



COMMUNICATION ON PROGRESS

CEO Statement



PT. GML Performance Consulting
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February 07th, 2020

To Our Stakeholders,

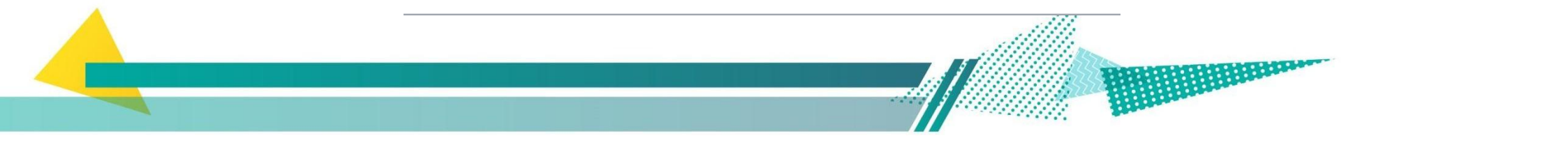
I am pleased to confirm that PT. GML Performance Consulting reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

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



Suwardi Luis
Direktur Utama



COMPANY IDENTITY

- *COMPANY NAME :*
GML PERFORMANCE CONSULTING
- *ADDRESS :*
GRAHA GML
RUKAN ARTHA GADING NIAGA,
BLOK B NO. 24-25, JAKARTA
- *COUNTRY :*
INDONESIA
- *CONTACT NAME :*
DEBORA PUTRI
- *CONTACT POSITION :*
HR INTERNAL OFFICER
- *NO OF EMPLOYEES :* 83
- *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

Most preferred Transformation consulting firm in Indonesia, known for result by its clients & professional growth by its associates.

Mission

We enhance our client execution capability to a new level by transforming their strategy, process, structure, people and culture, integrated with digital capability that will impact our nation's competitiveness.



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
- Pharmaceutical
- Automotive
- Airline
- Logistics
- Banking and Financial Services
- Security
- Media
- Telecommunication
- State owned enterprise
- Government
- Public utility



OUR VALUES

- **H**igh Trust : Trusting team members leads to team success and personal growth
- **H**umility : 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
- **I**ntegrity : Do what is ethically right, service and solution that don't disadvantage others
- **T**eamwork : We believe in the strengths of teamwork to accomplish our goals. Interdependence by leveraging our individual talents leads to world-class teamwork
- **S**erve Others : Serving all customers with a smile and positive attitude creates a win-win atmosphere to meet and exceed expectations

HITS



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



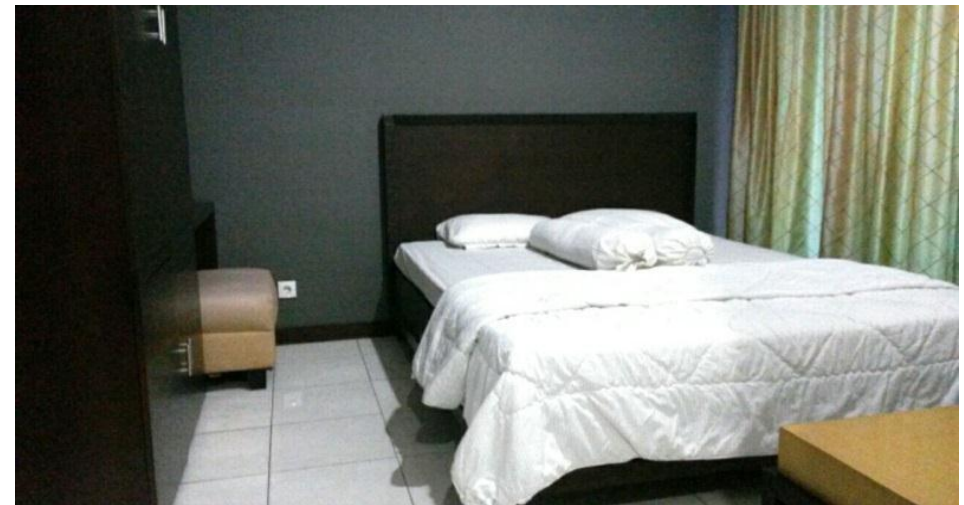
GML Event



Nursery & Baby Room



Project closing celebration



Employee Mess



GML Outing 2019



GML'S MEDICAL BENEFIT

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



LAPORAN KESEHATAN

(Nama dituliskan dengan benar)

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

Informasi Medis:	
1. Diagnosa 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 A Sinarmas MSIG 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 iuran adalah tanggal 10 setiap bulan berjalan.

BPJS Kesehatan (Government Regulation)

Medical Claim reimbursement for outpatient



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

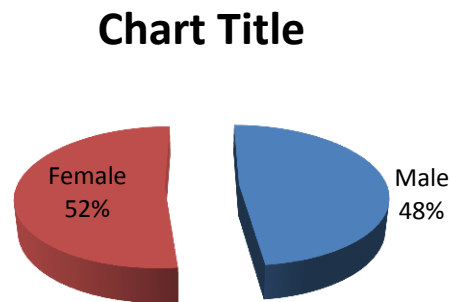
GML strictly does not employ child labor, defined ILO Convention No.138 as being children under the age of 15 years. All GML's employees are paid above the minimum government standard of wages (UMR)

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.

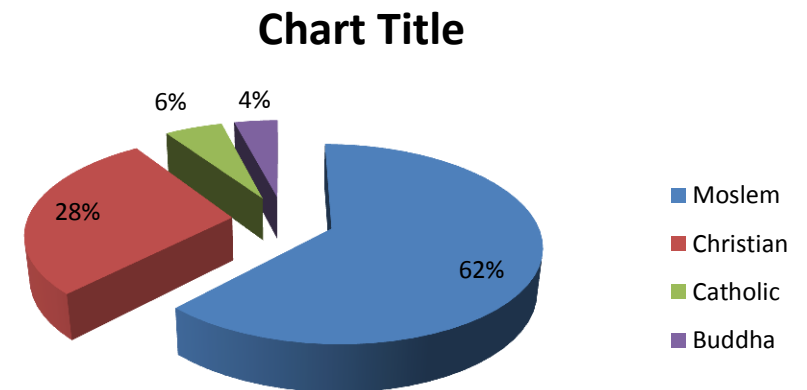


EMPLOYEE DEMOGRAPHY

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.

And also GML 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).



Sponsor visit at Singkawang 2016



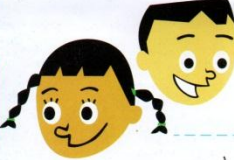
CSR :

Wahana Visi Indonesia



WVI : THANK YOU LETTERS FROM THE CHILDREN

Wahana Visi
INDONESIA



Introductory Letter Surat Perkenalan

halo sponsor, apa KABAR?

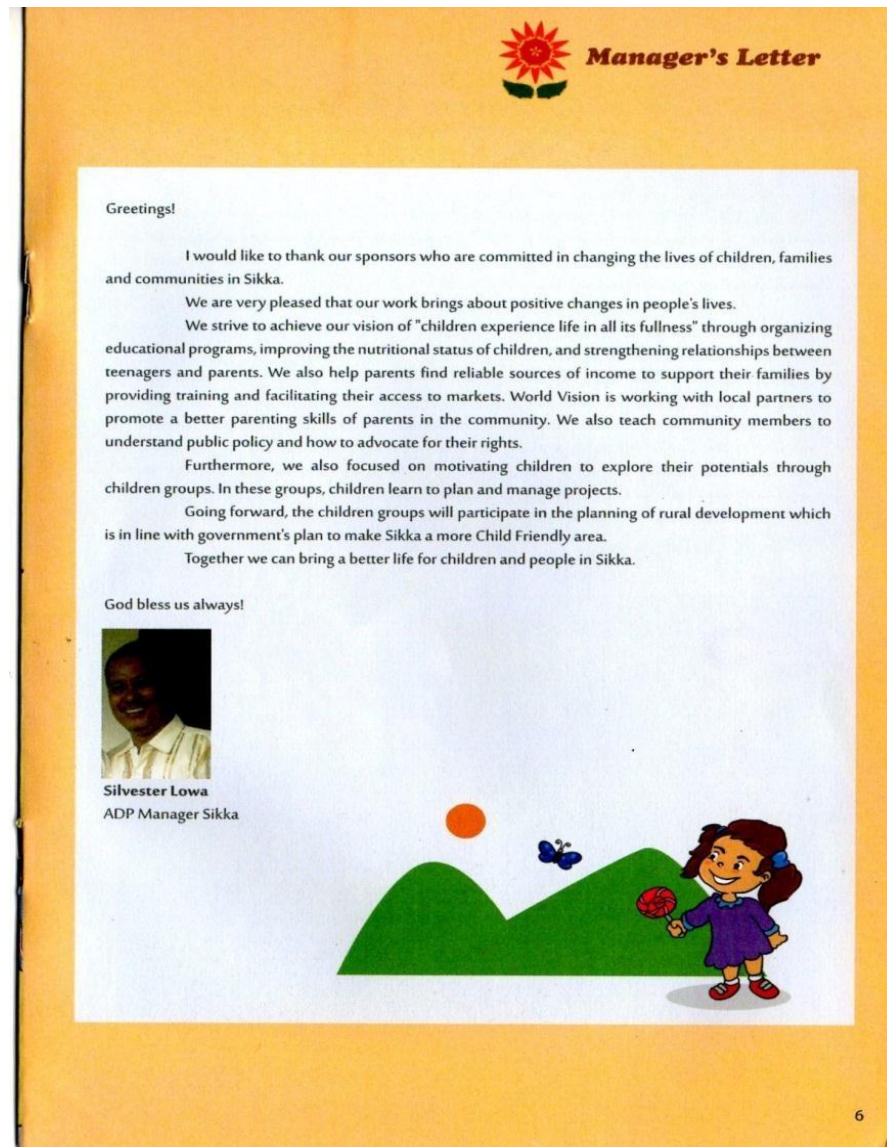
Perkenalkan: nama saya LIDIA NOPE
saya anak ke 4 dari 9 bersaudara
saya sudah bersekolah di (smp)
saya lahir pada tanggal 29 bulan 12 tahun 2006
hobi saya adalah bermain bola voli
saya suka bermain bulu tangkis
Pulang sekolah saya bantu orang tua Limba air
terima kasih karna sponsor sudah mau sponsor
saya. Tuhan Yesus memberkati sponsor dan keluarga
dalam tugas dan tanggung jawab

salam kenal dari

LIDIA NOPE

Nama Anak / Child's Name : LIDIA NOPE
ID Anak / Child ID : IDN1616-199922
Ditulis oleh / Written By :
Diterjemahkan oleh/Translated by :

OUR CORPORATE SOCIAL RESPONSIBILITIES



Greeting from Area Managers of Wahana Visi Indonesia

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.





Study Tour TK Belajar Mandiri.



CSR : VOLUNTERING DAY INDEPENDENCE DAY 2019



ENVIRONMENTALLY FRIENDLY PRACTICES

ANTI CORRUPTION

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

We 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.



SCORECARDS

The scorecard below show our achievement against our Community Services, Labour and Environment target for 2018.

Activity	Target	Result
Monthly Internal Meeting	100%	85%
Administration medical benefit for employee due to government regulation	100%	70%
Employee have to spent min. 5 days / term to increase their competencies by joining training	85%	60%
Funding for Children education (associated with WVI & YBMI)	IDR300M	IDR285M
Employee have to contribute min. 1 day/ year to do community services	60%	30%

