

Respectful Workplace Policy

Respect in the workplace is a core value at Teck. We believe in creating a safe, inclusive, and healthy workplace in which every person is treated with dignity and respect, so our people can go home safe and healthy every day.

We strive to provide a respectful workplace that is free from discrimination, sexual harassment, gender-based violence and harassment, workplace bullying and harassment, violence, and retaliation. Such conduct will not be tolerated and is strictly prohibited.

We will maintain processes to prevent, mitigate and remedy incidents of prohibited conduct and will conduct fair and impartial investigations into potential incidents, as appropriate. We will also provide employees and contractors with access to our “Doing What’s Right” hotline to report concerns of disrespectful workplace conduct. The hotline provides an option to make an anonymous report. There will be no retaliation against anyone who, in good faith, raises a concern.

We expect all employees and contractors to promote a culture of respect, and to be committed to the proper treatment of their colleagues. We also expect everyone to do the right thing, to report prohibited conduct if they experience it, see it, or hear about it, and to freely participate in an investigation procedure, if requested. We will work to ensure, through communication, policies and training, that our workforce understands these expectations and reporting procedures.

We will communicate our expectations that contractors have policies that prohibit sexual harassment, discrimination, workplace bullying and harassment, violence and retaliation, and that violations of such policies be promptly addressed.

We are also committed to providing leadership and our human resources professionals with resources and support to promote respectful conduct in the workplace.

This Policy is supported by our Respectful Workplace Standard and other internal guidance and will be reviewed periodically and updated as required.



Jonathan Price
Chief Executive Officer



Sheila A. Murray
Chair, Board of Directors

