




# PT MERDEKA COPPER GOLD, Tbk.

## POLICY DIVERSITY, EQUALITY, AND INCLUSIVITY MCG-POL-IR-11-02

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01 December 2023	01 December 2023	01 December 2023	01 December 2023	01 December 2023

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<b>PT MERDEKA COPPER GOLD, Tbk.</b>		<b>Document number</b>	<b>MCG-POL-IR-11-02</b>
	<b>DIVERSITY, EQUALITY, AND INCLUSIVITY</b>	<b>Effective date</b>	<b>01 December 2023</b>
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## **DOCUMENT CHANGE STATUS**

<b>Revision No.</b>	<b>Division/Department</b>	<b>Reason For Change</b>	<b>Revision By</b>	<b>Revision Date</b>
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 to point 5.1 Definition, previously:</p> <ol style="list-style-type: none"> <li>1. The Company is PT Merdeka Copper Gold, Tbk. or its subsidiaries.</li> <li>2. Employees are people who work at PT Merdeka Copper Gold, Tbk. or its subsidiaries.</li> <li>3. Diversity is the difference in conditions of an Employee based on</li> </ol>	HR Compliance	01 July 2023

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		<p>ethnicity, religion, race, intergroup, age, gender, marital status, social status, disability, and other things that can distinguish 1 (one) person from another person.</p> <p>4. Inclusiveness is the recognition and appreciation of Employee for diversity.</p> <p>After revision it becomes:</p> <p><b>5.1 Definition</b></p> <p>1. The Company is PT Merdeka Copper Gold, Tbk. or its subsidiaries.</p> <p>2. Top Management is the President Director, and HR Director.</p> <p>3. Employees are people who work at PT Merdeka Copper Gold, Tbk. or its subsidiaries.</p> <p>4. Diversity is the difference in conditions of Employee based on ethnicity, religion, race, intergroup, age, gender, marital status, social status, disability, and other things that can distinguish 1 (one) person from another person.</p> <p>5. Inclusiveness is the recognition and appreciation of Employee for diversity.</p>		
01	HR – Industrial Relations	<p>Revision to point 5.2 of the General Provisions, previously:</p> <p>1. The Company will comply with all laws and regulations related to diversity and inclusiveness throughout the Company.</p>	HR Compliance	01 July 2023




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EQUALITY, AND  
INCLUSIVITY**

2. The Company is committed to accommodating and respecting the diversity of Employee so that each Employee can contribute optimally without any discriminatory practices.
3. Every Employee will be involved in a job by prioritizing inclusiveness.


After revision, it becomes:

**5.2 General Provisions**

1. The Company will comply with all laws and regulations related to diversity and inclusiveness and international labor standards, namely The International Labor Organization Declaration on Fundamental Principles and Rights at Work and The Core International Labor Conventions throughout the Company.
2. The Company is committed to accommodating and respecting the diversity of Employees so that each Employee can contribute optimally without discriminatory practices.
3. The President Director, and HR Director are tasked with regularly ensuring and monitoring Diversity and Inclusiveness performance and reporting performance to the Board of Directors.

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		4. Every Employee will be involved in a job by prioritizing inclusiveness.		
02	HR – Industrial Relations	<p>Revision and addition to all of the policy, previously: Diversity and Inclusivity</p> <p>After revision, it becomes: Diversity, Equality, and Inclusivity</p>	HR Compliance	01 December 2023
02	HR – Industrial Relations	<p>Revision and addition to point 5.1 Definition regarding:</p> <p>Equality is when individuals with other individuals have the same status and indicate the same level, the same position, not higher or lower than each other.</p>	HR Compliance	01 December 2023

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## 1. GENERAL

Policy regarding diversity, equality, and inclusivity is developed, implemented, and managed for the benefit of PT Merdeka Copper Gold, Tbk. and its subsidiaries in building a diverse and inclusive corporate environment.

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 to guide the Company to build a diverse and inclusive corporate environment by always upholding human values and human rights, respecting and appreciating the diversity of backgrounds, experiences, skills, perspectives, religions, and beliefs, and providing equal treatment and opportunities to every Employee without any discriminatory practices.

## 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 Head of Department or Department Manager

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

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## 5. POLICY

### 5.1 Definitions


1. The Company is PT Merdeka Copper Gold, Tbk. or its subsidiaries.
2. Top Management is the President, Director, and HR Director.
3. Employees are people who work at PT Merdeka Copper Gold, Tbk. or its subsidiaries.
4. Diversity is the difference in conditions of an Employee based on ethnicity, religion, race, intergroup, age, gender, marital status, social status, disability, and other things that can distinguish 1 (one) person from another person.
5. Equality is individuals with other individuals who have the same status and indicate the same level, the same position, not higher or lower than each other.
6. Inclusiveness is the recognition and appreciation of Employee for diversity.

### 5.2 General Provisions

1. The Company will comply with all laws and regulations related to diversity, equality, and inclusiveness by referring to international labor standards, namely The International Labor Organization Declaration on Fundamental Principles and Rights at Work and The Core International Labor Conventions throughout the Company.
2. The Company is committed to accommodating and respecting the diversity, equality, and inclusivity of Employees so that each Employee can contribute optimally without discriminatory practices.
3. The President Director and HR Director are tasked with regularly ensuring and monitoring Diversity, Equality, and Inclusiveness performance and reporting performance to the Board of Directors.
4. Every Employee will be involved in a job by prioritizing inclusiveness.

### 5.3 Implementation of Diversity, Equality, and Inclusivity in the Company Environment

1. The Company recruits Employee based on the Company's operational needs by prioritizing diversity.
2. Placement of Employee, including career development and promotions, is carried out based on merit and qualifications for the job required.
3. Employee involvement in a job is carried out based on the Company's operational needs, following the duties and responsibilities of each Employee by prioritizing the principle of inclusivity.
4. Every Employee has equality in expressing ideas, concepts, or suggestions within a team.

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5. The Company fosters and encourages a diverse team to bring various views through innovation and collaboration to provide added value to the Company.
6. The Company management and all Employee always apply the principle of equal opportunity and non-discrimination in every interaction.

#### **5.4 Equality for Persons with Disabilities**

1. The Company is committed to providing opportunities to work in the Company for persons with disabilities as a form of support for equality.
2. The Company will treat persons with disabilities appropriately based on their physical abilities.