

First Quantum Minerals Ltd (the “Company”) is committed to respecting and upholding 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.

We are committed to complying with all national legislation, and respecting and promoting human rights consistent with international human rights standards, including:

- 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.
- OECD Due Diligence Guidance

Our commitment is based on the following principles:

Labour Standards

We treat employees fairly, promote workplace diversity, and ensure a harassment-free environment, devoid of violence and intimidation. Our employment policies adhere with national legislation and international labor standards, supporting the right to freedom of association and collective bargaining. We provide fair wages and benefits, meeting or exceeding legal or industry standards. Where no minimum wage exists, we seek to establish a living wage to ensure an adequate standard of living. We prohibit deceptive or fraudulent recruitment practices. We maintain a transparent and accessible internal grievance mechanism to address employee concerns fairly and confidentially.

Modern Slavery

We implement risk-based due diligence processes to identify and mitigate human rights risks including forced labor and child labor in our supply chains. We have initiated a Supplier Code of Conduct and we will require that our suppliers adhere to it. We review our modern slavery risks and mitigation measures and report annually.

Protecting Employee Privacy

We are committed to protecting the privacy of employee data held by the Company, in compliance with applicable data protection laws and regulations. Employee data is used solely to support Company operations and administer employee benefits. Robust safeguards are in place to protect personal data from unauthorised access or disclosure, including restricting access to only those employees with a legitimate business need.

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

Communities

Through engagement 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 collaboratively with host communities and governments to reduce negative impacts. We support socio-economic development by fostering community participation and building partnerships with stakeholders. Our procurement, training, employment and social initiatives contribute to the strengthening of human rights in our communities. Our standards and risk management processes help safeguard communities and their land use.

Indigenous People

We are committed to respecting the rights of Indigenous Peoples and their cultural heritage in accordance with international human rights standards. We engage transparently in good faith using culturally appropriate ways to minimize impacts, foster respectful relationships, and build mutually beneficial outcomes. Where indigenous communities are present and directly impacted by our activities, we 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. 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 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, transparent engagement and dialogue with the stakeholders and communities that are affected by us or affect what we do. We incorporate stakeholder input into the grievance mechanism to improve its efficiency. We engage in peaceful dialogue with all stakeholders and do not tolerate intimidation or violence against human rights defenders.

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, and we are committed to regularly monitoring our performance and the effectiveness of our policy.

We commit to regular and transparent reporting of our human rights performance. 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 Pascal
CEO

Amended May 2023 and May 2025.