






PT MERDEKA COPPER GOLD, Tbk.

POLICY ABOLITION OF FORCED LABOR POL-IR-03-00

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DOCUMENT CHANGE STATUS

No. Revision	Division/Department	Reason For Change	Revision By	Revision Date

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1. GENERAL

A policy regarding the Abolition of Forced Labor is developed, implemented and managed for the benefit of PT Merdeka Copper Gold, Tbk. and its subsidiaries regarding the abolition and prohibition of forced labor practices 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 not engaging in forced labor practices by the Company or between superiors and subordinates.

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. Forced Labor is all work or services that are forced on an Employees with the threat of punishment if the Employees is not willing to do it voluntarily.

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5.2 General Standard

1. One form of human rights is the freedom to voluntarily do a job.
2. The Company will treat all Employees with respect and properly without any forced labor in carrying out any of the Company's business activities.
3. Performing illegal forced labor is categorized as a violation of the law and can be punished.


5.3 Abolition of Forced Labor

1. The Company is committed and endeavors to abolish and prohibit the use of forced labor in any form.
2. The abolition and prohibition of forced labor is intended for work that is used as:
 - a. A tool of political suppression or education or as a punishment for understanding or expressing political or ideological views that are contrary to the prevailing political, social and economic system.
 - b. How to mobilize and use labor for the purpose of economic development.
 - c. Tool for disciplining Employees.
 - d. Penalties for participating in strikes.
 - e. How to discriminate on the basis of race, social, nationality, or religion.

5.4 Forced Labor Exception

1. Some forms that are not categorized as forced labor are as follows:
 - a. Any work or service that must be performed under the mandatory military service law for jobs that are specifically military in nature.
 - b. Any work or service that is part of the ordinary duties of a citizen of a resident of a fully independent country.
 - c. Any work or service that is forced on any person as a result of a court decision provided that the work or service is carried out under the orders and supervision of government officials and the person is not hired or placed for use by private individuals, companies or associations.
 - d. Any work or service that is forced in an emergency, namely in a state of war or disaster or a threatening disaster such as fire, flood, food shortage, earthquake, vicious plague or disease outbreak, attack by animals, insects or animals that damage plants and in general anything that can endanger the state of life or the safety of the whole or part of the population.
 - e. Small social tasks such as those carried out by members of the community directly and therefore can be considered as ordinary obligations of citizens that are imposed on members of the community, provided that community members or their representatives have the right to be consulted about the needs of the work.

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2. Forced labor carried out under exceptions cannot be used for income or for the collection of proceeds used or traded by individuals and/or Companies.