



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

Freeport-McMoRan Inc. (“FCX”) is dedicated to the recognition, respect and promotion of human rights wherever we do business. We respect the rights of all individuals, including employees, suppliers, community members and others who may be potentially impacted by our business. We do not tolerate human rights abuses at our operations. We are committed to conducting our operations in a manner consistent with the Universal Declaration of Human Rights (“UDHR”), the laws and regulations of host countries and the United Nations Guiding Principles on Business and Human Rights.

We achieve this by:

- Treating everyone in and around our operations with dignity and respect.
- Using human rights impact and risk assessments to prevent and mitigate impacts.
- Engaging with affected stakeholders and their representatives in the development of our human rights approach.
- Identifying and addressing potential impacts our operations have on local communities, including indigenous peoples and vulnerable groups.
- Remediating any proven adverse impacts on individuals, workers and communities that are caused or contributed to by our operations
- Establishing and maintaining grievance mechanisms to record and address human rights allegations and incidents while protecting the confidentiality of anyone who reports potential violations.
- Not precluding access to judicial or other non-judicial grievance mechanisms and cooperating with associated human rights-related investigations.
- Ensuring fair treatment and work conditions for all employees, including rights to freedom of association and collective bargaining, and prohibiting forced, compulsory or child labor and human trafficking.
- Prohibiting harassment and discrimination in all aspects of our activities.
- Providing human rights training to employees, contractors and local stakeholders.
- Promoting awareness of human rights through engagement with host governments, local communities and our employees and contractors.
- Continuous improvement in embedding human rights considerations into management systems and decision-making processes.

In the area of security, the Voluntary Principles on Security and Human Rights are the guidelines for our security programs, including interaction with host-government security personnel, private security contractors and our internal security employees.

This policy applies to all FCX projects and operations from exploration to project closure. We expect suppliers of goods and services to operate in accordance with this policy. FCX routinely will evaluate implementation of this policy through internal and external independent assessments and will publicly report on performance.

As amended by the Board of Directors August 1, 2017