US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

Freeport–McMoRan

Indicator	Finding - July 2025	Source	Source Link	Yes/no	Change
Policies and commitments					
General					
Human rights policy - UNGPs	We respect internationally recognized human rights as set out in the International Bill of Human Rights . . . the International Labour Organization Declaration on Fundamental Principles and Rights at Work and the United Nations (UN) Declaration on the Rights of Indigenous Peoples. We are committed to implementing the UN Guiding Principles on Business and Human Rights, the Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises on Responsible Business Conduct and the Voluntary Principles on Security and Human Rights.	Human Rights Policy (August 2024)	https://www.fcx.com/sites/fcx/files/documents/policies/hr_policy.pdf	No change	
Human rights policy - ILO Core Labor Standards	See above			No change	
Forced labor & prison labor	We work to meet our commitments by [...] Not tolerating any form of forced or compulsory labor, child labor, prison labor and human trafficking;	Human Rights Policy (August 2024)	https://www.fcx.com/sites/fcx/files/documents/policies/hr_policy.pdf	No change	
Human rights defenders & civic space	We work to meet our commitments by [...] Prohibiting all forms of retaliation against individuals who raise concerns or report human rights violations, including human rights defenders who peacefully promote and defend human rights, while actively engaging with stakeholders to create enabling environments.	Human Rights Policy (August 2024)	https://www.fcx.com/sites/fcx/files/documents/policies/hr_policy.pdf	No change	
Gender equality and women's empowerment	We work to meet our commitments by [...] • Not tolerating any form of discrimination, harassment or bullying in our workplace, operations. or value chain; • Promoting and fostering an open, positive and productive work environment in which employees and contractors are respected and their opinions valued; • Providing fair treatment and work conditions, including equal pay for equal work...; [Human Rights Policy] We respect and value the different ideas, beliefs, experiences, talents, skills, perspectives, backgrounds, and cultures of our workforce. We strive for, promote and foster a workplace where everyone feels a sense of belonging, is treated with respect and their opinions are valued. We believe an inclusive environment gives our people the confidence to speak up, share ideas that drive innovation, and achieve operational excellence [...] We are committed to fostering a culture that is safety focused, respectful, inclusive, and representative of the communities where we operate. We advance these principles in the work we do by: • Providing fair access to opportunities and experiences for learning, growth and advancement • Allocating resources and support to help our people achieve their full potential • Developing sustainable programs and initiatives that encourage and promote an inclusive workforce • Continuing to promote inclusion throughout the employee career experience, including hiring, opportunities and promotions • Seeking a diverse applicant pool and measuring recruitment and retention trends • Having inclusive and diverse representation on hiring and promotion panels • Periodically reviewing our compensation practices from a fairness perspective • Providing training to employees on creating and sustaining an inclusive workplace culture • Providing all employees personal protective equipment and / or other equipment designed to fit their needs • Using inclusive language and graphics in formal communications • Encouraging suppliers of goods and services to operate in accordance with this policy [Indusion and Diversity Policy] Harassment, discrimination, and bullying based on race, color, sex, religion, national origin, sexual orientation, gender identity or expression, disability, age, veteran status or any other legally protected characteristic are strictly prohibited. [2024 Annual Report on Sustainability, 48] We reward workforce contributions with competitive, performance-based pay and are committed to respecting the rights of our workforce by paying fair and equal wages for equal work regardless of race, color, sex, religion, national origin, sexual orientation, gender identity or expression, disability, age, veteran status or any other characteristic protected by applicable law. [2024 Annual Report on Sustainability, 53] 2024 Target: Complete upgrades at 40 facilities across 10 global sites to support safety and indusion and diversity priorities [2024 Annual Report on Sustainability,14 (see pg 51 for more information)] Women's empowerment is a theme across our community engagement and investment work. We believe inclusive and diverse communities that enable full and equal participation of women are	Human Rights Policy (August 2024) 2020 Indusion and Diversity Policy 2024 Annual Report on Sustainability 2023 Annual Report on Sustainability	https://www.fcx.com/sites/fcx/files/documents/policies/hr_policy.pdf https://fcx.com/sites/fcx/files/documents/policies/inclusion_diversity_policy.pdf https://www.fcx.com/sites/fcx/files/documents/sustainability/2024-annual-report-on-sustainability.pdf https://fcx.com/sites/fcx/files/documents/sustainability/2023-annual-report-on-sustainability.pdf	Updates	No change to references, but updated source: 2025 sustainability report. https://www.fcx.com/sites/fcx/files/documents/sustainability/2025-annual-report-on-sustainability.pdf, pgs 50-52. Also, new reference in this same source: More than 300 apprentices, of whom 90% are Indigenous Papuan and 25% are women, entered NMI's apprenticeship program in 2024 and 2025 and list percentages of women employed by location.
Indigenous Peoples	We respect the rights of all individuals, including employees, contractors, business partners, host communities, Indigenous Peoples and other stakeholders who may be affected by our business activities ... We respect internationally recognized human rights as set out in ... the United Nations (UN) Declaration on the Rights of Indigenous Peoples ... We work to meet our commitments by ... Enabling and promoting respect for the rights of host communities, including in relation to health, safety, livelihoods, land use and cultural heritage, as well as the values, traditions, beliefs and rights of Indigenous Peoples, with the objective of obtaining their Free, Prior and Informed Consent [Human Rights Policy] We proactively collaborate with project-affected communities, with an integral focus on Indigenous Peoples and vulnerable groups, seeking outcomes based in creating shared value. 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 aim to build mutual trust through continuous long-term engagement to better understand local customs, cultures, social priorities and imminent or emerging concerns: we endeavor to mitigate mutually identified impacts. [Social Performance Policy]	Human Rights Policy (August 2024) Social Performance Policy (December 2020)	https://www.fcx.com/sites/fcx/files/documents/policies/hr_policy.pdf https://www.freeportinmycommunity.com/uploads/Social_Performance_Policy.pdf	No change	
Natural resources					
Conflict minerals	See Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)			No change	
No deepsea mining	N/A			No change	
Land rights	We work to meet our commitments by: [...] Enabling and promoting respect for the rights of host communities, including health, safety, livelihoods, land use and cultural heritage, as well as the values, traditions, beliefs and rights of Indigenous Peoples, with the objective of obtaining their Free, Prior and Informed Consent; [Human Rights Policy] 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. [Social Performance Policy] In all cases, we seek to avoid involuntary displacement of people, whether physical or economic, by exploring alternative project designs. When unavoidable, we are committed to complying with community resettlement procedures aligned with international best practices. [...] This commitment is reflected in our Social Performance and Human Rights Policies. [...] If resettlement is unavoidable, we develop a resettlement action plan and/or livelihood restoration plan, as applicable, with the objective of maintaining or improving standards of living and livelihoods. We do this in line with host country laws and regulations, International Finance Corporation (IFC) Performance Standard 5: Land Acquisition and Involuntary Resettlement, IFC Performance Standard 7: Indigenous Peoples and the UNGPs. [2024 Annual Report on Sustainability, pg 58]	Human Rights Policy (August 2024) Social Performance Policy (December 2020) 2024 Annual Report on Sustainability	https://www.fcx.com/sites/fcx/files/documents/policies/hr_policy.pdf https://www.freeportinmycommunity.com/uploads/Social_Performance_Policy.pdf https://www.fcx.com/sites/fcx/files/documents/sustainability/2024-annual-report-on-sustainability.pdf	Source 3 updated	2025 Sustainability Report. https://www.fcx.com/sites/fcx/files/documents/sustainability/2025-annual-report-on-sustainability.pdf We do not have any new or ongoing involuntary community resettlement activities. When advancing new greenfield projects and brownfield expansions, we seek to avoid involuntary displacement of people by exploring alternative project designs. Where community resettlement is unavoidable, we are committed to complying with applicable host country laws and regulations, the UNGPs, IFC Performance Standard 5: Land Acquisition and Involuntary Resettlement and IFC Performance Standard 7: Indigenous Peoples (as applicable). This requires careful planning and implementation, including information disclosure, consultation and informed participation of affected people to minimize impacts through appropriate mitigation measures, with particular attention paid to vulnerable households, which is reflected in our Social Performance Policy and Human Rights Policy. If resettlement is deemed unavoidable, we develop a resettlement action plan and/or livelihood restoration plan, as applicable, with the objective of maintaining or improving standards of living and livelihoods. [2025 Annual Report on Sustainability, page 19]
Free, Prior, and Informed Consent (FPIC)	See Indigenous Peoples Through our Building Trust approach, dedicated teams, such as our Native American affairs team in the U.S. and PTFI's Papuan affairs team in Indonesia, strive to understand the values and cultural needs of each group of Indigenous Peoples; develop and maintain ongoing relationships; support effective engagement about potential and actual impacts on cultural and natural resources; and create opportunities for social benefit, shared value creation and long-term resilience. [...] Our Human Rights Policy outlines our commitment to enable and promote respect for the rights of host communities and the values, traditions, beliefs and rights of Indigenous Peoples, with the objective of obtaining their Free, Prior and Informed Consent (FPIC). Building Trust lays the foundation for our objective of FPIC for new projects and material expansions where significant impacts to Indigenous Peoples are likely to occur. To do so, we engage with Indigenous communities early in the project development process to seek input on potential impacts and feedback on proposed activities. Over time, deeper trust among FCX and Indigenous Peoples is expected to result in a more collaborative and successful FPIC process if new expansions or projects are undertaken that may have adverse impacts on Indigenous Peoples. [2024 Annual Report	See Indigenous Peoples 2024 Annual Report on Sustainability	https://www.fcx.com/sites/fcx/files/documents/sustainability/2024-annual-report-on-sustainability.pdf	See Indigenous Peoples	2025 Annual Report on Sustainability, page 58 https://www.fcx.com/sites/fcx/files/documents/sustainability/2025-annual-report-on-sustainability.pdf. Change from "Papuan affairs" to "Community affairs"
Living wage					
Living wage, own operations	We work to meet our commitments by [...] Providing fair treatment and work conditions, including equal pay for equal work [Human Rights Policy] 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 supporting 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. [2024 Annual Report on Sustainability, pg 53]	Human Rights Policy (August 2024) 2024 Annual Report on Sustainability	https://www.fcx.com/sites/fcx/files/documents/policies/hr_policy.pdf https://www.fcx.com/sites/fcx/files/documents/sustainability/2024-annual-report-on-sustainability.pdf	Source 2 updated	2025 Sustainability Report. https://www.fcx.com/sites/fcx/files/documents/sustainability/2025-annual-report-on-sustainability.pdf Our approach to compensation and benefits is market-based, competitive and informed by annual benchmarking and analysis [...] We periodically conduct compensation reviews to evaluate our living wage practices and to help determine whether our pay practices are legally compliant. [2025 Annual Report on Sustainability, pg 50]
Living wage in supply chain	No evidence			No change	
Human rights due diligence and supply chain					

Process for assessing human rights risks and impacts	We completed an update to our corporate-level human rights saliency assessment, which provided a current overview of the global human rights risk profile for FCX. The assessment sought to identify and prioritize human rights risks based on the severity [scope, scale, remediability] and likelihood of risks. The saliency assessment evaluated our site-level HRIA results, including grievance trends and risk registers, as well as benchmarking of peer companies. The following global salient human rights risks were identified: • Community Well-being and Standards of Living • Discrimination and Harassment • Healthy Environment and Water • Indigenous Peoples' Rights • Labor and Working Conditions • Modern Slavery • Occupational Health and Safety • Security [2024 Annual Report on Sustainability, pg 24] As we seek to further embed respect for human rights across our organizational activities, we have various due diligence processes that help to identify and assess which human rights topics are most salient at the site-level so we can manage and integrate these risks into our ongoing operational work. We use our sustainability risk register process to identify risks to people, including human rights risks, at our existing operations. Our Project Development Sustainability Review process for greenfield projects and brownfield expansions includes a risk identification process to address potential and actual impacts on rightsholders. We create action plans for specific site-level operating environments and refine our approach to human rights through ongoing stakeholder engagement, grievance management and the findings from our HRIAs. We continue to work to enhance these processes to better assess the severity and likelihood of risk to people from a human rights perspective [...] [...] HRIAs, conducted by third-party consultants using methodologies aligned with the UNGPs, are our primary method for conducting human rights due diligence at our active operations. These assessments involve direct input from a broad cross-section of internal and external rights-holders and their representatives, including a sampling of employees, on-site contractors, local suppliers and community members. The process supports continuous improvement of our management systems by testing their effectiveness in identifying and addressing potential, actual and perceived human rights risks and impacts. Findings from the HRIAs also help to inform our approach when pursuing potential expansion opportunities and updating corporate and site-level practices. We also are integrating human rights into social baseline studies for our operations as well as the social baseline studies and impact assessments conducted for greenfield projects and brownfield expansions [...] [...] Our responsible sourcing programs require human rights due diligence on suppliers of both goods and services, and minerals and metals for further processing. [2024 Annual Report on Sustainability, pg 27]	2024 Annual Report on Sustainability	https://www.fcx.com/sites/fcx/files/documents/sustainability/2024-annual-report-on-sustainability.pdf	Updated	2025 Sustainability Report. https://www.fcx.com/sites/fcx/files/documents/sustainability/2025-annual-report-on-sustainability.pdf, pg 28-29 As we further embed respect for human rights across our organizational activities, we have various due diligence processes that help to identify and assess which human rights topics are most salient at the site level so we can manage and integrate these risks into our ongoing operational work. We use our sustainability risk register process to identify risks to people at our existing operations, and our PDSR process to identify the same risks for greenfield projects and brownfield expansions. We continue to work to enhance these processes to better assess the severity and likelihood of risk to people from a human rights perspective. HRIAs, conducted by third-party consultants using methodologies aligned with the UNGPs, are our primary method for conducting human rights due diligence at our active operations. Human rights are also integrated into social baseline studies for our operations as well as the social baseline studies and impact assessments conducted for greenfield projects and brownfield expansions. We create action plans for specific site-level operating environments and refine our approach to human rights through ongoing stakeholder engagement, grievance management and the findings from our HRIAs. [...] HRIAs involve direct input from a broad cross-section of internal and external rights-holders and their representatives, including a sampling of employees, on-site contractors, local suppliers and community members. The process supports continuous improvement of our management systems by testing their effectiveness in identifying and addressing potential, actual and perceived human rights risks and impacts. Where findings identify actual or potential gaps in human rights-related management systems and processes, site- and/or corporate-level actions are taken to drive continuous improvement. This may include establishing new measures to further investigate, prevent and/or remedy human rights risks and impacts. We leverage our existing engagement mechanisms to communicate key findings and to involve relevant stakeholders in the development of our action plans, where appropriate. For each HRIA, we disclose a summary of the process, key findings and areas prioritized for action once finalized on our website. [...]
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	In line with our longstanding commitment to Human Rights, Freeport-McMoRan is committed to implementing the OECD Guidelines for Responsible Mineral Supply Chains in Conflict- Affected and High-Risk Areas (the Guidelines). This means that while sourcing from, or operating in, conflict-affected and high-risk areas, we will neither tolerate nor profit from, contribute to, assist with or facilitate the commission by any party, of any of the risks associated with the extraction, transport or trade of minerals specified in Annex II of the Guidelines, which are commonly referred to as gross human rights abuses. It is our expectation that the Business Partners we engage with in the procurement of minerals and metals understand what these risks are, work to understand where they may exist in their supply chains and collaborate with their business partners – including FCX – to reduce, mitigate or eliminate them. [Business Partner Code of Conduct, pg 13] Also see Responsible Sourcing of Minerals Policy.	Business Partner Code of Conduct, pg 13 Responsible Sourcing of Minerals Policy (February 2020)	https://www.fcx.com/sites/fcx/files/documents/policies/bpcc_eng.pdf https://www.fcx.com/sites/fcx/files/documents/policies/ResponsibleSourcingofMineralsPolicy.pdf	No change	
Affected stakeholder engagement	See Process for assessing human rights risks and impacts We work to meet our commitments by ... Meaningfully engaging with internal and external stakeholders, including vulnerable groups, and their local and international representatives to inform our human rights strategy, priorities and actions [Human Rights Policy] 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 ... 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 ... We proactively collaborate with project-affected communities, with an integral focus on Indigenous Peoples and vulnerable groups, seeking outcomes based in creating shared value ... We aim to build mutual trust through continuous long-term engagement to better understand local customs, cultures, social priorities and imminent or emerging concerns; we endeavor to mitigate mutually identified impacts. [Social Performance Policy]	Human Rights Policy (August 2024) Social Performance Policy (December 2020)	https://www.fcx.com/sites/fcx/files/documents/policies/hr_policy.pdf https://www.freeportinmycommunity.com/uploads/Social_Performance_Policy.pdf	No change	
Human rights requirements in supplier code/requirements	This Policy applies to all Freeport projects and operations, from exploration to closure. It applies to our Board of Directors and all of our employees and contractors, and we also expect our business partners to abide by it. [Human Rights Policy] 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; -Establishing and maintaining grievance mechanisms to record and address concerns in a timely and transparent manner. [Business Partner Code of Conduct]	Human Rights Policy (August 2024) Business Partner Code of Conduct, pg 13	https://www.fcx.com/sites/fcx/files/documents/policies/hr_policy.pdf https://www.fcx.com/sites/fcx/files/documents/policies/bpcc_eng.pdf	No change	
Access to remedy					
Grievance mechanism for own employees	We work to meet our commitments by. . . Maintaining effective grievance mechanisms for employees, contractors, host communities, business partners and others to raise complaints and concerns while seeking to protect confidentiality. [Human Rights Policy] 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. [...] FCX will not tolerate retaliation against any employee for raising a question or concern about the Company's business practices in good faith, or for using the FCX Compliance Line or cooperating in the investigation of such a concern. Reports made that are knowingly false are prohibited by this Policy. Any employee who the Company determines has engaged in retaliatory conduct or knowingly filed a false report may be subject to disciplinary action up to and including termination of employment. [...] 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. Although you can remain anonymous, if we do not receive enough information, we may not be able to properly investigate your concern." . [...] Reports can be submitted to the FCX Compliance Line online at fcxcompliance.ethicspoint.com. [Principles of Business Conduct, pg 42-43] Members of our global workforce are encouraged to speak up and report issues, incidents and concerns if they believe they or any other member of the workforce has been subjected to harassment, bullying and/or discrimination in the workplace, in violation of the company's policies. Employees have the option of reporting issues, raising questions about a policy or practice, or suggesting improvements directly with their supervisors and/or on-site human resources professionals or to the FCX Compliance Line, remaining anonymous if preferred. We aim to conduct a thorough, prompt and neutral investigation of all reports, regardless of the reporting channel, and to take appropriate corrective action based on the investigation findings. [...]In addition, while our unionized employees report issues, incidents and concerns through the process described in their collective labor agreements (CLA's), our hourly, full-time employees at North America sites are not unionized and choose to work directly with management and follow our open-door policy and the Problem Solving Procedure outlined in the Guiding Principles, which aims to provide a fair and impartial resolution of employment-related concerns. The Problem Solving Procedure is up to a four-step process that includes an external, professional arbitrator or an employee	Human Rights Policy (August 2024) Principles of Business Conduct 2024 Annual Report on Sustainability	https://www.fcx.com/sites/fcx/files/documents/policies/hr_policy.pdf https://www.fcx.com/sites/fcx/files/documents/policies/Principles_Business_Conduct-english.pdf?d=20211115 https://www.fcx.com/sites/fcx/files/documents/sustainability/2024-annual-report-on-sustainability.pdf	No change to policies. Updated reference in 2025 sustainability report.	https://www.fcx.com/sites/fcx/files/documents/sustainability/2025-annual-report-on-sustainability.pdf, pg 51 Our unionized employees can also report issues, incidents and concerns through the process described in their collective labor agreements. [...] Our non-exempt employees at U.S. sites are not unionized and choose to work directly with management and follow our open door policy and the Problem Solving Procedure outlined in the Guiding Principles, which outlines how we work together to achieve our collective goals and aims to provide a fair and impartial process for resolving employment-related concerns. The Problem Solving Procedure is up to a four-step dispute resolution process that includes an external, professional arbitrator or an employee appeals board. Appropriate FCX management is involved in this process and is aware of each concern and the results of each case.
Grievane mechanism for workers - supply chain	See above Each of us has a responsibility to report suspected violations of the Code, FCX policies and procedures, and the applicable law to the appropriate personnel as quickly as possible. This prompt reporting ensures that any issues are addressed and resolved in a timely manner. [...] 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. [Business Partner Code of Conduct, pg 15]	Business Partner Code of Conduct	https://www.fcx.com/sites/fcx/files/documents/policies/bpcc_eng.pdf	No change	
Grievance mechanism for external individuals & communities	See above To support constructive, meaningful engagement and resolution of potential issues and adverse impacts, we maintain a site-level grievance mechanism aligned with the UNGP "effectiveness criteria" where community members, including Indigenous Peoples, can register their complaints. [...] Community members can report to our community grievance mechanism in English, Indonesian, Spanish and Dutch—the dominant languages of the locations where we operate. The mechanism is sensitive to local culture, while also serving as a 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, including verbally, distributing flyers at community meetings and posting information on Freeport in My Community. Individuals and groups wishing to file a grievance can do so in their local language (either anonymously or with attribution) through in-person engagements, in writing, via local telephone hotlines or by email. All grievances are routed to community grievance officers, with an expectation to contact the complainant within two business days to confirm receipt. Community grievance officers work with relevant departments to investigate, and where appropriate, provide remedy. We aim to respond to grievances within 30 days of receipt. [2024 Annual Report on Sustainability, pg 56]	2024 Annual Report on Sustainability	https://www.fcx.com/sites/fcx/files/documents/sustainability/2024-annual-report-on-sustainability.pdf	No changes to policies. Updated.	2025 Sustainability Report https://www.fcx.com/sites/fcx/files/documents/sustainability/2025-annual-report-on-sustainability.pdf, pg 57 Our site-level community grievance mechanism provides a platform for community members, including Indigenous Peoples, to register their complaints, concerns and questions. It is designed to enable constructive engagement and resolution of potential issues and adverse impacts in alignment with the UNGP "effectiveness criteria." Our community grievance mechanism also acts as an early warning system by tracking trends and patterns in grievance types so they can be addressed before potential escalation. Community members can report a grievance either anonymously or with attribution in English, Indonesian, Spanish and Dutch—the dominant languages of the locations where we operate. The mechanism considers local culture and serves as a 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, including discussion at community meetings, posting and distributing flyers in community gathering places, as well as social media posts and publishing information on Freeport in My Community website. Individuals and groups wishing to file a grievance can do so through in-person engagements, direct contact with a staff member, in writing by mail or local drop boxes, via local telephone hotlines or by email. Grievances are routed to site-based community grievance officers, with an expectation to contact the complainant within two business days to confirm receipt. Community grievance officers work with relevant departments to investigate, and when warranted, provide remedy. We aim to resolve grievances within 30 days of receipt. Some circumstances may require additional time, but we commit to keeping the complainant updated as the process progresses. [2025 Annual Report on Sustainability, pg 57]
Governance and staffing					
Board and/or C-Suite-level oversight	At the board level, the CRC [Corporate Responsibility Committee] provides oversight of our human rights program by periodically, receiving reports on relevant human rights strategy updates, HRIA results and actions, and significant incidents.	2024 Annual Report on Sustainability, pg 25	https://www.fcx.com/sites/fcx/files/documents/sustainability/2024-annual-report-on-sustainability.pdf	Updated reference	2025 Sustainability Report. https://www.fcx.com/sites/fcx/files/documents/sustainability/2025-annual-report-on-sustainability.pdf
Senior level responsibility for human rights	At the management level, the SLT [Sustainability Leadership Team] provides oversight of our human rights workplan, with the program directed and managed by our corporate and site-level sustainability teams. Our cross-functional human rights working group is focused on driving our strategy globally and supporting site-level implementation of the UNGPs and integration of human rights considerations across our business.	2024 Annual Report on Sustainability, pg 25	https://www.fcx.com/sites/fcx/files/documents/sustainability/2024-annual-report-on-sustainability.pdf	Updated reference	2025 Sustainability Report. https://www.fcx.com/sites/fcx/files/documents/sustainability/2025-annual-report-on-sustainability.pdf
Reporting and transparency					
Human rights reporting (integrated or stand-alone)	Human rights included in 2024 Annual Report on Sustainability, 2024 UK Modern Slavery Act Statement, and 2024 Annual Report to the Voluntary Principles Plenary	2024 Annual Report on Sustainability 2024 UK Modern Slavery Act Statement 2024 Annual Report to the	https://www.fcx.com/sites/fcx/files/documents/sustainability/2024-annual-report-on-sustainability.pdf https://www.fcx.com/sites/fcx/files/documents/sustainability/UK_Modern_Slavery_Act_Statement_2024.pdf https://www.fcx.com/sites/fcx/files/documents/sustainability/vol	Updated	2025 Sustainability Report https://www.fcx.com/sites/fcx/files/documents/sustainability/2025-annual-report-on-sustainability.pdf

Memberships				
RBA	No	RBA	https://www.responsiblebusiness.org/about/members/	No change
RMI	Yes	RMI	Members	No change
IRMA	No	IRMA	Members / Partners - IRMA - The Initiative for Responsible	No change
ICMM	Yes	ICMM	Mining	No change
EITI	Yes	EITI	https://eiti.org/companies	No change
VPI	Yes	VPI	https://www.voluntaryprinciples.org/the-initiative/	No change
WEPs (signatory)	No	WEPs (signatory)	https://www.weps.org/companies	No change
Lobbying and ethics				
Public statement or endorsement in support of mandatory human rights and environmental due diligence	No evidence			No change.
Anti-bribery and anti-corruption policy	The purpose of this Anti-Corruption Policy (the "Policy") is to help ensure compliance by Freeport-McMoRan Inc. ("FCX") and its affiliates (the "Company") with applicable global anticorruption laws. Such laws include the U.S. Foreign Corrupt Practices Act of 1977, as amended, (the "FCPA" or the "Act") and other relevant local laws in the countries where FCX operates, whether applicable to dealings in the public sector, the private sector or both [...] All Company personnel and third parties acting on behalf of the Company are expected to conduct Company business legally and ethically. The use of Company funds or assets for any unlawful, improper or unethical purpose is prohibited. Improper gifts, payments or offers of anything of value to Government Officials or commercial partners could also jeopardize the Company's growth and reputation. As set forth in the FCX Principles of Business Conduct and its Business Partner Code of Conduct, FCX forbids bribery of Government Officials or commercial partners and expects full compliance with all applicable anti-corruption laws, including the FCPA, by everyone working on the Company's behalf.	Anti Corruption Policy (August 2023)	https://www.fcx.com/sites/fcx/files/documents/policies/Anti-Corruption_Policy.pdf	No change

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