



SUSTAINABILITY REPORT

Laporan Keberlanjutan

2022

**Accelerating Growth Towards
A Sustainable Future**
Mempercepat Pertumbuhan
Menuju Masa Depan yang
Berkelanjutan

MERDEKA
COPPER GOLD



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Sambutan Presiden Direktur

President Director's Message



Albert Saputro
Presiden Direktur
President Director

Keberlanjutan menjadi fondasi utama bisnis kami di Merdeka. Kami percaya bahwa kesuksesan bisnis kami ditentukan oleh bagaimana kami melestarikan lingkungan, melindungi dan memperhatikan karyawan, menghormati hak asasi manusia, dan menerapkan standar tata kelola yang baik. Sejalan dengan keyakinan kami, para pemangku kepentingan kami termasuk pemerintah, pemegang saham, karyawan, lembaga perbankan dan asuransi, investor, dan masyarakat semakin mengharapkan komitmen dan kinerja keberlanjutan kami mencapai standar tertinggi.

Pada tahun 2022, bisnis kami mengalami pertumbuhan yang pesat. Aset produksi kami Tambang Emas Tujuh Bukit dan Tambang Tembaga Wetar menghasilkan produk yang stabil, sedangkan pengeboran pada Proyek Tembaga Tujuh Bukit dan Proyek Emas Pani terus menunjukkan hasil yang positif. Lebih lanjut, Merdeka bertekad untuk turut berkontribusi pada penanganan perubahan iklim, dan pada tahun 2022, kami telah mengakuisisi tambang nikel dan pabrik peleburan nikel yang akan membuka jalan bagi Merdeka untuk menjadi pemain global terpadu dalam rantai pasok baterai mobil listrik.

Seiring dengan perkembangan bisnis kami yang signifikan pada tahun 2022, kami terus memperkuat komitmen dan tata kelola keberlanjutan kami dengan menyusun kebijakan-kebijakan, piagam, dan program-program keberlanjutan. Hal ini dibuktikan dengan peningkatan rating ESG MSCI Merdeka menjadi "BBB" yang merupakan rating tertinggi yang diberikan bagi sedikit perusahaan logam dan pertambangan di Indonesia.

Kebijakan dan Strategi Keberlanjutan

Tahun ini, kami telah merumuskan Kebijakan Keberlanjutan yang secara resmi mengungkapkan komitmen kami untuk menjalankan kegiatan bisnis secara berkelanjutan dan bertanggung jawab.

Untuk mewujudkan komitmen keberlanjutan kami, kami telah menyusun strategi keberlanjutan Merdeka dalam bentuk Enam Pilar Strategi Keberlanjutan Merdeka, yaitu Memelihara Lingkungan, Memastikan "Semua Orang Selamat, Selalu", Memberdayakan Pekerja Kami, Memperhatikan Masyarakat, Menghormati Hak Asasi Manusia, dan Mengadopsi Tata Kelola Perusahaan yang Baik. Enam Pilar Keberlanjutan Merdeka dirumuskan untuk membantu Merdeka dalam berkontribusi terhadap pencapaian Tujuan Pembangunan Berkelanjutan yang terkait dengan dampak material dari operasi kami. [2-22]

[A.1] [D.1]

Sustainability is the foundation of our business. At Merdeka, we believe that the success of our business depends on how we preserve the environment, protect and empower our people, engage with our communities, respect human rights, and adopt the highest standards of good governance. Aligned with our beliefs, our stakeholders - including government, shareholders, employees, banks and insurers, investors, and communities - are increasingly expecting our sustainability commitment and performance to be of the highest standard.

During 2022, our business experienced significant growth. While our production assets, Tujuh Bukit Gold Mine and Wetar Copper Mine, generated consistent output, the exploration activities at Tujuh Bukit Copper Project and Pani Gold Project, continued to show strong results. Furthermore, as part of our aim to be involved in the renewable energy business through battery materials, Merdeka acquired a nickel mine and nickel smelters in 2022 that would set a pathway for Merdeka to be a vertically integrated global player in the Electric Vehicle (EV) battery value chain.

As our business experienced significant growth in 2022, we continue to reinforce our sustainability commitment and governance by formulating policies, charters, and programs related to sustainability. This is evidenced by Merdeka's MSCI ESG rating upgrade to BBB, which is the highest rating given to only a small number of Indonesian metals and mining companies to date.

Sustainability Policy and Strategy

This year, we have formulated our Sustainability Policy that formally expressed our commitment to carry out our activities in a sustainable and responsible manner.

In order to fulfill our sustainability commitment, we have created Merdeka's sustainability strategy consisting of Six Sustainability Pillars. The Six Sustainability Strategy Pillars include Preserving the Environment, Ensuring "Everyone Safe, Always", Empowering Our People, Caring for Communities, Respecting Human Rights, and Adopting Good Corporate Governance. These pillars are designed to assist Merdeka in contributing to the achievement of Sustainable Development Goals (SDGs) that are related to the material impacts of our operations.

Tata Kelola Keberlanjutan

Direksi melakukan pengawasan dan memberikan arahan bagi pelaksanaan komitmen keberlanjutan kami. Untuk mendukung pengawasan keberlanjutan oleh Direksi, kami membentuk Komite Keberlanjutan dan ESG Merdeka sejak 2021.

Komite Keberlanjutan dan ESG bertanggung jawab untuk secara berkala meninjau Kebijakan Keberlanjutan, strategi, target, dan panduan Merdeka, memantau peraturan dan standar keberlanjutan nasional dan global, serta memberikan rekomendasi kepada Direksi terkait komitmen dan perbaikan kinerja keberlanjutan kami. Sejak didirikan, komite tersebut secara konsisten mengadakan rapat setiap tiga bulan.

Nol Bersih 2050

Kami menyadari pentingnya untuk mengatasi perubahan iklim dan bagaimana kami dapat berperan dalam memberikan kontribusi bagi solusi perubahan iklim. Pada tahun 2022, kami telah merevisi target pengurangan intensitas emisi gas rumah kaca (GRK) tembaga dan emas dari 29% sebelumnya menjadi 50% sebagai target yang lebih ambisius pada tahun 2030.

Pada tahun ini, kami telah menyusun peta jalan penurunan emisi GRK yang berisi strategi untuk mencapai target penurunan emisi GRK kami. Strategi tersebut mencakup program substitusi energi, efisiensi energi, rehabilitasi lahan, dan program offsetting.

“ We have made progress towards our net zero commitment by signing a Renewable Energy Certificate (REC) sale and purchase agreement between PT Bumi Suksesindo and Indonesia's State Electricity Company (PLN) in 2022. Through this purchase agreement, BSI has been able to use 100% green electricity sourced from PLN's geothermal power plant in Kamojang, West Java, since November 2022, and will continue to do so until 2026 for the Tujuh Bukit Gold Mine in Banyuwangi. ”

Kami telah mencapai kemajuan dalam komitmen nol bersih emisi melalui penandatanganan perjanjian jual beli Renewable Energy Certificate (REC) antara PT Bumi Suksesindo (BSI) dan Perusahaan Listrik Negara (PLN) pada tahun 2022. Dengan pembelian REC tersebut, BSI telah menggunakan 100% listrik hijau yang berasal dari pembangkit listrik tenaga panas bumi milik PLN di Kamojang, Jawa Barat, sejak November 2022 dan akan terus digunakan hingga tahun 2026 untuk Tambang Emas Tujuh Bukit di Banyuwangi.

Sustainability Governance

The Board of Directors provides oversight and direction for the implementation of our sustainability commitment. To assist the Board in fulfilling its sustainability oversight duties, we have formed Merdeka's Sustainability and ESG Committee since 2021.

The Sustainability and ESG Committee is accountable to periodically review Merdeka's Sustainability Policy, strategy, goals, and guidelines, monitoring national and international sustainability-related laws and regulations, and presenting suggestions to the Board on our sustainability commitment and performance enhancement. The committee has consistently convened quarterly meetings since its inception.

Net Zero 2050

We realize the urgency to address climate change and how we can play a role in contributing to climate change solutions. In 2022, we have therefore revised our copper and gold greenhouse gas emission (GHG) intensity reduction target from 29% previously to 50% as a stretch target by 2030.

To ensure that we meet our targets, we have developed a GHG emission reduction roadmap this year that outlines strategies for achieving our GHG emission reduction goals. These strategies include implementing energy substitution and energy efficiency measures, rehabilitating land, and implementing offsetting programs.

Kesehatan dan Keselamatan

Kami berkomitmen untuk mewujudkan tujuan setiap orang selamat selalu ketika bekerja di Merdeka. Komitmen ini kami buktikan dengan tidak adanya korban jiwa akibat kerja pada tahun 2022 serta BSI mencapai 15,5 juta jam kerja tanpa *loss time injury* hingga akhir Desember 2022. Kami menyadari bahwa pencapaian ini adalah hasil dari budaya kesehatan dan keselamatan kerja yang telah dilaksanakan oleh seluruh pekerja dan kontraktor di seluruh wilayah operasi kami.

Kesehatan fisik dan mental karyawan adalah prioritas utama kami. Pada tahun 2022 kami memantau kesehatan seluruh karyawan kami melalui program medical check up. Kami juga memotivasi seluruh karyawan kami untuk mengadopsi pola hidup sehat melalui promosi dan kampanye kesadaran kesehatan.

Keberagaman, Inklusi dan Pemberdayaan Perempuan

Kami percaya bahwa meningkatkan keberagaman dan inklusi akan memperkuat kinerja bisnis kami. Salah satu program yang kami laksanakan untuk meningkatkan keberagaman tenaga kerja kami adalah program *mining apprentice*. Program ini memberikan kesempatan kepada perempuan lokal untuk menjadi operator alat berat. Dari 236 operator alat berat di BKP-BTR, sebanyak 102 operator (43%) adalah perempuan yang direkrut dari masyarakat sekitar.

Kami berkomitmen untuk memberdayakan tenaga kerja perempuan kami. Di PT Sulawesi Cahaya Mineral (SCM), kami telah membentuk female forum sebagai platform bagi seluruh karyawan perempuan di SCM untuk belajar dari kisah sukses dan pengalaman dalam mengatasi tantangan di tempat kerja yang dihadapi oleh karyawan perempuan.

Penghormatan Hak Asasi Manusia

Komitmen kami untuk menghormati hak asasi manusia di seluruh wilayah operasi dan rantai pasokan kami dinyatakan dengan jelas dalam Kebijakan Hak Asasi Manusia kami. Selain itu, kami memperkuat komitmen ini melalui Kebijakan Keberlanjutan kami, yang sejalan dengan United Nations Guiding Principles on Business and Human Rights (UNGPs).

Safety and Health

We are committed to ensuring the safety of everyone working at Merdeka at all times. Our commitment is demonstrated by zero fatalities in 2022 as well as BSI achieving 15.5 million hours loss time injury free until the end of December 2022. This achievement is a result of the health and safety work culture practiced by our employees and contractors across our operations.

The physical and mental health of our employees is also one of our priorities. In 2022, we monitored the health of all our employees through a medical check-up program. Additionally, through health promotion and awareness campaigns, we encourage our employees to adopt a healthy lifestyle.

Diversity, Inclusion and Women's Empowerment

We believe that promoting diversity and inclusion is crucial to strengthen our business performance. One of the programs we have implemented to promote diversity among our workforce is the mining apprentice program. This program offers opportunities for local women to become heavy equipment operators. Out of 236 heavy equipment operators at BKP-BTR, 102 (43%) are women recruited from local communities.

We are also committed to empowering our female workers. At PT Sulawesi Cahaya Mineral (SCM), a female forum has been established as a platform for all female employees to learn from the success stories and experiences of others and to address challenges faced by female employees in the workplace.

Respect for Human Rights

Our commitment to respecting human rights across our operations and supply chain is clearly stated in our Human Rights Policy. Additionally, we reinforce this commitment through our Sustainability Policy, which is in alignment with the United Nations Guiding Principles on Business and Human Rights (UNGPs).

“**To demonstrate our commitment to human rights, Merdeka has become a signatory to the UN Global Compact as of December 6, 2022.”**

Untuk menunjukkan komitmen kami terhadap penghormatan hak asasi manusia, Merdeka telah menjadi penandatangan UN Global Compact sejak 6 Desember 2022.

Kami juga telah menanamkan komitmen kami untuk menghormati hak asasi manusia dalam Kode Etik dan Kode Etik Keberlanjutan Pemasok. Oleh karena itu, setiap individu di Merdeka dan di seluruh rantai pasokan kami menyadari bahwa mereka memiliki tanggung jawab untuk menghormati hak asasi manusia.

Dengan keanggotaan kami di UN Global Compact, kami bertekad untuk meningkatkan upaya kami dalam praktik tenaga kerja yang baik, pengelolaan lingkungan, dan anti korupsi.

Rantai Pasokan yang Bertanggungjawab

Pada tahun 2022, kami telah menyusun Kode Etik Keberlanjutan Pemasok untuk memastikan komitmen keberlanjutan kami dilaksanakan secara menyeluruh di seluruh rantai pasokan kami.

Kode Etik Keberlanjutan Pemasok kami mengharuskan pemasok kami untuk menerapkan standar etika bisnis dan integritas tertinggi, menetapkan sistem pengelolaan lingkungan dan sistem kesehatan dan keselamatan kerja yang kuat, mematuhi standar ketenagakerjaan, menghormati hak asasi manusia dan berkontribusi pada pemberdayaan masyarakat. Kode Etik Keberlanjutan Pemasok kami berlaku untuk semua entitas bisnis, organisasi, atau individu yang menyediakan barang atau jasa kepada kami di Merdeka.

Kami berkomitmen untuk melakukan bisnis hanya dengan pemasok yang dapat menunjukkan kepatuhan terhadap persyaratan yang diatur dalam Kode Etik Keberlanjutan Pemasok kami.

Pengakuan atas Komitmen Keberlanjutan

Penguatan komitmen keberlanjutan kami pada tahun 2022 telah menjadikan Merdeka sebagai pemimpin keberlanjutan di industri pertambangan di Indonesia. Pencapaian ini dibuktikan dengan pengakuan dari lembaga nasional dan internasional yang meliputi:

- Peningkatan rating ESG MSCI Merdeka menjadi “BBB” yang merupakan rating ESG MSCI tertinggi yang diberikan bagi sedikit perusahaan logam dan pertambangan di Indonesia.

We have integrated our commitment to respecting human rights into our Code of Conduct and Supplier Sustainability Code of Conduct. Therefore, every person at Merdeka and all of our suppliers also understands their responsibility to respect human rights.

As a member of the UN Global Compact, we are committed to strengthening our efforts in promoting good labor practices, environmental stewardship, and anti-corruption measures.

Responsible Supply Chain

In 2022, we developed a Supplier Sustainability Code of Conduct to ensure that our commitment to sustainability is reflected in our supply chain practices.

Our Supplier Sustainability Code of Conduct mandates our suppliers to uphold the highest standards of business ethics and integrity, implement robust environmental and health and safety management systems, comply with labour standards, respect human rights, and contribute to community empowerment. The Supplier Sustainability Code of Conduct applies to all entities, organizations, or individuals that provide goods or services to Merdeka.

We are committed to working only with suppliers who can demonstrate compliance with the requirements outlined in this Supplier Sustainability Code of Conduct.

Recognition on Our Sustainability Commitment

Merdeka's strengthened commitment to sustainability in 2022 has established us as a sustainability leader in the Indonesian mining industry. This is demonstrated by the national and international recognition we have received, including:

- Merdeka's MSCI ESG rating upgraded to “BBB,” the highest rating given to only a small number of Indonesian metals and mining companies to date.

- Keikutsertaan dalam MSCI Indonesia ESG Leaders Index yang terdiri dari perusahaan besar dan menengah dengan kinerja ESG yang tinggi dibandingkan dengan pesaing di sektornya.
- Menjadi pemimpin dalam Sustainalytics ESG risk rating untuk perusahaan di industri logam diversifikasi di Indonesia pada Januari 2023.
- Menjadi konstituen Indeks ESG Sector Leaders IDX KEHATI yang menawarkan eksposur pasar yang luas dan diversifikasi dengan perwakilan industri dengan skor ESG terbaik.
- Merdeka menerima penghargaan Action (Silver) dalam TrenAsia ESG Excellence 2022.

- Inclusion in the MSCI Indonesia ESG Leaders Index, which comprises large and mid-cap companies with high ESG performance compared to their sector peers.
- A leader in Sustainalytics' ESG risk rating for Indonesian companies in the diversified metals industry as of January 2023.
- A constituent of the ESG Sector Leaders IDX KEHATI index, which offers broad market exposure and diversification with representatives from each industry with the best ESG score.
- Merdeka received the Action (Silver) award at TrenAsia ESG Excellence 2022.

Melangkah ke Depan

Akhir kata, atas nama Direksi, saya mengucapkan terima kasih dan mengapresiasi semua pemegang saham dan seluruh pemangku kepentingan atas dukungan dan kepercayaan yang diberikan kepada kami dalam upaya kami memajukan keberlanjutan Merdeka.

Kami bangga bahwa bisnis kami mengalami ekspansi dan peningkatan pendapatan pada tahun 2022. Selain itu, kami juga telah menyusun strategi keberlanjutan yang kuat dan mendapatkan dukungan penuh dari para pemangku kepentingan yang menjadikan kami semakin yakin bahwa kami berada pada jalur yang tepat dalam mencapai tujuan menjadi pemimpin keberlanjutan di industri pertambangan dan logam.



April 28, 2023

Albert Saputro,
Presiden Direktur
President Director



01

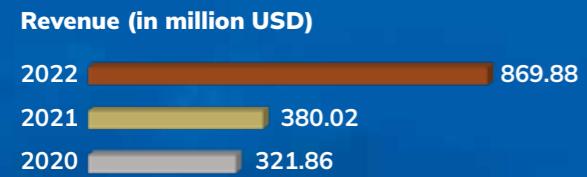
Ikhtisar Kinerja Keberlanjutan

Sustainability Performance
Highlights

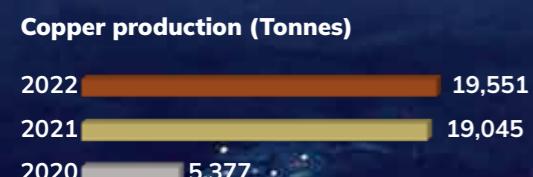
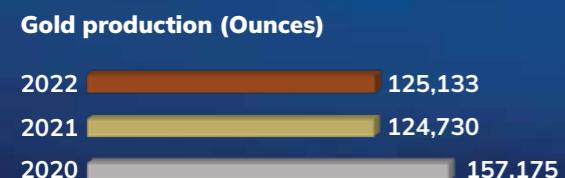
Ikhtisar Kinerja Keberlanjutan

Sustainability Performance Highlights

Economic

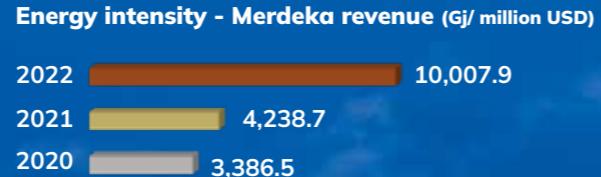


Purchase from local and national suppliers in 2022
493.3 million USD



Nickel Pig Iron (NPI) production
38,786 tonnes

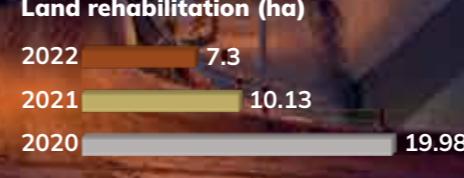
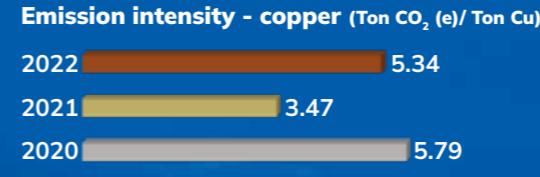
Environmental



Energy intensity - NPI
151.2 GJ/Ton NPI

Emission intensity - NPI
14.2 Ton CO₂ (e)/Ton NPI

Social



Governance

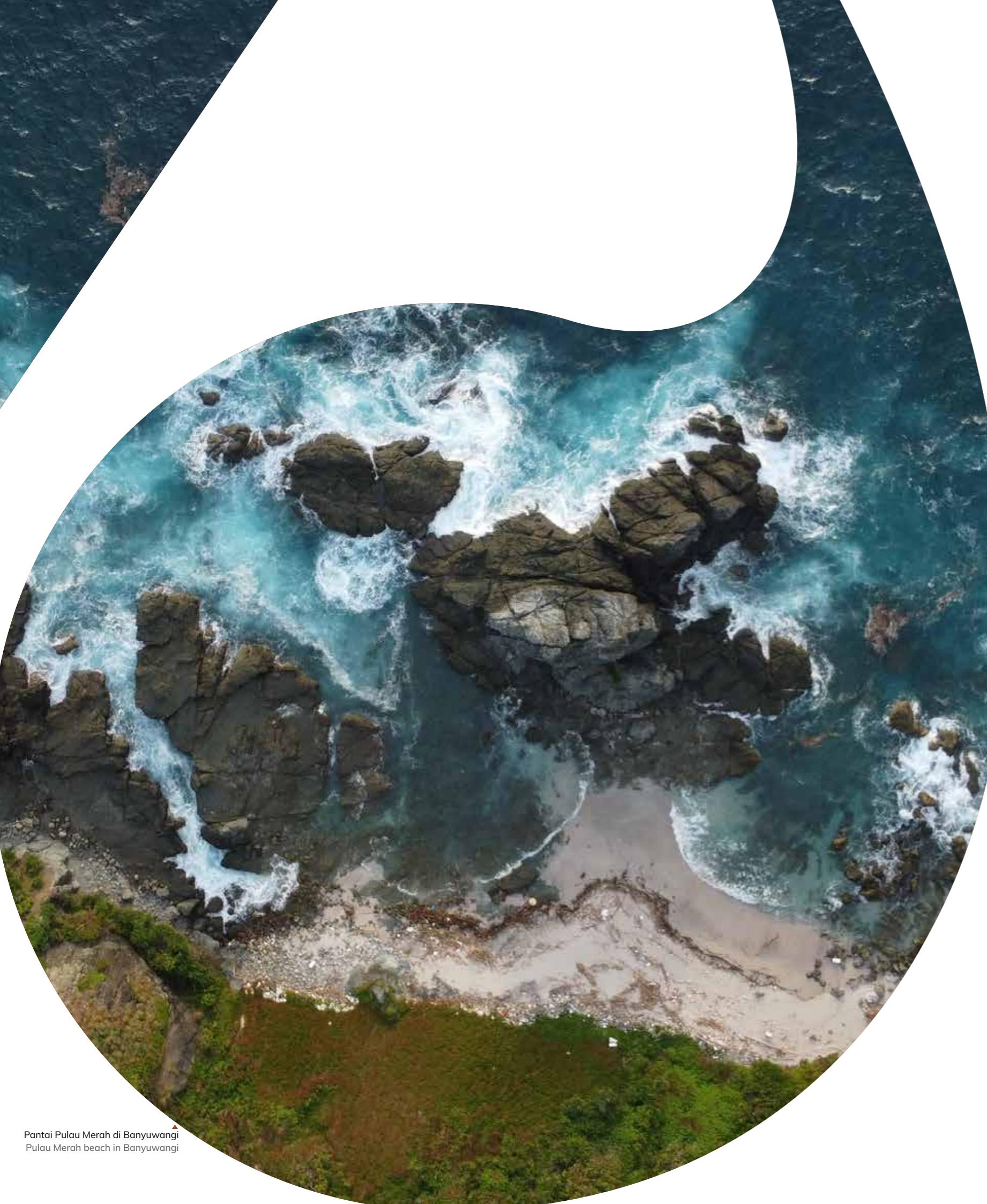
- **Zero fatalities** for all Merdeka's employees and contractors' employees
- **43%** of heavy equipment operators at BKP-BTR are women
- **Human Rights Policy** is developed and published
- Human rights training for more than **50%** of security personnel at BKP-BTR
- **131,861** training hours for employees or **15.9** training hour per employees
- **22,288** training hours of leadership training for employees

Governance

- BoD members participated in **sustainability trainings**
- BoD and BoC's **pay is linked to sustainability**
- **Code of Conduct** (Code of ethics) training provided for **875** Merdeka's employees
- Code of Conduct training provided for **80 representatives** of Merdeka's contractors and suppliers
- **Sustainability Policy** and **Supplier Sustainability Code of Conduct** are developed and published
- **Contractor Management System (CMS) Standard** developed with requirement on health and safety, environmental, social and governance



Pabrik pengolahan emas Adsorption, Desorption and Recovery (ADR) BSI
BSI's Adsorption, Desorption and Recovery (ADR) gold processing plant



02
**Sekilas Tentang
Merdeka**

Merdeka at a Glance

2.1 | Rating ESG 2022

ESG Rating 2022



MSCI ESG ratings

Pada tahun 2022, rating ESG MSCI PT Merdeka Copper Gold Tbk meningkat menjadi "BBB".

Rating "BBB" Merdeka merupakan rating ESG MSCI tertinggi yang diberikan kepada sedikit perusahaan logam dan pertambangan Indonesia.

In 2022, MSCI ESG rating of PT Merdeka Copper Gold Tbk is upgraded to "BBB".

Merdeka's "BBB" MSCI ESG rating is the highest rating awarded to only a small number of Indonesian metals and mining companies.



Sustainalytics ESG Risk Rating

Merdeka menjadi pemimpin dalam Sustainalytics ESG Risk Rating untuk perusahaan di industri logam terdiversifikasi di Indonesia pada bulan Januari 2023.

Merdeka become a rising leader in the Sustainalytics ESG Risk Rating for companies in the diversified metals industry in Indonesia as of January 2023.



ESG Sector Leaders IDX KEHATI

Konstituen indeks ESG Sector Leaders IDX KEHATI yang menawarkan eksposur dan diversifikasi pasar yang luas dengan memilih perwakilan di setiap industri dengan skor ESG terbaik.

Constituent of ESG Sector Leaders IDX KEHATI index that offers broad market exposure and diversification by choosing representative in each industry with best ESG score.



MSCI Indonesia ESG Leaders Index

Termasuk dalam MSCI Indonesia ESG Leaders Index yang terdiri dari perusahaan besar dan menengah dengan kinerja ESG yang tinggi relatif terhadap sektor sejenis.

Included in MSCI Indonesia ESG Leaders Index that consists of large and mid-cap companies with high ESG performance relative to their sector peers.

2.2 | Sekilas Tentang Merdeka

Merdeka at a Glance [2-1] [2-3] [C.2]

Nama Perusahaan Company Name	PT Merdeka Copper Gold Tbk ("Merdeka")
Tanggal Pendirian Date of Establishment	5 September 2012
Bidang Usaha Line of Business	Pertambangan emas, perak, tembaga, nikel, dan mineral terkait lainnya, industri dan kegiatan usaha terkait lainnya melalui anak perusahaan. Mining of gold, silver, copper, nickel and other associated minerals, industries and other related business activities through subsidiaries of the company.
Kantor Pusat Head Office	Treasury Tower 67-68 th Floor, District 8 SCBD Lot. 28 Jalan Jenderal Sudirman Kav. 52-53, Senayan, Kebayoran Baru, South Jakarta 12190 DKI Jakarta, Indonesia Telephone: +62 21 39525580 Faximile: +62 21 39525589 corporate.secretary@merdekacoppergold.com www.merdeka coppergold.com

PT Merdeka Copper Gold Tbk merupakan perusahaan induk dengan anak perusahaan operasional yang bergerak dalam kegiatan usaha pertambangan yang meliputi eksplorasi dan produksi emas, perak, tembaga, nikel (dan mineral terkait lainnya) dan jasa pertambangan. Melalui kepemilikan aset yang terdiversifikasi dan portofolio proyek pengembangan jangka panjang yang menarik, Merdeka bertujuan menjadi produsen emas, nikel dan tembaga yang signifikan secara global dan menjadi pemain terdepan dalam transisi energi bersih. [3-3]

Dua operasi tambang yang sedang dikelola Merdeka saat ini adalah Tambang Emas Tujuh Bukit di Banyuwangi, Jawa Timur dan Tambang Tembaga Wetar di Pulau Wetar, Maluku Barat Daya. Merdeka saat ini juga sedang mengembangkan sejumlah proyek yaitu Proyek Tembaga Tujuh Bukit, penambangan tembaga bawah tanah di Banyuwangi, yang merupakan salah satu cadangan tembaga terbesar di dunia yang belum dikembangkan; dan Proyek Emas Pani di Gorontalo, Sulawesi, yang akan menjadi salah satu tambang emas primer terbesar di Asia Pasifik.

Selain itu, Merdeka juga sedang membangun proyek nikel kelas dunia di Sulawesi Tenggara melalui Merdeka Battery Materials (MBM) yang memiliki salah satu sumber daya nikel terbesar di dunia melalui kepemilikan tambang Sulawesi Cahaya Mineral dan dua smelter nikel yaitu PT Cahaya Smelter Indonesia ("CSI") dan PT Bukit Smelter Indonesia ("BSI") di Morowali, Sulawesi Tengah.

PT Merdeka Copper Gold Tbk is a holding company with operating subsidiaries that engage in various mining business activities, including exploration and production of gold, silver, copper, nickel (and other related minerals) and mining services. With a diversified asset portfolio and exciting long-term development projects, Merdeka aims to become a globally significant producer of copper, nickel, and gold establishing itself as a leading player in the clean energy transition.

Merdeka manages two mining operations, the Tujuh Bukit Gold Mine located in Banyuwangi, East Java, and the Wetar Copper Mine situated on Wetar Island, Southwest Maluku. The company is currently undertaking various development projects, namely the Tujuh Bukit Copper Project, an underground copper mine in Banyuwangi, which is among the world's largest undeveloped copper deposits. Additionally, the Pani Gold Project in Gorontalo, Sulawesi, is under development and will emerge as one of the largest primary gold mines in the Asia Pacific region.

Further, Merdeka is also developing a world-class nickel project in Southeast Sulawesi through Merdeka Battery Materials (MBM) which has one of the largest nickel resources in the world through the ownership of Sulawesi Cahaya Mineral and two nickel smelters, namely PT Cahaya Smelter Indonesia ("CSI") and PT Bukit Smelter Indonesia ("BSI") in Morowali, Central Sulawesi.

Skala Perusahaan

Corporate Scale [2-6] [C.3]

Sumber Daya Manusia

Human Resources

8,262



Karyawan
Employees

6,407



Personel kontraktor dan perusahaan terkait rantai nilai Merdeka
Contractors' employees and other companies related to Merdeka value chain

Posisi Keuangan

Financial Position

3,876.67



Total asset dalam juta USD
Asset in million USD

1,851.84



Total kewajiban dalam juta USD
Liabilities in million USD

2,024.83



Total ekuitas dalam juta USD
Equity in million USD

Kinerja Keuangan

Financial Performance

64.84



Laba bersih dalam juta USD
Net profit in million USD

869.88



Pendapatan usaha dalam juta USD
Revenue in million USD

25.74%



Dalam negeri
Domestic

74.26%



Ekspor
Export

134,411

Penjualan emas (Oz)
Gold sales (Ounces)

801,999

Penjualan perak (Oz)
Silver sales (Ounces)

20,338

Penjualan tembaga (Ton)
Copper sales (Tonnes)

25,824

Penjualan nickel pig iron (NPI) dalam ton
Nickel pig iron (NPI) sales in tonnes

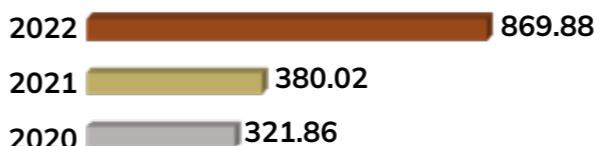
Tidak ada produk yang ditarik kembali
No products have been recalled (F.29)

Nilai Ekonomi Langsung yang Dihadarkan dan Didistribusikan

Direct Economic Value Generated and Distributed [201-1]

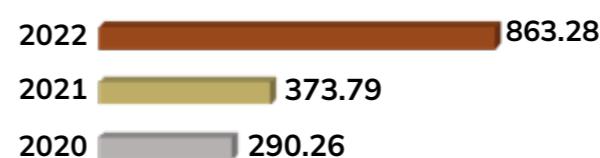
Nilai ekonomi yang dihasilkan (juta USD)

Economic value generated (million USD)



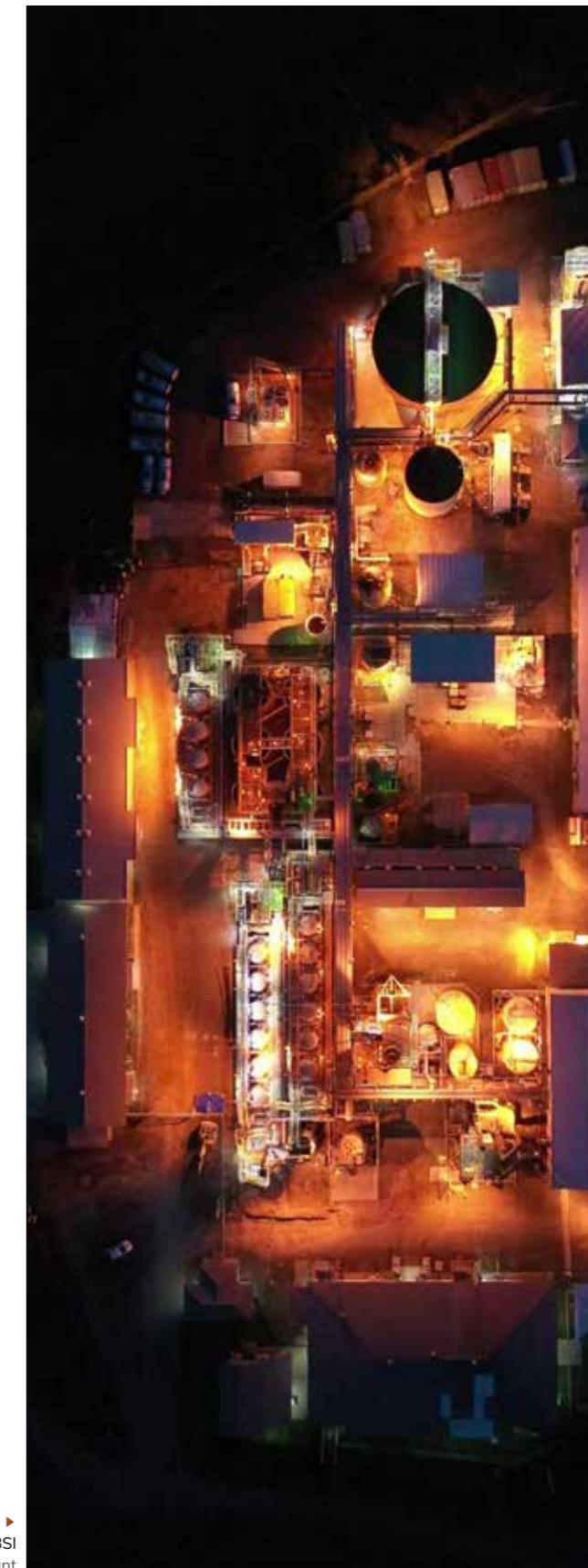
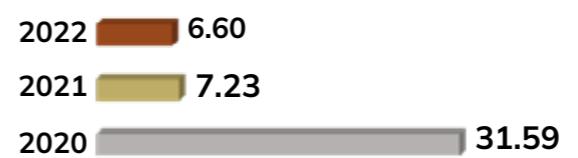
Nilai ekonomi yang didistribusikan (juta USD)

Economic value distributed (million USD)



Nilai ekonomi yang ditahan (juta USD)

Economic value retained (million USD)



Aktivitas dan Lokasi Operasi Merdeka Merdeka's Operations and Activities [2-2] [C.3] [C.4]



PT Merdeka Copper Gold Tbk
Kantor Pusat
Head office
Jakarta



PT Merdeka Mining Servis (MMS)
Jasa dan konstruksi pertambangan
Mining construction and services
Jakarta



Proyek Nikel | Nickel Project

Routa, Konawe,
Sulawesi Tenggara
Southeast Sulawesi



PUNCAK EMAS
TANI SEJAHTERA



GORONTALO
SEJAHTERA MINING

PT Puncak Emas Tani Sejahtera
PT Gorontalo Sejahtera Mining
Proyek Emas Pani • Pani Gold Project
Pohuwato, Gorontalo



PT Bumi Suksesindo (BSI)
Tambang Emas Tujuh Bukit
Tujuh Bukit Gold Mine
Proyek Tembaga Tujuh Bukit
Tujuh Bukit Copper Mine

Banyuwangi, Jawa Timur
Banyuwangi, East Java



BATUTUA
KHARISMA PERMAI



BATUTUA
TEMBAGA RAYA

PT Merdeka Tsingshan Indonesia (MTI)
Proyek Acid, Iron, dan Metal (AIM)
Acid, Iron, and Metal (AIM) project

PT Batutua Kharisma Permai (BKP)
Tambang Tembaga Wetar
Wetar Copper Mine

PT Batutua Tembaga Raya (BTR)
Pemrosesan dan pemurnian tembaga Wetar
Wetar copper processing and refining

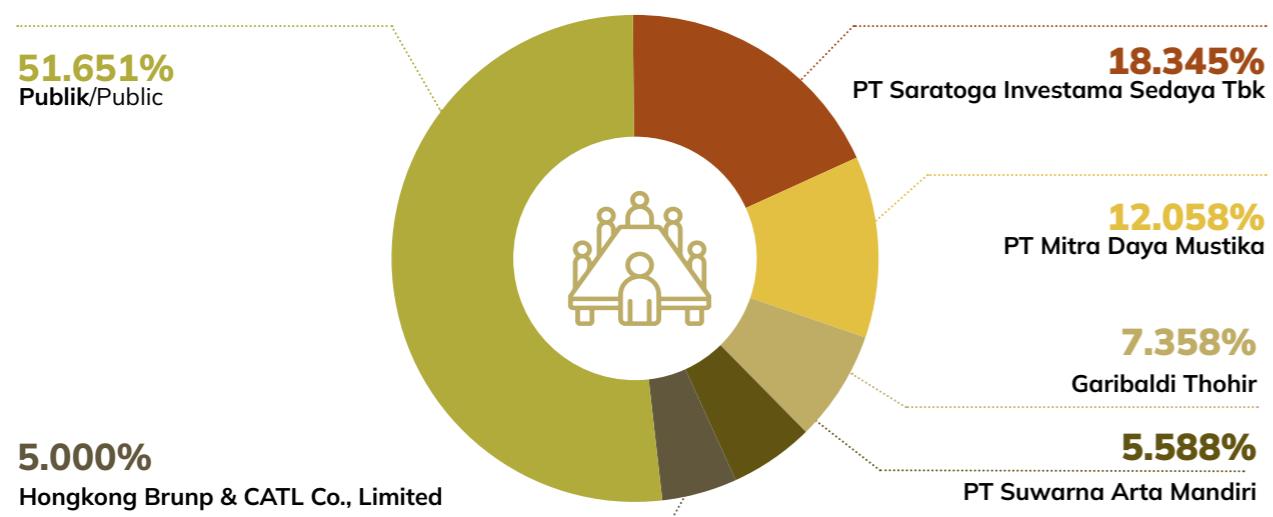
Pulau Wetar, Maluku Barat Daya
Wetar Island, Southwest Maluku

PT Bukit Smelter Indonesia (PT BSI)
PT Cahaya Smelter Indonesia (PT CSI)
Pabrik Peleburan Nikel
Nickel Smelter
Morowali, Sulawesi Tengah
Morowali, Central Sulawesi

Komposisi Pemegang Saham Perusahaan [C.3]

Sebagai perusahaan pertambangan Indonesia kelas dunia, Merdeka dimiliki oleh pemegang saham terkemuka Indonesia di antaranya PT Saratoga Investama Sedaya Tbk, PT Provident Capital Indonesia (melalui PT Mitra Daya Mustika dan PT Suwarna Arta Mandiri), dan Garibaldi Thohir. Tiga pemegang saham Merdeka tersebut memiliki rekam jejak yang luar biasa terkait keberhasilannya dalam mengidentifikasi, membangun dan mengoperasikan beberapa perusahaan publik di Indonesia.

Pada tahun 2022, terdapat perubahan dalam struktur kepemilikan perusahaan dibanding tahun sebelumnya. Susunan pemegang saham perusahaan per 31 Desember 2022 disajikan sebagai berikut:



Shareholder Composition

Merdeka is a world-class Indonesian mining company, owned by prominent Indonesian shareholders, including PT Saratoga Investama Sedaya Tbk, PT Provident Capital Indonesia through PT Mitra Daya Mustika and PT Suwarna Arta Mandiri, and Garibaldi Thohir. Merdeka's shareholders have exceptional track records in successfully identifying, building, and operating multiple publicly listed companies in Indonesia.

In 2022, there have been changes in the ownership structure of the company compared to the previous year. The updated composition of the company's shareholders for the period of 31 December 2022 is presented below:

2.3 Visi, Misi dan Nilai

Vision, Mission and Values [C.1]

Merdeka tumbuh dan berkembang berdasarkan prinsip-prinsip etika yaitu akuntabilitas, transparansi, pertanggungjawaban, independensi, dan kewajaran. Adapun rumusan visi, misi, dan nilai-nilai yang memandu perilaku PT Merdeka Copper Gold Tbk adalah sebagai berikut:



VISI VISION

Menjadi pemimpin global di industri pertambangan dan logam Indonesia

The global leader in the Indonesian mining and metals industry



MISI MISSION

Menjadi mitra pengembang pilihan dalam sektor industri pertambangan dan logam Indonesia

Menjadi pemimpin dalam keselamatan, pembangunan berkelanjutan, konservasi lingkungan, dan tanggung jawab sosial perusahaan

Menciptakan nilai serta imbal hasil investor yang unggul melalui investasi yang bijaksana dan pengembangan proyek yang efektif

Menjadi pemimpin dalam inovasi dan efisiensi

To be the development partner of choice in the Indonesian mining and metals industry

To be a leader in safety, sustainable development, environmental protection and corporate social responsibility

To generate superior value and investor returns through prudent investment and effective project development

To be a leader in innovation and efficiency

Nilai-Nilai Perusahaan

Merdeka tumbuh dan berkembang berbasis nilai dan budaya perusahaan yang disingkat sebagai GReAtnESs.

Pertumbuhan dapat diraih jika kita saling menghormati satu dengan yang lain, bekerja secara akuntabel, menghasilkan kinerja unggul, dan senantiasa mengutamakan keselamatan kerja.

Corporate Values

Merdeka to grow and develop based on corporate values and culture shortened as GReAtnESs.

Growth can only be achieved if we Respect each other, work Accountably, achieve Excellence, and put Safety as our top priority.

GReAtnESs

Growth, Respect, Accountability, Excellence & Safety

GROWTH Pertumbuhan

- Berupaya tumbuh baik sebagai individu maupun perusahaan
We are constantly aiming to grow both, as individuals and as a company
- Berusaha keras menjadi pembelajar dan mengalami peningkatan secara konstan
We strive for continuous learning and constant improvement

RESPECT Rasa hormat

- Menghormati satu sama lain
We respect each other
- Menciptakan lingkungan kerja yang inklusif, di mana semua karyawan didengarkan dan dihargai karena individualitas mereka
We create inclusive working environments, where all employees are listened to and valued for their individuality
- Memperlakukan satu sama lain, dan semua pemangku kepentingan, dengan cara yang sama seperti kita sendiri ingin diperlakukan
We treat each other, and all our stakeholders, in the same considerate way we would wish to be treated ourselves

ACCOUNTABILITY Akuntabilitas

- Bertanggung jawab atas tindakan dan hasil dari keputusan
We take personal accountability for our actions and results
- Fokus menemukan solusi dan mencapai hasil
We focus on finding solutions and achieving results
- Menepati janji dan komitmen
We keep promises and commitments made to others

EXCELLENCE Keunggulan

- Kami berusaha keras untuk mencapai keunggulan dalam semua yang kami lakukan
We strive for excellence in all that we do
- Kami akan berusaha untuk melebihi harapan dalam setiap hal yang kami lakukan
We will endeavor to exceed expectations in everything that we do

SAFETY Keselamatan

- Berkomitmen terhadap keselamatan karyawan, kontraktor, dan publik
We are committed to the safety of our employees, contractors, and the public
- Mempertimbangkan keselamatan di semua tahap siklus hidup proyek dan memasukkan keselamatan ke dalam pengambilan keputusan
We consider safety in all stages of the lifecycle of our projects and incorporate safety into our decision-making
- Tidak akan pernah mengompromikan keselamatan, sekalipun ada potensi keuntungan keuangan
We will never compromise the safety, regardless of the potential monetary gain

Corporate Values

Merdeka to grow and develop based on corporate values and culture shortened as GReAtnESs.

Growth can only be achieved if we Respect each other, work Accountably, achieve Excellence, and put Safety as our top priority.

2.4 | Keanggotaan dalam Asosiasi

Membership in Association [2-28] [C.5]



United Nations
Global Compact

Merdeka adalah anggota Indonesia Mining Association (IMA), Indonesia Corporate Secretary Association (ICSA), Asosiasi Emiten Indonesia dan UN Global Compact.

Merdeka is a member of the Indonesia Mining Association (IMA), the Indonesia Corporate Secretary Association (ICSA), the Indonesian Public Listed Companies Association and UN Global Compact.

2.5 | Penghargaan dan Sertifikasi Tahun 2022

Awards and Certifications in 2022



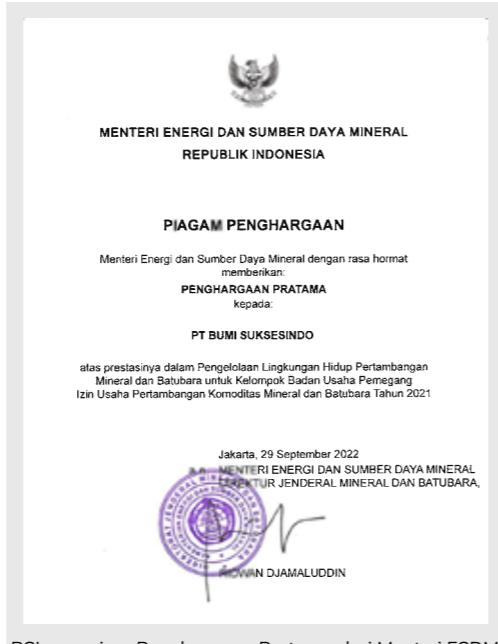
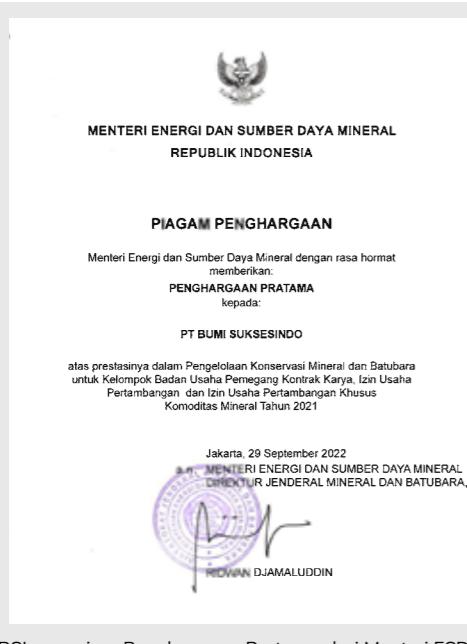
Merdeka menerima penghargaan Action (Silver) dalam ajang TrenAsia ESG Excellence 2022
Merdeka received the Action (Silver) award at TrenAsia ESG Excellence 2022 event



BTR menerima penghargaan nihil kecelakaan kerja dari Gubernur Maluku
BTR received zero accident award from the Governor of Maluku



BSI menerima penghargaan nihil kecelakaan kerja dari Gubernur Jawa Timur
BSI received zero accident award from the Governor of East Java



BSI menerima Penghargaan Pratama dari Menteri ESDM atas pengelolaan konservasi
BSI received the Pratama Award from the Minister of Energy and Mineral Resources for its conservation management

BSI menerima Penghargaan Pratama dari Menteri ESDM atas pengelolaan lingkungan hidup
BSI received the Pratama Award from the Minister of Energy and Mineral Resources for its environmental management



Merdeka memenangkan kategori kinerja tim terbaik pada ajang IFRC ke-19
Merdeka won the best team performance category at the 19th IFRC event



BSI memenangkan kategori semangat terbaik pada ajang IFRC ke-19
BSI won the best team spirit category at the 19th IFRC event



BSI menerima Penghargaan Pustaka Terbina Utama atas kinerja lingkungan
BSI received Pustaka Terbina Utama award for its environmental performance



Sertifikat ISO 14001:2015 Merdeka Copper Gold
ISO 14001:2015 Certificate of Merdeka Copper Gold



Sertifikat ISO 45001:2018 Merdeka Copper Gold
ISO 45001:2018 Certificate of Merdeka Copper Gold



Sertifikat ISO 9001:2015 Merdeka Mining Servis
ISO 9001:2015 Certificate of Merdeka Mining Servis

2.6 | Tentang Laporan

About the Report

Laporan Keberlanjutan Perusahaan tahun 2022 mengangkat tema "Mempercepat Pertumbuhan Menuju Masa Depan yang Berkelanjutan". Melalui laporan ini, kami ingin mengomunikasikan kepada para pemangku kepentingan tentang tantangan, peluang dan strategi keberlanjutan perusahaan, serta target dan kinerja ekonomi, lingkungan, sosial dan tata kelola keberlanjutan.

Dalam menyusun Laporan Keberlanjutan ini, kami senantiasa melibatkan pemangku kepentingan pada setiap pengambilan keputusan termasuk dalam penentuan topik material terkait keberlanjutan. Kami berharap ekspektasi para pemangku kepentingan yang diungkapkan pada Laporan Keberlanjutan tahun ini mampu meningkatkan transparansi dan akuntabilitas perusahaan terutama terkait aspek keberlanjutan.

Untuk memudahkan pembaca, kami menggunakan istilah "Merdeka", "Perusahaan", dan "Kami" untuk merujuk pada PT Merdeka Copper Gold Tbk dan "site" untuk merujuk pada wilayah operasional Perusahaan. Selain itu, kami menggunakan istilah "BSI" untuk merujuk pada PT Bumi Suksesindo, "BKP-BTR" untuk PT Batutua Kharisma Permai dan PT Batutua Tembaga Raya, "MTI" untuk PT Merdeka Tsingshan Indonesia, "Pani" untuk PT Puncak Emas Tani Sejahtera dan PT Gorontalo Sejahtera Mining, "BSI-CSI" untuk PT Bukit Smelter Indonesia dan PT Cahaya Smelter Indonesia, serta "SCM" untuk PT Sulawesi Cahaya Mineral.

The company's Sustainability Report for 2022 has a theme of "Accelerating Growth Towards a Sustainable Future." Through this report, our goal is to communicate our sustainability strategies, challenges, opportunities, targets, and performance to stakeholders, with an emphasis on the economic, environmental, social, and governance aspects.

In producing this report, we have involved stakeholders in every decision-making process, including in determining material topics related to sustainability. We hope that the expectations of stakeholders expressed in this year's Sustainability Report will increase corporate transparency and accountability, particularly regarding sustainability aspects.

For ease of reading, PT Merdeka Copper Gold Tbk has used the terms "Merdeka," "Company," and "We" to refer to ourselves in this document and the term "site" to refer to our operational areas. In addition our subsidiaries are referred to as "BSI" for PT Bumi Suksesindo, "BKP-BTR" for PT Batutua Kharisma Permai and PT Batutua Tembaga Raya, "MTI" for PT Merdeka Tsingshan Indonesia, "Pani" for PT Puncak Emas Tani Sejahtera and PT Gorontalo Sejahtera Mining, "BSI-CSI" for PT Bukit Smelter Indonesia and PT Cahaya Smelter Indonesia, and "SCM" for PT Sulawesi Cahaya Mineral.

Kami menyusun Laporan Keberlanjutan ini sesuai dengan peraturan nasional dan Standar GRI 2021.

Kewajiban penyusunan Laporan Keberlanjutan, tercantum di dalam Peraturan Otoritas Jasa Keuangan (POJK) No. 51/POJK.03/2017 tentang Keuangan Berkelanjutan dan Surat Edaran Otoritas Jasa Keuangan (SEOJK) No. 16/SEOJK.04/2021.

We have developed this Sustainability Report in accordance with GRI Standards 2021 and national regulations.

The national regulations that we used as a reference for preparing this report are Financial Services Authority (OJK) Regulation No. 51/POJK.03/2017 regarding Sustainable Finance, as well as OJK's circular letter No. 16/SEOJK.04/2021.

Ruang Lingkup Laporan Keberlanjutan 2022

Ruang lingkup informasi yang disampaikan dalam laporan ini mencakup anak perusahaan Merdeka di mana Merdeka memiliki saham mayoritas sebagai berikut:

[2-2]

Scope of the 2022 Sustainability Report

The scope of information presented in this report covers Merdeka's subsidiaries in which Merdeka has a majority stake as follows:

Perusahaan Companies	Lokasi Operasi Operation Locations
PT Bumi Suksesindo (BSI)	Tambang Emas Tujuh Bukit dan Proyek Tembaga Tujuh Bukit, Banyuwangi Tujuh Bukit Gold Mine and Tujuh Bukit Copper Project, Banyuwangi
PT Batutua Kharisma Permai (BKP) PT Batutua Tembaga Raya (BTR)	Tambang Tembaga Wetar, Maluku Barat Daya Wetar Copper Mine, Southwest Maluku
PT Puncak Emas Tani Sejahtera and PT Gorontalo Sejahtera Mining (Pani)	Proyek Emas Pani, Gorontalo Pani Gold Project, Gorontalo
PT Sulawesi Cahaya Mineral (SCM)	Proyek Nikel, Konawe, Sulawesi Tenggara Nickel Project, Konawe, Southeast Sulawesi
PT Bukit Smelter Indonesia and PT Cahaya Smelter Indonesia (BSI-CSI)	Pabrik Peleburan Nikel, Morowali, Sulawesi Tengah Nickel Smelter, Morowali, Central Sulawesi
PT Merdeka Tsingshan Indonesia (MTI)	Proyek AIM (Acid, Iron, Metal), Morowali, Sulawesi Tengah AIM (Acid, Iron, Metal) Project, Morowali, Central Sulawesi

Pada tahun ini, terdapat penambahan cakupan perusahaan dalam Laporan Keberlanjutan yaitu PT Sulawesi Cahaya Mineral, PT Cahaya Smelter Indonesia dan PT Bukit Smelter Indonesia.

This year's Sustainability Report marks an important milestone with the inclusion of three new companies: PT Sulawesi Cahaya Mineral, PT Cahaya Smelter Indonesia, and PT Bukit Smelter Indonesia.

“**Merdeka's Sustainability Report is published on an annual basis.
This 2022 Sustainability Report provides information on our
sustainability performance from January 1 to December 31, 2022.**”

Laporan Keberlanjutan Merdeka diterbitkan setiap tahun. Laporan Keberlanjutan tahun 2022 ini memuat informasi kinerja keberlanjutan untuk periode 1 Januari – 31 Desember 2022. [2-3]

Pada tahun 2022, Merdeka melalui anak perusahaan PT Batutua Tembaga Abadi, mengakuisisi 55,3% kepemilikan PT Merdeka Battery Materials (sebelumnya bernama PT Hamparan Logistik Nusantara) yang mengendalikan PT Sulawesi Cahaya Mineral (SCM) melalui kepemilikan saham 51% oleh PT J&P Indonesia (yang dikendalikan oleh MBM). [C.6]

Investasi ini diharapkan mampu menjadikan Merdeka sebagai penyedia pasokan bijih nikel untuk baja tahan karat dan nikel sebagai bahan baku baterai yang penting untuk energi bersih. Dengan akuisisi ini, Merdeka memperkuat komitmennya untuk mendukung transisi energi global dan mempromosikan praktik berkelanjutan di industri nikel.

Asurans Laporan Keberlanjutan

Bagi Merdeka, assurans merupakan proses penting untuk memastikan bahwa informasi yang disampaikan dalam Laporan Keberlanjutan bebas dari kesalahan yang material sekaligus meningkatkan kredibilitas laporan. Sejak tahun lalu, Merdeka telah menggunakan jasa assuror independen untuk memastikan kualitas Laporan Keberlanjutan. Untuk laporan tahun ini, kami kembali menggunakan jasa lembaga assurans independen yaitu TUV Rheinland Indonesia. Proses penetapan lembaga assurance tersebut dilakukan melalui persetujuan Direksi. Pertimbangan dalam menetapkan assuror antara lain pengalaman kerja dan kapabilitas lembaga tersebut. Laporan assuror independen dapat ditemukan pada lampiran laporan ini. [2-5] [G.1]

In 2022, Merdeka through its subsidiary PT Batutua Tembaga Abadi, acquired 55.3% ownership of PT Merdeka Battery Materials (formerly known as PT Hamparan Logistik Nusantara), which in turn controls PT Sulawesi Cahaya Mineral (SCM) with a 51% share ownership by PT J&P Indonesia (controlled by MBM).

This strategic investment is expected to position Merdeka as a key supplier of nickel ore for the production of stainless steel, as well as for the production of nickel, a crucial raw material for batteries used in clean energy technology. With this acquisition, Merdeka is reinforcing its commitment to supporting the global energy transition and promoting sustainable practices in the nickel industry.

Sustainability Report Assurance

Assurance is an important process for Merdeka to ensure the accuracy and credibility of the information presented in the Sustainability Report. Since last year, we have engaged an independent assuror to assure and validate our Sustainability Report. This year, we again engaged TUV Rheinland Indonesia, a reputable assurance agency, to provide an independent assurance of our report. The selection of the assurance provider was approved by the Board of Directors, with considerations given to the provider's experience and capabilities. The independent assuror's report can be found in the annexes section of this report.





03
**Keberlanjutan
di Merdeka**
Sustainability at Merdeka

3.1 | Komitmen dan Kebijakan-Kebijakan Kami

Our Commitments and Policies [2-23]

Merdeka berkomitmen melaksanakan seluruh kegiatan bisnis secara berkelanjutan dan bertanggung jawab, menciptakan nilai bagi pemangku kepentingan dan menghasilkan dampak positif bagi perekonomian, lingkungan dan masyarakat sekitar wilayah operasi. Komitmen kami atas keberlanjutan dituangkan dalam Kebijakan Keberlanjutan yang disetujui oleh Presiden Direktur Merdeka dan diterbitkan pada tahun 2022.

Kebijakan Keberlanjutan Merdeka mencakup komitmen kami terhadap pemeliharaan lingkungan hidup, kesehatan dan keselamatan kerja, ketaatan terhadap standar ketenagakerjaan, penghormatan hak asasi manusia, pelibatan dan pengembangan masyarakat, rantai pasokan yang bertanggung jawab dan pelaksanaan tata kelola perusahaan yang baik.

Kami menyadari bahwa operasi kami berpotensi menimbulkan dampak pada dunia di sekitar kami, dan kami berkomitmen untuk melaksanakan kegiatan dengan standar etika dan lingkungan tertinggi. Kebijakan Keberlanjutan kami berfungsi sebagai prinsip panduan untuk semua aktivitas bisnis kami, dan kami terus bekerja untuk meningkatkan kinerja keberlanjutan kami.

Kebijakan Keberlanjutan Merdeka disusun mengacu kepada instrumen otoritatif seperti United Nations Guiding Principles on Business and Human Rights (UNGPs), Deklarasi ILO tentang Prinsip-Prinsip dan Hak-Hak Mendasar di Tempat Kerja, Pedoman Uji Tuntas OECD untuk Bisnis yang Bertanggung Jawab dan Peraturan Otoritas Jasa Keuangan (OJK) No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten dan Perusahaan Publik.

Kami berkomitmen menghormati hak asasi manusia di seluruh wilayah operasi dan di rantai pasokan kami. Komitmen kami dalam menghormati hak asasi manusia mencakup seluruh hak asasi manusia yang diakui secara internasional. Komitmen kami dalam menghormati hak asasi manusia secara formal dinyatakan dalam **Kebijakan Hak Asasi Manusia** Merdeka.

Kebijakan Hak Asasi Manusia Merdeka antara lain menyebutkan bahwa Merdeka akan menegakkan hak individu untuk hidup dan mendapatkan kehidupan yang layak, melarang tindakan pelecehan dan diskriminasi berdasarkan, antara lain, etnis, ras, agama, gender, kondisi fisik dan umur, menegakkan kebebasan berekspresi, berkumpul dan berasosiasi, menerapkan kebijakan tanpa toleransi terhadap kekerasan di tempat kerja, dan pelarangan pekerja anak dan kerja paksa.

Merdeka is firmly committed to conducting its business operations in a sustainable and responsible manner that creates value for its stakeholders and has a positive impact on the economy, environment, people, and communities where it operates. This commitment is officially stated in our Sustainability Policy, which was approved by our President Director and published in 2022.

Our **Sustainability Policy** encompasses our commitment to preserving the environment, ensuring occupational health and safety, complying with labor standards, respecting human rights, engaging with and developing local communities, implementing responsible supply chain practices, and upholding good corporate governance.

We acknowledge that our operations have the potential to impact the world around us, and we are dedicated to upholding the highest ethical and environmental standards. Our Sustainability Policy serves as a guiding principle for all of our business activities, and we are constantly striving to improve our sustainability performance.

Our Sustainability Policy was formulated based on authoritative instruments, including the United Nations Guiding Principles on Business and Human Rights (UNGPs), the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Due Diligence Guidance for Responsible Business Conduct, and the regulation of the Indonesian Financial Services Authority (OJK) No. 51/POJK.03/2017 on the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Publicly Listed Companies.

We are fully committed to respecting human rights across all our operations and supply chain. Our commitment to respecting human rights covers all internationally recognized human rights. To ensure the implementation of our commitment, we have established a **Human Rights Policy**.

Our Human Rights Policy emphasizes that Merdeka respects an individual's right to live and lead a decent life, and strictly prohibits any form of harassment and discrimination based on factors such as ethnicity, race, religion, gender, physical condition, and age. We also firmly uphold the freedom of expression, assembly, and association, and have a zero-tolerance policy against violence in the workplace. Additionally, we are committed to prohibiting any form of child labor or forced labor within our operations.

Kami telah menanamkan komitmen kami dalam menghormati hak asasi manusia pada dokumen kode etik kami. Seluruh karyawan BSI, BKP-BTR, MMS, MTI dan Pani telah menerima pelatihan kode etik sebagai bagian dari pengenalan perusahaan kepada karyawan baru. Dengan demikian, karyawan Merdeka telah memahami tanggung jawab mereka untuk menghormati hak asasi setiap orang selama bekerja di Perusahaan sesuai dengan Kebijakan Hak Asasi Manusia Merdeka. Selain itu, untuk memastikan setiap mitra bisnis menghormati hak asasi manusia sesuai dengan Kebijakan Hak Asasi Manusia Merdeka, kami telah menyertakan persyaratan penghormatan hak asasi manusia pada Kode Etik Keberlanjutan Pemasok.

Sebagai tindak lanjut komitmen kami dalam menghormati HAM, Merdeka telah menjadi penandatangan **UN Global Compact** sejak 6 Desember 2022. Keanggotaan pada UN Global Compact akan semakin memajukan komitmen dan kinerja kami dalam praktik ketenagakerjaan yang baik, pengelolaan lingkungan, dan anti korupsi melalui akses terhadap jaringan, pedoman, pelatihan, dan kolaborasi industri pada tingkat nasional dan global.

Untuk memastikan komitmen keberlanjutan Merdeka dilaksanakan di seluruh rantai pasok, Merdeka telah menyusun **Kode Etik Keberlanjutan Pemasok** pada tahun 2022.

Kode Etik Keberlanjutan Pemasok berlaku bagi semua pemasok yang mencakup badan usaha, organisasi atau individu yang menyediakan barang atau jasa kepada Merdeka. Merdeka berkomitmen untuk menjalankan bisnis hanya dengan pemasok yang dapat menunjukkan kepatuhan terhadap persyaratan yang tercantum dalam Kode Etik Keberlanjutan Pemasok Merdeka.

Kode Etik Keberlanjutan Pemasok ini meliputi aspek-aspek keberlanjutan seperti etika bisnis dan integritas, pengelolaan lingkungan, kesehatan dan keselamatan kerja, ketaatan terhadap standar ketenagakerjaan, penghormatan hak asasi manusia dan pelibatan masyarakat.

“Merdeka has committed to reducing its GHG emission intensity by 29% by 2030 for scope 1 and 2, and to achieve net-zero GHG emissions by 2050. This commitment has been published and is publicly available.”

Merdeka telah berkomitmen untuk mengurangi 29% intensitas emisi Gas Rumah Kaca (GRK) pada tahun 2030 untuk scope 1 dan 2 dan mencapai Nol Bersih GRK pada tahun 2050.

Kami menyadari perlunya mengatasi perubahan iklim dan pentingnya peran kami dalam berkontribusi pada solusi perubahan iklim.

Lebih jauh lagi, kami telah menyusun peta jalan pengurangan emisi GRK yang memberikan strategi bagi pencapaian target pengurangan emisi yang mencakup subsitusi energi, efisiensi energi, rehabilitasi lahan dan program offsetting.

We have embedded our commitment to respect human rights in our Code of Ethics. All employees of BSI, BKP-BTR, MMS, MTI and Pani have undergone Code of Ethics training as part of their onboarding program. Hence, our employees are aware that they hold the responsibility to respect the rights of every individual working at Merdeka, as stated in our Human Rights Policy. Additionally, to ensure that human rights are upheld throughout our supply chain as stipulated in our Human Rights Policy, we have included a provision to respect human rights in our Supplier Sustainability Code of Conduct.

To demonstrate our commitment to human rights, Merdeka became a signatory to the **UN Global Compact** on December 6, 2022. Our membership in the UN Global Compact will help us enhance our commitment and performance in good labor practices, environmental stewardship, and anti-corruption through access to networks, guidance, training, and industry collaboration at national and global levels.

To ensure that our commitment to sustainability is implemented throughout our supply chain, we have developed our **Supplier Sustainability Code of Conduct** in 2022.

The Supplier Sustainability Code of Conduct applies to all business entities, organizations, or individuals that provide goods or services to Merdeka. Merdeka commits to doing business only with suppliers who can demonstrate compliance with the requirements contained in this Supplier Sustainability Code of Conduct.

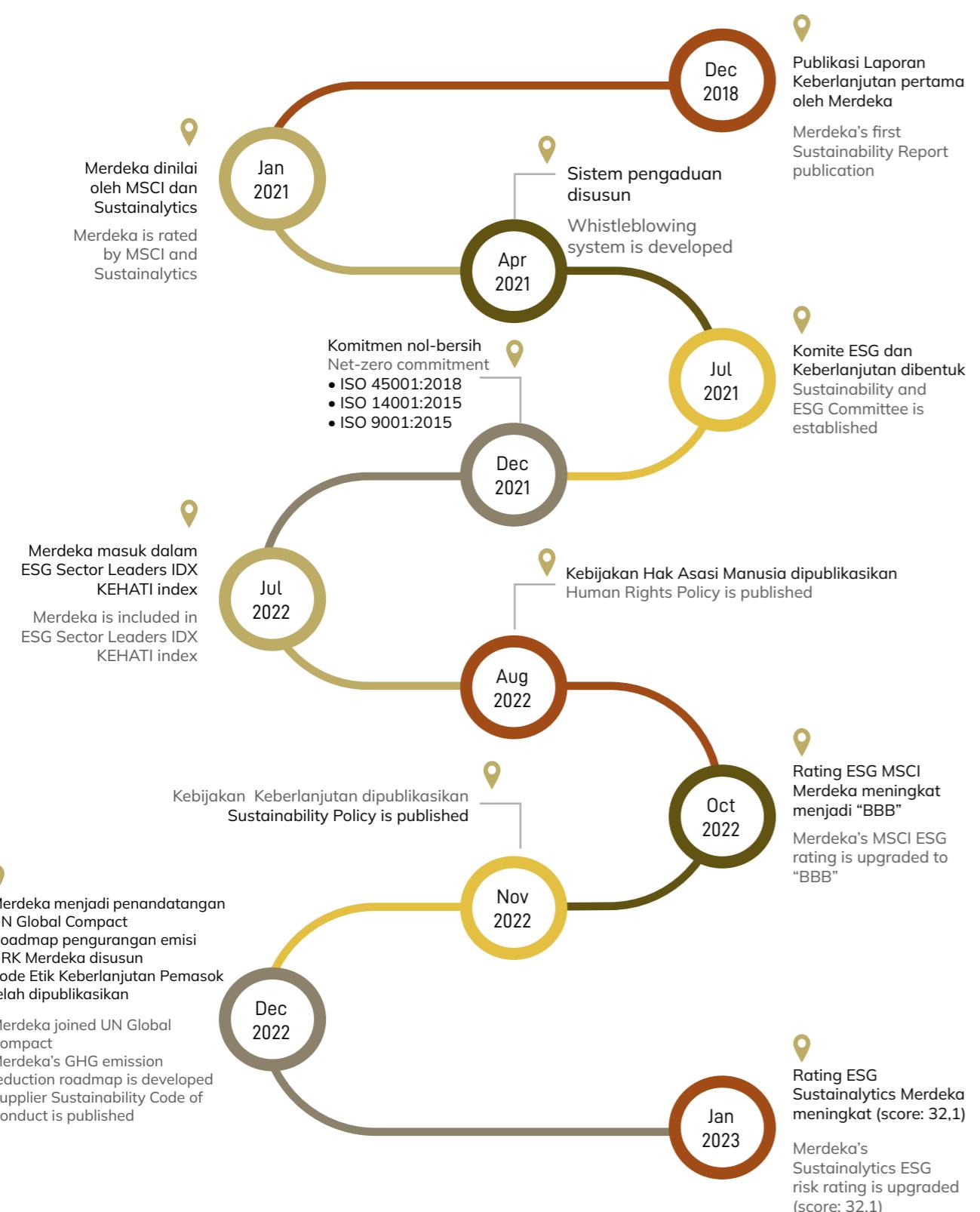
Our Supplier Sustainability Code of Conduct covers various aspects of sustainability, including business ethics and integrity, environmental preservation, occupational health and safety, compliance with labour standards, respect for human rights, and community engagement.

We also acknowledge the need to address climate change and recognize the significant role we play in contributing to climate change solutions.

Furthermore, we have developed a GHG emission reduction roadmap that provides strategies to achieve our targets for reducing greenhouse gas emissions that include energy substitution, energy efficiency measures, land rehabilitation, and offsetting programs.

3.2 Perjalanan Keberlanjutan Merdeka

Merdeka's Sustainability Journey



3.3 Kerangka Kerja Keberlanjutan Merdeka

Merdeka's Sustainability Framework [2-22] [2-24] [A.1]



Pendekatan keberlanjutan yang telah disusun mengacu pada visi Merdeka untuk menjadi pemimpin global dalam industri pertambangan dan logam dan misi kami antara lain menjadi pemimpin dalam keselamatan, perlindungan lingkungan dan tanggung jawab sosial perusahaan. Nilai-nilai kami memberikan panduan lebih lanjut tentang bagaimana kami menjalankan bisnis untuk mencapai visi dan misi.

Sesuai dengan visi, misi, nilai-nilai kami, Kebijakan Keberlanjutan Merdeka menyatakan komitmen untuk menjalankan operasional secara berkelanjutan dan bertanggung jawab, menciptakan nilai bagi pemangku kepentingan, dan menghasilkan dampak positif terhadap ekonomi, lingkungan, manusia, dan masyarakat sekitar.

“To fulfill our commitment to our Sustainability Policy, we have formulated Merdeka's Six Sustainability Strategy Pillars, which provide a list of areas to focus on.”

Untuk mewujudkan komitmen Kebijakan Keberlanjutan, Merdeka merumuskan Enam Pilar Strategi Keberlanjutan dengan daftar area yang akan menjadi fokus.

Enam Pilar Strategi Keberlanjutan Merdeka telah dirumuskan sejalan dengan Tujuan Pembangunan Berkelanjutan (SDGs) dan target, yang semakin mendukung visi, misi, dan nilai-nilai kami.

Enam Pilar Strategi Keberlanjutan Merdeka disusun dengan tujuan untuk memberikan kontribusi sebesar-besarnya bagi pencapaian Tujuan Pembangunan Berkelanjutan.

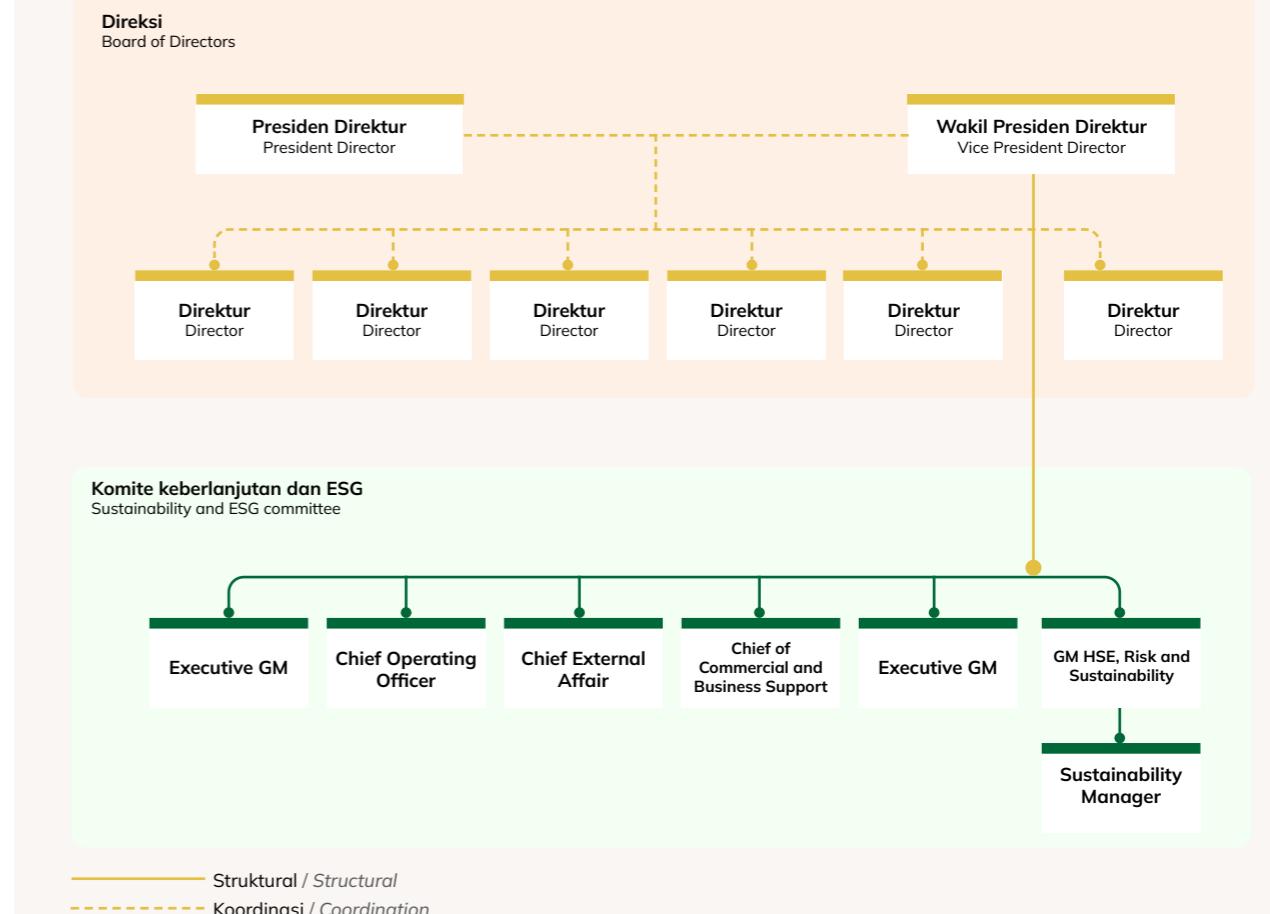
The sustainability approach at Merdeka is guided by our vision to become the global leader in the mining and metals industry, and our mission to lead in safety, environmental protection, and corporate social responsibility. Our values provide guidance on how we conduct our business to achieve our vision and missions.

Our Sustainability Policy expresses our commitment to operate sustainably and responsibly, creating value for stakeholders, and generating positive impacts on the economy, environment, people, and communities.

3.4 | Tata Kelola Keberlanjutan Merdeka

Merdeka's Sustainability Governance [2-9] [2-12] [2-13] [2-14] [E.1]

Bagan Organisasi Keberlanjutan
Sustainability Organizational Chart



Untuk memastikan pelaksanaan dan pencapaian Kebijakan Keberlanjutan Merdeka dengan efektif, Direksi Merdeka membentuk Komite Keberlanjutan dan ESG. Direksi menunjuk Wakil Direktur sebagai ketua Komite Keberlanjutan dan ESG dan Presiden Direktur Merdeka sebagai wakil ketua Komite Keberlanjutan dan ESG. Selain itu, General Manager HSE, Risiko, dan Keberlanjutan ditunjuk sebagai Sekretaris Komite. [2-13]

To ensure the effectiveness of our Sustainability Policy implementation, our Board of Directors has established Merdeka's Sustainability and ESG Committee. The Committee is chaired by our Vice President Director, with our President Director serving as the Vice Chair. The HSE, Risk, and Sustainability General Manager has been appointed as the Committee Secretary to ensure efficient operation.

Anggota Komite Keberlanjutan dan ESG berasal dari divisi yang relevan yang memiliki kompetensi dalam pengelolaan dampak ekonomi, lingkungan dan manusia atas kegiatan perusahaan. Anggota komite keberlanjutan dan ESG terdiri dari Komite Eksekutif, General Manager Operasional, General Manager Fungsi Pendukung, dan Manajer Keberlanjutan Merdeka. Tugas dan tanggung-jawab Komite Keberlanjutan dan ESG mencakup hal-hal berikut: [2-12]

1. Menelaah Kebijakan Keberlanjutan, strategi, target-target dan pedoman-pedoman keberlanjutan Merdeka.
2. Melakukan pemantauan hukum dan peraturan keberlanjutan nasional serta global, perkembangan standar-standar keberlanjutan dan tren keberlanjutan yang relevan bagi Merdeka dan menyusun rekomendasi bagi Direksi untuk memperbarui strategi, kebijakan-kebijakan, target-target dan pedoman-pedoman keberlanjutan Merdeka agar sesuai dengan peraturan-peraturan dan standar-standar nasional dan internasional dan praktik terbaik.
3. Menelaah kinerja keberlanjutan Merdeka secara berkala yang mencakup seluruh aspek pada Kebijakan Keberlanjutan Merdeka yaitu, perlindungan terhadap lingkungan, kesehatan dan keselamatan kerja, ketenagakerjaan, hak asasi manusia, pelibatan dan pengembangan masyarakat, pemasok, kontraktor dan mitra bisnis yang bertanggung jawab, tata kelola perusahaan dan keberlanjutan.
4. Menelaah uji tuntas Merdeka dan proses-proses lain dalam mengidentifikasi dan mengelola dampak operasi Merdeka terhadap ekonomi, lingkungan dan manusia.
5. Memantau kasus-kasus kontroversial terkait aspek-aspek pada Kebijakan Keberlanjutan yang mungkin terjadi dan memberikan rekomendasi kepada Direksi untuk mengatasi kasus-kasus tersebut.
6. Menelaah metode-metode komunikasi strategi, kebijakan-kebijakan, target-target dan kinerja keberlanjutan Merdeka kepada pihak internal dan pihak eksternal.

Berdasarkan strategi dan target yang telah ditelaah dan disetujui oleh Komite Keberlanjutan dan ESG, seluruh divisi yang terkait di kantor pusat dan sites menyusun dan melaksanakan program-program keberlanjutan untuk memastikan pencapaian target yang telah ditetapkan.

The members of the Committee comprise relevant divisions with expertise in managing economic, environmental, and operational aspects, as well as people-related matters. This includes the Executive Committee, Operations General Managers, Supporting Function General Managers, and the Sustainability Manager. The Sustainability and ESG Committee has the following roles and responsibilities:

1. Regularly review Merdeka's Sustainability Policy, strategy, targets, and guidelines.
2. Monitor national and global sustainability regulations, sustainability standards development, and sustainability trends relevant to Merdeka, and provide recommendations to the Board to update Merdeka's sustainability strategy, policies, targets, and guidelines to align with national and international regulations and standards and best practices.
3. Regularly review Merdeka's sustainability performance, covering all aspects stated in Merdeka's Sustainability Policy, including environmental stewardship, occupational health and safety, employment, human rights, community engagement and empowerment, responsible suppliers, contractors, and business partners, and corporate and sustainability governance.
4. Review Merdeka's due diligence and other processes to identify and manage Merdeka's impacts on the economy, environment, and people.
5. Monitor any controversy cases related to aspects stated in Merdeka's Sustainability Policy and provide recommendations to the Board on how to address such cases.
6. Review the methods of communicating Merdeka's sustainability strategy, policies, targets, and performance both within Merdeka and externally.

All relevant divisions and sites have formulated and implemented sustainability programs based on the strategies reviewed and approved by the Sustainability and ESG Committee to achieve the sustainability targets determined.

Komite Keberlanjutan dan ESG mengadakan rapat paling sedikit empat kali setahun. Hasil rapat Komite Keberlanjutan dan ESG kemudian dilaporkan oleh Ketua Komite kepada Direksi pada saat rapat Direksi. Selain mengawasi pemenuhan komitmen keberlanjutan Merdeka melalui proses review hasil rapat Komite Keberlanjutan dan ESG, Direksi juga menyetujui kebijakan-kebijakan Merdeka terkait aspek-aspek keberlanjutan. [2-12]

Lebih jauh, dalam penyusunan Laporan Keberlanjutan tahun 2022, Direksi menelaah dan menyetujui topik material keberlanjutan untuk diungkapkan pada Laporan Keberlanjutan kami. [2-14]

Ketua dan anggota Komite Keberlanjutan dan ESG secara berkelanjutan terus mengembangkan pengetahuan mereka terkait aspek-aspek yang menjadi komitmen dalam Kebijakan Keberlanjutan melalui keikutsertaan pada pelatihan yang dilakukan secara internal dan oleh pihak eksternal perusahaan.

Pada tahun 2022, anggota Komite Keberlanjutan dan ESG telah mengikuti berbagai pelatihan pengembangan kompetensi keberlanjutan yang mencakup strategi pengurangan emisi GHG, peta jalan pengurangan emisi GHG dan *climate risk scenario analysis* sesuai dengan *Task Force on Climate-Related Financial Disclosures* (TCFD). [F.1]

The Sustainability and ESG Committee conducts quarterly meetings at minimum, and following each meeting, the Committee Chair reports the results to the Board of Directors during their meeting. In addition to overseeing the implementation of Merdeka's sustainability commitment, the Board of Directors also reviews and approves sustainability-related policies.

Furthermore, the Board of Directors reviewed and approved the material sustainability topics to be disclosed in our 2022 Sustainability Report.

The Committee Chair and members continuously improve their knowledge of sustainability aspects stated in our Sustainability Policy through participation in internal and external sustainability training programs.

In 2022, the Committee Chair and members attended a number of sustainability related briefings and training, including GHG emission reduction strategy, GHG emission reduction roadmap, and Task Force on Climate-Related Financial Disclosures (TCFD) climate risk scenario analysis.



▲ Aktivitas di Tambang BSI
Activity at BSI's mine

3.5 Kontribusi Kami Terhadap Tujuan Pembangunan Berkelanjutan

Our Contribution to the Sustainable Development Goals (SDGs)

Upaya kami untuk turut berkontribusi terhadap Tujuan Pembangunan Berkelanjutan didukung oleh Enam Pilar Strategi Keberlanjutan Merdeka. Terdapat 10 tujuan SDGs yang menjadi prioritas Merdeka yaitu SDG 1, 3, 5, 6, 8, 12, 13, 15, 16, and 17.

Pengentasan segala bentuk kemiskinan di semua tempat

End poverty in all its forms everywhere



- ▶ Meningkatkan kemampuan tenaga kerja
Skill improvement (p.114)

- ▶ Pengembangan kepemimpinan Leadership development (p.114)

- ▶ Meningkatkan tenaga kerja lokal Local employment growth (p.108)

- ▶ Meningkatkan pemasok lokal Local supplier increase (p.160)

- ▶ Pengembangan dan pemberdayaan masyarakat Community development and empowerment (p.127)

Mengalakkan hidup sehat dan mendukung kesejahteraan untuk semua usia

Ensure healthy lives and promote well-being for all at all ages



- ▶ Pencegahan insiden dan menghilangkan kematian akibat kerja / Incident prevention and fatality elimination (p.88)

- ▶ Sistem tanggap darurat Emergency response system (p.98)

- ▶ Pengelolaan risiko kritis Critical risk management (p.94)

- ▶ Pengelolaan risiko kritis Critical risk management (p.94)

- ▶ Kesehatan karyawan Employees' wellness (p.89)

- ▶ Pengembangan dan pemberdayaan masyarakat Community development and empowerment (p.127)

Mencapai kesetaraan gender dan memberdayakan semua perempuan

Achieve gender equality and empower all women and girls



- ▶ Kemimpinan Direksi, pengawasan dan keberagaman Board leadership, oversight and diversity (p.104)

- ▶ Keberagaman, kesetaraan, dan inklusi tenaga kerja / Workforce diversity, equity and inclusion (DEI) (p.108)

Menjamin akses atas air dan sanitasi untuk semua

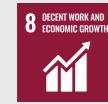
Ensure availability and sustainable management of water and sanitation for all



- ▶ Penatalayanan air Water stewardship (p.70)

Mempromosikan pertumbuhan ekonomi berkelanjutan dan inklusif, lapangan pekerjaan dan pekerjaan yang layak untuk semua

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



- ▶ Pelibatan Karyawan Employee engagement (p. 115)

- ▶ Pengelolaan pengamanan dan hak asasi manusia Security and human rights (p. 140)

- ▶ Meningkatkan kemampuan tenaga kerja Skill improvement (p. 114)

- ▶ Kesehatan karyawan Employees' wellness (p.89)

- ▶ Pengembangan kepemimpinan Leadership development (p.114)

- ▶ Pengelolaan risiko kritis Critical risk management (p.94)

- ▶ Keberagaman, kesetaraan, dan inklusi tenaga kerja Workforce diversity, equity and inclusion (DEI) (p. 108)

- ▶ Mekanisme pengaduan yang efektif Effective grievance mechanism (p. 146)

- ▶ Uji tuntas hak asasi manusia Continuous human rights due diligence (p.145)

- ▶ Sistem Tanggap Darurat Emergency Response System (p.94)

- ▶ Pencegahan insiden dan menghilangkan kematian akibat kerja / Incident prevention and fatality elimination (p.88)

SUSTAINABLE DEVELOPMENT GOALS

Our efforts to contribute to the Sustainable Development Goals (SDGs) are supported by our Six Sustainability Strategy Pillars. We have prioritized ten SDGs goals: SDG 1, 3, 5, 6, 8, 12, 13, 15, 16, and 17.

Memastikan pola konsumsi dan produksi yang berkelanjutan

Ensure sustainable consumption and production patterns



- ▶ Rantai pasokan yang bertanggungjawab Responsible supply chain (p.159)

- ▶ Pengelolaan dan pengurangan limbah Waste management and reduction (p.75)

Mengambil langkah penting untuk melawan perubahan iklim dan dampaknya

Take urgent action to combat climate change and its impacts



- ▶ Penurunan emisi Gas Rumah Kaca (GRK) GHG emission reduction (p.58)

Mengelola hutan secara berkelanjutan, melawan perubahan lahan menjadi gurun, menghentikan dan merehabilitasi kerusakan lahan, menghentikan kepunahan keanekaragaman hayati

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss



- ▶ Pengelolaan rehabilitasi lahan dan keanekaragaman hayati Land rehabilitation and biodiversity management (p.80)

Mendorong masyarakat adil, damai, dan inklusif

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels



- ▶ Menanamkan nilai-nilai dan budaya yang dikenal dengan sebutan 'GReAtnESs'
Embedding corporate values and culture known as 'GReAtnESs' (p.151)
- ▶ Menerapkan Kode Etik, Kebijakan Anti Korupsi dan Kebijakan Anti Penyuapan
Implementing Code of Conduct, Anti-Corruption Policy and Anti-Bribery Policy (p.151)

Menghidupkan kembali kemitraan global demi pembangunan berkelanjutan

Strengthen the means of implementation and revitalize the global partnership for sustainable development



- ▶ Berpartisipasi pada inisiatif-inisiatif global (Menjadi anggota UN Global Compact)
Global initiatives participation (Joined UN Global Compact) (p.44, 143)

3.6 | Merdeka dan UN Global Compact

Merdeka and the UN Global Compact

Sebagai penandatangan UN Global Compact, Merdeka berkomitmen mematuhi 10 prinsip UNCG terkait tanggung jawab mendasar di bidang hak asasi manusia, ketenagakerjaan, lingkungan hidup, dan anti korupsi.

As a signatory of the UN Global Compact, Merdeka is committed to the ten principles of UNCG, which highlight fundamental responsibilities in the areas of human rights, labor, environment, and anti-corruption.



Hak Asasi Manusia Human Rights

PRINSIP 1 PRINCIPLE 1 Mendukung dan menghormati hak asasi manusia
Support and respect human rights

PRINSIP 2 PRINCIPLE 2 Tidak terlibat dalam pelanggaran hak asasi manusia
No human rights abuses

Our works:

Menghormati Hak Asasi Manusia | Respecting Human Rights

Pg. 140

- Menghormati dan mematuhi hukum nasional terkait dengan hak asasi manusia dan konvensi internasional tentang hak asasi manusia
Respect and comply with local laws and international principles regarding to human rights
- Hak asasi manusia pada Kode Etik Keberlanjutan Pemasok
Respect human rights in our Supplier Sustainability Code of Conduct
- Pelatihan penghormatan hak asasi manusia kepada personil keamanan
Human rights respect training for security personnel
- Berpartisipasi pada pelatihan uji tuntas hak asasi manusia
Participated at Human Rights Due Diligence (HRDD) training
- Menyusun mekanisme penyampaian keluhan tingkat operasional
Developed an operational-level grievance mechanism



Lingkungan Environment

PRINSIP 7 PRINCIPLE 7 Pencegahan terhadap permasalahan lingkungan
Precautionary approach to environmental challenges

PRINSIP 8 PRINCIPLE 8 Tidak terlibat dalam pelanggaran hak asasi manusia
No human rights abuses

PRINSIP 9 PRINCIPLE 9 Tanggungjawab terhadap lingkungan | Teknologi ramah lingkungan
Environmental responsibility | Environmentally friendly technologies

Our works:

Memelihara Lingkungan | Preserving the Environment

Pg. 54

- Kepatuhan terhadap peraturan lingkungan yang berlaku
Compliance with applicable environmental regulations
- Pemantauan terhadap risiko lingkungan untuk mencegah dampak negatif
Monitoring environmental risks to prevent negative impact
- Penggunaan sumber daya secara efisien untuk melestarikan sumber daya alam
Efficiently use of resources to preserve natural resources
- Menggunakan energi yang berasal dari Sumber Energi Baru Terbarukan (EBT)
Using energy from New Renewable Energy Sources
- Identifikasi risiko pada keanekaragaman hayati dan menghindari beroperasi di area dengan nilai keanekaragaman hayati tinggi atau spesies terancam
Identify risks to biodiversity and avoid operating in areas with diversity values



Ketenagakerjaan Labor

PRINSIP 3 PRINCIPLE 3 Kebebasan berserikat
Freedom of association

PRINSIP 6 PRINCIPLE 6 Penghapusan diskriminasi pekerjaan dan jabatan
Elimination of workplace discrimination

PRINSIP 4 PRINCIPLE 4 Penghapusan kerja paksa
Elimination of forced labor

PRINSIP 5 PRINCIPLE 5 Penghapusan pekerja anak
Abolition of child labor

Our works:

Memberdayakan Pekerja Kami | Empowering Our People

Pg. 100

- Melindungi hak-hak karyawan
Protect the rights of employees
- Keberagaman tenaga kerja
Workforce diversity
- Memberikan kesempatan karyawan untuk bergabung dalam serikat pekerja
Grant employees the right to join labor union
- Melaksanakan rekrutmen yang adil dan berkualitas
Conduct fair and quality recruitment



Anti Korupsi Anti-Corruption

PRINSIP 10 PRINCIPLE 10 Melawan segala bentuk korupsi
Work against corruption

Our works:

Mengadopsi Tata Kelola Perusahaan yang Baik |
Adopting Good Corporate Governance

Pg. 148

- Sosialisasi Kebijakan Anti Korupsi
Dissemination of Anti-Corruption Policy
- Penilaian potensi tindakan korupsi
Assessment of potential corrupt acts

3.7 | Pelibatan Pemangku Kepentingan

Stakeholder Engagement [2-29] [E.4]

Kami menyadari bahwa pemangku kepentingan merupakan pihak yang mempunyai peran penting dalam mewujudkan keberlanjutan perusahaan. Untuk itu, dalam semua proses pengambilan keputusan, Merdeka selalu melibatkan pemangku kepentingan yang terkait. Pelibatan kepentingan tersebut digunakan sebagai sarana untuk mendapatkan pemahaman dan harapan dari para pemangku kepentingan terkait dengan dampak ekonomi, lingkungan, dan sosial.

Sejalan dengan Standar AA1000 Stakeholder Engagement Standard 2015, kami melakukan pemantauan berkelanjutan terhadap perkembangan pasar dan interaksi eksternal untuk mengidentifikasi pemangku kepentingan. Kami mengidentifikasi individu atau kelompok dengan atribut yaitu dependency, responsibility, tension, influence, diverse perspective dan proximity.

Setelah pemangku kepentingan diidentifikasi, kami melakukan pemetaan atas pemangku kepentingan untuk menetapkan metode dan frekuensi pelibatan pemangku kepentingan serta isu material yang dianggap penting dan sejalan dengan strategi Perusahaan. Kriteria yang digunakan Merdeka dalam melakukan pemetaan pemangku kepentingan adalah sebagai berikut:

Kriteria Pemangku Kepentingan

Stakeholder Criteria

Expertise		Value		
				
Contribution	Legitimacy	Willingness to engage	Influence	Necessity of involvement
Apakah pemangku kepentingan memiliki informasi, masukan, atau keahlian tentang isu/ masalah yang dapat bermanfaat bagi perusahaan?	Seberapa besar pengaruh/ legitimasi para pemangku kepentingan dalam proses pelibatan?	Seberapa bersedia pemangku kepentingan untuk terlibat?	Seberapa besar pengaruh pemangku kepentingan?	Apakah pemangku kepentingan dapat mempengaruhi proses pelibatan jika mereka tidak termasuk dalam proses?
Does the stakeholder have information, input, or expertise on the issue/problem that could benefit the company?	How much influence/ legitimacy do stakeholders have in the engagement process?	How willing are stakeholders to engage?	How much influence do stakeholders have?	Can stakeholders influence the engagement process if they are not included in the process?

We recognize that stakeholders play a vital role in ensuring the sustainability of our company. Therefore, we always involve relevant stakeholders in all our decision-making processes. This engagement is used to gain an understanding of stakeholders' expectations and concerns regarding economic, environmental, and social impacts.

In accordance with the AA1000 Stakeholder Engagement Standard 2015, we continuously monitor market developments and external interactions to identify our stakeholders. We identify individuals or groups with the following attributes: dependency, responsibility, tension, influence, diverse perspective, and proximity.

Once our stakeholders are identified, we conduct stakeholder mapping to determine the appropriate method and frequency of engagement, as well as the material issues that are important and align with our company's strategy. The criteria we use for stakeholder mapping are as follows:

Berdasarkan hasil pemetaan prioritas pemangku kepentingan, kami melakukan pelibatan pemangku kepentingan pada tahun 2022 dengan berbagai metode sebagai berikut: [2-29] [E.4]

Based on the results of stakeholder prioritization mapping, we conducted stakeholder engagement in 2022 using various methods as follows:

Pemangku kepentingan Stakeholders	Topik material Material topics	Respon perusahaan atas topik material dan frekuensi pelibatan Company's responses to the material topics and engagement frequency
Masyarakat sekitar termasuk kaum rentan Community including vulnerable groups	<ul style="list-style-type: none"> Kesehatan dan keselamatan kerja Occupational health and safety Kontribusi terhadap pertumbuhan sosial-ekonomi Contributions to socio-economic growth Kinerja keuangan dan kontribusi ekonomi Financial performance and economic contribution Menghormati hak asasi manusia Respecting human rights Pembelian dari pemasok lokal Spending on local suppliers 	<ul style="list-style-type: none"> Sosialisasi dampak lingkungan kepada warga masyarakat Dissemination of environmental impacts to communities Koordinasi dan dialog sosial dengan masyarakat Coordination and social dialog with communities Menerima masukan/ keluhan masyarakat Receiving community input / grievances Implementasi program tanggung jawab sosial lingkungan perusahaan Implementation of the company's corporate social responsibility programs <p>Frekuensi: minimal sekali setahun Frequency: minimum once a year</p>
Karyawan, anak usaha dan serikat pekerja Employee, business units and labour union	<ul style="list-style-type: none"> Kesehatan dan keselamatan kerja Occupational health and safety Kinerja keuangan dan kontribusi ekonomi Financial performance and economic contribution Anti korupsi Anti-corruption Keberagaman dan inklusi Diversity and inclusion 	<ul style="list-style-type: none"> Sistem pelaporan pelanggaran Whistleblowing system Konsultasi dan negosiasi Peraturan Perusahaan (PP) dan/ atau Perjanjian Kerja Bersama (PKB) Consultation and negotiation of company regulations and / or collective labor agreement Bipartit meeting antara perusahaan dengan serikat pekerja Bipartit meeting between companies and labor unions Survei keterikatan karyawan Employee engagement survey <p>Frekuensi: minimal dua kali setahun Frequency: minimum twice a year</p>
Pemegang saham/ pemberi modal Shareholders/ investor	<ul style="list-style-type: none"> Kinerja keuangan dan kontribusi ekonomi Financial performance and economic contribution Kesehatan dan keselamatan kerja Occupational health and safety Memelihara lingkungan hidup Preserving the environment Kontribusi terhadap pertumbuhan sosial-ekonomi Contributions to socio-economic growth 	<ul style="list-style-type: none"> Publikasi laporan tahunan, laporan keuangan dan Laporan Keberlanjutan Publication of annual report, financial report and Sustainability Report Rapat Umum Pemegang Saham (RUPS) Annual General Meeting Shareholders (AGMS) <p>Frekuensi: minimal sekali setahun Frequency: minimum once a year</p>



▲ BKP-BTR menerima kunjungan dari berbagai pemangku kepentingan
BKP-BTR received visits from various stakeholders

Pemangku kepentingan Stakeholders	Topik material Material topics	Respon perusahaan atas topik material dan frekuensi pelibatan Company's responses to the material topics and engagement frequency
Pemerintah Government	<ul style="list-style-type: none"> Kinerja keuangan dan kontribusi ekonomi Financial performance and economic contribution Memelihara lingkungan hidup Preserving the environment Pembelian dari pemasok lokal Spending on local suppliers Pandemi COVID-19 COVID-19 pandemic 	<ul style="list-style-type: none"> Paparan publik Public expose Pelaporan rutin kepada kementerian dan dinas terkait dan otoritas jasa keuangan Regular reporting to related ministries and agencies and the financial services authority <p>Frekuensi: minimal sekali setahun Frequency: minimum once a year</p>
Rantai Pasokan Supply Chain	<ul style="list-style-type: none"> Rantai pasokan yang bertanggung jawab Responsible supply chain Anti korupsi Anti-corruption 	<ul style="list-style-type: none"> Pemberian informasi penyelenggaraan tender secara terbuka dan transparan Provision of information related to the tenders in an open and transparent manner Koordinasi rutin dengan pemasok Regular coordination with contractors <p>Frekuensi: minimal sekali setahun Frequency: minimum once a year</p>
Masyarakat Sipil/NGO Civil Society/ NGOs	<ul style="list-style-type: none"> Pemberdayaan dan pengembangan masyarakat Community development and empowerment Menghormati hak asasi manusia Respecting human rights Anti korupsi Anti-corruption 	<ul style="list-style-type: none"> Sosialisasi dampak sosial, lingkungan dan hak asasi manusia Dissemination of social, environment and human rights impact Kerja sama Pengembangan dan Pemberdayaan Masyarakat (PPM) Collaboration on the community empowerment and development <p>Frekuensi: minimal sekali setahun Frequency: minimum once a year</p>
Media	<ul style="list-style-type: none"> Kinerja keuangan dan kontribusi ekonomi Financial performance and economic contribution Pemberdayaan dan pengembangan masyarakat Community development and empowerment Memelihara lingkungan hidup Preserving the environment 	<ul style="list-style-type: none"> Media monitoring secara rutin Regular media monitoring Rilis media dan konferensi pers Media release and press conference Kunjungan media Media visit <p>Frekuensi: minimal sekali setahun Frequency: minimum once a year</p>



▲ Berbagai pemangku kepentingan mengunjungi BSI
Various stakeholders visited BSI



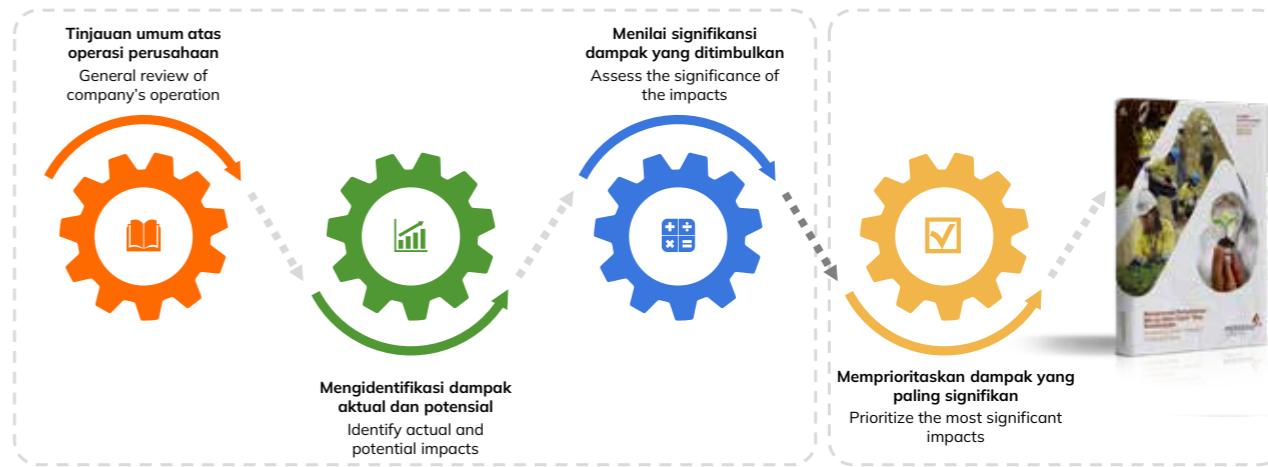
3.8 Proses Penentuan Topik Material

Material Topic Determination Process [3-1]

Kami menyusun Laporan Keberlanjutan ini berdasarkan topik material atas pelaksanaan *materiality assessment* yang melibatkan para pemangku kepentingan. Topik material adalah topik-topik yang mencerminkan dampak penting perusahaan atas ekonomi, lingkungan, dan sosial termasuk hak asasi manusia.

Secara keseluruhan, proses penentuan topik-topik material yang dilaporkan pada Laporan Keberlanjutan Merdeka adalah sebagai berikut:

Mengidentifikasi dan menilai dampak secara berkelanjutan Identify and assess impacts on an ongoing basis



1. Peninjauan Umum Operasi Perusahaan

Langkah awal penentuan topik material dimulai dengan peninjauan umum operasi perusahaan yang mencakup keseluruhan kegiatan perusahaan, hubungan bisnis, pemangku kepentingan dan sektor bisnis perusahaan. Peninjauan umum ini memberikan informasi awal dampak aktual dan potensial Perusahaan atas ekonomi, lingkungan, sosial termasuk hak asasi manusia.

1. Overview of Company Operations

To identify material topics, we start by conducting a comprehensive review of our company's operations. This review covers a wide range of areas, including our overall activities, business relationships, stakeholders, and business sectors. By analyzing this information, we gain valuable insights into our company's actual and potential economic, environmental, social, and human rights impacts.

2. Identifikasi Dampak Potensial dan Aktual

Tahap selanjutnya adalah mengidentifikasi dampak potensial dan aktual Perusahaan atas ekonomi, lingkungan, dan sosial termasuk hak asasi manusia perusahaan berdasarkan hasil Analisis Dampak Mengenai Lingkungan Hidup (AMDAL), penilaian dampak lingkungan dan sosial oleh pihak independen, penilaian dampak atas hak asasi manusia, *risk register*, audit sertifikasi ISO 14001 dan ISO 45001, laporan pengaduan masyarakat.

3. Penilaian Dampak yang Signifikan

Tim Keberlanjutan Merdeka kemudian mengukur signifikansi dampak ekonomi, lingkungan, dan sosial termasuk hak asasi manusia perusahaan dengan pertimbangan tingkat keparahan dampak yang diukur berdasarkan (skala, ruang lingkup dan kesulitan pemulihan dampak) dan kemungkinan terjadinya dampak. Selanjutnya, Tim Keberlanjutan Merdeka melakukan wawancara dengan pimpinan unit usaha dan penanggungjawab bidang lingkungan, sosial dan hak asasi manusia serta karyawan, mitra bisnis dan masyarakat sekitar operasi perusahaan untuk memastikan signifikansi daftar dampak Perusahaan atas ekonomi, lingkungan dan sosial yang telah disusun.

4. Penentuan Topik Material

Tahapan terakhir, kami menyusun topik material berdasarkan prioritas dampak signifikan ekonomi, lingkungan, dan sosial termasuk hak asasi manusia yang akan dilaporkan pada Laporan Keberlanjutan tahun 2022. Proses prioritas dilakukan berdasarkan masukan dari pemangku kepentingan internal dan eksternal perusahaan, standar global dan nasional seperti GRI Standards 2021, United Nations Guiding Principles on Business and Human Rights (UNGPs), UNGC ten principles, SDGs dan POJK 51/2017. Selain itu proses prioritas juga mempertimbangkan laporan dari penyedia rating ESG perusahaan yaitu MSCI dan Sustainalytics serta *benchmarking* topik material yang dilaporkan perusahaan lokal dan global di industri pertambangan.

Daftar topik material yang telah disusun kemudian disampaikan kepada Komite Keberlanjutan dan ESG untuk mendapatkan persetujuan. Komite Keberlanjutan dan ESG kemudian memutuskan dampak material untuk dilaporkan pada Laporan Keberlanjutan tahun 2022.

2. Identification of Potential and Actual Impacts

The next stage involves identifying both the potential and actual economic, environment, social, including human rights impacts of our company. To do this, we rely on a range of sources, including the results of our Environmental Impact Assessment (AMDAL), independent environmental and social reviews, human rights impacts assessment (HRIA) our risk register, and our ISO 14001 and ISO 45001 certification audits and community complaint reports.

3. Significant Impact Assessment

After identifying these impacts, Merdeka's Sustainability Team evaluates their significance. This assessment considers both the severity of the impact, measured based on the scale, scope, and difficulty of impact recovery, as well as the likelihood of the impact occurring. To confirm the significance of our company's list of economic, environment, social, including human rights impacts, the Sustainability Team interviews business unit leaders, employees, business partners, and communities around our company's operations. This collaborative approach ensures that we fully understand the potential impact of our operations on all stakeholders and can prioritize our efforts accordingly.

4. Determination of Material Topics

The final stage of our materiality assessment process involves the development of material topics based on prioritized significant economic, environment, social, including human rights impacts, which will be disclosed in our 2022 Sustainability Report. To determine which impacts to prioritize, we gather input from internal and external stakeholders, as well as global and national standards such as the GRI Standards 2021, the United Nations Guiding Principles on Business and Human Rights (UNGPs), the UNGC ten principles, SDGs, and POJK 51/2017. In addition to these sources, we also consider the reports of our ESG rating providers, MSCI and Sustainalytics. We also benchmark our material topics against those reported by other local and global companies in the mining industry.

The compiled list of material topics was then submitted to the Sustainability and ESG Committee for approval. The Sustainability and ESG Committee then decides on the material impacts to be reported in the 2022 Sustainability Report.

Berdasarkan proses penentuan topik material seperti di atas, berikut daftar topik material keberlanjutan Merdeka:
[3-2]

Based on the process of determining material topics as above, the following is a list of the Merdeka's material sustainability topics:

Environment - Lingkungan

Efisiensi energy Energy efficiency	Penurunan emisi gas rumah kaca Greenhouse gas emission reduction	Konservasi sumber daya air Water conservation
Pengelolaan limbah Waste management	Pelestarian keanekaragaman hayati Biodiversity preservation	

Social - Sosial

Kesehatan dan keselamatan kerja Occupational health and safety	Pandemi COVID-19 The COVID-19 pandemic	Pelatihan dan pengembangan karyawan Employee training and development	Keberagaman dan inklusi Diversity and inclusion
Kinerja keuangan dan kontribusi ekonomi Financial performance and economic contribution	Pemberdayaan dan pengembangan masyarakat Community development and empowerment	Hak asasi manusia Human rights	

Governance - Tata Kelola

Anti korupsi Anti-corruption	Rantai pasokan yang bertanggung jawab Responsible supply chain	Pembelian dari pemasok lokal Purchase from local suppliers
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Pada tahun 2022, terdapat perbedaan topik material yang dilaporkan dibanding tahun sebelumnya. Perubahan ini disebabkan adanya penyusunan kembali beberapa topik material pada tahun sebelumnya, yang dikelompokkan menjadi satu topik material pada laporan tahun ini. Sementara itu, topik material baru pada laporan tahun ini adalah responsible supply chain.

The 2022 Sustainability Report features some changes to the material topics compared to the previous year. These changes were made due to the reorganization of several material topics that are now grouped under one material topic. Additionally, a new material topic has emerged this year, which is responsible supply chain.



04 **Enam Pilar Strategi Keberlanjutan Merdeka**

Merdeka's Six Sustainability
Strategy Pillars

- 4.1 Memelihara Lingkungan | **Preserving the Environment**
- 4.2 Memastikan "Setiap Orang Selamat, Selalu" | **Ensuring "Everyone Safe, Always"**
- 4.3 Memberdayakan Pekerja Kami | **Empowering Our People**
- 4.4 Memperhatikan Masyarakat | **Caring for Communities**
- 4.5 Menghormati Hak Asasi Manusia | **Respecting Human Rights**
- 4.6 Mengadopsi Tata Kelola Perusahaan yang Baik | **Adopting Good Corporate Governance**

4.1 Preserving the Environment [3-3]



Focus Areas

GHG emission reduction

GHG reduction through energy substitution, energy efficiency, land rehabilitation and offsetting

Target 2022

- Develop GHG reduction roadmap
- Disseminate GHG reduction roadmap to all sites

Water stewardship

- Reuse and recycle water for processing operations

Waste management and reduction

- All sites comply with national regulations on hazardous waste management
- Conduct hazardous (toxic) and non-hazardous waste reduction programs at BSI and BKP-BTR

Land rehabilitation and biodiversity management

- Conduct land reclamation and revegetation at BSI and BKP-BTR in accordance with the reclamation plan

Effective environmental management system

- Maintain ISO 14001:2015 for BSI, BKP-BTR, MCG, and MMS
- Obtain ISO 14001:2015 for BSI-CSI

Performance 2022

- Completed GHG reduction roadmap
- Disseminated the GHG reduction roadmap to all sites
- Purchased Renewable Energy Certificates (RECs) from PLN to fulfill 100% of BSI's electricity needs
- Utilized 600 solar modules in BKP-BTR

- BSI recycled 702 megaliters of water or 7% of total water use for ore processing
- BSI reused 8,905.9 megaliters of water or 93% of total water used from the ADR facility for ore leaching

- No penalty or fine was incurred related to waste management at all sites
- BSI reduced waste oil, oily rags, and e-waste, and converted felled trees into approximately 15 tons of compost
- BKP-BTR converted domestic waste and cardboard into 4.56 tons of compost, and used domestic waste for animal feed livestock and maggots farming for poultry feed

- BSI conducted land reclamation on 4.19 ha and planted 8,233 trees for revegetation
- BSI handed over 430.4 ha of compensation land
- BKP-BTR conducted land reclamation on 3.11 ha and planted 1,944 trees for revegetation

- ISO 14001:2015 audit certification has been reissued for MCG, BSI, BKP, BTR, MMS and Pani
- ISO 14001:2015 audit certification for BSI-CSI

Target 2023

- BSI: 10% reduction of scope 1 GHG emission and 50% reduction of scope 2 GHG emission compared to the previous year
- BKP-BTR: 5% reduction of scope 1 GHG emission compared to the previous year

- BSI: 5% reduction of ground water compared to the previous year
- BKP-BTR: 10% reduction of river water compared to the previous year
- No significant effluent incident occurred at all sites

- BSI: 3% reduction of waste oil, 5% reduction of oily rags and 5% reduction of e-waste compared to the previous year
- BKP-BTR: 5% reduction of hazardous and non-hazardous waste compared to the previous year

- BSI: Conduct revegetation on 3.68 ha site, plant mangrove, and release of turtle hatchlings
- BKP-BTR: Release of turtle hatchlings

- Maintain ISO 14001:2015 for BSI, BKP-BTR, MCG, MMS and BSI-CSI

Meskipun industri pertambangan berdampak pada bentang alam, namun jika dikelola dengan baik, industri ini dapat memberikan manfaat bagi kelangsungan hidup manusia. Merdeka berkomitmen untuk menjalankan kegiatan dengan menjaga dan memelihara lingkungan.

Merdeka mendukung komitmen dunia dalam mitigasi perubahan iklim melalui pelaksanaan kegiatan yang ramah lingkungan seperti reklamasi, revegetasi, konservasi keanekaragaman hayati, dan pengelolaan energi, emisi, air, dan limbah. Merdeka berupaya untuk mematuhi standar dan peraturan yang berlaku dalam pengelolaan lingkungan.

Dari 17 Tujuan yang ada di SDGs, Merdeka memprioritaskan tiga tujuan SDGs di bidang lingkungan yaitu, Air Bersih dan Sanitasi Layak (*Clean Water and Sanitation* – Tujuan 6), Penanganan Perubahan Iklim (*Climate Action* -Tujuan 13), Ekosistem Daratan (*Life on Land* – Tujuan 15). Ketiga tujuan ini berkaitan dengan kegiatan operasional sehingga Merdeka memiliki komitmen dan tanggung jawab untuk mencapai tujuan-tujuan tersebut.

Sistem Manajemen Lingkungan

Merdeka memiliki **Kebijakan Lingkungan** yang diimplementasikan melalui perencanaan program, identifikasi dampak, pengelolaan risiko, dan pemantauan lingkungan. [3-3]

“ Merdeka has also implemented an environmental management system based on ISO 14001:2015 that ensures our production process is carried out in accordance with our environmental policy and adhere to applicable environmental regulations. ”

Merdeka juga telah menerapkan sistem manajemen lingkungan ISO 14001:2015 sehingga proses produksi telah memenuhi komitmen kami atas pengelolaan lingkungan dan upaya pemenuhan terhadap peraturan di bidang lingkungan.

Dalam implementasi pengelolaan dampak lingkungan di seluruh area kerja, Merdeka juga berpedoman pada Kebijakan Lingkungan, Dokumen Analisis Mengenai Dampak Lingkungan (AMDAL) dan Rencana Pascatambang.

Merdeka mendukung komitmen dunia dalam mitigasi perubahan iklim melalui pelaksanaan kegiatan yang ramah lingkungan seperti reklamasi, revegetasi, konservasi keanekaragaman hayati, dan pengelolaan energi, emisi, air, dan limbah.

Although the mining industry has impacts on the landscape, it can also provide benefits to people when managed effectively. As such, Merdeka is dedicated to upholding environmental preservation and sustainability in its operations.

Merdeka is committed to supporting the global efforts to mitigate climate change through environmentally-friendly practices in its operations. This includes implementing strategies such as reclamation, revegetation, and biodiversity conservation while managing emissions, water, and waste. Merdeka strives to comply with relevant environmental standards and regulations.

Merdeka has prioritized three goals related to environmental preservation from the 17 SDGs. These goals are Clean Water and Sanitation (Goal 6), Mitigation of Climate Change (Climate Action - Goal 13), and Terrestrial Ecosystems (Life on Land – Goal 15). As these three goals are closely related to the company's activities, Merdeka recognizes its responsibility and is committed to achieving these goals.

Environmental Management System

Merdeka has an **Environmental Policy** that is implemented through program planning, identification of impacts, risk management and environmental monitoring.

Merdeka berkomitmen untuk melakukan pengelolaan lingkungan yang baik dan inovatif untuk meminimalisasi dampak negatif dan memberikan nilai bagi masyarakat sekitar. Sosialisasi Kebijakan Lingkungan dan Keberlanjutan merupakan upaya Merdeka untuk menanamkan budaya keberlanjutan kepada unit usaha dan rantai pasokan. Merdeka mendorong unit usaha dan rantai pasokan untuk menggunakan sumber daya alam dengan bijak, bertanggungjawab dan memberikan manfaat yang positif bagi masyarakat sekitar. [2-24] [F.1]

Tambang Tujuh Bukit dan Wetar saat ini menerapkan metode penambangan tambang terbuka dan metode *heap leach* untuk mengekstraksi emas, perak dan tembaga. Proses penambangan metode terbuka dimulai dengan pembersihan lahan dan kemudian diikuti pengupasan *topsoil*. Setelah lapisan tanah selesai dikupas, lapisan *overburden* akan diangkat dengan metode pengeboran dan peledakan. Batuan hasil peledakan akan dimuat dan diangut ke area timbunan batuan penutup, sedangkan bijih akan diangut ke area *Run-of-Mine* (ROM) untuk kemudian dituang ke dalam mesin peremukan ROM (*crusher ROM bin*). Proses ini dilanjutkan dengan proses *heap leach*. Untuk BSI, bijih yang telah diaglomerasi ditumpuk untuk kemudian disiram dengan larutan yang terdiri dari 0,55 kg sodium sianida untuk setiap ton bijih. [2-6]

Sepanjang tahun 2022, BSI menggunakan material pendukung berupa ammonium nitrat sebagai bahan peledak sebanyak 4.592,5 ton dan sodium sianida untuk proses pengolahan mineral sebanyak 2.600 ton. Sementara itu, BKP-BTR menggunakan material pendukung berupa emulsion sebagai bahan peledak, reagen pengolah mineral dan batu kapur dan soda ash (untuk mengelola air asam tambang dan air proses) sebanyak masing-masing 2.089 ton, 5.796,6 ton dan 68.955,5 ton seperti disajikan sebagai berikut: [301-1]

Merdeka is dedicated to implementing robust and innovative environmental management practices to minimize negative impacts and provide value to surrounding communities. To instill a culture of sustainability throughout its business units and supply chains, Merdeka continually disseminates its Environmental Policy and Sustainability Policy. The company encourages its business units and supply chain to use natural resources responsibly and to provide positive impacts to surrounding communities.

Currently, our Tujuh Bukit and Wetar mines employ open pit mining and heap leach methods to extract gold, silver, and copper. The open pit mining process begins with land clearing, followed by topsoil stripping. After the soil layer is removed, the overburden layer is extracted using the drilling and blasting method. The blasted rock is then transported to the overburden pile area, while the ore is taken to the run-of-mine area and poured into a crusher bin. Next, the heap leach process is initiated, where in BSI the agglomerated ore is stacked and treated with a solution consisting of 0.55 kg of sodium cyanide per tonne of ore.

Throughout 2022, BSI utilized mining support materials such as 4,592.5 tons of ammonium nitrate as an explosive and 2,600 tons of sodium cyanide for mineral processing. BKP-BTR, on the other hand, used a total of 2,089 tonnes of emulsion as an explosive, 5,796.6 tonnes of mineral processing reagents, and 68,955.5 tonnes of limestone and soda ash for managing acid mine drainage and process water, as shown below:

Jenis Material Material Type*	Satuan Unit	Penggunaan Usage	2020	2021	2022
Tambang Emas Tujuh Bukit / Tujuh Bukit Gold Mine					
Amonium nitrat	Ton	Bahan peledak / Explosives	4,345.86	3,282.1	4,592.5
Natrium sianida (Sodium cyanide)	Ton	Pengolahan mineral / Mineral processing	2,254	2,554.6	2,600
Tambang Tembaga Wetar / Wetar Copper Mine					
Emulsi/ Emulsion	Ton	Bahan peledak / Explosives	131.8	883.1	2,089
Reagen pengolah Process reagents	Ton	Pengolahan mineral/ Mineral processing	3,027.8	4,746.3	5,796.6
Batu kapur dan soda ash Limestone and soda ash	Ton	Pengelolaan air asam tambang dan Air Proses / Management of acid mine drainage and process water	45,100	58,622	68,955.5

*Material tidak terbarukan
Non-renewable material

Komitmen Nol-Bersih

Pengurangan emisi Gas Rumah Kaca (GRK) menjadi fokus utama bagi Pemerintah dan masyarakat global karena GRK merupakan salah satu penyebab perubahan iklim. Seluruh kegiatan pengendalian emisi Merdeka dilakukan selaras dengan aturan pemerintah seperti yang tertuang dalam Peraturan Presiden Nomor 61/2011 tentang Rencana Aksi Penurunan Gas Rumah Kaca (GRK) dan Peraturan Presiden Nomor 71/2011 tentang Pencatatan Inventarisasi GRK Nasional.

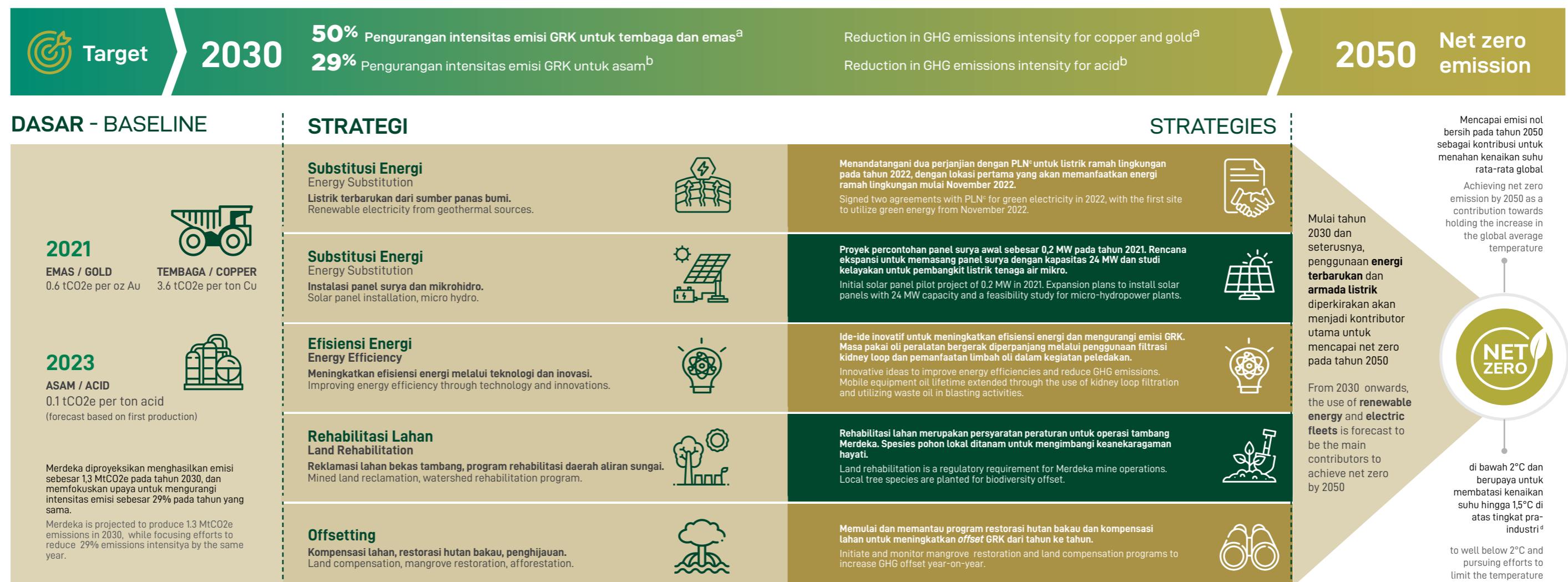
Sejalan dengan komitmen Pemerintah Indonesia untuk mencapai emisi nol bersih pada 2060, Merdeka telah menerbitkan komitmen nol bersih pada tahun 2050. Sebagai tindaklanjut komitmen nol bersih Merdeka, kami telah menyusun **GHG Emissions Reduction Roadmap** pada tahun 2022 sebagai berikut: [2-25] [F.12]

Net-Zero Commitment

Reducing Greenhouse Gas (GHG) emissions is a commitment shared by the global community and the Government of Indonesia, as GHG is one of the leading causes of climate change. At Merdeka, all emission management activities are in accordance with government regulations outlined in Presidential Regulation Number 61/2011 concerning Greenhouse Gas (GHG) Reduction Action Plans and Presidential Regulation Number 71/2011 concerning the Recording of National GHG Inventory.

Aligned with the Government's pledge to reach Net Zero Emissions by 2060, Merdeka has committed to achieving net zero by 2050. As a follow-up to this net zero commitment, we have created the **GHG Emissions Reduction Roadmap** for 2022 as follows:

PETA JALAN MERDEKA MENUJU NOL BERSIH



^a The copper & gold GHG emission intensity has been revised to a stretch target of 50% from the original 2021 statement of 29% (Scope 1 and Scope 2).

^b Acid emission intensity target of 29% by 2030 remains the same.

^c PLN = Perusahaan Listrik Negara (National Electric Company)

Kinerja terhadap target akan ditinjau setiap tahun dan memasukkan peluang pengurangan GRK lebih lanjut.

Performance against targets to be reviewed annually and to include further GHG reduction opportunities.

^d Article 2(a), Paris Agreement, 2015

Penggunaan Energi Baru Terbarukan (EBT)

Energi merupakan aspek penting bagi Merdeka untuk menjalankan operasional pertambangan. Energi juga menjadi perhatian bagi para pemangku kepentingan mengingat isu tentang EBT kini sedang menjadi pembahasan global. Oleh karena itu, Merdeka menetapkan energi baru terbarukan menjadi salah satu topik material pada laporan ini.

Merdeka mendorong unit usaha untuk berkomitmen penuh pada inisiatif dan upaya global dalam meningkatkan penggunaan sumber energi alternatif yang lebih ramah lingkungan dan dapat diperbarui. Mulai November 2022, Tambang Emas Tujuh Bukit telah secara penuh menggunakan tenaga listrik dari PLN yang berasal dari pembangkit listrik tenaga panas bumi (PLTP). Sementara Tambang Tembaga Wetar, telah memulai pemasangan 600 modul surya sebagai bagian dari proyek awal pembangkit listrik energi hijau untuk menggantikan ketergantungan terhadap pembangkit listrik berbahan bakar fosil. [F.7]

Selain penggunaan PLTP dan modul surya, Merdeka menggunakan bahan bakar biodiesel B30 untuk kendaraan operasional dan alat berat yang digunakan dalam proses penambangan. Inovasi dan penggunaan EBT ditujukan untuk meningkatkan rasio efisiensi energi yang berdampak pada penurunan intensitas energi perusahaan. Lebih jauh, Merdeka juga melibatkan konsultan eksternal yang berpengalaman dalam pemantauan dan evaluasi program efisiensi energi secara berkala.

Adapun program penghematan energi lainnya antara lain, BKP-BTR mengganti genset yang lebih hemat bahan bakar, yang berhasil **mengurangi pemakaian solar sampai 10%**. Selain itu, kami memasang panel surya pada beberapa lokasi operasi yang tidak terhubung jaringan listrik seperti pada alat pemantau air permukaan pada tiga titik penaatan, lampu penerangan di Pelabuhan Candrian, pemantauan ketabilan lereng tambang di BSI dan penerangan pada lokasi tambang pit Partolang BKP-BTR. Sepanjang tahun 2022, BSI berhasil mencatat penghematan energi yang berasal dari penggunaan solar panel sebesar 2.657 kWh atau setara dengan 9,5 Gigajoule. [302-4] [F.7]

Pada tahun 2022, terdapat penyajian ulang data konsumsi energi Tambang Tembaga Wetar yaitu penghapusan penggunaan energi listrik yang berasal dari B30 karena sudah tercakup di dalam perhitungan konsumsi B30. [2-4]

Renewable Energy Usage

Energy is a critical aspect of Merdeka's operations. In addition, stakeholders are concerned about renewable energy, which is a current global issue under discussion. Consequently, Merdeka has included renewable energy as a material topic in this report.

Merdeka strongly encourages its business units to commit fully to global initiatives and efforts aimed at increasing the use of renewable and alternative energy sources that are more environmentally friendly. From November 2022, the Tujuh Bukit Gold Mine will be using electricity purchased from PLN sourced from geothermal power plants (PLTP). Meanwhile, as part of an initial green energy power plant project aimed at replacing reliance on fossil fuel power plants, the Wetar Copper Mine has installed 600 solar modules.

In addition to using electricity from geothermal power plants and solar modules, Merdeka uses B30 biodiesel fuel for operational vehicles and heavy equipment in the mining process. Utilizing innovation and renewable energy sources is aimed at increasing energy efficiency ratios, which, in turn, reduces Merdeka's energy intensity. Merdeka also engages external consultants with experience in monitoring and evaluating energy efficiency programs regularly.

Our other energy-saving programs include the replacement of generators that are more fuel-efficient at BKP-BTR, which has **reduced diesel consumption by up to 10%**. In addition, we installed solar panels at several operating areas that are not connected to the electricity network, such as surface water monitoring devices at three compliance points, lighting at Candrian Port, monitoring the stability of mine slopes at BSI, and lighting at the Partolang BKP-BTR pit mine site. Throughout 2022, BSI recorded energy savings from using solar panels of 2,657 kWh or the equivalent of 9.5 Gigajoules.

In 2022, we have restated Wetar's energy consumption data to remove the consumption of electricity from B30, as the electricity consumption has already been included in the calculation of B30 consumption.



Tambang Emas Tujuh Bukit Menggunakan Energi Terbarukan PLN

Tujuh Bukit Gold Mine Using PLN's Renewable Energy [F.5] [F.26] [305-5]

BSI menandatangani perjanjian jual beli Sertifikat Energi Terbarukan dengan PT PLN (Persero). Sertifikat tersebut memastikan bahwa tenaga listrik yang selanjutnya digunakan BSI diproduksi oleh PLN dari pembangkit listrik bersumber dari energi terbarukan. Sebanyak 100% penggunaan listrik BSI untuk Tambang Emas Tujuh Bukit di Banyuwangi, Jawa Timur, akan menggunakan energi terbarukan hingga 2026.

Langkah ini sejalan dengan komitmen Merdeka untuk mengurangi emisi karbon. Merdeka menargetkan untuk mengurangi emisi Gas Rumah Kaca (GRK) scope 1 dan 2 hingga 29% pada 2030 dan mencapai Emisi Nol Bersih pada 2050. Sertifikat Energi Terbarukan ini akan menurunkan emisi GRK scope 2, yaitu emisi GRK secara tidak langsung, yang berasal dari pembangkit listrik.

BSI has signed a sale and purchase agreement for Renewable Energy Certificates with PT PLN (Persero). This certificate guarantees that the electricity used by BSI is produced by PLN from renewable energy sources. As a result, 100% of BSI's electricity consumption for the Tujuh Bukit Gold Mine in Banyuwangi, East Java, will be from renewable sources until 2026.

This action is in line with Merdeka's commitment to reduce its carbon footprint. Merdeka has set targets to reduce its Scope 1 and Scope 2 Greenhouse Gas (GHG) emissions by 29% by 2030 and achieve net zero emissions by 2050. By purchasing the Renewable Energy Certificate, Merdeka aims to reduce its Scope 2 GHG emissions, which are indirect emissions originating from power plants.

Enam Ratus Modul Surya untuk Jaringan Listrik Tambang Tembaga Wetar

Six Hundred Solar Modules for the Wetar Copper Mine Power Grid

Tambang Tembaga Wetar telah memulai pemasangan modul surya sebagai bagian dari proyek awal pembangkit energi hijau. Enam ratus modul surya dipasang dalam tiga baris untuk memasok jaringan listrik Wetar. Modul surya ini akan mengurangi pemakaian listrik dari genset diesel, yang pada akhirnya akan mengurangi emisi Gas Rumah Kaca di Wetar.

The Wetar Copper Mine has started the installation of solar panels as part of its green energy pilot project. The installation includes 600 solar panels arranged in three rows to supply power to the Wetar grid. The use of solar panels will decrease the need for power generated by diesel generators, thereby reducing greenhouse gas emissions at the Wetar mine site.



Pemakaian Bahan Bakar B30 untuk Kendaraan Operasional Tambang

B30 Biodiesel Usage for Mine Operational Vehicles

Unit usaha Merdeka telah memulai menggunakan bahan bakar ramah lingkungan B30 untuk seluruh operasional pertambangan termasuk untuk kegiatan operasional kontraktor. Hal ini merupakan bentuk dukungan Merdeka terhadap program Pemerintah tentang bahan bakar B30 seperti yang tertuang dalam Peraturan Menteri Energi dan Sumber Daya Mineral (ESDM) Nomor 12 tahun 2015 tentang Perubahan Ketiga atas Peraturan Menteri ESDM nomor 32 tahun 2008 tentang Penyediaan, Pemanfaatan dan Tata Niaga Bahan Bakar Nabati (Biofuel) sebagai Bahan Bakar Lain.

Merdeka's business units have implemented the use of environmentally friendly B30 Biodiesel for all mining operations, including contractor operations. This decision reflects Merdeka's support for the government's program on B30 Biodiesel as outlined in Minister of Energy and Mineral Resources (ESDM) Regulation Number 12 of 2015, which pertains to the Third Amendment to the Minister of Energy and Mineral Resources Regulation Number 32 of 2008 that covers the provision, utilization, and trading of biofuel materials as alternative fuels.

Total Konsumsi Energi dan Intensitas Energi berdasarkan Unit Usaha

Total Energy Consumption and Energy Intensity by Business Unit [F.6] [302-1] [302-3]

Pada tahun 2022, total konsumsi energi Merdeka terdiri dari 2.499.985 gigajoule (29%) dari sumber energi terbarukan, dan 6.205.673 gigajoule (71%) dari sumber energi tidak terbarukan.

In 2022, Merdeka's total energy consumption consisted of 2,499,985 gigajoules (29%) from renewable energy sources and 6,205,673 gigajoules (71%) from non-renewable energy sources.

Tambang Emas Tujuh Bukit / Tujuh Bukit Gold Mine

Bahan Bakar dan Energi Fuel and Energy	Satuan Unit	2020	2021	2022
Listrik dari PLTU*	kWh	31,560,300	37,576,800	38,655,800
Electricity from a steam power plant	Gigajoule	113,617	135,276	139,161
Listrik dari PLTP**	kWh	-	-	8,298,900
Electricity from geothermal power plant	Gigajoule	-	-	29,876
Bensin*	liter	51,847	45,853	16,697
Gasoline	Gigajoule	1,711	1,513	551
Biodiesel B30**	liter	14,993,914	15,366,085	18,715,982
	Gigajoule	554,775	568,545	692,491
Panel surya**	kWh	-	-	2,657
Solar panel	Gigajoule	-	-	9.5
Total Konsumsi Energi Total Energy Consumption	Gigajoule	670,103	705,334	862,089
Volume Produksi Emas Gold Production Volume	Oz	157,175	124,730	125,133
Intensitas Energi Energy Intensity	GJ/ Oz	4.3	5.5	6.9

Tambang Tembaga Wetar / Wetar Copper Mine

Bahan Bakar dan Energi Fuel and Energy	Satuan Unit	2020	2021	2022
Bensin*	liter	9,102	20,875	25,268
Gasoline	Gigajoule	300	688	834
Biodiesel B30** (Termasuk untuk menghasilkan daya listrik / Including to generate electricity)	liter	11,339,859	24,096,592	38,055,281
	Gigajoule	419,575	891,574	1,408,045
Total Konsumsi Energi Total Energy Consumption	Gigajoule	419,875	892,262	1,408,879
Volume Produksi Tembaga Copper Production Volume	Ton	5,377	19,045	19,551
Intensitas Energi / Energy Intensity	GJ/ Ton	78.1	46.8	72.0

Proyek Nikel SCM / SCM Nickel Project

Bahan Bakar dan Energi Fuel and Energy	Satuan Unit	2022
Listrik*	kWh	37,783
Electricity	Gigajoule	136
Bensin*	Liter	4,770
Gasoline	Gigajoule	157
Biodiesel B30**	Liter	8,586,176
	Gigajoule	317,688
Total Konsumsi Energi / Total Energy Consumption	Gigajoule	317,981
Volume Produksi Ore Nikel / Nickel Ore Production	Ton	1,108,176
Intensitas Energi / Energy Intensity	GJ/ Ton	0.287

Pabrik Peleburan Nikel BSI-CSI / Nickel Smelter BSI-CSI

Bahan Bakar dan Energi Fuel and Energy	Satuan / Unit	2022
Listrik* / Electricity	kWh	1,491,858,788
	Gigajoule	5,370,692
Solar* Diesel	liter	13,324,064
	Gigajoule	492,990
Total Konsumsi Energi / Total Energy Consumption	Gigajoule	5,863,682

Proyek Acid, Iron, Metal (AIM) / Acid, Iron, Metal (AIM) project

Bahan Bakar dan Energi Fuel and Energy	Satuan / Unit	2021	2022
Listrik/ Electricity*	kWh	21,856	372,849
	Gigajoule	78	1,342
Solar/ Diesel*	liter	455,000	3,102,004
	Gigajoule	16,835	114,774
Solar/ Diesel* (kontraktor)	liter	6,400	2,262,333
	Gigajoule	237	83,706
Total Konsumsi Energi Total Energy Consumption	Gigajoule	17,150	199,822

Proyek Emas Pani / Pani Gold Project

Bahan Bakar dan Energi Fuel and Energy	Satuan / Unit	2022
Listrik Electricity*	kWh	369,522
	Gigajoule	1,330
Biodiesel B30**	liter	1,402,050
	Gigajoule	51,875
Total Konsumsi Energi Total Energy Consumption	Gigajoule	53,205

Sesuai dengan komitmen nol-bersih Merdeka, Kami menargetkan pengurangan intensitas emisi sebesar 50% untuk produk tembaga dan emas yang kami hasilkan serta 29% untuk produk acid. Upaya penting yang kami lakukan dalam mengurangi emisi karbon adalah dengan penggantian energi ke EBT, penghematan bahan bakar dan penanaman pohon dan mangrove. [3-3]

Perhitungan emisi gas rumah kaca Merdeka mencakup scope 1 dan scope 2. Perhitungan GHG scope 1 perusahaan berasal dari penggunaan bahan bakar fosil B30 untuk operasional kendaraan dan peralatan tambang

In line with Merdeka's net-zero commitment, we aim for a stretch target of 50% reduction for the copper & gold GHG emission intensity (Scope 1 and Scope 2) and 29% reduction in emission intensity for our acid business. Our primary actions to reduce carbon emissions include transitioning to renewable energy, improving fuel efficiency, and planting trees and mangroves.

Merdeka's greenhouse gas emission calculations include scope 1 and scope 2 emissions. Our scope 1 emissions cover the use of B30 fossil fuels for vehicle operations and mining equipment in all business units, as well as

di seluruh unit usaha serta penggunaan genset sebagai pembangkit listrik di operasi BKP-BTR, SCM dan PANI. BKP-BTR menggunakan genset karena tidak tersedianya jaringan listrik yang berasal dari PLN pada wilayah operasi tersebut.

Sementara itu, perhitungan GHG scope 2 dihasilkan dari penggunaan energi listrik pada smelter nikel Morowali yang dipasok oleh PLTU yang dikelola Kawasan Industri IMIP dan energi listrik dari PLTP yang dikelola PLN pada operasi Tujuh Bukit. Mulai tahun 2022 GHG yang dihasilkan oleh Merdeka menurun seiring penggunaan PLTP dan dibangunnya modul surya secara masif di wilayah operasi yang tidak terjangkau jaringan listrik PLN. [F.12]

diesel generators for power generation in BKP-BTR, SCM, and PANI operations. BKP-BTR uses diesel generators due to the unavailability of electricity from PLN in the operating area.

The GHG scope 2 calculation includes the use of electricity at the Morowali nickel smelter, which is supplied by a steam power plant managed by the IMIP industrial area, as well as the use of electricity from PLN's geothermal power plant at the Tujuh Bukit operation. From 2022 onwards, Merdeka's GHG emissions are expected to decrease due to the use of green electricity generated from geothermal sources, as well as the construction of solar modules in operating areas that are not covered by the PLN electricity.

“In 2022, Merdeka’s total greenhouse gas emission for scope 1 and scope 2 were 219,688 tons CO₂ (e) and 551,212 tons CO₂ (e), respectively.”

Pada tahun 2022, total emisi gas rumah kaca Merdeka untuk scope 1 dan scope 2 masing-masing sebesar 219.688 ton CO₂ (e) dan 551.212 ton CO₂ (e).

Total Emisi GRK dan Intensitas Emisi berdasarkan Unit Usaha

Total GHG emission and emission intensity by business units [F.11] [305-1] [305-2] [305-4]

Tambang Emas Tujuh Bukit / Tujuh Bukit Gold Mine

Bahan Bakar dan Energi Fuel and Energy	Satuan Unit	2020	2021	2022
GHG Scope 1				
Bensin/ Gasoline*	Gigajoule	1,711	1,513	551
	Ton CO ₂ (e)	119	105	38
Biodiesel B30**	Gigajoule	554,775	568,545	692,491
	Ton CO ₂ (e)	41,109	42,129	51,314
Total GHG Scope 1	Ton CO₂ (e)	41,228	42,234	51,352
GHG Scope 2				
Listrik dari PLTU Electricity from a steam power plant*	MWh	31,560	37,577	38,656
	Ton CO ₂ (e)	25,248	30,061	30,925
Listrik dari PLTU Electricity from geothermal power plant**	Gigajoule	-	-	29,876
	Ton CO ₂ (e)	-	-	3,764
Total GHG Scope 2	Ton CO₂ (e)	25,248	30,061	34,689
Uraian / Description	Satuan / Unit	2020	2021	2022
Total Emisi / Total Emissions	Ton CO ₂ (e)	66,476	72,295	86,041
Volume Produksi Emas / Gold Production Volume	oz	157,175	124,730	125,133
Intensitas Emisi / Emission Intensity	Ton CO ₂ (e)/oz	0.42	0.58	0.69

*Bahan Bakar tidak terbarukan/ Fuels from non-renewable sources

**Bahan Bakar terbarukan/ Fuels from renewable sources

Tambang Tembaga Wetar / Wetar Copper Mine

Bahan Bakar dan Energi Fuel and Energy	Satuan Unit	2020	2021	2022
GHG Scope 1				
Gasoline*	Gigajoule	300	689	834
	Ton CO ₂ (e)	21	48	58
Biodiesel B30**	Gigajoule	419,575	891,574	1,408,045
	Ton CO ₂ (e)	31,090	66,066	104,336
Total GHG Scope 1	Ton CO₂ (e)	31,111	66,114	104,394

Uraian / Description	Satuan / Unit	2020	2021	2022
Total Emisi / Total Emissions	Ton CO ₂ (e)	31,111	66,113	104,394
Volume Produksi Tembaga / Copper Production Volume	Ton	5,377	19,045	19,551
Intensitas Emisi / Emission Intensity	Ton CO ₂ (e) / Ton	5.79	3.47	5.34

Proyek Nikel SCM / Nickel Project SCM

Bahan Bakar dan Energi Fuel and Energy	Satuan Unit	2022
GHG Scope 1		
Gasoline*	Gigajoule	157
	Ton CO ₂ (e)	11
Biodiesel B30**	Gigajoule	317,688
	Ton CO ₂ (e)	23,541
Total GHG Scope 1	Ton CO₂ (e)	23,552
GHG Scope 2		
Listrik/Electricity*	MWh	38
Total GHG Scope 2	Ton CO₂ (e)	23
Uraian / Description		
Total Emisi / Total Emissions	Ton CO ₂ (e)	23,574.67
Volume Produksi Ore Nikel / Nickel Ore Production Volume	Ton	1,108,176
Intensitas Emisi / Emission Intensity	Ton CO ₂ (e) / Ton	0.02

*Bahan Bakar tidak terbarukan/ Fuels from non-renewable sources

**Bahan Bakar terbarukan/ Fuels from renewable sources

Faktor konversi energi menggunakan | Energy conversion factor used:

- 2006 IPCC Guidelines for National Greenhouse Gas Inventories;
 - Kementerian Lingkungan Hidup (2012) Pedoman Penyelenggaran Inventarisasi Gas Rumah Kaca Nasional, Buku II Volume 1.
- 1 kWh = 0.0036 GJ (Gigajoule)
1 Liter Gasoline = 0.033 GJ (Gigajoule)
1 Liter Solar/Biodiesel B-30 = 0.037 GJ (Gigajoule)

Faktor konversi emisi menggunakan | Emission conversion factor used:

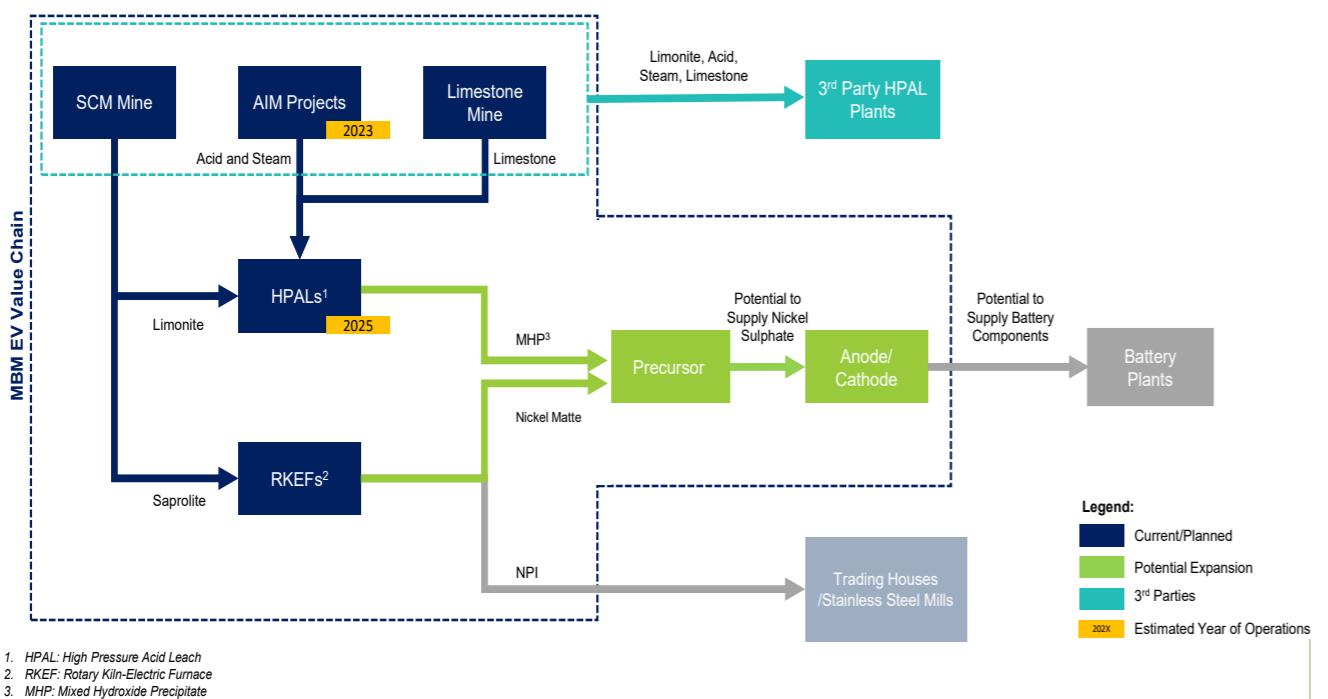
- Pedoman Penyelenggaran Inventarisasi Gas Rumah Kaca Nasional, Buku II Volume 1 yang diterbitkan oleh Kementerian Lingkungan Hidup (2012) National GHG calculation guideline, Book II Volume 1 by Ministry of Environment
 - Faktor Emisi Gas Rumah Kaca (GRK) Sistem Interkoneksi Ketenagalistrikan yang diterbitkan oleh Kementerian Energi dan Sumber Daya Mineral (2017) GHG emission factor electricity interconnection system by Ministry of Energy and Mineral Resources
 - Keputusan Menteri Energi dan Sumber daya Mineral No: 163/K/HK.02/MEM.S/2021 tentang Penetapan Faktor Emisi Gas Rumah Kaca Sistem Ketenagalistrikan Decree of Minister of Energy and Mineral Resources No: 163/K/HK.02/MEM.S/2021 on GHG emission factor for electricity system
- Faktor emisi Bensin | Gasoline emission factor = 0.0693 Ton CO₂ (e)/GJ
Faktor emisi Solar | Diesel emission factor = 0.0741 Ton CO₂ (e)/GJ
Faktor emisi PLTU batubara | Coal power plant emission factor = 0.0961 Ton CO₂ (e)/GJ
Faktor emisi PLTP | Geothermal power plant emission factor = 0.126 Ton CO₂ (e)/GJ
Faktor emisi Listrik Grid Jamali | Jamali Grid emission factor = 0.8 Ton CO₂ (e)/MWh
Faktor emisi Listrik Grid Sulutgo | Sulutgo Grid emission factor = 0.67 Ton CO₂ (e)/MWh

Mendukung Pencapaian Target Net Zero Dunia [2-6] [F.28]

Industri logam dan pertambangan memainkan peran penting dalam pencapaian target emisi nol bersih dunia. Hal tersebut merupakan inisiatif untuk mendukung dekarbonisasi transportasi melalui penggunaan *Electric Vehicles* (EVs) yang bersumber dari energi terbarukan. Nikel merupakan salah satu logam hasil pertambangan yang menjadi komponen penting untuk memproduksi baterai yang dibutuhkan oleh *Electric Vehicles* (EVs).

Akuisisi aset pertambangan dan pengolahan nikel yang telah dilakukan oleh perusahaan menjadi bukti nyata bahwa Merdeka merupakan salah satu pemain global yang terintegrasi secara vertikal di dalam rantai pasokan mineral strategis dan baterai kendaraan listrik.

Merdeka memiliki posisi yang baik untuk menangkap sebagian besar rantai nilai nikel seperti yang ditunjukkan pada diagram berikut:



Tambang SCM

Melalui anak perusahaan Merdeka yaitu Merdeka Battery Materials (MBM), Merdeka memiliki tambang SCM yang merupakan salah satu sumber daya nikel terbesar di dunia dengan kandungan sekitar 13,8 juta ton nikel (kadar Ni 1,22%) dan 1,0 juta ton kobalt (kadar Co 0,08%). Tambang SCM awalnya dimiliki oleh Rio Tinto dan merupakan tambang terbuka yang besar, dekat dengan permukaan,

Support the Achievement of the World's Net Zero Target

The metals and mining industry plays a crucial role in achieving the world's net-zero emission target, particularly in supporting transport decarbonization through the use of renewable energy-powered Electric Vehicles (EVs). Nickel, which is a metal produced by the industry, is a crucial component in the production of batteries for EVs.

With its acquisition of nickel mining and smelting assets, Merdeka has established itself as a vertically integrated, global player in the strategic minerals and EV battery value chain.

Merdeka is well positioned to capture most of the nickel value chain as shown in the following diagram:

dan berbiaya rendah dalam konsesi seluas 21.100 hektar. Tambang SCM memiliki sumber daya limonit nikel yang kaya, dengan campuran antara limonit nikel (77%) dan saprolit nikel (23%). Bijih limonit nikel adalah bahan baku yang digunakan dalam produksi *Mixed Hydroxide Precipitate* ("MHP") melalui teknologi pemrosesan *High-Pressure Acid Leach* ("HPAL") yang kemudian dapat diubah menjadi nikel sulfat untuk digunakan dalam produksi baterai kendaraan bermotor listrik.

mine has rich nickel limonite resources, consisting of a mix of nickel limonite (77%) and nickel saprolite (23%). Nickel limonite ore is used as the raw material in producing *Mixed Hydroxide Precipitate* ("MHP") through *High-Pressure Acid Leach* ("HPAL") processing technology, which can then be converted into nickel sulfate for use in the production of electric vehicle (EV) batteries.

“SCM mine has the second largest nickel resource globally and the largest nickel resource in the world outside Russia. ”

Tambang SCM memiliki sumber daya nikel terbesar kedua di dunia dan sumber daya nikel terbesar di dunia di luar Rusia.

Smelter Rotary Kiln-Electric Furnace (RKEF)

Selain itu, melalui MBM, Merdeka memiliki dua smelter nikel RKEF (PT Cahaya Smelter Indonesia/"CSI" dan PT Bukit Smelter Indonesia/"BSI") yang telah beroperasi memproduksi Nickel Pig Iron ("NPI"). CSI dan BSI masing-masing memiliki kapasitas produksi 19.000 ton nikel dalam bentuk NPI per tahun.

MBM juga sedang membangun smelter RKEF ketiga, PT Zhao Hui Nickel ("ZHN"), dengan kapasitas terpasang yang diharapkan sebesar 50.000 ton nikel per tahun yang memiliki target komisioning pada pertengahan kedua tahun 2023.

RKEF Smelters

In addition, through MBM, Merdeka holds two operating nickel RKEF smelters (PT Cahaya Smelter Indonesia/"CSI" and PT Bukit Smelter Indonesia/"BSI") producing Nickel Pig Iron ("NPI"). Each of CSI and BSI has a nameplate capacity of 19,000 tonnes of nickel in NPI per annum.

MBM is also currently constructing a third smelter, PT Zhao Hui Nickel ("ZHN"), with a nameplate capacity of 50,000 tonnes of nickel in NPI per annum, with commissioning targeted for the second half of 2023.

Proyek Acid Iron Metal (AIM)

Rantai nilai EV Merdeka didukung oleh pabrik pengolahan modern yang akan memproses bahan baku pirit kadar tinggi dari Tambang Tembaga Wetar Merdeka untuk menghasilkan asam dan uap yang digunakan di pabrik HPAL, selain memproduksi logam lain seperti tembaga, emas, dan besi. Proyek AIM dimiliki oleh PT Merdeka Tsingshan Indonesia, perusahaan patungan yang dimiliki 80% oleh MBM dan 20% oleh Tsingshan.

Acid Iron Metal (AIM) project

Merdeka's EV value chain is supported by a modern processing plant facility that will process high-grade pyrite feedstock from Merdeka's Wetar Copper Mine to recover acid and steam for use in HPAL plants, in addition to producing other metals such as copper, gold and iron. The AIM project is owned by PT Merdeka Tsingshan Indonesia, a joint venture holding company that is owned 80% by MBM and 20% by Tsingshan.

SCM Mine

The SCM mine, regarded as one of the world's largest nickel resources, is owned by Merdeka through its subsidiary, Merdeka Battery Materials (MBM). It contains approximately 13.8 million tonnes of nickel (1.22% Ni grade) and 1.0 million tonnes of cobalt (0.08% Co grade). Originally owned by Rio Tinto, the SCM mine is a large, shallow, low-cost open pit mine located within a 21,100-hectare concession area. The

Pabrik HPAL

MBM berencana mengembangkan dua pabrik HPAL di IKIP, sebuah usaha patungan antara MBM (32%) dan Tsingshan (68%) untuk mengembangkan kawasan industri nikel seluas sekitar 3.500 hektar, yang masih dalam tahap diskusi dengan calon mitra MBM. Pabrik HPAL akan meningkatkan penetrasi MBM lebih jauh pada rantai nilai mineral strategis dan baterai kendaraan bermotor listrik. Pabrik HPAL diharapkan dapat mengolah bijih limonit dari tambang SCM dengan kapasitas yang direncanakan masing-masing 120 ktpa Ni dalam bentuk *Mixed Hydroxide Precipitate* ("MHP").

HPAL Plants

MBM plans to develop two HPAL plants at Indonesia Konawe Industrial Park ("IKIP"), a joint venture between MBM (32%) and Tsingshan (68%) to develop an approximately 3,500-hectares nickel industrial park, and is currently progressing discussions with potential HPAL JV partners. The HPAL plants will provide MBM with further exposure to the strategic minerals and EV battery value chain. The HPAL plants are expected to process limonite ore from the SCM mine with a planned capacity of 120 ktpa Ni in form of *Mixed Hydroxide Precipitate* ("MHP") each.

“Merdeka is well positioned to be a leading supplier of EV battery precursors to capture future commercial opportunities with the world’s leading EV players.”

Merdeka memiliki posisi strategis menjadi pemimpin rantai pasokan prekursor baterai EV untuk menangkap peluang bisnis di masa depan dengan para pemain EV terkemuka di dunia.

Merdeka akan mendapatkan manfaat yang signifikan dari kerja sama dengan CATL, pemegang saham strategis Merdeka dengan kepemilikan 5%. CATL memiliki hubungan yang kuat dengan Original Equipment Manufacturer (OEM) global seperti Tesla, Toyota, Hyundai, dan BMW.

Pengelolaan Air dan Efluen

Komitmen Merdeka terhadap konservasi air dituangkan dalam Kebijakan Keberlanjutan. Merdeka selalu mendukung upaya pemerintah untuk melestarikan air sebagaimana diatur dalam Pasal 24 Undang-Undang No. 17 tahun 2019 tentang Sumber Daya Air. Merdeka berusaha untuk memastikan penggunaan air tidak berdampak negatif terhadap ketersediaan air bersih untuk masyarakat di sekitar area operasionalnya. [303-1]

Untuk memenuhi komitmen ini, Merdeka telah menerapkan strategi pengelolaan air yang berfokus pada tiga poin utama: [3-3]

1. Mengurangi pengambilan air baku dari alam, terutama air tanah dan air permukaan;
2. Memaksimalkan penggunaan air yang hasil resirkulasi dan didaur ulang untuk proses produksi dan kebutuhan lain seperti pengeboran, penyiraman, dan kegiatan operasional lainnya;
3. Memastikan bahwa kualitas air yang akan dialirkan ke badan air umum memenuhi standar kualitas baku mutu yang diatur oleh peraturan yang berlaku sehingga dapat digunakan oleh masyarakat.

Untuk keperluan operasional, Merdeka menggunakan air yang berasal dari air hujan, air sungai, air tanah, air kolam endapan dan air daur ulang limbah. Tambang Emas Tujuh Bukit menerapkan sistem air proses tertutup dalam pemrosesan bijih sehingga tidak ada penggunaan air dari sungai atau badan air. Sementara tambang Wetar menggunakan air yang dipompa dari Sungai Lurang.

Merdeka will benefit significantly from its cooperation with CATL, Merdeka's strategic stakeholder with a 5% ownership stake. CATL has a strong relationship with global OEMs such as Tesla, Toyota, Hyundai, and BMW.

Water and Effluents Management

Merdeka's commitment to water conservation is stated in its Sustainability Policy. Merdeka supports the government's efforts to conserve water as stipulated in Article 24 of Law No. 17 of 2019 concerning Water Resources. Merdeka strives to ensure that the use of water does not have a negative impact on the availability of clean water for communities around its operational areas.

To fulfill this commitment, Merdeka has implemented a water management strategy that focuses on three main points:

1. Reducing the extraction of raw water from nature, especially groundwater and surface water;
2. Maximizing the use of recirculated and recycled water for production processes and other needs such as drilling, watering, and other operational activities;
3. Ensuring that the quality of the water discharged into public water bodies meets the quality standards set by applicable regulations so that it can be used by the community.

Merdeka uses various sources of water for its operational processes, including rainwater, river water, groundwater, sediment pond water, and recycled wastewater. At the Tujuh Bukit Gold Mine, a closed process water system is employed in ore processing, eliminating the need for water from rivers or other bodies of water. On the other hand, the Wetar mine pumps water from the Lurang River for its operations.

Untuk kebutuhan domestik seperti fasilitas akomodasi karyawan dan perkantoran, BSI memanfaatkan air hujan dan air tanah dari beberapa sumur bor yang telah memiliki Surat Izin Pengambilan Air Tanah (SIPA). Sepanjang tahun 2022, pengambilan air yang dilakukan BSI sebanyak 102,6 megaliter air hujan dan 36,4 megaliter air tanah. [303-3]

Dengan metode sistem air proses tertutup (close loop), sepanjang tahun 2022 Tambang Emas Tujuh Bukit telah melakukan daur ulang air dari hasil detoksifikasi yang digunakan untuk pengolahan bijih dan kebutuhan aktifitas pendukung sebanyak 702 megaliter atau 7% dibanding total air yang digunakan.

“BSI has been able to reuse 8,905.9 megaliters process water, which accounts for 93% of the total water used in the Adsorption, Desorption and Recovery (ADR) facility, for mineral ore leaching on the heap leach pad.”

Selain itu, BSI juga telah melakukan penggunaan kembali (reuse) air proses dari fasilitas Adsorption, Desorption and Recovery (ADR) ke heap leach pad untuk pelindian bijih mineral sebanyak 8.905,9 megaliter atau 93% dibanding total air yang digunakan.

Sementara itu, Tambang Tembaga Wetar mengoperasikan rangkaian larutan tertutup pada fasilitas pelindiannya untuk mengekstraksi mineral tembaga dari bijih. Tambang Tembaga Wetar memompa air dari Sungai Lurang ke dalam tiga tangki yang masing-masing berkapasitas sebesar 250 m³, dan dialirkan ke kolam dengan kapasitas 2.000 m³. Sepanjang tahun 2022, pengambilan air yang dilakukan BKP-BTR sebanyak 262,5 megaliter. [303-3]

Merdeka mengacu kepada Peraturan Menteri Lingkungan Hidup dan Kehutanan Nomor 202 Tahun 2004 tentang Baku Mutu Air Limbah bagi Usaha dan/atau Kegiatan Pertambangan Bijih Emas dan atau Tembaga dalam mengelola kualitas air limbah atau buangan kegiatan penambangan. Setiap operasi penambangan memiliki titik penerimaan di mana kualitas air buangan diukur secara teratur sesuai dengan dokumen AMDAL dari masing-masing operasi.

Lokasi Tambang Emas Tujuh Bukit merupakan daerah dengan curah hujan yang tinggi mencapai rata-rata 2.500 mm per tahun. Untuk itu, BSI membangun 6 dam untuk menampung air hujan dan mencegah risiko kelangkaan air pada musim kemarau. Dam 6 berfungsi menampung air baku untuk memenuhi kebutuhan air rumah tangga. Dam 5 digunakan untuk mengendapkan sedimen yang terkandung di air hujan. Dam 4 atau disebut juga storm water pond (SWP) berfungsi untuk menampung air hujan yang mengalir dari area heap leach.

For its domestic needs, which include employee accommodation and office facilities, BSI utilizes rainwater and groundwater from several drilled wells with groundwater extraction permits. In 2022, BSI withdrew 102.6 megaliters of rainwater and 36.4 megaliters of groundwater.

With the closed loop process water system method, throughout 2022, the Tujuh Bukit Gold Mine has recycled 702 megaliters of water or 7% of the total water usage using the detoxification method. This recycled water is used for ore processing and to support other activities.

On the other hand, the Wetar Copper Mine has a closed solution circuit at its leach facility for copper mineral extraction from ore. The mine pumps water from the Lurang River into three tanks, each with a capacity of 250 m³, and then channels it into a pond that has a capacity of 2,000 m³. In 2022, BKP-BTR withdrew 262.5 megaliters of water.

Merdeka follows the Regulation of the Minister of Environment and Forestry Number 202 of 2004, which specifies the standards for wastewater quality in gold and/or copper ore mining businesses and/or activities. Compliance points for wastewater quality are established at each mining operation, where regular measurements are taken according to the Environmental Impact Assessment (AMDAL) documents of each operation.

The Tujuh Bukit Gold Mine is located in an area with high annual rainfall, averaging at 2,500 mm. To avoid water scarcity risks during the dry season, BSI constructed six dams to collect rainwater. Dam 6 is utilized to store raw water for household purposes, while Dam 5 is employed for sediment precipitation in rainwater. Additionally, Dam 4, also known as the stormwater pond (SWP), collects rainwater that flows from the heap leach area.

Sementara itu, dam 3, 2 dan 1 berfungsi sebagai dam kontrol lingkungan. Untuk mencegah luapan air pada dam 3, 2 dan 1, maka air di kolam-kolam penampungan yang telah memenuhi baku mutu akan dialirkan ke Sungai Katak melalui titik penaatan 1 (CP-1), ke Sungai Pasir Pendek melalui titik penaatan 2 (CP-2), dan ke Sungai Dadapan melalui titik penaatan 3 (CP-3). Sehingga mencegah potensi luapan air yang tidak memenuhi baku mutu.

Pada CP-1 yang merupakan titik pelepasan utama di Tambang Emas Tujuh Bukit, BSI memasang sebuah alat pantau air real-time dan terhubung langsung dengan sistem SPARING Kementerian Lingkungan Hidup dan Kehutanan. Alat yang diaktifkan pada awal 2022 ini mengukur dan melaporkan volume dan kualitas air yang dilepaskan. Sepanjang tahun 2022, BSI melakukan pelepasan air sebanyak 7.260 megaliter. [303-2] [303-4]



▲ Dam 5 dan 6 BSI untuk menampung air baku dan mengendapkan sedimen dalam air hujan
BSI's dam 5 and 6 to collect raw water and precipitate sediment in rainwater



▲ Dam 4 BSI untuk menampung air hujan dari area heapleach
BSI's dam 4 to collect rainwater from heapleach area



▲ Dam 1, 2 dan 3 BSI sebagai dam kontrol lingkungan
BSI's dam 1, 2 and 3 as environmental control dams

Dams 3, 2, and 1 at the Tujuh Bukit Gold Mine serve as environmental control dams. To prevent overflow in these dams, water in the holding ponds that meets the quality standards flows through the compliance point 1 (CP-1) to the Katak River, through the compliance point 2 (CP-2) to the Pasir Short River, and through the compliance point 3 (CP-3) to the Dadapan River, thereby preventing water overflow that does not meet quality standards.

At the CP-1, which is the primary discharge point at the mine, BSI has installed a real-time water monitoring device that is directly connected to the Ministry of Environment and Forestry's SPARING system. This tool, which was activated in early 2022, measures and reports the volume and quality of water discharged. In 2022, BSI discharged 7,260 megaliters of water.

Tambang Tembaga Wetar juga menerapkan sistem air rangkaian tertutup pada proses pemurnian logamnya. Sebelum dilepas ke badan air, air akan diolah di fasilitas penetrasi air hingga memenuhi baku mutu yang ditentukan oleh pemerintah. Sepanjang tahun 2022, BKP-BTR melakukan pelepasan air dari proses pemurnian logam ke Sungai Kuning melalui RW-10 sebanyak 301,5 megaliter dan pelepasan air dari limpasan ke Sungai Kuning melalui RW-10, Sungai Wetuk melalui RM-Wetuk dan Sungai Koreng melalui RW-01 masing-masing sebanyak 1.938,7 megaliter dan 540,7 megaliter. [303-2] [303-4]

Pada Proyek Nikel Konawe, SCM juga secara aktif dan rutin terus melakukan upaya pengelolaan kualitas air limbah tambang dan domestik. Sepanjang tahun 2022, SCM mampu mengelola debit air sejumlah 56,8 megaliter yang dilepas menuju Sungai Bahoruru dan 2.269 megaliter yang dilepas menuju Sungai Lalindu. Total pelepasan air Merdeka pada tahun 2022 sejumlah 12.735,7 megaliter. [303-2] [303-4]

Sepanjang tahun 2022, tidak ada insiden terkait tumpahan efluen signifikan yang terjadi di wilayah operasional Merdeka yang mengganggu lingkungan dan masyarakat sekitar. [F.15]

The Wetar Copper Mine employs a closed circuit water system in its metal refining process. The water undergoes treatment in a water neutralizer facility before being released into water bodies, ensuring that it meets the quality standards set by the government. In 2022, BKP-BTR discharged 301.5 megaliters of water from the metal refining process to the Kuning River through RW-10. They also discharged 1,938.7 megaliters, 369 megaliters, and 540.7 megaliters of runoff discharge water into the Kuning River through RW-10, Wetuk River through RM-Wetuk, and Koreng River through RW-01, respectively.

At the Konawe Nickel Project, SCM continued to manage the quality of mine and domestic wastewater in 2022. They discharged 56.8 megaliters of water to the Bahoruru River and 2,269 megaliters to the Lalindu River. The total amount of water discharged by Merdeka in 2022 was 12,735.7 megaliters.

Throughout 2022, there were no significant effluent incidents in Merdeka's operational areas that could disrupt the environment and surrounding communities.



▲ Pemantauan kualitas air di BKP-BTR
Water quality monitoring at BKP-BTR

Jumlah Pengambilan Air pada Masing-Masing Unit Usaha (dalam Megaliter)

Total Water Withdrawal in Each Business Unit (in Megaliters) [F.8] [303-3]

	2020	2021	2022
Sumber pengambilan air Source of water withdrawal			
Tambang Emas Tujuh Bukit (BSI) / Tujuh Bukit Gold Mine			
Air hujan / rainwater	1,523.6	1,317.6	102.6
Air tanah / groundwater	24.6	29.6	36.4
Tambang Tembaga Wetar (BKP-BTR) / Wetar Copper Mine			
Air Sungai / river water	144.50	146.52	262.52
Smelter Nikel Morowali (BSI-CSI) / Nickel Smelter			
Air Sungai / river water	-	-	0.68
Proyek AIM (MTI) / AIM Project			
Air tanah / groundwater	-	-	27.6
Pihak ketiga (Pembelian dari IMIP) Third party (purchase from IMIP)	-	0.2	102.2
Proyek Nikel SCM / SCM Nickel Project			
Air Permukaan / surface water	-	-	59.07
Air Hujan / rainwater	-	-	9.8
Proyek Emas Pani / Pani Gold Project			
Air hujan / rainwater	-	-	7.23
Air Sungai / river water	-	-	13.1
Total pengambilan air Total water withdrawal	1,692.7	1,493.9	621.2
Percentase pengambilan air dari sumber air alternatif Percentage of water withdrawal from alternative water sources	90%	88%	19%



▲ Titik penilaian kualitas air limbah di BSI
Compliance point for waste water quality at BSI

Pengelolaan Limbah

Kegiatan operasional Merdeka menghasilkan limbah padat yang terdiri atas limbah Bahan Berbahaya dan Beracun (B3) dan limbah non-B3. Merdeka berusaha semaksimal mungkin untuk mengelola limbah tersebut sesuai dengan ketentuan yang berlaku. Kami juga berusaha meminimalkan dampak negatif yang ditimbulkan akibat limbah agar tidak mengganggu aktivitas masyarakat di sekitar wilayah operasional. [3-3] [306-1]

Dalam pengelolaan baik limbah B3 dan non-B3, Merdeka melakukan pendekatan Reduce-Reuse-Recycle (3R). Beberapa limbah B3 seperti pelumas bekas, sludge IPAL dan lainnya, yang kami kirimkan ke pengumpul limbah B3, didaur ulang oleh pengumpul tersebut. Merdeka memiliki mekanisme pengaduan, prosedur, dan infrastruktur jika terjadi kebocoran limbah. Sistem itu diperlukan dalam memitigasi insiden lingkungan yang mungkin terjadi. [F.14]

Pada limbah non-B3, penerapan 3R menjadi solusi efektif dalam pengelolaan sampah anorganik yang tidak dapat terurai. Sedangkan pada sampah organik, kami melakukan pemisahan, pengomposan, dan pemanfaatan daur ulang dan daur pakai. Daur ulang limbah anorganik yang bernilai ekonomis dilakukan oleh usaha lokal dampingan perusahaan. Pada Tambang Emas Tujuh Bukit, limbah sisa makanan dikelola oleh masyarakat lingkar tambang untuk pakan ternak dan untuk produksi belatung (*maggot*) sebagai pakan unggas. [F.14]

Merdeka juga berupaya melakukan pemanfaatan kembali limbah B3 melalui berbagai inovasi agar tidak menimbulkan dampak yang signifikan. Sementara itu, untuk limbah B3 yang tidak dapat dimanfaatkan kembali akan dikirimkan kepada pihak ketiga berizin. Kami memastikan pihak ketiga berizin telah mengelola limbah perusahaan sesuai dengan peraturan yang berlaku. [306-2]

Sementara untuk limbah non-B3, bila tidak dapat dimanfaatkan kembali akan ditempatkan ke Tempat Pemrosesan Akhir (TPA). Pada smelter nikel BSI-CSI, sepanjang tahun 2022 kami menghasilkan limbah slag nikel sebesar 2.172.046 ton yang menurut Peraturan Pemerintah No. 22 Tahun 2021 tidak lagi dikelompokkan sebagai limbah B3. Kebijakan pengelolaan limbah B3 dan non-B3 dilakukan berdasarkan prosedur standar peraturan yang berlaku dan dilakukan pemantauan secara berkala yang dilanjutkan dengan proses evaluasi.

Waste Management

Merdeka's operational activities generate both hazardous and non-toxic solid waste. Merdeka strives to manage its waste in compliance with applicable regulations and aims to minimize the negative impact of waste on the community activities around the operational area.

To manage the waste, Merdeka adopts the reduce-reuse-recycle (3R) approach. The hazardous waste generated from used lubricants, WWTP sludge, and others are sent to a hazardous waste collector, who recycles them. Merdeka has also established a complaint mechanism, procedures, and infrastructure in the event of a waste spill. This mechanism helps mitigate any environmental incidents that may occur.

For non-toxic waste, the 3R approach is an effective solution to manage non-biodegradable inorganic waste. Organic waste is segregated, composted, and recycled. Recycling inorganic waste with economic value is carried out by local businesses with the company's assistance. At the Tujuh Bukit Gold Mine, leftover food waste is managed by the local community for animal feed and maggot production for poultry feed.

Merdeka also strives to reuse toxic waste through various innovations to minimize significant impact. If toxic waste cannot be reused, it will be sent to licensed third parties for proper management. The company ensures that licensed third parties manage its waste in accordance with applicable regulations.

For non-toxic waste, the waste that cannot be reused is sent to final processing site. At the BSI-CSI nickel smelter, we produced 2,172,046 tons of nickel slag waste throughout 2022, which according to Government Regulation No. 22 of 2021, is no longer classified as toxic waste. Our toxic and non-toxic waste management policies are carried out based on standard procedures and are periodically monitored and evaluated.

Volume Limbah B3

Hazardous and Toxic Waste [F.13]

Jenis Limbah B3 (LB3) Hazardous and Toxic Waste	Masuk (Ton) / In		Keluar (Ton) / out		
	Saldo awal Beginning balance	LB3 yang dihasilkan Toxic waste generated [306-3]	Didaur ulang oleh prosesor berizin Recycled by licensed processor [306-4]	Dikirim ke pihak ketiga Delivered to third parties [306-5]	Sisa Remainder (Ton)
Majun beroli Oil contaminated fabrics	7.35	94.64	-	88.44	13.55
Filter beroli Used filter	6.32	112.20	-	105.81	12.71
Contaminated goods	5.25	24.30	-	24.76	4.79
Pelumas bekas Used lubricants	39.00	735.96	300.80	361.38	112.78
Sludge IPAL Filter cake	40.04	464.25	472.59	-	31.70
Sludge dari industri peleburan dan pemurnian Cu Sludge from the Cu smelting and refining industry	0.72	301.50	-	296.82	5.40
Lainnya Others	13.38	304.12	5.54	256.09	55.87
Total LB3	112.06	2,036.97	778.93	1,133.30	236.80



▲ Penanganan limbah B3 di BSI
Hazardous waste handling at BSI

Volume Limbah Non B3 Terdaftar yang Dihasilkan dan Dimanfaatkan Kembali

Volume of Non-Toxic Waste Generated and Reused

Tambang Emas Tujuh Bukit (BSI) / Tujuh Bukit Gold Mine

Jenis limbah non B3 Non toxic waste	Limbah non B3 yang dihasilkan Non toxic waste generated (ton) [306-3]	Limbah non B3 yang dimanfaatkan atau diolah kembali		Limbah non B3 yang dibuang ke tempat pembuangan Non toxic waste disposed (ton) [306-5]
		Ton	Metode pengolahan Processing method	
Kardus bekas Used cardboard	3.5	3.5	Recycle oleh pihak ketiga Recycled by third party	-
Sampah dapur (sisa makanan) Kitchen waste (food waste)	40.2	40.2	Sebagai pakan ternak dan budaya maggot oleh kelompok masyarakat di lingkar tambang As animal feed and maggot cultivation by community groups in the mining area	-
Kemasan makan Food packaging	8.90	8.30	Recycle oleh pihak ketiga Recycled by third party	0.60
Limbah kayu Wood waste	15	15	Composting	-
Minyak goreng bekas (liter) Used cooking oil (liter)	2,874	2,874	Recycle oleh pihak ketiga Recycled by third party	-
Ban bekas Used tires	142	142	Dimanfaatkan sebagai pot bunga dan hiasan taman di sekolah-sekolah di lingkar tambang dan tempat wisata Utilized as flower pots and garden decoration in schools in the mining area and tourist attractions	-

Tambang Tembaga Wetar (BKP-BTR) / Wetar Copper Mine (BKP-BTR)

Jenis limbah non B3 Non toxic waste	Limbah non B3 yang dihasilkan Non toxic waste generated (ton) [306-3]	Limbah non B3 yang dimanfaatkan atau diolah kembali		Limbah non B3 yang dibuang ke tempat pembuangan Non toxic waste disposed (ton) [306-5]
		Ton	Metode pengolahan Processing method	
Sampah dapur/ Kitchen waste	44.3	7.43	Kompos Compost	36.87
Minyak goreng bekas (liter) Used cooking oil (liter)	8,524	8,524	Pengiriman ke pihak ketiga Shipment to third parties	-
Sampah non-organik Non-organic waste	236.3	4.56	Kompos Compost	231.77

Proyek Nikel Konawe (SCM) / Konawe Nickel Project (SCM)

Jenis limbah non B3 Non toxic waste	Limbah non B3 yang dihasilkan Non toxic waste generated (ton) [306-3]	Limbah non B3 yang dimanfaatkan atau diolah kembali		Limbah non B3 yang dibuang ke tempat pembuangan Non toxic waste disposed (ton) [306-5]
		Ton	Metode pengolahan Processing method	
Sampah dapur organik Organic kitchen waste	158	0.2	Composter	157.8
Sampah anorganik Inorganic waste	74	-	-	74



Lahan kompensasi

Lahan kompensasi adalah lahan yang wajib diserahkan oleh pemegang Izin Pinjam Pakai Kawasan Hutan (IPPKH) dalam keadaan sudah direboisasi. Untuk Pulau Jawa, yang luas kawasan hutannya kurang dari 30 persen dari luas daratan, pemegang IPPKH wajib menyediakan lahan kompensasi minimal dua kali lipat dari luas kawasan hutan yang dipakai. Bumi Suksesindo (BSI), yang menggunakan kawasan hutan seluas 992,86 hektar (ha) untuk operasi Tambang Emas Tujuh Bukit di Banyuwangi, Jawa Timur, mempunyai kewajiban untuk menyerahkan lahan kompensasi seluas 1.985,72 ha.

Untuk memenuhi tanggung jawab tersebut, BSI telah mulai melakukan reboisasi lahan kompensasi di Pulau Jawa sejak tahun 2014 di Kabupaten Bondowoso yang dilakukan secara bertahap. BSI melaksanakan reboisasi pada bukit-bukit padas di sejumlah desa dengan berbagai tanaman seperti jati, sengon buto, sonokeling, mahoni, alpukat, trembesi, durian, dan mangga. Dalam pelaksanaan reboisasi, BSI melibatkan masyarakat setempat untuk memastikan bahwa lokasi reboisasi dan jenis tanaman telah sesuai dengan kebutuhan masyarakat setempat sehingga diharapkan dapat memberikan dampak positif terutama untuk meningkatkan pendapatan bagi masyarakat sekitar.

Compensation Land

Compensation land is the land that must be handed over by the holder of a Borrow-to-Use Forest Area Permit (IPPKH) in a reforested state. For Java Island, where the forest area is less than 30% of the land area, IPPKH holders are required to provide compensation land that is at least twice the size of the forest area they use. Bumi Suksesindo (BSI), which uses a forest area of 992.6 hectares (ha) for the operation of the Tujuh Bukit Gold Mine in Banyuwangi, East Java, has an obligation to hand over 1,985.72 ha of compensation land.

BSI initiated the fulfillment of its obligation by commencing reforestation on compensation land in Bondowoso Regency, Java Island, in 2014. The reforestation process is conducted in multiple stages and is carried out on the rock hills of various villages using different plants such as teak, sengon buto, sonokeling, mahogany, avocado, trembesi, durian, and mango. Involving the local community, BSI ensures that the reforestation location and types of plants meet the needs of the community, ultimately contributing to an increase in income for the surrounding population and yielding a positive impact.

Selain reboisasi, BSI juga membuat sumur bor untuk membantu masyarakat yang mengalami kesulitan untuk mendapatkan air bersih untuk digunakan sebagai sumber air minum dan mandi.

Lahan kompensasi di Bondowoso seluas 630,96 ha yang tersebar di 20 desa merupakan lahan kompensasi pertama BSI. Oleh karena luas lahan di Bondowoso masih di bawah total lahan kompensasi yang diwajibkan—hanya 630,96 dari 1.985,72 ha—BSI perlu menambahnya dengan lahan kompensasi kedua di Sukabumi, Jawa Barat, minimal seluas 1.354,76 ha. Pada tahun 2020, BSI telah menyerahkannya lahan kompensasi di Bondowoso seluas 100,32 ha. Selanjutnya, pada tahun 2021 BSI juga telah menyerahkan lahan kompensasi seluas 215,66 ha di Kabupaten Bondowoso dan lahan seluas 857,26 ha di Kabupaten Sukabumi.

Untuk tahun 2022, BSI juga telah menyerahkan lahan kompensasi tahap kedua di Kabupaten Sukabumi dengan luas 430,40 ha.

In addition to reforestation, BSI has also constructed drilled wells to assist people who have difficulty accessing clean water for drinking and bathing.

Compensation land in Bondowoso, which covers an area of 630.96 hectares spread across 20 villages, is the first compensation land established by BSI. Since the land area in Bondowoso is still below the total required compensation land area - only 630.96 out of 1,985.72 hectares - BSI needs to add a second compensation land in Sukabumi, West Java, with a minimum area of 1,354.76 hectares. In 2020, BSI handed over compensation land in Bondowoso, comprising an area of 100.32 ha. Moreover, in 2021, BSI delivered 215.66 ha of compensation land in Bondowoso Regency and 857.26 ha of land in Sukabumi Regency.

For 2022, BSI has also handed over 430.40 ha of compensation land as the second stage in Sukabumi Regency.



Reklamasi dan Revegetasi

Sebagai perusahaan pertambangan yang mengubah bentang alam, reklamasi menjadi salah satu fokus utama Merdeka. Hal ini mengacu pada UU Nomor 3 Tahun 2020 tentang Perubahan atas UU Nomor 4 tahun 2009 tentang Pertambangan Mineral dan Batu Bara, di mana pemegang izin konsesi tambang wajib melaksanakan reklamasi dan pascatambang dengan tingkat keberhasilan 100 persen serta pemberian sanksi bagi pemegang izin yang tidak melaksanakan reklamasi dan pascatambang. [3-3]

Oleh karena itu, sudah menjadi kewajiban bagi Merdeka untuk melakukan reklamasi lahan tambang dengan baik dan memberikan nilai tambah. Hal ini sejalan dengan Tujuan Nomor 15 SDGs (Ekosistem Daratan) tentang pengelolaan hutan atau lahan secara berkelanjutan, merehabilitasi kerusakan lahan, hingga mencegah kepunahan keanekaragaman hayati yang berada di darat maupun perairan.

Pada tahun 2022, BSI menyelesaikan reklamasi seluas 4,19 ha dan sampai akhir tahun 2022 BSI telah melaksanakan reklamasi pada lahan sebesar 67,54 ha. Sementara itu, BKP-BTR telah melaksanakan reklamasi seluas 3,11 ha dengan kumulatif lahan yang telah direklamasi mencapai 18,18 ha. Untuk pelaksanaan revegetasi, pada tahun 2022 BSI telah melakukan penanaman sebanyak 8.233 bibit pohon dengan rincian 2.809 pohon pionir dan 5.424 pohon sisipan. Sementara BKP-BTR melakukan penanaman sebanyak 1.944 bibit pohon. [304-3] [F.10]

Reklamasi dan Revegetasi Lahan pada Tambang Emas Tujuh Bukit dan Tambang Tembaga Wetar

Land Reclamation and Revegetation at the Tujuh Bukit Gold Mine and Wetar Copper Mine

Kegiatan / Activity	Satuan / Unit	2020	2021	2022
Lahan terganggu / Land disturbed	Ha	31.38	41.07	71.13
Lahan yang direklamasi / Land reclamation	Ha	19.98	10.13	7.30
Penanaman bibit pohon / Seeds planted	Pohon	15,862	11,697	10,177

Merdeka berkomitmen dan bertanggung jawab untuk mengembalikan kondisi lingkungan, habitat flora dan fauna, serta produktivitas area pascatambang agar tetap memberikan manfaat kepada masyarakat sekitar. Upaya pelaksanaan kegiatan reklamasi telah diatur dalam dokumen-dokumen lingkungan AMDAL, Rencana Reklamasi (RR), Rencana Penutupan Tambang (RPT), dan Keputusan Menteri ESDM No. 1827 Tahun 2018 tentang Pedoman Pelaksanaan Kaidah Teknik Pertambangan yang Baik.

Reclamation and Revegetation

As a mining company that altered the landscape, reclamation are one of Merdeka's main focuses. This is in accordance with Law Number 3 of 2020, which amends Law Number 4 of 2009 on Mineral and Coal Mining. The law mandates that mining concession permit holders must achieve a 100 percent success rate in their reclamation and post-mining activities, and imposes sanctions on those who do not meet this requirement.

Therefore, it is our obligation to carry out mining land reclamation and add value. This aligns with SDG Goal Number 15 (Life on Land) concerning the sustainable management of forests and land, rehabilitation of damaged land to prevent the extinction of land and water biodiversity.

In 2022, BSI completed the reclamation of 4.19 hectares, with a total of 67.54 hectares reclaimed. Meanwhile, BKP-BTR had carried out reclamation of 3.11 hectares, with a cumulative reclaimed land of 18.18 hectares. Additionally, as part of its revegetation efforts, BSI planted 8,233 tree seedlings, including 2,809 pioneer trees and 5,424 insert trees, in 2022, while BKP-BTR planted 1,944 tree seedlings.



▲ Fauna terlihat di dekat tambang BSI dan BKP-BTR
Fauna observed near BSI and BKP-BTR

Selain reklamasi dan rehabilitasi lahan, Merdeka juga bertanggung jawab atas keanekaragaman hayati yang berada di wilayah operasional. Beberapa area operasi Merdeka berdekatan dengan kawasan status dilindungi. Wilayah operasi kami di Banyuwangi, berlokasi di area Izin Pinjam Pakai Kawasan Hutan (IPPKH) pada Kawasan Hutan Produksi Tetap (HP) seluas 9,92 km². Wilayah ini berjarak kurang lebih 8,8 km dari Kawasan Suaka Alam/ Pelestarian Alam. Sementara di Wetar, kami beroperasi pada area seluas 27,33 km² yang berjarak sekitar 3,5 km dengan kawasan hutan lindung. [304-1] [F.9]

In addition to its efforts in land reclamation and rehabilitation, Merdeka is also committed to conserving biodiversity in its operational areas. Some of these areas are adjacent to protected sites. Our operation is located in Banyuwangi, within a borrow-to-use forestry permit (IPPKH) area, covering a production forest (HP) of 9.92 km². This area is situated approximately 8.8 km from a natural preservation area. Meanwhile, in Wetar, we operate in an area of 27.33 km², located about 3.5 km from a protected forest.

Merdeka melakukan berbagai upaya pelestarian keanekaragaman hayati terutama bagi habitat ekosistem dan flora-fauna yang berada di area tersebut. Pada tahun 2022, unit usaha kami melakukan kegiatan monitoring berkala terhadap kehadiran flora dan fauna di area reklamasi. Dari hasil studi AMDAL yang dilakukan oleh pihak ketiga termasuk oleh Universitas Pattimura di BKP-BTR, beberapa fauna yang ditemukan merupakan fauna endemik setempat, seperti Anoa (*Bubalus* sp.) di Sulawesi, Lutung Jawa (*Trachypithecus auratus*) dan Burung Rangkong (*Bucerotidae*) di Banyuwangi, Monyet Yaki (*Macaca nigra*) dan Julang Sulawesi (*Rhyticetos cassidix*) di Gorontalo.

Merdeka carries out various activities to preserve biodiversity, particularly in terms of ecosystem habitats, flora, and fauna in the area. In 2022, our business unit conducted regular monitoring activities of the flora and fauna in the reclamation area. Based on an AMDAL study conducted by third parties, including Pattimura University at BKP-BTR, some of the fauna found were local endemic species, such as Anoa (*Bubalus* sp.) in Sulawesi, Javan Langurs (*Trachypithecus auratus*) and Hornbills (*Bucerotidae*) in Banyuwangi, Yaki monkeys (*Macaca nigra*), and Sulawesi hornbill (*Rhyticetos cassidix*) in Gorontalo.

Dari total flora dan fauna yang terpantau, terdapat beberapa spesies yang masuk kategori International Union for Conservation of Nature (IUCN) Red List sebagai berikut:

Of the total flora and fauna monitored, there are several species that are included in the IUCN Red List category as follows: [304-4]

Kategori spesies daftar merah IUCN IUCN red list category	BSI	BKP-BTR	SCM	PANI
Sangat terancam punah / critically endangered	2	-	-	3
Terancam punah / endangered	1	2	2	2
Rentan / vulnerable	5	1	2	6
Hampir terancam / near threatened	6	8	1	-
Berisiko rendah / least concerned	108	54	28	9
Total	122	65	33	20



Pengamatan Burung di BSI

Tim pemantauan lingkungan PT Bumi Suksesindo mengadakan simulasi acara Birdwatching atau Pengamatan Burung di site BSI pada bulan Juli 2022. Acara ini bertujuan untuk mengenalkan keadaan hutan Tujuh Bukit kepada masyarakat dan mengedukasi pengunjung mengenai upaya konservasi hutan serta perlindungan flora dan fauna di dalamnya.

Peserta simulasi acara yang berjumlah 10 orang berasal dari berbagai kalangan, mulai dari pelajar, mahasiswa, komunitas pecinta alam, media, hingga instansi pemerintahan. Dalam tiga jam acara, para pengunjung meneropong berbagai jenis burung seperti rangkong badak (*Buceros rhinoceros*), julang emas (*Rhyticeros undulatus*), dan ayam hutan merah (*Gallus gallus*).

Birdwatching at BSI

In July 2022, PT Bumi Suksesindo's environmental monitoring team organized a birdwatching simulation event at the BSI site. The aim of the event was to introduce the public to the condition of the Tujuh Bukit forest and educate visitors about forest conservation efforts and the protection of flora and fauna at the forest.

The simulation event was attended by 10 participants from various groups, including students, university students, nature lovers' communities, the media, and government agencies. During the three-hour program, visitors observed various bird species, such as the rhinoceros hornbill (*Buceros rhinoceros*), golden hornbill (*Rhyticeros undulatus*), and red jungle fowl (*Gallus gallus*).



Tidak hanya melihat-lihat spesies burung, di sepanjang perjalanan para pengunjung juga melihat berbagai primata yang hidup aman di hutan Tujuh Bukit. Di jalan yang tanahnya basah karena hujan di pagi hari, juga terdapat jejak hewan seperti kancil dan kijang. Berbagai hewan yang ditemui tidak lantas kabur, menandakan bahwa kehadiran manusia di dalam hutan tidak menjadi ancaman bagi mereka.

Perilaku hewan ini merupakan satu tanda bahwa tim lingkungan BSI selalu berkomitmen melestarikan berbagai flora dan fauna di dalam hutannya.

Not only did the visitors observe various bird species, they also encountered primates and other animals that live safely in the Tujuh Bukit forest. While walking along a road that was still wet from the morning rain, they saw traces of animals such as mouse deer and deer. The animals encountered did not run away, which suggests that human presence in the forest did not pose a threat to them.

This animal behavior is a positive indication that the BSI environmental team is committed to preserving various flora and fauna in its forests.

Biaya Pengelolaan Lingkungan [F.4]

Komitmen terhadap tanggung jawab lingkungan tercermin dalam jumlah dana yang dialokasikan perusahaan untuk pengelolaan lingkungan. Upaya Merdeka untuk mengelola lingkungan terikat erat dengan peningkatan dana yang dialokasikan oleh perusahaan pada tahun 2022. Alokasi ini digunakan untuk membiayai penelitian dan sejumlah kolaborasi di sektor lingkungan, kegiatan pemantauan lingkungan, dan inisiatif lainnya.

Environmental Cost

The commitment to environmental responsibility is reflected in the amount of funds allocated by the company for environmental management. Merdeka's efforts to manage the environment are closely tied to an increase in funding allocated by the company in 2022. This allocation is being utilized to finance research and a number of collaborations in the environmental sector, as well as environmental monitoring activities and other initiatives.

Biaya Cost	2020 (IDR)	2021 (IDR)	2022 (IDR)
Biaya pengelolaan lingkungan Environmental management costs	57,227,260,803	94,268,071,526	81,931,383,415
Biaya pemantauan lingkungan Environmental monitoring costs	17,639,205,170	16,365,382,827	17,876,767,406
Total	74,866,465,973	110,633,454,353	99,808,150,821



Mekanisme Pengaduan Masalah Lingkungan

[307-1] [F.16]

Merdeka telah melakukan sosialisasi kepada masyarakat mekanisme pengaduan terkait dengan aspek lingkungan. Masyarakat diberikan kesempatan untuk menyampaikan keluhan mereka melalui divisi External Affairs (EA). Untuk mempermudah penyampaian pengaduan, Merdeka memberikan kesempatan masyarakat untuk menyampaikan keluhannya kepada divisi EA yang berada di lokasi operasional penambangan baik secara lisan maupun tertulis. Kemudian divisi EA akan berkoordinasi dengan bagian lingkungan untuk menindaklanjuti keluhan masyarakat tersebut. Pada tahun 2022, seluruh pengaduan terkait dengan lingkungan telah ditindaklanjuti oleh unit usaha.

Merdeka memastikan bahwa seluruh unit usaha telah mematuhi peraturan lingkungan yang berlaku, sehingga tidak mendapatkan sanksi administratif maupun denda yang terkait dengan pelanggaran pengelolaan lingkungan.

Grievance Mechanism for Environmental Concerns

Merdeka has established a community grievance mechanism to enable communities to raise environmental concerns related to our operations. The community is welcome to submit their grievances through the External Affairs (EA) division at each site. To simplify the process, Merdeka allows communities to submit their complaints verbally or in writing to the EA division at the location of mining operations. The EA division will coordinate with the environmental section to follow up on these community grievances. All complaints related to the environment have been addressed by our business units.

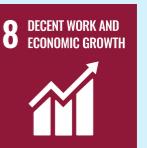
Merdeka ensures that all business units comply with applicable environmental regulations to avoid administrative sanctions or fines for violations of environmental management.



▲ Burung Rangkong di site BSI
Hornbills observed at BSI site

▲ Flora terlihat di dekat tambang BSI dan BKP-BTR: Ixora Paludosa, Solanum Torvum, Senna alata dan Citrus hystrix
Flora observed near BSI and BKP-BTR mine: Ixora Paludosa, Solanum Torvum, Senna alata and Citrus hystrix

4.2 Ensuring “Everyone Safe, Always”



Focus Areas	Target 2022	Performance 2022	Target 2023
<ul style="list-style-type: none"> Incident prevention and fatality elimination Critical risk management 	<ul style="list-style-type: none"> Zero fatalities TRIFR and LTIFR are lower than the previous year Develop competency-based OHS training programs at all sites Implement fatigue detection cameras to detect fatigue in heavy truck operators Develop five Critical Risk Standards (CRS) Develop and implement Critical Risk Management (CRM) verification program Conduct fatality prevention program (CRS audit) in BSI and BKP-BTR Implement unsafe, stop, report, and keep safe (TAHAN) program at all sites 	<ul style="list-style-type: none"> Achieved zero fatalities TRIFR: 0.97, LTIFR: 0.11 Implemented competency-based OHS training programs at all sites Implemented fatigue detection camera to detect fatigue in heavy truck operator Completed five CRS All managers and superintendents conducted CRM verification at minimum twice a month since July 2022 Conducted CRS audit consists of traffic management, working at height, and tyre management at BSI, BKP-BTR and MTI Implemented the TAHAN program at all sites and gave awards to the three best quality TAHAN every quarter 	<ul style="list-style-type: none"> Zero fatalities TRIFR and LTIFR are lower than the previous year Implement and evaluate competency-based OHS training programs at all sites Implement fatigue detection camera to detect fatigue in heavy truck operators Develop three CRS All managers and superintendents conduct CRM verification at minimum twice a month Completed CRS audits for working at height and tyre management at BSI, and CRS audit for lifting operation at MTI and BKP-BTR. Implement TAHAN program at all sites
Employee wellness	<ul style="list-style-type: none"> Conduct medical check-up (MCU) for 100% of employees and contractor's employees Provide COVID-19 booster vaccination for 100% of employees and contractor's employees 	<ul style="list-style-type: none"> Conducted MCU for 100% of employees and contractor's employees Provided COVID-19 booster vaccination for 100% of employees and contractor's employees 	<ul style="list-style-type: none"> Conduct MCU for 100% of employees and contractor's employees Reduce illness at workplace through the following wellness program implementation: <ul style="list-style-type: none"> - MerdekActive - Merdeka Care - Health Promotion Occupational health and industrial hygiene (OHHI) audit for fitness for work, medical emergency response plan (MERP) and food safety audit
Crisis management	Carry out Crisis Management Team (CMT) exercise	Conducted a CMT exercise with a scenario of a 7.7 magnitude earthquake	Follow up on the CMT's exercise recommendations
Effective OHS management system	<ul style="list-style-type: none"> Maintain ISO 45001:2018 certificates for all sites Conduct mineral mining safety management system (SMKP) audits at all sites and ensure that they meet the national average score of 58%. 	<ul style="list-style-type: none"> Conducted ISO 45001:2018 surveillance audits at Jakarta Head Office, BSI, BKP-BTR, Pani, MMS, MTI, and BSI-CSI. Conducted SMKP audits for all sites, and achieved a minimum score of 65% SMKP audit completed and met minimum scoring of 65% for all sites 	<ul style="list-style-type: none"> Maintain ISO 45001:2018 certificates at all sites Conduct SMKP audits at all sites and ensure that they meet national average scoring

*The targets and performance for 2022 and the target for 2023, as shown above, include employees of Merdeka and its contractors



Aktivitas karyawan di site BSI
Employees' activity at BSI's site

Manajemen Kesehatan dan Keselamatan Kerja (K3) yang diimplementasikan di Merdeka sesuai dengan Sistem Manajemen Keselamatan Pertambangan Mineral (SMKP Minerba) dan standar internasional ISO 45001:2018 tentang Sistem Manajemen Kesehatan dan Keselamatan Kerja. Selain itu, Merdeka memiliki Manual Sistem Manajemen K3L sebagai panduan mengenai standar K3 minimum yang mencakup seluruh wilayah operasi Merdeka dan seluruh karyawan Merdeka dan karyawan mitra bisnis termasuk kontraktor, pengunjung, dan pemangku kepentingan lainnya. [403-1] [403-7] [403-8] [F.27] [F.21]

Merdeka berkomitmen untuk memastikan kesehatan dan keselamatan setiap orang yang bekerja di area operasi perusahaan. Oleh karena itu, Merdeka secara berkesinambungan mengembangkan Kebijakan K3 dan menerapkan sistem serta prosedur perencanaan, pelaksanaan, dan monitoring kinerja K3. Perusahaan berusaha menyediakan lingkungan kerja yang layak dan aman bagi karyawan dengan mematuhi hukum dan peraturan perundang-undangan yang berlaku.

Sesuai dengan Manual Sistem Manajemen K3L Merdeka (MCG-HSE-MAN-001), Eksekutif dan Eksekutif GM memiliki tanggung jawab dalam menyusun strategi dan melakukan pemantauan kinerja K3 untuk seluruh site berdasarkan hasil pemetaan dan identifikasi terhadap pekerjaan yang memiliki risiko tinggi. Pemetaan risiko ini bertujuan untuk pencegahan terhadap kondisi kerja yang membahayakan kesehatan dan keselamatan karyawan. Selain itu, Merdeka juga memiliki prosedur mitigasi risiko yang menjadi bagian dari sistem manajemen K3 dan diatur dalam Perjanjian Kerja Bersama (PKB). Pemetaan pekerjaan yang memiliki risiko tinggi telah membantu Merdeka secara signifikan dalam menentukan prioritas dan mengelola risiko K3 dengan lebih baik.

Selain itu, Merdeka telah menyusun standar manajemen risiko (MCG-HSE-STD-005 RISK MANAGEMENT) sebagai acuan penerapan penilaian risiko ke dalam proses perencanaan, kegiatan proyek dan operasional, kegiatan departemen, proses manajemen perubahan dan kegiatan di tempat kerja. Proses penilaian risiko harus dilakukan untuk mengidentifikasi potensi dampak terhadap tujuan bisnis atau pekerjaan, menilai bahaya dan pengendalian, menetapkan langkah-langkah pengurangan atau program mitigasi risiko dan juga untuk mengidentifikasi peluang perbaikan. [3-3] [403-2]

Untuk memastikan setiap insiden ditangani dengan baik dan menjadi sarana pembelajaran agar tidak terulang kembali di masa depan, Merdeka menyusun dan mengimplementasikan standar manajemen insiden. Standar ini disusun untuk menetapkan pendekatan yang konsisten untuk mendefinisikan, mengomunikasikan, dan mengelola insiden dalam grup Merdeka.

The Occupational Health and Safety (OHS) management at Merdeka complies with the Mineral Mining Safety Management System (SMKP Minerba) and ISO 45001:2018 international standard on Occupational Health and Safety Management System. In addition, Merdeka adheres to its HSE Management System Manual, which outlines the OHS standards across company's operational area, encompassing all Merdeka employees and business partners' employees, including contractors, visitors, and other stakeholders.

Merdeka is committed to ensuring the health and safety of everyone working in the company's operational area. Therefore, Merdeka continuously develops OHS policy and implements systems and procedures for planning, execution, and monitoring of OHS performance. The company strives to provide a decent and safe working environment for employees by complying with applicable laws and regulations.

According to Merdeka's HSE Management System Manual (MCGHSE-MAN-001), the Executive and Executive GM have responsibilities to formulate strategies and monitor OHS performance for all sites based on the mapping and identification of high-risk jobs. This process aims to prevent working conditions that pose a risk to the health and safety of employees. Additionally, Merdeka has developed risk mitigation procedures that are integrated into its OHS management system and included in the collective labor agreement. Mapping high-risk jobs has proven beneficial for Merdeka as it has significantly improved its priority setting and OHS risk management.

In addition, Merdeka has developed a risk management standard, MCG-HSE-STD-005 RISK MANAGEMENT, which aims to integrate risk assessment into various aspects of planning processes, project and operational activities, departmental activities, and change management processes in the workplace. The risk assessment process involves identifying potential impacts on business or occupational objectives, assessing hazards and controls, establishing risk reduction measures or mitigation programs, and identifying opportunities for improvement.

To ensure that each incident is addressed promptly and effectively, and to use them as opportunities for learning to prevent recurrence, Merdeka has developed and implemented an incident management standard. This standard establishes a consistent approach to defining, communicating, and managing incidents within the Merdeka group.

Secara berkala, divisi K3 melakukan evaluasi pengelolaan risiko K3 untuk meminimalkan dampak yang terjadi disertai adanya upaya perbaikan. Apabila dari hasil evaluasi ditemukan dampak yang signifikan seperti terjadinya kecelakaan kerja, divisi K3 akan melakukan investigasi dan pelaporan kepada pihak-pihak berwenang.

Mengutamakan Kesehatan Pekerja [403-3]

Penanganan COVID-19: Pandemi COVID-19 memiliki dampak langsung yang mempengaruhi produktivitas dan pelaksanaan kegiatan usaha Merdeka. Untuk mengurangi risiko penyebaran COVID-19 di lingkungan kerja, Merdeka telah mengadopsi berbagai langkah-langkah pengendalian seperti pembatasan akses ke lokasi tambang, pre-screening untuk semua karyawan atas gejala dan riwayat perjalanan dan program edukasi pencegahan COVID-19. Selain itu, Merdeka telah melaksanakan program pemeriksaan kesehatan rutin untuk karyawan, penerapan langkah-langkah pencegahan yang relevan seperti mengenakan masker dan menjaga kebersihan.

Merdeka senantiasa memberikan perhatian kepada karyawan, masyarakat di sekitar wilayah operasional, dan bersinergi dengan pemerintah daerah dalam penanggulangan pandemi COVID-19.

Seluruh wilayah operasi Merdeka juga telah berpartisipasi dalam program "Meningkatkan Pencegahan COVID-19 di dan melalui Tempat Kerja" yang diselenggarakan oleh International Labour Organization (ILO).

Selain itu, sepanjang tahun 2022, Merdeka telah melaksanakan program vaksinasi booster COVID-19 bagi seluruh karyawan dan 4.104 karyawan kontraktor.

The OHS division conducts periodic evaluations of the OHS risk management to minimize the impact of incidents and supports improvement efforts. If significant impacts, such as work accidents are identified during the evaluation, the OHS division conducts investigations and reports them to the authorities.

Prioritize Worker's Health

Handling COVID-19: The ongoing COVID-19 pandemic has affected the productivity and operations of Merdeka. To mitigate the risk of COVID-19 transmission in the workplace, Merdeka has implemented a range of control measures. These measures include restricting access to the mine site, conducting pre-screening of all employees for symptoms and travel history, and providing COVID-19 prevention education. Furthermore, Merdeka has implemented regular health checks for employees and preventive measures such as mandatory mask-wearing and maintaining strict hygiene practices.

Merdeka is committed to the well-being of its employees and the communities where it operates, collaborating closely with local governments to address the challenges posed by the COVID-19 pandemic.

All Merdeka operations actively engaged in the program "Improving COVID-19 Prevention in and through the Workplace" organized by the International Labor Organization (ILO) to prevent COVID-19 at the workplace.

Additionally, in 2022, Merdeka implemented a COVID-19 booster vaccinations program for all its employees and 4,104 contractors' employees.



100% Karyawan di BSI telah menerima vaksin booster COVID-19
Of BSI's employees have received the COVID-19 booster vaccine

▲ Poster pencapaian vaksinasi COVID-19 di BSI
Poster COVID-19 vaccination performance at BSI

Tenaga dan Fasilitas Kesehatan [403-3] [403-10]

Untuk memastikan kesehatan karyawan, Merdeka secara rutin melakukan pemeriksaan kesehatan karyawan, dan menyediakan fasilitas kesehatan di setiap site berupa klinik dan pos kesehatan termasuk tenaga medis yaitu, dokter dan paramedics.

Jumlah klinik dan layanan kesehatan di sites Merdeka adalah sebagai berikut:

Keterangan Description	BSI	BKP-BTR	SCM	MTI	PANI
Jumlah Klinik Kesehatan Number of Health Clinics	2	2	2	2	3
Jumlah Tenaga Kesehatan Number of Health Workers	12	14	10	7	9

Medical Check-Up

Pada tahun 2022, Merdeka telah melaksanakan medical check-up kepada seluruh karyawan Merdeka dan 4.104 karyawan kontraktor.

Merdeka telah memiliki Medical Emergency Response Plan (MERP) dan pada tahun 2022 Merdeka telah menandatangani kontrak dengan PT Kartika Bina Medikatama/ Medika Plaza untuk menyediakan evakuasi medis dan manajemen kesiapsiagaan darurat medis di seluruh sites Merdeka.

Health Workers and Facilities

To ensure the health of its employees, Merdeka conducts regular health checks for employees and provides health facilities at each site, including clinics and health posts staffed with medical doctors and paramedics.

The number of clinics and health services at Merdeka sites are as follows:



▲ Poster webinar promosi kesehatan bagi karyawan
Health promotion webinar posters for employees

Medical Check-Up

In 2022, Merdeka conducted medical check-ups for all its employees and 4,104 contractor employees.

Merdeka has developed a Medical Emergency Response Plan (MERP) and in 2022, signed a contract with PT Kartika Bina Medikatama/Medika Plaza for the provision of medical evacuation and medical emergency preparedness management at all Merdeka's sites.



▲ Poster webinar promosi kesehatan bagi karyawan
Health promotion webinar posters for employees

Promosi dan Kampanye Kesadaran Kesehatan

Untuk membangun kesadaran atas pentingnya kesehatan, Merdeka telah melaksanakan webinar dengan mengundang ahli kesehatan dan memberikan konsultasi kepada BSI dalam penyusunan program olah raga dan kompetisi untuk gaya hidup sehat.

Meningkatkan Budaya K3

Merdeka secara berkesinambungan melaksanakan sosialisasi untuk menanamkan budaya K3 di seluruh wilayah operasional perusahaan. Merdeka telah mencantumkan aspek K3 di dalam Perjanjian Kerja Bersama (PKB) untuk memastikan kesehatan dan keselamatan karyawan dilindungi pada saat bekerja di wilayah operasional perusahaan.

Komite K3 telah dibentuk oleh Merdeka di seluruh site Merdeka dan kantor pusat di Jakarta. Komite ini terdiri dari Panitia Pembina Kesehatan dan Keselamatan Kerja (P2K3) dan Komite Keselamatan Pertambangan (KKP). Anggota komite berasal dari berbagai departemen dalam perusahaan, dengan Kepala Teknik Tambang sebagai ketua. KKP bertanggung jawab untuk memastikan pelaksanaan K3 sesuai dengan peraturan yang berlaku. [3-3] [403-4]

Health Promotion and Awareness Campaigns

To raise awareness of the importance of health, Merdeka has conducted webinars featuring health experts and provided consultations to BSI in preparing sports programs and competitions to promote a healthy lifestyle.

Improving OHS Culture

Merdeka actively promotes and embeds a culture of Occupational Health and Safety (OHS) in all of its operations through continuous socialization efforts. OHS aspects have been included in the Collective Labor Agreement (CLA) to ensure the safety and health of employees while working at the company's operations.

An OHS Committee has been established by Merdeka at all its sites and the head office in Jakarta. The committee comprises the Occupational Health and Safety Committee and the Mining Safety Committee. The committee members are from different departments within the company, with the Head of Mining Engineering as the chairperson. The Mining Safety Committee is responsible for ensuring OHS implementation in compliance with relevant regulations.

Pada tahun 2022, Merdeka telah melaksanakan berbagai pelatihan dan kegiatan yang bertujuan untuk menanamkan budaya K3 serta memelihara dan meningkatkan kesehatan dan keselamatan karyawan dan mitra kerja. [403-5] [403-6]

In 2022, Merdeka has undertaken a range of training and activities with the goal of fostering a culture of Occupational Health and Safety (OHS), as well as enhancing the well-being of both company and contractor employees.

“We have conducted OHS training for 972 employees, totaling 173,971 training hours and provided OHS training to 2,317 contractor employees totaling 2,614 training hours.”

Kami telah memberikan pelatihan K3 kepada 972 karyawan dengan jumlah 173.971 jam pelatihan dan pelatihan K3 kepada 2.317 karyawan kontraktor dengan jumlah 2.614 jam pelatihan.

Materi pelatihan yang diberikan kepada karyawan dan kontraktor mencakup Pelatihan Lead Auditor dan Internal Auditor ISO 45001:2018, Ketangkasan dan Tanggung Jawab Mengemudi, Diklat Audit SMKP Minerba, ICAM Lead Investigator, Management Resiko Kritis (CRM), Traffic Management Plan, Crisis Management Team, Induksi Keselamatan Kesehatan Kerja dan Lingkungan (K3LH), Pelatihan Pemadaman Api (Fire Fighting), Pertolongan Pertama Pada Kecelakaan (P3K), Safety Recall pemegang KIMPER, Sistem Management Keselamatan Pertambangan (SMKP), Tim Tanggap Darurat - ERT (Basic Life Support).



▲ Tim K3 Merdeka melakukan pengujian peralatan di site MTI
Merdeka's OHS team conducted a commissioning at the MTI site

The training materials offered to employees and contractors cover a variety of topics, including ISO 45001:2018 Lead Auditor and Internal Auditor, Dexterity and Responsible Driving Training, SMKP Minerba Audit Training, ICAM Lead Investigator Training, Critical Risk Management (CRM), Traffic Management Plan, Crisis Management Team Training, Occupational Health and Environmental Safety Induction (K3LH) , Fire Fighting Training, First Aid in Accidents (P3K), safety recall of KIMPER holder, Mining Safety Management System (SMKP), Emergency Response Team - ERT (Basic Life Support).

Evaluasi Kinerja K3 Kontraktor

Merdeka senantiasa memonitor komitmen dan praktik K3 kontraktor seperti yang diatur dalam Contractor Management System Merdeka (MCG-HSE-STD-008). Untuk memastikan komitmen K3 dilaksanakan oleh kontraktor, divisi Supply Chain Management Merdeka telah melaksanakan evaluasi sistem manajemen K3 kontraktor pada saat proses pemilihan kontraktor. Selain itu, divisi pengadaan Merdeka juga melakukan evaluasi kinerja K3 pada saat kontraktor melaksanakan pekerjaan.

Indikator penilaian kinerja K3 kontraktor mencakup ketiahan atas kebijakan dan prosedur K3 Merdeka, frekuensi insiden kesehatan dan keselamatan. Pada tahun 2022, Merdeka melakukan evaluasi kinerja K3 terhadap 499 kontraktor.

Kinerja K3 [403-9]

Berikut adalah kinerja K3 Merdeka yang mencakup karyawan perusahaan dan kontraktor:

Keterangan Description	2020	2021	2022
Jumlah kematian Fatalities	0	0	0
Jumlah jam kerja Working hours	9,203,511	12,039,478	27,852,914
Total Recordable Injury Frequency Rate - TRIFR	0.43	0.66	0.97
Lost Time Injury Frequency Rate - LTIFR	0.22	0.08	0.11



**15.5 Juta jam kerja tanpa lost time injury pada site BSI
15.5 Million working hours without lost time injury at BSI site**

▲ Poster jam kerja tanpa LTI di BSI
Poster working hours without LTI at BSI

Contractor OHS Performance Evaluation

Merdeka continuously monitors contractors' commitment to OHS, as regulated in the Merdeka's Contractor Management System (MCG-HSE-STD-008). As part of our contractor selection process, our Supply Chain Management division evaluates contractors' OHS management systems to ensure their compliance with Merdeka's OHS policies and procedures. Furthermore, while contractors are engaged in their work, the procurement division continually assesses their OHS performance.

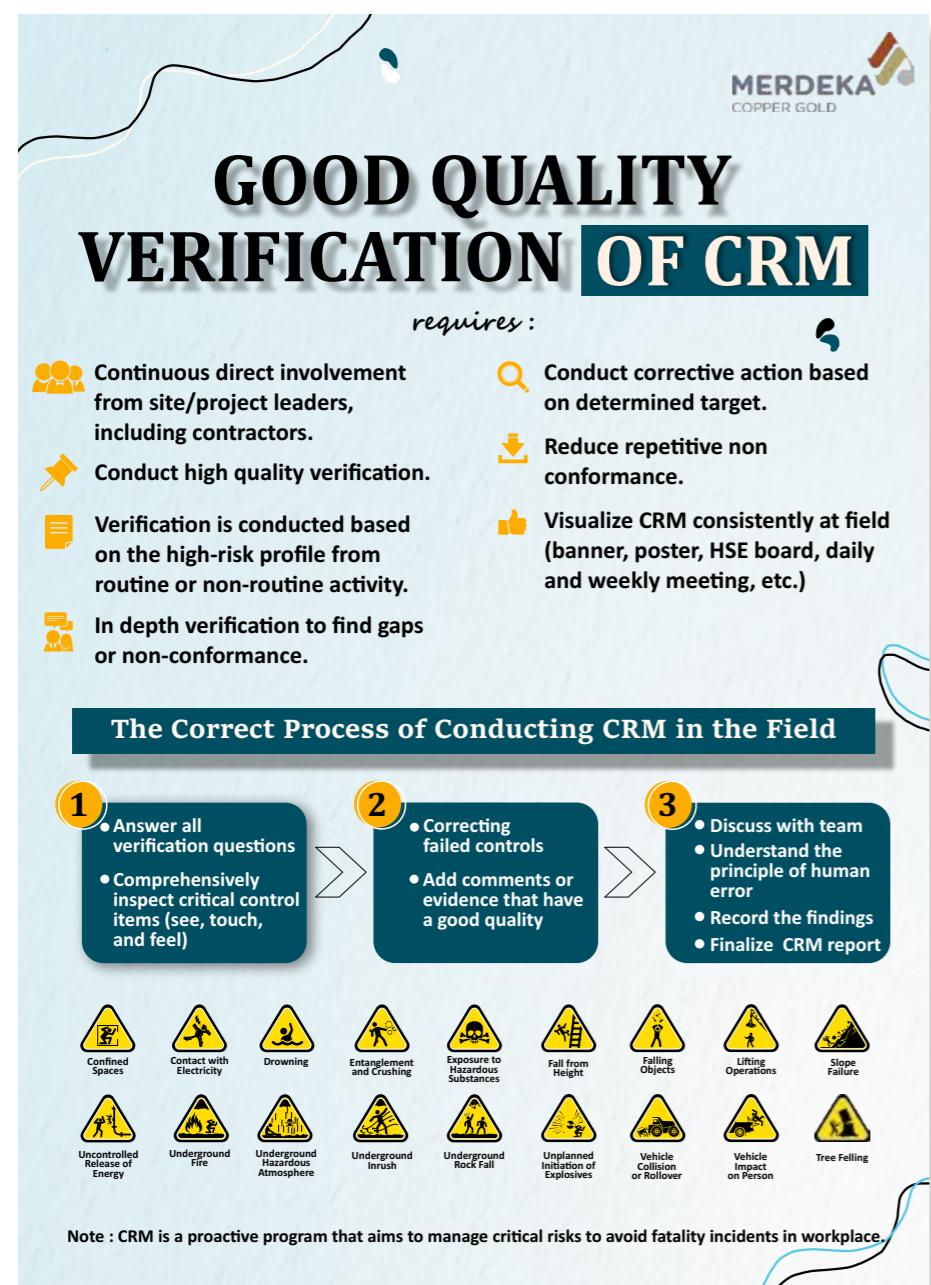
The indicators used to assess Contractors' OHS performance include adherence to Merdeka's OHS policies and procedures, frequency of health incidents, and safety incidents. In 2022, Merdeka conducted OHS performance evaluation on 499 contractors.

OHS Performance

The following is Merdeka's OHS performance which includes company employees and contractors:

Program Manajemen Risiko Kritis

Untuk memastikan keselamatan karyawan, Merdeka melakukan identifikasi dan pengendalian terhadap risiko dengan upaya untuk meminimalisasi paparan terhadap risiko kesehatan dan keselamatan kerja. Merdeka melakukan program manajemen risiko kritis (CRM) dengan tujuan untuk menganalisa dan mengumpulkan informasi terkait dengan kegiatan yang memiliki potensi risiko tinggi. Analisis risiko dilakukan dengan mempertimbangkan tinjauan statistik industri, data historis risiko dan insiden yang terjadi dan hasil audit sistem manajemen keselamatan kerja.



Critical Risk Management Program (CRM)

To ensure employee safety, Merdeka identifies and controls risks to minimize exposure to health and safety risks. Merdeka carries out a Critical Risk Management (CRM) program aimed at analyzing and collecting information related to activities that have a high potential risk. Risk analysis is carried out by considering industrial statistical reviews, historical data on risks and incidents, and the results of occupational health and safety management system audits.

TAHAN (Tidak Aman Hentikan Laporkan Amankan)

Sebagai upaya mengurangi risiko dan bahaya di tempat kerja, Merdeka telah melaksanakan program TAHAN yang mencakup pekerja di semua tingkat.

Program TAHAN bertujuan untuk:

- Mendorong pekerja untuk menghentikan pekerjaan dan saling mengingatkan jika terdapat perilaku yang tidak aman.
- Meningkatkan komunikasi positif antar pekerja dan untuk menyepakati cara teraman untuk menyelesaikan pekerjaan.
- Mendorong pekerja untuk secara aktif turun tangan untuk meningkatkan kesadaran pekerja lain tentang potensi bahaya.

Setiap tiga bulan, penghargaan diberikan kepada 3 orang untuk posisi *non-supervisory* yang melakukan tindakan TAHAN terbaik dari seluruh wilayah operasi Merdeka.

TAHAN (Unsafe, Stop, Report, Keep Safe)

As part of our commitment to reduce risks and hazards in the workplace, Merdeka has implemented the TAHAN program, which covers employees at all levels.

The TAHAN program aims to achieve the following:

- Encouraging workers to proactively stop work and alert each other if they observe unsafe behavior.
- Promoting positive communication between workers to collectively agree on the safest way to carry out works.
- Encouraging workers to actively intervene and raise awareness among their peers about potential hazards.

Merdeka awards three individuals in non-supervisory positions every three months who performed the best TAHAN actions across all of Merdeka's operational areas.

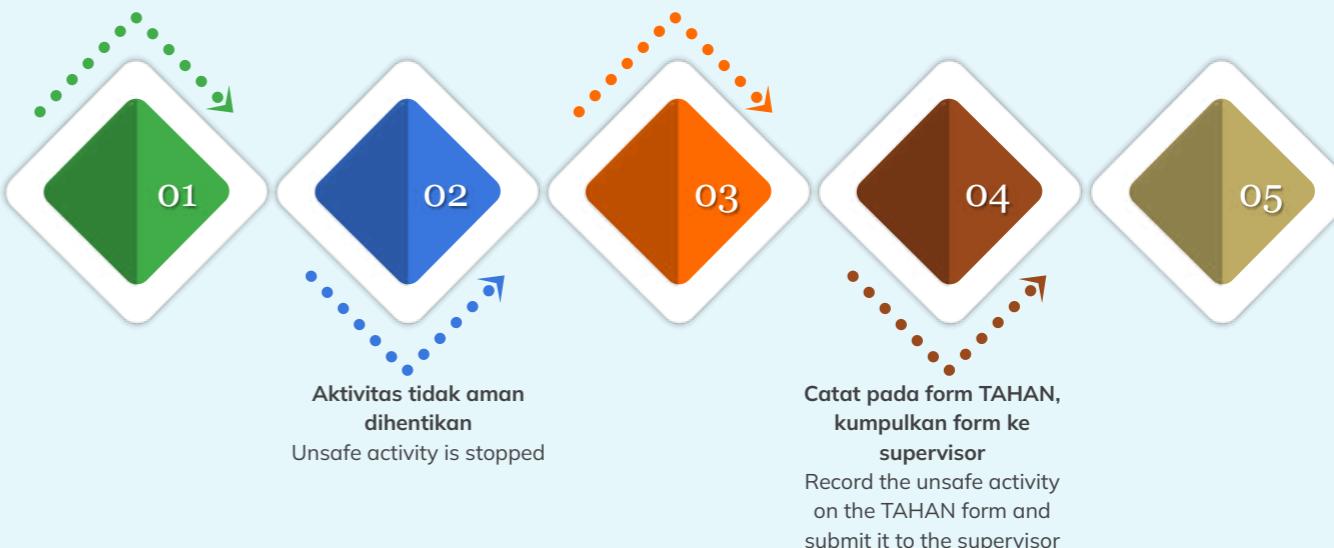
Proses Program TAHAN adalah sebagai berikut:

The TAHAN program process is as follows:

Pekerja mengamati aktivitas pekerja lainnya dan menemukan perilaku tidak aman
Workers observe the activity of other worker and discover unsafe behavior.

Komunikasi dan diskusi dengan pekerja, menyetujui bekerja dengan aman
Communicate and discuss with the worker and obtain agreement to work safely

Komunikasikan temuan saat toolbox
Communicate findings during toolbox



Audit Regular K3 di Sites dan Kontraktor

Praktik kesehatan dan keselamatan Merdeka diaudit secara rutin baik secara internal maupun eksternal sebagai bagian dari evaluasi dan peningkatan berkesinambungan sistem manajemen K3. Pada tahun 2022 telah dilakukan surveillance audit sertifikasi ISO 45001:2015 Sistem Manajemen K3 oleh auditor independen di Tujuh Bukit, Wetar, Pani, MMS, MCG, MTI, dan BSI-CSI.

Selain itu, audit atas pelaksanaan SMKP sebagai wujud dari kepatuhan terhadap peraturan pemerintah juga dilakukan di site Merdeka. Pada tahun 2022 Merdeka telah melakukan audit diseluruh wilayah dibawah naungan Kementerian Energi dan Sumber Daya Mineral (ESDM) pada di site BSI, BKP-BTR, dan Pani.

Untuk terus meningkatkan kinerja K3, pada tahun 2022 Critical Risk Standard (CRS) audit telah dilakukan oleh pihak ketiga independen yang mencakup *traffic management, working at height, tyre management* di BSI, BKP-BTR dan MTI.

Divisi K3 Merdeka bersama dengan tim K3 site juga melakukan audit kepada seluruh kontraktor mengacu pada HSE Survey Contractor List Document (MCG-HSE-CSMS-001).

OHS Regular Audit on Sites and Contractors

Regular audits are performed by internal and external auditors on Merdeka's health and safety practices to ensure that the OHS management system is continuously evaluated and improved. In 2022, independent auditors conducted a surveillance audit for the ISO 45001:2015 OHS Management System Certification at Tujuh Bukit, Wetar, Pani, MMS, MCG, MTI, and BSI-CSI.

In addition, an audit of the implementation of SMKP as a form of compliance with government regulations was also conducted at our sites. In 2022, Merdeka conducted audits at all of its operational locations under the auspices of the Ministry of Energy and Mineral Resources (ESDM), including at the BSI, BKP-BTR, and Pani sites.

To continually improve OHS performance, in 2022, independent third-party audits were conducted on the Critical Risk Standard (CRS) that cover traffic management, working at height, and tire management at BSI, BKP-BTR, and MTI.

The Merdeka OHS division, along with the OHS site team, conducted an audit of all contractors, referring to the HSE Survey Contractor List Document (MCG-HSE-CSMS-001).



▲ Emergency response team BKP-BTR
BKP-BTR's emergency response team (ERT)

PT Bumi Suksesindo Menjadi Tuan Rumah Indonesian Fire And Rescue Challenge ke-19 PT Bumi Suksesindo Hosted the 19th Indonesian Fire and Rescue Challenge

PT Bumi Suksesindo (BSI) menjadi tuan rumah Indonesian Fire and Rescue Challenge (IFRC) ke-19 yang diikuti oleh 24 tim perwakilan dari berbagai perusahaan di Indonesia, termasuk PT Merdeka Copper Gold Tbk selaku perusahaan induk BSI. Acara ini diselenggarakan di Banyuwangi, Jawa Timur pada 14–22 November 2022. IFRC merupakan wadah untuk berbagi ilmu dan pengalaman dalam bidang penyelamatan.

BSI turut berpartisipasi dan memenangkan sejumlah kategori tantangan, di antaranya kategori Tim Bersemangat Terbaik dan juara harapan pertama untuk High Angle Rescue dan Hazmat Spill Response. Sementara itu, Merdeka memenangkan kategori tim dengan performa terbaik dan juara harapan pertama dan ketiga untuk Road Accident Rescue and Mass Casualty Response serta Firefighter Competency Test.

Pengelolaan IFRC oleh BSI merupakan wujud komitmen Grup Merdeka terhadap keselamatan dalam setiap aspek pertambangan. BSI turut menjadikan acara IFRC untuk mendukung pariwisata dan perekonomian lokal Banyuwangi dengan melaksanakan kegiatan utama di area wisata yaitu Pulau Merah, Pantai Boom Marina, dan Gedung Wanita Banyuwangi. BSI turut pula melibatkan UMKM dan warga lokal sebagai pendukung acara.

PT Bumi Suksesindo (BSI) successfully hosted the 19th Indonesian Fire and Rescue Challenge (IFRC) in Banyuwangi, East Java from 14–22 November 2022. The event had participation from 24 teams representing various companies in Indonesia, including PT Merdeka Copper Gold Tbk, the holding company of BSI. The IFRC provided a platform for sharing knowledge on rescue operations.

BSI's teams actively participated in the challenge and achieved notable success. They won awards in several categories, including Best-Spirited Team and fourth place in High Angle Rescue and Hazmat Spill Response. Meanwhile, Merdeka Copper Gold Tbk won the Best-Performing Team category, as well as fourth and sixth place in Road Accident Rescue and Mass Casualty Response and Firefighter Competency Test, respectively.

The organization of IFRC by BSI reflects the Merdeka Group's commitment to maintaining safety standards in all mining-related activities. In a strategic move, BSI chose to host the event in Banyuwangi's popular tourist spots, including Pulau Merah, Boom Marina Beach, and the Banyuwangi Women's Building, in order to promote local tourism and spur economic growth. BSI actively involved micro, small, and medium-sized enterprises and local residents in supporting the event.



▲ Kegiatan IFRC di BSI
IFRC event at BSI

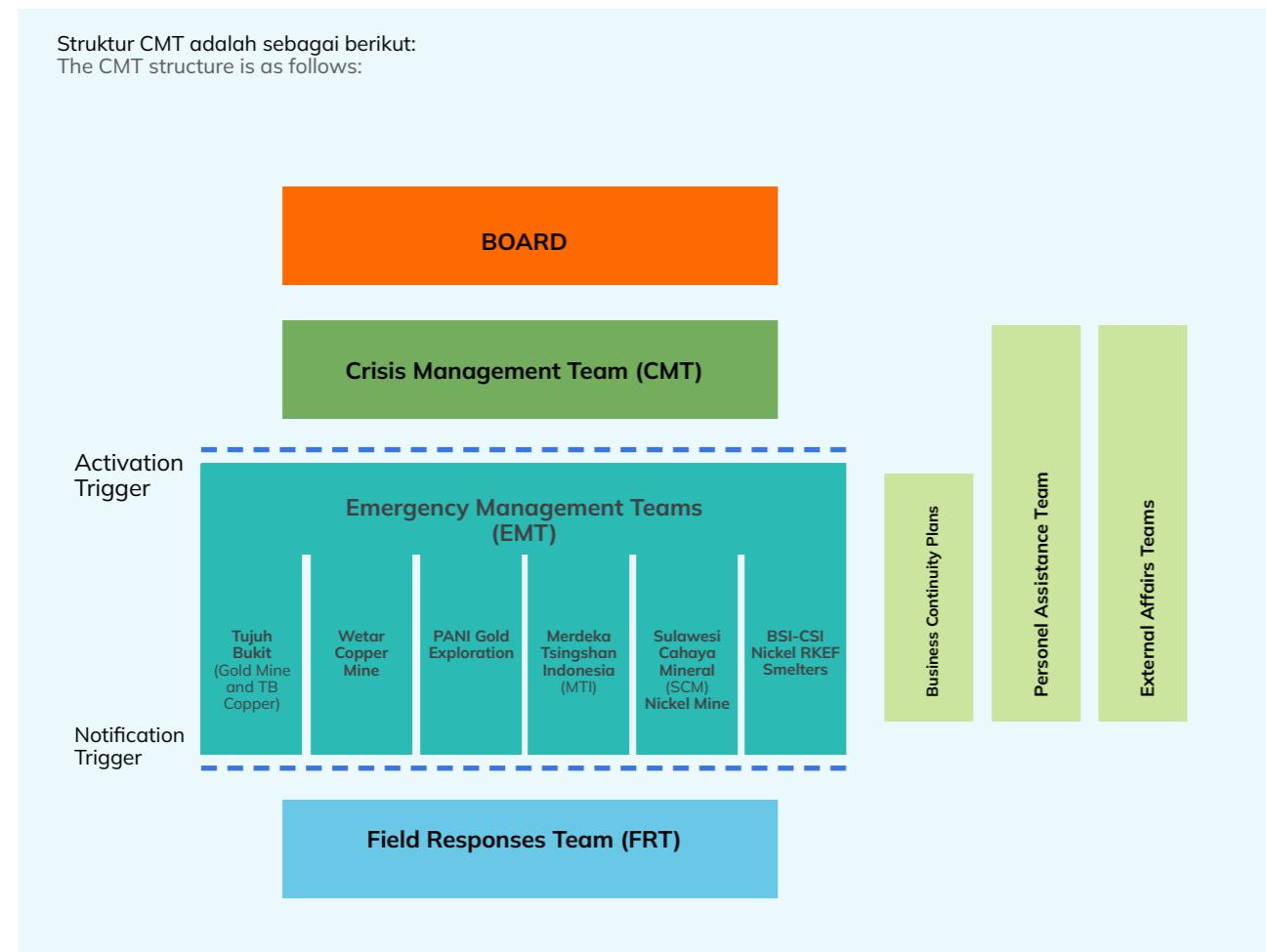


Merdeka's Crisis Management Team (CMT)

Merdeka telah membentuk CMT yang bertugas untuk merespon insiden yang dapat berdampak pada hubungan dengan karyawan dan masyarakat, dampak operasional, komunikasi, dampak lingkungan, keuangan dan investasi.

CMT beranggotakan tim inti yaitu CEO, COO, Presiden Direktur dan CMT Coordinator. Selain tim inti, CMT juga beranggotakan seluruh General Manager dan perwakilan divisi HRD, External Affairs, HSE, Legal, Keuangan, dan juga *technical expert* eksternal.

Struktur CMT adalah sebagai berikut:
The CMT structure is as follows:



Merdeka's Crisis Management Team (CMT)

Merdeka has established a Crisis Management Team (CMT) to address incidents that may have an impact on employee and community relations, operational impacts, communications, environmental impacts, finances, and investments.

The CMT comprises a central team consisting of the CEO, COO, President Director, and CMT Coordinator, along with members from all General Managers and representatives from various departments, such as HRD, External Affairs, HSE, Legal, Financial, and external technical experts.

Fungsi EMT didukung oleh Field Response Team (FRT) dan Emergency Management Teams (EMT). FRT melakukan tanggapan pertama terhadap insiden dan melakukan tindakan di sites tempat terjadinya insiden untuk menyelamatkan nyawa, melindungi properti dan lingkungan. EMT adalah tim site yang berfungsi memberikan dukungan operasional terhadap FRT sebagaimana diperlukan dengan fokus utama keselamatan dan kesejahteraan karyawan dan isu operasional.

Untuk mendukung tugas CMT, Merdeka telah menyusun Crisis Management Response Plan (CERP). CERP berisi tugas dan tanggung jawab masing-masing CMT untuk memastikan CMT dapat dengan efektif merespon dan mengelola keadaan yang dapat berpengaruh buruk bagi karyawan, aset dan kegiatan, klien, lingkungan dan tujuan bisnis.

Pada tahun 2022, CMT telah melaksanakan latihan dengan skenario terjadinya gempa bumi dengan magnitudo 7.7.

The Emergency Management Team (EMT) is supported by the Field Response Team (FRT) and the Crisis Management Team (CMT). The FRT is responsible for the initial response to an incident at the site, taking actions to save lives, protect property, and the environment. The EMT is the on-site team that provides operational support to the FRT as needed, with a primary focus on employee safety, well-being, and operational issues.

To support the CMT's work, Merdeka has developed a Crisis Management Response Plan (CERP) that outlines the duties and responsibilities of each CMT member. The goal of the CERP is to ensure that the CMT can effectively respond to and manage conditions that may adversely affect employees, assets, activities, clients, the environment, and business objectives.

In 2022, the CMT conducted an exercise simulating an earthquake with a magnitude of 7.7 to test their readiness and response capabilities.



Tim Tanggap Darurat BSI Membantu Korban Gempa Cianjur

BSI mengirim tim tanggap darurat (Emergency Response Team/ERT) dan bantuan logistik ke Cianjur, Jawa Barat yang dilanda gempa. Tim ERT BSI, yang sering terlibat dalam berbagai misi kemanusiaan di wilayah bencana, bergabung dengan tim siaga bencana di bawah koordinasi Kementerian Energi dan Sumber Daya Mineral (ESDM) sejak 23 November sampai 2 Desember 2022.

Emergency Response Team of BSI Provided Aid to Cianjur Earthquake Victims

BSI dispatched an Emergency Response Team (ERT) and provided logistical assistance to Cianjur, West Java, in response to an earthquake. The ERT from BSI, known for their involvement in humanitarian missions in disaster-prone areas, worked in coordination with the Ministry of Energy and Mineral Resources' disaster preparedness team from November 23 to December 2, 2022.

4.3 Empowering Our People



Focus Areas	Target 2022	Performance 2022	Target 2023
Skill improvement and leadership development	<ul style="list-style-type: none">Provide skill improvement training for employeesProvide leadership training for employees	<ul style="list-style-type: none">Provided skill improvement training for a total of 131,861 hoursProvided leadership training for both male and female employees, totaling 19,808 and 2,480 hours, respectively	<ul style="list-style-type: none">Provide skill improvement training for employeesProvide leadership training for employees
Workforce diversity, equity and inclusion (DEI)	<ul style="list-style-type: none">Increase the number of female heavy equipment operators from local community at BKP-BTR	<ul style="list-style-type: none">Increased the number of female heavy equipment operators at BKP-BTR to 102, which represents 43% of the total 236 operatorsConducted five forums for female employees at SCM	<ul style="list-style-type: none">Increase the number of female heavy equipment operators at BKP-BTRIncrease the number of female heavy equipment operators at BSIConduct female forum monthly meeting
Employee engagement	<ul style="list-style-type: none">Conduct an Employee Effectiveness Survey (EES) for all permanent and contract employees who have worked for a period of six months or moreProvide webinars on physical and mental health for employees and organize sports programsConduct Merdeka Innovation Award	<ul style="list-style-type: none">Conducted Employee Engagement Surveys (EES) for all permanent and contract employees who have worked for a period of six months or moreProvided webinars on physical and mental health for employees and organized sports programsConducted Merdeka Innovation Award	<ul style="list-style-type: none">Conduct an Employee Effectiveness Survey (EES) for all permanent and contract employees who have worked for a period of six months or moreProvide webinars on physical and mental health for employees and organize sports programsConduct Merdeka Innovation Award

Merdeka menempatkan sumber daya manusia sebagai aset berharga yang memiliki peran strategis dalam mendukung keberlanjutan usaha kami. Kami yakin bahwa sumber daya manusia yang profesional serta kompeten sangat diperlukan untuk menunjang terlaksananya kegiatan perusahaan. Untuk itu, Merdeka telah menyusun serangkaian kebijakan pengelolaan Sumber Daya Manusia (SDM) yang berfokus pada kesejahteraan karyawan dan mendukung kesempatan pengembangan karier yang setara bagi seluruh karyawan.

Beberapa kebijakan tersebut antara lain: [3-3]

- Kebijakan Keberagaman dan Inklusivitas
- Kebijakan Anti Korupsi
- Kebijakan Anti Penyuapan
- Kebijakan Anti Pencucian Uang
- Kebijakan Lingkungan Kerja yang Kondusif dan Positif
- Kebijakan Speaking Up dan Anti Pembalasan
- Kebijakan Benturan Kepentingan
- Kebijakan Perlindungan Pekerja Anak
- Kebijakan Penghapusan Kerja Paksa
- Kebijakan Kebebasan Berserikat dan Perlindungan Berorganisasi
- Kebijakan Antidiskriminasi dan Kesetaraan Gender

Kebijakan ketenagakerjaan ini disusun dengan mengacu pada prinsip-prinsip ILO core convention.

Merdeka recognizes the importance of its employees as valuable assets in ensuring business continuity. The company understands that having a professional and competent workforce is crucial for the successful implementation of its activities. As such, Merdeka has established comprehensive human resource policies that prioritize employee welfare and provide equal career development opportunities for all employees.

Some of these policies include:

- Diversity and Inclusivity Policy
- Anti-Corruption Policy
- Anti-Bribery Policy
- Anti-Money Laundering Policy
- Conducive and Positive Work Environment Policy
- Speaking Up and Anti-Retaliation Policy
- Conflict of Interest Policy
- Child Labor Protection Policy
- Abolition of Forced Labor Policy
- Freedom of Association and Protection of Organization Policy
- Anti-discrimination and Gender Equality Policy

These labor policies have been developed with reference to the core conventions of the International Labor Organization (ILO).

“Until the end of 2022, the total number of Merdeka employees is 8,262 people, increased 136% from the previous year. The increase in the number of employees was due to the acquisition of several companies by Merdeka in 2022.”

Hingga akhir tahun 2022, total karyawan Merdeka berjumlah 8.262 orang, meningkat 136% dari tahun sebelumnya. Peningkatan jumlah karyawan tersebut disebabkan oleh akuisisi beberapa perusahaan oleh Merdeka di tahun 2022.

Pada tahun 2022 tidak terdapat pengurangan karyawan dalam skala besar.

Dari jumlah karyawan tersebut, 684 orang atau 8% adalah perempuan, bertambah dari 379 orang perempuan atau meningkat 124% dibanding tahun 2021. Selain itu, hingga akhir tahun 2022 total persentase karyawan kontraktor dibanding dengan total karyawan perusahaan adalah sebesar 44%.

Notably, there were no major layoffs in 2022.

Of the total number of employees, 684 people or 8% are women, representing an increase from 379 women or 124% compared to 2021. Additionally, as of the end of 2022, the percentage of contractor employees compared to the company's total employees is 44%.

Demografi Karyawan Selama Tiga Tahun Terakhir Dapat Dilihat Sebagai Berikut: [2-7] [2-8]
The Employees Demographics for the Last Three Years is as Follows:

Tabel Karyawan Berdasarkan Jenis Kelamin dan Status Kepegawaian
Employees Based on Gender and Employment Status

Jenis Kelamin Gender	2020			2021			2022		
	Karyawan Tetap Permanent Employees	Karyawan Kontrak Temporary Employees	Total	Karyawan Tetap Permanent Employees	Karyawan Kontrak Temporary Employees	Total	Karyawan Tetap Permanent Employees	Karyawan Kontrak Temporary Employees	Total
Laki-laki Male	2,002	533	2,535	2,099	1,093	3,192	3,640	3,938	7,578
Perempuan Female	181	19	200	223	82	305	444	240	684
Total	2,183	552	2,735	2,322	1,175	3,497	4,084	4,178	8,262

Tabel Karyawan Berdasarkan Lokasi Kerja dan Status Kepegawaian
Employee Based on Work Location and Employment Status

Lokasi Kerja Work Location	2020			2021			2022		
	Karyawan Tetap Permanent Employees	Karyawan Kontrak Temporary Employees	Total	Karyawan Tetap Permanent Employees	Karyawan Kontrak Temporary Employees	Total	Karyawan Tetap Permanent Employees	Karyawan Kontrak Temporary Employees	Total
Wetar	677	300	977	745	616	1,361	926	935	1,861
Bali	-	-	-	-	-	-	4	18	22
Banyuwangi	1,310	194	1,504	1,322	231	1,553	1,388	242	1,630
Marisa	16	9	25	20	26	46	74	468	542
Jakarta	164	28	192	187	66	253	307	110	417
Kendari	-	-	-	-	-	-	-	-	-
Konawe	-	-	-	-	-	-	121	717	838
Kupang	1	-	1	-	-	-	-	-	-
Morowali	-	-	-	36	235	271	1,248	1,688	2,936
Sorik	7	20	27	1	-	1	-	-	-
Surabaya	8	1	9	11	1	12	16	-	16
Total	2,183	552	2,735	2,322	1,175	3,497	4,084	4,178	8,262

Tabel Total Karyawan dan Karyawan Kontraktor
Total Company's Employees and Contractors' Employees

	2020	%	2021	%	2022	%
Total Karyawan / Total Employees	2,735	72	3,497	66	8,262	55
Total Kontraktor / Total Contractors' Employees	1,075	28	1,814	34	6,407	45
Total	3,810		5,311		14,669	

Menghormati Hak-Hak Karyawan

Merdeka menjunjung tinggi prinsip anti diskriminasi dan kesetaraan gender. Untuk memperkuat komitmen tersebut, Merdeka telah menerbitkan Kebijakan Anti-Diskriminasi dan Kesetaraan Gender. Selain itu, sebagai wujud komitmen Merdeka terhadap kesetaraan gender, Merdeka telah memiliki seorang perwakilan perempuan di tingkat direksi atau setara dengan 12,5% dari jumlah direksi.

Kebijakan Anti-Diskriminasi dan Kesetaraan Gender Merdeka bertujuan memberikan pedoman bagi terciptanya lingkungan kerja yang positif dengan memperlakukan karyawan secara adil dan memberikan kesempatan yang sama kepada seluruh karyawan baik dalam hal kompensasi dan benefit yang diterima untuk pekerja dengan level yang sama, maupun dalam hal pengembangan karir. Merdeka mengomunikasikan kebijakan tersebut melalui website perusahaan dan sosialisasi melalui pelatihan kepada seluruh karyawan. [3-3]

Merdeka telah menyusun kebijakan penghapusan pekerja anak (Kebijakan Perlindungan Anak) sebagai komitmen Merdeka untuk menaati peraturan ketenagakerjaan pasal 68 Undang-Undang Ketenagakerjaan No. 13 tahun 2003 mengenai usia minimum calon karyawan dan penghapusan pekerja anak. Merdeka memiliki prosedur seleksi yang sangat ketat terhadap calon pekerja. Dalam proses seleksi tersebut, tim internal perusahaan memverifikasi dokumentasi calon pekerja dengan melibatkan verifikasi pihak kepolisian melalui Surat Keterangan Catatan Kepolisian (SKCK) untuk memastikan kesesuaian umur pekerja. Berdasarkan prosedur tersebut dan berdasarkan hasil monitoring dan pengaduan, tidak terdapat pekerja tetap maupun kontrak dengan usia di bawah 18 tahun pada tahun 2022. [408-1] [F.19]

Merdeka memiliki Kebijakan Speaking Up dan Anti Pembalasan yang memberikan pedoman penyampaian pengaduan terkait tindakan diskriminasi dan tindakan tidak etis lainnya yang menjamin keamanan pelapor. Selain itu, Merdeka juga telah menyusun Sistem Pelaporan Pelanggaran melalui <https://mcg.whispli.com/SpeakUp> atau WhatsApp: 0812 5000 1018 yang dikelola pihak ketiga independen (PwC). Sistem Pelaporan Pelanggaran ini dapat digunakan oleh karyawan, pelanggan, mitra bisnis dan pemangku kepentingan lainnya untuk melaporkan pelanggaran etika kerja termasuk tindakan diskriminasi dan tindakan tidak etis lainnya di lingkungan kerja. Berdasarkan hasil monitoring sistem pelaporan tersebut, sampai dengan akhir tahun 2022 tidak ditemukan pengaduan terkait dengan tindakan diskriminasi. [406-1]

Sistem Pelaporan Pelanggaran Merdeka dimulai dengan penyampaian laporan pengaduan oleh pelapor melalui <https://mcg.whispli.com/SpeakUp> atau WhatsApp: 0812 5000 1018. Pihak independen (PwC) akan melakukan konfirmasi dan berkomunikasi dengan pelapor terkait dengan materi pengaduan yang disampaikan.

Respecting Employees' Rights

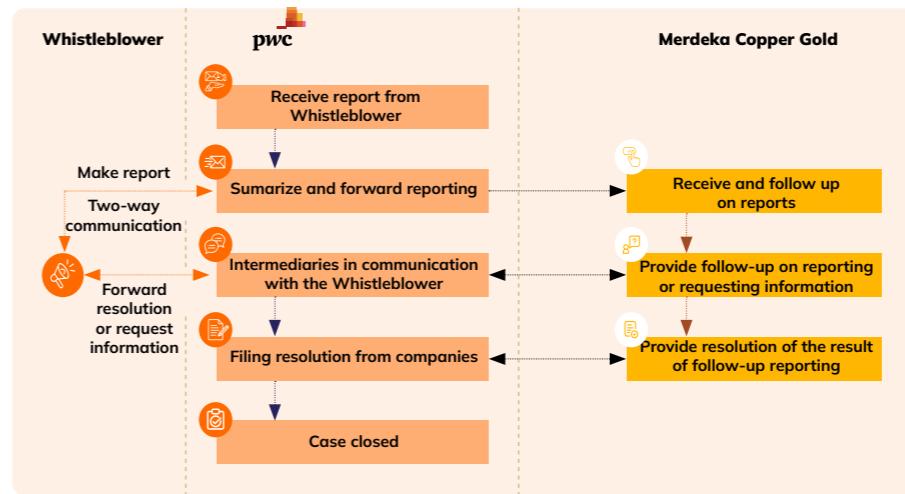
Merdeka is committed to upholding the principles of anti-discrimination and gender equality. To further strengthen this commitment, Merdeka has issued an Anti-Discrimination and Gender Equality Policy. Additionally, to demonstrate Merdeka's commitment on gender equality, Merdeka has a female representative at the director level, which accounts for 12.5% of the total number of directors.

The Gender Equality and Anti-Discrimination Policy at Merdeka aims to provide guidelines for creating a positive work environment by ensuring fair treatment and equal opportunities for all employees, including equitable compensation and benefits for workers at the same level, as well as opportunities for career development. This policy is communicated through the company's website and is disseminated through training to all employees.

Merdeka has implemented a Child Protection Policy to demonstrate its commitment to complying with labor regulations, specifically Article 68 of Law No. 13 of 2003, which pertains to the minimum age for employees and the elimination of child labor. The company also follows a stringent job application selection process, which includes internal team verification of documentation and police verification through a police record certificate to ensure the age validity of workers. Merdeka can confirm that no permanent or contract workers under the age of 18 were employed in 2022 based on this procedure, as well as monitoring and complaints results.

Merdeka has a Speaking Up and Anti-Retaliation Policy that provides guidelines for reporting complaints related to discriminatory actions and other unethical actions that ensure the safety of the complainant. In addition, Merdeka has also developed and implemented a Whistleblowing System that can be accessed via <https://mcg.whispli.com/SpeakUp> or WhatsApp: 0812 5000 1018, which is managed by an independent third party (PwC). This system allows employees, customers, business partners, and other stakeholders to report violations of work ethics, including acts of discrimination and other unethical actions in the work environment. Based on monitoring of the reporting system, there were no complaints related to discrimination cases until the end of 2022.

Grievance mechanism through Merdeka's WBS begins with the submission of a complaint report by the whistleblower via <https://mcg.whispli.com/SpeakUp> or WhatsApp: 0812 5000 1018. An independent party (PwC) will confirm and communicate with the whistleblower regarding the content of the complaint.



◀ Sistem pelaporan pelanggaran Merdeka
Merdeka's whistleblowing system

Selanjutnya, PwC akan merangkum laporan pengaduan dalam format yang telah disepakati dengan Merdeka. Rangkuman laporan pengaduan akan dikirimkan kepada manajemen Merdeka yang ditunjuk. Manajemen akan mempelajari dan menindaklanjuti laporan pengaduan tersebut, dengan melakukan koordinasi dengan divisi yang terkait dengan laporan pengaduan tersebut (divisi terlapor).

Apabila divisi terlapor merasa materi pengaduan dari terlapor kurang jelas, maka divisi terlapor akan melakukan konfirmasi dengan PwC dan PwC akan melakukan konfirmasi ulang kepada pelapor. Apabila divisi terlapor sudah memahami materi dari pengaduan tersebut, maka divisi akan segera mencari solusi dan melakukan tindakan perbaikan atas materi laporan tersebut. Divisi terlapor akan menyusun laporan hasil dari tindakan perbaikan yang dilakukan dan melaporkannya kepada PwC. Selanjutnya, PwC akan mengkomunikasikan hasil laporan tindakan perbaikan kepada pelapor. Jika tindakan perbaikan yang dilakukan sudah sesuai dengan harapan pelapor, maka PwC akan membuat rangkuman yang menyatakan bahwa laporan tersebut telah selesai ditindaklanjuti.

Rekrutmen yang Adil dan Berkualitas

Merdeka memastikan pelaksanaan proses rekrutmen telah sesuai peraturan pemerintah dan standar internasional. Proses rekrutmen di Merdeka mengikuti aspek-aspek yang menjadi komitmen perusahaan seperti yang tertuang dalam Kebijakan Keberagaman dan Inklusivitas, Kebijakan Anti Korupsi, Kebijakan Anti Penyuapan, Kebijakan Penghapusan Pekerja Anak, dan Kerja Paksa, Anti Diskriminasi dan Kesetaraan Gender. Untuk meningkatkan kemitraan dan kualitas sumber daya masyarakat lokal, maka Merdeka juga membuka kesempatan bagi mahasiswa dari berbagai jurusan yang relevan dengan proses bisnis untuk melaksanakan praktik kerja lapangan, tugas akhir, dan program magang. [3-3] [F.18] [F.19]

Subsequently, PwC will summarize the complaint in the format agreed upon with Merdeka, and send the summary to the designated management of Merdeka. The management will then examine and follow up on the report and coordinate with the division under scrutiny to address the issue.

If the division under scrutiny is uncertain about the complaint's content, they will confirm it with PwC, who will, in turn, confirm it with the complainant. If the division understands the complaint's content, they will immediately take action to find a solution and implement corrective measures. The division will then prepare a report on the corrective action taken and submit it to PwC. PwC will communicate the corrective action report's results to the complainant. If the corrective action taken meets the complainant's expectations, PwC will provide a summary confirming that the report has been resolved.

Fair and Qualified Recruitment

Merdeka ensures that its recruitment process complies with government regulations and international standards. The recruitment process at Merdeka follows the company's commitment as expressed in its policies on diversity and inclusiveness, anti-corruption, anti-bribery, elimination of child labor and forced labor, as well as anti-discrimination and gender equality. Additionally, Merdeka provides opportunities for students from various relevant majors to participate in job training, final assignments, and internship programs to improve partnerships and the quality of local community resources.



Program Bakat Muda Merdeka

Program Bakat Muda Merdeka (MYTP) adalah program pengembangan selama 2 tahun bagi lulusan universitas dengan nilai yang sangat baik untuk menjadi pemimpin masa depan di Merdeka. Program ini membekali peserta dengan pengetahuan yang dibutuhkan, pengalaman kerja, pelatihan, dan mentoring dari mentor terbaik di industri pertambangan dan mineral. Lulusan dari program MYTP akan ditempatkan di PT Merdeka Copper Gold Tbk dan unit usaha.

Selama perjalanan program, peserta program akan membangun:

- Pemahaman menyeluruh atas berbagai tahap proses bisnis perusahaan dari tahap eksplorasi ke tahap produksi
- Keahlian manajemen dan pengetahuan teknis untuk memampukan mereka untuk berpikir dari sudut pandang keseluruhan sistem dari berbagai aspek dan pada saat yang sama bekerja pada tingkat teknis
- Keahlian manajemen sumber daya manusia untuk memimpin, berinteraksi dengan tim dengan anggota yang beragam dan beradaptasi terhadap lingkungan yang berubah dan proaktif dalam melakukan pemecahan masalah.

Pada tahun 2022, terdapat 31 karyawan yang telah direkrut sebagai karyawan Merdeka melalui program MYTP.

Merdeka Young Talent Program

Merdeka Young Talent Program (MYTP) is a 2-year development program designed for recent university graduates with excellent grades, aimed at grooming them into future leaders at Merdeka. The program provides participants with the necessary knowledge, work experience, training, and mentorship from industry experts in the mining and minerals field. Upon completion of the MYTP, graduates will be placed at PT Merdeka Copper Gold Tbk and its subsidiaries.

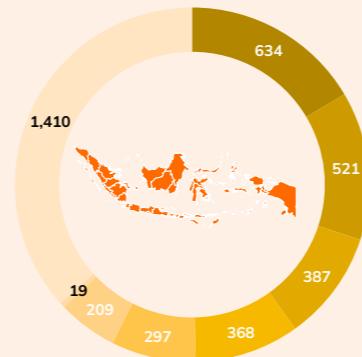
Throughout the program, participants will develop:

- A comprehensive understanding of the various stages of the company's business processes, ranging from exploration to production.
- Management skills and technical expertise that allow them to view the entire system from multiple perspectives while also working at a technical level.
- Human resource management skills to effectively lead and collaborate with diverse team members, adapt to changing environments, and proactively solve problems.

In 2022, a total of 31 employees were recruited as employees at Merdeka through the MYTP program.

Rekrutmen Karyawan Berdasarkan Wilayah, Jenis Kelamin dan Kelompok Usia

Employee Recruitment Based on Point of Hire, Gender and Age Group [401-1]



Wilayah | Point of hire

Sulawesi Selatan	634 Karyawan/ Employees
Jakarta	521 Karyawan/ Employees
Sulawesi Tengah	387 Karyawan/ Employees
Maluku	368 Karyawan/ Employees
Jawa Timur	297 Karyawan/ Employees
Gorontalo	209 Karyawan/ Employees
Luar Negeri Foreign	19 Karyawan/ Employees
Lain-lain Others	1,410 Karyawan/ Employees
Grand Total	3,845 Karyawan/ Employees

Jenis kelamin | Gender

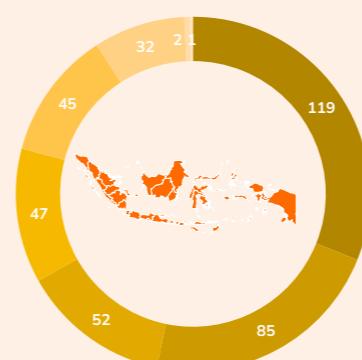


Kelompok usia | Age group



Turnover Karyawan Berdasarkan Wilayah, Jenis Kelamin dan Kelompok Usia

Employee Turnover Based on Region, Gender and Age Group [401-1]



Wilayah | Region

Wetar	119 Karyawan/ Employees
Morowali	85 Karyawan/ Employees
Jakarta	52 Karyawan/ Employees
Konawe	47 Karyawan/ Employees
Banyuwangi	45 Karyawan/ Employees
Pani	32 Karyawan/ Employees
Surabaya	2 Karyawan/ Employees
Bali	1 Karyawan/ Employee
Grand Total	383 Karyawan/ Employees

Jenis kelamin | Gender



Kelompok usia | Age group



Selain merekrut karyawan baru, kami berhasil mempertahankan tingkat perputaran karyawan yang rendah pada tahun 2022. Hal ini terlihat dari jumlah karyawan yang berhenti bekerja dari perusahaan yang hanya sebanyak 383 karyawan (4,6%). Alasan karyawan berhenti bekerja dari perusahaan disebabkan oleh berbagai faktor, termasuk pensiun, berakhirnya kontrak, meninggal dunia, pengunduran diri, dan faktor lainnya yang ditunjukkan pada tabel di bawah ini:

Alasan Reason	Total
Karir Career	6
Kompensasi dan manfaat Compensation and benefits	15
Keluarga Family	5
Kondisi kesehatan Health condition	2
Alasan personal Personal reason	344
Kondisi kerja Work nature	11
Total	383

Kesempatan Kerja bagi Masyarakat Setempat dan Program Peningkatan Keberagaman Tenaga Kerja

Merdeka selalu berkomitmen untuk ikut serta memberdayakan dan mengembangkan potensi daerah terutama di wilayah unit usaha beroperasi. Sebagai bentuk nyata dari komitmen tersebut, Merdeka senantiasa membuka kesempatan bagi masyarakat lokal untuk menjadi bagian dari Merdeka sesuai dengan pendidikan dan kompetensinya. [3-3]

Hingga akhir tahun 2022 sebanyak 1% karyawan lokal telah mencapai level Manajemen Senior. Sebaran Manajemen Senior yang merupakan karyawan pada level Manajer hingga satu level di bawah Direksi ini mewakili lokasi operasi Merdeka, yakni Jawa Timur Gorontalo, Maluku Barat Daya, Sulawesi Tenggara, dan Sulawesi Tengah. [202-2]

Sejak 2020, Merdeka telah mengimplementasikan program Green Operator. Program ini merupakan wujud nyata dari komitmen Merdeka untuk meningkatkan keragaman karyawan dan kesetaraan gender melalui perekrutan karyawan perempuan dari masyarakat lokal untuk dipekerjakan sebagai operator alat berat di BSI dan BKP-BTR.

In addition to hiring new employees, we have maintained a low employee turnover rate in 2022. This is reflected in the small number of employees who left the company, which totaled only 383 employees, representing a mere 4.6% of our workforce. The reasons for cessation of employment were varied, including retirement, contract completion, death, resignation, and other factors, as outlined in the table below:

Pada tahun 2022, BKP-BTR secara aktif mencari calon operator alat berat perempuan hingga ke pulau terdekat dari site, untuk dilatih selama 3,5 bulan kemudian diuji untuk menentukan kelulusan menjadi operator di lokasi operasi perusahaan.

In 2022, BKP-BTR actively sought potential female heavy equipment operators from the nearest island to our site, providing them with 3.5 months of comprehensive training and examination to become operators at our company's operating locations.

“ Until the end of 2022, out of a total of 236 heavy equipment operators at BKP-BTR, 102 operators (43% of the total operators) are women from the local community. ”

Hingga akhir tahun 2022, dari total 236 operator alat berat, sebanyak 102 operator (43% dari jumlah keseluruhan operator) di BKP-BTR adalah perempuan yang berasal dari masyarakat lokal. [F.18]

Improving Employment Opportunities for Local Communities and Enhancing Workforce Diversity Programs

Merdeka is dedicated to empowering and fostering the development of local communities, particularly in areas where our business units are located. As part of our commitment, Merdeka actively creates employment opportunities for local community members based on their education and competency.

By the end of 2022, 1% of our local employees have reached Senior Management level. These Senior Management positions, including managers and executives, are located at Merdeka's operational areas in East Java, Gorontalo, Southwest Maluku, Southeast Sulawesi, and Central Sulawesi.

Furthermore, since 2020, Merdeka has implemented the Green Operator program to demonstrate our unwavering commitment to workforce diversity and gender equality. This program focuses on recruiting female employees from the local community to work as heavy equipment operators at BSI and BKP-BTR.

Selain itu, Merdeka juga secara berkelanjutan mengadakan webinar peningkatan keberagaman tenaga kerja. Program peningkatan keberagaman tenaga kerja mencakup topik mendukung pemberdayaan perempuan seperti Diversity, Equity & Inclusion (DEI), Women in Leadership, dan Anti Sexual Harassment yang mengundang praktisi dan profesional untuk menjadi narasumber.

In addition, Merdeka also consistently holds webinars on improving workforce diversity. The workforce diversity improvement program covers topics that support women's empowerment such as Diversity, Equity & Inclusion (DEI), Women in Leadership, and Anti-Sexual Harassment that invite practitioners and professionals to become speakers.



Keberagaman, Kesetaraan dan Inklusi - Operator Alat Berat Perempuan di Wetar Diversity, Equity and Inclusion – Female Heavy Equipment Operators in Wetar

Bekerja di pertambangan itu berat, jadi hanya laki-laki yang sanggup menjalaninya. Anggapan semacam ini memang masih banyak diamini masyarakat pada umumnya. "Pendapat salah itu, buktinya Kartini ada di sini," kata Kartini Sandra Tilukay, karyawan Batutua Kharisma Permai and Batutua Tembaga Raya (BKP-BTR), challenges this notion. "That is a misinformed opinion, as we, the female operators, have proven," Kartini said proudly. Hailing from Kisar Island, her daily duties involve operating heavy equipment rather than sitting behind a desk. "It's an amazing feeling. Despite my smaller stature compared to the size of the equipment, I can still operate it," Kartini added with enthusiasm.

Kartini adalah salah satu dari 102 operator alat berat wanita di tambang BKP-BTR di Pulau Wetar, Maluku Barat Daya. Mereka lulus dari *Mining Apprentice Program*, yang menyediakan pelatihan khusus bagi peserta perempuan untuk mengoperasikan peralatan yang digunakan dalam industri pertambangan.

Pelatihan yang diikuti Kartini dan peserta lainnya adalah bentuk dukungan BKP-BTR terhadap kesetaraan gender. Dengan memberikan keterampilan mengoperasikan alat berat kepada perempuan, terbuka peluang kerja di dunia pertambangan untuk profesi-profesi yang sebelumnya lebih banyak diisi pekerja laki-laki. Selain itu, pelatihan juga diadakan untuk mengisi kebutuhan operator alat berat di BKP-BTR. Setelah mereka lulus, tanggung jawab operator perempuan tidak berbeda daripada operator laki-laki.

Pelatihan mulai bergulir sejak Juli 2021 yang dilanjutkan di tahun 2022 yang berlangsung dalam beberapa batch atau gelombang. Pada awalnya, para peserta berasal dari Lurang dan Uhak, dua desa terdekat dari lokasi BKP-BTR. Selanjutnya, peserta datang dari desa-desa lain di Pulau Wetar dan pulau lain di Kabupaten Maluku Barat Daya seperti Pulau Kisar.



Working in the mines was once believed to be a job exclusively for men due to the perceived difficulty. However, this outdated viewpoint still persists in society today. Kartini Sandra Tilukay, an employee of Batutua Kharisma Permai and Batutua Tembaga Raya (BKP-BTR), challenges this notion. "That is a misinformed opinion, as we, the female operators, have proven," Kartini said proudly. Hailing from Kisar Island, her daily duties involve operating heavy equipment rather than sitting behind a desk. "It's an amazing feeling. Despite my smaller stature compared to the size of the equipment, I can still operate it," Kartini added with enthusiasm.

Kartini is one of 102 female heavy equipment operators at BKP-BTR site on Wetar Island, Southwest Maluku. They have graduated from the Mining Apprentice Program, which provides training specifically for female participants to operate equipment used in the mining industry.

The training attended by Kartini and other participants is a part of BKP-BTR's commitment to gender equality by providing women with the skills to operate heavy equipment, creating job opportunities in a field that has been traditionally dominated by male workers. Upon graduation, female operators have the same responsibilities as male operators at BKP-BTR.

The training began in July 2021 and continued in 2022 in several batches. Initially, participants came from Lurang and Uhak, the two closest villages to the BKP-BTR location. Subsequently, participants came from other villages on Wetar Island and other islands in Southwest Maluku Regency, such as Kisar Island.

Setiap batch berlangsung selama 50 hingga 60 hari, dibimbing tim pelatih profesional. Pelatihan dijalankan di lokasi pertambangan. Kartini dan kawan-kawannya dilatih mengoperasikan haul truck 733 yang memiliki kapasitas muatan 60 ton dan articulate dump truck 745 dengan daya angkut 45 Ton.

Rekan Kartini, Kaindah Feum Ahab pun merasakan lompatan dalam kehidupannya setelah menjadi operator kendaraan berat. Ia yang sebelumnya bekerja di Puskesmas Lurang mengaku memiliki kesan yang sama dengan Kartini. "Saya justru merasa keren kalau ada orang yang tidak percaya saya kerja di lapangan tambang," kata Kaindah, disusul tawa berderai.

Kaindah merasakan jalan masa depan hidupnya terbuka. Menurutnya, keterampilan dan pengalaman mengoperasikan kendaraan berat adalah modal yang luar biasa. "Kalau sudah selesai dari sini, saya bisa bekerja di pertambangan di tempat lain, saya pasti akan kaya pengalaman dengan melihat daerah-daerah lain di Indonesia," katanya.

Pengalaman serupa juga didapatkan Novita Leladara. Ibu dari satu anak ini berasal dari Desa Ilputih di Wetar. "Bekerja di tambang ternyata seru, saya sangat menikmati," kata Novita yang suaminya juga bekerja di BKP-BTR.

Kepala pelatih Phillips Benny menyatakan bahwa ada banyak kelebihan bila kendaraan berat dioperasikan oleh perempuan. "Perempuan itu konsisten dan stabil, beda dari laki-laki yang ada grasa-grusunya," katanya. Misal, bila mendapat tugas sepuluh trip, operator perempuan bisa memenuhi dalam waktu yang tepat dengan jarak waktu antara trip yang sama, sementara operator laki-laki tidak tetap kecepatannya sehingga kadang malah lambat dan tidak mencapai target.

Selain itu, tambah Benny, tingkat kerusakan pada kendaraan berat ternyata menurun. "Karena cara perempuan memperlakukan dan mengendalikannya berbeda," kata Benny. Operator perempuan tidak menjumpai kesulitan mengoperasikan truk karena caranya serupa dengan menjalankan mobil otomatis. "Hal yang penting diterapkan pada operator adalah kedisiplinan dan kepatuhan ketika sebelum, selama, dan sesudah mengoperasikan," kata Benny.

Each batch lasts for 50 to 60 days and is guided by a team of professional trainers. The training takes place on a real mining site, where Kartini and her friends were trained to operate the 733 haul truck with a load capacity of 60 tons, and the 745 articulated dump truck with a carrying capacity of 45 tons.

Kartini's colleague, Kaindah Feum Ahab, also experienced a positive change in her life after becoming a heavy equipment operator. She previously worked at the Lurang Health Center and shares a similar perspective with Kartini. "In fact, I find it cool when people are surprised to learn that I work in the mining field," said Kaindah, followed by laughter.

She feels that this opportunity has opened up a path to a brighter future, as the skills and experience of operating heavy equipment are valuable assets. "After completing my training here, I can work in mining elsewhere in Indonesia and gain rich experience by exploring different areas," she said.

Novita Leladara, a mother of one from Ilputih Village in Wetar, also had a similar positive experience. "Working in the mines has been enjoyable, and I've really been enjoying it," said Novita, whose husband also works at BKP-BTR.

Head trainer Phillips Benny stated that there are several advantages to having women operate heavy equipment. "Women are consistent and stable, in contrast to men who may be more reckless," he said. For example, when given an assignment of ten trips, a female operator can complete them in a timely manner with consistent time intervals between trips, while a male operator may struggle to maintain the same speed and fail to reach the target.

Furthermore, Benny added that the level of damage to heavy equipment has decreased with female operators. "This is because women tend to treat and control the heavy equipment differently," said Benny. Female operators find operating the trucks similar to driving an automatic car. "The key for operators is discipline and compliance before, during, and after operations," Benny emphasized.



Female Forum

PT Sulawesi Cahaya Mineral (SCM) telah membentuk Female Forum sejak Oktober 2022 sebagai bagian dari komitmen SCM terhadap Diversity Equality & Inclusion (DEI) dalam mendukung SDGs – Gender Equality.

Female Forum menyediakan wadah bagi seluruh karyawan wanita SCM untuk berbagi kisah sukses dan pengalaman dalam mengatasi tantangan yang dihadapi oleh karyawan wanita di tempat kerja. Forum tersebut mengundang pembicara perempuan dari SCM, Merdeka dan pakar eksternal.

Female Forum telah dilaksanakan sebanyak lima kali pada tahun 2022 dengan rata-rata kehadiran 60 pegawai perempuan. Bentuk Female Forum ini adalah pertemuan tatap muka maupun online dengan menghadirkan tokoh perempuan dari internal SCM, kelompok independen, dan ahli eksternal. Kegiatan forum juga mencakup ulasan buku, film, kasus, dan diskusi bersama. Melalui Female Forum, para peserta mengalami perubahan cara pandang dan pola pikir terhadap peran perempuan di lingkungan kerja dan keluarga serta menjadi agen perubahan di masyarakat.

Female Forum

PT Sulawesi Cahaya Mineral (SCM) established the Female Forum in October 2022 as part of SCM's commitment to Diversity, Equality & Inclusion (DEI) and in support of the SDGs, specifically Gender Equality.

The Female Forum serves as a platform for female employees of SCM to share their success stories and experiences in addressing challenges faced by women in the workplace. The forum features female speakers from SCM, Merdeka, and external experts.

In 2022, the Female Forum was conducted five times, with an average attendance of 60 female employees. The forum takes various forms, including face-to-face meetings and online presentations by women leaders from SCM, independent groups, and external experts. It also includes activities such as book reviews, film reviews, case reviews, and joint discussions. Through the Female Forum, there has been a positive shift in mindset and perception towards the role of women in the workplace and in society, encouraging them to become agents of change.

Keseimbangan Kerja dan Keluarga

Merdeka telah melaksanakan program dalam mendukung keseimbangan antara pekerjaan dan kehidupan keluarga. Merdeka memberikan pengaturan jam kerja dan kemudahan cuti bagi karyawan yang ingin melaksanakan ibadah keagamaan sesuai dengan peraturan perundangan yang berlaku. Selain itu, Merdeka memberikan cuti bagi pekerja laki-laki apabila istri melahirkan selama 2 hari dan cuti melahirkan selama 1,5 bulan sebelum melahirkan dan 1,5 bulan setelah melahirkan bagi pekerja wanita.

Program rotasi dan mutasi karyawan dilakukan bagi karyawan wanita yang sedang hamil demi menjamin kesehatan dan keselamatannya. Sebagai contoh rotasi bagi operator tambang wanita yang sedang menjalani masa kehamilan dengan melakukan pekerjaan yang tidak memerlukan turun ke lapangan selama kehamilannya.

Selama tahun 2022, terdapat 22 karyawan wanita yang berhak dan telah mengambil cuti melahirkan. Dari total 22 karyawan tersebut, sebanyak 18 (82%) karyawan telah bekerja kembali pada posisi semula dan mendapatkan hak-haknya kembali setelah cuti melahirkan berakhir sedangkan sisanya masih menjalani cuti melahirkan.

Karyawan yang Kembali Bekerja dan Tingkat Retensi Setelah Cuti Melahirkan

Return to Work and Retention Rates After Maternity Leave [401-3]

Keterangan Description	2021	2022
Jumlah karyawan yang mengambil cuti melahirkan Number of employees taking maternity leave	15	22
Jumlah karyawan yang bekerja kembali setelah cuti melahirkan Number of employees returning to work after maternity leave	15	18
Jumlah karyawan yang masih menjalani cuti melahirkan Number of employees who are still on maternity leave	-	3
Jumlah karyawan yang masih bekerja selama satu tahun setelah bekerja kembali dari cuti melahirkan Number of employees who are still working for one yearafter returning to work from maternity leave	10	
Percentase karyawan yang kembali bekerja setelah cuti melahirkan Percentage of employees who returned to work after maternity leave	82%	
Tingkat retensi Retention rate	67%	

Work and Family Balance

Merdeka has implemented programs to support work-life balance, including rules for working hours and ease of leave for employees who wish to perform religious worship in accordance with applicable laws and regulations. Additionally, Merdeka provides 2 days of leave for male workers whose wives give birth, as well as 1.5 months of leave before and after giving birth for female workers.

To ensure the health and safety of pregnant female employees, Merdeka also implements an employee rotation and mutation program, which involves assigning non-field tasks to female mining operators during pregnancy.

In 2022, a total of 22 female employees were eligible for and took maternity leave. Out of these 22 employees, 18 (82%) returned to their original positions and regained their rights after their maternity leave ended, while the remaining employees are still on maternity leave.

Pengembangan dan Pelatihan Karyawan

Merdeka secara berkesinambungan melakukan pengembangan kompetensi karyawan yang mencakup karyawan permanen dan temporer melalui peningkatan *soft skill* maupun *technical skill* termasuk Kesehatan dan Keselamatan Kerja (K3) dan pelatihan bahasa dan budaya bagi ekspatriat. Selain itu Merdeka juga telah melaksanakan program sertifikasi untuk peningkatan kompetensi karyawan tetap dan temporer. Pada tahun 2022, Merdeka menginvestasikan USD 1.431.953 untuk program pengembangan dan pelatihan karyawan. Total durasi pelatihan adalah sebanyak 131.861 jam atau rata-rata mencapai 15,9 jam pelatihan per karyawan per tahun.

Rata-Rata Jam Pelatihan Per Pekerja Berdasarkan Gender

Average Hours of Training Per Employee By Gender [404-1] [F.22]

Uraian Description	Jam pelatihan bagi karyawan Training hours for employees	Jumlah pekerja Merdeka Total Merdeka employees	Rerata jam pelatihan per pekerja Average training hours employee
Total	131,861	8,262	15.9
Jenis Kelamin Gender			
Laki-laki Male	123,974	7,578	16.3
Wanita Female	7,887	684	11.5

Pelatihan Kepemimpinan

Leadership Training

Pelatihan kepemimpinan Leadership training	Jumlah peserta pelatihan Number of training participants		Jumlah jam pelatihan Training hours	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Cultivating A Respect Culture	281	41	4,496	656
Leadership Development Program for BSI Supervisors	183	24	8,784	1,152
Supervisory Development Program	136	14	6,528	672
Total	600	79	19,808	2,480

Employee Development and Training

Merdeka continuously conducts competency development programs for its permanent and temporary employees. These programs include development of employees' soft and technical skills, occupational health and safety training, as well as provide language and cultural training for expatriates. Merdeka has also implemented a certification program to enhance the competency of both permanent and temporary employees. In 2022, Merdeka invested USD 1,431,953 in employee development and training programs. The total training duration was 131,861 hours, averaging to 15,9 hours of training per employee per year.

Penilaian Kinerja Karyawan

Program penilaian kinerja dilakukan pada akhir tahun 2022. Hasil penilaian ini kemudian akan digunakan oleh Merdeka sebagai dasar untuk mengembangkan program pelatihan, kenaikan gaji dan promosi jabatan. [404-3]

Karyawan yang Menerima Penilaian Kinerja Berdasarkan Jenis Kelamin dan Level

Employees Who Received Performance Reviews Per Gender and Level

Jabatan Position	Laki-laki / Male			Perempuan / Female		
	Jumlah karyawan Number of employees	Karyawan yang menerima penilaian kinerja Employees receiving performance appraisals	%	Jumlah karyawan Number of employees	Karyawan yang menerima penilaian kinerja Employees receiving performance appraisals	%
Direksi	28	24	86%	1	1	100%
General Manager	35	31	89%	1	1	100%
Senior Manager	28	28	100%	3	2	67%
Manager	108	98	91%	18	18	100%
Superintendent	237	217	92%	21	17	81%
Supervisor	702	614	87%	79	72	91%
Staf	1,199	1,086	91%	245	218	89%
Non Staf	4,209	3,506	83%	207	173	84%
Total	6,546	5,604	86%	575	502	87%

Pelibatan Karyawan

Merdeka telah melaksanakan beberapa program engagement dengan karyawan. Merdeka secara berkelanjutan melaksanakan employee effectiveness survey (EES) kepada seluruh karyawan tetap dan kontrak dengan masa kerja 6 bulan atau lebih yang mencakup engagement dan enablement.

Merdeka juga telah melaksanakan program perbaikan kesehatan fisik dan mental karyawan. Program ini mencakup program olahraga reguler antara lain basket, futsal dantennis dan program webinar terkait pemeliharaan kesehatan fisik maupun mental akibat bekerja. Di site, Kami juga berkomitmen untuk menyediakan tempat kerja dan fasilitas yang aman dan nyaman bagi karyawan dan mitra kerja agar karyawan dapat bekerja dengan baik dan optimal. Beberapa fasilitas yang disediakan di site antara lain fasilitas olahraga, kesehatan dan tempat ibadah. Selain itu, kami juga memfasilitasi peningkatan literasi keuangan bagi karyawan.

Employee Performance Evaluation

The employee performance appraisal program was conducted at the end of 2022. The assessment results served as the basis for developing training programs, salary increases and promotions.

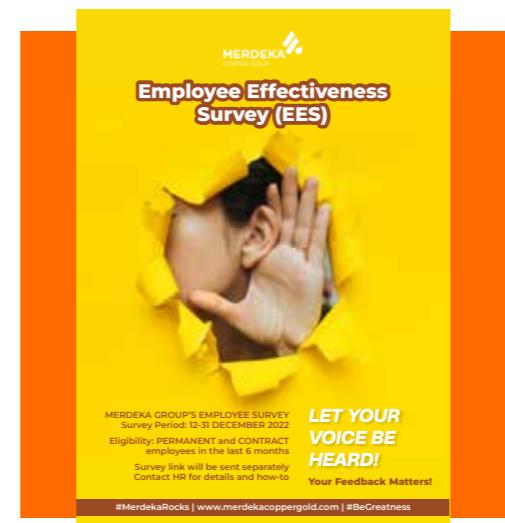
Employee Engagement

In 2022, Merdeka conducted various employee engagement programs. This included conducting an employee effectiveness survey (EES) for all permanent and contract employees with a working period of 6 months or more, which focused on engagement and enablement.

Merdeka also implemented programs to improve the physical and mental health of employees. These programs included regular sports activities such as basketball, futsal, and tennis, as well as webinar programs related to maintaining physical and mental well-being in the workplace. Merdeka is committed to providing a safe and comfortable workplace and facilities for employees and work partners to ensure optimal productivity. Site facilities include sports facilities, health facilities, and places of worship. Furthermore, Merdeka also provides financial literacy education for employees.



▲ Poster terkait komunikasi program olahraga
Poster related to communication of sport program



LET YOUR VOICE BE HEARD!
Your Feedback Matters!



▲ Poster terkait webinar literasi keuangan
Poster related to financial literacy webinar



▲ Poster terkait komunikasi EES
Posters related to EES communication



Juara innovation award dari Tambang Tembaga Wetar
Innovation award winners from Wetar Copper Mine

Para Juara Innovation Award dari Tambang Tembaga Wetar Innovation Award Winners from Wetar Copper Mine

Tiga karyawan Batutua Kharisma Permai dan Batutua Tembaga Raya (BKP-BTR) menerima penghargaan pada acara Innovation Award, yang diadakan untuk menghargai inovasi karyawan yang dapat membantu meningkatkan keselamatan, produktivitas, menghemat biaya, dan meningkatkan kinerja lingkungan.

Abdurrahman bekerja di Plant Metallurgist Section – Crushing HeapLeach, Processing Department, menerima hadiah pertama atas usulan langkahnya untuk meningkatkan efisiensi biaya di sektor crushing-heap leach, sehingga menghasilkan peningkatan produksi sebesar 15%. Kiagus Zulkifli yang bekerja di Mine Planning – Mining Department meraih juara kedua atas idenya mengurangi penggunaan bahan peledak dan aksesorisnya pada kegiatan pengeboran dan peledakan.

Sementara Lutfiyah Dea Gita, yang bekerja di Processing – Operation, mengusulkan menciptakan nilai tambah dari limbah bekas menjadi komoditas logam.

Three employees from Batutua Kharisma Permai and Batutua Tembaga Raya (BKP-BTR) were recognized at the Innovation Award event for their outstanding contributions in increasing safety, productivity, cost savings, and environmental performance.

Abdurrahman, who works at the Plant Metallurgist Section – Crushing HeapLeach, Processing Department, received the first prize for his innovative proposal to improve cost efficiency in the crushing-heap leach sector, resulting in a 15% increase in production. Kiagus Zulkifli, from the Mine Planning – Mining Department, won the second prize for his idea to reduce the use of explosives and accessories in drilling and blasting activities.

Lastly, Lutfiyah Dea Gita, who works in Processing – Operations, proposed a value-added solution for reusing waste by creating metal commodities.



One Decade of Greatness di Bali

Sebagai bagian dari pelibatan karyawan, pada bulan September 2022 Merdeka menyelenggarakan kegiatan outing bagi seluruh karyawan yang berlokasi di Bali dalam rangka merayakan ulang tahun Merdeka yang ke-10. Acara tersebut mencakup kegiatan seperti team bonding untuk mempererat hubungan dan rasa kepemilikan antar karyawan.

One Decade of Greatness in Bali

As part of Merdeka's employee engagement program, in September 2022, the company held an outing in Bali to celebrate Merdeka's 10th anniversary for all its employees. The event included team bonding activities aimed at strengthening relationships and fostering a sense of ownership among employees.

Serikat Pekerja

Sesuai dengan kebijakan HAM Merdeka, kami memberikan kesempatan bagi para karyawan untuk menjadi anggota Serikat Pekerja. Melalui organisasi tersebut, para karyawan dapat menyampaikan aspirasi untuk mengajukan usulan perbaikan atau usulan program kepada manajemen. Serikat Pekerja dibentuk dari, oleh dan untuk karyawan yang bersifat bebas, terbuka, mandiri, demokratis dan bertanggungjawab dalam memperjuangkan, membela serta melindungi hak dan kepentingan karyawan serta meningkatkan kesejahteraan karyawan. [407-1]

Perjanjian Kerja Bersama [2-30]

Menjaga hubungan industrial yang harmonis dan bertanggungjawab merupakan kewajiban yang dijunjung tinggi oleh Merdeka, sehingga setiap perbedaan pendapat yang timbul tidak akan menjurus kepada konflik, tetapi selalu dapat diatasi dengan baik. Perjanjian Kerja Bersama merupakan perwujudan hasil perundingan antara serikat pekerja dan Perusahaan, atas dasar itikad yang luhur dan saling menghargai dalam kerangka membangun hubungan yang harmonis dan bertanggungjawab.

Melalui Perjanjian Kerja Bersama, Merdeka dan karyawan memiliki keterikatan secara kekeluargaan, karena telah disusun dan disepakati bersama. Perjanjian Kerja Bersama memuat syarat-syarat kerja serta hak dan kewajiban para pihak, baik karyawan dan Perusahaan. Tidak terdapat mogok kerja atau *lockout* yang melibatkan karyawan pada tahun 2022 yang menyebabkan penutupan operasi perusahaan secara signifikan.

Hingga akhir tahun 2022, tercatat Karyawan yang tergabung menjadi anggota Serikat Pekerja (SP) di BSI berjumlah 1.310 karyawan atau 97% dari jumlah karyawan BSI. Sedangkan yang tergabung dalam Serikat Pekerja (SP) di BKP-BTR berjumlah 808 karyawan atau 57% dari jumlah karyawan BKP-BTR. Sementara itu, di Proyek Emas Pani/PBJ-PETS, Proyek AIM/MTI dan Proyek Nikel/SCM belum terbentuk Serikat Pekerja hingga saat ini. Selain itu, di kantor pusat telah terbentuk Lembaga Kerja Sama (LKS) Bipartit.

Perjanjian Kerja Bersama BKP-BTR berlaku terhitung tanggal 4 November 2020 sampai dengan 4 November 2022. Sejak September hingga Oktober 2022, manajemen BKP-BTR dan SP BKP-BTR melakukan perundingan pembaharuan PKB untuk periode selanjutnya. Namun karena masih terdapat beberapa materi yang belum mendapat titik temu, maka manajemen dan SP

Labor Union

In accordance with Merdeka's Human Rights Policy, we fully respect the rights of our employees to associate and join labor union organizations. Through these organizations, employees are empowered to voice their aspirations and propose improvements or program proposals to the management. Our labor unions are formed from, by, and for employees, and operate in a free, open, independent, democratic, and responsible manner, striving to defend and protect the rights and interests of employees, and improve employee welfare.

Collective Labor Agreement

Maintaining harmonious and responsible industrial relations is a commitment upheld by Merdeka to ensure that any differences of opinion are resolved through proper channels and not lead to conflicts. The Collective Labor Agreement (CLA) is the results of negotiations between the labor union and the Company, based on noble intentions and mutual respect within the framework of building a harmonious and responsible relationship.

Through the Collective Labor Agreement, Merdeka and its employees have a familial bond as it has been jointly formulated and agreed upon. The Collective Labor Agreement contains the terms and conditions of work as well as the rights and obligations of the employees and the Company. There were no work stoppages or lockouts involving employees in 2022 that resulted in a significant shutdown of the company's operations.

By the end of 2022, 1,310 employees or 97% of all BSI employees were registered as members of the labor union at BSI, while 808 employees or 57% of all BKP-BTR employees were members of the labor union at BKP-BTR. No labor unions have been formed in Pani, MTI, and SCM. In addition, a bipartite cooperation institution has been established at the head office.

The BKP-BTR Collective Labor Agreement is valid from November 4, 2020 to November 4, 2022. From September to October 2022, BKP-BTR management and labor union negotiated the renewal of the CLA for the next period. Due to some unresolved aspects, the management and labor union have extended the validity period of the CLA by one year until November 4, 2023. During the extension of

memperpanjang 1 (satu) tahun masa berlaku PKB hingga 4 November 2023. Selama masa perpanjangan PKB tersebut, kedua belah pihak sepakat melakukan perundingan lebih lanjut di tahun 2023.

Perjanjian Kerja Bersama BSI yang berlaku sejak 1 Juni 2021 akan berakhir pada 31 Mei 2023. Pada tahun 2022, BSI menjadwalkan perundingan PKB baru dengan Serikat Pekerja BSI yang diharapkan disetujui sebelum masa berlaku PKB sebelumnya berakhir. Dalam rangka persiapan perundingan PKB baru, perusahaan berinisiatif memberikan pelatihan bagi anggota serikat yang akan melaksanakan perundingan PKB dengan manajemen BSI. Sebagai hasil pelatihan tersebut, kesetaraan dalam perundingan diharapkan akan tercapai karena anggota serikat memiliki pengetahuan yang seimbang dengan manajemen Perusahaan tentang tata cara dan isi perundingan. Selain itu, BSI juga telah memberikan pembekalan bagi calon pengurus serikat yang baru.

PKB BSI juga mengatur terkait Pemutusan Hubungan Kerja (PHK) pada bab XII yang menyatakan karyawan akan diinformasikan secara tertulis paling lama 14 hari kerja sebelum tanggal PHK. Selain itu, di kantor pusat, Merdeka mengatur bila ada restrukturisasi dan reorganisasi ataupun perubahan lain yang mengakibatkan adanya PHK, maka karyawan akan diberitahukan selambat-lambatnya 14 hari sebelumnya dan pesongan yang diberikan sesuai dengan peraturan yang berlaku. [402-1]

Sampai dengan tahun 2022, seluruh (100%) karyawan Merdeka, baik karyawan tetap, karyawan kontrak, karyawan yang tergabung maupun tidak tergabung dalam serikat pekerja telah terlindungi oleh Perjanjian Kerja Bersama.

Pelatihan Pengurus Serikat Kerja

Komitmen Merdeka untuk memberikan hak kepada setiap pekerja guna membentuk, mengembangkan, dan menjadi anggota serikat pekerja dengan bebas, terbuka, mandiri, demokratis dan bertanggungjawab tertuang dalam kebijakan kebebasan dan perlindungan berorganisasi (KEB-IR-004-00). Sebagai bentuk dukungan kami bagi serikat pekerja, pada tahun 2022 Merdeka melakukan serangkaian pelatihan yang diikuti oleh pengurus serikat pekerja, perwakilan dari manajemen unit usaha dan tim industrial relation dari Merdeka.

Dengan pelatihan serikat pekerja tersebut, Merdeka ingin membangun hubungan saling menguntungkan dan harmonis antara serikat pekerja dan perusahaan. Untuk ke depan, Merdeka ingin agar serikat pekerja dapat menjadi mitra yang dapat memberikan kontribusi bagi kemajuan perusahaan dan pekerja. Dukungan kami terhadap serikat

the employment contract, both parties agreed to further negotiate in 2023.

The BSI Collective Labor Agreement (CLA), which has been in effect since June 1, 2021, will expire on May 31, 2023. In 2022, BSI is scheduled to negotiate a new CLA with the BSI Workers Union, which is expected to be approved before the validity period of the previous CLA ends. In preparation for the new CLA negotiations, the company has taken the initiative to provide training for union members who will be involved in the negotiations with BSI management. The goal is to achieve equality in bargaining, as union members will have equal knowledge of the Company's management regarding the procedures and contents of bargaining. Additionally, BSI has also provided training for new union administrator candidates.

The BSI CLA also includes provisions on Termination of Employment in Chapter XII, which stipulates that employees will be informed in writing no later than 14 working days prior to the date of layoff. At the head office, Merdeka has regulations in place that if there are restructuring, reorganization, or other changes that result in layoffs, employees will be notified no later than 14 days in advance and severance pay will be paid in accordance with prevailing regulations.

As of 2022, all (100%) Merdeka employees, including permanent employees, contract employees, and employees who are members or not members of a labor union, are protected by the Collective Labor Agreement.

Training for Labor Union Management

Merdeka is committed to upholding the rights of every worker to form, develop, and become a member of a trade union in a free, open, independent, democratic, and responsible manner, as outlined in the policy on freedom and protection of association (KEB-IR-004-00). As part of our efforts to support labor unions, Merdeka conducted a series of training sessions in 2022 that were attended by labor union management, representatives from business unit management, and the industrial relations team from Merdeka.

The objective of this labor union training is to foster a mutually beneficial and harmonious relationship between the union and the company. Merdeka envisions labor union as partners who can contribute to the progress of both companies and workers. Through the support of labor unions, Merdeka aims to eliminate any negative stigmas

pekerja merupakan upaya Merdeka untuk menghilangkan stigma negatif dalam hubungan industrial antara pekerja dengan perusahaan dan antara pekerja dengan pekerja. Merdeka berharap pelatihan tersebut menjadi perwujudan dari asas kesetaraan dalam perundingan, karena anggota serikat akan memiliki pengetahuan yang seimbang dengan manajemen Perusahaan tentang tata cara dan isi perundingan. Selain itu, pelatihan tersebut juga diharapkan dapat menjadi media pembekalan bagi calon pengurus serikat yang baru.



▲ Pelatihan Pengurus Serikat Pekerja di BTR pada 23 Februari 2022
Labor Union Management Training at BTR on 23 February 2022

in industrial relations between workers and companies, as well as among workers themselves. We believe that the training will promote equality in negotiations since labor union management will have equal knowledge as the company's management about the procedures and contents of negotiations. Additionally, the training will also serve as a platform for debriefing for the new labor union management candidates, providing them with valuable insights and guidance.



▲ Pelatihan Serikat Pekerja di BSI pada 28-29 Juni 2022
Labor Union Training at BSI on 28-29 June 2022



▲ Pelatihan Pengurus Serikat Pekerja di BKP-BTR pada 20-22 Juli 2022
Labor Union Management Training at BKP-BTR on 20-22 July 2022



▲ Negosiasi PKB di BSI pada 25-26 Oktober 2022
CLA Negotiation at BSI on 25-26 October 2022

Remunerasi

Merdeka senantiasa berkomitmen untuk memberikan remunerasi yang menjadi hak karyawan secara tepat waktu, sesuai dengan kinerja mereka dan peraturan pemerintah yang berlaku. Remunerasi dan tunjangan yang diberikan mencakup gaji, bonus berdasarkan kinerja untuk karyawan tetap dan temporer, cuti, uang makan, uang transport, tunjangan hari raya keagamaan, asuransi kesehatan, akomodasi, perumahan, jaminan hari tua dan berbagai tunjangan lainnya sesuai dengan Perjanjian Kerja Bersama dan Peraturan Perusahaan. [3-3]

Remunerasi dan tunjangan karyawan yang diberikan oleh Merdeka ditinjau setiap tahunnya berdasarkan kinerja karyawan, kinerja perusahaan dan survei penggajian. Selain itu, penggajian Merdeka juga mengacu pada standar upah minimum yang berlaku di wilayah kantor pusat Jakarta dan unit usaha.

Remuneration

Merdeka is committed to ensuring that all employees receive the remuneration they are entitled to in a timely manner, based on their performance and in compliance with applicable government regulations. The remuneration and benefits provided to employees encompass various components, including salary, performance-based bonus for permanent and temporary employees, leave, meal allowance, transportation allowance, religious holiday allowance, medical insurance, accommodation, housing, old age security, and other benefits as per the Collective Labor Agreement and Company Regulations.

The remuneration and employee benefits are subject to annual review, taking into consideration factors such as employee performance, company performance, and payroll surveys. Moreover, Merdeka ensures that the salaries paid to employees comply with the minimum wage regulations applicable to the head office in Jakarta and business units.

Perbandingan Upah Karyawan Entry-Level dengan Upah Minimum

Comparison of Entry-Level Employee Wages with Minimum Wages [F.20] [202-1] [405-2]

Provinsi/ Kabupaten/ Kota Province/ Regency/ City	Upah minimum tahun 2022 2022 Minimum wage (IDR)	Gaji pokok terendah Lowest basic salary (IDR)		Ratio terhadap upah minimum Ratio to minimum wage		Rasio gaji pokok berdasarkan gender Ratio of basic salary by gender
		Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	
Jakarta	4,641,854	4,700,000	4,700,000	101%	101%	100%
Banyuwangi	2,528,899	2,600,000	2,600,000	103%	103%	100%
Maluku	2,862,231	2,886,778	2,886,778	101%	101%	100%
Morowali	2,962,492	3,000,000	3,000,000	101%	101%	100%
Gorontalo	2,800,580	2,800,580	2,800,580	100%	100%	100%
Konawe	2,710,596	3,460,000	3,460,000	128%	128%	100%

Fasilitas untuk Karyawan

Merdeka percaya bahwa salah satu kunci untuk meningkatkan produktivitas adalah memastikan tempat kerja yang nyaman. Secara periodik Merdeka melakukan penilaian fasilitas pendukung bagi karyawan. Selain itu, Merdeka juga membuka kesempatan bagi karyawan untuk memberikan berbagai masukan untuk meningkatkan produktivitas. Hasil penilaian dan masukan dari karyawan digunakan sebagai acuan bagi Merdeka dalam membangun fasilitas berupa akomodasi, sarana olah raga, sarana rekreasi, bus antar jemput bagi karyawan.

Facilities for Employees

Merdeka recognizes that creating a conducive workplace is crucial in enhancing productivity. As part of this commitment, Merdeka conducts regular evaluations to assess the facilities and support provided to employees. Additionally, Merdeka encourages and values feedback from employees as a means to continuously improve productivity. The assessment results and feedback from employees serve as important references for Merdeka in developing and enhancing facilities, such as accommodation rooms, sports facilities, recreational facilities, and shuttle buses for employees.



Selain menerima gaji, karyawan tetap dan karyawan kontrak mendapatkan manfaat lain, yaitu Tunjangan Hari Raya (THR), BPJS kesehatan, BPJS ketenagakerjaan, cuti melahirkan, cuti tahunan, cuti dengan upah, tunjangan transportasi, bantuan pendidikan, santunan kematian, bantuan melahirkan, bantuan kacamata, cuti haid, tunjangan shift malam, uang saku field break, APD dan bonus produksi. Selain itu, karyawan tetap mendapatkan manfaat penghargaan masa kerja dan fasilitas telekomunikasi dan alat komunikasi [401-2]

In addition to their monthly salary, both permanent and temporary workers at Merdeka are entitled to a range of benefits and allowances, including holiday allowance (THR), social security administration for health, employment BPJS, maternity leave, annual leave, leave with pay, transportation allowance, education support, death benefit, childbirth support, glasses assistance, menstrual leave, night shift allowance, field break allowance, personal protective equipment (PPE) and production bonus. Furthermore, permanent employees at Merdeka also receive additional benefits such as long service awards and access to telecommunication facilities and communication tools.

4.4 Caring for Communities

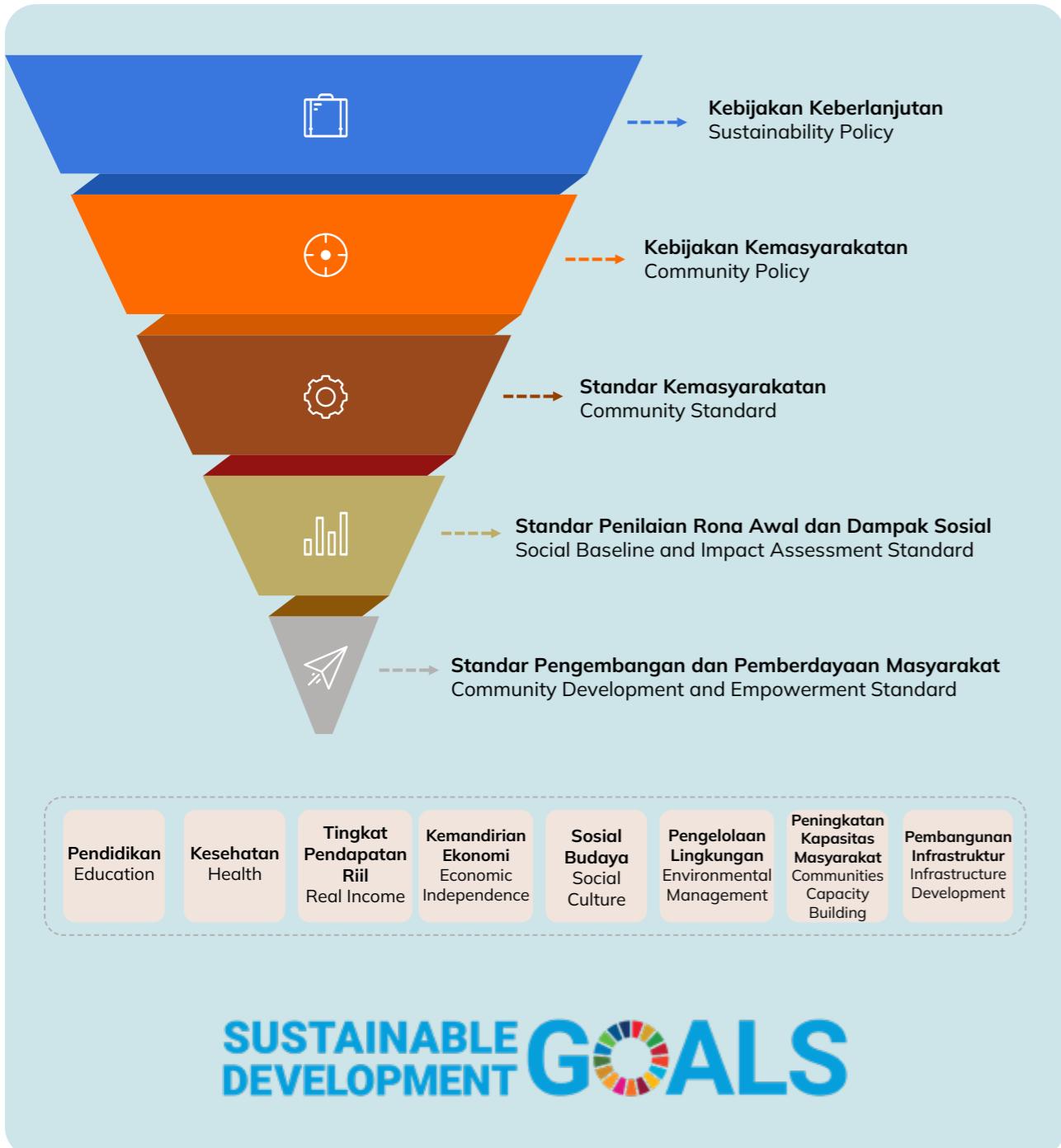
Focus Areas	Target 2022	Performance 2022	Target 2023
Increase local hiring	<ul style="list-style-type: none"> • Increase the proportion of local workers 	<ul style="list-style-type: none"> • BSI: Increased the percentage of local workers to 70.5% of the total workforce • BKP-BTR: Increased the percentage of local workers to 62% of total workforce 	<ul style="list-style-type: none"> • Increase the proportion of local workers at all Merdeka's sites
Community development and empowerment programs	<ul style="list-style-type: none"> • Carry out community development and empowerment programs 	<ul style="list-style-type: none"> • Disbursed USD 3.4 million for community development and empowerment programs 	<ul style="list-style-type: none"> • Carry out community development and empowerment programs
Community Engagement	<ul style="list-style-type: none"> • Engage with stakeholders including communities, academics, government officials, army, police and other stakeholders • Conduct monthly meetings with the communities at BKP-BTR and BSI • Follow up any grievances from communities 	<ul style="list-style-type: none"> • BSI accommodated 46 visits from communities, academics, government officials, army, police and other stakeholders • Conducted monthly meetings with the community at BKP-BTR and BSI • Resolved 17 out of the total 20 grievances from the communities, while the remaining three are being processed 	<ul style="list-style-type: none"> • Engage with stakeholders • Conduct monthly meetings with the communities at BKP-BTR and BSI • Follow up any grievances from communities

Sebagai salah satu perusahaan pertambangan mineral yang sedang melakukan ekspansi bisnis, Merdeka berkomitmen untuk menjadi pemimpin dalam kepedulian pada masyarakat. Pendekatan Merdeka dalam kepedulian pada masyarakat disajikan sebagai berikut: [3-3]

As a mineral mining company that is currently expanding its business, Merdeka is committed to be the leading company in caring for the community. Merdeka's approach to caring for the community is presented as follows:

Kebijakan Masyarakat merupakan wujud kepedulian Merdeka terhadap masyarakat. Merdeka berupaya untuk mendorong pengembangan berkelanjutan dan memberikan dampak positif bagi masyarakat serta berusaha sebaik mungkin untuk meminimalkan dampak negatif yang timbul dari kegiatan operasional.

The Community Policy demonstrates Merdeka's commitment to caring for the communities in which it operates. Merdeka strives to encourage sustainable development and bring positive impacts to communities, while minimizing the negative impacts arising from its operational activities.



Merdeka berkomitmen Merdeka is committed to:

- Mengakui dan menghormati budaya, kepercayaan dan nilai yang dianut penduduk asli dan masyarakat lokal, dimanapun Merdeka beroperasi.
- Mendorong transparansi dan keterbukaan dalam berkomunikasi dengan pemangku kepentingan untuk memastikan adanya kesamaan pemahaman dan interaksi yang saling membangun.
- Memperoleh dukungan masyarakat dengan saling berbagi nilai dan pengetahuan, membangun kemampuan, kemitraan yang saling menguntungkan, memberikan dampak sosial-ekonomi positif berkelanjutan.
- Patuh terhadap hukum dan peraturan yang berlaku.
- Menjaga komunikasi yang positif dengan pemerintah, masyarakat dan pemangku kepentingan lainnya dalam menyelesaikan ketidaksepahaman, masalah dan tantangan untuk mendapatkan hasil yang terbaik dan saling menguntungkan.
- Mengalokasikan sumber daya dan sistem yang memadai dibagian External Affair seperti kebijakan, standar, prosedur dan program disemua operasi.
- Adhering to applicable laws and regulations.
- Maintaining positive communication with the government, community and other stakeholders in resolving disagreements, problems and challenges to obtain the best and mutually beneficial results.
- Allocating adequate resources for the External Affairs department and develop robust community engagement system that include policies, standards, procedures and programs in all Merdeka's operations.

Kebijakan Masyarakat kami menekankan komunikasi dan interaksi yang konstruktif dengan masyarakat, dan kami mengambil langkah proaktif untuk mencegah kekerasan dan konflik dengan masyarakat.

At the core of our community policy is the commitment to promoting communication and constructive interaction with communities, and we take proactive steps to prevent violence and conflict with them.

Identifikasi Dampak

Untuk mengidentifikasi dampak sosial, Merdeka telah menyusun Standar Penilaian Rona Awal dan Dampak Sosial. Standar ini digunakan sebagai pedoman untuk menyusun penilaian rona awal dan analisa dampak operasional pertambangan di daerah operasi. Hasil dari penilaian tersebut selanjutnya akan digunakan sebagai rujukan untuk menyusun rencana tindak lanjut agar langkah strategis dapat dijalankan untuk mengurangi dampak negatif terhadap masyarakat.

Merdeka menyadari, kegiatan pertambangan berpotensi membawa dampak terhadap perubahan lingkungan, tatanan sosial dan ekonomi masyarakat, baik secara langsung maupun tidak langsung. Potensi dampak dapat berupa perubahan lanskap, timbulnya emisi, debu dan kebisingan. Perubahan fungsi lahan dan infrastruktur tersebut kemudian berdampak pada perubahan tatanan sosial, dan ekonomi masyarakat yang ada di sekitar wilayah pertambangan. Berdasarkan hasil penilaian yang dilakukan unit usaha pada tahun 2022, Merdeka mengidentifikasi beberapa isu terkait dengan aspek ekonomi dan sosial seperti penyerapan tenaga kerja bagi masyarakat lokal, implementasi program pemberdayaan masyarakat untuk meningkatkan kualitas hidup masyarakat, pencegahan pencemaran lingkungan oleh operasional perusahaan, pembangunan infrastruktur serta bantuan donasi aktivitas masyarakat. [F.23] [F.28] [413-1] [413-2]

Pengaduan Masyarakat

Merdeka telah menerapkan Kebijakan Pelaporan dan Prosedur Sistem Pelanggaran ("WBS") yang merupakan sarana penerimaan dan pengelolaan pengaduan dari masyarakat terkait dampak kegiatan perusahaan serta masukan dan harapan dari masyarakat terhadap perusahaan. WBS dikelola secara independen oleh pihak ketiga dan dapat diakses melalui <https://mcg.whispli.com/SpeakUp> atau telpon dan WhatsApp: 0812 5000 1018.

Pihak ketiga perusahaan pengelola WBS Merdeka akan mengonfirmasi penerimaan pengaduan dan melakukan penilaian awal atas pengaduan tersebut lalu menyerahkannya kepada kepada salah satu anggota Direksi. Selanjutnya, pejabat Direksi yang mendapat laporan menindaklanjuti laporan yang diterima. [2-16]

Lebih lanjut, sesuai dengan Standar Bina Relasi Pemangku Kepentingan, Merdeka berkomitmen untuk memastikan keluhan dari masyarakat terkait dengan kegiatan operasional di site tertangani dengan baik. Untuk itu, setiap site telah menyusun prosedur penyampaian keluhan yang disesuaikan dengan adat dan budaya setempat. Setiap keluhan yang diterima melalui formulir keluhan dicatat di dalam daftar keluhan untuk memudahkan penanganan dan pemantauan terhadap semua keluhan yang diterima.

Impact Identification

Merdeka has established Social Baseline and Impact Assessment Standard to identify and address the social impacts of its mining activities. These standards serve as guidelines for conducting baseline assessments and impact analyses of our operations. The assessment results are then utilized as a reference for developing follow-up plans and strategic measures to mitigate negative impacts on society.

Merdeka acknowledges that its mining activities may potentially impact the environment, social order, and local economy of the surrounding communities. These impacts could include changes in landscapes, emissions, dust, and noise. Changes in land function and infrastructure can also have implications for the social and economic order of the communities around the mining area. Based on the assessment conducted by our business units in 2022, several economic and social issues related to Merdeka's operations have been identified. These include local community employment, implementation of community empowerment programs to improve quality of life, prevention of environmental pollution from company operations, infrastructure development, and donations for community activities. Merdeka is committed to addressing these issues and taking proactive measures to minimize the negative impacts of its operations on the communities it operates in.

Community Complaints

Merdeka has implemented a Whistleblowing System (WBS) for receiving and managing complaints from the community regarding the impacts of the company's operations and feedback and expectations from the community towards the company. The WBS is managed independently by a third party and can be accessed via <https://mcg.whispli.com/SpeakUp> or through telephone and WhatsApp at 0812 5000 1018.

Upon receipt of a report, the independent party managing Merdeka's WBS will confirm receipt, conduct an initial assessment, and submit it to a member of the Board of Directors for further follow-up.

In addition, in line with Merdeka's Stakeholder Engagement Standard, the company ensures that complaints from communities related to operational activities at each site are received and processed appropriately. Accordingly, each site has developed a grievance mechanism in accordance with local customs and culture. Complaints submitted through a complaint form are compiled into a list of complaints to facilitate the handling and monitoring of all received grievances.

Selain itu, tiap site menyusun indikator untuk mengukur efektivitas kegiatan bina relasi dengan pemangku kepentingan, seperti frekuensi pertemuan, jumlah dan tren keluhan dan statistik penyelesaian keluhan.

Selama tahun 2022, jumlah keluhan yang diterima dan ditindaklanjuti di BSI, BKP-BTR, MTI dan SCM adalah sebanyak 20 keluhan. Dari 20 keluhan tersebut, 17 keluhan telah diselesaikan dan 3 keluhan sedang dalam proses penyelesaian.

Pengembangan dan Pemberdayaan Masyarakat (PPM)

Merdeka menghormati hak individu dan kelompok, beserta keyakinan, budaya, tradisi, dan adat istiadat yang berlaku di tempat kami beroperasi. Hubungan kami dengan seluruh pemangku kepentingan didasari oleh asas saling menghormati dan saling percaya dan kami selalu mengutamakan dialog dan keterbukaan untuk mencapai kesepakatan.

Dalam menyusun program Pengembangan dan Pemberdayaan Masyarakat (PPM), Merdeka melakukan dialog dengan perwakilan resmi masyarakat untuk mendapatkan masukan atas penyusunan PPM yang merupakan bentuk pemenuhan perlindungan hak-hak masyarakat sekitar wilayah operasional Merdeka melalui Musyawarah Perencanaan dan Pembangunan daerah (Musrenbang). Musrenbang merupakan forum formal antara pemerintah daerah dan pemangku kepentingan dalam menyusun rencana pembangunan daerah.

Merdeka juga menyelaraskan program PPM Merdeka dengan Keputusan Menteri Energi dan Sumber Daya Mineral No. 1824 K/30/MEM/2018 tentang Pedoman Pelaksanaan Pengembangan dan Pemberdayaan Masyarakat.

Additionally, each site develops indicators to measure the effectiveness of stakeholder engagement activities, which include meeting frequency, number and trend of complaints, and statistics on complaint resolution.

In 2022, a total of 20 complaints were received and followed up at BSI, BKP-BTR, MTI, and SCM. Out of these, 17 complaints were resolved, and 3 complaints are currently being processed.

Community Development and Empowerment

Merdeka respect the rights of individuals and groups, as well as the beliefs, culture, traditions, and customs that are present in the areas where we operate. Our relationships with all stakeholders are built on mutual respect and trust, and we prioritize dialogue and openness in reaching agreements.

In preparing the Community Development and Empowerment (CDE) programs, which contribute to the fulfillment of the rights of the communities around our operational areas, Merdeka engages in dialogue with official representatives of the community to gather input on the development of CDE initiatives. This is conducted through the Regional Planning and Development Consultation (Musrenbang) process, which is the official/formal forum of the local government and stakeholders to develop a local CDE plan.

Furthermore, in implementing our CDE programs, Merdeka ensures compliance with the guidelines set by the Decree of the Minister of Energy and Mineral Resources No. 1824 K/30/MEM/2018. This decree provides guidelines for the implementation of community development and empowerment initiatives in the mining sector.



Pengelolaan Dampak dan PPM

Impacts Management and CDE [203-1] [203-2] [F.25]

Pendidikan - Education

Hasil identifikasi dampak sosial yang dilakukan Merdeka menemukan bahwa mutu pendidikan yang masih rendah merupakan salah satu permasalahan yang berpotensi menghambat kemajuan daerah sekitar tambang. Hasil identifikasi tersebut sejalan dengan amanat dalam UU nomor 20 tahun 2003 tentang Sistem Pendidikan nasional (SISDIKNAS), pendidikan nasional berfungsi mengembangkan kemampuan dan membentuk watak bangsa yang bermartabat.

Melalui unit usaha di wilayah operasi, Merdeka turut serta berkontribusi dalam mensukseskan program pendidikan nasional, khususnya dalam peningkatan akses masyarakat terhadap pendidikan dan peningkatan kualitas pendidikan. Komitmen Merdeka untuk mendukung kegiatan pendidikan diwujudkan melalui pemberian beasiswa bagi masyarakat sekitar lokasi operasi perusahaan. Beasiswa ini diberikan bagi tingkat pendidikan kesetaraan, SD, SMP, SMA, hingga program sarjana (degree program). Program beasiswa ini telah dilaksanakan oleh BSI dan BKP-BTR.

Selain program beasiswa, site BKP-BTR memberikan pelatihan bagi guru dalam rangka peningkatan kapasitas dan kecakapan guru. Di site BSI, kami juga memiliki program pustaka keliling, taman baca masyarakat, bus sekolah gratis, dan renovasi gedung sekolah. Sepanjang tahun 2022, Merdeka telah memberikan beasiswa kepada 287 pelajar dan mahasiswa di Banyuwangi.

Untuk meningkatkan kualitas pendidikan bagi masyarakat Konawe, SCM melakukan assessment peningkatan mutu pendidikan siswa dan pengajar tingkat SD, SMP dan madrasah ibtidaiyah serta melakukan pelatihan guru dan memberikan insentif bagi guru honorer. Selain itu, untuk meningkatkan kualitas pendidikan masyarakat sekitar tambang, SCM menyelenggarakan program kejar paket B dan C.

Di unit bisnis kami yang lain, PANI memberikan beasiswa kepada siswa yang berprestasi, membangun taman bacaan, pelatihan pengembangan skill untuk siswa SMKN, membangun media belajar kreatif dan memberikan bantuan fasilitas olahraga untuk sekolah untuk memajukan pendidikan di Gorontalo.

According to the social impact identification conducted by Merdeka, the inadequate quality of education is among the challenges that could impede the development of the mine's surrounding area. The outcome of this study is consistent with Law number 20 of 2003, which emphasizes that the purpose of national education is to cultivate competencies and build a respectable national character.

Merdeka, through its business units located in operational areas, participates in contributing to the success of the national education program, particularly in increasing access to education and improving its quality. Merdeka's commitment to supporting educational activities is realized through the awarding of scholarships to communities around the company's operations. These scholarships are awarded for equivalency education programs, as well as for elementary, junior high, high school, and degree programs. The scholarship program has been implemented by BSI and BKP-BTR.

In addition to the scholarship program, BKP-BTR provides training for teachers to increase their capacity and skills. At BSI, we also implement several programs, including mobile libraries, community reading parks, free school buses, and renovations of school buildings. Throughout 2022, Merdeka provided scholarships to 287 students in Banyuwangi.

Meanwhile, to enhance the quality of education for the Konawe community, SCM conducts assessments to improve the quality of education for students and teachers in elementary, junior high, and Islamic elementary schools. It also conducts teacher training and offers incentives to non-permanent teachers. Additionally, to improve the quality of human resources for communities around the mine, SCM facilitates packet B (elementary school equivalency) and packet C (high school equivalency) programs.

In our other business unit, PANI, we provide scholarships to outstanding students, establish reading parks, provide skills development training for vocational high school students, create creative learning media, and offer sports facilities for schools to advance education in Gorontalo.



▲ Pelatihan peningkatan kapasitas guru dengan melibatkan semua guru SD, SMP dan SMA di Desa Uhak dan Desa Lurang
Teacher capacity building training involving all primary, junior and senior high school teachers in Uhak Village and Lurang Village



▲ Bus sekolah gratis bagi siswa-siswi di sekolah sekitar Tambang Emas Tujuh Bukit
Free school buses for students in schools around the Tujuh Bukit Gold Mine

Kesehatan - Health



Merdeka senantiasa mendukung peningkatan kualitas kesehatan masyarakat khususnya di daerah yang berada disekitar wilayah operasi kami. Dukungan ini diberikan dalam bentuk bantuan langsung maupun program kesehatan yang melibatkan berbagai pihak yang diselaraskan dengan prioritas pembangunan daerah yang disusun oleh pemerintah.

Di BSI, kami memberikan layanan kesehatan gratis melalui tim tenaga kesehatan yang terdiri dari seorang dokter, seorang perawat dan satu orang staf administrasi di kampung nelayan Dusun Pancer Desa Sumberagung. Pemberian makanan tambahan bagi balita dan ibu hamil, mobil layanan sosial, promosi kesehatan, pencegahan COVID-19 termasuk pelatihan bagi tenaga kesehatan. BSI juga menyediakan satu unit mobil layanan sosial yang dioperasikan bekerjasama dengan Pemerintah Kecamatan Pesanggaran.

Di BKP-BTR, kami menyediakan layanan kesehatan dan pengobatan bagi masyarakat di klinik perusahaan, pengadaan obat-obatan untuk pos obat Desa Uhak dan melakukan kampanye promosi pola hidup bersih dan sehat. Kampanye ini juga kami lakukan pada site MTI, melalui survei jentik nyamuk pada wilayah Desa Makarti Jaya.

Di unit bisnis kami yang lain, SCM melaksanakan sosialisasi kesehatan melalui program pemberian insentif bagi bidan, kegiatan sunat masal di Kecamatan Routa dan bantuan vitamin serta makanan tambahan untuk ibu hamil dan balita. Untuk meningkatkan kualitas kesehatan masyarakat Gorontalo, PANI memberikan dukungan melalui program pengobatan gratis, bantuan peralatan kesehatan bagi rumah sakit dan posyandu, program peningkatan gizi bagi masyarakat serta memberikan penyuluhan tentang kesehatan.



▲ Kerjasama dengan Puskesmas Lurang memberikan pengobatan gratis kepada masyarakat / Cooperation with Lurang Health Center to provide free medical treatment for the communities

Merdeka supports the improvement of public health quality, particularly around our operational area. This support is provided in the form of direct assistance and health programs that involve various parties aligned with regional development priorities determined by the government.

Some of the programs that we carry out in BSI include providing free healthcare services through a healthcare team consisting of a doctor, a nurse and an administrative staff in the fisherman village of Dusun Pancer in Sumberagung Village. We also provide supplementary food for toddlers and pregnant women, a social service vehicle, health promotion, COVID-19 prevention, and training for healthcare workers. BSI also provides one unit of a social service vehicle that operates in collaboration with the Pesanggaran District Government.

At BKP-BTR, we provide health and medical services for the community at the company's clinic, procure medicines for the Uhak Village drug post and carry out campaigns to promote clean and healthy lifestyle. We also conduct this campaign at the MTI site, through a survey of mosquito larvae in the Makarti Jaya Village area.

In our other business unit, SCM conducts health promotion through an incentive program for midwives, mass circumcision activities in Routa District, and vitamin donations and additional food for pregnant women and toddlers. To improve the health quality of the communities in Gorontalo, PANI provides support through free medical programs, assistance in medical equipment for hospitals and posyandu, nutrition improvement programs for communities, and health education.



▲ Pelayanan pengobatan gratis kepada masyarakat desa Uhak
Free medical services for the Uhak village community



▲ BKP-BTR menyediakan vaksinasi COVID-19 gratis untuk masyarakat
BKP-BTR provides free COVID-19 vaccination for the communities.



▲ BSI mendonasikan kelengkapan pencegahan COVID-19 kepada Puskesmas dan Tim pencegahan Covid 19 di Kecamatan Pesanggaran dan Siliwangi
BSI donated COVID-19 prevention equipment to the Community Health Centers and the Covid 19 Prevention Team in Pesanggaran and Siliwangi Districts

Tingkat Pendapatan Riil atau Pekerjaan - Real Income Level or Employment



Merdeka berupaya meningkatkan pendapatan masyarakat sekitar tambang menurut jenis pekerjaan yang dimiliki masyarakat seperti perdagangan, perkebunan, pertanian, peternakan, perikanan, kewirausahaan, serta pengutamaan penggunaan tenaga kerja masyarakat sekitar.

BSI telah mengembangkan usaha kelompok budidaya ikan air tawar, bantuan rumpon untuk nelayan, usaha kelompok peternakan kambing sistem bergulir, serta berbagai industri skala rumah tangga yang mengandalkan faktor produksi lokal dan juga melibatkan pemberdayaan perempuan.

BSI juga mendukung upaya Pemda Banyuwangi untuk mempromosikan Banyuwangi sebagai daerah tujuan wisata. Sementara itu, BKP-BTR telah memberikan dukungan dengan membantu pengembangan masyarakat melalui kegiatan pendampingan kelompok tani, kelompok peternak, kelompok nelayan, dan kelompok industri rumahan dalam mengelola produk.

Untuk meningkatkan pendapatan bagi masyarakat Gorontalo, PANI memberikan bantuan sebanyak 350 ekor sapi kepada 212 penambang lokal. Selain itu, PANI juga mengembangkan program pembibitan ikan dan udang serta pengolahan dan pemasaran hasil pertanian masyarakat. Tak hanya itu, Merdeka juga menyerahkan bantuan alat kesehatan, kepada Rumah Sakit Umum Daerah (RSUD) Bumi Panua senilai lebih dari 1 miliar rupiah yang terdiri dari OAE Diagnostic, Clinical Middle Ear Analyzer, Clinical Audiometer, Treadmill System dan Spirometer.

Merdeka seeks to increase the income of the communities around the mine according to the type of jobs that the communities do that include trading, plantation, agriculture, animal husbandry, fishery, entrepreneurship through prioritization of local community recruitment.

BSI has formed freshwater fish farming group, provided fish aggregating device for fishermen, supported goat farming revolving system, as well as various household-scale industries that rely on local production factors and also involve women's empowerment.

BSI also supports the efforts of the Banyuwangi Regional Government to promote Banyuwangi as a tourist destination. Meanwhile, BKP-BTR has provided support by helping to develop communities through assistance in the form of accompanying farmer groups, livestock groups, fishermen groups, and home industry groups in managing their products.

To increase the income of local communities in Gorontalo, PANI donated 350 cattle to 212 local miners. Additionally, PANI has developed programs for breeding fish and shrimp, processing and marketing agricultural products from the community. Furthermore, Merdeka has also provided medical equipment assistance worth over IDR 1 billion to Bumi Panua Regional General Hospital (RSUD), including OAE diagnostic, clinical middle ear analyzer, clinical audiometer, treadmill system, and spirometer.

Sementara itu, untuk meningkatkan penyerapan pekerja lokal, SCM melakukan program perekrutan khusus untuk masyarakat sekitar tambang terutama warga kecamatan Routa, desa Pondo dan kecamatan Oheo.



▲ BSI menyerahkan bantuan ternak kambing kepada 2 kelompok, yaitu Kelompok Mekarsari Sumberagung dan Kelompok Sidojoyo Kandangan
BSI handed over goat livestock assistance to 2 groups, namely the Mekarsari Sumberagung Group and the Sidojoyo Kandangan Group.

Meanwhile, in order to increase the number of local hire, SCM conducted a special recruitment program for communities around the mine, particularly targeting residents of the Routa sub-district, Pondo village, and Oheo sub-district.



▲ 212 penambang rakyat di Kabupaten Pohuwato berlilih profesi menjadi peternak dan mengikuti program pengembukan sapi
212 artisanal miners in Pohuwato Regency switched professions to become breeders and participated in cattle fattening program



▲ Produk komoditi lokal dari masyarakat desa Lurang dan desa Uhak untuk dipasok ke catering Perusahaan
Local commodity products from the people of Lurang village and Uhak village to be supplied to the company's catering



▲ Pembelian hasil bumi masyarakat lokal melalui BumDes
Purchase of crops from local community through village-owned enterprise



▲ Perekruit masyarakat lokal tujuh Desa Kecamatan Routa dan Desa Pondo Kecamatan Wiwirano
Recruitment of local communities in seven Villages at Routa District and Pondo Village at Wiwirano District

Kemandirian Ekonomi - Economic Independence

Salah satu tujuan PPM Merdeka adalah untuk mendukung percepatan kemandirian masyarakat melalui penguatan ekonomi agar produktivitas seluruh komponen masyarakat dapat dioptimalkan sehingga mata pencaharian masyarakat tetap berlanjut pasca penutupan tambang.

Program kemandirian ekonomi yang dilaksanakan di BKP-BTR terdiri atas tiga kegiatan yaitu pengembangan budi daya jambu mete, pengembangan bisnis madu hutan Wetar dan pengembangan sistem pertanian terpadu. Selain itu, demi mendukung kegiatan ekonomi masyarakat di Pulau Wetar, BKP-BTR menyediakan layanan pengiriman barang terbatas secara gratis untuk masyarakat setempat menggunakan kapal milik perusahaan.

Sementara di BSI, program kemandirian ekonomi masyarakat dirancang melalui pendampingan online marketplace "waruung.com" yang didirikan di tengah pandemi COVID-19 dan UMKM center sebagai wadah berkumpul dan belajar para pelaku usaha kecil di wilayah sekitar tambang khususnya bagi perempuan termasuk pelatihan produk olahan bagi masyarakat. Pada tahun 2022, omzet yang dihasilkan oleh "waruung.com" dan UMKM Center masing-masing mencapai Rp 1,2 miliar dan Rp 1,8 miliar.

Untuk membangun usaha yang berkelanjutan bagi masyarakat sekitar tambang, SCM mengembangkan program pendampingan melalui Badan Usaha Milik Desa (BUMDES) Lalomerui. SCM menyediakan tenaga pendamping yang berpengalaman untuk membantu BUMDES menyusun sistem keuangan dan pemasaran.

Sementara itu, PANI membantu pengembangan masyarakat di Gorontalo melalui program penguatan kelompok usaha mandiri, penguatan BUMDES, memberikan insentif bagi kelompok binaan dan menjembatani kemitraan dengan pihak ketiga melalui bantuan pemasaran.



▲ BSI membantu pembentukan online marketplace "waruung.com" yang dikelola oleh para pemuda lokal Kecamatan Pesanggaran
BSI supported the establishment of the online marketplace "waruung.com" managed by the local youth of Pesanggaran Sub-district

One of Merdeka's CDE goals is to support the acceleration of community self-sufficiency through strengthening the economy to increase the productivity of all components of society that will in turn increase people's livelihoods continue after mine closure.

The economic independence program implemented at BKP-BTR consists of three activities: the development of cashew cultivation, the development of the Wetar forest honey business and the development of an integrated farming system. In addition, in order to support the economic activities of the people on Wetar Island, BKP-BTR provides free of charge goods delivery services for the local community using the company's ships.

Meanwhile at BSI, the community's economic independence program is designed through online marketplace "waruung.com" assistance which was established in the midst of the COVID-19 pandemic and the micro, small, and medium enterprise (MSME) center as a place for small businesses to gather and learn in the area around the mine, especially for women, including training on processed products for public. In 2022, the turnover generated by "waruung.com" and the MSME Center reached IDR 1.2 billion and IDR 1.8 billion, respectively.

To develop sustainable businesses for the communities, SCM has implemented a mentoring program through the Lalomerui village-owned enterprise (BUMDES). SCM provides experienced assistants to help BUMDES develop its financial and marketing systems.

Meanwhile, PANI supports the development of the communities in Gorontalo through programs that strengthen independent business groups, BUMDES, provide incentives for fostered groups, and facilitate partnerships with third parties through marketing assistance.



▲ UMKM Center berhasil lolos sebagai finalis 10 besar dalam Kompetisi Jagoan Bisnis Banyuwangi 2022 memperoleh hadiah tunai 10 Juta Rupiah
MSME Center was qualified as one of the top 10 finalists in the Banyuwangi 2022 Business Champion Competition and received a cash prize of IDR 10 million



▲ Pelatihan pengupasan biji jambu mete di Wetar
Cashew nut shelling training in Wetar



▲ Diseminasi hasil riset pasar untuk komoditi jambu mete dan madu hutan kepada masyarakat Lurang dan Uhak
Dissemination of market research results for cashew and forest honey commodities to Lurang and Uhak communities



▲ Penyerahan bantuan 105 ekor hewan kurban oleh BSI bagi lembaga, masjid dan pondok pesantren
Handover of 105 sacrificial animals by BSI to institutions, mosques and Islamic boarding schools.



▲ Bantuan untuk Kegiatan Rapat Kerja Tahunan Paroki St. Petrus dan Paulus Moa-Kisor di Lurang
Support for the Annual Work Meeting of St. Peter and Paul Moa-Kisor Parish in Lurang

Sosial Budaya - Socio Cultural



Program PPM di bidang sosial dan budaya bertujuan membantu melestarikan dan mengembangkan kegiatan sosial budaya dan agama melalui bantuan pengembangan sarana, bantuan bencana alam, dan partisipasi dalam acara budaya dan kearifan budaya lokal. Site BSI memberikan bantuan rehabilitasi tempat-tempat ibadah, pengadaan alat musik, perangkat gamelan, bantuan kegiatan keagamaan lintas agama, dan bantuan pembangunan masjid yang rusak terdampak gempa bumi.

BKP-BTR juga selalu memberikan dukungan kepada masyarakat pada hari-hari besar keagamaan dan memberikan bantuan kepada masyarakat apabila terdapat kegiatan keagamaan yang melibatkan masyarakat di tingkat kecamatan maupun kabupaten berupa transportasi, sarana-prasarana seperti listrik, air atau fasilitas lain yang terbatas di Wetar. Sebagai bentuk kedulian kami kepada kaum rentan termasuk lansia, BKP-BTR juga menyalurkan program bantuan sosial untuk lansia.

SCM memberikan insentif bagi imam masjid, hewan qurban Idul Adha, bantuan perbaikan PLTMH desa Lalomerui, bantuan sewa mess, kegiatan pelatihan dan rapat HIPP MAR, bantuan perbaikan genset, bantuan dana untuk kegiatan syukuran pindah Sekretariat dan mess HIPP MAR, kegiatan seni budaya kecamatan Routa dan perayaan kemerdekaan Republik Indonesia. Sementara itu, PANI yang memberikan bantuan untuk acara keagamaan dan fasilitas tempat ibadah.

The CDE program for the social and cultural sector aims to preserve and develop socio-cultural and religious activities through assistance in developing facilities, natural disaster assistance, and participation in cultural events and regional cultural values. BSI provides assistance for the rehabilitation of places of worship, procurement of musical instruments, gamelan sets, assistance for interfaith religious activities, and assistance for the construction of mosques damaged by the earthquake.

BKP-BTR also provides support to the community on religious holidays. In addition, BKP-BTR provides assistance to the community when there are religious activities that involve the community at the sub-district or district level in form of transportation, infrastructure such as electricity, water or other limited facilities in Wetar. To demonstrate our care on vulnerable people including the elderly, BKP-BTR also distributes social assistance programs for the elderly.

SCM provides incentives for the imams in the local mosques, animals for Eid al-Adha, assistance for repair of Lalomerui village PLTMH, mess rental assistance, HIPP MAR training and meeting activities, assistance for generator repairs, financial assistance for celebration of the relocation of Secretariat and HIPP MAR mess, Routa District cultural arts activities and celebration of the independence of the Republic of Indonesia. Meanwhile, PANI which provides assistance for religious events and facilities for places of worship.



▲ Bantuan sembako untuk 350 warga terdampak banjir di Kalibaru bersinergi dengan Polres Banyuwangi dan Polda Jawa Timur.
Basic necessities assistance for 350 flood-affected residents in Kalibaru in synergy with Banyuwangi Police and East Java Police.



▲ Kelompok dampingan kesenian jaranan Suku Bodoyo
Suku Bodoyo jaranan art assistance group



▲ Penyerahan bantuan uang tunai bagi lansia di Desa Uhak
Handover of cash assistance for the elderly of Uhak village community



Partisipasi Masyarakat dalam Pengelolaan Lingkungan Community Participation in Environmental Management



Memelihara kelestarian lingkungan merupakan bagian penting dari PPM Merdeka. Kelestarian alam dan hayati di sekitar wilayah operasi Perusahaan merupakan aset yang tidak ternilai harganya, oleh karena itu kami memberikan perhatian khusus dalam usaha-usaha pengembangan serta pelestariannya bekerjasama dengan berbagai pihak agar dapat berkontribusi dalam peningkatan kesejahteraan masyarakat secara sosial, ekonomi, dan lingkungan. Di BSI, selain pengembangan wisata di area Pantai Wisata Pulau Merah dan Pantai Mustika Pancer, kami juga berkollaborasi dengan berbagai pihak untuk menangani isu pengelolaan lingkungan khususnya sampah domestik melalui pendampingan pengelolaan sampah organik dengan budidaya maggot lalat tentara hitam (Black Soldier Fly atau BSF). Pada Tambang Tembaga Wetar, BKP-BTR telah melakukan pelatihan kepada masyarakat untuk membuat pupuk organik cair dan pupuk organik padat dengan menggunakan sampah sisa makanan, sayur-sayuran atau buah, serta kotoran ternak.

Sedangkan SCM, berkontribusi dalam membantu mengatasi debu di areal perkampungan Pondo dengan penyiraman jalan menggunakan water truck. Di Gorontalo, kontribusi PANI dilakukan melalui pengolahan limbah plastik, konservasi burung panua/maleo, konservasi penyu, kegiatan pembersihan pantai dan bantuan peralatan untuk kegiatan kebersihan lingkungan.



▲ Bantuan 50 buah tempat sampah anorganik dalam rangka HUT Kab. Morowali ke-23 / Donation of 50 pieces of inorganic trash bins in celebration of the 23rd Anniversary of Morowali Regency.



▲ Memelihara kebersihan wisata Pantai Pulau Merah, bekerjasama dengan kelompok masyarakat Wisata Pulau Merah / Maintaining the cleanliness of Red Island Beach tourism, in collaboration with Wisata Pulau Merah communities group



▲ Kelompok dampingan BSI pengelola sampah organik menjadi narasumber pelatihan budidaya maggot di Cottok Innovation Park, Situbondo / BSI's organic waste management group becomes a resource person for maggot cultivation training at Cottok Innovation Park, Situbondo.



▲ Pelatihan pembuatan pupuk organik (Bokashi) bersama masyarakat / Training on making organic fertilizer with the community

Maintaining environmental preservation is an important part of Merdeka's CDE program. The preservation of nature and biodiversity around the Company's operational areas is an invaluable asset, therefore we pay special attention to development and conservation efforts in collaboration with various parties that will contribute to improving social, economic and environmental welfare of the society. At BSI, in addition to tourism development in the Red Island Tourism Beach area and Mustika Pancer Beach, we also collaborate with various parties to address environmental management issues, particularly domestic waste through assistance in organic waste management by cultivating black soldier fly maggot. At Wetar Copper Mine, BKP-BTR has conducted training for the community to produce liquid organic fertilizer and solid organic fertilizer using food waste, vegetables or fruit, and livestock manure.

Meanwhile, SCM contributed in addressing the dust in the Pondo village area by watering the roads using a water truck. In Gorontalo, PANI's contribution is made through plastic waste processing, panua/maleo bird conservation, turtle conservation, beach cleaning activities and equipment assistance for environmental cleaning activities.

Kelembagaan Komunitas Masyarakat dalam Menunjang Kemandirian PPM Community Institutions in Supporting the Independence of CDE



Penguatan kapasitas kelembagaan dan masyarakat menjadi salah satu tujuan PPM Merdeka untuk mempercepat kemandirian desa di wilayah sekitar tambang. Kami menyadari bahwa membangun kemandirian di tingkat desa secara langsung akan mendukung pembangunan di wilayah yang lebih besar.

BSI melakukan penandatanganan kesepakatan bersama (MoU) dengan lima pemerintah desa di wilayah Kecamatan Pesanggaran tentang bantuan PPM. Penandatanganan MoU dihadiri oleh Bupati Banyuwangi dan tim terpadu FORPIMDA dengan total bantuan Rp 2,5 miliar untuk lima desa tersebut.

SCM memberikan insentif bagi kepala desa dan komite desa serta memfasilitasi pertemuan Kodes Kocam Kecamatan Routa. PANI melakukan pembentukan kelompok masyarakat mandiri dan pembentukan komunitas olahraga.



▲ Penandatanganan kesepakatan Bersama tentang bantuan PPM untuk desa antara BSI dan lima pemerintah desa se Kec. Pesanggaran / The signing of a joint agreement on PPM assistance for villages between BSI and five village governments in Pesanggaran sub-district.



▲ Bantuan Pengelolaan Sarana Air Bersih Rowojambe Pancer / Clean Water Facilities Management Assistance Rowojambe Pancer



▲ Kegiatan Capacity Building untuk Pengurus Yayasan Ama Kefe Uhak / Capacity Building Activities for the Management of the Ama Kefe Uhak Foundation



Pembangunan Infrastruktur - Infrastructure Development



Untuk mendukung pertumbuhan perekonomian dan mata pencarian penduduk lingkar tambang, BSI, BKP-BTR dan SCM memberikan dukungan dana untuk pembangunan prasarana umum. BSI juga mendukung kegiatan pembangunan jalan, sarana kebersihan umum, dan pembangunan jaringan pipa air bersih.

Sementara itu di Wetar, BKP-BTR melaksanakan sembilan kegiatan terkait pembangunan infrastruktur yaitu: Pengadaan BBM dan pemeliharaan generator listrik desa, Pembayaran honor penjaga genset dan tenaga listrik desa Uhak, Pemeliharaan rutin tiga genset di desa, Renovasi gereja lama untuk organisasi pemuda Uhak, Pemeliharaan rutin sistem perpipaan air, Pembangunan bak air desa Lurang, Rehab teras Gereja Uhak, Instalasi MCK untuk SDN Uhak dan Renovasi perpustakaan SMP Lurang.

SCM juga melakukan pembangunan infrastruktur yang mencakup program bantuan perbaikan jalan Walandawe-Routa, perbaikan jembatan desa Lalomerui, pembangunan masjid, toilet dan tempat wudhu, perbaikan bangunan pondok bersalin desa, bantuan pasir dan batu untuk jalan usaha tani dan pembangunan Pintu air saluran irigasi, dan pembangunan saluran pipa air bersih. Sepanjang tahun 2022, PANI telah melakukan perbaikan ruas jalan rusak, perbaikan sarana air bersih, perbaikan sarana MCK tempat umum, rumah usaha dan perbaikan rumah belajar.

To support economic growth and the livelihoods of the people around the mine, BSI, BKP-BTR and SCM provide financial support for the construction of public infrastructure. BSI also supports road construction, public sanitation facilities, and construction of clean water pipelines.

Meanwhile, in Wetar, BKP-BTR conducted nine infrastructure development-related activities, including the procurement of fuel and maintenance of village electricity generators, payment of genset guard fees and Uhak village electricity, routine maintenance of three village generators, renovation of the old Church for the Uhak youth organization, routine maintenance of the water piping system, construction of water tanks in Lurang village, rehab of Uhak Church terrace, installation of MCK for Uhak elementary school, and renovation of the Lurang middle school library.

SCM conducted various infrastructure development activities, such as the Walandawe-Routa road repair assistance program, repairing the Lalomerui village bridge, constructing mosques, toilets, and wudu areas, repairing village birthing hut buildings, providing sand and stones for farming roads and constructing irrigation canals, and water pipes for canals. In 2022, PANI carried out repairs for damaged roads, clean water facilities, public toilet facilities, business houses, and learning houses.



▲ Pembangunan jaringan pipa untuk saluran air
Development of a pipeline network for water channels



▲ Pendistribusian fuel untuk genset Desa Lurang dan Desa Uhak
Distribution of fuel for generators in Lurang Village and Uhak Village



▲ Pembangunan jalan Pulau Merah-Rowojambe
Road Construction Pulau Merah-Rowojambe



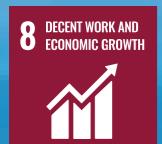
▲ Program perbaikan sarana infrastruktur jembatan desa Lalomerui oleh SCM
Infrastructure bridge repair program in Lalomerui village by SCM



▲ Pembangunan jalan
Road construction

4.5 Respecting Human Rights

Focus Areas	Target 2022	Performance 2022	Target 2023
Continuous human rights due diligence (HRDD)	<ul style="list-style-type: none"> • Develop a Human Rights Policy • Participate in HRDD programs and initiatives 	<ul style="list-style-type: none"> • Developed and uploaded Human Rights Policy • Developed and uploaded Sustainability Policy • Included HRDD commitment in Sustainability Policy • Participated in HRDD training organized by the UNDP 	<ul style="list-style-type: none"> • Conduct Human Rights Policy implementation monitoring and human rights impact assessment using PRISMA indicators issued by Ministry of Law and Human Rights of Indonesia • Develop Merdeka's HRDD standard
Global initiatives participation	<ul style="list-style-type: none"> • Join UN human rights initiative 	<ul style="list-style-type: none"> • Merdeka became a signatory of the UN Global Compact (UNGC) 	<ul style="list-style-type: none"> • Submit Communication on Progress to UNGC
Effective grievance mechanism	<ul style="list-style-type: none"> • Develop a whistleblowing system • Develop speaking-up and anti-retaliation policy • Address grievance mechanism 	<ul style="list-style-type: none"> • Developed Merdeka's whistleblowing system (WBS) • Developed and uploaded Merdeka's speaking-up and anti-retaliation policy • Addressed nine grievances received through WBS 	<ul style="list-style-type: none"> • Disseminate Merdeka's whistleblowing system to employees and contractors • Disseminate Merdeka's speaking-up and anti-retaliation policy to employees and contractors • Address all grievances received through WBS
Security and human rights	<ul style="list-style-type: none"> • Conduct human rights training for security officers 	<ul style="list-style-type: none"> • Provided Human rights training to more than 50% security officers at BKP-BTR 	<ul style="list-style-type: none"> • Conduct human rights training for security officers
Human rights training for Merdeka employees and business partners	<ul style="list-style-type: none"> • Disseminate Merdeka's Human Rights Policy to employees and business partners 	<ul style="list-style-type: none"> • Disseminated Human Rights Policy to employees and business partners through Code of Conduct training 	<ul style="list-style-type: none"> • Conduct Human Rights Policy training for Merdeka's employees • Carry out free, prior and informed consent (FPIC) trainings for relevant department at sites



Kami berkomitmen menghormati hak asasi manusia di seluruh wilayah operasi dan rantai pasokan kami. Komitmen kami dalam menghormati hak asasi manusia mencakup seluruh hak asasi manusia yang diakui secara internasional sebagaimana dicantumkan dalam Deklarasi Universal Hak Asasi Manusia, Deklarasi ILO mengenai Prinsip-Prinsip dan Hak-Hak Mendasar di Tempat Kerja, dan prinsip-prinsip hak asasi manusia internasional dan peraturan perundangan hak asasi manusia yang berlaku lainnya, termasuk Undang Hak Asasi Manusia No. 39/1999.

Komitmen kami dalam menghormati hak asasi manusia dinyatakan di dalam Kebijakan Hak Asasi Manusia Merdeka. Kebijakan Hak Asasi Manusia Merdeka yang disetujui oleh Presiden Direktur Merdeka, antara lain menyebutkan bahwa Merdeka akan menegakkan hak individu untuk hidup dan mendapatkan kehidupan yang layak, melarang tindakan diskriminasi dan pelecehan berdasarkan, antara lain, etnis, ras, agama, gender, kondisi fisik dan umur, menegakkan kebebasan berekspresi, berkumpul dan berserikat, menerapkan kebijakan tanpa toleransi terhadap kekerasan di tempat kerja, dan pelarangan pekerja anak dan kerja paksa. [2-23]

Kebijakan Keberlanjutan kami semakin memperkuat komitmen kami untuk menghormati hak asasi manusia dengan mewajibkan uji tuntas hak asasi manusia di semua wilayah operasi kami sesuai dengan UN Guiding Principles on Business and Human Rights (UNGPs). Selain itu, Kebijakan Keberlanjutan kami menekankan komitmen kami untuk melakukan pemuliharaan dampak hak asasi manusia yang disebabkan oleh kegiatan perusahaan atau ketika perusahaan turut berkontribusi terhadap dampak yang terjadi serta menyusun mekanisme penyampaian keluhan yang efektif bagi seluruh karyawan, rekan bisnis, dan masyarakat.

Kami juga menanamkan komitmen kami dalam menghormati hak asasi manusia pada Kode Etik kami. Seluruh karyawan Merdeka telah menerima pelatihan Kode Etik sebagai bagian dari pengenalan perusahaan kepada karyawan untuk memastikan seluruh karyawan Merdeka memahami tanggung jawab mereka dalam menghormati hak asasi setiap orang sesuai dengan Kebijakan Hak Asasi Manusia Merdeka.

We are fully committed to respecting human rights across all our operations and supply chain. Our commitment extends to internationally-recognized human rights as outlined in the Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, and other prevailing international human rights principles, as well as Indonesian laws and regulations on human rights, including Indonesia's Human Rights Law Number 39/1999.

Our commitment to respecting human rights is outlined in our Human Rights Policy, which has been approved by our President Director. Our Human Rights Policy enshrines the right to life and a decent living, prohibits discrimination and harassment based on factors such as ethnicity, race, religion, gender, physical condition, and age, upholds freedom of expression, assembly, and association, enforces zero-tolerance against workplace violence, and prohibits child and forced labor.

Our Sustainability Policy reinforces our commitment to respect human rights by mandating human rights due diligence in all our operations in accordance with the UN Guiding Principles on Business and Human Rights (UNGPs). Additionally, the policy emphasizes our commitment to remediate any human rights impacts we may cause or contribute to, and to establish effective grievance mechanisms for our employees, business partners, and affected communities.

We have integrated our commitment to respecting human rights into our Code of Conduct. All employees at Merdeka attended Code of Conduct training as part of their induction program to ensure they are aware of their responsibility to respect the rights of every individual in our operations, as articulated in our Human Rights Policy.

Selain itu, untuk memastikan setiap rekan bisnis kami menghormati hak asasi manusia, kami telah menyertakan persyaratan penghormatan hak asasi manusia pada Kode Etik Keberlanjutan Pemasok Merdeka. Sesuai Kode Etik Keberlanjutan Pemasok, seluruh entitas bisnis, organisasi, atau individu yang bermaksud menyediakan barang atau jasa kepada Merdeka dan melakukan bisnis dengan Merdeka harus menunjukkan komitmen mereka dalam menghormati hak asasi manusia.

Additionally, we have incorporated human rights requirements in our Supplier Sustainability Code of Conduct to ensure that our business partners comply with our commitment to human rights. Therefore, any entity or individual seeking to provide goods or services to Merdeka and engage in business with us must demonstrate their commitment to respecting human rights.



PT Merdeka Copper Gold Tbk Menjadi Penandatangan UN Global Compact

Sebagai tindak lanjut komitmen kami dalam menghormati hak asasi manusia, Merdeka telah menjadi penandatangan UN Global Compact sejak 6 Desember 2022. Keanggotaan kami pada UN Global Compact akan semakin memajukan kinerja kami dalam praktik ketenagakerjaan yang baik, pengelolaan lingkungan, dan anti korupsi melalui akses terhadap jaringan, pedoman, pelatihan, dan kolaborasi industri pada tingkat nasional dan global.

Penyerahan sertifikat, sebagai kelanjutan atas disetujuinya keanggotaan Merdeka oleh UN Global Compact, dilakukan oleh Y.W. Junardy, Presiden Indonesia Global Compact Network (IGCN), perwakilan UN Global Compact di Indonesia, kepada Albert Saputro, Presiden Direktur PT Merdeka Copper Gold Tbk di kantor Merdeka pada 16 Desember 2022.

PT Merdeka Copper Gold Becomes the UN Global Compact Signatory

To further demonstrate our commitment to human rights, Merdeka became a signatory to the UN Global Compact on December 6, 2022. Our membership in the UN Global Compact will enhance our performance in good labor practices, environmental stewardship, and anti-corruption efforts by providing us access to networks, guidance, training, and industry collaboration at both national and global levels.

Following Merdeka's approval for membership in the UN Global Compact, a certificate handover ceremony took place at Merdeka's office on December 16, 2022. During the ceremony, Y.W. Junardy, President of Indonesia Global Compact Network (IGCN), the UN Global Compact local chapter in Indonesia, presented the membership certificate to Albert Saputro, President Director of PT Merdeka Copper Gold Tbk.



Pelatihan Hak Asasi Manusia bagi Personil Keamanan

Kebijakan Hak Asasi Manusia Merdeka menyebutkan komitmen kami untuk melaksanakan Prinsip-prinsip Sukarela untuk Keamanan dan Hak Asasi Manusia (P2SKH). Menindaklanjuti komitmen ini, tim keberlanjutan Merdeka telah memberikan pelatihan hak asasi manusia bagi 12 petugas keamanan di Wetar (BKP-BTR) pada tanggal 12 Desember 2022.

Pelatihan tersebut mencakup berbagai topik, termasuk Kebijakan Hak Asasi Manusia Merdeka, tanggungjawab perusahaan untuk menghormati hak asasi manusia, serta risiko dan dampak terhadap hak asasi manusia yang terkait dengan kegiatan keamanan. Pelatihan menekankan pentingnya menggunakan pendekatan hak asasi manusia dalam melakukan kegiatan keamanan, karena akan membantu melindungi fasilitas dan personel perusahaan, serta menghindari terjadinya tindak kekerasan dan memastikan kelangsungan operasi.

Human Rights Training for Security Personnel

Merdeka's commitment to implementing the Voluntary Principles on Security and Human Rights (VPSHR) is reflected in its Human Rights Policy. As part of this commitment, the Sustainability Team of Merdeka conducted human rights training for 12 security officers in Wetar (BKP-BTR) on December 12, 2022.

The training covered various topics, including Merdeka's Human Rights Policy, the company's responsibility to respect human rights, and human rights risks and impacts related to security activities. The training emphasized the importance of using a human rights approach in conducting security activities, as it helps protect both the company's facilities and personnel, while avoiding harm to people and ensuring the continuity of operations.

Uji Tuntas Hak Asasi Manusia

Sesuai dengan UNGPs, komitmen kami dalam melaksanakan uji tuntas hak asasi manusia dinyatakan dalam Kebijakan Keberlanjutan kami yang mencakup empat elemen yaitu, identifikasi dan penilaian risiko dan dampak hak asasi kegiatan usaha kami, tindak lanjut temuan hasil identifikasi dan penilaian ke dalam fungsi dan proses internal kami, penelusuran keefektifan tindak lanjut yang kami lakukan dan komunikasi cara kami mengatasi dampak.

Melalui pelaksanaan uji tuntas hak asasi manusia, kami juga memantau efektivitas Kebijakan Hak Asasi Manusia kami dan menyusun rencana tindakan untuk memastikan Kebijakan Hak tersebut dilaksanakan dengan efektif.

Pada tahun 2022, Merdeka telah berpartisipasi pada B+HR Academy: Pelatihan Uji Tuntas Hak Asasi Manusia yang dilaksanakan oleh UNDP dan pemerintah Jepang. Pelatihan tersebut memberikan pemahaman dan langkah-langkah praktis cara melakukan uji tuntas hak asasi manusia sesuai dengan UNGPs.

Penilaian dampak hak asasi manusia (HRIA) telah dilakukan oleh pihak independen di salah satu unit bisnis Merdeka, AIM Project (MTI), yang saat ini sedang dalam proses konstruksi. Laporan HRIA yang diterbitkan oleh pihak independen tersebut pada tahun 2022 digunakan oleh AIM project dalam membangun sistem manajemen dan pelaporan HAM yang efektif dan mencegah dan mengatasi dampak HAM sedini mungkin.

Sebagai tindak lanjut keanggotaan kami pada UN Global Compact, kami telah mendaftarkan keikutsertaan kami dalam Business & Human Rights Accelerator, program enam bulan yang melibatkan perusahaan-perusahaan anggota UN Global Compact dari berbagai industri dan wilayah yang akan membantu perusahaan menerapkan komitmen mereka terhadap hak asasi manusia dan hak-hak ketenagakerjaan melalui pembentukan proses uji tuntas yang berkelanjutan.

Untuk terus melanjutkan komitmen kami dalam melaksanakan uji tuntas hak asasi manusia, kami akan melaksanakan penilaian dampak hak asasi manusia pada tahun 2023 menggunakan indikator Penilaian Risiko Bisnis dan Hak Asasi Manusia (PRISMA), sebuah alat penilaian mandiri sukarela untuk menilai risiko operasional perusahaan terkait pelanggaran hak asasi manusia yang dikembangkan oleh Kementerian Hukum dan Hak Asasi Manusia Republik Indonesia.

Human Rights Due Diligence

In line with the UNGPs, our commitment to carry out human rights due diligence, as stated in our Sustainability Policy, covers the four elements of human rights due diligence. These are identifying and assessing our risks and impacts on human rights, integrating the findings from the identification and assessments into relevant internal functions and processes, taking appropriate action, tracking the effectiveness of our responses, and communicating how we addressed the impacts.

Through the implementation of human rights due diligence, we also monitor the effectiveness of our Human Rights Policy and develop an action plan to ensure its effective implementation.

In 2022, Merdeka participated in the B+HR Academy: Human Rights Due Diligence (HRDD) Training organized by the United Nations Development Programme (UNDP) and the government of Japan. The training provided knowledge and practical steps on how to conduct HRDD in line with the UNGPs.

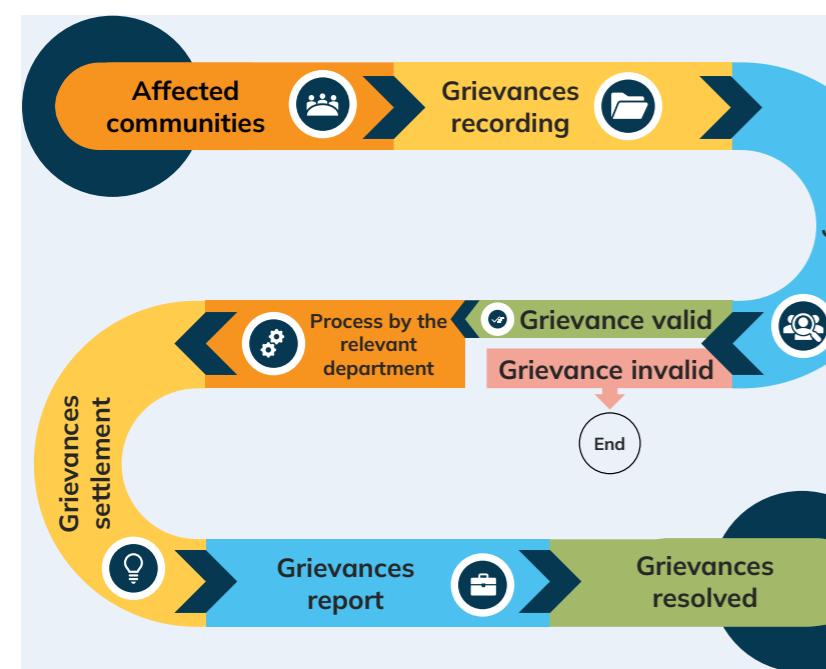
One of Merdeka's business units, AIM Project (MTI), which is currently under construction, underwent a Human Rights Impact Assessment (HRIA) conducted by an independent party. In 2022, the HRIA report from the independent party was utilized by AIM Project to develop an effective human rights management and reporting system, aimed at preventing and addressing human rights impacts at the earliest possible stage.

As a follow-up to our membership with the UN Global Compact, we have registered for the Business & Human Rights Accelerator, a six-month program designed to activate companies participating in the UN Global Compact across industries and regions, assisting them in moving from commitment to action on human rights and labor rights through establishing an ongoing human rights due diligence process.

To further demonstrate our commitment to Human Rights Due Diligence (HRDD), we plan to conduct a human rights impact assessment in 2023. For this assessment, we will use the Business and Human Rights Risk Indicators (PRISMA), a voluntary self-assessment tool developed by the Ministry of Law and Human Rights of the Republic of Indonesia.

Mekanisme Penyampaian Keluhan [F.24]

Sebagaimana dinyatakan pada UNGPs, kami menyadari tanggung jawab kami untuk melakukan pemulihan atas dampak hak asasi manusia yang mungkin disebabkan oleh kegiatan usaha kami atau ketika kami turut berkontribusi terhadap dampak yang terjadi. Untuk memastikan pemulihan atas dampak hak asasi manusia segera dilaksanakan, kami telah menyusun mekanisme penyampaian keluhan tingkat operasional yaitu Sistem Pelaporan Pelanggaran (whistleblowing system/ "WBS").



Whistleblowing system adalah wadah bagi seluruh pemangku kepentingan, baik pihak internal maupun eksternal untuk melaporkan keluhan dugaan pelanggaran hak asasi manusia terkait dengan kegiatan perusahaan. Sistem WBS ini menganut prinsip-prinsip perlindungan atas identitas pelapor (anonimitas), perlindungan atas isi pelaporan (kerahasiaan), dan perlindungan kepada pihak pelapor terkait dengan ancaman atau tindakan yang didapat akibat laporan yang disampaikan (proteksi).

Pelapor dapat melaporkan pelanggaran melalui sarana pelaporan yang dikelola secara independen oleh pihak ketiga yang ditunjuk oleh Perusahaan melalui situs Speak Up perusahaan yaitu <https://mcg.whispli.com/SpeakUp>.

Sebagai tahap awal, masyarakat yang terdampak dapat menyampaikan keluhan secara tatap muka, melalui telepon, WhatsApp, atau email. Keluhan akan diterima oleh pelaksana hubungan masyarakat (humas). Selanjutnya, pelaksana humas akan mencatat keluhan dan memberikan nomor referensi untuk memudahkan identifikasi. Pelaksana humas

Grievance Mechanism

As stated in the UNGPs, we acknowledge that we have a responsibility to remediate human rights impacts that we may cause or to which we contribute. To ensure immediate remediation of human rights impacts, we have developed an operational-level grievance mechanism, namely a whistleblowing system (WBS).

The whistleblowing system is a platform available to all our internal and external stakeholders to report any allegations of human rights violations related to our business activities. Our Whistleblowing System is designed with the principles of whistleblower anonymity, confidentiality of grievances, and protection of whistleblowers from intimidation or threats as a result of their submissions.

Whistleblowers can submit their grievances through the Speak Up system, which is managed by an independent party, via the following link: <https://mcg.whispli.com/SpeakUp>.

As an initial step, affected communities can submit their complaints in person, by phone, WhatsApp, or email. The complaints will be received by the public relations officer who will record the complaint and provide a reference number for easy identification. The public relations officer will then analyze the complaint by conducting interviews

akan menganalisis keluhan dengan melakukan wawancara dengan pengadu dan observasi untuk menentukan validitasnya. Jika keluhan dinilai tidak valid, pelaksana humas dapat menghentikan proses. Namun, jika keluhan dinilai valid, pelaksana humas akan meneruskannya ke departemen yang relevan untuk memetakan permasalahan dan mencari solusi.

Departemen akan melakukan tindak lanjut melalui investigasi, observasi, dan berkonsultasi dengan pihak ahli atau saksi untuk mendapatkan berbagai pandangan. Setelah tindak lanjut selesai dilakukan, pelaksana humas akan menyusun laporan hasil tindak lanjut dan mengkomunikasikannya kepada masyarakat yang terdampak. Masyarakat terdampak akan melakukan verifikasi terhadap hasil penyelesaian tersebut. Jika keluhan diterima, maka kesepakatan penyelesaian antara kedua belah pihak akan didokumentasikan. Namun, jika tindak lanjut masih belum dapat diterima, masyarakat dapat mengajukan banding untuk diteruskan ke manajemen eksekutif.

with the complainant and making observations to determine its validity. If the complaint is deemed invalid, the process will be ended. However, if the complaint is deemed valid, the public relations officer will forward it to the relevant department to identify and address the issue.

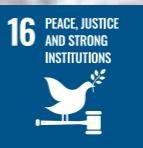
The department will conduct investigations, observations, and consultations with experts or witnesses to obtain various perspectives. Once the follow-up is completed, the public relations officer will compile a report on the results and communicate it to the affected community. The community will verify the resolution. If the complaint is accepted, an agreement on the resolution between both parties will be documented. However, if the follow-up is still deemed unacceptable, the community can file an appeal to be forwarded to the executive management for further review.

Kebijakan-Kebijakan Merdeka terkait Hak Asasi Manusia Merdeka's Human Rights-Related Policies

- » **Kode Etik**
Code of Conduct
- » **Kode Etik Keberlanjutan Pemasok**
Supplier Sustainability Code of Conduct
- » **Kebijakan Hak Asasi Manusia**
Human Rights Policy
- » **Kebijakan Keberlanjutan**
Sustainability Policy
- » **Kebijakan Lingkungan Kerja yang Kondusif dan Positif**
Conducive and Positive Work Environment Policy
- » **Kebijakan Keberagaman dan Inklusivitas**
Diversity and Inclusivity Policy
- » **Kebijakan Speaking Up dan Anti Pembalasan**
Speaking Up and Anti-Retaliation Policy
- » **Kebijakan Perlindungan Pekerja Anak**
Child Labour Protection Policy
- » **Kebijakan Penghapusan Pekerja Paksa**
Abolition of Forced Labour Policy
- » **Kebijakan Kebebasan Berserikat dan Perlindungan Berorganisasasi**
Freedom of Association and Protection of Organization Policy
- » **Kebijakan Anti Diskriminasi dan Kesetaraan Gender**
Merdeka's Anti-Discrimination and Gender Equality Policy
- » **Kebijakan Masyarakat**
Community Policy



4.6 | Adopting Good Corporate Governance



Focus Areas	Target 2022	Performance 2022	Target 2023
Board leadership, oversight and diversity	<ul style="list-style-type: none">Conduct sustainability training for BoDEnsure BoD's oversight of ESG committee performance	<ul style="list-style-type: none">BoD participated in sustainability trainingsBoD members attended ESG committee meetingsLinked BoD and BoC's pay to sustainability	<ul style="list-style-type: none">Conduct sustainability training for BoDEnsure BoD's oversight of ESG committee performanceAppoint female BoC member
Code of Conduct training (including GReAtnESs values)	<ul style="list-style-type: none">Conduct Code of Conduct training for Merdeka's employeesConduct Code of Conduct training for contractors and suppliers	<ul style="list-style-type: none">Conducted Code of Conduct training for 875 Merdeka's employees (12.3%) in 7 batchesConducted Code of Conduct training for 80 representatives of Merdeka's contractors and suppliers	<ul style="list-style-type: none">Conduct Code of Conduct training for Merdeka's employees and business partners (contractors and suppliers)Conduct internal audit on Code of Conduct implementation
Sustainability Policy implementation	<ul style="list-style-type: none">Develop Sustainability Policy of MerdekaDisseminate Sustainability Policy to all employees	<ul style="list-style-type: none">Developed and uploaded Sustainability PolicyDisseminated Sustainability Policy to all site's managerial level employeesDeveloped and uploaded Merdeka's Sustainability and ESG Committee Charter	<ul style="list-style-type: none">Disseminate Sustainability Policy to employees
Responsible supply chain	<ul style="list-style-type: none">Develop Supplier Sustainability Code of ConductComplete Contractor Management System (CMS) StandardComplete CMS HSE contract clauses	<ul style="list-style-type: none">Developed and uploaded Merdeka's Supplier Sustainability Code of ConductCompleted CMS standardCompleted CMS HSE contract clausesDeveloped Module-1 on Contractor RegistrationDeveloped Module-2 on Authorization to Mobilize and Commence Work	<ul style="list-style-type: none">Disseminate Supplier Sustainability Code of Conduct to contractorsDevelop three CMS modules (Contractor monthly report, CMS performance evaluation and CMS reporting and dashboard)

Dalam menjalankan seluruh kegiatan usaha Perusahaan, Merdeka menerapkan prinsip-prinsip tata kelola perusahaan yang baik (*Good Corporate Governance/ GCG*) yaitu prinsip keterbukaan, akuntabilitas, tanggung jawab, independensi dan kewajaran.

Untuk memastikan tata kelola perusahaan yang baik dilaksanakan dengan efektif, Merdeka telah menyusun kerangka kerja tata kelola perusahaan yang baik yang terdiri dari pedoman tata kelola perusahaan yang baik, piagam-piagam, kode etik, kebijakan manajemen dan Standar Operasional Prosedur (SOP).

Pedoman Tata Kelola Perusahaan Yang Baik telah disusun sebagai panduan bagi Dewan Komisaris dan Direksi dalam menerapkan prinsip-prinsip tata kelola perusahaan yang baik dalam setiap pengambilan keputusan dan kegiatan Perusahaan.

Lebih lanjut, Merdeka telah menyusun Kode Etik (*Code of Conduct*) yang mengacu pada peraturan perundang-undangan yang berlaku serta dapat mendukung nilai-nilai Perusahaan yaitu GReAtnESs (*Growth, Respect, Accountability, Excellence, dan Safety*). Kode Etik Perusahaan disusun dengan tujuan, sebagai berikut:

1. Menunjukkan komitmen Grup Merdeka dalam melaksanakan standar etika tertinggi.
2. Sebagai pedoman dalam berinteraksi bagi seluruh insan Merdeka yang harus dipatuhi pada setiap kegiatan dengan semua pihak serta menjadi dasar pemikiran dalam penentuan keputusan.
3. Sebagai sarana untuk menciptakan dan memelihara lingkungan kerja yang kondusif, positif, serta mendukung perilaku etis bagi seluruh Insan Merdeka.



▲ Poster terkait komunikasi kode etik dan kebijakan benturan kepentingan kepada karyawan.
Posters related to communication of Merdeka's Code of Conduct and conflict of interest policy to employees.

In conducting all business activities of the company, we adopt Good Corporate Governance (GCG) principles, including transparency, accountability, responsibility, independence, and fairness.

To ensure effective implementation of our GCG, we have developed a framework consisting of GCG guidelines, charters, a Code of Conduct, management policies, and Standard Operating Procedures (SOPs).

Our GCG guidelines provide direction to our Board of Commissioners and Board of Directors on implementing GCG principles in decision-making and carrying out activities.

Merdeka has developed a Code of Conduct that refers to the applicable regulations governing corporations while also supporting Merdeka's GReAtnESs (Growth, Respect, Accountability, Excellence, and Safety) values. Our Code of Conduct aims to:

1. Demonstrate Merdeka's commitment to implementing the highest ethical standards.
2. Provide guidance to all Merdeka personnel when interacting with all parties that must be adhered to and serve as a basis for decision-making.
3. Provide a tool to create and maintain conducive, positive working conditions that support ethical conduct for all Merdeka personnel.

Sebagai bentuk komitmen Merdeka dalam penerapan Kode Etik tersebut, Merdeka telah melaksanakan sosialisasi dan pelatihan Kode Etik kepada 955 individu, terdiri dari 875 karyawan tetap dan temporer dan 80 perwakilan kontraktor dan supplier Merdeka termasuk penyedia jasa keamanan. Perusahaan juga membangun komitmen bagi seluruh karyawan Merdeka melalui penandatanganan 'Lembar Pernyataan Kepatuhan' setelah menerima sosialisasi.

Pelatihan Kode Etik ini meliputi sosialisasi nilai-nilai GReAtnESs, Kebijakan Keberagaman dan Inklusivitas, Kebijakan Anti Korupsi dan Anti Suap, Kebijakan Anti Pencucian Uang dan Konflik Kepentingan, Kebijakan Anti Diskriminasi dan Kesetaraan Gender, serta Kebijakan Hak Asasi Manusia.

Selain itu, untuk memastikan keefektifan pelaksanaan Kode Etik perusahaan, divisi HRD secara berkala mengomunikasikan Kode Etik kepada karyawan. Merdeka merencanakan melakukan audit pelaksanaan Kode Etik di tahun 2023.

Tata Kelola Perusahaan Kami

Tata kelola perusahaan kami terdiri dari tiga organ sesuai dengan Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas sebagaimana diubah dari waktu ke waktu sebagai berikut:

- Rapat Umum Pemegang Saham (RUPS): RUPS merupakan badan pengambil keputusan dan memiliki kewenangan yang tidak dimiliki oleh Dewan Komisaris atau Direksi
- Dewan Komisaris: bertanggung jawab untuk melakukan pengawasan dan memberikan nasihat kepada Direksi, yang menetapkan keputusan strategis terhadap manajemen Perusahaan sejalan dengan kepentingan Perusahaan
- Direksi: bertanggung jawab atas pengurusan Perusahaan untuk kepentingan Perusahaan

Sesuai dengan peraturan perundang-undangan yang berlaku, komposisi Dewan Komisaris telah mencakup Komisaris Independen. Dalam pelaksanaan tugasnya, Dewan Komisaris dibantu oleh elemen pendukung yaitu Komite Audit dan Komite Nominasi dan Remunerasi, sedangkan Direksi dibantu oleh Sekretaris Perusahaan dan unit Internal Audit.

Selanjutnya struktur tata kelola perusahaan yang disajikan lebih rinci dapat dilihat pada Laporan Tahunan Merdeka tahun 2022. [2-9]

To demonstrate our commitment to implementing the Code of Conduct (Code of Ethics), we provided Code of Conduct training to a total of 955 individuals, including 875 permanent and temporary employees and 80 contractor representatives, that includes security providers and suppliers. Merdeka has also strengthened its employees' commitment to adhering to the Code of Conduct by requiring them to sign an "Adherence Statement Form" as evidence of their compliance.

The Code of Conduct training includes socialization of our GReAtnESs values, Diversity and Inclusivity Policy, Anti-Corruption and Anti-Bribery Policy, Anti-Money Laundering and Conflict of Interest Policy, Anti-Discrimination and Gender Equality Policy, and Human Rights Policy.

Furthermore, to ensure the effectiveness of the implementation of the company's Code of Ethics, the HRD division regularly communicates the Code of Ethics to employees. Merdeka plans to conduct an audit of the implementation of the Code of Ethics in 2023.

Our Corporate Governance

The company's governance is structured into three organs, in accordance with Indonesian Law No. 40/2007 on Limited Liability Companies, as amended from time to time:

- General Shareholders Meetings (GSM): The GSM is the decision-making body and holds authority that is not possessed by the Board of Commissioners or Board of Directors
- Board of Commissioners: The Board of Commissioners is responsible for supervising and advising the Board of Directors, which makes strategic decisions for the management of the company in line with its interests
- Board of Directors: The Board of Directors is responsible for managing the company for the benefit of the company

To comply with relevant laws and regulations, the Board of Commissioners has included Independent Commissioners. Two committees have been established to support the Board of Commissioners in fulfilling its responsibilities: the Audit Committee and the Nomination and Remuneration Committee. The Board of Directors, on the other hand, is assisted by the Corporate Secretary and the Internal Audit Unit.

Our detailed corporate governance structure is presented in Merdeka's 2022 Annual Report.

Selain itu, untuk mendukung Direksi dalam mengawasi pelaksanaan komitmen keberlanjutan dan penciptaan nilai bersama jangka panjang bagi para pemangku kepentingan, Merdeka telah membentuk sejumlah komite yaitu, Komite Keberlanjutan dan ESG, Komite Manajemen Risiko dan Komite Kesehatan dan Keselamatan Kerja (K3).

Komite Keberlanjutan dan ESG

Untuk mendukung pengambilan keputusan dan pengawasan Direksi dalam pengelolaan dampak terhadap ekonomi, lingkungan dan manusia, Direksi Merdeka membentuk Komite Keberlanjutan dan ESG. Selain itu, Komite Keberlanjutan dan ESG juga dibentuk untuk membantu Direksi dalam melaksanakan pengawasan atas pelaksanaan seluruh komitmen keberlanjutan Merdeka. [2-13]

Diketuai oleh Wakil Presiden Direktur, komite ini beranggotakan Komite Eksekutif, General Manager Operasional, dan General Manager fungsi pendukung.

Komite Manajemen Risiko [E.3]

Meninjau risiko yang ada dan potensi risiko dalam bisnis. Ruang lingkup mencakup risiko sosial, lingkungan, kesehatan dan keselamatan, dan risiko yang terkait dengan perubahan iklim yang dapat berdampak atau menjadi dampak operasi kami.

Diketuai oleh Wakil Presiden Direktur, komite ini beranggotakan Komite Eksekutif, General Manager Operasional, dan General Manager fungsi pendukung.

Komite Kesehatan Dan Keselamatan

Komite Kesehatan dan Keselamatan Merdeka mengawasi strategi dan kinerja kesehatan dan keselamatan kerja perusahaan dengan fokus pada pencegahan dan perbaikan berkelanjutan. Diketuai oleh Wakil Presiden Direktur, komite ini beranggotakan Eksekutif Operasional, General Manager, dan Manager Health, Safety, and Environment.

In addition, to assist the Board of Directors in overseeing the implementation of sustainability commitments and the creation of long-term shared value for stakeholders, Merdeka has established several committees: the Sustainability and ESG Committee, the Risk Management Committee, and the Occupational Health and Safety (OHS) Committee.

Sustainability and ESG Committee

Our Board of Directors established the Sustainability and ESG Committee to support them in making decisions and overseeing the management of the company's impacts on the economy, environment, and people. Additionally, the committee is responsible for assisting the Board in overseeing the implementation of Merdeka's sustainability commitment.

Chaired by the Vice President Director, the committee's members include the Executive Committee, Operational General Managers, and support function General Managers.

Risk Management Committee

The Risk Management Committee is responsible for reviewing and managing existing and potential risks within the business, including social, environmental, health and safety risks, as well as risks associated with climate change that may impact or result from our operations.

The committee is chaired by the Vice President Director and consists of the Executive Committee, Operational General Managers, and a dedicated Risk Manager.

Health and Safety Committee

The Health and Safety Committee at Merdeka is responsible for overseeing the company's health and safety strategy and performance, with a focus on continuous prevention and improvement. The committee is chaired by the Vice President Director and its members include Operational Executives, General Managers, and HSE Managers.

Nominasi dan Seleksi Dewan Komisaris dan Direksi [2-10]

Dewan Komisaris dan Direksi diangkat dan diberhentikan oleh Rapat Umum Pemegang Saham (RUPS) perusahaan. Calon Dewan Komisaris dan Direksi diseleksi dan diusulkan kepada RUPS perusahaan oleh Dewan Komisaris berdasarkan rekomendasi Komite Nominasi dan Remunerasi sesuai dengan peraturan yang berlaku.

Komite Nominasi dan Remunerasi menyusun rekomendasi dan usulan anggota Dewan Komisaris dan Direksi menggunakan kriteria pendidikan, pengalaman kerja, independensi dan gender. Selain itu, pengalaman dan pengetahuan terkait isu ekonomi, lingkungan, sosial dan tata kelola juga menjadi pertimbangan penentuan calon anggota Dewan Komisaris dan Direksi.

Komite Nominasi dan Remunerasi Perusahaan diketuai oleh komisaris independen untuk memastikan independensi dan objektivitas proses nominasi dan seleksi Dewan Komisaris dan Direksi.

Ketua Dewan Tata Kelola Tertinggi dan Penghindaran Benturan Kepentingan [2-11] [2-15]

Tata kelola perusahaan kami terdiri dari tiga organ, RUPS, Dewan Komisaris dan Direksi. Ketua Dewan Komisaris Perusahaan tidak memiliki jabatan eksekutif di dalam Perusahaan, sedangkan Presiden Direktur merupakan jabatan eksekutif.

Dalam pelaksanaan tugas Dewan Komisaris dan Direksi, Pedoman Tata Kelola Perusahaan secara jelas menyatakan bahwa Dewan Komisaris bertanggung jawab secara kolektif untuk melakukan pengawasan atas jalannya pengurusan perusahaan dan memberikan nasihat kepada Direksi secara independen terkait tugas dan tanggung jawab Direksi dan Dewan Komisaris tidak boleh turut serta dalam mengambil keputusan operasional. Dengan demikian, tidak terdapat benturan kepentingan (*conflict of interest*) dalam pelaksanaan tugas pengawasan oleh Dewan Komisaris.

Komposisi Dewan Komisaris dan Direksi secara rinci dapat dilihat pada Laporan Tahunan Perusahaan tahun 2022.

Nomination and Selection of Board of Commissioners and Board of Directors

The Board of Commissioners and Board of Directors are appointed and dismissed by the General Shareholders Meetings (GMS). The candidates for the Board of Commissioners and Board of Directors are selected and proposed to the GMS by the Nomination and Remuneration Committee based on the recommendation from the Board of Commissioners, in accordance with the applicable laws and regulations.

The Nomination and Remuneration Committee is responsible for formulating recommendations and proposals for members of the Board of Commissioners and Board of Directors. The committee takes into account various criteria such as education, work experience, independence, and gender diversity. Additionally, candidates' experience and knowledge of economic, environmental, social, and governance issues are also considered.

To ensure the independence and objectivity of the nomination and selection process of the Board of Commissioners and Board of Directors, the committee is chaired by an independent commissioner.

The Chair of the Highest Governance Body and Avoidance of Conflicts of Interest

The Company's governance structure comprises of three bodies, namely GMS, Board of Commissioners, and Board of Directors. The Chair of the Board of Commissioners does not hold an executive position within the Company, whereas the President Director holds an executive position.

As stated in our GCG Guidelines, the Board of Commissioners is responsible for collectively supervising the company's operational management and providing advice to the Board of Directors independently, without participating in making operational decisions. Therefore, there is no conflict of interest in the implementation of Board of Commissioners' supervisory duties.

Further details on the composition of the Board of Commissioners and Board of Directors are presented in the Company's 2022 Annual Report.

Pelatihan Keberlanjutan Dewan Tata Kelola Tertinggi [2-17] [E.2] [F.1]

Perusahaan secara berkelanjutan melaksanakan program dan pelatihan untuk meningkatkan pengetahuan Direksi atas isu keberlanjutan untuk dapat memberikan arahan dan memimpin pelaksanaan komitmen Perusahaan atas keberlanjutan.

Peningkatan pengetahuan Direksi terkait keberlanjutan mencakup pelatihan oleh pihak eksternal, keikutsertaan dalam rapat dan diskusi komite keberlanjutan dan ESG serta keterlibatan dalam program-program keberlanjutan.

Inisiatif, program dan pelatihan keberlanjutan untuk Direksi pada tahun 2022 adalah sebagai berikut:

Pelatihan / Training	Tanggal / Date
Rapat Komite Keberlanjutan dan ESG ESG and Sustainability Committee Meeting	10 March 2022, 25 May 2022, 24 November 2022
Strategi pengurangan GRK GHG Reduction Strategy	August 2022
Peta jalan pengurangan GHG GHG Reduction Roadmap	27 October 2022
MSCI ESG rating improvement strategy	11 November 2022
Climate risk scenario analysis - TCFD	25 November 2022

Evaluasi Kinerja Dewan Tata Kelola Tertinggi [2-18]

Penilaian kinerja Dewan Komisaris dan Direksi dilakukan setiap tahun dengan menggunakan metode penilaian mandiri. Penilaian tersebut dilakukan oleh masing-masing anggota Dewan Komisaris dan Direksi dengan mengacu pada pencapaian target-target Key Performance Indicator (KPI) Dewan Komisaris dan Direksi yang telah ditetapkan dan disepakati bersama pada awal tahun.

Kriteria penilaian yang digunakan sebagai tolak ukur penilaian kinerja Dewan Komisaris dan Direksi, antara lain:

- Pelaksanaan tugas dan tanggung jawab masing-masing organ sesuai Piagam dan Anggaran Dasar Perseroan.
- Pencapaian target-target KPI termasuk target keberlanjutan.
- Realisasi rencana kerja dan anggaran tahunan Perseroan.
- Implementation of the duties and responsibilities of each organ in accordance with the Company's Charter and Articles of Association.
- Achievement of KPI targets, including sustainability targets.
- Realization of the Company's work plan and annual budget.

Highest Governance Board Sustainability Training

Merdeka consistently conducts programs and training to enhance the Board of Directors' knowledge of sustainability issues to be able to provide direction and lead the implementation of the Company's sustainability commitment.

The enhancement of the Board of Directors' sustainability knowledge includes training by external parties, participation in sustainability and ESG committee meetings and discussions and involvement in sustainability programs.

Sustainability initiatives, programs and training for the Directors in 2022 are as follows:

- Keterlibatan masing-masing anggota Dewan Komisaris dan Direksi dalam rapat berkala.
- Pelaksanaan hasil keputusan RUPS.
- The Board of Commissioners and Directors' attendance in regular meetings.
- Implementation of the GMS resolutions.

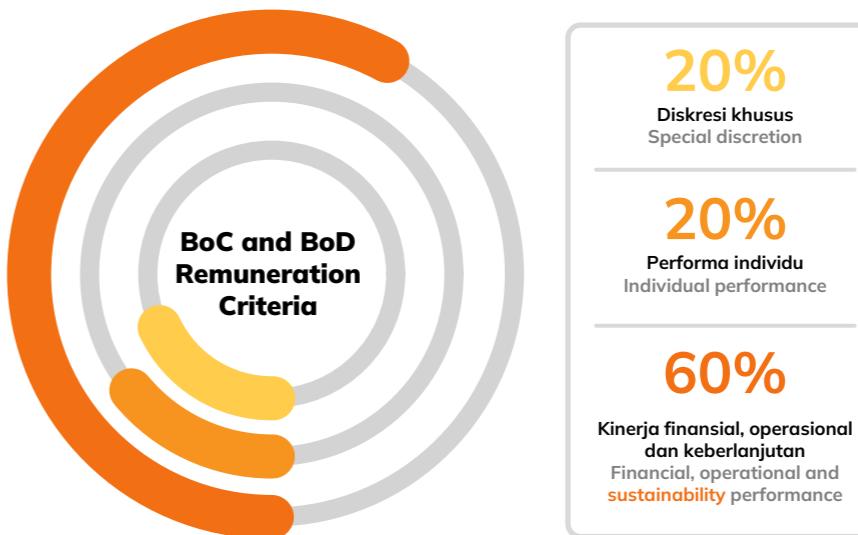
Kebijakan Penetapan Remunerasi [2-19] [2-20]

Penetapan remunerasi anggota Dewan Komisaris dan Direksi dimulai dari usulan yang diajukan oleh Komite Nominasi dan Remunerasi (KNR) kepada Dewan Komisaris. Selanjutnya, Dewan Komisaris mengajukan jumlah remunerasi bagi Direksi dan Dewan Komisaris untuk disetujui oleh Pemegang Saham.

Anggota Dewan Komisaris menerima honorarium bulanan, sedangkan anggota Direksi menerima kompensasi yang terdiri dari gaji, tunjangan, dan fasilitas lainnya.

Struktur dan jumlah remunerasi Dewan Komisaris dan Direksi ditentukan berdasarkan kriteria-kriteria berikut ini:

Kriteria Penentuan Remunerasi Dewan Komisaris dan Direksi Criteria for Determining the Remuneration of Board of Commissioners and Board of Directors



Sebagaimana ditunjukkan pada bagan di atas, kinerja keberlanjutan digunakan sebagai salah satu kriteria penentuan remunerasi Dewan Komisaris dan Direksi. Kriteria kinerja keberlanjutan mencakup kinerja K3, lingkungan dan aspek lain sesuai dengan Kebijakan Keberlanjutan Merdeka.

Merdeka memberlakukan kebijakan clawback dan malus atas remunerasi Dewan Komisaris dan Direksi sejak tahun 2022.

- The Board of Commissioners and Directors' attendance in regular meetings.
- Implementation of the GMS resolutions.

Remuneration Determination Policy

The process of determining the remuneration for the Board of Commissioners and Board of Directors starts with a remuneration proposal submitted by the Nomination and Remuneration Committee to the Board of Commissioners. Subsequently, the Board of Commissioners puts forward a proposal for the remuneration amount for both the Board of Commissioners and Directors, which is then approved by the Shareholders.

Members of the Board of Commissioners receive a monthly honorarium, while Board of Directors receive compensation consisting of salaries, other benefits and facilities.

The structure and amount of the remuneration for the Board of Commissioners and Board of Directors are determined based on the following criteria:

As shown in the chart above, sustainability performance is one of the criteria used to determine the pay of the Board of Commissioners and Board of Directors. The sustainability performance criteria include health and safety, environmental preservation, and other aspects that align with Merdeka's Sustainability Policy.

Since 2022, Merdeka has implemented a clawback and malus policy for the remuneration of the Board of Commissioners and Directors.

Anti Korupsi dan Penyuapan, Anti Pencucian Uang dan Benturan Kepentingan

Merdeka berkomitmen dalam menjalankan seluruh kegiatan usaha dengan bertindak secara profesional, adil dan berintegritas tinggi. Korupsi dan penyuapan dapat meningkatkan beban biaya dalam melakukan bisnis dan dapat merusak reputasi perusahaan. Merdeka tidak memberi toleransi sedikitpun atas perbuatan korupsi termasuk penyuapan. Setiap pelanggaran yang dikategorikan sebagai tindakan korupsi dan/ atau penyuapan akan diberikan sanksi tegas. Komitmen Merdeka terhadap anti korupsi dan penyuapan dinyatakan pada Kode Etik, Kebijakan Anti Korupsi, dan Kebijakan Anti Penyuapan Merdeka. [3-3]

Merdeka memiliki divisi HRD yang bertugas untuk melakukan monitoring terhadap pelaksanaan dan perkembangan penerapan Kebijakan Anti Korupsi. Monitoring meliputi pencegahan, deteksi, investigasi, pelaporan dan sanksi serta pemantauan evaluasi dan tindak lanjut. Secara berkesinambungan, divisi HRD melakukan pengawasan untuk seluruh unit usaha. [205-1] [E.3]

Merdeka berkomitmen untuk menghindari seluruh praktik-praktik pencucian uang pada seluruh interaksi bisnis perusahaan. Merdeka telah menyusun prosedur-prosedur untuk menjaga agar keuangan Merdeka digunakan hanya untuk tujuan yang diinginkan dan tidak dialihkan untuk penggunaan secara melawan hukum seperti pembelian pencucian uang, teroris atau kegiatan kriminal apapun. Komitmen Merdeka terhadap anti pencucian uang dinyatakan pada Kode Etik dan Kebijakan Anti Pencucian Merdeka.



▲ Poster terkait komunikasi Kebijakan Anti Korupsi, Anti Penyuapan, Anti Pencucian Uang kepada karyawan.
Posters related to communication of Anti-Corruption, Anti-Bribery, Anti Money Laundering Policies to employees.

Anti-Corruption and Bribery, Anti-Money Laundering and Conflict of Interest

Merdeka is committed to conducting all business activities in a professional, fair, and highly-integrity manner. Corruption and bribery increase the cost of doing business and can damage the company's reputation. Merdeka has a zero-tolerance policy towards any form of corruption, including bribery, and any violations will be subject to strict sanctions. The company's commitment to anti-corruption and bribery is outlined in the Code of Conduct, Anti-Corruption Policy, and Anti-Bribery Policy.

To ensure the implementation and progress of the anti-corruption policy, Merdeka's human resources department (HRD) is responsible for monitoring, including prevention, detection, investigation, reporting, sanctions, evaluation, and follow-up monitoring. The HRD division supervises all business units on an ongoing basis.

Merdeka is committed to preventing money laundering in all its business interactions. The company has established procedures to ensure that its finances are only used for their intended purposes and are not diverted for unlawful uses such as financing money laundering, terrorist activities, or other criminal activities. Merdeka's commitment to anti-money laundering is expressed in the Code of Conduct and Anti-Money Laundering Policy.

Kebijakan-Kebijakan Merdeka Terkait Tata Kelola Perusahaan yang Baik

Merdeka's Good Corporate Governance-Related Policies

» Pedoman Tata Kelola Perusahaan Yang Baik

Guidelines for Good Corporate Governance

» Kode Etik

Code of Conduct

» Kode Etik Keberlanjutan Pemasok

Supplier Sustainability Code of Conduct

» Piagam Komite Audit

Audit Committee Charter

» Piagam Unit Audit Internal

Internal Audit Unit Charter

» Piagam Komite Nominasi dan Remunerasi

Nomination and Remuneration Committee Charter

» Piagam Komite Keberlanjutan dan ESG

Sustainability and ESG Committee Charter

» Kebijakan Anti Korupsi

Anti-Corruption Policy

» Kebijakan Anti Pencucian Uang

Anti-Money Laundering Policy

» Kebijakan Anti Penyuapan

Anti-Bribery Policy

» Kebijakan Benturan Kepentingan

Conflict of Interest Policy

» Kebijakan Speaking Up dan Anti Pembalasan

Speaking Up and Anti-Retaliation Policy



▲ Monitoring pelaksanaan K3 oleh tim K3 Merdeka di MTI OHS monitoring at MTI by Merdeka's OHS team

Seluruh karyawan Merdeka disyaratkan untuk menghindari konflik kepentingan karyawan dengan kepentingan perusahaan. Persyaratan ini dituangkan pada Kebijakan Benturan Kepentingan perusahaan yang disampaikan kepada seluruh karyawan pada saat proses induction dan secara berkala melalui komunikasi email.

Kebijakan anti korupsi dan penyuapan, kebijakan anti pencucian uang, dan kebijakan benturan kepentingan Merdeka telah disampaikan kepada seluruh karyawan pada saat proses induction. Selain itu, Merdeka secara berkala mengkomunikasikan kebijakan anti korupsi dan penyuapan, kebijakan anti pencucian uang, dan kebijakan benturan kepentingan melalui *email blast* sehingga 100 % karyawan telah mengetahui kebijakan-kebijakan tersebut. [205-2]

Mekanisme Penyampaian Kekhawatiran dan Keluhan [2-16] [2-26]

Untuk memastikan kekhawatiran dan keluhan atas dampak negatif yang mungkin dan telah terjadi terhadap berbagai pemangku kepentingan tersampaikan kepada manajemen, Perusahaan telah menyusun sistem dan prosedur seperti Sistem Pelaporan Pelanggaran (*Whistleblowing System*/"WBS").

Sistem WBS Perusahaan berfungsi sebagai wadah bagi seluruh pemangku kepentingan, baik pihak internal maupun eksternal untuk melaporkan tindakan pelanggaran hukum maupun prosedur internal perusahaan seperti Kode Etik perusahaan, Kebijakan Anti Korupsi dan Penyuapan, Kebijakan Anti-Pencucian Uang, Kebijakan Kesehatan dan Keselamatan Lingkungan Kerja, Kebijakan Hak Asasi Manusia dan peraturan lainnya.

Selain itu, WBS berfungsi sebagai mekanisme formal bagi karyawan untuk memberikan umpan balik kepada manajemen perusahaan.

Sistem WBS ini menganut prinsip-prinsip perlindungan atas identitas pelapor (anonimitas), perlindungan atas isi pelaporan (kerahasiaan), dan perlindungan pihak pelapor dari ancaman atau tindakan akibat laporan yang disampaikan (proteksi).

Pelapor dapat melaporkan pelanggaran melalui situs Speak Up perusahaan yaitu <https://mcg.whispli.com/SpeakUp>. Situs ini dikelola oleh pihak independen yang ditunjuk oleh Perusahaan. Selain itu, pelapor dapat menyampaikan pengaduan melalui nomor telepon dan WhatsApp di 0812 5000 1018.

Pihak ketiga perusahaan pengelola sistem Speak Up Merdeka akan mengonfirmasi penerimaan laporan dan melakukan penilaian awal atas laporan tersebut lalu menyerahkannya kepada kepada salah satu anggota Direksi. Pejabat Direksi yang mendapat laporan kemudian menindaklanjuti laporan yang diterima.

All Merdeka employees are required to avoid conflicts of interest between their personal interests and the company's interests. This requirement is outlined in the Company's Conflict of Interest Policy, which is communicated to all employees during the induction process and periodically through email communication.

Merdeka has provided its employees with copies of the anti-corruption and bribery policy, anti-money laundering policy, and conflict of interest policy during the induction process. Moreover, the company regularly communicates these policies via email blasts to ensure that 100% of employees are well-informed.

Mechanism for Submitting Concerns and Complaints

To ensure effective communication of concerns and complaints regarding any negative impact of our operations on stakeholders, we have developed a Whistleblowing System (WBS).

The WBS system serves as a platform for both internal and external stakeholders to report any violations of laws and the company's internal procedures, including the company's code of ethics, Anti-Corruption and Bribery Policies, Anti-Money Laundering Policies, Occupational Health and Safety Policies, Human Rights Policy, and other relevant regulations.

In addition, the WBS serves as a formal mechanism for employees to provide feedback to the company management

Our WBS system is designed with strict adherence to the principles of anonymity to protect the whistleblower's identity, confidentiality to safeguard the contents of the report, and protection of whistleblowers from any threats or actions as a result of the submitted reports.

Whistleblowers can report violations through the Speak Up website, <https://mcg.whispli.com/SpeakUp>, which is managed by an independent party appointed by the company. Additionally, whistleblowers can submit complaints via telephone or WhatsApp at 0812 5000 1018.

The independent party managing the Merdeka Speak Up system will confirm receipt of the report, conduct an initial assessment, and submit it to a member of the Board of Directors. The Director who receives the report will then follow up on the complaint.

Laporan yang diterima melalui sistem WBS Merdeka dan ditindak lanjuti pada tahun 2022 adalah sebagai berikut:
The reports received through the Merdeka WBS system and followed up in 2022 are as follows:

Pengaduan Complaints	Laporan diterima Reports received	Jumlah Kasus Number of Case	Status Pengaduan Complaints status
Konflik Kepentingan Conflict of Interest	H2 2022	3	Semua kasus telah diselesaikan dengan memberikan teguran dan sanksi yang diberikan kepada para tersangka. All cases have been solved. Reprimand and sanctions were given to suspects.
Perilaku tidak etis Unethical Behaviours	H2 2022	3	Semua kasus telah diselesaikan, salah satunya melalui konsiliasi. Tim SDM telah melakukan penguatan dan sosialisasi mengenai kebijakan dan prosedur kerja. All cases have been solved, one by conciliation. The HR team has reinforced and conducted socialization of working policies and procedures.
Pelanggaran Peraturan Hukum Violations of Laws or Regulations	H2 2022	3	Satu kasus telah dihentikan, dua kasus lainnya telah ditutup. One case has been dismissed, other two cases have been closed.

Kami juga senantiasa mentaati hukum dan peraturan perundang-undangan dalam melaksanakan usaha kami. Pada tahun 2022, tidak terdapat kasus ketidakpatuhan terhadap peraturan perundang-undangan yang mengakibatkan denda atau sanksi nonmoneter lainnya. [2-27]

Rantai Pasokan yang Bertanggung Jawab [3-3] [205-2] [407-1]

Untuk memastikan pelaksanaan GCG di seluruh rantai pasokan Merdeka, kami telah menyusun Kode Etik Keberlanjutan Pemasok ("Kode Etik Pemasok"). Kode Etik Pemasok ini mengatur prinsip, nilai dan standar perilaku dalam pengambilan keputusan, prosedur, dan sistem operasional yang harus dilakukan oleh pemasok kami termasuk penyedia tenaga keamanan.

Kode Etik Pemasok berlaku untuk semua pemasok kami yaitu badan usaha, organisasi, atau individu yang menyediakan barang atau jasa kepada Merdeka, termasuk penyedia jaminan kontrak. Kode Etik Pemasok ini mencakup aspek-aspek keberlanjutan termasuk persyaratan bagi pemasok untuk menjalankan prinsip-prinsip etika dan integritas bisnis sebagai berikut:

- Tidak terlibat dalam penyuapan, korupsi, pemberian *facilitation payment*, dan praktik-praktik bisnis terlarang lainnya
- Mematuhi undang-undang dan peraturan anti korupsi dan anti pencucian uang
- Menghindari melakukan tindakan apapun yang dapat menyebabkan konflik kepentingan
- Menjaga kerahasiaan semua informasi tentang Merdeka yang tidak tersedia bagi publik
- Mematuhi undang-undang dan peraturan privasi dan perlindungan data pribadi yang berlaku
- Not be involved in bribery, corruption, facilitation payments, and other prohibited business practices
- Comply with anti-corruption and anti-money laundering laws and regulations
- Avoid any action that may cause a conflict of interest
- Maintain the confidentiality of all non-public information about Merdeka
- Comply with applicable privacy and personal data protection laws and regulations

We are committed to complying with all applicable laws and regulations in conducting our business. During 2022, we did not receive any fines or non-monetary sanctions for non-compliance with applicable laws and regulations.

Responsible Supply Chain

To ensure that the principles of GCG are implemented throughout Merdeka's supply chain, we have developed a Supplier Sustainability Code of Conduct, which regulates the principles, values, and standards of behavior, decision-making procedures, and operational systems that our suppliers must follow.

The Supplier Code of Conduct is applicable to all of our suppliers: business entities, organizations, or individuals that provide goods or services to Merdeka, including contract security providers. This code covers various sustainability aspects, including ethical conduct principles and business integrity. Our suppliers are required to adhere to the following guidelines:

Selain itu Kode Etik Keberlanjutan Pemasok menyatakan persyaratan bagi pemasok terkait praktik kesehatan dan keselamatan kerja, pengelolaan lingkungan, ketaatan terhadap standar ketenagakerjaan, penghormatan hak asasi manusia dan pelibatan masyarakat.

Merdeka telah melaksanakan evaluasi sistem pengelolaan K3 dan pengelolaan lingkungan kontraktor pada saat proses pemilihan kontraktor. Kemudian, pada saat pelaksanaan pekerjaan oleh kontraktor, divisi pengadaan juga melakukan evaluasi atas kinerja K3 dan pengelolaan lingkungan kontraktor.

Indikator kinerja K3 mencakup ketaatan atas kebijakan dan prosedur K3 Merdeka, frekuensi insiden kesehatan dan frekuensi insiden keselamatan sedangkan indikator lingkungan mencakup ketaatan atas Kebijakan Lingkungan dan frekuensi insiden lingkungan.

Pada tahun 2022, Merdeka melakukan evaluasi kinerja K3 dan pengelolaan lingkungan atas 499 kontraktor. [308-1] [308-2] [414-1]

Dalam hal pasokan produk atau jasa, Merdeka juga memperhatikan keragaman dalam memilih mitra bisnis dan memastikan bahwa produk atau jasa yang mereka berikan memenuhi standar kualitas yang tinggi. [F.17]

Merdeka berupaya untuk berkontribusi pada peningkatan pendapatan asli daerah dengan memprioritaskan pemasok lokal. Pelaksanaan prioritas pemasok lokal tersebut sejalan dengan Peraturan Kementerian Energi dan Sumber Daya Mineral (ESDM) No.28 Tahun 2009. Walaupun berbagai tantangan mulai dari kurangnya kompetensi dan tata kelola pemasok yang dihadapi Merdeka dalam mengembangkan kerjasama dengan pemasok lokal, namun Merdeka terus berupaya untuk meningkatkan jumlah kerjasama dengan pemasok lokal dan nasional. Melalui kerjasama divisi Supply Chain Management dan External Affair, Merdeka berupaya untuk berinovasi dalam membina dan mengembangkan kompetensi pemasok lokal. [E.5]

Pada tahun 2022, jumlah nilai kontrak dengan pemasok lokal dan nasional mencapai masing-masing sebesar USD 9,3 juta dan USD 403 juta. [204-1]

In addition, the Supplier Sustainability Code of Conduct also outlines requirements for suppliers to follow regarding occupational health and safety practices, environmental management, adherence to labor standards, respect for human rights, and community engagement.

Merdeka evaluates contractors' implementation of occupational health and safety and environmental management during the contractor selection process. The procurement division also assesses the contractor's OHS performance and environmental management during their work implementation.

The OHS performance indicators include compliance with Merdeka's OHS policies and procedures, frequency of health incidents and safety incidents, while environmental indicators include compliance with Environmental Policy and frequency of environmental incidents.

In 2022, Merdeka evaluated the occupational health and safety (OHS) and environmental management performance of 499 contractors.

Merdeka places great emphasis on diversity when selecting business partners for product or service supply. Our rigorous selection process ensures that the partners we choose are committed to providing high-quality products and services that meet our standards.

In line with the Ministry of Energy and Mineral Resources (ESDM) Regulation No. 28 of 2009, Merdeka prioritizes local suppliers to contribute to the increase of local government revenue. Despite various challenges, such as a lack of supplier competence and governance, Merdeka continues to strive to increase cooperation with local and national suppliers. Through the cooperation between the Supply Chain Management and External Affairs divisions, Merdeka aims to foster and develop the competence of local suppliers.

In 2022, the total contract value with local and national suppliers was USD 9.3 million and USD 403 million, respectively.

“ Merdeka has developed and implemented its Supplier Sustainability Code of Conduct, which includes the principles of ethics and business integrity, occupational health and safety requirements, environmental management, labor standards, respect for human rights and community involvement. ”

Merdeka telah menyusun dan menerapkan Kode Etik Keberlanjutan Pemasok

Merdeka yang mencakup prinsip-prinsip etika dan integritas bisnis, persyaratan kesehatan dan keselamatan kerja, pengelolaan lingkungan, standar ketenagakerjaan, penghormatan hak asasi manusia dan pelibatan masyarakat.

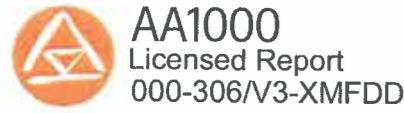




05 **LAMPIRAN** Annexes

Pernyataan Asurans Independen

Independent Assurance Statement



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INDEPENDENT ASSURANCE OPINION STATEMENT

The 2022 Sustainability Report of PT Merdeka Copper Gold Tbk

Statement No: 428/TRID-S02/IV/23

Type: 2

Level: Moderate

PT TUV Rheinland Indonesia is an independent entity commissioned by PT Merdeka Copper Gold Tbk ("Merdeka" or "the Company") to provide assurance on Merdeka's Sustainability Report for the period from 1 January to 31 December 2022 ("Sustainability Report 2022"). This independent assurance opinion statement is intended for use by Merdeka's stakeholders and management only. PT TUV Rheinland Indonesia does not accept or assume any responsibility, legal or otherwise, nor accept liability for any other purpose for which it may be used, or for any person who may read the independent assurance opinion statement.

The Scope of the Assurance

The scope of the assurance engagement agreed upon with Merdeka includes the following:

1. Assessment of Merdeka's Sustainability Report 2022 against the reporting criteria, namely the Global Reporting Initiatives Standards 2021 ("GRI Standards") and Financial Services Authority (OJK) Regulation No. 51/POJK.03/2017 regarding Sustainable Finance Implementation, with a focus on the fifteen material topics identified and reported by Merdeka. These material topics are financial performance and economic contribution, anti-corruption, responsible supply chain, energy efficiency, greenhouse gas emission reduction, water conservation, waste management, biodiversity preservation, occupational health and safety, the COVID-19 pandemic, employee training and development, diversity and inclusivity, human rights, community development and empowerment, and spending on local suppliers.
2. A Type 2 Moderate Level of Assurance is used to evaluate the nature and extent of Merdeka's adherence to all four AA1000 Accountability Principles (2018), namely Inclusivity, Materiality, Responsiveness and Impact, using AA1000 Assurance Standard (2008) with the 2018 Addendum.
3. The financial data provided by Merdeka has been audited by independent parties and, therefore, presentation of financial data and information in the report is NOT within the scope of assurance.

Opinion Statement

This report is assured by the sustainability report assurers' team in accordance with AA1000AS (2008) Principles with 2018 Addendum, AA1000AP (2008) Principles, and GRI Standards. Based on the information and explanations provided, we have received sufficient evidence to conclude that the Merdeka's Sustainability Report 2022 provides a fair and balanced representation of Merdeka's sustainability performance during 2022. Merdeka's Sustainability Report has been prepared in accordance with the GRI Standards. Based on the outcome of all the assessment conducted by our team according to our procedures, we conclude that the 2022 data presented by Merdeka for all the performance indicators related to the material topics are reasonably represented and nothing has come to our attention that would cause us to believe that Merdeka has not presented accurate and reliable data.

Methodology

We conducted the assurance in accordance with the following assurance procedures and activities:

- A top-level review of issues raised by external parties that could be relevant to Merdeka's policies to provide a check on the appropriateness of statements made in the report.
- Discussion with Merdeka senior executives on Merdeka's approach to stakeholder engagement.
- Interviews with staff involved in sustainability management, report preparation and provision of report information.
- Review of key organizational developments.
- Review of supporting evidence for assertions made in the reports.
- Evaluate the adherence of report content, disclosure and presentation against the standard principles, and indicators of AA1000AS (2008) with 2018 Addendum, AA1000AP (2008), GRI Standards and POJK 51/2017.

Findings and Conclusions

The detailed review against AA1000AP (2008) for Inclusivity, Materiality, Responsiveness and Impact and the GRI Standards is presented below:

Inclusivity

This report has reflected Merdeka's continued commitment to its stakeholders, as engagement and participation of stakeholders has been conducted, and an accountable and strategic response to sustainability has been achieved. This report covers stakeholder issues together with fair reporting and disclosures of material topics and information. In our professional opinion, the report covers Merdeka's application of inclusivity principles.



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Materiality

Merdeka presents sustainability information that describes the sustainability context as an Mining Company. These data enable Merdeka's stakeholders to make informed judgments about the company's management and performance. In our professional opinion, the report covers the organization's material issues by using Merdeka's materiality matrix and boundary mapping.

Responsiveness

Merdeka has implemented the management practice to respond to the expectations and concerns of its stakeholders. It includes communication on stakeholder expectations and different feedback mechanisms to external and internal stakeholders. In our professional opinion, the report covers Merdeka's responsiveness to issues. Our inputs for the improvement of the report were adopted by Merdeka before the issue of this opinion statement.

Impact

Merdeka has made steps to identify, measure, monitor, and be accountable for how their actions affect their broader ecosystems including Environmental, Economic and Social aspects. In our professional opinion, the report covers Merdeka's impacts on the broader ecosystems. Our improvement report inputs have been adopted by Merdeka before the issue of this opinion statement.

In Accordance with GRI Standards

The Report has been prepared in accordance with the GRI Standards. The management approach disclosure for each material topic in general is fairly disclosed.

GRI Standards Principles

The Management has applied the Principles for Defining Report Content (stakeholder inclusiveness, sustainability context, materiality, and completeness) and the Principles for Defining Report Quality (balance, comparability, accuracy, timeliness, clarity, and reliability). Supporting documents were adequately presented during the assurance work. When applicable, the report presents data and information clarification that is undisclosable due to Management discretion or system and data administration issues.

Land Rehabilitation and Biodiversity Management

Merdeka has provided a fair disclosure of the land reclamation and revegetation activities carried out by its business units. In 2022, BSI completed land reclamation on 4.19 hectares, planted 8,233 tree seedlings for revegetation, and handed over 430.4 hectares of compensated land. On the other hand, BTR-BKP completed land reclamation on 3.11 hectares of land and planted 1,944 seedling trees for

revegetation.

Recommendation

Below are further recommendations for Merdeka:

Regarding the implementation of ESG with an impact on SDGs and Presidential Decree no. 111 of 2022 on the Implementation of SDGs Achievement, we recommend that Merdeka submits information on its CSR achievements to Bappenas and participates in the SDGs Action Awards. This will not only help acknowledge Merdeka's CSR efforts but also encourage the regions where Merdeka operates to increase their efforts to achieve SDGs and improve community welfare.

Statement of Responsibility of the Management of PT Merdeka Copper Gold Tbk

The Management of Merdeka has sole responsibility for preparing and presenting the Subject Matter (material topics) in accordance with GRI Standards and preparing the Report in adherence to the AA1000AP (2018) Principles. Merdeka's responsibilities also include maintaining effective internal controls over the information and data, resulting in the preparation of the Subject Matter in a way that is free from material misstatements.

Statement of Responsibility, Competency, Independency and Impartiality of Assurer Our responsibility is to plan and perform our work to obtain assurance statement over whether the Subject Matter has been prepared in accordance with the GRI Standard and reporting to Merdeka in the form of an independent assurance conclusion, based on the work performed and the evidence obtained.

PT TUV Rheinland Indonesia is an independent professional services company that specializes in quality, environmental, health, safety, and social accountability with over 25 years of history. As part of the Assurer Team, the experts must understand the principles and standards of AA1000 Accountability, and also have experience in writing and reviewing sustainability reports and integrated reports.

PT TUV Rheinland Indonesia operates a certified Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

PT TUV Rheinland Indonesia has implemented a Code of Ethics which meets the requirements of the International Federation of Inspections Agencies (IFIA) across its business which ensures that all our staff maintains integrity, objectivity, professional competence and due care, confidentiality, professional behaviour and high ethical standards in their day-to-day business activities.



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Our assurer team does not have any involvement in projects with PT Merdeka Copper Gold Tbk outside those of an independent assurance scope and we do not consider there to be a conflict between the other services provided by PT TUV Rheinland Indonesia and that of our assurer team.

For and on behalf of PT TUV Rheinland Indonesia

Jakarta, 27 April 2023



Nyoman Susila
President Director

INDEKS ISI GRI | GRI CONTENT INDEX

Statement of use	PT Merdeka Copper Gold Tbk has reported in accordance with the GRI Standards for the period 1 Jan 2022 – 31 Dec 2022
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

GRI Standards	No	Pengungkapan <i>Disclosure</i>	Halaman <i>Page</i>	
GRI 2: Pengungkapan Umum <i>General Disclosures</i> 2021	2-1	Detail organisasi <i>Organizational details</i>	17	
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	2-12	Peran badan tata kelola tertinggi dalam mengawasi pengelolaan dampak <i>Role of the highest governance body in overseeing the management of impacts</i>	39, 40, 41	
	2-13	Pendelegasian tanggung jawab untuk mengelola dampak <i>Delegation of responsibility for managing impacts</i>	39, 152	
	2-14	Peran badan tata kelola tertinggi dalam pelaporan keberlanjutan <i>Role of the highest governance body in sustainability reporting</i>	39, 41	
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	2-18	Evaluasi kinerja badan tata kelola tertinggi <i>Evaluation of the performance of the highest governance body</i>	154	
	2-19	Kebijakan remunerasi <i>Remuneration policies</i>	155	
	2-20	Proses penentuan remunerasi <i>Process to determine remuneration</i>	155	
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Nama/Name : _____

Institusi/Institution : _____

Saya berasal dari kelompok Pemangku Kepentingan:
I'm representing:

- | | | | |
|--------------------------|---|--------------------------|---|
| <input type="checkbox"/> | Pemegang Saham (shareholder) | <input type="checkbox"/> | Pemasok/Kontraktor (supplier/contractor) |
| <input type="checkbox"/> | Karyawan (employee) | <input type="checkbox"/> | Jurnalis/Media (journalist/media) |
| <input type="checkbox"/> | Pelanggan (customer) | <input type="checkbox"/> | Akademisi (academic) |
| <input type="checkbox"/> | Pemerintah/regulator (government/regulatory body) | <input type="checkbox"/> | LSM (NGO) |
| <input type="checkbox"/> | Masyarakat Sekitar (local community) | <input type="checkbox"/> | Lainnya (mohon sebutkan)
(Other, please specify) |

Bagaimana menurut Anda Laporan Keberlanjutan Merdeka tahun 2022:
How do you rate our Sustainability Report:

	Buruk Poor	Rata rata Average	Baik Good	Sangat Baik Excellent
Apakah informasi dalam laporan ini memenuhi harapan dan kebutuhan Anda? Does the report meet your information requirements?				
Apakah laporan ini mudah dipahami? Do you find the report easy to understand?				
Apakah informasi yang dicantumkan dalam laporan ini bermanfaat? Does the report have useful information?				
Menurut Anda, bagaimana kinerja kami di bidang lingkungan? How would you rate our environmental performance?				
Menurut Anda, bagaimana kinerja kami di bidang ekonomi dan keuangan? / How would you rate our economic and financial performance?				
Menurut Anda, bagaimana hubungan kami dengan pekerja dan komunitas masyarakat? How would you rate our employee engagement and community involvement?				

Informasi yang Anda ingin kami cantumkan dalam laporan berikutnya:
Information that you would like us to discuss further in the next report are:

Terima kasih atas partisipasi Anda | Thank you for your participation.

Merdeka telah mempertimbangkan umpan balik dari pemangku kepentingan dan rekomendasi assuror pada Laporan Keberlanjutan tahun 2022.
Merdeka has considered stakeholders' feedback and assuror's recommendation on the preparation of 2022 Sustainability Report. [G.3]



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**SUSTAINABILITY
REPORT**

Laporan Keberlanjutan

2022