

# Human Rights



There is a growing amount of national and regional legislation requiring corporations to disclose that they identify, prevent and mitigate impacts on human rights, and indicate how they address potential impacts on human rights. These impacts can arise from their business operations and, in certain cases, relationships with suppliers.<sup>14</sup> As the regulatory landscape evolves, it is anticipated that more transparency in reporting and clearly defined indicators to measure due diligence on human rights will continue to develop.

In recent years, ensuring that human rights are not being impacted has been a significant objective for the mining sector and a key aspect of sustainable development. Organizations such as the International Council on Mining and Metals (ICMM) are fully supportive of the United Nations Guiding Principles (UNGP) on Human Rights, and were deeply involved in the consultations that led to their development.

While Teck operates in jurisdictions that are characterized by generally stable and positive political and economic conditions, we recognize that the potential remains for our activities to impact human rights. We are committed to improving systems for identifying potential human rights issues/risks and to managing and resolving these issues/risks and any human rights-related incidents, impacts and grievances.

# Our Performance in Human Rights in 2018

## Embedding Human Rights

Teck is focused on ensuring that human rights perspectives are integrated into our broader social management practices. We believe that awareness and active management of human rights-relevant issues should be aligned with our broader approaches to managing social performance across the business. We work to ensure Teck's [Human Rights Policy](#) is recognized and applied across the company through promotion of our policy, integration with other policies, and integration into communication and training for employees.

In 2018, we participated in advancing the ICMM development of initiatives targeting improved human rights practice, specifically on the following topics: security and human rights, community support and economic opportunities for communities.

### Training

Training efforts to increase human rights awareness involved senior leaders at operations as part of the human rights assessment process, and senior leaders at Teck's head office in Vancouver as part of the human rights saliency review process, as shown in Table 30.

**Table 30: Human Rights Issues that are Salient to Teck<sup>(1)</sup>**

Salient Issues Category	Associated Rights	Examples of Mitigation Actions in 2018
Labour	<p>Freedom of association, assembly and collective bargaining<sup>(2)</sup></p> <p>Right to safe and healthy working conditions<sup>(3)</sup></p> <p>Right to not be subjected to slavery, servitude or forced labour (specific to supply chains)<sup>(4)</sup></p> <p>Right to work<sup>(5)</sup></p> <p>Right to non-discrimination<sup>(6)</sup></p>	<p>Quebrada Blanca Operations signed new collective bargaining agreements with two unions.</p> <p>All operations continued implementing Courageous Safety Leadership 4 training to embed a culture of safety with employees and advanced our Occupational Health and Hygiene strategy, which requires all operations to implement Exposure Reduction Plans. There was also an ongoing focus on leadership development, safety training, new-hire training, cross-training, and Respectful Workplace training.</p>
Environment	<p>Right to clean water and sanitation<sup>(7)</sup></p> <p>Right to health<sup>(8)</sup></p>	<p>All of our sites continued to implement environmental management plans. For example, Highland Valley Copper Operations continued implementation of water quality and dust management plans and Carmen de Andacollo Operations continued implementation of blasting and dust management plans to minimize environmental and community impacts, and to meet government regulatory requirements.</p>
Land and Livelihoods	<p>Right to land<sup>(9)</sup></p> <p>Right to work<sup>(10)</sup></p> <p>Right to take part in cultural life<sup>(8)</sup></p>	<p>At our steelmaking coal operations in the Elk Valley, we continued implementation of our Impact Management and Benefit Agreement, which is inclusive of employment and procurement, environment and land stewardship, and cultural resource management. As part of the Baldy Ridge Extension, operations partnered in the establishment of the Sparwood Advisory Committee to independently identify opportunities to improve community livability.</p> <p>Red Dog Operations supported and participated in the Subsistence Committee with community representatives to promote and advance cultural subsistence-based activities in the region.</p>
Personal Security	<p>Right not to be subjected to torture and the right to liberty and security of person<sup>(11)</sup></p> <p>Freedom of association and right to protest, speech and expression<sup>(11)</sup></p>	<p>Carmen de Andacollo and Quebrada Blanca operations continued existing or established new working tables with local communities to identify and address local impacts, manage emergent issues, and identify opportunities for local development and community investment.</p>

(1) In addition to the protection of all human rights, Indigenous Peoples also hold a unique set of group rights called Indigenous rights.

(2) The Universal Declaration of Human Rights (UDHR), International Covenant on Civil and Political Rights (ICCPR), International Covenant on Economic, Social and Cultural Rights (ICESCR), International Labour Organization Core Conventions (ILO).

(3) ICESCR, ILO. (4) ICCPR, ILO. (5) UDHR, ICESCR. (6) UDHR, ICCPR, ICESCR, ILO. (7) UDHR, ICESCR, ILO. (8) ICESCR.

(9) UDHR (privacy and property), ICCPR (no forced eviction), ICESCR (no forced eviction). (10) UDHR, ICESCR. (11) ICCPR.

“Meaningful engagement, and ensuring stakeholders are heard by the company, are important components when resolving human rights impacts. Teck will be working with its partners through the International Council on Mining and Metals, the Mining Association of Canada, and with international experts in 2019 to identify opportunities to improve the effectiveness of grievance management, consistent with the UN Guiding Principles on Business and Human Rights.”



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### Salient Human Rights Issues

We proactively identify areas of highest human rights risk so we can prevent adverse impacts from occurring. This year, we undertook human rights assessments at every operation with more than five years of anticipated mine life. The reviews were conducted through a detailed interview with site General Managers and Superintendents. The results of the human rights risk assessments inform Teck’s overall salient human rights issues and also identify potential risk areas to integrate into ongoing social risk assessments and management activities at individual sites. We maintain a company-wide plan to mitigate human rights risk, which is articulated in our Health, Safety, Environment and Community Management Standards and other relevant company policies and guidance, including rights-related Social Management and Responsibility at Teck (SMART) tools. A selection of actions taken in 2018 in response to these risks are described in Table 30. We review human rights practices and performance on an annual basis and conduct assessments of human rights management at our sites on a biennial basis.

As part of the UNGP, we determine and report on our most significant or salient human rights issues. A company’s salient human rights issues are those human rights that are most at risk of being impacted as a result of the company’s activities or business relationships. In 2018, we undertook a corporate saliency review workshop with members of our Human Rights Working Group and additional subject matter experts from sites

and corporate offices. The purpose of the workshop was to confirm our current analysis of human rights issues that are salient to Teck. During this workshop, no changes to our current list of salient issues were identified.

### Resolving Human Rights-Related Feedback and Incidents

A consistent and rigorous approach to feedback and grievances is not only fundamental to ensure strong social management overall, but also ensures that any issues with actual or potential human rights implications are identified and acted upon. If issues or new risks are identified, they are brought to the attention of senior leadership through our HSEC Risk Management Committee and Teck’s Safety and Sustainability Committee of the Board.

In 2018, we worked to ensure appropriate management and remedy of negative feedback and significant incidents, through continual improvement of our feedback mechanisms and the reporting and management of incidents. This included a specific focus on improving tracking and reporting of grievances through reporting technologies and practices.

### Outlook for Human Rights

In 2019, we will remain committed to respecting and observing human rights and to aligning our practices with the UNGP. We will continue to drive governance, policy and reporting through continued identification of human rights issues and risks, with a specific focus on expanding awareness training for employees and senior management. We will also focus on continual improvement of our feedback and incident management practices, including a specific examination of improving the effectiveness of grievance mechanisms consistent with criteria established by the UNGP.

### GRI Indicators and Topic Boundary

412-103, 412-1

This topic is considered most material by our shareholders, employees, local communities, regulators, society and contractors in the context of all Teck sites, contractor selection/management and supplier selection.

### How Does Teck Manage This Topic?

Information about how we manage human rights, including relevant policies, management practices and systems is [available for download on our website](#).