

Our Approach to Relationships with Indigenous Peoples

Which Teck sites does this document apply to?

This document summarizes our approach to managing relationships with Indigenous Peoples. This document applies to all Teck-controlled sites and projects located within or adjacent to Indigenous Peoples' territories, inclusive of contractor activities. This does not include operations in which Teck has/had an ownership interest but is not the principal operator.

Relationships with Indigenous Peoples performance information: See our **Annual Sustainability Report**, available for download on our website.



Employee at Red Dog Operations, United States. 2013.

Background

Eight of our nine active operations¹ in Canada, Chile and the United States and most of our exploration projects, development projects and sites in active closure are located within or adjacent to Indigenous Peoples' territories. As such, we recognize that respecting the rights, cultures, interests and aspirations of Indigenous Peoples is fundamental to our business and to meeting our commitment to responsible resource development.

Governance and Accountability

Accountability and Resourcing

The Board of Directors, through its Safety and Sustainability Committee, broadly oversees health, safety, environment and community policies, systems, performance and auditing, including implementation of Teck's sustainability-related standards (Sustainability Standards).

The following senior leaders at the corporate level are involved in implementing the management of relationships with Indigenous Peoples:

- The Senior Vice President (SVP), Sustainability and External Affairs reports directly to the President and Chief Executive Officer (CEO) and is responsible for sustainability, health and safety, environment, community, and Indigenous relations

- The Senior Vice President and General Counsel reports directly to the CEO and ensures proactive, timely and effective overview of our company's legal obligations, including those related to Indigenous relations
- The Vice President, Communities, Government Affairs and HSEC Systems reports to the SVP, Sustainability and External Affairs and leads activities related to social performance and responsibility, community engagement and investment, Indigenous relations and human rights

Teck's executive leadership team is actively involved in the negotiation of agreements, and where relevant, resolution of grievances with Indigenous Peoples. Our engagement with Indigenous Peoples is conducted primarily by the General Managers, and the Environment and Social Performance teams at each of our operations, projects and exploration sites, and is supported by our corporate Indigenous Relations team. See [Our Approach to Business and Sustainability](#) for more details on our sustainability governance structure.

Policies and Standards

Our [Code of Sustainable Conduct](#) outlines our commitment to continually improve our environmental and social practices, including community and Indigenous engagement practices, and to ensure they are fully integrated into each of our activities.

¹ Includes Highland Valley Copper, Quebrada Blanca, Red Dog and Trail operations, and our four steelmaking coal operations in the Elk Valley. This does not include operations in which Teck has/had an ownership interest but is not the operator, e.g., Antamina.

Teck's [Indigenous Peoples Policy](#) affirms our commitment to respect the rights, cultures, interests and aspirations of Indigenous Peoples. The policy was developed with input and guidance from Indigenous Peoples in our local communities, as well as with leading local and international groups with expertise in Indigenous and mining policy. Other policies that guide our approach to relationships with Indigenous Peoples include our [Human Rights Policy](#), [Equity, Diversity and Inclusion Policy](#) and [Expectations for Suppliers and Contractors](#).

Teck's Sustainability Standards, and in particular the Social Performance Standard, outline the framework for the identification and effective management of sustainability risks and opportunities, including those related to engagement with Indigenous Peoples, and define a process for continual improvement.

The Social Performance Standard is supported by three Indigenous specific procedures, which define the minimum mandatory requirements for Teck controlled entities to follow. These includes the Indigenous Agreement Procedure, Indigenous Regulatory Engagement Procedure, and the Cultural Heritage Management Procedure. While procedures existed at each operating site, the new procedures developed in 2023 apply at a group level to all Teck controlled sites.

Memberships, Partnerships and External Commitments

We work with various local, national and international organizations and programs to support Indigenous Peoples, governments and communities, including:

- **International Council on Mining and Metals (ICMM):** A global industry association that represents leading international mining and metals companies who are required to implement the ICMM Principles, the Position Statements and the Performance Expectations, which include criteria for Indigenous Peoples and mining.
- **Mining Association of Canada (MAC)—Towards Sustainable Mining (TSM):** A Canadian industry association that promotes the development of the country's mining and mineral processing industry, works with governments on policies applicable to the sector, and promotes the value that mining brings to the economy and daily life of Canadians while operating responsibly using the Towards Sustainable Mining Protocols. This criteria includes the Indigenous and Community Relationships Protocol.
- **The Copper Mark:** A multi-metals assurance framework developed by the International Copper Association to promote responsible practices and to demonstrate contribution of the transition minerals industry to the United Nations Sustainable Development Goals. The Copper Mark criteria includes criteria related to the rights of Indigenous Peoples.
- **Back to the Fire:** An Indigenous documentary series focused on passing down wisdom and learnings from Indigenous elders to youth to reclaim values and virtues, and to repair a traditional teaching cycle broken by colonialism and its attendant atrocities. Teck is a sponsor of the development of Back to the Fire.
- **BC Achievement Foundation:** Recognizes, celebrates and stewards outstanding British Columbians while elevating their stories of excellence; Teck is a sponsor of the Indigenous Business Award (IBA) program, which fosters Indigenous entrepreneurship in British Columbia.
- **BC Elders Gathering:** Teck is a sponsor of the B.C. Elders Gathering, which facilitates a space for First Nations Elders of B.C. to connect, share stories, build resilience, and exchange knowledge.
- **Bears' Lair TV:** Promotes and supports the success of Indigenous entrepreneurs and advances economic reconciliation. Teck is a sponsor and appears on season 2 of the Bears' Lair TV show.
- **Canadian Council for Aboriginal Business (CCAB):** Teck is a patron member and a community development partner with CCAB, which builds bridges between Indigenous and non-Indigenous peoples, businesses and communities through diverse programming, by providing tools, training, network building and major business awards, and through national events.
- **Champions Table:** Teck is a founding member of the Champions Table, a formal and ongoing opportunity to foster dialogue between the B.C. Assembly of First Nations and the Business Council of British Columbia.
- **Indigenous Partnership Success Showcase:** Encourages dialogue and promotes shared success between Indigenous communities and industry. Teck annually sponsors and participates in the Indigenous Partnerships Success Showcase, which champions positive and collaborative relationship- and partnership-building.
- **Indspire:** Teck annually supports both Indspire's Building Brighter Futures bursary program and the Soaring: Indigenous Youth Empowerment Gathering. The bursary program includes 10 bursaries for Indigenous students attending a post-secondary institution or a technical training and development program with demonstrated financial need. The Soaring conference brings Indigenous high school students from across the country to learn about career and post-secondary education options.
- **UN Women Originarias Program:** Teck provides financial support to a UN Women initiative to create opportunities for skills development of Indigenous women in northern Chile. The "Originarias" program, a collaborative initiative between UN Women and Teck, was established in 2016 with the primary goal of empowering Indigenous women in Chile. To date, the program has positively impacted over 8,000 women. The program focuses on building women entrepreneurs, financial literacy, combatting gender based violence and many other social programs aimed at improving the quality of life.

Approach to Relationships With Indigenous Peoples

The foundation of our approach is recognizing and respecting the rights of Indigenous Peoples. This starts with acknowledging these rights and interests as they are enshrined in regional, national and international law. Teck engages well beyond our regulatory requirements as we seek to build trust-based, lasting relationships with Indigenous Peoples in the areas where we operate.

Recognizing and Respecting the Rights of Indigenous Peoples

Reconciliation with Indigenous Peoples is an important societal process that involves governments, including Indigenous organizations and governments, Indigenous Peoples, non-Indigenous communities, civil society organizations and the business community.

The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the International Labour Organization Convention No. 169 (ILO No. 169) and the International Finance Corporation Performance Standard 7 provide guidance for government and private sector interaction with Indigenous Peoples.

Every post-colonial nation with Indigenous populations has circumstances that require a unique path forward. At Teck, we strive for early and meaningful engagement and consultation with Indigenous Peoples wherever we work, and we design our engagement and community development programs in alignment with the circumstances of each Indigenous government or organization. We also continue to advance a Reconciliation Action Plan, which includes commitments that acknowledge and support Indigenous Peoples' rights to self-determination. This includes aiming to foster a culture of awareness and respect within Teck, and creating lasting value aligned with the self-defined goals of our Indigenous partners.

Engagement with Indigenous Peoples

We engage with Indigenous Peoples and work to achieve their free, prior and informed consent (FPIC) throughout all stages of the mining life cycle. To initiate respectful and trust-based relationships as early as possible, Indigenous rights holders are invited to participate, and consensus seeking activities occur from exploration through to closure. We aim to foresee potential impacts to Indigenous Peoples, by proactively seeking, and then integrating the perspectives and direction of Indigenous Peoples into company decision-making.

Identifying and Engaging with Potentially Impacted Indigenous Peoples

Prior to commencing work in an area, our site Communities teams are required to develop an area of influence map and a communities of interest (COIs) map in order to identify potentially affected rights-holders at an early stage. Corporate and sites teams collaborate to determine



Photo taken in 2015.

the jurisdictional and regulatory Indigenous rights context, and work with COIs and Indigenous Peoples to determine the appropriate scope of consultation and any agreements for the project. These agreements often include environmental, economic and cultural provisions, including support to protect and preserve cultural heritage and culturally significant sites. These provisions address the access, use and stewardship of traditional or customary lands and resources where cultural heritage considerations are jointly identified and managed between the parties. Site teams are then responsible for the execution of our commitments, and for the maintenance of healthy dialogue-based relationships with Indigenous Peoples. Our corporate team provides oversight and advice that aims to ensure compliance and leading practices in the implementation of agreements with Indigenous Nations or organizations.

Consultation and Consensus Seeking

Consultation and consensus seeking with Indigenous Peoples is an essential component in project development, and a requirement of most ongoing regulatory approvals processes as many Indigenous Nations and organizations are considered governments in the regions where we operate, especially in Canada. Crown governments often delegate some or all aspects of consultation and consensus seeking activities to Teck. As such, seeking consent of Indigenous Peoples is consistent with Teck's policies and is often a critical aspect of our engagement with Indigenous Peoples.

In keeping with guidance from the ICMM and MAC, we are committed to working to achieve the free, prior and informed consent of Indigenous Peoples throughout all stages of the mine development process.

Negotiating Agreements

Agreements create a framework for cooperation and clarity on topics such as consultation and engagement, technical review, cultural heritage, environment and land stewardship, and employment and business opportunities. Agreements typically include a financial component for compensation or capacity-building, or services rendered. Our agreements with Indigenous Peoples typically address the full range of our activities, from early stages

of exploration through to closure. Agreements reduce business risk by increasing project and operational certainty, and can cover short-term, seasonal work as well as long-term operations and projects.

Our approach to negotiating agreements focuses on:

- Building trust, mutual respect, cooperation and open communication of interests and concerns
- Improving community prosperity
- Working with Indigenous Peoples to incorporate traditional Indigenous knowledge and governance approaches

Teck incorporates commitments into internal tracking tools to ensure they are understood and fulfilled. Our annual [Sustainability Performance Data](#) spreadsheet includes a full list of our active agreements with Indigenous Peoples for projects and operations.

Sharing Traditional Knowledge and Supporting Land Use Studies

Indigenous traditional knowledge is core to understanding and mitigating the environmental and social impacts of a mine—from project design, to developing and executing monitoring plans, to planning and implementing reclamation.

Further, incorporating Indigenous Peoples' unique knowledge about local environments is important to respect Indigenous interests and aspirations, to support better decision making and to strengthen relationships.

Creating Opportunities for Economic Development

Commitments in agreements with Indigenous Peoples reflect their priorities and can include training, employment and procurement, such as offering specific roles exclusively to qualified Indigenous Peoples, preferential hiring, establishing employment processes and related key performance indicators, and supporting local apprenticeship and training programs, including internship opportunities for Indigenous students. For example, at our Red Dog Mine in Alaska, we have an operating agreement with the landowner, NANA Regional Corporation, Inc. (NANA), an Alaska Native Corporation owned by the Iñupiat people of northwest Alaska. Under the agreement, NANA receives a significant portion of the mine's profits, and a majority of Red Dog's employees and contractors are NANA shareholders.

In British Columbia, the province has implemented initiatives to ensure Indigenous Peoples share the economic benefits of mining and to support economic-oriented comprehensive reconciliation. In addition to resource revenue sharing established directly through agreements with Teck, the province negotiates Economic and Community Development Agreements (ECDAs) with Indigenous Peoples to share the direct mineral tax revenue on new mines and major mine expansions.

Procurement and Hiring Practices and Indigenous Peoples

Procurement with Indigenous businesses is a significant opportunity for Teck to create economic development and to be the beneficiary of Indigenous business skills and entrepreneurship. In accordance with our Sustainability Standards, our selection of suppliers considers possible representation from Indigenous or traditionally under-represented groups within each supplier's ownership structure as well as their role as a regulator or government to ensure we avoid any possible conflicts of interest. Where we have formal agreements with Indigenous Peoples, we identify local Indigenous suppliers and develop processes to share information on procurement opportunities and on our supplier qualification requirements. We also work directly with Indigenous suppliers to provide them with training and business development support.

We pursue company-wide and site-specific approaches to increasing Indigenous employment, training and retention. For example, in 2023, Teck continued to advance Indigenous employment and procurement procedures to set company-wide practice, while HVC began building on its current practices to develop a comprehensive Indigenous employment strategy.

Community Investment and Indigenous Peoples

To support our relationships with Indigenous Peoples, Teck invests in a wide range of initiatives and programs that benefit Indigenous Peoples on local, regional and national levels. This includes investments that support Indigenous language and cultural training, youth education and development, health and wellness programs, and various environmental initiatives. We report on our community investment programs focused on Indigenous Peoples in our annual Sustainability Report. See [Our Approach to Relationships with Communities](#) for more information on our community investment program.

Cultural Awareness Training

We deliver training on Indigenous Peoples' rights and cultural awareness for exploration, operations and management staff. Cultural awareness training supports Teck in our commitment to having effective relationships with the Indigenous Peoples we work with and with our Indigenous colleagues. It is also a key part of Teck's commitment to inclusion and diversity in the workplace.

Our new Indigenous Cultural Awareness Training delivers educational materials on Indigenous history, culture and rights to ensure that our relationships with Indigenous Peoples are built on trust and respect. Desktop-based training is available to employees, and live facilitated sessions are hosted at a local level. The aim of the training is to build a broad understanding of Indigenous Peoples and understand how Indigenous knowledge can be included in our business and decision-making.

Feedback

There are several processes through which Indigenous Peoples can inform us of concerns, including formal response mechanisms, dispute resolution clauses in agreements, and ongoing engagement. Additionally, agreements with Indigenous Peoples often establish processes to work through feedback and areas of concern and help to fulfill our commitment to improving well-being in self-defined ways. All methods of grievance or feedback collection are designed in a culturally appropriate way. See [Our Approach to Relationships with Communities](#) document and [Our Approach to Human Rights](#) document for more information.

Our Targets and Commitments

Our sustainability strategy guides our long-term approach to forming relationships with Indigenous Peoples as well as all our stakeholders and communities across Teck. In 2020, following broad engagement with employees and external stakeholders to identify and prioritize global trends and issues, Teck adopted a sustainability strategy, including goals related to Indigenous Peoples.

Strategic Priority:

- Collaborate with communities and Indigenous Peoples to generate economic benefits, advance reconciliation efforts and improve community well-being

Goals:

- Increase local employment and procurement opportunities by 2025 to deliver direct economic benefits to communities
- Achieve greater representation of Indigenous Peoples across our business by 2025 by increasing employment and procurement through business development, capacity-building, and education and training opportunities

- Deliver positive social, economic and environmental outcomes for communities and Indigenous Peoples by contributing \$100 million to community organizations and global initiatives, including our Zinc & Health and Copper & Health programs, by 2025

For more information on our sustainability strategy goals, see the [Sustainability Strategy](#) section of our website.

We report on our performance against indicators and goals related to Indigenous Peoples on an annual basis in our [Sustainability Report](#).

Assurance Related to Relationships with Indigenous Peoples

Teck takes an effective, efficient, risk-focused and integrated approach to assurance activities, which ensures internal controls are appropriately designed and operating effectively. These assurance activities include:

- Risk assessments and control verification at sites and in business units
- Sustainability internal audits and mid-term effectiveness reviews conducted at sites by Teck's Sustainability Assurance team
- Corporate annual internal audits conducted by Teck's Assurance and Advisory team
- External assurance by independent auditors for relevant regulatory and voluntary membership requirements

Following each of these processes, applicable management teams use the results to inform future actions and Teck's five-year planning process.

Assurance Related to Relationships with Indigenous Peoples

Type	Organization	Items Reviewed
Internal	Teck (risk-based sustainability audits and independent third-party led Human Rights Risk Assessments)	<ul style="list-style-type: none"> • Adherence to regulatory and permit requirements • Effectiveness of controls based on risk profile • Sustainability Standards
External	International Council on Mining and Metals: Sustainability Report Assurance and Performance Expectations	<ul style="list-style-type: none"> • Total number of significant disputes relating to land use and the customary rights of local communities and Indigenous Peoples • Principle 3: Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities (Performance Expectations 3.1, 3.2, 3.3, 3.4, 3.5, 3.6, 3.7, 3.8)
External	Mining Association of Canada: Towards Sustainable Mining assurance	<ul style="list-style-type: none"> • TSM Indigenous and Community Relationship Protocol
External	The Copper Mark	<ul style="list-style-type: none"> • Issue area 3: Stakeholder engagement • Issue area 23: Community Health & Safety • Issue area 34: Community Development • Issue area 28: Indigenous Peoples Rights • Issue 30: Cultural Heritage