

Corporate Human Rights Benchmark 2023 Company Scorecard

Company name Freeport-McMoRan
Sector Extractives
Overall score 48.3 out of 100

Theme score	Out of	For theme
5.6	10	A. Governance and Policy Commitments
19.7	25	B. Embedding Respect and Human Rights Due Diligence
9.5	20	C. Remedies and Grievance Mechanisms
9.7	25	D. Performance: Company Human Rights Practices
3.8	20	E. Performance: Responses to Serious Allegations

Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also 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 2022 Methodology document for the sector concerned. 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

A. Governance and Policy Commitments (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: General HRs commitment: The Human Rights Policy indicates: 'We respect the rights of all individuals, including employees, suppliers, community members and other stakeholders who may be impacted by our business activities. [...] We respect internationally recognized human rights'. [Human Rights Policy, 07/12/2020: fcx.com] Score 2 <ul style="list-style-type: none"> Met: Commitment to UNGPs: The Human Rights Policy indicates: 'We [...] are committed to implementing the United Nations Guiding Principles on Business and Human Rights'. [Human Rights Policy, 07/12/2020: fcx.com]
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Commitment to ILO core principles: The Company's Human Rights Policy covers each ILO Core commitment: discrimination, forced labour, child labour, freedom of association and collective bargaining, as indicated below. [Human Rights Policy, 07/12/2020: fcx.com] Met: Explicitly lists all four ILO core principles: The Human Rights Policy indicates: 'Not tolerating forced, compulsory or child labor and human trafficking; [...] 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'. The Principles of Business Conduct states: 'FCX does not tolerate any form of harassment or discrimination'. [Human Rights Policy, 07/12/2020: fcx.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects BPs/JVs to commit to ILO core principles: The Business Partners Code of Conduct has explicit requirements regarding each ILO core area: discrimination, forced labour, child labour, freedom of association and collective bargaining, as indicated below. [Business Partner Code of Conduct, 03/2022: fcx.com] • Met: Explicitly lists all four ILO core principles for BPs/JVs: The Business Partners Code of Conduct indicates: ‘We expect our Business Partners to treat all persons with dignity and respect. This includes: 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’. [Business Partner Code of Conduct, 03/2022: fcx.com]
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	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"> • Met: Commitment to respect H&S of workers: The Health and Safety Policy indicates: ‘The safety and health of all Freeport employees is our highest priority and a core value of the company’. [Safety and Health Policy, 07/12/2020: fcx.com] • Not Met: Commitment to ILO working hours standards or 48 hour regular work week: The Working Hours & Fatigue Management Policy indicates its working requirements: ‘Working hours shall not exceed 60 hours per week on average over a period of a calendar month unless it is done with voluntary overtime (OT) that is approved in advance by the employee’s Supervisor. No one will be subject to, and the Company prohibits, any form of retaliation for not volunteering for OT. [...] OT beyond the scheduled shift should be voluntary; however, OT may be required occasionally to meet short term business needs’. The 2022 Annual Report on Sustainability indicates: ‘Founded in 2019, the Copper Mark is an independent, multi-stakeholder based organization with a comprehensive responsible production assurance framework, developed specifically for the copper industry. The Copper Mark addresses 32 ESG risk areas using a third-party validation system that has been extended to additional base metals, including molybdenum and nickel. FCX has achieved the Copper Mark at all 12 of its copper producing sites globally and has achieved the Molybdenum Mark at its two primary molybdenum mines and at its four copper mines that produce by-product molybdenum’. The Copper Mark has published a Guidance on Working Hours. It notes: ‘the underlying international frameworks for the Copper Mark Criteria include ILO Convention C001 - Hours of Work (Industry) Convention and C014 – Weekly Rest (Industry) Convention. These conventions set the standard working week, excluding overtime, at 48 hours per week’. Nevertheless, evidence for policy indicators in CHRB methodology is expected to be placed in Company’s formal policy statements. Evidence from periodical reports such as annual reports is not considered suitable for this indicator. No evidence found of a public policy commitment explicitly committing to respect ILO conventions on working hours (ILO standards on working hours includes considerations for the extractive sector) or that publicly states that workers are not required to work more than 48 hours as regular working week, and that overtime (reaching a maximum of 60 hours) is paid at a premium rate. [Working Hours & Fatigue Management Policy, 07/2022: fcx.com] & [2022 Annual Report on Sustainability, 2023: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects BPs/JVs to commit to H&S of workers: The Health and Safety Policy indicates: ‘As a matter of philosophy and practice, we will hold all contractors operating at our facilities accountable for the same level of safety that we expect of ourselves. All contracts will include specific safety provisions designed to achieve this result’. [Safety and Health Policy, 07/12/2020: fcx.com] • Not Met: Expects BPs/JVs to commit to ILO working hours standards or 48 hour regular work week: The Working Hours & Fatigue Management Policy indicates its working requirements: ‘Working hours shall not exceed 60 hours per week on average over a period of a calendar month unless it is done with voluntary overtime (OT) that is approved in advance by the employee’s Supervisor. No one will be subject to, and the Company prohibits, any form of retaliation for not volunteering for OT. [...] OT beyond the scheduled shift should be voluntary; however, OT may be required occasionally to meet short term business needs’. Contractors ‘are required to align with this policy while working on-site and they should be able to demonstrate it is being followed when it is requested by the Company. [...] This policy establishes the working hours requirements designed to manage fatigue and provide a safe and healthy working environment for employees and contractors, providing regular on-site services, while supporting the business needs’. The Company provided feedback to CHRB regarding this indicator,

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			<p>referencing the Copper Mark [see above]. It also made reference to the Business Partner Code of Conduct, which indicates: 'We expect our Business Partners to treat all persons with dignity and respect. This includes: Ensuring fair treatment and work conditions for all employees. [...] For more information, please see our Human Rights Policy'. The Human Rights Policy states: 'Respecting the rights of our workforce by providing fair treatment and work conditions, including [...] working hours. [...] 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'. However, no formal commitment about respecting the ILO conventions on working hours was found (which includes specific content for the extractive sector). Alternatively, the Company would achieve this by committing to a 48 hours regular working week, and overtime (reaching a maximum of 60 hours) paid at a premium rate. [Working Hours & Fatigue Management Policy, 07/2022: fcx.com] & [Business Partner Code of Conduct, 03/2022: fcx.com]</p>
A.1.3.a.EX	Commitment to respect human rights particularly relevant to the sector – land, natural resources and indigenous peoples' rights (EX)	0.5	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not Met: Commitment to respect land ownership/natural resources as in VGGT: The Human Rights Policy indicates that in works to achieve its general commitment to Human Rights by: 'Respecting the traditional rights of communities including, but not limited to, livelihoods, use of land and natural resources'. However, no evidence found of a commitment to respect ownership/use of land and natural resources and respect legitimate tenure rights related to the ownership and use of land and natural resources as set out in the relevant part(s) of the Voluntary Guidelines on the Responsible Governance of Tenure of Land (VGGT). [Human Rights Policy, 07/12/2020: fcx.com] • Not Met: Commitment to respect land ownership/natural resources as in IFC Performance Standards: The Social Performance Policy indicates: 'We strive to engage prior to and during the earliest stages of project development and throughout the project lifecycle via culturally appropriate, inclusive processes with affected stakeholders and their representatives. This includes consistently providing timely information and receiving feedback regarding our operational activities. When community resettlement is unavoidable, we conduct such activities in alignment with international best practice'. The 2022 Annual Report on Sustainability adds: 'we seek to avoid involuntary displacement of people, whether physical or economic, and when unavoidable, we are committed to conducting community resettlement activities in alignment with international best practice'. However, this subindicator looks for an explicit commitment to respect ownership/use of land and natural resources and respect legitimate tenure rights related to the ownership and use of land and natural resources as set out in the IFC Performance Standards. Moreover, commitments are expected to be placed in formal policy documents. [Social Performance Policy, 07/12/2020: fcx.com] & [2022 Annual Report on Sustainability, 2023: fcx.com] • Not Met: Commitment to respect indigenous rights or ILO No.169 or UN Declaration: The Social Performance Policy indicates: 'We respect the cultural heritage, tangible and intangible cultural values, interests, livelihoods and aspirations of Indigenous Peoples including their physical, spiritual and cultural connection with the land and local environment. [...] We are committed to implementing the ICMM Position Statement on Indigenous Peoples and Mining and seek to achieve the free, prior and informed consent (FPIC) of affected Indigenous communities where adverse impacts are likely to occur'. However, no specific mention to rights was found. The Human Rights Policy adds: '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'. However, although it indicates it respects the traditional rights of communities, it does not seem to have an explicit commitment to respect Indigenous Peoples' rights. Finally, according to the 2022 Annual Sustainability Report: 'We acknowledge and respect the social, economic and cultural rights of the Indigenous Peoples who have historically occupied areas within or near our operations or have ancestral connections to these lands, and we also understand that Indigenous Peoples often have special connections to land, water and other natural resources that can be tied to their physical, spiritual, cultural and economic well-being. [...] We also are committed to adhering to the ICMM Position Statement on Indigenous Peoples and Mining, and we are dedicated to pursuing FPIC for new projects and material expansions of existing projects where significant impacts are likely to occur'. However, only policy commitments are considered a suitable source for this indicator under CHRB revised approach. [Social Performance Policy, 07/12/2020: fcx.com] & [Human Rights Policy, 07/12/2020: fcx.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
		Score 2	<ul style="list-style-type: none"> • Not Met: Expects EX BPs to make these commitments: The Business Partners Code of Conduct indicates: ‘We respect the cultural heritage, values, interests, livelihoods and aspirations of Indigenous Peoples, including their physical, spiritual and cultural connection with the land and local environment. [...] We expect Business Partners to operate in a way that respects local host communities and Indigenous Peoples’. See above, the Human Rights Policy and the Social Performance Policy state: ‘We expect our suppliers of goods and services to operate in accordance with this policy’. However, no policy statement found expecting suppliers to commit to respect ownership/use of land and natural resources and respect legitimate tenure rights related to the ownership and use of land and natural resources as set out in the relevant part(s) of the Voluntary Guidelines on the Responsible Governance of Tenure of Land (VGGT) or the IFC Performance Standards. The Company provided feedback to CHRBT regarding this indicator making reference to the 2022 Annual Report on Sustainability. However, only policy commitments are considered a suitable source for this indicator under CHRBT revised approach. [Business Partner Code of Conduct, 03/2022: fcx.com] & [Human Rights Policy, 07/12/2020: fcx.com] • Not Met: Commitment to obtain FPIC or zero tolerance to land grabbing: The Social Performance Policy indicates: ‘We are committed to implementing the ICMM Position Statement on Indigenous Peoples and Mining and seek to achieve the free, prior and informed consent (FPIC) of affected Indigenous communities where adverse impacts are likely to occur’. However, ‘seek to achieve’ is not considered a commitment according to CHRBT standards, and ICMM position statement is no longer considered a proxy for commitment to FPIC under CHRBT revised approach. The 2022 Sustainability Report adds: ‘We acknowledge and respect the social, economic and cultural rights of the Indigenous Peoples who have historically occupied areas within or near our operations or have ancestral connections to these lands, and we also understand that Indigenous Peoples often have special connections to land, water and other natural resources that can be tied to their physical, spiritual, cultural and economic well-being. [...] We also are committed to adhering to the ICMM Position Statement on Indigenous Peoples and Mining, and we are dedicated to pursuing FPIC for new projects and material expansions of existing projects where significant impacts are likely to occur’. However, only policy commitments are considered a suitable source for this indicator under CHRBT revised approach. This subindicator looks for a publicly available policy statement committing it to respecting ownership/use of land and natural resources which also includes a commitment to obtain the free prior and informed consent (FPIC) from indigenous peoples and local communities for transaction(s) involving land and natural resources found. Alternatively, the Company could commit to a zero tolerance for land grabbing. [Social Performance Policy, 07/12/2020: fcx.com] & [2022 Annual Report on Sustainability, 2023: fcx.com] • Met: Commitment to respect the right to water: The Human Rights Policy indicates that in works to achieve its general commitment to Human Rights by: [...] Respecting the traditional rights of communities including, but not limited to, [...] the right to safe water’. [Human Rights Policy, 07/12/2020: fcx.com] • Not Met: Expects EX BPs to make these commitments: See above. The Human Rights Policy states: ‘We expect our suppliers of goods and services to operate in accordance with this policy’. The Business Partner Code of Conduct indicates: ‘We seek to proactively collaborate with our host communities and Indigenous Peoples adjacent to our operations to support shared value creation. We respect the cultural heritage, values, interests, livelihoods and aspirations of Indigenous Peoples, including their physical, spiritual and cultural connection with the land and local environment. [...] We expect Business Partners to operate in a way that respects local host communities and Indigenous Peoples. We encourage Business Partners to maximize local development opportunities by hiring and procuring locally, to the extent feasible, to maximize the positive impacts of our supply chain in the local economy. [...] We expect our Business Partners to read, understand and follow the Code. Business Partners are expected to abide by the laws of the countries in which they operate and conduct business according to the Code, even if local customs or practices differ from standards in the Code’. However, it is not clear the Company expects extractive business partners to commit to respect ownership/use of land and natural resources also to include a commitment to obtain the free prior and informed consent (FPIC) from indigenous peoples and local communities for transaction(s) involving land and natural resources or to a zero tolerance for land grabbing. No further evidence found. [Human Rights Policy, 07/12/2020: fcx.com] & [Business Partner Code of Conduct, 03/2022: fcx.com]

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A.1.3.b.EX	Commitment to respect human rights particularly relevant to the sector – security (EX)	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"> • Met: Commitment to Voluntary Principles on Security and HRs: The 2021 Annual Report to the Voluntary Principles Plenary indicates: ‘Freeport is a founding member of the Voluntary Principles Initiative and has been an active participant since it was first established in 2000’. Being a member of the VPs is a proxy for this subindicator. [2021 Annual Report to the Plenary, 05/2022: fcx.com] • Not Met: Uses only ICoCA members as security providers • Not Met: Commits to International Humanitarian Law <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Expects EX BPs to commit to these rights: The Business Partner Code of Conduct states: ‘Our policy is to conduct our operations in a manner consistent with the International Bill of Human Rights, with the laws and regulations of host countries, and the United Nations Guiding Principles on Business and Human Rights. We align our security programs with the guidelines set forth by the Voluntary Principles on Security and Human Rights’. Although it indicates that it aligns with the VPSHR, it is not clear it expects suppliers to do so. The Human Rights Policy adds: ‘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. [...] 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’. However, no expectation to commit to the VPSHR found. The 2021 Annual Report to the Voluntary Principles Plenary indicates: ‘Contracts with private security providers in Indonesia, Peru and Chile include specific language related to our corporate Human Rights Policy, which includes commitments to the Voluntary Principles. Security contractors are required to comply with the operations’ Human Rights Policies, including receiving human rights training and instructions to immediately notify the Company of any human rights related incidents or allegations’. However, only policy commitments are considered a suitable source for this indicator under CHRB revised approach. No evidence found that it expects its business partners to respect the Voluntary Principles on Security and Human Rights (VPs) or to only use security providers who are members of the International Code of Conduct of Private Security Providers Association (ICoCA) as well as to commit to respect international humanitarian law (IHL). [Human Rights Policy, 07/12/2020: fcx.com] & [Business Partner Code of Conduct, 03/2022: fcx.com]
A.1.4	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"> • Met: Commitment to remedy adverse HRs impacts: The Social Performance Policy indicates: ‘We are committed to mitigating and remedying adverse impacts we may cause while jointly pursuing opportunities that maximize and sustain social and economic benefits’. The Company has provided an additional source to this indicator but no material evidence was found. This subindicator was already awarded. [Social Performance Policy, 07/12/2020: fcx.com] • Met: Expects EX BPs to make this commitments: The Social Performance Policy indicates: ‘We are committed to mitigating and remedying adverse impacts we may cause while jointly pursuing opportunities that maximize and sustain social and economic benefits. [...] We expect our suppliers of goods and services to operate in accordance with this policy’. The Company provided feedback to CHRB regarding this indicator, however main source provided was already in use. [Social Performance Policy, 07/12/2020: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Commitment to collaborate with judicial or non-judicial mechanisms: The Human Rights Policy indicates its commitments: ‘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’. [Human Rights Policy, 07/12/2020: fcx.com] & [2022 Annual Report on Sustainability, 2023: fcx.com] • Not Met: Commitment to work with EX BPs on remedy: The Human Rights Policy indicates its commitments: ‘Collaborating with value chain stakeholders on our human rights due diligence practices and outcomes to collectively avoid and address adverse impacts’. The Business Partner Code of Conduct adds: ‘We expect our Business Partners to treat all persons with dignity and respect. This includes: [...] Establishing and maintaining grievance mechanisms to record and address concerns in a timely and transparent manner’. It provides additional information on

Indicator Code	Indicator name	Score (out of 2)	Explanation
			its grievance mechanism. However, no commitment to work with suppliers to remedy adverse impacts which are directly linked to the Company's operations, products or services found. [Human Rights Policy, 07/12/2020: fcx.com] & [Business Partner Code of Conduct, 03/2022: fcx.com]
A.1.5	Commitment to respect the rights of human rights defenders	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"> • Met: Zero tolerance of threats/attacks on HRDs: The Human Rights Policy indicates: 'We condemn any form of threats, intimidation or violence against those who peacefully promote and defend human rights'. [Human Rights Policy, 07/12/2020: fcx.com] • Met: Expects BPs to make this commitment: See above. The Human Rights Policy adds: 'We expect our suppliers of goods and services to operate in accordance with this policy'. [Human Rights Policy, 07/12/2020: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to working with HRDs to create safe and enabling environment: The Human Rights Policy indicates its commitments to: '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'. The Social Performance Policy adds: 'Freeport-McMoRan Inc. ("Freeport") conducts its activities in a manner that promotes productive and transparent relationships and seeks to build trust with communities, governments, and civil society organizations. We respect the rights of all stakeholders and our approach to social performance is grounded in collaborative engagement from the international to local operating levels'. The 2022 Annual Report on Sustainability notes: 'We do not condone any form of threats, intimidation or violence against those who peacefully promote and defend human rights and we expect the same from our business partners. We recognize the value of an active and open society supported by the rule of law and believe it is important that our stakeholders are able to express their opinions in a safe manner without fear of reprisal or persecution'. However, no explicit commitment to working with human rights defenders to create safe and enabling environments for civic engagement and human rights at local, national or international levels found. Moreover, commitments are expected to be placed in formal policy documents. [Human Rights Policy, 07/12/2020: fcx.com] & [Social Performance Policy, 07/12/2020: fcx.com]

A.2 Board Level Accountability (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	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"> • Met: Board level responsibility for HRs: The webpage section Robust Governance indicates: 'At the Board level, the Corporate Responsibility Committee provides oversight of our human rights program'. The Company provided feedback to CHRB regarding this indicator, however core information was already in use. [Robust Governance_web, N/A: fcx.com] • Not Met: Describes HRs expertise of Board member: The 2022 Proxy Statement indicates qualifications, attributes, skills and experience of the Board members: ESG and sustainability. It then explains why it is important: 'ESG and sustainability experience supports our commitment to meeting the highest standards of environmental stewardship across our operations, including our strategy to reduce our GHG emissions and enhance the climate resilience of our business operations, respecting human rights in all of our business practices, and prioritizing the health, safety and well-being of our workforce and host communities where we operate. Experience implementing and advancing decarbonization plans and other key sustainability initiatives strengthens the board's oversight of our climate strategy and related commitments'. It indicates that 8 out of 11 Board members have these skills. However, it is not clear the actual human rights expertise of the Board member or Board Committee tasked with that governance oversight. [2022 Proxy Statement, 21/04/2022: s22.q4cdn.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> Met: Board member/CEO signal importance of HRs in their communications: In the 2022 Annual Report on Sustainability Frances Fragos Townsend, Corporate Responsibility Committee Chair states: 'As a global mining company, FCX is dedicated to the recognition, respect and promotion of human rights wherever we do business. FCX's management understands that creating and maintaining trusting relationships with our host communities, Indigenous neighbors and business partners is essential to our success. The CRC encourages a proactive approach in enhancing respect for human rights across our global operations and amongst our value chain partners and fosters open and transparent interaction with management to understand risks and challenges'. The Chairman of the Board and Chief Executive Officer, Richard C. Adkerson, adds: 'One of the ways we seek to build and maintain trust is through our commitment to embed respect for human rights across our company, in the communities in which we operate and across our value chains. External partners help hold us accountable through third-party human rights impact assessments (HRIA), which are our primary method for conducting human rights due diligence. During the year, we completed HRIAs at all five of our Arizona sites and progressed an HRIA at PT-FI which is expected to be completed later in 2023. These assessments play a critical role in protecting human rights across our operations and host communities and serve as a tool to improve our own accountability and educate our stakeholders'. [2022 Annual Report on Sustainability, 2023: fcx.com]
A.2.2	Board responsibility	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"> Met: Process to review HRs strategy at board level: The Charter of the Corporate Responsibility Committee states: 'The Committee will periodically review, suggest and approve updates to the Company's Human Rights Policy, and will receive reports from management regarding ongoing compliance programs relating to such policy and any reports of possible human rights violations and steps to address any such matters'. The 2022 Proxy Statement indicates: 'During 2021, the corporate responsibility committee met four times'. [Charter of the Corporate Responsibility Committee of the Board of Directors, 02/2018: fcx.com] & [2022 Proxy Statement, 21/04/2022: s22.q4cdn.com] Met: Example of HRs issues/trends discussed in last reporting period: The 2022 Proxy Statement indicates its 2021 key ESG topics, which include some of the Corporate Responsibility Committee activities: 'Human rights program, including human rights impact assessment progress in Chile and Arizona and annual adoption of UK Modern Slavery Act Statement'. The 2023 Proxy Statement adds: 'In 2022, the board and its committees received presentations from and had active dialogue with management on key ESG initiatives linked to our strategy and performance'. It includes: Annual adoption of UK Modern Slavery Act Statement. The Corporate Responsibility Committee Meetings included: Workforce health and safety, Human rights program, including progress on human rights impact assessments and annual adoption of UK Modern Slavery Act Statement. [2022 Proxy Statement, 21/04/2022: s22.q4cdn.com] & [2023 Proxy Statement, 2023: s22.q4cdn.com] <p>Score 2</p> <ul style="list-style-type: none"> Met: Meets both requirements under score 1: See above. Met: Describes how affected stakeholders / HRs experts inform board discussions: The 2023 Proxy Statement indicates: 'The corporate responsibility committee reviews the effectiveness of the company's strategies, programs and policy implementation with respect to health and safety, responsible production frameworks, [...] human rights, stakeholder relations, social performance and Indigenous Peoples, responsible sourcing, and political activity and spending practices. [...] In 2022, the board and its committees received presentations from and had active dialogue with management on key ESG initiatives linked to our strategy and performance'. The Corporate Responsibility Committee Meetings included: Human rights program, including progress on human rights impact assessments [HRIA]. The Arizona Operations HRIA notes: 'Engagement was conducted on both an individual and collective basis. This included a range of actually and potentially affected rights-holders as well as those with insight into such rights-holders'. [2023 Proxy Statement, 2023: s22.q4cdn.com] & [AZ HRIA, 22/06/2023: fcx.com]
A.2.3	Incentives and performance management	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"> Met: At least one board member incentive linked to HRs commitments: The 2022 Annual Report on Sustainability notes: 'Executive officers are held accountable for the company's ESG performance in part through the company's

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>performance-based annual incentive program (AIP) via pre-determined ESG metrics aligned with our key ESG commitments and priorities. In 2022, ESG metrics collectively accounted for 25% of the AIP (15% safety and 10% sustainability), with the sustainability metric including the Copper Mark, climate, human rights, tailings management and workforce inclusion and diversity priorities'. The 2023 Proxy Statement adds: 'Our AIP provides annual incentive opportunities for our executive officers. During 2022, all five of our NEOs participated in the AIP'. Mr. Adkerson is the CEO and a Board member and participated in the AIP. 2022 Performance metrics for human rights include: 'Zero gross human rights violations at our operations by employees and contractors; Complete human rights impact assessments for all five Arizona operations; advance planning of human rights impact assessment at PT-FI'. Regarding its workforce metrics: 'Demonstrate continued progress towards global target of 15% women representation in our workforce; Continue to assess and enhance our equitable pay practices globally and incorporate into our annual compensation review processes; Improve awareness and fair access to employment opportunities and career development through use of technology and other efforts'. [2023 Proxy Statement, 2023: s22.q4cdn.com] & [2022 Annual Report on Sustainability, 2023: fcx.com]</p> <ul style="list-style-type: none"> • Met: Incentive scheme linked to key HRs risks beyond employee H&S: See above. [2023 Proxy Statement, 2023: s22.q4cdn.com] & [2022 Annual Report on Sustainability, 2023: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Performance criteria linked to HRs made public: See above. The 2022 Annual Report on Sustainability indicates: 'In 2022, ESG metrics collectively accounted for 25% of the AIP (15% safety and 10% sustainability), with the sustainability metric including the Copper Mark, climate, human rights, tailings management and workforce inclusion and diversity priorities'. In the 2023 Proxy Statement, the Company discloses each sustainability Performance Metrics for the year 2022. [2023 Proxy Statement, 2023: s22.q4cdn.com] & [2022 Annual Report on Sustainability, 2023: fcx.com] • Not Met: Review of other board incentives for coherence with HRs policies: The 2023 Proxy Statement indicates: 'For our 2022 AIP, in February 2022 the committee established: Performance metrics and relative weightings designed to focus our executives' efforts on the critical elements of the company's strategic priorities for 2022 – production, cost and capital discipline, generating cash flows and alignment with key ESG commitments; and Target goals under each metric consistent with the company's disclosed plan for 2022 and rigorous in the context of our strategic priorities for 2022'. Also, 'The target annual incentive award for each NEO is expressed as a percentage of base salary (Mr. Adkerson – 175%; Ms. Quirk and Messrs. Higgins and Currault – 150%; and Ms. Robertson – 125%) and payments can range from 50% of target for threshold performance to 175% of target for maximum performance. Based on the company's performance relative to the pre-established goals as set forth below, the executives earned a payout equal to 98.2% of the target award for 2022'. Human rights is part of its sustainability strategy. However, it is not clear it has reviewed other Board performance incentives to ensure coherence with its human rights policy commitment. [2023 Proxy Statement, 2023: s22.q4cdn.com]
A.2.4	Business model strategy and risks	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Board process to review business model and strategy for HRs risks: The 2022 Annual Report on Sustainability indicates: 'The Board oversees and guides the company's business strategy and monitors the development and management of risks that impact the company's strategic goals, including sustainability-related risks. [...] Certain areas of the Board's risk oversight are delegated to its four standing committees: Audit, Compensation, Corporate Responsibility, and Governance. [...] The CRC, on behalf of the Board, oversees the company's environmental and social policies and implementation programs and related risks. The CRC reviews the effectiveness of the company's strategies, programs, and policy implementation with respect to health and safety, responsible production frameworks, [...] human rights, stakeholder relations, social performance and Indigenous Peoples, responsible sourcing, [...]'. The Charter for the Corporate Responsibility Committee of the Board states: 'The Committee will periodically review, suggest and approve updates to the Company's Human Rights Policy, and will receive reports from management regarding ongoing compliance programs relating to such policy and any reports of possible human rights violations and steps to address any such matters'. However, no description found of the process it has in place to discuss and review its business model and strategy for inherent

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>risks to human rights at Board level or a Board committee. [2022 Annual Report on Sustainability, 2023: fcx.com]</p> <ul style="list-style-type: none"> • Not Met: Describes frequency and triggers for reviewing business model: The 2023 Proxy Statement indicates: 'Our board and each of its committees have an annual self-evaluation process to ensure that they are performing effectively and in the best interests of the company and our stockholders'. The 2022 Evaluation Topics included: 'Board's role in oversight of strategy and risk management'. It adds: 'While our management is responsible for the day-to-day management of risk, our board and its committees are actively engaged in overseeing our strategy and take an active role in risk oversight. The board oversees the strategic direction of the company, and in doing so considers the potential rewards and risks of our business opportunities and challenges, and monitors the development and management of risks that impact our strategic goals. [...] In its risk oversight role, the board reviews, evaluates and discusses with appropriate members of management whether the risk management processes designed and implemented by management are adequate in identifying, assessing, managing and mitigating material risks facing the company, including financial, international, operational, social and environmental risks'. The 2022 Annual Report on Sustainability notes: 'Sites use the risk register to identify risks and opportunities in relation to their operation and stakeholders. The risk register prioritizes risks that could have negative consequences to our business and our stakeholders in areas such as health and safety, human rights, environmental management, community development and economic impact. It also enables sites to identify and prioritize opportunities that could have positive consequences. Once the risks and opportunities are prioritized, action plans are developed. The risk register and these plans are the foundation of internal and external assurance processes at both the corporate level and operating sites. [...] Enterprise level risks are identified and assessed through our ERM program, designed to provide cross-functional executive insight across the business to identify and monitor risks, opportunities and emerging trends that can impact our strategic business objectives. Our ERM program provides the Board with information about the company's enterprise risk profile and allows the Board to assess and monitor the risks over the short, medium and long term, both within and outside our operational boundaries. [...] Key ESG-related risks are included in the ERM program'. However, no description found of the frequency of and triggers for reviewing its business model or strategy due to potential impacts on human rights. [2022 Annual Report on Sustainability, 2023: fcx.com] & [2023 Proxy Statement, 2023: s22.q4cdn.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Example of actions resulting from reviews

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	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"> • Met: Score of 1 on A.1.2.a: See A1.2.a • Met: Senior responsibility for HRs implementation and decision making: The Company indicates that 'At the Board level, the Corporate Responsibility Committee provides oversight of our human rights program. At the management level, the SLT [Sustainability Leadership Team] provides oversight, and the program is directed and managed by our corporate and site sustainability teams. [...] These [...] supporting management systems, along with relevant external standards and initiatives, form the overall framework that guides our sustainability programs and our management of human rights risks'. The Company provided feedback to CHRB regarding this indicator, this subindicator was already awarded and part of the info in use. [Robust Governance_web, N/A: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes day-to-day responsibility for implementing HRs commitments: See above. The 2022 UK Modern Slavery Statement adds: 'Our Global Human Rights team and Sustainability team work to educate and inform the business of human rights risks and mitigation strategies'. [2022 UK Modern Slavery Act Statement, 2023: fcx.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Day-to-day resources and expertise allocation in own operations: See above. Also, the 2022 UK Modern Slavery Statement notes: ‘At certain of our operations that represent our higher-risk operating environments in terms of security and human rights, we have established site-level Human Rights Compliance Officers to oversee compliance and training activities and manage grievance mechanisms for the reporting, documentation and, where appropriate, remediation of adverse impacts of our operations’. [2022 UK Modern Slavery Act Statement, 2023: fcx.com] • Met: Resources and expertise allocation with EX BPs: The 2022 UK Modern Slavery Statement indicates: Our Global Supply Chain (GSC) Sustainability team is focused on the responsible sourcing of goods and services by working to ensure that procurement decisions align with the values held in our Business Partner Code of Conduct and setting forth a standard to assess our supplier’s alignment with those values. They engage with the broader GSC team and suppliers to identify and mitigate risks, conduct due diligence and monitoring, and provide capacity building related to the values in our Business Partner Code of Conduct. The GSC Sustainability team reports to the Vice President of Supply Chain and closely coordinates with the Global Sustainability team and legal team to ensure alignment and access subject matter expertise’. The 2021 OECD Step 5 Report adds: ‘Key to the implementation of the SOP [Standard Operating Procedure] are the Responsible Sourcing of Minerals Committees [...]. These committees are made up of key individuals from both the business units and corporate office and meet as needed to review the outcomes of the due diligence process discussed in the next section’. [2022 UK Modern Slavery Act Statement, 2023: fcx.com] & [OECD Step 5 Due Diligence Report 2021, 2022: fcx.com]
B.1.2	Incentives and performance management	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"> • Met: Senior manager incentives linked to HRs commitments: The 2022 Annual Report on Sustainability notes: ‘Executive officers are held accountable for the company’s ESG performance in part through the company’s performance-based annual incentive program (AIP) via pre-determined ESG metrics aligned with our key ESG commitments and priorities. In 2022, ESG metrics collectively accounted for 25% of the AIP (15% safety and 10% sustainability), with the sustainability metric including the Copper Mark, climate, human rights, tailings management and workforce inclusion and diversity priorities’. The 2023 Proxy Statement adds: ‘Our AIP provides annual incentive opportunities for our executive officers. During 2022, all five of our NEOs participated in the AIP’. 2022 Performance metrics for human rights include: ‘Zero gross human rights violations at our operations by employees and contractors; Complete human rights impact assessments for all five Arizona operations; advance planning of human rights impact assessment at PT-FI’. Regarding its workforce metrics: ‘Demonstrate continued progress towards global target of 15% women representation in our workforce; Continue to assess and enhance our equitable pay practices globally and incorporate into our annual compensation review processes; Improve awareness and fair access to employment opportunities and career development through use of technology and other efforts’. [2023 Proxy Statement, 2023: s22.q4cdn.com] & [2022 Annual Report on Sustainability, 2023: fcx.com] • Met: Incentive scheme linked to key HRs risks beyond employee H&S: See above. [2023 Proxy Statement, 2023: s22.q4cdn.com] & [2022 Annual Report on Sustainability, 2023: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Performance criteria linked to HRs made public: See above. The 2022 Annual Report on Sustainability indicates: ‘In 2022, ESG metrics collectively accounted for 25% of the AIP (15% safety and 10% sustainability), with the sustainability metric including the Copper Mark, climate, human rights, tailings management and workforce inclusion and diversity priorities’. In the 2023 Proxy Statement, the Company discloses each sustainability Performance Metrics for the year 2022. [2023 Proxy Statement, 2023: s22.q4cdn.com] & [2022 Annual Report on Sustainability, 2023: fcx.com] • Not Met: Review of other senior management incentives for coherence with HRs policies: The 2023 Proxy Statement discloses it human rights-related performance goals in the executive officer’s 2022: ‘Zero gross human rights violations at our operations by employees and contractors; Complete human rights impact assessments for all five Arizona operations; advance planning of human rights impact assessment at PT-FI’. It adds: ‘For our 2022 AIP [Annual Incentive Program], in February 2022 the committee established: Performance metrics and relative weightings designed to focus our executives’ efforts on the critical elements of the company’s strategic priorities for 2022 – production, cost and capital discipline,

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>generating cash flows and alignment with key ESG commitments; and Target goals under each metric consistent with the company's disclosed plan for 2022 and rigorous in the context of our strategic priorities for 2022'. The 2022 Annual Report on Sustainability indicates: 'Executive officers are held accountable for the company's ESG performance in part through the company's performance-based annual incentive program (AIP) via pre-determined ESG metrics aligned with our key ESG commitments and priorities. In 2022, ESG metrics collectively accounted for 25% of the AIP (15% safety and 10% sustainability), with the sustainability metric including the Copper Mark, climate, human rights, tailings management and workforce inclusion and diversity priorities'. The Company provided additional feedback to CHRB regarding this indicator, explaining the Copper Mark [comprehensive assurance framework that promotes responsible production practices] and its criteria categories, which include labour rights. However, although the Company indicates that it has an incentive scheme linked to its human rights commitments, no evidence found that it has reviewed other senior management performance incentives to ensure coherence with its human rights policy commitment. [2023 Proxy Statement, 2023: s22.q4cdn.com] & [2022 Annual Report on Sustainability, 2023: fcx.com]</p>
B.1.3	Integration with enterprise risk management	1	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Met: HRs risks integrated as part of enterprise risk system: The Company indicates that 'We implement several processes to identify and assess ESG-related risks, including our sustainability risk register process, our Enterprise Risk Management (ERM) program and our global climate scenario analyses. [...] We translate our responsible production commitments to everyday work through the use of our sustainability risk register process (risk register) which identifies, prioritizes, manages and tracks sustainability risks and actions at the corporate-and site-level. Defined in a global standard operating procedure, the process uses a risk assessment matrix to prioritize risks by both their likelihood and consequence, based on customized impact definitions by functional area to drive action. All risks require annual review, and detailed action plans are prepared for those rated as actionable. Sites use the risk register to identify risks and opportunities in relation to their operation and stakeholders. The risk register prioritizes risks that could have negative consequences to our business and our stakeholders in areas such as health and safety, human rights, environmental management, community development and economic impact. [...] The ERM management committee is responsible for providing input and oversight on the ERM program, which seeks to link our global operations and business functions to (1) identify enterprise risks and opportunities, (2) analyze and prioritize risks, (3) review risk control environments, including through internal audit, and determine additional management actions where warranted, and (4) monitor and report progress. Key ESG-related risks are included in the ERM program. [...] As part of the internal risk review process, the Project Development Sustainability Review considers sustainability issues during the evaluation, and implementation of, potential expansion and development projects. The Project Development Sustainability Review process enables us to identify, prioritize and proactively manage potential risks before a project begins and throughout its development. [...] Key focus areas identified at different project stages have included: access to water[...] human rights, community receptivity, economic impacts, and land acquisition and resettlement'. [2022 Annual Report on Sustainability, 2023: fcx.com] • Met: Provides an example: Regarding the Project Development Sustainability Review: 'We applied this process during the design phase of our Manyar smelter project and precious metals refinery in Indonesia and are making regular updates during the construction phase. The project and corporate teams are working to address a number of actionable risks and opportunities, including risks to cultural heritage, climate change, water and human rights among others. The process complements the risk register process and serves as a key input to the risk register once a project is operational, enhancing the integration of sustainability into decision-making across the company'. It provides additional information on the Arinoza Operations HRIA. [2022 Annual Report on Sustainability, 2023: fcx.com] & [AZ HRIA, 22/06/2023: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Risk assesment by Audit Committee or independent third party: The 2022 Sustainability Report indicates: 'Our ERM program provides the Board with information about the company's enterprise risk profile and allows the Board to assess and monitor the risks over the short, medium and long term [...] The ERM management committee is responsible for providing input and oversight on the ERM program, which seeks to link our global operations and business functions to

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>(1) identify enterprise risks and opportunities, (2) analyze and prioritize risks, (3) review risk control environments, including through internal audit, and determine additional management actions where warranted, and (4) monitor and report progress.[...] The risk register and these plans are the foundation of internal and external assurance processes at both the corporate level and operating sites. [...] The CRC, on behalf of the Board, oversees the company’s environmental and social policies and implementation programs and related risks. [...] Since 2009, site-level, third-party assurance reviews have been conducted at each of our active mining and metals processing operations. These site-level external assurance reviews occur at least once every three years (annually at PT-FI and Cerro Verde) and the reviews include both ICMM and Copper Mark requirements, where applicable. In 2022, these site level reviews transitioned to a reasonable level of assurance for purposes of meeting Copper Mark site level assurance requirements. A combination of on-site and virtual assurance reviews were conducted in 2022’. The Company provided feedback to CHRB regarding this indicator on the Copper Mark. However, this subindicator looks for a description of how it assesses the adequacy of the enterprise risk management system specifically in managing human rights, company-wide, during the Company’s last reporting year. The assessment is expected to either be overseen by the Board Audit Committee or conducted by an independent third party. Current evidence seems to focus in assurance processes of specific sites according to ‘specific methodologies’ requirements, rather than whether the System that the Company has is being effective in managing human rights risks. [2022 Annual Report on Sustainability, 2023: fcx.com]</p>
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external stakeholders	1	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Met: Score of 1 on A.1.2.a: See A.1.2.a • Met: Communicates HRs policies to all workers in own operations: The 2022 Annual Report on Sustainability indicates: ‘FCX is guided by its PBC [Principles of Business Conduct] [...]. It defines the expected behavior of all our employees and the Board and sets forth the global principles that our workforce must follow in all activities [...]. We conduct comprehensive annual training on our PBC, including certification by management-level employees and induction training for all new employees. This process consists of in-person or computer-based training, requiring employees to certify both their understanding of, and compliance with, the PBC and to report any known or suspected instances of non-compliance. The training covers health & safety concepts, addressing harassment & discrimination, dealing with inappropriate behavior, preventing conflicts of interest and retaliation from co-workers, and reminds employees how to raise concerns via the Compliance Line. Managers and supervisors also are responsible for ensuring their direct reports understand these principles. [...] Training is a core component of embedding respect for human rights across our business. Human rights considerations are currently included in our annual PBC training, which all employees undertake’. [2022 Annual Report on Sustainability, 2023: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Communicates HRs policies to stakeholders: The 2022 Annual Report on Sustainability indicates: ‘Our significant ongoing work in 2022 focused on advancing our global human rights training program as well as our HRIAs, both of which are aimed at educating and improving internal and external stakeholder understanding of human rights. [...] PT-FI [Indonesia] regularly conducts educational programs and activities in the community to help raise awareness and understanding of human rights. In 2022, PT-FI’s human rights team launched a special campaign to inspire local youth about human rights and tolerance. The campaign reached youth groups at Maranatha Christian Church in Timika and children at Lembaga Pengembangan Anak Terlantar dan Putus Sekolah, a local NGO that supports homeless and disadvantaged children. The children participated in creative art activities and watched short videos to teach them about human rights, their own rights and their obligations towards others. More than 150 children actively participated in the campaign’. The 2021 Annual Report to the Voluntary Principles Plenary adds: ‘Compliance team created posters and banners to raise workforce awareness and conducted a number of human rights promotional activities, including human rights awareness presentations for students in Papua, as well as families of employees, community leaders, illegal panners and their families and the general population’. The Company also provides information on Community Partnership Panel Meeting Summaries. However, although the Company provides example of work done to promote human rights in certain communities, the subindicator looks for a description on a broader system to communicates its policy commitments to affected stakeholders, including local communities and other groups. [2021 Annual

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Report to the Plenary, 05/2022: fcx.com] & [2022 Annual Report on Sustainability, 2023: fcx.com]</p> <ul style="list-style-type: none"> • Not Met: Example of how HRs policies are accessible for intended audience: The Principles of Business Conduct indicates: 'FCX will train all employees in the PBC. All new employees will receive training as part of the new-hire process, and additional training in the PBC will be provided periodically. Select employees, including certain managers, supervisors and other Company leaders, are required to certify their understanding of, and compliance with, the PBC and values on an annual basis'. The 2022 Annual Report on Sustainability notes: 'in 2022, we began developing a new standalone global human rights training module designed to drive a consistent approach across the company and support greater awareness and understanding of human rights considerations, such as modern slavery, within the context of our operations. The new training module is expected to be completed, translated into relevant languages and rolled out across the company in 2023'. However, this subindicator look for a description of how the Company ensures the form and frequency of the information communicated is accessible to its intended audience, including local communities. [Principles of Business Conduct V.5, 03/2023: fcx.com] & [2022 Annual Report on Sustainability, 2023: fcx.com]
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	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"> • Met: Meets ILO requirement for suppliers on A.1.2.a: See A.1.2.a • Met: Describes steps to communicate HRs policies to EX BPs: The 2022 UK Modern Slavery Statement notes: 'We mandate human rights standards through our contracts. Our business partners receive and are expected to read, understand and follow the Business Partner Code of Conduct. This includes treating all people with dignity and respect'. The Business Partner Code of Conduct adds: 'We seek to establish mutually beneficial, long-term relationships with Business Partners who demonstrate their commitment to our Business Partner Code of Conduct (the Code), which is based on our company's Principles of Business Conduct. We expect our Business Partners to read, understand and follow the Code'. [2022 UK Modern Slavery Act Statement, 2023: fcx.com] & [Business Partner Code of Conduct, 03/2022: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes how HRs policies are contractual/binding for suppliers: The 2022 UK Modern Slavery Statement notes: 'We mandate human rights standards through our contracts. Our business partners receive and are expected to read, understand and follow the Business Partner Code of Conduct. This includes treating all people with dignity and respect'. The 2022 Sustainability Report reaffirms it: 'Based on our PBC, our Business Partner Code of Conduct sets forth expectations for our business partners, including suppliers and contractors, in areas such as safety, human rights, anti-corruption, community and environment. We mandate human rights standards through our contracts with business partners'. [2022 UK Modern Slavery Act Statement, 2023: fcx.com] & [2022 Annual Report on Sustainability, 2023: fcx.com] • Not Met: Requires EX BPs to cascade contractual/binding HRs policies to their BPs: The Purchase Order General Terms and Conditions indicates: 'Buyer shall have the right to require that Seller provide a copy of Buyer's Human Rights Policy to each contractor, each subcontractor (of any tier), and to the respective employees and representatives of each of the foregoing'. The Service Order Terms and Conditions adds: 'Company shall have the right to require that Contractor provide a copy of Company's Human Rights Policy to each subcontractor, each subcontractor (of any tier) of all subcontractors, and to the respective employees and representatives of each of the foregoing'. However, as it indicates it shall have the right to require that the seller provides a copy of its human rights policy down their supply chain, it is not clear extractive business partners down the chain are contractually required to comply with it. [Purchase Order General Terms and Conditions, N/A: fcx.com] & [Service Order Terms and Conditions, N/A: fcx.com]
B.1.5	Training on Human Rights	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"> • Met: Score of at least 1 on A.1.2.a: See A.1.2.a • Met: Describes how workers are trained on HRs policy commitments: The 2022 Annual Report on Sustainability indicates: 'FCX is guided by its PBC [Principles of Business Conduct], the cornerstone of our commitment to ethical business practices. It defines the expected behavior of all our employees and the Board and sets forth the global principles that our workforce must follow in all activities [...]. We conduct comprehensive annual training on our PBC, including certification by management-level employees and induction training for all new employees. This process consists of in-person or computer-based training, requiring employees to

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>certify both their understanding of, and compliance with, the PBC and to report any known or suspected instances of non-compliance. The training covers health & safety concepts, addressing harassment & discrimination, dealing with inappropriate behavior, preventing conflicts of interest and retaliation from co-workers, and reminds employees how to raise concerns via the Compliance Line. Managers and supervisors also are responsible for ensuring their direct reports understand these principles. [...] Training is a core component of embedding respect for human rights across our business. Human rights considerations are currently included in our annual PBC training, which all employees undertake. In addition, in 2022, we began developing a new standalone global human rights training module designed to drive a consistent approach across the company and support greater awareness and understanding of human rights considerations, such as modern slavery, within the context of our operations. The new training module is expected to be completed, translated into relevant languages and rolled out across the company in 2023'. [2022 Annual Report on Sustainability, 2023: fcx.com]</p> <ul style="list-style-type: none"> • Met: Trains relevant managers including security on HRs: The 2022 Sustainability Report indicates: 'Dedicated human rights compliance officers lead training for security employees, security contractors and host government security. They also receive, document and follow up formally and informally on reported human rights incidents, grievances and allegations'. Also, 'In Indonesia and Peru, where both human rights and security risks are higher, we also conduct targeted training on human rights and the VPs. Training at these sites is led by dedicated site-based human rights compliance officers'. The 2021 Annual Report to the Voluntary Principles Plenary adds: 'We promote awareness of our Human Rights Policy and the Voluntary Principles through a variety of mechanisms, including annual training through classroom and online training classes, distribution of pamphlets and other media for managers, and periodic training for non-managers on a rotating basis'. [2021 Annual Report to the Plenary, 05/2022: fcx.com] & [2022 Annual Report on Sustainability, 2023: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Score of 2 on A.1.2.a: See A.1.2.a • Met: Meets both requirements under score 1: See above. • Met: Trains BPs to meet HRs commitments: The 2021 Report to the VPs Plenary indicates: 'Security contractors are required to comply with the operations' Human Rights Policies, including receiving human rights training and instructions to immediately notify the Company of any human rights related incidents or allegations'. The 2022 UK Modern Slavery Statement notes: 'On-site contractors participate in an onboarding process which consists of a review of company policies, procedures and security protocols and validation of required certifications. In addition, some operating sites also provide targeted training on human rights and our Business Partner Code of Conduct. [2021 Annual Report to the Plenary, 05/2022: fcx.com] & [2022 UK Modern Slavery Act Statement, 2023: fcx.com] • Not Met: Discloses % suppliers trained
B.1.6	Monitoring and corrective actions	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"> • Met: Score of at least 1 on A.1.2.a: See A.1.2.a • Met: Monitors implementation of HRs policy commitments across global ops and EX BPs: The 2022 UK Modern Slavery Act Statement indicates: 'Our site-level HRIAs also help us apply a human rights lens to our established management systems and review their effectiveness in identifying, mitigating and remediating human rights risks and impacts. Further, our ICMM, Copper Mark and Molybdenum Mark commitments require that we have our management systems for modern slavery-related risks assured at least once every three years by a third party at both a corporate- and site-level'. The 2022 Annual Sustainability Report adds: 'Our Business Partner Code of Conduct and our compliance screening processes represent the foundation of our responsible sourcing program for all suppliers globally. [...] We use a combination of tools to understand and monitor supplier risk and to encourage compliance with our Business Partner Code of Conduct. FCeX is the company's online due diligence platform that has been in place for many years. This survey-based software platform has enhanced our ability to identify, assess, and mitigate compliance risks in areas of anti-corruption, international trade and human rights. FCeX also provides data analytics and important metrics that help FCX audit supplier commitments and actions for minerals and metals sourcing. [...] In recent years, we have improved our systems and processes related to due diligence, risk-monitoring and in-depth assessments to allow for quicker access to supplier data and information as well as streamlined risk identification. These include enhancing the responsible sourcing section in the FCeX survey, completing the global roll out of the FCeX tool, and implementing SAP Ariba Supplier Risk

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Management and Supplier Lifecycle and Performance onboarding tools, which enable us to more effectively identify and mitigate risks in these relationships'. The 2021 Annual Report to the Voluntary Principles Plenary notes: 'Freeport is implementing the Copper Mark at all of our copper producing operations. The Copper Mark is a comprehensive assurance framework for the copper industry that promotes responsible production practices. [...] Requirements of the Copper Mark include third-party assurance of performance at each site and revalidation every three years. The Copper Mark includes several human rights requirements (such as the UN Guiding Principles and the Voluntary Principles) and is also assured at a site level. [...] To translate our responsible production commitments (including those related to human rights and security) to our everyday work, Freeport uses its sustainability risk register process (risk register) to identify, prioritize, manage and track sustainability risks and actions at the corporate and site-level. The risks included in the risk register are mapped to our external commitments, including all 38 ICMM performance expectations and the Copper Mark's 32 ESG requirements'. [2022 UK Modern Slavery Act Statement, 2023: fcx.com] & [2022 Annual Report on Sustainability, 2023: fcx.com]</p> <ul style="list-style-type: none"> • Not Met: Discloses % of EX BP's monitored: The 2022 UK Modern Slavery Statement indicates: 'In 2022, FCX conducted business with approximately 11,000 of the approximately 20,000 suppliers registered with the Company. Many suppliers are not utilized every year but remain on file. [...] In 2022, of the approximately 11,000 suppliers FCX conducted business with, 12, or less than a fraction of 1%, are based in extreme-risk countries for modern slavery as defined by Verisk Maplecroft's analysis of modern slavery risks'. However, the subindicator looks for the proportion of its extractive business partners that is monitored for its Human Rights compliance. [2022 UK Modern Slavery Act Statement, 2023: fcx.com] • Not Met: Describes how workers are involved in monitoring: The 2022 UK Modern Slavery Statement notes: 'One of the ways we track and assess our effectiveness is through our grievance mechanisms.[...] Our site-level HRIAs also help us apply a human rights lens to our established management systems and review their effectiveness in identifying, mitigating and remediating human rights risks and impacts. [...] HRIAs, conducted by third-party consultants using methodologies aligned with the UNGPs, are our primary method for conducting human rights due diligence at our operations, including a sampling of our onsite contractors and local suppliers. These assessments involve direct input from a broad cross-section of internal and external rights-holders, and they support continuous improvement of our management systems by testing their effectiveness in identifying and addressing potential, actual and perceived human rights risks and impacts – including those related to modern slavery'. However, this subindicator looks for a description of how the Company's workers are involved in the monitoring process. No further evidence found. [2022 UK Modern Slavery Act Statement, 2023: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Score of 2 on A.1.2.a: See A.1.2.a • Not Met: Describes corrective actions process: The Principles of Business Conduct indicates: 'FCX is committed to doing what is right, and as an employee, you are responsible for upholding this commitment. This means complying with the PBC, the policies that apply to your job, other Company policies, and laws, as well as reporting possible violations. Failure to do so could result in disciplinary action up to and including termination of employment'. The Company provided feedback to CHRB regarding this indicator, where it explains its efforts made in the Manyar Smelter Project. However, no further information describing its corrective action process in general [rather than a specific case-study]. This indicator looks for the standard process it has in place to implement corrective action plans where non-compliances are found as part of the monitoring process. [Principles of Business Conduct V.5, 03/2023: fcx.com] & [2022 Annual Report on Sustainability, 2023: fcx.com] • Not Met: Discloses findings and number of correction action processes: The Company provided feedback to CHRB regarding this indicator, indicating its performance targets for human rights with its 2022 performance update, indicating the findings of PT-FI (in Indonesia). Moreover, it releases data on its Compliance line and community grievance. However, no further evidence found the findings of its human rights monitoring process and number of corrective action processes as a result of the monitoring. [2022 Annual Report on Sustainability, 2023: fcx.com]
B.1.7	Engaging and terminating business relationships	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"> • Met: HRs performance affects selection EX BPs: The Business Partners Code of Conduct indicates: 'As part of our assessment of potential and existing Business

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Partners, Freeport-McMoRan issues an online self-assessment questionnaire via our Freeport Compliance exchange platform, which focuses on issues of anti-corruption, international trade controls, human rights compliance and general responsible sourcing practices'. The 2022 UK Modern Slavery Statement notes: 'Our responsible sourcing programs require human rights due diligence on suppliers of both goods and services, and minerals and metals. We use a combination of tools to understand and monitor supplier risk and to encourage compliance with our Business Partner Code of Conduct. The Freeport Compliance eXchange (FCeX) is the Company's online due diligence platform. This survey-based software platform has enhanced our ability to identify, assess, and mitigate compliance risks in areas of anti-corruption, international trade, human rights and responsible sourcing. It also includes comprehensive sanctions screening. Prior to the onboarding of a new supplier and during an existing supplier's regular review, the system issues a FCeX risk assessment survey, which is analyzed by corporate- and site-level compliance officers and coordinators. [...]we [also] assess our incoming metal and mineral supply chains to identify potential "flags" associated with what the OECD Guidance defines as Annex II risks — such as bribery, corruption, human trafficking, and child or forced labor'. [Business Partner Code of Conduct, 03/2022: fcx.com] & [2022 UK Modern Slavery Act Statement, 2023: fcx.com]</p> <ul style="list-style-type: none"> • Not Met: HRs performance affects ongoing BPs relationships: The Business Partners Code of Conduct indicates: 'As part of our assessment of potential and existing Business Partners, Freeport-McMoRan issues an online self-assessment questionnaire via our Freeport Compliance exchange platform, which focuses on issues of [...] human rights compliance and general responsible sourcing practices'. The 2022 UK Modern Slavery Statement notes: 'Our responsible sourcing programs require human rights due diligence on suppliers of both goods and services, and minerals and metals. We use a combination of tools to understand and monitor supplier risk and to encourage compliance with our Business Partner Code of Conduct. The Freeport Compliance eXchange (FCeX) is the Company's online due diligence platform. This survey-based software platform has enhanced our ability to identify, assess, and mitigate compliance risks in areas of anti-corruption, international trade, human rights and responsible sourcing. It also includes comprehensive sanctions screening. Prior to the onboarding of a new supplier and during an existing supplier's regular review, the system issues a FCeX risk assessment survey, which is analyzed by corporate- and site-level compliance officers and coordinators. [...] we [also] assess our incoming metal and mineral supply chains to identify potential "flags" associated with what the OECD Guidance defines as Annex II risks — such as bribery, corruption, human trafficking, and child or forced labor'. Regarding to its Responsible Minerals management, 2021 OECD Step 5 Report indicates: 'In 2021, we continued our execution of the OECD Guidance's five-step process across the business. This included continuing to incorporate our Responsible Sourcing of Minerals Policy into new contracts and agreements with mineral and metals suppliers, regardless of the source origin, and incorporating additional clauses into contracts, where warranted, to mitigate identified risks'. It discloses some of its findings. However, although it indicates it assesses potential partners on Human Rights issues, it is not clear how the screening process results affect decisions to renew, expand or terminate business relationships, including with extractive business partners. [Business Partner Code of Conduct, 03/2022: fcx.com] & [2022 UK Modern Slavery Act Statement, 2023: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes positive HRs incentives for business relationships • Met: Works with EX BPs to meet HRs requirements: The 2021 Annual Report to the Plenary indicates: 'In 2021, the El Abra operation provided training on Human Rights and the Voluntary Principles to all of its security employees and security contractor personnel. In addition, approximately 300 employees and contractors received training on our Corporate Human Rights, Community and Environmental policies. [...] El Abra is an open-pit copper mining complex located 47 miles north of Calama in Chile's El Loa Province'. The 2022 Annual Report on Sustainability notes: 'Dedicated human rights compliance officers lead training for security employees, security contractors and host government security. They also receive, document and follow up formally and informally on reported human rights incidents, grievances and allegations'. The 2022 UK Modern Slavery Statement notes: 'some operating sites also provide targeted training on human rights and our Business Partner Code of Conduct'. [2021 Annual Report to the Plenary, 05/2022: fcx.com] & [2022 UK Modern Slavery Act Statement, 2023: fcx.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.8	Approach to engagement with affected stakeholders	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"> • Met: Describes how workers and communities identified and engaged in the last two years: The 2022 Annual Sustainability Report indicates: ‘We have a broad range of stakeholders with whom we engage, including shareholders, employees, host communities and Indigenous Peoples, customers and suppliers, industry associations, regulators and policymakers, host governments and nongovernmental organizations (NGOs). [...] During 2022, we continued to maintain positive and collaborative relationships with unions representing our employees [...]. Employee engagement and feedback are core components of our talent management program. Surveys are conducted at various points in the employment journey. [...] Our North America workforce is not represented by unions. Our hourly employees in North America elect to work directly with company management using our Guiding Principles agreement outlining how we work together to achieve our collective goals within the values of the company. [...] Our global workforce, including North America, is encouraged to report grievance-related information to their supervisor, local Human Resources representative, or our global compliance department. [...] We have a number of learning modules that are dedicated specifically to supporting and enhancing the leadership and management skills of our frontline supervisors. [...] We regularly seek feedback and input on a range of topics from our host communities and other stakeholders affected by our operations or projects through our various engagement channels. [...] We engage with stakeholders through Community Partnership Panels in the U.S., community engagement dialogue in South America, and partnerships with the Indigenous Councils in Indonesia led by Community Liaison Officers. All three models focus on collaborative, proactive, transparent communications and dialogue, and all include local leaders and citizens who represent a broad range of stakeholder groups in each community. In addition, all of our operations frequently engage with stakeholders through situation- or topic-specific meetings, presentations, community affairs office hours, and other community outreach and engagement efforts’. The HRIAs Methodology indicates: ‘key stakeholders (individuals and communities actually or potentially affected by site operations) are identified using the following criteria: The likelihood that a stakeholder’s human rights may be undermined by our business activities and/or relationships, as well as the potential severity of such an impact; The severity of impacts linked to our business and/or relationships that have undermined a stakeholder’s human rights; The specific vulnerability of certain stakeholders to negative human rights impacts linked to our business and/or relationships; The degree to which a stakeholder is either unwilling or unable to use conventional grievance mechanisms (whether public or linked to the company) to raise human rights concerns; The degree to which stakeholders are able to provide insight into the existence and/or nature of any negative human rights impacts our business and/or relationships have on themselves, their communities and/or third parties’. See below how engagement included local communities in last two years. [2022 Annual Report on Sustainability, 2023: fcx.com] & [HRIA (Methodology), N/A: fcx.com] • Met: Provides two examples of engagement with stakeholders: The 2021 Annual Report to the Plenary indicates that in the Context of El Abra, Chile: ‘Due to ongoing COVID-19 restrictions, fieldwork was conducted remotely and included in-depth engagement with approximately 85 stakeholders in and around El Abra’s operations. The range of stakeholders interviewed included actually and potentially affected rights-holders or those with insight into the same. Stakeholders interviewed ranged from employees, community members, third parties (including police) and individuals from suppliers, contractors and sub-contractors (including security contractors)’. Also, in the case Indonesia, it explains: ‘PT-FI continues to engage with stakeholders at the national, regional and local level regarding implementation of the Voluntary Principles and the UN Guiding Principles, and respect for human rights. While in-person engagements were limited due to COVID-19 mitigation protocols during 2021, PT-FI’s engagement continued. The PT-FI Human Rights team continued its participation in multi-stakeholder dialogue on the UN Guiding Principles, facilitated by The Institute for Policy Research and Advocacy (ELSAM) in Jakarta’. Additionally, the AZ HRIA Case Study indicates: ‘In 2021, we engaged a third-party consultant, Verisk Maplecroft, to conduct an HRIA. [...] [As a first step] The desktop assessment informed the identification of stakeholders to be interviewed [...]. The HRIA was designed to specifically consider the unique stakeholder connections across our Arizona operations, including relations with neighboring, federally recognized Native American Tribes and suppliers and contractors that service multiple sites. Specific focus was paid to potentially vulnerable groups, including women, ethnic minorities, linguistic

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>minorities, and sexual minorities'. [2021 Annual Report to the Plenary, 05/2022: fcx.com] & [AZ HRIA, 22/06/2023: fcx.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HRs issues: The 2022 Annual Report on Sustainability indicates: 'Through our engagement and dialogue with Native American Nation leaders, we understand that a certificate or degree is a high priority for tribal members. In partnership with Education Forward Arizona, our Native American Scholarship Program provides scholarships to attend trade schools, two-year community and tribal colleges, and four-year universities and includes a personal success advisor for each student, helping them to navigate and overcome the challenges of college life and academics'. Regarding community health and well-being, it notes: 'We rely on ongoing engagement with our communities to understand their needs, including those related to health and wellness'. Also, 'In Chile, we conducted two health campaigns in late 2022 and early 2023 to educate the community on how to prevent respiratory illnesses. These campaigns were a result of our analysis following the El Abra HRIA completed in 2021. [...] Employee engagement and feedback are core components of our talent management program. Surveys are conducted at various points in the employment journey. In 2022, we conducted brief engagement surveys for our employees at our North America sites, and our talent management team analyzed the engagement results to identify and determine actionable next steps. We also began to regularly request more specific feedback on company culture during other stages of the employee experience, including through onboarding and exit surveys. In 2023, we plan to collect data from employees in other areas of the company to better understand the employee experience'. The Company provides more examples of stakeholder engagement, however, the Company is expected to provide a summary analysis of the input/views given by stakeholders on human rights issues during engagements (or at least two examples). Current evidence seems to focus in stakeholders needs rather than summarising impacts perceived. No further evidence found. [2022 Annual Report on Sustainability, 2023: fcx.com] • Met: Describes how stakeholders views influenced company's HRs approach: The HRIA Methodology indicates: 'In many cases, human rights risks and impacts already have been identified through each site's sustainability risk register process, management system and grievance mechanism. However, HRIAs supplement existing information with any unreported risks or impacts. These are uncovered through direct in-depth engagement with actually or potentially affected rightsholders in and around our operations'. The AZ HRIA Case Study adds: 'Insights into stakeholder perceptions and misperceptions are also informing our communication strategies. [...] The HRIA findings are being used to update the Arizona operations' sustainability risk registers. In addition, corporate- and site-level action plans are being tracked via the sustainability risk register and other processes. Key findings and related action plans from the Arizona operations HRIA are also helping to guide our global human rights approach and site-level HRIA work at other operations. [...] Our action plans support the continuous improvement of our existing systems and processes, and where necessary, establish new measures to further investigate, prevent, mitigate and/ or remedy human rights risks and impacts. Since many of the prioritized risks and impacts are interdependent and interrelated, the associated action plans are as well. [...] Insights into stakeholder perceptions and misperceptions are also informing our communication strategies'. [AZ HRIA, 22/06/2023: fcx.com] & [HRIA (Methodology), N/A: fcx.com]

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	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"> • Met: Describes process of identifying risks in own operations: The Sustainability Report indicates: 'As we seek to further embed respect for human rights across our organizational activities, we use our risk register process to identify risks to people at our existing operations. We also have a risk identification process for our new or growth projects to address potential and actual impacts on rights-holders. We implement and refine our approach to human rights through ongoing stakeholder engagement, grievance management and the findings from our HRIAs'. The HRIA Methodology notes: 'In many cases, human rights risks and impacts already have been identified through each site's sustainability risk register process, management system and grievance mechanism. However, HRIAs supplement existing information with any unreported risks or impacts. These are uncovered through direct in-depth engagement with actually or potentially affected rightsholders in and around our operations'. [Annual Report on Sustainability 2021, 2022: fcx.com] & [HRIA (Methodology), N/A: fcx.com] • Met: Describes process for identifying risks in EX BPs: The UK Modern Slavery Statement indicates: 'Our online due diligence platform, the Freeport Compliance eXchange (FCeX), is a survey-based software platform designed to assess risk in the areas of anti-corruption, international trade, responsible minerals sourcing and human rights. Prior to onboarding a new supplier and during an existing supplier's regular review, the FCeX system issues a risk assessment questionnaire covering key areas which is analyzed by corporate- and site-level Compliance officers. The system has enhanced our ability to identify, assess and mitigate compliance risks, including modern slavery risks, on an ongoing basis'. As indicated above, the risk register process is used to identify risks, as it seems to integrate the individual assessments performed for each partner. The Company provided feedback to CHRB regarding this indicator, however this subindicator was already awarded. [UK Modern Slavery Act Statement 2020, 2021: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes global risk identification system incl. stakeholder consultation: The UK Modern Slavery Statement indicates: 'To translate our commitments to our everyday work, we use our Sustainable Development Risk Register (the Risk Register) process globally to identify and prioritize sustainability risks. Our operating sites use the Risk Register to identify risks and opportunities related to our commitments in relation to its respective operation and stakeholders. The Risk Registers prioritize the most significant risks in areas such as health and safety, human rights, environmental management, community development, and economic impacts'. The HRIAs Methodology indicates: 'The first step in our HRIA process is to conduct a site-specific desktop assessment of human rights risks and impacts, including the following data sources: Verisk Maplecroft's proprietary Human Rights Risk Indices. [...] Freeport-McMoRan Inc. (Freeport or FCX) uses Human Rights Impact Assessments (HRIAs) conducted by third-party consultants as its primary method for conducting human rights due diligence at its operations. [...] In many cases, human rights risks and impacts already have been identified through each site's sustainability risk register process, management system and grievance mechanism. However, HRIAs supplement existing information with any unreported risks or impacts. These are uncovered through direct in-depth engagement with actually or potentially affected rightsholders in and around our operations'. The Company provided feedback to CHRB regarding this indicator, however this subindicator was already awarded. [UK Modern Slavery Act Statement 2020, 2021: fcx.com] & [HRIA (Methodology), N/A: fcx.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Describes how risk identification system is triggered by new circumstances: The 2022 Annual Report on Sustainability indicates: 'We perform Environmental and Social Impact Assessments, which identify potentially affected stakeholders and potential impacts from the outset of new projects. We are currently working to integrate human rights impacts into these assessments to be better informed about impacts to people from growth projects. [...] The Project Development Sustainability Review process enables us to identify, prioritize and proactively manage potential risks before a project begins and throughout its development. The process is applied during the early stages of mine expansion and project development, particularly during scoping, prefeasibility and feasibility stages so that risks may be adequately addressed early and continuously throughout. The process also supports preparation for future closure of operations'. Finally, the webpage section Embedding Respect states: 'A variety of factors are considered when prioritizing sites for specific human rights due diligence. We consider which sites have a higher human rights risk profile, as well as whether a site has recently undergone or has potential for significant operational change, stakeholder feedback and other practical considerations regarding implementation'. [2022 Annual Report on Sustainability, 2023: fcx.com] & [OECD Step 5 Due Diligence Report 2021, 2022: fcx.com] • Met: Describes risks identified in relation to new circumstances: The 2021 OECD Step 5 Report indicates: 'To support the identification of risks in our mineral and metal supply chains, we map and assess our incoming materials to identify potential "orange" or "red" flags as defined under the OECD Guidance's Annex II risks. [...] The mineral and metal origin/transit review identifies CAHRA risks associated with the location of material origin and transport route using the TDi Tool. [...] When either an orange or red mineral/metal flag or red supplier flag is identified further due diligence is required. [...] In 2021, we identified 27 orange or red flags across our minerals and metals supply chains during the review process [...] For each of the identified flags, we conducted due diligence and completed risk assessments to inform a decision on the path forward [...]. Six external single-point sources and one source of blended material (that, in 2021, contained six sources) were flagged due to origin and determined to present moderate risk based on the due diligence findings and risk assessments. [...] In the case of the blended material we are collaborating with the supplier directly, utilizing their due diligence in addition to our own, and conducting an on-the-ground assessment when conditions permit to better assess the potential risks associated with the sources. We are also engaging the supplier of several of the remaining single-point sources, to keep up to date on the efforts to mitigate identified risks. Finally, we have shared our management systems and best practices with these suppliers to encourage continuous improvement of their operations'. However, the potential risks identified should be due to this new context [see above] and the focus should not be on individual suppliers that are high risk but rather on from a broader perspective. The 2022 UK Modern Slavery Statement adds: 'In 2022, of the approximately 11,000 suppliers FCX conducted business with, 12, or less than a fraction of 1%, are based in extreme-risk countries for modern slavery as defined by Verisk Maplecroft's analysis of modern slavery risks. With these screening tools in place, we are working to complete a risk-based decision-making tool to identify higher risk suppliers where closer collaboration is warranted, for example through on-the-ground audits or partnerships'. [OECD Step 5 Due Diligence Report 2021, 2022: fcx.com] & [2022 UK Modern Slavery Act Statement, 2023: fcx.com]
B.2.2	Assessing human rights risks and impacts	2	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Met: Describes assessment process and discloses salient HRs risks: The HRIAs Methodology indicates it 'uses Human Rights Impact Assessments (HRIAs) conducted by third-party consultants as its primary method for conducting human rights due diligence at its operations. HRIAs are conducted on a standalone basis by third-party consultants and involve direct input from a broad cross section of internal and external rightsholders. [...] The first step in our HRIA process is to conduct a site-specific desktop assessment of human rights risks and impacts [...]. In the planning phase, key stakeholders (individuals and communities actually or potentially affected by site operations) are identified. [...] Actions are prioritized based on how serious the impact is or could be (scope), how many people are or could be impacted (scale) and how hard it would be to correct the harm (irremediability)'. The Company provided feedback to CHRB regarding this indicator, however this subindicator was already awarded. [HRIA (Methodology), N/A: fcx.com] • Met: Describes how process applies to EX BPs: See above. The 2022 Annual Report on Sustainability indicates: 'HRIAs, conducted by third-party consultants

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>using methodologies aligned with the UNGPs, are our primary method for conducting human rights due diligence at our operations, including a sampling of our onsite contractors and local suppliers. [...] In addition to HRIAs, our responsible sourcing programs require human rights due diligence on suppliers of both goods and services, and minerals and metals for further processing. The development of these programs is informed by our HRIA findings. [...] we assess our incoming metal and mineral supply chains to identify potential “flags” associated with what the OECD Guidance defines as Annex II risks’. The 2021 OECD Step 5 Report adds: ‘The mineral and metal origin/transit review identifies CAHRA risks associated with the location of material origin and transport route using the TDi Tool’. Finally, the 2022 UK MSA Statement states: ‘We continue to work to improve our systems and processes related to due diligence, risk-monitoring and in-depth assessments to allow for quicker access to supplier data and information as well as streamlined risk identification. For example, in 2022, we finished integrating relevant Verisk Maplecroft country- and industry-level ESG risk indices into our SAP Ariba platform based on our potential supply chain risks and selected supplier metrics, including their country-level Modern Slavery Index, which indicates the risk to a business of possible association with or exposure to practices of slavery, servitude, trafficking of persons and forced labor by state and non-state actors within its supply chain’. [2022 Annual Report on Sustainability, 2023: fcx.com] & [2022 UK Modern Slavery Act Statement, 2023: fcx.com]</p> <ul style="list-style-type: none"> • Met: Public disclosure of results of HRs risk assessment: The webpage section Embedding Respect adds: ‘Across these sustainability pillars and corresponding strategic focus areas and cross-cutting themes, we work to assess and address where our business activities present potential risks to people and their rights. To support this effort, we developed a human rights dashboard to help frame our UN Guiding Principles (UNGPs) implementation across for our operational activities. The dashboard is intended to reflect the scope of our potential human rights risks and impacts as well as the scope of our human rights impact assessments (HRIAs) and our continued efforts to integrate human rights considerations across relevant business functions at our operations’. It discloses the dashboard. Regarding risks for employees and supply chain, it includes: working conditions, safe and healthy working conditions, discriminations, freedom of association and collective bargaining, forced labour, child labour. As communities: community health and safety, minorities and Indigenous Peoples, displacements and resettlement, children’s rights, etc. [Embedding Respect_web, N/A: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Meets all requirements under score 1: See above. • Met: Describes how assessment involved affected stakeholders: As indicated above, ‘ HRIAs are conducted on a standalone basis by third-party consultants and involve direct input from a broad cross section of internal and external rightsholders’. The Company provides examples of different HRIAs. Regarding the HRIA in El Abra, it indicates: ‘Parties identified during the planning phase were engaged by Verisk Maplecroft throughout July and August of 2021. Fieldwork was conducted remotely due to ongoing COVID-19 restrictions and included engagement of approximately 85 stakeholders in and around El Abra’s operations and surrounding communities. This included a range of actually and potentially affected rightsholders as well as those with insight into such rightsholders. Engagement was structured around a “living” list of stakeholders cooperatively prepared by El Abra and Verisk Maplecroft that evolved throughout the engagement process. Stakeholder interviews were conducted by three Verisk Maplecroft consultants on an individual and collective basis through various means (including video and voice calls) over a two-month period. With the exception of managers at El Abra, interviewees were offered anonymity before their engagement’. It provides additional comments on potentially affected stakeholder engagement in the HRIA in Arizona. [El Abra Case Study - HRIA, 31/12/2021: fcx.com] & [AZ HRIA, 22/06/2023: fcx.com]
B.2.3	Integrating and acting on human rights risks and impact assessments	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"> • Met: Describes system to prevent, mitigate and remediate HRs issues: The HRIAs Methodology indicates: ‘Operations personnel work with cross-functional teams to develop HRIA Action Plans for the gaps identified in each site’s established human rights-relevant management system. [...] HRIA Action Plans support continuous improvement of existing systems and processes. If necessary, they establish new measures to investigate, prevent and/or remedy human rights risks and impacts. HRIA Action Plans include a field for sites to indicate the desired outcome associated with each action item (i.e., to indicate that the action item has been completed). Desired outcomes can be measured using qualitative or quantitative

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>indicators. These indicators help sites assess the effectiveness of action plans that have been implemented'. The Company provided feedback to CHRB regarding this indicator, however this subindicator was already awarded. [HRIA (Methodology), N/A: fcx.com]</p> <ul style="list-style-type: none"> • Met: Describes how global system applies to EX BPs: The 2022 Annual Report on Sustainability indicates: 'HRIAs, conducted by third-party consultants using methodologies aligned with the UNGPs, are our primary method for conducting human rights due diligence at our operations, including a sampling of our onsite contractors and local suppliers. These assessments involve direct input from a broad cross-section of internal and external rights holders, and they support continuous improvement of our management systems by testing their effectiveness in identifying and addressing potential, actual and perceived human rights risks and impacts. [...] In addition to HRIAs, our responsible sourcing programs require human rights due diligence on suppliers of both goods and services, and minerals and metals for further processing. The development of these programs is informed by our HRIA findings. In 2022, we advanced our approach to assessing supplier human rights and other sustainability-related risks'. See above for further details on action plans. [2022 Annual Report on Sustainability, 2023: fcx.com] • Met: Example of actions decided on at least 1 salient HRs issue: The 2021 Voluntary Principles Report to the Plenary indicates: 'In 2021, as part of PT-FI's ongoing engagement with the illegal artisanal mining community, we began human rights education, with a focus on the rights of children living in the artisanal mining camps on our site. This includes human rights awareness training and ongoing monitoring with a focus on preventing child labor. The training is carried out in a partnership between PT-FI's human rights and community liaison officers and a third-party contractor involved in managing illegal artisanal mining activities'. The Company provided feedback to CHRB regarding this indicator, however this subindicator was already awarded. [2021 Annual Report to the Plenary, 05/2022: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Meets all requirements under score 1 • Met: Describes how stakeholders involved in decisions about actions taken: Regarding its HRIA in Arizona, the 2022 Annual Report on Sustainability indicates: 'Where the findings identified actual or potential gaps in a management system associated with a particular human rights-related topic, cross-functional teams are developing action plans to further investigate, prevent and/or remedy human rights risks and impacts. In 2023, we intend to leverage our existing engagement mechanisms to communicate with stakeholders on the key findings from the HRIA and plan to involve relevant stakeholders in the development of our action plans, where appropriate'. It has provided further information on this specific HRIA. The report adds: 'HRIAs, conducted by third-party consultants using methodologies aligned with the UNGPs, are our primary method for conducting human rights due diligence at our operations, including a sampling of our onsite contractors and local suppliers. These assessments involve direct input from a broad cross-section of internal and external rights holders, and they support continuous improvement of our management systems by testing their effectiveness in identifying and addressing potential, actual and perceived human rights risks and impacts'. [2022 Annual Report on Sustainability, 2023: fcx.com]
B.2.4	Tracking 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"> • Met: Describes system for evaluation effectiveness of actions: The 2022 UK Modern Slavery Act Statement indicates: 'Our site-level HRIAs also help us apply a human rights lens to our established management systems and review their effectiveness in identifying, mitigating and remediating human rights risks and impacts. Further, our ICMM, Copper Mark and Molybdenum Mark commitments require that we have our management systems for modern slavery-related risks assured at least once every three years by a third party at both a corporate- and site-level. We have an established performance target to incur zero gross human rights violations at our operations by employees or contractors'. The HRIA Methodology adds: 'HRIA Action Plans include a field for sites to indicate the desired outcome associated with each action item [...]. Desired outcomes can be measured using qualitative or quantitative indicators. These indicators help sites assess the effectiveness of action plans that have been implemented'. [2022 UK Modern Slavery Act Statement, 2023: fcx.com] & [HRIA (Methodology), N/A: fcx.com] • Not Met: Example of lessons learned from evaluation effectiveness of actions: The 2022 Annual Report on Sustainability indicates: 'As part of the internal risk

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>review process, the Project Development Sustainability Review considers sustainability issues during the evaluation, and implementation of, potential expansion and development projects. [...] We applied this process during the design phase of our Manyar smelter project and precious metals refinery in Indonesia and are making regular updates during the construction phase. [...] In alignment with our commitment to integrate responsible production practices into our development projects, we seek to conduct regular reviews of our Engineering, Procurement and Construction (EPC) contractor and subcontractor performance at the Manyar smelter project and precious metals refinery that is currently under construction near Surabaya, Indonesia. In late 2022, during an internal review of subcontractor records for the project, potential instances of underage workers at the smelter project were identified. FCX and PT-FI strictly prohibit child labor as outlined in our Human Rights Policy. After investigation, three cases of individuals under the age of 18 (all three subcontractor employees were voluntarily employed and were 17 at the time) working on-site at the smelter project were confirmed, two of whom were involved in potentially hazardous work. Applying International Labour Organization guidelines, we have classified two of the three cases as gross human rights violations under our policies. The individuals were promptly dismissed from the project and provided compensation. PT-FI and its EPC contractor performed a root cause analysis to help prevent reoccurrence. The EPC contractor has since implemented both corrective and preventative actions including an enhanced worker screening process through a centralized hiring tracking system and bi-weekly meetings with its subcontractors and representatives from PT-FI in order to communicate expectations and review challenges'. However, the Company is expected to provide an example of the lessons learned specifically while tracking the effectiveness of its actions on at least one of its salient human rights issues as a result of its due diligence process, rather than the disclosure of a non-compliance. [2022 Annual Report on Sustainability, 2023: fcx.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Involves stakeholders in evaluation effectiveness of actions: The HRIA Methodology indicates: 'Site-level HRIAs test our established programs and practices for effectiveness in identifying, mitigating, and remediating any potential, actual and perceived human rights risks and impacts. In many cases, human rights risks and impacts already have been identified through each site's sustainability risk register process, management system and grievance mechanism. However, HRIAs supplement existing information with any unreported risks or impacts. These are uncovered through direct in-depth engagement with actually or potentially affected rightsholders in and around our operations'. However, it is not clear how it involves affected stakeholders in evaluation of whether the actions taken [in the context of a due diligence process, to address Human Rights risks and impacts] have been effective. The AZ HRIA Case Study adds: 'Bagdad, Miami, Morenci, Safford, and Sierrita continue to engage with community representatives via quarterly CPP meetings. During these meetings, company leaders invite questions and share information to address any stakeholder concerns. In 2023, the sites are leveraging standing CPP meetings to provide an overview of the community-related HRIA findings and associated actions, solicit feedback and input from stakeholders, and to update stakeholders on our progress as we address relevant HRIA findings'. However, its is not clear it is a global approach, nor is it clear it involves affected stakeholders in evaluation of whether the actions have been effective. [HRIA (Methodology), N/A: fcx.com] & [AZ HRIA, 22/06/2023: fcx.com]
B.2.5	Communicating on human rights 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"> • Met: Provides two examples of comms with stakeholders: The Company discloses three examples of community grievances. It discloses the complaints, the investigation process and how it reaches affected stakeholders. In one situation, 'a community member from the Kamorotribe submitted a grievance based on a perceived land rights violation'. The Company then indicates how it communicated with the complainant 'PT-FI's Grievance Team engaged directly in person with the complainant to better understand the specific concern'. Another example was the following case: 'A few years ago, El Abra received a grievance from the Indigenous community of Taira regarding potential impacts to an archaeological site' The Company then investigated and: 'The results of the investigation were shared with the complainant and the grievance was closed'. The webpage section Due Diligence explains how its grievance mechanism is part of its Human Rights approach: 'We also have a risk identification process for our new or growth projects to address potential and actual impacts on rights-holders. We implement and refine our

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>approach to human rights through ongoing stakeholder engagement, grievance management and the findings from our HRIAs'. The HRIA Methodology adds: 'In many cases, human rights risks and impacts already have been identified through each site's sustainability risk register process, management system and grievance mechanism'. The Company provided feedback to CHRB regarding this indicator, however this subindicator was already awarded. [Community Grievance Mechanism_web, N/A: fcx.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes challenges to effective comms and how it is working to address them: The HRIA Methodology indicates that interviews help the Company to 'identify any misperceptions among stakeholders'. The Arizona Operations HRIA Case Study notes: 'Insights into stakeholder perceptions and misperceptions are also informing our communication strategies'. [HRIA (Methodology), N/A: fcx.com] & [AZ HRIA, 22/06/2023: fcx.com]

C. Remedies and Grievance Mechanisms (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance mechanism(s) for 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"> • Met: Grievance mechanism accessible to all workers: The Principles of Business Conduct indicates: 'Any concerns about human rights violations or unsafe work practices should be reported to the local Human Rights Compliance Officer or through the FCX Compliance Line. [...] The FCX Compliance Line is available 24 hours a day, seven days a week'. [Principles of Business Conduct V.5, 03/2023: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Grievance mechanism available in appropriate languages and workers made aware: The Principles of Business Conduct indicates: 'Any concerns about human rights violations or unsafe work practices should be reported to the local Human Rights Compliance Officer or through the FCX Compliance Line. [...] The FCX Compliance Line is available 24 hours a day, seven days a week'. Regarding to how employees are made aware of the system, it notes: 'All new employees will receive training as part of the new-hire process, and additional training in the PBC will be provided periodically'. In relation to languages, as indicated, there's a Local Compliance officer. [Principles of Business Conduct V.5, 03/2023: fcx.com] • Met: Describes how workers in EX BPs access grievance mechanism: The webpage section Embedding Respect indicates: 'These reporting channels [Grievance Mechanisms] also are available to members of our supply chain (including contractors) through our Business Partner Code of Conduct'. The Business Partners Code of Conduct indicates: 'The Freeport-McMoRan Compliance Line is available 24 hours a day, seven days a week to report incidents or other concerns that raise legal or ethical concerns. Business Partners may remain anonymous but must identify their relationship to Freeport-McMoRan'. The Company provided feedback to CHRB regarding this indicator, however this subindicator was already awarded. [Environment on website, N/A: fcx.com] & [Business Partner Code of Conduct, 03/2022: fcx.com] • Not Met: Expects EX BPs to convey expectation to their BPs: The 2022 Annual Report on Sustainability indicates 'Our business partners are also encouraged to use the Compliance Line, as detailed in our Business Partner Code of Conduct'. The Business Partner Code of Conduct adds: 'We expect our Business Partners to treat all persons with dignity and respect. This includes: [...] Establishing and maintaining grievance mechanisms to record and address concerns in a timely and transparent manner'. It also contains information on how to access the channels. However, it is not clear the Company expects extractive business partners to convey expectations [to have a channel from which workers can access to raise Complaints or concerns about human rights issues at the Company's business partners] on access to grievance mechanism(s) to their business partners. [2022 Annual Report on Sustainability, 2023: fcx.com] & [Business Partner Code of Conduct, 03/2022: fcx.com]
C.2	Grievance mechanism(s) for external individuals and communities	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"> • Met: Grievance mechanism accessible to all external individuals and communities: The 2022 Annual Report on Sustainability indicates: 'We maintain grievance mechanisms for employees, community members, members of our supply chain, and others to report potential human rights concerns. [...] To support constructive engagement and resolution of potential issues and adverse impacts, we maintain a site-level grievance mechanism where community members, including Indigenous Peoples, can register their complaints. Our community

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>grievance mechanism serves as an early warning system for FCX by tracking trends and patterns in grievance types so they can be addressed in their earliest stages, ideally prior to further escalation’. [2022 Annual Report on Sustainability, 2023: fcx.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Grievance mechanism available in appropriate languages and affected stakeholders made aware: As indicated above, ‘We maintain grievance mechanisms for employees, community members, members of our supply chain, and others to report potential human rights concerns. [...] We work to promote awareness of these mechanisms through a variety of means, including through posters, company webpages, stakeholder engagement and training’. Also, ‘To support constructive engagement and resolution of potential issues and adverse impacts, we maintain a site-level grievance mechanism where community members, including Indigenous Peoples, can register their complaints. Our community grievance mechanism is available in local languages, with management protocols tailored to local culture, and serves as the system for documenting and tracking complaints or impacts as well as the type and timeliness of our responses. We socialize our grievance mechanism through a variety of means tailored to local customs and site-level engagement strategies, including verbally, by distributing flyers at community meetings and posting information on our Freeport in my Community website, among others’. [2022 Annual Report on Sustainability, 2023: fcx.com] • Not Met: Describes how external individuals/communities access grievance mechanism: The 2022 Annual Report on Sustainability indicates: ‘Our community grievance mechanism is available in local languages, with management protocols tailored to local culture, and serves as the system for documenting and tracking complaints or impacts as well as the type and timeliness of our responses. [...] Our business partners are also encouraged to use the Compliance Line, as detailed in our Business Partner Code of Conduct’. The 2022 UK Modern Slavery Act Statement adds: ‘On-site contractors participate in an onboarding process which consists of a review of company policies, procedures and security protocols and validation of required certifications’. The Business Partner Code of Conduct expects business partners to ‘Establishing and maintaining grievance mechanisms to record and address concerns in a timely and transparent manner’. The Human Rights Policy outlines its commitments, including: ‘Collaborating with value chain stakeholders on our human rights due diligence practices and outcomes to collectively avoid and address adverse impacts’. The Company provided feedback to CHRB regarding this indicator on its Manyar Smelter Project. However, although the Company has a grievance mechanism which is open to communities and it expects business partners to establish their own grievance mechanism, it is not clear that external individuals and communities [from extractive business partners] have access to the community grievance mechanism, in order to raise Complaints or concerns about human rights issues at the Company’s extractive business partners. [2022 Annual Report on Sustainability, 2023: fcx.com] & [Human Rights Policy, 07/12/2020: fcx.com] • Not Met: Expects EX BPs to convey expectation to their BPs: The Business Partner Code of Conduct indicates: ‘We expect our Business Partners to treat all persons with dignity and respect. This includes: [...] Establishing and maintaining grievance mechanisms to record and address concerns in a timely and transparent manner’. The Human Rights Policy outlines its commitments, including: ‘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. [...] We expect our suppliers of goods and services to operate in accordance with this policy’. The 2022 Modern Slavery Statement adds: ‘We mandate human rights standards through our contracts. Our business partners receive and are expected to read, understand and follow the Business Partner Code of Conduct’. However, it is not clear the Company expects extractive business partners to convey expectations [to have a channel from which external individuals and communities can access to raise Complaints or concerns about human rights issues at the Company’s business partners] on access to grievance mechanism to their suppliers. [Business Partner Code of Conduct, 03/2022: fcx.com] & [Human Rights Policy, 07/12/2020: fcx.com]
C.3	Users are involved in the design and performance of	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"> • Not Met: Describes how users engaged on design and performance: The 2020 Annual Report on Sustainability indicates: ‘In 2020, we completed a review of our global community grievance procedures against the UN Guiding Principles (UNGPs)

Indicator Code	Indicator name	Score (out of 2)	Explanation
	the mechanism(s)		<p>effectiveness criteria. The ICMM’s updated good practice guidance on Handling and Resolving Local-level Concerns and Grievances, which together with input from community members and their representatives, will be incorporated into our Community Grievance Standard Operating Procedure. Process improvements include, but are not limited to, access accommodations for vulnerable groups, guidance on impact assessment and remedy, and establishment of a formal feedback loop to inform continuous improvement. These enhancements will be rolled out in 2021 along with improved management systems’. The 2022 Annual Report on Sustainability adds: ‘The Guiding Principles agreement is periodically updated with input from employees and includes an open-door policy and a problem-solving procedure that have been established to provide a fair and impartial resolution of concerns about employment’. However, although it indicates it uses input from community members into its Community Grievance Standard Operating Procedure and that the Guiding Principles agreement is periodically updated with input from employees, no further description found of how it engages with potential or actual users specifically on the design performance of the grievance mechanism. [Annual Report on Sustainability 2020, 2021: fcx.com] & [2022 Annual Report on Sustainability, 2023: fcx.com]</p> <ul style="list-style-type: none"> • Not Met: Provides user engagement examples (at least two) on design and performance: As indicated above, the 2020 Annual Report on Sustainability indicates: ‘In 2020, we completed a review of our global community grievance procedures against the UN Guiding Principles (UNGPs) effectiveness criteria. The ICMM’s updated good practice guidance on Handling and Resolving Local-level Concerns and Grievances, which together with input from community members and their representatives, will be incorporated into our Community Grievance Standard Operating Procedure. [...] These enhancements will be rolled out in 2021 along with improved management systems’. The AZ HRIA Case Study adds: ‘HRIAs support continuous improvement of FCX’s management systems by testing their effectiveness in identifying and addressing potential, actual and perceived human rights risks and impacts. [...] In many cases, human rights risks and impacts have already been identified through each sites’ sustainability risk register process, management systems and grievance mechanisms. However, HRIAs verify/clarify and supplement existing information with any unreported risks or impacts. These are uncovered through direct in-depth engagement with actually or potentially affected rights-holders in and around our operations. [...] A formal system for reporting and monitoring community grievances to help ensure the Arizona operations respond to and address complaints and alleged impacts’. The Company provides additional information on the role of stakeholder engagement in the HRIA of El Abra. However, the Company is expected to provide at least two examples of how it engages with potential or actual users on the design, implementation or performance of the mechanism. The AZ HRIA Case Study and the HRIA of El Abra seem to focus more on the role of engagement in HRIAs rather than on the design, implementation or performance of the grievance mechanism. [Annual Report on Sustainability 2020, 2021: fcx.com] & [AZ HRIA, 22/06/2023: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes how users engaged on improvement of mechanism: The 2020 Annual Report on Sustainability indicates: ‘In 2020, we completed a review of our global community grievance procedures against the UN Guiding Principles (UNGPs) effectiveness criteria. The ICMM’s updated good practice guidance on Handling and Resolving Local-level Concerns and Grievances, which together with input from community members and their representatives, will be incorporated into our Community Grievance Standard Operating Procedure. Process improvements include, but are not limited to, access accommodations for vulnerable groups, guidance on impact assessment and remedy, and establishment of a formal feedback loop to inform continuous improvement. These enhancements will be rolled out in 2021 along with improved management systems’. The 2022 Annual Report on Sustainability adds: ‘The Guiding Principles agreement is periodically updated with input from employees and includes an open-door policy and a problem-solving procedure that have been established to provide a fair and impartial resolution of concerns about employment’. [2022 Annual Report on Sustainability, 2023: fcx.com] & [Embedding Respect_web, N/A: fcx.com] • Not Met: Provides user engagement examples (at least two) on improvement: The Company provides evidence indicating the importance of tagholder engagement as in the case of the AZ HRIA and El Abra HRIA. The AZ HRIA Case Study discloses ‘Examples of effective corporate- and site-level management systems, approaches, and actions included: [...] A formal system for reporting and monitoring community grievances to help ensure the Arizona operations respond to and address complaints and alleged impacts’. However, this subindicator looks

Indicator Code	Indicator name	Score (out of 2)	Explanation
			for at least two examples of engagement with potential or actual users specifically on the improvement of the grievance mechanism [not on its risk assessment]. [AZ HRIA, 22/06/2023: fcx.com] & [El Abra Case Study - HRIA, 31/12/2021: fcx.com]
C.4	Procedures related to the mechanism(s) are equitable, publicly available and explained	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"> • Met: Describes procedure and timescales for managing complaints or concerns: The document Reporting and Investigating Process indicates: 'The investigator will keep management and key stakeholders updated throughout the investigation. Our objective is to complete each investigation in 30 days, but some take longer due to schedules, vacation and illness. Once the investigation is complete, the Compliance Department reviews the findings and the investigator debriefs management and key stakeholders on the findings of the investigation'. The Principles of Business Conduct adds: 'When you contact the FCX Compliance Line [...] You will receive a report number and personal identification number with an estimated time to call back for updates. [...] Be sure to check back regularly to see if additional information is needed. You will be notified once a thorough investigation has been completed and the appropriate action taken'. The webpage section Ethics Point adds: 'After you complete your report you will be assigned a unique code called a "report key." Write down your report key and password and keep them in a safe place. After 5-6 business days, use your report key and password to check your report for feedback or questions'. [Reporting and Investigation Process, 03/2021: secure.ethicspoint.com] & [Principles of Business Conduct V.5, 03/2023: fcx.com] • Not Met: Describes technical, financial, advisory support to enable equal access: The Principles of Business Conduct indicates: 'Each of us has a responsibility to report suspected violations of the PBC, our policies, procedures or the law to the appropriate personnel as quickly as possible. This ensures that any issues are addressed and resolved in a timely manner. We have an open-door culture; we all should feel free to openly discuss any questions or concerns about the way we conduct business. This open communication is vital to our growth as employees, a team and a company. [...] If you ever suspect that a policy has been violated, have a question about a policy or practice, or have a suggestion on how to improve things, we encourage you to discuss it with your supervisor or local Human Resources representative first. They usually are the best individuals to address issues quickly and efficiently. If you are not comfortable going to your supervisor or local representatives, you have other options'. However, this subindicator looks for the technical, financial or advisory support available to complainants to enable equal access to and participation in the grievance process [i.e. training, access to a fund, transportation, etc]. [Principles of Business Conduct V.5, 03/2023: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describe types of outcome to complainant through use of mechanism: The 2022 Annual Sustainability Report indicates: 'We are committed to providing for, and cooperating in, the remediation of adverse impacts related to our business as well as collaborating with value chain stakeholders to address impacts linked to our business relationships, where appropriate. Remedy can take a range of forms, including cessation of impact, apology, restoration of what was lost, cash or in-kind compensation, and/or rehabilitation. Remedy could also involve the identification of lessons learned and steps taken to prevent re-occurrence'. As indicated above, 'You will be notified once a thorough investigation has been completed and the appropriate action taken'. [2022 Annual Report on Sustainability, 2023: fcx.com] • Not Met: Describes escalation to senior levels / independent adjudicators: Regarding investigations of alleged PBC violations, the Principles of Business Conduct [PBC] indicates: 'We strive to review and resolve each issue quickly, thoroughly and as confidentially as possible. We do this at a local level unless we believe the situation requires otherwise. Human Resources matters may be referred to the local Human Resources representative, accounting issues to the local controller and safety issues to the local safety manager. Depending on the situation, investigations may be conducted by the Compliance department, the Legal department or outside counsel'. The 2022 Annual Report on Sustainability adds: 'Our global human rights team is engaged for human rights-related complaints. Throughout the process, management is briefed on the nature of the complaints and investigative results. Employees dissatisfied with the outcome of reports may turn to third-party interviewers for assistance based on their jurisdiction and any collective labor agreements'. However, this subindicator looks for a description of how complaints or concerns for workers and all external individuals and communities may be escalated to more senior levels or independent third party adjudicators or mediators to challenge the process or outcome at the complainant's discretion. [Principles of Business Conduct V.5, 03/2023: fcx.com] & [2022 Annual Report on Sustainability, 2023: fcx.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.5	Prohibition of retaliation for raising complaints or concerns	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"> • Met: Public statement prohibiting retaliation against workers/stakeholders: The Human Rights Policy is committed to 'Not retaliating against anyone who raises a question or concern about our business practices or reports a human rights violation'. Moreover, the Principles of Business Conduct states: 'Anyone making a report in good faith or participating in investigations involving the PBC will not be subject to retaliation of any kind'. [Human Rights Policy, 07/12/2020: fcx.com] & [Principles of Business Conduct V.5, 03/2023: fcx.com] • Met: Describes practical measures to prevent retaliation: The Ethics Point indicates: 'Web entries are not traced and you may remain anonymous. If you experience retaliation for contacting the FCX Compliance Line or assisting in an investigation, please contact your supervisor, management, Human Resources or the FCX Compliance Line immediately'. [EthicsPoint_web, N/A: secure.ethicspoint.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Specifies no legal action, firing or violence: The Human Rights Policy indicates the Company's commitments, including: 'Not retaliating against anyone who raises a question or concern about our business practices or reports a human rights violation'. The Principles of Business Conduct adds: 'Any employee who the Company determines has engaged in retaliatory conduct [...] may be subject to disciplinary action up to and including termination of employment. If you believe you have experienced any retaliation because you raised a question or a concern or participated in an investigation, you should report that concern immediately [...]'. However, no further evidence found explicitly indicating that it will not retaliate against workers and stakeholders through: legal action against persons or organisations who have brought or tried to bring a case against it involving credible allegation of adverse human rights impacts, or against the lawyers representing them as well as the through firing or engaging in economic forms of retaliation against any workers or their representatives who have brought or tried to bring a case against it involving an allegation of human rights abuse and engaging in violent acts or threats to the livelihoods, careers or reputation of claimants or their lawyers. [Human Rights Policy, 07/12/2020: fcx.com] & [Principles of Business Conduct V.5, 03/2023: fcx.com] • Not Met: Expects EX BPs to prohibit retaliation against workers/stakeholders: The Contract HSE Manual notes: 'FCX considers it unacceptable and will not tolerate any retaliation against an individual who uses Stop Work Authority'. The Human Rights Policy indicates the Company's commitments, including: 'Not retaliating against anyone who raises a question or concern about our business practices or reports a human rights violation. [...] We expect our suppliers of goods and services to operate in accordance with this policy'. The Principles of Business Conduct adds: 'Anyone making a report in good faith or participating in investigations involving the PBC will not be subject to retaliation of any kind'. However, it is not clear the prohibition of retaliation also covers individual stakeholders and communities at extractive business partners level, as it is not clear the mechanism is open to them. [Contractor HSE Manual, 07/2022: fcx.com] & [Human Rights Policy, 07/12/2020: fcx.com]
C.6	Company involvement with state-based judicial and non-judicial grievance mechanisms	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Complainants not asked to waive legal rights: The 2022 Annual Report on Sustainability indicates: 'Use of our internal and external grievance mechanisms does not preclude access to judicial or other non-judicial grievance mechanisms. In the event of accusations made through a state-based, non-judicial grievance mechanisms, we are committed to participating in related proceedings constructively, cooperatively and in good faith'. However, no evidence found that the Company does not require affected individuals or communities participating in a grievance process to permanently waive their legal rights to bring a claim through a judicial or non-judicial process as a condition of participating in the grievance process. [2022 Annual Report on Sustainability, 2023: fcx.com] • Not Met: Does not require confidentiality provisions <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Cooperates with state based non judicial mechanisms: The 2022 Annual Report on Sustainability indicates: 'Use of our internal and external grievance mechanisms does not preclude access to judicial or other non-judicial grievance mechanisms. In the event of accusations made through a state-based, non-judicial grievance mechanisms, we are committed to participating in related proceedings constructively, cooperatively and in good faith'. However, no further details found,

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>including the process by which it would collaborate with state-based non-judicial mechanisms. [2022 Annual Report on Sustainability, 2023: fcx.com]</p> <ul style="list-style-type: none"> • Not Met: Example of issue resolved (if applicable)
C.7	Remedying adverse 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"> • Met: Describes how remedy would be provided if no adverse impact identified: Regarding its grievance mechanism and remedy, the 2022 Annual Report on Sustainability indicates: 'We are committed to providing for, and cooperating in, the remediation of adverse impacts related to our business as well as collaborating with value chain stakeholders to address impacts linked to our business relationships, where appropriate. Remedy can take a range of forms, including cessation of impact, apology, restoration of what was lost, cash or in-kind compensation, and/or rehabilitation. Remedy could also involve the identification of lessons learned and steps taken to prevent reoccurrence'. [2022 Annual Report on Sustainability, 2023: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes changes to systems, processes and practices to prevent future impacts: The 2021 Annual Sustainability Report indicates: 'In response to the fatality at our Morenci operations, we are working with the contracting company to provide their employees with refreshed training on our health and safety expectations, with a specific focus on confined space protocols, hazard awareness and fatal risk identification. To reinforce these actions, we have reassessed resource needs and timing expectations of projects across our operations and are updating the contractor safety manual used during onboarding'. Furthermore, the 2022 Annual Sustainability Report explains: 'Regrettably, in 2022, one contractor at our Morenci site in Arizona was fatally injured after losing control of a vehicle after experiencing a brake failure. The vehicle operator was not wearing a seatbelt. Effective fatality prevention is paramount, and we are committed to learning from, and improving upon, our own experiences and those from across the industry to improve our fatality prevention programs. In response to this incident, we implemented corrective actions, including reiterating our expectations for safe vehicle condition and operation, the use of seatbelts, pre-shift vehicle inspections and the avoidance of certain road types by certain vehicle types. We are also assessing our contractor management processes. The assessment findings are expected to result in recommendations to strengthen our management and interaction with contractors to help ensure that contractors are meeting our requirements'. [Annual Report on Sustainability 2021, 2022: fcx.com] & [2022 Annual Report on Sustainability, 2023: fcx.com] • Met: Describes approach to monitoring/implementing agreed remedy: Regarding the contractor fatality at Morenci in 2022 described above, the 2022 Annual Sustainability Report adds: 'Senior leadership at our sites and at the corporate level are actively engaged in the corrective action process, including performing periodic verifications for long-term sustainability of corrective actions'. [2022 Annual Report on Sustainability, 2023: fcx.com]
C.8	Communication on the effectiveness of grievance mechanism(s) and incorporating lessons learned	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Discloses number of grievances filed, addressed or resolved and outcomes achieved: The 2021 Annual Sustainability Report indicates the numbers for the Community Grievance Mechanism divided by grievance topic and country, for 2021. The total amount of Community Grievance Mechanism was 172. Land rights represented 4%, health and safety 15%, employment 3%. Also: 'In 2021, we received 205 reports through the Compliance Line relating to various topics, including employee workplace conduct; environment, health, and safety; protecting company assets; and potential conflicts of interest. All reports are investigated and, if substantiated, the appropriate disciplinary action is taken, up to and including termination of employment'. Additionally, the 2021 Annual Report to the Voluntary Principles Plenary notes: 'Freeport has established Human Rights Compliance Officer positions at PT-FI and Cerro Verde as they represent our higher risk operating environments in terms of security and human rights. Part of their role is to receive, document and follow-up on formally or informally reported human rights incidents, grievances and allegations, including those relating to the conduct of public and private security'. Regarding its grievances in Indonesia, it discloses: 'In 2021, a total of 19 grievances were reported to the PT-FI Human Rights Compliance Office by employees, contractors and community members related to domestic issues, human resources, intimidation, verbal harassment and discrimination. None of these grievances were related to security. Regardless of the types and credibility of these allegations, all cases reported were documented, reviewed and closed, or are in the process of being followed up by the PT-FI Human

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Rights Compliance Office’. As for its grievances in Peru, it notes: ‘In 2021, 83 grievances were reported to the Cerro Verde Human Rights Compliance Office and Legal team. Of these, 59 were related to labor compliance, 21 were related to contracts, one was related to sexual harassment and two were related to noise and vibrations. None were security related. The majority of grievances received in 2021 related to contractors or their employees. [...] all cases reported are documented, reviewed and closed by the Cerro Verde Human Rights Compliance Office’.</p> <p>However, it is not clear the actual number of grievances about human rights issues filed, addressed or resolved and outcomes achieved for its own workers, for external individuals and communities beyond Indonesia and Peru. [Annual Report on Sustainability 2021, 2022: fcx.com] & [2021 Annual Report to the Plenary, 05/2022: fcx.com]</p> <ul style="list-style-type: none"> • Not Met: Example of how lessons from mechanism improved HRs management system: The 2022 Annual Report on Sustainability indicates: ‘We implement and refine our approach to human rights through ongoing stakeholder engagement, grievance management and the findings from our HRIAs’. It adds: ‘we have received numerous grievance reports about highway safety incidents involving individuals throwing rocks at vehicles on the primary roadway connecting our Morenci and Safford operations. In response, employees from our Safford operations engaged the San Carlos Apache Tribe’s Chief of Police, Transportation Committee, and Law & Order Committee; and the Arizona Department of Transportation (ADOT) Southeast District Administrator to investigate the issue. The group determined that the majority of incidents occurred during summer and winter school breaks. Nearby school districts joined our stakeholder group and an action plan was created to thin overgrown vegetation and improve lighting along the highway and bridge crossings. It also included communicating with school resource officers and publicly posting about the incidents on social media. After school and summer science, technology, engineering and math (STEM) programming was created to keep students engaged throughout the year. In 2022, this STEM programming received a \$20,000 grant from FCX’s Native American Partnership Fund. Stakeholder collaboration will continue into 2023 as ADOT seeks federal funding to develop a comprehensive safety action plan for this corridor’. However, this subindicator looks for an example of how lessons from the mechanism have contributed to improving the Company’s human rights management system rather than how the Company has managed to solve a specific community problem. [2022 Annual Report on Sustainability, 2023: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes process to evaluate mechanism and changes made as a result: The webpage section Community Grievance Mechanism indicates: ‘During 2021, we finalized updates to our Community Grievance Management standard operating procedure incorporating the effectiveness criteria outlined in the UN Guiding Principles (UNGPs). These updates standardized key processes and enabled a more consistent approach to documentation and resolution to community concerns’. The 2021 Annual Report to the Voluntary Principles Plenary notes: ‘We are implementing the Corporate Pillar Verification Framework, which entails a process to verify that we are meeting our responsibilities as a Voluntary Principles Initiative member. [...] This external assurance process includes meetings with our security and human rights teams to review their respective programs and management systems, which include, for example, their training programs, risk mitigation plans and grievance mechanisms’. The Company provided feedback to CHRB regarding this indicator, on its El Abra HRIA Case Study where it further explains the HRIA process and the importance of its stakeholder engagement. It also mentions the findings of the AZ HRIA Case Study which shares the similar observations to those above mentioned about the El Abra HRIA and adds comments on its corporate-and-site-level management systems, which includes a system to report grievances. It also includes comments on HRIA in Central Papua. However, no description of the process to review the effectiveness of the grievance mechanism found. [Community Grievance Mechanism_web, N/A: fcx.com] & [2021 Annual Report to the Plenary, 05/2022: fcx.com] • Not Met: Describes procedures to address delays of outcomes agreed with stakeholders

D. Performance: Company Human Rights Practices (25% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.1	Living wage (in own extractive operations, which includes JVs)	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"> • Met: Pays living wage or sets time-bound target: The 2022 Annual Report on Sustainability indicates: 'In 2022, we continued working with BSR, a global sustainability nonprofit, on a living wage assessment for both full-time and part-time employees. BSR provided expertise as well as living wage benchmark rates for each of FCX's locations globally, including operating sites, office locations, remediation and discontinued operations, and smaller processing locations. BSR's living wage benchmark rates exceed the minimum wages in all 42 locations. Compensation for all applicable employees was reviewed and meets BSR's living wage benchmarks for each respective location'. [2022 Annual Report on Sustainability, 2023: fcx.com] • Not Met: Describes how living wage determined: The 2022 Annual Report on Sustainability notes: 'Our approach to compensation and benefits is market-based, competitive and informed by annual benchmarking and analysis. This includes equal pay for equal work and compensation levels that support the acquisition of the goods and services necessary for an average-size family to meet their basic needs in the geographic locations where we operate — often referred to as a living wage'. It adds: 'We recognize and respect the rights of our employees, including rights to freedom of association and collective bargaining [...]. During 2022, we continued to maintain positive and collaborative relationships with unions representing our employees, working cooperatively with 12 unions in six locations worldwide'. The Company has provided additional comments to CHRB regarding this indicator, making reference to its joint ventures management control. However, no description found of how it determines a living wage for the regions where it operates including involvement of relevant trade unions (or equivalent worker bodies where the right to freedom of association and collective bargaining is restricted under law). Although it indicates it respects freedom of association and collective bargaining and that it collaborates with different unions, no evidence found of collaboration with them regarding the determination of a living wage. [2022 Annual Report on Sustainability, 2023: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Achieved paying living wage: See first subindicator. [2022 Annual Report on Sustainability, 2023: fcx.com] • Not Met: Reviews definition living wage with unions: The 2022 Annual Report on Sustainability indicates 'Moving forward, and in recognition of evolving pay landscapes, we plan to conduct evaluations of our pay equity practices and living wage assessments on a periodic basis and integrate key learnings into our compensation processes. We will seek to integrate the results into our annual compensation review process across our global operations'. However, it is not clear these regularly reviews include collaboration with relevant trade unions (or equivalent worker bodies where the right to freedom of association and collective bargaining is restricted under law). No further evidence found. [2022 Annual Report on Sustainability, 2023: fcx.com]
D.3.2	Transparency and accountability (in own extractive operations, which includes JVs)	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"> • Met: Member of EITI: The 2021 Annual Sustainability Report indicates: 'Freeport supports EITI's goal of promoting beneficial ownership transparency globally and has been committed to the EITI since 2008'. [Annual Report on Sustainability 2021, 2022: fcx.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Reports taxes and revenue by country: The 2022 Annual Report on Sustainability adds: 'We have endorsed and committed to support the EITI since 2008. We maintain significant mining operations in Indonesia and Peru, both of which have implemented EITI, and we actively support and participate in associated in-country processes as part of EITI. We also aim to support governments' ambitions to achieve contract transparency. In addition to our country-level EITI commitments and regulatory reporting obligations, our practice is to provide transparency by voluntarily reporting cash payments to governments in all significant jurisdictions where we conduct business. Our support includes direct financial contributions as well as contributions through ICMM'. The Company discloses its cash payments to governments including USA, Indonesia, Peru, Chile, Europe and Other. It explains what 'other' entails: '[it] Represents cash payments to governments by FCX's other business groups that are located outside of the countries where FCX conducts its primary operations'. However, it is not clear the Company publicly reports, by country, taxes payments to all countries where it operates, as it indicates it reports in 'significant jurisdictions'. The 2022 Form 10-K notes: 'Our revenues primarily include the sale of copper concentrate, copper cathode, copper rod, gold in concentrate and molybdenum'. It discloses revenue by segments, including: South America Mining Product Revenues, Indonesia Mining Product Revenues, Molybdenum Mines Product Revenues. However, the subindicator expects the Company to disclose by countries. The Company has provided additional comments to CHRB regarding this indicator, making reference to its joint ventures management control. [2022 Annual Report on Sustainability, 2023: fcx.com] • Not Met: Steps taken to promote transparency in non EITI countries: The 2021 Annual Sustainability Report also adds: 'Our support includes direct financial contributions as well as contributions through ICMM. We maintain significant mining operations in Indonesia and Peru, both of which have implemented EITI, and we actively support and participate in associated in-country processes as part of EITI'. The 2022 Annual Report on Sustainability indicates: 'Transparent disclosure of our revenues and payments to host governments and investments in communities can promote better governance and accountability regarding the distribution of natural resource industry revenues. [...] FCX's global tax strategy seeks to balance the economic considerations of our host governments and stakeholders with our business objectives. In jurisdictions where we conduct business, we advocate for the development and implementation of fair and predictable tax laws on issues that are important to our business and the industry. [...] In addition to our country-level EITI commitments and regulatory reporting obligations, our practice is to provide transparency by voluntarily reporting cash payments to governments in all significant jurisdictions where we conduct business. Our support includes direct financial contributions as well as contributions through ICMM. Management of our tax strategy is conducted within the corporate finance group under the direction of our Chief Financial Officer. Tax risks are identified and monitored by a global team of tax professionals, who assist in executing our tax affairs in line with our strategy, PBC and internal control policies. We are committed to fully cooperating with all tax authorities and providing access to accounting and governance documentation as requested'. The 2022 Form 10-K adds: 'Our revenues primarily include the sale of copper concentrate, copper cathode, copper rod, gold in concentrate and molybdenum'. However, no further description found of the steps it takes in non EITI countries to be active participants in the process to promote transparency around revenue and tax payments and licensing/contracting/agreements or to becoming a member of EITI. [Annual Report on Sustainability 2021, 2022: fcx.com] & [2022 Annual Report on Sustainability, 2023: fcx.com] • Not Met: Provides example of contracts for terms of exploitation for countries without disclosure requirements

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.3	Freedom of association and collective bargaining (in own extractive operations, which includes JVs)	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"> • Not Met: Measures to prohibit violence/retaliation against workers for joining trade union: The 2022 Annual Report on Sustainability indicates: 'We recognize and respect the rights of our employees, including rights to freedom of association and collective bargaining, without interference or fear of retaliation. [...] We do not tolerate any form of harassment or discrimination against individuals based on [...] any other characteristic protected by applicable law. Our global employee assistance programs provide support and a confidential reporting mechanism to employees who believe they have experienced harassment, bullying or discrimination in the workplace'. The Principles of Business Conduct notes: 'The FCX Compliance Line is available 24 hours a day, seven days a week. You can remain anonymous if you wish, as permitted by applicable law. Calls are taken by an outside company, and there is no way to track the call or to determine where it originated'. The Ethics Point adds: 'If you experience retaliation for contacting the FCX Compliance Line or assisting in an investigation, please contact your supervisor, management, Human Resources or the FCX Compliance Line immediately'. However, it is not clear the measures it places to specifically to prohibit any form of intimidation, harassment, retaliation or violence against workers seeking to exercise the right to form and join a trade union of their choice (or equivalent worker bodies where the right to freedom of association and collective bargaining is restricted under law). Current evidence seems to refer to the general grievance mechanisms. This subindicator looks for a specific approach on this topic. [2022 Annual Report on Sustainability, 2023: fcx.com] & [Principles of Business Conduct V.5, 03/2023: fcx.com] • Met: Discloses % of total direct operations covered by CB agreements: The 2021 SASB Standards indicates the 'Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees: [...] Approximately 31% of our global full-time employee population was covered by collective labor agreements'. [SASB 2021, 2022: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1
D.3.4	Health and safety: Fatalities, lost days, injury, occupational disease rates (in own extractive operations, which includes JVs)	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"> • Met: Describes process to identify H&S risks and impacts: The 2021 Annual Sustainability Report indicates: 'We strive to achieve zero workplace fatalities, high-risk incidents, injuries and occupational illnesses by creating a safe and healthy workplace. This includes providing the training, tools and resources needed so our workforce can identify risks and consistently apply effective controls'. Regarding to Fatal Risk Management Program, 'We regularly verify critical controls to assess their proper use and effectiveness. This helps ensure that controls are in place to mitigate high risk tasks. Critical control verifications also provide leading indicator data to strengthen our FRM program, as well as our overall health and safety management system. A critical control checklist is available on mobile devices to assist supervisors in real time in the field. The checklist helps to identify and capture variances in our critical controls and provides real-time information to support faster action plans to address identified gaps'. The Company provided feedback to CHRB regarding this indicator, however this subindicator was already awarded. [Annual Report on Sustainability 2021, 2022: fcx.com] • Met: Discloses injury rate or lost days for last reporting period: The 2022 Annual Report on Sustainability notes: 'Our TRIR [Total Recordable Incident Rate] performance declined in 2022 to 0.77 per 200,000 hours worked'. [2022 Annual Report on Sustainability, 2023: fcx.com] • Met: Discloses fatalities for last reporting period: The 2022 Annual Report on Sustainability indicates: 'Regrettably, in 2022, one contractor at our Morenci site in Arizona was fatally injured after losing control of a vehicle after experiencing a brake failure'. [2022 Annual Report on Sustainability, 2023: fcx.com] • Not Met: Discloses occupational disease rate for last reporting period: The Company provided feedback to CHRB regarding this indicator, however, no disclosure of its occupational disease rates for the last reporting period found. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Set targets for H&S performance: The 2022 Annual Report on Sustainability indicates its Performance Targets, including: 'Incur zero workforce fatalities (employees + contractors); [...] 2022 Target: 0.69 Total Recordable Incident Rate (TRIR); 2023 Target: 0.71 TRIR'. However, the Company is also expected to provide targets for occupational disease rates. The Company has provided comments to CHRB regarding this subindicator, however, evidence was not material. [2022 Annual Report on Sustainability, 2023: fcx.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Met targets or explains why not or actions to improve H&S management systems: The 2021 Annual Sustainability Report indicates: 'Occupational Health and Safety Management System — Provides the framework for managing risks and compliance obligations. In 2021, we completed certification of our system in accordance with the new ISO 45001 Health and Safety Management System, which requires third-party site-level verification of requirements, with a goal to prevent fatalities and reduce incidents'. The 2022 Annual Report on Sustainability adds: 'Regrettably, in 2022, one contractor at our Morenci site in Arizona was fatally injured after losing control of a vehicle after experiencing a brake failure. The vehicle operator was not wearing a seatbelt. [...] In response to this incident, we implemented corrective actions, including reiterating our expectations for safe vehicle condition and operation, the use of seatbelts, pre-shift vehicle inspections and the avoidance of certain road types by certain vehicle types. We are also assessing our contractor management processes. The assessment findings are expected to result in recommendations to strengthen our management and interaction with contractors to help ensure that contractors are meeting our requirements. Senior leadership at our sites and at the corporate level are actively engaged in the corrective action process, including performing periodic verifications for long-term sustainability of corrective actions'. Also, 'Our TRIR performance declined in 2022 to 0.77 per 200,000 hours worked, and therefore, we missed our 2022 target of 0.69. [...] we are working to enhance our onboarding, training and retention efforts targeting these groups. We also continue to encourage leaders to be in the field, where they can interact with front-line employees and contractors. We have supported this from the top down by clearing calendars of non-essential meetings and emphasizing that field time comes first. Our focus in 2023 is to continue to advance safety education and training among these higher-risk groups'. [Annual Report on Sustainability 2021, 2022: fcx.com] & [2022 Annual Report on Sustainability, 2023: fcx.com]
D.3.5	Indigenous peoples' rights and free prior and informed consent (FPIC) (in own extractive operations, which includes JVs)	1	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Met: Process to identify/recognise indigenous rights holders: The 2022 Annual Report on Sustainability notes: 'We perform Environmental and Social Impact Assessments, which identify potentially affected stakeholders and potential impacts from the outset of new projects. We are currently working to integrate human rights impacts into these assessments to be better informed about impacts to people from growth projects'. Also, 'Over the last few years, we have focused on strengthening our work to build trust with Indigenous Peoples potentially or actually impacted by our operations. [...] We began the Building Trust approach in North America in 2019 with a workshop facilitated by third-party experts in Indigenous Peoples relations. We wanted to better understand our current relationships with Native American Tribes and identify areas and key goals for improvement. Our internal Native American Affairs team, made up of professionals with diverse tribal heritage and experience, provided critical guidance and leadership through this effort, and continue to do so on an ongoing basis. The team's expertise, knowledge and perspective are invaluable to informing our practices. This approach is driven by dedicated trust-building teams at our operations, placing the engagement strategy and execution in close proximity to our Indigenous neighbors. These cross-functional teams are responsible for understanding the values and cultural needs of each group of Indigenous Peoples, for developing and maintaining ongoing relationships, for identifying and supporting effective engagements on a regular basis and for creating opportunities for social benefit. As Building Trust has matured across the organization, so too has its reach. More team members at FCX are interacting with our Indigenous neighbors, and our engagements have become more robust and have broadened beyond tribal leadership into Indigenous communities'. [2022 Annual Report on Sustainability, 2023: fcx.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>• Met: Describes how indigenous communities are engage during assessment: Regarding the Social Performance Management System (SPMS), the 2022 Annual Report on Sustainability notes: ‘This system operationalizes our policy commitments and documents and institutionalizes the actions, behaviors and expectations for how we interact with our communities, including Indigenous Peoples, across our global business. The SPMS applies to active and discontinued operations and new projects alike with the goal of driving robust and consistent social performance and critical internal coordination, communications and accountability’. As for its Social Performance Plans: ‘Each operating mine site and new project maintains a social performance plan that articulates site-specific activities that address the requirements of the SPMS within the local context, including risk and impact assessment and management, required ongoing consultation and engagement with affected stakeholders and development assistance for the communities near our operations, among other things’. Moreover, ‘We strive to understand the values and cultural needs of each group of Indigenous Peoples, develop and maintain ongoing relationships, support effective, ongoing engagement and create opportunities for social benefit, shared value creation and long-term resilience. We do this by consistently applying our Building Trust approach, which aims to foster trust through ongoing engagement, transparency and creating shared value. [...] This approach [Building Trust] is driven by dedicated trust-building teams at our operations, placing the engagement strategy and execution in close proximity to our Indigenous neighbors. These cross-functional teams are responsible for understanding the values and cultural needs of each group of Indigenous Peoples, for developing and maintaining ongoing relationships, for identifying and supporting effective engagements on a regular basis and for creating opportunities for social benefit’. When it comes to the Building Trust with Indigenous Peoples, it explains: ‘Over the last few years, we have focused on strengthening our work to build trust with Indigenous Peoples potentially or actually impacted by our operations. We know that trust is earned, and thus, the overarching, systemized approach seeks to facilitate trust through dialogue, ongoing relationships, transparency and creating shared value—as opposed to transactional engagements’. Finally, referring to the Cultural Heritage, it adds: ‘We acknowledge that the nature and location of our mining and processing activities means we have the potential to impact cultural heritage. We seek to avoid, minimize or mitigate negative impacts to cultural heritage through studies or surveys, planning and ongoing engagement with Indigenous Peoples and other impacted communities, including providing opportunities for stakeholders to identify any assets or resources that are culturally or traditionally significant and participating in decisions regarding their protection and management’. [2022 Annual Report on Sustainability, 2023: fcx.com]</p> <p>Score 2</p> <p>• Not Met: Commitment to FPIC: The 2022 Sustainability Report notes: ‘We also are committed to adhering to the ICMM Position Statement on Indigenous Peoples and Mining, and we are dedicated to pursuing FPIC for new projects and material expansions of existing projects where significant impacts are likely to occur. [...] Over the last few years, we have focused on strengthening our work to build trust with Indigenous Peoples potentially or actually impacted by our operations. We know that trust is earned, and thus, the overarching, systemized approach seeks to facilitate trust through dialogue, ongoing relationships, transparency and creating shared value—as opposed to transactional engagements. Over time, deeper trust among FCX and Indigenous Peoples is expected to enable a clearer path to FPIC when new expansions or projects are undertaken that may have significant adverse impacts on Indigenous Peoples’. However, it is not clear the Company is committed to FPIC, as it indicates that it ‘dedicated to pursuing’ it. The Human Rights Policy indicates its commitments, including: ‘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’. The Social Performance Policy states: ‘We are committed to implementing the ICMM Position Statement on Indigenous Peoples and Mining and seek to achieve the free, prior and informed consent (FPIC) of affected Indigenous communities where adverse impacts are likely to occur’. However, ‘seek to achieve’ is not considered a commitment according to CHRB standards. The Company is expected to provide evidence that it is committed to free prior and informed consent (FPIC). [2022 Annual Report on Sustainability, 2023: fcx.com] & [Human Rights Policy, 07/12/2020: fcx.com]</p>

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.6	Land rights: Land acquisition (in own extractive operations, which includes JVs)	0	<p>• Not Met: Recent example of obtaining FPIC or not pursuing indigenous people's land/resources</p> <p>The individual elements of the assessment are met or not as follows: Score 1</p> <p>• Not Met: Describes approach to indentifying lang tenure rights holders and negotiating compensation: The webpage section Assessing and Managing Impact indicates that 'We are committed to respecting the human rights of community members. We seek to avoid involuntary displacement, whether physical or economic. When unavoidable, we are committed to conducting community resettlement activities in alignment with international best practice. This requires careful planning and implementation, including information disclosure, consultation, and informed participation of projected affected persons to minimize impacts through appropriate mitigation measures. [...] We did not have any involuntary resettlement activities in 2021'. In addition, the 2022 Annual Report on Sustainability includes: 'We perform Environmental and Social Impact Assessments, which identify potentially affected stakeholders and potential impacts from the outset of new projects. [...] As part of the internal risk review process, the Project Development Sustainability Review considers sustainability issues during the evaluation, and implementation of, potential expansion and development projects. [...] Key focus areas identified at different project stages have included: access to water, [...] human rights, community receptivity, economic impacts, and land acquisition and resettlement'. Also: 'In all cases, we seek to avoid involuntary displacement of people, whether physical or economic, and when unavoidable, we are committed to conducting community resettlement activities in alignment with international best practice. This requires careful planning and implementation, including information disclosure, consultation, and informed participation of the people affected in order to minimize impacts through appropriate mitigation measures'. However, it is not clear how it identifies legitimate tenure rights holders in specific, with particular attention to vulnerable or marginalised tenure rights holders. Moreover, although the Company indicates it conducts community resettlement activities, it is expected to describes how it negotiates with them to provide adequate compensation or requested alternatives to financial compensation, when acquiring, leasing or making other arrangements to use or restrict the use of or access to land or natural resources. No further evidence found. [Assessing and Managind Impact_web, N/A: fcx.com] & [2022 Annual Report on Sustainability, 2023: fcx.com]</p> <p>Score 2</p> <p>• Not Met: Describes approach to compensation including valuation: The 2022 Annual Report on Sustainability indicates: 'Remedy can take a range of forms, including cessation of impact, apology, restoration of what was lost, cash or in-kind compensation, and/or rehabilitation. Remedy could also involve the identification of lessons learned and steps taken to prevent re-occurrence'. However, it is not clear how it provides financial compensation or other compensation alternatives, including its valuation methods and how legitimate tenure rights holders were involved in the determining the valuation for any new or on-going land resettlements. [2022 Annual Report on Sustainability, 2023: fcx.com]</p> <p>• Not Met: Describes steps to meet IFC PS 5 in state deals: The 2022 Annual Report on Sustainability indicates: 'Our Grasberg operations in Indonesia are located where Indigenous Peoples of Central Papua hold customary land rights. All land used by our Grasberg operations was legally and formally released by the customary landowners through the local government for use by the company when PT-FI signed its initial Contract of Work with the Government of Indonesia in 1967. Since then, PT-FI has been granted a special mining license from the Indonesia government and entered into several agreements related to customary land rights recognition with the Indonesia government and Indigenous Peoples. In all cases, we seek to avoid involuntary displacement of people, whether physical or economic, and when unavoidable, we are committed to conducting community resettlement activities in alignment with international best practice. This requires careful planning and implementation, including information disclosure, consultation, and informed participation of the people affected in order to minimize impacts through appropriate mitigation measures'. However, it is not clear that the Company followed the IFC Performance Standard 5 on Land Acquisition and Involuntary Resettlement [as there was a state involvement]. Moreover, the Company is expected to describe the steps it has taken/would take to meet the standards with respect to legitimate tenure rights holders. [2022 Annual Report on Sustainability, 2023: fcx.com]</p>

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.7	Security (in own extractive operations, which includes JVs)	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"> • Met: Describes security implementation (incl. VPs or ICOC) and provides an example: The Company explains its approach to implementing the VPs in its 2021 Annual Report to the Plenary. Specifically, the report addresses the Company's procedures to Conduct Security and Human rights risk assessment and how it integrates its findings; mechanism to report security-related incidents with human rights implications; its procedure to consider the VPs in entering relations with private security providers; and mechanism to investigate and remediate security related-related incidents with human rights implications. It also discloses implementation by country, in this case Indonesia and Peru. The 2021 Annual Report to the Plenary indicates: 'In 2021, the El Abra operation provided training on Human Rights and the Voluntary Principles to all of its security employees and security contractor personnel. In addition, approximately 300 employees and contractors received training on our Corporate Human Rights, Community and Environmental policies. [...] El Abra is an open-pit copper mining complex located 47 miles north of Calama in Chile's El Loa Province'. [2021 Annual Report to the Plenary, 05/2022: fcx.com] & [Annual Report on Sustainability 2021, 2022: fcx.com] • Met: Ensures Business Partners/JVs follow security approach: The 2021 Annual Report to the Voluntary Principles Plenary indicates: 'Contracts with private security providers and transportation/logistics contractor companies state that contractors are required to comply with both our Human Rights Policy and the Voluntary Principles (including their participation in human rights training). Furthermore, private security companies are subject to Freeport's online due diligence system (FCeX) and are required to comply with Freeport's Business Partner Code of Conduct'. The 2023 Form 10-K indicates that the Company it is 'operating mines through our consolidated subsidiaries, Freeport Minerals Corporation (FMC) and PT Freeport Indonesia (PT-FI)'. It further indicates that it owns 100% of the FMC and 48.76% of the PT-FI. [2021 Annual Report to the Plenary, 05/2022: fcx.com] & [2022 FORM 10-K, 2023: s22.q4cdn.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Security and HRs assessment includes input from local communities: Regarding the HRIA at its El Abra operations in Chile The 2021 Voluntary Principles Report to the Plenary indicates: 'The range of stakeholders interviewed included actually and potentially affected rights-holders or those with insight into the same. Stakeholders interviewed ranged from employees, community members, third parties (including police) and individuals from suppliers, contractors and sub-contractors (including security contractors). These assessments help us test the effectiveness of our human rights-related management systems, including the degree to which they are effective in addressing human rights and security issues'. [2021 Annual Report to the Plenary, 05/2022: fcx.com] • Not Met: Two examples of working with local communities to improve security: The 2021 Annual Report to the Plenary indicates: 'PT-FI cannot address illegal artisanal mining on its own. A multi-faceted approach – including government cooperation, security risk management, stakeholder engagement and socioeconomic development for alternative livelihoods – is essential. PT-FI's community liaison officers and third-party contractors in the field proactively and continuously engage the artisanal mining communities on operational changes in an effort to manage their expectations, encourage them to seek alternative livelihoods, and to minimize risks to the operations and to the artisanal miners and their families. PT-FI also seeks to inform the artisanal miners in advance of planned levee maintenance work and equipment movements to minimize safety risks'. The Company has provided further content for subindicator: 'PT-FI continues to engage with stakeholders at the national, regional and local level regarding implementation of the Voluntary Principles and the UN Guiding Principles, and respect for human rights. While in-person engagements were limited due to COVID-19 mitigation protocols during 2021, PT-FI's engagement continued. The PT-FI Human Rights team continued its participation in multi-stakeholder dialogue on the UN Guiding Principles, facilitated by The Institute for Policy Research and Advocacy (ELSAM) in Jakarta. PT-FI's Human Rights team also participated in an online seminar on business and human rights together with the Indonesia Business Council for Sustainable Development and the Indonesian Human Rights Commission. These engagements serve to build cooperative relationships and promote protection of and respect for human rights'. However, it is not clear the second example includes working with community members. The Company is expected to provide two examples of working with community members to improve security or prevent or address tensions related to its operations. [2021 Annual Report to the Plenary, 05/2022: fcx.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.8	Water and sanitation (in own extractive operations, which includes JVs)	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"> • Met: Describes preventative/corrective action plans for water and sanitation risks: The 2022 Annual Report on Sustainability indicates: ‘We are focused on diversifying our water sources — reducing our dependence on traditional freshwater sources and transitioning to nontraditional or alternative sources, such as municipal wastewater (effluent) or seawater. By using effluent or seawater to support our water requirements, we can help to reduce the strain on traditional, freshwater sources in our local catchments, which often are shared with our neighboring communities. We currently use effluent to support our water supply requirements at several of our operations, including Morenci, Miami, and Bagdad in Arizona, at Chino in New Mexico and at Cerro Verde in Peru. We are exploring the potential for using effluent at our Sierrita mine in Arizona and are advancing plans to use seawater through desalination at El Abra and at our Manyar smelter in Indonesia’. [2022 Annual Report on Sustainability, 2023: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Sets targets on water stewardship that consider water use by local communities: The 2021 Annual Sustainability Report indicates: ‘Globally, our objective is to identify, manage and mitigate both our current and future water-related risks to secure the necessary water resources vital to support our operations over the long term, while equitably supporting the rights and well-being of our local community partners and ecosystems. Our global water management program goals are the following: (1) improve water use efficiency in our processes, (2) minimize use of new freshwater at our operations, (3) reduce our water footprint by transitioning to renewable, recycled and / or lower quality water sources, and (4) monitor our impact on the surrounding communities and environment by continually reviewing our water supplies and new technologies that can support the reduction of future water requirements’. The 2022 Annual Report on Sustainability discloses its water stewardship ‘ambition’: ‘As responsible water stewards, we focus on minimizing our impacts on shared resources, while supporting the long-term resilience of our operations, host communities and the environment’. The performance target is: ‘Conduct site-based review of water supply sources and use and improve water models to support target setting by end of 2023’. It adds: ‘While we had initially sought to establish a water-related target for our operations by the end of 2023, we are working to further evaluate emerging and existing technologies that could potentially support a meaningful improvement in our water consumption at our sites. Following this work, we believe we will be in a better position to establish a relevant water-related target in the future’. However, it is not clear whether it has established measurable targets for different operations including taking consideration water use by local communities and other users in the vicinity of its operations. [Annual Report on Sustainability 2021, 2022: fcx.com] & [2022 Annual Report on Sustainability, 2023: fcx.com] • Not Met: Reports progress in meeting targets and trends demonstrating progress: The 2022 Annual Report on Sustainability discloses information on its water strategy. It also explains its water performance: ‘In 2022, our total water usage increased; however our new water withdrawal was relatively flat compared to the prior year. Our total water reused/recycled increased by about 15% in 2022 compared to 2021, largely due to higher production rates at Morenci, Cerro Verde and PT-FI. Our operations used a total of 1,818,568 thousand cubic meters of water, including new withdrawals of 291,682 thousand cubic meters. Of our total water use, 84% was from recycled or reused sources. By accounting for discharge quantities of 97,347 thousand cubic meters, our water use efficiency was 89% in 2022’. It discloses a chart with its water balance, including: water inputs, operations and water output. It also shows another chart with its water discharge for the year 2018 until 2022, it includes: Total New Water Withdrawn, Total Water Recycled/Reused, Total Utilized Water, Total Water Discharged, Total Water Consumption. However, no report found on its progress in meeting targets [targets that take into consideration water use by local communities and other users in the vicinity of its operations]. [2022 Annual Report on Sustainability, 2023: fcx.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.9	Women's rights (in own extractive operations, which include JVs)	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"> • Not Met: Describes processes to stop harassment and violence against women: The Principles of Business Conduct indicates: 'FCX does not tolerate any form of harassment or discrimination. Harassment includes derogatory, degrading or demeaning words or gestures, such as making comments to a coworker based on [...] sex, religion, [...] or any other characteristic protected by law. It also includes violent or threatening behavior. [...] Each of us has a responsibility to report suspected violations of the PBC, our policies, procedures or the law to the appropriate personnel as quickly as possible. This ensures that any issues are addressed and resolved in a timely manner. [...] If you ever suspect that a policy has been violated, have a question about a policy or practice, or have a suggestion on how to improve things, we encourage you to discuss it with your supervisor or local Human Resources representative first. They usually are the best individuals to address issues quickly and efficiently. If you are not comfortable going to your supervisor or local representatives, you have other options. [...] The FCX Compliance Line is available 24 hours a day, seven days a week'. However, although the Company has a grievance mechanism where people can raise different concerns, no evidence found of a process that specifically addresses and prohibit harassment, intimidation and violence against women. [Principles of Business Conduct V.5, 03/2023: fcx.com] • Not Met: Working conditions take into account gender issues: The 2022 Annual Sustainability Report indicates: 'We are proactively working to retain and attract women to work at FCX, and we have been working to promote an inclusive culture and to support well-being initiatives, including flexible work hours at some sites, increasing opportunities for remote work where feasible, and access to health and wellness resources'. However, no further description found of how it takes into account differential impacts on women and men of working conditions, including to reproductive health. [2022 Annual Report on Sustainability, 2023: fcx.com] • Met: Measures and steps to address gender pay gap at all levels of employment: The 2022 Annual Sustainability Report adds: 'We are committed to providing equal pay for equal work regardless of gender [...]. We periodically conduct internal compensation reviews to identify possible pay gaps, which cannot be explained through performance, distribution of jobs, experience, time in role and other legitimate business-related factors. To further our commitment to provide equal pay for equal work and to support our global inclusion and diversity efforts, in recent years we engaged a third-party compensation consultant, Mercer, to evaluate our gender pay equity practices across our global operations. Our initial review was conducted in 2021 and included a robust statistical analysis and detailed compensation reviews of our global employee base. In 2022, we worked with Mercer to conduct an updated analysis of base pay, which showed a gender pay equity gap ratio of more than 0.995 (female employee) to 1 (male employee). We also analyzed total compensation and concluded global female and male employees are in statistical parity regarding total compensation. [...] Following the results of each pay analysis, we conducted internal reviews for the pay gaps identified, considered performance, distribution of jobs, experience, time in role and other legitimate business-related factors and, where appropriate, applied upward pay adjustments. These efforts have been successful in helping us to improve pay gaps between 2021 and 2022. [...] Moving forward, and in recognition of evolving pay landscapes, we plan to conduct evaluations of our pay equity practices [...] on a periodic basis and integrate key learnings into our compensation processes'. [Annual Report on Sustainability 2021, 2022: fcx.com] & [2022 Annual Report on Sustainability, 2023: fcx.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> Met: Provides analysis of trends demonstrating closing gender pay gap: As indicated above, the 2022 Annual Sustainability Report indicates: 'To further our commitment to provide equal pay for equal work and to support our global inclusion and diversity efforts, in recent years we engaged a third-party compensation consultant, Mercer, to evaluate our gender pay equity practices across our global operations. Our initial review was conducted in 2021 and included a robust statistical analysis and detailed compensation reviews of our global employee base. In 2022, we worked with Mercer to conduct an updated analysis of base pay, which showed a gender pay equity gap ratio of more than 0.995 (female employee) to 1 (male employee). We also analyzed total compensation and concluded global female and male employees are in statistical parity regarding total compensation. [...] Following the results of each pay analysis, we conducted internal reviews for the pay gaps identified, considered performance, distribution of jobs, experience, time in role and other legitimate business-related factors and, where appropriate, applied upward pay adjustments. These efforts have been successful in helping us to improve pay gaps between 2021 and 2022'. [2022 Annual Report on Sustainability, 2023: fcx.com]

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		<ul style="list-style-type: none"> Area: FoA/CB Headline: Freeport McMoRan fires striking workers at Grasberg mine, Indonesia Story: About 4,000 employees at Freeport Indonesia, the company's local unit, began a strike on May 1, 2017, in protest over the company's decision to put some workers on temporary leave. The strike was initially slated to last for a month but the labor union said it would be extended for another month amid a lack of progress in negotiations. One union member said more than 2,200 workers who had participated in the strike had been fired as of May 22, 2017. While the company claims the workers have "voluntarily resigned", a senior member of the company's labour union said, "this is a clear violation of the law, (...) we never agreed to resign." On May 24, 2017, IndustriALL Global Union, which is affiliated with Freeport Indonesia's labour union, said the layoffs were "part of the company's negotiating strategy with the government." In November 2017, IndustriALL Global Union reported that following Freeport McMoran's decision to fire workers and cut their health coverage, 7 people have died since June 2017. Five people reportedly died after illness, one of kidney failure and one by suicide after being refused hospital treatment for his sick child. According to the union, these seven deaths highlight the suffering at Grasberg. Thousands of people find themselves in an extremely precarious situation. The Grasberg mining crisis has created tension and instability in the region, including armed attacks on the main access road to the mine. On 28 November 2021, press sources reported that after years of legal battle, the Indonesian Supreme Court has issued a final verdict on the Freeport-McMoran's Grasberg mine's case involving the dismissal of 4,200 workers in 2017, deeming that the workers' strike was valid. Freeport has been ordered by the Supreme Court to reinstate all of the workers whose contracts were terminated. The ruling maintained a 2018 decision by the Papua province department of Manpower that the strike was lawful. Indeed, it was reported that the governor of Papua ordered the workers to be reinstated at the time, however, the corporation disobeyed the order. [IndustriALL Union, 10/05/2017, "Freeport fires striking workers at Grasberg mine in Indonesia": industrialunion.org] [IndustriALL, Global Union, 23/11/2017, "Seven die at Grasberg mine after Freeport cuts health coverage": industrialunion.org] [IndustriALL, 08/12/2021, "Indonesian Supreme Court finds in favour of Freeport strikers": industrialunion.org] [Lokataru, 26/04/2022, "Indonesian Supreme Court held that the strike was Legal and PT. Freeport Indonesia violated freedom of association and the right to strike": lokataru.com]
E(1).1	The company has responded publicly to the allegation	1	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> Met: Public response: In a statement issued on 28 August 2017, Freeport-McMoRan denied the allegations and stated that the company recognises, respects, and promotes human rights. It claimed that all actions taken by PT Freeport Indonesia were in accordance with the Indonesian Labour Code, the

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>applicable Collective Labour Agreement (CLA), and the 2015- 2017 Industry Guidelines (IRG).</p> <p>The Company further provided a response to the Business and Human Rights Resource Centre in 2017. [ICP, 16/12/2021, "Supreme Court rules workers strike at PT Freeport Indonesia is legal": humanrightspapua.org] [Business and Human Rights Resource Centre, 28/08/2017, "Response by Freeport-McMoRan": media.bhrrc.org]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Detailed response: The company merely denied the allegations and never addressed the allegation that it caused the forced eviction of dismissed workers from their homes and denied them access to corporate hospitals and schools, resulting in the deaths of several former workers. <p>In its response to the BHRRC the company highlights that it had communicated consequences of "not reporting to work" as including 'the loss of medical benefits and access to PTFI medical facilities, loss of reimbursement for education expenses and loss of company housing.' It further states that ' when workers are furloughed or have resigned, they no longer require workplace-based accommodation.' However the Company did not address the allegations of forced evictions or the allegation that denying access to corporate hospitals caused the deaths of former workers. [Business and Human Rights Resource Centre, 28/08/2017: media.bhrrc.org]</p>
E(1).2	The company has investigated and taken appropriate action	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"> • Met: Engaged with stakeholders: PT FI participated in a series of meetings conducted by the National Human Rights Commission (Komnas HAM) with the workers' representative and the Ministry of Manpower and Transmigration. However, this cannot be considered as engagement with stakeholders in the sense of the CHRB methodology since the company was summoned by the National Human Rights Commission after receiving a complaint of labor rights violation and there is no evidence that the company voluntarily and independently engaged with the stakeholders to clarify the allegations. <p>The company further engaged with the SPSI Union to resolve some of the original issues raised by the workers. It later also met with a delegation representing IndustryALL. [ICP, 07/12/2021, "PT Freeport Indonesia and its trail of violations in Papua: human, labour and environmental rights": humanrightspapua.org] [Business and Human Rights Resource Centre, 28/08/2017: media.bhrrc.org]</p> <ul style="list-style-type: none"> • Not Met: Identified cause: The company does not present investigative results on the underlying causes of the events concerned. The Company provided feedback for this indicator, however, it was not material for the assessment. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Identified and implemented improvements: There is no evidence that the company made changes to its management systems following the events and their human rights impacts. • Not Met: Stakeholder input to steps taken
E(1).3	The company has engaged with affected stakeholders to provide for or cooperate in remedy(ies)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Provided remedy: There is no evidence that the company provided some form of remedy to the affected stakeholders. To date, PT FI did not re-employ and compensate all those affected by its furlough programme. • Not Met: Evidence for lack of Impact or link: The Company provided feedback for this indicator, however it was not material for the assessment. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Remedy satisfactory to stakeholders • Not Met: Remedy delivered • Not Met: Independent remedy process used: The Company provided feedback for this indicator, however it was not material for the assessment.

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