



# Equity, Diversity and Inclusion Policy

Teck is committed to supporting an equitable, diverse and inclusive workplace that recognizes and values difference and where everyone is treated fairly with dignity and respect. We recognize that our diversity—the many different and unique things we individually and collectively bring to work each day—contributes to building a stronger workforce and a better company.

Teck respects and appreciates differences in age, ethnicity, Indigenous origin or heritage, physical and mental abilities, beliefs, language, sex, sexual orientation, gender identity or gender expression, education, nationality, social background and culture or other personal characteristics.

We know that making the most of the wealth of ideas, talents, skills, backgrounds and perspectives all around us—helps us to do more and be more—together. As such, we consciously work to create an environment that respects and values the diversity of the people and world around us.

Teck promotes and fosters an equitable, diverse and inclusive workplace in order to:

- Contribute to innovation and better decision making through exposure to increased perspectives and ideas
- Attract a broader pool of candidates and improve employee retention
- Build a strong workforce that is engaged and contributing to Teck's social and economic goals
- Appropriately reflect the diversity of the communities in which we operate

Our commitment to equity, diversity and inclusion is reflected in all levels of our company, beginning with our Board of Directors, which considers diversity in the selection criteria for new board members and senior management team appointments. A Senior Executive Equity, Diversity and Inclusion Committee chaired by the Senior Vice President and Chief Human Resources Officer and with representation from senior management, guides development of Teck's equity, diversity and inclusion strategy and reviews progress.

Teck's focus on equity, diversity and inclusion aligns with our company's core values of being respectful and inclusive. We encourage fairness and action to address inequalities. Our commitment is also reflected in our Code of Ethics; our Code of Sustainable Conduct; our Human Rights Policy; and our Indigenous Peoples Policy.

**Donald R. Lindsay**  
President and CEO

**Sheila Murray**  
Chair, Teck Board of Directors