

Human Rights



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Human rights impacts can arise from business operations and, in certain cases, relationships with suppliers.²⁹ There is a significant amount of national and regional legislation requiring companies to disclose that they identify, prevent and mitigate impacts on human rights and to indicate how they address potential impacts on human rights. As the regulatory landscape evolves, it is anticipated that more transparency in reporting and demonstration of due diligence with respect to human rights will continue to develop.

Industry context

In recent years, ensuring that human rights are not being impacted has been a significant objective for the mining sector and a key aspect of sustainable development. Organizations such as the ICMM are fully supportive of the United Nations Guiding Principles (UNGP) on Human Rights and were deeply involved in the consultations that led to their development.

Teck context

Teck integrates human rights considerations into our social management approaches as well as our approaches to environmental management, health and safety, security and human resources. While Teck operates in jurisdictions that are characterized by generally stable and positive political and economic

conditions, we recognize that the potential remains for our activities to impact human rights. Our reporting aligns with the UNGP in providing information on how our activities may affect human rights and how issues with human rights aspects are being addressed.

We are committed to improving systems for identifying potential human rights issues/risks and to managing and resolving these issues/risks and any human rights-related incidents, impacts and grievances. In 2019, Teck's human rights performance was assessed against the Corporate Human Rights Benchmark (CHRB). While Teck was assessed above the extractive industry average in its performance, this benchmark against the UNGP will help guide us in continual improvement of our practices and disclosure.

GRI Indicators and Topic Boundary

412-1, 412-2

This topic is considered most 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 and systems, is available for download on our website.

2019 Highlight

Zero

significant feedback or incidents³⁰ related to human rights across Teck sites

Our Performance in Human Rights in 2019

Embedding Human Rights

We manage the potential and actual human rights impacts across our business, in areas such as Health and Safety, Security and Risk, Human Resources, Contracts and Procurement, and Community Relations. Teck is focused on ensuring that human rights perspectives are integrated into our broader social management practices. We believe that awareness and active management of human rights-relevant issues should be aligned with our broader approaches to managing social performance across the business.

We work to ensure Teck's Human Rights Policy is recognized and applied across the company, with our suppliers and business partners through promotion of our policy, integration with other policies, and integration into communication and training.

In 2019, we participated in advancing the ICMM development of initiatives targeting improved human rights practice,

specifically in the topics of security and human rights, community support and economic opportunities for communities.

Training

In 2019, we developed new content on respecting human rights and Indigenous rights for integration into our enterprise-wide Respectful Workplace training. The training will be piloted with selected business areas in 2020. Where we have security personnel, contracts require adherence to the Voluntary Principles on Security and Human Rights. Training for security personnel is completed annually and is overseen on a regular basis by Teck's Risk Group. Training also occurs if and when we change security companies at our operations.

Salient Human Rights Issues

As guided by the UNGP, 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 most at risk of being impacted as a result of the company's activities or business relationships.

We proactively identify areas of highest human rights risk so we can prevent adverse impacts from occurring and conduct human rights assessment at our operations. We review human rights practices and performance on an annual basis, and conduct assessments of human rights management at our sites every two years. The last assessments were conducted in 2018 and will take place again in 2020.

The 2018 results were used to inform Teck's overall salient human rights issues and also to identify potential risk areas to integrate into ongoing social risk assessments and management activities at individual sites. In 2019, we reviewed and validated these results through a saliency review workshop with our Human Rights Working Group. The workshop confirmed the human rights issues that are salient to Teck; no changes in our list of salient issues were identified.

Table 36: Human Rights Issues that are Salient to Teck⁽¹⁾

Salient Human Rights	Relevant Rights Holders	Activities in 2019 relevant to Human Rights
Right to life ⁽²⁾	Employees, contractors and subcontractors, communities	Health and Safety (pages 11–19)
Right to safe and healthy working conditions ⁽³⁾	Employees, contractors and subcontractors	Diversity and Employee Relations (pages 65–74)
Right to freedom of association, assembly and collective bargaining ⁽⁴⁾	Employees, contractors and subcontractors, suppliers, joint venture partners	Supply Chain Management (pages 86–89) Business Ethics (pages 103–109)
Right to not be subjected to slavery, servitude or forced labour (specific to supply chains) ⁽⁵⁾	Contractors and subcontractors, suppliers, joint venture partners	Supply Chain Management (pages 86–89) Business Ethics (pages 103–109) Health and Safety (pages 11–19)
Right to non discrimination in employment / occupation ⁽⁶⁾	Employees, contractors and subcontractors	Supply Chain Management (pages 86–89) Business Ethics (pages 103–109) Diversity and Employee Relations (pages 65–74)
Right to adequate standard of living ⁽⁷⁾	Employees, contractors and subcontractors	Supply Chain Management (pages 85–88)
Right to clean water and sanitation ⁽⁸⁾	Employees, contractors and subcontractors, communities	Relationships with Communities (pages 36–47) Water Stewardship (pages 20–27) Tailings Management (pages 48–54) Air Quality (pages 75–80) Environmental Management (pages 89–91)
Right to health ⁽⁹⁾	Employees, contractors and subcontractors, communities	Relationships with Communities (pages 36–47) Water Stewardship (pages 20–27) Tailings Management (pages 48–53) Air Quality (pages 75–80) Environmental Management (pages 90–92)
Right to land ⁽¹⁰⁾ Right to self-determination ⁽²⁾ Right to enjoy just and favourable conditions of work ⁽¹¹⁾ Right to take part in cultural life ⁽⁶⁾	Communities, Indigenous Peoples, vulnerable groups	Relationships with Communities (pages 36–47) Relationships with Indigenous Peoples (pages 28–35) Biodiversity and Reclamation (pages 93–97)

⁽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, ICCR, ICESCR, ILO. ⁽⁵⁾ UDHR, ICCPR, ILO. ⁽⁶⁾ UDHR, ICCPR, ICESCR, International Labour Organization Core Conventions (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.

Resolving Human Rights-Related Feedback and Incidents

A consistent and rigorous approach to feedback and grievances is not only fundamental to ensure strong social management overall, but also ensures that any issues with actual or potential human rights implications are identified and acted upon. If issues or new risks are identified, they are brought to the attention of senior leadership through our HSEC Risk Management Committee and Teck's Safety and Sustainability Committee of the Board.

In 2019, we undertook an in-depth review of our existing community feedback guidance and tools as part of our commitment to strengthen our rights-based approach to social management. The review included a comprehensive gap analysis of our guidance against the UNGP, other international standards and industry best practice. The review also included the creation of site-level tools to review the effectiveness of feedback mechanisms and to screen any complaint with a human rights lens. These tools will help us identify strengths and gaps in the current design and implementation of site mechanisms, and enable us to focus on improvements in the most critical areas.

In 2019, there was no significant feedback received through Teck's complaints tracking system where the complainant specifically referenced a concern for their human rights. However, feedback was received on topics that are relevant

to human rights (including rights associated with local health, access to water, local livelihoods, safe and just working environment). In all cases, acknowledgement of the complaint was provided, as well as effort to remedy within a time-bound process.

Of the three significant disputes reported for 2019, one may be considered to have linkages with human rights. At Quebrada Blanca Operations, complaints to the Chilean National Contact Point specifically raised alleged concerns with labour relations and environmental management practices, characterizing those issues as human rights concerns.

In 2019, there were no significant incidents where human rights were explicitly cited as cause of incident. However, we did identify three moderate or major events where human rights were potentially impacted. This includes events at our Carmen de Andacollo and steelmaking coal operations in the Elk Valley affecting access to water and potential impacts to subsistence activities at Red Dog Operations resulting from a wildlife interaction.

More detail on the above instances of feedback, significant disputes or relevant incidents are discussed in the Relationships with Communities section on page 43.

Outlook for Human Rights

In 2020, we will remain committed to respecting and observing human rights and to aligning our practices with the UNGP. We will continue to drive governance, policy and reporting through continued identification of human rights issues and risks, with a specific focus on updating human rights assessments as well as expanding awareness through training for employees and senior management. We will also focus on renewing our human rights assessments at operations, continual improvement of our feedback and incident management processes, integration of human rights into employee training and continue efforts to integrate human rights due diligence aspects into existing social management, human resource and supply chain management practices.