

# INDEKS REFERENSI SILANG GRI 3.1

GRI G3.1 Cross Reference Index

INDIKATOR INDICATORS	KETERANGAN REMARKS	TERCANTUM PADA HALAMAN AVAILABLE ON PAGE	TINGKAT APLIKASI APPLICATION LEVEL
EN26	Inisiatif Untuk Mitigasi Dampak Negatif Terhadap Lingkungan dan Peningkatan Efisiensi <i>Initiatives to Mitigate Negative Impacts Towards Environment and to Enhance Efficiency</i>	93-95, 98, 104,106,108, 110	Fully
EN27	Kemasan Produk Yang di Gunakan Kembali <i>Reclaimed Packaging Material</i>	-	Not Relevant
EN28	Nilai denda finansial akibat Pelanggaran peraturan dan hukum lingkungan. <i>Monetary value of significant fines for non-compliance with environmental laws and regulations.</i>	-	Future Report
EN29	Dampak Lingkungan Signifikan Akibat Aktivitas Transportasi <i>Significant Environment Impacts Due to Transportation Activities</i>	107	Partially
EN30	Biaya Investasi untuk Perlindungan Lingkungan <i>Environmental Protection Expenditures and Investment</i>	92, 96	Fully

KETENAGAKERJAAN LABOR PRACTICE & DECENT WORK			
LA1	Jumlah dan Profil Distribusi Karyawan <i>Number and Employee Distribution Profile</i>	73, 74, 84	Fully
LA2	Tingkat Perputaran Karyawan <i>Employee Turn Over Rate</i>	78, 79, 83	Fully
LA3	Kompensansi Karyawan Tetap dan Kontrak <i>Benefit for Permanent and Contract Employee</i>	75, 86, 87	Fully
LA4	Persentase Karyawan Dicakup oleh Perjanjian Kerja Bersama <i>Percentage of Employees Covered by the Collective Work Agreement</i>	85	Fully
LA5	Pemberitahuan Tentang Perubahan Operasional <i>Minimum Notification Regarding Operational Changes</i>	-	Future Report
LA6	Forum Kesehatan dan Keselamatan Kerja <i>Health and Safety Forum</i>	-	Future Report
LA7	Tingkat Kecelakaan Kerja <i>Rate of Work Accident</i>	-	Future Report
LA8	Program Pendidikan, Pelatihan, dan Penyuluhan Kesehatan <i>Education, Training and Health Counselling Program</i>	99	Fully
LA9	Topik Kesehatan dan Keselamatan Kerja dalam Peraturan Perusahaan dan Perjanjian Kerja Bersama <i>Health and Safety Topics Covered in Company's Policies and Collective Bargaining Agreement</i>	84-85	Fully
LA10	Durasi Pelatihan Karyawan <i>Employee Training Duration</i>	75-77	Fully
LA11	Pelatihan Persiapan Pensiun <i>Pre Retirement Course</i>	-	Future Report
LA12	Penilaian Kinerja dan Pengembangan Karir <i>Performance Review and Career Development</i>	83	Fully
LA13	Keragaman pada Jabatan Tata Kelola Organisasi <i>Diversity in Organization's Governance Position</i>	74	Fully

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LA14	Rasio Remunerasi Karyawan Pria dan Wanita <i>Women to Men Remuneration Ratio</i>	75	Fully
LA15	Tingkat Perputaran Karyawan Setelah Cuti Hamil dan <i>Paternity</i> <i>Return to Work Rate After Maternity and Paternity Leave</i>	81-88	Fully
<b>HAK ASASI MANUSIA HUMAN RIGHTS</b>			
HR1	Perjanjian dan Kontrak Kerja dengan Klausul Terkait Hak Asasi Manusi <i>Agreement and Contract That incorporate Human Rights Clauses</i>	84	Partially
HR2	Verifikasi Hak Asasi Manusia Pada Pemasok, Kontraktor, dan Mitra Usaha <i>Human Rights Screening for Suppliers, Contractors, and Business Partners</i>	84	Partially
HR3	Pelatihan Karyawan Tentang Hak Asasi Manusia <i>Employee Training on Human Rights Topics</i>	76	Partially
HR4	Kasus Diskriminasi dan Tindak Lanjut <i>Incidents of Discrimination and Action Taken</i>	73	Fully
HR5	Hak Berserikat <i>Rights of Association</i>	85	Fully
HR6	Pekerja Anak <i>Child Labour</i>	75	Fully
HR7	Kerja Paksa <i>Forced Labour and Compulsory Labour</i>	75	Fully
HR8	Pelatihan Hak Asasi Manusia untuk Tenaga Keamanan <i>Human Rights Training for Security Personnel</i>	-	Future Report
HR9	Insiden Terkait Pelanggaran Hak Penduduk Setempat <i>Indigenous Rights Violation Incidents</i>	-	Not Relevant
HR10	Evaluasi Hak Asasi Manusia di Lokasi Operasional <i>Human Rights Reviews at Operational Locations</i>	-	Future Report
HR11	Mekanisme Penyelesaian Kasus Hak Asasi Manusia <i>Grievance Mechanism for Human Rights Cases</i>	-	Future Report
<b>KEMASYARAKATAN SOCIETY</b>			
SO1	Program Kemasyarakatan di Wilayah Operasional <i>Community Programs in Operational Areas</i>	58, 59, 91, 93-98, 101	Fully
SO2	Unit Usaha dan Resiko Korupsi <i>Business Unit and Corruption Risk</i>	61, 68-69	Fully
SO3	Pelatihan Anti-Korupsi <i>Anti-corruption Training</i>	52, 61, 68, 69	Fully
SO4	Tindak Lanjut Insiden Korupsi <i>Action Taken in Response to Incidents of Corruption</i>	68-69	Fully
SO5	Partisipasi dan Posisi dalam Pembuatan Kebijakan Publik <i>Participation and Position in Public Policy Lobbying</i>	55, 94	Fully

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SO6	Donasi untuk Partai Politik dan Politikus <i>In-kind Contribution to Political Party and Politician</i>	54	Future Report
SO7	Pelanggaran Terhadap Hukum Keadilan Persaingan Usaha <i>Violation of Law Regarding Fair Business Competition</i>	-	Future Report
SO8	Denda dan Sanksi Akibat Pelanggaran Hukum dan Perundangan <i>Monetary fines and sanction for Non Compliance with Law and Regulations</i>	-	Future Report
SO9	Dampak Negatif dan Positif Bagi Masyarakat Sekitar <i>Negative and Positive Impacts Towards Communities</i>	59, 90, 91, 93	Fully
SO10	Usaha Mitigasi Dampak Negatif Operasional Terhadap Masyarakat <i>Mitigation Measure to Mitigate Negative Operational Impacts Towards the Community</i>	61, 66, 90, 91, 94	Fully
<b>TANGGUNG JAWAB PRODUK PRODUCT RESPONSIBILITY</b>			
PR1	Perlindungan dan Keamanan Bagi Konsumen <i>Consumer Protection and Safety</i>	51, 60-62, 66-67	Fully
PR2	Insiden Pelanggaran Peraturan Terkait Produk dan Konsumen <i>Non Compliance with Regulations Regarding Products and Consumen</i>	-	Future Report
PR3	Informasi Mengenai Produk dan Jasa <i>Information Regarding Products and Service</i>	53, 61, 62	Fully
PR4	Pelanggaran Peraturan Terkait Informasi Produk <i>Non Compliance with Regulation Regarding Product Information</i>	-	Future Report
PR5	Umpan Balik Konsumen <i>Consumer Feedback</i>	54, 62 - 65	Fully
PR6	Komunikasi Marketing, Iklan, Promosi dan Sponsor <i>Marketing Communication, Advertising, Promotion and Sponsorship</i>	61, 62, 67	Fully
PR7	Insiden Pelanggaran Terkait Marketing Komunikasi <i>Incident of Non Compliance with Marketing Communication Code of Conduct</i>	-	Future Report
PR8	Pengaduan Terkait Pelanggaran Privasi Konsumen <i>Complaints Regarding Breach of Consumer Privacy</i>	67	Fully
PR9	Denda dan Sanksi Akibat Pelanggaran Hukum dan Perundangan Terkait Aktivitas Penyediaan Produk dan Jasa <i>Monetary Fines and Sanction Due to Non Compliance with Law and Regulation of Product and Service Provision.</i>	-	Future Report
<b>INDIKATOR TAMBAHAN SEKTOR JASA KEUANGAN FINANCIAL SERVICE SECTOR SUPPLEMENT INDICATORS</b>			
FS1	Kebijakan Terkait Komponen Lingkungan Dan Sosial Yang Diimplementasikan. <i>Applied Policies With Specific Environmental And Social Components</i>	104	Fully
FS2	Prosedur Tinjauan Dan Evaluasi Risiko Lingkungan Dan Sosial <i>Procedures For Assessing And Screening Environmental And Social Risks</i>	104	Fully
FS3	Pengawasan Terhadap Kepatuhan Nasabah Dan Klien Pada Persyaratan Lingkungan Dan Sosial. <i>Monitoring On Customer's and Clients' Implementation Of And Compliance With Environmental And Social Requirements</i>	104	Partially

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FS4	Peningkatan Kompetensi Karyawan Terkait Implementasi Kebijakan Lingkungan Dan Sosial <i>Improving Staff Competency To Implement The Environmental And Social Policies And Procedures</i>	104, 107	Fully
FS5	Interaksi Dengan Nasabah/Klien/Mitra Usaha Terkait Risiko Dan Peluang Dalam Aspek Lingkungan Dan Sosial <i>Interactions With Clients/Investees/Business Partners Regarding Environmental And Social Risks And Opportunities</i>	105	Partially
FS6	Persentase Portofolio Usaha Berdasarkan Wilayah, Besaran, Dan Sektor <i>Percentage Of The Portfolio For Business Lines By Specific Region, Size, And By Sector.</i>	58	Partially
FS7	Nilai Produk Dan Jasa Yang Bertujuan Untuk Memberikan Manfaat Sosial <i>Monetary Value Of Products And Services Designed To Deliver A Specific Social Benefit</i>	58	Fully
FS8	Nilai Produk Dan Jasa Yang Bertujuan Untuk Memberikan Manfaat Lingkungan <i>Monetary Value Of Products And Services Designed To Deliver A Specific Environmental Benefit</i>	-	Future Report
FS9	Cakupan Dan Frekuensi Audit Terhadap Implementasi Dan Prosedur Risiko Lingkungan Dan Sosial <i>Coverage And Frequency Of Audits To Assess Implementation Of Environmental And Social Policies And Risk Assessment Procedures.</i>	-	Future Report
FS10	Persentase Dan Jumlah Unit Serta Portofolio Usaha Yang Berinteraksi Dengan Isu Lingkungan Dan Sosial <i>Percentage And Number Of Companies Held In The Institution's Portfolio With Which The Reporting Organization Has Interacted On Environmental Or Social Issues.</i>	58	Partially
FS11	Persentase Asset Yang Telah Melalui Evaluasi Lingkungan Dan Sosial <i>Percentage Of Assets Subject To Environmental Or Social Screening.</i>	-	Future Report
FS12	Kebijakan Pengambilan Suara Untuk Isu-Isu Lingkungan Dan Sosial Di Organisasi Eksternal. <i>Voting Policies Applied To Environmental Or Social Issues At External Organizations.</i>	-	Future Report
FS13	Meningkatkan Akses Perbankan Untuk Area Terpencil. <i>Increasing Access Points to Financial Services In Remote Areas</i>	59	Fully
FS14	Inisiatif Untuk Meningkatkan Akses Finansial <i>Initiatives To Improve Access To Financial Services</i>	58-59	Fully
FS15	Produk Dan Jasa Keuangan Yang Adil Dan Transparan <i>Fair And Transparent Financial Products And Services</i>	59-62, 67	Fully
FS16	Pendidikan Keuangan Bagi Nasabah Dan Masyarakat <i>Financial Education For Customers And Communities</i>	59, 61	Fully

Danamon telah mempersiapkan Laporan Keberlanjutan 2012 ini sesuai dengan Tingkat Aplikasi GRI G3.1 Level B, dengan 38 indikator kinerja yang dilaporkan secara menyeluruh (*Fully Applied*) dan 8 indikator kinerja dari *Financial Service Sector Supplement* yang dilaporkan secara menyeluruh (*Fully Applied*). Seluruh indikator tersebut mencakup indikator inti dan indikator tambahan.

*Danamon has develop our 2012 Sustainability Report in accordance with GRI G3.1 Application Level B, with 38 Fully Applied performance indicators, and 8 Fully Applied indicators from the Financial Service Sector Supplement. All reported indicators cover both core and additional indicators.*