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FCX Contractor Training Policy

1. Purpose

This policy establishes the minimum requirements and approved methods for contractor training to ensure all contractor personnel meet Freeport-McMoRan (FCX) safety, compliance and technical training standards. The objective is to maintain regulatory compliance, promote safe work practices, and ensure consistent competency across contractor activities.

2. Scope

This policy applies to:

- All contractor companies performing work on FCX sites
- All contractor personnel, including supervisors, employees and subcontractors
- All required Core, Compliance and Technical training

3. Accepted Contractor Training Delivery Methods and Training Attestation Requirement

All contractors must complete the Training Attestation acknowledgment in ISN.

- FCX will accept contractor training without reviewing content, provided the contractor submits a formal training attestation affirming that:
    - The training meets FCX policy requirements
    - The information provided is accurate and complete
- The contractor retains full responsibility for the adequacy and effectiveness of the training.

Contractors may meet FCX training requirements using one or more of the following approved training methods.

3.1 Contractor-Led Training Using FCX Materials

- Contractors may deliver training to their personnel using FCX -provided training materials.
- This does not apply to FCX Core training requirements and pre-specified compliance courses.
- FCX training materials will be made available through:
    - The FCX Public Portal
    - The ISN platform
- Contractors are responsible for ensuring:
    - Training is delivered accurately and in full
    - Training aligns with FCX policies and site requirements
    - Trainers are qualified to deliver the content

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3.2 Contractor Led Training Using Contractor -Developed Materials

- Contractors may use their internal training programs and materials to meet training requirements.
- Contractors are responsible for:
  - o Reviewing all applicable FCX policies and standards
  - o Ensuring their training content meets or exceeds FCX policy requirements
  - o Verifying training adequately addresses scope -specific risks

3.3 Third -Party Training

- Training may be delivered by an external, recognized third-party training provider.
- Third-party training must:
  - o Be appropriate for the scope of work performed
  - o Meet or exceed FCX training and policy requirements
- The contractor is responsible for confirming that third party- training aligns with FCX standards.

3.4 Training Delivered via the ISN Platform

- Contractors may complete FCX training modules available through the ISN platform.
- Contractors remain responsible for:
  - o Reviewing FCX policies
  - o Ensuring completed ISN training satisfies all required training elements
  - o Supplementing training where necessary to address site specific-conditions

4. Training Documentation and Recordkeeping

- All required training, including:
  - o Core Training
  - o Compliance Training
  - o Technical Training
- Must be:
  - o Completed prior to performing applicable work
  - o Uploaded into the ISN platform
  - o Maintained in accordance with MSHA requirements for training documentation
- Failure to upload training records into ISN may result in:
  - o Delayed onboarding
  - o Suspension of site access
  - o Noncompliance status

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5. Trainer Qualifications

- The previous FCX "Train-the-Trainer" course requirement has been eliminated.
- Contractors must:
    - Use qualified and competent trainers
    - Ensure trainers have appropriate experience, knowledge, and instructional capability related to the training subject matter
- Contractors are responsible for validating trainer qualifications upon request.

6. Contractor Roles and Responsibilities

- Ensure all required training is completed and documented

- Verify training content meets FCX policies and site requirements
- Submit required attestations and documentation
- Upload all training records into ISN

7. Questions and Support

- Contractors with questions regarding training requirements, delivery methods, or compliance expectations may contact:
    - The FCX Contractor Governance Team (contractorgovernance@fmi.com)
    - FCX Site GSC, Health and Safety, or Training personnel

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FCX Core Training Requirements

All contractors accessing or completing work at any North American site must complete the following Core Training Requirements (additional training may be required, such as MSHA Part 48A Underground or MSHA Part 48B for Surface Mining) prior to being issued an FCX badge.

All Core Training Requirements, except Workplace Examinations, must be delivered by an FCX Instructor or completed online through ISN.

1. Area-specific training that covers all facilities where contractor employees will be working
2. Contractor Orientation North American (Available **in ISN**)
3. North American Hazard Recognition Video (Available **in ISN**)
4. FCX Mining – Workplace Examinations (Will be available **in ISN** soon)
5. FCX Mining – Site Specific Hazard Recognition Brochure, a site-by-site requirement for those who visit multiple sites (Available **in ISN**)

Note: Workplace Examinations training is no longer required to be FCX specific. The training may be provided as a stand-alone course or as part of MSHA Part 48 New Miner and Annual Refresher training. If included as part of another course, the date of completion for the parent course should be entered for the Workplace Examinations course completion date in ISN.

FCX Specific Compliance Training

In addition to the Core Training Requirements, the following courses have been determined to cover situations and conditions specific to FCX facilities and processes. Due to the Freeport-specific nature of these courses, the following courses must be facilitated by an FCX instructor or through the ISN platform. These courses are only required when determined to be relevant to the scope of work and identified in the project Health, Safety, and Environmental Plan (HSEP)**.**

- Accident Prevention will replace Fatal Risk Management in the near future
- Sulfuric Acid Bulk Handling
- Concentrate Bulk Handling
- Tankhouse Electrical Safety
- Non-Conductive Crane Cable Training
- HDPE Pipe Handling
- Gas Monitoring (based on HSEP identification)
- Pit Driving
- Area-Specific Hazard Recognition (based on site requirement)
- Blue Stake

Contractors must also comply with the FCX Training Qualification (TQ) Matrix for their scope of work and maintain records in ISN.

FCX internal policies include modifications to industry standards, and contractors are expected to familiarize their employees with these requirements.
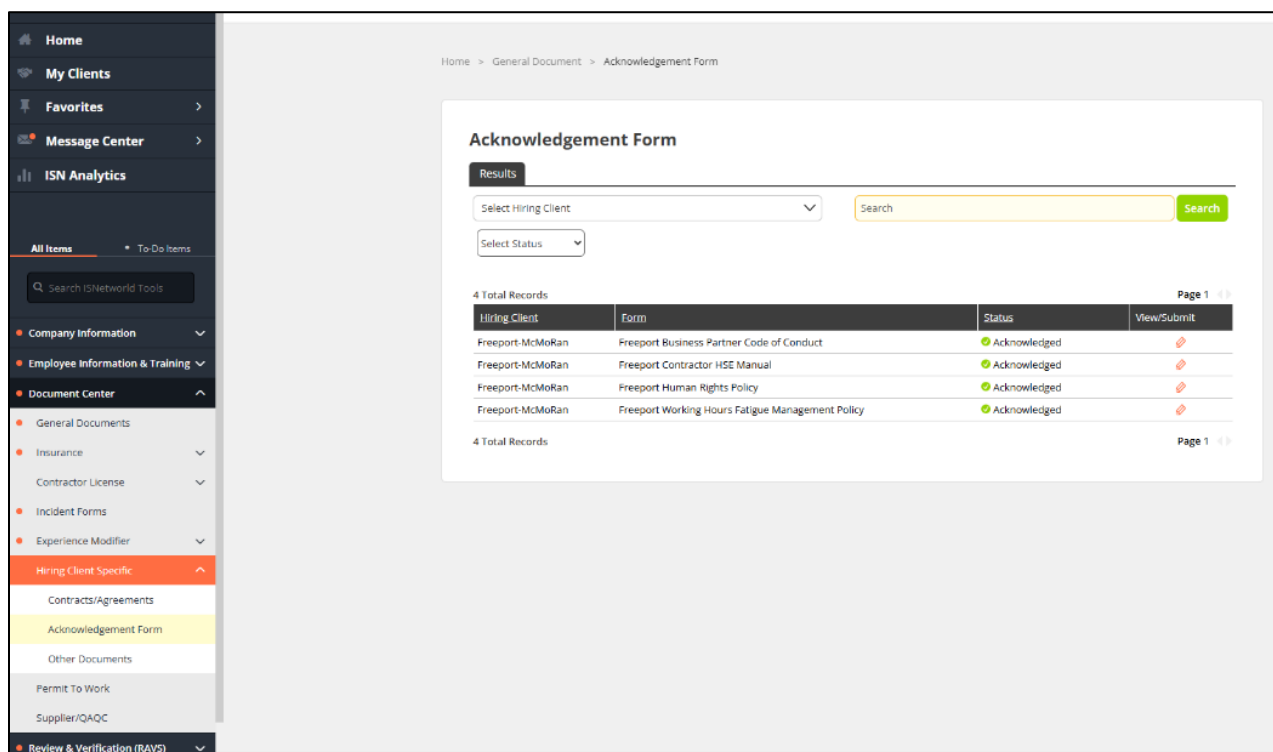
- Hot work – 60-minute watch per policy compared to OSHA's 30-minute rule.

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- Working at Heights – 4-foot threshold for initiating fall protection compared to OSHA's 6-foot rule.
- Control of Hazardous Energy – Additional details on tryout not specifically called out in OSHA regulations.

Prior to starting work for Freeport, all contractors must review and acknowledge this Freeport-McMoRan Contractor Training Policy in ISN.

Please follow these instructions to access and acknowledge this policy in ISN.

- Using the left navigation bar, select Document Center > Hiring Client Specific > Acknowledgement Form
- Select Freeport-McMoRan from the Hiring Client dropdown.
- Select Freeport-McMoRan Contractor Training Policy by clicking on the small orange pencil icon under the "View/Submit" column.
- You will download and review the policy document by clicking on the orange highlighted link titled "Contractor Training Policy Effective January 1".
- Once you have reviewed the policy document, check the box indicating "I have read and agree to comply with the above requirements" and then click the I Agree button to finalize the acknowledgement.

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Attestation Document Template

Contractor Training Attestation for 2025

I, _____ (Name), representing _____
(Company), hereby attest that our training program meets the FCX policy requirements
for contractor training*

*Please see the FCX TQ Matrix document (available on the ISN platform and the FCX
Public Portal) for the current list of classes that require FCX-facilitated training. The
FCX TQ Matrix is the controlling reference for training requirements and may be
updated from time to time; contractors are responsible for confirming they are referring
to the most current version before attesting.

Authorized Signature: _____(*Electronic Signature in ISN*)
Date: _____(*Date automatically populated in ISN upon acknowledgement*)