

# CORPORATE POLICY ON DIVERSITY, EQUITY, AND INCLUSION (DEI)

United Tractors (UT) Group or Astra Heavy Equipment, Mining, Construction & Energy (AHMCE) embraces the values of **diversity, equity, and inclusion** as part of its commitment to respecting and caring for every individual. This commitment is embodied in the **AHMCE BERSAMA** initiative (AHMCE Moves, Synergizes, and Unites All), which aims to enhance employees' work ethic, creativity, and productivity, foster a harmonious work environment, and prevent injustice and discrimination.



UT Group reinforces the objectives of **AHMCE BERSAMA** through the **Company Policy on Diversity, Equity, and Inclusion (DEI)** as a commitment and guideline for promoting workforce diversity, ensuring equity across all systems, and strengthening an inclusive culture.

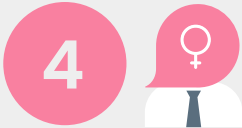
**Document Link:**



<http://untr.id/f/CorporatePolicyDEI-UTGroup>

## UT Group's Steps in Creating a Diverse, Equitable & Inclusive Work Environment

### PT United Tractors Tbk (UT)



**4 female** Administration Department Heads (**ADH**) in operational areas



**7 female students** in the Regular Heavy Equipment **Mechanic** Class at UT School



**2 interns** with **hearing impairments**



**4 interns** with **autism**



**UT D'Care** facility for professional daycare



**Corporate DEI** Policy



**Maternity, Menstruation & Miscarriage Leave** Policy

### PT Pamapersada Nusantara (PAMA)



**11 female mechanics**



**27 female leaders**



**7 employees** with **disabilities**



**8 female engineers**



Policy on **internalizing DEI values** within **leadership competency development programs**

## PT United Tractors Pandu Engineering (UTPE)



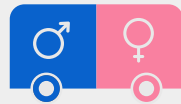
**12 female leaders**



**4 female engineers**



Strengthening culture related to **business ethics, morals, and gender preferences**



Dedicated **seating facilities for female employees** on buses



Dedicated **sports facilities for female employees**

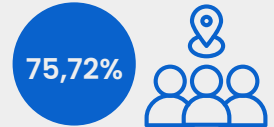
## PT Agincourt Resources (PTAR)



**3 female employees** in **commissioner and director** positions



**25 female employees** in **supervisor and managerial** positions



**75.72% local employees** from **North Sumatra**



**Anti-Harassment** Policy



Code of Practice for **Managing Work Boundaries Related to Pregnancy**



**Lactation** Policy



**Maternity and Paternity Leave** Policy