

## Semen Gresik Internalizes AKHLAK Core Values for Employees

**Rembang, January 24, 2021** - PT Semen Gresik (SG) held an online 'Internalization of Core Values AKHLAK SIG' by presenting informants to the Director of Finance and Human Resources, Muchammad Supriyadi, and the Director of Finance of PT SILOG, Joko Supriyadi. One thousand employees from all SIG subsidiaries also attended this activity.

In the event, Muchammad Supriyadi emphasized the importance of instilling the principles of *Amanah* (trustworthiness), *Kompeten* (competence), *Harmonis* (harmony), *Loyal* (loyalty), *Adaptif* (adaptation), and *Kolaborasi* (collaboration), commonly contracted as AKHLAK, as the core values in accomplishing their work. Therefore, it requires self-habituating to grow and make it a pivotal point in performing sustainable tasks.

Supri, Supriyadi's nickname, explained that every employee must be responsible for following the mandate assigned to them. According to him, responsibility for this mandate was not merely applied to the top management level.

"At any level we take office, we will certainly be held responsible. That mandate must be consistently followed so that it becomes our habit," said Supriyadi in the press release, Sunday, January 24, 2021.

As a part of PT Semen Indonesia Tbk. (Persero) or SIG, Supriyadi continued, Semen Gresik employees must also be competent, which is not only for themselves but also for others. The way is to help others to learn that their competence increases.

Besides, Semen Gresik employees must also be able to make the differences within the organization as a wealth of intellectual treasures. As a result, it creates harmony and enriches the knowledge possessed by each individual. Thus, in the future, it can be used to solve arising problems.

"There is grace behind our differences, which makes us more mature and able to improve our abilities," said Supriyadi.

Loyalty to the company is also one of the core values proclaimed by the Ministry of State-Owned Enterprises (BUMN). Supriyadi explained, one example is using company products for employees' daily use.

Every employee must also adapt to the rapid changes happening in the present. Supriyadi assumed that change is an inevitable necessity, as the current Covid-19 pandemic situation requires the employees and company to keep innovating, being proactive, and being enthusiastic about change.

"Despite the pandemic, the business must keep going on," said Supriyadi.



All of this will be perfect if each Semen Gresik employee is willing to collaborate, work together, or synergize with each other to gain better results. Then, they should provide opportunities for various parties to contribute, be open to working together and mobilize multiple resources for common goals.

"If every SIG employee does that, it is the company itself that will feel satisfied with the work that can be done," Supriyadi concluded.

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### **About Semen Gresik**

PT Semen Gresik (SG) is a subsidiary of PT Semen Indonesia (Persero) Tbk or SIG, established on January 10, 2014. Having a factory located in Rembang, Central Java, SG has been trusted in providing high-quality cement products produced from the latest technology and environmentally friendly production processes.

As a one hundred percent Indonesian product, SG also contributes to building the country with various world-class masterpieces, which becomes ultimate evidence of its product's robustness for millions of families and customers in Indonesia.

SG is always ready to provide the best service, from sustainable technology innovation to our commitment to preserving the environment and synergizing with the surrounding community. Triple Bottom Line Principle: People, Profit, and Planet become shared values between the company and the community.

By providing sustainable added value for the stakeholders through hard work culture and a spirit of innovation for all the company elements, Semen Gresik has become a significant player in the cement industry, not only in Indonesia but also at the international level.

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