

## Our Approach to Relationships with Indigenous Peoples

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

This document summarizes our approach to managing relationships with Indigenous Peoples. This document applies to all Teck-controlled sites and projects located within or adjacent to Indigenous Peoples' territories, inclusive of contractor activities. This does not include operations in which Teck has/had an ownership interest but is not the principal operator.

**Relationships with Indigenous Peoples performance information:** See our **Annual Sustainability Report**, available for download on our website.



Employee at Red Dog Operations, United States. 2013.

### Background

Eight of our nine active operations<sup>1</sup> in Canada, Chile and the United States and the majority of our exploration and development projects and recently closed operations are located within or adjacent to Indigenous Peoples' territories. As such, we recognize that respecting the rights, cultures, interests and aspirations of Indigenous Peoples is fundamental to our business and to meeting our commitment to responsible resource development.

### Governance and Accountability

#### Accountability and Resourcing

The Board of Directors, through its Safety and Sustainability Committee, broadly oversees health, safety, environment and community policies, systems, performance and auditing, including implementation of our Health, Safety, Environment and Community (HSEC) Management Standards.

The following senior leaders at the corporate level are involved in implementing the management of relationships with Indigenous Peoples:

- The Senior Vice President (SVP), Sustainability and External Affairs reports directly to our Chief Executive Officer (CEO) and is responsible for sustainability, health and safety, environment, community, and Indigenous relations

- The Senior Vice President, Commercial and Legal Affairs reports directly to the CEO and ensures proactive, timely and effective overview of our company's legal obligations, including those related to Indigenous Peoples
- 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, community investment and Indigenous relations

Teck's executive Indigenous Relations Steering Committee includes the senior management representatives of our business units, our project and exploration group, and other functional groups such as human resources and legal. This committee provides oversight and guidance on major initiatives with Indigenous Peoples, including the mandate for and negotiation of agreements. Our engagement with Indigenous Peoples is conducted primarily by our communities teams at each of our operations, project and exploration sites, and is supported by our corporate Indigenous Relations team. See [Our Approach to Business and Sustainability](#) for more details on our sustainability governance structure.

#### Policies and Standards

Our [Code of Sustainable Conduct](#) outlines our commitment to continually improve our environmental and social practices, including community and Indigenous engagement practices, and to ensure they are fully integrated into each of our activities.

<sup>1</sup> Includes Highland Valley Copper, Quebrada Blanca, Red Dog and Trail operations, and our four steelmaking coal operations in the Elk Valley. This does not include operations in which Teck has/had an ownership interest but is not the operator, e.g., Antamina.

Teck's HSEC Management Standards outline the framework for the identification and effective management of HSEC risks and opportunities, including those related to engagement with Indigenous Peoples, and define a process for continual improvement.

Teck's [Indigenous Peoples Policy](#) affirms our commitment to respect the rights, cultures, interests and aspirations of Indigenous Peoples. The policy was developed with input and guidance from Indigenous Peoples in our local communities, as well as with leading local and international groups with expertise in Indigenous and mining policy. Other policies that guide our approach to relationships with Indigenous Peoples include our [Human Rights Policy](#), [Equity, Diversity and Inclusion Policy](#) and [Expectations for Suppliers and Contractors](#).

## Memberships, Partnerships and External Commitments

We work with various local, national and international organizations and programs to support Indigenous Peoples and communities, including:

- [BC Achievement Foundation](#): Recognizes, celebrates and stewards outstanding British Columbians while elevating their stories of excellence; Teck is a sponsor of the Indigenous Business Award (IBA) program, which fosters Indigenous Entrepreneurship in British Columbia
- [Canadian Council for Aboriginal Business \(CCAB\)](#): Teck is a patron member and a community development partner with CCAB, which builds bridges between Indigenous and non-Indigenous peoples, businesses and communities through diverse programming, by providing tools, training, network building and major business awards, and through national events
- [CAPE Fund](#): A \$50 million investment fund, of which Teck is a founding member, created to support Indigenous entrepreneurs or communities in Canada in pursuing economic opportunities
- [Champions Table](#): Teck is a founding member of the Champions Table, a formal and ongoing opportunity to foster dialogue between the B.C. Assembly of First Nations and the Business Council of British Columbia
- [Indspire](#): Teck annually supports both Indspire's Building Brighter Futures Bursary Program and the Soaring Youth Conference. The bursary program includes 10 bursaries for Indigenous students attending a post-secondary institution or a technical training and development program with demonstrated financial need. The Soaring Youth Conference brings Indigenous high school students from across the country to learn about career and post-secondary education options
- [The Copper Mark](#): An assurance framework developed by the International Copper Association in 2019 to promote industry-wide responsible copper production practices, including respecting the rights of Indigenous Peoples
- [Mining Association of Canada \(MAC\)](#): Promotes the development of Canada's mining and mineral processing industry; through MAC, we are required to implement

the Towards Sustainable Mining program, including the Aboriginal and Community Outreach protocol, which aids in improving industry performance

- [Northwest Arctic Borough School District](#): Supports youth leadership programs that promote wellness and healthy lifestyles and activities in the Red Dog region; Teck has donated over \$1 million to this program since 2010
- [Outland Youth Employment Program \(OYEP\)](#): Conducts annual six-week outdoor career training camps for Indigenous youth with a focus on cultural and traditional Indigenous practices
- [Reconciliation Canada](#): Engages Canadians in dialogue around the relationships among Indigenous Peoples and all Canadians; Teck provides funding for, seeks guidance from, and promotes the aims of Reconciliation Canada.
- [UN Women Originarias Program](#): Teck provides financial support to a UN Women initiative to create opportunities for skills development of Indigenous women in northern Chile

## Approach to Relationships with Indigenous Peoples

The foundation of our approach is recognizing and respecting the rights of Indigenous Peoples. This starts with acknowledging these rights and interests as they are enshrined in regional, national and international law. Teck engages well beyond our regulatory requirements as we seek to build trust-based, lasting relationships with Indigenous Peoples in the areas where we operate.

## Recognizing and Respecting the Rights of Indigenous Peoples

Reconciliation with Indigenous Peoples is an important societal process that involves governments, including Indigenous organizations and governments, Indigenous Peoples, non-Indigenous communities, civil society organizations and the business community.

The [United Nations Declaration on the Rights of Indigenous Peoples \(UNDRIP\)](#), the [International Labour Organization Convention No. 169 \(ILO No. 169\)](#) and the [International Finance Corporation Performance Standard 7](#) provide guidance for government and private sector interaction with Indigenous Peoples.

Every post-colonial nation with Indigenous populations has circumstances that require a unique path forward. At Teck, we strive for early and meaningful engagement and consultation with Indigenous People wherever we work, and we design our engagement and community development programs in alignment with the particular circumstances of each Indigenous government or organization. We also continue to advance a Reconciliation Action Plan, which includes commitments that acknowledge and support Indigenous Peoples' rights to self-determination. This includes aiming to foster a culture of awareness and respect within Teck, and creating lasting value aligned with the self-defined goals of our Indigenous partners.

## Engagement with Indigenous Peoples

We engage with Indigenous Peoples and work to achieve their free, prior and informed consent (FPIC) when proposing new or substantially modified projects, and throughout all stages of the mine development process. We aim to foresee potential conflict and interruptions to our projects by proactively integrating the perspectives of Indigenous Peoples into company decision-making throughout the mining life cycle. We also work with our partners and communities to identify opportunities to create lasting value where we operate while respecting the concerns and unique interests and aspirations of Indigenous Peoples. To initiate respectful and trust-based relationships as early as possible, Indigenous rights holders and stakeholders are identified, and engagement activities occur from exploration through to closure.

### Identifying and Engaging with Potentially Impacted Indigenous Peoples

Prior to commencing work in an area, our site communities teams are required to develop an area of influence map and a communities of interest (COIs) map in order to identify potentially affected rights-holders at an early stage. Corporate and sites teams collaborate to determine the jurisdictional and regulatory Indigenous rights context, and work with COIs and Indigenous Peoples to determine the appropriate scope of consultation and any agreements for the project. These agreements often include environmental, economic and cultural provisions, including cultural heritage and culturally significant sites. These provisions address the access, use and stewardship of traditional or customary lands and resources where cultural heritage considerations are jointly identified and managed between the parties. Site teams are then responsible for the execution of our commitments, and for the maintenance of healthy dialogue-based relationships with Indigenous Peoples. Our corporate team provides oversight and advice that aims to ensure compliance and leading practices in the implementation of agreements.

### Consultation

Consultation with Indigenous Peoples is an essential component in project development, and a requirement of most regulatory approvals processes. As contemplated in UNDRIP, and increasingly reflected in domestic laws and policies, the objective of consultation is to seek consent from Indigenous Peoples for proposed activities. Governments often delegate some or all aspects of consultation and consent-seeking activities to Teck. As such, seeking consent of Indigenous peoples is consistent with Teck's policies and is often a critical aspect of our engagement with Indigenous Peoples.

In keeping with guidance from International Council on Mining and Metals (ICMM) and MAC, we are committed to working to achieve the free, prior and informed consent of Indigenous Peoples throughout all stages of the mine development process.



Photo taken in 2015.

### Negotiating Agreements

Agreements create a framework for cooperation and clarity on topics such as consultation and engagement, cultural heritage, the environment and land stewardship, and employment and business opportunities; these agreements typically include a financial component. Our agreements with Indigenous Peoples typically address the full range of our activities, from early stages of exploration through to closure. Agreements reduce business risk by increasing project and operational certainty, and can cover short-term, seasonal work as well as long-term operations and projects.

Our approach to negotiating agreements focuses on:

- Building trust, mutual respect, cooperation and open communication of interests and concerns
- Improving community prosperity
- Working with Indigenous Peoples to incorporate traditional Indigenous knowledge and governance approaches

Teck incorporates commitments into internal tracking tools to ensure they are understood and fulfilled. Our annual [Sustainability Performance Data](#) spreadsheet includes a full list of our active agreements with Indigenous Peoples for projects and operations.

### Sharing Traditional Knowledge and Supporting Land Use Studies

Indigenous traditional knowledge is core to understanding and mitigating the environmental impacts of a mine—from project design, to developing and executing monitoring plans, to planning and implementing reclamation.

Further, incorporating Indigenous Peoples' unique knowledge about local environments is important for integrating the perspectives of Indigenous Peoples into decision-making to strengthen relationships and to respect Indigenous interests and aspirations.

At every stage of the mining life cycle, we support the integration of traditional knowledge and Indigenous perspectives into project planning and development. For example, at Highland Valley Copper (HVC), we work with the Nlaka'pamux Nation to integrate Indigenous knowledge

to help us better understand the impacts of our activities on Indigenous Peoples and their territories. We undertake this work to promote mutual understanding and to encourage a collaborative approach to decision-making.

### **Creating Opportunities for Economic Development**

Commitments in agreements with Indigenous Peoples reflect their priorities and can include training, employment and procurement, such as offering specific roles exclusively to qualified Indigenous Peoples, establishing employment processes and related key performance indicators, and supporting local apprenticeship and training programs, including internship opportunities for Indigenous students. For example, at our Red Dog Mine in Alaska, we have an operating agreement with the landowner, NANA Regional Corporation, Inc. (NANA), an Alaska Native Corporation owned by the Iñupiat people of northwest Alaska. Under the agreement, NANA receives a significant portion of the mine's profits, and a majority of Red Dog's employees and contractors are NANA shareholders.

In British Columbia, the province has implemented initiatives to ensure Indigenous Peoples share the economic benefits of mining and to support economic-oriented comprehensive reconciliation. In addition to resource revenue sharing established directly through agreements with Teck, the province negotiates Economic and Community Development Agreements (ECDAs) with Indigenous Peoples to share the direct mineral tax revenue on new mines and major mine expansions.

### **Procurement and Hiring Practices and Indigenous Peoples**

Procurement with Indigenous businesses is a significant opportunity for Teck to create economic development and to be the beneficiary of Indigenous business skills and entrepreneurship. In accordance with our HSEC Management Standards, our selection of suppliers considers possible representation from Indigenous or traditionally under-represented groups within each supplier's ownership structure. Where we have formal agreements with Indigenous Peoples, we identify local Indigenous suppliers and develop processes to share information on procurement opportunities and on our supplier qualification requirements. We also work directly with Indigenous suppliers to provide them with training and business development support.

We pursue company-wide approaches to increasing Indigenous employment, training and retention. In 2022, Mining Shared Value (MSV) conducted a baseline assessment of the local and Indigenous hiring and procurement practices across the company. The purpose of the assessment is to inform a plan to advance local and Indigenous hiring and procurement across the company.

### **Community Investment and Indigenous Peoples**

To support our relationships with Indigenous Peoples, Teck invests in a wide range of initiatives and programs that benefit Indigenous Peoples on local, regional and national

levels. This includes investments that support Indigenous language and cultural training, youth education and development, health and wellness programs, and various environmental initiatives. We report on our community investment programs focused on Indigenous Peoples in our annual Sustainability Report. See our [Our Approach to Relationships with Communities](#) for more information on our community investment program.

### **Cultural Awareness Training**

We deliver training on Indigenous Peoples' rights and cultural awareness for exploration, operations and management staff. Cultural awareness training supports Teck in our commitment to having effective relationships with the Indigenous Peoples we work with and with our Indigenous colleagues. It is part of Teck's commitment to inclusion and diversity in the workplace.

In 2022, Teck refreshed the computer-based training modules on Indigenous Cultural Awareness. The aim of the training is to educate Teck employees on the culture of Indigenous Peoples and how to effectively engage and respectfully work with Indigenous Peoples and to ensure that Indigenous knowledge is included in every aspect of our business and decision-making.

### **Feedback**

There are a number of processes through which Indigenous Peoples and communities can inform us of concerns, including formal response mechanisms, dispute resolution clauses in agreements, and ongoing engagement. Additionally, agreements with Indigenous Peoples often establish processes to work through feedback and areas of concern, and help to fulfill our commitment to improving community well-being in self-defined ways. See [Our Approach to Relationships with Communities](#) document and [Our Approach to Human Rights](#) document for more information.

### **Our Targets and Commitments**

Our sustainability strategy guides our long-term approach to forming relationships with Indigenous Peoples as well as all of our stakeholders and communities across Teck. In 2020, following broad engagement with employees and external stakeholders to identify and prioritize global trends and issues, Teck adopted a sustainability strategy, including goals related to Indigenous Peoples.

#### **Strategic Priority:**

- Collaborate with communities and Indigenous Peoples to generate economic benefits, advance reconciliation efforts and improve community well-being

#### **Goals:**

- Increase local employment and procurement opportunities by 2025 to deliver direct economic benefits to communities

- Achieve greater representation of Indigenous Peoples across our business by 2025 by increasing employment and procurement through business development, capacity-building, and education and training opportunities
- Deliver positive social, economic and environmental outcomes for communities and Indigenous Peoples by contributing \$100 million to community organizations and global initiatives, including our Zinc & Health and Copper & Health programs, by 2025

For more information on our sustainability strategy goals, see the [Sustainability Strategy](#) section of our website.

We report on our performance against indicators and goals related to Indigenous Peoples on an annual basis in our [Sustainability Report](#).

## Assurance Related to Relationships with Indigenous Peoples

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.

### Assurance Related to Relationships with Indigenous Peoples

Type	Organization	Items Reviewed
Internal	Teck (risk-based Health, Safety and Environment internal audits)	<ul style="list-style-type: none"> <li>• Adherence to regulatory and permit requirements</li> <li>• Effectiveness of controls based on risk profile</li> </ul>
External	Mining Association of Canada: Towards Sustainable Mining assurance	<ul style="list-style-type: none"> <li>• Community of interest (COI) identification</li> <li>• Effective COI engagement and dialogue</li> <li>• COI response mechanism</li> <li>• Reporting</li> </ul>
External	International Council on Mining and Metals: Sustainability Report assurance	<ul style="list-style-type: none"> <li>• Total number of significant disputes relating to land use and the customary rights of local communities and Indigenous Peoples</li> </ul>
External	International Council on Mining and Metals: Performance Expectations	<ul style="list-style-type: none"> <li>• Performance Expectations 3.1–3.8: Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities</li> </ul>
External	The Copper Mark	<ul style="list-style-type: none"> <li>• Issue area 3—Stakeholder Engagement</li> <li>• Issue area 23—Community Health &amp; Safety</li> <li>• Issue area 24—Community Development</li> <li>• Issue area 28—Indigenous Peoples Rights</li> <li>• Issue area 30—Cultural Heritage</li> </ul>