



Freeport-McMoRan Inc. Human Rights Policy

Freeport-McMoRan Inc. (“Freeport”) believes respect for human rights is a business imperative. We believe all stakeholders should be treated with dignity and respect. Our core values of safety, respect, integrity, excellence and commitment underpin this imperative. We are dedicated to the recognition and respect of human rights wherever we do business. We respect the rights of all individuals, including employees, contractors, business partners, host communities, Indigenous Peoples and other stakeholders who may be affected by our business activities. We do not tolerate human rights abuses at our operations or projects and we expect everyone in the organization to play a role in upholding this commitment.

This Policy applies to all Freeport projects and operations, from exploration to closure. It applies to our Board of Directors and all of our employees and contractors, and we also expect our business partners to abide by it. Freeport’s commitment to respect human rights is also supported by our various policies, including our [Principles of Business Conduct](#) (PBC) and [Business Partner Code of Conduct](#), as well as our [Anti-Corruption](#), [Environmental](#), [Inclusion and Diversity](#), [Responsible Sourcing of Minerals](#), [Safety and Health](#), [Social Performance](#) and [Tailings Management Policies](#).

We respect internationally recognized human rights as set out in the International Bill of Human Rights (comprised of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights), the International Labour Organization Declaration on Fundamental Principles and Rights at Work and the United Nations (UN) Declaration on the Rights of Indigenous Peoples. We are committed to implementing the UN Guiding Principles on Business and Human Rights, the Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises on Responsible Business Conduct and the Voluntary Principles on Security and Human Rights.

We work to meet our commitments by:

- Meaningfully engaging with internal and external stakeholders, including vulnerable groups, and their local and international representatives to inform our human rights strategy, priorities and actions;
- Identifying, assessing and mitigating potential and adverse impacts to stakeholders associated with our operations and projects through ongoing human rights due diligence, informing continuous improvement of our management systems and decision-making;
- Conducting human rights due diligence in our value chain and collaborating with value chain stakeholders to prevent and mitigate adverse human rights impacts;
- Not tolerating any form of discrimination, harassment or bullying in our workplace, operations or value chain;
- Promoting and fostering an open, positive and productive work environment in which employees and contractors are respected and their opinions valued;
- Providing fair treatment and work conditions, including equal pay for equal work, working hours, a safe and healthy work environment, and respecting rights to associate and collectively bargain;
- Not tolerating any form of forced or compulsory labor, child labor, prison labor and human trafficking;

- Enabling and promoting respect for the rights of host communities, including in relation to health, safety, livelihoods, land use and cultural heritage, as well as the values, traditions, beliefs and rights of Indigenous Peoples, with the objective of obtaining their Free, Prior and Informed Consent;
- Recognizing the connection between impacts to nature, biodiversity, climate and human rights; as well as the United Nations General Assembly’s declaration of access to a clean, healthy and sustainable environment and safe and accessible water and sanitation as human rights, we work to minimize the impacts of our operations and projects as described in our Environmental Policy;
- Implementing security programs in accordance with the Voluntary Principles on Security and Human Rights;
- Maintaining effective grievance mechanisms for employees, contractors, host communities, business partners and others to raise complaints and concerns while seeking to protect confidentiality;
- Providing for, or cooperating in, remediation when our activities cause or contribute to adverse human rights impacts;
- Not precluding access to judicial or non-judicial grievance mechanisms and cooperating with associated investigations;
- Prohibiting all forms of retaliation against individuals who raise concerns or report human rights violations, including human rights defenders who peacefully promote and defend human rights, while actively engaging with stakeholders to create enabling environments;
- Promoting awareness of this Policy and its expectations through socialization or training among the Board of Directors, employees, contractors, business partners, host communities and governments.

Freeport will evaluate implementation of this Policy through internal and external assessments and will report on our performance annually in our sustainability-related disclosures in alignment with our human rights strategy.

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 August 5, 2024