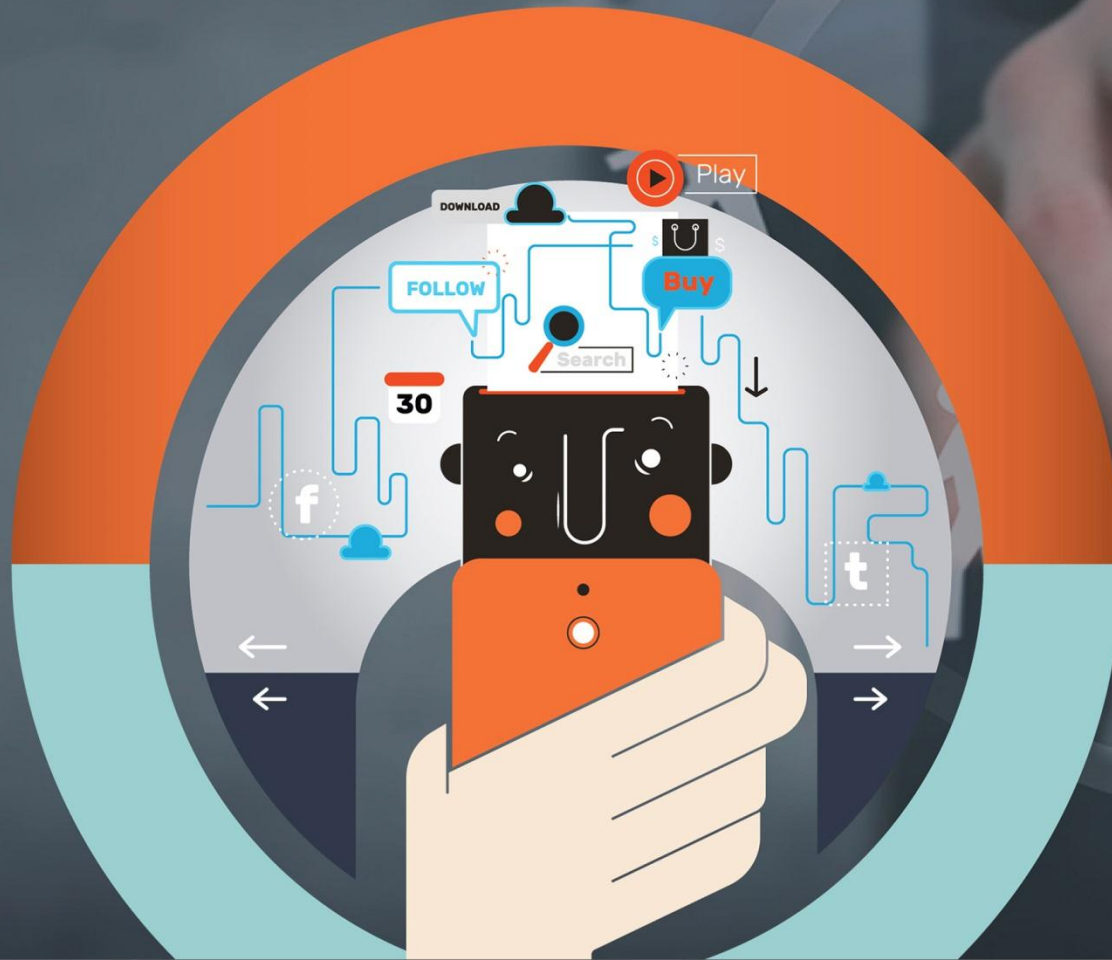


COMMUNICATION ON PROGRESS



CEO Statement



PT. GML Performance Consulting
GRAHA GML 4th - 5th Floor
Artha Gading Niaga Blok B No. 24 - 25
Jl. Bulevar Artha Gading
Kelapa Gading Barat
Jakarta Utara 14240
Phone : (62-21) 45850861 (Hunting)
Fax : (62-21) 45850862
Email : gml@gmlperformance.co.id
Website : www.gmlperformance.com

November 10th 2015

To our stakeholders:

I am pleased to confirm that PT GML Performance Consulting reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Suwardi Luis', is written over a faint, circular watermark.

Mr. Suwardi Luis
CEO of GML Performance Consulting

COMPANY IDENTITY

- *COMPANY NAME :*
GML PERFORMANCE CONSULTING
- *ADDRESS :*
GRAHA GML
RUKAN ARTHA GADING NIAGA,
BLOK B NO. 24-25, JAKARTA
- *COUNTRY :*
INDONESIA
- *CONTACT NAME :*
SRI HASTUTI HADIKUSUMA
- *CONTACT POSITION :*
CHIEF PEOPLE OFFICER
- *NO OF EMPLOYEES : 64*
- *SECTOR :*
SERVICES (MANAGEMENT CONSULTANCY)



ABOUT US

GML Performance Consulting is a management consulting firm specializing in helping organizations improve their performance through better translation of their strategy into actions.

We measure our success by the satisfaction of our world class clients, which include leading national and multinational companies in many areas.



OUR VISION AND MISSION

Vision

To become the leading performance improvement group of companies in Asia, with highly synergistic services which are customized to Asian business environment and culture.

Mission

We enhance our client organization and individual performance by providing world-class solutions through our first class team. We measure our success based on customer, employee, community, and shareholder satisfaction.



OUR SUCCESS

We measure our success by the satisfaction of our world class client, which include leading national and multinational companies in the following industries :

- Mining
- Agri business
- Construction
- Property
- Manufacturing
- Consumer Goods
- Retail & Trade
- Pharmacheutical
- Automotive
- Airline
- Logistics
- Banking and Financial Services
- Security
- Media
- Telecommunication
- State owned enterprise
- Government
- Public utility



OUR VALUES

- **High Trust** : Trusting team members leads to team success and personal growth
- **Humility** : Pride and complacency lead to failure. Having humility to learn from others, listen openly to feedback, admit mistakes, giving credit to others, and practicing follower ship are virtues that build success
- **Integrity** : Do what is ethically right, service and solution that don't disadvantage others
- **Teamwork** : We believe in the strengths of teamwork to accomplish our goals. Interdependence by leveraging our individual talents leads to world-class teamwork
- **Serve Others** : Serving all customers with a smile and positive attitude creates a win-win atmosphere to meet and exceed expectations

HITS



COMMUNICATION
ON PROGRESS

IMPLEMENTATION OF UNGC PRINCIPLES

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 uphold the freedom of association and the effective recognition of the right to collective bargaining

GML reflected the implementation of human rights through competitive compensation, benefits, and our working condition.



GML'S WORKING CONDITION



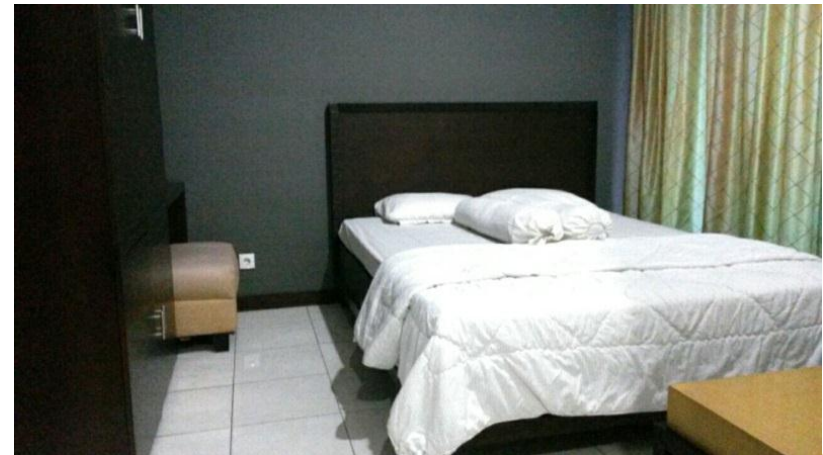
Monthly Company Meeting



Nursery & Baby Room



Project closing celebration



Employee Mess

GML'S MEDICAL BENEFIT

For Employee and employee's family Health Benefit, GML provide triple benefit insurance :

GML **LUTAN**
PERFORMANCE CONSULTING

PT. GML Performance Consulting
PT. Lutan Edukasi
Jl. Raya Cempaka No. 10-11, 12-13
D. Sektor 01, Cempaka
Jakarta Utara 14340
Phone : (021) - 4345 5861
Fax : (021) - 4345 5862
Email : gml@gmlperformance.com
Website : www.gmlperformance.com

LAPORAN KESEHATAN
(Hanya diisi oleh dokter yang menangan)

Informasi Pasien:	
1. Nama:	
2. Umur:	
3. Jenis Kelamin:	Laki-laki <input type="checkbox"/> Perempuan <input type="checkbox"/>

Informasi Medis:	
1. Diagnosis Penyakit:	
2. Apakah ini kelanjutan dari pengobatan sebelumnya? Jika ya, beri penjelasan singkat:	
3. Apakah pengobatan lebih lanjut diperlukan? Jika ya, beri penjelasan:	

Nama dan Alamat Dokter:

Tanda tangan: _____ Approved by Dept. Head:

Tanggal: _____ Date: _____

Perhatian: Klaim ini mungkin dipertanyakan oleh ING INSURANCE atau Bagian Accounting kami.



Health insurance by
Astralife (AVIVA)
for Inpatient



- Syarat-syarat Ketentuan Umum :**
1. e-ID ini diterbitkan oleh BPJS Kesehatan.
 2. e-ID dibawa ketika berobat beserta identitas lainnya
 3. e-ID memuat identitas peserta BPJS Kesehatan dan memiliki fungsi sama dengan kartu peserta BPJS Kesehatan.
 4. Penggunaan e-ID tunduk pada ketentuan perundangan yang mengatur BPJS Kesehatan
 5. e-ID hanya dipergunakan untuk kepentingan pelayanan program JKN BPJS Kesehatan
 6. Pemalsuan e-ID akan mendapat ancaman hukuman sesuai perundangan yang berlaku
 7. e-ID dapat dicetak dengan tinta hitam
 8. Batas waktu pembayaran tagihan urun adalah tanggal 10 setiap bulan berjalan

BPJS Kesehatan
(Government
Regulation)

Medical Claim
reimbursement
for outpatient



COMMUNICATION
ON PROGRESS

IMPLEMENTATION OF UNGC PRINCIPLES

LABOR

- **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

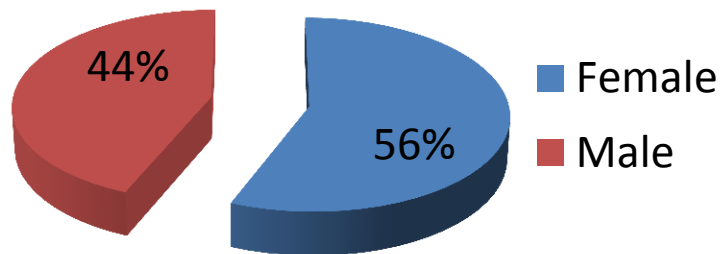
GML strictly does not employ child labor, defined ILO Convention No.138 as being children under the age of 15 years. All GML's employee are paid above the minimum government standard of wages (UMR) .

For working mom employee, GML support them to take care their child. We give them opportunity to bring children to the office, so we provide babies room and time to breastfeeding during office hour.

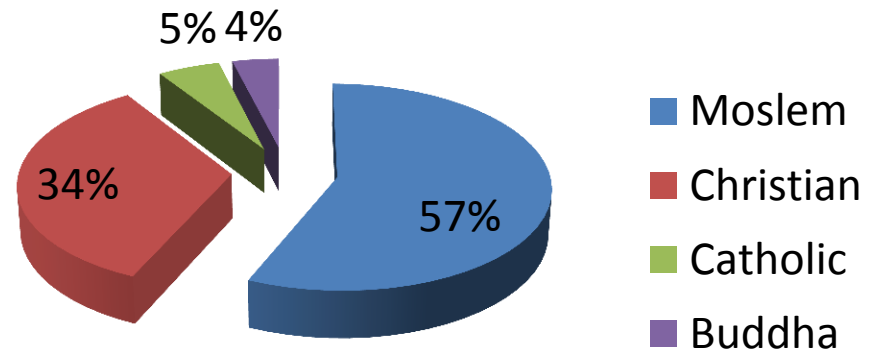


EMPLOYEE DEMOGRAPHY

GML Employee



Employee Religion



GML employs people by their capabilities that match of the job requirements and not discriminate by age, ethnic or social origin, gender, sexual orientation, politics or religion.



IMPLEMENTATION OF UNGC PRINCIPLES

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

GML encourage employees to involve in environmentally friendly practices and Corporate Social Responsibilities activities.

GML also provide scholarship for service staff's children, such as the children of our drivers and messengers.



ENVIRONMENTALLY FRIENDLY PRACTICES

In our everyday business activities, GML encourage environmentally friendly practices for using Electricity and Water.

At our office, elevator only can be used for going up more than 2 levels.

For example: if employee wants to go up to the 2nd & 3rd floor they have to use the stairs instead of the elevator.



OUR CORPORATE SOCIAL RESPONSIBILITIES

GML, associated with World Vision Indonesia, support 50 students from East Indonesia (Singkawang, Sekadau, Landak, North Halmahera, and Sikka).



Samples of student handmade card to show their appreciation



COMMUNICATION
ON PROGRESS

CSR :

Wahana Visi Indonesia

ADP Sekadau

Tanggal Lahir: **11 Oktober 2000**
Jenis Kelamin: **Perempuan**

Sekolah: **SMP Kelas: 2**

Pelajaran yang disukai: **Agama**
Hobi: **Boneka**

Mila Meliyani tinggal dengan orang tua. Mila Meliyani berasal dari suku Melayu. Ayah Mila Meliyani bekerja sebagai Petani.

Bantuan yang Anda berikan melalui Wahana Visi Indonesia merupakan dukungan besar bagi keberhasilan masyarakat di sana untuk kehidupan yang lebih baik.

Mila Meliyani AHMAD YUNA

IDN 191467-0068
Ulang tahunku
11 Oktober

Wahana Visi Indonesia
Jl. Wahid Hasyim No. 31
Jakarta 10340
Email: visi@wvi.org

World Vision

WAHANA VISI INDONESIA
a partner of World Vision



ADP Sikka

Tanggal Lahir: **11 November 2003**
Jenis Kelamin: **Perempuan**

Sekolah: **SD Kelas: 5**

Pelajaran yang disukai: **Matematika**
Hobi: **Boneka**

Caecilia Maranatha tinggal dengan orang tua. Caecilia Maranatha berasal dari suku Maumere.

Bantuan yang Anda berikan melalui Wahana Visi Indonesia merupakan dukungan besar bagi keberhasilan masyarakat di sana untuk kehidupan yang lebih baik.

Caecilia Maranatha NOVIYANI

IDN 185469-3414
Ulang tahunku
11 November

Wahana Visi Indonesia
Jl. Wahid Hasyim No. 31
Jakarta 10340
Email: visi@wvi.org

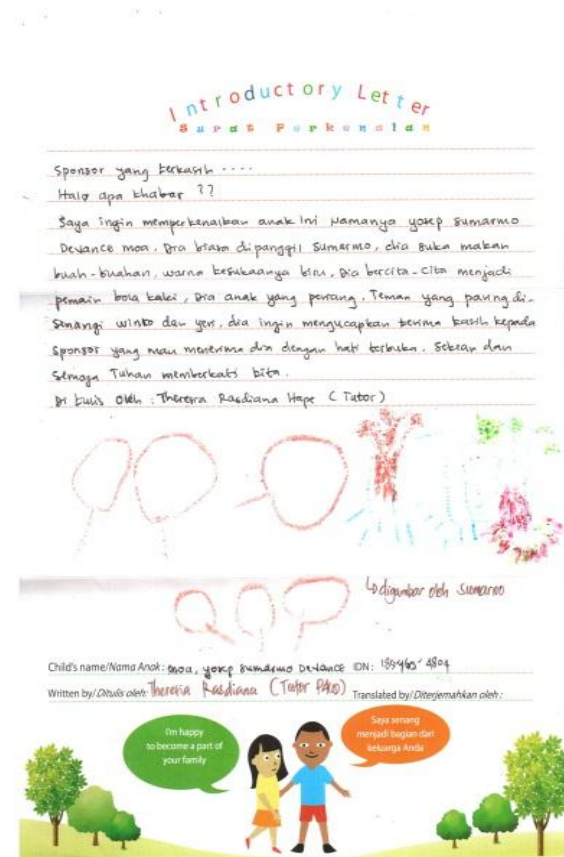
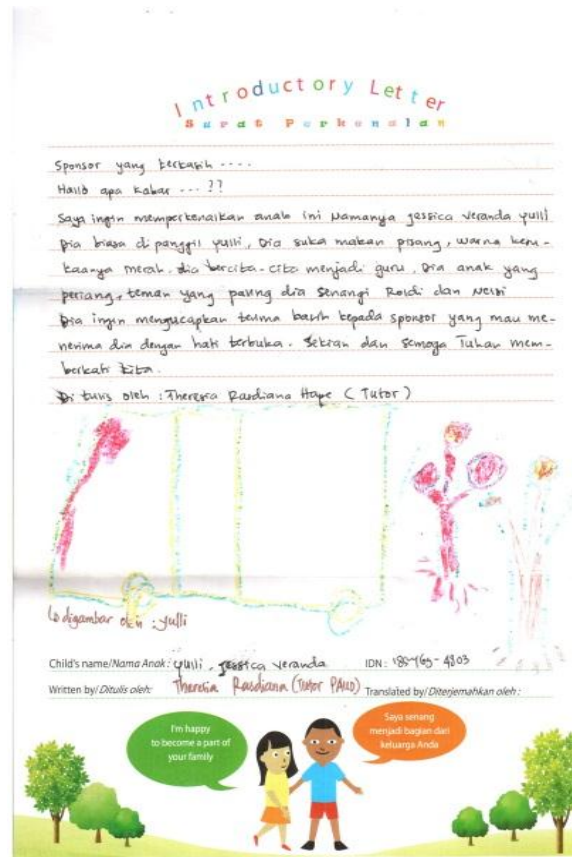
World Vision

WAHANA VISI INDONESIA
a partner of World Vision



OUR CORPORATE SOCIAL RESPONSIBILITIES

WVI : THANK YOU LETTERS FROM THE CHILDREN.....




COMMUNICATION
ON PROGRESS

OUR CORPORATE SOCIAL RESPONSIBILITIES

Greeting from Area Managers of Wahana Visi Indonesia

Dearest Sponsors,

 **Manager's Letter**

We are thankful for God's blessings and for your continuous support as we work to reach our vision. There are many who are trusting us as we serve the communities in Singkawang.


In 2014, Singkawang Area Development Programme (ADP) had achieved some of its' goals in three specific projects, i.e. the Education project, Water Sanitation & Hygiene (WASH) project as well as the Sponsorship Management project. All these projects have contributed in ensuring that parents and caregivers are able to provide well for their children.


In Education, Singkawang ADP works to ensure that the children enjoy good quality education. The ADP helped to improve learning processes in school so that students are able to experience fun and meaningful learning. In addition, children have also learned to care for themselves, for others as well as for the environment. In the last year, as many as 13 Schools (2280 students) benefited from this project. Students sensed the difference in their schooling because learning methods in and out of the classroom have changed. Early Childhood Care Development (ECCD) centres have also shown good progress. As many as 24 ECCD centres assisted by Singkawang ADP have been registered under the District Department of Education. This is important to ensure the sustainability of ECCD centres when the ADP phases out.

In Water, Sanitation and Hygiene project, Singkawang ADP worked to ensure that children are protected from infections and diseases caused by unsanitary environment. The project consists of sanitation campaign approach and construction of pipeline water system. Two sub-villages were declared ODF (Open Defecation Free) status. These sub-villages consist of 73 households (i.e. as many as 365 people). In addition, 97 households (443 people) now have access to clean water. Children now have more time to play and study at home because they do not need to fetch water from the river. Next year, Singkawang ADP and partners will work together to provide a better life for our children and their communities. God is our Saviour and He will be with us.


We hope that our sponsors will continue to support us in our goal to provide a better life for the children and their communities. We are also happy to be part of this transformation.

Warm regards,


Fortunatas B. Tamba
Manager Singkawang ADP



8

 **Manager's Letter**

Greetings!

I would like to thank our sponsors who are committed in changing the lives of children, families and communities in Sikka.

We are very pleased that our work brings about positive changes in people's lives.


We strive to achieve our vision of "children experience life in all its fullness" through organizing educational programs, improving the nutritional status of children, and strengthening relationships between teenagers and parents. We also help parents find reliable sources of income to support their families by providing training and facilitating their access to markets. World Vision is working with local partners to promote a better parenting skills of parents in the community. We also teach community members to understand public policy and how to advocate for their rights.

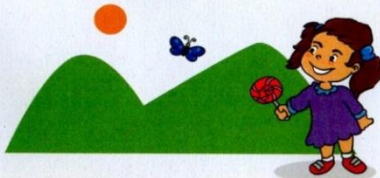
Furthermore, we also focused on motivating children to explore their potentials through children groups. In these groups, children learn to plan and manage projects.

Going forward, the children groups will participate in the planning of rural development which is in line with government's plan to make Sikka a more Child Friendly area.

Together we can bring a better life for children and people in Sikka.

God bless us always!


Silvester Lowa
ADP Manager Sikka



6

OUR CORPORATE SOCIAL RESPONSIBILITIES

Yayasan Bina Mandiri (YBM) is a non profit organization that provides kindergarten schools for families that can't afford to get a good education.

GML adopt 2 kindergarten schools by supporting all their operational expenses for whole year. So our employees can have opportunity to volunteer and involve in teaching or any other activities to support YBM school events.



OUR CORPORATE SOCIAL RESPONSIBILITIES

Independence Day Celebration TK Belajar Mandiri, Rawa Sengon,
23 Agustus 2014



OUR CORPORATE SOCIAL RESPONSIBILITIES

Study Tour to Taman Mini Indonesia Indah



OUR CORPORATE SOCIAL RESPONSIBILITIES

Yayasan Bina Mandiri: TK Belajar Mandiri, area Sunter
Teaching day



COMMUNICATION
ON PROGRESS

OUR CORPORATE SOCIAL RESPONSIBILITIES



Donation Submission Activities



OUR CORPORATE SOCIAL RESPONSIBILITIES



Donation Submission Activities



COMMUNICATION
ON PROGRESS

IMPLEMENTATION OF UNGC PRINCIPLES

ANTI CORRUPTION

Principle 10 : Business should work against corruption in all its form

GML 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.



CONTRIBUTION TO KPK or Corruption Eradication Committee Republic of Indonesia

Through partnership with Psychology Faculty University of Indonesia, GML submit a number of corruption theme research as source information or insight for KPK or CEC Republic of Indonesia that can be used as reference in developing their programs or initiatives.

Executive summary on voice behavior

What do Indonesian employees need to speak up?

A Multi-level and Cultural Perspective on Voice Behavior

Corina D. Riantoputra; Yulita A. Putri; Mutia A. Rachmazaniati; Krisanti S. Putri

Universitas Indonesia

Introduction

Arguably, one of the reasons for many corruption cases in Indonesia is the tendency for employees not to speak up when they see something is wrong. To voice for the betterment of one's organization is extremely important, unfortunately it is anything but simple. Voice is potentially a risky behavior as expressing opinions may be perceived as challenging the status quo, bearing the potential of organizational sanctions. Employees who choose to voice their concerns may be perceived by their peers as arrogant, as if these employees are better than their peers. The potential to be perceived superior is especially unacceptable in a collectivistic culture where togetherness and harmony are paramount, carrying the possibility of social sanctions (such as ridicule or isolation). Therefore, voice behavior is challenging, in every part of the world, but especially in a collectivistic culture like Indonesia. This study aims to understand voice behavior in Indonesia by building a multilevel process model that takes into account specific characteristics of Indonesian people.

Because voice behavior only occurs in a context of a dyadic or group relationship, that is, employees will only voice their ideas to other people, it is significant to understand not only



GML
PERFORMANCE CONSULTING

COMMUNICATION
ON PROGRESS

SCORECARDS

The scorecard below show our achievement against our Community Services, Labour and Environment target for 2015.

Activity	Target	Result
Monthly Internal Meeting	100%	90%
Administration medical benefit for employee due to government regulation	100%	60%
Employee have to spent min. 5 days / term to increase their competencies by joining training	85%	50%
Funding for Children education (associated with WVI & YBMI)	IDR300M	IDR295M
Employee have to contribute min. 1 day/ year to do community services	70%	30%



THANK YOU

