



FIRST QUANTUM MINERALS

SOCIAL POLICY

First Quantum Minerals Ltd. (the “Company”) believes it makes sound, strategic business sense to involve local communities and other relevant stakeholders in our business. We engage with them to build and maintain effective, long-term and mutually beneficial relationships, and conduct business in a way that provides long-term economic opportunity and supports social well-being.

Our commitment is based on the following principles:

Respect: First Quantum strives for relationships that are based on transparency, mutual trust and respect. We recognize that our activities affect or could affect stakeholders, local communities, their culture and traditional and current uses of lands and resources.

Engagement: First Quantum commits to listening and communicating with stakeholders and local communities directly and openly about events, issues and ideas.

We seek to consult and resolve grievances in a timely, interactive and culturally appropriate manner.

Benefit: We recognise people and communities affected by our business should benefit through opportunities such as employment, business development, education, training or community investment over the long term.

We therefore:

- Develop strategies and programs that build capacity in local communities, and enhance their ability to benefit from economic opportunities associated with mining development.
- Commit to local communities’ participation in our workforce through employment and contracting opportunities.
- Strive to ensure local contractors can provide safe, reliable and competitive goods and services to our operations.
- Work with communities to identify community investment opportunities that support local cultures and priorities.

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Philip Pascall
CEO and Chairman

May 8, 2019

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Date