

## Our Approach to Human Rights

### Which Teck sites does this document apply to?

This document summarizes our approach to managing human rights. This document applies to all Teck-controlled sites and projects, inclusive of contractor activities. This does not include operations in which Teck has/had an ownership interest but is not the principal operator.

**Human rights performance information:** See our **Annual Sustainability Report**, available for download on our website.



Quebrada Blanca Operations, Chile. 2015. Teck

### Background

The term “human rights” describes the fundamental rights and freedoms that everyone is entitled to. They provide the basis for individuals to lead a dignified life, to freely express independent beliefs and to live free from abuse. They are inherent to all individuals, regardless of nationality, place of residence, gender, national or ethnic origin, colour, religion, language or any other status. Everyone is equally entitled to enjoy their human rights without discrimination.<sup>1</sup>

As adopters of the United Nations Guiding Principles (UNGPs) on Business and Human Rights, Teck is committed to respecting the rights of our employees, contractors and workers in our supply chain, and the rights of communities. We recognize that the nature of mining activities, whether in exploration, construction, operation or closure, create the potential for a wide range of human rights risks and we work to mitigate those risks. Where we have caused or contributed to adverse human rights impacts, we will contribute to their remediation as appropriate.

Member companies of the UNGPs are expected to express risks to and impacts on people, and to assess severity as an impact on individuals, rather than as a reflection of the impact on business and reputation.

We have adopted the UN Guiding Principles Reporting Framework to report on how we respect human rights in line with the Guiding Principles and will use this framework to disclose our performance annually through our Sustainability Report.

<sup>1</sup> ICMM Human Rights Due Diligence Guidance. 2012.

### Governance and Accountability

#### Accountability and Resourcing

Teck’s Board of Directors, through its Safety and Sustainability Committee, oversees health, safety, environment and community policies, systems, performance and auditing. The Safety and Sustainability Committee Terms of Reference specifically include the responsibility to manage the risks and responsibilities associated with human rights. Teck’s Board of Directors and Senior Management Team regularly consider human rights impacts and risks associated with ongoing activities and material incidents.

The following senior leaders at the corporate level are accountable for management of human rights at Teck:

- The Senior Vice President (SVP), Sustainability and External Affairs reports directly to the President and Chief Executive Officer and is responsible for sustainability, health and safety, climate change, environment, social performance, Indigenous affairs, and human rights
- The Vice President, Communities, Government Affairs and HSEC Systems reports to the SVP, Sustainability and External Affairs and leads activities related to social performance and responsibility, community engagement and investment, Indigenous affairs, and human rights
- Teck’s Legal and Compliance departments are responsible for the oversight of the Anti-Bribery and Corruption Compliance Policy and Interpretation Guide, and the Doing What’s Right whistle-blower hotline

## Policies and Standards

Teck's [Human Rights Policy](#) commits to respecting and observing all human rights. This policy also outlines our commitment to respecting the rights of our employees, contractors and workers in our supply chain; the rights of members of communities where we are active; and the rights of others affected by our activities. Teck identifies and assesses enterprise-level human rights risks in line with our current management plans on an ongoing basis, and implements policy and practice improvements when possible. This commitment extends to Teck's broader supply chain through our [Expectations for Suppliers and Contractors](#).

We expect our suppliers and business partners, including joint venture partners, to share this commitment and to put in place policies and processes that support respect for human rights. We embed human rights expectations in supplier contracts. We do not tolerate any form of modern slavery, including child labour or forced labour, in our workforce or supply chain, and we expect our suppliers and contractors to have the same standards, as outlined in our [Expectations for Suppliers and Contractors](#). See [Our Approach to Value Chain Management](#) for details on our supply chain due diligence. The table presented in the Salient Human Rights Risks section on page 6 of this document provides additional details on Teck policies that address human rights aspects.

Our [Code of Sustainable Conduct](#) outlines our commitment to continually improve our environmental and social practices, including ethical business conduct and upholding human rights, and to ensure they are fully integrated into our activities.

We are committed to respecting human rights defenders, and we do not condone any form of attack against them or anyone who opposes our activities. We expect our business partners, suppliers and contractors to share this commitment and to implement practices that reflect a respect for human rights.

Teck is committed to respecting and observing all human rights, as articulated in the:

- Universal Declaration of Human Rights
- United Nations (UN) Guiding Principles on Business and Human Rights
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises

## Specialist Advice, Memberships, Partnerships and External Commitments

We play an active role in working with our industry sector partners in identifying and sharing best practices in human rights.

Teck works with numerous local, national and international organizations and programs to support human rights:

- **International Council on Mining and Metals (ICMM):** A global industry association that represents leading international mining and metals companies who are required to implement the ICMM Principles, the Position Statements and the Performance Expectations, which include criteria related to human rights.
- **Mining Association of Canada (MAC)—Towards Sustainable Mining (TSM):** A Canadian industry association that promotes the development of the country's mining and mineral processing industry, works with governments on policies applicable to the sector, and promotes the value that mining brings to the economy and daily life of Canadians while operating responsibly using the Towards Sustainable Mining Protocols.
- **The Copper Mark:** A multi-metals assurance framework developed by the International Copper Association to promote responsible practices and to demonstrate the contribution of the transition minerals industry to the United Nations Sustainable Development Goals. The Copper Mark criteria includes criteria related business integrity, child labour, forced labour, freedom of association and collective bargaining, discrimination, working hours, remuneration, human rights, and security.
- **United Nations Global Compact (UNGC):** Provides a framework for businesses committed to aligning their operations and strategies, with 10 principles spanning human rights, labour, the environment and anti-corruption.
- **Business for Social Responsibility (BSR):** A global sustainable business network and consultancy that provides guidance and expertise on human rights management, risk assessments and best practice; Teck is a member of BSR's Human Rights Working Group.
- **Global Industry Standard on Tailings Management (GISTM):** An international standard for the safer management of tailings storage facilities, co-established by the International Council on Mining and Metals (ICMM), the United Nations Environment Programme (UNEP), and the Principles for Responsible Investment (PRI). Teck is committed to implementing the GISTM across our operating and legacy (closed) facilities in all jurisdictions.
- **Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises:** Includes voluntary principles and standards for responsible business conduct that address a variety of issues, including employment and industrial relations, human rights, environment, information disclosure, combating bribery, consumer interests, science and technology, competition and taxation. We apply the OECD Guidelines to inform our research on international best practices.

## Managing Human Rights

Teck operates mines in Chile, Canada and the U.S.; projects in Chile, Canada, the U.S., Peru and Mexico; and exploration activities globally. At Teck, we manage our impacts on people across our business in various departments, including Health and Safety, Environment, Risk and Security, Human Resources, Supply Chain, Contracts and Procurement, Community and Indigenous Affairs, and others. Each of these departments represents key components of Teck's management of human rights.

### Human Rights Due Diligence

We conduct ongoing due diligence on actual or potential adverse human rights impacts that may be associated with Teck activities. Our Human Rights Due Diligence Procedure establishes internal guidance to ensure a consistent and effective approach to human rights due diligence across Teck.

Our due diligence process begins by undertaking human rights risk assessments (HRRAs) across our sites to identify, assess and prioritize any actual or potential human rights impacts, following guidance from the UNGPs and the OECD Guidelines for Multinational Enterprises. At our operations, HRRAs have been conducted by independent, third-party collaborators with deep human rights expertise who have ensured the engagement includes vulnerable and marginalized groups.

Teck undertakes HRRAs every five years in low-risk jurisdictions and every three years in high-risk jurisdictions—as identified by Teck's Conflict-Affected and High-Risk Area (CAHRA) Identification Tool and in alignment with global certification criteria such as The Copper Mark and the GISTM—with our operations to identify local issues of potential human rights risk, including alignment with the [Voluntary Principles on Security and Human Rights \(VPSHRs\)](#).

The results of these assessments are used to review and update salient human rights impacts at Teck. As a part of the review of human rights risk assessments, we identify and prioritize the most significant human rights risks to individuals and groups throughout our value chain so we can better focus our policies and programs that have the biggest impact on people affected by our business activities.

Once the assessment is complete, we embed the identified risks into management plans, risk mitigation platforms, and activities governing relevant parts of our business, as outlined in our Social Performance Standard. Direct impacts of sustainability risks, including human rights risks, are assessed at our operations through the mandatory use of our risk matrix consequence table. All our operations monitor and update their risk registers annually, including express consideration of actual and perceived impacts on communities and health and safety risks to employees. Operations are internally audited to ensure that they are assessing risks and implementing controls to mitigate risks and, if an impact occurs, that they are engaged in meaningful and timely remediation.

We communicate information on our due diligence process and respective findings to relevant stakeholders, both internal and external. This is done through internal meetings as well as through public documentation such as our Human Rights Policy, Sustainability Report and Annual Report.

Throughout our due diligence processes, we engage and consult with stakeholders in an effort to understand and address the perspectives of affected communities of interest, and to keep them informed of our management practices and human rights performance.

Under Teck's Social Performance Standard and Human Rights Due Diligence Procedure, all Teck corporate and controlled sites, inclusive of business functions and contractor activities under the management control of Teck, must also:

- Provide human rights training for designated personnel, security providers and suppliers
- Maintain mechanisms to receive reports of human rights-related issues and incidents
- Document, monitor and report human rights risks, impacts and incidents associated with our activities to site management, to relevant site personnel, and to corporate functions such as Legal and Social Performance
- Report quarterly to the Health, Safety, Environment and Community (HSEC) Risk Management Committee when there is a significant change to human rights risks or impacts; accusations related to human rights are immediately reported, classified to determine reporting and investigation requirements, and assigned responsibility for investigation

Respecting rights remains a core objective across Teck's operations, and we continue to evolve our approach to manage impacts on people enterprise-wide. Further information related to our commitments and management approach towards our impact on people can be found in [Our Approach to Health and Safety](#), [Our Approach to Relationships with Communities](#), [Our Approach to Relationships with Indigenous Peoples](#), [Our Approach to Value Chain Management](#), and [Our Approach to Our People and Culture](#).

### Human Rights Management During Exploration

Prior to entering a country to conduct exploration activities, the risk team conducts extensive research to assess a range of social risks associated with operating in each jurisdiction, including those relating to:

- National security, including terrorism, social unrest, border conflict, religious conflict and ethnic conflict
- Personal security, including kidnapping, extortion, hijacking and robbery
- Personal health, including access to safe water, pollution levels, sanitation and disease

Based on the results of these assessments, we decide whether it is appropriate for us to pursue exploration activities in a given location.

Once exploration commences, the sustainability team ensures that in-country activities are addressed through a process of risk identification and assessment. This process, which addresses risks to staff, contractors and our communities of interest (COIs), is completed through risk assessments for the full scope of all project activities. The unique rights of Indigenous People are recognized and respected. These risk management practices provide the mechanism through which impacts on human rights are identified and necessary controls are documented.

## Human Rights Management at Projects and Joint Ventures

Teck applies a consistent approach to assessing human rights risks and impacts at all our projects and joint ventures. Our approval process for new projects and major investments incorporates social and human rights criteria in stage gate reviews to assess potential human rights risks.

Our development projects use Teck's Project Development Framework to integrate human rights risk assessments into the evaluation stages to identify risks and opportunities. Specific criteria for each project are dependent on the development stage and the region's risk ranking. For example, prefeasibility projects in elevated risk regions are required to incorporate human rights training specific to security providers, to understand human rights risks and, where applicable, to incorporate human rights risks into the environmental and social impact assessment process.

Teck and our partners are committed to ensuring that all projects and joint ventures undertake meaningful engagement with Indigenous Peoples and communities to better understand current human rights conditions as well as the risks and opportunities associated with human rights. Further, Teck and our partners have established oversight and governance structures at all our projects and joint ventures to ensure human rights are respected.

## Human Rights Management During Closure and at Legacy Sites

Teck incorporates human rights considerations into the social performance and engagement strategies and plans in the closure phase of the mining life cycle. At our legacy properties, we conduct human rights and vulnerability assessments in conformance with the GISTM, and apply our social context knowledge to inform our social impact and human rights analyses.

## Human Rights Management in Areas of Conflict

We are committed to engagement with communities and to respecting human and Indigenous rights everywhere we operate. Teck does not have operations in areas of conflict as defined by the [Uppsala Conflict Data Program](#). We operate in Canada, U.S., Chile and Peru, which are not considered to have any active conflicts.

## Human Rights Key Industry Risks<sup>2</sup>

Key industry risks, as defined by the [Corporate Human Rights Benchmark Methodology: Extractive Sector](#) in 2021, are risks within the extractives industry that are commonly regarded as potentially severe and/or likely. Companies are expected to demonstrate, through a process of human rights due diligence, how they are preventing those risks or why they are not relevant.

## Support for State-Based Judicial and Non-Judicial Mechanisms

Teck does not impede access to state-based judicial or non-judicial mechanisms or other mechanisms (such as international mechanisms) for persons who make allegations of adverse human rights impacts. We do not require individuals to permanently waive their legal rights to bring a claim through a judicial process as a condition of participation in a grievance/mediation process with Teck. We also do not impede access by competent authorities investigating and adjudicating credible allegations of human rights impacts. We participate in non-judicial grievance mechanisms provided by the state where these are available to resolve grievances.

## Response Mechanisms

Teck is committed to providing effective grievance mechanisms and ensuring access to remedy for relevant stakeholders.

We provide a response mechanism to our employees, contractors, suppliers and workers in our supply chain to bring human rights concerns to our attention through our anonymous and confidential *Doing What's Right* program. *Doing What's Right* is designed to maintain an ethical workplace and uphold the moral and ethical principles within our [Code of Ethics](#). It includes the Employee Concerns Disclosure Program, which deals with concerns from employees involving such issues as accounting and auditing irregularities, threats to personal safety and health, environmental violations and personal harassment.

This program accepts complaints in the languages of all countries where Teck is active (see [Our Approach to Business Conduct](#) for more information). Our *Doing What's Right* program prohibits retaliation against any person reporting a concern in good faith or participating in an investigation relating to a concern. Individuals making a claim as part of this program are not required to waive any rights. We encourage community members to bring forward concerns and feedback, including those related to human rights, through our site-level feedback mechanisms. See below and [Our Approach to Relationships with Communities](#) for more information on site-level feedback mechanisms.

<sup>2</sup> These risks have been defined in the [Corporate Human Rights Benchmark Methodology: Extractives Sector](#) document.

## Human Rights Key Industry Risks

Key Industry Risk	Approach to Managing the Key Industry Risk
<b>Freedom of Association and Collective Bargaining</b>	We fully recognize the rights of employees to freedom of association, to collectively bargain and to freely join trade unions, and we have embedded the principle in our Sustainability Standards. See <a href="#">Our Approach to Our People and Culture</a> for more information.
<b>Health and Safety</b>	We fully recognize the rights of communities of interest to be free from harm. See <a href="#">Our Approach to Health and Safety</a> for more information.
<b>Indigenous Peoples Rights and Free, Prior and Informed Consent (FPIC)</b>	We fully recognize the right to be heard, and we engage with Indigenous Peoples and work to achieve their free, prior and informed consent throughout all stages of the mine development process. See <a href="#">Our Approach to Relationships with Indigenous Peoples</a> for more information.
<b>Land Rights—Involuntary Resettlement</b>	We fully recognize that involuntary physical and economic resettlement has human rights aspects with risks. Teck seeks to manage involuntary resettlement in accordance with the World Bank Operational Policy 4.12 and the International Finance Corporation Performance Standard 5. Teck’s Social Performance Standard and Land Acquisition and Resettlement Procedure includes a specific set of guidelines for resettlement planning to support an approach that aligns with best practice.
<b>Land Rights—Artisanal or Small-Scale Miners</b>	We fully recognize the right to a livelihood and the importance of artisanal and small-scale mining in jurisdictions where we operate. We regularly monitor our sites for the potential presence of artisanal or small-scale miners on or adjacent to our operations, particularly in Chile. Our approach focuses on respectful engagement, on the improvement of health and safety, and on environmental practices, as well as on the community impacts of small-scale mining extraction. We collaborate with local governments to work towards security of tenure and livelihood restoration. Such activities also seek to establish agreements between the small-scale miners and government on security, mining and rehabilitation.
<b>Security</b>	We fully recognize the right to be free from harm, and that includes how our security providers interact with communities. We have third-party security personnel at some of our sites, including Trail, Antamina, Carmen de Andacollo and Quebrada Blanca operations. Our security contracts require adherence to the Voluntary Principles on Security and Human Rights. <sup>3</sup> Training for security personnel in jurisdictions not determined to be low-risk is completed annually and is overseen on a regular basis by Teck’s Risk Group. Training also occurs if and when we change security companies at our operations.
<b>Water and Sanitation</b>	We fully recognize the right to basic services, and have implemented policies in our approach to avoid impacting water rights. See <a href="#">Our Approach to Water Stewardship</a> for more information.

## Responding to Negative Feedback and Incidents, Providing Access to Remedy

All operations, major projects and exploration sites have implemented site-based feedback mechanisms that allow for the collection of, and responses to, grievances or feedback from community members. In some cases, these grievances or feedback are related to actual or perceived human rights impacts.

Community incident procedures continue to be embedded in Teck’s incident reporting processes. In all environmental incidents, community-related impacts and consequences are considered. Depending on the severity of the incident, an in-depth root cause analysis of the incident may be conducted. Where the incident has a perceived or actual impact on human rights, appropriate expertise is made available to the site to investigate and manage any potential impacts.

Teck has systems that our sites use to track feedback and complaints from community members. The system allows specific complaints to be identified as human rights issues,

as breaches of a commitment, or related to environment or health and safety issues. Depending on the severity of the complaint, more individuals and more senior individuals are increasingly notified of the complaints. A key function of this system is a specific workflow to allow sites to record and monitor activities to remedy<sup>4</sup> related to the complaint.

This will support our ability to monitor the access to remedy that are being offered in response to the complaints, and our ability to ensure that the remedy efforts reflect the severity of the complaint. See the Relationships with Communities chapter of our annual [Sustainability Report](#) for more information on how we respond to negative feedback and incidents.

## Communications and Training on Human Rights

Training related to human rights is provided to employees and contractors across the company. Teck’s Compliance group oversees training related to anti-corruption and our Code of Ethics, and Teck’s Human Resources group

<sup>3</sup> As a member of the Mining Association of Canada (MAC), our security practices are verified annually through the MAC Towards Sustainable Mining (MAC-TSM) process. The standards to which we are verified are in line with the VPSHRs.

<sup>4</sup> Remedy is a key component of the Guiding Principles; the concept is that the company should take actions to mitigate the impact on the person, not just manage the business or legal risk related to the complaint.

oversees respectful workplace training. Teck’s operations and offices also provide training related to human rights to select employees and contractors as part of their suite of orientation and other training requirements.

Where we have security personnel, contracts with security service providers require adherence to the Voluntary Principles on Security and Human Rights. We are working to ensure that training for security personnel at relevant sites is completed annually and that it is overseen on a regular basis by Teck’s Risk Group. Training for security personnel also occurs if and when we change security companies at our operations.

### Salient Human Rights Risks

We identify and prioritize the most significant human rights risks to individuals so we can better focus our policies and programs that have the biggest effect on people impacted by our business activities. Salient human rights have been identified through a process of human rights risk assessments at our operations.

### Salient Human Rights



### Salient Human Rights, Teck Policies and Management Approaches

Specific Human Right	Teck’s Commitments	Relevant Policies, Management Approach and Targets
Right to Life <sup>5</sup>	<ul style="list-style-type: none"> <li>We are committed to 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 ILO Core Conventions.</li> <li>Working together, we can eliminate fatalities and serious injuries in the workplace and throughout our supply chain; we will accept nothing less. Everyone has the right to a safe and healthy workplace.</li> </ul>	<ul style="list-style-type: none"> <li>Teck’s Human Rights Policy</li> <li>Teck’s Health and Safety Policy</li> <li>Our Approach to Human Rights</li> <li>Our Approach to Health and Safety</li> <li>Teck’s Expectations for Suppliers and Contractors</li> </ul>
Right to safe and healthy working conditions <sup>6</sup>	<ul style="list-style-type: none"> <li>We are committed to everybody going home safe and healthy every day.</li> <li>We are committed to 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 ILO Core Conventions.</li> <li>We are committed to providing a workplace free of discrimination where all employees can fulfill their potential based on merit and ability.</li> <li>Teck respects and appreciates differences in age, ethnicity, Indigenous origin or heritage, gender, physical attributes, beliefs, language, sexual orientation, education, nationality, social background and culture, or other personal characteristics.</li> <li>Our Code of Ethics and our Anti-Bribery and Corruption Compliance Policy and Interpretation Guide affirm our commitment to upholding high moral and ethical principles and specify the basic norms of behaviour for those conducting business on the company’s behalf.</li> <li>Our suppliers’ commitment to and fulfillment of Teck’s Expectations for Suppliers and Contractors is a matter of paramount importance to Teck and will be assessed as a factor when Teck considers awarding commercial opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>Teck’s Health and Safety Policy</li> <li>Teck’s Human Rights Policy</li> <li>Teck’s Equity, Diversity and Inclusion Policy</li> <li>Teck’s Respectful Workplace Policy</li> <li>Teck’s Expectations for Suppliers and Contractors</li> <li>Code of Sustainable Conduct</li> <li>Our Approach to Health and Safety</li> <li>Our Approach to Human Rights</li> <li>Our Approach to Supply Chain Management</li> <li>Our Approach to Business Conduct</li> </ul>

<sup>5</sup> The Universal Declaration of Human Rights (UDHR), International Covenant on Civil and Political Rights (ICCPR).

<sup>6</sup> International Covenant on Economic, Social and Cultural Rights (ICESCR).

<p>Right to freedom of association, assembly and collective bargaining<sup>7</sup></p>	<ul style="list-style-type: none"> <li>• We are committed to providing a workplace free of discrimination where all employees can fulfill their potential based on merit and ability.</li> <li>• We diligently seek not to infringe, directly or through complicity in acts of others, on the human rights of our employees, workers in our supply chain, members of the communities where we operate, or others who are affected by our activities. We expect our suppliers and business partners to share this commitment and to put in place policies and processes that support respect for human rights.</li> <li>• Our Code of Ethics and our Anti-Bribery and Corruption Compliance Policy and Interpretation Guide affirm our commitment to upholding high moral and ethical principles and specify the basic norms of behaviour for those conducting business on the company's behalf.</li> <li>• Our suppliers' commitment to and fulfillment of Teck's Expectations for Suppliers and Contractors is a matter of paramount importance to Teck and will be assessed as a factor when Teck considers awarding commercial opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>• Teck's Equity, Diversity and Inclusion Policy</li> <li>• Teck's Human Rights Policy</li> <li>• Teck's Code of Ethics</li> <li>• Teck's Anti-Bribery and Corruption Compliance Policy and Interpretation Guide</li> <li>• Teck's Expectations for Suppliers and Contractors</li> <li>• Our Approach to Our People and Culture</li> </ul>
<p>Right to not be subjected to slavery, servitude or forced labour<sup>8</sup></p>	<ul style="list-style-type: none"> <li>• We diligently seek not to infringe, directly or through complicity in acts of others, on the human rights of our employees, workers in our supply chain, members of the communities where we operate, or others who are affected by our activities. We expect our suppliers and business partners to share this commitment and to put in place policies and processes that support respect for human rights, as affirmed in our Expectations for Suppliers and Contractors.</li> </ul>	<ul style="list-style-type: none"> <li>• Teck's Human Rights Policy</li> <li>• Teck's Expectations for Suppliers and Contractors</li> <li>• Our Approach to Human Rights</li> <li>• Our Approach to Value Chain Management</li> </ul>
<p>Right to non discrimination in employment/ occupation<sup>9</sup></p>	<ul style="list-style-type: none"> <li>• We diligently seek not to infringe, directly or through complicity in acts of others, on the human rights of our employees, workers in our supply chain, members of the communities where we operate, or others who are affected by our activities.</li> <li>• We are committed to providing a workplace free of discrimination where all employees can fulfill their potential based on merit and ability.</li> </ul>	<ul style="list-style-type: none"> <li>• Teck's Human Rights Policy</li> <li>• Teck's Equity, Diversity and Inclusion Policy</li> <li>• Our Approach to Human Rights</li> <li>• Our Approach to Our People and Culture</li> <li>• Our Approach to Supply Chain Management</li> <li>• Teck's Respectful Workplace Policy</li> </ul>
<p>Right to adequate standard of living<sup>10</sup></p>	<ul style="list-style-type: none"> <li>• We strive to deal with everyone in a fair and open manner, and our employees strive to conform to the spirit and intent, as well as the technical requirements, of all contracts we enter into and all laws, regulations and rules that govern us.</li> <li>• We support sustainable development, and we willingly accept our responsibility to continuously improve our production practices to the benefit of our shareholders, employees, local communities and society at large.</li> <li>• We diligently seek not to infringe, directly or through complicity in acts of others, on the human rights of our employees, workers in our supply chain, members of the communities where we operate, or others who are affected by our activities.</li> </ul>	<ul style="list-style-type: none"> <li>• Teck's Water Policy</li> <li>• Teck's Human Rights Policy</li> <li>• Our Approach to Water Stewardship</li> <li>• Our Approach to Tailings Management</li> <li>• Our Approach to Human Rights</li> </ul>
<p>Right to Clean Water and Sanitation<sup>11</sup></p>	<ul style="list-style-type: none"> <li>• We are committed to protecting water and the life it sustains by being an industry leader in water stewardship.</li> <li>• We diligently seek not to infringe, directly or through complicity in acts of others, on the human rights of our employees, workers in our supply chain, members of the communities where we operate, or others who are affected by our activities.</li> </ul>	<ul style="list-style-type: none"> <li>• Teck's Water Policy</li> <li>• Teck's Human Rights Policy</li> <li>• Our Approach to Water Stewardship</li> <li>• Our Approach to Tailings Management</li> <li>• Our Approach to Human Rights</li> </ul>

<sup>7</sup> UDHR, ICCPR, ICESCR, ILO.

<sup>8</sup> UDHR, ICCPR, ILO.

<sup>9</sup> UDHR, ICCPR, ICESCR, International Labour Organization Core Conventions (ILO).

<sup>10</sup> UDHR, ICESCR.

<sup>11</sup> Resolution A/RES/64/292. UN General Assembly, July 2010, Resolution A/RES/70/169, UN General Assembly, December 2015.

Right to Health <sup>12</sup>	<ul style="list-style-type: none"> <li>• We will identify and manage occupational health and hygiene exposures for the protection of longer-term health.</li> <li>• We are committed to working with suppliers who 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.</li> <li>• 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.</li> </ul>	<ul style="list-style-type: none"> <li>• Teck's Health and Safety Policy</li> <li>• Teck's Expectations for Suppliers and Contractors</li> <li>• Our Approach to Health and Safety</li> <li>• Our Approach to Water Stewardship</li> <li>• Our Approach to Human Rights</li> </ul>
Right to Land <sup>13</sup>	<ul style="list-style-type: none"> <li>• We are committed to building respectful relationships through early, inclusive dialogue and collaborative processes.</li> <li>• We provide the resources to build the capacity of both Indigenous Peoples and Teck for meaningful dialogue.</li> <li>• We work to incorporate Indigenous Peoples' perspectives and traditional knowledge into company decision-making throughout the mining life cycle to enhance benefits and address impacts.</li> </ul>	<ul style="list-style-type: none"> <li>• Teck's Indigenous Peoples Policy</li> <li>• Our Approach to Relationships with Indigenous Peoples</li> <li>• Our Approach to Relationships with Communities</li> </ul>
Right to Self Determination <sup>14</sup>	<ul style="list-style-type: none"> <li>• We provide the resources to build the capacity of communities, Indigenous Peoples and Teck to engage in meaningful, self-directed dialogue.</li> <li>• We work to incorporate Indigenous Peoples' perspectives and traditional knowledge into company decision-making throughout the mining life cycle to enhance benefits and address impacts.</li> <li>• We are committed to working to achieve the free, prior and informed consent of Indigenous Peoples when proposing new or substantially modified projects.</li> <li>• We are committed to working with Indigenous Peoples to achieve self-defined community goals that provide lasting benefits.</li> </ul>	<ul style="list-style-type: none"> <li>• Teck's Indigenous Peoples Policy</li> <li>• Our Approach to Relationships with Indigenous Peoples</li> <li>• Our Approach to Relationships with Communities</li> </ul>
Right to enjoy just and favorable conditions of work <sup>15</sup>	<ul style="list-style-type: none"> <li>• We are committed to conducting our business in an honest and ethical manner.</li> <li>• We are committed to providing a workplace free of discrimination where all employees can fulfill their potential based on merit and ability.</li> <li>• We are committed to upholding high moral and ethical principles, and we specify the basic norms of behaviour for those conducting business on our behalf (e.g., contractors).</li> </ul>	<ul style="list-style-type: none"> <li>• Code of Sustainable Conduct</li> <li>• Teck's Equity, Diversity and Inclusion Policy</li> <li>• Teck's Respectful Workplace Policy</li> <li>• Code of Sustainable Conduct</li> <li>• Our Approach to Supply Chain Management</li> </ul>
Right to take part in cultural life <sup>16</sup>	<ul style="list-style-type: none"> <li>• We provide the resources to build the capacity of both Indigenous Peoples and Teck for meaningful dialogue.</li> <li>• We work to integrate Indigenous Peoples' perspectives and traditional knowledge into company decision-making throughout the mining life cycle to enhance benefits and address impacts.</li> </ul>	<ul style="list-style-type: none"> <li>• Teck's Indigenous Peoples Policy</li> <li>• Teck's Health and Safety Policy</li> <li>• Our Approach to Health and Safety</li> <li>• Our Approach to Relationships with Indigenous Peoples</li> </ul>
Right to live in a clean, healthy and sustainable environment	<ul style="list-style-type: none"> <li>• Through our sustainability strategy, we have set long-term goals that align with the right to live in a clean, healthy and sustainable environment.</li> <li>• We have an ongoing commitment to continuously improve air quality and reduce dust emissions for the benefit of workers, communities and the environment in areas affected by our activities.</li> <li>• We work to avoid, minimize or rehabilitate the effects of negative impacts on biodiversity at our operations. We have made a commitment to not explore or mine in World Heritage sites and to respect all legally designated protected areas, including International Union for Conservation of Nature (IUCN) category Ia, Ib, II, III or IV protected areas. Our activities span a range of areas of high biodiversity value, and we continue to work towards securing a net positive impact on biodiversity.</li> <li>• In 2022, we set a goal to be a nature positive company by 2030. We are working to achieve this by conserving or rehabilitating at least three hectares for every one hectare affected by our mining activities.</li> <li>• We are committed to climate action and have a strategic priority to achieve net-zero Scope 1 and Scope 2 emissions across our operations by 2050 with the interim goal of net-zero Scope 2 emissions by 2025.</li> </ul>	<ul style="list-style-type: none"> <li>• Teck's Sustainability Strategy</li> <li>• Our Approach to Water Stewardship</li> <li>• Teck's Climate Change Policy</li> </ul>

<sup>12</sup> ICESCR.

<sup>13</sup> UDHR (privacy and property). ICCPR (no forced eviction). ICESCR (no forced eviction).

<sup>14</sup> UDHR, ICCPR.

<sup>15</sup> UDHR, ICESCR.

<sup>16</sup> UDHR, ICCPR, ICESCR, International Labour Organization Core Conventions (ILO).

## Our Targets and Commitments

In order to verify the effective management of our human rights risks, the following table discusses human rights-related assurance processes at Teck. Following each of these types of assurance, applicable management teams use the results to inform future actions, close gaps, and define resource allocation and actions for Teck's five-year planning process.

We report on our performance against indicators related to human rights on an annual basis in our Sustainability Report.

## Assurance Related to Human Rights

Teck takes an effective, efficient, risk-focused and integrated approach to assurance activities, which ensures internal controls are appropriately designed and operating effectively. These assurance activities include:

- Risk assessments and control verification at sites and in business units
- Sustainability internal audits and mid-term effectiveness reviews conducted at sites by Teck's Sustainability Assurance team
- Corporate annual internal audits conducted by Teck's Assurance and Advisory team
- External assurance by independent auditors for relevant regulatory and voluntary membership requirements

Following each of these processes, applicable management teams use the results to inform future actions and Teck's five-year planning process.

## Assurance Related to Human Rights

Type	Organization	Items Reviewed
Internal	Teck (risk-based sustainability audits)	<ul style="list-style-type: none"> <li>• Adherence to regulatory and permit requirements</li> <li>• Effectiveness of controls based on risk profile</li> <li>• Sustainability Standards</li> </ul>
External	International Council on Mining and Metals: Sustainability Report Assurance and Performance Expectations	<ul style="list-style-type: none"> <li>• Total number of new significant disputes</li> <li>• Principle 2: Integrate sustainable development in corporate strategy and decision-making processes (Performance Expectation 2.2)</li> <li>• Principle 3: Respect human rights and the interests, cultures, customs and values of workers and communities affected by our activities (Performance Expectation 3.1, 3.2, 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9)</li> <li>• Principle 4: Implement effective risk-management strategies and systems based on sound science and which account for stakeholder perceptions of risks (Performance Expectation 4.1 and 4.2)</li> </ul>
External	Mining Association of Canada: Towards Sustainable Mining assurance (MAC-TSM)	<p>TSM Responsible Sourcing Alignment Supplements:</p> <ul style="list-style-type: none"> <li>• Criteria 10: UN Guiding Principles on Business and Human Rights</li> <li>• Criteria 11: Conflict-Affected and High-Risk Area Due Diligence</li> <li>• Criteria 12: Resettlement</li> <li>• Criteria 13: Security and Human Rights</li> <li>• Criteria 14: Labour Rights</li> <li>• Criteria 16: Remuneration and Terms of Employment</li> <li>• Criteria 17: Diversity and Women in Mining</li> </ul>
External	The Copper Mark	<ul style="list-style-type: none"> <li>• Issue area 2: Business Integrity</li> <li>• Issue area 5: Child Labour</li> <li>• Issue area 6: Forced Labour</li> <li>• Issue area 7: Freedom of Association and Collective Bargaining</li> <li>• Issue area 8: Discrimination</li> <li>• Issue area 10: Working Hours</li> <li>• Issue area 11: Remuneration</li> <li>• Issue area 26: Human Rights</li> <li>• Issue area 27: Security and Human Rights</li> </ul>