



CONTRACTOR HEALTH, SAFETY AND ENVIRONMENTAL MANUAL

MARCH 2024

This manual supersedes all previous versions of the Contractor Health, Safety and Environmental Manual and remains in effect until rescinded or superseded.

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STATEMENT OF POLICY

The goal of Freeport-McMoRan (FCX), and thereby the goal of all Contractors and visitors to any FCX property, is to manage risks to prevent fatalities and other occupational health, safety and environmental incidents and to commit to a safe and healthy work environment. All Contractor employees are responsible to work safely and to immediately resolve any unsafe conditions or observed at-risk behaviors.

All Contractors, suppliers, vendors and visitors will comply with the provisions of this manual and the FCX Health and Safety Policies, found in the Suppliers section at FCX.com. Where differences in detail or requirements exist between this manual and a site-specific requirement, the more stringent policy will prevail. Non-compliance with health, safety and environmental requirements may result in work stoppage or removal of the Contractor or its employee(s) from FCX property. Any willful or repeated non-compliance could result in Contractor dismissal.

Regulatory compliance is the responsibility of each Contractor. This manual is not to be construed as superseding national, regional, federal, state and / or local regulations, nor is it a definitive or comprehensive listing or description of the applicable rules and regulations.

1.0 ROLES AND RESPONSIBILITIES

1.1 CONTRACTOR

A Contractor is the party that executes the agreement supplement on behalf of FCX. This includes its employees and all its subcontractors and their employees who perform services for FCX and its subsidiaries. Visitors, consultants, delivery personnel and others may be excluded (at the sole discretion of FCX) on a case-by-case basis based on risk and exposure.

1.2 SUBCONTRACTOR

This person has direct contract with a Contractor to perform any of the Contractor's obligations under the Contract Documents. The FCX Contractor Health, Safety and Environmental Manual applies to the subcontractor and all their employees. For the purposes of this manual, a subcontractor is considered a Contractor.

1.3 PROJECT MANAGER / FCX RESPONSIBLE PARTY

The Project Manager, or the FCX Responsible Party, is the FCX employee who has oversight for the services being performed and / or responsibility for managing the project on behalf of FCX. Responsibilities include the oversight of the health, safety and environmental performance of the Contractor(s), the provisions of this manual and any changes or revisions, FCX policies and procedures, and safety advisories including Potential Fatal Risk Event(s) (PFE). They also must communicate project-relevant health, safety and environmental information in a timely manner. The Project Manager is responsible for ensuring all deliverables have been received and reviewed prior to project commencement, and ongoing deliverables are submitted (e.g., manhours, incident reports, etc.).

1.4 CONTRACT CONTROLS SPECIALIST AND / OR CONTRACT ADMINISTRATOR

The Contract Controls Specialist (and / or Contract Administrator) is the FCX Global Supply Chain employee who manages the contract with the Contractor on behalf of FCX. They manage the Contractor relationship as well as conformance with, and adherence to, the contract documents.

1.5 FCX HEALTH, SAFETY AND ENVIRONMENTAL DEPARTMENTS

The site FCX Health and Safety Department and Environmental Representatives periodically audit Contractor performance and adherence to the provisions of this manual, the project-specific Health, Safety and Environmental Plan (HSEP), and company policies and regulations. In collaboration with the Project Manager, Contract Controls Specialist and Contractor, FCX Health and Safety and site Environmental Representatives may present and / or provide project-relevant health, safety and environmental topics for discussion. FCX Health and Safety and site Environmental Representatives also may provide technical support to the FCX Project Manager as requested or needed.

1.6 CONTRACTOR RESPONSIBILITIES FOR HEALTH, SAFETY AND ENVIRONMENT (HS&E)

Contractors are responsible for establishing, implementing and maintaining their health, safety and environmental programs to meet the safe production goals and objectives as stated by FCX. They also are responsible for monitoring the programs of their subcontractors to ensure compliance with FCX expectations.

Contractors have the obligation to:

- Abide by all national, regional, federal, state and local regulations and [FCX policies and procedures](#).
- Protect the public from all hazards which result from Contractor activities.
- At a minimum, organize and present monthly project-relevant health, safety and environmental meetings to their employees and subcontractors.
- At a minimum, require a management- or supervisor-level representative for each Contractor to attend monthly Contractor-led project health, safety and environmental meetings.
- Provide all Contractor employees with necessary personal protective safety equipment.
- Ensure work areas are maintained, clean and orderly.
- Ensure all Contractor-supplied equipment is maintained for safe work and fit for the task hired.
- Ensure all Contractor employees have received applicable regulatory training, project health, safety and environmental orientation, applicable FCX health, safety and environmental policies training, task training, as applicable, site safety / hazard recognition, and any other requirements for the project as identified in the Contractor's Health, Safety and Environmental Plan (HSEP). Note: Contractors who are working directly for FCX agents of the company (directly supervised) are required to receive the same training as all FCX site employees.
- Ensure employees understand and are trained in Risk Management, or the risks of the tasks and controls, in order to mitigate the risks prior to starting work.
- Keep all registers, records and reports up to date and properly completed, maintained and readily available for review by FCX and / or any legal or regulatory agency.
- Stop the job when an unsafe act or condition is recognized and take prompt corrective action. (See section 1.7 Stop Work Authority).
- Ensure that no Contractor's manager, supervisor, owner or other person in charge requires, condones, asks or allows employees to work in or around unsafe acts or conditions. If so, it may result in immediate removal from the project.
- Report any uncorrected unsafe acts or conditions to the FCX Project Manager / FCX Representative,

FCX Health and Safety, site Environmental Representative or the FCX Contracts Control Specialist / Contracts Administrator.

1.6.1 CONTRACT SENIOR MANAGEMENT / PROJECT MANAGER

- Establish and enforce rules and programs designed to promote health and safety and environmental protection.
- Hold individuals accountable for fulfilling their health, safety and environmental responsibilities.
- Provide training for employees to perform tasks safely and protect the environment.
- Provide a safe and healthy work environment.
- Conduct regular health, safety and environmental inspections, maintain records, and continually monitor for effectiveness.

1.6.2 CONTRACT PROJECT SUPERVISION

- Be accountable for on-the-job health, safety and environmental performance and ensure that all deficiencies are corrected.
- Monitor employee actions and behaviors.
- Review and investigate incidents, supervise correction of unsafe practices, and file incident reports.
- At a minimum, conduct monthly project health, safety and environmental meetings and provide employees with proper instruction on related requirements.
- Require employees and subcontractors comply with health, safety and environmental rules, regulations and policies, and the provisions of this manual and FCX Health, Safety and Environmental Policies.
- Instruct new employees and existing employees performing new tasks on safe working practices.
- Make sure personal protective equipment is available and used properly.
- Ensure the Job Safety Analysis (JSA) / Job Hazard Analysis (JHA), or the equivalent, is properly filled out and adhered to as well as available for review by FCX upon request.
- Secure prompt medical attention for any injured employees.
- Ensure regular and thorough communication with the Project Manager.

1.6.3 ALL CONTRACTOR EMPLOYEES

No employee will be required, or knowingly be allowed to work, in an unsafe environment. Each employee is responsible for learning and abiding by those rules and regulations which are applicable to his or her work and for reporting and correcting observed or anticipated hazards to his or her immediate supervisor. Contractor employees will:

- Report to work fit for duty, well-rested, free from the effects of drugs or alcohol.
- Work safely to ensure personal safety as well as that of co-workers and others.
- Be responsible and accountable for working safely and productively, while remaining aware of the hazards of their jobs and following recognized safe job procedures.
- Follow all health, safety and environmental rules, regulations and policies and keep work areas clean and

free of debris and obstacles.

- Report to an FCX Representative when Contractor leadership is not adhering to FCX expectations and / or requirements.
- Request help when unsure about how to perform any task safely.
- Utilize established health and safety controls to reduce risks of the tasks performed.
- Utilize established environmental controls to minimize impacts to the environment.
- Stop work if work cannot proceed safely, and notify their supervisor until the necessary steps have been taken to address and correct the hazards.
- Immediately report any uncorrected unsafe acts or conditions to the appropriate supervisor.
- Correct unsafe acts or conditions within the scope of the immediate work.
- Use and maintain all health and safety devices as required.
- Not interfere or disable any safety device including remote control, automatic equipment, safety interlocks, or warning systems or guards.
- Immediately report incidents (injury, illness, property damage, near miss, environmental events, etc.) to a supervisor.
- Not tamper with the scene of a safety event.
- Not tamper with any emergency medical supplies or emergency vehicles.
- Not engage in horseplay.
- Not interfere with any radio communications.
- Not use cellphones or other electronic devices while operating mobile equipment or vehicles.

1.7 STOP WORK AUTHORITY

FCX recognizes Stop Work Authority. It is the responsibility and obligation of each Contractor and FCX employee to stop work when any unsafe act, behavior, condition or change in conditions is perceived that may lead to an injury, illness or serious situation.

Each Contractor is expected to establish Stop Work Authority that grants the Contractor, their employees and subcontractors the responsibility and authority to stop work when it is perceived that a situation exists that could place an individual in harm's way and / or could adversely affect the safe operation or cause serious damage to a facility or equipment or adversely affect the environment. Additionally, FCX considers it unacceptable and will not tolerate any retaliation against an individual who uses Stop Work Authority. Contractors have an obligation to evaluate and initiate corrective actions, as applicable to resolve the stop work issue(s).

1.8 GENERAL RESPONSIBILITIES

It is the Contractor's responsibility to be familiar with the provisions and requirements of this Contractor Health, Safety and Environmental Manual, local, state and federal regulations, and the FCX Health, Safety and Environmental Policies (as further referenced in the [Freeport-McMoRan Public Collaboration](#) website).

When and where a revision of the manual occurs, the Contractor will implement any changes which result from the revision within 48 hours of the time they are notified of that revision or obtain an approved variance.

Implementation includes actions such as, but not limited to, training of personnel, acquisition of equipment, revision of standard operating procedures and any other actions which provide the means to achieve the requirements of a policy.

Within 10 days after a signed contract, but prior to the start of work, the Contractor will submit to the FCX Project Manager / FCX Representative the following:

- Final list of all subcontractors working on the project with all FCX-required health, safety and environmental documentation
- Written respirator certifications of fit testing (Note: applicable for project work requiring respirators)
- Written Medical Surveillance Program, as applicable (e.g., HAZWOPER, asbestos, lead, cadmium, arsenic, silica, etc.)
- Written Drug and Alcohol Program
- Any project related to the Contractor's standard operating procedures (e.g., utility locate, confined space entry, hazardous energy control, etc.)
- All other relevant, written Occupational Health and Safety Programs (e.g., Hearing Conservation, PPE Program, Respiratory Protection, etc.)
- Health, safety and environmental permits, as applicable
- List of all hazardous chemicals / products that will be used on the project
- Material request and product approvals (MRAP) for chemical products that are required for the project and being brought on site, as applicable
- Copies of completed risk assessments
- Accepted written Health, Safety and Environmental Plan (HSEP) for proposed work
- Form with employees' names acknowledging that they have been trained on the listed equipment / machinery or tasks they will perform by a competent and qualified trainer, including dates trained and expiration dates for said training. Training documentation for equipment / machinery / tasks that employees / subcontractors operate or perform will be provided upon request including copies of specialized licenses, training certificates and current refresher documentation.
- Current copies of licenses to operate equipment and associated regulated inspections
- Scheduled and completed required training as described in Section 2.0

If these tasks cannot be completed within 10 days, a schedule will be provided to the FCX Project Manager for approval.

1.8.1 CONTRACTOR HEALTH, SAFETY AND ENVIRONMENTAL PLAN (HSEP)

Prior to beginning work, the Contractor will prepare and submit to the Project Manager / FCX Representative and / or Health, Safety and Environmental Representative for review and acceptance a project specific HSEP that reflects the Contractor's intentions for full and complete compliance with this manual and associated Health, Safety and Environmental Policies. The HSEP will include those sections and associated items as described in the [HSEP template](#). The Contractor's HSEP also will address any FCX facility-specific health, safety and environmental provisions that are not identified in this manual.

The Contractor's project specific HSEP will be reviewed to ensure it meets all health, safety and environmental expectations and is specific to the job or task(s) being completed. If a Contractor performs work on multiple

projects over an extended period and this work is at an individual site or location, one comprehensive HSEP may be used. It is important that the description and scope of work provide project-specific detail, and project-relevant information may be incorporated within each section, as applicable. Additionally, the Contractor will complete the risk assessments for review and acceptance by the Project Manager / FCX Representative and / or Health, Safety and Environmental Representatives prior to completing the risk management section of the HSEP.

The FCX Representative will communicate to the Contractor any specific details not addressed by the HSEP which must be included. Modifications to the HSEP will be finalized and accepted prior to commencement of work activity. Subsequent amendments or changes to the plan will be submitted for review and acceptance by the FCX Project Manager and FCX Health, Safety and Environmental Representatives before being implemented.

The Contractor is responsible to review the HSEP with all employees and subcontractors. This review will be documented and submitted to the FCX Project Manager and FCX Health, Safety and Environmental Representatives.

1.8.2 CONTRACTOR HEALTH, SAFETY AND ENVIRONMENTAL REPRESENTATION

As described within the company's request for the proposal / quote and included in the applicable Scope of Work, each Contractor will appoint a qualified health, safety and environmental professional prior to project initiation, and such individual or individuals, depending on project scope, duration and complexity, will ensure compliance with all applicable health-, safety- and environmental-related regulatory requirements and company health, safety and environmental requirements, unless local regulations dictate otherwise.

The names and credentials of all Contractor health, safety and environmental professionals who will be assigned to the project may be requested by the FCX Project Manager / Representative and the Health & Safety Department for review prior to initiating work.

2.0 TRAINING REQUIREMENTS

- Each Contractor is required to ensure health, safety and environmental training of its employees and subcontractor(s) is maintained and current.
- All training will be conducted by a competent / qualified person and be provided before tasks are performed.
- All training will be documented and a process implemented allowing a quick verification of training received by any employee of the Contractor and its subcontractor(s).
- No individual will be allowed to work on any FCX property who has not received site-specific health and safety hazard training and FCX Contractor Health, Safety and Environmental Orientation.
- Training verification will be readily available within 24 hours of a request.
- Emergency case-by-case exceptions to training requirements may be granted by the Project Manager / FCX Representative and FCX Health & Safety Representative. Training may include:
 - FCX Health, Safety and Environmental Contractor Orientation
 - Project Health, Safety and Environmental Orientation (review of the HSEP). This may be combined with FCX Health, Safety and Environmental Contractor Orientation.
 - Site-specific health, safety and environmental hazard training. This training may be combined with the FCX Contractor Health, Safety and Environmental Orientation.
 - Training identified in the Contractor's HSEP

- Risk Management
- Regulatory training, as applicable
- Specific FCX Health, Safety and Environmental Policies, as applicable
- Task Training, as applicable
- FCX Contractor Health, Safety and Environmental Orientation should address, as applicable, the following:
 - Site-specific hazards
 - Incident reporting procedures
 - Emergency evacuation procedures
 - How to obtain first aid or summon emergency help (e.g., eye wash and safety shower)
 - Reporting of unsafe acts or conditions
 - Stop Work
 - Hazard communication standard requirements
 - Occupational Health
 - Blasting signals and response procedures
 - Personal protective equipment requirements
 - Identification of workplace hazards, risks, and controls of those risks
 - Drug and alcohol policy
 - General safety rules and responsibilities / critical safety rules
 - Actions considered serious in nature (e.g., policy / critical rule violations, etc.)
 - Managing risk (e.g., project specific SOPs, fatal risks, JSAs, communication, etc.)
 - Traffic procedures
 - Environmental procedures and permits
 - Working around heavy equipment
 - FCX Health, Safety and Environmental Policies
 - Roles, responsibilities and accountability (employees, supervisor and management.)
 - FCX Communications (e.g., PFE, Safety Alerts, etc.)

3.0 COMMUNICATION, DOCUMENTATION AND REPORTS

3.1 HEALTH, SAFETY AND ENVIRONMENTAL MEETINGS AND COMMUNICATION

Monthly Contractor Health, Safety and Environmental Meetings

The Contractor is responsible to organize and hold, at a minimum, a documented monthly Contractor health, safety and environmental meeting attended by the Contractor's management and their employees. The FCX project management / Representative and FCX Health, Safety and Environmental Representative will be invited to discuss project-relevant health, safety and environmental issues and topics such as FCX company and / or site-specific health, safety and environmental communications, health, safety, and environmental incidents, etc. Additional documented meetings requiring Contractor attendance include, but are not limited to, the following:

Site-specific Contractor Meetings: A site-specific Contractor meeting may be required with a representative from the Contractor company in attendance, dependent on or at the request of the site.

Supervisor daily tailgate or line-out meeting: A documented daily tailgate or line-out meeting will be held by the Contractor supervisor with Contractor employees prior to performing work for the day. This meeting will include discussions around the work planned, health, safety and environmental risks associated with the work, a summary of other work activities in the area that could impact the crew, and what controls will be in place to minimize the risk(s).

Health, Safety and Environmental Communications: Each Contractor will be responsible for sharing pertinent information with their employees regarding health, safety and environmental regulatory information as necessary, FCX health, safety and environmental information, communication of workplace incidents, etc.

3.2 PERMITS AND INSPECTIONS

Work activity permits and forms (confined space, hot work, pre-operational inspections, etc.) provided by the Contractor are subject to review by the FCX Health & Safety Department for adherence to policies.

The FCX Project Manager will identify any other certifications or permits that the Contractor may need for equipment, portable units, environmental or scope of project.

3.3 REPORTS

The Contractor and Project Manager will mutually agree on monthly / quarterly health and safety targets for the project or services provided (e.g., zero incidents, TRIR, number of stop work successes, etc.), as applicable.

3.3.1 MONTHLY REPORTS

All Contractors will provide to the FCX Health & Safety Department and Project Manager / Representative (or their delegate) a monthly summary, in connection with the services and services of subcontractor(s) provided in the preceding month, to include:

- Number of lost time / restricted duty injuries with the number of days lost or restricted for all open injury cases
- Number of medical treatment injuries
- Number of occupational illnesses
- Number of first aid injuries
- Number of near misses
- Number of hours worked by Contractor employees (Note: Hours and injuries reported will be specific to the location where services are being performed.)
- TRIR (specific to the location where services are being performed)
- Status of project health and safety target(s), as applicable
- Fire incidents
- Vehicle equipment damages
- Property damages
- Releases to the environment and corrective actions taken
- Air quality (fuel usage, equipment total hours / miles)
- Any changes to equipment or contract personnel

These reports are to be project specific, not company-wide, and are **DUE NO LATER THAN THE 5TH DAY OF EACH MONTH** during the term of services being provided.

3.3.2 QUARTERLY REPORTS

All Contractors will provide to the FCX Health & Safety Department and Project Manager / Representative (or their delegate) a quarterly summary in connection with their services and the services of subcontractor(s) provided in the preceding quarter to include the following:

- Chemical usage (Toxic Release Inventory) for U.S. sites only
- Drug and Alcohol (confirmation of 20 percent random testing requirement)

These reports are to be project specific, not company-wide, and are **DUE NO LATER THAN THE 5TH DAY after the end of the quarter** during the term of services being provided.

3.4 DOCUMENTATION

Records of training, permits, health, safety and environmental meetings, etc. will be maintained for the duration of the project / contract plus a minimum of three years, unless there is a regulatory requirement for them to be retained for a longer period. These records will be made available upon request.

4.0 ASSESSMENTS, INSPECTIONS AND AUDITS

Audits and / or inspections will be conducted to identify deficiencies and positive elements in health, safety and environmental performance to build and maintain a positive safety culture. They will be documented and corrective actions assigned to correct deficiencies, identify and track trends, and evaluate the effectiveness of training and health and safety procedures to ensure regulatory compliance. It is recommended that Contractor employees be given opportunities to become involved with these audits and inspections. The type of audit and / or inspections required are listed below.

4.1 WORKPLACE EXAMINATION

Each workplace will be examined by a competent person for conditions that may adversely affect the safety or health of the Contractor employee(s).

The environmental conditions also should be documented, such as evidence of spills, poor waste segregation, etc. The workplace will be examined at least once each shift before work begins or as Contractor employees begin work in that place.

4.2 MONTHLY PROJECT AUDIT

For projects with a duration greater than one month, the FCX and Contractor Project Manager, Health & Safety, and Environmental Representatives will jointly organize and perform a monthly documented health, safety and environmental assessment.

Audit results will be documented, and corrective actions will be identified and tracked to completion. The FCX Project Manager / Representative may request more frequent audits be conducted by the Contractor independently.

4.3 EQUIPMENT AND FACILITIES INSPECTIONS

All Contractors will inspect, operate and maintain equipment and facilities as directed. Each operator of stationary and mobile equipment will complete a documented pre-operation inspection of the equipment prior to operation.

Any deficiencies identified from the inspection will be corrected in a timely manner; however, if any deficiencies represent an immediate health, safety and / or environmental hazard, the equipment will be taken out of service and tagged as bad order (BO) or out of service.

Once the deficiency(ies) is corrected, the equipment can be reinspected and placed into service. Any documentation related to the Contractor's equipment and facilities shall be made available for review upon request.

The FCX Project Manager will be notified when any additional equipment is added or changed after the project has commenced.

FCX reserves the right to inspect equipment prior to acceptance onto FCX property and anytime during use of the equipment on property. Equipment found to have deficiencies will be tagged out or removed from property until such deficiencies are corrected.

4.4 EXTERNAL AUDITS

FCX Health & Safety, the site Environmental Representative, and the FCX Project Manager or delegate will perform periodic, comprehensive health, safety and environmental audits of the Contractor's HSEP and / or work areas. Any deficiencies will be documented.

The Contractor will be presented with the findings of the audit. The Contractor will be required to respond in writing with the corrective actions taken or plan to address deficiencies. Follow-up audits will be conducted as necessary to verify all deficiencies have been resolved.

5.0 SPECIFIC HEALTH AND SAFETY REQUIREMENTS

All Contractors will adhere to the [FCX Standard Safety Requirements Policy](#) and the following specific health and safety requirements.

5.1 HAZARDOUS SUBSTANCE MANAGEMENT

- All hazardous substances, including chemicals, require prior approval from the Health & Safety Department and Environmental Department before being brought to the project.
- The Contractor will provide a list of all hazardous substances proposed for use for the services being performed along with the most current corresponding Safety Data Sheet (SDS), the anticipated quantity, and the use and proper storage location. This will be made available to FCX for approval purposes.
- The list and respective SDS will be updated on an ongoing basis. Substances previously not included in the initial submittal are subject to project approval and will undergo review before being brought onto FCX property.
- Care will be taken to select and use materials which can successfully accomplish the required work with minimal health or environmental impact.

- All hazardous substances will be removed from the project within three days of completion of the work involving the substances or within three days of completion of the contract, whichever occurs first.
- Contractors will maintain the most current SDS provided by manufacturers and distributors.
- Contractors will have an established Hazard Communication Program that meets all national, regional and local requirements.

5.2 RESPIRATORY PROTECTION

When necessary, Contractors will provide their written respiratory protection policy to include:

- Selection and use of respirators that specifies which respirator to use under specific conditions
- Procedures for medical evaluation of each employee required to use respiratory equipment (Note: Medical clearance is required prior to respirator use.)
- Procedural systems to ensure proper respirator usage is always adhered to, including policy of clean-shaven faces to ensure proper seal of respirator to face piece
- Initial and annual training for employees on the proper use and limitations of respirators to be used for routine or emergency work to include respirator selection, function and limitations of individual respirator types
- Procedures and schedules for cleaning, disinfecting, storing, inspecting, repairing, discarding and otherwise maintaining respirators
- Identification of, and communication on, workplace areas and job-specific tasks requiring respiratory protection to all employees

5.3 HEARING CONSERVATION

Employee hearing will be protected as required under regulation and per accepted hearing conservation measures. Contractor hearing conservation programs will include:

- A written hearing conservation plan
- Engineering and administrative controls to reduce employee exposures to 85 dBA or less
- Training on the effects of noise exposure and the proper use of earplugs and earmuffs

5.4 OTHER

5.4.1 HIGHWAY WORK

All work on, or adjacent to, existing public and jobsite roadways will be performed in conformance to project requirements and applicable regulatory requirements.

5.4.2 PROTECTION OF EMPLOYEES AND THE PUBLIC

All necessary precautions will be taken to prevent injury to the public or damage to property of others. Precautions to be taken will include, but are not limited to, the following:

- Work will not be performed in any area occupied by FCX employees, any of its Contractors or the public unless specifically allowed by FCX.
- When it is necessary to maintain public use of work areas involving pedestrian ways and vehicular

roadways, Contractors will protect the public with appropriate shields, signage, barricades, guardrails, adequate visibility and entrances / exits.

- Appropriate warnings and instructional safety signs will be conspicuously posted. In addition, a signalman shall control the movement of motorized equipment in areas where the public might be endangered.
- A temporary fence will be provided around the perimeter of aboveground operations and excavations adjacent to public areas. A spotter may be used in lieu of a fence under special circumstances and when approved by the FCX Project Manager / FCX Representative and FCX Health & Safety.
- Barricades will be provided, where required, between work areas and walkways unless fences, guardrails or sidewalk sheds are used. Barricades will be secured to prevent accidental displacement and will be maintained except where temporary removal is necessary to perform the work. During the period when a barricade is temporarily removed for the purpose of work, a spotter will be positioned at each opening in the barricade.
- Temporary sidewalks will be provided when a permanent sidewalk is obstructed by a contractor's operation.
- When night work is performed, illumination will be provided from dusk to sunrise for all temporary walkways in both owner-controlled and project areas.

5.4.3 WEAPONS

FCX prohibits the use or possession of weapons on any FCX-controlled property or at any event unless allowed by national, regional or local laws. This does not preclude compliance with any state or local law permitting the possession of a firearm on private company property.

Some states require that employers allow firearms in company parking lots provided the firearm is in a vehicle, out of site and the vehicle is locked. FCX-controlled premises include, but are not limited to, office and parking facilities, access areas and walkways, company-controlled (owned, leased) vehicles and equipment, desks and lockers, and other storage facilities.

Weapons include firearms, ammunition, explosives of any type and any knife having a blade more than 3 inches in length (or any snap-blade, spring-blade or "butterfly" knife regardless of the length of the blade). This also includes all other substances and devices that by design or in the manner they are used may be considered dangerous or have the potential to cause harm to people or property.

Items purchased by the Contractor company that are not intended as weapons yet have the above attributes or could function as a weapon are excluded from this policy when such items are used for their intended purpose for company activities.

6.0 ENVIRONMENTAL REQUIREMENTS

Contractors will comply with all applicable statutes, rules, regulations and standards, including FCX Corporate [Environmental Policy](#). The FCX Project Manager / Representative and site Environmental Department, as applicable, will decide whether permits or authorizations will be obtained by the Contractor or site.

When obtained by the Contractor, they will be submitted to the FCX Project Manager / Representative prior to commencing work. The Contractor will adhere to all permit requirements. Additionally, the Contractor will:

- Take immediate action to stop any spills or releases and will immediately notify the Project Manager and the Environmental Department of any spills, releases or other environmental incidents. The Contractor

will clean up any spills as directed by the FCX Project Manager / FCX Environmental Department and will take all reasonable steps to prevent further release or spills.

- Unless directed by the FCX Project Manager / FCX Environmental Department, manage all waste on site at the direction of the Environmental Waste Department. Contractors will not take waste generated on FCX property off site unless approved by the FCX Project Manager / FCX Environmental Department. Waste removal from a remediation site will be handled in accordance with the approved mitigation or remediation plan. The Contractor will coordinate all disposal activities with the Project Manager.
- Implement practices to minimize environmental impacts from waste storage, disposal, recycled materials transfer and any material stored for reuse. Precautions also will be taken to minimize the amount of waste including unused chemicals, excess construction materials, debris and waste. When feasible, waste will be avoided, reused, reduced or recycled.
- Properly label, accumulate and dispose of all waste materials generated from activities (including used spill kit materials) in accordance with project guidance.
- Provide and maintain adequate secondary containment for all hazardous chemicals, petroleum-related products and process solutions that could damage the environment.
- Provide and maintain appropriate spill kits in work areas where petroleum products or hazardous materials are used.
- Prevent discharges to drains and / or sewers, and never add, disturb or modify stormwater controls or outfalls without prior written approval. Spill response materials must be compatible with products in the work area for cleanup.
- Comply with the applicable site SPCC Plan (U.S. sites only). The Contractor shall provide an inventory of all bulk (≥ 55 gallons) chemical storage locations, including contents, type and size of containers, secondary containment, and location of spill kits. The Contractor shall develop, implement and maintain a SPCC plan around these bulk containers (if above the applicable capacity volume threshold of 1,320 gallons of hydrocarbon), including management practices and periodic inspections, unless other arrangements are made specifically with the Environmental Department.
- Establish and implement best management practices for the control and mitigation of stormwater impacts consistent with the applicable site stormwater management plan.
- Not approach, handle, harm or harass wildlife in any manner. Feeding animals is strictly prohibited. The Contractor will notify the FCX Project Manager / Environmental Department regarding any wildlife matters.
- Will not disturb reclaimed areas, wetland or native lands without the necessary permits and prior review and approval by the FCX Project Manager / Environmental Department. In addition, the Contractor will not disturb or take any cultural resource.
- Prohibit eating, drinking and smoking where chemicals, hazardous materials or waste materials are present.
- Implement reasonable, adequate and appropriate dust control measures that minimize the potential to generate fugitive dust emissions. Activities shall be suspended if conditions (such as high winds) are such that dust control measures are not effective.
- Minimize emissions from mobile equipment using industry standard practices. Stationary sources mobilized to the site will require Contractor permits appropriate to the control of emissions from the source. The Contractor shall provide a summary of mobile equipment and stationary emission sources that will generate emissions and the means that will be used to control such emissions.
- Notify the FCX Project Manager / Environmental Department of any generator or engine brought on site

requiring a permit. This does not include vehicle engines.

- Notify the Project Manager / Environmental Department prior to performing renovations on or demolition of any building to determine the presence of asbestos-containing material or other hazardous materials and to ensure required sampling can be completed in advance.
- Notify the Project Manager / Environmental Department prior to performing maintenance on any equipment containing ozone-depleting substances.
- Comply with applicable site backflow prevention rules. Backflow prevention devices should be installed at hydrants or should have an air gap. Backflow assemblies must be approved by an authorized certifying entity.

7.0 EMERGENCY ACTION AND INCIDENT REPORTING

Emergency telephone numbers / radio channels will be posted in areas accessible to Contractor employees. In the event of a serious incident or injury, immediately activate the project emergency response / notification system, and maintain scene safety.

Trained Contractor personnel should render first aid to any incident victims. FCX will address any media inquiries or announcements and make other decisions critical to the overall site and project. If an incident requires immediate notification to government agencies, the area will be secured, and nothing disturbed or removed after evacuation of the injured employee until approval from all government agencies and FCX representatives is received.

7.1 INCIDENT REPORTING

- Incidents of a serious nature may require **immediate** notification to government agencies. Contractors are responsible for this notification in the time limits set in regulation. Once time-sensitive reports are made, the FCX Health & Safety and / or Environmental Representative also will be notified.
- All incidents will be reported to the FCX Health & Safety and / or Environmental Department immediately with the initial written report to be submitted by shift end. Initial reports will include, at minimum:
 - Location of the incident
 - Name of persons involved
 - Equipment involved
 - Time / date of the incident
 - Nature of the incident: occupational injury, occupational illness, near miss, property damage, etc.
 - Brief description of the incident
 - Where injured (body part)
 - Name of the person contacted for report
- The written final report is due to the Health & Safety and / or Environmental Department within 48 hours of the incident, unless otherwise extended based on severity of the incident.
- Each incident will be reviewed immediately to determine if it had the potential to result in a fatality. In such instances, the event will be investigated with the same rigor as if a fatality had occurred.

- Contractors may be required to conduct or participate in any investigations and / or root cause analysis (RCA).
- Action plans may be developed and implemented to prevent reoccurrence.

7.2 EMERGENCY RESPONSE

All Contractors have the responsibility for developing and maintaining a current emergency response / evacuation plan for their employees on the project. An emergency or disaster is an event or condition which has the potential of causing bodily injury or harm to employees and / or significant damage to the property and / or infrastructure and / or significant impacts to the environment.

Contractors will develop a project-specific emergency response plan in coordination with site rescue teams or site management, when a rescue team is not present at the site, as applicable.

Emergency response plans and procedures will include evacuation routes, rally point locations, emergency responders, communication plans, emergency alarms / signals and employee training. This information will be posted in all Contractor-controlled / -occupied locations.

8.0 DRUG AND ALCOHOL TESTING / PROGRAMS

FCX maintains a strong commitment to its employees, Contractors and stakeholders to provide a safe workplace and to establish programs promoting high standards of safety and health.

Consistent with the spirit and objective of this commitment, FCX expects Contractor employees to report to work in proper condition to perform duties and to remain fit for duty for the duration of the shift.

The objective of this policy is to prevent the use of drugs and alcohol from threatening the safety and efficiency of our employees, Contractors and operations.

Use and abuse of these substances pose a serious threat to the health and safety of employees, Contractors and visitors. This includes taking or planning to take a prescribed controlled substance and working in a position where a safety threat may exist.

Contractors will have a written drug and alcohol program consistent with FCX policy and national, regional and local regulations that will be submitted, upon request, to FCX prior to beginning work.

The drug and alcohol testing requirements in this section are in addition to any regulated requirements such as DOT. Contractors without drug and alcohol programs will notify the FCX Project Manager in writing of their lack of a drug and alcohol program.

If the Contractor does not have a written drug and alcohol program, they will establish one to meet company requirements.

8.1 TESTING REQUIREMENTS

All employees or agents of Contractors performing services for FCX will be required to participate in a drug and alcohol surveillance program with a certified laboratory. Testing requirements and screening cut-off limits for drugs and alcohol will include those identified in Table 1.

Drug and alcohol testing will occur at the time of employment under the provisions of the Contractor drug and alcohol program. In those instances where an employee leaves the employment of the Contractor and then is rehired, the employee will be tested again as part of the rehire process.

Table 1: Drug and alcohol screening requirements and cut-off limits

Alcohol		0.02 cut-off limit			
Drug Class	Drugs Detected	URINE SCREENING LIMITS		ORAL SCREENING LIMITS	
		EIA Screening Cut-off	GC/MS Confirmation Cut-off	EIA Screening Cut-off	GC/MS Confirmation Cut-off
Amphetamines*	Amphetamine	500 ng/mL	250ng/mL	50 ng/mL	50 ng/mL
	Methamphetamine				
Barbiturates	Amobarbital	300 ng/mL	200 ng/mL	50 ng/mL	50 ng/mL
	Butalbital				
	Pentobarbital				
	Phenobarbital				
	Secobarbital				
Benzodiazepines	Al Alprazolam Metabolite	200 ng/mL	100 ng/mL	20 ng/mL	20 ng/mL
	Clonazepam Metabolite				
	Diazepam				
	Flunitrazepam Metabolite				
	Lorazepam				
	Oxazepam				
	Temazepam				
	Triazolam Metabolite				
Cannabinoids	Marijuana	50 ng/mL	15 ng/mL	4 ng/mL	2 ng/mL
	Metabolites (THCA)				
Cocaine	Benzoylcegonine	150 ng/mL	100 ng/mL	20 ng/mL	8 ng/mL
Methadone	Methadone	300 ng/mL	300 ng/mL	10 ng/mL	10 ng/mL
Codeine	Codeine	2000 ng/mL	2000 ng/mL	40 ng/mL	40 ng/mL
Opiates	Morphine	300 ng/mL	300 ng/mL	40 ng/mL	40 ng/mL
	Hydrocodone				
	Hydromorphone				

Oxycodone	Oxycodone	300 ng/mL	300 ng/mL	40 ng/mL	40 ng/mL
Phencyclidine	Phencyclidine	25 ng/mL	25 ng/mL	10 ng/mL	10 ng/mL
Propoxyphene	Propoxyphene			40 ng/mL	10 ng/mL
6 – Acetylmorphine	6 – Acetylmorphine	10 ng/mL	10 ng/mL		
MDMA	MDMA	500 ng/mL	250 ng/mL		
Buprenorphine	Suboxone	10 ng/mL	10 ng/mL	5 ng/mL	5 ng/mL
Tramadol	Tramadol	200 ng/mL	100 ng/mL	50 ng/mL	20 ng/mL
Fentanyl	Fentanyl	2000 pg/mL	500 pg/mL	1000 pg/mL	500 pg/mL

*Includes automatic reflex D/L isomer testing for methamphetamine positive results

The Contractor will maintain an ongoing drug and alcohol program that includes, but is not limited to, pre-employment plus 20 percent random and for cause testing. The screening test will require each employee to produce his or her sample (biological sample being one or more of the following: urine, blood, hair, breath as applicable and relevant). FCX will not bear the cost and expenses associated with drug screening.

Employees producing positive test results will NOT be eligible to work on any FCX property / project for a period of three years from the date of testing. Contractors who have programs for rehabilitation or multiple strikes will notify FCX immediately upon learning of the positive result(s), remove that employee from the property / project and ensure they are not assigned to another FCX location / project for a three-year period.

8.2 ENFORCEMENT

Contractors will not tolerate the selling, manufacturing, distributing, possessing, using or purchasing of drugs, drug paraphernalia or alcoholic beverages or having prohibited levels of drugs or alcohol in an employee’s system while on FCX premises. FCX premises, as defined by the policy, means all areas in which FCX operates including, but not limited to, the following: FCX property, parking lots, FCX-owned or -leased equipment, lockers, desks, workspaces, and storage facilities. Individuals found in violation of this policy will immediately be escorted off FCX property.

Accordingly, individuals whose actions appear to be under the influence of drugs or alcohol in exceedance of the above limits also may be removed from FCX property until their employer can certify to FCX that the employee had a negative result to a timely drug and alcohol test. This includes, but is not limited to, the following:

- Irrational or unusual behavior
- Negligence or carelessness
- Disregard for the safety of self or another
- A reasonable belief that a person may be using drugs or abusing alcohol
- Reporting to or remaining at work in a seemingly unfit working condition
- Involvement in a serious accident that results in serious property damage, a disruption of an operating process or injury to self or another
- A near-miss situation

Contractor employees who test positive, who tamper with or alter a drug and / or alcohol sample, or who refuse to submit to testing in a timely period will not be allowed to perform work on any FCX property for a period of three years.

Prior to mobilization to the site / project, the Contractor will acknowledge that all contract employees and subcontractor employees have been screened for the required parameters and are compliant with this policy.

If requested, the Contractor may be required to provide information on their drug and alcohol testing processes and program detailing:

- The number of persons tested each year, aggregate for the quarter being reported
- The number of non-negative results determined each year, aggregate for the quarter being reported
- The percentage of persons selected to be randomly tested along with the frequency of random testing
- The name of the Medical Review Officer (MRO)
- A basic program description which describes the processes in place and who manages the program

NOTE: The Contractor will not submit any confidential information of the individuals who have been, or are subject to, testing.

9.0 BACKGROUND CHECK AND SITE ACCESS

Per the company master agreement / contract, the Contractor may be responsible for performing a background check at the local, state and federal / country level for all employees, prior to performing services on any company property / project.

The Contractor will submit a list of employees needing to access the site prior to commencing work. That list will be reviewed by the company for each employee's eligibility to access the site. This review should happen whether or not the site utilizes badging access / hardware / software. The company will inform the Contractor of any employees who are not eligible to access company sites. Refer to the master agreement / contract for specific requirements. This information should be made available to the Project Manager upon request.

APPENDIX A



FREEMPORT-McMoRAN

AMERICAS

Health, Safety, and Environmental Plan (HSEP) Template

This template should be used for creating a HSEP. At a minimum, a HSEP should address any pertinent topics listed within this document.

Company Name:

Overview:

Prior to beginning work, the Contractor will prepare a project-specific Health, Safety, and Environmental Plan (HSEP) utilizing this template and submit to the FCX Project Manager/Representative, Health & Safety, and Environmental Representatives for review and acceptance. The HSEP should describe the project and proposed work; all related hazards/risks and controls; what to do if things go wrong, and the expectations of all involved. It is a written plan for conducting the work in a safe and healthful manner to protect workers, the public, and the environment. It is meant to be read and understood by the workers and followed. The level of detail should be proportionate with the complexity of the work.

IMPORTANT: A HSEP should NOT include copies of Freeport-McMoRan H&S or Environmental Policies, the Freeport-McMoRan Contractor Health, Safety & Environmental Manual or the contractor’s written Health, Safety and Environmental Program or Program elements (e.g., Drug and Alcohol Program, Medical Surveillance Program, Hazard Communication Program, Respiratory Protection Program, Hearing Conservation Program, PPE Program, etc.). Instead, all Policies/Programs/Program elements that are relevant to the work should be referenced, where necessary, but NOT included in the HSEP. The goal is to be project-specific, practical, and concise. If the scope of work or other aspects of the project changes (e.g., addition of subcontractors) contact Freeport-McMoRan Contract Administrator and Project Manager/Representative.

Project Name / Location / Summary

What is the name of the project this HSEP is required for?

Location of project (attach map, if applicable)

Project Summary and proposed start date

Applicability/HSEP Location

Describe who the HSEP applies to and the location where it will be kept (must be on-site).

Contractor Project Personnel and Coordination (Key Personnel)

List the contractor personnel who will be instrumental to the success of the project (e.g., Contractor’s Construction Manager, field supervisor, etc.) and their primary function and responsibilities.

	Title / Position	Name	Phone Number	Email
1				
2				
3				
4				
5				
6				

	Responsibilities	Lines of Authority
1		
2		
3		
4		
5		
6		
7		

Subcontractor (s) (all contractors must be pre-qualified by FCX prior to working on site/project. See FCX Global Supply Chain Representative for questions)

Check box if HSE Plan will apply to subcontractor	Date subcontractor pre-qualified	Subcontractor Company Name
<input type="checkbox"/>		

Scope of Work

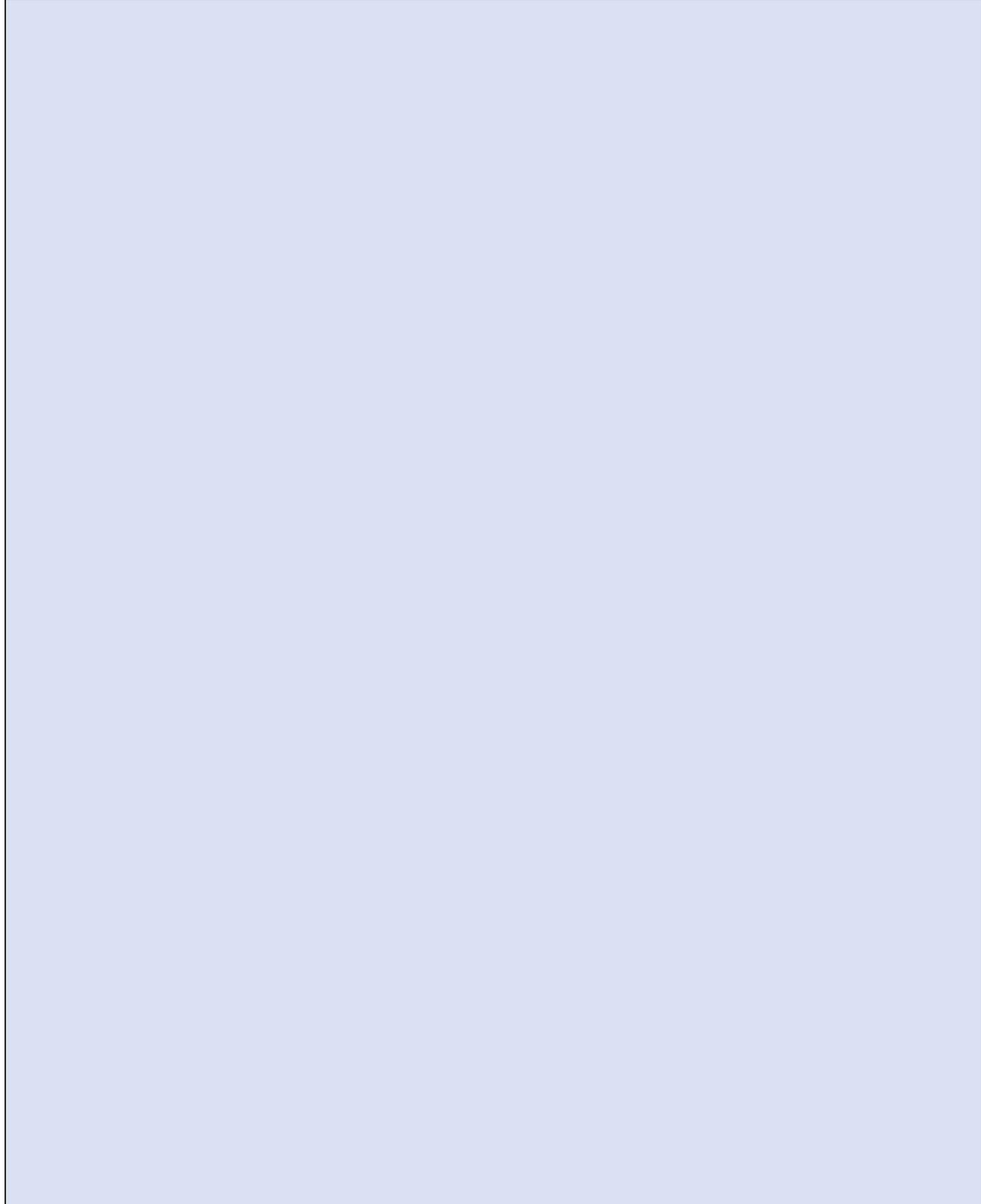
Describe the project tasks. Describe any potential constituents of concern, known concentrations and associated action levels associated with the project, if applicable. Attach photos to end of HSEP if applicable.

Expectations

Define the standards of conduct including the use of the "buddy system", stop work authority and compliance with Regulations and Policies. Must include a statement that all contractor/subcontractor employees will comply with all federal, state, local, county, FCX Health & Safety and Environmental Policies, and the Contractor Health & Safety and Environmental Manual health regulations.

Management of Change

Define when the HSEP requires revision and who approves. HSEP must include a requirement that it be updated, as necessary, to reflect any changes in the work, site characterization or site conditions. It must also include a statement that any changes will be reviewed and accepted by FCX prior to implementing changes.



Risk Management					
Fatal Risk Management					
Identify all FRM's associated with the scope of work.					
 <p>Vehicle Collision or Rollover</p> <input type="checkbox"/>	 <p>Falling Objects</p> <input type="checkbox"/>	 <p>Vehicle Impact on Person</p> <input type="checkbox"/>	 <p>Fall from Heights</p> <input type="checkbox"/>	 <p>Entanglement and Crushing</p> <input type="checkbox"/>	 <p>Uncontrolled Release of Energy</p> <input type="checkbox"/>
 <p>Lifting Operations</p> <input type="checkbox"/>	 <p>Fire</p> <input type="checkbox"/>	 <p>Exposure to Electrical Hazards</p> <input type="checkbox"/>	 <p>Exposure to Hazardous Substances - Chronic</p> <input type="checkbox"/>	 <p>Exposure to Hazardous Substances - Acute</p> <input type="checkbox"/>	 <p>Confined Space</p> <input type="checkbox"/>
 <p>Blasting</p> <input type="checkbox"/>	 <p>Drowning</p> <input type="checkbox"/>	 <p>Ground Failure</p> <input type="checkbox"/>	 <p>Rail Collision</p> <input type="checkbox"/>	 <p>Rail Impact on Person</p> <input type="checkbox"/>	 <p>Underground Rock Fall</p> <input type="checkbox"/>
 <p>Underground Hazardous Atmosphere</p> <input type="checkbox"/>	 <p>Underground Inrush</p> <input type="checkbox"/>	 <p>Personnel Hoisting</p> <input type="checkbox"/>	 <p>Contact with Molten Material</p> <input type="checkbox"/>	 <p>Interaction with Aircraft</p> <input type="checkbox"/>	 <p>Maritime</p> <input type="checkbox"/>
Identify all Environmental Significant Risks (ESR) associated with the scope of work.					
 <p>Improper Material/Waste Management</p> <input type="checkbox"/>	 <p>Catastrophic or Chronic Release to Groundwater</p> <input type="checkbox"/>	 <p>Catastrophic Release to Surface Waters</p> <input type="checkbox"/>	 <p>Air Releases</p> <input type="checkbox"/>	 <p>Wildlife Mortalities</p> <input type="checkbox"/>	

Describe the hazards and risks associated with each operation or process conducted and how they will be managed. Include ALL relevant health and safety hazards and environmental and property loss risks (e.g., confined spaces, working at heights, hazardous energy, silica, dust, constituents of potential concern, chemical hazards, biological hazards, radiological hazards, potential environmental impacts to surface water, groundwater, vegetation and wildlife, air emissions, waste that will be generated, etc.) Describe the controls used to mitigate any unacceptable risks using the hierarchy of controls (e.g., guarding, water sprays, utility locate, lift plans, confined space permits, secondary containment, surface water protection and runoff controls, spill response kits, inspections, etc.). **Attach Risk Assessment as Needed.**

[Empty response area for hazard and risk assessment]

Air Quality

Describe the activities (e.g., earth moving, blasting, etc.) that may lead to fugitive dust emissions and the controls to minimize the generation of these dust emissions. Provide a summary of mobile equipment to be used and identify all engines and generators (e.g., size and type) and other emissions sources (e.g., drills and pumps) mobilized to the site. Describe any activities related to abrasive blasting or spray painting and the controls to be used to minimize the emissions from these activities. Describe any activities related to demolition, renovation, or other activities that may result in a disturbance of asbestos-containing materials and the controls to be used to prevent exposure from these activities. Describe any activities that involve any use or handling of ozone depleting substances and the controls to be used to prevent the release of these substances.

[Empty response area for Air Quality assessment]

Water Quality (Surface and Groundwater)

Identify all chemicals (>55 gallons) that will be stored and list: the storage location; the contents (the SDS name and common name); container type, size, and quantity of the storage containers; and a description of secondary containment, discharge prevention measures, and the location of spill kits if not covered in the Spill Containment Section below. Also describe any plans to modify any existing bulk containers. Describe potential stormwater impacts and the controls to mitigate these impacts. Also describe any plans to modify any existing solution impoundment facilities, surface water dams, channels, or stormwater controls.

Waste Management

Identify all potential wastes (e.g., general, hazardous waste, universal waste, electronic waste, contaminated soil/water, asbestos-containing material, used oil, etc.) that may be generated during the life of the project and a summary of related waste management practices that will be implemented. Identify chemicals and the quantities expected to be used and describe the waste generated with their use. Describe practices to minimize the waste generated and environmental impacts from waste storage, disposal, recycled materials transfer, and any material stored for reuse. Describe activities related to the demolition of asbestos containing materials, relocation or change to any oil-filled electronic equipment and practices to manage the equipment.

Spill Containment Program

Describe secondary containment that will be provided for all hazardous chemicals, petroleum related products, and process solutions and describe how refueling of equipment will occur. Where major spills may occur, the HSEP will reference the contractor's written Spill Containment Program to contain and isolate the entire volume of any potential hazardous material or petroleum product spill. This includes information on spill control and cleanup materials that will be made available. **Report all spills immediately to a Freeport Environmental Department.**

[Empty space for Spill Containment Program details]

Land Disturbance (Including Reclamation Area)

Describe any activities to disturb any previously undisturbed/native ground or previously reclaimed areas and provide a description of any regrading, rehabilitation, or reclamation plans.

[Empty space for Land Disturbance (Including Reclamation Area) details]

Biodiversity

Describe any potential impacts to natural habitat (e.g., disturb bird nests, felling trees occurring during nesting season, etc.) and best management practices to be used to mitigate these impacts.

Water Usage

Describe the water sources that will be used for the project.

Sanitation

Describe toilet and washing facilities, project personal hygiene practices and workers access to potable water (in case of remote access work, this may require "Wilderness techniques").

Training

Describe the training requirements and process for the various job tasks (initial and refresher). For example, do equipment operators have hands on training and assessment? HSEP must state that employees working on the site must be trained to the level required by the work, their job function and responsibilities, and those that are not, cannot participate in or supervise field activities. Training must include regular Emergency Plan rehearsal. Specify the location of training documents and certificates.

Personal Protective Equipment

Describe the PPE to be worn by personnel during various project operations. HSEP must reference the contractor's PPE Program that addresses selection, use limitations (including temperature extremes), maintenance, storage, decontamination, disposal, fitting, donning, and doffing and inspection.

[Empty response area for Personal Protective Equipment]

Communications

Define what information is communicated, with whom, when and how, including job site communication methods (e.g., radios, phones, horns, etc.), safe production communication (e.g., kick off meeting), daily tailgates (e.g., line-out meetings) or pre-job meetings (which are required before initiating any site activity), monthly safety/environmental meetings and communication with contractors and sub-contractors.

[Empty response area for Communications]

Medical Surveillance

Describe any project medical surveillance requirements. If medical surveillance is required (e.g., for work under regulatory program, respirator use, etc.), the HSEP must reference the contractor's written Medical Surveillance Program.

Personal and Environmental Monitoring

Describe the program for periodic air monitoring, personnel monitoring, and environmental sampling, if needed per project scope, including the techniques and instruments to be used, the frequency and types of monitoring, action levels, methods of maintenance and calibration of monitoring equipment and documentation.

Project Access and Control

Identify the exclusion, decontamination, and support zones, if applicable, and describe project security measures to keep unauthorized persons from the project/work.

Standard Operating Procedures (SOPs)

Reference all applicable Freeport-McMoRan SOPs and any applicable contractor SOPs that have previously been submitted for review (e.g., LOTOTO, utility locate, confined space entry, environmental, etc.). Include any contractor SOPs that have not been previously submitted for review. Include any SOPs for those activities that can be standardized and where a checklist can be used.

Decontamination Procedures

Describe any possible types of contamination and decontamination procedures for people and equipment, if needed. If decontamination procedures are necessary, the HSEP must include requirements that all employees leaving a contaminated area must be appropriately decontaminated; all contaminated clothing and equipment leaving a contaminated area must be appropriately disposed of or decontaminated; decontamination must be performed in geographical areas that will minimize the exposure of uncontaminated employees and equipment to contaminated employees and equipment; all equipment and solvents used for decontamination must be decontaminated or disposed of properly, and that protective clothing and equipment must be decontaminated, cleaned, laundered, maintained or replaced as need to maintain their effectiveness.

Other Miscellaneous Plans/Tools, etc.

Describe any other contractor company specific plans, tools, etc. for the project and has not been mentioned above.

[Empty light blue box for Incident Notification, Reporting, and Investigation content]

Incident Notification, Reporting, and Investigation

Describe the required methods and procedures for notification, reporting and investigation of health, safety, and environmental incidents.

[Empty light blue box for Incident Notification, Reporting, and Investigation content]

Emergency Plan

Describe the contingency plan for safe and effective response to handle anticipated emergencies. Include pre-emergency planning (**including locations and directions, with map, to the nearest medical services**), personnel roles (including contact info), lines of authority and communication, project security and control, evacuation routes and procedures, emergency decontamination, which are not covered in the decontamination section of the HSEP (if necessary), emergency medical treatment and first aid, emergency alerting and response procedures, emergency PPE and equipment, and assessment of emergency actions. Plan should also include project topography, layout, and prevailing weather conditions (if necessary); procedures for reporting incidents to local, state, and federal governmental agencies; provisions for regular Plan rehearsals, and provisions for periodic Plan review and revision, if necessary. Plan should also include an employee alarm system to notify employees of an emergency; to stop work activities, if necessary, to lower background noise in order to speed communications and begin emergency procedures. **Attach as needed.**

[Empty light blue box for Emergency Plan content]

Large empty rectangular area for notes or additional information.

Emergency Phone Number for site/project XXX-XXX-XXXX or initiate Mayday Procedure over the Radio

Attach additional information HERE

Large empty rectangular area for attaching additional information.

Contractor Acknowledgement – Key Personnel

Note: All contractor and subcontractor employees must acknowledge (sign off) that they have read and understand the HS&E Plan. A separate acknowledgement form may be used.

Date	Print Name	Signature

FCX Acknowledgement

FCX acknowledges they have reviewed and accepted this HSE Plan

Date	FCX Project Manager / CCS – Print Name	Signature
Date	FCX Environmental – Print Name	Signature
Date	FCX Health & Safety – Print Name	Signature