



**IN THE LAST FEW YEARS, BURGER KING HAS GROWN RAPIDLY TO BECOME A LEADING QSR BRAND IN INDONESIA. WE HAVE GROWN FROM 46 STORES IN 2016 TO 178 STORES BY OCTOBER 2020.**



**WE'RE HERE TO MAKE A POSITIVE IMPACT  
BY TAKING ON A SPECIAL JOURNEY!**





## OUR SPECIAL JOURNEY

**WE'VE TAKEN A SMALL FIRST STEP  
BY HIRING 100+ DEAF AND  
MUTE CREW ACROSS STORES  
IN BALI, MAKASSAR AND JAKARTA**



**DECEMBER 2018**



**BK SUNSET ROAD BALI**

**JULY 2020**



**BK HASANUDDIN MAKASSAR**

**DECEMBER 2020**



**BK SKYLINE JAKARTA**





# HIRING

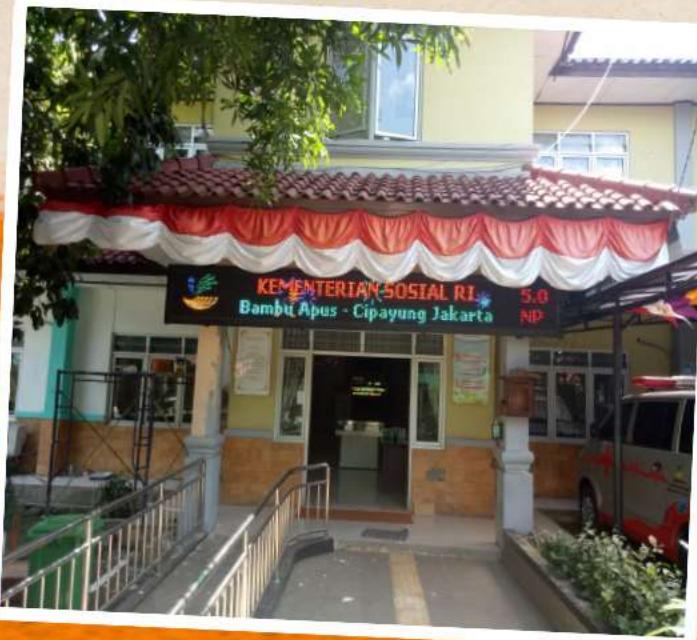
## PHASE 1

- MOU SIGNING
- THE MINISTRY OF SOCIAL AFFAIRS  
REPUBLIC INDONESIA
- REHABILITASI SOSIAL PENYANDANG
- DISABILITAS SENSORIK RUNGU WICARA
- TIER 4 SENSORY DISABILITIES



## PHASE 2

- BENEFIT RECIPIENTS ACCEPTED AT BALAI
- TIER 4 SENSORY DISABILITIES
- SIX (6) MONTHS COMPULSORY TRAINING



## PHASE 3

- RECRUITMENT AT BALAI
- CONTRACT SIGNING
- BK TRAINING PLAN



# PEOPLE DEVELOPMENT



## PHASE 4

- TWO (2) WEEKS OPERATIONS STANDARD AND SAFETY THEORY
- TWO (2) WEEKS STORE PROCESS
- PIC STORE SIGN LANGUAGE TRAINING



# SPECIAL CREW ON BOARDING PROCESS

SUNYI  
BERSUARA



To take a stand for inclusivity and equal opportunities in the workforce, especially for the deaf and mute community...

**BURGER KING® INDONESIA  
HAS KICK STARTING AN INITIATIVE CALLED**

S U N Y I  
**BERSUARA**  
(the voice of the silent)





BURGER KING



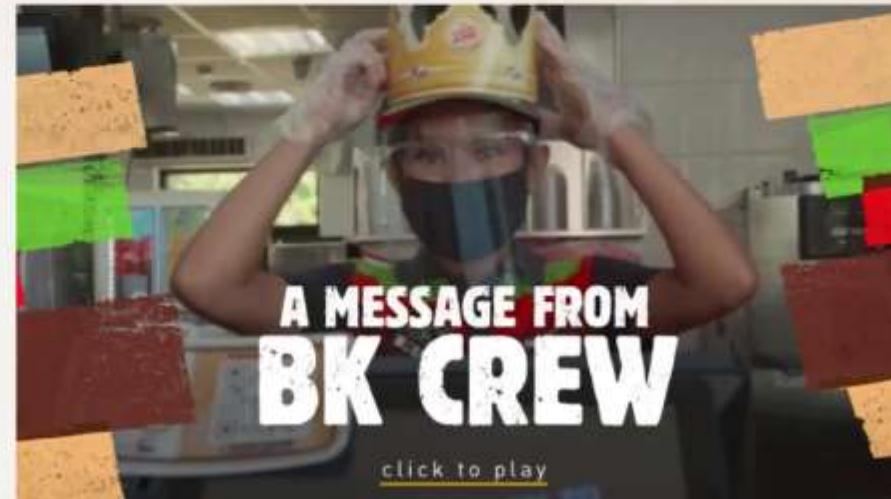
SUPPORTING PARTNERS



## WHY SUNYI BERSUARA ?

We started this movement to give a voice to the voiceless ones, Teman-teman Tuli. We want to make their voices heard by promoting inclusivity and equality in the workplace and our daily lives.

Hence, Sunyi = silence, Bersuara = Voice out,  
Sunyi Bersuara,



# WE PUBLISHED AN OPEN LETTER ENCOURAGING COMPANIES TO HIRE AND PUBLISHED A TOOL-KIT TO HELP THEM GET STARTED



**UNTUK TEMAN-TEMAN RESTORAN  
DAN SEMUA KEDAI MAKAN  
DI INDONESIA.**

Mendekati Hari Disabilitas Internasional pada 3 Desember, kami memulai #SunyiBersuara agar yang sunyi bisa terdengar suaranya.

Sebagai langkah kecil, lebih dari 100 crew Tuli sudah menjadi bagian dari outlet kami di Bali, Makassar, dan Jakarta. Kualitas pelayanan mereka sama hebatnya dengan crew Dengar, semua pelanggan merasa bagai raja. Tak ada alasan bagi kami untuk berhenti mempekerjakan lebih banyak Teman Tuli.

Namun, kami sadar kami tidak dapat mewujudkan kesetaraan sendirian. Maka, kami mengundang Anda untuk memulainya juga. Jika Anda sudah melukukannya, kami berterima kasih. Jika masih mempertimbangkan, kami dukung dengan [tool-kit di SunyiBersuara.id](#) untuk membantu Anda melangkah.

Bersama-sama, mari kita buat kesetaraan kesempatan kerja jadi kebiasaan baru di Indonesia.

#BersamaKitaBisa  
#SupportEachOther

 **SUNYI  
BERSUARA**  
#SunyiBersuara

**OPEN LETTER**



**TOOL-KIT**



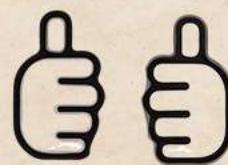
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**BERSAMA**



**KITA**



**BISA**