

## 5-Step Reporting and Investigation Process

*Updated March 2021*

### **What Happens When I Make a Report to FCX Compliance?**

When you contact Compliance to make a report, either via the phone, email, web portal, or directly, your report will be documented, reviewed and assigned for investigation appropriately. There is a defined process that we will follow. This process has five major steps.

#### **1. Report**

When you make a report you will be asked questions to help detail who is involved, what occurred, when it happened, where it happened, why you are reporting it and how it may have violated the Principles of Business Conduct, a policy or procedure, or law.

Once the details are captured, your report will be reviewed with you before being submitted. You will be informed of the FCX No Retaliation policy and provided a report number and PIN code. You may call or go online to check the status of your report or to see if you need to provide any additional information, by using the report number and pin code.

You must provide enough information about the issue so a thorough investigation can be conducted. If not, your concern may not be fully addressed.

#### **2. Review**

Your report will be reviewed by the Compliance Department to identify all the allegations and confirm the named parties.

Based on the information you provide, the Compliance Department will assign an investigator to the case. The investigator may be someone within the Compliance Department, Human Resources, or Health and Safety.

#### **3. Investigate**

During the investigation, you and others may be asked to provide information. If you are requested to participate in an investigation, you are expected to cooperate fully and be truthful, honest and forthright.

The investigator will keep management and key stakeholders updated throughout the investigation. Our objective is to complete each investigation in 30 days, but some take longer due to schedules, vacation and illness.

Once the investigation is complete, the Compliance Department reviews the findings and the investigator debriefs management and key stakeholders on the findings of the investigation.

#### **4. Take Action**

Management determines and takes any action needed based on the facts of the investigation.

#### **5. Notify and Close**

Once the debrief has been completed with management and key stakeholders, the reporter and subject are notified the investigation is complete, appropriate action has been taken, and the investigation is formally closed.

The company provides a variety of options to allow you to speak up without fear of retaliation, including the FCX Compliance Line. If you wish, you can even report anonymously, as permitted by applicable law. Of course, you may also speak directly with your supervisor, your local Human Resources representative or local Compliance Officer.

At Freeport-McMoRan, we have an open-door culture to 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, and is the best way we can learn about issues and address them.

When we speak up, we find strength in our values of Safety, Respect, Integrity, Excellence and Commitment. Speak up immediately if something doesn't feel right or violates, or possibly could violate, the PBC or the law.