

**Company Name** Freeport-McMoRan  
**Industry** Extractives  
**UNGP Core Score (\*)** 20.0 out of 26

Score	Out of	For indicators
<b>Governance and Policy Commitments</b>		
1	2	A.1.1 Commitment to respect human rights
2	2	A.1.2 Commitment to respect the human rights of workers
2	2	A.1.4 Commitment to engage with stakeholders
1.5	2	A.1.5 Commitment to remedy
<b>Embedding respect and Human Rights Due Diligence</b>		
Embedding respect		
1.5	2	B.1.1 Embedding - Responsibility and resources for day-to-day human rights functions
Human Rights Due Diligence (HRDD)		
2	2	B.2.1 HRDD - Identifying: Processes and triggers for identifying human rights risks and impacts
2	2	B.2.2 HRDD - Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)
1	2	B.2.3 HRDD - Integrating and Acting: Integrating assessment findings internally and taking appropriate action
1	2	B.2.4 HRDD - Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts
0.5	2	B.2.5 HRDD - Reporting: Accounting for how human rights impacts are addressed
<b>Remedies and Grievance Mechanisms</b>		
1.5	2	C.1 Grievance channels/mechanisms to receive complaints or concerns from workers
2	2	C.2 Grievance channels/mechanisms to receive complaints or concerns from external individuals and communities
2	2	C.7 Remedying adverse impacts and incorporating lessons learned
<b>20.0</b>	<b>26</b>	

(\*) Instead of the full list of indicators in the 2020 CHRB Methodology, this year's assessment uses the CHRB Core UNGP Indicators. These are 13 non-industry specific indicators that focus on three key areas of the UNGPs: high level commitments, human rights due diligence and access to remedy.

The 13 indicators selected from the full CHRB Methodology are scored on a simple unweighted basis, with a maximum of 2 points for each indicator for a maximum total of 26 points.

In addition, allegations of severe human rights impacts (Measurement Theme E) were also assessed but do not impact overall final scores

Please note that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2020 Methodology document. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

## Detailed assessment

### Governance and Policies

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Met: General HRs commitment: The Company's Human Rights Policy states that "we [the Company] respect the rights of all individuals, including employees, suppliers, community members and others who may be potentially impacted by operations" Furthermore, the Company does not "tolerate human rights abuses [in] operations". [Human Rights Policy, 08/2017: <a href="http://fcx.com">fcx.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>Not met: UNGPs: Freeport-McMoRan's Human Rights Policy states that the Company "is committed to conducting operations in a manner consistent with the Universal Declaration of Human Rights, the laws and regulations of host countries and the United Nations Principles on Business and Human Rights." However, because the policy uses the wording "consistent with" it can not be awarded this indicator. [Human Rights Policy, 08/2017: <a href="http://fcx.com">fcx.com</a>]</li> <li>Not met: OECD</li> </ul>
A.1.2	Commitment to respect the human rights of workers	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Met: ILO Core: The Company's Human Rights Policy commits to Ensuring fair treatment and work conditions for all employees, including rights to freedom of association and collective bargaining as well as prohibiting forced, compulsory or child labour, human trafficking and discrimination. [Human Rights Policy, 08/2017: <a href="http://fcx.com">fcx.com</a>]</li> <li>Met: Explicitly list All four ILO apply to EX BPs: The Company's Suppliers Code (which applies to any contracted third parties or suppliers) states the Company suppliers are expected to treat everyone in and around operations with dignity and respect. Specifically, this involves 'Ensuring fair treatment and work conditions for all employees, including rights to freedom of association and collective bargaining. Prohibiting forced, compulsory or child labor, and human trafficking. Prohibiting harassment and discrimination.' [Supplier Code of Conduct February 2018, 02/2018: <a href="http://fcx.com">fcx.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>Met: Explicit commitment to All four ILO Core: The Company's Human Rights Policy commits to 'Ensuring fair treatment and work conditions for all employees, including rights to freedom of association and collective bargaining as well as prohibiting forced, compulsory or child labour, human trafficking and discrimination'. [Human Rights Policy, 08/2017: <a href="http://fcx.com">fcx.com</a>]</li> <li>Met: Respect H&amp;S of workers: The Company's Supplier Code of Conduct outlines a commitment to "ensuring a safe and healthy workplace where everyone is treated fairly and with respect is a high priority." [Supplier Code of Conduct February 2018, 02/2018: <a href="http://fcx.com">fcx.com</a>]</li> <li>Met: H&amp;S applies to EX BPs: The Company's Suppliers Code of Conduct states that [the Company] "expects suppliers to follow all Freeport-McMoRan safety standards and procedures as well as provide their employees with a safe and healthy workplace." [Supplier Code of Conduct February 2018, 02/2018: <a href="http://fcx.com">fcx.com</a>]</li> </ul>
A.1.4	Commitment to engage with stakeholders	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Met: Regular stakeholder engagement: The Company indicates the following: 'At our operations, we regularly engage with local and regional community stakeholders, development institutions and civil society organizations. Our community engagement takes a variety of forms including community foundations, our formal grievance systems, community liaison officer interactions, workshops, participatory group panels, town hall meetings and specific surveys'. [Our Approach, N/A: <a href="http://fcx.com">fcx.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Commits to engage stakeholders in design: Freeport's Human Rights Policy states the following commitment 'engaging with affected stakeholders and their representatives in the development of our human rights approach'. [Human Rights Policy, 08/2017: <a href="http://fcx.com">fcx.com</a>]</li> </ul>
A.1.5	Commitment to remedy	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Commits to remedy: The Company is committed to establishing and maintaining grievance mechanisms and has outlined a commitment to remedy any proven adverse impacts on individuals, workers and communities that are caused or contributed to by the Company's operations. This policy commitment also applies to Freeport Suppliers. [Human Rights Policy, 08/2017: <a href="http://fcx.com">fcx.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Not obstructing access to other remedies: The company states "we are committed to not precluding access to judicial or other non-judicial grievance mechanisms and cooperating with associated human rights-related investigations. Furthermore, we expect suppliers of goods and services to operate in accordance with this policy." [Human Rights Policy, 08/2017: <a href="http://fcx.com">fcx.com</a>]</li> <li>• Not met: Collaborating with other remedy initiatives</li> <li>• Not met: Work with EX BPs to remedy impacts</li> </ul>

### Embedding Respect and Human Rights Due Diligence

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Commits to ILO core conventions: See indicator A.1.2. The Company is committed to ILO core areas.</li> <li>• Met: Senior responsibility for HR: The Corporate Responsibility Committee of the Board of Directors oversees the Company's sustainable development programs, including the Company's human rights policy and practices. There is a dedicated Sustainable Development Leadership Team, sponsored by the Executive vice President and Chief Administrative Officer and led by the Vice President of Environmental Services and Sustainable Development: 'Our Chief Operating Officer, business unit presidents, as well as vice president-level or senior staff from the safety, supply chain, security, human resources, sales, legal/compliance, and land and water functions comprise the team'. [Our Approach, N/A: <a href="http://fcx.com">fcx.com</a> &amp; Charter of the Corporate Responsibility Committee, 02/2019: <a href="http://fcx.com">fcx.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Day-to-day responsibility: Additionally, the Company further describes its day-to-day management of human rights: 'Each of our operating sites has an SD Leader that operates under the leadership of the site General Manager. Operations also have Community Grievance Officers who are responsible for community grievance management. At higher risk operations, our site-level Human Rights Compliance Officers oversee compliance and training activities, and manage grievance mechanisms for the reporting, documentation and remedy (to the extent possible) of human rights related allegations that are reported in our areas of influence.' The Company also started a Human Rights Working Group to implement human rights and the UN Guiding Principles across its business. 'The team is sponsored by our Vice President of Environmental Services and Sustainable Development, and is co-led by our Director of Sustainability Programs and Enterprise Risk Management, and, Manager of Business and Human Rights. The group is comprised of representatives from our Safety, Supply Chain, Human Resources, Sales, Security, Legal/Compliance, Environment, Community Development and Product Stewardship departments.' The Group met several times throughout the year and discussed various issues relating to human rights. [People, N/A: <a href="http://fcx.com">fcx.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not met: Day-to-day responsibility for EX BRs: The human rights working group comprises members for supply chain. The Company also indicates that it has an online due-diligence platform to assess risks related to different areas including human rights. This includes a risk assessment questionnaire to be completed before new business partners at higher risk operations are approved. It is handled at corporate and site-level compliance officers. In addition, in 2019, 'we designated a Global Supply Chain Sustainability Manager and appointed a new Product Stewardship Director to help lead these efforts [development of responsible-sourcing due diligence programs for goods and services]. The development of these programs is partly linked to the site-level HRIAs we have conducted to date, which have highlighted the need for more visibility into potential human rights risks within our supply chains. However, this information comes from a website that is no longer available, and therefore cannot be considered for this indicator. On the Company webpage titled 'Due Diligence', similar information is posted, including about HRIAs, but it does not seem to make clear which roles are responsible for human rights with extractive business partners. Additionally, on its website 'People', subsection 'Human Rights', it states that representatives of the Human Rights Working Group include Supply Chain and Product Stewardship departments, but it is unclear which roles in particular take part in the Group. [Human rights, N/A &amp; Due Diligence, N/A: <a href="#">fcx.com</a>]</li> </ul>
B.2.1	Identifying: Processes and triggers for identifying human rights risks and impacts	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Identifying risks in own operations: The Company reports that its 'Sustainable Development framework is based on operation-specific factors and influences, including regional context, type and stage of operation and social setting. Essential to this framework is the Sustainable Development Risk Register process, which prioritizes the most significant risks that could have negative consequences to our business and our stakeholders across areas including health and safety, respect for human rights, environmental management, community development and economic impacts. The Sustainable Development Department and senior, multi-disciplinary experts support operations so that prioritization processes are consistent with corporate procedures and provide associated thought input'. [2018 Working toward Sustainable Development Report, 06/2019: <a href="#">fcx.com</a>]</li> <li>• Met: Identifying risks in EX business partners: The Company uses an 'online due diligence platform, the Freeport Compliance eXchange (FCeX), is a survey-based software platform designed to assess risk related to a range of legal, regulatory and reputational risk areas, including human rights. The system issues a risk assessment questionnaire that must be completed before new business partners at higher risk operations are approved. FCeX is managed by corporate- and site-level Compliance officers and has enhanced our ability to identify, assess and mitigate compliance risks on an ongoing basis.' [UK Modern Slavery Act Statement 2018, 2019: <a href="#">fcx.com</a> &amp; Our Approach, N/A: <a href="#">fcx.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Ongoing global risk identification: See above. In addition, the Company indicates that 'In 2019, we updated the Risk Register to include all 38 Performance Expectations as well as Copper Mark requirements. We have also mapped the SDGs to the Risk Register to support identification of challenges and opportunities to progress our contribution across the goals.' [Our Approach, N/A: <a href="#">fcx.com</a>]</li> <li>• Met: In consultation with stakeholders: 'In 2018, we engaged Verisk Maplecroft to carry out a Human Rights Impact Assessment (HRIA) at our New Mexico operations in the U.S. (Chino and Tyrone). This included completion of a desk-based assessment of potential human rights risks and impacts, as well as planning for and implementation of associated fieldwork. Fieldwork included extensive direct engagement with more than 150 stakeholders in and around our Chino and Tyrone mines in Grant County. This included a range of actually or potentially affected rights holders as well as those with insight into such rights holders – including employees, contract workers, suppliers and third parties'. [UK Modern Slavery Act Statement 2018, 2019: <a href="#">fcx.com</a>]</li> <li>• Met: In consultation with HR experts: As above, the Company works with Verisk Maplecroft to preform HRIAs. [UK Modern Slavery Act Statement 2018, 2019: <a href="#">fcx.com</a>]</li> <li>• Met: Triggered by new circumstances: See above.</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Met: Explains use of HRIAs or ESIA (inc HR): The Company indicates on its website: 'Our HRIAs are supported by Verisk Maplecroft, a third-party global risk analytics and advisory firm, using a methodology aligned with the UNGPs. They involve direct input from a broad cross-section of internal and external rights-holders and support continuous improvement of our management systems by testing their effectiveness in identifying and addressing potential, actual and perceived human rights risks and impacts'. [Due Diligence, N/A: <a href="https://www.fcx.com">fcx.com</a>]</li> </ul>
B.2.2	Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Salient risk assessment (and context): See previous indicator. The Company uses its 'Sustainable Development Risk Register (the Risk Register) process globally to identify and prioritize sustainability risks and actions. Identified risks are mitigated using local and global topic specific management strategies. The Risk Register prioritizes the most significant risks that could have negative consequences to our business and our stakeholders across areas including health and safety, human rights, environmental management, community development, and economic impacts. By doing so, the Risk Register enables teams to prioritize their work and uncover unidentified risks in addition to examine new opportunities that can further drive our commitment to sustainable development. For example, the nature of the issues present at a mine in an arid region versus a tropical region are different as are the issues present at a location with political instability versus those in a location with stability. We work collaboratively to implement our various commitments, and use of the Risk Register allows management teams to tailor their site-level priorities, while ensuring the overall implementation is consistent globally'. [Our Approach, N/A: <a href="https://www.fcx.com">fcx.com</a>]</li> <li>• Met: Public disclosure of salient risks: Freeport publicly discloses the results of human rights impact assessments for multi site-level operations. The Company's website provides a detail list of impacts for the Cerro Verde Mine in Peru and PT Freeport Indonesian's Levee extension project constructed in 2017. [Cerro Verde HRIA, N/A: <a href="https://www.fcx.com">fcx.com</a> &amp; Communities (new), N/A: <a href="https://www.fcx.com">fcx.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Both requirements under score 1 met</li> </ul>
B.2.3	Integrating and Acting: Integrating assessment findings internally and taking appropriate action	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Action Plans to mitigate risks: 'Site-level HRIA reports include recommendations on priority areas for investigation and/or action. These recommendations are reviewed by site management in collaboration with the Corporate SD team. Where HRIAs identify 'gaps' in a site's established human rights-relevant management systems, operations personnel work with cross-functional teams to develop HRIA Action Plans. HRIA Action Plans support continuous improvement of existing systems and processes. Where necessary, they establish new measures to investigate, prevent, mitigate and/or remedy human rights risks and impacts.' [Due Diligence, N/A: <a href="https://www.fcx.com">fcx.com</a>]</li> <li>• Not met: Including amongst EX BPs: The Company indicates it follows the OECD Guidelines for Responsible Mineral Supply Chains in Conflict Affected and High Risk Areas in its supply chain of minerals and metals, which includes taking actions to mitigate risks. However, it is unclear if the Company does this for extractive business partners, beyond mineral suppliers (i.e. contractors performing works in the Company's locations, security contractors, etc.). [Due Diligence, N/A: <a href="https://www.fcx.com">fcx.com</a> &amp; 2019 OECD Step 5 Due Diligence Report, 2020: <a href="https://www.fcx.com">fcx.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Met: Example of Actions decided: Freeport's website outlines that it conducted a Human Rights Impact Assessment in the Cerro Verde operation in Peru. In 'Cerro Verde HRIA' website section, the Company summarizes certain priority areas identified for further actions as well as action taken to date, such as: 'All new Cerro Verde employees receive training on our Principles of Business Conduct, which forbids harassment or discrimination, as well as additional human rights training. They also receive a booklet on human rights and internal labor guidelines. Supplementary human rights training is provided to supervisors on an annual basis. In 2018, this training addressed the concerns and allegations raised during the HRIA as well as our expectations regarding equal treatment for all employees and zero tolerance for harassment, discrimination, favouritism and retaliation. [...] On-site contractor employees are subject to an onboarding process, which consists of a review of company policies, procedures and security protocols as well as the validation of required certifications. In 2018, Cerro Verde's Supply Chain department and Compliance team also implemented a training program for on-site contractors focused on both our Supplier Code of Conduct and Human Rights Policy. The training program, delivered via 80 on-site training sessions targeting supervisors, focused on the risks, impacts and allegations reported in the HRIA. It also reminded on-site contractors of how to raise questions and report concerns and that reporting can be done anonymously'. [Cerro Verde HRIA, N/A: <a href="#">fcx.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> </ul>
B.2.4	Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: System to check if Actions are effective: The Company states that enhanced its 'process for integrating HRIA Action Plans into and tracking progress within the site's existing Risk Register process. In 2019, we reviewed our HRIA Action Plan process and developed guidance to assist operations subject to an HRIA implementation process. A desired outcome field was added to our HRIA Action Plan form where sites are asked to indicate the desired outcome associated with each action item (e.g. what would indicate the action item has been completed). Desired outcomes can be measured using qualitative or quantitative indicators. Such indicators are intended to help sites better assess the effectiveness of action item implementation and whether or not the actions taken have produced the desired results'. [Due Diligence, N/A: <a href="#">fcx.com</a>]</li> <li>• Not met: Lessons learnt from checking effectiveness: Although the Company describes the HRIA and actions implemented and, it refers that 'lessons learned from the Cerro Verde HRIA are helping to guide our global human rights approach and site-level HRIA work at other operations', no evidence found of it making explicit which are the lessons learn from checking effectiveness of actions taken. [Cerro Verde HRIA, N/A: <a href="#">fcx.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Both requirement under score 1 met</li> </ul>
B.2.5	Communicating : Accounting for how human rights impacts are addressed	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Comms plan re identifying risks: See B.2.1</li> <li>• Met: Comms plan re assessing risks: See B.2.2</li> <li>• Not met: Comms plan re action plans for risks: In order to be awarded this indicator, the Company has to achieve a full score in B.2.3</li> <li>• Not met: Comms plan re reviewing action plans: In order to be awarded this indicator, the Company has to achieve a full score in B.2.4</li> <li>• Not met: Including EX business partners: In order to be awarded this indicator, the Company has to achieve a full score in B.2.2/B.2.3/B.2.4 and at least 1,5 points in B.2.1</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Responding to affected stakeholders concerns: The Company discloses on its website 'At a local level, how we communicate our human rights performance varies by site and geographic / social context.' It gives an example of a Community Partnership Panel it hosts in New Mexico: 'Chino and Tyrone continue to engage with community members and representatives via quarterly CPP meetings and Mining District Public Meetings. During these meetings, company leadership invites and encourages questions and information sharing to address any stakeholder concerns. These meetings also provide a forum to update participants on progress in addressing relevant HRIA action items following communication of high-level findings.' The minutes of this and other meetings are available on the Company website. [Due Diligence, N/A: <a href="#">fcx.com</a> &amp; Freeport McMoRan Partnership website, N/A: <a href="#">freeportinmycommunity.com</a>]</li> <li>• Not met: Ensuring affected stakeholders can access communications</li> </ul>



## Remedies and Grievance Mechanisms

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Channel accessible to all workers: The Company has a Compliance Line, managed by a third party, where concerns can be anonymously be reported. This service is also available to suppliers. Freeport's Business Code of Conduct states that "any concerns about human rights violations or unsafe work practises should be reported to the local Human Rights Compliance Officer or through the FCX Compliance line. [Principles of Business Conduct, N/A: <a href="http://fcx.com">fcx.com</a> &amp; Supplier Code of Conduct February 2018, 02/2018: <a href="http://fcx.com">fcx.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Number grievances filed, addressed or resolved: The Company reports that 'During 2018, 257 reports were made through the Freeport-McMoRan Compliance Line relating to various topics, including employee workplace conduct, environment, health and safety, protecting company assets and conflicts of interest.' In addition, in its 2016 Report it states that the Compliance line received 29 allegations of discriminatory or harassment conduct in 2016. 2 of these cases resulted in disciplinary and remedial actions. In total, the compliance line handled 220 reports relating to various topics including employee workplace conduct, environment, health and safety, protecting company assets and conduct of interest. However, this indicator looks for complaints related specifically to human/labour rights. Current figures seem to include a different number of topics, and it is not clear which of them are related to human/labour rights. [Driven by Value 2016 Working Toward Sustainable Development Report, 06/2017: <a href="http://fcx.com">fcx.com</a> &amp; 2018 Working toward Sustainable Development Report, 06/2019: <a href="http://fcx.com">fcx.com</a>]</li> <li>• Met: Channel is available in all appropriate languages: Compliance line is available in a variety of regions and countries, in its Principle Business Conduct document the Company indicates the instructions when calling to AT&amp;T Direct Access for location that do not have a local line: 'The call will be answered in the language selected Please hold on the line, as it may take a few minutes to obtain an interpreter'. [Supplier Code of Conduct February 2018, 02/2018: <a href="http://fcx.com">fcx.com</a> &amp; Principles of Business Conduct, N/A: <a href="http://fcx.com">fcx.com</a>]</li> <li>• Met: Expect EX BPs to have equivalent grievance system: We expect our Suppliers to treat everyone in and around our operations with dignity and respect. This includes: Establishing and maintaining grievance mechanisms to record and address concerns in a timely and transparent manner. Freeport-McMoRan believes in doing business only with suppliers of goods and services. The Company's Supplier Code, consider 'suppliers' the following (not limited): contractors, consultants, vendors, their subcontractors and any other contracted third parties (collectively Suppliers). [Voluntary Principles on Security and Human Rights 2016 Annual Report to the Plenary, 03/2017: <a href="http://fcx.com">fcx.com</a>]</li> <li>• Met: Opens own system to EX BPs workers: 'Among other reporting mechanisms, Freeport-McMoRan maintains a Compliance Line to provide guidance and assistance to workforce members with any questions or concerns related to our PBC, policies or procedures. To encourage our workforce to report potential violations of business conduct, our Compliance Line enables anonymous reporting. The Compliance Line also is available to suppliers (including contractors) through our Supplier Code of Conduct.' [Business Integrity, N/A: <a href="http://fcx.com">fcx.com</a>]</li> </ul>
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Grievance mechanism for community: The Company states in its Principle of Business Conduct that its 'operations use a community grievance management system for recording, processing and responding to community concerns.' It also indicates in its latest WTSD Report 2018: 'Grievances are typically received by Community Liaison Officers (CLOs) in the field, through engagement at established company/community forums, in physical drop boxes or via local telephone hotlines. Regardless of how grievances are received, they are reported to the site Community Grievance Officer, who relays the grievance to the relevant department for evaluation.' [2018 Working toward Sustainable Development Report, 06/2019: <a href="http://fcx.com">fcx.com</a> &amp; Principles of Business Conduct, N/A: <a href="http://fcx.com">fcx.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Describes accessibility and local languages: The Company's operations utilize a community grievance management system for recording, processing and responding to local concerns. According its website section 'Communities: 'Community grievances typically are received by Community Liaison Officers (CLOs) in the field, through engagement at established company/community forums, in physical drop boxes, or via local hotlines.' And it adds in the 'Assessing &amp; Managing</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Impacts' section: 'Our community grievance mechanisms are available in local languages, tailored to local cultures and allow us to document issues and concerns raised by local community members and responding a timely manner.' [Communities (new), N/A: <a href="http://fcx.com">fcx.com</a> & Assessing & Managing Impacts, N/A: <a href="http://fcx.com">fcx.com</a> ] • Met: Expects EX BPs to have community grievance systems: According to the Company's Community Policy, which applies to all FCX projects and operations, the Company has a commitment to establish and maintain grievance mechanisms to record and address community concerns in a timely and transparent manner. It expects suppliers of goods and services to operate in a manner in accordance with this policy. [Community Policy, 03/02/2015: <a href="http://fcx.com">fcx.com</a> ]
C.7	Remediating adverse impacts and incorporating lessons learned	2	The individual elements of the assessment are met or not as follows: Score 1 • Met: Says how it would remedy key sector risks: Freeport has a Fatal Risk Management Program and also provides information on how it would remedy this health and safety risk. On the Company's Fatality Prevention webpage Freeport states that following these types of incidents 'the employee and their family members are cared for during the entire hospital stay' and 'senior leadership [...] determine compensation needs for the family [...]'. [People, N/A: <a href="http://fcx.com">fcx.com</a> ] Score 2 • Met: Changes introduced to stop repetition: The Company indicates that, after allegations of serious health impacts in Cerro Verde, it conducted a technical assessment, and, despite not finding any gaps, made improvements along with its medical services partner, International SOS, to review and enhance its medical monitoring procedures. These procedures verify whether workforce members are fit for duty, look for indications of health impairment and provide opportunities for early intervention. [Voluntary Principles on Security and Human Rights 2016 Annual Report to the Plenary, 03/2017: <a href="http://fcx.com">fcx.com</a> & Cerro Verde HRIA, N/A: <a href="http://fcx.com">fcx.com</a> ] • Met: Evaluation of the channel/mechanism: The Company's site-level risk register is evaluated by external management consultant, Verisk Maplecroft, a global risk advisory firm. The Company also states the following: 'In 2018, we continued to review our internal and external grievance management procedures against the effectiveness criteria outlined in the UN Guiding Principles (i.e., legitimate, accessible, predictable, equitable, transparent, rights-compatible and a source of continuous learning, based on engagement and dialogue).' [Voluntary Principles on Security and Human Rights 2016 Annual Report to the Plenary, 03/2017: <a href="http://fcx.com">fcx.com</a> & Grievance Management System (new), N/A: <a href="http://fcx.com">fcx.com</a> ]

## Performance: Responses to Serious Allegations (Not included in the overall score)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		No allegations meeting the CHRB severity threshold were found.

### Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2020 Key Findings report and the 2019 technical annex for more details of the research process.

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As WBA, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.

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