

Martabe Gold Mine Improves Commitment in Implementation of Gender Diversity



Gender diversity is one of the big initiatives already implemented since 2016 by PT Agincourt Resources, the operator of Martabe Gold Mine. The company believes that implementation of gender diversity will increase the strength and performance of the company, through a variety of ideas for development, problem-solving, and innovations, hence a successful gender diversity will enable PT Agincourt Resources to become a better company, to enable us to deliver the best results to all the stakeholders

Implementation of gender diversity at Martabe Gold Mine is also a form of support to the UN International Convention on Elimination of All Forms of Discrimination against Women (CEDAW). Indonesia has ratified the convention in the year 1984 in Law No.7 /1984 about Ratification of Convention on All Forms of Discrimination against Women.

Martabe Gold Mine strives to be the leading company in gender diversity implementation, through this initiative, PT Agincourt Resources opens the widest opportunity for female employees to take active participation and build their career in the mining industry which so far has been considered as a male work environment. The continued Involvement of female in the workforce can play a big role in improving families' welfare, which will eventually improve the economy of the local community.

Not only in the total number of female employees, Martabe Gold Mine also keeps developing a gender- friendly work environment through several measures, which include training, regulation, and various other supports. In 2018 as many as 93% of employees at Martabe Gold Mine have taken the gender diversity training. Currently, 25% of Agincourt Resources workforce is female. In 2019 we gained participation rate to 27% females across the whole workforce (employees and contractors), including 28% Superintendent and Manager level roles in the company.

Among the supporting regulations are harassment policy, the increase of maternity leave time from 3 months to 4 months, and a 14-day leave for the husband whose wife is delivering. Martabe Gold Mine has also provided lactation exclusive room for female employees. On the Kartini Day commemoration 2019, Martabe Gold Mine arranged the activity of free Pap smear and Mammae ultrasound examination activities for all female employees.

Martabe Gold Mine will keep educating on and discussing the implementation of gender diversity initiative by involving all employees. Meanwhile, the progress of implementation by Martabe Gold Mine has been reported consistently according to the Global Reporting Initiatives (GRI) manual for a regular reporting.