


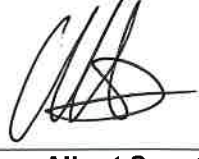





PT MERDEKA COPPER GOLD, Tbk.

POLICY CHILD LABOR PROTECTION POL-IR-02-00

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1. GENERAL

Policies 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. By considering that the Company's business activities are at a very high level of risk, the Company avoids employing children in all business activities, unless it fulfills the requirements as stipulated in the applicable Laws and Regulations.

2. PURPOSE

The purpose of this policy is to guide the management of child labor in accordance with the prevailing Laws and Regulations.

3. SCOPE

This policy applies to all Employees 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, 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. Child labor is a child who carries out an activity/work intensively that can interfere with education, endanger development and physical, mental and social health.

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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 the health, safety or morals of children.

5.2 General Standard

1. The Company realizes that employing children can interfere with education, endanger the development and physical, mental and social health of these children.
2. Protection of Child Labor is meant in this policy in the form of a prohibition on employing minors, especially employing children in the worst jobs according to the prevailing Laws and Regulations.
3. Exceptions to the prohibition on child labor can only be made by taking into account and fulfilling the requirements as regulated by the prevailing Laws and Regulations.
4. The Company is committed and will be responsible for the fulfillment of the rights that must be granted when employing children based on the applicable Laws and Regulations.

5.3 Child Labor Protection

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.
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:
 - a. Have received written permission from parents or guardians
 - b. There is a work agreement between the Company and a parent or guardian
 - c. Maximum working time 3 (three) hours
 - d. Work is done during the day and does not interfere with school time
 - e. Pay attention to occupational safety and health
 - f. There is a clear working relationship, and
 - g. Receive wages in accordance with applicable regulations

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3. In the event that the Company employs children in accordance with the applicable laws and regulations, the workplace for child labor must be separated from the workplace for adult Employees in general.

5.4 Child Labor in Education or Training

1. Exceptions to the prohibition on Child Labor can also be made to children aged at least 14 (fourteen) years by doing work in the workplace which is part of the education or training curriculum approved by the competent authority.
2. The work as referred to in point 2 (two) can be carried out with the following conditions:
 - a. Be given clear instructions on how to carry out the work as well as guidance and supervision in carrying out the work, and
 - b. Provide occupational safety and health protection.