Health and Safety

2023 Highlights

229 exposure reduction actions completed as a part of site-based exposure reduction plans

6 Occupation Health Improvement plans completed as part of site-based efforts to identify disease as early as possible

- Teck is advancing an occupational well-being standard inclusive of the concept of psychological safety, forming a community of practice to share ideas and initiatives, and supporting site-specific initiatives such as health education programs, mental health campaigns, flu clinics and fitness facilities

GRI Indicators

2-23, 2-24, 3-3, 403-1, 403-2, 403-3, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10

This topic is considered material by our employees, contractors and regulators in the context of all Teck sites, and in contractor selection and management.

How Does Teck Manage This Topic?

Information about how we manage health and safety, including relevant policies, procedures, management practices, systems and topic boundaries, is available for download on our website.

Pictured: Employee at Line Creek Operations, Canada.

Performance Metrics

Indicator[1],[2] Work-related fatal injuries
Target Zero fatalities

2023:	1
2022:	0
2021:	1

Indicator[1],[2] Lost-Time Disabling Injury Frequency
Target Year-over-year reduction

2023:	18% increase
2022:	15% reduction
2021:	11% reduction

Indicator[1],[2] Total Recordable Injury Frequency
Target Year-over-year reduction

2023:	33% increase
2022:	17% reduction
2021:	10% reduction

Indicator[1],[2] High-Potential Incident Frequency
Target Year-over-year improvement

2023:	40% increase
2022:	23% reduction
2021:	38% reduction

Indicator[1],[2] Vehicle High-Potential Incident Frequency
Target Year-over-year improvement

2023:	122% increase
2022:	67% improvement
2021:	21% improvement

Our Performance in Health and Safety in 2023

Our Targets and Commitments Health and safety is a core value at Teck; nothing is more important than the health and safety of our people. Teck has in place a set of standards, policy guidelines, operating procedures and systems that describe accountabilities, controls and other requirements for managing health and safety risks. These apply to all Teck sites and projects (excluding projects or operations in which Teck has an ownership interest but is not the principal operator), including 100% of employees and contractors. The following table summarizes our performance against our sustainability strategy and goals for health and safety.

Sustainability Strategy Goals	Status	Summary of Progress in 2023
Strategic Priority: Eliminate fatalities, serious injuries and occupational disease		
Goal: Contribute to the elimination of fatalities and serious injuries through significantly enhanced critical control verification for fatal hazards.	On track	Continued to advance our critical control program with the revision of our HPRC framework and of 13 standards in preparation for update. In 2023, 42,203 critical control verifications (CCVs) were completed across Teck.
Goal: By 2025, contribute to the elimination of occupational disease by implementing new technologies in real-time exposure monitoring to improve exposure controls for dust and welding fumes.	On track	Completed a successful second trial of real-time particulate monitors. Developed an interactive cloud-based platform to provide valuable exposure fluctuation information to our hygienists and operations to accompany real-time particulate monitors. Worked with U.S National Institute for Occupational Safety and Health (NIOSH) and a consortium of other mining companies to standardize real-time particulate monitoring usage.

Performance Metrics

Unfortunately, 2023 was a challenging year, and we saw a decline in our safety performance relative to 2022. We were deeply saddened by a fatality at a decommissioned area of our QB operation that occurred in 2023. In response, we conducted a thorough investigation to identify the root causes, with the findings and preventative measures shared within Teck and with our mining peers to help prevent future incidents.

(1) All indicators include employees and contractors.
(2) Performance Metrics are related to performance of Teck-managed operations and do not include joint ventures.

Global and Industry Context

According to the most recent ILO global estimates, 2.78 million work-related deaths are recorded every year.[21] Effective health and safety management not only reduces injuries but is also increasingly used by investors as an indication of a company's operational performance and competence in managing risks, thus creating long-term value for shareholders.[22]

There is ongoing work in the mining sector to further reduce the health and safety hazards and risks associated with material movement, heavy equipment and production processes. Teck, along with other member companies of the International Council on Mining and Metals (ICMM) collectively set the goal of achieving zero fatalities and is actively implementing measures to reduce injuries. Health and safety include four key areas of activity: safety, health, hygiene, and mental health and well-being. To support these areas, Teck has identified five key strategic objectives: risk management, fostering a learning organization, promoting a culture of health and safety, building communities of practice, and enhancing governance and reporting. These objectives drive continual improvement, supporting our vision of everyone going home safe and healthy every day.

Building a Positive Culture of Health and Safety

Courageous Safety Leadership Program

Courageous Safety Leadership (CSL) — Teck's cornerstone safety program — focuses on exploring values, beliefs and attitudes towards health and safety, and asks individuals to set personal commitments to work in a healthy and safe manner. The program launched in 2009 and seeks to empower every employee to be a leader in health and safety and play an active role in their own health and safety, as well as the health and safety of others. We are committed to continuing to evolve this program as Teck evolves. In 2023, we refreshed our CSL program, including the new CSL 5 program, which will be deployed through 2024. This program brings our people together to reflect on progress made, positive impacts and the power of collective effort to reach our goals. All new employees and contractors continue to participate in the Introduction to CSL; this year, 2,095 participated in the Introduction to CSL training. This training helps participants understand the critical importance of CSL at Teck and the role it plays in building personal safety leadership and our overall safety culture, with everyone going home safe and healthy every day.

Building a Learning Organization

Teck is advancing health and safety learning, with initiatives underway that include embracing efficient timely communication, refining our processes, new technologies and fostering an environment where every employee is empowered to learn from our incidents and to contribute to safety improvements.

At an industry level, Teck leadership has helped support the ICMM in creating focused working groups in the areas of health and in hygiene. Each of these groups will be looking to develop standards, identify best practices and create global learning hubs.

High-Potential Risk Control

As of the end of 2023, all operations met their High-Potential Risk Control (HPRC) targets for conducting high-potential risk assessments and effectiveness reviews. These targets were to conduct at least four Work Team Risk Assessments and six Effectiveness Reviews per operation. As a result of these improved risk assessment efforts across the company, we identified opportunities and improved controls for key serious injury and fatality risks. In 2023, 157 detailed work team risk assessments and effectiveness reviews were conducted on high-risk tasks.

We also continued to review and update critical control standards and critical control verification criteria in line with our HPRC strategy. The implementation of this program allows us to routinely monitor for appropriate and effective critical controls. Teck has identified over 20 fatal hazards that form the basis of our program development. In addition, we are updating all critical control standards and refined all critical controls. Each standard has been developed to highlight the critical controls that must be in place. Associated with each standard are critical control verification (CCV) criteria that are used routinely to check for the presence and effectiveness of the control. In 2023, we continued to focus on the implementation and execution of those CCVs, and over 42,203 CCVs were performed across the company.

In addition to the overarching HPRC strategy, Teck has continued to advance our Vehicle Safety Strategy to eliminate serious injuries and fatalities from vehicle-related incidents. Vehicle-related incidents have historically represented Teck's single-largest category of High-Potential Incidents. Vehicle-related incidents typically result from a combination of three factors: the driver, the road environment and the vehicle itself. Improvement actions have been defined for each of these three key factors. Teck has a business performance metric to reduce vehicle-related High-Potential Incidents. In 2023, we saw a 122% increase in our Vehicle High-Potential Incident rate compared to 2022. See Our Approach to Health and Safety for more details on high-potential risk control.

Case Study: Breathing Safely — Teck's Revolutionary Approach to Mining Safety with Wearable Tech

At Teck, nothing is more important than the health and safety of our people. As part of this focus, we recognized the need for innovation in dust particulate monitoring to safeguard our workforce from dust inhalation. Teck is pioneering a shift from traditional methods of particulate monitoring to the use of wearable technology with real-time data, creating a new standard in the industry.

Traditional methods of dust monitoring provide delayed results that only include average daily exposure data without pinpointing high-risk areas or activities. In collaboration with third-party specialists, we piloted a smartphone-sized monitoring device that attaches to workers' coveralls. This innovation enables prompt risk identification and mitigation through real-time, detailed data. Following the successful pilots, we plan to extend the project to further validate this technology and explore additional integration into our operations.

Teck's trials are not only improving internal processes but also contributing to industry-wide efforts to standardize real-time particulate monitoring. The journey from traditional dust monitoring to pioneering wearable technology exemplifies the transformative impact of innovation on occupational and industrial hygiene in the mining industry.

Read the full case study at www.teck.com/news/stories.

[21] International Labour Standards on Occupational Safety and Health. ILO. 2023.
[22] Why Health and Safety Matters to Investors, Itrak365. 2023.

Safety Performance

In 2023, we saw an increase in our overall incidents compared to the most recent two years, but an overall improvement from earlier years, and an increase in our severe incidents (fatalities, potentially fatal occurrences and serious high-potential incidents). While we continue to face safety challenges, we remain vigilant as we work to reach our ultimate goal of everyone going home safe and healthy every day.

In 2023, our Total Recordable Injury Frequency (TRIF) was 33% higher than in 2022 and our Lost-Time Disabling Injury Frequency increased year over year by 18% for Teck-operated sites.

In the second quarter of 2023, we were deeply saddened by an employee fatality that occurred in a legacy facility at our Quebrada Blanca Operations. We have carried out an in-depth investigation into the incident to learn as much as possible and to implement measures to prevent reoccurrences.

Table 13: Health and Safety Performance — Teck Total[1],[3],[4],[5],[6],[7],[8]

	2023	2022	2021	2020
Total Recordable Injury Frequency	**0.68**	0.53	0.64	0.74
Lost-Time Injuries	**110.25**	108	113	85
Lost-Time Injury Frequency	**0.27**	0.22	0.27	0.29
Disabling Injury Frequency	**0.10**	0.10	0.11	0.14
Lost-Time Disabling Injury Frequency	**0.37**	0.32	0.38	0.43
Lost-Time Injury Severity	**37.519**	16.74	31.57	27.52
Number of Fatalities	**1.0**	0	1.2[9]	0.4[10]
Fatality Rate	**0.002**	0.00	0.003	0.001

Table 14: Health and Safety Performance — Teck-Operated[2],[3],[4],[5],[6],[7],[8]

	2023	2022	2021	2020
Total Recordable Injury Frequency	**0.73**	0.55	0.66	0.73
Lost-Time Injuries	**105**	104	107	81
Lost-Time Injury Frequency	**0.29**	0.24	0.29	0.31
Disabling Injury Frequency	**0.11**	0.10	0.10	0.14
Lost-Time Disabling Injury Frequency	**0.40**	0.34	0.40	0.45
Lost-Time Injury Severity	**41.64**	18.52	31.95	21.64
Number of Fatalities	**1**	0	1	0
Fatality Rate	**0.003**	0.00	0.003	0.00

(1) Safety statistics in Table 13 include both employees and contractors at all of our locations (operations, projects, closed properties, exploration sites and offices). For Teck partnership sites, safety statistics are weighted in accordance with Teck's ownership of the operations and the type of data provided by each operation. The safety statistics weightings applied for Teck partnership sites are: Antamina mine (22.5%), Fort Hills (21.3%), Neptune Bulk Terminals (Coal) (100%) and NuevaUnión (50%). We define incidents according to the requirements of the U.S. Department of Labor's Mine Safety and Health Administration. Severity is calculated as the number of days missed due to Lost-Time Injuries per 200,000 hours worked.
(2) Safety statistics in Table 14 include both employees and contractors at all of our locations in which Teck holds majority ownership and directly manages (operations, projects, closed properties, exploration sites and offices). We define incidents according to the requirements of the U.S. Department of Labor's Mine Safety and Health Administration. Severity is calculated as the number of days missed due to Lost-Time Injuries per 200,000 hours worked.
(3) Increase in severity in 2023 is in part a consequence of having no fatalities in 2022 versus one fatality in 2023. Each fatality results in counting 6,000 lost days.
(4) A Lost-Time Injury is an occupational injury that results in loss of one or more days beyond the initial day of the injury from the employee's scheduled work beyond the date of injury.
(5) A Disabling Injury is a work-related injury that, by orders of a qualified practitioner, designates a person, although at work, unable to perform their full range of regular work duties on the next scheduled work shift after the day of the injury.
(6) A fatality is defined as a work-related injury that results in the loss of life. These tables don't include deaths from occupational disease or illness.
(7) Frequency indicators in this table are calculated by the number of events in the period multiplied by 200,000 and divided by the number of exposure hours in the period, which refers to the total number of actual hours worked by employees/contractors at a site where one or more employees/contractors are working or are present as a condition of their employment and are carrying out activities related to their employment duties. Hours of exposure may be calculated differently from site to site; for example, time sheets, estimations and data from human resources are inputs into the total number of exposure hours.
(8) In 2021, there was a transition period to align our Chilean sites to Teck's global definitions. Accordingly, QB2 2022 results are not comparable to previous reporting years.
(9) In 2021, there was a fatality at Antamina mine, which is operated by BHP and Glencore. See their sustainability report for further information.
(10) In 2020, there were fatalities at Fort Hills oil sands mine, which is operated by Suncor. See their sustainability report for further information.

Safety Performance (continued)

Table 15: Health and Safety Performance — Teck Operations and Projects — Excluding QB2[1]

Teck-Operated (excluding QB2)	2023	2022	2021	2020
Work Hours	**38,038,382**	32,922,373	30,036,649	28,269,774
Total Recordable Injury Frequency	**1.27**	1.24	1.37	1.18
Lost-Time Injury Frequency	**0.55**	0.61	0.63	0.50
Lost-Time Disabling Injury Frequency	**0.75**	0.86	0.89	0.75
Number of Fatalities	**1**	0	1	0

Table 16: Health and Safety Performance — Teck QB2 Project[1],[2],[3]

Major Project — QB2	2023	2022	2021	2020
Work Hours	**34,329,238**	54,558,671	43,758,578	24,108,339
Total Recordable Injury Frequency	**0.13**	0.14	0.16	0.19
Lost-Time Injury Frequency	**0.01**	0.01	0.05	0.09
Lost-Time Disabling Injury Frequency	**0.01**	0.02	0.05	0.09
Number of Fatalities	**0**	0	0	0

(1) For reporting purposes, our QB2 project is included in our overall Teck-operated safety performance data in and in more detail in the interest of additional transparency. The above tables show performance data with the results delineated for QB2 and for the remainder of Teck-operated sites (without QB2).
(2) In 2021, there was a transition period to align our Chilean sites to Teck's global definitions. Accordingly, QB2 2022 and 2023 results are not comparable to previous reporting years.
(3) During 2023, Teck QB2 accounted for 48% of Teck-operated hours.

High-Potential Incidents

High-Potential Incidents (HPIs) are incidents that have a reasonable likelihood to have caused a serious, permanently disabling or fatal injury.[23] In 2023, our combined HPI frequency was 40% higher compared to 2022 at Teck-managed operations. Four Potentially Fatal Occurrences (PFOs)[24] were reported at Teck-operated locations. In each case, an investigation is undertaken, with the involvement of corporate health and safety leadership, and corrective actions are developed. The results and recommendations are shared with all our business units and operations to facilitate a local gap analysis against the findings to prevent similar occurrences. We investigate potentially fatal occurrences to the same standard as fatalities. All HPIs were thoroughly investigated to identify corrective actions to minimize the potential for reoccurrence.

Figure 19: High-Potential Incident Performance — Teck Total[1],[2],[3]

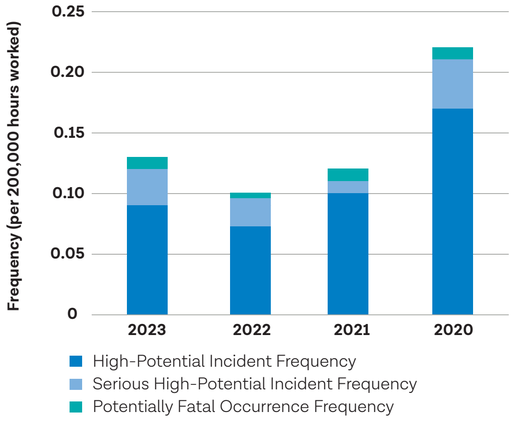
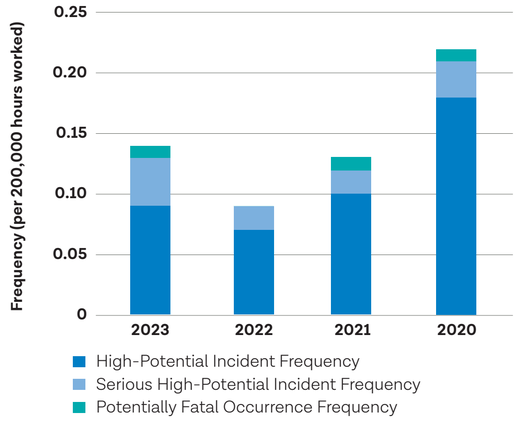


Figure 20: High-Potential Incident Performance — Teck-Operated[1],[2],[4]



(1) Frequency indicators in Figures 19 and 20 are calculated by the number of events in the period multiplied by 200,000 and divided by the number of exposure hours in the period, which refers to the total number of actual hours worked by employees/contractors at a site where one or more employees/contractors are working or are present as a condition of their employment and are carrying out activities related to their employment duties.
(2) Rounding of the individual numbers may cause a discrepancy in the total value.
(3) Safety statistics in Figure 19 include both employees and contractors at all of our locations (operations, projects, closed properties, exploration sites and offices). For Teck partnership sites, safety statistics are weighted in accordance with Teck's ownership of the operations and the type of data provided by each operation. The safety statistics weightings applied for Teck partnership sites are: Antamina mine (22.5%), Neptune Bulk Terminals (Coal) (100%) and NuevaUnión (50%).
(4) Safety statistics in Figure 20 include both employees and contractors at all of our locations in which Teck holds majority ownership and directly manages (operations, projects, closed properties, exploration sites and offices). For sites where Teck owns more than 50%, safety statistics are weighted 100%.

[23] Teck uses an HPI Classification Model to assess and determine HPIs, including Serious HPIs and PFOs.
[24] A PFO is an undesired high-potential occurrence with the reasonable likelihood to have, under slightly different circumstances, resulted in a fatal injury to an employee or contractor.

Safety Performance (continued)

Figure 21: High-Potential Incident Performance — Teck Projects and Operations – Excluding QB2[1]

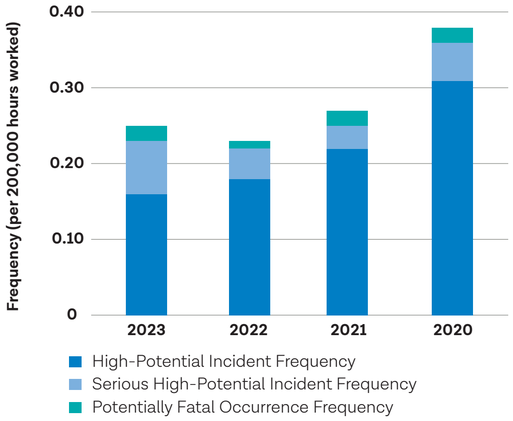
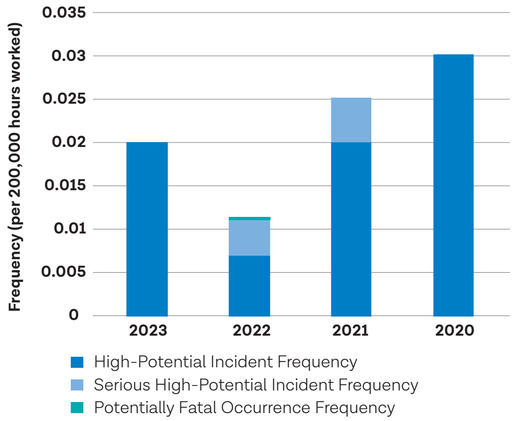


Figure 22: High-Potential Incident Performance — Teck QB2 Project[1],[2]



(1) For reporting purposes, our QB2 project is included in our overall Teck-operated safety performance data in and in more detail in the interest of additional transparency. The above figures show performance data with the results delineated for QB2 and for the remainder of Teck-operated sites (without QB2).
(2) During 2023, Teck QB2 accounted for 47% of Teck-operated hours.

Process Safety Events

Process safety events are those that typically involve an unexpected mechanical integrity failure in a pipeline system or processing facility that may result in a fire, explosion, rupture or hazardous chemical leak.

Table 17: Process Safety Events — Teck-Operated[1]

	2023	2022	2021	2020
Process-Related HPIs	**3**	1	0	5
Frequency (per 1,000,000 hours)	**0.04**	0.01	0	0.10

(1) Teck-operated data covers all operations in which Teck holds majority ownership and directly manages.

Occupational Health

In 2023, we advanced the development of a new Occupational Health Standard that captures the breadth of occupational health from pre-employment to departure from an organization. Next year, we will also be introducing Occupational Health Improvement Plans to support sites in identifying multi-year approaches to advancing this standard.

Our medical assessment program continued across our operations in 2023. This program screens at-risk individuals for the development of physical illness due to certain workplace exposures. In 2023, sites in jurisdictions where participation is optional engaged in a broad range of educational programs and other initiatives to support employee participation.

Occupational Hygiene

In 2023, we updated our occupational hygiene strategy with a new three-year plan focused on continual improvement of our operational occupational hygiene programs, improved software applications, and technology to support our operational occupational hygiene teams. We continue to work with U.S. NIOSH and a consortium of other mining companies to advance standardization of real-time particulate monitoring.

All our operations implement exposure reduction plans, which are prioritized based on risk, and must use engineering controls to control or eliminate exposures at their source. In 2023, the focus of many of our exposure reduction plans was on in-cab air quality in our heavy equipment, as well as continuing to trial real-time particulate monitors to better characterize exposures (see the case study on page 44 for more details). We also began a selection process to identify a chemical management solution.

Occupational Diseases

We report the incidence of occupational diseases at Teck, based on accepted workers' compensation claims from each jurisdiction in which we work, for the disease categories set out in Table 18. In some cases, as our systems for reporting occupational diseases continue to mature, occupational disease cases and rates may increase in the short to medium term. This reflects the long latency period associated with the development of occupational disease. In 2023, we tracked internally identified occupational diseases based on medical surveillance programs to support our application of improved risk-based controls to prevent occupational diseases.

Table 18: Occupational Disease Cases[1],[2],[3]

Disease Category	2023	2022	2021	2020
Respiratory Diseases	**1**	0	3	2
Hearing Loss[4]	**3**	0	2	0
Musculoskeletal Disorders	**12**	11	14	23
Cancer	**1**	0	0	0
Other Medical Disorders	**10**[5]	0	3	5
Total	**27**	11	22	30

(1) Occupational disease data is collected from insurance providers such as WorkSafeBC; global exploration sites or marketing offices are not included.
(2) Occupational diseases are defined as an adverse, generally chronic and irreversible health effect associated with overexposure to chemical, physical or biological agents in the workplace (e.g., silicosis, bladder cancer, beryllosis, metal fume fever, asthma).
(3) Workers' compensation claims data is for accepted claims over the past four years and is for employees only; contractor data is not included.
(4) The reporting for hearing loss may be under-reported, due to limited data availability.
(5) Other medical disorders in 2023 comprised mostly of mental health-related disorders.

Occupational Health (continued)

Table 19: Occupational Disease Cases by Gender[(1),(2),(3)]

	2023	2022	2021	2020
Women	**7**	0	4	6
Men	**20**	11	18	24
Total	**27**	11	22	30

(1) Occupational disease data is collected from insurance providers such as WorkSafeBC; global exploration sites or marketing offices are not included.
(2) Occupational diseases are defined as an adverse, generally chronic and irreversible health effect associated with overexposure to chemical, physical or biological agents in the workplace (e.g., silicosis, bladder cancer, berylliosis, metal fume fever, asthma).
(3) Workers' compensation claims data is for accepted claims over the past four years and is for employees only; contractor data is not included.

Table 20: Occupational Disease Rate[(1),(2),(3),(4)]

	2023	2022	2021	2020
Total Occupational Disease Rate (per 200,000 hours)	**0.23**	0.13	0.27	0.31
Total Occupational Disease Rate (per 1,000,000 hours)	**1.16**	0.65	1.35	1.57

(1) Occupational disease data is collected from insurance providers such as WorkSafeBC; global exploration sites or marketing offices are not included.
(2) Occupational diseases are defined as an adverse, generally chronic and irreversible health effect associated with overexposure to chemical, physical or biological agents in the workplace (e.g., silicosis, bladder cancer, berylliosis, metal fume fever, asthma).
(3) Workers' compensation claims data is for accepted claims over the past four years and is for employees only; contractor data is not included.
(4) The reporting for hearing loss may be under-reported, due to limited data availability.

Occupational Disease Fatalities

Based on accepted workers' compensation claims and safety reporting from each jurisdiction in which we work, Teck is in some cases able to identify where long-term occupational diseases have contributed to fatalities. Common industry practice is to report on fatalities related to occupational diseases among current employees. However, due to the potential long-term nature of occupational diseases, Teck reports on all identified incidences of fatalities confirmed to be related to these conditions. This includes former employees, regardless of the length of time since the end of employment at Teck. This is a highly transparent practice that Teck considers to be best practice for our industry.

We recognize that, even with this industry-leading practice, there are limitations to this approach. Using claims approved by workers' compensation providers as the basis for these values may lead to under-reporting of occupational disease incidence. This is because most occupational diseases are captured by publicly funded or other medical systems, with little to no opportunity to identify the root causes of occupational disease. This can be due to challenges with latency, lack of association between the exposure and the disease, the multifactorial nature of occupational diseases, and limited medical surveillance.

Table 21: Occupational Disease Fatalities by Gender

	2023	2022
Women	**0**	0
Men	**0**	0
Total	**0**	0

Mental Health and Well-Being

At Teck, we define health as the state of physical, mental and social well-being, not merely the absence of injury, infirmity or disease. Therefore, mental health is an important component of our goal of everyone going home safe and healthy every day. Our Employee and Family Assistance Program provides mental health support and work/life services for employees and their families. These services include free access to mental health professionals for both in-person and virtual counselling for short-term needs; providing support for stress arising from grief and loss, crisis situations, relationship and family issues, and workplace challenges; nutrition-related services; and services for financial and legal advice. In addition, various health and wellness initiatives, including mental health awareness training and access to telehealth services, have been implemented across Teck. At the site level, mental health and well-being initiatives include mental health first aid, education programs and the establishment of resource hubs.

See Our Approach to Our People and Culture for more information on supporting mental well-being at Teck, and other employee well-being initiatives.

Community Health and Well-Being Initiatives

As a major producer of copper and zinc, Teck is working to promote best practices in our industry and to help improve the lives of people around the world through initiatives such as our Zinc & Health and Copper & Health programs. Through our initiatives, we are working toward advancing the United Nations Sustainable Development Goal 3: good health and well-being.

With these programs, Teck is building partnerships, raising awareness and improving health outcomes for those most at risk and as we move through our daily lives. See details about our Copper & Health and Zinc & Health programs on our website.

Collaboration with Industry

We work with various local, national and international organizations and programs to incorporate best practices of health and safety into our system. We actively participate in health and safety programs and initiatives of the ICMM, the Earth Moving Equipment Safety Round Table (EMESRT), the Australian Road Research Board (ARRB) and the Mining Association of Canada (MAC).