

SOCIAL RESPONSIBILITY STRATEGY

Our Approach

At First Quantum, we are committed to extracting resources responsibly and to being transparent. We recognize the Company's impact locally, regionally and on the broader global environment. Copper is fundamental to the global transition to a low carbon economy and First Quantum will be there to support the transition in a responsible manner. Our strategy is to seek quality assets to which we can apply our unique technical expertise, in jurisdictions in which we can operate safely and cost effectively. This is a strategy that we've demonstrated through over twenty years of growth.

As we grow, we believe it important not to lose sight of our beliefs and principles. Although bigger today, we don't see ourselves as a corporation. We see ourselves as a small company of around 20,000 people. We encourage all of our employees to stand on their own two feet and take responsibility for everything that they do. It's been like that from the beginning.

Our approach to social responsibility is no different - from the CEO to local management to operator, it involves everybody. Our efforts to regenerate and conserve forestry and wildlife, develop local industry and agriculture, build non-mining infrastructure and improve local health and literacy levels, involve us all. At First Quantum, social responsibility comes from within and is embedded in the culture of our business. It's in our DNA.

First Quantum strives for relationships that are based on openness, mutual trust and respect. We recognize that our activities affect or could affect our stakeholders, local communities, their cultures and traditional and current uses of land and resources.

All our communities are diverse; each has complex challenges that require unique solutions. Yet these places are where we live and work. Although it all takes considerable effort, it's personal to us. These communities are on our doorstep and social responsibility is never far from our mind.



Our Beliefs

- Our origins help define us. As we grow, we work hard to keep sight of the values we had when we started.
- Creating value is important to us. But not at the expense of our people, the communities or the environments in which we live and work.
- We are in this for the long term. The welfare of our people and communities in which we operate is important for building lasting relationships.
- We value the constant contact with our people and the communities who have been with us from the beginning.
- Where indigenous communities are present, we use our best efforts to respect their standing as distinct, self-determining peoples with collective rights.
- Learning is the key to our success. Developing our thinking and mentoring those around us has made us what we are today.

- We find strength in our differences. Our diversity allows us to recognize the distinct and different needs of those around us.
- We seek to ensure that the positive economic impacts of mining are realized and to assist in improving the quality of life for those people and communities impacted by our activities whilst minimizing to the extent possible the impact on the environment.
- As a mining company we work within our sphere of direct influence. We value our partnerships with communities and local and national governments.
- We help our neighbors and the communities around us become resilient and self-sufficient beyond the life of mine.
- As a responsible miner, we recognize our obligation to identify, assess and report on our actions to address climate change.
- Development of our people is essential. We want them to grow with us, learn from us and help us safeguard our future.
- We don't always get things right. But we learn from our mistakes and from each other, adapt, compromise and become stronger together.

Our Principles

Our beliefs are embedded in a small number of principles and policies. These few principles outline more specifically how we make a positive impact for our workforce, our communities and all of our stakeholders.

These principles are built around four pillars:

First Quantum Minerals Ltd.

Economically viable investments, technically appropriate operations, environmentally sound practices and socially responsible actions. We aim to deliver these by:

- a commitment to continuous improvement through environmental management systems in line with ISO 14001:2015
- Improving community relations through better communications, supporting sustainable community development programs and establishing grievance procedures
- Respecting human rights
- Implementing health and safety management systems based on BSI/OHSAS 18001:2015

We provide governance and risk management oversight through:

- The development of risk management methodologies and the assignment of adequate resources to manage and appropriately mitigate risks across our operations
- Ensuring sustainable development policies and monitoring mechanisms to track our performance
- Board and Independent Committee level oversight of our governance and risk management programs

We develop our employees in a fair and equitable manner and provide equal opportunities by skills development via training and mentoring schemes which enhance social and economic opportunities.

We aim for a safe and healthy workplace by:

- Performing regular safety risk assessments at all our operations
- Taking actions to eliminate and mitigate safety and health risks posed by our operations based on the principles of BSI/OHSAS 18001:2015

- Embedding health and safety awareness into the organizational culture
- Requiring the use of proper and correct personal protective equipment at all times

We endeavor to ensure that we operate in an environmentally sound manner by:

- Conducting sound baseline environmental and social risk assessments in line with international standards
- Developing and implementing an ISO 14001:2015 based environmental management system underpinned by risk assessments and assured legal compliance
- Annually assessing and reviewing environmental impact risks on the natural environment and the communities surrounding our operations
- Continuous focus on improvement to environmental, social and safety management, performance and reporting

We ensure that our social responsibility programs are limited to our sphere of direct influence in order to deliver maximum impact. We believe that there is a definite separation between the mandate of the Company and the responsibility of governments in the countries where we operate. Accordingly, we:

- Engage openly with local communities on an ongoing basis
- Respect local customs, indigenous people and cultural diversity
- Focus investment on community projects that are self-sustaining in the longer term
- We recognize 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.



- Create partnerships with NGO's
- Negotiate involuntary resettlement in a fair and transparent manner, having respect for human rights

Our approach to security is guided by the Voluntary Principles on Security and Human Rights. We only use contracted security providers that have signed up to these principles and we monitor adherence closely.

The Company operates in diverse countries where levels of governance may vary considerably. It is therefore very important that the Company maintains transparency by:

- Reporting in an open and transparent manner on situations and activities where communities may be impacted (both positively and negatively)
- We strongly support the various transparency initiatives which provide all stakeholders with clear information of the contributions which First Quantum makes to our host governments.

Tristan Pascall
CEO
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