



THE **TECK WAY**

A guide to living our values

Teck



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MESSAGE FROM OUR PRESIDENT AND CEO

At Teck, we know our success depends on our ability to work together to maintain a healthy and safe workplace for our people, build respectful relationships with communities, and protect the environment. Whether you are an operator or a mechanic, a supervisor or a senior vice president, and whether you are in Canada, Latin America or another of Teck's locations globally, each of us has an important role to play in that success.

Every day, we are required to make decisions, take actions or demonstrate behaviours that support our work, our team and Teck. To guide us, we look to our purpose and values, which together are a clear expression of what we do and why, who we are and how we operate.

Our values and how we live them each day are The Teck Way. For each of us, The Teck Way means being responsible and courageous—doing the right thing even when it's hard or requires bold action. It means being respectful and inclusive—believing that everyone matters and we're better together. And being humble and driven—always open, listening, learning and relentless in the pursuit of excellence.

The Teck Way is also about being focused on health and safety so that everyone goes home safe and healthy every day, operating sustainably to enable the wellbeing of the people, communities and environments we're entrusted with, and operating with excellence through innovation and continuous improvement.

This handbook, also titled The Teck Way, is organized according to our values and provides a plain-language summary of many of the policies and management standards that relate those values with employee conduct. Please review it and the underlying Teck policies carefully—these are a must-read, must-follow for all of us. By doing so, we can be assured that we are living our values, compliant with the law, and conducting ourselves ethically in all that we do.

Upholding The Teck Way is everyone's responsibility. So, if you see something that appears inconsistent with The Teck Way, please speak up. Your concerns will be respected, treated equally and impartially investigated. Information about how to report a concern can be found in the Doing What's Right section of this publication.

Our continued growth and future success depend on all of us living our values and meeting the expectations outlined by The Teck Way. Thank you for doing your part, for applying The Teck Way to your work each day, and for helping build a successful future for our company.

Jonathan Price
President and CEO

OUR PURPOSE AND OUR STRATEGY

Driven by our purpose and values, we are building Teck into one of the world’s leading providers of responsibly produced energy transition metals.

Our Purpose

To provide the essential resources the world is counting on to make life better while caring for the people, communities and land that we love.

Our Strategy

Our strategy is based around four pillars:

CORE EXCELLENCE

Industry leading capabilities, processes and talent to drive us forward.

METALS FOR THE ENERGY TRANSITION

Focusing on the metals essential to meet growing demand driven by the energy transition.

VALUE-DRIVEN GROWTH

A rigorous approach to growth focused on value creation, balanced with returns to shareholders.

RESILIENCE

Ensuring we stay resilient and able to create value throughout market cycles.

Our Values Guide Us

In everything we do, we are led by our values. Health and safety, sustainability, and excellence define how we operate. Responsible and courageous, respectful and inclusive, humble and driven describe who we are. These values form the foundation of The Teck Way.

HEALTH AND SAFETY

We ensure our own health and safety and the health and safety of our colleagues. We believe it is possible to work without serious injuries and occupational diseases. We can achieve our vision of everyone going home safe and healthy every day.

SUSTAINABILITY

We act responsibly and strive to make a positive contribution to the environment and communities through our activities. Being welcomed where we operate demands responsible social, economic and environmental performance in everything we do.

EXCELLENCE

We achieve excellent performance through teamwork, diligence and innovation. We are relentless in our pursuit of doing better and we focus our resources, time and effort to achieve maximum efficiency and productivity.

RESPONSIBLE AND COURAGEOUS

We act responsibly and have the courage to speak up, challenge assumptions and take action on opportunities to be better. We do the right thing—even when it’s hard or requires bold action.

RESPECTFUL AND INCLUSIVE

We value diversity and treat everyone with respect. We listen to each other and our communities of interest and incorporate feedback into the approaches we take. We respect human rights and the unique interests and aspirations of Indigenous Peoples.

HUMBLE AND DRIVEN

We know we don’t always have all the answers. We are open and we listen, learn, and strive every day to solve problems, up our game and give everything we’ve got to keep moving forward and achieve ambitious goals.

THE TECK WAY AT A GLANCE

The Teck Way is our guide to living our values and outlines what's expected of every employee to maintain a healthy and safe workplace for our people, build respectful relationships with communities, and to protect the environment.

The Teck Way does not replace existing policies. Nor does it provide detailed checklists or rules, although we have those. Rather, it includes examples of 'Always' and 'Never' behaviours that can help us make good decisions and create a workplace and a company that is safe, respectful, inclusive and compliant. It provides links to some other resources, including our formal policies on various issues and advice on how to speak up about concerns. In the event of inconsistency between The Teck Way and a Teck policy, the guidance outlined in the Teck policy takes precedence and remains in full force.

The Teck Way applies to all employees as well as to contractors and the companies we work with.

What is required of you?

- Read and take the time to understand The Teck Way and our related policies
- Uphold Teck's [Code of Ethics](#) and [Code of Sustainable Conduct](#)
- Act in a manner that is safe, ethical and consistent with

our purpose, values, corporate policies, and all applicable laws and regulations

- Ask questions if you have any doubt that certain behaviours reflect The Teck Way
- Speak up if you are aware of anything that is inconsistent with The Teck Way

What are the additional responsibilities of supervisors and managers?

- Help your team members understand the expectations laid out in The Teck Way and take the time to answer any questions
- Be consistent and fair when using the policies described in The Teck Way handbook to hold people accountable for their behaviour at work
- Encourage employees to speak up, and do your part to prevent retaliation
- Listen and respond to any concerns that are raised, and further report potential ethics breaches to your supervisor or the Ethics and Compliance department

What happens if I don't follow The Teck Way?

- Those who don't comply with the policies described in The Teck Way handbook may face discipline, up to and including termination of employment.

ASK YOURSELF

Living up to The Teck Way is about good judgement. There isn't always a written rule to follow, and sometimes we need to carefully think through alternatives to ensure we are Doing What's Right. When in doubt about a decision or action, ask yourself these five questions:

1. Is it consistent with Teck's purpose and values, including being honest and ethical?
2. Do you feel comfortable with this decision or action?
3. If this showed up in (social) media, could it withstand public scrutiny?
4. Will this decision or action support Teck's reputation as an ethical company?
5. Does this set a good example for the future?

If you answer "yes" to all these questions but still feel unsure about whether it is lawful or ethical, consult the policies described in The Teck Way handbook and ask for help. Talk to a supervisor or someone else in management. Getting this additional advice is important to protect you and Teck.

Please note that The Teck Way does not replace any existing policies. In the event of inconsistency between The Teck Way handbook and a Teck policy, the guidance outlined in the Teck policy takes precedence and remains in full force.

DOING WHAT'S RIGHT

Toll-free hotlines:

1.800.494.0274 (Canada)

1.800.492.3451 (US)

800.719.929 (Chile)

Web reporting tool:

www.teck.com/reporting

The Doing What's Right toll-free hotline and web reporting tool, which allow anonymous reporting, are operated by OneTrust, a third-party organization that provides toll-free hotline and web reporting services to companies around the world.

HEALTH AND SAFETY

We are focused on everyone going home safe and healthy every day.



Health and Safety

We are committed to the prevention of all workplace incidents or exposures that could cause serious physical or psychological harm.

We believe that a safe operation is a productive operation. Strong technical programs, clear standards and safety leadership at every level support this belief.

We practice Courageous Safety Leadership and encourage psychological safety to support people in speaking up when they have a concern about safety.

Beyond injury and disease prevention, Teck actively supports people's physical, mental and social well-being.

Policies and Resources

- [Health and Safety Policy](#)
- Health and Safety Standards
- [High Potential Risk Control Requirements](#)

Who can I talk to?

- Your supervisor
- A Health and Safety representative
- Any member of management
- Doing What's Right hotline or web reporting tool (See pages 42-43)

A full list of Policies and Resources is available on [connect.teck](https://connect.teck.com) or from a Health and Safety representative.

ALWAYS

- ✓ Follow all health and safety policies and procedures relevant to your work and location
- ✓ Identify health and safety hazards, conduct a risk assessment, and implement controls before work commences
- ✓ Wear the proper personal protective equipment
- ✓ Be courageous in stopping unsafe work and speaking up
- ✓ Listen to and respect others who are speaking up and stopping unsafe work
- ✓ Report and learn from incidents and near misses

- ✓ Actively participate in training and health and safety meetings

NEVER

- ✗ Undertake any work you believe is unsafe or that you are not qualified to perform
- ✗ Tamper with or misuse a safety device or control
- ✗ Assume someone else will report a health and safety incident or concern

ALWAYS

- ✓ Be free from the influence of alcohol, illicit drugs or mood-altering substances while at work
- ✓ Consider the side effects of prescription and over-the-counter medication that may impair your ability to work safely. If medication may result in impairment, you must discuss with your supervisor prior to work
- ✓ Speak to a supervisor if you are concerned that a colleague is impaired or unfit for work. This supports the individual's and the team's safety
- ✓ Know that confidential help and resources are available for substance use issues

NEVER

- ✗ Report to work impaired by alcohol or drugs, including medications
- ✗ Consume alcohol or drugs at work or while working
- ✗ Ignore alcohol or drug use in the workplace. It must be reported

Alcohol and Drug Use

Employees must never be under the influence of alcohol or drugs that may cause impairment when reporting for work. The possession and/or consumption of alcohol or drugs that may cause impairment while on the job is strictly forbidden.

We strongly believe in taking measures to eliminate the misuse of alcohol and drugs that can affect work performance and safety. These measures may include pre-employment and reasonable cause testing. Random testing may also be implemented in certain jurisdictions.

Policies and Resources

- Business unit or operation-level policy

For the drug, alcohol and fitness for work policies applicable to you, please speak to your Health and Safety or Human Resources representative.

Who can I talk to?

- Your supervisor
- A Health and Safety representative
- A Human Resources representative
- Doing What's Right hotline or web reporting tool (See pages 42-43)

Support Services

If you or someone in your family is struggling with mental illness or substance abuse, support services are available. These immediate support services are available 24/7, 365 days a year through Teck's Employee and Family Assistance (EFAP) programs and other services.

Visit: go.teck.com/efap



SUSTAINABILITY

We protect the well-being of the people, communities and environments we're entrusted with.



The Environment

We work to avoid or minimize our impacts on the environment when we plan, build, operate and close our mines.

As good neighbours who care about current and future generations, we are careful stewards of the land, air and water around us.

We follow all company rules, applicable laws and government regulations that protect the environment. And we work with local communities to identify and protect the environmental values important to us all.

Policies and Resources

- [Climate Change Policy](#)
- [Water Policy](#)
- [Code of Sustainable Conduct](#)
- [Environmental Incident Investigation and Reporting Procedure](#)
- [Health, Safety, Environment and Community Management Standards](#)

Who can I talk to?

- Your supervisor
- An Environment representative
- Doing What's Right hotline or web reporting tool (See pages 42-43)

A full list of Policies and Resources is available on [connect.teck](https://connect.teck.com) or from an Environment representative.

ALWAYS

- ✓ Comply with all applicable environmental laws and government regulations
- ✓ Consider the environmental impact of every action
- ✓ Identify, manage and report environmental risks
- ✓ Look for ways to reduce waste and use less energy, water and other resources
- ✓ Report environmental incidents

NEVER

- ✗ Fail to get required environmental approvals and/or permits to conduct work
- ✗ Hide or fail to report environmental incidents

ALWAYS

- ✓ Engage early and often in an open, honest and transparent manner throughout the mining life cycle
- ✓ When appropriate, involve the community in decision-making around activities (benefits or impacts) that affect them
- ✓ Take issues and concerns (grievances) raised by communities seriously and make every effort to remedy significant issues within a reasonable timeframe
- ✓ Properly document and follow through on commitments made to communities
- ✓ Report and respond to community incidents

NEVER

- ✗ Assume that you know, or that Teck knows, what's best for the community
- ✗ Do anything that is unethical or illegal to influence people in communities affected by our operations
- ✗ Make commitments to communities without the proper authority

Communities

We strive to minimize adverse impacts and work with communities to maximize mutual benefits we create when we plan, build, operate and close our mines. We strive to build strong, lasting relationships based on respect for what matters to communities.

Policies and Resources

- [Human Rights Policy](#)
- [Indigenous Peoples Policy](#)
- [Respectful Workplace Policy](#)
- [Code of Sustainable Conduct](#)
- [Social Performance Standard](#) and associated procedures, including [Communities Incident Reporting Guidance](#)

Who can I talk to?

- Your supervisor
- A Communities representative
- Doing What's Right hotline or web reporting tool (See pages 42-43)

Indigenous Peoples

Teck respects the rights, cultures, interests and aspirations of Indigenous Peoples and is committed to building strong and lasting relationships that help us understand and deliver on each other's perspectives and priorities.

We engage with Indigenous Peoples potentially affected by our activities to build respectful relationships and provide resources to build the capacity for meaningful dialogue. Indigenous Peoples' perspectives and traditional knowledge are integrated into company decision making, and we work with Indigenous Peoples to support self-determined community goals that provide lasting benefits.

Policies and Resources

- [Equity, Diversity and Inclusion Policy](#)
- [Indigenous Peoples Policy](#)
- [Human Rights Policy](#)
- SMART (Specific, Measurable, Achievable, Realistic, and Timely) Framework
- [Anti-Bribery and Corruption Compliance Policy and Interpretation Guide](#)

Who can I talk to?

- Your supervisor
- An Indigenous Affairs representative
- A Human Resources representative
- Doing What's Right hotline or web reporting tool (See pages 42-43)

ALWAYS

- ✓ Strive to create mutually beneficial outcomes in relationships with Indigenous Peoples
- ✓ Conduct engagement processes respectfully and appropriately acknowledge the histories, culture, aspirations and rights of Indigenous Peoples
- ✓ Recognize that Indigenous Peoples have rights that are unique from other groups under national and international law
- ✓ Check with Indigenous relations or sustainability leaders on-site before engaging with Indigenous community members
- ✓ Confirm with our Indigenous Relations leaders that we have met our commitments and standards to engagement and consent seeking prior to taking any action with potential to impact Indigenous rights

NEVER

- ✗ Assume that you know, or that Teck knows, what's best for Indigenous Peoples
- ✗ Disrespect Indigenous Peoples or their culture



Human Rights

We respect and uphold human rights wherever we operate. We seek to avoid infringing, directly or through the 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 take extra care to uphold the rights of under-represented groups that may be impacted by our operations, including Indigenous Peoples, women and children. We expect our business and supply chain partners to adhere to fundamental principles, including those relating to legal compliance, fairness and honesty, anti-corruption and human rights.

Policies and Resources

- [Human Rights Policy](#)
- [Code of Ethics](#)
- [Code of Sustainable Conduct](#)
- [Expectations for Suppliers and Contractors](#)

Who can I talk to?

- Your supervisor
- A Social Performance Representative
- A Legal team representative
- A Human Resources representative
- Shop steward or employee representative
- Doing What's Right hotline or web reporting tool (See pages 42-43)

ALWAYS

- ✓ Work with communities in a manner that respects human rights
- ✓ Confirm suppliers and contractors have sound human rights policies and practices
- ✓ Avoid or appropriately manage potential impacts on human rights as a result of our activities—particularly impacts on under-represented groups
- ✓ Report potential human rights concerns to the appropriate company officials
- ✓ Consult our sustainability professionals when mining activities may affect vulnerable people

NEVER

- ✗ Undertake actions impacting communities or groups without engaging with them and without a plan to manage those impacts
- ✗ Knowingly ignore or fail to report human rights concerns or abuses, or complaints about concerns or abuses
- ✗ Ignore the voices and concerns of vulnerable or marginalized groups

DOING WHAT'S RIGHT

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Web reporting tool:

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EXCELLENCE

We achieve leading performance through innovation and commitment to continuous improvement in efficiency and productivity.

We pursue excellence at every opportunity, and to support execution of our strategy, we align our individual performance and development objectives with Teck's strategic pillars.

As part of our commitment to employee growth, we help our people enhance their skills, knowledge and abilities for their current roles as well as future ones. We offer company-wide development and leadership programs, site-specific training, as well as recommendations on external learning and development opportunities with partner organizations and providers.

We work to maintain a culture of recognition by acknowledging exceptional performance, and we have a long-standing tradition of celebrating excellence at Teck. We recognize and celebrate our workers for their contributions to our company, living our values, and delivering on our purpose.

Policies and Resources

- [People Central](#)
- [Careers and Development](#) on [connect.teck](#)>Human Resources

Who can I talk to?

- Your supervisor
- A Human Resources representative

ALWAYS

- ✓ Set, track and update performance objectives
- ✓ Complete regular check-ins and mid- and year-end performance reviews
- ✓ Offer honest reflections when documenting progress and in performance conversations
- ✓ Consider pursuing opportunities for training, learning and development
- ✓ Provide colleagues with positive feedback when they excel in their day-to-day work

NEVER

- ✗ Neglect performance reviews or required training
- ✗ Forget to take time to recognize co-workers for contributions and excellent performance

Everyday Essentials

The guidance in these resources helps us maintain consistency and uphold a standard of excellence in the documents and materials we produce at Teck.

Brand Centre

Our Brand Centre provides the basic tools and rules for the proper implementation of Teck's visual identity. By adopting these elements consistently, we help ensure that every piece of communication we create—from signage to presentations—reinforces the Teck brand and values.

A full list of resources is available in the [Brand Centre](#) on connect.teck, including:

- Teck Brand Guidelines
- Word and PowerPoint templates
- Photo Library
- Icon Library
- Logos
- Maps
- Email signatures
- Teams backgrounds

Controlled Documents

The Corporate Controlled Document Standard helps ensure corporate-level controlled documents (policies, standards, procedures and guidelines) are created and maintained consistently.

Please refer to the following documents for complete details. These can be found on connect.teck under Resources>Brand Centre>Templates

- [Corporate Controlled Document Standard](#)
- [Controlled Document Templates](#)
- [Controlled Document Frequently Asked Questions](#)



RESPONSIBLE AND COURAGEOUS

We do the right thing—even when it's hard or requires bold action.



Doing What's Right

Doing What's Right is at the heart of The Teck Way and best describes what is expected of everyone to ensure Teck's business is conducted with honesty, integrity and respect.

Please see Speak Up/Reporting on pages 42-43 to learn how to report a concern and how reported concerns are dealt with.

ALWAYS

- ✓ Report illegal, unethical or unsafe behaviour
- ✓ Ask for additional guidance if you are unsure about a decision or action
- ✓ Respect the confidentiality of reporting processes

NEVER

- ✗ Make false accusations or provide false information; doing so could result in disciplinary action
- ✗ Threaten or engage in any form of retaliation against those who speak up; this will help ensure a safe, ethical and respectful workplace

ALWAYS

- ✓ Know and understand the laws that are relevant to your work; ignorance of the law is not a defence, nor is it acceptable
- ✓ Follow all applicable laws, rules, regulations and government requirements
- ✓ Speak up if you believe an activity could break or has broken a legal requirement
- ✓ Seek legal advice if you are not sure about a legal requirement

NEVER

- ✗ Break any laws, rules, regulations or other government requirements
- ✗ Engage in anti-competitive behaviour, like price-fixing or rigging bids
- ✗ Offer or accept bribes, kickbacks, any improper payments or other advantage to or from third parties
- ✗ Obstruct the lawful collection of information, data, testimony or records by authorized government representatives

Respect For the Law

We respect the law wherever we operate. We comply with all applicable laws, rules, regulations and government requirements. In addition, we follow our own corporate policies and seek to meet high ethical standards.

We have zero tolerance for bribery and corruption, regardless of local business practices. We don't pay or accept bribes from anyone, including customers, suppliers, public officials or community leaders. We do not allow someone outside the company to make or receive a bribe on our behalf. We believe in fair competition, and we never collude with our competitors.

Policies and Resources

- [Code of Ethics](#)
- [Anti-Bribery and Corruption Compliance Policy and Interpretation Guide](#)
- [Competition Law Compliance Policy](#)

Who can I talk to?

- Your supervisor
- A Legal team representative
- A Human Resources representative
- Doing What's Right hotline or web reporting tool (See pages 42-43)

Gifts and Entertainment

We maintain the highest ethical standards in all our business relationships. A gift or favour should not be accepted or given if it might create a sense of obligation, compromise professional judgement, or create the appearance of doing so. Our actions are always guided by objective factors, free from the influence of gifts and the like.

Gifts and entertainment can be appropriate in building legitimate business relationships and are a customary part of doing business in many parts of the world. But these activities should happen infrequently and be of nominal value.

Gifts to, and entertainment of, government officials, including employees of state-owned enterprises, must be reported in accordance with our Anti-Bribery and Corruption Compliance Policy and Interpretation Guide.

Policies and Resources

- [Code of Ethics](#)
- [Anti-Bribery and Corruption Compliance Policy and Interpretation Guide](#)

Who can I talk to?

- Your supervisor
- A Legal team Resources representative
- A Human Resources representative
- Doing What's Right hotline or web reporting tool (See pages 42-43)

ALWAYS

- ✓ Follow company rules for gifts, entertainment and hospitality
- ✓ Carefully consider the appropriateness of gifts given or received
- ✓ Ensure gifts or entertainment given or received are infrequent and of nominal value
- ✓ Remember that gifts, entertainment and hospitality involving government or public officials carry a heightened risk of perceived bribery and must be reported

NEVER

- ✗ Offer gifts, entertainment or hospitality to gain a business advantage
- ✗ Offer or receive gifts of cash
- ✗ Offer or receive entertainment or hospitality that is lavish or inappropriate
- ✗ Offer or receive gifts that may create a sense of obligation, may create a conflict of interest, or be perceived to influence one's business judgement



Information Security

Keeping our information safe and secure is more important than ever. Protecting our information assets is just as important as protecting our physical assets and reputation. It is our collective responsibility to safeguard the confidentiality, integrity and availability of Teck's information and information technology systems.

Policies and Resources

- Information Security Policy
- Cyber Acceptable Use Standard
- Data Classification and Handling Standard
- Bring Your Own Device Standard
- Electronic Device Standard
- Employee Privacy Policy

Who can I talk to?

- Service Desk
- The Digital Risk and Cyber Security department within Teck Digital Systems
- Doing What's Right hotline or web reporting tool (See pages 42-43)

A full list of Policies and Resources is available on [connect.teck](https://connect.teck.com) or from a Teck Digital Systems representative.

ALWAYS

- ✓ Keep your user IDs and passwords secure
- ✓ Remember that company computers, phones, email and internet access are for business purposes and are monitored for cyber threats and other malicious activities; limited personal use will usually be acceptable
- ✓ Be vigilant against cyber threats and phishing scams
- ✓ Report any suspicious emails and any known or suspected security breaches or risks to our information assets to Service Desk
- ✓ Comply with applicable laws and regulations, including copyright and licensing requirements

NEVER

- ✗ Disable Teck security measures
- ✗ Share passwords or other information that could make our systems vulnerable
- ✗ Click on any links unless you are certain the source is legitimate
- ✗ Install software or connect to hardware without authorization and licenses
- ✗ Use Teck assets to access pornography or other objectionable material
- ✗ Use Teck's information in any way that could damage Teck
- ✗ Assume personal information stored or transmitted using company assets is private

DOING WHAT'S RIGHT

Toll-free hotlines:

1.800.494.0274 (Canada)

1.800.492.3451 (US)

800.719.929 (Chile)

Web reporting tool:

www.teck.com/reporting

The Doing What's Right toll-free hotline and web reporting tool, which allow anonymous reporting, are operated by OneTrust, a third-party organization that provides toll-free hotline and web reporting services to companies around the world.

ALWAYS

- ✓ Be truthful and helpful in your dealings with public officials
- ✓ Know and comply with laws related to lobbying public officials
- ✓ Keep a record of all contact with public officials
- ✓ Report all lobbying activity in line with legal requirements and company policies

NEVER

- ✗ Allow your personal political views or activities to affect your performance or objectivity at work
- ✗ Create an impression that Teck may provide political support to any candidate or party
- ✗ Provide or offer a gift or entertainment to a public official where it is prohibited by law

Dealing With Public Officials

All our contact with government officials, legislators and regulators is done with honesty, integrity and openness and in compliance with domestic and international laws.

We conduct ourselves to uphold the integrity and reputation of both Teck and public officials and we are careful to avoid any appearance of impropriety.

Policies and Resources

- [Anti-Bribery and Corruption Compliance Policy and Interpretation Guide](#)
- [Political Contributions Policy](#)

Who can I talk to?

- Your supervisor
- The Global Director, Ethics and Compliance
- A Legal team representative
- A Government Affairs team representative
- Doing What's Right hotline or web reporting tool (See pages 42-43)

Conflicts of Interest

As employees, we must act in the best interests of Teck. A conflict of interest can arise when there may be conflict, or the appearance of conflict, between what is in your personal interest (financial or otherwise) and what is in the best interest of our company.

Examples of conflicts of interest include outside jobs or affiliations with competitors, suppliers or customers; family members working for suppliers or customers or in government; having an intimate relationship with someone at work who can influence your pay or who reports directly or indirectly to you; or private investments that may influence your work decisions.

Policies and Resources

- [Code of Ethics](#)
- [Outside Directorships Guideline](#)

Who can I talk to?

- Your supervisor
- A Legal team representative
- A Human Resources representative
- Doing What's Right hotline or web reporting tool (See pages 42-43)

ALWAYS

- ✓ Disclose any potential conflict of interest in writing to your supervisor as early and as fully as possible
- ✓ Avoid situations that may create a real or perceived conflict of interest
- ✓ Follow all policies and procedures on recording and managing conflicts of interest

NEVER

- ✗ Allow personal, financial or political activities to affect, or be perceived to affect, the way you do your job
- ✗ Hide or fail to disclose any actual or perceived conflicts of interest
- ✗ Take, or divert to others, any business opportunities that arise from your work at Teck

ALWAYS

- ✓ Store confidential materials in a secure place
- ✓ Ask for guidance if you are unsure if something is confidential and seek approval through our Corporate Disclosure Policy before distributing
- ✓ Consult our Employee Trading Policy before trading in Teck shares or those of other mining companies
- ✓ Return all company materials and data when leaving our employment or at the end of your contract

NEVER

- ✗ Share confidential information with anyone not approved to receive it
- ✗ Discuss confidential information where others may hear
- ✗ Leave confidential information out where unauthorized persons might see it
- ✗ Take confidential material from a previous employer or other third parties without permission

Confidentiality

Confidentiality is an important part of doing business. Unless already made public, everything from business and marketing plans to company records, reports and processes is confidential.

We don't disclose confidential information in any form, other than in the necessary course of business, without permission and meeting disclosure requirements, and we ensure anyone approved to receive information is aware of its confidential nature. This includes disclosure of both Teck's confidential information and the confidential information of third parties that may be shared with you.

We comply strictly with securities laws, and we have a policy in place to reduce the risk of employees trading in securities while in possession of material undisclosed information.

Policies and Resources

- [Code of Ethics](#)
- [Corporate Disclosure Policy](#)
- [Employee Trading Policy](#)

Who can I talk to?

- Your supervisor
- A Legal team representative
- A Human Resources representative
- Doing What's Right hotline or web reporting tool (See pages 42-43)

Social Media

We trust our employees to act responsibly in all aspects of their work, including when using social media to share their experience as a Teck employee.

Employees who participate in social media and post on work-related topics from their personal account must adhere to all Teck policies and procedures, particularly the Corporate Disclosure Policy and the Code of Ethics.

Employees may engage with Teck's official social media channels from their personal accounts, provided they comply with the guidelines for personal use of social media. Comments and content posted on social media on matters unrelated to Teck are, in general, employees' own concern; however, Teck reserves the right to take action if those posts adversely affect Teck's reputation, ability to manage its business or the workplace.

Policies and Resources

- [Code of Ethics](#)
- [Corporate Disclosure Policy](#)
- [Social Media Standard](#)
- [Social Media Management Procedure](#)

Who can I talk to?

- Your supervisor
- A Communications and Government Affairs representative
- A Human Resources representative

ALWAYS

- ✓ Adhere to Teck's guidelines for personal use of social media
- ✓ Recognize social media is not an appropriate channel to post work-related issues and grievances

NEVER

- ✗ Disclose any information that is confidential or proprietary to Teck on social media
- ✗ Participate in social media from your personal account in a manner that could be perceived as an official act or representation of the company
- ✗ Post information about Teck during a crisis
- ✗ Post anonymously or under a pseudonym about Teck
- ✗ Post in circumstances where your posts could be construed as harassment
- ✗ Post content or comments that could adversely impact Teck's reputation

RESPECTFUL AND INCLUSIVE

We believe everyone matters and we're better together.



Equity, Diversity and Inclusion

We work together to create an inclusive and equitable workplace that recognizes and values difference at all levels of the company.

We know that an inclusive, respectful and diverse workforce contributes to innovation and better decision-making, attracts and retains the best people, builds a strong and engaged workforce, and better reflects the communities in which we operate.

Policies and Resources

- [Equity, Diversity and Inclusion Policy](#)
- [Human Rights Policy](#)
- [Indigenous Peoples Policy](#)
- [Inclusive Language Guideline](#)
- [Respectful Workplace Policy](#)
- [Respectful Workplace Standard](#)

Who can I talk to?

- Your supervisor
- A Human Resources representative
- Doing What's Right hotline or web reporting tool (See pages 42-43)

ALWAYS

- ✓ Treat everyone with respect
- ✓ Be respectful of cultural and other differences

NEVER

- ✗ Do anything that can be reasonably expected to cause offence or make the workplace feel uncomfortable

Note that this does not include situations or conversations which may be uncomfortable but are necessary or required to maintain health and safety, operational and business continuity, or action that reasonably relates to human resources or performance management.

ALWAYS

- ✓ Help create a workplace free of all forms of bullying and harassment
- ✓ Report all incidents of harassment or bullying, regardless of who is involved
- ✓ Know that respectfully expressing differences of opinion and offering constructive feedback is not harassment or bullying, nor is making reasonable management decisions that may be unpopular with employees, including expectations around work performance

NEVER

- ✗ Act in a way that may humiliate or intimidate others
- ✗ Make inappropriate sexual comments or engage in sexually offensive behaviour
- ✗ Engage in name-calling, spreading malicious rumours, vandalizing someone's belongings or other abusive behaviours
- ✗ Seek reprisals or retaliate against someone who speaks up about creating a safer, more respectful workplace

Bullying and Harassment

We do not tolerate any type of bullying and harassment. This includes inappropriate conduct or comment by a person towards another individual that the person engaging in the offending conduct knew or ought to have known would cause that other individual to be humiliated or intimidated.

Teck is committed to providing a work environment in which employees are treated with dignity and respect. We achieve this by treating others as they wish to be treated and by speaking up when we see, experience, or hear about something that's not right.

Policies and Resources

- [Code of Ethics](#)
- [Respectful Workplace Standard](#)
- [Gender-Based Violence and Harassment Procedure](#)

For additional policies relevant for your jurisdiction, please speak to your Human Resources representative.

Who can I talk to?

- Your supervisor
- A Human Resources representative
- Shop steward or employee representative
- Any member of management
- Doing What's Right hotline or web reporting tool (See pages 42-43)

Discrimination

We recognize that discrimination and systemic racism exists, and we stand against it in all its forms. Racism, sexism and all other forms of discrimination are not acceptable at Teck; it is not who we are as a company and it is not consistent with our shared values.

As individuals and as a company, we respect and appreciate differences in age, ethnicity, Indigenous origin or heritage, gender, gender identity or expression, ability, physical attributes, beliefs, language, sexual orientation, education, nationality, social background and culture, and other legally protected personal characteristics.

Policies and Resources

- [Code of Ethics](#)
- [Respectful Workplace Standard](#)
- [Gender-Based Violence and Harassment Procedure](#)

For additional policies relevant for your jurisdiction, please speak to your Human Resources representative.

Who can I talk to?

- Your supervisor
- A Human Resources representative
- Shop steward or employee representative
- Any member of management
- Doing What's Right hotline or web reporting tool (See pages 42-43)

ALWAYS

- ✓ Speak up if you witness discrimination or bias, and listen to and respect others who speak up
- ✓ Hire, manage and promote based on performance and experience

NEVER

- ✗ Discriminate against anyone because of their age, ethnicity, Indigenous origin or heritage, gender, gender identity or expression, physical attributes, beliefs, language, sexual orientation, education, nationality, social background and culture, and other legally protected personal characteristics

ALWAYS

- ✓ Use the appropriate channels to resolve workplace conflicts peacefully and professionally
- ✓ Report any incidents of violence or any concerns that a situation may turn violent

NEVER

- ✗ Be violent or threaten violence, verbally or in writing
- ✗ Tolerate any form of violence in the workplace

Workplace Violence

There is no place for workplace violence at Teck. That includes any attempted or actual use of physical force to cause injury. It also includes any threatening statement or behaviour that would give someone reasonable cause to believe they are at risk of injury.

Workplace violence is not limited to incidents that occur within a traditional workplace. Work-related violence can occur at off-site business-related functions, at social events related to work, away from work but resulting from work, or on social media.

Policies and Resources

- [Code of Ethics](#)
- [Respectful Workplace Policy](#)

For additional policies relevant for your jurisdiction, please speak to your Human Resources representative.

Who can I talk to?

- Your supervisor
- A Human Resources representative
- Shop steward or employee representative
- Any member of management
- Doing What's Right hotline or web reporting tool (See pages 42-43)

Labour Relations

We respect our employees' right to choose union representation and the process by which this representation is chosen and maintained.

We also respect the collective bargaining process and comply with the terms set out in the collective bargaining agreements we have in place with unionized employees across our operations.

Policies and Resources

For information about the collective agreement(s) in place at your location, please speak to a Human Resources representative. For information about the terms set out in a particular collective agreement, please speak to a shop steward or a member of your union's executive.

Who can I talk to?

- Your supervisor
- A Human Resources representative
- A shop steward
- A member of your union's executive
- Doing What's Right hotline or web reporting tool (See pages 42-43)

ALWAYS

- ✓ Respect and follow labour-related processes as described in any relevant collective bargaining agreement
- ✓ Direct any labour-related questions to your supervisor or a Human Resources representative
- ✓ Direct any collective bargaining agreement-related questions to a shop steward or a member of your union's executive

NEVER

- ✗ Act inconsistently with any applicable labour standard or collective agreement
- ✗ Attempt to dissuade or discourage a co-worker from bringing a labour-related issue or concern forward
- ✗ Engage in any anti-union practice

HUMBLE AND DRIVEN

We are open and we listen, learn, and are relentless in the pursuit of excellence.



We love rising to a challenge and are determined to deliver. We strive every day to solve problems, up our game, and give everything we've got to achieving new and ambitious goals.

We accept criticism as graciously as compliments. We apologize when necessary. We won't always have all the answers. That's why we're open—so we can listen, learn and find better, more innovative ways of working.

Who can I talk to?

- Your supervisor
- A Human Resources representative
- Any member of management

ALWAYS

- ✓ Listen to and respect others
- ✓ Be open to feedback
- ✓ Learn from successes and failures
- ✓ Be open to saying 'I'm sorry' and doing better
- ✓ Consider new ways of working and solving problems
- ✓ Approach challenges with curiosity and a growth mindset

NEVER

- ✗ Take it personally
- ✗ Retaliate because you don't like what you heard

Employee Pulse Survey

Teck's employee pulse survey is an opportunity for employees to have their voices heard and helps inform how we can improve work at Teck.

Through this quick survey, employees are encouraged to provide feedback on areas such as the evolution of Teck, health and safety, and how they feel about their work.

Complete the survey at:
go.teck.com/pulsesurvey

Speak Up/Reporting

Doing What's Right also means speaking up when you see or experience something that doesn't live up to The Teck Way.

How do I report a concern?

There are three ways to report your concern:

1. Talk to your supervisor, manager or a representative of the Legal or Human Resources departments.
2. Reach out to Teck's Global Director, Ethics and Compliance for guidance.
3. Use the Doing What's Right web reporting tool at www.teck.com/reporting to report an incident directly on the third-party site, or, call to report using the toll-free hotline. Numbers are provided for Canada, U.S. and internationally.

What happens to a reported concern?

The Doing What's Right web reporting tool is a third-party site, and complaints can be made anonymously.

Reported concerns are promptly forwarded by the third-party service provider to the Global

Director, Ethics and Compliance. Teck is committed to treating reports made in good faith fairly and impartially, and to appropriate follow-up when complaints can be substantiated.

The details of reports are held in confidence, except as reasonably necessary to conduct an investigation, to implement follow-up actions, or as required by law. Reports are impartially investigated, either internally or by external investigators, depending on the nature of the report. The outcomes of investigations and steps taken as a result are reported to the Audit Committee and the Board of Directors, as well as to relevant members of management responsible for follow up.

Teck strictly prohibits any form of retaliation in relation to reports made in good faith and will take action if any form of retaliation occurs.

The Doing What's Right toll-free hotline and web reporting tool, which allow anonymous reporting, are operated by OneTrust, an independent third-party organization that provides toll-free hotline and web reporting services to companies around the world.



Will I find out what happens to my reported concern?

If you report a concern using your name, you can choose to receive updates via email. If you report a concern anonymously using the Doing What's Right hotline or web reporting tool, OneTrust will assign a report number and document your concern. You can elect to receive updates directly from the system, without any involvement from Teck. If you choose complete anonymity, no updates will be provided.

How do I report a concern by phone if I'm not in Canada or the U.S.?

Visit www.teck.com/reporting and search for your country in the drop-down menu under "Call Us". If your country is not listed, dial 1.720.514.4400 (place a collect call). You will speak with a OneTrust call centre representative and language interpreter. The call centre supports more than 300 languages.



Media Inquiries

Communications and Government Affairs (CGA) and Latin America (LATAM) CGA manage all media inquiries received by employees and contractors at all Teck sites, offices, operations and projects, from any media outlet, journalist or freelance writer.

All media inquiries, except those received in LATAM, should be directed to Director, External Communications.

All media inquiries received in LATAM should be directed to Director, CGA, LATAM.

Investor Inquiries

Teck designates spokespersons to communicate with the investment community.

As per Teck's [Corporate Disclosure Policy](#), employees must not respond to inquiries from or have meetings or discussions with the investment community, media or analysts.

All investor and shareholder inquiries should be directed to Vice President, Investor Relations or Chief Financial Officer.

Notes

[illegible]

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Teck is a leading Canadian resource company focused on responsibly producing the metals essential for economic development and the energy transition, with world-class copper and zinc operations and an industry-leading copper growth portfolio.

The pursuit of sustainability guides our approach to business. Our sustainability strategy sets long-term goals to drive improved performance across our activities.

The expertise of our people spans a wide range of activities related to exploration, development, mining and minerals processing, including health and safety, environmental protection, materials stewardship, recycling and research.

Our work is driven by our purpose, and each day, we are guided by our values in how we operate and how we conduct ourselves. Together, our purpose and values represent who we are and what we value most.

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