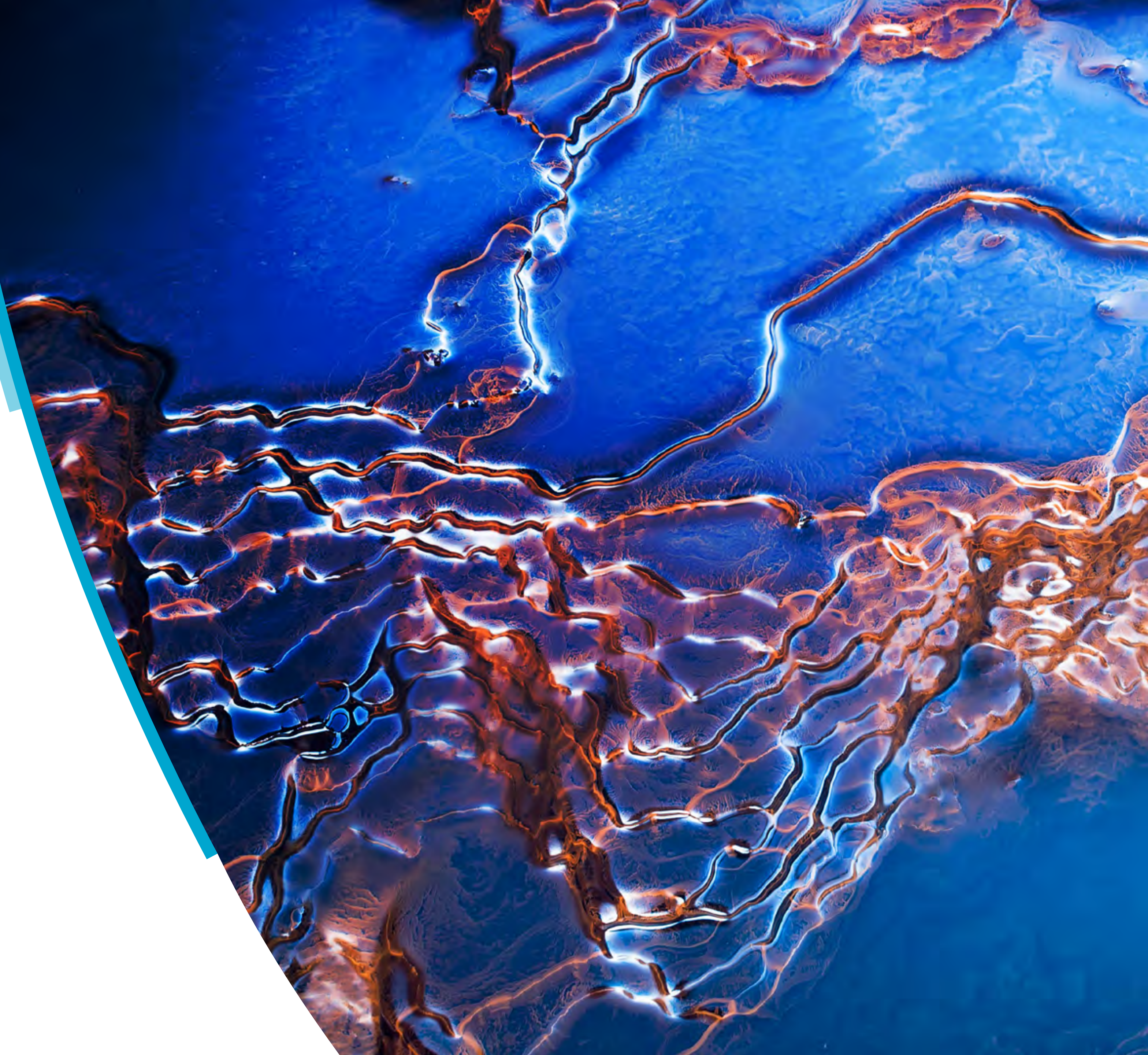




**Fiscal Year**  
**2023**

**Social  
Responsibility  
Report**

*The Social  
Conductivity of Copper*





# Fiscal Year 2023

# Social Responsibility Report

*The Social  
Conductivity of Copper*

*Front and back cover photography:  
Interconexiones, Juan José Ponce Gañán  
Winner of the enCuadre Competition, Atlantic Copper Foundation, 2019.*

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## Presentation Letter

# The Social Conductivity of Copper 2023

I am pleased to present to you a new edition of Atlantic Copper's Corporate Social Responsibility (CSR) Report 'The Social Conduct of Copper 2023', a publication that reflects not only the Company's achievements over the past year, but also highlights our company's purpose of providing society with the necessary metals for the great global transition towards sustainability and progress, and thus achieving a better world now and for future generations.

First of all, I would like to take advantage of this prologue to highlight the dedication and responsibility of each and every one of the people who are part of Atlantic Copper, key aspects to achieve the results we share here. The excellent performance of our teams and their talent are fundamental pillars on which this report is built.

Because beyond continuing on a path that we have been traveling for more than half a century with solvency and responsibility, this CSR Report aims to continue setting a clear direction: Atlantic Copper's commitment to people, to their safety, to sustainability, to our environment and to good Corporate Governance.

### **Sustainability of operations**

It is important to highlight the scenario in which our company operates. The global demand for copper and metals such as gold, silver, platinum and palladium continues to increase, driven by urbanization, electrification and the energy transition. And it is in this context that Atlantic Copper has become an essential supplier of these metals to meet the major megatrends of the 21st century.

But the metal we produce is just as important as the way we make it. Our management systems have third-party certifications that guarantee compliance with high standards. You will find a good account of these in the pages of this report.

In particular, we have intensified our efforts to improve energy efficiency and reduce our carbon footprint. By 2023, we covered 51% of our electricity consumption through process heat recovery and long-term contracts from renewable sources, with the aim of achieving nearfull autonomy by 2030. This goal is testament to our commitment to sustainability and

our ability to adapt in a constantly evolving market.

No less important is the reduction of our water footprint, which, thanks to the implementation of a process water recovery plant, will allow us to improve efficiency in the use of this valuable resource.

However, one of the most significant projects that illustrates our vision of sustainability and the future of the Company is undoubtedly 'CirCular'. A pioneering initiative in southern Europe whereby we will recover non-ferrous metallic fractions from disused electrical and electronic equipment (commonly known as WEEE) to give a second life to the metals they contain, which are strategic for the major energy and digital transitions.

And all of this revolves around people, whom we keep focused on excellence, seeking an increasingly safer activity that allows us to achieve the goal of Zero Accidents. In labor matters, Atlantic Copper has been consolidated in 2023 as one of the best companies to work for in Spain, offering quality

employment to approximately 2,500 people, including direct, indirect and induced employment.

From a social responsibility standpoint, we are committed to our stakeholders: employees, shareholders, customers, public administrations, local communities and society as a whole. We adopt a policy of transparency and responsibility, not only in economic terms, but also in the fulfillment of our legal and environmental obligations.

In this sense, a key aspect of this report, and a pioneer, is the materiality analysis, which allows us to identify those aspects not only from their financial impact, but also from their relevance in strategic terms of sustainability and social responsibility. This analysis ensures that our actions not only respond to stakeholder expectations, but are also part of the transformation towards a more responsible and equitable economy.

Through the Atlantic Copper Foundation, we have strengthened our social commitment since 2009, promoting education,

training and economic development projects that have benefited our local communities, improving the quality of life and strengthening our relationship with the environment.

I invite you to explore this CSR Report, a document that summarizes all our activity during 2023.



**Javier Targhetta**  
*Consejero Delegado*  
*Atlantic Copper*





*Odiel Marshes, Huelva*



# Business Model



## PRESENTATION

- 1.1. COPPER MARKET
- 1.2. ORGANISATION AND STRUCTURE
- 1.3. ATLANTIC COPPER'S STRATEGY, MISSION AND VISION.

- 1.4. STRATEGIC OBJECTIVES AND ACTIONS 2019-2023
- 1.5. MEDIUM- AND LONG-TERM RISKS
- 1.6. MARKET RISKS





# 01.

## Business Model



Atlantic Copper has its production facilities in Huelva (Huelva Metallurgical Complex) and its main offices in Madrid, at which it engages in typical activities of a corporate office.

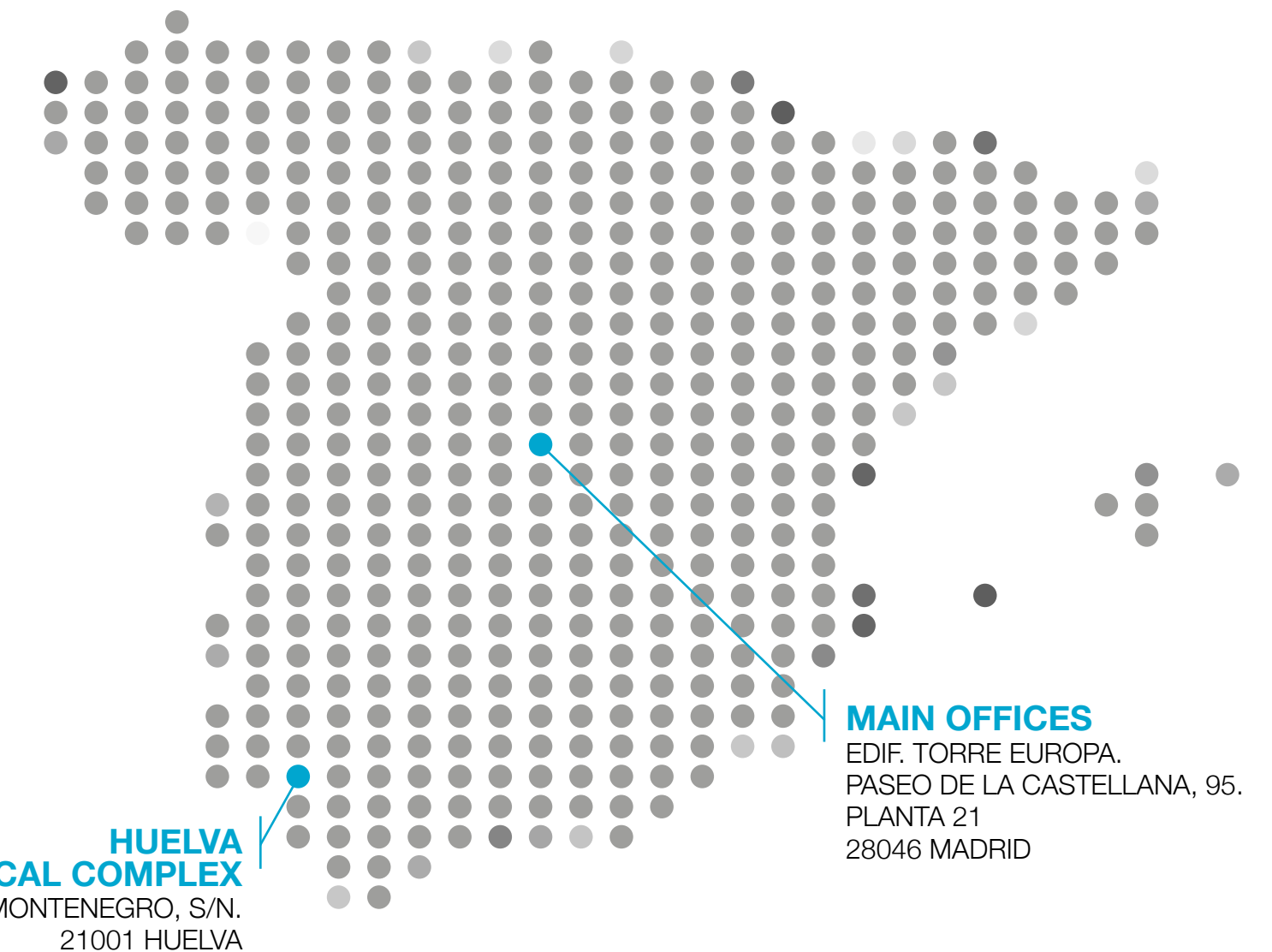
The addresses of the main facilities are:

### Presentation

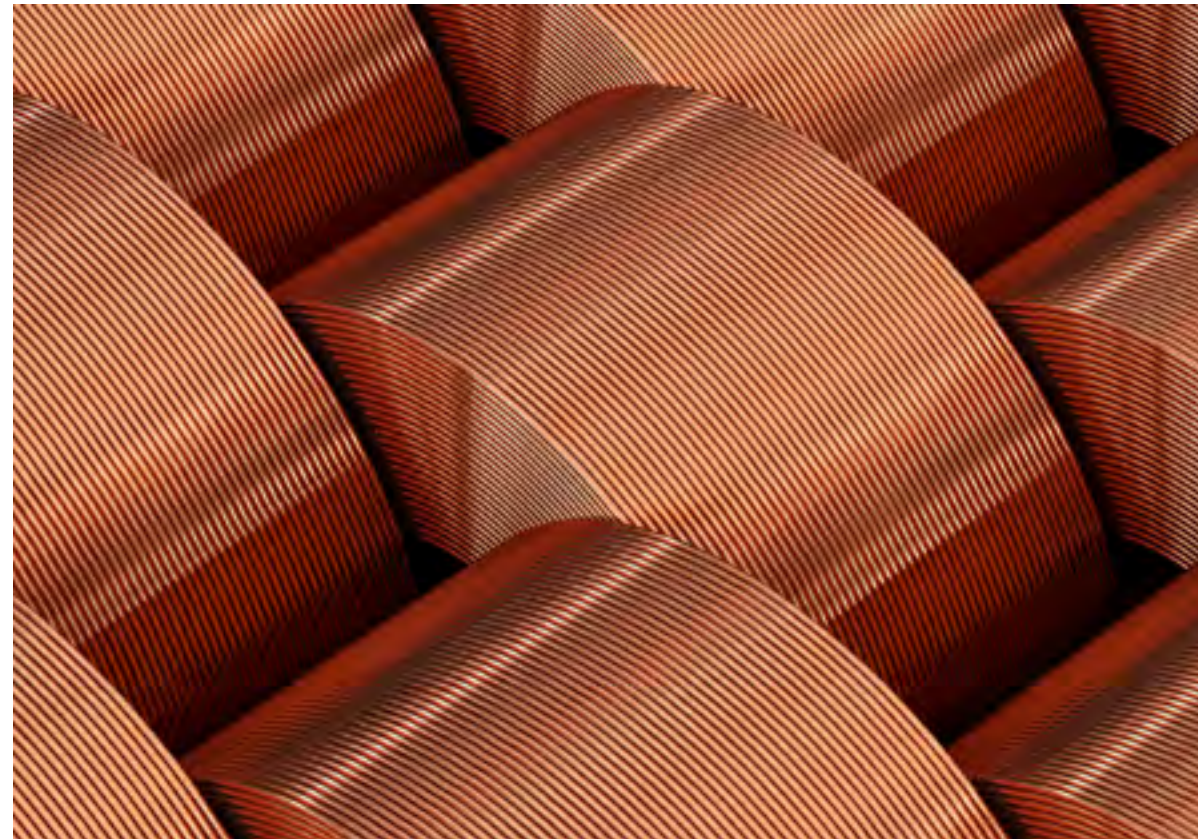
Atlantic Copper, S.L.U. (hereinafter Atlantic Copper or the Company) is a Spanish company, with its registered office and tax domicile in Huelva. Its sole shareholder is the North American company Freeport-McMoRan Spain, Inc., whose direct owner of 100% of its shares is Freeport-McMoRan, Inc. (hereinafter Freeport-McMoRan or FCX).

and probable reserves of copper, gold and molybdenum. FCX is one of the largest publicly traded copper producers in the world.

Freeport-McMoRan is listed on the New York Stock Exchange with the symbol FCX and operates major, long-lived assets all over the world which have proven







Its core business is the production of high-grade refined copper from metallic mineral concentrate mined in different parts of the world.

Atlantic Copper's Metallurgical Complex in Huelva is an industrial production centre dedicated to the integral use of raw materials containing valuable elements.

These raw materials are mainly, although not necessarily limited to these, metallic mineral concentrates (hereinafter "concentrates") and recycled metallic materials. A significant part of the latter come from electronic devices after the end of their useful life.

Specifically, Atlantic Copper's Metallurgical Complex transfor-

ms more than one million tonnes of mineral concentrate into some 300,000 tonnes of refined copper each year.

Atlantic Copper is developing a project to recover copper, precious metals and other metals essential to the energy transition, through the treatment of non-ferrous fractions from recycling

electrical and electronic equipment at the end of its useful life (WEEE). The project, called CirCular, whose implementation is scheduled to start in 2025.

The products resulting from the process include:

**Metallic Copper**

*Commercialised in the form of copper anodes or cathodes*

**Sulphuric Acid**

**Electrolytic Sludges**

*Containing precious metals such as gold, silver, palladium, platinum, etc.*

**Iron Silicate**

**Commercial Gypsum**

**Nickel Carbonate**

**Copper Telluride**

**Self-Generated Electricit**



Our products are commercialised in globalised markets worldwide under prices set by the market at all times. Therefore, our competitive advantage is based on making maximum use of our production capacity at the lowest possible unit cost.

The Company has likewise developed different strategic plans in recent years oriented towards improving energy efficiency and flexibility in raw materials consumption and competitiveness, as well as others aimed at achieving excellence in management systems, such as those

corresponding to safety, the environment and human resource management. As a result of these projects and earlier ones, Atlantic Copper has regularly remained at the top of the world rankings in terms of unit consumption of energy per tonne of smelted concentrate according benchmarking carried out by Wood-MacKenzie the consultant company.



## 1.1 Copper Market



Copper is the third most-used metal in the world, after iron and aluminium, and it is employed in numerous industrial sectors, such as construction, automobiles, digitalisation, new technologies, renewable energies and the manufacture of industrial machinery, with electrification being its number two use worldwide.

Given its special characteristics, such as electrical and thermal conductivity, excellent corrosion resistance and malleability, copper is an essential material for the energy transition, decar-

bonisation, innovation in numerous sectors, and for the social transition to a more circular and with lower carbon emissions economy.

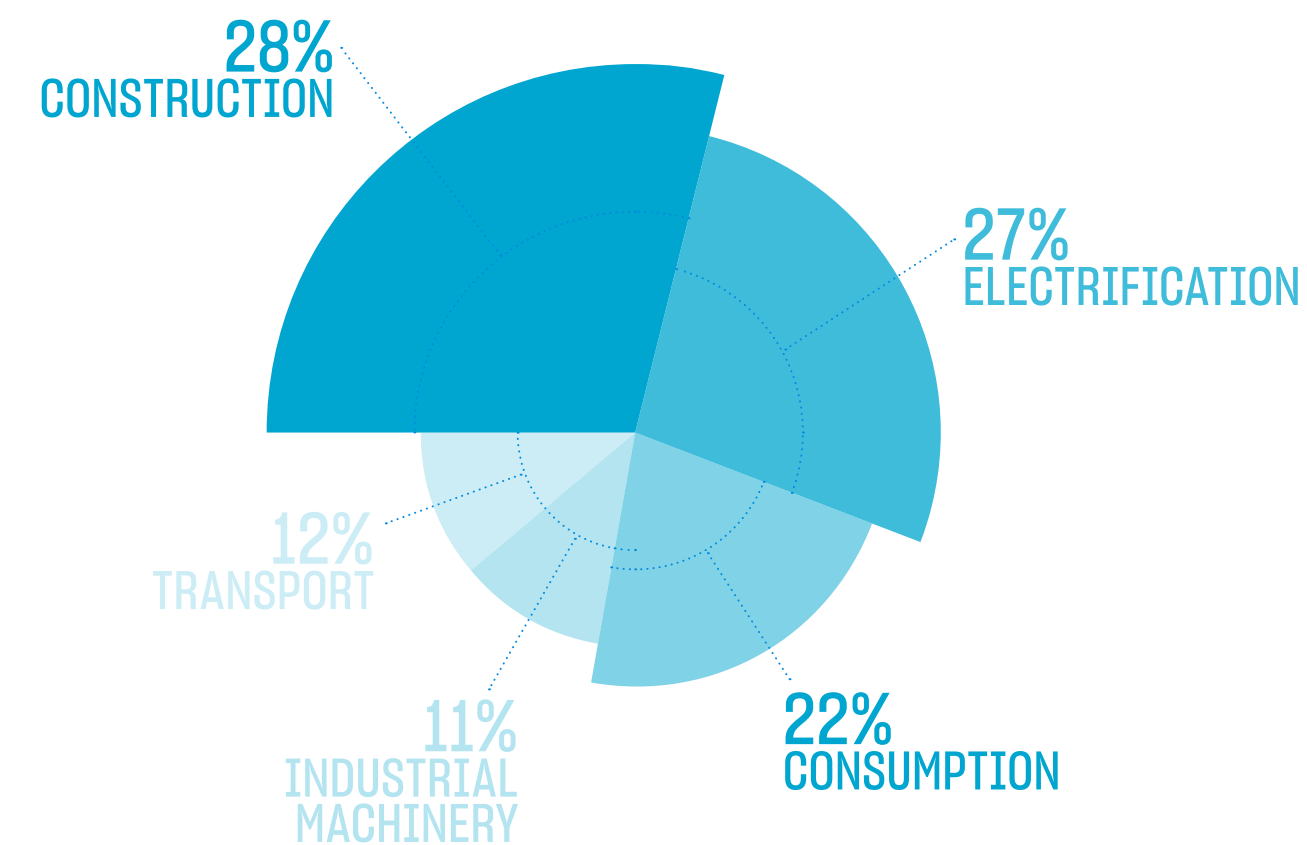
According to the latest available data, the copper industry in the EU is made up of some 500 companies, with estimated turnover of 45,000 million euros, and employs some 50,000 people (most recent data available, 2018). In addition, Europe is the world leader in terms of recy-

cling, covering around 52% of its demand with recycled copper. Spain's copper sector moved around 5,100 million euros and employed over 2,500 people directly and 6,380 indirectly.

Demand for copper has doubled in the past 25 years and is expected to rise even more. According to a report by McKinsey Global Institute, copper consumption will grow 77% by 2040 and 60% by 2050, driven in part by green technologies like renewable

energies and electric vehicles, and by the growth of the Asian market.

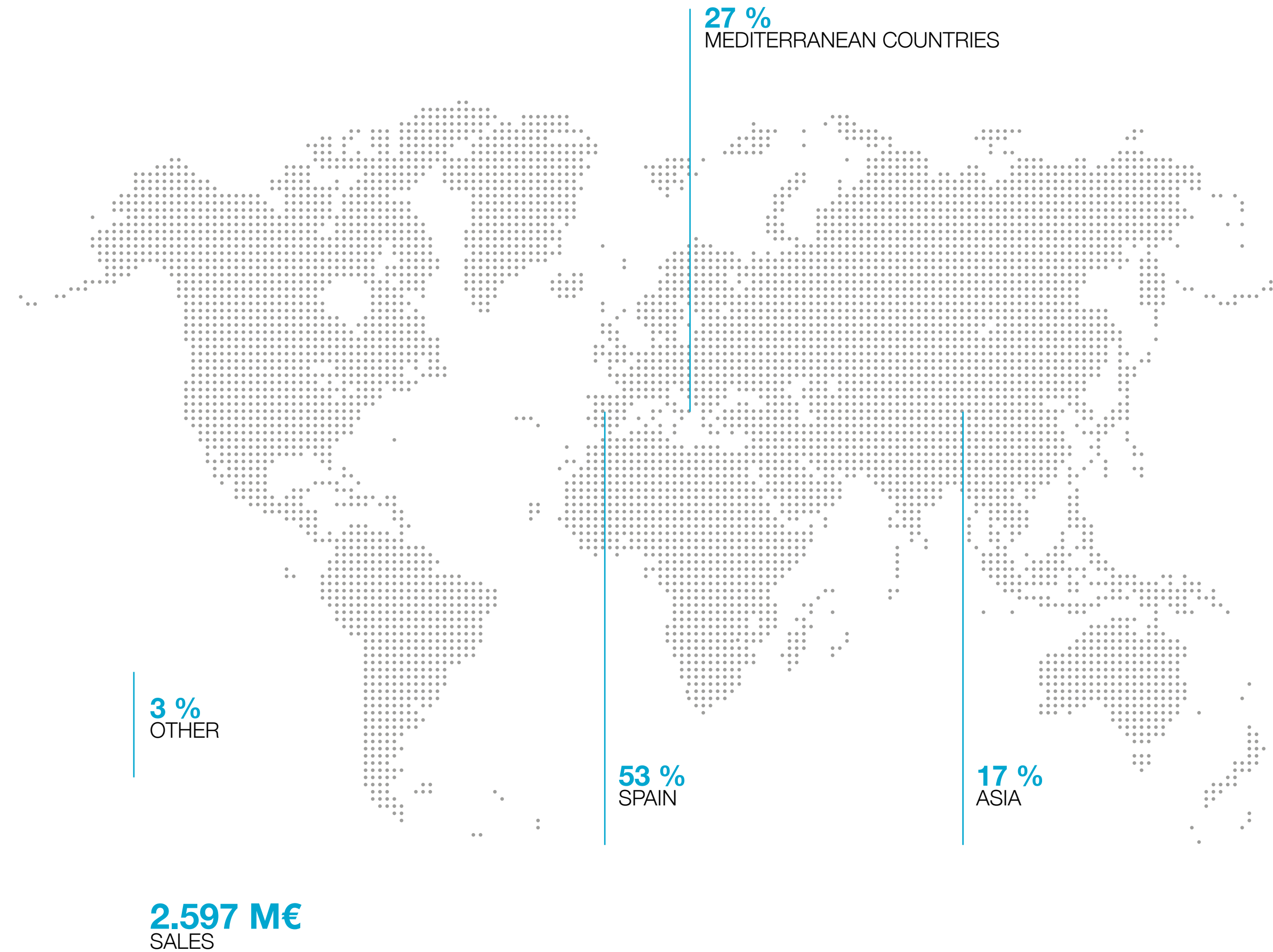
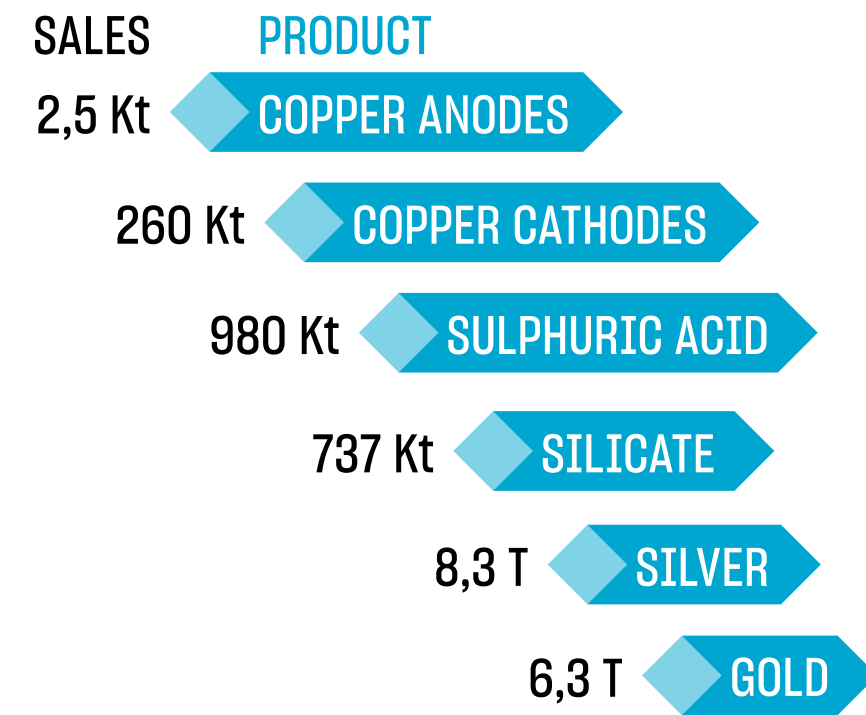
In 2023, copper consumption by use was as follows:



\*Source: Report by McKinsey Global Institute, 2023



Regarding the Atlantic Copper market, we show the most relevant global data for sales and destinations below (data from 2023).





The organisational structure of Atlantic Copper is shown below in the form of the top-level organisation chart, which consists of the Management Committee.

## 1.2 Organisation And Structure

Each Department that appears in the previous Organizational Chart is displayed at turn into lower-level Organizational Chart.

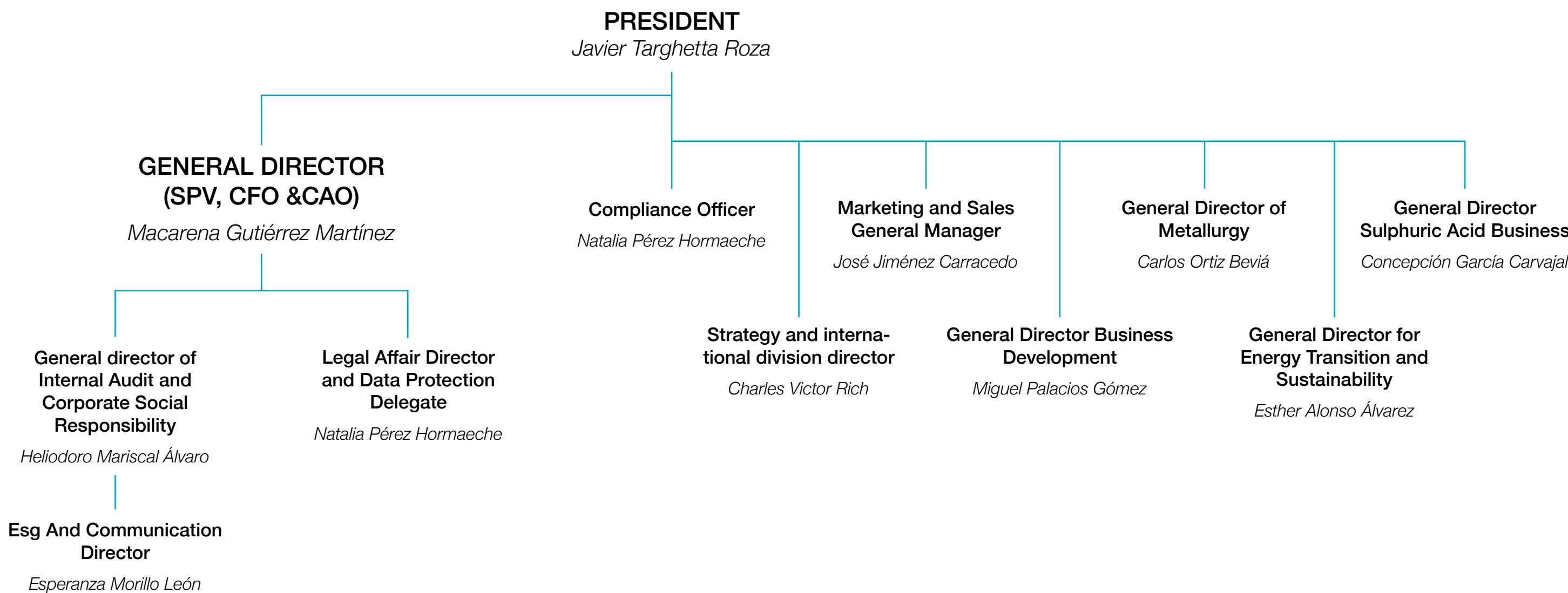
On the other hand, within the Management Committee there exist since 2021 the following Committees:

➤ **Appointments and Remuneration Committee.** Responsible of Submit to the FCX Corporate HR Department annual fixed and variable remuneration proposal for each year for the Director staff and the one not subject to a collective agreement, to submit to the Board of Administration the appointment and remuneration of personnel manager, who reported directly to the Board or to any of its members, and to give its approval to the appointments of General Directors and Directors.

➤ **Sustainability Committee.** Its main functions are guiding and approving energy and environmental policies of Atlantic Copper, define the objectives and guidelines in the field environment and decarbonisation, and supervise the action and good practices plans derived from the aforementioned policies.

The most significant data related to the size of the organisation are the following:

➤ **Audit Committee.** Its mission is to ensure the quality of the financial information of the Company, in particular the Accounts Annual Reports and the Management Report for the year, of which it is a part the Statement of Non-Financial Information and to assist the Board of Management of Atlantic Copper in its responsibility to formulate the financial statement.



	2022	2023
AVERAGE WORKFORCE (PEOPLE)*	769	772
PROPERTY, PLANT AND EQUIPMENT (M€)	217	250
TOTAL ASSETS (M€)	1.178	1.206
SALES	2.325	2.597
PROCUREMENTS OF RAW MATERIALS (M€)	2.106	2.369

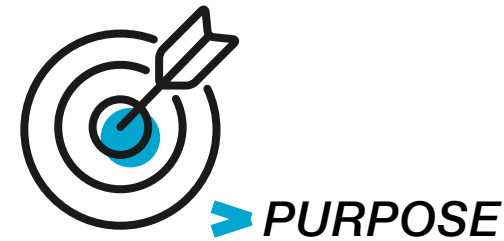
\*Includes Semi-retired Workers



## 1.3 Atlantic Copper's Strategy, Mission And Vision

Social Responsibility and Sustainability are in Atlantic Copper's DNA as part of a company strategy that is perfectly aligned with the needs and demands of today's society. In order to be a competitive and socially responsible company in a globalised environment, Atlantic Copper prioritises people's safety, care for the environment and innovation.

### Atlantic Copper Strategy (2019-2023)

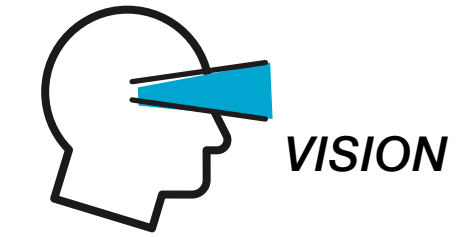


Providing essential metals for decarbonization, energy transition and sustainable mobility, key objectives to ensure a better world for current and future generations.

During 2023, a new Strategic Plan has been being developed to be launched from the beginning of 2024, to cover the period from 2024 to 2026. In the meantime, the current plan, called **actIVA**, has been extended for one year.



- To continue on the path of excellence in all areas of the company, with a special emphasis on safety and the environment.
- To give absolute priority to innovation as a crucial tool that enables the achievement of all the other objectives.
- To be a financially profitable company, adding value to FCX while increasing our flexibility in raw materials processing and provide the Circular Economy.



- To continue to be a key element in Freeport's business strategy while also being a profitable enterprise capable of generating net revenue in any global economic climate.



- In addition, Atlantic Copper's strategy Copper's strategy is based on a corporate culture that reflects core values:

- 1) Safety
- 2) Respect
- 3) Integrity
- 4) Excellence
- 5) Commitment

Through our commitment, we aim to be a Company that is:

- ECONOMICALLY VIABLE
- SOCIALLY BENEFICIAL
- ENVIRONMENTALLY RESPONSIBLE





These objectives and strategic actions are deployed in the following strategic projects.

## 1.4 2019-23 OBJECTIVES AND STRATEGIC ACTIONS



- 1 | CONTINUE ON THE PATH OF EXCELLENCE WITH A SPECIAL EMPHASIS ON SAFETY.
- 2 | CONTINUE REDUCING ENVIRONMENTAL IMPACT AND ELIMINATING INTERDEPENDENCIES.
- 3 | CONTINUOUS IMPROVEMENT IN REDUCING COSTS, INCREASING PRODUCTIVITY, RELIABILITY/AVAILABILITY OF ASSETS AND RECOVERY OF METALS.
- 4 | ATTAIN AN ELECTRICAL SUPPLY THAT IS 50% SELF-GENERATED AND DRAWN FROM RENEWABLE SOURCES IN ORDER TO REDUCE COSTS AND BECOME INDEPENDENT OF ELECTRICITY MARKETS AS MUCH AS POSSIBLE.
- 5 | INCREASE REVENUE THROUGH BETTER CONTRIBUTION MARGINS VIA THE PROCESSING OF COMPLEX CONCENTRATES.
- 6 | SIGNIFICANTLY INCREASE THE MARGIN THROUGH ACTIONS FOCUSED ON THE PROCESSING OF RECYCLED MATERIALS. UNDERTAKE VIABILITY STUDY APPROVED BY FCX.
- 7 | FORMULATE THE HR ACTIONS FOCUSED ON THE EMPLOYEE AND THE ORGANISATION NEEDED TO FACILITATE THE STRATEGIC OBJECTIVES DEFINED.



## actIVA plan (2019-2023)

The following achievements are highlighted achieved so far during the the development of the **actIVA** plan:

- A reduction of SO<sub>2</sub> (sulphur dioxide) emissions from the ventilation of the Electric Furnace of 45% (actIVA#3). Also, a consolidated reduction of SO<sub>2</sub> emission in the Acid Plants of 26% (actIVA#4).
- Construction started on the plant for the elimination of the unified disposal plant. Start-up planned for March 2024 (actIVA# 6).
- All employees of all groups have network access account and e-mail e-mail, which enables them to access to all strategic projects (Digitalisation, People, ...) (actIVA#7).
- Certification of the ISO 55001 management system (actIVA#8).
- Accumulated power under PPA contracts (Power Purchase Agreements (PPAs) of 10MW (Megawatts) on an initial target of 12.5MW (actIVA#10).
- Waste heat recovery from the Acid No. 1 plant with an electricity production of 19 GWh (Gigawatt)/year (actIVA#11).
- A 40% increase in the capacity of the gypsum plant, with a 35% reduction in production of neutralisation cake (actIVA#13).
- Civil works started on the CirCu-lar project (actIVA#14) focused on the piloting phase.
- Implement the PEOPLE focused organisation, from the focus of the employee, their benefits information, rights...and with a focus on the manager for the improvement of their management. (actIVA#15).
- Studies have been carried out to improve security by rationalisation of traffic with proposals that allow us to to reduce by 80% the risk of road traffic accidents (actIVA#16).



## 1.5 Medium and Long Term Risks

Atlantic Copper uses a Risk Management model (RMM) to identify and assess the risks which could affect the Company, as well as to establish control mechanisms and liabilities related to each of them. The model ultimately aims to provide reasonable assurance that the strategic, operational, compliance and reporting objectives will be achieved.

The company has several committees to monitor these risks.

### ➤ **Assessment and Monitoring of Sustainable Development Risks and Opportunities.**

Made up of people from senior management. Multidisciplinary in nature, it comprises the main management areas (safety, environment, production, legal, internal auditing, human resources, engineering, sourcing, etc.). The entire process is coordinated by the Corporate Social Responsibility Department.

Its operation is governed by an FCX operating procedure, revised in October 2023, which is monitored by FCX and periodically audited by an independent third party.

Its scope covers risks related to the principles of the International Council on Mining and Metals (ICMM) (2.2) and the Sustainable Development Goals SDG 2030 (2.12).

### ➤ **Supplier Certification Committee.**

Made up of people from the company's senior management from various functional areas (commercial, legal, production, quality, environment, corporate social responsibility, finance, etc.).

Its main task is to analyse the characteristics of potential raw material suppliers in various aspects of management in order to ensure that we establish business relationships with reliable companies and that they perform adequately in the marketing of our raw materials, mainly copper for recycling.

### ➤ **Hedging Committee.**

Its main mission is to take the appropriate decisions to mitigate the potential effects of price fluctuations of raw materials, mainly copper, on the company.

The risk of copper pricing that is unfavourable for the company is reduced through hedging operations. Its management is led by the Marketing and Sales Department.

### ➤ **Credit Risk Department.**

Led by the Marketing and Sales and Sulphuric Acid Business Departments, its mission is to analyse the financial soundness and capacity of our potential customers to assess their ability to fulfil their business obligations in the purchase of our products.

**Responsible Sourcing Committee.** Its mission is to ensure responsible sourcing of raw materials (copper concentrate), following the principles included in the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and the Responsible Sourcing of Minerals Policy established by FCX. In 2022, Atlantic Copper has certified its responsible sourcing programme with the Joint Due Diligence Standard of the Copper Mark.



## 1.6 Market Risks

Spain and Europe are facing environmental, technological and social challenges, many of them related to the supply of raw materials that underpin their industrial activity and the quality of life of its population. Metals in general, and copper in particular, are essential to achieve the green and digital transition collected in the Green Deal, and its demand will increase.

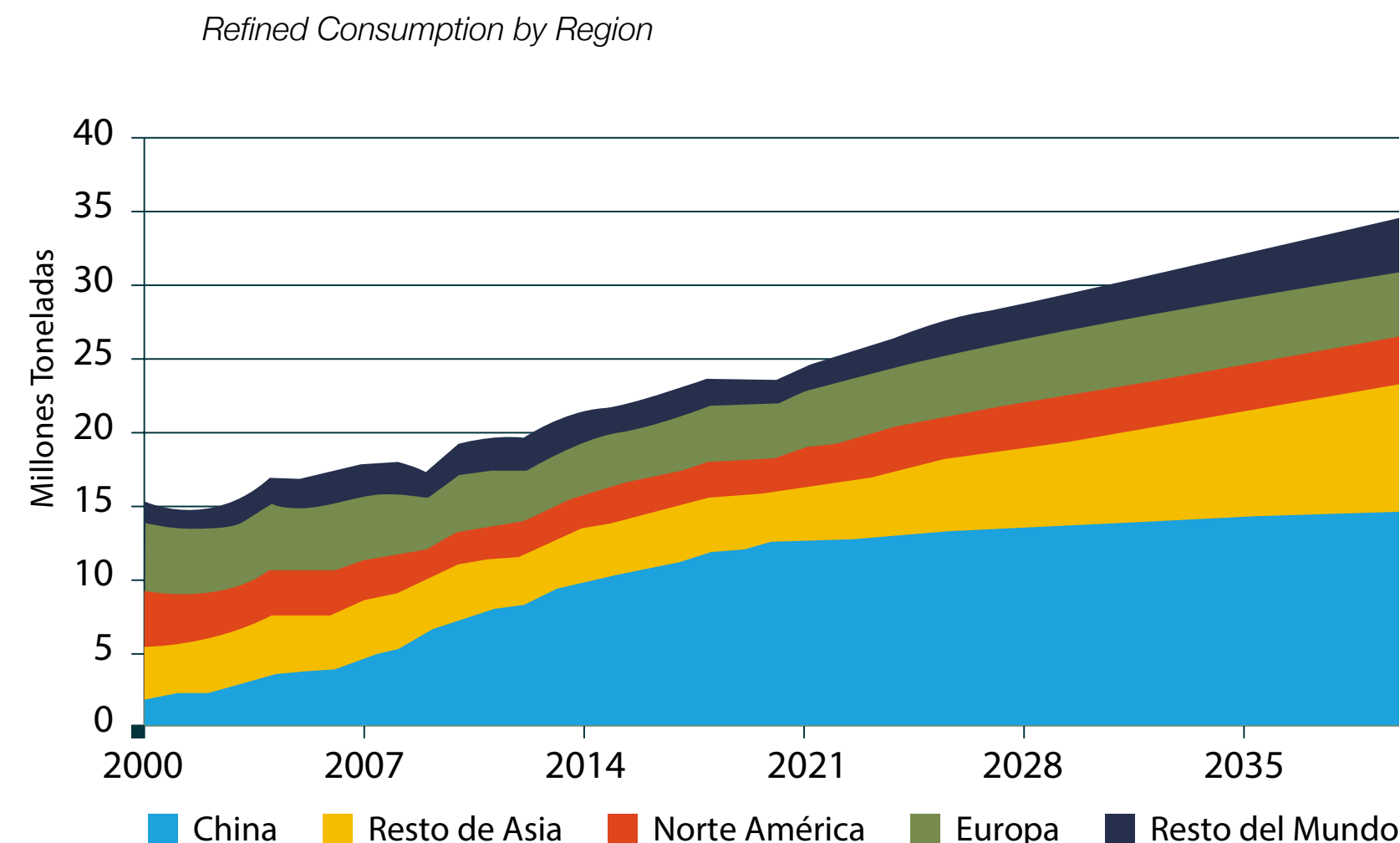
Therefore, greater independence of copper supply, the exploitation of new polymetallic reserves, recycling, its processing and conversion into key products to meet the future demands for this metal and decarbonization goals will have an extraordinary impact on the copper value chain in Europe and in Spain.

Metals in general, and copper in particular, are essential to achieve the green and digital transition. Europe is deficient in raw materials and also in copper, with a dependence on the outside of a 30% of its consumption. For this reason, making the most of metal reserves, recycling and a commitment to the circular economy in all production processes is essential to achieve the objectives of the Green Deal.

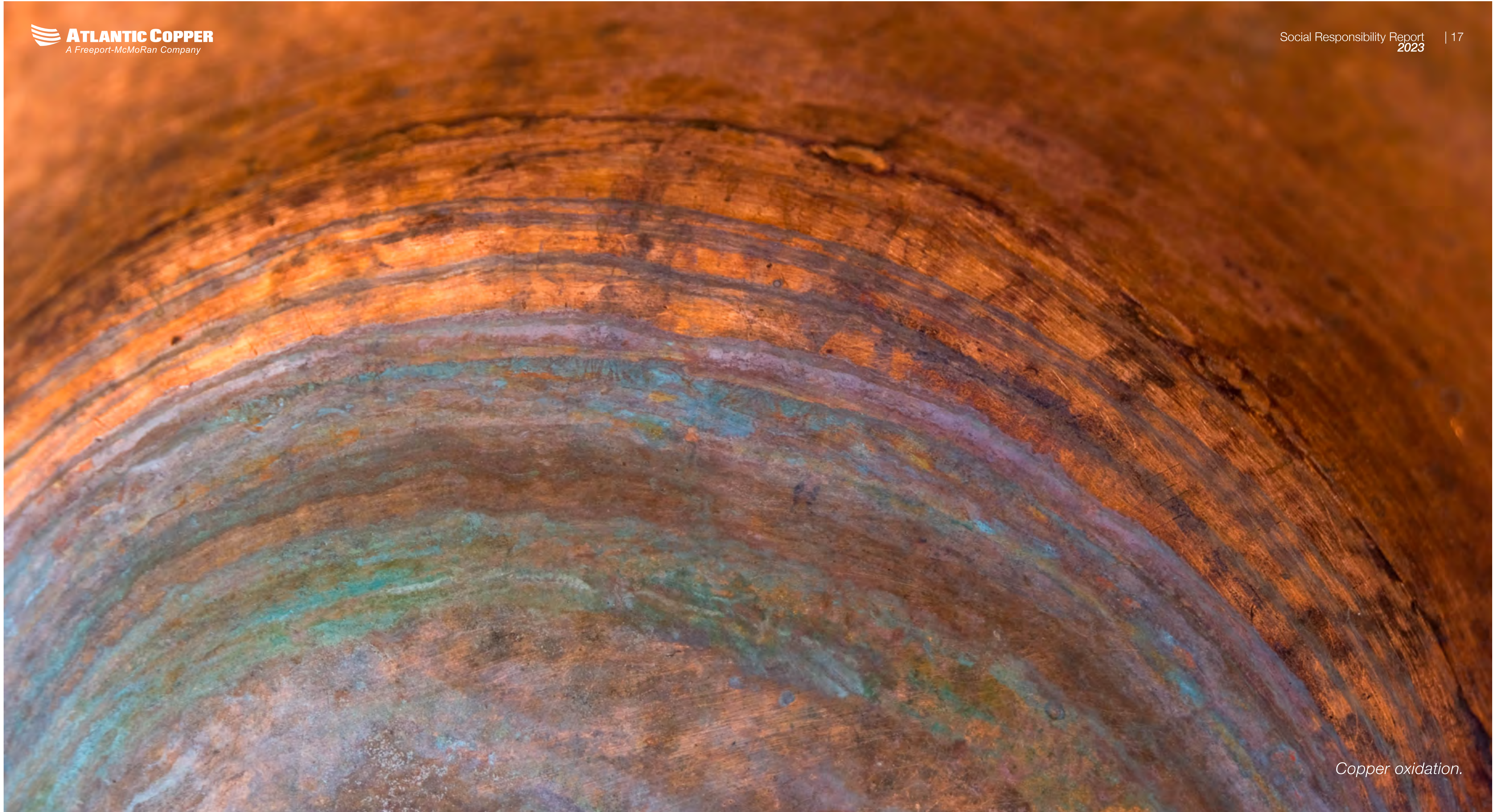
The outlook for the future is encouraging. Copper is fundamental for sustainable development of the world economy and will continue contributing to its growth through its use in new markets such as renewable energy, construction, digitalisation, infrastructures and electric vehicles. Attached is a table of copper consumption forecasts by world regions (Source: Wood Mackenzie).

In relation to the sulphuric acid market, of which Atlantic Copper is the largest producer in Spain and the second largest in Europe, Atlantic Copper has an important logistics platform which enables the company to supply to the markets of this essential element for sectors such as agriculture and the pharmaceutical industry.

With regard to the risk of fluctuations in processing costs, and in particular with regard to variations in the price of energy, Atlantic Copper has an Energy Management System (ISO 50001) that ensures management of its purchases. At 2023 Atlantic Copper covered the price of electricity for 51% , through self-production and long-term contracts (PPAs) from renewable sources, compared to the established target of 50%.







*Copper oxidation.*



# Reference Frameworks



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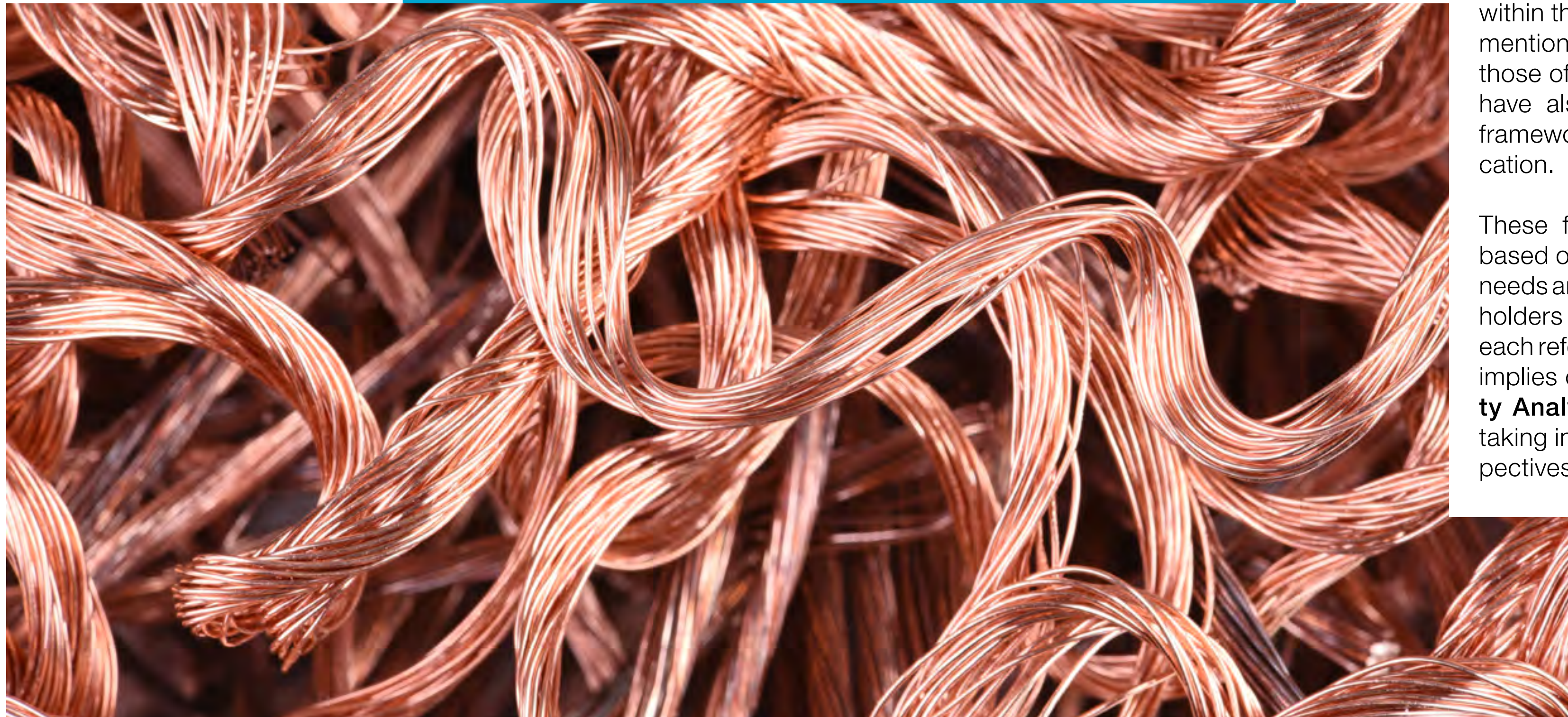
2.16. TOP EMPLOYER





## 02.

# Reference Frameworks



Atlantic Copper adheres to diverse reference frameworks within the scope of Law 11/2018, mentioned therein, as well as those of other organisations that have also developed reference frameworks in their area of application.

These frames of reference are based on the identification of the needs and expectations of Stakeholders affected by the scope of each reference framework, which implies carrying out a **Materiality Analysis** as a starting point, taking into account several perspectives:

- A) Stakeholder perspective.
- B) Strategy perspective
- C) Social Responsibility perspective



## Materiality Analysis

### Strategy perspective.





## Materiality Analysis

Stakeholder perspective.

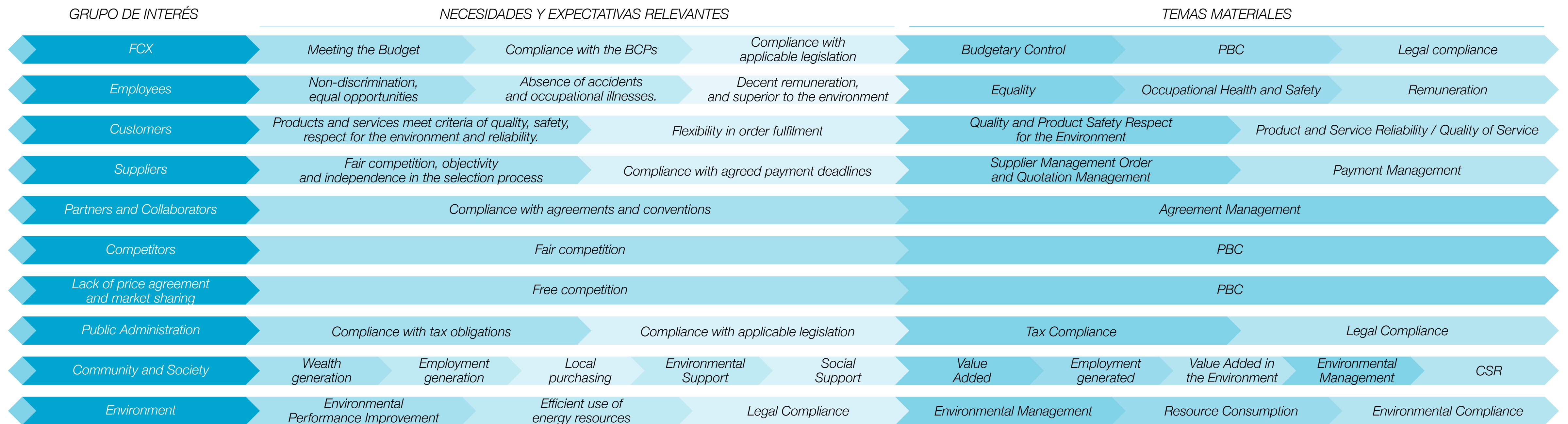
INTERESTED PARTY	SOURCES OF INFORMATION	MATERIAL ISSUES
Shareholder	Board of Directors (i) Shareholder Relations (e)	Economic profitability / FCX PBC
Customers	Commercial Relations (e) Contracts and Orders (i) Customer Surveys (e)	Contractual compliance / Compliance with specifications / Competitive prices
Employees	Human Resources (i) Employees' Representatives (i)	Compliance with Legislation and Occupational / Health and Safety Agreements
Product Suppliers	Business Relations (e) Contracts and Orders (i)	Contractual Compliance / Responsible Purchasing
Service Providers	Business Relations (e) Contracts and Orders (i)	Contractual compliance / Occupational Health and Safety
Society	Business Relations (e) Foundation AC (e)	Legal Compliance / Sustainable Development
Environment	Environmental Legislation (e) Environmental Aspects (i)	Energy Consumption / Greenhouse gases Waste management
Administration	Business Relations (e) Relations with Administrations (e)	Compliance Legislation / Anti-corruption

(i): internal source of information  
(e): external source of information



# Materiality Analysis

## Social Responsibility perspective





## 2.1. Fcx Principles of Business Conduct

Entitled Strength in Values, our Principles of Business Conduct (PBC) represent the culture and commitment of Freeport-McMoRan (FCX) to doing what is right. Designed to help guide all of us-from top-level management to entry-level employees-the PBCs reflect how we do business.

As an FCX company, Atlantic Copper assumes the commitments established in the FCX Principles of Business Conduct as its own.

The Values that inspire the BCPs give who we are and how we work, all of us, everywhere, every day, and they are summarised in:

**SAFETY**

**RESPECT**

**COMMITMENT**

**INTEGRITY**

**EXCELLENCE**

In addition, the PBCs complement each other and are developed in the following specific documents:

- *Policy and Guidelines Anti-Corruption.*
- *Environmental Policy.*
- *Guidelines for Fair Competition.*
- *Global Supply Chain Policy.*
- *External Communications Policy.*
- *Human Rights Policy.*
- *Social Performance Policy.*
- *Responsible Minerals Supply Policy*
- *Harassment Prevention Protocol*
- *Conflict of Interest Guidelines.*
- *Privileged Information Policy (Insider Trading).*
- *Inclusion and Diversity Policy*
- *Code of Conduct for Trading Partners.*
- *Occupational Health and Safety Policy.*
- *MIS End User Policy (Information Systems)*

These documents are available on the website:

<http://www.atlantic-copper.es>





Participation in ICMM requires adherence to a commitment based on 10 principles. These represent a framework of exemplary practices that favour sustainable development in the mining and metallurgical industry:

## 2.2 ICMM (International Council on Mining & Metals)

In 2020, Atlantic Copper submitted to an audit by an independent third party (Corporate Integrity) of compliance with the performance expectations of the ICMM Principles (PEs). As a result of this independent assessment

and analysis of other areas of its management, in December 2020, the company was awarded the Copper Mark, an accreditation that demonstrates to the London Metals Exchange and our stakeholders compliance with the 32 multi-functional criteria in the exercise of responsible production.

During the year 2023, we have participated in a process of review of compliance with performance expectations of the ICMM principles, with the auditors Ernest & Young for the renewal of the accreditation The Copper Mark. On 27 February 2024, The Copper Mark accreditation was received for a period of 3 years, until 26 February 2027, extendable to nickel carbonate.

- 1 APPLY ETHICAL BUSINESS PRACTICES AND ROBUST SYSTEMS OF CORPORATE GOVERNANCE
- 2 INTEGRATE SUSTAINABLE DEVELOPMENT IN CORPORATE DECISION-MAKING PROCESSES
- 3 RESPECT THE HUMAN RIGHTS AND THE INTERESTS, CULTURES, CUSTOMS AND VALUES OF OUR EMPLOYEES AND THE COMMUNITIES AFFECTED BY OUR ACTIVITIES
- 4 IMPLEMENT RISK-MANAGEMENT STRATEGIES AND SYSTEMS BASED ON VALID INFORMATION AND SOUND SCIENCE
- 5 PURSUE CONTINUOUS IMPROVEMENT IN OUR HEALTH AND SAFETY PERFORMANCE
- 6 PURSUE CONTINUOUS IMPROVEMENT IN OUR ENVIRONMENTAL PERFORMANCE
- 7 CONTRIBUTE TO THE CONSERVATION OF BIODIVERSITY AND INTEGRATED APPROACHES TO LAND-USE PLANNING
- 8 FACILITATE AND SUPPORT THE DESIGN, USE, RE-USE, RECYCLING AND RESPONSIBLE DISPOSAL OF OUR PRODUCTS
- 9 CONTRIBUTE TO THE SOCIAL, ECONOMIC AND INSTITUTIONAL DEVELOPMENT OF HOST COUNTRIES AND COMMUNITIES
- 10 APPLY MECHANISMS FOR EFFECTIVE, TRANSPARENT AND VERIFIABLE REPORTING, COMMUNICATION AND PARTICIPATION WITH OUR STAKEHOLDERS



## 2.3 Social Responsibility Management System (IQNET SR10 – ISO 26000)

Atlantic Copper has developed, implemented and certified, and keeps up-to-date, a Social Responsibility Management System (SRMS) applicable to the entire company which meets the IQNet SR10 standard developed by IQNet Association (The International Certification Network.)

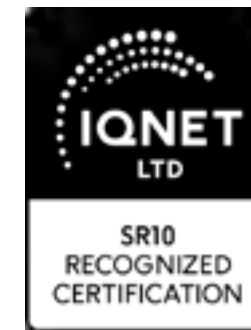
Atlantic Copper's SGRS was certified by AENOR according to the IQNet SR10 standard in 2014, and this certification has remained in force since then.

To continue progressing in the area of Social Responsibility and Sustainability, in 2019, Atlantic Copper began participating in an

external evaluation according to the Vigeo Eiris model (currently Moody's ESG Solutions), based on the main worldwide reference frameworks for environmental, social and corporate governance (ESG) compliance. The results were very satisfactory, and the Company undertook the corresponding actions to address the improvement opportunities identified, having achieved an overall rating of Advanced (highest possible level in the external evaluation conducted in 2022, which has been consolidated since 2021, increasing the score (from 64 to 66) and having moved up three positions in comparison with the sector, 18 positions in Europe and 27 worldwide.

To further reinforce Atlantic Copper's commitment to Social Responsibility, in October the company joined the Spanish Global Compact Network, the world's largest corporate sustainability initiative, having submitted its progress report in October 2022, being declared compliant

by the Global Compact. In 2023, Atlantic Copper remains an active member of the Compact and its Spanish Network, complying with the requirements to do so.

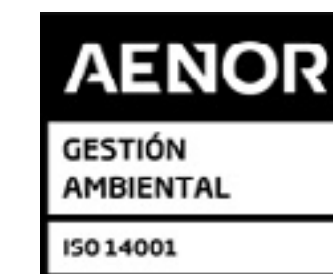


## 2.4 Environmental Management System (ISO 14001)

Atlantic Copper has developed, implemented and certified, and keeps up-to-date, an Integrated Environmental Management System (IEMS) applicable to its facilities in Huelva which complies with the international standard *UNE-EN ISO 14001* Environmental Management Systems. This

International standard specifies the requirements of an Environmental Management System for protecting the environment and responding to changing environmental conditions in balance with socio-economic needs.

Atlantic Copper's SIGMA was certified by AENOR according to the international standard *UNE-EN ISO 14001* in 1999, and this certification has remained valid from then until to the present day.





## 2.5 Emas Statement

Since 1997, Atlantic Copper has prepared Annual Statements of its Environmental Conduct as established in the Environmental Management and Auditing System (EMAS).

The additional EMAS requirements with respect to the *UNE-EN ISO 14001* international standard are integrated into Atlantic Copper's IEMS (2.4). We comply with these requirements through yearly publication of our Environmental Statement, which is certified by an accredited environmental verifier.



## 2.6 Energy Management System (ISO 50001)

Atlantic Copper has developed, implemented and certified, and keeps up-to-date, an Energy Management System (EMS) applicable to its facilities in Huelva which complies with the international standard *UNE-EN ISO 50001* Energy Management Systems.

Atlantic Copper's EMS was certified by AENOR according to the *UNE-EN ISO 50001* standard in 2011, and this certification has been kept current.



## 2.7 Safety Management System (ISO 45001)

Atlantic Copper has developed, implemented and certified, and keeps up-to-date, an Integrated Occupational Risk and Accident Prevention System (IORAPS) applicable to the entire company which complies with the policies established in this area by FCX and current laws.

Regarding the preventive measures, we have an In-house Prevention Service that is recognised and registered with the four specialties, as well as our own 24-hour Medical Service.





## 2.8 Healthy Workplace Management System

Atlantic Copper has developed and implemented and certified, and keeps up-to-date, a Healthy Workplace Management System (HWMS) applicable to the entire company that complies with AENOR's Healthy Workplace Model. AENOR's Healthy Organization Model responds to the Model proposed by the World Health Organization (WHO) for a Healthy Work Environment in Organizations.

Atlantic Copper's SIGOS is based on the Identification, Evaluation and Control of the Factors that influence the Healthy Work Environment, considering: Physical Work Environment, Psychosocial Work Environment, Health Resources, and Community Involvement. Atlantic Copper's SIGOS also includes the necessary Policies and Procedures for the compliance with applicable requirements, including legal requirements.

Although the HWMS is mainly aimed at the people who work for the company, promotion of good health is one of Atlantic Copper's general strategic lines, which is also aimed at the rest of the stakeholders to the extent that we are able to influence them.

The implementation of Atlantic Copper's SIGOS is monitored through:

- *The follow-up and measurement activities foreseen in the SIGOS itself.*
- *Annual Internal Audits of the complete SIGOS.*
- *Annual external audits of the SIGOS by AENOR.*



The HWMS was certified by AENOR according to AENOR's Healthy Workplace Model in 2018, and this certification has been kept current.

This certification has been in force since then and has been adapted to the new AENOR's Healthy Organization Management Heal-

thy Organization Management System dated 11/21/2021.

The annual follow-up audit was successfully passed in 2023. Certificate valid until 2024. Additionally, Atlantic Copper obtained official recognition as a Cardio-insured Zone in 2019.



## 2.9 Management System for Criminal Compliance (UNE 19601)

Atlantic Copper has developed and implemented a *Criminal Compliance Management System* for the purpose of continuously validating application of the established Criminal Compliance Policy.

Atlantic Copper's *Criminal Compliance Management System* was certified in 2019 by AENOR according to the standard *UNE 19601 Management Systems for Criminal Compliance*. Requirements with guidance for use. This certification has been maintained.



## 2.10 Quality Management System (ISO 9001)

Atlantic Copper has developed, implemented and certified, and keeps up-to-date, a Quality Management System (QMS) applicable to the entire company which complies with the international standard *UNE-ENISO 9001 Quality Management Systems*.

Atlantic Copper' QMS was certified by AENOR according to the *UNE-EN ISO 9001* standard in 1994, and this certification has been kept current.



## 2.11 Asset Management System (ISO 55001)

Atlantic Copper has developed, implemented and certified (in 2019), and keeps up-to-date, an Asset Management System (AMS) applicable to the entire company which complies with the international standard *UNE-ISO 55001 Asset Management. Management systems*.





## 2.12 Nations Sustainable Development Goals (2030 SDGs)

Atlantic Copper is committed to the set of global goals for eradicating poverty, protecting the planet and ensuring prosperity formulated by world leaders in the framework of the UN on 25 September 2015 as part of a new sustainable development agenda for implementation over in the next 15 years by governments, the private sector, civil society and individuals.

Atlantic Copper considers the 2030 SDGs in its strategies and actions in conjunction with the rest of the reference models indicated above. Atlantic Copper integrates the 2030 SDGs into its system for analysis and assessment of Sustainable Development risks and opportunities according to the FCX SD Risk Register Process.

Additionally, Atlantic Copper maintains a record of actions that are strategically aligned with the 2030 SDGs.

Chapter 8 of this document indicates the main relationships of the different sections of this report to the 2030 SDGs, as well as other initiatives aligned with same.



## 2.13 Authorised Economic Operator (ES AEOF 16000002EY)

Atlantic Copper is certified as an Authorised Economic Operator with Customs Simplification/Security and Safety (AEO) for its facilities in Huelva and Madrid.

The AEO certificate is a status awarded by the different community customs authorities to companies that carry out international trade operations. It identifies its holder as a reliable partner for customs operations. It gives its holder proof that it complies with rigorous security criteria and controls and that it can, therefore, be considered an efficient and trustworthy trade partner.





## 2.14 The Copper Mark

The Copper Mark is an initiative arising from the International Copper Association (ICA) and the input of external stakeholders. It subsequently became an independent organisation that establishes a rigorous global compliance system based on ESG principles and with a complete set of environmental, social and governance criteria. It is the first and only system developed specifically for the copper

industry, and it enables companies in the sector to accredit to their customers, suppliers, investors, final manufacturers and other stakeholders a responsible production process aligned with the SDGs (2.12).

In the future, the Copper Mark has been admitted by the London Metal Exchange as a means of demonstrating implementation of a Responsible Sourcing Programme aligned with the OECD guidance, which is a requirement for products to be registered on same.

Atlantic Copper was the first European smelting and refinery that has received this seal of approval and was among just five companies in the world to have achieved it up to the date it was granted (10/12/2020).

To do so, the company passed the Copper Mark Assurance Process, a voluntary programme open to all members of the copper industry that enables the producer to express its commitment to compliance with the industry's sustainability standards in its operating practices.

The evaluation is based on 32 criteria in a cycle structured in five phases: commitment, self-assessment, independent assessment, improvement plan and re-assessment every three years.

In 2022 the Joint Due Diligence Standard assessment has been successfully completed (fully meets / 100% compliance) to accredit compliance with the OECD criteria in this matter.

In 2023 we participated in a process of renewal of this accreditation,

with the auditor Ernest & Young.

On February 27, 2024, The Copper Mark accreditation was renewed for 3 years, until February 26, 2027, extendable to nickel carbonate.





## 2.15 United Nations Global Compact (Spanish Network)

In October 2021, Atlantic Copper joined the Spanish Network of the United Nations Global Compact, the world's largest CSR initiative, which to date has united more than 20.000 entities in 170 countries for the promotion of the Sustainable Development Goals (SDGs), as a signatory partner.

Following in Freeport-McMoRan's footsteps, the company has voluntarily committed to consolidate its strategies and operations with the ten universal principles on human rights, labor standards, environment and anti-corruption, remaining active within the Spanish network at the end of 2023.

All certificates and documents regarding management systems are available on our website ([www.atlantic-copper.es](http://www.atlantic-copper.es)).

### THE TEN PRINCIPLES

of the United Nations Global Compact



HUMAN RIGHTS



LABOUR RIGHTS



ENVIRONMENT



ANTI-CORRUPTION

- 1 Businesses should support and respect the protection of internationally proclaimed human rights.
- 2 Not be complicit in human rights abuses
- 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- 4 The elimination of all forms of forced and compulsory labour.
- 5 The effective abolition of child labour.
- 6 The elimination of discrimination in respect of employment and occupation.
- 7 Businesses should support a precautionary approach to environmental challenges.
- 8 Undertake initiatives to promote greater environmental responsibility.
- 9 Encourage the development and diffusion of environmentally friendly technologies.
- 10 Businesses should work against corruption in all its forms, including extortion and bribery.



## 2.16 Top Employer

Top Employers Institute is the global authority, which has validated for the second consecutive year the excellence of the HR policies implemented in the Company with an impact on the professional environment. Founded 30 years ago, *Top Employers Institute* has certified more than 2,053 organisations in 121 countries. Certified Top Emplo-

yers organisations create a positive impact on the lives of more than 9 million employees around the world.

*The Top Employers Institute Certification Programme* is an objective, independently audited process that examines human resource policies in organisations.

To obtain the seal, it is necessary to pass four stages: survey, validation, results and certifica-

tion. The most important of all is to respond to the six domains covered by the *HR Best Practices Survey*.

These major headings are divided into 20 different dimensions such as people strategy, digitalisation, working environment, leadership, talent acquisition, learning, sustainability, diversity and inclusion, among many others.



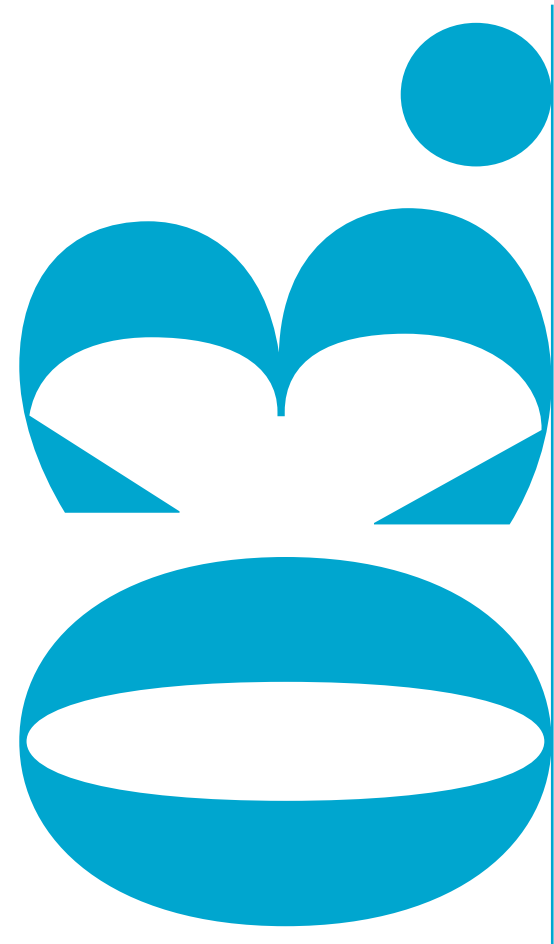




*Copper oxidation.*



# Environment Results



## ENVIRONMENTAL ASPECTS

### 3.1. ENVIRONMENTAL IMPACT

- 3.1.1. SO<sub>2</sub> AND PARTICULATE EMISSIONS
- 3.1.2. GREENHOUSE GAS EMISSIONS (GEI)

### 3.2. WASTE

- 3.2.1. RECYCLING
- 3.2.2. REUSE, RECOVERY AND DISPOSAL OF WASTE
- 3.2.3. FOOD WASTE COMBAT ACTIONS

### 3.3. WATER CONSUMPTION

### 3.4. CONSUMPTION OF RAW MATERIALS AND MATERIALS

### 3.5. ENERGY CONSUMPTION (DIRECT AND INDIRECT)

- 3.5.1. ENERGY EFFICIENCY
- 3.5.2. RENEWABLE ENERGY USE

### 3.6. CLIMATE CHANGE

- 3.6.1. GREENHOUSE GASES (GHG)
- 3.6.2. MEASURES TO ADAPT TO THE CONSEQUENCES OF CLIMATE CHANGE

### 3.7. BIODIVERSITY

- 3.7.1. MEASURES TO PRESERVE OR RESTORE BIODIVERSITY





# 03. Environment / Results



The emissions data presented below for the years 2022 and 2023 are verified by AENOR TRUST.

## Environmental Aspects

The following sections analyze the evolution of Atlantic Copper’s environmental performance over the last 2 years for the main environmental vectors.

In all parameters there is an increase in tons emitted in 2023 compared to the year 2022. The cause is the same as in the case of other indicators, the General Maintenance Shutdown carried out the previous year, which resulted in lower production, and therefore lower emissions.

In 2023, the normal activity of the facilities was recovered.

## 3.1 Atmospheric Emissions

### 3.1.1 Carbon Emissions

Reducing atmospheric emissions is one of the environmental vectors on which Atlantic Copper focuses its improvement objectives. For this reason, it has advanced purification systems, in line with the applicable Best Available Techniques (BAT).

The following table shows the evolution over the last 2 years of the most characteristic parameters of Atlantic Copper’s emissions (SO<sub>2</sub>, particulate matter (PM) and NO<sub>x</sub>)

	Total emissions (t/year)		Unit emission (kg/t concentrate)	
	2022	2023	2022	2023
SO <sub>2</sub>	1677	2075	2,021	2,048
PM	16,9	18,0	0,020	0,018
NO <sub>x</sub>	83,9	85,1	0,101	0,084



### 3.1.2 Greenhouse Gas Emissions

To contribute to mitigating climate change, Atlantic Copper is working to reduce greenhouse gas (GHG) emissions from its activities, in line with the objectives of the Paris Agreement, and the national and European commitments arising from it. Among the main greenhouse gases emitted by Atlantic Copper (Scope 1) are CO<sub>2</sub>, and to a lesser extent CH<sub>4</sub>, N<sub>2</sub>O and some hydrofluorocarbon compounds (HFCs).

The following table shows the evolution of direct (Scope 1) and indirect emissions (Scope 2) of Greenhouse Gases (GHG) emitted in the last two years:

	Total emission (t equivalents/year)		Unit emission (t equivalents/t concentrated)	
	2022	2023	2022	2023
<b>CO<sub>2</sub> eq (Scope 1)</b>	51.110 <sup>(1)</sup>	<b>62.305</b>	0,062 <sup>(1)</sup>	<b>0,062</b>
<b>CO<sub>2</sub> eq (Scope 2)</b>	37.393 <sup>(2)</sup>	<b>44.765<sup>(3)</sup></b>	0,045 <sup>(2)</sup>	<b>0,044<sup>(3)</sup></b>
<b>CO<sub>2</sub> eq (Scope 1+2)</b>	88.503	<b>107.070</b>	0,107	<b>0,106</b>

(1) Value revised to include emissions associated with the carbon content of the raw material (concentrate).

(2) Value revised by updating the emission factor.

(3) Estimates based on energy purchased without guarantees of origin in 2023, and the emission factor of a generic marketer corresponding to the year 2022. The emission factor for 2023 will be published by the Electricity Regulator in 2024.

### 3.2 Waste

Atlantic Copper carries out numerous actions to comply with its management the waste hierarchy, including the following:

- *Implantación de nuevas tecnologías para la prevención y minimización de residuos.*
- *Reciclado y valorización de residuos mediante gestores autorizados.*

	Waste production (t)		Unit waste production (t equivalent/t concentrate)	
	2022	2023	2022	2023
<b>TOTAL HAZARDOUS WASTE</b>	17.515	<b>16.957</b>	21,1	<b>16,7</b>
<b>TOTAL NON-HAZARDOUS WASTE</b>	5.302	<b>2.107</b>	6,4	<b>2,1</b>
<b>TOTAL WASTE PRODUCED</b>	22.817	<b>19.065</b>	27,5	<b>18,8</b>

Atlantic Copper promotes the research and development of new technologies and processes focused on the recovery of valuable elements present in its waste.

of alternatives for the recovery and valorization of metals considered fundamental and/or strategic raw materials for the EU, and which are currently present in Atlantic Copper's waste.

An example is the project that was launched in 2023, and whose objective is the study

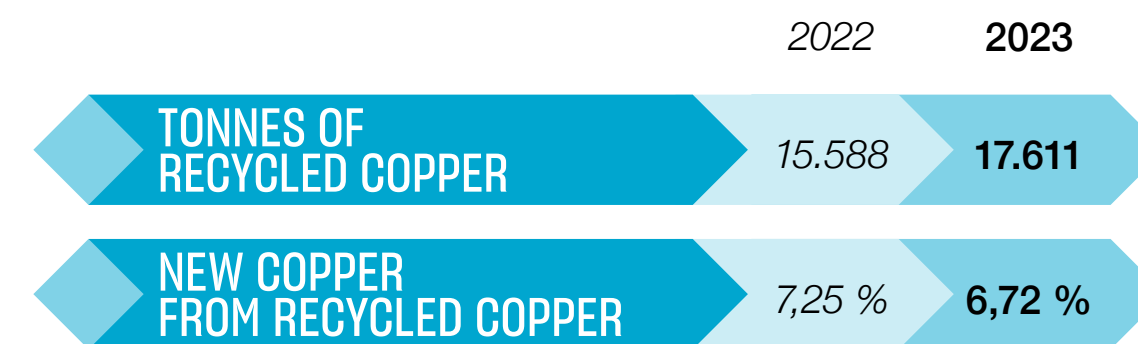


### 3.2.1 Recycling

Atlantic Copper contributes significantly to the copper recycling, so that it can be reused indefinitely. Recycled products today come from industrial waste (scrap from production processes in the copper value chain and from products that have reached the end of their useful life).

Atlantic Copper introduces this secondary copper as a raw material in its production process, where it is mixed with copper of primary origin.

The amount of new copper obtained from recycled copper has increased by 4.7% compared to the previous year, which was conditioned by the General Shutdown for Maintenance.



In 2023, construction began on the CirCular Project, which will process some 60,000 t/year of the non-ferrous metal fraction (e-material) from the recycling of electrical and electronic equipment at the end of its useful life (WEEE).

The project is expected to begin operating in 2025, allowing the recovery of copper, precious metals and other metals essential for the energy transition.



### 3.2.2 Reuse, Recovery And Disposal of Waste

As mentioned in the previous section, Atlantic Copper contributes significantly to the recycling of copper for its reuse. As a strategy for the prevention and minimization of waste the implementation of new technologies, which not only avoid the generation of waste, but also promote its transformation, into recoverable materials.

### 3.2.3 Food Waste Combat Actions

At Atlantic Copper's Huelva Metallurgical Complex, there is a company canteen, managed by an entity specialized in collective catering, in which, under normal conditions, more than 130 meals a day are provided, subject to the regulations for collective canteens and to the food utilization and waste reduction policies. In addition, within the framework of the Healthy Organization Management System (2.8), Atlantic Copper's Medical Service has set up the Nutritional School, which provides guidelines for healthy and responsible eating.





### 3.3 Water Consumption

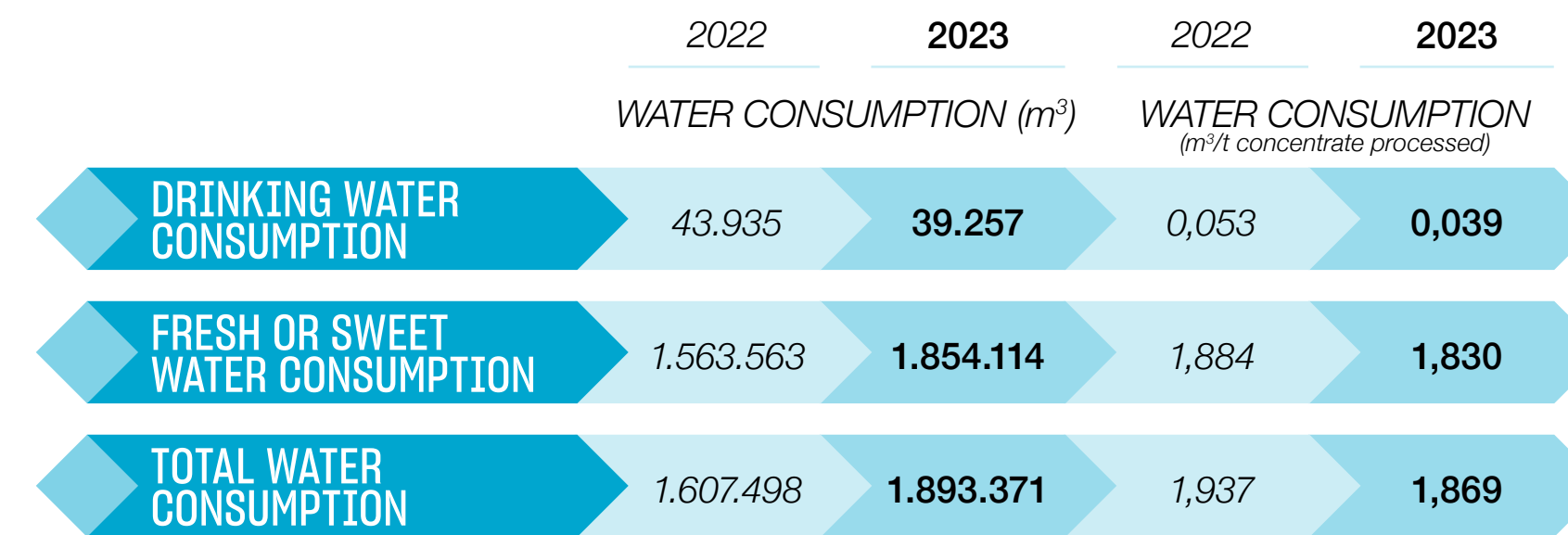
Two types of water are consumed at the Atlantic Copper facilities in Huelva:

- *Drinking water for use in offices, laboratories, changing rooms, the medical service and cafeterias*
- *Sweet water for various plant processes and replenishment of cooling water. Some of this water is demineralised for use as boiler water for steam production*

Absolute water consumption in 2023 has increased compared to the previous year as a result of lower activity as a result of the General Maintenance Shutdown in 2022. On the contrary, these data represent a slight decrease (4%) in unit water consumption.

As part of its commitment to reduce water consumption, construction of the reverse osmosis and

evapo-crystallization plant continued in 2023, with its start-up scheduled for the second half of 2024. This plant will allow 50% of the current process discharge to be reused as fresh water from 2025 onwards.

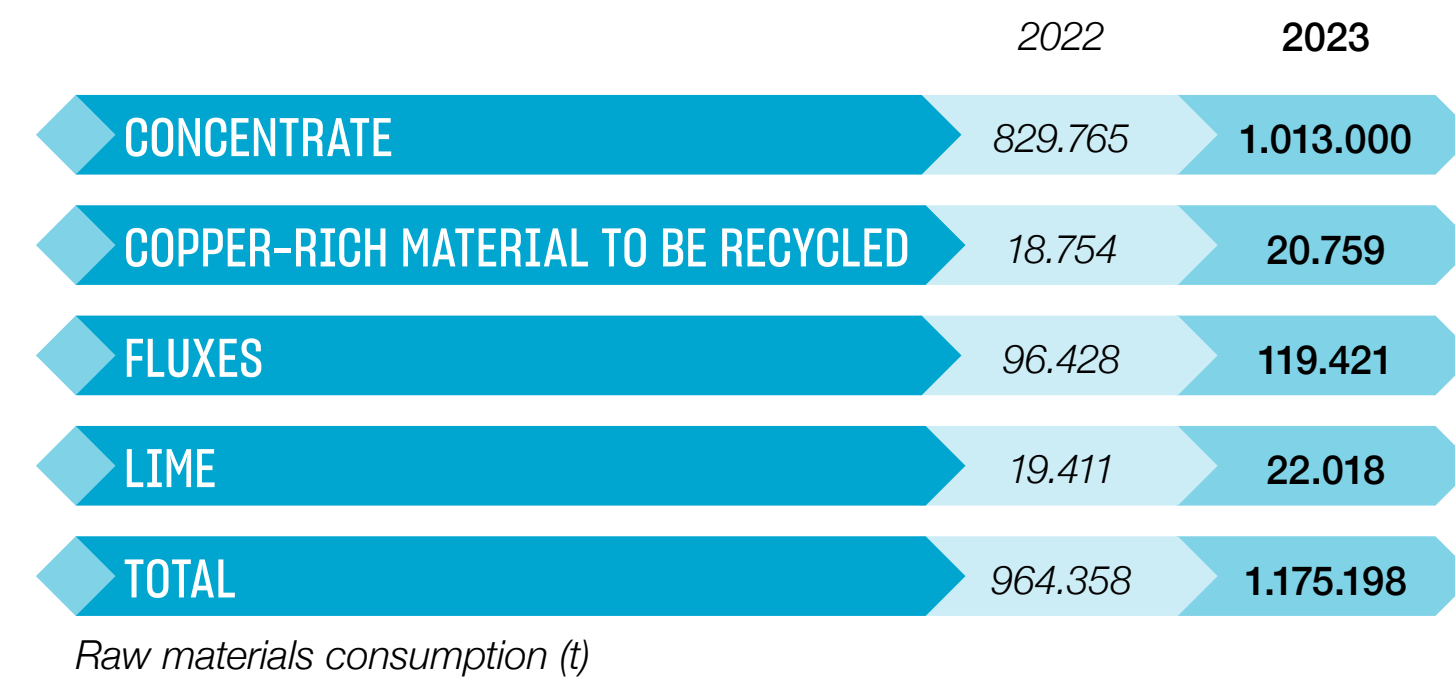


The table shows the evolution of water consumption over the last two years.



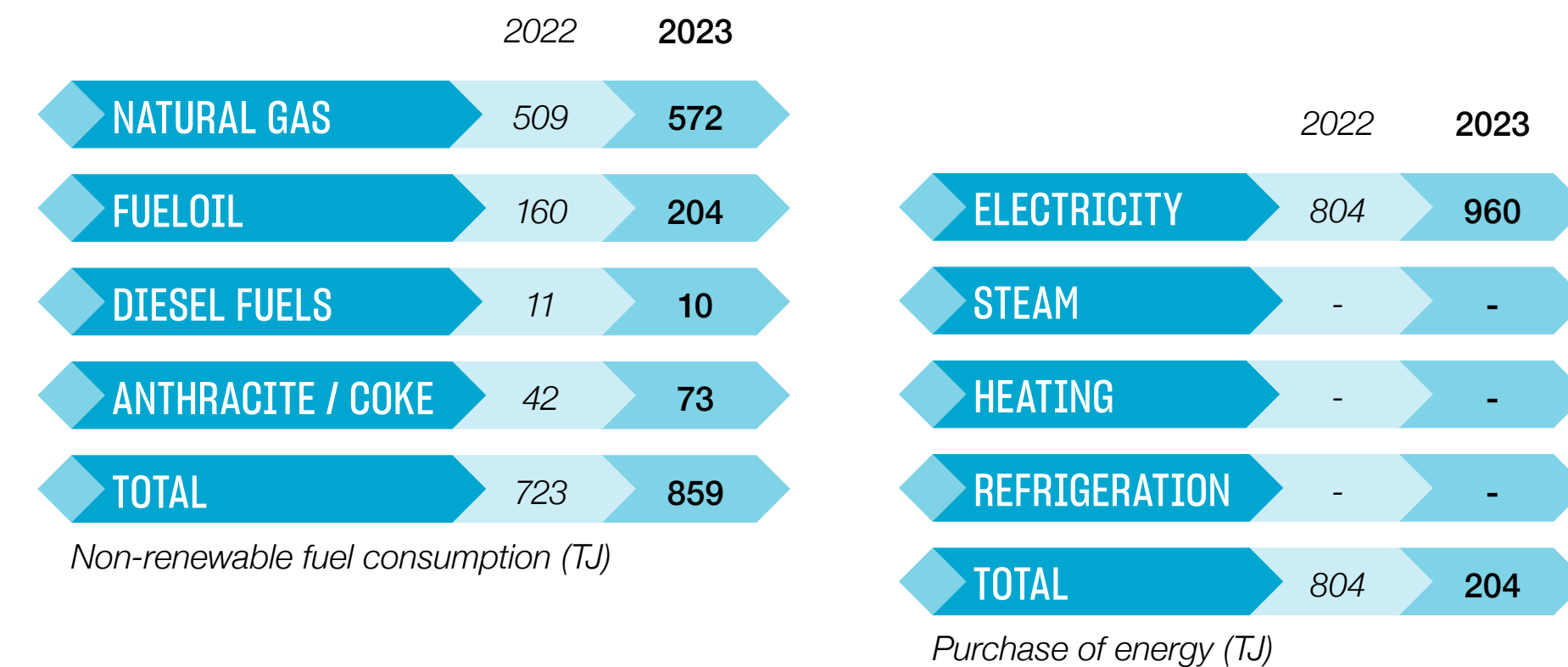
### 3.4 Consumption of Raw Materials and Materials

The following table shows the evolution of raw materials consumption over the last two years:



### 3.5 Energy Consumption (Direct and Indirect)

The following table shows the evolution of energy consumption over the last two years.





### 3.5.1 Energy Efficiency

Energy efficiency is a priority in Atlantic Copper's environmental management, which is why the Company establishes measures to improve it, aimed at reducing fuel consumption and increasing self-generation of electricity.



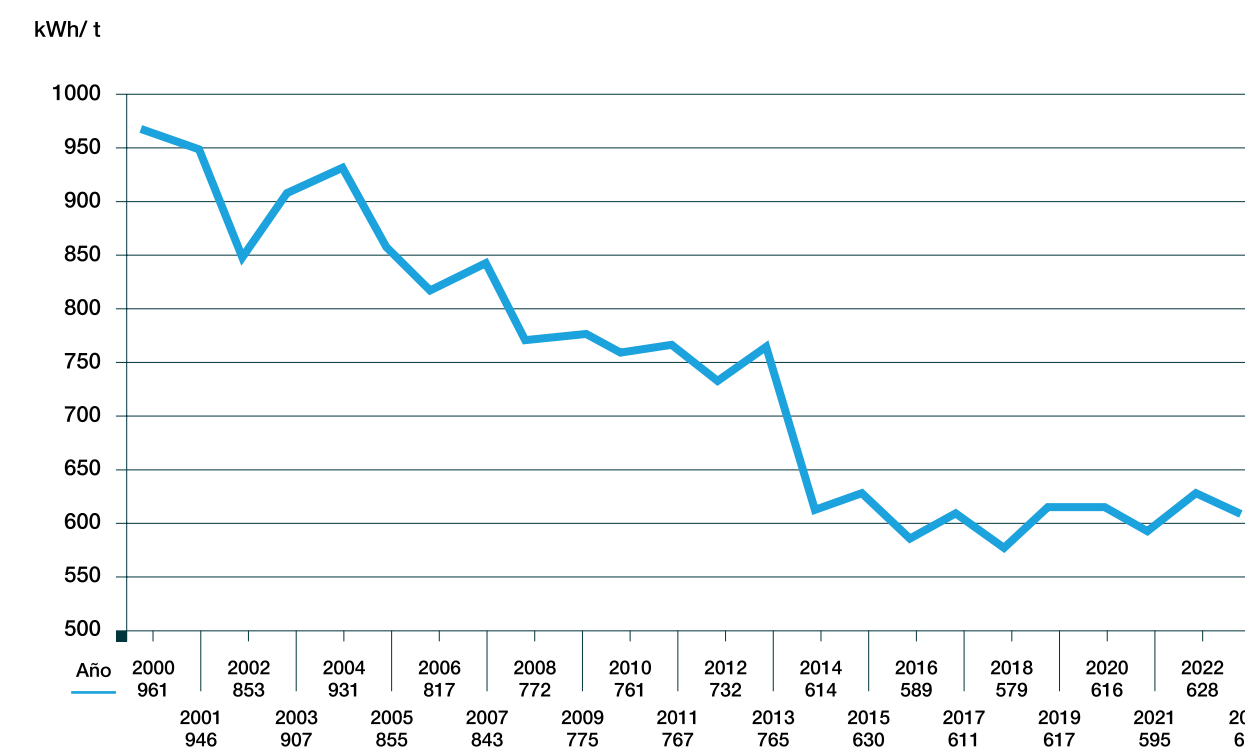
This indicator shows an increase in total energy consumption in 2023, as a result of the normalization of activity, after a year 2022 marked by the 78-day General Maintenance Shutdown.

However, unit consumption has not experienced significant variations in these two years.

### 3.5.2 Use of Renewable Energies

Atlantic Copper has signed four long-term power purchase agreements (PPA) through Fortia Energía, a power purchasing platform for large industrial consumers, of which it is a founding member. These agreements boost the penetration of renewable energy in Spain. For Atlantic Copper, the importance of these agreements lies in the fact that the energy is supplied to the Huelva Metallurgical Complex will come from renewable sources.

These contracts are, in fact, Atlantic Copper's first step in its strategy to achieve a mostly renewable electricity supply. In 2022, the consumption of electricity from renewable sources and high-efficiency cogeneration reached 51%.



E0 Indicator: Total unit energy consumption

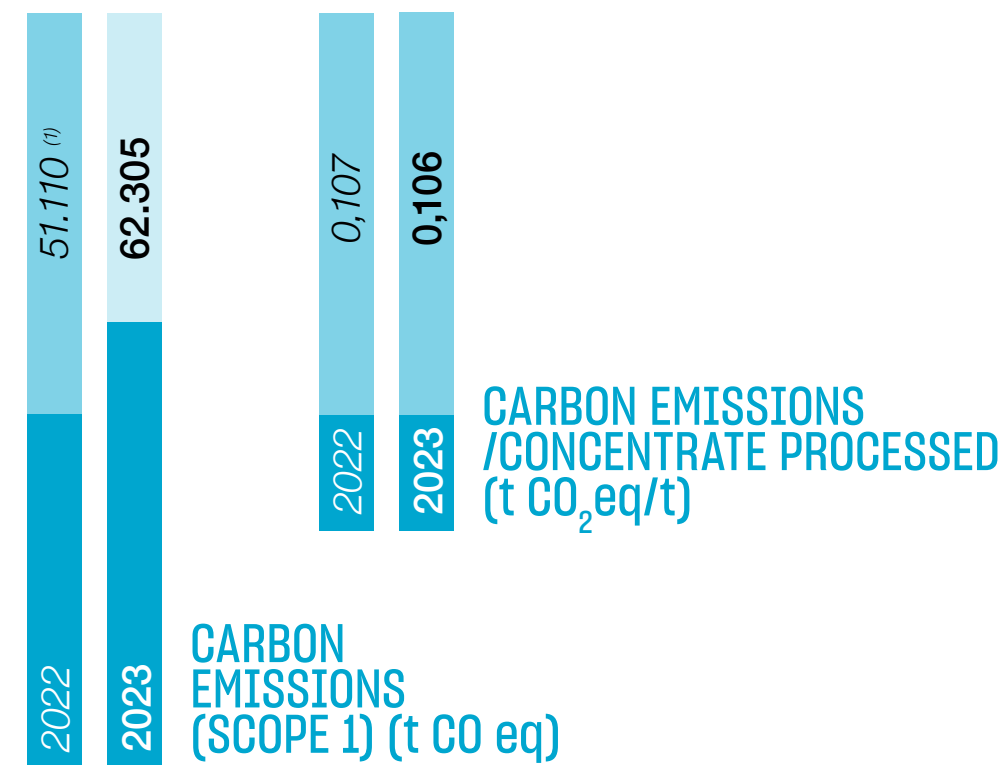


## 3.6 Climate Change

### 3.6.1 Greenhouse Gases (Ghg)

As mentioned in section 3.1.2, the main greenhouse gases emitted by Atlantic Copper include CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O and certain hydrofluorocarbon (HFC) compounds.

Despite being one of the most energy-efficient smelters in the world, Atlantic Copper has committed to reducing its GHG emissions (scope 1 and 2) by 50% by 2030, using 2018 as the base year.



<sup>(1)</sup> Data revised to include emissions associated with the carbon content of the raw material (concentrate)

### 3.6.2 Measures for Adapting to The Consequences of Climate Change

As part of the environmental impact study of its CirCular Project, Atlantic Copper conducted a study in 2021 of its vulnerability to climate change risks, covering current and future climate conditions. In addition, FCX conducted a global scenario analysis of all its operations and has carried out an additional analysis in 2022.

Our assessment of these risks will be updated periodically over time to ensure that adaptation measures are sufficient. Of all the analyzed risks reduced precipitation is the most likely event of Atlantic Copper. Therefore,

as a measure to adapt to the consequences of climate change, in 2022 has begun construction of the “Reduction of unified discharge and recirculation of treated water” project on a plant scale for 12.6 million euros.

This plant will allow 50% of the current process discharge to be reused as fresh water starting in 2025. The plant is scheduled to be started in the second half of 2024.



## 3.7 Biodiversity

### 3.7.1 Measures for Preserving or Restoring Biodiversity

In line with the philosophy of our shareholder, Freeport-McMoRan, Atlantic Copper considers it essential to ensure that social and economic progress is compatible with protection of nature and of people, based on respect for the right of future generations to enjoy a healthy environment and a habitable planet and in accordance with the principle of sustainability. This is evidenced in an extremely strict *Environmental Policy (2.4)*, designed using strategies based on continuous improvement, which establishes concrete objectives in an ongoing effort to reduce the impact of the production processes on the environment and supported by the application of the best available technologies at all times.

The commitments described in the *Environmental Policy* include that of considering the values of areas with cultural significance, biodiversity or ecological qualities, as well the potential for resource develop-

ment, alongside the social and economic benefits. For that reason, Atlantic Copper, through its foundation, has maintained a collaboration agreement since 2011 with the *Council for the Environment of the Regional Government of Andalusia* to promote environmental education and awareness-raising in Huelvan society regarding its natural surroundings.

Within the framework of this agreement, in 2023, as it has been doing since 2012, the *Marismas del Odiel Nature Area*, declared a *Biosphere Reserve* by UNESCO, the “School for Explorers” project was carried out in the format of a day camp. The programme was implemented during the summer months in the Nature Area and its facilities for public use. In this context, children from 4 to 14 years of age participated in recreational and educational activities and workshops based on content on the environment in general and on *the Marismas del Odiel* in particular. Some of the children’s activities inclu-

ded: identification and following of tracks and signs, introduction to orienteering, observation and recognition of fauna and birds, crafts using natural and recycled products, and the construction of a forest plant nursery.

This edition marked twelve years (in force since 2012), with a participation of 387 minors, who occupied 780 places, for a total of 3.900 stays. Thus, since the beginning of the project, more than 5.064 schoolchildren have taken part, with a total of 8.937 places occupied, for a total of

44.685 stays. In addition, as part of this same collaboration agreement, the Atlantic Copper Foundation also carries out other activities at the *Marismas del Odiel N. A.*, such the project “My marshland, my school”, aimed at schoolchildren from the municipalities bordering the Natural Park. In 2023, 29 centers participated (1.338 students). All this, with the conviction that only what is known is respected, and only what is respected is preserved.

On the other hand, Atlantic Copper has led the SISTEM

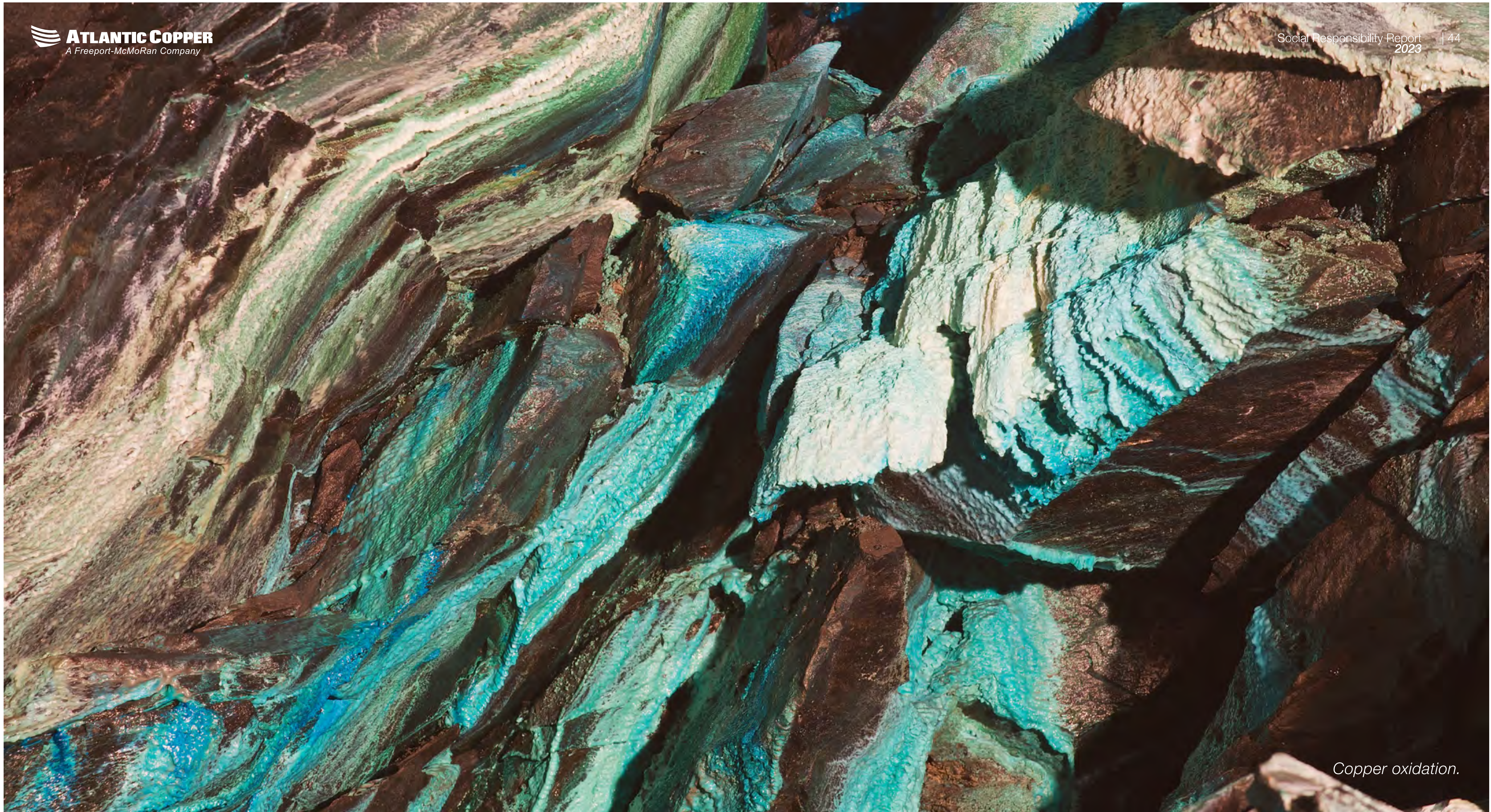
Project, consisting of the development of a manual of good practices on the coexistence of industrial environments and natural sites, which will allow the integration model with biodiversity that has been developed in Huelva to be replicated in other similar areas in the EU.

In 2022, the Atlantic Copper Foundation has launched “Copper Girl”, a program to raise awareness in classrooms of the importance of the circular economy and recycling.

In 2023, with the authorization of the management of the Natural Park, a pilot project has been started to study the regeneration of the marshes by replanting the species *Espartina densiflora* using seeds. This study, led by the University of Seville, will offer its conclusions in 2024.



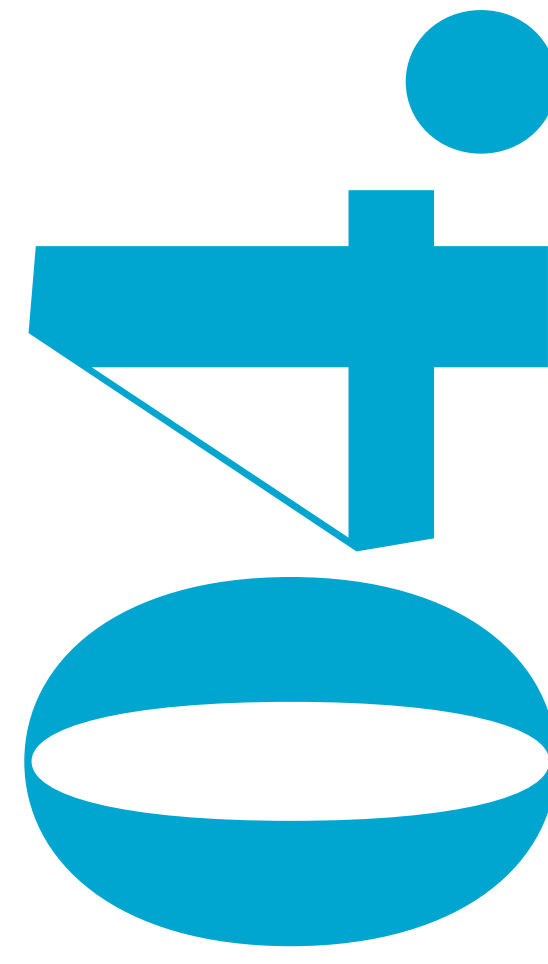




*Copper oxidation.*



# Staff



- 4.1. POLICIES AND PROCEDURES
- 4.2. PREVENTION OF OCCUPATIONAL RISKS
- 4.3. OCCUPATIONAL HEALTH
- 4.4. DISTRIBUTION OF STAFF
  - 4.4.1. REMUNERATION
  - 4.4.2. ABSENTEEISM
  - 4.4.3. WORK-LIFE BALANCE
- 4.5. ACCIDENTS AT WORK
  - 4.5.1. OCCUPATIONAL DISEASES

- 4.6. LABOUR RELATIONS
  - 4.6.1. INFORMATION, CONSULTATION AND NEGOTIATION
  - 4.6.2. COLLECTIVE BARGAINING AGREEMENT COVERAGE
- 4.7. HOURS OF TRAINING
  - 4.7.1. EMPLOYMENT PROMOTION MEASURES
- 4.8. DIVERSITY MANAGEMENT





## 04. Staff

### 4.1 Policies And Procedures

The human resources management policy is established in our Principles of Business Conduct (2.1). In addition to our values, which explain “who we are and how we work, all of us, everywhere, every day”, these establish that:

*Our employees are our greatest strength. Ensuring a safe and healthy workplace where everyone is treated fairly and with respect is a high priority at FCX. We operate in regions of varying ethnic, religious and cultural backgrounds and are often the largest employer in local communities. The diversity and various perspectives of our workforce make us stronger.*

This policy is confirmed by the award of Top Employer accreditation (2.16), achieved in 2022 and validated for 2023.





## 4.2 Prevention of Occupational Risks

Atlantic Copper has established its Labor Risk Prevention Policy as a key part of its Integrated System of Prevention of Occupational Risks and Serious Accidents (SGPRLAG), which complies with the requirements established in complies with the requirements established in Law 31/1995, Royal Decree 840/2015, and the ISO 45001 standard (2.7).

In accordance with the requirements established in this respect and the corresponding applicable procedures, Atlantic Copper establishes annual Preventive Objectives and the corresponding Preventive Activity Programs to achieve them. Both Objectives and Programs are monitored periodically and evaluated at the end of the established deadlines.

## 4.3 Salud Laboral

Atlantic Copper has established its Occupational Health Policy as a fundamental part of its Healthy Organization Management System (SIGOS) which complies with the requirements established in the AENOR Healthy Organization Model (2.8), based on the Model proposed by the World Health Organization (WHO) for a Healthy Work Environment in Organizations.

The Atlantic Copper SIGOS references the applicable Health Procedures and Protocols. Highlighting, as an example:

- *“Nutritional School” health campaign.*
- *“Back School” health campaign.*
- *“Love yourself by taking care of yourself” health campaign.*



The distribution of the workforce, broken down by age and gender, for 2022 and 2023 (data to 31 December) is shown below.

## 4.4 Key Results

	2022				2023			
	<30	30-50	>50	TOTAL	<30	30-50	>50	TOTAL
<b>WOMEN</b>	18	91	27	136	21	99	30	150
<b>MEN</b>	34	420	184	638	43	427	180	650
<b>TOTAL</b>	52	511	211	774	64	526	210	800

Number of Atlantic Copper employees by contract type (permanent/temporary/full-time/part-time), segmented by gender for 2022 and 2023 (at 31 December).

		2022			2023		
		WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
<b>FULL-TIME EMPLOYEES</b>	<b>PERMANENT</b>	109	546	655	126	561	687
	<b>TEMPORARY</b>	17	33	50	21	40	61
<b>PART-TIME EMPLOYEES</b>	<b>PERMANENT</b>	10	59	69	3	34	37
	<b>TEMPORARY</b>	0	0	0	0	15	15
<b>TOTAL</b>		136	638	774	150	650	800

Distribution of the workforce by professional categories (Social Security Contribution Categories), segmented by gender for 2021 and 2022 (at 31 December).

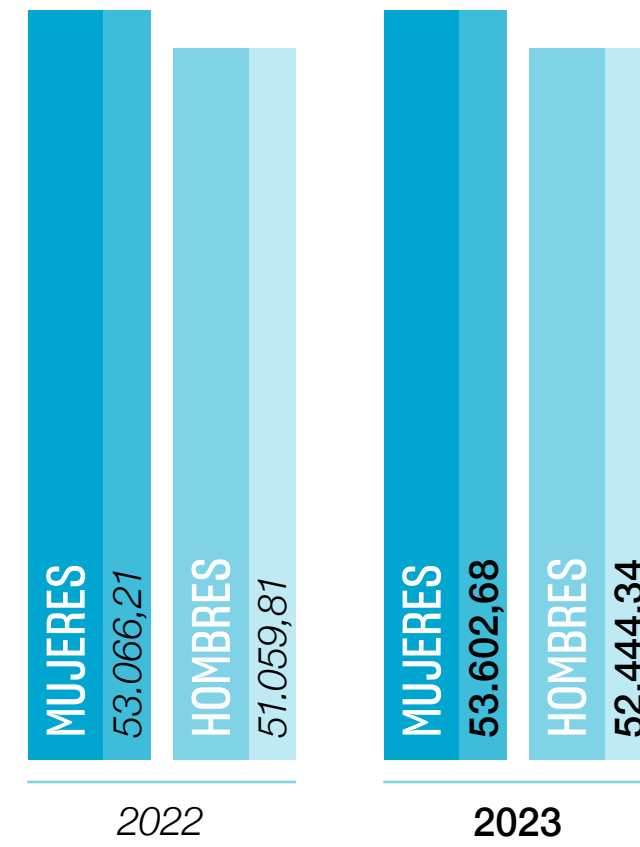
	2022		2023	
	WOMEN	MEN	WOMEN	TOTAL
<b>ENGINEERS AND GRADUATES</b>	58	79	57	89
<b>TECHNICAL ENGINEERS</b>	30	96	37	94
<b>ADMINISTRATIVE MANAGERS</b>	9	14	8	14
<b>UNQUALIFIED ASSISTANTS</b>	4	61	7	62
<b>ADMINISTRATIVE OFFICERS</b>	18	14	17	16
<b>AUXILIARY EMPLOYEES</b>	3	24	3	22
<b>SKILLED WORKERS 1ST AND 2ND</b>	13	344	16	341
<b>SKILLED WORKERS 3D</b>	-	-	5	12
<b>TOTAL</b>	136	638	150	650

The average number of employees in 2022 was 769, while in 2023 it was 772.



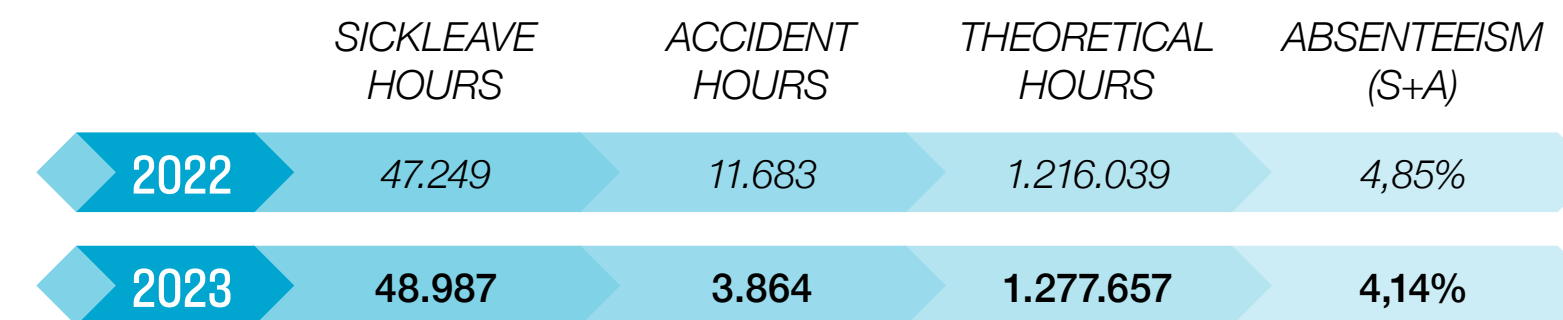
### 4.4.1 Remuneration

Average total annual remuneration (in euros) of Atlantic Copper employees.



### 4.4.2 Absenteeism

Annual absenteeism (accumulated data at December) for 2022 and 2023.



### 4.4.3 Work-Life Balance

Putting into practice the people-focused approach, and as a demonstration of our company's constant commitment to promoting a balance between personal and professional time, the initiative was taken to extend maternity and paternity leave by another two weeks, which are 20 and 18 weeks, respectively.



## 4.5 Accidents at Work

Below we present the data and rates for accidents in 2021 and 2022, segmented by gender.

2021										
	HOURS	WORKFORCE	ACCIDENTES WITH ABSENCE	ACCIDENTES W/O ABSENCE	WORKDAYS LOST	GENERAL FR	SR ABSENCE	SR	IR ABSENCE	GENERAL IR
MUJERES	219.435	136	2	0	44	9,11	9,11	0,20	14,71	14,71
HOMBRES	1.029.482	638	9	24	317	32,05	8,74	0,31	51,72	14,11
TOTAL	1.248.917	774	11	24	361	28,02	8,81	0,29	45,22	14,21
2022										
	HOURS	WORKFORCE	ACCIDENTES WITH ABSENCE	ACCIDENTES W/O ABSENCE	WORKDAYS LOST	GENERAL FR	SR ABSENCE	SR	IR ABSENCE	GENERAL IR
MUJERES	238.447	149	0	3	11	12,58	0	0,04	20,13	0
HOMBRES	1.016.535	645	8	17	464	24,59	7,86	0,46	38,76	12,4
TOTAL	1.254.982	794	8	20	475	22,31	6,37	0,38	35,26	10,07

**Note 1:** Does not include in itinere accidents, following recommendation NTP 1 of the INSHT.

**Note 2:** Does not include the telecommuting hours of partial retirees.

**FR:** Frequency Rate = No. of accidents per million hours worked

**SR:** Severity Rate = No. of workdays lost for every 1000 hours worked.

**IR:** Incidence Rate = No. of accidents for every 1000 workers.

## 4.5.1 Occupational Diseases

Below we present the data for occupational diseases in 2022 and 2023, segmented by gender.

	2022	2023
WOMEN	0	0
MEN	0	0
TOTAL	0	0

Neither in 2022 nor in 2023 were any occupational diseases identified among Atlantic Copper personnel.





## 4.6 Social Relations

Atlantic Copper has a Work Council made up of 17 legal representatives of the workers. Its last election was held in December 2022. Likewise, Atlantic Copper has three union sections: USO, UGT and CC.OO., which, in turn, contribute two union delegates per section.

The VII Collective Agreement, agreed in October 2021, began with an agreed validity of 3 years (2020-2022); the Social Party proceeded to denounce it in November 2022. As a consequence of said denunciation, the negotiating table of the future VIII Collective Agreement for the CMH was established on December 30, 2022, having developed throughout 2023 the corresponding negotiation process in order to reach a new agreement of interest to the parties.

The 7th Collective Agreement, currently in ultra vires, like its predecessor, formalises several forums for social dialogue. Firstly, it contains the basic regulation of the Joint Committee, quintessential organ for the interpretation of this, and in parallel, dedicates its Chapter IX to the enshrinement of trade union rights. It also provides for the existence and functioning of a Job Evaluation Commission, of bipartite and parity composition, which establishes the description and level of the job positions of the

personnel subject to the Agreement, whether these are newly or face technical/functional evolutions. In the text of the VII Agreement, it has been agreed to adapt this assessment to the principles of equality, non-discrimination and gender perspective, will be carried out by the Commission for the Adaptation of the Occupational Classification, as provided for in art. 7 of the current collective agreement.

This Agreement also provides for quarterly meetings, where Human Resources indicators (staff, hiring, working hours, absenteeism...) and results are reported and discussed, and the economic-financial results of the company and the parent company.

Likewise, an annual meeting is scheduled in order to learn about and evaluate technological innovation projects and their socio-economic repercussions.

All these pre-established forums do not preclude the emergence

of more spontaneous and more in line with the needs of the moment. In this way, Company or Workers' Representatives have been requesting the holding of monographic meetings in order to address issues of concern or of current affairs.

To facilitate communication between the parties, information exchange and availability, in 2020, a shared space was created on our Intranet using the Share Point platform, where all the necessary information can be found, with access rights according to the position held by each member. All of this was done to achieve the transparent labour relations model that the Organisation and Human Resources Department aspires to. Finally, the Works Council meets on a monthly basis with Human Resources to deal with day-to-day issues, as well as having a fluid channel of relations with both unitary and trade union representation.





### 4.6.1. Information, Consultation and Negotiation

The human resources processes contain a good number of communications, to both the interested parties and their legal/ union representatives, for the purpose of sharing the circumstances and decisions that affect them directly (in addition to employee disability status changes, information regarding job consolidations, positions filled, substantial modifications of working conditions, application of new employee schedules, overtime scheduling, and other matters is shared). It also facilitates the expression of the joint will of the workforce on special occasions, for example by making available all possible resources to promote the widest possible participation in trade union elections, by agreeing to the granting of leave at the Company's

expense for the opening of the Works Council secretariat on one day a week, or by accepting that the agreements reached at the negotiating table for the revision of the Collective Agreement be subject to the holding of assemblies and referendums organised by the Social Partners. In addition to these individual communications, Atlantic Copper has corporate e-mail, backed up by bulletin boards and an intranet, through which circulars are and intranet, through which circulars are communicated and mass announcements (organizational decisions, corporate events, communications on security, achievement of objectives, etc.). In 2020, a space shared by the RLT and the company was set up on the Intranet to provide the necessary information and speed up agility in the signature processes.

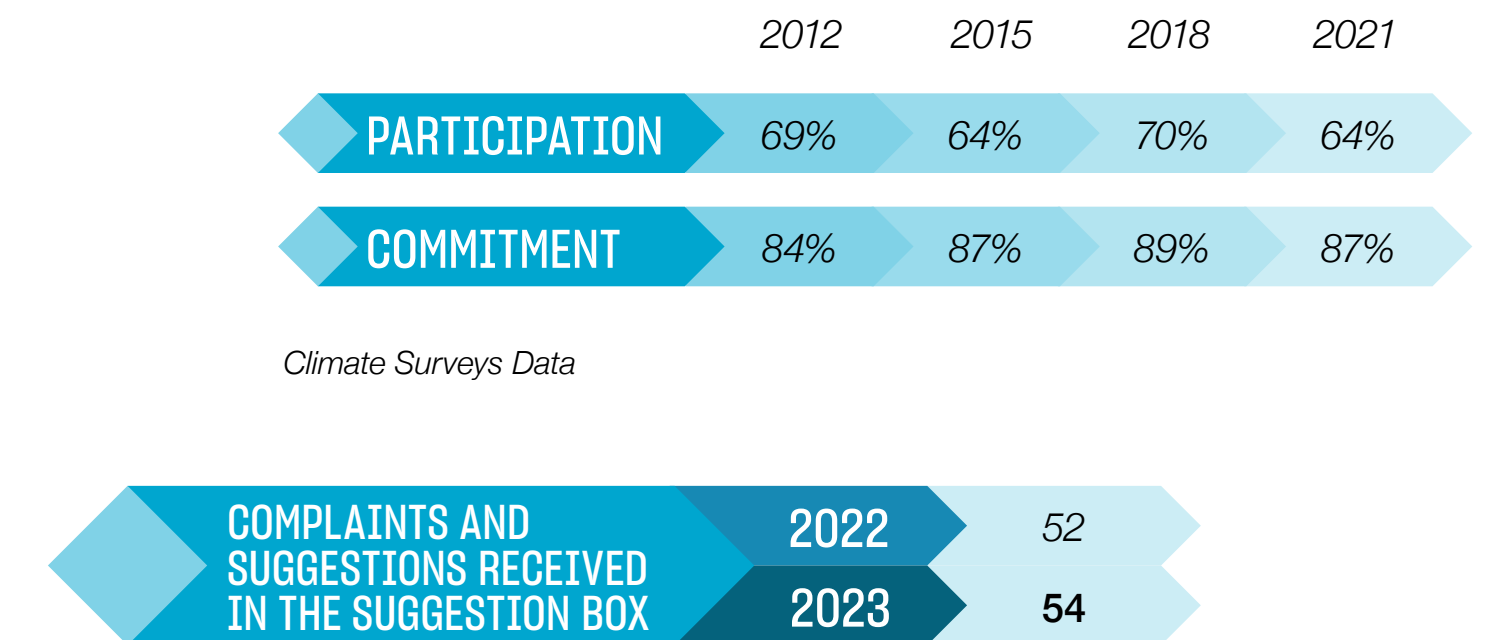
During 2023, a project was completed whose purpose was to facilitate the access of the entire staff to the corporate network, even remotely, facilitating access

to information and communications in real time.

Every three years since 2012, Atlantic Copper has launched a Labour Climate Survey with the aim of gathering the opinion of the workforce on various labour issues (training, promotion, remuneration, etc.). Based on this information, an analysis is carried out on the concerns of the staff's concerns and measures are designed to be adopted within the strategy of the Organization and Human Resources Department for the coming years. To date, four labour climate surveys have been launched, with the last one corresponding to the year 2021, with good results in terms of participation rates (69% in 2012, 64% in 2015, 70% in 2018 and 64% in 2021), and in the degree of commitment (84% in 2012, 87% in 2015, 89% in 2018 and 87% in 2021).

Likewise, in 2022, the Company continued the Suggestion Box process, started in 2018, with

very positive results. Thanks to this tool, employees can submit complaints and suggestions, even anonymously, to express opinions and make requests. These complaints/suggestions, posted on the Intranet, can be handled electronically or on paper and receive attention and a response from the different managers in the organisation.

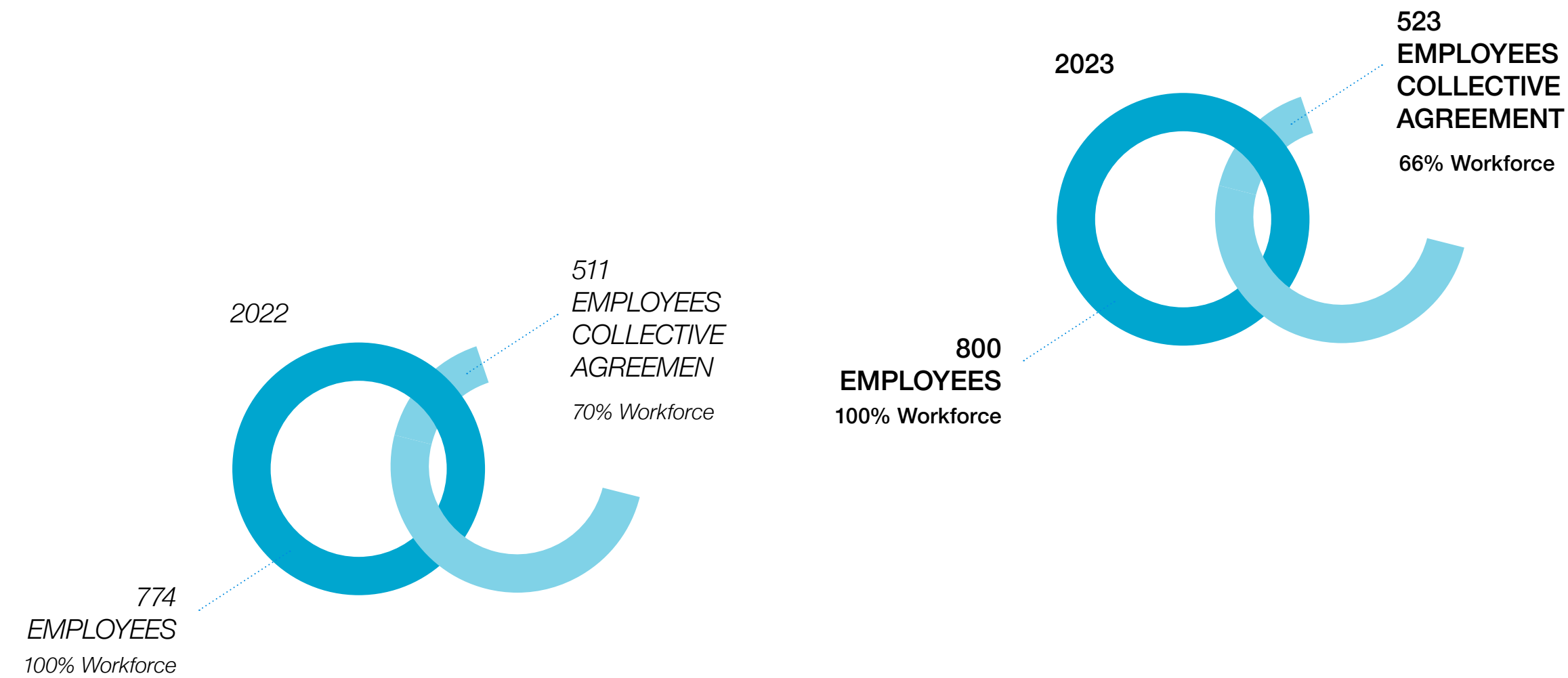




## 4.6.2 Collective Agreement Coverage

At the end of 2023, Atlantic Copper’s total workforce was 800 people, of whom 523 were covered under the VIII Collective Agreement, which represents 65.37% of the total workforce at the workplace.)

The rest of the workers belong to the group called “supervision”, which is outside the scope of application of the collective agreement negotiated with with the Workers’ Representation and whose conditions are contractually governed on an individual basis.



Successive Collective Agreements at Atlantic Copper have expressly stated the willingness of the Company and the Workers’ Representatives to promote occupational risk prevention policies, in accordance with the

regulations, the ILO Conventions and consultation with workers’ representatives.

Since the signing of the 7th Collective Agreement at Atlantic Copper, commitments in this respect have been inclu-

ded in the III Metal Agreement, to which, in addition, the regulation of Cascade Committees is established in Article 77 of the VII Collective Agreement.



## 4.7 Hours of Training

Below we show the hours of training by professional category.

	2022	2023
EXECUTIVE STAFF	6.128	7.061
TECHNICAL STAFF	6.688	14.818
ADMINISTRATIVE, COMMERCIAL AND SERVICE STAFF	5.467	6.502
PERSONAL DE OPERACIONES	36.763	45.714
TOTAL	55.046	74.095

This means an average of 71.58 hours of training per person in the 2022 financial year (for an average workforce of 769 people) and 93.44 hours of training per person in the 2023 financial year (for an average workforce of 772 people).

2023  
93,44 hours  
of training  
Average workforce  
769 people



2022  
83,95 hours  
of training  
Average workforce  
755 people



### 4.7.1 Employment Promotion Measures

Atlantic Copper applies numerous measures to promote employment, the most noteworthy being the following.

- *STUDY PRACTICES.*
- *DUAL PROFESSIONAL TRAINING*
- *TEACHING COLLABORATION IN SPECIALIZED CENTERS.*
- *CHAIRS.*
  - *UNIVERSITY OF HUELVA.*
  - *CHAIR AT THE MADRID TECHNICAL SCHOOL OF ENGINEERS OF MINES AND ENERGY .*
  - *CHAIR OF THE INTERNATIONAL UNIVERSITY OF ANDALUSIA*

Atlantic Copper began its journey in Dual Professional Training in 2018, and our Foundation joined the Alliance for Dual Professional Training in January 2022.

### 4.8 Diversity Management

Atlantic Copper manages the diversity of the people with whom it interacts based on the specific needs derived from the personal characteristics identified, for each individual or collective, to the extent that it is capable of satisfying them in a way

that is compatible with its business model. The following table shows some of the most important actions we carried out in the dimensions we consider most relevant in the area of diversity management:

*ACTIONS*

*EQUALITY PLAN*

*HARASSMENT PREVENTION PROTOCOL*

*WORK DISCONNECTION PROTOCOL*

*INTEGRATION*

*ACCESSIBILITY*

*HEALTHY WORKPLACE MANAGEMENT SYSTEM*

*WORK-LIFE BALANCE*

*SOCIAL ACTION: FAMILY PLAN COLLECTIVE AGREEMENT*





*Odiel Marshes, Huelva*



# Human Rights



## 5.1. PREVENTION OF RISKS OF VIOLATION OF HUMAN RIGHTS





# 05. Human Rights

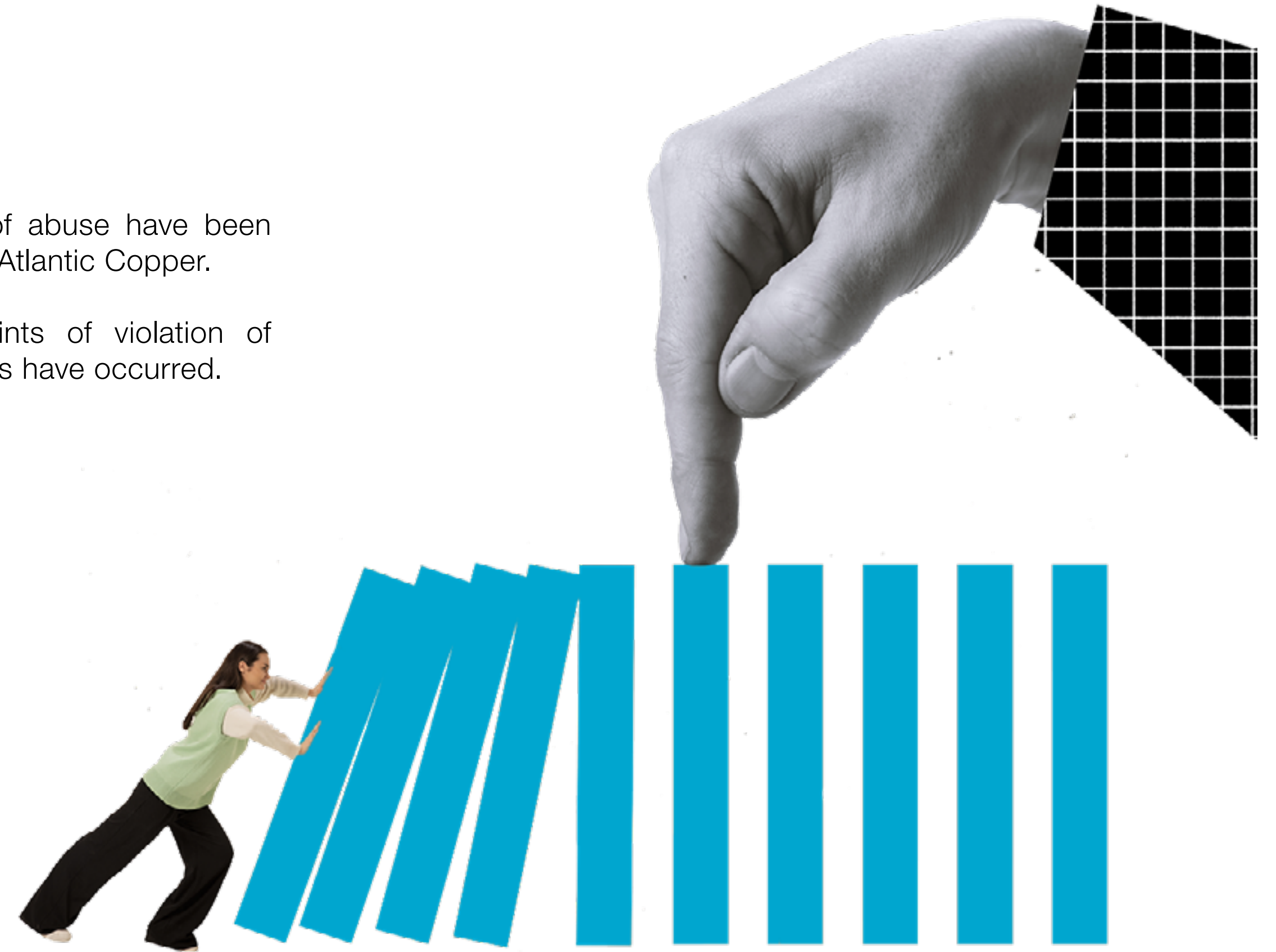
No cases of violation of human rights have been identified at Atlantic Copper. In addition to the SGRS IQNet SR10, the Company has applied the following measures:

## 5.1. Prevention of Risks of Violation of Human Rights

- *Principles Of Ethical Business Conduct (Pbc), With A Whistleblower Channel And The Rest Of The Corporate Policies Of Fcx And Atlantic Copper (2.1)*
- *Pbc Training Plan (2.1)*
- *Criminal Compliance Policy, With Information And Whistleblower Channel (2.9)*
- *Criminal Compliance Training Plan (2.9)*
- *Harassment Prevention Plan*

No cases of abuse have been detected in Atlantic Copper.

No complaints of violation of human rights have occurred.







*Copper oxidation*



# Ethical Business Conduct



6.1. CONTRIBUTIONS TO FOUNDATIONS  
AND NON-PROFIT ORGANISATIONS

6.2. USE OF THE ETHICAL CHANNEL





# 06. Ethical Business Conduct

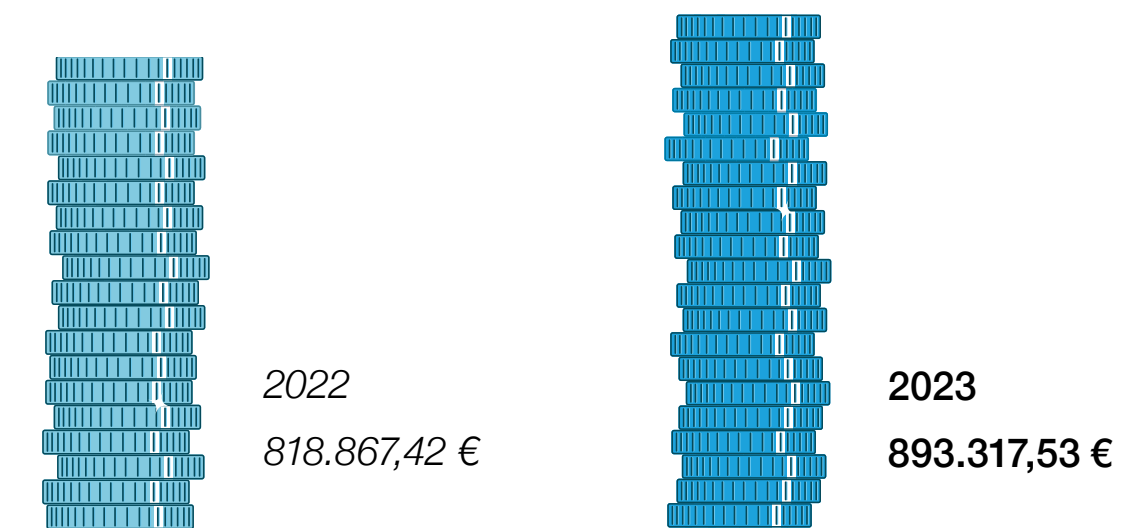
The measures adopted to prevent corruption and bribery are integrated into Atlantic Copper's Criminal Compliance Management System mentioned in previous sections.

The relevant measures taken to prevent corruption and bribery include training that we provide to Atlantic Copper workers, on both anticorruption policies and the Principles of Business Conduct (PBC). The training data for the 2022 and 2023 campaigns are as follows:

	2021			2022		
	NO. OF PEOPLE TARGETED	NO. OF PEOPLE TRAINED	PERCENTAGE	NO. OF PEOPLE TARGETED	NO. OF PEOPLE TRAINED	PERCENTAGE
ANTI-CORRUPTION POLICIES	117	117	100 %	138	138	100 %
PBC FOR SUPERVISORS AND EXECUTIVES	89	89	100 %	94	94	100 %
PBC FOR REST OF STAFF	556	556	100 %	578	578	100 %
PBC FOR NEW HIRES	67	64	94 %	66	65	98 %

No cases of corruption or bribery have come to light or been recorded in 2022 or 2024.

## 6.1 Contributions to Foundations and Non-Profit Organisations:





## 6.2 Use of The Ethical Channel

Regarding communications received through ethical mailboxes or reporting channels, a total of 8 were received in 2023, of which 7 were admitted for processing.

For approximately 25% of the communications, some type of corrective measure or impro-

vement action was adopted, due to the existence of irregular conduct or conduct contrary to the ethical code having been demonstrated. In no case was non-compliance detected with the Penal Code.







*Copper oxidation.*



# Society



## 7.1. POLICIES AND PROCEDURES

### 7.2. COMMITMENTS TO SUSTAINABLE DEVELOPMENT

- 7.2.1. IMPACT ON EMPLOYMENT AND LOCAL DEVELOPMENT
- 7.2.2. RELATIONS AND DIALOGUE WITH LOCAL COMMUNITIES
- 7.2.3. PARTNERSHIP OR SPONSORSHIP ACTIONS

## 7.3. SUBCONTRACTORS AND SUPPLIERS

- 7.3.1. PURCHASING POLICY
- 7.3.2. CONSIDERATION OF SOCIAL AND ENVIRONMENTAL RESPONSIBILITY
- 7.3.3. OVERSIGHT AND AUDITING SYSTEMS
- 7.3.4. RESPONSIBLE SOURCING OF MINERALS

## 7.4. CUSTOMERS, USERS AND CONSUMERS

## 7.5. TAX INFORMATION

- 7.5.1. PROFITS OBTAINED
- 7.5.2. TAX ON PROFITS PAID





# 07. Society

## 7.1 Policies and Procedures

Atlantic Copper has established its Social Responsibility Policy as a fundamental part of its Social Responsibility Management System (SRMS), which meets the requirements of the international IQNet SR 10 standard (2.3), based on the international standard ISO 26000 Guidance on social responsibility. In accordance with this standard, Social Responsibility Objectives are set and Action Plans are established to achieve them, which are monitored and evaluated periodically.

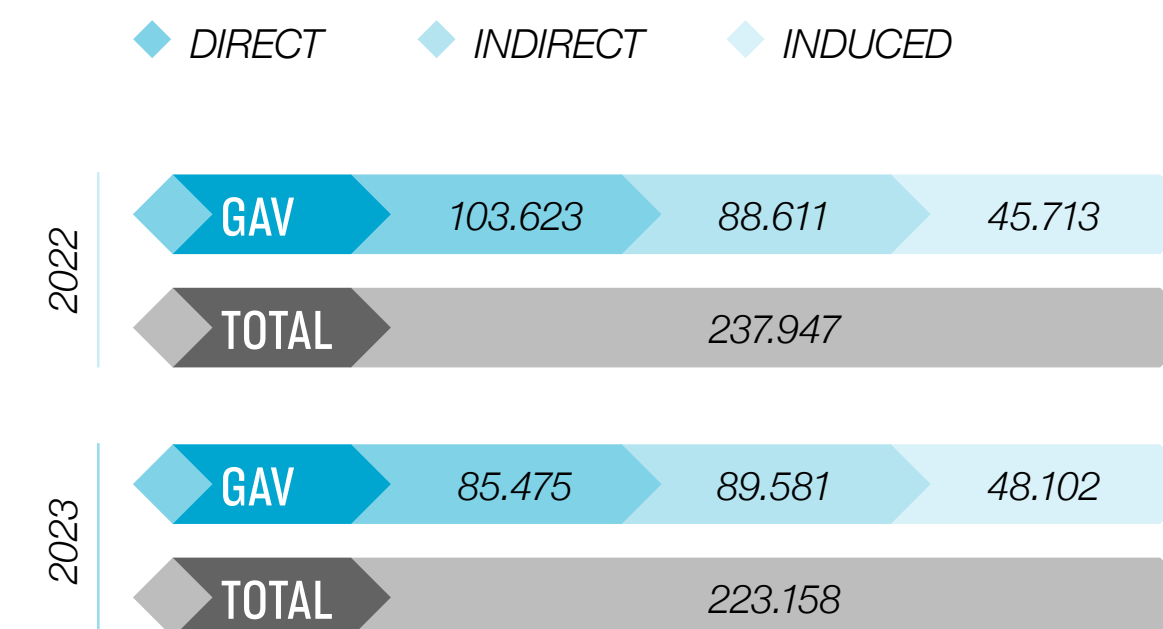
## 7.2 Commitments to Sustainable Development

Atlantic Copper is firmly committed to adopting the sustainable development goals SDG 2030 and applying them in its activities (2.12).

As a result of this commitment, social responsibility measures are adopted to collaborate with society on an ongoing basis and we join the Spanish Network of the United Nations Global Compact (2.15) in October 2021. Our progress report was submitted in October 2022 and declared compliant by the Global Deal, renewing our commitment to sustainable development and continuing to be part of the Spanish Network.

### 7.2.1 Impact on Employment and Local Development

Below is the impact (Gross Added Value GAV and Employment) of Atlantic Copper in the fiscal years 2022 and 2023





## 7.2.2 Relations and Dialogue With Local Communities



## 7.2.3 Partnership or Sponsorship Actions

Atlantic Copper launched its own corporate Foundation in 2009 to channel External Social Responsibility actions.

Its Board of Trustees includes not only company executives but also stakeholders. Employees are represented by the President of the Work Council, who is an ex-officio board member. Society and the community are repre-

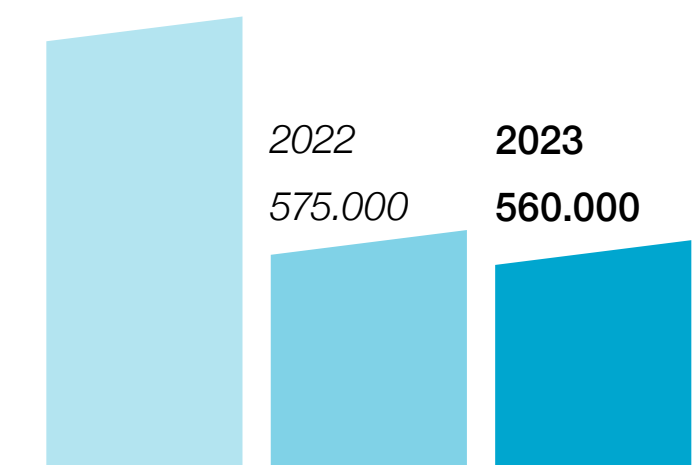
sented on its Board of Trustees by the main local authorities: Mayor of the City, President of the Provincial Council, Government Delegate of the Regional Government of Andalusia, President of the Port Authority, and Dean of the University of Huelva.

In 2023, the Atlantic Copper Foundation invested more than 560.000 euros in direct actions

in fulfilment of its foundational purposes. The increase in investments for social purposes has been maintained. Since its inception, over 6,3 million euros have been used by the foundation in the execution of its educational, environmental, cultural, social and sports programmes.



SINCE 2009  
6,3 MM €







Data Highlights (2009-2023):

- OVER 700 SCHOLARSHIPS FOR UNIVERSITY STUDY IN SPAIN OR ABROAD
- OVER 750 INTERNSHIPS IN ATLANTIC COPPER
- OVER 18.400 SCHOOLCHILDREN PARTICIPATING IN ITS ENVIRONMENTAL EDUCATION ACTIVITIES
- OVER 870 MEAL GRANTS FOR UNIVERSITY STUDENTS
- SUPPORT TO OVER 30 SOCIAL AND CHARITABLE ORGANISATIONS



- OVER 2.300 PARTICIPANTS IN ITS LITERARY AND PHOTOGRAPHY COMPETITIONS
- OVER 70.000 BENEFICIARIES, DIRECT AND INDIRECT, OF ITS SUPPORT FOR CULTURAL INITIATIVES (HUELVA FILM FESTIVAL, LATITUDES PHOTOGRAPHY FESTIVAL)

More details are available at [www.fundacion.atlantic-copper.com](http://www.fundacion.atlantic-copper.com)





## 7.3 Subcontractors and Suppliers

### 7.3.1 Purchasing Policy

The Atlantic Copper purchasing policy is established in our Principles of Business Conduct (2.1) and in the FCX Global Supply Chain Policy, Version 2.1, of June 2022.

This Policy is further developed in the Business Partners Code of Conduct, and implements all the Principles of Business Conduct in relation to the behaviour of Atlantic Copper's suppliers.

### 7.3.2 Consideration Of Social And Environmental Responsibility

Atlantic Copper promotes social responsibility principles and requirements among its direct suppliers through its supplier evaluation process; by sending them its Principles of Business Conduct with instructions for complying with it and sharing it internally and through the Business Partners Code of Conduct, with which the supplier agrees to comply in its contracts with Atlantic Copper.

### 7.3.3 Oversight And Auditing Systems

Atlantic Copper's suppliers undergo a prior evaluation, certification and selection process, as established in Procedure AP-MA-Pr 01 Prior evaluation, certification and selection of suppliers and contractors, which establishes the pre-requisites for establishing a contractual relationship with Atlantic Copper as a supplier.

As indicated this procedure, the supplier must fill out a preliminary evaluation questionnaire, which, among other things, includes aspects related to human resources, safety and the environment, quality, and corporate social responsibility. The responses to this questionnaire are analysed and evaluated by Atlantic Copper, and a minimum score is

required in order for acceptance as a supplier.

Following this prior evaluation, the Compliance Department uses a Due Diligence tool for the final supplier certification before acceptance.

Once a relationship is established, the supplier is monitored according to Procedure AP-MA-In 04 Monitoring of suppliers and contractors, which describes the oversight mechanisms in place at Atlantic Copper. These include the following:

- *Monitoring of non-conformities in the standardised management systems, which include the srms (2.3), lems (2.4), loraps, (2.7), Hwms (2.8), And qms (2.10)*
- *Industrial accidents / incidents reporting practices*
- *Compliance with safety and environmental plans*



### 7.3.4 Responsible Sourcing of Minerals

Atlantic Copper recognises the potential risks of significant adverse impacts that can be associated with the extraction and commercialisation of minerals and their derivatives on the areas affected by conflicts and high risk. It also recognises its responsibility to respect human rights and to refrain from contributing to any type of conflict.

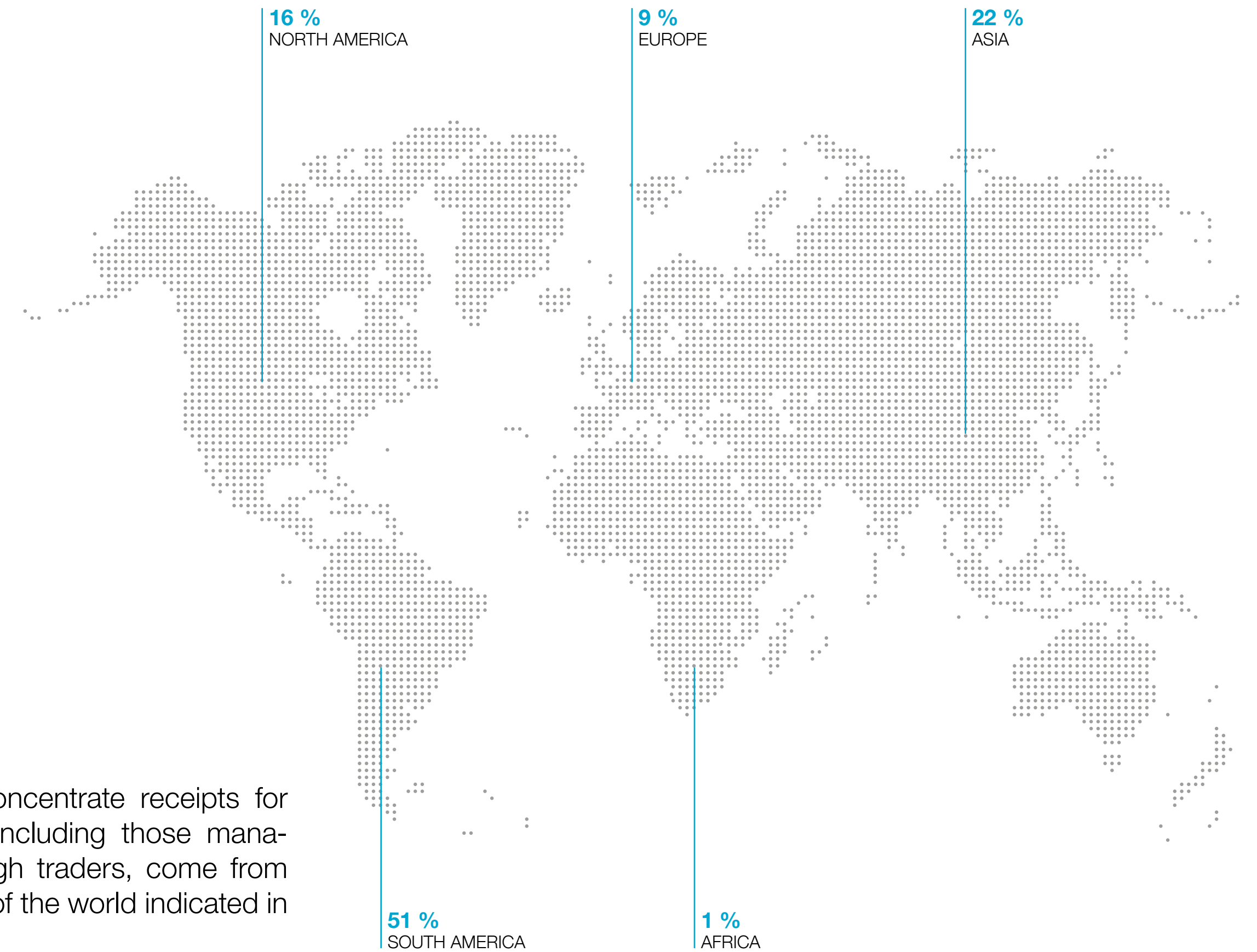
Consequently, during 2023 Atlantic Copper has accredited its Responsible Sourcing Programme with the Copper Mark's Joint Due Diligence Standard (2.14). The programme consists of the following sections:

In November 2023, the audit for The Copper Mark accreditation was carried out by Ernst & Young, thereby revalidating the accreditation.

The program consists of the following sections:

- *Adherence To The Responsible Sourcing Of Minerals Policy.*
- *Assessment of risks for due diligence in our minerals supply chain, evaluating and prioritising sources and suppliers, collecting data on the origin of the concentrates and metals we purchase.*
- *Responsible sourcing committee.*
- *Management of risks in purchasing and suppliers.*
- *Direct communication with employees, members of the community and supply chains.*
- *Assurance programme, carried out by an independent external auditor, to ensure compliance with the policy and its alignment with the copper mark's Joint Due Diligence standard.*

Copper concentrate receipts for the year, including those managed through traders, come from the areas of the world indicated in the chart.





## 7.4 Customers, Users and Consumers

Atlantic Copper's Social Responsibility with respect to its customers is established in the Social Responsibility Management System (SRMS) (2.3), certified by AENOR according to the IQNet SR10 standard (which contains the recommendations from the ISO 26000 standard on social responsibility). The most important aspects in this area are the following:

- *Atlantic copper does not promote or advertise its products, since they are basic products without differentiation between their varieties (commodities).*
- *In our commercial actions, we do not allow misleading claims, nor may they involve any type of hazard or be contrary to the social responsibility principles, which is guaranteed through compliance with the pbcs (2.1)*
- *Atlantic Copper creates and fulfils its contracts with its customers in accordance with the principles of transparency, truthfulness, trust and good faith, avoiding abusive actions derived from possible dominant positions*
- *Fulfilment of the commitments made to customers is guaranteed through application of the quality management system (2.10)*
- *All of Atlantic Copper's purchase orders and contracts with its customers are confidential and include individualised terms for each customer, if applicable, and the pertinent confidentiality clauses*
- *Atlantic Copper has established system for managing customer suggestions, complaints and claims in procedure "Cc-pr 10 customers. Surveys and complaint management"*
- *Atlantic Copper's products and services meet all the applicable legal requirements and include quality, safety, environmental protection and reliability criteria*
- *The customer is provided with all the information necessary for responsible use of the products and services, mainly by sending technical specifications, safety data sheets and exposure scenarios*

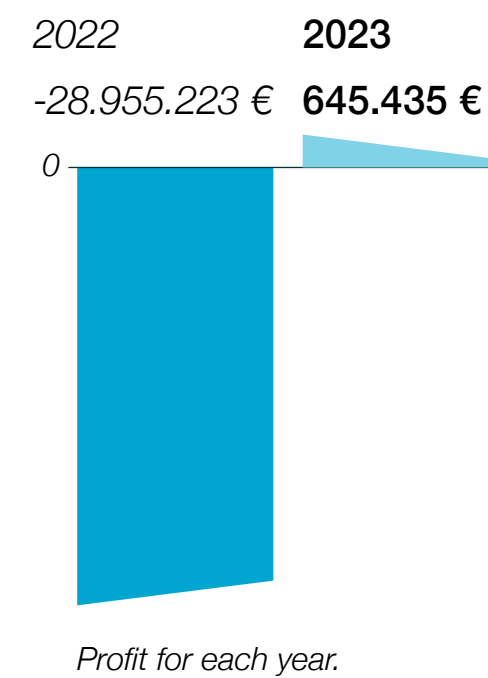


## 7.5 Tax Information

### 7.5.1 Profits Obtained

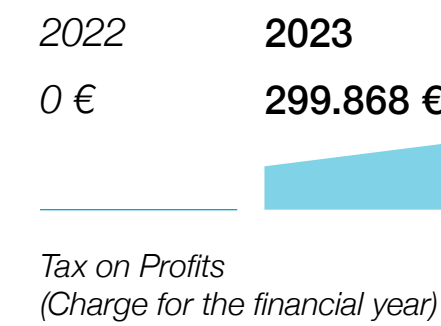
Below are the results obtained by Atlantic Copper in the years 2022 and 2023.

The negative result for the year 2022 was mainly due to the General Maintenance Shutdown and high energy prices.



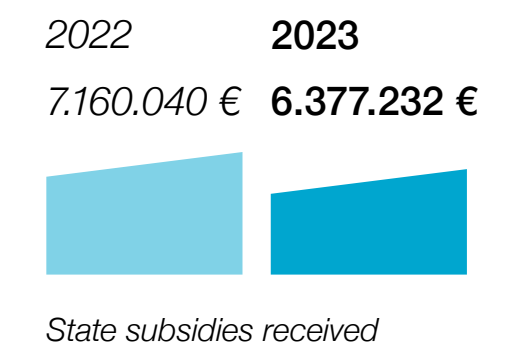
### 7.5.2 Tax On Profits Paid

The taxes on profits paid by Atlantic Copper in the 2022 and 2023 financial years are shown below.



### 7.5.3 Subvenciones Públicas Recibidas

The subsidies received by Atlantic Copper in the 2022 and 2023 financial years are shown below.







*Odiel Marshes, Huelva.*












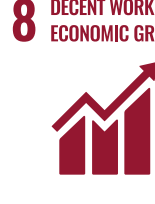


# Integration of This Report in the 2030 SDGS














# 08. Integration Of This Report In The 2030 SDGS

 <p><b>1 NO POVERTY</b></p> 	Employment	4.4.	 <p><b>5 GENDER EQUALITY</b></p>	Work-life balance	4.4.2.
	Collective agreement	4.6.2.		Gender-equality measures	4.6./4.8.
	Impact on employment and local development	7.2.1.		Equality plans	4.6./4.8.
	Foundation's sponsorship activities	7.2.3.		Protocols to fight sexual and gender-based harassment	4.6./4.8.
	Purchasing policy	7.3.1.		Anti-discrimination policies	4.6./4.8.
	Tax on profits paid	7.5.2.		Diversity management	4.8.
			Elimination of discrimination in employment and occupation	4.6./4.8.	
 <p><b>2 ZERO HUNGER</b></p> 	Collective agreement	4.6.2.	 <p><b>6 CLEAN WATER AND SANITATION</b></p>	Water consumption	3.3.
	Impact on employment and local development	7.2.1.		Biodiversity	3.5.
	Foundation's sponsorship activities	7.2.3.			
	Responsible Sourcing of Minerals	7.3.4.			
 <p><b>3 GOOD HEALTH AND WELL-BEING</b></p> 	Healthy Organisation Management System	2.8.	 <p><b>7 AFFORDABLE AND CLEAN ENERGY</b></p>	Direct and indirect energy consumption	3.3.2.
	COVID-19 Protocol	2.8.		Energy efficiency	3.3.3.
	Environment	3.		Use of renewable energies	3.3.4.
	Prevention of occupational risks	4.1./4.2./4.3./4.5.			
	Occupational health	4.3.			
	Health Insurance	4.1.			
 <p><b>4 QUALITY EDUCATION</b></p> 	Training	4.7.	 <p><b>8 DECENT WORK AND ECONOMIC GROWTH</b></p>	Employment	4.4.
	Employment promotion measures	4.1.		Collective Agreement	4.6.2.
	Foundation scholarship programmes	7.2.		Employment promotion measures	4.7.1.
			Purchasing policy	7.3.1.	
			Profits	7.5.1.	
			Tax on profits paid	7.5.2.	



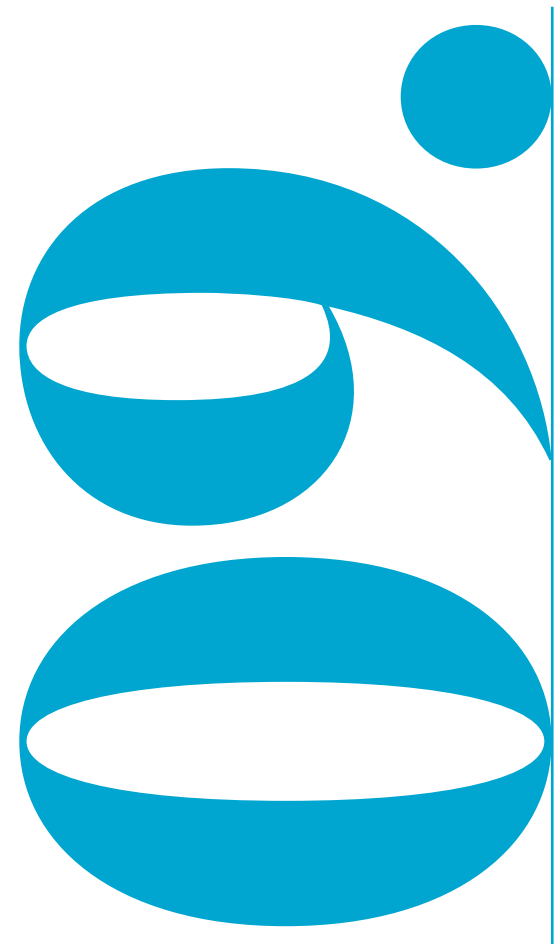
	<i>Business model</i>	1.		<i>Environment</i>	3.
	<i>Reference frameworks</i>	2.		<i>Environmental Impact</i>	3.1.
	<i>Environment. Measures applied</i>	3.4.2.		<i>Climate change</i>	3.4.
	<i>Staff. Measures applied</i>	4.1.		<i>Biodiversity</i>	3.5.
	<i>Company and Foundation chairs</i>	4.7.1.		<i>Suppliers. Social and environmental responsibility</i>	7.3.
	<i>Gender-equality measures</i>	4.6.		<i>Environment</i>	3.
	<i>Equality plans</i>	4.6.		<i>Water consumption</i>	3.3.
	<i>Diversity management</i>	4.8.		<i>Biodiversity</i>	3.5.
	<i>Elimination of discrimination in employment and occupation</i>	4.6.			
	<i>Foundation's sponsorship activities</i>	7.2.3.			
	<i>Environment</i>	3.		<i>Environment</i>	3.
	<i>Employment</i>	4.4.		<i>Pollution</i>	3.1.
	<i>Human rights</i>	5.		<i>Climate Change</i>	3.4.
	<i>Impact on employment and local development</i>	7.2.1.		<i>Biodiversity</i>	3.5.
	<i>Relations and dialogue with local communities</i>	7.2.2.		<i>Suppliers Social and Environmental Responsibility</i>	7.3.
	<i>Waste</i>	3.2.		<i>Work organisation</i>	4.4.
	<i>Health and safety</i>	4.5.		<i>Human rights</i>	5.
	<i>Suppliers. Social and environmental responsibility</i>	7.3.		<i>Fight against corruption and bribery</i>	6.
	<i>Responsible sourcing of minerals</i>	7.3.4.		<i>Society</i>	7.
	<i>Customers, users and consumers</i>	7.4.			
	<i>The Copper Mark</i>	2.14.			
					
			<i>Partnership or sponsorship actions</i>	7.2.3.	
			<i>Subcontracting and suppliers</i>	7.3.	
				<i>Adherence to the Spanish Global Compact Network</i>	2.15.



*Copper oxidation.*



# Integration of this Report Into The Principles of The Global Compact





# 09. Integration of This Report Into The Principles of The Global Compact



## 1 Support and respect the protection of human rights.

Human Rights	5.
Relations and dialogue with local communities	7.2.2.

## 2 Not to be complicit in human rights abuses.

Environmental and Social Responsibility of Suppliers	7.3.
Responsible mineral supply	7.3.4.



## 3 Support freedom of association and collective bargaining.

Social Dialogue	4.6.
Information, consultation and negotiation	4.6.1.
Freedom of association and the right to collective bargaining	4.6.1.

## 4 Support the elimination of all forms of forced and compulsory labour and the under coercion.

Elimination of forced or compulsory labour	5.1.
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## 5 Supporting the elimination of child labour.

Abolición efectiva del trabajo infantil	5.1.
Suministro responsable de minerales	7.3.4.

## 6 Supporting the abolition of discriminatory practices.

Wage gap	4.4.
Anti-discrimination policies	4.8./4.6.
Elimination of discrimination in employment and occupation	4.6.



## 7 Maintain a preventative approach that favours the environment.

Environmental Management System (ISO 14001)	2.4.
Energy Management System (ISO 50001)	2.6.
EMAS Statement	2.5.
Policies and procedures	2.1.

## 8 Encourage initiatives that promote greater environmental responsibility.

Circular economy and waste prevention and management	3.2./3.2.2.
Biodiversity	3.5.

## 9 Encourage the development and dissemination of environmentally friendly technologies.

Measures implemented	3.4.2.
Energy efficiency	3.3.3.
Energy recovery and use of renewable energies	3.3.4.
Climate change	3.4.



## 10 Working against corruption in all its forms.

FCX Principles of Business Conduct	2.1.
Anti-corruption policy and guidelines	2.1.
Anti-corruption and anti-bribery	6.
Supplier Code of Conduct	2.1.



**Fiscal year**  
**2023**

**Social  
Responsibility  
Report**