

HEALTH, SAFETY, SECURITY & ENVIRONMENT (HSSE) POLICY

PT Aneka Tambang Tbk. (ANTAM) is committed to achieving sustainability across all its business lines. This Health, Safety, Security, and Environment (HSSE) Policy has been established as a guideline for designing and implementing HSSE policies throughout the company's operational activities. This document applies to all operational units with the status of Production Operation IUP or Special Production IUP, which are required to have HSSE policies in accordance with applicable laws and regulations. The formulation of this policy ensures that all aspects of health, occupational safety, security, and environment are adequately protected and managed in line with the principles of sustainability. Therefore, ANTAM is committed to:

1. Comply with government regulations, international standards, and internal policies related to health, safety, security, and environment.
2. Protect the health and safety of all employees, contractors, and surrounding communities by implementing strict occupational safety standards and preventive health programs, including regular health checks for workers and the availability of adequate healthcare facilities and medical services.
3. Identify, evaluate, and mitigate workplace safety risks across all ANTAM operational sites to prevent workplace accidents and losses while consulting and reporting to stakeholders on environmental issues.
4. Minimize the environmental impact of company operations by adhering to applicable environmental regulations, implementing sustainable mining practices, conducting post-mining land rehabilitation programs, and preserving the environment around operational areas.
5. Conduct regular training and awareness programs related to HSSE for all employees, contractors, and business partners to enhance the culture of safety and health while consistently evaluating and improving HSSE performance through internal audits, developing environmentally friendly technologies, and enhancing operational processes.
6. Ensure hazardous materials are used, stored, and disposed of in full compliance with applicable safety and environmental guidelines to prevent contamination and health risks.
7. Develop and implement effective emergency response plans to address incidents or accidents, ensuring a swift and safe recovery of operations.
8. Engage stakeholders, including local communities, in managing HSSE issues, ensuring transparency in performance reporting.

This policy is documented, implemented, reviewed regularly, and communicated to all employees, third parties, partners, customers, business-related stakeholders, and relevant communities.