

Human Rights

2023 Highlights

- ▶ Conducted independent human rights risk assessments at four operations – Carmen de Andacollo, Highland Valley Copper, Quebrada Blanca and Red Dog – to identify, assess and address adverse impacts and risks
- ▶ Rolled out a new company-wide Social Performance Standard and a Human Rights Due Diligence Procedure to strengthen governance and management practices related to human rights

44 supplier due diligence checks conducted that included human rights topics

GRI Indicators

2-23, 2-24, 2-26, 2-29, 3-3, 408-1, 409-1, 410-1, G4-MM8, G4-MM9

This topic is considered material by our shareholders, employees, local communities, regulators, society and contractors in the context of all Teck sites, contractor selection/management and supplier selection.

How Does Teck Manage This Topic?

Information about how we manage human rights, including relevant policies, management practices, systems and topic boundaries, is available for [download on our website](#).



Global and Industry Context

Climate change, political polarization, and crises resulting from war and conflict continued to impact human rights across the globe in 2023, with large-scale involuntary migration identified as one of the top 10 short- and long-term global risks.²⁵ In May 2023, recognizing the growing risk posed by increased migration and poverty, the Canadian government passed the *Modern Slavery Act* (Bill S-211) to create supply chain transparency and reporting obligations to fight against forced and child labour in supply chains.²⁶

In 2023, ICMM released updated Human Rights Due Diligence Guidance to support better integration of human rights into existing risk management approaches and integration of the United Nations Guiding Principles on Business and Human Rights (UNGPs) among member companies.²⁷ As an ICMM member company, Teck has been integrating these measures into business activities for several years. We recognize the potential for our activities to impact human rights and remain dedicated to engaging with communities and respecting and observing all human rights.

Our Performance in Human Rights in 2023

Embedding Human Rights

Teck is committed to respect human rights as defined in the International Bill of Human Rights and the ILO Core Conventions, upholding this commitment across the company.

Teck's [Code of Sustainable Conduct](#) requires employees and contractors to comply with applicable laws and regulations, and with all Teck policies and standards. We do not tolerate any forms of modern slavery, including forced or child labour, violation of the rights to freedom of association and collective bargaining as applicable, and not providing fair living wages and working hours. These commitments extend to Teck's broader supply chain through our [Expectations for Suppliers and Contractors](#). For details on how we manage labour rights, see page 57 of Our People and Culture chapter.

We are committed to respecting human rights and we are guided by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). We work to achieve the free, prior and informed consent of Indigenous Peoples, as described in the Relationships with Indigenous Peoples chapter on page 76.

Teck is focused on ensuring that human rights perspectives are integrated into our broader business practices, procedures and management systems (e.g., risk management, grievance mechanisms, tailings management). Our reporting aligns with the UNGP Reporting Framework in providing information on how our activities may affect human rights and how we identify and mitigate those risks.

Governance

In 2023, Teck issued a new Social Performance Standard and Human Rights Due Diligence Procedure to enhance our governance and management practices related to human rights. The Standard and Procedure outline minimum expectations to manage human rights risks, including identifying and assessing human rights risks and impacts; providing human rights training and grievance mechanisms; and documenting, monitoring and reporting on human rights management. The Social Performance Standard was created as part of an update of our Sustainability Standards to align with leading practices, external commitments and requirements for social performance.

We also updated Teck's [Expectations for Suppliers and Contractors](#) to strengthen the minimum standards of conduct expected of all suppliers of goods and contractors performing services for or on behalf of Teck. Additions include new health and safety, environmental and human rights-related expectations, as well as guidance on Teck's anonymous whistle-blower hotline. This policy is integrated into the qualification, evaluation, selection and management of suppliers and contractors. See [Our Approach to Human Rights](#) for more details.

Identifying Human Rights Risks and Impacts

In 2023, comprehensive human rights risk assessments were conducted at our Carmen de Andacollo, Quebrada Blanca, Highland Valley Copper and Red Dog operations using our recently updated methodology for identifying human rights risks and impacts. Teck will conduct human rights risk assessments at additional sites based on risk in 2024. Independent human rights experts Business for

Social Responsibility (BSR) conducted these risk assessments and engaged a wide range of internal and external rightsholders, including vulnerable groups. Identified risks undergo a third-party salience review that assesses scope, scale, ability to remediate and probability of the risk, as well as the company's position, current management practices and ability to address the risk. Site teams integrate recommended actions to mitigate identified risks and impacts into site social risk management plans in compliance with Teck's Human Rights Due Diligence Procedure.

We incorporate human rights considerations into the social performance and engagement strategies and plans during the exploration and closure phases of the mining life cycle. In 2023, we held in-person training for Exploration and Closure teams to understand and identify human rights risks and impacts most likely to intersect with this work.

We also focused on conducting human rights and vulnerability assessments in conformance with the Global Standards on Tailings Management (GISTM) at our legacy properties. Simultaneously, we updated our internal social context knowledge base to inform our social impact and human rights analyses. Looking ahead, we will be integrating human rights analyses into our sites' comprehensive risk assessments and social management plans.

²⁵ Global Risks Report 2023. World Economic Forum. 2023.

²⁶ An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff. Parliament of Canada. 2023.

²⁷ ICMM Human Rights Due Diligence Guidance. ICMM. 2023.

Salient Human Rights Issues

We proactively identify areas of highest human rights risk so we can prevent adverse impacts from occurring, and we conduct human rights assessments at our operations.

As guided by the UNGPs, we determine and report on our most significant or salient human rights issues. A company’s salient human rights issues are those human rights that are

at risk of the most severe adverse impacts as a result of the company’s activities or business relationships.

Teck identifies salient human rights issues through our human rights due diligence processes, which involve inputs from local stakeholders and external human rights experts.

Table 22: Human Rights Issues That Are Salient to Teck⁽¹⁾

Salient Human Rights	Relevant Rights Holders	Activities in 2023 Relevant to Human Rights
Right to life ⁽²⁾	Employees, contractors and subcontractors, communities	Health and Safety (pages 42-48)
Right to safe and healthy working conditions ⁽³⁾	Employees, contractors and subcontractors	Health and Safety (pages 42-28) Our People and Culture (pages 54-62)
Right to freedom of association, assembly and collective bargaining ⁽⁴⁾	Employees, contractors and subcontractors, suppliers, joint venture partners	Value Chain Management (pages 83-86) Business Conduct (pages 78-82) Our People and Culture (pages 54-62)
Right to not be subjected to slavery, servitude or forced labour (specific to supply chains) ⁽⁵⁾	Contractors and subcontractors, suppliers, joint venture partners	Value Chain Management (pages 83-86) Business Conduct (pages 78-82) Health and Safety (pages 42-28)
Right to non-discrimination in employment/occupation ⁽⁶⁾	Employees, contractors and subcontractors	Value Chain Management (pages 83-86) Business Conduct (pages 78-82) Our People and Culture (pages 54-62)
Right to adequate standard of living ⁽⁷⁾	Employees, contractors and subcontractors	Value Chain Management (pages 83-86)
Right to clean water and sanitation ⁽⁸⁾	Employees, contractors and subcontractors, communities	Relationships with Communities (pages 63-71) Water Stewardship (pages 36-41) Tailings Management (pages 31-35) Air Quality (pages 9-12) Our Approach to Environmental Management

Table 22: Human Rights Issues That are Salient to Teck⁽¹⁾ (continued)

Salient Human Rights	Relevant Rights Holders	Activities in 2023 Relevant to Human Rights
Right to health ⁽⁹⁾	Employees, contractors and subcontractors, communities	Relationships with Communities (pages 63-71) Water Stewardship (pages 36-41) Tailings Management (pages 31-35) Air Quality (pages 9-12) Our Approach to Environmental Management
Right to land ⁽¹⁰⁾	Communities, Indigenous Peoples, vulnerable groups	Relationships with Communities (pages 63-71) Relationships with Indigenous Peoples (pages 72-77) Biodiversity and Closure (pages 13-17)
Right to self-determination ⁽²⁾		
Right to enjoy just and favourable conditions of work ⁽¹¹⁾		
Right to take part in cultural life ⁽⁶⁾		
Right to access to a clean, healthy and sustainable environment	Employees, contractors and subcontractors, communities, Indigenous Peoples, vulnerable groups, suppliers, joint venture partners	Relationships with Communities (pages 63-71) Relationships with Indigenous Peoples (pages 72-77) Biodiversity and Closure (pages 13-17) Water Stewardship (pages 36-41) Tailings Management (pages 31-35) Climate Change (pages 23-30) Air Quality (pages 9-12) Value Chain Management (pages 83-86) Our People and Culture (pages 54-62)

(1) In addition to the protection of all human rights, Indigenous Peoples also hold a unique set of group rights called Indigenous rights.
 (2) The Universal Declaration of Human Rights (UDHR), International Covenant on Civil and Political Rights (ICCPR).
 (3) International Covenant on Economic, Social and Cultural Rights (ICESCR).
 (4) UDHR, ICCPR, ICESCR, International Labour Organization Core Conventions (ILO).
 (5) UDHR, ICCPR, ILO.
 (6) UDHR, ICCPR, ICESCR, ILO.
 (7) UDHR, ICESCR.
 (8) Resolution A/RES/64/292. UN General Assembly, July 2010; Resolution A/RES/70/169, UN General Assembly, December 2015.
 (9) ICESCR.
 (10) UDHR (privacy and property). ICCPR (no forced eviction). ICESCR (no forced eviction).
 (11) UDHR, ICESCR.

Human Rights-Related Training

In 2023, Teck conducted human rights training for key personnel who support the management of human rights risks and impacts across the company, including senior leaders. We held in-depth training sessions with our Exploration, Health and Safety, and Closure teams to highlight relevant human rights risks and impacts, and to improve integration of human rights into existing systems and processes.

Also in 2023, Teck launched new Modern Slavery training for relevant personnel. Through this training, participants gained a deeper understanding of modern slavery indicators, how to identify modern slavery and how to report suspected issues or incidents.

Where we have security personnel, contracts with security service providers require adherence to the Voluntary Principles on Security and Human Rights. This is primarily managed through government-required certification in our Canadian operations and is provided to external contractors at our South American operations. Training for security personnel is completed annually and is overseen on a regular basis by Teck, with records showing full compliance at QB, Carmen de Andacollo and Antamina operations in

2023. Training also occurs if and when security service providers are replaced or restructured at our operations.

This year, Teck piloted new training on the Voluntary Principles on Security and Human Rights for contractors and employees in a security-related role at select operations. Participants learned about security-related human rights risks associated with the mining sector, and how to implement key components of the Voluntary Principles in their work. This training will be rolled out to all Teck sites in 2024.

We are committed to ensuring that our projects understand the risks and opportunities associated with human rights. At the Zafranal project, 92.6% of employees were trained on human rights topics, with a total of 216 hours dedicated to training.

At the San Nicolás project, three human rights training sessions were held with a total of 70 participants. In addition, the Human Rights Commission of the State of Zacatecas (CEDHZ) awarded the San Nicolás project for implementing measures to respect and promote human rights in the work environment. For more details, see our case study on page 53.

Modern Slavery

Modern slavery refers to practices such as forced labour, child labour, debt bondage and human trafficking. This includes situations of exploitation that a person cannot refuse or avoid because of threats, violence, coercion, deception and/or abuse of power.²⁸ We recognize that there is a risk of modern slavery occurring as a result of our business activities and throughout our supply chain. Building on our existing human rights and supply chain due diligence practices, we are taking action to identify and mitigate risks associated with modern slavery through a variety of measures.

In 2023, actions included developing new management standards and strengthening policies, applying enhanced supplier due diligence practices, and introducing mandatory training for select employees on how to identify and report actual or potential occurrences of modern slavery in our operations and in the supply chain. We will report under Canada's *Modern Slavery Act* in 2024. Teck's Modern Slavery Report is available on [our website](#).

See page 84 of the Value Chain Management chapter for details on how we minimize the risk of modern slavery within our supply chain.

Artisanal and Small-Scale Mining

We regularly monitor our sites for the potential presence of artisanal or small-scale miners (ASM) on or adjacent to our operations. Our approach focuses on the improvement of health, safety and the environment as well as on the community impacts of small-scale mining extraction. These efforts help strengthen the livelihoods of these miners by providing guidance on occupational safety and best practices, in collaboration with governments.

In 2023, Teck developed an Artisanal and Small-Scale Mining Procedure to ensure our sites consistently apply a rights-based approach by identifying, assessing and engaging with artisanal and small-scale mining communities. In 2023, artisanal mining took place adjacent to our

Carmen de Andacollo Operations in Chile and adjacent to the Zafranal project in Peru. No significant disputes or incidents took place in 2023 in regard to ASM at these sites.

Areas of Conflict

Teck's operations and associated proven and probable reserves in Canada, the U.S. and Chile are not located in areas with active conflicts as defined by the [Uppsala Conflict Data Program](#). Teck's San Nicolás project, a 50:50 joint venture with Agnico Eagle Mines Limited, is located in the Zacatecas State in central Mexico, which is considered an area of active conflict. Prior to formalizing the agreement to partner on this project, and as part of our regular development practices, an environmental and social baseline survey was carried out by Teck from 2018 to 2021. This survey included in-depth archeological surveys and clearances. Extensive community consultation, including 4,900 discrete community engagements and community investment programs, have resulted in strong support for development from communities of interest (COIs) near the project and more broadly in the Zacatecas region.

In 2023, the San Nicolás project team developed and began implementing a Human Rights Action Plan, which sets a governance structure and risk management plan for the project. See page 53 for our case study on San Nicolás: Protecting the Human Rights of Workers in Mexico.

To ensure that operations or projects located in areas of conflict do not support, benefit or contribute to unlawful armed conflict, human rights abuses or breaches of international humanitarian law, we complete human rights risk assessments and implement associated improvement plans, and conduct training on human rights.

²⁸ [Modern slavery is on the rise](#). United Nations. 2022.

Industry Collaboration

We play an active role in engaging with industry and non-industry working groups to identify and share best practices in human rights. In 2023, Teck was an active member of the:

- ICMM Human Rights Working Group as Co-Chair
- Mining Association of Canada’s International Social Responsibility Committee, which builds human rights capacity and creates knowledge-sharing opportunities within the global mining industry
- Business for Social Responsibility (BSR) Human Rights Working Group, which aims to develop a space for companies across all sectors to openly share best practices and challenges in implementing the UN Guiding Principles on Business and Human Rights

Resolving Human Rights-Related Feedback and Incidents

A consistent and rigorous approach to grievances and incidents is fundamental to strong management of human rights, as it ensures that any issues with actual or potential human rights implications are identified and acted upon.

Teck’s *Doing What’s Right Program*, which is overseen by the Senior Vice President and General Counsel, is available to all employees and any third party to anonymously report issues or incidents related to human rights. The program is available 24 hours a day, seven days a week in 62 languages.

Reported concerns are promptly forwarded by the third-party service provider to the Global Director of Ethics and Compliance. Teck is dedicated to handling reports made in good faith with fairness and impartiality, ensuring timely and appropriate follow-up.

If issues or new risks related to human rights are identified, they are also brought to the attention of senior leadership through our HSEC Risk Management Committee and our Board’s Safety and Sustainability Committee.

In 2023, three of our operations completed a UNGP effectiveness assessment on our site-wide feedback mechanisms. Results were used to measure and guide improvements in our feedback mechanisms and to support our grievance reporting process.

There was no significant feedback received in 2023 through Teck’s *Doing What’s Right* hotline or community feedback mechanisms where the complainant specifically referenced a concern for their human rights. However, feedback was received on topics that are relevant to human rights, including harassment and safe working environments.

In all cases, acknowledgement of the complaint was provided, as well as effort to remedy within a time-bound process. Teck reported six allegations of discrimination, as outlined in the Our People and Culture chapter on page 62. In 2023, Teck also reported no new significant disputes that involved Indigenous Peoples, as outlined in the Relationships with Communities chapter on page 69. For more details on our grievance mechanisms, please see the Relationships with Communities chapter.

Case Study: Protecting the Human Rights of Workers in Mexico

Teck is committed to respecting the rights of our employees and contractors, the communities in which we operate, and others affected by our activities. This commitment is represented in the Human Rights Action Plan established at our San Nicolás joint venture project. Based on analysis conducted on salient human rights risks, the plan sets out actions to integrate human rights considerations, undertake human rights training and engage with communities.

A key aspect of the plan is the collaboration agreement with the Zacatecas State Human Rights Commission (CEDHZ). This partnership involves initiatives such as training, community meetings, and engagement with government and non-government entities to promote and protect workers’ and community rights. The 2023 collaboration agreement formalizes our commitment to human rights in relation to the project.

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



Pictured: The San Nicolás and Zacatecas State Human Rights Commission team.