



HUMAN RIGHTS POLICY

Teck is committed to respecting and observing all human rights, including the rights of our employees, contractors, workers in our value chain, members of communities where we work, and others potentially affected by our activities.

We are guided by the Universal Declaration of Human Rights, the United Nations Guiding Principles (UNGP) on Business and Human Rights, UNGP Reporting Framework, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

As a company committed to respecting and observing all human rights, we will:

- seek to avoid infringing, directly or complicitly, on the human rights of our employees, contractors, workers in our value chain, and members of communities where we work.
- conduct on-going human rights due diligence, including human rights risk assessments at our operations and in our value chain, put in place processes to prevent, mitigate and remedy human rights impacts, and investigate potential human rights issues, as appropriate.
- involve rightsholders in the due diligence process, including vulnerable or historically disadvantaged groups such as Indigenous Peoples, women and children, and communicate results as needed.
- seek independent verification on our human rights due diligence activities at least once annually.
- provide employees, contractors, workers in our value chain and community members with accessible feedback and grievance mechanisms, including an anonymous and multilingual Doing What's Right hotline available to all.

- foster an equitable, diverse and inclusive workplace, including providing equal remuneration for employees of different genders, for work of equal value in equivalent jurisdictions.
- not tolerate the use of modern slavery, including forced labour, child labour or human trafficking of any kind, in our operations or value chain.
- communicate our expectations to suppliers, business partners, and customers that they have processes that respect human rights, and that they remedy their offending practice or policy if they are in violation of human rights.
- not tolerate threats, intimidation or attacks against human rights defenders in relation to our activities and relationships.
- work to ensure, through policies and training, that our security providers understand and meet their responsibility to respect human rights, in alignment with the Voluntary Principles on Security and Human Rights.

Teck's Board of Directors is responsible for the governance of human rights and receives updates on human rights due diligence at least annually. Implementation of this policy is overseen by Teck Senior Management. This policy and its requirements will be communicated to internal and external stakeholders as appropriate.



Jonathan Price
President and Chief Executive Officer



Sheila Murray
Chair of the Board

February 22, 2024