



**Freeport-McMoRan Inc.
Human Rights Policy**

Freeport-McMoRan Inc. (“Freeport”) is dedicated to the recognition, respect and promotion of human rights wherever we do business. We respect the rights of all individuals, including employees, suppliers, community members and other stakeholders who may be impacted by our business activities. We do not tolerate human rights abuses at our operations, and we conduct human rights due diligence in our value chain. We respect internationally recognized human rights, including the rights under the International Bill of Human Rights, and are committed to implementing the United Nations Guiding Principles on Business and Human Rights.

We work to achieve this by:

- Engaging on the implementation and evolution of our human rights program from the international to local operating level while prioritizing affected stakeholders and their representatives with an emphasis on vulnerable groups;
- Implementing systems, supported by human rights risk and impact assessments, to identify and mitigate adverse impacts to stakeholders while seeking to provide for or cooperate in remedy when our activities cause or contribute to adverse impacts; this includes not precluding access to judicial or other non-judicial grievance mechanisms and cooperating with associated human rights-related investigations;
- Establishing and maintaining grievance mechanisms for employees, community members, value chain stakeholders and others to record and address human rights allegations and incidents while protecting the confidentiality of anyone who reports potential violations;
- Not retaliating against anyone who raises a question or concern about our business practices or reports a human rights violation;
- Not tolerating discrimination in all aspects of our activities;
- Respecting the traditional rights of communities including, but not limited to, livelihoods, use of land and natural resources, security and health, and the right to safe water;
- Respecting the cultural heritage, tangible and intangible cultural values, interests, livelihoods and aspirations of communities, particularly indigenous populations;
- Respecting the rights of our workforce by providing fair treatment and work conditions, including fair wages and working hours and right to freedom of association and collective bargaining;
- Promoting and fostering a positive and productive work environment in which workforce members are respected and their opinions are valued and not tolerating any form of harassment;
- Not tolerating forced, compulsory or child labor and human trafficking;
- Providing human rights training to employees, contractors and local stakeholders and promoting awareness with host governments and value chain stakeholders;
- Collaborating with value chain stakeholders on our human rights due diligence practices and outcomes to collectively avoid and address adverse impacts;
- Continuously embedding human rights considerations into management systems and decision-making processes.



In the area of security, the Voluntary Principles on Security and Human Rights are the guidelines for our security programs, including interaction with host-government security personnel, private security contractors and our internal security employees. We condemn any form of threats, intimidation or violence against those who peacefully promote and defend human rights.

Our respect for and promotion of human rights aligns with our core values of safety, respect, integrity, excellence and commitment, and are reflected in our Principles of Business Conduct and other Freeport policies. This Policy applies to all Freeport projects and operations, from exploration to project closure. We expect our suppliers of goods and services to operate in accordance with this policy. Freeport will evaluate implementation of this policy through internal and external assessments and will report on our performance.

This Policy may be amended or supplemented from time to time by management and will be submitted periodically to the Corporate Responsibility Committee of the Board of Directors for review and approval.

Last amended December 7, 2020