

Human Rights



Pictured above: Employee at Red Dog Operations, United States.

Human Rights

From COVID-19 to racial justice movements, events in 2020 further increased the global focus on addressing economic and social equality.²⁰ While human rights impacts can arise from business operations and relationships with suppliers, businesses can play an important direct role in addressing these and catalyzing the advancement of human rights.²¹ The human rights disclosure landscape is also constantly evolving, with increased investor interest in corporate human rights performance.

Ensuring that human rights are respected has been a significant objective for the mining sector and a key aspect of sustainable development. Organizations such as the International Council of Mining and Metals (ICMM) are fully supportive of the United Nations Guiding Principles on Business and Human Rights (UNGPs) and were deeply involved in the consultations that led to the development of the UNGPs. Teck is supportive of ensuring these voluntary measures are integrated 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. We are committed to respecting and observing all human rights, as articulated in the Universal

Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the ILO Core Conventions. Teck's security program is aligned with the Voluntary Principles on Security and Human Rights. All contracts reference these principles, and security service providers commit to them. Our reporting aligns with the UNGPs in providing information on how our activities may affect human rights and how issues with human rights aspects are being addressed.

In 2020, Teck's human rights performance was assessed for the second year in a row against the Corporate Human Rights Benchmark (CHRB), ranking above the extractive industry average in performance. This benchmark against the UNGPs will help guide us in continual improvement of our practices and disclosure. Due to COVID-19 travel restrictions, site reviews regarding security and human rights were not conducted in 2020.

GRI Indicators and Topic Boundary

412-103, 412-1, 412-2, 412-3

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](#).

²⁰ COVID-19 and Human Rights: We are all in this together. UN. 2020. ²¹ Putting people first: progress & priorities in corporate respect for human rights. World Business Council for Sustainable Development. 2018.

2020 Highlights

5

human rights assessments conducted

Zero

significant feedback or incidents²² related to human rights across Teck sites

Our Performance in Human Rights in 2020

Embedding Human Rights

We manage the potential and actual human rights impacts across our business in areas such as Health and Safety, Risk and Security, 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 awareness and active management of human rights-relevant issues should

be aligned with our broader approaches to managing social performance across the business.

In 2020, we updated our [Human Rights Policy](#), which is recognized and applied across the company, our suppliers and our business partners, through the promotion of our policy, integration with other policies, and integration into communication and training.

COVID-19

The mining industry faces increased scrutiny from non-governmental organizations and civil society around management of the COVID-19 crisis.²³ Throughout the pandemic, Teck has remained committed to respecting human rights, with a focus on the right to life, the right to health, and the right to safe and healthy working conditions. We continue to apply our company-wide policies and commitments set out in our Code of Sustainable Conduct, Code of Ethics, Health and Safety Policy, and Human Rights Policy.

We recognize that we have a responsibility to treat people with dignity, equality and respect as we

implement COVID-19 prevention measures across our operations. We also recognize that the experience of COVID-19 varies across our stakeholder groups. As such, Teck is supporting critical social initiatives and increased healthcare capacity in areas where we operate and internationally, including ongoing support of vulnerable groups. Learn more about our COVID-19 response in the Health and Safety section (page 55), Inclusion, Diversity and Our People section (page 84), Relationships with Communities section (page 78), Supply Chain Management section (page 99) and on [our website](#).

Industry Collaboration

In 2020, we participated in supporting the development of ICMM performance expectations, specifically in the topics of human rights, community support and economic opportunities for communities. We were also actively involved in the development of the Global Industry Standard on Tailings Management through the ICMM, which includes provisions for improved human rights practices.

We are also involved in developing the Joint Due Diligence Standard²⁴ alongside industry groups representing copper, lead, nickel and zinc. With this standard, the metal industry will align with best practices in upholding human rights, including the [OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas](#).

²² Teck uses a risk management consequence table to determine incident severity, which includes environmental, safety, community, reputational, legal and financial aspects. Significant incidents include incidents assessed as Level 4 or Level 5 based on our risk matrix and guidance.

²³ Corporate Social Responsibility: The COVID-19 Stress Test. Vigeo Eiris, 2020. ²⁴ Joint Due Diligence Standard for Copper, Lead, Nickel and Zinc. 2020.

Training

In 2020, we developed an updated training module on Teck's work with Indigenous Peoples with a focus on respecting Indigenous rights. This was piloted at our Highland Valley Copper operations and will be scaled to other operations in 2021.

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 security service providers are replaced or re-structured at our operations. Due to COVID-19 travel restrictions, site reviews regarding Security and Human Rights were not conducted in 2020.

Salient Human Rights Issues

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 most at risk of being negatively 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 we 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. In 2020, we undertook human rights assessments at every operation with more than five years of anticipated mine life. The results of the human rights risk assessments inform Teck's overall salient human rights issues and identify potential risk areas for integration into ongoing social risk assessments and management activities at individual sites. The results of our 2020 assessments will be reviewed and validated in 2021 through a saliency review workshop with our Human Rights Working Group.

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

Salient Human Rights	Relevant Rights Holders	Activities in 2020 Relevant to Human Rights
Right to life ⁽²⁾	Employees, contractors and subcontractors, communities	Health and Safety (pages 51–60)
Right to safe and healthy working conditions ⁽³⁾	Employees, contractors and subcontractors	Inclusion, Diversity and Our People (pages 80–90) Health and Safety (pages 51–60)
Right to freedom of association, assembly and collective bargaining ⁽⁴⁾	Employees, contractors and subcontractors, suppliers, joint venture partners	Supply Chain Management (pages 96–99) Business Ethics (pages 100–106)
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 96–99) Business Ethics (pages 100–106) Health and Safety (pages 51–60)
Right to non-discrimination in employment / occupation ⁽⁶⁾	Employees, contractors and subcontractors	Supply Chain Management (pages 96–99) Business Ethics (pages 100–106) Inclusion, Diversity and Our People (pages 80–90)
Right to adequate standard of living ⁽⁷⁾	Employees, contractors and subcontractors	Inclusion, Diversity and Our People (pages 80–90) Supply Chain Management (pages 96–99)
Right to clean water and sanitation ⁽⁸⁾	Employees, contractors and subcontractors, communities	Relationships with Communities (pages 68–79) Water Stewardship (pages 11–18) Tailings Management (pages 29–34) Air Quality (pages 35–40)

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

Salient Human Rights	Relevant Rights Holders	Activities in 2020 Relevant to Human Rights
Right to health ⁽⁹⁾	Employees, contractors and subcontractors, communities	Health and Safety (pages 51–60) Relationships with Communities (pages 68–79) Water Stewardship (pages 11–18) Tailings Management (pages 29–34) Air Quality (pages 35–40)
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 68–79) Relationships with Indigenous Peoples (pages 61–67) Biodiversity and Reclamation (pages 41–45) Inclusion, Diversity and Our People (pages 80–90)

(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.

Case Study: Supporting Artisanal Miners in Andacollo through Dialogue and Safety

Located deep in the mountains of Norte Chico in the Coquimbo Region of Chile, Andacollo is a city founded on mining. For generations, small- and medium-scale artisanal mining has been the primary economic driver in the community, employing a significant percentage of the local workforce. However, safety oversight of this work is informal, raising significant concerns for workers’ health and safety. As of October 2020, there were 34 active sites being used for small-scale mining in close proximity to Teck’s Carmen de Andacollo (CdA) operations. To help

improve safety and sustainability, CdA has developed a free land use program to help these artisanal miners carry out work on Teck-owned land in compliance with all of Chile’s National Geology and Mining Service safety requirements. By providing free medium-term leases and working with local miners on safety plans that comply with national requirements, Teck is able to improve the health and safety of small and artisanal miners, as well as local workers in the area. Read the full case study at teck.com/news/stories.

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 2020, there was no significant feedback²⁵ received through Teck’s community 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, or environment). In all cases, acknowledgement of the complaint was provided, as well as an effort to remedy within a time-bound process.

Teck reported one significant dispute for the year associated

with claims regarding Indigenous rights. We did not identify any significant incidents where human rights were explicitly cited as the cause of the incident. As described in the Relationships with Communities section (see pages 74–75), incidents highlighted represent events where human rights were potentially impacted.

The public opinion surveys that we conduct annually with people living near our Elk Valley, Highland Valley Copper, Red Dog, and Trail operations provides insight on the issues that communities care about most, including those related to human rights. The data obtained is used to guide improvements in our performance and inform our planning processes. No human rights-related issues were identified during the 2020 survey.

More detail on the above instances of feedback, significant disputes and relevant incidents, as well as details of our public opinion surveys are discussed in the Relationships with Communities section on page 73.

²⁵ See page 71 for Teck’s definition of significant feedback.