

Teck's Expectations for Suppliers and Contractors

Updated May 2023

The Teck logo is positioned in the bottom right corner of the page. It consists of the word "Teck" in a bold, dark blue, sans-serif font. The background of the page features a large, dark blue geometric shape on the left side, which is a right-angled triangle with its hypotenuse facing right, extending from the top left towards the bottom right.

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Background

Teck strives to work with suppliers and contractors who share our values and demonstrate a commitment to business ethics, health, safety, the environment, and Indigenous and human rights. Teck’s Expectations for Suppliers and Contractors (“Supplier Expectations”) sets the minimum standard of conduct expected of all suppliers of goods and contractors performing services for or on behalf of Teck. (“Suppliers”). For the purpose of the Supplier Expectations, the term Suppliers also includes Suppliers’ parent, subsidiary and affiliated companies and their respective employees, contractors and agents to the extent those entities or individuals are supplying goods or performing services for or on behalf of Teck.

Suppliers’ commitment to and fulfillment of the Supplier Expectations is a requirement for being awarded commercial opportunities with Teck. Teck applies the Supplier Expectations on a global basis and integrates them into the 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. We expect Suppliers will communicate and monitor compliance with equivalent Supplier Expectations among their own Suppliers.

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-Bribery and Corruption Compliance Policy](#), [Human Rights Policy](#), [Indigenous Peoples Policy](#), and [Equity, Diversity and Inclusion Policy](#).

The Supplier Expectations are built upon internationally recognized standards and conventions, including the [UN Guiding Principles on Business and Human Rights](#), the [ILO Declaration on Fundamental Principles and Rights at Work](#), and the [United Nation’s Universal Declaration of Human Rights](#).

1. Ethics

We expect Suppliers to uphold high moral and ethical principles as affirmed in Teck's [Code of Ethics](#) and [Anti-Bribery and Corruption Compliance Policy](#), 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 on behalf of Teck. Suppliers must also comply with international and industry standards relating to the sourcing of goods, the performance of services, and human rights. Where local laws fall below international standards, Suppliers are expected to uphold the more stringent protections.

Fair and Honest Dealing

Suppliers must treat fairly those they have dealings with on behalf of Teck and be honest and transparent with Teck and the members of the communities in which they operate. All consultations and negotiations must be carried out in good faith and with no intention to mislead stakeholders.

Anti-Bribery and Corruption Compliance

Suppliers' adherence to Teck's [Anti-Bribery and Corruption Compliance 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 or their family members 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.

Intellectual Property

Suppliers must respect intellectual property rights, including patents, trademarks, and copyrights. Suppliers should at all times be aware of counterfeiting or grey market risks and must protect Teck from receiving counterfeit products or sub-components. Suppliers must protect their customer information, confidential information and data from unauthorized disclosure.

Privacy and Data Security

Suppliers must not share confidential information about Teck or Teck's Suppliers, partners, employees, contractors or customers with third parties without prior written permission from Teck. Suppliers must maintain appropriate measures to protect Teck's confidential information and data from unauthorized and inappropriate access. Suppliers must maintain documented cyber security policies and maintain appropriate controls for physical and cyber security in any circumstance where Suppliers may access Teck's information technology and computer systems, networks, hardware, software, data, equipment or technology or confidential information.

Sourcing from Conflict-Affected or High-Risk Areas

Suppliers must commit to ensuring products do not contain conflict minerals. Suppliers must exercise due diligence for the sourcing and chain of custody of high-risk minerals—including cobalt, tantalum, tin, tungsten—in their products to assure that they are sourced in a way that is consistent with the [Organization](#)

for Economic Cooperation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Anonymous Reporting

We encourage Suppliers and all potentially affected stakeholders in Teck's operations and supply chain to speak up about any issue or action that may not comply with these Suppliers Expectations, Teck's [Code of Ethics](#) or [Anti-Bribery and Corruption Compliance Policy](#).

A toll-free 24-hour hotline and website, administered by an independent company, is available to Teck's Suppliers, contractors, workers in the supply chain, and other third parties to report issues or violations without retaliation. All information received is managed securely and confidentially.

Suppliers must communicate the availability of these anonymous reporting channels to their own stakeholders and business partners, and guarantee that reporters are free from retaliation.

Whistleblower Website: www.teck.com/speakup

Whistleblower Hotline Numbers:

- **Canada and U.S.:** 1.800.461.9330
- **Chile:** 1230.020.3559
- **All other countries:** Visit www.teck.com/speakup and search for your country in the drop-down menu under 'Call Us'. If your country is not listed, dial 1.720.541.4400 (place a collect call).

Remediation

Where a human rights violation or other breach of these Supplier Expectations is found to have occurred, Suppliers must, as applicable, provide a sufficient and appropriate remedy to the aggrieved person and take action to eliminate the cause of the incident or non-compliance and prevent recurrence. Remedies for the aggrieved person may include, but are not limited to compensation, rehabilitation and a guarantee of non-repetition. The aggrieved person should have no fear of retaliation.

2. Health, Safety and Environment

Health and Safety

We expect Suppliers to be leaders in workplace health and safety through the identification of hazards, the effective control of high potential risk, working in compliance with Teck's safe work practices and procedures as applicable, and maintaining compliance with applicable occupational health and safety law and policies.

Suppliers must:

- Establish, maintain and enforce practices that are protective of the health and safety of their employees and contractors.
- Identify actual and potential hazards to employee and contractor health or safety that may arise in the sourcing and supplying of goods or performance of services to or on behalf of Teck and must implement effective controls to address such hazards.
- Ensure their employees and contractors are aware of any occupational risks involved in their work. Employees and contractors must have the right to refuse unsafe work and report unhealthy working conditions without fear of retaliation.

- Ensure employees and contractors are adequately trained, prepared and competent to perform their duties safely.
- Ensure information on workplace health and safety is accessible in the employee or contractors' native languages.
- Provide employees and contractors with adequate Personal Protective Equipment.
- Establish management systems to prevent and manage work-related accidents, injuries, and illnesses.
- Ensure employees and contractors can report safety-related incidents, including through an internal reporting mechanism. Where incidents occur, Suppliers must work to remediate the incident, including supporting access to medical treatment and facilitating a return to work upon recovery as is appropriate.
- Provide employees and contractors with ready access to clean lavatory facilities, drinking water and sanitary food preparation, storage and eating facilities. Employee or contractor housing facilities provided by Suppliers or third parties must be clean and safe.
- Strive for continual improvement in safety performance by regularly reviewing and updating safety programs and practices in a manner that ensures ongoing compliance with applicable laws and industry standards.

Environment

We expect Suppliers to be responsible stewards of the environment in their own communities and those in which they conduct business with and on behalf of Teck.

Suppliers must:

- Comply with all applicable environmental laws, regulations and requirements.
- Establish, maintain and enforce practices that prioritize environmental protection and sustainability.
- Have robust environmental controls in place to deal with unplanned maintenance, repairs, releases and other possible non-routine circumstances.
- Have management systems in place, as appropriate having regard to the complexity of the Supplier's operations, to identify, manage, report on, and reduce impacts from environmental hazards created by their operations, the goods they supply, and the services they perform. This includes any impacts resulting from pollution, Greenhouse Gas (GHG) emissions (including Scope 1 and 2 emissions), non-GHG air emissions, effluent discharge, waste disposal, and hazardous substances. Suppliers should establish targets to improve performance as needed.
- Identify biodiversity risks and impacts associated with their operations, the goods they supply, the services they perform, and their own supply chains. Suppliers should establish targets to secure no net conversion of natural habitat, including deforestation, where appropriate.
- Use water responsibly, including reducing water use where possible.
- Work to improve resource management, including recycling or re-using by-products where possible.
- Not use substances that are prohibited by applicable laws or customer requirements.

Incident Management and Preparedness for Emergencies

We expect Suppliers to prepare for emergency situations in a manner that reduces or eliminates any potential loss or injury.

Suppliers must:

- Identify inherent hazards in and potential emergency situations that may arise from goods that they supply and services that they perform.
- Establish and maintain emergency plans and resources that are appropriate and proportional to the nature and scale of their activities, the capabilities and availability of their employees and contractors and external emergency response agencies, and the potential impacts on communities that may be affected by the emergency.
- Maintain adequate fire detection and suppression equipment, emergency exits, and published contact information for first responders.
- Following an emergency event, take the necessary steps to identify, assess and address the cause(s) of the event so as to minimize the likelihood of a future incident of a similar nature.

3. Local Communities

We expect Suppliers to respect the communities where they operate and those in which they conduct business with on behalf of Teck.

Suppliers must:

- Be aware of how their activities, goods and services may positively or negatively impact communities and respond to issues that may arise with early, inclusive dialogue and in recognition of the rights of community members.
- Develop and implement practices to minimize negative impacts on and maximize benefits for communities. Suppliers are expected to have processes in place to continually improve such practices.
- Be willing to engage and work with Teck and local 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. Indigenous Peoples

We expect Suppliers to respect the rights, cultures, interests and aspirations of Indigenous Peoples and be guided by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the International Labour Organization (ILO) Convention No. 169 on Indigenous and Tribal Peoples.

Suppliers must:

- Be aware of how their activities, goods and services may positively or negatively impact Indigenous People's rights to cultural heritage and traditional land and resources, livelihoods, health and wellbeing.
- Proactively consult with Teck in order to gain awareness of Teck's commitments and priorities respecting the rights of Indigenous Peoples.
- Work to achieve and maintain the free, prior and informed consent of Indigenous Peoples when proposing new or substantially modified projects that may impact Indigenous lands, resources, culture or beliefs.

- Consult with Indigenous Peoples to identify, design and implement specific projects to benefit Indigenous Peoples, including preferential local employment and procurement programs where appropriate.

5. Human Rights

We expect Suppliers to respect and observe all human rights as outlined in the [UN Universal Declaration of Human Rights](#), and to abide by the [UN Guiding Principles on Business and Human Rights](#), the [International Labour Organization](#) standards and international humanitarian law. Where applicable, we expect Suppliers, such as security providers, to understand and meet their responsibility to respect human rights, in alignment with the [Voluntary Principles on Security and Human Rights](#).

Child Labour

Suppliers must not employ the use of child labour in any form. Child labour means labour or services provided or offered to be provided by a child.

In this context, “child” refers to any individual under the age of 15 or the legal minimum age for the work being performed as prescribed by applicable law, whichever is greater. Suppliers must establish a mechanism to verify the age of employees and contractors. If Suppliers employ any young people (aged 18 or younger), Suppliers must adopt appropriate safeguards to prevent their exposure to hazardous working conditions, including night shifts and overtime. Suppliers are responsible for reporting to Teck, addressing, and remediating any instances of child labour found to be occurring in their business or supply chain. Suppliers are expected to provide training to management on modern slavery, including expectations on child labour.

Forced Labour, Human Trafficking, or Any Type of Modern Slavery

Suppliers must not use forced labour, human trafficking or any type of modern slavery.

Forced labour includes:

- labour or service provided or offered to be provided by a person under circumstances that could reasonably be expected to cause the person to believe their safety or the safety of a person known to them would be threatened if they failed to provide or offer to provide the labour or service; and
- labour or service which is exacted from any person under the menace of any penalty and for which the person has not offered themselves voluntarily.

Suppliers must not transport, recruit, or receive persons by means of threat, coercion, or deception. Suppliers must ensure that all employees have basic liberties and freedom of movement, including the freedom to leave their employment without any penalty or obstruction. Suppliers are expected to provide training to management on forced labour.

Human Rights Defenders

Human rights defenders are identified as individuals or groups who act to promote, protect or strive for the protection and realization of human rights through peaceful means. Suppliers must respect human rights defenders and neither tolerate or contribute to threats, intimidation and attacks against them.

Fair Recruitment

Suppliers must commit to fair and honest recruitment practices when recruiting and hiring employees and contractors. Suppliers are prohibited from charging recruitment, employment, or repatriation fees. Suppliers must provide employees and contractors with written contracts in a language they can understand or verbally communicate the contracts in the case of illiteracy or innumeracy. All employees and contractors must retain control of their identifying and working documents (e.g. passports, work permits), particularly in the case of migrant workers.

Freedom of Association

Suppliers must respect the right of all employees and contractors to form and join a trade union of their own choosing, bargain collectively and peacefully assemble.

Working Hours and Fair Wages

Suppliers must ensure that working hours, including overtime, do not violate the minimum standards established by applicable law or involuntarily surpass 48 hours for a regular work week or 60 hours per week on average, whichever is less. All overtime performed must be voluntary and all employees and contractors must be provided at least one day off per seven. Scheduled days worked must not exceed 92 hours per work-set, or 7 consecutive 12-hour shifts during normal operations. Total hours worked, including overtime, should not exceed 14 hours per day. Suppliers must compensate employees at or above the minimum standard established by applicable law and provide employees with a wage statement for each pay period that verifies accurate compensation for work performed.

Just and Favorable Conditions at Work

Suppliers must not use corporal punishment, discipline, or other treatment that violates the liberty, dignity or basic human rights of its employees and contractors. Any behavior, including gestures, language, and physical contact that is violent, sexual, harassing, coercive, threatening, abusive, or exploitative is prohibited.

Non-discrimination and Diversity

Suppliers must not discriminate or harass their employees or contractors in any of their hiring or employment practices based on age, ancestry, citizenship, colour, family status, gender identity or expression, Indigenous identity, marital status, mental disability, physical disability, place of origin or ethnic origin, race, religion, sex, sexual orientation, or any other protected characteristic under applicable human rights legislation. Suppliers are encouraged to actively promote diversity and inclusion practices, including providing equitable access to management positions and other roles. Without limitation, Suppliers must comply with Teck's [Equity, Diversity and Inclusion Policy](#).