

To our stakeholders:

I am pleased to confirm that PPM Manajemen, still supports the Ten Principles of the UN Global Compact with respect to human rights, labor, environment and anti-corruption. With this COE, we express our intent to support the Global Compact advancing these principles, and will make a clear statement of this commitment to our stakeholders and the general public.

Year 2020 has been quite challenging for everyone. But still we have been participating in and engaging with the UN Global Compact on their events. During the pandemic we also join efforts with our alumni to support life and business for our community surrounds our premises. PPM is actively developing certification of expertise on forensic audit for all auditors in all kind of organization, such as private and public. We also continuing the research on ethics and governance practices conducted by PEBOSS (PPM's Center of Ethics and Governance) and the result will be integrated as the part of the curriculum for graduates and undergraduates level students, at the PPM School Managements Also we are concerned about capacity building among women especially in small medium enterprise, as one of the key factor for the economic cycle, we believe with a good management practice, they can be in their fully potentation to prevail in the future, we have been working with UN Women and IFC to accommodate some training and capacity building in the Women Empowerment Program working group. The last but not least we are actively join forces with other Indonesia youth, to do a campaign about zero waste by joined the regional conference in Singapore and also doing our own improvement project within our premises.

In this biennial Communication on Engagement (COE) report, 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.

Yours sincerely,



Prof. Bramantyo Djohanputro, MBA, PhD, QIA, CRMP, CRG

**PPM Manajemen
Executive Director**

ABOUT PPM MANAJEMEN

PPM Management was established in the midst of Indonesia conditions which has just been reborn after periods of transition from the full period of 1945-1966, at an early stage more concentrated on building development in the agricultural sector, with at the same time also began to plan development in other sectors.

Development process of the course not only in need of raw materials, labor and the spirit, but also requires the existence of a figure who was able to come across as thinkers, planners and decision makers, in other word, development requires experts we can refer to as a Manager. A scarcity of a great talent arised, PPM Manajemen was established for these needs, PPM Manajemen is the place where the managers was born at that time , who will become agent of change and also those who will shape the future of the nation of Indonesia. Since 1967 until now PPM Manajemen still hold that timeless spirit.

PPM Manajemen's vision is become the preeminent management institutions not only in Indonesia but in Southeast Asia also, which is a popular choice and pride for the user services, employees, and stakeholders.

This vision achieved through:

- Providing cutting edge management services, applied-oriented, and relevant;
- Conduct continuous updates to keep paying attention to the needs of the market;
- Upholding and developing professionalism;
- Implement and disseminate social responsibility;
- Develop a network of national and international.

PPM Manajemen in rolling out variety of management education and management coaching process is well aware that there are demands to bring out what they have learned in PPM and connecting to the real world, but at the same time PPM also aware we bring that Indonesia values. Through PPM School of Mangement, PPM Manajemen is constantly working to establish good cooperation with local institutions, as well as with international academic institution.

While to enrich the content of the alumni, we also are partnering with a variety of professional organizations in Indonesia, so when will our student entering the real world, they have also been provided by a variety of certification. PPM Manajemen have established close cooperation with the Indonesia Logistics Association, Indonesia Association of Tax Consultant and Indonesia Board of Professional Certification.

We also believe that research holds an important role in realizing life learn to teach the concept. So it's not an exaggeration if we indeed pay attention to the development and research. In last decade wehave established some new center that also become our laboratory to dessiminate our thoughts and perspectives in management world, they are Center for Creative Inovation (CIC), Center for Human Capital Development (CHCD), and PEBOSS – Center for Ethical and Organization Behaviour.

It turns out our desire that corresponds to the expectations of the business world, so that the last few years whenever Our Centers deploying event surrounding the Research management, Related to the development of human resources, innovation or organization behaviour, could be said that PPM can answer the needs of both the private and government circles, especially in an effort to create human resources better, which led to the creation of better performance of the institution where the talent work.

A long track record and is recognized as one of the best in the country, making an everlastingly be citation PPM Manajemen for various institutions in the search for solutions in particular in matters of human resources. Leading institutions such as the Government agencies , the State Owned Enterprises and the big number of private sectors, local government, has entrusted PPM Manajemen as their strategic partner.

Related to this, we shall not stay silent, but continued to perform a variety of innovations and breakthroughs, so we not only become the institution that is able to respond to the demands of the market, but also comes with carrying a new discourse in the study of human resource development in Indonesia.

We are aware of the challenge ahead is bigger. But we choose to strive and to innovate with some risks

PPM Management is proud, because we are constantly working to not teach but also implemented good business ethics. For decades we practiced what is known as a Good Corporate Governance, we continue to grow too. This challenge is not easy, many projects which has an huge chance to give us big amount of profit, but we have to declined them, we have to complay to some act that can led to a form of corruption and bribery act.

But it turns out that in Indonesia is still a lot of businesses are in line with us, we grow together, and always attempts to share this 'virtues' to the rest of the circle of Indonesia business sectors.

PPM MANAJEMEN BUSINESS UNITS

PPM School Of Management

PPM School of Management through its Bachelor and Master programs has spawned thousands of leaders and manager of change. PPM School of Management is accredited A National and international accreditation ABEST-21. PPM School of Management also establish strategic partnership with Kedge Business School, Fu Jen University, Association of Asia Pacific Business School, The Institute of Chartered Accountants, and other strategic partners

Executive Development Program

PPM Manajemen has experienced in organizing Executive Development Program for various managerial and functional aspects of management. Supported by experienced professional staffs and experts, PPM Manajemen is always ready to provide training to participants, which include: decision science, strategic management, human resources management, general management, marketing management, operation management, financial management, special program, managing others, and personal effectiveness

PPM Management e-Learning

By 1979, PPM Manajemen developed Long Distance Management Learning program that provides the best solution for the employees of organizations and individuals who wish to develop competencies, without leaving their workplace. Participants can follow the training program, without leaving the workplace, and has the flexibility of learning time.

With the development of learning technology, since 2013, PPM Manajemen developed Long Distance Learning Program into E-Learning Program using multimedia: video, video conference/web seminars, and interaction with faculty member through discussion forums and chats.

PPM Management Consulting

Since 1973, PPM Manajemen provides consulting services for companies in Indonesia. In the process, PPM Manajemen uses consultancy approach which emphasizes the process (*process consulting*). PPM Manajemen ensures the transfer of knowledge from consultants to the organizations throughout the implementation of activities related to consultation.

PPM Assessment Center

PPM Manajemen has experienced for more than 40 years in recruitment and selection, and supporting government institutions, state-owned enterprises, and private organizations to fill the needs of their employees starting from staff level, manager as well as directors. PPM Manajemen uses an integrated approach, to know the candidates more, which ones have personal values, talents, competence and experience background that are suitable with a certain position or profession. This approach is meant for each recruitment and selection process to be beneficial for both parts—the candidates and the organization which open the work opportunity.

PPM Management Research

In Addition, PPM Manajemen Research Division is a research provider which has a well known reputation and experience in Indonesia. We are different from other research bodies/institutions that only offer one research field. PPM Manajemen Research Division offers research services which are wider that cover Strategic Management, Human Resource, Marketing, Finance and Operation.

PPM Publishing

PPM Management publishes books and magazines both print and digital, providing digital publishing services. Books published include the areas of business management and government management. Business management books include human resource management, strategic management, financial management, and marketing management. Government management books include a reform of the bureaucracy, financial management, asset management, strategic management, and operations management. Book was published in print format as well as e-book. Print books available in major book stores in Indonesia while e-books are available in e-book stores.

PPM Seminars and Conference

PPM Manajemen regularly holds conferences and seminars in the field of management, to address global challenges and the development of management science. The program brings experts in the field of management that will deliver development management science, practitioners with a variety of experience to go through, and the government as the policy makers that affect the business sector. These three groups are enriching the knowledge and insights of leaders and managers of companies, organizations and government agencies. The conferences and seminars could be held in Jakarta, Surabaya, Makassar or other cities, through out Indonesia.

HUMAN RIGHTS

Principle 1:

Businesses should support and respect the protection of internationally proclaimed human rights; and,

Principle 2:

make sure that they are not complicit in human rights abuses Assessment, Policy and Goals

Assessment, Policy And Goals

Description of the relevance of human rights for the company (i.e. human rights risk-assessment). Description of policies, public commitments and company goals on Human Rights.

PPM Management aware that a good business is built on fundamental values that respect and protect all parties in the universal values of human rights. Implementation of these commitments,

Implementation:

Description of concrete actions to implement Human Rights policies, address Human Rights risks and respond to Human Rights violations.

PPM Manajemen was established by the Yayasan PPM (PPM foundation) which its members came from different and diverse religions and beliefs in Indonesia. PPM Manajemen currently equipped by two Musholla (Muslim praying room) and can accommodate up to 400 worshipers both men and women. PPM Manajemen also facilitating Christian religious services, both from the availability of the room of worship, also facilitates to invite The priest to share with the fellow Christians in PPM Manajemen. PPM Manajemen also has a Lactation room which designed to reduce barriers to breastfeeding

Measurement of outcomes

During the pandemic we are conducting fund raising and give some aid to help our community around our premises, and health worker, along with our PPM School of management alumni.

LABOR

Principle 3:

Businesses should uphold the Freedom of association and the effective recognition of the right to collective bargaining;

Principle 4:

the elimination of all forms of forced and compulsory labor;

Principle 5:

the effective abolition of child labor; and,

Principle 6:

the elimination of discrimination in respect of employment and occupation.

Assessment, policy and goals

Description of the relevance of labor rights for the company (i.e. labour rights-related risks and opportunities). Description of written policies, public commitments and company goals on labor rights.

Implementation :

PPM Manajemen through Bipartite Forum seeks to accommodate the aspirations of employees PPM Manajemen to the Management and vice-versa, and seeks the alternative solution when there is a difference of understanding. Bipartite in practice is facilitated by the Division of Human Capital Management and aims to create conducive working atmosphere, and creating a harmonious relationship between employees and management. PPM Manajemen is completely comprehend that the availability of adequate working space, with a variety of supporting appliances is a must.

Working actively with the local network on the Women empowerment Protocol and also doing research on empowering women entrepreneurship especially on small medium enterprises, such as business matching also gives the training on how to leverage the business with PPM School of management.

Measurement of outcomes

With IGCN Women Empowerment Program working group together we campaigning the woman role in the working environment, also the disabled to have equal opportunity.

ENVIRONMENT

Principle 7:

Businesses should support a precautionary approach to environmental challenges;

Principle 8:

undertake initiatives to promote greater environmental responsibility; and,

Principle 9:

encourage the development and diffusion of environmentally friendly technologies.

Assessment, policy and goals

Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments and company goals on environmental protection.

Implementation :

PPM Manajemen building was designed with the concept of Green Building Concept. Exposure of sunlight serve as lights in the daytime, electric lights is only use when needed.

Includes air conditioning (AC) activated only a moment before activities will take place and immediately deactivated once the activity completed.

Aware that water resources are very limited PPM Manajemen published a call for using water as needed and strongly discourage excessive water usage.

PPM Manajemen made several infiltration wells and infiltration holes as efforts to increase the availability of groundwater resources.

Trees as a shade, also planted to catch the rainfall, reduce air pollution, and also reduce the noise pollution that caused by the traffic.

Using the saving energy lamp.

Measurement of outcomes

Each year we have continuous improvement projects that aims to have efficiency and efficient working process that involved, sufficient energy and environment preserving

ANTI-CORRUPTION

Principle 10:

Businesses should work against corruption in all its forms, including extortion and bribery.

Assessment, policy and goals

Description of the relevance of anti-corruption for the company (i.e. anti-corruption risk-assessment). Description of policies, public commitments and company goals on anti-corruption.

Implementation :

We proudly said that , PPM Manajemen constantly try to not only teach but also implemented good business ethics. For decades we practiced what is known as a Good Corporate Governance (GCG), and we proved that we could even continue to grow. This challenge is not easy, many projects which has an huge chance to give us big amount of profit, but we have to let it go, because sometimes we were asked to obey the agreement with the various interests that led to a form of corruption and gratification act.

We also established a new center called PEBOSS (Pusat Etka Bisnis dan Budaya Organisasi Soedarmo Sastrosatomo) which is our own initiative on capturing and mainstreaming the original ethical also the right way on how Organization culture according to the true value of Indonesian heritage. Doing research and socializing actively on the campaign of the noble and ethical business practices.

Measurement of outcomes:

This year we conducted some events to promote ethical practices, and making model based on the survey conducted by PEBOSS (center of ethical business)

