

CODE OF SUSTAINABLE CONDUCT

This Code reflects Teck’s commitment to sustainability. Through our activities, we act responsibly and work to make a positive contribution to the environment and to the communities and Indigenous Peoples where we are active. This Code sets out how we work to achieve Teck’s purpose, consistent with our values.

The Code requires employees and contractors to comply with applicable laws and regulations, and with all Teck policies and standards. Our policies and standards, as well as other corporate documents, provide explicit minimum mandatory requirements and other guidance that assist in implementing the Code.

In conducting Teck’s business, we will:

People

- Promote a culture of health and safety, including physical, mental, and social wellbeing. Continually reinforce company-wide efforts to prevent all workplace incidents that could cause serious physical or psychological harm to our employees, contractors, and other persons in our workplace, in accordance with our Health and Safety Policy.
- Promote an equitable, diverse, and inclusive workplace that recognizes and values difference and where everyone is treated fairly with dignity and respect, in accordance with our Equity, Diversity and Inclusion Policy.

Environmental Stewardship

- Help address the global climate change challenge by reducing greenhouse gas emissions at our operations and in our value chain and by managing climate-related risks, in accordance with our Climate Change Policy.
- Promote the efficient and responsible use of water, and recognize that water is essential to our business and to the communities where we operate, in accordance with our Water Policy.
- Contribute to a nature positive future by addressing risks and impacts to biodiversity through: application of the mitigation hierarchy to achieve net positive impact ; respect for legally designated protected areas; no exploration or mining in UNESCO World Heritage sites; and partnerships to support value chain, landscape-scale and systems-level action for nature.
- Design and operate for closure.
- Identify, reduce, and responsibly manage waste and emissions to air.
- Implement practices to ensure the safe and environmentally responsible development, operation and closure of tailings storage facilities, in accordance with our Tailings Management Policy.

Communities and Indigenous Peoples

- Recognize and respect the rights, interests, cultures, and values of people and communities, in accordance with our Human Rights Policy and Indigenous Peoples Policy.
- Understand the local context and engage in proactive, inclusive, open and transparent dialogue, and work to achieve and maintain free, prior and informed consent.
- Work to avoid, minimize and mitigate risks and adverse impacts.
- Implement collaborative approaches to identify and support social and economic well-being.

Business Conduct


- Always obey the law, report all incidents, and conduct business in accordance with our Code of Ethics and avoid all forms of corruption in accordance with our Anti-Bribery and Corruption Compliance Policy and Political Contributions Policy.
- Provide a workplace that is free of discrimination, sexual harassment, gender-based violence and harassment, workplace bullying and harassment, violence, and retaliation, in accordance with our Respectful Workplace Policy.
- Respect human rights, including those of our employees, contractors, workers in our supply chain, members of communities where we are active, and others potentially affected by our activities, in accordance with our Human Rights Policy. Ensure that no forced labour, child labour, or human trafficking occurs in our operations or in our supply chain.
- Uphold freedom of association and the right to collective bargaining for our workforce as applicable, and provide fair living wages and working hours.
- Engage our suppliers in the implementation of the Code to promote responsible use and supply of materials and metals, and ensure the materials we use and the products we produce do not use conflict minerals, in accordance with our Expectations for Suppliers and Contractors.

Audits and Reporting

- Maintain anonymous and confidential feedback mechanisms that allow employees, contractors, workers in our supply chain and other stakeholders to report violations of our codes and policies, or other concerns.
- Ensure that anyone reporting concerns or violations is free from reprisal or intimidation.
- Conduct regular audits to ensure adherence with this Code.



Jonathan Price
President and Chief Executive Officer



Sheila Murray
Chair of the Board