



Occupational Health and Safety Culture and Commitment

Agincourt Resources places the highest priority on Occupational Health and Safety (OHS) in every operational activity. The Company is committed to creating a safe, healthy and productive working environment, with the goal of preventing serious accidents and fatalities across all operational areas. By implementing strict safety standards, the Company is committed to creating a safe, healthy, and productive working environment to achieve zero serious accidents and fatal incidents across all operational areas. This approach also strengthens a safety culture that involves all employees, contractors and business partners.

As the operator of the Martabe Gold Mine, Agincourt Resources continues to strengthen its position as a company that upholds responsible and sustainable mining practices, with worker safety serving as the foundation of operational success.

Mining Safety Management System

To ensure systematic and consistent safety management, Agincourt Resources implements the Mining Safety Management System (SMKP), referring to the Minister of Energy and Mineral Resources Regulation No. 26 of 2018 on the Implementation of Good Mining Practices and the Supervision of Mineral and Coal Mining.

As part of the implementation of SMKP, Agincourt Resources has an Emergency Response Team (ERT) tasked with providing a rapid response to emergencies, carrying out rescue operations, and strengthening preparedness training, exercises and collaboration with various stakeholders. The team's competencies are continuously strengthened through participation in national and international rescue competitions, while also supporting emergency response efforts and community education activities.



Agincourt Resources





Emergency Response Team (ERT) Achievements 2022–2025

2022

- Won 1st Place in Structural Fire Search and Rescue, 2nd Place in Confined Space Rescue, and 3rd Place in Collapse Structure Search and Rescue at the 7th PAMA Fire Rescue Challenge in Jakarta.
- Achieved 2nd Place in the High Angle Rescue category and 3rd Place in the Hazmat Spill Response category at the 19th Indonesian Fire Rescue Challenge in Banyuwangi.

2023

- Overall Champion at the 8th PAMA Fire Rescue Challenge, winning 1st Place in Confined Space Rescue, Water Rescue, and High Angle Rescue, as well as 2nd Place in Structural Fire Search and Rescue.
- Participated in the 20th Indonesian Fire Rescue Challenge, competing in eight national-level categories.

2024

- Achieved various accomplishments in national-level rescue competitions, including 2nd Place in Water Rescue, 3rd Place in Structural Fire Fighting, Won The Best Captain, 2nd Place in High Angle Rescue Technique, 3rd Place in Underwater Rescue & Recovery, and 2nd Place in Fitness Drill at the 1st Astra Rescue Summit.
- Received several awards at the 1st Sumatera Fire Rescue Challenge, including 2nd Place in Structural Fire Fighting and 2nd Place in Firefighter Combat Challenge.

2025

- Won 1st Place in High Angle Rescue at the Indonesian Mining Emergency Response Competition (IMERC).
- Won 1st Place in the Road Accident Rescue category at the 10th PAMA Fire Rescue Challenge.
- Achieved 3rd Overall at the 2nd Indonesia Rescue Summit, including 1st Place in Fitness Drill and 2nd Place in Emergency Medical Treatment.





Support and Contributions of the Emergency Response Team (ERT) 2022–2025

2022

- Supported the response to the Cianjur Earthquake by deploying five personnel as part of the Ministry of Energy and Mineral Resources Disaster Preparedness ERG Team
- Conducted emergency preparedness education in schools and emergency response training for Fire and Rescue Services, healthcare workers, and external partners.



2023

- Implemented the ERT Goes to School program and provided emergency response training to BPBD and Fire and Rescue Services.
- Deployed personnel as observers at the Mining Emergency Response Competition (MERC) in Perth, Australia.



2024

- Expanded emergency preparedness education through the ERT Goes to School program.
- Strengthened collaboration with BASARNAS through Water Rescue exercises and the development of Urban Search and Rescue (USAR) competencies.



2025

- Provided first aid and fire response education to students of SMKN 2 Batang Toru.
- Supported the response to floods and landslides in South Tapanuli and Central Tapanuli through search and rescue activities for victims in affected areas.





Agincourt Resources has developed 14 Key Performance Indicators (KPIs) to measure safety management performance at the Martabe Gold Mine, as reported in the monthly Safety KPI Dashboard.

Key activities within the control system include mandatory safety training, reporting of unsafe acts and conditions, site inspections, timely incident investigations, active participation of the management team in the Active Safety Agreement (ASA) Program, and the involvement of Operations Supervisors in the Critical Control Program.

In 2025, the site KPI score reached 98%. This demonstrates Agincourt Resources' commitment to a high level of compliance and the effectiveness of its monitoring and control systems in minimising incident.

Agincourt Resources recorded 1,925,137 hours worked without lost-time injury. A total of two Lost Time Injuries (LTIs) were recorded and a Lost Time Injury Frequency Rate (LTIFR) of 0.2 were recorded, representing the ratio of lost-time injuries per million hours worked.

Since 2024, Agincourt Resources has utilised drone technology for mapping surveys, post-blast surveys, and early detection of potential hazards in operational areas. This technology replaces some high-risk field activities, significantly reducing personnel exposure to risks such as potential landslides, interaction with heavy equipment, and other environmental hazards. In addition to improving the accuracy and efficiency of data collection, this innovation reinforces the Company's commitment to creating a safer working environment through the use of technology.





Safety Risk Control Procedures and Programmes

Golden Rules

Simple rules related to safe work practices that are under the direct control of each employee. All workers receive training on the Golden Rules before starting work at the Company. These rules help ensure that every individual understands the basic actions required to prevent accidents.

Take 5

A simple safety procedure performed before starting work. In less than five minutes, employees are required to review potential hazards in the work area, ensure that conditions are safe, and determine the necessary control measures. This practice encourages workers to pause and think about safety before beginning work.

Job Safety and Environmental Analysis (JSEA)

A job analysis process conducted by the team before operational activities begin. In this process, each work step is identified, potential hazards are analysed, and risk control measures are determined. All team members must sign the JSEA document to confirm their understanding of the identified hazards and applicable safety procedures.

Permit to Work (PTW) System

A safety control mechanism that ensures high-risk work can only be performed after receiving formal approval from the operational area supervisor. This system ensures that potential hazards, such as electrical energy, fluid pressure and pressurised gas, have been identified and controlled before work begins.





Active Safety Agreement (ASA)

An approach that encourages active management involvement in building a safety culture. Through direct discussions between leaders and workers, this program encourages employees to understand the potential consequences of their actions at work and strengthens awareness of the importance of working safely.

Critical Risk Management (CRM)

A critical risk management system designed to prevent serious accidents and fatal incidents. This system ensures that controls for major workplace hazards are implemented consistently and regularly monitored.

Through this approach, the company carries out:

- Identification of critical risks in the work area
- Implementation of standardised controls
- Routine inspections of control effectiveness
- Reporting and corrective action when control weaknesses are identified
- This approach helps improve the reliability of the safety system and strengthen worker protection

Occupational Health Program

This program aims to prevent occupational illnesses and support workers in remaining healthy and productive. The Company's occupational health approach focuses on four main pillars:

- **Health Promotion:** Efforts to increase health awareness through various internal communication media, such as health information, nutrition bulletins, health education, and the provision of healthy food through the Traffic Light System program.
- **Preventive:** Pre-employment health examinations and periodic Medical Check-Ups (MCUs) are conducted to monitor employees' health.
- **Curative:** Curative services provide employees with appropriate medical care through the company clinic, including medical treatment, health consultations, and referrals to specialist doctors when required.
- **Rehabilitative:** Rehabilitative services support employees recovering from illness or injury in returning to work safely, restoring their fitness for work, and performing their duties effectively.





Strengthening Occupational Safety Management

Throughout 2024, Agincourt Resources strengthened its safety culture through disciplined management systems, technological innovation, and the active involvement of all employees. These measures are designed to strengthen oversight, promote safe behaviour, and ensure employee well-being on a sustainable basis.

- **Regular Audit**

Regular Audits are conducted monthly, focusing on specific issues or risks that require special attention. This approach enables faster identification of potential hazards, compliance assessment, and measurable, targeted and measurable corrective actions.

- **Speed Monitoring**

Agincourt Resources implements a digital vehicle speed monitoring system in the Martabe Gold Mine area. This system helps ensure compliance with established speed limits, minimise the risk of accident and improve driving safety in the operational environment.

- **GREAT Steps Challenge**

As part of occupational health promotion, the GREAT Steps Challenge encourages employees to stay physically active through walking or running challenges over a specified period. The program aims to improve fitness, foster team spirit, and support productivity through a healthy lifestyle.

- **Chronic Disease Management Programme**

This program focuses on employees with chronic diseases or those at high health risk. Regular monitoring is conducted through laboratory examinations, blood pressure measurements, and periodic medical consultations. This preventive approach aims to detect changes in health conditions at an early stage and ensure appropriate follow-up care.

