



# Human Resources

## GENDER DIVERSITY

PT Agincourt Resources (PTAR) ensures that all employees have the same opportunity to work and contribute, regardless of gender. The company believes that gender diversity provides a broad range of ideas and innovations for mutual success and progress

Gender diversity is one of the main focuses of PTAR's commitment to employment. The other two focuses are local employment and capacity building and employee development.

Local employees  
**73.92%**

One of PTAR's main strategies is to employ local employees to ensure that local communities benefit directly from Martabe Gold Mine operations

PTAR's staff development program focuses on:



Characteristics development and emotional intelligence



Technical skills development



Development to obtain Indonesian National Standard (SNI)

PTAR recognizes the importance of diversity by integrating gender policies into recruitment and HR systems through the **"Gender Diversity Policy"**.

The main objective of the Gender Diversity Policy is to increase the level of women's employment opportunities at all levels of the PTAR workforce and site contractors. Routine training is carried out at least once a year by conducting thematic Focused-Group Discussions (FGD).

Several HR policies and codes of practice that have been implemented:



**Anti-Harassment Policy.** Efforts to eliminate discrimination, intimidation, threats and harassment in the workplace. The Company regularly conduct gender diversity training throughout the year



**Maternity Leave and Paternity Leave Policy**  
Provide 4 months maternity leave with full pay and 2 weeks leave for male employees.



**Code of Practice for Managing Work Restrictions Related to Pregnancy.** Protecting pregnant employees from workplace hazards and allowing them to work until close to delivery.



**Lactation Policy.** The company provides facilities to support employees who are breastfeeding.

### Kebijakan Keberagaman Gender

**718**  
Women  
20,9%



**2.721**  
Men  
73,5%

**24**  
Women

occupied management positions with the positions of Supervisor and Manager

**2**  
Women

occupy the position of Commissioner and Director.



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## MARSIPATURE PROGRAM

One of PTAR's strategies to increase the absorption of local workers and increase their career opportunities is the Marsipature Program. The Marsipature program consists of Professional Development and Technical Development (Non-Trades Training, Soft Skill Training and Trades/Apprentice). For the Apprentice program, PTAR continues to collaborate with the Shipbuilding Institute of Polytechnic Surabaya (PPNS).

### 2017

Formed to increase local employment and career opportunities. This term comes from the Batak language and means "Let's Develop". The Martabe naming process was an important part of the design of the "Marsipature Huta Nabe."

The Marsipature program consists of:

*Professional Development and Technical Development (Non-Trades Training, Soft Skill Training and Trades/Apprentice)*

### Januari 2019

PTAR collaborates with the Shipbuilding Institute of Polytechnic Surabaya (PPNS) to support the Internship Program.



The Apprenticeship Program lasts 3 years and includes:		Mechanical system		Electrical systems and instrumentation		Welding system
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### 2021

At the end of 2020, the number of apprentice students:	Mechanics	<b>3</b>	people	Electrical and Instrumentation	<b>4</b>	people	Welding	<b>4</b>	people
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**73%** recruited employees are local people

At the end of 2021, there are apprentice employees as mechanics (7 people), electrical and instrumentation (7 people), and welding (4 people).