



Morenci Safe Production Standard	Standard # 6.7	
Safe Production Recognition Program	OHSAS 18001:2007	4.3.3
	Revision #	05
	Revision Date	08/31/2015
	Effective Date	08/31/2015
	Document Owner	Health & Safety
Approvals:		
Senior VP Morenci Operations:	Safety Steering Committee: 01/28/2015	

1.0 PURPOSE:

The purpose of the Safe Production Recognition Program is to recognize, reinforce and promote good safety performance.

The purpose of this standard is to outline the criteria used by Freeport-McMoRan Morenci Operations (FMMO) for recognition of Safe Production.

2.0 SCOPE:

The program includes all FMMO employees for individual recognition. Group recognition includes FMMO employees, contractor employees and contractor companies.

3.0 ABBREVIATIONS

- 3.1 **FA** – First Aid Injury
- 3.2 **FMMO** – Freeport-McMoRan Morenci Operations.
- 3.3 **OHSMS** – Occupational Health and Safety Management System
- 3.4 **OH&S** – Occupational Health and Safety
- 3.5 **MT** – Medical Treatment Injury
- 3.6 **RD** – Restricted Duty Injury
- 3.7 **LT** – Lost Time Injury
- 3.8 **Sr. VP** – Senior Vice President, Morenci

4.0 RESPONSIBLE:

- 4.1 Sr. Vice President, Morenci
- 4.2 General Managers
- 4.3 Area Managers
- 4.4 Health and Safety Manager
- 4.5 Contractor Management Representatives

5.0 STANDARDS OF PERFORMANCE

Safe Production will be recognized at Freeport-McMoRan Morenci Operations in a variety of ways, some of which are outlined below. The type of rewards may vary.



5.1 Spontaneous Recognition

Spontaneous Recognition occurs without prior notification while employees are performing work. The Sr. Vice President and General Managers will go into various work areas seeking employees practicing safe behaviors. The safe behaviors will be recognized and reinforced and the employees may be given a token award.

5.2 Individual Recognition

Individual Recognition occurs when employees maintain reportable injury free records (*MT, RD and LT*). The starting point for recognition is when employees reach 1 year without a reportable injury. The recognition will continue annually thereafter as the employee sustains safe production.

5.3 Area Recognition

Business units will be classified as “Operational” or “Non-Operational” areas according to the risk level of activities performed in the area as defined in **Appendix No. 1 – Operational/Non-Operational Safe Production Recognition Areas**.

Operational areas may receive an award when Freeport-McMoRan employees achieve 6 months without a reportable injury. Non-operational areas may receive an award when Freeport-McMoRan employees achieve 12 months without a reportable injury.

5.4 Organization Recognition (i.e. Administration, Mine, Processing)

Organizations will be recognized for achieving 1 million man hours without a lost time injury.

5.5 Contractor Recognition

5.5.1 Long-term Contractors – Single Division

Long-term contractors who work alongside Freeport-McMoRan employees full-time in one division will be included in Department Recognition and Organization Recognition if they have achieved the same milestone. Those employed in the area at the time of recognition will be included.

5.5.2 Long-term Contractors – Multi-Division

Long-term contractors who work in two or more divisions, and also meet area recognition guidelines, will be nominated for recognition by Contractor Management Representatives.

5.5.3 Safe Production Award

One time per year a committee will nominate one contract company to receive an award for Safe Production. The committee will consist of the Sr. VP, General Managers, Safety Manager, Environmental Manager, and a Contractor Management representative.

5.6 Approval of Rewards

The form **“HS-SPS-6.7-001 - Safe Production Recognition Program – Reward Request”** (see **Appendix No. 2**) must be completed and submitted to the Safety Steering Committee for approval prior to purchasing Safe Production Recognition rewards.



6.0 REFERENCE DOCUMENTS

6.1 2011 Occupational Health & Safety Strategic Plan

7.0 RECORDS

Name of the Record	Responsible for Control	Records Retention
Approved Safe Production Recognition Program Reward Requests	Requesting Department	Permanent

8.0 APPENDICES

8.1 - Appendix No. 1 – Operational / Non-Operational Safe Production Recognition Areas

8.2 - Appendix No. 2 – HS-SPS-6.7-001 Safe Production Recognition Program – Reward Request

9.0 REVIEW AND CHANGE

All changes, modifications and/or revisions must be documented on the table below:

Description of Changes to this Document
<i>Section 5.2 – Removed First Aid (FA) from the criteria for Individual Recognition. The decision to change this section was made during a Safety Steering Committee Meeting involving Top Management. This change does not a signature or date for re-approval (ref. SSC Minutes for 02-03-2012) – S. Apodaca 02/08/2012</i>
<i>Section 5.6 – Added HS-SPS-6.7-001 Section 8.2 – Added HS-SPS-6.7-001 Appendix No. 2 – Replaced Snapshot of form The above changes were included to help identify the form – S. Elias 06/19/2012 Rev 2. Updated records table – S. Elias 06/24/2013 Rev. 03</i>
<i>Section 5.0 – Removed the statement that forbids monetary awards Section 5.1 – Removed the target of 10% workforce Section 5.3 – Removed “million man hours” and clarified that this applies to Freeport-McMoRan employees Section 5.4 – Changed from “without injury” to “without lost time injury” Section 5.5.1 – Included a requirement to achieve the same milestone in order to receive recognition Section 5.5.2 – Included “and also meet the recognition criteria” Appendix No.1 – Adjusted the table</i>
<i>The above changes made on behalf of the Safety Steering Committee – S. Elias 01/30/2015</i>
<i>Updated table of Operational Areas based on discussions with Safety Steering Committee 08/31/2015 – S. Elias</i>



Appendix No. 1 –

Operational / Non-Operational Safe Production Recognition Areas

Operational Areas – 6 Months	Non-Operational Areas – 12 Months
Morenci Concentrator	<ul style="list-style-type: none"> ▪ Accounting - Administration (GO Office Staff) - Environmental & Land & Water - Global Supply ▪ Health & Safety ▪ Human Resources ▪ Plant Engineering ▪ Security - Training & Development - Town-site (<i>includes all Mercantile, Parks and Recreation and Community</i>)
Metcalf Concentrator	
Crush Convey	
Hydromet	
Leaching	
Maintenance Services	
Frag-Loading/Support	
Mine Maintenance	
Haulage	
Process Control	
Resource Management Including Geological Services	



Appendix No. 2 -

	FREEPORT-McMoRAN COPPER & GOLD Morenci Operations	Safe Production Recognition Program HS-SPS-6.7-001		
SAFE PRODUCTION RECOGNITION PROGRAM REWARD REQUEST				
Date:		Area:		
Manager of Area:				
JUSTIFICATION FOR PROPOSED REWARD				
DESCRIPTION OF PROPOSED REWARD				
COST / NUMBER OF EMPLOYEES				
Unit Cost	Morenci Employees	Contractor Employees	Total Employees	Total Cost
Safety Steering Committee Approval:				
Signature		Date		
Signature		Date		
Signature		Date		
Signature		Date		
Signature		Date		
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