



## PT MERDEKA COPPER GOLD, Tbk.

### POLICY ANTI-DISCRIMINATION AND GENDER EQUALITY MCG-POL-IR-01-01

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01 July 2023	01 July 2023	01 July 2023	01 July 2023	01 July 2023


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## DOCUMENT CHANGE STATUS

No. Revision	Division/Department	Reason For Change	Revision By	Revision Date
01	HR – Industrial Relations	<p>1. Addition and revision to number 1. General to: Suppose, in the course of implementation, non-conformities are found that are not covered in this document and are considered important for one reason or another. In that case, the non-conformities will be further reviewed, and if they are to continue to be applied, they will be made into an addendum to this policy. And suppose there is a difference in interpretation between this policy's Indonesian and English versions. In that case, the Indonesian version is the prevailing version. It will be used, and in the event of a request for Discretion on implementing this policy, it must obtain prior approval from the President Director.</p>	HR Compliance	01 July 2023
01	HR – Industrial Relations	<p>Revision on point 2. Purpose, previously: The purpose of this policy is as a guideline to create a positive work environment by treating fairly and providing equal opportunities to all Employee, both in terms of compensation and benefits received for work of equal</p>	HR Compliance	01 July 2023

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		<p>value, as well as in terms of career development for each Employee.</p> <p>After revision, it becomes: The purpose of this policy is as a guideline to create a positive work environment by treating fairly and providing equal opportunities to all Employee, both in terms of compensation and benefits received for work of equal value, as well as in terms of career development of each Employee, especially Female Employee.</p>		
01	HR – Industrial Relations	<p>Revisions and additions to point 5.1 Definition, as follows: Gender is the traits and behaviors attached to men and women that are socially and culturally shaped.</p>	HR Compliance	01 July 2023
01	HR – Industrial Relations	<p>Revision in point 5.2 General Standard, previously:</p> <ol style="list-style-type: none"><li>1. The Company will treat all Employee with all respect and without discrimination against each other, protected by applicable laws and regulations.</li><li>2. The Company is committed to being fair and providing Employee Protection to Female Employee by treating Female Employee equally to Man Employee.</li><li>3. The Company is committed and will be responsible for fulfilling rights given to Female Employee based on</li></ol>	HR Compliance	01 July 2023

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applicable laws and regulations.

After revision to:

**5.2 General Standard**

1. The Company will treat all Employee with all respect and without discrimination against each other, protected by applicable laws and regulations and international labor standards, specifically The International Labor Organization Declaration on Fundamental Principles and Rights at Work and The Core International Labor Conventions.
2. The Company is committed to responsibility and fairness in providing protection and fulfillment of rights that must be given to both Man and Female Employee based on applicable laws and regulations.

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## 1. GENERAL

Policy regarding Anti-Discrimination and Gender Equality is developed, implemented, and managed for the benefit of PT Merdeka Copper Gold, Tbk. and its subsidiaries regarding prohibitions on discriminatory practices and gender discrimination in each of the Company's business activities.

Suppose, in the course of implementation, non-conformities are found that are not covered in this document and are considered important for one reason or another. In that case, the non-conformities will be further reviewed, and if they are to continue to be applied, they will be made into an addendum to this policy.

And suppose there is a difference in interpretation between this policy's Indonesian and English versions. In that case, the Indonesian version is the prevailing version. It will be used, and in the event of a request for Discretion on implementing this policy, it must obtain prior approval from the President Director.

## 2. PURPOSE

The purpose of this policy is as a guideline to create a positive work environment by treating fairly and providing equal opportunities to all Employee, both in terms of compensation and benefits received for work of equal value, as well as in terms of career development of each Employee, especially Female Employee.

## 3. SCOPE

This policy applies to all Employee at PT Merdeka Copper Gold, Tbk. and its subsidiaries.


## 4. RESPONSIBILITY

### 4.1 Top Management

The Top Management must approve and sign all quality management system documents, including Company Policies, Procedures, Work Instructions, Forms, and other documents.

### 4.2 Management Representative

The HR department must cooperate with other departments to prepare and revise all documents, including Company Policies, Procedures, Work Instructions, Forms, and other documents.

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#### **4.3 Department Head or Department Manager**

The Department Head or Department Manager must review the relevant documented information and ensure that subordinate staff are aware of any changes, updates, or updates to the document.

### **5. POLICY**

#### **5.1 Definition**

1. The Company is PT Merdeka Copper Gold Tbk or its subsidiaries.
2. Employees are people who work at PT Merdeka Copper Gold, Tbk. or its subsidiaries.
3. Discrimination is the difference in treatment of Employee based on skin color, class, ethnicity, economy, religion, and so on.
4. Employee protection is a form of protection provided and guaranteed by the Company to Employee in carrying out the Company's business activities.
5. Gender is the traits and behaviors attached to men and women that are socially and culturally shaped.

#### **5.2 General Standard**


1. The Company will treat all Employee with all respect and without discrimination against each other, protected by applicable laws and regulations and international labor standards, specifically The International Labor Organization Declaration on Fundamental Principles and Rights at Work and The Core International Labor Conventions.
2. The Company is committed to responsibility and fairness in providing protection and fulfillment of rights that must be given to both Man and Female Employee based on applicable laws and regulations.

#### **5.3 Anti-Discrimination**

1. The Company is committed and strives to create a work environment without discriminatory practices in all business activities.
2. Every discriminatory practice is categorized as a violation, and the Company will not tolerate anyone who practices such discriminatory practices.

#### **5.4 Gender Equality**

1. The Company is committed to and endeavors to recruit, place, promote, compensate, and retain Employee based on qualifications for the work, including experience, merit, and other work-related criteria regardless of gender, gender identity, gender expression, and sexual orientation.

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2. Equality between Female Employee and Male Employee includes but is not limited to:
  - a. Equality in the provision of compensation and benefits; and
  - b. Job opportunities and career development.

### 5.5 Protection of Female Employee

1. The Company strongly disapproves of any forms of gender injustice resulting from the marginalization of female, as follows:
  - a. Placement of female in subordination;
  - b. Stereotypes or labeling of certain groups, tribes, and nations that always have a negative connotation so that it is often detrimental and injustice arises;
  - c. Disproportionate workload; and
  - d. Violence against female.
2. Every Employee is prohibited from harassing in the work environment, especially to Female Employee. Harassment or sexual harassment in the form of intimidation, rude behavior, and disrespect is categorized as a violation.
3. Fulfillment of the rights that must be granted to Female Employee based on the prevailing Laws and Regulations includes but is not limited to:
  - a. Management of working time, including the days that are permitted for Female Employee who do not fully carry out their obligations as Employee, such as during menstruation, pregnancy, and childbirth or pregnancy loss; and
  - b. Maintain the decency and safety of Female Employee as regulated in the applicable Laws and Regulations.