

# connect

Volume 15, 2016

## A SAFER TECK

### Safeguarding Our People

HPRC Strategy in Action at CMO

### The Road to Safer Highways

A Commitment to Safe Driving in Our Communities

### Speaking Up About Mental Health

Trail Operations Leads the Way

Teck

# Let's Talk Webcast Now Available on [connect.teck](https://connect.teck.com)

On November 8, a Let's Talk event with Don Lindsay was held in Vancouver. The presentation covered a range of themes, including market conditions, safety and project updates, as well as reflection on the past year at Teck and the outlook for our future.

Employees who were unable to watch the live broadcast can now view a recording of the event on [connect.teck](https://connect.teck.com) under [My Teck > About Teck > Let's Talk](#)

Watch for details about the next Let's Talk session in future issues of *Connect*.

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## Thank You

Many thanks to those who contributed to and participated in this issue of *Connect*:

Catherine Adair, Community Relations Leader, Trail Operations; Craig Bishop, Superintendent, Processing, Coal Mountain Operations; Patsy Decker, Clerk, Materials, Sparwood office; Linda Deluca, Analyst, Vendor Master Data, Sparwood office; ; Karin Greenlees, Manager, Health and Safety, Sparwood office; Grant Matkovich, Blaster II, Greenhills Operations; María Isabel Reinoso, Lawyer, Santiago office; Vanessa Roeland, Metallurgical Engineer, Mill, Highland Valley Copper; Jacqui Schneider, Senior Community Relations Coordinator, Highland Valley Copper; Jeff Thorpe, Senior Server Specialist, Information Systems, Vancouver office; Verna Westlake, Community Relations Coordinator, Red Dog Operations



## On the Cover

Jessica Maureira, Plant Operator,  
Quebrada Blanca Operations.

## Submissions

Have a story that you would like to share through *Connect*? Submit your article and high-quality photos to:

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# Welcome

The vision for safety at Teck is 'Everyone going home safe and healthy every day.' It is a vision that we intentionally set to challenge all of us and to ensure that we never rest in our efforts to improve safety performance—because nothing is more important than our health and safety, and the health and safety of our co-workers.

That focus on always striving to do better and to be safer is the reason for the theme of this edition of Connect: 'A Safer Teck'.

We know that achieving our ultimate vision for safety means working continuously to strengthen our safeguards, training and practices. This issue highlights some examples of that work taking place across our company, such as how employees at Coal Mountain worked together to improve conveyor safety (page 8), and how Trail Operations is leading in addressing mental health (page 20).

We also recently launched our new Courageous Safety Leadership

principles, which reflect our safety journey and speak to the responsibilities held by every employee and contractor. All six of the principles can be found in more detail on page 7, but there is one in particular I want to emphasize, because I think it is important to keep top of mind as we continue to work to control costs and improve productivity; and that is: "A safe operation is a productive operation."

The fact is, safety and productivity are absolutely integral to each other. Effectively assessing and mitigating risk is a critical part of being able to execute our work efficiently. So in every job we undertake, safety can never be an afterthought—it is always our first thought.

Encouragingly, we have continued to see improvements in Teck's safety performance to date in 2016, including a reduction in Total Reportable Injury Frequency when compared with 2015. However, we have seen an increase in High-Potential Incidents, which tells us that we still have more work to do.

## Our Performance

Thanks to the hard work and continued focus on safety, productivity and sustainability of employees across Teck, our operational performance was very strong in the third quarter, with 11 of our 13 operations increasing production while also decreasing unit costs compared with a year ago. We also saw quarterly production records set at our Elkview, Line Creek and Trail operations.

Our sustainability performance was recognized in the past quarter with Teck being named to the Dow Jones Sustainability World Index for the seventh consecutive year, which reflects the excellent work being done across our company to ensure our operations are environmentally and socially responsible.

## The Markets

As many of you are aware, the major change in this past quarter has been the recent and rapid increase in steelmaking coal prices.



The price spike is due primarily to a number of supply-side factors that have depleted global production capacity and inventories. This has included a reduction in coal mine operating days in China; production disruptions in Australia; and a number of production curtailments since 2014 due to low prices.

As a result of these factors, we have seen a significant increase in prices. However, we do not believe these pricing levels are sustainable and we are likely to see a supply-side response.

In zinc, we have seen positive movement in prices, with a 21% increase in the third quarter compared to the same period a year ago. Stocks of zinc concentrates continue to decline, and we believe are close to critical levels due to the effects of zinc mine closures.

The positive news in coal and zinc, however, is tempered by the challenging conditions that remain for copper. Supply continues to outstrip demand and, as a result, despite

recent increases, prices remain at low levels, and there is no expectation for significant improvement in the near term.

On the energy side of our business, we are getting closer to the completion of Fort Hills, planned for the end of 2017. While we have experienced lower prices over the past two years for oil, this has also resulted in low investment in new oil supply, so there will come a point when demand once again exceeds supply, and Fort Hills is well-positioned to benefit from this when it comes online late next year.

## Responding to Volatility

So while we are encouraged by improvements in the steelmaking coal and zinc markets, we are also cautious. This caution stems from the fact that markets have become increasingly volatile—meaning commodity prices are shifting abruptly over shorter periods of time.

As quickly as prices have come back up, they could move downwards again. For example, just as China reduced mine

operating days in coal, they could very quickly decide to increase them again. Or mines that shuttered over the last year may reopen faster than expected.

Those kinds of shifts could bring significant new supply online, which would have a dramatic impact on the price of steelmaking coal.

This kind of increased volatility in commodity markets is becoming the new normal for our industry and requires us to remain disciplined in how we manage our business so that we are well-positioned regardless of which way that volatility swings. This will mean building resilience into our business to weather the dramatic shifts.

It was with building resilience in mind that we made use of the recent increase in free cash flow to further reduce our debt by CAD\$1 billion in September and October. Reducing debt strengthens our balance sheet overall, helping us get back towards an investment grade credit rating while also positioning us to weather future volatility.



The new reality of greater price volatility is also why we must continue to focus on controlling the controllable: productivity and costs across our business. Our success in controlling these two critical areas will ensure we remain well-positioned and competitive, whichever way the markets may move.

Thanks to the hard work and focus of employees, we have achieved dramatic improvements in costs and productivity over the past few years that ensured our operations remained strong through the downturn. But we are not out of the woods yet.

In copper, the market remains challenging. Further, our production is expected to decline as Highland Valley Copper (HVC) transitions to lower-grade areas of the mine. As a result, we will need to work hard to manage our costs through this challenging period for the operation. We have a great team at HVC, and I know they are up to meeting this challenge.

In zinc, in response to production challenges at Pend Oreille, earlier this year we began extensive geological studies that have resulted in significant changes to the mine plan. As a result, we have developed a new mine plan through to early 2018. While this represents a shorter mine life than previously expected, it is a much better informed and executable mine plan with significant potential to further extend mine life to at least 2020.

At Quebrada Blanca (QB), as part of the regulatory process, we submitted the Social Environmental Impact

Assessment for QB Phase 2 in the quarter, which is a major step forward for the project. We also received our updated environmental permits for QB's existing operation.

## Looking Ahead

Looking ahead to the end of 2016 and the new year, we see encouraging signs, but we also know that challenges remain ahead of us. We have made very good progress in reducing costs and strengthening our business, but we continue to face a very difficult operating environment in copper, and volatility remains a key risk across our commodities.

Which brings me back to the tenet that has guided us through this difficult period: controlling the controllable through our focus on responsible mining, our efforts to control cost and improve productivity and, most importantly, our commitment to safety. By working to continually improve in these fundamental areas, we will ensure that our people and our company remain strong for the future.

Don Lindsay  
President and CEO



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# Courageous Safety Leadership

Courageous Safety Leadership is a journey—for each of us individually and for our company. It requires safety leadership by every employee and contractor at every level of our organization and will help us achieve our vision of everyone going home safe and healthy every day.

CSL is based on six principles:

1. I am responsible for my safety and for the safety of those around me.
2. I am empowered to be courageous. I must speak up if my safety or the safety of those around me is affected or can be improved.
3. My values, beliefs, attitudes, behaviours and actions have an impact on me and on others, both at work and at home.
4. A safe operation is a productive operation.
5. We achieve excellence in safety through a positive culture of safety and strong technical programs.
6. Safety is a core value at Teck and will not be compromised for any reason.

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Courageous Safety  
Leadership

**Teck**



# Safeguarding Our People

Safety innovation at Coal Mountain Operations in support of our High-Potential Risk Control Strategy.

**S**trengthening our safety performance requires us to ask questions—such as, what are the risks that can cause serious and fatal injuries? What controls need to be put in place? And are our controls effective?

When the High-Potential Risk Control (HPRC) Strategy was introduced at Teck in 2014, Coal Mountain Operations (CMO) began Work Team Risk Assessments with a focus on the steam bay, but the team at CMO knew that broadening their critical review to all parts of the operation was the next important step toward creating a safer, healthier work environment.

“We engaged all our employees and asked them those big safety questions,” said Craig Bishop, Superintendent, Processing, CMO. “And from the feedback we gathered, the number one concern was working around moving conveyors.”

A team with representatives from various parts of the operation—plant operators, maintenance, labourers,

training, health and safety—was assembled to go through the process of identifying the high-potential risks associated with the conveyors, and what measures were currently in place to control those risks.

CMO’s processing plant uses belt-type conveyors that move at high speeds; the review determined that the largest risks were associated with serious injury and fatalities resulting from the movement of the conveyors, employees’ proximity to them when working, and a lack of guarding around most areas of the equipment..

“From there, we realized we needed to increase our guarding campaign, but we also knew we couldn’t do it all at once and wanted to take a methodical approach,” says Craig. “Together with the project team, along with input from other areas of the plant, we prioritized the highest risk areas, based on the level of employee traffic around different parts of the conveyors, and got started from there.”

After evaluating options to determine what type of guarding would work best—including looking at fabricating it at CMO—the most effective and cost-efficient choice decided on was to purchase a lightweight guarding material that could be installed by pairs of operators and welders from CMO.

Installation work then began, and to date, more than 75% of the conveyors in the plant are now guarded, totalling more than 850 metres of protection in the highest priority areas.

“The feedback about the project has been incredibly positive,” said Craig. “It’s reinforced the understanding that it’s so important to speak up when it comes to safety, and that we’re listening to those concerns and taking action on them with real, practical solutions.” ■



## A Closer Look: High-Potential Risk Control Strategy

At Teck, our High-Potential Risk Control (HPRC) Strategy captures the guiding principle that it is unacceptable to have serious injuries and fatalities in our workplace.

The HPRC Strategy is the result of a conscious decision to direct our safety efforts and resources towards events that have the greatest ability to seriously or fatally injure any member of our team. A key objective of the HPRC Strategy is to ensure we have effective controls in place for all high potential risks.

“Throughout the development of the HPRC Strategy, we continued to stress that although a number of critical controls may exist to manage a risk, it is individual employees who are the key to implementing them,” says Lawrence Watkins, Vice President, Health and Safety. “It is the women and men on the job every day who have to understand the risks associated with each task, so they can ensure the right controls are in place to stay safe.”

So what does it mean to “control” a risk? Put simply, it means putting measures in place to effectively manage a safety risk. “Critical controls” are the measures that, when implemented, are the most effective in preventing an unwanted event.

We can look back at incidents that have happened to identify many of our high-potential risks; however, this does not provide us with insight into other risks that may exist but that have not generated an incident. To help close this gap, both individual and team-based risk assessments have an important role to play.

During those team-based reviews—or Work Team Risk Assessments, like the one that sparked the implementation of the conveyor guarding at CMO—teams walk and talk through an everyday activity, asking the question: when I do this activity, what could potentially seriously or fatally injure me?

For those tasks that have a high-potential risk, they then ask what current and additional controls can be put in place and how we can review the effectiveness of these controls over time. Outcomes of the analysis are recorded and an action plan is then implemented and formally tracked to close the gaps.

It is our goal to ensure that every one of the more than 10,000 employees and contractors across Teck adopt the principles of our HPRC Strategy, as well as those of Courageous Safety Leadership. By doing so, we will achieve our vision of everyone going home safe and healthy every day. ■



# The Road to Safer Highways

A commitment to safe driving in our communities.

If you are one of the hundreds of people who commute to one of Teck's five steelmaking coal operations in the Elk Valley, then you are likely familiar with the challenges of B.C.'s Highway 3. Frequent changes in weather, poor road conditions and regular wildlife crossings have all contributed to motor vehicle accidents, which have become an all-too regular occurrence in the past years on this particular stretch of highway.

After four fatalities in vehicle accidents on local highways in just the first three months of 2016, the surrounding communities of Sparwood, Fernie and Elkford decided it was time to unite in an effort to inspire change by raising awareness around road safety in the region.

Working with the Elk Valley Safety Association and with strong support from Teck, Ministry of Transportation and Infrastructure representatives, local emergency first responders, and influencers in the business community joined together as a committee to launch the Safer Highways campaign, with the goal of decreasing the frequency and severity of vehicle incidents. The campaign set out to

highlight the importance of obeying laws, observing signs, wearing seatbelts, watching for wildlife, stopping if fatigued, and ensuring all vehicles are maintained and properly equipped for the road conditions. With that understanding, Safer Highways set out a call to action, asking people to commit to eliminating at-risk driving behaviours, including speed, distracted or impaired driving, and road condition unpreparedness.

To kick off the campaign, in April 2016 the committee called on community members to attend a meeting during which they would make a pledge, called the Safer Highways Promise, personally committing themselves to safer driving behaviours. Nearly 100 people in attendance came forward to sign a poster that listed the commitments, as well as to share stories of how their own lives had been impacted by highway collisions.

"We knew the campaign would be most effective if we were able to make an emotional appeal to people, and by calling on people to publicly pledge themselves to the Safer Highways Promise, we were able to do just that,"

says Ian Benson, Safer Highways Committee spokesperson.

From there, the committee moved into the next phase of their efforts, taking the campaign's message to social media and releasing a poignant video illustrating how vehicle tragedies affect more than the victims themselves, an impact referred to as the ripple effect within Courageous Safety Leadership at Teck. To date, the Safer Highways video has been viewed nearly 13,000 times and continues to be shared widely on social media.

"We make a lot of decisions in our lives that decide the lives of others," says Brett Ray, whose daughter was seriously injured in a car accident and is featured in the video. "I think we tend to forget that we all belong to other people and that we are all tied together."

The video was followed up by participation in community events over the summer, where Safer Highways posters and stickers were distributed, and by a collaboration with a local radio station to promote the initiative.



In September, the Safer Highways campaign rolled out across Teck's steelmaking coal operations, with all employees taking part in a Safer Highways presentation, and signing their own Safer Highways Promise.

"Teck's involvement in the program underscores our commitment to safety, and to the value we place on extending that beyond the workplace into the communities in which our employees live," says Robin Sheremeta, Senior Vice President, Coal.

And the campaign's commitment to inspiring change has resulted in just that. The RCMP has noted a decrease in vehicle incidents in the region, which they attribute to the reach and impact of Safer Highways. The committee has also received a great deal of anecdotal feedback from the Elk Valley Safety Association and local emergency first responders, along with stories of people holding each other accountable and reporting personal changes in behaviours.

The campaign is continuing its push to drive change, most recently aligning with RoadWatchBC to help promote

its "Shift into Winter" campaign and partnering with the Fernie Fire Department to support a Family Safety Day, where local firefighters simulated a vehicle rescue for families.

As for next steps, the focus will now shift to young drivers, with plans to share the Safer Highways campaign with local students in Grades 10 to 12, spreading the message that safe driving behaviours have a ripple effect to the next generation of citizens in the region. ■



## Safer Highway Promise

I promise to do all that I can to arrive safely at my destination while travelling on our roads for work or for play.

### **I will maintain my vehicle in good condition:**

My lights will be clean and working, my windshield will be clean and clear at all times, and my vehicle will have the right tires for the season.

### **I will always use my seatbelt while travelling in any vehicle, and I will be responsible for the safety of everyone in my vehicle.**

### **I will respect all highway rules:**

I will reduce my speed to road conditions and drive only to my ability, I will only pass when safe to do so, I will slow down and pull over when passing maintenance and emergency vehicles, and I will obey all highway rules and posted traffic signs.

### **I will not drive tired or impaired by alcohol or drugs.**

### **I will give my full attention while operating my vehicle:**

I will be alert to changing road conditions, other traffic and wildlife, and I will not text or use my cell phone while driving.

I will be courteous and considerate to others who are travelling our roads.

## **Safer highways begin with my promise.**

Others rely on me to do my part so we all have a safe journey.

I sign this promise for myself, my family, my friends and my co-workers who travel our roads.



# One Teck: Working With Wenco

System's rollout produces positive results at Red Dog Operations and creates aligned approach to fleet management.

**O**ne Teck is about working together and aligning processes, standards and systems across all operations, with the goal of becoming as effective and efficient as possible. The successful expansion of the Wenco Fleet Management system is a great example of the results that this approach can bring.

Wenco first came into use at Elkview Operations in 2008 and expanded to other sites thereafter. The real-time monitoring system allows operators to see where equipment is at any given time, and to determine what material they may be loading and hauling and the tonnes associated with each load. In the offices of geologists, engineers, mine shifters and foremen, the

system provides onscreen maps and diagrams, displaying real-time locations of equipment, dig locations and drill patterns. It also gives operations the ability to accurately monitor production fleet downtime, as well as track maintenance types and hours spent inoperable, enabling operations to better address fleet reliability needs.

**Since the system has been up and running, Red Dog has realized more than \$2 million in savings as a result of payload improvements alone.**



The rollout of the system in 2015 at Red Dog, Teck's last operation to adopt Wenco, took just over six months. It was a collaborative effort that impacted many functions and departments, including mine technical, mine operations, communications, internal systems and the heavy equipment shop. In order to make the system fully operational, it required operator training, software installation, technical staff training, equipment hardware installation and configuration, and the acquisition of a new Wi-Fi system.

Once fully installed, Red Dog began to see immediate benefits, including improved maintenance tracking, haul truck tonnage accuracy, loading location accuracy, loader efficiency,

stockpile tonnes and grade prediction, and optimized equipment use and crew efficiency. Since the system has been up and running, Red Dog has realized more than \$2 million in savings as a result of payload improvements alone.

Congratulations to all those involved in implementing Wenco at Red Dog, and on helping bring a One Teck approach to a critical area of our operations. ■

Opposite page: Greg Conitz, Heavy Equipment Operator, Red Dog Operations, works in Wenco in the 993 Loader.

Above: Wenco's MineVison program provides a virtual map of mine and equipment locations, and the fleet control dispatch program manages truck assignments.

# PEOPLE & PLACES



**Grant Matkovich**

**Blaster II  
Greenhills Operations**

**When did you start at the company, and at which site/office?**

In 2001, I joined Line Creek Operations, and then I moved over to Greenhills Operations in August 2003.

**Could you provide a brief description of what you do in your role?**

I manage all aspects of the blasting, including loading, stemming and prepping the blast pattern. I also load explosives into the ground in order to provide digging for the shovels.

**What is your favourite part about your job?**

The best part is definitely when we tie-in the blast patterns and shoot—the blasting is exciting. Though I've been doing this for 10 years, it is still as exciting now as the first time I pulled the trigger.

**What is your most memorable moment working at Teck?**

At one point, Greenhills was shooting the largest blast pattern in the operation's history and I was able to bring my family up to see it.

**What is your favourite activity outside of work, and why?**

That would be a toss-up between snowmobiling and gathering firewood. I like to break a sweat when I'm out on my own time, and I enjoy being outside.



**María Isabel Reinoso**

**Lawyer  
Santiago office**

**What is your current title?**

I'm a lawyer, specializing in environmental law.

**When did you start at the company, and at which site/office?**

I joined Teck one year ago in Santiago. I provide support to Quebrada Blanca (QB) Operations, Carmen de Andacollo (CDA) Operations and the QB2 Project.

**Could you provide a brief description of what you do in your role?**

I support different legal requirements related to permits and contracts. My focus is mainly on environmental permitting.

**What is your favourite part about your job?**

I value the good work atmosphere we have at Teck—I feel part of a team where we collaborate and respect each other.

**What is your most memorable moment working at Teck to date?**

I don't know if I have just one. I enjoy the opportunities I get to work with other disciplines, such as geotechnical, geology, engineering and metallurgy.

**What is your favourite activity outside of work, and why?**

I really enjoy walking and actually walk to work every day—it's very relaxing and healthy. I love reading, listening to music and watching romantic movies. I also try to balance my time to see my friends and family who live in Antofagasta, where I'm from.



## Langley, B.C.

**Jeff Thorpe, Senior Server Specialist,  
Information Systems  
Vancouver Office**

### **What is the area’s point of pride?**

Langley is home to Thunderbird Show Park, which is a major facility for equestrian events and shows in North America. People come from all over to see the Hunter and Jumper Show Tournaments each year.

### **When visiting, what’s a must-see?**

A tour of Fort Langley is a must. It’s a little village community on the Fraser River that is also the birthplace of B.C.—it’s a national historic site that was once a fur trading post of the Hudson’s Bay Company. Fort Langley hosts lots of great festivals, most recently the Food Truck and Cranberry Festivals.

### **What is the area’s best-kept secret?**

There’s this really great artisan coffee shop tucked away off the main road that’s called Republica Coffee Roasters. We love getting fresh roasted coffee from there—unless you’re from the area, you may not know about it.

### **Is there anything else you’d like other Teck employees to know about the area you live and work in?**

Fort Langley is a beautiful and friendly community with a really small town feel to it. The area is older, so the property sizes are larger. And, there are farms all around us, so it doesn’t feel overdeveloped. It feels like its own little world away from the city. It’s a great place to raise your kids.



## Kamloops, B.C.

**Vanessa Roeland,  
Metallurgical Engineer, Mill  
Highland Valley Copper**

### **When visiting, what’s a must-see?**

The panoramic view of the city from the top of Mount Dufferin in Kenna Cartwright Park is a must-see. The extensive, dog-friendly trail networks in Kamloops usually offer stunning views of the city, Kamloops Lake and surrounding mountains and grasslands.

### **What is a typical weekend like there?**

Kamloops offers weekend activities for any preference, including world-class golfing, fishing in one of dozens of well-stocked lakes or catching a show at the Sagebrush Theatre. For me, a typical weekend might include taking in the downtown Saturday farmers’ market and then meeting with friends for some downhill mountain biking laps at Harper Mountain.

### **What is your favourite restaurant in the community?**

Although not technically a restaurant, the Red Collar Taproom is a great place to sample the local craft beer and enjoy some appies and board games with friends.

### **Is there anything else you’d like other Teck employees to know about the area you live and work in?**

Kamloops is in a geographic “rain shadow” created by the Coastal Mountains. The almost desert-like climate, not typical of most of British Columbia, grows on you quickly, but also brings with it rattlesnakes, black widow spiders and prickly pear cactus.

# A PICTURE IS WORTH 1,000 WORDS

1. Linda Deluca, Analyst, Vendor Master Data, poses with the 'Fit Board' she created at the Sparwood office. Each month, Linda develops a new board with healthy tips to help keep her fellow employees motivated to stay fit.

2. The Occupational Health and Safety team at Carmen de Andacollo Operations held a week-long workshop for employees focused on safely working at heights. The training focused on how to approach the task while working in different types of jobs, and the proper choice and use of equipment.

3. Congratulations to Evan Dunfee, Teck-sponsored athlete and son of Teck's Corporate Secretary Karen Dunfee, who came in fourth with a Canadian record time of 3:41:38 in the Men's 50 km Race Walk at the Rio Summer Olympic Games.



Photo submissions are welcome from employees across Teck and may be sent to [connect@teck.com](mailto:connect@teck.com)



4. 70 youth from the Merritt, B.C. area participated in the 2016 Nicola Valley Canoe Pull, including 13 in the Highland Valley Copper (HVC) canoe. The goal of the canoe pull is to build relationships between First Nations youth, the RCMP and the various Indigenous organizations in the area. HVC was part of a working group organizing the event, with employees Mellissa Pinyon and Marlena Anderson on the planning committee. The local leadership from the Nlaka'pamux Bands were in attendance to support and encourage their youth in their journey on the water, as well as Nlaka'pamux elders to ensure the cultural aspects of the event were carried out according to proper protocol and traditional ways.



5. Thanks to fundraising efforts in the community, including financial support from Teck, the restoration of St. Eugene Church, a historic landmark near Cranbrook, B.C., was completed on August 17, 2016. After more than a century of use, the church had become structurally unstable, and in 2004 the beautiful, but time-worn Victorian building was closed to public use. The restored church is recognized as part of the legacy of the community, and continues to be valued as a place for local celebrations.



6. Jack Tavaroli, Electrician (third from right, with his crew) celebrated a record milestone over the summer—50 years of service at Trail Operations. This makes him the longest serving employee currently working at Teck, with the next closest employee at 47 years. Jack is also nearing the record for the longest serving employee at Trail Operations, held by William 'Mystery' DiPasqualii, who achieved 52 years of service back in 1967.

7. The 2016 Excellence Award recipients and their guests participated in a week-long trip to Rio de Janeiro, Brazil, to experience the Rio Summer Olympic Games in August 2016. To learn more about the outstanding achievements and leadership of these individuals and teams from across our company, read *Connect*, Volume 14—Excellence.



6



7

SPEAKING UP ABOUT

# MENTAL HEALTH

Trail Operations leads the way.





**M**ore than 350 million people worldwide suffer from mental health problems or illness, and because mental illness can be marked by both stigma and silence, people often do not seek the help they need.

The World Health Organization defines mental health as: a state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community.

At Teck, mental health is an important component to everyone going home safe and healthy every day, and Trail Operations is leading the way in addressing mental health in the workplace. To date, Gord Menelaws, Inspiring Wellness and Learning Coordinator, has delivered 53 crew talks on mental health, reaching over 700 employees, helping reduce the stigma associated with mental illness, and sharing information on the tools and resources available.

In his crew talks, Gord, who is also a trainer with the Canadian Mental Health Association, shares his own personal story to help illustrate how mental health can be addressed in the workplace.

“Years ago, when my four children were younger, and I had a job at the local union office, the stress of everyday life got to me. One day a co-worker approached me saying he noticed I didn’t seem to be acting like myself—I wasn’t doing any of the things I used to enjoy doing outside of work, and at work, I was isolating myself from others.” This conversation led to a critical but difficult next step for Gord.

“I visited our Employee and Family Assistance Program—it was probably the hardest and the best thing I’ve ever done.” As a result, Gord, who was diagnosed with depression, was able to receive the support and medical help he needed to get better.

To date, Gord Menelaws, Wellness and Learning Coordinator, has delivered 53 crew talks on mental health, reaching over 700 employees, helping reduce the stigma associated with mental illness, and sharing information on the tools and resources available.



In his role as a Wellness and Learning Coordinator at Trail Operations, Gord also coordinates other wellness programs, such as hiking groups, family activities, or lunchtime yoga sessions. As an avid mountain biker and sports enthusiast, he notes that activities like exercise are excellent coping mechanisms to help improve our mental health. Other coping skills include:

- Social support: relationships with family and friends
- Physical: exercise, walking, yoga
- Mental: looking ahead with optimism
- Sense of belonging: community and cultural connections, volunteer work

Teck’s Employee and Family Assistance Programs provide resources and support to help achieve mental health. These resources include support for stress arising from grief and loss, crisis situations, relationship and family, workplace challenges, nutrition, and financial and legal advice.

For free and confidential help, or for more information, please contact your site’s Employee and Family Assistance Program provider, or your local HR representative. ■

Visit [connect.teck](https://connect.teck.com) to watch a video featuring Gord and Derek Sordi, Heavy Duty Mechanic at Trail, who share their stories and inspire the courage to seek help if needed.

Healthy	Reacting	Injured	III
<ul style="list-style-type: none"> <li>• Normal fluctuations in mood</li> <li>• Normal sleep patterns</li> <li>• Physically well, full of energy</li> <li>• Consistent performance</li> <li>• Socially active</li> </ul>	<ul style="list-style-type: none"> <li>• Nervousness, irritability, sadness</li> <li>• Trouble sleeping</li> <li>• Tired/low energy, muscle tension, headaches</li> <li>• Procrastination</li> <li>• Decreased social activity</li> </ul>	<ul style="list-style-type: none"> <li>• Anxiety, anger, pervasive sadness, hopelessness</li> <li>• Restless or disturbed sleep</li> <li>• Fatigue, aches and pains</li> <li>• Decreased performance, presenteeism</li> <li>• Social avoidance or withdrawal</li> </ul>	<ul style="list-style-type: none"> <li>• Excessive anxiety, easily enraged, depressed mood</li> <li>• Unable to fall or stay asleep</li> <li>• Exhaustion, physical illness</li> <li>• Unable to perform duties, absenteeism</li> <li>• Isolation, avoiding social events</li> </ul>
Actions to Take at Each Phase of the Continuum			
<ul style="list-style-type: none"> <li>• Focus on task at hand</li> <li>• Break problems into manageable chunks</li> <li>• Identify and nurture support systems</li> <li>• Maintain healthy lifestyle</li> </ul>	<ul style="list-style-type: none"> <li>• Recognize limits</li> <li>• Get adequate rest, food and exercise</li> <li>• Engage in healthy coping strategies</li> <li>• Identify and minimize stressors</li> </ul>	<ul style="list-style-type: none"> <li>• Identify and understand own signs of distress</li> <li>• Talk with someone</li> <li>• Seek help</li> <li>• Seek social support instead of withdrawing</li> </ul>	<ul style="list-style-type: none"> <li>• Seek consultation as needed</li> <li>• Follow health care provider recommendations</li> <li>• Regain physical and mental health</li> </ul>



The 279 Elk Valley Air Cadets junior and senior first aid teams pose with their trophy and coaches, Sparwood office's Tanya Kinch (far left) and LCO's Patrick Sorensen (far right).

# Courageous Cadets

Teck employees in the Elk Valley support a local squadron towards their goal of becoming safety leaders.

In March 2016, Captain Sherri Shaw, Commanding Officer of the 279 Elk Valley Air Cadets sent out an e-mail to a few of her contacts looking for volunteers to assist with training a youth cadet first aid team. To her delight, her message reached Patrick Sorensen, Blaster and Mine Rescue team member at Line Creek Operations, (LCO) and Tanya Kinch, Clerk First Responder, Sparwood office, who came to the team's rescue and offered up their support. And while the 279 squadron had not entered into a regional first aid competition in eight years, with Tanya and Patrick on board as the new coaches, it was time to show their community what a little team with a lot of heart could accomplish.

From then on, Sunday mornings were spent at the squadron's headquarters, with Patrick and Tanya working with 11 dedicated cadets who were split into a junior and senior first aid team. The coaches refreshed the cadets on basic first aid skills, then worked through the priority action approach, scene

assessment, primary survey, critical interventions, transport decisions and secondary survey. They also worked hands-on with automated external defibrillator (AED) machines and CPR dolls to refine their skills.

The cadets practiced diligently to ensure they were prepared and confident in their skills, and then in May, the two teams travelled to Castlegar, B.C., to attend the annual regional first aid competition. The event included individual written exams and a first aid scenario for all teams present; teams were then scored based on team members' written exam results and a group mark was issued for the practical component.

All the hard work, practice and coaching paid off—both the junior and senior first aid teams from the 279 Elk Valley squadron placed first in the competition in their respective categories. Senior team captain Braydon Furedi and junior team captain Kelton Kinch also placed first for top team captains at the event.

If that were not enough, the junior first aid team of 279 Elk Valley Squadron was awarded the Clarke Rose Bowl Award for the highest scoring squadron in the tri-service first aid competition.

The cadets, and their coaches Tanya and Patrick, are now looking forward to defending their title at next year's competition, to be held in Cranbrook on April 8, 2017.

"The squadron's success is a reflection of the dedication of 11 great kids from a small community who truly believe in themselves, each other and their 279 Elk Valley Cadet family," said Tanya. "Patrick and I are so happy to be a part of this experience with them, particularly as it relates to encouraging youth to be courageous safety leaders amongst their peers." ■

# Commodity Fast Facts

## Zinc

- Zinc plays a critical role in solar energy. Galvanized steel is the material of choice for the structures that support and align solar panels, while zinc is also a component of the solar cells themselves.
- In addition to durability, zinc-coated steel framing can bear higher loads with less material than dimensional lumber. This allows for design flexibility and also saves considerably on material usage.

Source: *International Zinc Association*

## Energy

- Canada has the third-largest oil reserves in the world. Of the 172 billion barrels of Canadian oil that can be recovered economically with today's technology, 166 billion barrels are located in the oil sands.
- Canada is the largest supplier of crude oil and petroleum products to the U.S., with the oil sands being the largest source.

Source: *Canada's Oil Sands*

## Steelmaking Coal

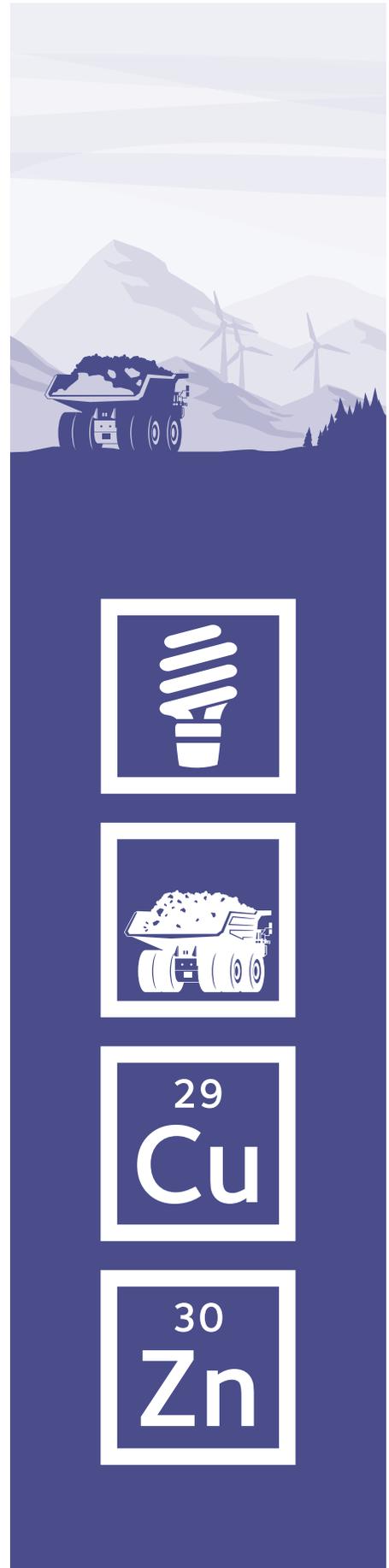
- 30,000 tonnes of steelmaking coal was required to produce the steel used in the Canada Line rapid transit system that connects Richmond and Vancouver International Airport to downtown Vancouver in B.C.
- Rail is the most environmentally responsible way to move steelmaking coal—up to four times more efficient than trucks. A single freight train replaces up to 250 trucks, saving 35,000 litres in fuel and 100 tonnes of greenhouse gas (GHG) emissions.

Source: *Coal Alliance*

## Copper

- With its exceptional current-carrying capacity, copper is more efficient than any other electrical conductor. Annealed copper is the international standard to which all other electrical conductors are compared.
- Corrosion resistance, reliability and superior conductivity make copper the ideal metal for grounding systems. Copper radials, plates, electrodes, conductors and wiring are all key to lightning protection, the process of creating electrical paths of least resistance in order to direct lightning strikes to the ground and away from where they can cause damage.

Source: *Think Copper* ■





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# Celebrating Our Achievements in Sustainability

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For the seventh consecutive year, Teck has been named to the Dow Jones Sustainability World Index (DJSI), indicating that Teck's sustainability practices rank in the top 10% of the 2,500 largest public companies in the S&P Global Broad Market Index.

The annual World Index rankings are based on an in-depth analysis of economic, environmental and social criteria. Teck received the highest possible score in areas including stakeholder engagement, payment transparency, biodiversity and asset closure management, and scored the highest in the industry in labour practices and human rights, talent attraction and retention, and operational eco-efficiency.

Earlier in 2016, Teck was also ranked as one of the Global 100 Most Sustainable Corporations by media and investment research firm Corporate Knights for the fourth consecutive year, and named one of the Best 50 Corporate Citizens in Canada by Corporate Knights.

"We know that the success of our business is dependent on our ability to develop resources in a way that is responsible and sustainable for communities and the environment," said Don Lindsay, President and CEO. "Being named to the Dow Jones Sustainability Index is an important indicator of our ongoing performance in sustainability, and we are proud to be recognized among the world leaders in responsible resource development."

To learn more about Teck's commitment to sustainability, visit [www.teck.com/responsibility](http://www.teck.com/responsibility)



A key goal of Materials Stewardship is managing the impacts and benefits of materials across their life cycles.

At Teck, we work to extend the useful life of metals and materials by actively promoting recycling within our company and our industry, and in partnership with government programs. From extraction to smelting to end use—this involves a shared responsibility across the supply chain for the sustainable production, use, reuse, recycling and end-of-life management of minerals and metals.

## Our recycling programs fall within three categories:



## RECYCLING FOR VALUE RECOVERY INDUSTRIAL WASTE PROCESSING DOMESTIC RECYCLING

Treating materials to create a renewed value for Teck in their new form

At Trail Operations, lead batteries are broken down and the lead is fed through the KIVCET furnace and recycled back into pure lead. This process resulted in 18,537 recycled tonnes of used lead in 2015.

Treating end-of-life materials generated from our own operations and from other sources

A portion of the hazardous wastes produced at our operations, including waste oil, solvents, antifreeze, paint, batteries and fluorescent tubes, can be recycled. This totalled 13,522 tonnes of recycled waste in 2015.

Recycling of household items such as newspaper, bottles, cans and organics

Plastic water bottles are shredded and distributed to companies that pull, stretch and meld them into fibre for new bottles, providing up to an 86% energy savings over manufacturing new plastic.

We continue to share recycling best practices with all our operations and partners to promote effective, efficient and economic recycling of materials. Together, we can promote the efficient use of energy and resources in all aspects of our lives. ■

Turn to page 28 to learn how Teck is also helping keep batteries out of landfills and supporting zinc and health programs through our Zinc Saves Lives Battery Recycling Campaign.

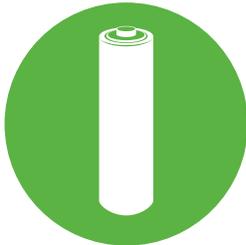


## You can help save a child's life.

Zinc deficiency affects two billion people worldwide and contributes to the death of 450,000 children every year. One AA battery contains the same amount of zinc that can save the lives of six children.

In just two years, you have helped recycle more than one million batteries, but we can still do more.

How can you help?



### Recycle

Recycle your used batteries at any of Call2Recycle's 6,000 collection depots across Canada. Find a depot near you at [www.call2recycle.ca](http://www.call2recycle.ca)



### Report

Report your name, collection depot and the number of batteries recycled at [www.zincsavestives.com](http://www.zincsavestives.com)



### Spread the Word

Spread the word on social media using the hashtag **#zincsavestives**

This year for every battery recycled, Teck will donate the value of zinc it contains to WE Charity in support of zinc and health programs in Kenya.

Learn more: [www.zincsavestives.com](http://www.zincsavestives.com)

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