








PT MERDEKA COPPER GOLD, Tbk.

POLICY FREEDOM OF ASSOCIATION AND PROTECTION OF ORGANIZATION POL-IR-04-00

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DOCUMENT CHANGE STATUS

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

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1. GENERAL

Policies 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 the management of freedom of association and protection of Employees' organizations.

2. PURPOSE

The purpose of this policy is as a guideline for the management of Trade Unions/Labour Unions and Employees who are Members and/or Managers of Trade Unions/Labor Unions so that in their management they do not violate the rights of Employees and 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.

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3. Trade Union/Labor Union is a Trade Union/Labor Union established by the Employees at PT Merdeka Copper Gold, Tbk. or its subsidiaries in accordance with the prevailing Laws and Regulations.
4. A member of a Trade Union/Labour Union is an Employees who declares himself/herself 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 freedom of expression is the right of every citizen.
2. Freedom of association and organization for Employees does not invalidate their obligations as Employees.
3. Trade Unions/Labor Unions are a means to fight for, protect, and defend the interests and welfare of Employees and their families, as well as to realize harmonious, dynamic, and just industrial relations.

5.3 Formation and Membership of Trade Unions/Labour Unions

1. The company is committed to giving every Employees 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.
2. The formation of 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 in accordance with the prevailing laws and regulations, including:
 - a. Each Employees may only be a member of one Trade Union/Labour Union in the Company.
 - b. An Employees who occupies a certain position within the Company and that position creates a conflict of interest between the Company and the Employees, then the Employees may not become the Manager of a Trade Union/Labour Union in the Company.

5.4 Organizational Protection

1. The Company is committed not to hinder or force Employees to form or not to form, to become a manager or not to become a manager, to become a member

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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 Employees' salaries.
 - c. Intimidation in any form.
 - d. Conducting campaigns against the formation of Trade Unions/Labor Unions.
2. Employers may provide opportunities for the Management of Trade Unions/Labour Unions and/or Members of Trade Unions/Labor Unions to carry out the activities of Trade Unions/Labor Unions while still paying attention to and considering the operational needs of the Company.

5.5 Expressing Thoughts and Opinions

1. Trade Unions/Labour Unions as a means in industrial relations can convey thoughts, opinions, and aspirations of Employees to the Company.
2. Expression of thoughts, opinions, and aspirations by the Trade Unions/Labour Unions is carried out freely and responsibly in accordance with the prevailing laws and regulations.