

Process and Policy Human Capital

The management of each Human Capital function is regulated in the form of a process and set out in policies that are used as guidelines by taking into account operational risks. Internal policies related to the management of Human Capital at Bank Mandiri are regulated in:

1. Operational Policy (Human Resources Sub-Chapter) which has been updated and approved on December 12, 2017;
2. The Human Resource Standards that have been updated and approved on March 20, 2018;
3. Technical Guidelines for Human Resources (PTSDM) are updated using the concept of employee lifecycle (8A). Updates are carried out partially and gradually, while PTSDM which has been updated and approved is as follows.

Technical Guidelines for Human Resources (PTSDM)	Date Approved
PTSDM Architect – Design and Study of Organizational Structures	September 12, 2018
PTSDM Architect – Employee Need Planning and Manpower Cost Budgeting	September 12, 2018
PTSDM Attract - Outsourcing Partner Accreditation	May 2, 2016
PTSDM Attract - Application of Bank Mandiri Power Outsourcing Base Data (DTOBM)	October 17, 2014
PTSDM Align - Employee Relations	December 14, 2017
PTSDM Advance - Implementation of the Postgraduate Scholarship Program	August 1, 2016
PTSDM Advance - Training and Development Costs	April 1, 2016
PTSDM Advance - Implementation of Internship Program, Research, Research, and Field Work Practices in Work Units	July 1, 2018
PTSDM Appraise - Individual Performance Management System	December 1, 2015
PTSDM Award - Transactional Reward – Compensation	August 1, 2017
PTSDM Award - Transactional Reward – Official travel	October 1, 2016
PTSDM Award – Relational Reward	November 1, 2018
PTSDM Actualized – Talent and Succession Management	December 10, 2018
PTSDM Actualized – Implementing Employee Development Program	December 14, 2016
PTSDM Adieu – Pension Program	September 13, 2016
PTSDM Corporate Culture - Culture Excellence Score Board (CES)	June 1, 2018
PTO Corporate Culture - Mandiri Craft Management and Mandiri Craft Database Application	July 10, 2018

All internal provisions related to Human Resources are constantly reviewed and updated regularly in accordance with the development of the organization.