

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.¹

As adopters of the [United Nations Guiding Principles on Business and Human Rights](#) (UNGPs), 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.

¹ ICMM Human Rights Due Diligence Guidance. 2012.

Human Rights through the Mining Life Cycle

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 addresses risks to staff, contractors and our communities of interest (COIs), and 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 Operations

Teck undertakes specific multidisciplinary human rights risk assessments every two to five years (depending on the country risk level) 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.

We have further integrated the consideration of human rights of community members into our ongoing assessments of social risk and social management plans as part of our Social Management and Responsibility at Teck (SMART) Framework and our Health, Safety, Environment and Community (HSEC) Management System. We are in the process of updating our HSEC Management Standards to align with external commitments and requirements, for social performance. Our updated Social Performance Standard will contain specific provisions that require operations to assess the impact of our business on human rights, and will replace our current SMART Framework across Teck in 2023. Operations are internally audited to ensure that they are assessing risks and actioning controls to mitigate risks and, if an impact occurs, that they are engaged in meaningful and timely remediation.

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](#), and [Our Approach to Our People and Culture](#).

Human Rights Management at Projects and Joint Ventures

Teck applies a consistent approach to human rights management at all of our operations and projects, regardless of ownership. Our approval process for new projects and major investments social and human rights criteria in stage gate reviews to assess potential human rights risks.

Teck and our partners are committed to ensuring that all our partnerships 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 in the regions of our operations and projects. Teck and our partners have established oversight and governance structures at all our operations and projects to respect and observe all human

rights, as articulated in the Universal Declaration of Human Rights. Risk mitigation, using social and human rights criteria, is integrated into project design, evaluation and decision-making.

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 Risks²

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 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.

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 our 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, community engagement and investment, Indigenous affairs and human rights
- Teck's legal department is responsible for the oversight of the Human Rights Policy, Anti-Bribery and Corruption Compliance Policy and Interpretation Guide, and the *Doing What's Right* whistle-blower hotline.

² 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
Freedom of Association and Collective Bargaining	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 HSEC Management Standards. See Our Approach to Our People and Culture for more information.
Health and Safety	We fully recognize the rights of communities of interest to be free from harm. See Our Approach to Health and Safety for more information.
Indigenous Peoples Rights and Free, Prior and Informed Consent (FPIC)	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 Our Approach to Relationships with Indigenous Peoples for more information.
Land Rights—Involuntary Resettlement	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 SMART Framework includes a specific set of guidelines for resettlement planning to support an approach that aligns with best practice.
Land Rights—Artisanal or Small-Scale Miners	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 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.
Security	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. ³ 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.
Water and Sanitation	We fully recognize the right to basic services and have implemented policies in our approach to avoid impacting water rights. See Our Approach to Water Stewardship for more information.

Policies and Standards

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.

Teck's [Human Rights Policy](#) commits to respecting and observing all human rights contained in the [International Bill of Human Rights](#) (which includes the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) and the [International Labour Organization's Core Conventions](#). Our 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 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. The table presented in the Salient Human Rights, Teck Policies and Management Approaches section on page 6 of this document provides additional details on Teck policies that address particular human rights aspects.

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. 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.

³ 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.

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 10 Principles, including Principle 3 on respecting human rights (Performance Expectations 3.1–3.8) Teck co-chairs ICMM’s Human Rights Working Group.
- **Mining Association of Canada (MAC):** Promotes the development of Canada’s mining and mineral processing industry. MAC represents member companies on key related initiatives, such as verifying the requirements of the Voluntary Principles on Security and Human Rights. Teck is a member of MAC’s International Social Responsibility Working Group, which includes human rights as a key focus.
- **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
- **UN Guiding Principles on Business and Human Rights:** Teck’s human rights programming and reporting have adopted this framework
- **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
- **The Copper Mark:** An assurance framework developed by the International Copper Association to promote industry-wide responsible copper production practices and to demonstrate the industry’s commitment to green transition
- **Business for Social Responsibility (BSR):** A global human rights 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

Approach to 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 the following departments: Health and Safety, Risk and Security, Human Resources, Supply Chain, Contracts and Procurement, Community and Indigenous Affairs. Each of these departments represents key components of Teck’s management of human rights.

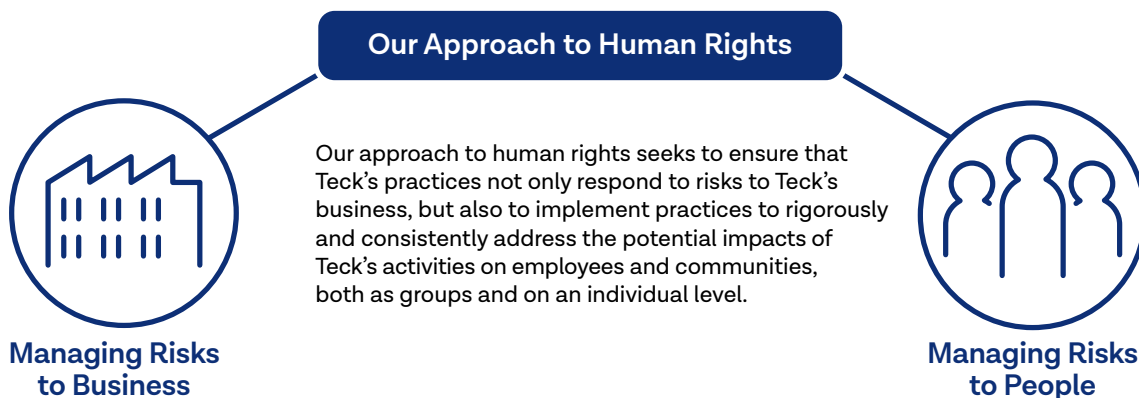
Embedding Human Rights

We conduct ongoing due diligence to identify and assess adverse human rights impacts. Prioritized social risks are integrated into management plans and activities, as outlined in our SMART toolkit. Direct impacts of HSEC risks, including human rights risks, are assessed at our operations through the mandatory use of our risk matrix consequence table. All our operations update their risk registers annually, including express consideration of impacts on communities and health and safety risks to employees. This consideration includes actual and perceived impacts, as well as duration and the scale of remediation required.

Response Mechanisms

We provide a response mechanism to our employees, contractors and 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 to ensure that our moral and ethical principles within our **Code of Ethics** are upheld. 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 Ethics** 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. This program also serves as a practical measure to prevent intimidation of union representatives or workers. 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.

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.

Responding to Negative Feedback and Incidents, Access to Remedy

All operations, major projects and exploration sites have implemented site-based feedback mechanisms, which allow for the collection of, and responses to, complaints or feedback from community members. In some cases, these complaints 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 remedy⁴ related to the complaint.

This will support our ability to monitor the activities 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

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 training for security personnel at relevant sites is completed annually and 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.

Training related to human rights is provided to employees and contractors across the company. Teck's Legal group oversees training related to anti-corruption and our Code of Ethics, and Teck's Human Resources group oversees respectful workplace training. Teck's operations and offices also provide training related to human rights to select employees and contractors as part of their suite of orientation and other training requirements.

Salient Human Rights, Teck Policies and Management Approaches

We identify and prioritize the most significant human rights risks to individuals throughout our value chain 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 assessments at our operations.

Salient Human Rights



⁴ 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.

Salient Human Rights, Teck Policies and Management Approaches

Specific Human Right	Teck's Commitments	Relevant Policies, Management Approach and Targets
Right to Life ⁵	<ul style="list-style-type: none"> 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. 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. 	<ul style="list-style-type: none"> Teck's Human Rights Policy Teck's Health and Safety Policy Our Approach to Human Rights Our Approach to Health and Safety Teck's Expectations for Suppliers and Contractors
Right to safe and healthy working conditions ⁶	<ul style="list-style-type: none"> We are committed to everybody going home safe and healthy every day. 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. We are committed to providing a workplace free of discrimination where all employees can fulfill their potential based on merit and ability. 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. 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. 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. 	<ul style="list-style-type: none"> Teck's Health and Safety Policy Teck's Human Rights Policy Teck's Equity, Diversity and Inclusion Policy Teck's Human Resources Global Policy—Harassment Teck's Expectations for Suppliers and Contractors Code of Sustainable Conduct Our Approach to Health and Safety Our Approach to Human Rights Our Approach to Supply Chain Management Our Approach to Business Ethics
Right to freedom of association, assembly and collective bargaining ⁷	<ul style="list-style-type: none"> We are committed to providing a workplace free of discrimination where all employees can fulfill their potential based on merit and ability. 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. 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. 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. 	<ul style="list-style-type: none"> Teck's Equity, Diversity and Inclusion Policy Teck's Human Rights Policy Teck's Code of Ethics Teck's Anti-Bribery and Corruption Compliance Policy and Interpretation Guide Teck's Expectations for Suppliers and Contractors Our Approach to Our People and Culture
Right to not be subjected to slavery, servitude or forced labour ⁸	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> Teck's Human Rights Policy Teck's Expectations for Suppliers and Contractors Our Approach to Human Rights Our Approach to Supply Chain Management

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

⁶ International Covenant on Economic, Social and Cultural Rights (ICESCR).

⁷ UDHR, ICCPR, ICESCR, ILO.

⁸ UDHR, ICCPR, ILO.

Right to non discrimination in employment/ occupation ⁹	<ul style="list-style-type: none"> • 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 are committed to providing a workplace free of discrimination where all employees can fulfill their potential based on merit and ability. 	<ul style="list-style-type: none"> • Teck's Human Rights Policy • Teck's Equity, Diversity and Inclusion Policy • Our Approach to Human Rights • Our Approach to Our People and Culture • Our Approach to Supply Chain Management • Teck's Human Resources Global Policy—Harassment
Right to adequate standard of living ¹⁰	<ul style="list-style-type: none"> • 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. • 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. • 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. 	<ul style="list-style-type: none"> • Teck's Water Policy • Teck's Human Rights Policy • Our Approach to Water Stewardship • Our Approach to Tailings Management • Our Approach to Human Rights
Right to Clean Water and Sanitation ¹¹	<ul style="list-style-type: none"> • We are committed to protecting water and the life it sustains by being an industry leader in water stewardship. • 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. 	<ul style="list-style-type: none"> • Teck's Water Policy • Teck's Human Rights Policy • Our Approach to Water Stewardship • Our Approach to Tailings Management • Our Approach to Human Rights
Right to Health ¹²	<ul style="list-style-type: none"> • We will identify and manage occupational health and hygiene exposures for the protection of longer-term health. • 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. • 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. 	<ul style="list-style-type: none"> • Teck's Health and Safety Policy • Teck's Expectations for Suppliers and Contractors • Our Approach to Health and Safety • Our Approach to Water Stewardship • Our Approach to Human Rights
Right to Land ¹³	<ul style="list-style-type: none"> • We are committed to building respectful relationships through early, inclusive dialogue and collaborative processes. • We provide the resources to build the capacity of both Indigenous Peoples and Teck for meaningful dialogue. • 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. 	<ul style="list-style-type: none"> • Teck's Indigenous Peoples Policy • Our Approach to Relationships with Indigenous Peoples • Our Approach to Relationships with Communities
Right to Self Determination ¹⁴	<ul style="list-style-type: none"> • We provide the resources to build the capacity of communities, Indigenous Peoples and Teck to engage in meaningful, self-directed dialogue. • 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. • We are committed to working to achieve the free, prior and informed consent of Indigenous Peoples when proposing new or substantially modified projects. • We are committed to working with Indigenous Peoples to achieve self-defined community goals that provide lasting benefits. 	<ul style="list-style-type: none"> • Teck's Indigenous Peoples Policy • Our Approach to Relationships with Indigenous Peoples • Our Approach to Relationships with Communities

⁹ UDHR, ICCPR, ICESCR, International Labour Organization Core Conventions (ILO).

¹⁰ UDHR, ICESCR.

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

¹² ICESCR.

¹³ UDHR (privacy and property). ICCPR (no forced eviction). ICESCR (no forced eviction).

¹⁴ UDHR, ICCPR.

Right to enjoy just and favorable conditions of work ¹⁵	<ul style="list-style-type: none"> • We are committed to conducting our business in an honest and ethical manner. • We are committed to providing a workplace free of discrimination where all employees can fulfill their potential based on merit and ability. • 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). 	<ul style="list-style-type: none"> • Code of Sustainable Conduct • Teck's Equity, Diversity and Inclusion Policy • Teck's Human Resources Global Policy—Harassment • Code of Sustainable Conduct • Our Approach to Supply Chain Management
Right to take part in cultural life ¹⁶	<ul style="list-style-type: none"> • We provide the resources to build the capacity of both Indigenous Peoples and Teck for meaningful dialogue. • 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. 	<ul style="list-style-type: none"> • Teck's Indigenous Peoples Policy • Teck's Health and Safety Policy • Our Approach to Health and Safety • Our Approach to Relationships with Indigenous Peoples
Right to live in a clean, healthy and sustainable environment	<ul style="list-style-type: none"> • Through our Sustainability Strategy, we have set long-term goals that align with the right to live in a clean, healthy and sustainable environment. • 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. • 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. • 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. • We are committed to climate action and have a strategic priority to achieve net-zero emissions across our operations by 2050 with the interim goal of net-zero Scope 2 emissions by 2025. 	<ul style="list-style-type: none"> • Teck's Sustainability Strategy • Our Approach to Water Stewardship • Teck's Climate Change Policy

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

At Teck, we conduct four types of assurance:

- Audits of operations and business units
- Corporate annual HSEC assurance and mid-year effective checks conducted by Teck's HSEC 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 types of assurance, applicable management teams use the results to inform future actions and Teck's five-year planning process.

¹⁵ UDHR, ICESCR.

¹⁶ UDHR, ICCPR, ICESCR, International Labour Organization Core Conventions (ILO).

Assurance Related to Human Rights

Type	Organization	Items Reviewed
Internal	Teck (risk-based Health, Safety and Environment internal audits)	<ul style="list-style-type: none"> • Adherence to regulatory and permit requirements • Effectiveness of controls based on risk profile
External	Mining Association of Canada: Towards Sustainable Mining assurance (MAC-TSM)	<ul style="list-style-type: none"> • Community of interest (COI) identification • Effective COI engagement and dialogue • COI response mechanism • Reporting • Remuneration and terms of employment • Security and human rights • Labour rights • Human rights
External	International Council on Mining and Metals: Sustainability Report assurance	<ul style="list-style-type: none"> • Total number of significant disputes relating to land use and the customary rights of local communities and Indigenous Peoples • Principle 3: Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities • Performance Expectations 3.1–3.9: Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities; 9.1–9.4: Pursue continual improvement in social performance and contribute to the social, economic and institutional development of host countries and communities
External	The Copper Mark	<ul style="list-style-type: none"> • Community of interest (COI) identification • Effective COI engagement and dialogue • COI response mechanism • Reporting • Remuneration and terms of employment • Security and human rights • Labour rights • Human rights