



PT MERDEKA COPPER GOLD, Tbk.

POLICY FREEDOM OF ASSOCIATION AND PROTECTION OF ORGANIZATION MCG-POL-IR-04-01

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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.</p> <p>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 to point 5.2 of the General Standard, previously:</p> <p>1. Freedom of association, assembly, organization, and expression of ideas are the rights of every citizen.</p>	HR Compliance	01 July 2023

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**FREEDOM OF
ASSOCIATION AND
PROTECTION OF
ORGANIZATION**

2. Freedom of association and organization for Employee does not abrogate their obligations as Employee.

3. Employee's Trade/Labor Union is a means to fight for, protect, and defend the interests and welfare of Employee and their families and create harmonious, dynamic, and equitable industrial relations.


After revision to:

5.2 General Standard


1. Freedom of association, assembly, organization, and expression of ideas are the rights of every citizen by 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.

2. Freedom of association and organization for Employee does not abrogate their obligations as Employee.

3. Trade/Labor Union is a means to fight for, protect, and defend the interests and welfare of the Employee and their families and create harmonious, dynamic,

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		and equitable industrial relations.		
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1. GENERAL

Policy regarding Freedom of Association and Protection of Organizations is developed, implemented, and managed for the benefit of PT Merdeka Copper Gold, Tbk. and its subsidiaries in managing freedom of association and protecting Employee's organizations.

Suppose, in the course of implementation, non-conformities are found that are not covered in this document and are considered essential 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 for the management of Trade/Labor Union and Employee who are Members and/or Managers of Trade Union/Labor Union so that in their direction, they do not violate the rights of Employees and 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.

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4.3 Department Head or Department Manager

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

5. GENERAL 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. Trade Union/Labor Union is a Trade Union/Labor Union established by the Employee at PT Merdeka Copper Gold, Tbk. or its subsidiaries by the prevailing Laws and Regulations.
4. A member of a Trade Union/Labour Union is an Employee who declares themself in writing to be a member of a Trade Union/Labour Union.
5. The management of a Trade Union/Labour Union is a member of a trade union/labor union who is elected or appointed by a member of a trade union/labor union to run or manage the organizational wheels of a Trade Union/Labour Union.

5.2 General Standard

1. Freedom of association, assembly, and organization, and expression of ideas are the rights of every citizen by the prevailing laws and regulations and international labor standards, including The International Labor Organization Declaration on Fundamental Principles and Rights at Work and The Core International Labor Conventions.
2. Freedom of association and organization for Employee does not invalidate their obligations as Employee.
3. Trade Union/Labor Union are a means to fight for, protect, and defend the interests and welfare of Employee and their families and realize harmonious, dynamic, and just industrial relations.

5.3 Formation and Membership of Trade/Labor Union

1. The company is committed to giving every Employee the right to form, develop, and become a member of a Trade Union/Labour Union or a Trade Union/Labour Union management freely, openly, independently, democratically, and responsibly.

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2. Forming a Trade Union/Labour Union shall be notified and registered by the relevant Trade Union/Labor Union to the government agency responsible for the local manpower sector.
3. Membership of the Trade Union/Labor Union by the prevailing laws and regulations, including:
 - a. Each Employee may only be a member of one Trade Union/Labour Union in the Company;
 - b. An Employee who occupies a certain position within the Company and that position creates a conflict of interest between the Company and the Employee. The Employee may not become the Company's Manager of a Trade Union/Labour Union.

5.4 Organizational Protection

1. The Company is committed not to hinder or force Employee to form or not to form, to become a manager or not to become a manager, to become a member or not to become a member, and/or to carry out or not to carry out the activities of a Trade Union/Labour Union by:
 - a. Terminate employment, temporarily lay off, demote, or make transfers;
 - b. Not paying or reducing Employee' salaries;
 - c. Intimidation in any form;
 - d. Conducting campaigns against the formation of Trade Union/Labor Union.
2. Employers may provide opportunities for the Management of Trade/Labor Union and/or Members of Trade Union/Labor Union to carry out the activities of Trade Union/Labor Union while still paying attention to and considering the Company's operational needs.

5.5 Expressing Thoughts and Opinions

1. Trade/Labor Union as a means in industrial relations can convey the Employee's thoughts, opinions, and aspirations to the Company.
2. Expression of thoughts, opinions, and aspirations by the Trade/Labor Union is carried out freely and responsibly by the prevailing laws and regulations.