

Tata Kelola Perusahaan

Corporate Governance

kemajuan Perseroan, di antaranya melalui Seminar, kunjungan kerja, *Workshop*.

Selama tahun 2017, para anggota Dewan Komisaris tidak mengikuti pelatihan eksternal.

Program Orientasi Bagi Komisaris Baru

Perseroan menyelenggarakan Program Orientasi bagi Anggota Dewan Komisaris baru dengan memberikan on-boarding pack yang berisikan: penjelasan visi, misi dan budaya Perseroan, kode etik, struktur organisasi, lini bisnis Perseroan, Pedoman dan Tata Tertib Kerja Dewan Komisaris. Hal tersebut bertujuan agar para anggota Dewan Komisaris dapat memahami Perseroan lebih baik dalam waktu yang singkat sehingga dapat segera melaksanakan tugasnya dengan baik. Selain itu, Program Orientasi ini juga dimaksudkan agar para anggota Dewan Komisaris dapat saling mengenal sehingga dapat terjalin kerjasama sebagai suatu tim yang solid dan komprehensif dan efektif.

Penilaian Kinerja Dewan Komisaris

Kebijakan penilaian kinerja anggota Direksi dan Dewan Komisaris Perseroan berdasarkan pada POJK No. 34/POJK.04/2014 tentang Komite Nominasi, di mana Komite Nominasi dan Remunerasi Perseroan melakukan evaluasi atas KPI dari Direksi dan Dewan Komisaris. Pelaksanaan penilaian kinerja Dewan Komisaris dan Direksi dilakukan sekali setiap tahunnya.

Kriteria dan Skor Penilaian Kinerja Dewan Komisaris

Kriteria penilaian kinerja Dewan Komisaris mencakup:

1. Dewan Komisaris menjalankan tugas, tanggung jawab dan wewenang sesuai dengan Piagam Dewan Komisaris, Anggaran Dasar Perseroan, peraturan perundang-undangan yang berlaku, dan/ atau berdasarkan keputusan Rapat Umum Pemegang Saham.
2. Dewan Komisaris melakukan pengawasan atas jalannya pengurusan dan kegiatan usaha Perseroan.
3. Dewan Komisaris menyelenggarakan dan menghadiri Rapat Dewan Komisaris sesuai dengan peraturan perundang-undangan yang berlaku.
4. Dewan Komisaris memantau dan memastikan penerapan GCG secara berkesinambungan.
5. Dewan Komisaris memiliki Komite Dewan Komisaris yang bekerja secara efektif dan memenuhi ketentuan yang berlaku.

for the Company's development, through seminars, professional visits, and workshops.

In 2017, there is no external training attended by the members of the Board of Commissioners.

Orientation Program for New Commissioner

The Company has organized an orientation program for the new members of the Board of Commissioners by providing on-boarding pack which contains: description of vision, mission and the culture of the Company, code of conduct, organizational structure, business segments of the Company, working guidelines and procedures of the Board of Commissioners. The purpose of this program is to assist the members of the Board of Commissioners to better understand the Company in a short amount of time so they can immediately serve their roles well. Moreover, this Orientation Program is intended for the members of the Board of Commissioners in getting to know each other to encourage collaboration as a solid team that is comprehensive and effective.

Performance Assessment of the Board of Commissioners

The Company's policy on the performance assessment for members of the Board of Directors and Board of Commissioners refers to OJK Regulation No. 34/POJK.04/2014 on Nomination Committee, wherein the Company's Nomination and Remuneration Committee does the evaluation of the Board of Directors and Board of Commissioners' Key Performance Indicators (KPI). The assessment of performance of Board of Directors and Board of Commissioners is carried out once a year.

Performance Assessment Criteria and Score of the Board of Commissioners

Performance assesment criteria and score of the Board of Commissioners are as follows:

1. The Board of Commissioners shall implement its duties, responsibilities and authorities with due observance to the Board of Commissioners Charter, the Company's Articles of Association, prevailing laws and regulations, and/or pursuant to the resolution of the General Meeting of Shareholders.
2. The Board of Commissioners shall conduct supervision on the management of the Company.
3. The Board of Commissioners shall organize and attend the Board of Commissioners Meetings in accordance with the prevailing laws.
4. The Board of Commissioners shall monitor and ensure the continuous implementation of GCG.
5. The Board of Commissioners shall establish the committees to work effectively and in observance to the prevailing rules.