



Human Rights

The increasing effects of climate change, the impacts of the COVID-19 pandemic, increased political polarization, and the food and fuel crisis resulting from the Russian war in Ukraine are all impacting human rights across the globe.³⁰ Modern slavery, including forced labour and human trafficking, continues to be an endemic issue in global production and manufacturing, especially in low-wage, labour-intensive industries. Despite governments and private corporations pledging to put an end to exploitative employment practices, the problem persists across the world’s supply chains.³¹

The preservation of human rights has been a significant objective for the mining sector and a key aspect of sustainable development. In early 2022, the Business & Human Rights Resource Centre’s Transition Minerals Tracker reported that allegations of human rights abuses within the transition minerals industry ranged from abuses against local communities and Indigenous Peoples to violations of environmental rights.³²

Organizations such as the International Council on Mining and Metals (ICMM) are fully supportive of the United Nations Guiding Principles (UNGPs) on Business and Human Rights 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.

While Teck operates in jurisdictions that are characterized by generally stable and low-risk political and economic conditions, we recognize that the potential remains for our activities to impact human rights. We are committed to engaging with communities and 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.

GRI Indicators

2-23, 2-24, 3-3, 408, 409, 410-1

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](#).

³⁰Press conference by UN High Commissioner for Human Rights Michelle Bachelet, Geneva, 25 August 2022. United Nations Human Rights Office of the High Commissioner. 2022. ³¹This is how we can stamp out supply-chain slavery. World Economic Forum. 2022. ³²Transition Minerals Tracker: 2021 Analysis. Business & Human Rights Resource Centre. 2022.

Pictured: Employee at the Quebrada Blanca Phase 2 project, Chile.

2022 Highlights

Updated Teck's Human Rights Policy to expand our public commitment to respect human rights

Developed **new approach to assessing human rights risks and impacts at our operations and in our supply chain** to ensure we meet increasing expectations related to human rights due diligence

Completed 67 supplier due diligence checks that included human rights topics

Case Study: Pledging to Create a Respectful and Inclusive Workspace

Teck is committed to respecting the rights of our employees, the communities in which we operate, and others affected by our activities. In 2022, Teck signed the [Pledge For An Acceptable Worksite](#), an industry-leading standard to support a more respectful and inclusive workplace for worksites in British Columbia. Teck is the first mining company to sign the pledge.

The pledge includes the adoption of an Acceptable Worksite approach, which supports goals of safety, productivity, quality and innovation through key practices, including recruitment and hiring, retention, culture, education, awareness and community. The pledge requires a workplace that is free from hazing, harassment and bullying, and emphasizes that a successful workplace is made by employing workers with different attributes, backgrounds, experiences and skills.

Read the full case study at teck.com/news/stories.

Our Performance in Human Rights in 2022

Embedding Human Rights

Teck is focused on ensuring that respect for human rights is integrated into our business practices. We manage human rights risks and impacts across in areas such as health and safety, security and risk, human resources, contracts and procurement, and community relations.

Teck's [Human Rights Policy](#) is our public commitment to respecting human rights as defined in the International Bill of Human Rights and the ILO Core Conventions. The policy was updated in 2022 and is recognized and applied across the company. The 2022 update was developed in consultation with external and internal experts, reviewed by Teck's Risk Management Committee and members of Teck's Senior Management Team, and approved by Teck's Board of Directors.

Modern Slavery

Modern slavery, although not defined in law, refers to practices such as forced labour, debt bondage, forced marriage, and human trafficking. This includes situations of exploitation that a person cannot refuse or leave because of threats, violence, coercion, deception and/or abuse of power.³³ While Teck operates in low-risk jurisdictions, we acknowledge that there is a risk of modern slavery occurring as a result of our business activities and throughout our supply chain. Building on our existing human rights and supply chain due diligence practices, we are taking action to identify and mitigate risks associated with modern slavery through a variety of measures. In 2022, this included updating company policies to assert zero tolerance for modern slavery related to any business function or relationship, development of management policies and procedures, and enhancing supplier due diligence practices.

We will continue to focus our efforts on mitigating the risk of modern slavery as a result of our business activities. In 2023, this will include implementing new management standards and procedures across the company, and training select employees, suppliers and contractors on how to identify and report actual or potential occurrences of modern slavery in the supply chain.

Our [Code of Sustainable Conduct](#) requires employees and contractors to comply with applicable laws and regulations, and with all Teck policies and standards. We do not tolerate any forms of modern slavery, including forced or child labour, violation of the rights related to freedom of association and collective bargaining as applicable, and not providing fair living wages and working hours. These commitments extend to Teck's broader supply chain through our [Expectations for Suppliers and Contractors](#). For details on how we manage labour rights, see page 55 of Our People and Culture chapter.

Training Related to Human Rights

Human rights-related training is provided to various employees and contractors across the company, where appropriate. Teck's Legal group oversees training related to anti-corruption and our Code of Ethics, and Teck's Human Resources group oversees respectful workplace training. Teck's operations and offices also provide training related to human rights to select employees and contractors as part of orientation and other training requirements. In 2022, Teck commenced work with external experts to develop training on business and human rights and modern slavery. This training will be rolled out to select employees, suppliers and contractors in 2023.

Where we have security personnel, contracts with security service providers require adherence to the Voluntary Principles on Security and Human Rights. This is primarily managed through government-required certification in our Canadian operations and is provided to external contractors at our South American operations. Training is completed annually and is overseen on a regular basis by Teck's Risk group, with records showing full compliance at CdA and Antamina operations for 2022. Training also occurs if and when security service providers are replaced or restructured at our operations.

Teck integrates human rights considerations into our social management approaches as well as into our approaches to environmental management, health and safety, security and human resources. Our reporting aligns with the UNGPs in providing information on how our activities may affect human rights and how we identify and mitigate those risks. In 2022, Teck commenced the update to our Social Performance Standard, which includes human rights requirements, and joined the Business for Social Responsibility (BSR) business network to collaborate with the business community in advancing Teck's human rights commitments.

Areas of Conflict

Teck's operations in Canada, the U.S., Chile and Peru are not located in areas with active conflicts as defined by the [Uppsala Conflict Data Program](#). Teck's San Nicolás project, a 50:50 joint venture with Agnico Eagle Mines Limited, is located in Mexico, which is considered an area of active conflict. Prior to formalizing the agreement to partner on this project, and as part of our regular development practices, an environmental and social baseline survey was carried out by Teck from 2018 to 2021. This survey included in-depth archeological surveys and clearances. Extensive community consultation, including 4,900 discrete community engagements, and community investment programs have resulted in strong support for development from communities of interest (COIs) near the project and more broadly in the Zacatecas region.

³³Modern slavery is on the rise. United Nations. 2022.

Modern Slavery (continued)

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 2022, we are aware that artisanal mining took place adjacent to two of our operations in Chile, Carmen de Andacollo and Quebrada Blanca, and to 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. While no involuntary resettlements took place at any of our sites or operations in 2022, a voluntary resettlement process commenced at Carmen de Andacollo Operations.

At Carmen de Andacollo, voluntary resettlement of 33 households in the El Toro community was initiated in 2022. The El Toro community is located in very close proximity to operations, and resettlement was identified as

a means to address the adverse impacts of operations on residents. The El Toro Resettlement Action Plan was prepared in alignment with the International Finance Corporation Performance Standard 5 – Land Acquisition and Involuntary Resettlement and is based on in-depth engagement with families and with the municipal government. The 2022 scope of work included a comprehensive census, a livelihood inventory and appraisal of assets. In late 2022, we started compensation negotiations and drafting agreements with the families involved.

Carmen de Andacollo is also voluntarily supporting the government-led resettlement of Mina Hermosa, a community located in a historical tailings area. To advance this process, the operation has supported studies on alternative locations for these families and retained a third party to identify a potential suitable location for relocation and to design a subdivision plan, including the review of options for basic services and infrastructure. The Carmen de Andacollo team engaged with the Mina Hermosa Neighborhood Assembly throughout this process. Relocation of Mina Hermosa is planned for 2023.

Industry Collaboration

We play an active role in working with our industry sector partners in identifying and sharing best practices in human rights. In 2022, Teck was a member of ICMM's Human Rights Working Group as Co-Chair, the Mining Association of Canada's International Social Responsibility Working Group and the BSR Human Rights Working Group.

Salient Human Rights Issues

The scope of the definition of human rights is expanding. In recognition of the impacts of climate change and environmental degradation on livelihoods and human health, the United Nations General Assembly declared access to a clean, healthy and sustainable environment a universal human right in 2022.³⁴ While the resolution is not legally binding, it represents international political commitment to increase efforts in tackling environmental and related 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. In 2020, 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.

Our 2022 biennial human rights reviews were deferred in lieu of supporting our updated approach to human rights risk assessments and our Social Performance Standard, which features new human rights requirements. In 2022, we enhanced our human rights due diligence program and improved processes and documentation on how we identify and mitigate human rights risks and impacts in our operations and supply chain. In 2023, Teck will pilot new human rights risk assessment methodology at Carmen de Andacollo Operations and conduct updated human rights risk assessments at all operations across the company through 2024. This work will improve our understanding of human rights issues that are salient to Teck and our ability to track and communicate on these issues going forward.

³⁴UN General Assembly declares access to clean and healthy environment a universal human right. United Nations. 2022.

Salient Human Rights Issues (continued)

Table 23: Human Rights Issues That Are Salient to Teck⁽¹⁾

Salient Human Rights	Relevant Rights Holders	Activities in 2022 Relevant to Human Rights
Right to life ⁽²⁾	Employees, contractors and subcontractors, communities	Health and Safety (pages 40–47)
Right to safe and healthy working conditions ⁽³⁾	Employees, contractors and subcontractors	Our People and Culture (pages 52–59)
Right to freedom of association, assembly and collective bargaining ⁽⁴⁾	Employees, contractors and subcontractors, suppliers, joint venture partners	Value Chain Management (pages 81–83) Business Ethics (pages 75–80)
Right to not be subjected to slavery, servitude or forced labour (specific to supply chains) ⁽⁵⁾	Contractors and subcontractors, suppliers, joint venture partners	Value Chain Management (pages 81–83) Business Ethics (pages 75–80) Health and Safety (pages 40–47)
Right to non-discrimination in employment/occupation ⁽⁶⁾	Employees, contractors and subcontractors	Value Chain Management (pages 81–83) Business Ethics (pages 75–80) Our People and Culture (pages 52–59)
Right to adequate standard of living ⁽⁷⁾	Employees, contractors and subcontractors	Value Chain Management (pages 81–83)
Right to clean water and sanitation ⁽⁸⁾	Employees, contractors and subcontractors, communities	Relationships with Communities (pages 60–68) Water Stewardship (pages 34–39) Tailings Management (pages 29–33) Air Quality (pages 8–11) Environmental Management Document
Right to health ⁽⁹⁾	Employees, contractors and subcontractors, communities	Relationships with Communities (pages 60–68) Water Stewardship (pages 34–39) Tailings Management (pages 29–33) Air Quality (pages 8–11) Environmental Management Document

Table 23: Human Rights Issues That are Salient to Teck⁽¹⁾ (continued)

Salient Human Rights	Relevant Rights Holders	Activities in 2022 Relevant to Human Rights
Right to land ⁽¹⁰⁾	Communities, Indigenous Peoples, vulnerable groups	Relationships with Communities (pages 60–68) Relationships with Indigenous Peoples (pages 69–74) Biodiversity and Closure (pages 12–15)
Right to self-determination ⁽²⁾		
Right to enjoy just and favourable conditions of work ⁽¹¹⁾		
Right to take part in cultural life ⁽⁶⁾		
Right to access to a clean, healthy and sustainable environment	Employees, contractors and subcontractors, communities, Indigenous Peoples, vulnerable groups, suppliers, joint venture partners	Relationships with Communities (pages 60–68) Relationships with Indigenous Peoples (pages 69–74) Biodiversity and Closure (pages 12–15) Water Stewardship (pages 34–39) Tailings Management (pages 29–33) Climate Change (pages 16–23) Air Quality (pages 8–11) Value Chain Management (pages 81–83) Our People and Culture (pages 52–59)

(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, 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 fundamental to ensure strong management of human rights as it 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.

There was no significant feedback received in 2022 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 harassment and safe working environments. In all cases, acknowledgement of the complaint was provided, as well as effort to remedy within a time-bound process. Teck reported two allegations of discrimination and harassment, as outlined in the Our People and Culture chapter on page 59. Teck also reported one significant dispute that involved Indigenous Peoples as outlined in the Relationships with Communities chapter on page 65.

The public opinion surveys that we conduct annually with people living near our Elk Valley, Highland Valley Copper, Red Dog, Trail, Quebrada Blanca and Carmen de Andacollo 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 2022 survey. More detail on the above instances of community feedback, significant disputes and relevant incidents, as well as details of our public opinion surveys, are discussed in the Relationships with Communities chapter on pages 64-67.