



Freeport-McMoRan Copper & Gold Inc.  
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## **Freeport-McMoRan Copper & Gold Inc.** **Social, Employment and Human Rights Policy**

### **General**

Freeport-McMoRan Copper & Gold Inc. (FCX) believes that, as a responsible corporate citizen, it is the duty of the company and its operating affiliates to foster positive social and employment relationships in every area where they operate, and FCX is committed to continuous improvement of those relationships. FCX is dedicated to ensuring that its operations are conducted in a manner that respects the Universal Declaration of Human Rights and other applicable international standards of human rights, the laws and regulations of the host country, and the culture of the people who are indigenous to the areas in which the company operates. FCX will work to be a partner in the social and economic development of the people in and around areas of operations.

### **Social Relationships and Development**

To achieve these Policy objectives, FCX and its operating affiliates will:

- Build relationships with people in the host country and especially with people indigenous to areas of operations or exploration;
- Work continuously to understand the culture and social patterns of the people in the host country and especially the people indigenous to areas of operations or exploration. To accomplish this, the company and its affiliates will undertake social, cultural and medical studies;
- Consult with local populations about important operational issues that will impact their communities;
- Work with the host country government, the local people and responsible Non-Governmental Organizations to create and periodically update social integration and/or sustainable development plans for all operational sites. These plans shall address the issue of economic and social viability of each operating area after cessation of operations;
- Provide for periodic outside, independent audits of the social and human rights performance of the company.

### **Employment**

FCX and its operating affiliates will:

- Obey the laws and regulations of the host country with respect to employment practices;
- Adhere to applicable international standards of health and safety;
- Employ as many citizens of the host country as practicable and will, wherever practicable, employ people who are indigenous to the operational or exploration site;
- Provide training to citizens of the host country and especially to those indigenous to an operational or exploration area to prepare them for employment in the operation;
- Promote employees on the basis of their willingness and ability to perform the job without discriminating on the basis of race, creed, gender or national origin. However, special efforts will be made to train and hire people indigenous to each operational or exploration area.

### **Human Rights**

FCX, its affiliates and employees are dedicated to the promotion of the rule of law and protection of human rights at all operational sites. The company and its affiliates will adhere to the principles of the Universal Declaration of Human Rights and other applicable international standards of human rights and all laws of the host country wherever the company operates. The company and its affiliates will:

- Educate employees about human rights;
- Notify all employees that the company requires them to treat employees and non-employees in and around areas of company operation with dignity and respect;
- Take appropriate action against any employee who violates the human rights of others;
- Report any credible accusation of a human rights violations to the appropriate government authorities and other agencies;
- Provide the company's full cooperation with any responsible human rights investigation and to support appropriate punishment for any proven violations;
- Protect all employees who report suspected human rights violations;
- Work proactively to create a constructive climate for promotion of human rights in all areas where it operates by implementing programs and policies aimed at building positive relationships, and by setting a good example;
- Do all in its power to make certain its property and/or equipment is not used by any party in the violation of human rights.

### **Human Rights Reporting**

Each operational site will have a Human Rights Compliance Officer and there will be a corporate Human Rights Compliance Officer. The Human Rights Compliance Officers will be responsible to receive all reports of possible human rights violations, to evaluate those reports and to forward them to appropriate government authorities and, where applicable, to non-governmental organizations. Each year staff employees, all security employees and all community development employees will be required to fill out and

submit to the corporate Human Rights Compliance Officer a Human Rights Assurance Letter stating that they understand the company's Social and Human Rights Policy and that they have neither taken part in any activities that would violate human rights nor have they witnessed any such activities. The corporate Human Rights Compliance Officer will make a report to the Public Policy Committee of the FCX Board of Directors each year about human rights and compliance with the company's Social, Employment and Human Rights Policy.