

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 sites and projects. 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

As adopters of the [United Nations Guiding Principles on Business and Human Rights \(UNGPs\)](#), we are committed to respecting the rights of our employees, the communities in which we are active, and others affected by our activities. 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.

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.

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.

Human Rights Management at Projects

Our approval process for new projects and major investments ensures that social and human rights issues are taken into consideration during project design, evaluation and decision-making.

Human Rights Management at Operations

Teck undertakes specific multidisciplinary human rights self-assessments every two years with our operations to identify local issues of potential human rights risk, including alignment with the [Voluntary Principles on Security and Human Rights \(VPSHRs\)](#). Teck has 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. Teck continues to focus corporate policy, guidance and best practice development on those human rights issues most salient to the company.

Human Rights Management in Joint Ventures (JVs)

Teck has several joint venture partners, including, for example, Newmont Corporation. Teck partners with Newmont Corporation on NuevaUnión, a joint venture in the Atacama Region of Chile. Teck and Newmont are committed to ensuring that the project undertakes meaningful engagement with communities to better understand current human rights conditions and the risks and opportunities

associated with human rights in the region. Newmont and Teck have a shared committee that is responsible for ensuring JV partners are represented in the Health, Safety, Environment and Community (HSEC) sphere.

Human Rights Key Industry Risks¹

Key industry risks, as defined by the [Corporate Human Rights Benchmark Extractive Sector Methodology](#) in 2021, are risks that are commonly regarded as potentially severe or likely within the extractives industry. 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

The 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.

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](#).

Teck 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 its [Expectations for Suppliers and Contractors](#).

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

- The Senior Vice President, Sustainability and External Affairs reports directly to our CEO and is responsible for sustainability, health and safety, environment, community, Indigenous affairs, and human rights
- The Vice President, Communities, Government Affairs and HSEC Systems leads activities related to social management and responsibility, community engagement and community investment, Indigenous affairs and human rights
- Teck's legal department is responsible for the oversight of the Human Rights Policy

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	See Our Approach to Health and Safety
Indigenous Peoples Rights and Free, Prior and Informed Consent (FPIC)	See Our Approach to Relationships with Indigenous Peoples
Land Rights—Involuntary Resettlement	Although Teck's requirement for resettlement has been limited to date, we recognize that it is a complex, personal and emotional process, requiring thoughtful consideration and management. When it is necessary, Teck conducts resettlement in compliance with accepted international standards, including World Bank Operational Policy 4.12 and the International Finance Corporation Performance Standard 5. Teck's SMART Framework also includes a specific set of guidelines for resettlement planning that include the development of a socio-economic baseline and impact assessment, planning a census survey and an asset inventory, and providing guidance on engaging with those people affected by the project.
Land Rights—Artisanal or Small-Scale Miners	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 the improvement of health, safety and the environment as well as the community impacts of small-scale mining extraction. These efforts help strengthen the livelihoods of these miners by providing guidance on occupational safety and best practices, in collaboration with government. Such activities also seek to establish agreements between the small-scale miners and government on security, mining and rehabilitation.
Security	We have third-party security personnel at some of our sites, including Trail Operations, Antamina, Carmen de Andacollo and Quebrada Blanca. Our security contracts require adherence to the Voluntary Principles on Security and Human Rights. ² Training for security personnel 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	See Our Approach to Water Stewardship

¹ These risks have been defined in the [Corporate Human Rights Benchmark Methodology](#) document.

² As a member of the Mining Association of Canada, our security practices are verified annually through the MAC Towards Sustainable Mining process. The standards to which we are verified are in line with the VPSHRs.

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, Contracts and Procurement, Community and Indigenous Affairs. Each of these departments represents key components of Teck’s management of human rights.

Respecting Human Rights

Every two years, Teck identifies human rights risks through a human rights self-assessment, which is used to review and update salient human rights at Teck. As a part of the review of human rights self-assessments, 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 impact on people affected by our business activities.

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](#).

Grievance Mechanisms

We are committed to engaging with our employees and community members on potential human rights impacts and to report on our performance. We expect our employees to bring human rights concerns to our attention through our Employee Concerns Disclosure Program (the *Doing What’s Right* hotline). *Doing What’s Right* is our program 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](#)

Salient Human Rights



[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 [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 an enterprise-wide system that our sites use to track feedback and complaints from community members. The system allows specific complaints to be identified as human rights issues, breaches of a commitment, or related to environment or health and safety issues. There is escalation criteria, based on our risk management criteria,

where human rights impacts are included. Depending on the severity of the complaint, increasingly more individuals and more senior individuals are notified of the complaints.

Our operations³ state in their procedures the number of days they will take to acknowledge and respond to complaints from community members. The system has a default countdown timer to encourage a 20-day response time for each 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.

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

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

³ Currently, Red Dog is transitioning to an improved process of assessing feedback and determining remedy and will be co-designing a process with communities of interest in 2020.

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.

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).

<p>Right to freedom of association, assembly and collective bargaining⁷</p>	<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 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
<p>Right to not be subjected to slavery, servitude or forced labour⁸</p>	<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
<p>Right to non discrimination in employment/ occupation⁹</p>	<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
<p>Right to adequate standard of living¹⁰</p>	<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
<p>Right to Clean Water and Sanitation¹¹</p>	<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

⁷ UDHR, ICCR, ICESCR, ILO

⁸ UDHR, ICCPR, ILO.

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.

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
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

the biggest impact on people impacted by our business activities. Salient human rights have been identified through a process of human rights assessments at our operations.

Policies and Standards

Our [Human Rights Policy](#) outlines our commitment to respecting the rights of our employees, the communities in which we operate and others affected by our activities. 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 child labour or forced

labour in our workforce and we expect our suppliers and contractors to have the same standards, as outlined in Teck's Expectations for Suppliers and Contractors. The table above 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 such as the Mining Association of Canada and the International Council on Mining and Metals in identifying and sharing best practices in human rights. We are

¹² ICESCR

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

¹⁴ The Universal Declaration of Human Rights (UDHR), International Covenant on Civil and Political Rights (ICCPR).

¹⁵ UDHR, ICESCR

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

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 to share this commitment and to implement practices that reflect a respect for these 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 10 Principles, including Principle 3 on respecting human rights (Performance Expectations 3.1–3.8)
- **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
- **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 in 2019 to promote industry-wide responsible copper production practices and to demonstrate the industry's commitment to green transition

Embedding Human Rights

We conduct ongoing due diligence to identify and assess adverse human rights impacts. This takes place through biennial corporate human rights reviews to identify Teck's most salient human rights issues and through operations-level human rights assessments taking place every two years. Human rights risks to community members are additionally considered through regular social risk assessments. 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.

Our Targets and Commitments

As a responsible company operating globally, we are committed to respecting and observing all human rights.

Our Sustainability Strategy guides our long-term approach to relationships with communities across the organization.

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

In order to verify the effective management of our human rights risks, the table below 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. This includes 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; and 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 Human Rights

Type	Organization	Items Reviewed
External	Mining Association of Canada: Towards Sustainable Mining assurance	<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 3.1–3.8: 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"> • Issue area 2—Business Integrity • Issue area 5—Child Labour • Issue area 6—Forced Labour • Issue area 7—Freedom of Association and Collective Bargaining • Issue area 8—Discrimination • Issue area 10—Working Hours • Issue area 11—Remuneration • Issue area 26—Human Rights • Issue area 27—Security and Human Rights