Our Approach to Human Rights

Which Teck sites does this document apply 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.

Governance and Accountability

Background
We recognize our obligations under the United Nations Guiding Principles to respect human rights and provide access to remedy for human rights impacts. Teck operates primarily in Canada, the United States, Peru and Chile, which are relatively low-risk jurisdictions, characterized by stable political and economic conditions and robust legal systems. Nonetheless, we are committed to improving our systems for preventing human rights-related impacts, and for contributing to sustainable development by delivering economic, social and environmental benefits to stakeholders.

We work to respect the human rights of those we encounter, whether employees, customers, suppliers or people living in areas near our operations. Our disclosure is evolving in alignment with the United Nations Guiding Principles and we work to provide information on how our activities have the potential to impact human rights, how these risks are mitigated, and how issues with human rights aspects are remedied and addressed.

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

The following senior leaders are involved in implementing the management of human rights:

- The Senior Vice President, Sustainability and External Affairs reports directly to our CEO and is responsible for sustainability, health and safety, environment, community, and Indigenous affairs
- The Vice President, Community and Government Relations leads activities related to social management and responsibility, community engagement and community investment, and Indigenous affairs

Teck has an internal Human Rights Working Group (HRWG) to align and focus efforts across the organization in support of 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.
Table 1: Human Rights Working Group Members

<table>
<thead>
<tr>
<th>Activity</th>
<th>Team at Teck</th>
<th>Member of HRWG</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hiring and training security personnel and protecting assets</td>
<td>Risk, Security and Insurance</td>
<td>Director, Risk, Security &amp; Loss Control</td>
</tr>
<tr>
<td>Ensuring everyone goes home safe and healthy every day</td>
<td>Health and Safety</td>
<td>Director, Health and Safety</td>
</tr>
<tr>
<td>Impacting and managing water</td>
<td>Environment</td>
<td>Director, Permitting and Closure</td>
</tr>
<tr>
<td>Supporting employees, working with unions</td>
<td>Human Resources</td>
<td>HR Business Partner, Talent Management</td>
</tr>
<tr>
<td>Procuring goods/services</td>
<td>Legal &amp; Operating Excellence</td>
<td>Corporate Counsel</td>
</tr>
<tr>
<td>Building major projects</td>
<td>Project Development Group</td>
<td>Director, Project Services</td>
</tr>
<tr>
<td>Ethics and anti-corruption programming</td>
<td>Legal Counsel</td>
<td>Vice President, General Counsel &amp; Secretary, Spokane</td>
</tr>
<tr>
<td>Working with communities</td>
<td>Community and Government Relations</td>
<td>Director, Social Management and Responsibility</td>
</tr>
<tr>
<td>Working with Indigenous Peoples</td>
<td></td>
<td>Corporate Counsel</td>
</tr>
<tr>
<td>Working with communities and Indigenous Peoples</td>
<td></td>
<td>Director, Social Management and Responsibility, Chile</td>
</tr>
<tr>
<td>Supporting employees, working with unions</td>
<td>Human Resources</td>
<td>Director, Human Resources, Chile</td>
</tr>
<tr>
<td>Internal communication</td>
<td>Corporate Affairs</td>
<td>Manager, Internal Communications</td>
</tr>
</tbody>
</table>

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. Table 2 below provides additional details on Teck policies that address particular human rights aspects.

Table 2: Teck Policies Relevant to Human Rights Issues

<table>
<thead>
<tr>
<th>Teck Policy</th>
<th>Human Right Covered within Policy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health and Safety Policy</td>
<td>Right to safe working conditions, Right to health</td>
</tr>
<tr>
<td>Indigenous Peoples Policy</td>
<td>Right to land and livelihood</td>
</tr>
<tr>
<td>Water Policy</td>
<td>Right to water, Right to health</td>
</tr>
<tr>
<td>Human Rights Policy</td>
<td>Right to access remedy, Right to health, Right to life</td>
</tr>
<tr>
<td>Teck’s Expectations for Suppliers and Contractors</td>
<td>Right to safe working conditions, Right to work</td>
</tr>
<tr>
<td>Charter of Corporate Responsibility and Code of Sustainable Conduct</td>
<td>Right to safe working conditions, Right to work, Right to freedom from child labour</td>
</tr>
<tr>
<td>Code of Ethics</td>
<td>Right to safe working conditions, Right to freedom from discrimination</td>
</tr>
</tbody>
</table>
**Approach to Managing Human Rights**

We are committed to respecting the rights of our employees, the communities in which we operate, and others affected by our activities through the life cycle of our products and operations. We work to advance human rights values in the areas where we operate in collaboration with stakeholders, and put special emphasis on the rights of vulnerable groups that may be impacted by our activities and operations, including Indigenous Peoples, women and children.

**Respecting Human Rights**

Teck has adopted the UN Guiding Principles Reporting Framework as a means to progressively identify and remedy human rights impacts as part of our work and report upon those activities. Underscoring these principles is the UN Guiding Principles on Business and Human Rights, which identifies a duty of the state to protect human rights but equally a duty of business to respect those rights, and for both to ensure there is effective access to remedy.

Through our Social Management and Responsibility at Teck (SMART) Framework, we take a rights-based approach to relationships with communities and individuals, and work to ensure that all of Teck’s activities are evaluated based on actual and potential impacts. Protecting rights remains a core objective across Teck’s operations and we continue to evolve our approach to meet changing needs. Further information is available in Teck’s Approach to Relationships with Communities document.

In implementing our framework, Teck undertakes activities under the three pillars outlined in Figure 1.

**Figure 1: Human Rights Management Framework**

- **Improving Policy and Governance**
- **Responding to Negative Feedback and Incidents**
- **Embedding Human Rights Due Diligence**

**Memberships, Partnerships and External Commitments**

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 membership in 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 align with 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
Improving Policy and Governance

Teck assesses enterprise-level human rights risks on an ongoing basis and implements policy and practice improvements when possible. Teck’s Board of Directors and senior management team regularly consider human rights impacts and risks associated with ongoing activities and material incidents.

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 also work with established human rights specialist groups, such as Business for Social Responsibility and Shift, to evaluate our strategies and support improvement in human rights management.

Responding to Negative Feedback and Incidents

All operations have implemented site-based feedback mechanisms, which allow for the identification of grievances with human rights relevancy. Operations are required to follow up to determine cause, implement appropriate improvement actions, and communicate this information in a timely manner back to the complainant.

See Our Approach to Relationships with Communities for more information on feedback mechanisms.

Embedding Human Rights Due Diligence

We conduct ongoing due diligence to identify, prevent, mitigate and remedy any adverse human rights impacts through our regular social risk assessments. Identified risks are integrated into management plans and activities as outlined in our Social Management and Responsibility at Teck (SMART) toolkit. Significant risks related to human rights are acted upon and responses, communicating how issues are being addressed, are tracked.

In alignment with the UN Guiding Principles on Business and Human Rights, we determine and report on our salient human rights issues. These are human rights that the company’s activities have the greatest potential to positively or negatively impact and are reported each year in our sustainability report.

Addressing Human Rights Risks

Security Forces

We have third-party security personnel at some of our sites, including Trail, Antamina, Carmen de Andacollo and Quebrada Blanca.

Where we have security personnel, contracts require adherence to the Voluntary Principles on Security and Human Rights. 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.

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 Financial 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.

Artisanal and 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. Should these instances occur, 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 the government. Such activities also seek to establish agreements between the small-scale miners and the government on security, mining and rehabilitation.

Human Rights Management at Operations

Teck undertakes specific multidisciplinary human rights impact assessments every two years with our operations to identify local issues of potential human rights risk. Teck has further integrated the consideration of human rights into our ongoing assessments of social risk and social management plans as part of our 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 During Exploration

Prior to entering a country to conduct exploration activities, we 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 in Joint Ventures

We ensure that human rights impacts are identified and addressed in collaboration with our joint venture partners. Teck has several joint venture partners, including, for example, Goldcorp. Teck partners with Goldcorp on NuevaUnión, a joint venture in the Atacama Region of Chile that combines the former El Morro and Relincho projects. Teck and Goldcorp 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.

Our Targets and Commitments

As a responsible company operating globally, 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 engaging with our communities of interest on our human rights impacts through our SMART Framework and other activities, and to reporting on our performance.

Human Rights-Related Audits

Table 3: Human Rights Audits

<table>
<thead>
<tr>
<th>Type</th>
<th>Organization</th>
<th>Items Audited</th>
</tr>
</thead>
</table>
| External | Mining Association of Canada: Towards Sustainable Mining audit | • Community of interest (COI) identification  
• Effective COI engagement and dialogue  
• COI response mechanism  
• Reporting |
| External | International Council on Mining and Metals: Sustainability Report assurance | • 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 |

Following each of these audits, 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.