



FIRST QUANTUM  
MINERALS LTD.

# 2023 MODERN SLAVERY REPORT

# Introduction

This Report to the Minister of Public Safety is our first in response to the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chain Act 2023*. The report outlines the steps we took during 2023 and our ongoing efforts to improve how we identify, assess, and address risks related to forced labour, child labour, and any other form of modern slavery. It includes the governance processes and progress in our global operations and supply chains.

“Fighting against forced labour, child labour or any other form of modern slavery has the potential to positively impact the lives of millions of the world’s most vulnerable people. We see an opportunity to collaborate with our employees, suppliers, business partners and other stakeholders to enhance our business performance and address this complex problem.”

TRISTAN PASCALL, CHIEF EXECUTIVE OFFICER



As set out in our *Human Rights Policy*, we are committed to respecting human rights and adopting due diligence processes to identify, assess, and manage potential risks. Our commitment embraces all internationally recognized human rights, including those related to forced labour, child labour and any other form of modern slavery.

At First Quantum, we have zero tolerance for human rights violations. We require all parties we engage with to uphold fair labour practices and abide by the principles of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023*, just as we do.

Our commitment involves implementing appropriate processes tailored to jurisdictional risks, ensuring that forced labour or child labour is not used in our global operations. In areas where there is a high risk of forced or child labour, we establish processes to monitor supply chains and relationships with labour providers.

## Recent progress:

- ✓ Commissioning an independent human rights management assessment to determine our strengths and weaknesses when it comes to addressing risks related to child labour, forced labour or any other form of modern slavery.
- ✓ Strengthening our Human Rights Policy and Code of Conduct, by reinforcing our commitments to respecting the human rights of all stakeholders and emphasizing our zero tolerance for forced and child labour.
- ✓ Developing a Supplier Code of Conduct that outlines the minimum requirements expected from our suppliers, specifically concerning human rights and labour rights. Expected implementation is imminent.



# Our Structure, Operating Mines, and Supply Chains

## Structure

First Quantum Minerals is a Canadian-based global mining company, primarily producing copper, with secondary production in nickel, gold, and silver. We are listed on the Toronto Stock Exchange under the symbol “FM” with our registered office in Vancouver, Canada. We also operate additional offices in Toronto, Canada; London, United Kingdom; Perth, Australia; and Johannesburg, South Africa.

We have mines across Africa, Australia, Europe and Latin America. In 2023, the company produced 707 678 tonnes Copper and 26 252 tonnes Nickel. The sales revenues in 2023 were \$6 456 million.

## Our mines

With over 25 years of operation, we are focussed on providing a tangible benefit from everything we do for investors, employees and the many communities that surround our operations.

### FIRST QUANTUM SITES

#### GUELB MOGHREIN

Akjoujt, Mauritania

Ownership	100%
Primary	Copper
Secondary	Gold
2023 Production	Copper 13kt, Gold 26koz

#### TRIDENT (SENTINEL AND ENTERPRISE\*)

North-Western Province, Zambia

Ownership	100%
Primary	Sentinel: Copper Enterprise: Nickel
2023 Production	Copper 214kt, Nickel 5kt

\*In ramp-up

#### COBRE PANAMÁ

Colón Province, Panama

Ownership	90%
Primary	Copper
Secondary	Gold, molybdenum, silver
2023 Production	Copper 331kt, Gold 130koz

Placed on Preservation and Safe Management (P&SM) in November 2023.

#### LAS CRUCES

Sevilla Province, Spain

Ownership	100%
Primary	Copper
2023 Production	Copper 4kt

Ceased production in June 2023.

#### PYHÄSALMI

Pyhäjärvi, Finland

Ownership	100%
Primary	Copper (underground closed in 2022)
Secondary	Pyrite, Zinc

367kt of Pyrite produced in 2023.

#### ÇAYELI

Rize Province, Turkey

Ownership	100%
Primary	Copper
Secondary	Zinc
2023 Production	Copper 11kt

#### KANSANSHI

North-Western Province, Zambia

Ownership	80%
Primary	Copper
Secondary	Gold
2023 Production	Copper 135kt, Gold 69koz

#### RAVENSTHORPE

Western Australia, Australia

Ownership	75.7%
Primary	Nickel
Secondary	Cobalt
2023 Production	Nickel 22kt

Placed on care and maintenance on May 1, 2024.

● Operating sites ● In preservation and safe management ● In care and maintenance

[LEARN MORE ABOUT OUR MINES HERE.](#)

## Supply Chains

At First Quantum, we require all our suppliers to operate with:

- Lawful business practices
- Safe, healthy and fair workplaces
- Zero tolerance for human rights violations
- Business practices that minimise environmental impact

The largest categories of spend that contribute to First Quantum’s global operations include:

- ◆ Energy and utilities
- ◆ Engineering services

- ◆ Fixed plant maintenance
- ◆ Fuel and explosives
- ◆ Information technology services
- ◆ Logistics and transport
- ◆ Mining equipment and infrastructure drilling services
- ◆ Clothing and protective equipment
- ◆ Consumables and capital spares
- ◆ Camp, legal and professional services
- ◆ Labour and labour hire

We prioritize local procurement wherever feasible, with over 80% of our spend directed towards nationally registered suppliers. Supporting local businesses and strengthening local supply chains by building capacity and capability is an important contribution to the socioeconomic growth of the countries where we operate.



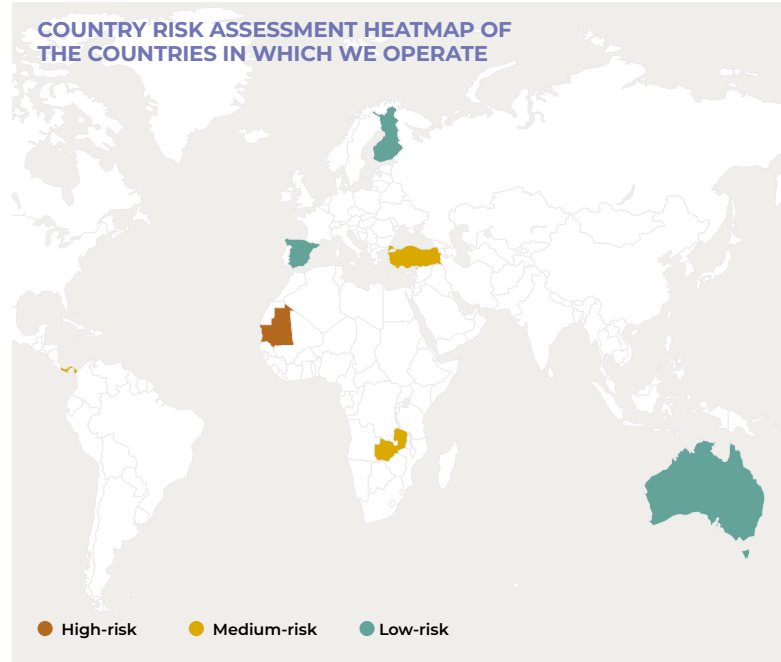
# Risks related to forced labour, child labour and any other form of modern slavery

## Operations

We have used external modern slavery data sources, such as the [Global Slavery Index 2023](#) and [Responsible Sourcing Tool](#) to review country risks and generate risk heatmaps for the countries in which we operate. This approach helps us prioritize and determine any additional due diligence and control measures that may be required based on the country risk assessment.

While there is a low risk of involvement in forced labour, child labour or any other form of modern slavery in our global operations, we recognize there are inherent risk factors related to fair labour practices in the mining sector including:

- ◆ Workers under 18 years old exposed to hazardous conditions.
- ◆ Workers recruited through a labour provider required to pay recruitment fees.
- ◆ Worker working hours and rotations extended.
- ◆ Workers of suppliers providing services on-site being vulnerable to exploitative practices.



## Supply Chain

Based on risk profiling, our exposure to risks related to forced labour, child labour and any other form of modern slavery are higher in our supply chain than in our operations.

Beginning the process of risk mapping, we have identified **9 supplier categories** that are at a higher risk<sup>1</sup> of forced labour, child labour or any other form of modern slavery in our supply chain.

When identifying high-risk suppliers worldwide, we consider various factors including high-risk supplier categories, country-level risk based on external data sets, additional risk elements like the presence of low skilled and migrant workers, and transactional value. Refer to “our approach to addressing the risks” to see how we direct our efforts and apply our requirements to selected suppliers.

Key high risk supplier categories <sup>2</sup>	Construction Services	Mining Services	Facilities Management			Transport		Equipment and Mineral Supply Chain	
	Engineering, procurement, & construction management	Mining contracting	Catering	Cleaning services	Personal protective equipment	Road and ocean freight services	3rd party warehousing	Raw material supply chain	Equipment
Forced Labour	●	●	●	●	●	●	●	●	●
Child Labour					●			●	

<sup>1</sup> The term higher risk doesn't necessarily mean we identified forced and/or child labour issues in these supplier categories, rather it means there are well-documented cases and risks within their supply chains.

<sup>2</sup> Adapted from the ICMM [Human Rights Due Diligence Guidance](#) 2023.



# Our approach to addressing the risks

We continue to deliver on the commitments outlined in our *Human Rights Policy*, which includes practices to identify, assess, and manage potential risks related to forced labour, child labour and any other form of modern slavery.

We are guided by international human rights standards, acting in compliance with the laws of the countries and jurisdictions in which we operate. Consistent with the UN Guiding Principles on Business and Human Rights (UNGPs), where national law and international human rights standards differ, we will strive to meet the higher standard.

Our approach to respecting human rights is guided by internationally recognized principles and standards, including:

- ➔ Universal Declaration on Human Rights
- ➔ UN Declaration on the Rights of Indigenous Peoples
- ➔ ILO Declaration on Fundamental Principles and Rights at Work
- ➔ UN Guiding Principles on Business and Human Rights
- ➔ Voluntary Principles on Security and Human Rights



## Governance and accountabilities

Respect for human rights is integrated across the business.

### BOARD

The **charter** of the environmental, health and safety and corporate social responsibility (EHS&CSR) committee requires oversight of our social responsibility strategy, which includes human rights. The Audit Committee is responsible for responding to any unresolved reports through the Whistleblowing Policy.

### EXECUTIVE

Executive management has ultimate responsibility for the direct oversight of the implementation of our human rights plans.

### OPERATIONS

Responsibility for our operational human rights performance is delegated to the relevant managers and teams at the operations.

### GROUP

Human rights management oversight and guidance is provided by our Group Environmental Manager, who reports directly to the Chief Executive Officer.



## Policies

We maintain a series of governance policies that support our human rights commitments, including the strict prohibition of child labour, forced labour and any other form of modern slavery in our global operations and supply chains.

<b>Code of Conduct</b>	Our <b>Code of Conduct</b> serves as the primary document for all our employees and other relevant persons, promoting a culture of honest and ethical behavior consistent with our values. The code explicitly sets out how we conduct our business in relation to core <b>ILO principles</b> and sets out expectations that our suppliers do not utilize child labour, forced labour and any other form of modern slavery.
<b>Human Rights Policy</b>	Originally prepared in 2008, our <b>Human Rights Policy</b> was last updated and formally approved by the EHS&CSR Committee in 2022. The policy outlines our commitment to respect the human rights of all our stakeholders and affirms our adherence to international labour standards. We expect our suppliers and business partners to share these commitments.
<b>Whistleblower Policy</b>	Our <b>Whistleblower Policy</b> encourages reporting of misconduct and unethical activity, including forced labour and child labour-related concerns, providing protection against retaliation to those who report. It provides a comprehensive process through which a complaint or concern may be communicated and managed.
<b>Social Responsibility Strategy</b>	Our <b>Social Responsibility Strategy</b> integrates the consideration of human rights of community members, including local workers, into our social management plans.

## Recruitment and employment practices

All employees are allowed to join a trade union and currently **2/3rds** of employees have chosen to access rights to freedom of association and collective bargaining through membership.

We regularly benchmark working and pay conditions with that of our industry peers.

There are currently **0** "Young Workers" below the age of 18 across our global operations.

In countries where no minimum wage legislation exists, we seek to establish and review annually, a living wage equivalent.

In high-risk countries all contractor IDs are checked at the main gate before access is approved.

We look to work with reputable labour providers, who have adopted as a policy Employer Pays Principles and do not charge any placement of fees to applicants.

Our HR systems, contracting and recruitment processes are in line with good practice and international standards. Our dedication to fair labour practices, in line with core ILO principles, encompasses:

- ◆ Workers are free from forced and child labour
- ◆ Respect for freedom of association
- ◆ A policy that no worker should pay a fee for a job
- ◆ Compliance with national legal requirements regarding wages and working hours
- ◆ No discrimination practiced
- ◆ No bullying or harassment allowed
- ◆ Safe and healthy working conditions
- ◆ Safe, clean and habitable living conditions
- ◆ Grievance mechanisms are available for all workers



## Purchasing practices, supplier engagement and due diligence

Human rights components of our supplier due diligence program rely on four essential elements:

A RISK-BASED APPROACH TO MANAGING HUMAN RIGHTS RISKS IN OUR SUPPLY CHAIN.

SUPPLIER  
REQUIREMENTS

SUPPLY CHAIN  
MAPPING AND  
ASSESSMENT

SUPPLIER  
ENGAGEMENT

CONDUCT AUDITS  
(IF NECESSARY)

### Supplier requirements

We have a **Code of Conduct** and communicate internally, and to suppliers, that we only do business with suppliers, including contractors, who have a zero tolerance for human rights violations, maintain a safe, healthy, and fair workplace and ensure lawful business practices including those related labour and employment, immigration, human rights, child labour, forced labour or any other form of modern slavery.

To enhance communication of these expectations, we are creating a **Supplier Code of Conduct** that outlines specific expectations that suppliers will have policies and procedures in line with our *Human Rights Policy*. We are collaborating with our procurement, contracts, and logistics teams across our global operations to extend this code to all suppliers. We reserve the right to terminate a contract of any supplier who breaches the law or any of our policies.

### Supplier assessment

At the Group-level we continue mapping our supply chains and developing tools for risk identification to assist our global operations in identifying high-risk suppliers. Expanding our supplier due diligence program, we are working with our procurement, contracts, and logistics teams across our global operations to:

- ◆ Identify and track suppliers providing goods and services from high risk supplier categories / delivered from high risk countries of origin as defined by the [Global Slavery Index 2023](#).
- ◆ Undertake more comprehensive risk assessments for strategic and higher-risk suppliers.

### Supplier engagement

Human rights expectations are reviewed with suppliers during the initial stages of onboarding. Expanding our supplier due diligence program, we are collaborating with our procurement, contracts, and logistics teams in our global operations to:

- ◆ Provide enhanced training for all new employees in procurement, contracts, and logistics with touchpoints to human rights risks.
- ◆ Engage with strategic and higher-risk suppliers to raise their understanding of human rights risks within their own organisations and supply chains.
- ◆ Regularly evaluate the working conditions of contractors with on-site workers in countries classified as medium and high-risk countries.



# Grievance Mechanisms, Response and Remediation

We recognize that trusted, effective grievance mechanisms play a key role in identifying and remediating human rights violations. Through our Whistleblower Policy and Site-level Grievance Mechanisms for Third Parties, disclosed in our [2023 ESG Report](#), we provide ways for workers and other stakeholders to report grievances, including those related to forced labour, child labour and any other form of modern slavery.

Key information about raising a grievance:

- ◆ Our Code of Conduct outlines the process employees, suppliers, or other stakeholders need to take to raise concerns through various channels.
- ◆ Information regarding grievance procedures is shared with all workers through on-site communication materials like posters in common areas.
- ◆ Any concerns, including suspected human rights violations, can be reported anonymously through our local whistleblower lines, managed by a third party.
- ◆ Our Whistleblower Policy strictly prohibits any forms of retaliation against individuals who report concerns in good faith.
- ◆ Through collective bargaining agreements, many of our employees have access to comprehensive grievance procedures.

## Escalation

Serious human rights incidents are communicated to the Chief Executive Officer and EHS&CSR Committee immediately.

## Incidents

If we cause or contribute to human rights violations, we are committed to provide for, or co-operate in their remediation through legitimate processes.

**0 allegations** related to forced labour or child labour were reported or identified through grievance mechanism and internal audit in 2023. No measures were required to remediate any forced labour or child labour or remediate the loss of income to the most vulnerable families that may have resulted from any measures taken to eliminate the use of forced labour or child labour in our global operations and supply chains.



# Training provided to employees

Targeted employees must undergo an annual review of the Code of Conduct, which underpins and reinforces elements of our *Human Rights Policy*. In 2023, **97% of targeted employees successfully completed the training.**

We are working towards improving our leadership and employee-onboarding training to reinforce human rights principles and develop capabilities of employees across the business to improve decision-making.

## 2023 LOCAL TRAINING

In **Turkey**, targeted employees attended external training on [SA8000 Standard](#), based on internationally recognized standards of decent work, including the Universal Declaration of Human Rights, ILO conventions, and national laws. In **Australia**, modern slavery awareness was integrated into site inductions, and online modern slavery training assigned to members of their finance, and procurement, contracts, and logistics teams.





## Assessing the effectiveness of our approach

We track the effectiveness of our approach to prevent forced labour, child labour and any other form of modern slavery in accordance with our risk management system and provide risk management oversight through:

- Investigation and analysis of related grievances
- Human rights risk analysis embedded into the biannual risk review process
- Site management and applicable function review in higher risk jurisdictions
- Senior management review
- Board-level oversight through the EHS&CSR Committee
- Communicating externally on human rights in our [ESG report](#)

### TARGETS

We are working on identifying potential key performance indicators to measure our progress in implementing commitments laid out in our *Human Rights Policy* to help us continuously improve our approach to respecting human rights.



## Key Actions for 2024

- ✓ Engage external experts to conduct Human Rights Assessments at mine sites identified through risk profiling.
- ✓ Raise awareness and enhance supply chain capabilities at selected mine sites by conducting a series of risk workshops with relevant teams.
- ✓ Rollout our new Supplier Code of Conduct that outlines the minimum requirements expected from our suppliers, specifically concerning human rights and labour rights.



## Approval and Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

**Tristan Pascall, Chief Executive Officer**

30th May 2024



# Fighting Against Forced Labour and Child Labour in Supply Chain Act Mandatory Criteria Index

Fighting Against Forced Labour and Child Labour in Supply Chain Act Mandatory Requirements		Reference in this Statement
<b>Requirement (a):</b>	Structure, activities and supply chains	Our structure, operations, and supply chains ( <a href="#">See page 2</a> )
<b>Requirement (b):</b>	Policies and due diligence processes	Our approach to addressing the risks ( <a href="#">See page 4-6</a> )
<b>Requirement (c):</b>	Forced labour and child labour risks	Our forced labour and child labour risks ( <a href="#">See page 3</a> )
<b>Requirement (d):</b>	Any measures taken to remediate any forced labour or child labour	Grievance Mechanisms, Response and Remediation ( <a href="#">See page 7</a> )
<b>Requirement (e):</b>	Any measures taken to remediate the loss of income to the most vulnerable families that results from any measures taken to eliminate the use of forced labour or child labour in its activities and supply chains	Grievance Mechanisms, Response and Remediation ( <a href="#">See page 7</a> )
<b>Requirement (f):</b>	The training provided to employees on forced labour and child labour	Training provided to employees ( <a href="#">See page 7</a> )
<b>Requirement (g):</b>	How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains	Assessing the effectiveness of our approach ( <a href="#">See page 8</a> )

