








PT MERDEKA COPPER GOLD, Tbk.

POLICY ANTI DISCRIMINATION AND GENDER EQUALITY POL-IR-01-00

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1. GENERAL

Policies 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.

2. PURPOSE

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

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 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 Employees based on skin color, class, ethnicity, economy, religion, and so on.

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4. Employees Protection is a form of protection provided and guaranteed by the Company to Employees in carrying out the Company's business activities.

5.2 General Standard

1. The Company will treat all Employees with all respect without any discrimination against one another which is protected by the prevailing Laws and Regulations.
2. The Company is committed to being fair and providing Employees protection for Female Employees by treating Female Employees as equals to Male Employees.
3. The Company is committed and will be responsible for the fulfillment of the rights that must be given to Female Employees based on the 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 Employees based on qualifications for the work to be performed, including experience, merit, and other work-related criteria regardless of gender, gender identity, gender expression, and sexual orientation.
2. Equality between Female Employees and Male Employees 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 Employees

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, 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 Employees is prohibited from harassing in the work environment, especially to Female Employees. Harassment or sexual harassment in the form of intimidation, rude behavior, and disrespect is categorized as a violation.

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3. Fulfillment of the rights that must be granted to Female Employees 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 Employees who do not fully carry out their obligations as Employees, such as during menstruation, pregnancy, and during childbirth or pregnancy loss, and
 - b. Maintain the decency and safety of Female Employees as regulated in the applicable Laws and Regulations.