

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 aim 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 and impacts to people and assess severity as an impact on that person, rather than as a reflection of the resultant impact on business and reputation. Teck has a multidisciplinary group called the Human Rights Working Group, whose purpose is to evaluate potential and actual impacts on people and human rights across the business.

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 Group 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 integrates social risk considerations, including risks to human rights, from the start. As a result, 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 \(VPSHR's\)](#). 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 Methodology](#) in 2019, are risks commonly regarded as potentially severe or likely within the extractives industry, and that companies are expected to demonstrate, through a process of human rights due diligence, how they are preventing them 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, including implementation of our HSEC Management Standards. The Safety and Sustainability Committee Terms of Reference specifically includes 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 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

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 Health, Safety, Environment and Community (HSEC) Management Standards. See Our Approach to Inclusion, Diversity and Our People 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 resettlements 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 in the Mining Association of Canada, our security practices are verified through the MAC Towards Sustainable Mining process annually. The standards to which we are verified are in line with the VPSHR's.

- Teck’s legal department is responsible for the oversight of the Human Rights Policy

Teck has an internal Human Rights Working Group (HRWG) to align and focus efforts across the organization in support of embedding Teck’s Human Rights Policy. Members of HRWG work together to enhance Teck’s human rights management and reporting, to increase awareness and internal alignment on human rights, and to strengthen the network of human rights practitioners at Teck. This group, which is director-level and multidisciplinary, meets to learn about new initiatives in business and human rights and to share best practices and efficiencies in their management approaches (i.e. training, impact identification, reporting tools). This group does not serve a governance role but rather one of peer learning and influence.

Approach to Managing Human Rights

Teck operates mines in Chile, Canada and the U.S., and we have projects in Chile, Canada, the U.S., Peru and Mexico, as well as exploration activities globally. At Teck, we manage our impacts to people across our business in 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

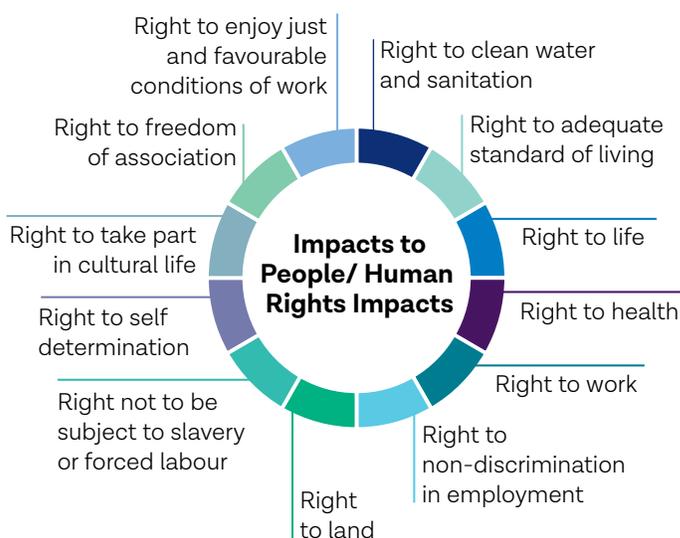
Identifying and Assessing Salient Human Rights Risks

Each two years, Teck’s Human Rights Working Group identifies human rights risks and impacts through a saliency assessment. During the saliency assessment, 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 impacted by our business activities.

In 2020, we conducted our saliency assessment in line with the UNGPs. This process included:

- Desktop research, including a review of relevant internal

Salient Human Rights



policies and procedures, peer review benchmarking, and a media scan; this review considered social, geographical and economic factors³ that influence our impacts on human rights

- Internal stakeholder interviews from a diverse cross-section of Teck business areas, and reviews of our biannual human rights self-assessments at our operations⁴
- A workshop to prioritize the most significant human rights risks to individuals with multidisciplinary attendees

The output of the workshop included both a heatmap of salient risks and an action plan to prioritize activities for 2020. For more information, see the table ‘Human Rights Issues that are Salient to Teck’ in our [Annual Sustainability Report](#).

Protecting rights remains a core objective across Teck’s operations, and we continue to evolve our approach to manage impacts to 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 Inclusion, Diversity, and Our People](#).



³ Teck’s operations are in Chile, Canada and the United States and only one current operation is Fly in Fly out.

⁴ Our operations complete a biannual self assessment with the Human Rights Working Group chair that involves the General Manager of each operation and their nominees for Human Resources, Environment and Communities, and Supply management/ materials management/procurement. This information forms an input into our saliency assessments.

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 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 operations⁵ 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 new function of this system is a specific workflow to allow sites to record and monitor activities to remedy⁶ related to the complaint. This will support our ability to monitor the activities to remedy being offered in response to the complaints and 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

Specific Human Right	Teck's Commitments	Relevant Policies, Management Approach and Targets
Right to Life ¹	<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

⁵ 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.

⁶ 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.

<p>Right to safe and healthy working conditions²</p>	<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 Anti-Corruption Policy 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 Inclusion and Diversity Policy • 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
<p>Right to freedom of association, assembly and collective bargaining³</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-Corruption Policy 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 Inclusion and Diversity Policy • Teck's Human Rights Policy • Teck's Code of Ethics • Teck's Anti-Corruption Policy • Teck's Expectations for Suppliers and Contractors • Our Approach to Inclusion, Diversity and Our People
<p>Right to not be subjected to slavery, servitude or forced labour⁴</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. Our Human Rights Policy affirms this commitment. 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/ occupation⁵</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 Inclusion and Diversity Policy • Our Approach to Human Rights • Our Approach to Inclusion, Diversity and Our People • Our Approach to Supply Chain Management
<p>Right to adequate standard of living⁶</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 Code of Sustainable Conduct • Teck's Human Rights Policy • Our Approach to Business Ethics • Our Approach to Human Rights • Our Approach to Supply Chain Management

Right to Clean Water and Sanitation ⁷	<ul style="list-style-type: none"> We are committed to protecting water and the life it sustains by being an industry leader in water stewardship. We diligently seek not to infringe, directly or through complicity in acts of others, on the human rights of our employees, workers in our supply chain, members of the communities where we operate, or others who are affected by our activities. 	<ul style="list-style-type: none"> Teck's Water Policy Teck's Human Rights Policy Our Approach to Water Stewardship Our Approach to Tailings Management Our Approach to Human Rights
Right to Health ⁸	<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 ⁹	<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 ¹	<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 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 People's Policy Our Approach to Relationships with Indigenous Peoples Our Approach to Relationships with Communities
Right to enjoy just and favorable conditions of work ¹⁰	<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 Inclusion and Diversity Policy Code of Sustainable Conduct Our Approach to Supply Chain Management
Right to take part in cultural life ⁶	<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

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. The table above provides additional details on Teck policies that address particular human rights aspects.

¹ The Universal Declaration of Human Rights (UDHR), International Covenant on Civil and Political Rights (ICCPR).

² International Covenant on Economic, Social and Cultural Rights (ICESCR).

³ UDHR, ICCR, ICESCR, ILO

⁴ UDHR, ICCPR, ILO.

⁵ UDHR, ICCPR, ICESCR,, International Labour Organization Core Conventions (ILO)

⁶ UDHR, ICESCR

⁷ Resolution A/RES/64/292. UN General Assembly, July 2010, Resolution A/RES/70/169, UN General Assembly, December 2015.

⁸ ICESCR

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

¹⁰ UDHR, ICESCR.

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 (MAC) and the International Council on Mining and Metals (ICMM) in identifying and sharing best practices in human rights.

We are committed to respecting human rights defenders, and we do not condone any form of attack against them or anyone who opposes our activities. We expect our business partners 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
- **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

Embedding Human Rights

We conduct ongoing due diligence to identify and assess adverse human rights impacts. This takes place through annual 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 to communities and Health and Safety risks to employees. This consideration includes actual and perceived impacts, as well as duration and remediability.

Our Targets and Commitments

As a responsible company operating globally, we are committed to respecting and observing all human rights. We are committed to engaging with our community members on our human rights impacts through our SMART Framework and other activities, and to reporting on our performance.

Our sustainability strategy guides our long-term approach to relationships with communities across the organization. In 2019, we conducted broad engagement with employees and external stakeholders to identify and prioritize global trends and issues and set a new sustainability strategy, including new goals related to communities.

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

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 and Teck's five-year planning process.

We report on our performance against these indicators and our progress towards our human rights management on an annual basis in our [sustainability report](#).

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
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