



**Freeport-McMoRan Inc.
Inclusion and Diversity Policy**

Freeport-McMoRan Inc. (“Freeport”) believes our greatest strength is our people. We succeed because of each of us and all of us.

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.

Our inclusive environment is the foundation of our high-performance culture and is paramount to the long-term sustainable success of our business. 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

Our inclusion and diversity principles align with our core values of safety, respect, integrity, excellence and commitment, and are reflected in our Principles of Business Conduct and other Freeport policies.

This Policy applies to all Freeport operations and projects from exploration to closure. Freeport will routinely evaluate implementation of this Policy through an internal assessment and will report on our progress.

This Policy may be amended or supplemented from time to time by management and will be submitted periodically to the Corporate Responsibility Committee of the Board of Directors for review and approval.
