



Relationships with Indigenous Peoples

The majority of mining industry operations and many development projects are located within, or immediately adjacent to, Indigenous Peoples’ traditional territories, making it vital to establish and maintain trust throughout the mining life cycle. In 2022, the United Nations observed the International Day of the World’s Indigenous Peoples by celebrating the role of Indigenous women in their communities.⁴⁵

Teck recognizes and respects the rights, cultures, knowledge, interests and aspirations of Indigenous Peoples, and we are committed to building strong and lasting relationships. We work to achieve the free, prior and informed consent of Indigenous Peoples for our activities, and we support self-defined community goals.

We are guided by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the International Labour Organization Convention No. 169 on Indigenous and Tribal Peoples, the International Council on Mining and Metals (ICMM) Position Statement on Indigenous Peoples and Mining, The Copper Mark Criteria for Responsible

Production, and the Mining Association of Canada’s Towards Sustainable Mining (MAC TSM) Indigenous and Community Relationships Protocol.

We focus on the negotiation of mutually beneficial agreements as a foundation for strong and positive relationships, and we have signed 14 new agreements with Indigenous communities in 2022, bringing the total number of agreements to 102. We also continued to support Indigenous-led organizations through our Community Investment Program and through our spend on Indigenous procurement.

GRI Indicators

2-23, 2-24, 2-25, 203-2, 3-3, 411-1, G4-MM5, G4-MM6, G4-MM7

This topic is considered one of the most material by Indigenous Peoples, regulators and society in the context of all Teck sites located within or adjacent to Indigenous Peoples’ territories.

How Does Teck Manage This Topic?

Information about how we manage relationships with Indigenous Peoples, including relevant policies, management practices and systems, is available for [download on our website](#).

⁴⁵International Day of the World’s Indigenous Peoples. United Nations. 2022.

Aymara Naciente Collahuasi Indigenous Association at the Quebrada Blanca Phase 2 project, Chile.

2022 Highlights

\$345 million spent on Indigenous businesses through procurement

14 new agreements and **102** total agreements with Indigenous Peoples

Case Study: Empowering More Indigenous Women in Chile

In 2022, we extended our partnership with UN Women by investing an additional US\$5 million to empower more Indigenous women in northern Chile through the Originarias programme. The programme – begun in 2016 with support from Teck – seeks to contribute to the empowerment and economic and social participation of Indigenous women, leading to a greater autonomy and a better quality of life for target communities. It also aims to strengthen community ties as well as to highlight the essential role of Indigenous women as transmitters of knowledge and defenders of their culture and economic rights.

Collaborating with communities and Indigenous Peoples to generate economic benefits, advance reconciliation efforts and improve community well-being is a strategic sustainability priority at Teck. The investment in 2022 will provide a greater number of Indigenous women in northern Chile with access to tools and training to develop skills, build networks and improve their economic well-being, and will expand training and learning opportunities for Indigenous youth.

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

Our Performance in Relationships with Indigenous Peoples in 2022

Our Targets and Commitments Teck is committed to responsible resource development, and we recognize that building strong relationships with Indigenous Peoples that help us understand each other’s perspectives and priorities is fundamental to our success, as outlined in our [Indigenous Peoples Policy](#). The following table summarizes our performance against our sustainability strategy and goals for relationships with Indigenous Peoples.

Sustainability Strategy Goals	Status	Summary of Progress in 2022
Strategic Priority: Collaborate with communities and Indigenous Peoples to generate economic benefits, advance reconciliation efforts and improve community well-being		
Goal: Achieve greater representation of Indigenous Peoples across our business by 2025 by increasing employment and procurement through business development, capacity-building, education and training opportunities.	On track	Conducted a baseline study of local and Indigenous employment and contracting practices across Teck, and developed consistent definitions to improve monitoring and reporting. Teck has advanced local hire and procurement procedures in collaboration with human resources and supply chain teams at the corporate and site level.
Goal: Deliver positive social, economic and environmental outcomes for communities and Indigenous Peoples by contributing \$100 million to community organizations and global initiatives, including our Zinc & Health and Copper & Health programs, by 2025.	On track	Provided a total investment of \$24.9 million to local, regional, national and global programs supporting positive social, economic and environmental outcomes. This includes \$3.2 million via 134 organizations to support Indigenous Peoples, representing 13% of Teck’s total community investment spend in 2022. In 2022, Teck extended the existing partnership with the UN Women Originarias programme to invest an additional US\$5 million over five years to provide access to tools and training to develop skills, build networks and improve their economic well-being. (See the case study on this page).

Performance Metrics

Indicator

Procurement spend with Indigenous suppliers

Target

Increase procurement spend with Indigenous suppliers relative to total spend

2022: \$345 million (4%)

2021: \$267 million (4%)

2020: \$192 million (3%)

Indicator

Number of agreements with Indigenous Peoples

Target

Negotiate agreements with Indigenous Peoples affected by our activities

2022: 14 new agreements

2021: 10 new agreements

2020: 5 new agreements

Indicator

New significant disputes⁽¹⁾ relating to land use, customary rights and other rights of local communities and Indigenous Peoples

Target

Zero new significant disputes

2022: 1 new significant dispute⁽²⁾

2021: 1 new significant dispute⁽²⁾

2020: 1 new significant dispute

(1) See page 65 for the definition of 'significant disputes'.

(2) See page 65 in the Relationships with Communities chapter for description of disputes.

Recognizing and Respecting the Interests and Rights of Indigenous Peoples

We continue to engage with Indigenous Peoples early in our planning processes and work to achieve their free, prior and informed consent when proposing new or

substantially modified projects, as outlined in our Indigenous Peoples Policy. We continued to use both virtual and in-person engagement methods in 2022.

Table 40: Key Engagements with Indigenous Peoples in 2022

Site	Major Activities
Highland Valley Copper Operations	Engaged with 17 Indigenous communities on implementation of agreements and the HVC 2040 project. Advanced commitments in the areas of water management, the cultural heritage program, contracting opportunities and employment of agreement-holder membership. Collaborated with Indigenous-led organizations to support and participate in events in commemoration of the National Day for Truth and Reconciliation.
Quebrada Blanca Operations	Conducted continued implementation and engagement of RCA 72 with a focus on maintenance of livestock infrastructure and improving management practices and fodder production. Continued engagement with the Quechua Indigenous community of Ollagüe to create the Alconcha Salt Flat Conservation Area, a land conservation area in the community's territory. During 2022, Teck submitted an EIA that is currently under review by the authorities.
Quebrada Blanca Phase 2 (QB2) Project	Supported the implementation of the 17 collaboration agreements with both Indigenous communities and the local anglers' organization. Engagement with communities is maintained through 28 working tables across region and the 8 co-monitoring programs with communities on topics such archeology, tailings, water quality and traffic, among other topics. Extended the UN Women Originarias programme for five years to continue supporting skills development and economic well-being of Indigenous women in northern Chile. As part of RCA 74, work has been continued with the community participation plan in the development of cultural heritage measures, the continuation of the Livestock Development Program and updating the Road Safety Protocol for A-97B road to be ready for operation.
Red Dog Operations	Engaged with the 11 Indigenous communities, regional organizations, local governments, the Subsistence Advisory Committee and the Employment and Training Committee on Red Dog Operations. Engaged with the mine's two closest Indigenous communities – Noatak and Kivalina – on employment and retention of community members, site water balance challenges, management and mitigation, as well as a focused engagement on exploration and other activities associated with mine life extensions. Also, engaged with the community of Kivalina on Teck's support for the future relocation of the community.
Steelmaking Coal Operations in the Elk Valley	Continued to engage with the Ktunaxa Nation Council on regional stewardship related to Teck's current operations, particularly those related to water quality and fish populations, as well as the proposed Fording River Extension Project (FRX). Engaged Ktunaxa governments, citizens and businesses on employment and contracting opportunities. Expanded engagement efforts with other Indigenous communities in British Columbia, Alberta and the United States, including as part of the coordinated assessment of FRX. Supported and participated in events such as National Indigenous Peoples Day events at Yaq̓it ʔa'knuq̓i 'it and the Reconciliation Walk organized by the ʔaq'am Community on the National Day for Truth and Reconciliation.

Recognizing and Respecting the Interests and Rights of Indigenous Peoples (continued)

Table 40: Key Engagements with Indigenous Peoples in 2022 (continued)

Site	Major Activities
Trail Operations	Engaged with the Okanagan Nation Alliance related to the Northern Pike Program and with the Upper Columbia White Sturgeon Recovery Initiative's Technical Working Group. We are also part of the Columbia River Integrated Environmental Monitoring Program, which seeks to collaborate on aquatic ecosystem monitoring, evaluation and reporting on the Lower Columbia River; this includes Indigenous participation. Supported local organizations and events in commemoration of the National Day for Truth and Reconciliation.
Galore Creek Project	Continued implementation of the Participation Agreement, originally signed with the Tahltan Nation in 2006, and initiated discussions to renew the Agreement with an updated Project Description. Engaged with Tahltan and the provincial government to establish a mechanism to position the Tahltan in a consent-based role for the regulatory process to amend the Environmental Assessment Certificate. Continued monthly technical working sessions covering a variety of topics ranging from traditional knowledge to tailings management.
Schaft Creek Project	Engaged with the Tahltan Nation on our Communications Agreement signed in 2018 and continued to collaborate with the Tahltan Director of Employment on opportunities for local hiring and service provision and Tahltan Land Director on project permitting.
NewRange Copper Nickel Project (previously Mesaba and NorthMet)	Completed formal engagements with Indigenous groups on environmental stewardship and potential paths for further engagement and collaboration.
Legacy Sites	Engaged with community members, government agencies and Indigenous Peoples for several legacy properties regarding post-closure activities, including water quality monitoring programs, water collection and treatment (where occurring), community investments, and the participation of Indigenous Peoples in studies and impact assessments.
Exploration	Conducted early, proactive engagement for all active projects in all countries in which Teck explores to establish dialogue and build relationships. Obtained support from local Indigenous communities to proceed with exploration programs for projects spanning Canada, Chile and Peru, either through formalized new agreements or by meeting pre-existing commitments, in addition to agreements from non-Indigenous local communities across all global active projects.
Cardinal River mine ⁽¹⁾	Continued to engage with seven Indigenous communities on Cardinal River mine's closure planning. Conversations advanced around reclamation and closure planning and execution. Established a Cardinal River Indigenous Closure and Reclamation Working Group.

(1) As of June 2020, Cardinal River Operations transitioned to closure. However, active engagement with Indigenous Peoples and communities, among other activities, took place in 2022.

Recognizing and Respecting the Interests and Rights of Indigenous Peoples (continued)

Cultural Awareness Training

We have training on Indigenous Peoples' rights and cultural awareness planned for all staff. Cultural awareness training is intended to support effective relationships with the Indigenous communities we work with, and with our Indigenous colleagues. This is part of Teck's commitment to inclusion and diversity in the workplace.

Based on the review and refresh of our approach to cultural awareness training conducted in 2021, we completed the development of the computer-based training modules in 2022 and a full rollout is planned for 2023.

Support for Reconciliation

Teck is committed to reconciliation with Indigenous Peoples. We continue to work in partnership with Reconciliation Canada to support their vision of revitalizing the relationships among Indigenous Peoples and all Canadians. In addition, we support the implementation of the Memorandum of Understanding on economic reconciliation between the Business Council of British Columbia and the BC Assembly of First Nations. We also continue to proactively engage in government-led initiatives to improve the lives of Indigenous Peoples in several jurisdictions through their participation in mining-related activities.

Teck also recognized the National Day for Truth and Reconciliation as an opportunity to engage in meaningful discussions on reconciliation with over 10,000 employees across Teck sites and offices. We also provided financial contributions to 11 Indigenous and reconciliation-related organizations. See the Community Investment Focused on Indigenous Peoples section on page 74 for more detail.

Negotiating and Implementing Agreements

In 2022, there were 102 active agreements in place with Indigenous Peoples, including 14 new agreements ranging from exploration agreements to impact benefit agreements.⁴⁶ For a full list of our active agreements with Indigenous Peoples for projects and operations, see our [Sustainability Performance Data](#).

Implementation of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)

In November 2019, B.C. became the first province in Canada to legislate its endorsement of UNDRIP, implementing the *Declaration on the Rights of Indigenous Peoples Act* (DRIPA). The legislation includes a commitment to ensure the laws of B.C. are consistent with UNDRIP. In June 2021, the federal government of Canada implemented similar legislation: the *United Nations Declaration on the Rights of Indigenous Peoples Act*. As set out in Teck's Indigenous Peoples Policy, we continue to implement our commitment to work to achieve the free, prior and informed consent of Indigenous communities.

Case Study: Communicating Across Cultures Program at Red Dog Operations

For the last two years, Teck's Red Dog Operations (RDO) has offered the Communicating Across Cultures training program, which focuses on what defines culture and on understanding how, given cultural differences, miscommunication can occur. It is facilitated by Dr. Michael Oleksa (who is also known as Father Michael), a leader in the development of cross-cultural communication in Alaska.

As guests of the Northwest Arctic region of Alaska and its Indigenous Peoples, it is important for RDO to provide

training to our people that aligns with our values and that helps them engage with people of different backgrounds, experiences and perspectives. Over 220 employees and contractors have received the training, providing them with an opportunity to learn about the Indigenous way of life, helping create a stronger work culture, improving team dynamics, and helping RDO live our values of being respectful and inclusive.

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

⁴⁶An agreement typically made with Indigenous Peoples that outlines the potential impacts of a project, the commitment and responsibilities to mitigate these impacts, and the economic and other benefits that will be shared with the Indigenous party.

Creating Opportunities for Employment and Economic Development

Indigenous Education, Training and Employment

Employment is one way in which local communities can benefit from our operations, and we work with Indigenous communities to increase the number of Indigenous Peoples employed at Teck. We have set a sustainability goal to achieve greater representation of Indigenous Peoples across our business by 2025, including by increasing employment. We hope to learn from the success of initiatives at our Red Dog Operations to bring these practices across the company while supporting education and training initiatives to build career pathways into mining.

In 2022, there were 208 Indigenous new hires at our Red Dog Operations, which represents 79% of the total new hires at Red Dog; 398 employees were NANA shareholders, representing 61.8% of the total number of employees at Red Dog Operations. NANA is a Regional Alaska Native Corporation owned by the Iñupiat people of northwest Alaska.

Since 2012, Teck has been a partner with Indspire, an Indigenous national charity that invests in the education of First Nations, Inuit and Metis people. In 2022, Teck participated in Indspire’s 10th annual youth conference – Soaring – to engage with over 5,000 Indigenous youth participants and to showcase career opportunities at Teck through a virtual trade show booth and interactive workshop. In partnership with Indspire, Teck also offered 10 Building Brighter Futures bursaries, scholarships and awards to Indigenous post-secondary and skilled trades students.

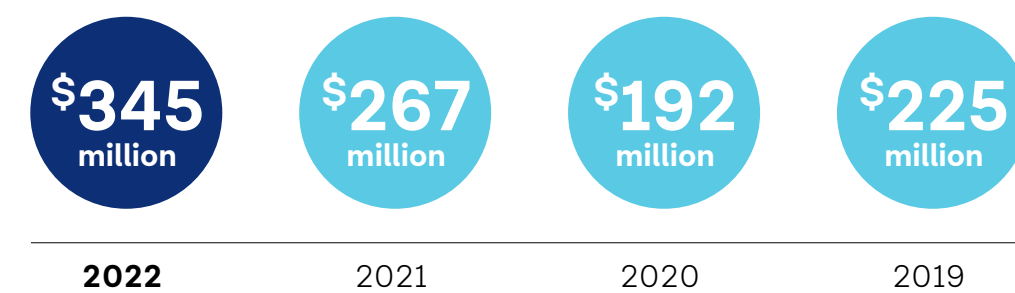
We continue to work on our data collection and analysis processes on the topic of Indigenous employment and economic partnerships. Improved information will be used to identify the most effective engagement opportunities. The goal is to support efforts towards strengthening our relationships with Indigenous communities, developing new programming and effectively sharing the benefits of mining, including employment and procurement opportunities.

Procurement from Indigenous Suppliers

Procurement with Indigenous businesses is critical in sharing the economic benefits of mining and in advancing economic reconciliation. Many of our agreements with Indigenous Peoples contain commitments to support our shared interest in ensuring Indigenous businesses provide goods and services to our sites. We recognize that facilitating access to contracting opportunities for Indigenous businesses leads to more resilient supply chains and increased prosperity for all, during and after mine life.

In 2022, our operations spent approximately \$345 million with suppliers who self-identified as Indigenous; this represents an increase compared to 2021. In 2022, 48% (\$195 million) of spending at Red Dog Operations was with Indigenous suppliers – where Indigenous procurement is one of the cornerstones of our operating agreement with NANA Regional Corporation.

Figure 28: Procurement Spend on Suppliers Who Self-Identified as Indigenous



Community Investment Focused on Indigenous Peoples

In 2022, Teck allocated \$3.2 million via 134 organizations to projects that support Indigenous Peoples, compared to \$2.8 million in 2021. This included contributions to organizations that advance reconciliation such as the partnership with the UN Women Originarias programme, Reconciliation Canada and Indspire student bursaries.

In 2022, Teck was also a sponsor at several events focused on Indigenous partnerships:

- The Indigenous Partnerships Success Showcase, which features the stories and insights of leading voices on Indigenous economic development
- AME’s Roundup hybrid conference, including its Reconciliation Breakfast and The Gathering Place events, which brings leaders in mineral exploration together to enable a culture of reconciliation
- The First Nations Major Projects Coalition’s Toward Net Zero by 2050 Conference, which hosted Indigenous leaders, industry experts, policy-makers and investors from across Canada to highlight carbon-reducing examples in key areas that are either Indigenous-led or that have strong potential for industry-government-Indigenous partnership

Teck is in the process of advancing relationships with these existing partners for 2023 and is actively developing new relationships to continue supporting efforts that advance reconciliation.

Incidents and Significant Disputes

There were two significant disputes for Teck that involved Indigenous Peoples in 2022. Please see page 65 in the Relationships with Communities chapter for further details on this dispute as well as other grievances.