagai strategi pemasaran yang efektif, dengan fokus pada bagaimana membangun merek yang kuat melalui media massa.

HUMAN CAPITAL

D. S. Teguh Pratomo, MBA
MANAJER SUMBER MANUSIA

Keterlibatan (Engagement)

Artikel ini membahas tentang pentingnya keterlibatan karyawan dalam organisasi, serta bagaimana membangun budaya kerja yang positif dan produktif.



Mengelola Pengetahuan Organisasi

Artikel ini membahas tentang pentingnya mengelola pengetahuan organisasi, serta bagaimana membangun sistem yang efektif untuk menyimpan, berbagi, dan menggunakan pengetahuan.



Mendengarkan Konflik

Artikel ini membahas tentang pentingnya mendengarkan konflik dalam organisasi, serta bagaimana membangun budaya yang mendukung resolusi konflik yang damai.



PEMIMPIN BISNIS TERBAIK 2013

Artikel ini membahas tentang penghargaan sebagai Pemimpin Bisnis Terbaik 2013, serta bagaimana membangun kepemimpinan yang efektif.



SEREMONIA

President & CEO Garuda Indonesia Emirshyah Satar Terpilih sebagai "Best of the Best CEO 2013"

Artikel ini membahas tentang seremoni penghargaan kepada Emirshyah Satar sebagai CEO terbaik Garuda Indonesia tahun 2013.



Dunamis facilitates various internal / employee communication programs to allow employees to express their aspiration to the management vice versa. The available programs include:

- *Kick Off Meeting*

An annual meeting attended by all employees to recognize the achievers and to communicate company's business direction and strategy.

- *Quarterly Stewardships Review (QSR)*

Every quarter, we reviewed our business unit and personal progress. On second and fourth QSR, we held a bonding program to increase team bonding and employee relationship.

- *Dunamis Newsletter*

Dunamis gives its staff an opportunity to unleash their talent in writing by providing a column in our monthly Dunamis Newsletter. The theme of the articles are various from their experiences in a class room or our practices. Dunamis Newsletters were published to all Dunamis 's clients and its website, www.dunamis.co.id.

- *TES (The Empowerment Session)*

TES is bi-weekly forum for employees to share and learn each other on certain interest subjects relevant to business as well as for employee development.

INTERNAL *Communication*

INTERNAL *Communication*

- ***PKS (Product Knowledge Sharpening)***

PKS is a weekly forum for employees to learn and have depth understanding of our solution. This forum facilitate our sales people to have a better relationship with the clients by connecting their organizational problem with our solutions.

Outcomes:

- Purposes of kick off and QSR meetings were :
 1. Effective to communicate business direction
 2. Express employee aspirations
 3. Review our business. These activities gave company and employee bunch of ideas to improve business.
- By having articles in the newsletter, Dunamis unleash it's employees talent, we recognize their talent by providing the media to express their capability and knowledge.

Future Target:

The policies of kick off meeting, QSR and TES were remained the same. We will also continue publish our monthly newsletter.

STAFF *Activities*



DUNAMIS QUARTERLY STEWARDSHIPS REVIEW



DUNAMIS Newsletter



"37% Karyawan di Indonesia adalah Generasi Y, Sudah Siapkah Organisasi Anda?"

Organisasi saat ini mengalami tantangan sumberdaya manusia dengan hadirnya karyawan dari tiga bahkan empat generasi yang bekerja bersama-sama. Bahkan mereka bekerja dalam satu tim atau proyek yang membutuhkan interaksi yang intensif.

Keempat generasi tersebut memiliki keunikannya masing-masing yang disebabkan oleh latar belakang yang berbeda.

Hal ini tak hanya terjadi di negara maju, tetapi juga di Indonesia.

Mari kita lihat hasil survey yang dilakukan Dunamis Consulting pada bulan Oktober 2013:

- 33% — responden dari 51 organisasi mengatakan bahwa organisasi mereka memiliki karyawan dari berbagai generasi dan mereka mengalami kendala dalam berkolaborasi
- 37% — dari responden mengatakan bahwa mayoritas karyawan di organisasi mereka adalah Generasi Y yang masih bela dan para pimpinan bingung mengatasi sikap unik mereka

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"Kecanduan Urgensi" – Ancaman Baru Produktivitas

Sepertinya Anda enggan menyelesaikan membaca newsletter ini. Penasaran dengan pernyataan ini?

Mungkin Anda harus menjawab sebuah SMS, mengecek telepon seluler, membalas e-mail, sedang memadamkan "api", atau harus berdiskusi dengan rekan kerja yang tiba-tiba menggeliik Anda dengan sebuah pertanyaan.

Sempatkah Anda mengalami situasi ini? Terasa begitu sulit menyelesaikan sesuatu?

Dalam sebuah riset selama tujuh tahun dengan lebih dari 400.000 partisipan, FranklinCovey menemukan bukti bahwa para pekerja saat ini jauh lebih mudah teralihkan perhatiannya dari pada sebelumnya, membuang banyak waktu, dan secara kontinu bekerja dalam kondisi krisis. Hasilnya? Kita menginvestasikan sangat sedikit energi dan pikiran di pekerjaan yang sesungguhnya.

Mari kita lihat data – data berikut ini:

- 54% — dari responden menggunakan sebagian besar waktunya pada aktivitas yang menuntut perhatian segera. Sayangnya aktivitas tersebut hanya memiliki sedikit relevansi pada hal-hal yang masuk dalam prioritas skala tinggi (misalnya: interupsi yang tak perlu, rapat tidak penting, panggilan telepon dan email yang tidak perlu)

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Apakah kantor Anda sedang kehilangan passion? Para karyawan menghindari kantor, membalas email Anda dengan ringkas, atau bahkan berbicara dengan sendiri? Atau, pekerja unduran di kantor mulai pulang lebih cepat, datang terlambat, atau lebih sering beres-beres? Kalau jawaban dari pertanyaan-pertanyaan ini sebagian besar adalah "ya", maka selamat datang pada kenyataan: Para karyawan, sangat mungkin, saat ini mereka bekerja untuk seorang pecundang. **Bisa jadi, itu Anda!**

Ketika suasana kantor kehilangan gairah kerja, pendapat populer yang sering dijunjung adalah: jam kerja gila-gilaan, gaji rendah, dan pengalut kerja. Secara natural, keputihan-keputihan ini sudah cukup untuk membuat alasan karyawan untuk mengundurkan. Namun, berdasarkan riset dari VitalSmarts, alasan-alasan tadi tidak cukup kuat untuk berhenti kerja.

Lebih dari **50%** responden menyatakan bahwa bos yang tidak pengertian menjadi

alasan no **1** (juga) untuk meninggalkan secepatnya dari kantor.

Para pekerja seperti ini tidak hanya sekedar membayangkan untuk berhenti – dua dari tiga orang-orang yang mengundurkan karena bermasalah dengan para bos, aktif mencari pilihan lain baru.

Sebagai seorang manajer, membayangkan ekodes moral di organisasi Anda adalah sebuah petaka. Apalagi, apabila Anda yang disalahkan dalam insiden/bedol deso/superti ini. Sekali lagi, **apakah Anda yang menjadi masalah bagi mereka?**

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➤ *Pre-School at Pasir Angin Viilage, Gadog, West Java*

As part of its Community Capacity Building program, Dunamis Mitra Pertiwi Foundation manage Pre-School which provide pre-elementary education for children in Pasir Angin village, West Java, surroundings our learning center. We empowered and facilitate the women in the area to become the teachers.

Outcomes:

- In 2013, Dunamis Foundation ran ten (10) Pre School at 7 locations (neighborhood community) with over 250 students and 10 teachers.
- We continually trained the teacher with The 7 Habits for Educators. We evaluated their performance and ability through monthly meeting.

Future Target:

In 2014, we plan to continue managing the Pre-Schools and open new locations. We also plan to increase by giving them a routine training.

COMMUNITY *Capacity Building*

COMMUNITY *Capacity Building*

➤ *Pre-Schools at East Jakarta – Joint Cooperation with Asuransi Astra Buana & KSPA UNJ*

As part of its Community Capacity Building program, Dunamis Mitra Pertiwi Foundation in May 2, 2013 signed an agreement with Asuransi Astra Buana & KSPA UNJ (Jakarta State University) to implement The Leader in Me program at 5 (five) pre-schools in East Jakarta. They are TKK Rawamangun, TKK Duren Sawit, PAUD Beo, TKK Warakas & TKK Kampung Bandar.

Outcomes:

- Dunamis has trained 30 teachers for the pre-schools with The 7 Habits Educators program.
- We also did a vision training among school community and did a school make over by painting the classroom and placed The 7 Habits posters.
- Additionally, we also took the teachers to An-Nisaa' Pre-school for benchmarking on how to implement The 7 Habits in early age.

Future Target:

In 2014 we plan to continue the joint cooperation and keep maintaining the teachers ability by providing a routine 7 Habits program refreshment.

➤ *The 7 Habits of Highly Effective Teens SuperCamp Project*

Every year Dunamis held a holiday program for Elementary, Junior & High school students called The 7 Habits of Highly Effective Teens SuperCamp. The aim of this program is to unleash the teens leadership skill. We also used the inside-out approach to strengthen the teens character started from themselves.

To sharpen their social responsibility, we gave them a project to renovate an elementary school around the training area. They were asked to prepare a project proposal, presented to our board of partners to get the fund and implement the project by themselves.

Outcomes:

2 elementary schools (At Tarmidziyah Elementary School & Madrasah Ibtidaiyah Sirojul Wildan) were renovated, painted and having a new school equipment such as blackboard, drawer, shoes rack, education poster etc.

Future Targets:

In 2014 we plan to continue the 7 Habits of Highly Effective Teens SuperCamp project.

COMMUNITY *Capacity Building*

COMMUNITY *Capacity Building*



COMMUNITY

Capacity Building

➤ *Sekolah Sobat Bumi - Joint Cooperation with Pertamina Foundation*

Dunamis Foundation supported a program held by Pertamina Foundation called Sekolah Sobat Bumi. Sekolah Sobat Bumi is an education program which aims to encourage schools in Indonesia to increase its quality standard. The program was held in 17 (seventeen) schools located in 8 (eight) provinces all over Indonesia. Dunamis Foundation supported this program by conducting the 7 Habits of Educators for principals and school supervisors at all Sekolah Sobat Bumi. The aim of the workshop is to develop leaders who will be responsible and proactively change their old behavior in order to increase their schools quality.

Outcomes:

- Dunamis Foundation has trained 423 principals and school supervisors from 17 champion of Sekolah Sobat Bumi.
- These 17 champion of Sekolah Sobat Bumi encompasses :
SDN 04 Metro Timur Lampung, SDN 05 Bukit Raya Pekanbaru, SDN 003 Balikpapan Selatan, SMPN 1 Balikpapan, SMPN 10 Samarinda, SMAN 5 Denpasar, SMPN 4 Mendoyo Jembrana, SMKN 1 Probolinggo, SMAN 2 Probolinggo, Sekolah Alam Ciganjur, SMKN 3 Sukabumi, SDN Ungaran 1 Yogyakarta, SMPN 7 Bandung, SMAN 10 Malang, SMPN 1 Kedamean Gresik, SDSN Bendungan Hilir Jakarta, and SDN Bantarjati 09 Bogor

Future Targets:

Dunamis Foundation commits to support Sekolah Sobat Bumi program and will assist schools in the implementation.

➤ *Leadership Development for SMKI Utama – joint cooperation with Yasmin Foundation*

Dunamis Foundation made a joint cooperation with Yasmin Foundation to implement a leadership development program for SMKI Utama students.

Outcomes:

- Dunamis trained the teachers, management and school staffs with The 7 Habits for Educators program.
- We also launched the vision training and TLIM implementation training. The class mission and rules are being aligned with The 7 Habits principles.
- All students from 10th to 12th grade has studied The 7 Habits in their daily class activities.

Future Targets:

Dunamis will support the implementation of The 7 Habits in class. We also give the students an opportunity to do an internship program in our company.

COMMUNITY

Capacity Building

COMMUNITY

Capacity Building

➤ *The Leader in Me (TLIM) program for Kreativa Elementary School students – joint cooperation with Yasmina Foundation*

Dunamis Foundation joint a cooperation with Yasmin Foundation run The Leader in Me Program for Kreativa Elementary School 5th grade students.

Outcomes:

Dunamis has coached the school management, staff and teachers and also trained them with The 7 Habits of Educators.

Future Targets:

Dunamis will assist the school on the implementation of The Leader in Me program. Dunamis also support the school make over as a leadership-based school.

➤ *Unleash The Leader Within Workshop – A collaboration with PT Trakindo Utama*

Dunamis Foundation had collaborate with PT Trakindo Utama gave the Unleash the Leader Within workshop to teachers & principals which are under supervised of PT Trakindo Utama. The workshop were intended to give them a broader understanding about how to be a leadership based school.

Outcomes:

10 Trakindo internal instructors and 30 teachers from Aceh to Papua were trained with Unleash the Leader Within program. They also being guide to plan an activity related to one of The Leader in school pillars.

Future Targets:

Dunamis will evaluate the participants activity plan and handed a development report to PT Trakindo Utama. Dunamis will also prepare the following up action for the project.

COMMUNITY *Capacity Building*

COMMUNITY

Capacity Building

➤ *The 7 Habits Program for Mentawai Refugee – A collaboration with KAUM (Kasih Abadi Untuk Mentawai)*

Dunamis Foundation made a collaboration with KAUM Foundation share The 7 Habits for Educators and 7 Habits Success Guide program to teachers and students in Mentawai. They are the Padang earthquake refugee who saved by KAUM Foundation in Mentawai.

Outcomes:

Dunamis delivered 7 Habits for Educators and 7 Habits Success Guide program to teachers and students in Mentawai.

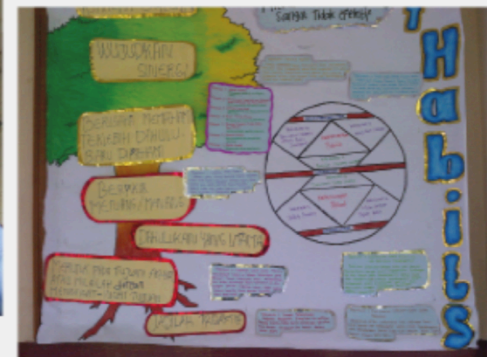
Future Targets:

Dunamis will monitor the 7 Habits implementation in teachers daily class activities every 6 month. This activity is intended to keep the teachers motivation.

COMMUNITY *Capacity Building*



DUNAMIS COMMUNITY CAPACITY BUILDING ACTIVITIES



HUMAN RIGHTS

- *Principle 4 ~ Business should support the elimination of all forms of forced and compulsory labor*
- *Principle 5 ~ Business should support the effective abolition of child labor*
- *Principle 6 ~ Business should support the elimination of discrimination in respect of employment and occupation*

Dunamis employs on the basis of job requirements and does not discriminate on grounds of age, ethnic or social origin, gender, sexual orientation, politics or religion.

All Dunamis employees have chosen their employment freely and have the freedom to leave the company upon due notice, as outlined in the company regulations. Dunamis strives to continue being an employer of choice, through the provision of favorable working conditions elaborated above in this report.

Dunamis employs on the basis of job requirements and does not discriminate on grounds of age, ethnic or social origin, gender, sexual orientation, politics or religion.

All Dunamis employees have chosen their employment freely and have the freedom to leave the company upon due notice, as outlined in the company regulations. Dunamis strives to continue being an employer of choice, through the provision of favorable working conditions elaborated above in this report

Dunamis does not employ child labor, defined ILO Convention No. 138 as being children under the age of 15 years. Company regulations set the minimum age for employment at Dunamis as 19 years. Dunamis has also been involved in organizing a workshop with UNICEF Indonesia on the Elimination of Child Labor.

Supporting the Abolition of Child Labor

Dunamis Mitra Pertiwi Foundation also contributes to the abolition of child labor through its community-based programs, which assist in providing access to education for children who would otherwise be out-of-school and/or working. The programs cover:

- ✓ Leadership Training for Community Leaders, including teachers and youth group leaders.
- ✓ Capacity Building, including establishment and management of schools in Pasir Angin village in West Java.
- ✓ Participatory Engagement, in the form of Future Search dialogues designed to assess the needs of the community.

Outcomes:

By improving the children and youth education also leadership, we helped them to increase their practical skill, self-confidence and interdependence ability.

Future Targets:

The policy for our community-based programs will remain the same.

LABOR

LABOR

Labor & Non-discrimination Policy

A company with over 40% female staff, Dunamis does not discriminate on the basis of gender with regards to recruitment and employment, nor do we discriminate based on faith, race or political association.

Outcomes:

To improve the employees skill and ability, we continue to give them a regular training. Employees are allowed to take a Personal Development Program (PDP) to develop their working ability.

Future Targets:

Dunamis will continue the non-discrimination policy also keep increasing our member skill and ability.

Personal Development Program

Every employee is eligible to get training in order to develop their skills and competency to support company objectives. To increase the employee capabilities and competencies, Dunamis held a Personal Development Program (PDP). This program allow every employee to take courses, seminars, training or workshops related to their personal development and job.

This policies was started since 1995 when company starts to grow. Every employee has the right to improve their personal and interpersonal skill. They could take any program as long as it related to their day-to-day job.

Outcomes:

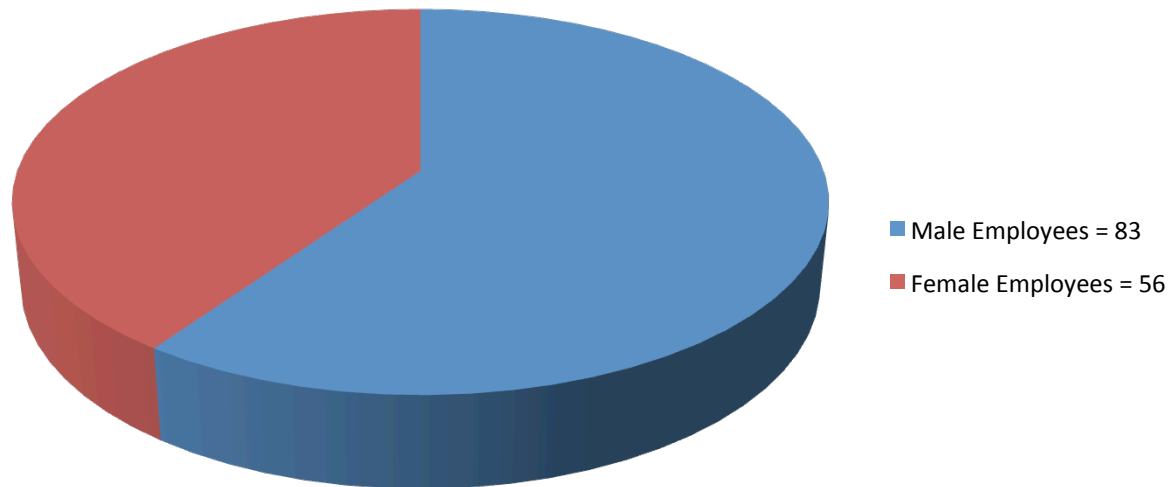
In 2013, 65 percent of employee took their PDP, it increasing 20 percent from 2012.

Future Targets:

In 2014 we plan to boost every employee to use their PDP so they will increase their capabilities and competencies.

LABOR

LABOR



DUNAMIS STAFF CHART

ENVIRONMENT

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

Electricity & Water Usage

In our everyday business activities, Dunamis encourages environmentally friendly practice. We targeted to reduce 10% in electricity and water usage.

Outcomes:

In 2013, the electricity & water usage were increased 6% comparing to the previous year.

Future Targets:

In 2014, we plan to maintain the electricity and water usage.

Respect for environment sustainability is also showcased in the surroundings of our company's training facility in Pasir Angin village, Central Java. During its construction, it was policy to cut down as few trees as possible, none was removed around the constructed buildings. In fact, vegetation around the property remains well-maintained.

Dunamis Support One Million Coral Reefs Program

Dunamis participated in Indonesia Global Compact Network environmental program “One Million Coral Reefs” at Pulau Umang – Banten

Future Targets:

We remain to support Indonesia Global Compact Network activities.

ENVIRONMENT



Dunamis is actively involved in the promotion of transparency in government and businesses. This view is incorporated in our company regulations, which prohibits bribery and extortion in all its forms.

We sign Integrity Pacts with our major clients, which call for the elimination of all forms of corruption, including bribery and extortion. This is increasingly becoming common practice, especially with our finance industry clients. Starting from last year, Dunamis seek to design a similar pact to be incorporated with all our Memorandum of Agreements with existing and future clients.

Outcomes:

- Dunamis maintains to do our business with good corporate governance standards and no bribery was reported during last year.
- Dunamis also become a part of Corruption Eradication Commission (KPK) selection panel in 2011

Future Targets:

Become as a part in government personnel selection panel.

ANTI CORRUPTION

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

SCORECARD



The scorecard below, outlines our performance against our Community, Environment and Labour targets for the financial year 2013.

Overall performance against target:

● Target exceeded
 ● Target achieved ($\geq 95\%$)
 ▶ On Track
 ◀ Behind Schedule
 ■ Target Not Achieved

Target	Performance			Target Date
Activities	Result	Trend	Commentary	
Early Childhood Education				
Dunamis provide an early childhood Education around Pasir Angin village to improve the children education	●	▲	This year we opened 10 pre school class in 7 location. The students number was 245, over the target for 200 students.	On going
Aptitude Test				
To help High School finding their potential & talent, starting this year Dunamis held an aptitude test	◀	▼	This program help them recognize their potential and talent before choosing their major and continue their study. The beneficiaries were 26 students	On going
Personal Development Program				
To improver their working competencies, employee are allowed to take any course through this personal development program	▶	▲	We keep encourage employee to take any course or higher education in order to improve their skill also competencies.	On going

Note: Trend from previous year

▲ improvement
 ▼ deterioration
 ◆ no change

SCORECARD



The scorecard below, outlines our performance against our Community, Environment and Labour targets for the financial year 2013.

Overall performance against target:

● Target exceeded
● Target achieved (≥ 95%)
▶ On Track
◀ Behind Schedule
■ Target Not Achieved

Target	Performance			Target Date
Activities	Result	Trend	Commentary	
Employee Contribution				
Dunamis employee's have to spent 1 day/month working for Dunamis Foundation to do community services	■	▼	This year only 25 percent of Dunamis employee's spent their time to volunteer in Dunamis Foundation	On going
Speaker's Fee				
Dunamis member donate their fees after deliver speech for public audiences	▶	◆	All Dunamis member consistently donate their fees as a contribution for Dunamis Foundation	On going
Media Presence				
Dunamis personnel contribute articles regularly in Indonesian newspapers and magazines	▶	▲	50 per cent from target achieved. We continue to extend the relationship with major Indonesian newspapers and magazines	On going

Note: Trend from previous year

▲ improvement
▼ deterioration
◆ no change

SCORECARD



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Overall performance against target:

● Target exceeded
● Target achieved (≥ 95%)
▶ On Track
◀ Behind Schedule
■ Target Not Achieved

Target	Performance			Target Date
Activities	Result	Trend	Commentary	
Dunamis Newsletter				
Dunamis unleash its staff talent in writing by publishing their articles in a monthly newsletter to its clients	▶	◆	We achieved the target to always publish the newsletter every month	On going
Pre School Teachers Empowerment				
To increase our pre school teacher capability, Dunamis held an empowerment program	▶	◆	We scheduled a monthly & yearly program by inviting Dunamis member also public speakers to teach the pre school teachers	On going
The 7 Habits Teens Supercamp Project				
We prepare a project in our teens camp to renovate pre school and elementary school around Pasir Angin Village	●	▲	We renovated five (5) pre school and renovate one (1) elementary school also build a library in Pasir Angin Village	On going

Note: Trend from previous year

▲ improvement
▼ deterioration
◆ no change

SCORECARD



The scorecard below, outlines our performance against our Community, Environment and Labour targets for the financial year 2013.

Overall performance against target:

● Target exceeded
● Target achieved ($\geq 95\%$)
▶ On Track
◀ Behind Schedule
■ Target Not Achieved

Target	Performance			Target Date
Activities	Result	Trend	Commentary	
Frontier Assist				
Dunamis Foundation always ready to help others in case of national disaster in form of frontier assist	▶	◆	We always prepare ourselves to held a frontier assist program in case of national disaster	On going
Electricity Efficiency				
10 percent reduction in electricity usage	▶	▲	We increased the usage of electricity & water by 6% in 2013	30 Dec 2014
Anti Corruption				
Dunamis policies in doing business based on good corporate governance	▶	◆	We support the anti corruption and no bribery was reported during the year	On going

Note: Trend from previous year

▲ improvement
▼ deterioration
◆ no change

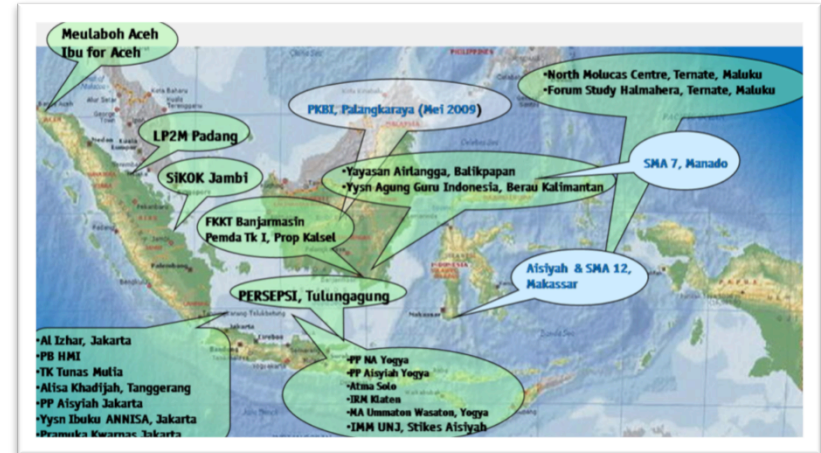
IMPLEMENTATION *of UNGC Principles*

Over the years, Dunamis has both initiated and participated in partnerships with government agencies, NGOs and other civil society organizations, as well as student and youth organizations.

The existence of Dunamis Mitra Pertiwi Foundation within a relatively modest-sized company such as Dunamis Organization Services is hoped to inspire other companies to increase their participation in empowering their wider surrounding community.

On a regular basis, we organize Public Programs for representatives of numerous groups at little to no cost on a regular basis. This includes representatives from educational institutions such as teachers and student organization representatives, government agencies and NGOs, located all over Indonesia.

The programs are designed to increase the effectiveness of the participants, which can then be transferred to the institution they belong to.



DISTRIBUTION *of the COP*



This Communication of Progress will be made available to our stakeholders on our website <http://www.dunamis.co.id>, as well as being distributed to all company employees through our intranet system.

For more information on this report or Dunamis Mitra Pertiwi Foundation, please contact asri@dunamis.co.id

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