



COMMUNICATION ON PROGRESS

CEO STATEMENT



GRAHA GML
Artha Gading Niaga Blok B 24-25
Kelapa Gading Barat, Jakarta 14240
T +62 21 4585 0861
www.gmlperformance.com

May 30th, 2022

To our stakeholders,

I am delighted to inform that PT GML Performance Consulting continues to embrace the UN Global Compact's Ten Principles in the areas of human rights, labor, the environment, and anti-corruption.

We outline our activities to constantly enhance the integration of the UNGC and its principles into our company strategy, culture, and daily operations in our yearly Communication on Progress (COP) paper.

We also pledge to communicate this information with our stakeholders via our major communication channels.

Sincerely yours



Supardi Lusi
Direktur Utama

COMPANY IDENTITY

- *COMPANY NAME :*
GML Performance Consulting
- *ADDRESS :*
GRAHA GML
Artha Gading Niaga Blok B 24-25 Kelapa Gading Barat, Jakarta 14240
- *COUNTRY :*
Indonesia
- *CONTACT NAME :*
Debora Putri
- *CONTACT POSITION :*
HR Internal Officer
- *NO OF EMPLOYEES :*
103 Employees
- *SECTOR :*
Service (Management Consulting Firm)



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.



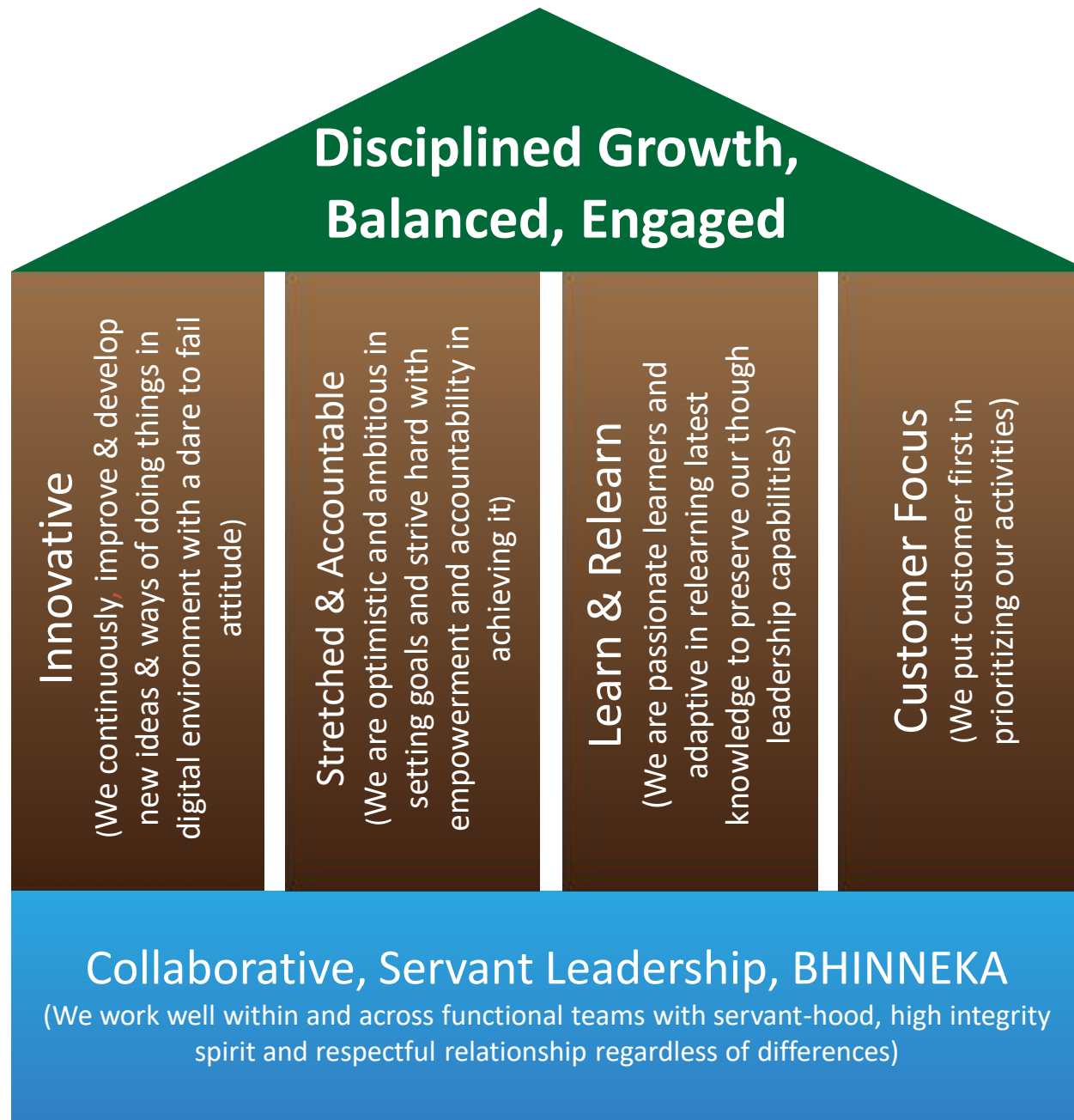
OUR SUCCESS

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



OUR VALUE



OUTCOME

DIFFERENTIATING
VALUES

Foundation,
CORE

IMPLEMENTATION OF UNGC PRINCIPLES

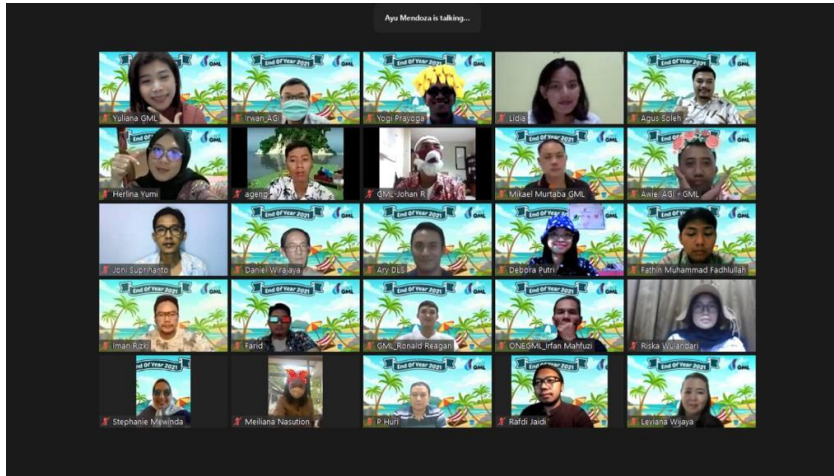
HUMAN RIGHTS

- 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



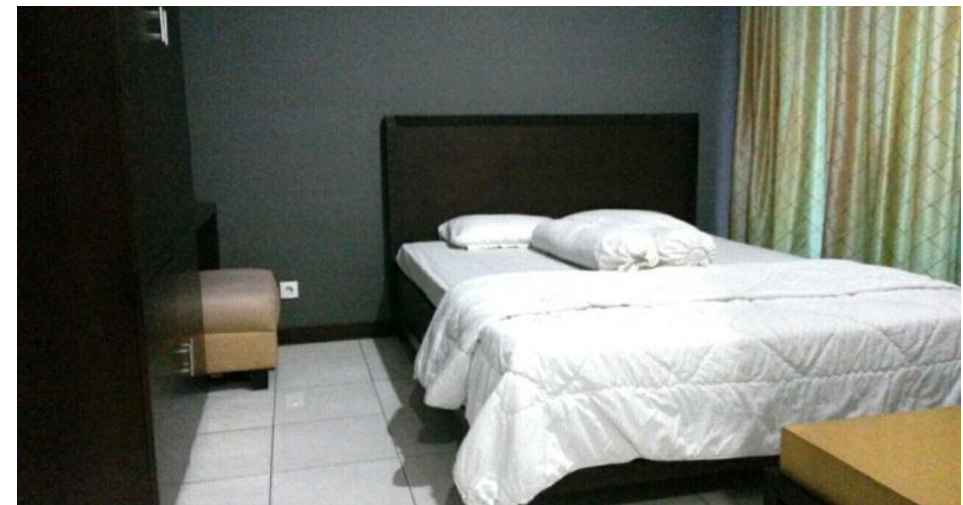
GML Event



Nursery & Baby Room



Project closing celebration



Employee Mess

GML'S MEDICAL BENEFIT

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

GML **LUTAN** **PT. GML Performance Consulting**
 PT. Lutan Edukasi
 Jalan Gunung Mapi Blok B No. 24-25
 Jl. Raya Rangka Gedung
 Kampung Gunung Baru
 Jakarta Utara 14360
 Phone : 021 - 4345 0861
 Fax : 021 - 4345 0862
 Email : gml@gmlperformance.co.id
 Website : www.gmlperformance.com

LAPORAN KESEHATAN
 (Nama di isi oleh dokter yang menangani)

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



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

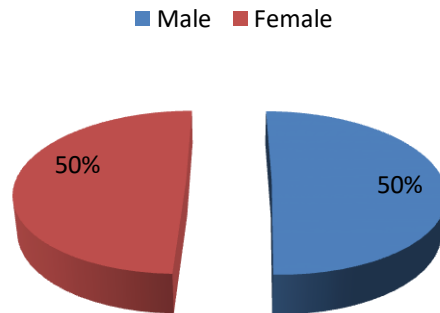
GML strictly does not employ child labor, defined ILO Convention No.138 as being children under the age of 15 years. All GML's employee are paid above the minimum government standar of wages (UMR)

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.

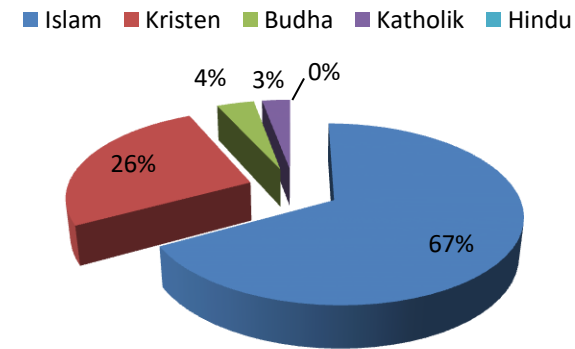


EMPLOYEE DEMOGRAPHY

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

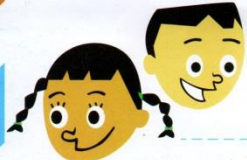
GML, asociated with World Vision Indonesia, support 50 students from East Indonesia (Singkawang, Sekadau, Landak, North Halmahera, and Sikka).



Sponsor visit at Singkawang 2016

WVI : THANK YOU LETTERS FROM THE CHILDREN





Introductory Letter

Surat Perkenalan

halo sponsor, apa KABAR?

Perkenalkan nama saya Lidia Nope

saya anak ke 4 dari 4 bersaudara

sa ya udah 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

terimah kasih karna sponsor sudah mau sponsor

saya Tuhan Yesus memberkati sponsor dan keluarga

dalam tugas dan tanggung jawab

salam kenal dari

Lidia Nope

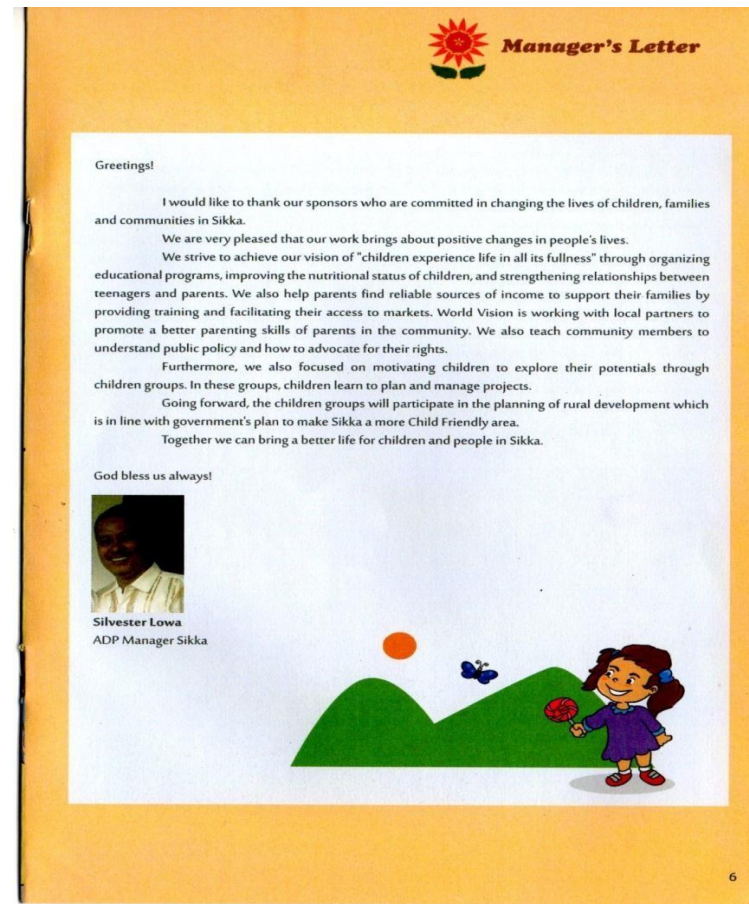
Nama Anak / Child's Name : Lidia Nope

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.



CSR : VOLUNTERING DAY



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 2021

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%	70%
Funding for Children education (associated with WVI & YBMI)	IDR300M	IDR285M
Employee have to contribute min. 1 day/ year to do community services	60%	40%



thank you