

First Quantum Minerals Ltd (the “Company”) seeks to respect human rights, by effectively managing activities that can cause, contribute, or be directly linked to human rights impacts. We seek not to infringe, directly nor through complicity with the acts of others, on the human rights of our employees, the communities in which we operate, and the indigenous peoples with whom we engage.

In recognition that governments have the primary duty for protecting human rights, we are committed to complying with all national legislation in the countries in which we operate. We are also guided by the principles of the following internationally recognized human rights norms:

- The Universal Declaration of Human Rights;
- The Voluntary Principles on Security and Human Rights;
- ILO Declaration on Fundamental Principles and Rights at Work;
- UN Declaration on the Rights of Indigenous Peoples; and
- Guiding Principles on Business and Human Rights; Implementing the UN “Protect, Respect, and Remedy” Framework.

Our commitment is based on the following principles:

## Labour Standards

We treat our employees fairly and with respect. We promote diversity in the workplace and strive to provide an environment that is free from harassment, violence and intimidation. Our employment policies adhere to all applicable domestic laws and are, to the extent reasonable, consistent with the internationally accepted labour standards listed above. This includes the right to freedom of association and collective bargaining, non-discrimination, and the banning of prison and forced labour and under-age workers.

We pay wages and benefits, including overtime (when applicable), which satisfy, at a minimum, national legal standards or local industry benchmarks. In countries where no minimum wage legislation exists, we seek to establish and review annually, a living wage equivalent that provides an adequate standard of living for our employees. Employees receive full details regarding their pay and deductions for taxes, benefits, etc., as well as written contracts or work documents when required by law.

The use of misleading or fraudulent practices to recruit employees (such as failing to disclose key terms and conditions of employment) is prohibited, as is any attempt to retain or deny employees access to their identity or immigration documents. We use transparent, clearly defined and clearly communicated measures to calculate performance-based pay. Working hours never exceed the national legal standards or industry benchmarks.

## Protecting Employee Privacy

We are committed to providing privacy protection of employee data maintained by the Company. We use employee data for the sole purpose of supporting Company operations and providing employee benefits. Safeguards are in place to ensure personal data is protected from unauthorized access and disclosure, including limiting access to such data only to those employees with a legitimate business purpose.

## Health and Safety

We seek to provide a workplace that meets all national laws and regulations in health and safety. Our employees and contractors are required to know and follow all applicable health and safety laws and regulations as well as the Company's policies and standards and must report any health and safety concerns and respond to them in a diligent manner. We seek to ensure that employees and on-site contractors are properly trained in applicable health and safety laws and regulations and our health and safety policies and standards.

All business activities are conducted having due regard to the health and safety of our employees, visitors, and communities.

## Communities

Through engaging with stakeholders, we seek to understand the social, cultural, environmental and economic impacts of our activities in the local, regional and national contexts. Through such engagement we identify and respond to stakeholder concerns, and work to optimize benefits and reduce negative impacts.

We believe that our contribution to economic development, together with our community engagement and development programs (which may include procurement, training, employment, community-based health, education and cultural heritage initiatives) contributes to the realization of human rights.

As we seek to operate responsibly, we set standards and risk management processes to help safeguard local communities respecting their use of land and natural resources.

## Indigenous People

Where indigenous communities are present and directly impacted by our activities we use reasonable efforts to seek Free, Prior and Informed Consent to respect their standing as distinct, self-determining peoples with collective rights.

## Security

We strive to protect our people and assets, and to provide a secure environment in which our businesses can operate. Our security policies, systems, guidelines and practices, are consistent with the laws of the jurisdictions where we operate and are guided by international standards, including the Voluntary Principles on Security and Human Rights. All of our security providers are required to operate in substantial accordance with the Voluntary Principles and we monitor their performance regularly.

## Grievance and Dispute Resolution

We seek to ensure that stakeholders who are or could be directly affected by our activities have access to local community feedback mechanisms that are legitimate, accessible, predictable, timely, equitable and transparent. Our approach to resolving disputes and grievances is based on respect, engagement and dialogue with the stakeholders and communities that are affected by us or affect what we do. We will engage in peaceful dialogue with human rights defenders and support efforts to resolve grievances through the rule of law.

## Application of Policy

This policy applies to our employees, suppliers, contractors, business partners, and third parties working on behalf of the Company and is available on our website. Human Rights risks have been incorporated into our standard corporate risk assessment processes.

We remain committed the development of social responsibility initiatives and awareness in areas such as modern slavery, sanctions enforcement, bribery, corruption and anti-money laundering.

We commit to open and transparent reporting on human rights issues and incidents in our annual Environmental, Safety and Governance Reporting and through continuous engagement with our stakeholders. The suitability and effectiveness of the Company's policy and processes with respect to Human Rights are monitored by the Environment, Health and Safety, and Corporate Social Responsibility Committee. Committee findings are reported to the Board.

Tristan Pascall  
CEO