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## Inclusion and Diversity Policy

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Teck is committed to supporting an inclusive and diverse workplace that recognizes and values difference. 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, gender, physical attributes, beliefs, language, sexual orientation, 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 inclusive and diverse workforce in order to:

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

Our commitment to inclusion and diversity 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. An Executive Diversity Committee chaired by the Vice President of Human Resources, and with representation from senior management, guides development of Teck's inclusion and diversity strategy and reviews progress.

Teck's focus on inclusion and diversity aligns with our company's core values of integrity and respect. It is also explicitly reflected in our Charter of Corporate Responsibility, our Code of Ethics; our Code of Sustainable Conduct.