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**Freeport-McMoRan**

**No Access Restriction Form**

Restricted Name: Click here to enter text.

 Last First Middle

[ ] FM Employee Employee ID: Click here to enter employee ID.

[ ] Contractor

Last 4 Digits of SSN: Click here to enter SSN.

Contractor: Click here to enter Company name.

Date of Birth: Click here to enter DOB.

**Please specify reason for No Access request (Can only be one of the 8 reasons below):**

Reference Policy Paragraph #: Choose a policy

Detailed Reason: Made a death threat toward another employee

Effective Termination Date: Click here to enter Termination date.

# Serious Safety Violations. For purposes of this Policy Serious Safety Violations include the following:

1. Blue stake policy and procedure violations
2. Lockout/Tag out policy and procedure violations (LOTOTO)
3. Drug and Alcohol policy violations
4. Unauthorized possession of firearms or explosives while on Freeport-McMoRan property
5. Other serious safety violations not listed here but which result in the termination of the employee
6. History of unsafe/risky behaviors of a repetitive nature. For purposes of this factor this includes a history of observed behavior while employed by Freeport-McMoRan or with any contractor/vendor performing work for Freeport-McMoRan (including performing any work on Freeport-McMoRan controlled property). This factor also includes the refusal by any individual to follow Freeport-McMoRan’s safety policies and commitments to safety.
7. Misappropriation of Freeport-McMoRan property or the property of coworker’s vendors or contractors (Theft).
8. Violation of the applicable Prohibition of Discrimination and Harassment policy.
9. Physical assault or injury caused to others while working at Freeport-McMoRan.

# Serious violation of an environmental policy or procedure.

1. Conviction of a serious crime that could negatively impact or hinder the Freeport-McMoRan’s ability to maintain a work environment that is safe and conducive of positive employee relations and morale.
2. Other misconduct not listed above but determined by Freeport-McMoRan to be of such a serious nature that it affects the ability of Freeport-McMoRan to efficiently or safely manage or maintain the morale of its workforce or the security or integrity of its assets.

Submittal Authorization:

Location/Site: Choose a location/site. Date: Click here to enter a date.

Human Resources Manager Signature Contractor Administrator Signature

For requests and questions, please contact Carol Korolsky – ckorolsk@fmi.com or Michelle Stonehouse – micstone@fmi.com

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