

Relationships with Indigenous Peoples



Pictured above: Employee at Highland Valley Copper Operations, Canada.

Relationships with Indigenous Peoples

The majority of mining industry operations and many development projects are located within, or immediately adjacent to, Indigenous Peoples' traditional territories, making it vital to establish and maintain strong relationships throughout the mining life cycle. Maintaining relationships and trust with Indigenous Peoples is not only an important aspect of sustainable resource development, but is also an integral part of the process to advance reconciliation with Indigenous Peoples. The destruction of cultural sites in Australia's Juukan Gorge reinforced the need for businesses around the world to maintain active and respectful engagement with Indigenous Peoples.

Teck recognizes and respects the rights, cultures, interests and aspirations of Indigenous Peoples, and we are committed to building strong and lasting relationships. We are guided by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the International Labour Organization Convention No. 169 on Indigenous and Tribal Peoples, and the International Council on Mining and Metals (ICMM) Position Statement on Indigenous Peoples and Mining. We work to achieve the free, prior and informed consent of Indigenous

Peoples for our activities, and we support self-defined community goals that provide lasting benefits. We continue to rely on the negotiation of mutually beneficial agreements as a foundation for strong and positive relationships, and we are proud to have signed five new agreements with Indigenous communities in 2020, bringing the total number of agreements to 72. In 2020 we also supported the efforts of Indigenous Peoples to manage COVID-19 through our Community Response Fund.

GRI Indicators and Topic Boundary

204-103, 411-103, 411-1, G4-MM5, G4-MM6

This topic is considered one of the most material by Indigenous Peoples, regulators and society in the context of all Teck sites located within or adjacent to Indigenous Peoples' territories.

How Does Teck Manage This Topic?

Information about how we manage relationships with Indigenous Peoples, including relevant policies, management practices and systems, is available for [download on our website](#).

2020 Highlights

\$192
million

spent on Indigenous businesses through procurement

5

new agreements and **72** total agreements with Indigenous Peoples

Our Performance in Relationships with Indigenous Peoples in 2020

Our Targets and Commitments Teck is committed to responsible resource development, and we recognize that building strong relationships with Indigenous Peoples that help us understand each other's perspectives and priorities is fundamental to our success, as outlined in our [Indigenous Peoples Policy](#). The following table summarizes our performance against our new sustainability strategy and goals for relationships with Indigenous Peoples.

Sustainability Strategy Goals	Status	Summary of Progress in 2020
Strategic Priority: Collaborate with communities and Indigenous Peoples to generate economic benefits, advance reconciliation efforts and improve community well-being		
<p>Goal: Achieve greater representation of Indigenous Peoples across our business by 2025 by increasing employment and procurement through business development, capacity-building, education and training opportunities</p>	On track	<p>Continued to implement commitments to employment and procurement at all sites under site-level agreements with Indigenous Peoples.</p> <p>Launched Indigenous inclusion and diversity programming across Teck, including renewed cultural awareness training and activities.</p> <p>Established a cross-disciplinary community of practice to support continual improvement and best practice development for hiring and procurement.</p> <p>Established an implementation road map for the development of a local and Indigenous hiring and procurement strategy.</p> <p>Implemented improved performance measures to set 2020 baseline for five-year goals.</p>
<p>Goal: 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</p>	On track	<p>As part of Teck's Community Investment program, provided a total investment of \$19 million to local, regional, national and global programs supporting positive social, economic and environmental outcomes. This includes \$3.4 million via 145 organizations to support Indigenous Peoples, representing 18% of Teck total community investment spend in 2020.</p>

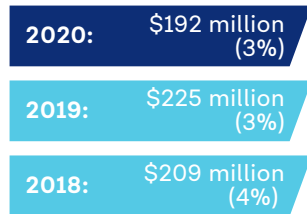
Key Performance Indicators

Indicator

Procurement spend with Indigenous suppliers

Target

Increase procurement spend with Indigenous suppliers relative to total spend



Indicator

Number of agreements with Indigenous Peoples

Target

Negotiate agreements with Indigenous Peoples affected by our activities

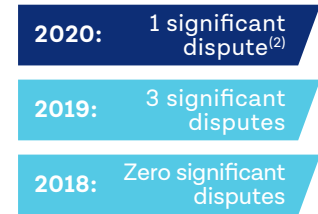


Indicator

Significant disputes⁽¹⁾ relating to land use and the customary rights of local communities and Indigenous Peoples

Target

Zero significant disputes



(1) Disputes are conflicts between the company and the impacted community that are related to land use and the customary rights of local communities and Indigenous Peoples. Significant community disputes are those disputes that cannot be resolved jointly within a reasonable time frame, are repeated or widespread, or represent potentially significant or long-term financial, legal or reputational consequences for the community or company.

(2) See page 75 in the Relationships with Communities section for description of disputes.

Recognizing and Respecting the Interests and Rights of Indigenous Peoples

We continue to engage with Indigenous Peoples early in our planning processes and work to achieve their free, prior and informed consent when proposing new or substantially modified projects, as outlined in our Indigenous Peoples Policy, which is available [on our website](#). During the

COVID-19 pandemic, we used virtual engagement methods, and supported efforts to manage the urgent community impacts of COVID-19 through funding from our Community Response Fund.

Case Study: Partnering with Indspire to Support Indigenous Students

At Teck, we are committed to collaborating with Indigenous Peoples to enable positive change. Since 2012, Teck has been a partner with Indspire, an Indigenous national charity that invests in the education of First Nations, Inuit and Métis people. The organization aims to increase graduation rates for Indigenous students through financial awards, support programs and other resources. Our ongoing contributions to Indspire's Building Brighter Futures bursaries, scholarships and awards have helped students achieve their goals,

lessened their financial burden and enabled them to give back to their communities. In 2020, this included a \$22,400 donation to support post-secondary Indigenous students from the Mikisew Cree First Nation and the Athabasca Chipewyan First Nation in Alberta. We also provided \$11,000 through the Teck Indigenous Awards for Indigenous students attending a post-secondary or technical training and development program. Read the full case study at teck.com/news/stories.

Table 18: Summary of Engagement with Indigenous Peoples in 2020

Site	Major Activities
Cardinal River Operations	Engagement in 2020 focused on Cardinal River closure planning. Input was sought from Alexis Nakota Sioux Nation, Ermineskin Cree Nation, Whitefish Lake First Nation, O’Chiese First Nation and Mountain Cree Traditional Band on their interests regarding reclamation, including matters such as revegetation, environmental monitoring and development of a human-wildlife effects assessment.
Frontier project ⁽¹⁾	Engaged with agreement partners as the project proceeded through the regulatory process, including engagement on our decision to withdraw from the regulatory process. We also made contributions to local communities to support their management of COVID-19 impacts.
Highland Valley Copper Operations	Engagement focused on implementation of agreements with 17 Indigenous communities. This work was impacted by COVID-19 as communities paused to put the immediate needs of their communities first. We later proceeded with remote engagement to discuss topics addressed in agreements.
Quebrada Blanca Operations	Engaged with Indigenous Peoples on the continuity of joint water quality management efforts and local agricultural development programs in response to COVID-19.
Quebrada Blanca Phase 2 project (QB2)	Engagement on key aspects of QB2 construction continued remotely during the COVID-19 pandemic. We prioritized negotiating new agreements and implementation of critical commitments established in the 18 existing agreements signed with Indigenous and non-Indigenous communities. We also supported communities in their management of COVID-19 impacts.
Red Dog Operations	Conducted community meetings in eight of the 11 Indigenous communities near Red Dog Operations and delayed the remaining meetings due to COVID-19. Virtual meetings were also held with Indigenous organizations and governments and with the Subsistence Committee. Significant engagement was conducted regarding Red Dog water balance concerns related to natural elevated total dissolved solids in the local watershed and the COVID-19 pandemic.
Steelmaking coal operations in the Elk Valley	Engagement with the Ktunaxa Nation continued through use of remote platforms. We completed virtual reclamation workshops, online cultural awareness sessions and a virtual site tour. There was significant engagement on the Fording River Extension Project with Ktunaxa and potentially affected Indigenous Peoples.
Trail Operations	Engaged with the Okanagan Nation Alliance (ONA) related to the Northern Pike Program, and with the Upper Columbia White Sturgeon Recovery Initiative’s technical working group. Trail Operations also engaged with the Lower Columbia Ecosystem Management Program and the Columbia River Integrated Environmental Monitoring Program, which include Indigenous representation.

(1) As of February 2020, we have withdrawn the Frontier project from the regulatory review process. However, active engagement with Indigenous Peoples and communities, among other activities, took place in 2020.

Incidents and Significant Disputes

There was one significant dispute for Teck that involved Indigenous Peoples in 2020. Please see page 75 in the Relationships with Communities section for further details.

Cultural Awareness Training

We regularly deliver training on Indigenous Peoples' rights and cultural awareness for exploration, operations and management staff. In 2020, approximately 560 people at our sites attended cultural awareness training, which supports understanding and appreciation for cultural diversity, and encourages maintaining a safe and respectful work environment in alignment with Teck's culture, values and beliefs.

Action on Reconciliation

Teck is committed to playing a role in reconciliation with Indigenous Peoples, particularly in Canada, and continues to work in partnership with Reconciliation Canada to support their vision of revitalizing the relationships among Indigenous Peoples and all Canadians. As part of this effort in British Columbia, Teck continues to support the implementation of the Memorandum of Understanding on economic reconciliation between the Business Council of British Columbia and the BC Assembly of First Nations. Teck's Indigenous Peoples Policy will also continue to provide a framework for our work with Indigenous Peoples. In addition, we are continuing to proactively engage in government-led initiatives to improve the lives of Indigenous Peoples in several jurisdictions through their participation in mining-related activities.

Sharing Economic Benefits

Employment is one way in which local communities can benefit from our operations, and we work with Indigenous communities to increase the number of Indigenous Peoples employed at Teck. As part of our ongoing efforts to improve our performance with regard to Indigenous employment, we have collected data on the number of applicants for employment who self-identify as Indigenous. In 2020, we had a total of 4,075 applicants across the company who self-identified as Indigenous; this represents 6% of total applicants. In 2020, there were 110 Indigenous new hires at Red Dog Operations, which represents 77% of the total new

Negotiating and Implementing Agreements

In 2020, there were 72 active agreements in place with Indigenous Peoples, including five new agreements ranging from exploration agreements to impact benefit agreements.¹⁴ For a full list of our active agreements with Indigenous Peoples for projects and operations, see our [2020 Sustainability Performance Data](#) spreadsheet.

Implementation of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)

In November 2019, B.C. became the first province in Canada to legislate its endorsement of UNDRIP, implementing the *Declaration on the Rights of Indigenous Peoples Act* (DRIPA). The legislation includes a commitment to ensure the laws of B.C. are consistent with the declaration, which includes a right for Indigenous Peoples to convey or withhold their free, prior and informed consent over government decisions that may impact them. In December 2020, the federal government of Canada introduced similar legislation: *Bill C-15: An Act respecting the United Nations Declaration on the Rights of Indigenous Peoples*. As set out in Teck's Indigenous Peoples Policy, we will continue to be guided by UNDRIP as we implement our commitment to work to achieve the free, prior and informed consent of Indigenous communities impacted by our activities, and ensure our efforts are consistent with DRIPA and all subsequent legislation to implement UNDRIP.

hires at Red Dog; 251 employees were NANA shareholders, representing 55% of the total number of employees at Red Dog Operations. NANA is a Regional Alaska Native Corporation owned by the Iñupiat people of northwest Alaska.

We continue to work on our data collection and analysis processes in order to support efforts towards strengthening our relationships with Indigenous communities by ensuring we are effectively sharing the benefits of mining, including employment and procurement opportunities.

¹⁴ An agreement typically made with Aboriginal or Indigenous Peoples that outlines the potential impacts of a project, the commitment and responsibilities to mitigate these impacts, and the economic and other benefits that will be shared with the Aboriginal or Indigenous party.

Case Study: Responding to the Needs of the Tahltan Community During COVID-19

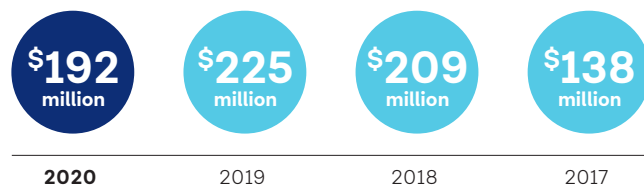
Teck is committed to playing a role in the global mobilization to beat COVID-19, both in urban areas and in the remote communities in which we operate. In a remote mountainous region of northwestern British Columbia sits the Tahltan Territory, where the Galore Creek project is located. In this project, Teck and Newmont Corporation are jointly contributing to the Galore Creek Mining Corporation's (GCMC) COVID-19 pandemic response initiative. The Tahltan Leadership expressed concern about the risk of COVID-19 transmission from members living outside the Territory travelling to participate in traditional summer fishing activities. The TĀLTĀN ŁUWE initiative was established

to support Tahltan Leadership's efforts to keep Tahltan communities safe during the COVID-19 pandemic. With Tahltan Central Government support, GCMC worked closely with several Tahltan organizations in order to provide support. Through this initiative, a dedicated Tahltan team, along with volunteers, was mobilized, with COVID-19 safety measures in place. Participants fished for salmon on the Stikine River and then processed, preserved and distributed the salmon to Tahltan members residing outside the area. The initiative succeeded in delivering canned and frozen fish to 250 Tahltan families. Read the full case study at teck.com/news/stories.

Procurement from Indigenous Suppliers

In 2020, our operations spent approximately \$192 million with suppliers who self-identified as Indigenous; this represents a decrease compared to 2019. Our overall procurement spend in 2020 also decreased due to COVID-19. In 2020, 42% (\$133 million) of spending at Red Dog Operations was with Indigenous suppliers – where Indigenous procurement is one of the cornerstones of our operating agreement with NANA Regional Corporation.

Figure 16: Procurement Spend on Suppliers Who Self-Identified as Indigenous



Procurement with Indigenous businesses is critical in sharing the economic benefits of mining, and may increase or decrease depending on annual business priorities. Many of our agreements with Indigenous Peoples contain commitments to support our shared interest in ensuring Indigenous businesses are able to provide goods and services to our sites at reasonable cost. In 2020, we further improved site-based tools to improve performance measurement of procurement with Indigenous businesses to support continuous improvement of procurement processes and outcomes.

Community Investment Focused on Indigenous Peoples

In 2020, Teck allocated \$3.4 million via 145 organizations to projects that support Indigenous Peoples, including support to address impacts from COVID-19, compared to \$2.4 million in 2019. This was 18% of our total community investment spend in 2020. Total community investment by Teck in 2020 is reported on pages 78-79.

Our Response to COVID-19

In response to COVID-19, Teck set up a community investment fund that is supporting the COVID-19 response and future recovery efforts in areas where Teck operates and internationally. A portion of this fund was dedicated to support Indigenous communities. Teck is also expediting payments to local and Indigenous suppliers to support their ongoing economic resiliency. Noteworthy investments in this area include:

- Through Highland Valley Copper, provision of a mobile kitchen to the Citxw Nlaka'pamux community to support food security for their members

- Through our steelmaking coal operations in the Elk Valley, contributions to the Ktunaxa Nation's Operation Street Angel, which supports homeless and at-risk individuals and families
- Through Red Dog Operations, funds for the provision of sanitation supplies and other needed goods for the Northwest Arctic Borough Villages