

HUMAN RIGHTS POLICY

PT Aneka Tambang Tbk (ANTAM) is fully committed to respecting and adhering to internationally recognized Human Rights principles. As part of Our responsibility to employees, business partners (suppliers and contractors), customers, and local communities, We implement protective and preventive measures against all forms of human rights violations in every aspect of our operations.

This policy is implemented in accordance with national legislation, including the Constitution of the Republic of Indonesia, as well as international legal frameworks such as the Universal Declaration of Human Rights of the United Nations (UN), the UN Guiding Principles on Business and Human Rights, the UN Global Compact (UNGC) Guidance for Developing Human Rights Policies, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. The ILO principles ratified by the Government of Indonesia are as follows:

1. ILO Convention No. 29 on the Abolition of Forced Labour
2. ILO Convention No. 87 on Freedom of Association and Protection of the Right to Organize
3. ILO Convention No. 98 on the Right to Organize and Collective Bargaining
4. ILO Convention No. 100 on Equal Remuneration for Men and Women Workers
5. ILO Convention No. 105 on the Abolition of All Forms of Forced Labour
6. ILO Convention No. 111 on Discrimination in Employment and Occupation
7. ILO Convention No. 138 on Minimum Age for Admission to Employment
8. ILO Convention No. 169 on Indigenous and Tribal Peoples
9. ILO Convention No. 182 on the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour
10. ILO Convention No. 190 on Violence and Harassment in the World of Work

ANTAM addresses human rights issues related to employees, business relationships, partners (suppliers and contractors), customers, and local communities in the company's operational areas. To ensure the protection and fulfilment of human rights across all business activities and throughout the supply chain, ANTAM is committed to the following:

- 1) Implement specialized programs to address human rights risks in the mining industry. ANTAM manages potential human rights violations, including preventing child labour and forced labour, as well as protecting the rights of vulnerable groups such as migrant workers, women, and local communities.
- 2) Promote the implementation of human rights due diligence across all company business activities. This involves identifying, monitoring, and reporting potential impacts on human rights both before commencing operational activities and establishing new business relationships. Appropriate preventive and mitigation measures will be taken to address and reduce negative impacts, as well as to monitor the effectiveness of the actions taken.
- 3) Uphold and respect human rights in every aspect of operations. We expect all ANTAM employees to adhere to human rights principles, value diversity, and foster a safe and inclusive work environment. Employees are encouraged to avoid all forms of discrimination and violations of individual rights, while ensuring that everyone has access to communication and reporting channels to raise concerns regarding situations that may affect their rights at ANTAM.
- 4) Ensure that all third parties associated with the company understand and adhere to Our expectations regarding human rights. ANTAM expects all partners, suppliers, and

contractors to uphold human rights principles and implement practices that align with policies, fostering a fair, ethical, and responsible business environment.

- 5) Implement respect for human rights by promoting community development, and conducting public consultations with local communities and relevant stakeholders, while providing communication channels for feedback and recommendations on related issues, including human rights.

ANTAM also recognizes the importance of protecting the rights of Indigenous communities, committing to align with ILO Convention No. 169 on Indigenous and Tribal Peoples, including the following:

- 1) Avoid the forced relocation of Indigenous communities in all of ANTAM's operational activities, support and promote the socio-economic development of Indigenous peoples, and ensure that their rights are fully respected and protected.
- 2) Respect the land rights of indigenous communities and encourage the full realization of their social, economic, and cultural rights. Commit to obtaining Free, Prior, and Informed Consent (FPIC) from Indigenous communities, ensuring their voices and needs are acknowledged and respected in every aspect of decision-making and policy implementation.
- 3) Protect culturally sensitive areas by ensuring that all of Our operational activities respect, preserve, and safeguard the values and traditions of the surrounding communities.
- 4) Regularly report and evaluate the implementation of human rights policies to ensure transparency and accountability in our efforts to respect and protect the rights of every individual.

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