

Teck's Expectations for Suppliers and Contractors

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Teck

Background

Teck's Expectations for Suppliers and Contractors ("Supplier Expectations") have been established to clearly communicate Teck's expectations for suppliers of goods and contractors performing services ("Suppliers") for or on behalf of Teck. The Supplier Expectations apply to Suppliers and all of their parent, subsidiary and affiliated companies and their respective employees, contractors and agents.

Suppliers' commitment to and fulfillment of the Supplier Expectations is a matter of paramount importance to Teck and will be assessed as a factor when Teck considers awarding commercial opportunities. Teck will apply the Supplier Expectations on a global basis and will integrate them into the various practices involved in Teck's qualification, evaluation, selection and management of Suppliers. Teck may require Suppliers to provide information, complete training and perform other activities in connection with the Supplier Expectations before, during or after their supply of goods or performance of services for Teck.

The Supplier Expectations supplement the requirements, guidelines and standards of conduct described in Teck's other internal and external policies. This includes Teck's Code of Ethics, Anti-Corruption Policy, Charter of Corporate Responsibility, Code of Sustainable Conduct, Health, Safety, Environment and Community Management Standards, Indigenous Peoples Policy, Human Rights Policy and site-specific orientation and induction requirements amongst others. The Supplier Expectations will be reviewed regularly and updated as required.

1. Ethics

Teck's *Code of Ethics* and *Anti-Corruption Policy* affirm Teck's commitment to uphold high moral and ethical principles and specifies the basic norms of behaviour for employees and others conducting business on its behalf. Teck expects Suppliers to adhere to the same fundamental principles, including those relating to legal compliance, fairness and honesty and anti-corruption.

Respect for Law and Standards

Suppliers must comply with all applicable laws, regulations, codes, rules and other governmental requirements in their own jurisdictions and in those in which they conduct business with and for Teck. Suppliers must also comply with international and industry standards relating to the sourcing of goods and the performance of services.

Fair and Honest Dealing

Suppliers should treat fairly those they have dealings with for or on Teck's behalf and be honest and transparent with Teck and the members of the communities in which it carries on its activities. All consultations and negotiations should be carried out in good faith and with no intention to mislead.

Anti-Corruption

Suppliers' adherence to Teck's *Anti-Corruption Policy* includes refraining from:

- The use of funds, assets, or personnel for any unlawful, improper, or unethical purpose;
- Offering, giving or promising anything of value, including entertainment, travel expenses or gifts, to a government official with the intent to obtain or retain any business or any other advantage;
- Offering, giving or promising, directly or indirectly, any commercial bribe to any person; and
- Making any "facilitation" or other payments to government agencies or officials to expedite or secure performance of a routine governmental action.

2. Health, Safety, Environment and Community Management

Teck's *Charter of Corporate Responsibility* and *Code of Sustainable Conduct* affirm that protecting and fostering the environment, the safety and health of people and our relationships with local communities are core values of Teck. Teck expects the same or more stringent standards to be upheld and applied by Suppliers in a manner that is appropriate and proportional to the nature and scale of their activities, the goods that they supply and the services that they perform.

Health and Safety

- Suppliers should establish, maintain and rigorously enforce practices that are protective of worker health and safety.
- Suppliers' personnel should be adequately trained, prepared and competent to perform their duties safely.
- Actual and potential risks to worker health or safety should be identified, assessed and eliminated or managed throughout the activities involved in sourcing and supplying goods and the performance of services by Suppliers.
- Teck expects Suppliers to strive for continual improvement in safety performance by regularly reviewing and updating their safety programs and practices in a manner that ensures ongoing compliance with law and industry standards.

Environment

- Suppliers are expected to be responsible stewards of the environment in their own communities and in those that they work in on Teck's behalf. Accordingly, Suppliers should establish, maintain and rigorously enforce practices that prioritize environmental protection and sustainability.
- Suppliers should have robust environmental controls in place to deal with unplanned maintenance, repairs, releases and other possible non-routine circumstances associated with their activities, the goods that they supply and the services that they perform.
- Suppliers should have processes in place to identify and assess opportunities to reduce or eliminate the environmental impacts of their activities, the goods that they supply and the services that they perform.

Incident Management and Preparedness for Emergencies

Preparedness is the key to responding to emergency situations in a manner that mitigates and minimizes any potential loss or injury. Teck expects Suppliers to:

- Identify inherent hazards in and potential emergency situations that could potentially arise from goods that they supply and services that they perform;
- Establish and maintain emergency-related plans and resources that are appropriate and proportional to the nature and scale of their activities, the capabilities and availability of their personnel and external emergency response agencies and the potential impacts on affected communities; and
- In the event of incidents or emergency situations in the workplace, and following the necessary notifications, response and recovery efforts, also take

the necessary steps to identify, assess and manage the causes so as to minimize the likelihood of any future incidents of a similar nature.

3. Indigenous Peoples and Other Communities

Teck's vision is to build strong relationships and create lasting mutual benefits that respect what communities value. Teck engages with communities to expand the mutual understanding of interests, concerns and aspirations and to strengthen relationships. Teck expects Suppliers to understand and support Teck's engagement with Indigenous Peoples and other communities as described in Teck's *Indigenous Peoples Policy*.

Awareness and Interaction with Communities, including Indigenous Communities

- Suppliers should be aware of how their activities, goods and services may positively or negatively impact communities, including Indigenous communities, and respond to issues that may arise with respectful dialogue and in recognition of local culture, heritage and traditions.
- Suppliers should develop and implement practices to minimize negative impacts and maximize benefits on communities. Suppliers are expected to have processes in place to continually improve such practices.

Commitments to Indigenous Peoples and Other Communities

- Suppliers should proactively consult with Teck in order to gain awareness of Teck's commitments and priorities in connection with Indigenous Peoples and other communities.
- Suppliers should be willing to engage and work with Teck, Indigenous peoples and other communities in order to contribute to the well-being of the communities in which they are active, including minimizing their environmental impacts and enabling capacity building, procurement, employment and contracting opportunities.

4. Human Rights

Teck's *Human Rights Policy* affirms its commitment to respecting and observing human rights of its employees, workers in its supply chain, members of the communities where we operate and others affected by our activities. Teck expects Suppliers to share this commitment and to implement practices that reflect a respect for human rights and that are appropriate to the location and context in which their activities take place, including in connection with the following:

- Child labour, human trafficking and slavery;
- Freedom of association;
- Working conditions;
- Fair and living wage;
- Public/community health and safety;
- Access to clean water and the means for subsistence; and
Anti-discrimination and harassment