



## PT MERDEKA COPPER GOLD, Tbk.

### POLICY CHILD LABOR PROTECTION MCG-POL-IR-02-01

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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	Revisi on 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>Additions and revisions to point 5.1 Definition number 2, 3, previously:</p> <p>2. Employees are people who work at PT Merdeka Copper Gold, Tbk. or its subsidiaries.</p> <p>3. Child Labor is children who carry out an intensive activity/work that can interfere with education and endanger physical, mental, and social development and health. In this case, the</p>	HR Compliance	01 July 2023

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		<p>Company determines the minimum age of Employee is 18 (eighteen) years old, so the age of Child Labor referred to in this policy is children under 18 (eighteen) years old.</p> <p>After revision, it becomes:</p> <p>2. Employees are people who are at least 18 (eighteen) years old and work at PT Merdeka Copper Gold, Tbk. or its subsidiaries.</p> <p>3. Child is a person/child under 18 (eighteen) years old. The Company sets the minimum age of Employee at 18 (eighteen) years old, so the age referred to in this policy is persons/Children under 18 (eighteen) years old.</p>		
01	HR – Industrial Relations	<p>Revision and addition in point 5.2 General Standard number 3, 4 previously:</p> <p>3. Exceptions to the prohibition child labor can only be made considering and fulfilling requirements as regulated by prevailing Laws and Regulation</p> <p>4. The Company is committed and will be responsible for fulfilling the rights that must be provided when employing children based on applicable laws and regulations and international labor standards, namely The International Labor Organization Declaration on Fundamental Principles and Rights at Work and The Core International Labor Conventions.</p>	HR Compliance	01 July 2023



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		<p>After revision, it becomes:</p> <p>3. The Company is committed and responsible for not employing children based on 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.</p>		
01	HR - Industrial Relations	<p>Revision to 5.3 Child Labor Protection, previously:</p> <p>1. In principle, by considering that the Company's business activities are at a very high level of risk, the Company avoids employing minors in all business activities.</p> <p>2. Exceptions to the prohibition on Child Labor can be made by the Company but are limited to children aged 13 (thirteen) to 15 (fifteen) years old and only doing an activity/work that is light and has met the requirements as stipulated in the applicable Laws and Regulations, as follows:</p> <ul style="list-style-type: none"> <li>a. Have received written permission from parents or guardians;</li> <li>b. There is a work agreement between the Company and a parent or guardian;</li> <li>c. Maximum working time 3 (three) hours;</li> <li>d. Work is done during the day and does not</li> </ul>	HR Compliance	01 July 2023



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		<p>interfere with school time;</p> <p>e. Pay attention to occupational safety and health;</p> <p>f. There is a clear working relationship, and</p> <p>g. Receive salary by applicable regulations.</p> <p>3.If the Company employs children by the applicable laws and regulations, the workplace for child labor must be separated from the workplace for adult Employee in general.</p> <p>After revision to:</p> <p><b>5.3 Child Labor Protection</b></p> <p>In principle, considering that the Company's business activities are very high-risk, the Company avoids employing child labor in all business activities.</p> <p>Revision to point 5.4 Child Labor in the Context of Education or Training, previously:</p> <p>1.Exceptions to the prohibition on Child Labor can also be made to children at least 14 (fourteen) years of age performing work in a workplace that is part of the education or training curriculum authorized by an authorized official.</p> <p>2.The work, as referred to in point 1 (one), can be carried out with the following conditions:</p>		
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- a. Given clear instructions on how to carry out the work as well as guidance and supervision in carrying out the work; and
- b. Provided with occupational safety and health protection.

After revision, it becomes:

**5.4 Children in the Course of Education or Training**

- 1. Exceptions to the prohibition on Child Labor can be made to Children at least 14 (fourteen) years old in the context of education or training in the workplace, which is part of the education or training curriculum authorized by the competent authority.
- 2. Work as referred to in point 5.4 number 1 above can be carried out with the following conditions:
  - a. Given clear instructions on how to carry out the work as well as guidance and supervision in carrying out the work; and
  - b. Provided with occupational safety and health protection.

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## 1. GENERAL

Policy regarding the Protection of Child Labor is developed, implemented, and managed for the benefit of PT Merdeka Copper Gold, Tbk. and its subsidiaries regarding the protection of Child Labor. Considering that the Company's business activities are at a very high level of risk, the Company only employs children in all business activities if it fulfills the requirements stipulated in the applicable Laws and Regulations.

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 to guide the management of child labor by the prevailing Laws and Regulations.

## 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.

### 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 or updates to the document.

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## 5. GENERAL POLICY

### 5.1 Definition

1. The Company is PT Merdeka Copper Gold, Tbk. or its subsidiaries.
2. Employees are people who are at least 18 (eighteen) years old and work at PT Merdeka Copper Gold, Tbk. or its subsidiaries.
3. A child is a person/child under 18 (eighteen) years old. The Company sets the minimum age of Employee at 18 (eighteen) years old, so the age referred to in this policy is persons/Children under 18 (eighteen) years old.
4. The worst jobs, according to the prevailing Laws and Regulations, include:
  - a. Any work in the form of slavery or the like;
  - b. Any work that uses, provides, or offers children for prostitution, the production of pornography, pornographic performances, or gambling;
  - c. All work that utilizes, provides, or involves children for the production and trade of liquor, narcotics, psychotropic substances, and other addictive substances; and/or
  - d. Any work that endangers children's health, safety, or morals.

### 5.2 General Standard

1. The Company realizes that employing children can interfere with education, and endanger these children's development and physical, mental and social health.
2. Protection of Child Labor is meant in this policy as a prohibition on employing minors, especially children, in the worst jobs according to the prevailing Laws and Regulations.
3. The Company is committed and responsible for not employing children based on 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.

### 5.3 Child Labor Protection

In principle, considering that the Company's business activities are very high-risk, the Company avoids employing child labor in all business activities.

### 5.4 Children in the Course of Education or Training

1. Exceptions to the prohibition on Child Labor can be made to Children at least 14 (fourteen) years old in the context of education or training in the workplace, which is part of the education or training curriculum authorized by the competent authority.
2. Work as referred to in point 5.4 number 1 above can be carried out with the following conditions:



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- a. Given clear instructions on how to carry out the work as well as guidance and supervision in carrying out the work; and
- b. Provided with occupational safety and health protection