

Human Rights



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Through 2021, the ongoing COVID-19 crisis has highlighted economic and social inequalities – and, in some regions, inadequate health and social protection systems – requiring urgent attention.³⁰ There is a significant amount of emerging 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.

Issues such as discrimination and racism are at the forefront of social consciousness, with corporations and other global organizations renewing their commitments to address social issues.³¹ The most salient human rights issues commanding corporate attention in the mining sector are health, safety and well-being, modern slavery and child labour³².

Organizations such as the International Council of Mining and Metals (ICMM) are fully supportive of the United Nations Guiding Principles (UNGPs) on Business and Human Rights (UNGPs) and were involved in the consultations that led to their development. Teck is supportive of ensuring these voluntary measures are integrated into business activities, including in social and environmental management, health and safety, supply chain security and human resources.

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 International Labour Organization (ILO) Core Conventions.

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. Teck's human rights performance ranks above the extractive industry average in performance on the Corporate Human Rights Benchmark (CHRB). This benchmark against the UNGPs will help guide us in continual improvement of our practices and disclosure.

GRI Indicators and Topic Boundary

412-103, 412-1, 412-2

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 and systems, is available for [download on our website](#).

³⁰ COVID-19 and Human Rights: We are all in this together. United Nations. 2020. ³¹ The State of the World's Human Rights. Amnesty International Report. 2020/2021. ³² Workforce Disclosure in 2020: Trends and Insights. Workforce Disclosure Initiative. 2020.

2021 Highlights

26

supplier due diligence checks that included human rights

Completed an **update to the company's human rights requirements** in the Teck Social Performance Standard

Our Performance in Human Rights in 2021

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 are integrated into our broader business practices.

Our [Human Rights Policy](#), which commits to respecting human rights contained in the International Bill of Human Rights and the ILO Core Conventions, is recognized and applied across the company. This commitment extends to Teck's broader supply chain through our [Expectations for Suppliers and Contractors](#).

Training for Security Personnel

Where we have security personnel, contracts with security service providers 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 restructured at our operations. Due to COVID-19 travel restrictions, site reviews regarding security and human rights were not conducted in 2021 in person, but were discussed virtually with sites as part of ongoing business activities.

Artisanal and Small-Scale Mining

We regularly monitor our sites for the potential presence of artisanal or small-scale miners 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 2021, artisanal mining took place adjacent to two of our operations in Chile, Carmen de Andacollo and Quebrada Blanca, and the Zafranal project in Peru.

Resettlement Activities and Related Impacts

Although Teck's requirement for resettlement has been minimal, we recognize that it is a complex process, requiring thoughtful consideration and management. When it is necessary, Teck conducts resettlement in compliance with accepted international standards. We also conduct socio-economic and environmental impact assessments, and provide guidance on engaging with those people affected by the project to ensure biodiversity-related impacts are minimized. In 2021, while no involuntary resettlements took place at any of our sites or operations, voluntary economic resettlement took place at our Zafranal project.

Industry Collaboration

We play an active role in working with our industry sector partners in identifying and sharing best practices in human rights. In 2021, we were actively involved in the Mining Association of Canada's International Social Responsibility Committee, the Corporate Human Rights Benchmark Methodology Review, and the London Bullion Market Association (Silver) and London Metal Exchange Responsible Sourcing requirements as they relate to child labour and forced labour.

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 assessments at our operations. Last year, we undertook our biennial corporate human rights

reviews at every operation with more than five years of anticipated mine life to identify Teck's most salient human rights issues. The results of the human rights risk assessments inform Teck's overall salient human rights issues; the results also identify potential risk areas to integrate into ongoing risk assessments and management activities at individual sites.

We are currently in the process of updating Teck's Social Performance Standard that includes human rights requirements, which will be released in 2022.

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

Salient Human Rights	Relevant Rights Holders	Activities in 2021 Relevant to Human Rights
Right to life ⁽²⁾	Employees, contractors and subcontractors, communities	Health and Safety (pages 56–65)
Right to safe and healthy working conditions ⁽³⁾	Employees, contractors and subcontractors	Our People and Culture (pages 71–82)
Right to freedom of association, assembly and collective bargaining ⁽⁴⁾	Employees, contractors and subcontractors, suppliers, joint venture partners	Supply Chain Management (pages 109–113) Business Ethics (pages 102–108)
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 109–113) Business Ethics (pages 102–108) Health and Safety (pages 56–65)
Right to non-discrimination in employment/occupation ⁽⁶⁾	Employees, contractors and subcontractors	Supply Chain Management (pages 109–113) Business Ethics (pages 102–108) Our People and Culture (pages 71–82)
Right to adequate standard of living ⁽⁷⁾	Employees, contractors and subcontractors	Supply Chain Management (pages 109–113)
Right to clean water and sanitation ⁽⁸⁾	Employees, contractors and subcontractors, communities	Relationships with Communities (pages 83–94) Water Stewardship (pages 47–55) Tailings Management (pages 40–46) Air Quality (pages 10–15)
Right to health ⁽⁹⁾	Employees, contractors and subcontractors, communities	Relationships with Communities (pages 83–94) Water Stewardship (pages 47–55) Tailings Management (pages 40–46) Air Quality (pages 10–15)
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 83–94) Relationships with Indigenous Peoples (pages 95–101) Biodiversity and Reclamation (pages 16–21)

(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, 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 grievances and incidents is not only fundamental to ensure strong management of human rights 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 our Board’s Safety and Sustainability Committee.

Except as set out below, there was no significant feedback received in 2021 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 water, livelihoods and safe and just working environments. In all cases, acknowledgement of the complaint was provided, as well as effort to remedy within a time-bound process. Teck reported one significant dispute for the year associated with Indigenous rights, as outlined in the Relationships with Communities section on page 90.

We did receive a number of employee complaints alleging human rights infringement in connection with our mandatory vaccination requirement for employees in our corporate offices in North America. Our policy in that regard provides for exemptions based on bona fide religious belief and medical grounds, and we do not believe that it infringes on human rights.

The public opinion surveys that we conduct annually with people living near our Elk Valley, Highland Valley Copper, Red Dog and Trail operations provide 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 issues related to human rights were identified during the 2021 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 83.

COVID-19

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.

Through 2021, we continued to provide COVID-19 support to our employees, suppliers and surrounding communities. This included direct funding through our [COVID-19 Response Fund](#), helping ensure that essential services and support are maintained for our communities.

Learn more about our COVID-19 response in the Health and Safety section (page 64), Our People and Culture section (page 82), Relationships with Communities section (page 93), and on [our website](#).

Case Study: Safeguarding the Human Rights of Vulnerable Migrant Communities in Chile

As a global mining company and an adopter of the United Nations Guiding Principles (UNGPs) on Business and Human Rights, Teck is committed to respecting the rights of our employees, the communities in which we are active, and others affected by our activities. This includes respecting the human rights of vulnerable groups such as migrants and refugees.

Immigration to Chile from neighbouring countries has been rising steadily for decades, with the situation being exacerbated by the COVID-19 pandemic and by border closures in 2020. Many new immigrants live in dire conditions with no means to meet their basic needs.

In the Tarapacá Region, where our Quebrada Blanca Phase 2 project is located, immigrants make up over 10% of the population. In 2020, Teck partnered with *Fundación Servicio Jesuita a Migrantes* (SJM Chile) to provide humanitarian aid to migrant and refugee families in the region, with a special focus on pregnant women and children. Through this partnership, Teck is supporting over 1,900 migrant families with aid to meet basic needs, generating awareness and guidance on safeguarding their rights, and providing livelihood support where possible. Read the full case study at teck.com/news/stories.