



UN GLOBAL COMPACT

COMMUNICATION ON PROGRESS

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From the Managing Partner

STATEMENT OF SUPPORT

June 2015,

This year marks the 9th anniversary of Dunamis's signatory to the UN Global Compact.

We 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 a global consulting & training company focuses on performance improvement through human capital development & system.

Our clients are made up of Indonesia's most progressive institutions from across industries. Dunamis Organization Services is the exclusive licensee partner of FranklinCovey (USA) and VitalSmarts (USA) in Indonesia.

Our Practices include **Leadership & Trust, Execution, Productivity & Sales Performance, VitalSmarts Skills, Organizational Alignment (Diagnostics, Knowledge Management, & Corporate 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 are concerned with leadership development and organizational alignment to assist the less fortunate and access-disadvantaged people of Pasir Angin, a village in Ciawi, Bogor as well in other parts of Indonesia.

The fundamental motivating force in all activities of Dunamis Foundation is the development of people so that they are able to manage themselves, be aware of who they are, be able to share with 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.

Under the auspices of such, Dunamis Foundation current project is DESA KEPEMIMPINAN-which aims to empower the village inhabitants in the vicinity of Dunamis Training facility in Pasir Angin, Gadog, Ciawi - West Java, to exercise their human rights.

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. In Dunamis, we reflect 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 locations 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.

Dunamis provides well beyond the minimum standards of employment, One of the examples is the 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 with one 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, the highlights to be noted are:

- 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 renews 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 2015, Dunamis maintain this policy to remain the same.

To promote a healthy life and encourage our staff to exercise regularly, Dunamis signed a joint 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 2015, 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 2015, 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 2015, Dunamis maintain this policy to remain the same.

Dunamis strives to respect and to recognize its employees as individual and as its human capital, one of the example is by sending personalized birthday greetings for each employee right on his/her birthday by email copied to all employees and Birthday of the Month celebration which involves employees attendance.

Outcomes:

Team bonding and employee engagement

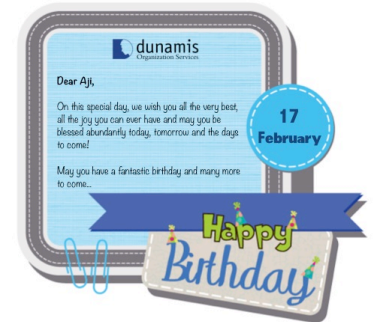
WORKING *Condition*



DUNAMIS WORKING AREA & DINING ROOM



WORKING *Condition*



As an act of respect for the rights of the community surrounding Dunamis' training facility in Pasir Angin village, Gadag, West Java; the property remains unfenced, allowing access for community 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 provide protection to help us in securing our property.

Future Targets:

The policy to adopt fence-free property will remain the same, we will also increase the community involvement in improving our property facilities. Dunamis establishes procedures of recruiting security guards from the people surrounding the Dunamis Training facility, to include guidelines and limitation on the use of force based on human rights principles.

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:

- Our articles appeared in 3 major publications regularly. The theme of articles cover the human and leadership development.
- We held bi-weekly radio talk show to share our experience and knowledge for public

Future Target:

In 2015 we will keep maintain and expand 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





ILUMIN CAPITAL
Dr. A. Tjeppa Hedi Satrio, MBA
Investor utama investasi kapital

Bahasa TUBUH

BERDITA, karna beberapa hari yang lalu berduka menyengat meringkang para wakil rakyat karena telah meninggal. Daudan presiden Ratu Pribadi Kemungkinan, 4 Maret 2014, bahwa telah ada sesuatu yang telah berakibat pada para wakil rakyat. Daudan, bahwa telah ada sesuatu yang telah berakibat pada para wakil rakyat. Daudan, bahwa telah ada sesuatu yang telah berakibat pada para wakil rakyat.

DUNAMIS MEDIA PRESENCE

Media Presence adalah media yang hadir di depan mata. Media Presence adalah media yang hadir di depan mata. Media Presence adalah media yang hadir di depan mata. Media Presence adalah media yang hadir di depan mata. Media Presence adalah media yang hadir di depan mata.

PARADIGMA & PERUBAHAN
Agus Rudiana
Berkas Data & Media Kreatif

APAKAH KEMUNDURAN? Setelah sekian lama, kita sebagai bangsa sudah tidak asing lagi dengan kata ini. Kata ini sudah menjadi bagian dari kehidupan kita. Kata ini sudah menjadi bagian dari kehidupan kita. Kata ini sudah menjadi bagian dari kehidupan kita.

CALON PRESIDEN

Media Presence adalah media yang hadir di depan mata. Media Presence adalah media yang hadir di depan mata. Media Presence adalah media yang hadir di depan mata. Media Presence adalah media yang hadir di depan mata. Media Presence adalah media yang hadir di depan mata.

Kepercayaan Berjamaah
Oleh: Satyo Fatman
MANAGING PARTNER, DUNAMIS ORGANIZATION SERVICES

Kepercayaan adalah fondasi dari setiap organisasi. Kepercayaan adalah fondasi dari setiap organisasi. Kepercayaan adalah fondasi dari setiap organisasi. Kepercayaan adalah fondasi dari setiap organisasi. Kepercayaan adalah fondasi dari setiap organisasi.



Mari Bicarakan Hal Krusial
Budaya di Indonesia sebenarnya tidak cukup pernah untuk melahirkan sebuah secara formal. Ada juga lagu lagu untuk bermusik. Akhirnya, kita menjadi makhluk ciptaan dengan beres.

Mari kita bicarakan hal krusial. Mari kita bicarakan hal krusial. Mari kita bicarakan hal krusial. Mari kita bicarakan hal krusial. Mari kita bicarakan hal krusial. Mari kita bicarakan hal krusial.



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

- ***Bottom Up Budgeting Process:***

Dunamis exercise a collective and bottom up process in its budgeting process to allow contribution and participation of all relevant employees to ensure ownership of organization's commitment and engagement to make it happened.

- ***Kick Off Meeting***

An annual meeting at the beginning of the Business Year, 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:

- Collective process in many organization important agendas are exercised to build employees' ownership and engagement as first line of defense.
- 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 budgeting process, kick off meeting, QSR and TES were remained the same. We will also continue publish our monthly newsletter.

STAFF *Activities*



DUNAMIS STAFF ACTIVITIES



DUNAMIS Newsletter





DUNAMIS NEWSLETTER
DIJALAN KARYAWAN BERTALENTA!

Suatu hal yang biasa, jika perusahaan mengalami pergantian (*turn over*) karyawan. Namun, bagaimana jika karyawan yang keluar dari perusahaan merupakan karyawan yang selalu memiliki *performance* yang baik, bahkan luar biasa, atau Anda kehilangan karyawan yang berbakat dan memiliki perilaku yang baik, yang bahkan sudah diharapkan akan menjadi calon pemimpin perusahaan di masa mendatang?

Seluruh perusahaan di Indonesia harus siap menghadapi situasi tersebut, karena setiap perusahaan tentu saja ingin memiliki karyawan bertalenta, yang diharapkan akan memberikan kontribusi besar bagi pencapaian perusahaan. Permasalahan yang dihadapi adalah ketersediaan *Talenta* yang tidak sebanding dengan kebutuhan seluruh perusahaan yang ada. Jadi dapat Anda bayangkan, berbagai perusahaan akan saling "beradu" untuk mendapatkan para *Talenter* terbaik.

Public Program
April 2014
www.dunamis.co.id/programs



WAJAH BARU THE 7 HABITS OF HIGHLY EFFECTIVE PEOPLE SIGNATURE PROGRAM

Luangkan waktu Anda sejenak untuk duduk diam. Kali ini, benar-benar diam. Pikirkan apa yang selama ini Anda lakukan dalam pekerjaan dan kehidupan pribadi Anda. Di sela kerja sehari-hari, Anda merasa hidup ini berjalan seperti biasanya. Hari ke hari. Minggu ke minggu. Waktu berlalu dan seakan baru kemarin Anda duduk untuk pertama kalinya di kursi yang Anda duduki sekarang ini.

Lihat dinding yang ada di depan Anda. Apakah catnya sama dengan ketika pertama kali Anda melihatnya? Perhatikan meja Anda. Apakah Anda menyadari bahwa komposisinya selalu berubah. Mungkin hanya Sabtu dan Minggu saja tata letak di meja itu tidak ada dinamikanya. Siapa saja anggota tim yang ada sekarang? Apakah masih sama seperti dulu ketika Anda memasuki ruangan ini untuk pertama kalinya?

Public Program
May 2014
www.dunamis.co.id/programs

➤ *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 2014, Dunamis Foundation ran seven (7) 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 2015, we plan to continue managing the Pre-Schools and open new locations. A routine training is also being scheduled to increase teachers competency.

COMMUNITY *Capacity Building*

COMMUNITY *Capacity Building*



DUNAMIS PRE-SCHOOL MONTHLY EMPOWERMENT



COMMUNITY

Capacity Building

➤ *Half Day Leadership Seminar for Sekolah Kepemimpinan Sahabat Asuransi Astra Syariah Program (SKS AAS)*

In collaboration with Dunamis Education, Asuransi Astra Syariah held a program called Sekolah Kepemimpinan Sahabat Asuransi Astra Syariah. This program is intended to schools around Asuransi Astra Syariah. They sponsored schools to implement The Leader in Me program.

Outcomes:

- This half day seminar was held as a part of Sekolah Kepemimpinan Sahabat Asuransi Astra Syariah program campaign. From this event we announced the selection phase on how schools could join the leadership program.

Future Target:

This is a one time program. We maintain to held such program in collaboration with other institutions.

COMMUNITY

Capacity Building

➤ *Sekolah Kepemimpinan Sahabat Asuransi Astra Syariah (SKS AAS) Program Launching*

On March 11, 2014, Dunamis Education & Asuransi Astra Syariah launched the *Sekolah Kepemimpinan Sahabat Asuransi Astra Syariah Program*. We signed contract to assist 5 schools at Cilandak area to implement The Leader in Me program

Outcomes:

- The 5 beneficiaries schools are SDIT Al-Hikmah, SDI Al-Barkah, SDN Gandaria Selatan 01 Pagi, SDN Gandaria Selatan 02 Petang and SDN Pondok Labu 11 Pagi
- Dunamis will assist the implementation of the program as well as trained all the educators and staff with The 7 Habits for Educators program.

Future Target:

In 2015 we plan to continue the joint cooperation and keep maintaining the teachers ability by providing a routine 7 Habits program refreshment.

➤ *One day The Leader in Me Seminar at Sekolah Mutiara Bunda Bandung*

To socialize The Leader in Me program and its benefit for schools in Indonesia, Dunamis Education joint a collaboration with Sekolah Mutiara Bunda Bandung held a one day seminar with a leadership theme. This seminar was intended to share the need to acknowledge every child leadership potential since in an early stages.

Outcomes:

More than 20 schools in Bandung joint the seminar and it gave us the opportunity to share our knowledge for public.

Future Targets:

We plan to held The Leader in Me seminar regularly with other schools around Indonesia.

COMMUNITY

Capacity Building

COMMUNITY

Capacity Building

➤ *Leadership Program Evaluation at SMPN 7 Bandung – as a part of 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. As a part of this program, we did an evaluation for SMPN 7 Bandung

Outcomes:

- We evaluated the leadership components which has been implemented in the school from teachers, students and parents side.

Future Targets:

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

➤ *The Leader in Me Seminar with Muriel Summers – Principal of AB Combs Elementary School USA*

Dunamis Education made a joint cooperation with Yayasan Tunas Adi Mulia held The Leader in Me Seminar. This seminar is aimed to expose the need to unleash every child leadership potential. We invited Ms Muriel Summers – Principal of AB Combs Elementary School USA. Ms Summers is the promoter to implement The Leader in Me program in schools.

Outcomes:

- The seminar was attended with more than 1000 parents and 1000 teachers around Jakarta. Many schools was passionate to implement the Leader in Me program also to choose leadership as their school theme.

Future Targets:

In the upcoming years, Dunamis still open an opportunity to work with other institutions to share about leadership development.

COMMUNITY

Capacity Building

COMMUNITY

Capacity Building

➤ *Sekolah Kepemimpinan Sahabat Asuransi Astra Syariah Leadership Contest Program*

To evaluate the implementation of The Leader in Me program at the Sekolah Kepemimpinan Sahabat Asuransi Astra Syariah, Dunamis Education held a leadership contest. The leadership contest was intended for teachers and students to evaluate their understanding about leadership.

Outcomes:

All the participants showed great enthusiasm. They could interpret leadership and The 7 Habits with their own language but easily to understand.

Future Targets:

This leadership contest will be held regularly and involving other Leader in Me schools.

➤ *IGCN Voluntary Day*

As a member of Indonesia Global Compact Network (IGCN), Dunamis was honored that our pre-school at Desa Pasir Angin is chosen for IGCN annual voluntary day. All IGCN member were gathered and do some voluntary works such as renovating school building, teaching children about healthy life and also donate school equipment.

Outcomes:

7 pre-schools at Desa Pasir Angin building were renovated and got new schools equipment. 2 pre-schools also got new toilet and laptop to improve teachers performance.

Future Targets:

Dunamis will keep maintaining the relationship with other IGCN members and open to new ideas to improve the life of Desa Pasir Angin community.

COMMUNITY

Capacity Building

COMMUNITY *Capacity Building*



SEKOLAH KEPEMIMPINAN SAHABAT ASURANSI ASTRA
LAUNCHING
&
THE LEADER IN ME SEMINAR WITH MURIEL SUMMERS



COMMUNITY *Capacity Building*



IGCN VOLUNTARY DAY



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.

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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:

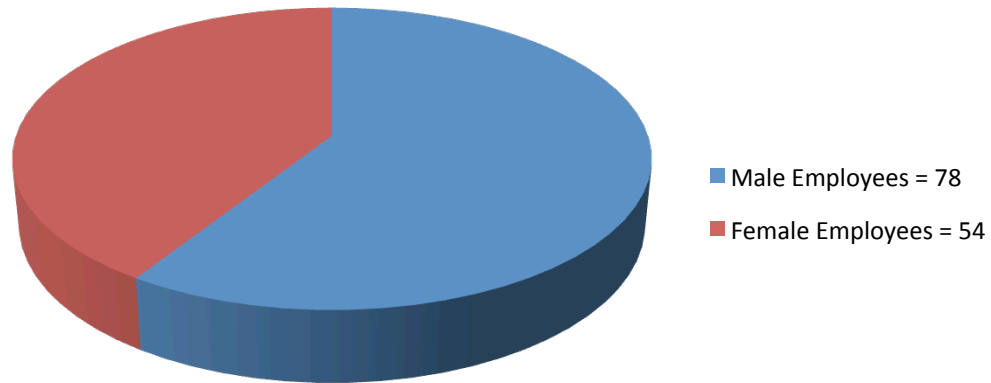
In 2014, 75 percent of employee took their PDP, it increasing 15 percent from 2013.

Future Targets:

In 2015 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 2014, the electricity & water usage were increased 8% comparing to the previous year.

Future Targets:

In 2015, 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 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 2014.

Overall performance against target:

● Target exceeded
● Target achieved (≥ 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 operate 7 pre school class in 7 location. The students number was 232, over the target for 200 students.	On going
Aptitude Test				
To help High School students finding their potential & talent, starting this year Dunamis held an aptitude test	■	▼	This program is temporarily stopped. We're in discussion to launch other program for the 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 30 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



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	
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	■	▼	This year we did not held The 7 Habits Teen Supercamp due to a tight sechedule between school holiday & ramadhan season	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	
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 8% in 2014	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

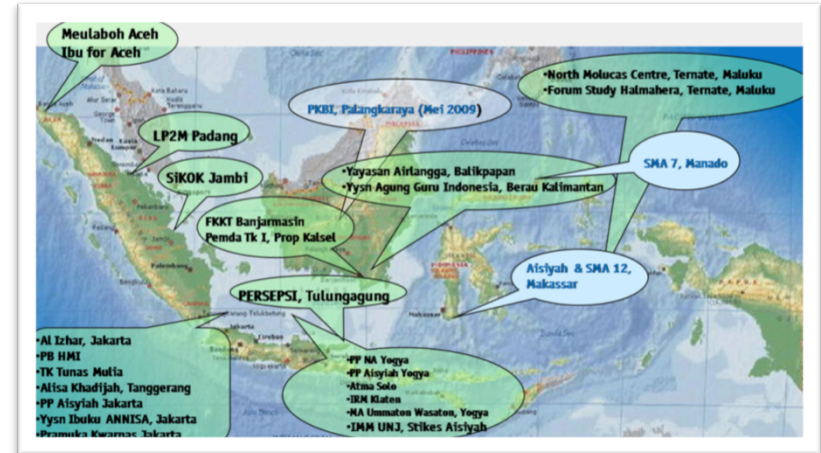
IMPLEMENTATION *of UNGC Principles*

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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Organization Services



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